

## IN THESE PAGES



Organizing wins ... 5

Stewards  
Star, Feature, and Training . 6

Economic Issues ... 7



On the Job  
Local members at work ... 9

Settlements ..... 12

Boilermaker-made  
Products, Holiday Gifts . 14

In Memoriam .... 15

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## L-182's Wright takes top

He wins apprentice contest and Western States gets team prize

I WANT TO THANK YOU all for coming. That's all Marshall Wright could say when he learned that he was the Boilermakers' top apprentice of the year. He was struck speechless by the shock of winning. Amid the laughter and applause that followed, Wright's gratitude for being part of this great event was evident.

Representing the Western States Area Apprenticeship Program, Wright is a fourth-year apprentice out of Local 182, Salt Lake City, Utah. He earned the top marks at the 13<sup>th</sup> annual Boilermakers National Apprenticeship Program's (BNAP) outstanding apprenticeship competition, held September 17-21, 2000, at the BNAP training center in Kansas City, Kan.

Richard Cowley of Local 169, Detroit, Mich., representing the Great Lakes Area Apprenticeship Program, placed second.

Western States Area representatives, Wright and Dan Gassenberg of Local 242, Spokane, Wash., won the



Int'l. Pres. Charles W. Jones, at right, congratulates Local 182's Marshall Wright - the Boilermakers' outstanding apprentice of the year.

very first BNAP team competition award. This year, for the first time in the contest's history, each participating apprenticeship area sent two contestants to the national competition, who were then judged individually and as a team.

BNAP Coordinator Dan Everett announced the winners at a banquet that followed four days of grueling

competition. He called each of this year's eight contestants a winner, as each had to place either first or second in his area's competition in order to participate in the national contest.

Also competing this year were Southeast Area representatives Stanley Greaser of Local 667, Charleston, W.Va., and Ryan Tussey

Continued on page 3

## Tripartite Alliance Conference looks at future of our industry

Owners, employers, union seek solutions to challenges

WHAT CAN WE EXPECT the next ten years to bring? That was the question asked by more than 300 representatives of owners, employers, and the Boilermakers union who attended the annual Tripartite Alliance Conference in Myrtle Beach, S.C., Oct. 3-5, 2000.

Int'l. Pres. Charles W. Jones opened the meeting by talking about Common Arc welder testing and certification, the most visible success story that has grown out of the Boilermakers tripartite meetings. More than 8,000 welders have been tested, and 223 contractors participate in the program.

Common Arc saves the industry millions of dollars every year by eliminating redundant testing. Its benefits are obvious, but, as President Jones reminded the meeting, it took the Boilermakers years of hard work to get the program going. We had to go state by state, convincing contractors, owners, and our own members that it would work, save money, and create more jobs for Boilermakers.

Now owners and employers need to help us maintain and expand Common Arc and other MOST programs.

We're hoping every owner will require all crafts on a job to be drug-tested and subject to random testing, Jones said. He emphasized the ongoing need for good communication, and closed his introductory remarks by suggesting that gainsharing might ease some of the problems of manpower shortages by convincing Boilermakers to stay on a job until it is completed.



The MOST Owners Advisory Committee present an award to International President Charles W. Jones and the Boilermakers Executive Council for supporting efforts to improve communication among owners, employers, and the union.

Following his remarks, the MOST Owners Advisory Council presented a special award to President Jones on behalf of his many years of support for the tripartite effort. Accepting the award, Jones called all of the International's Executive Council members in attendance to the front of the room.

A union is not just one man, he said. Our Executive Council is a proven leadership team who work together to make tripartite work. We also rely on our business managers, and they can't do anything without support from their members. I am proud to accept this award, not for myself, but for everyone in the Boilermakers union.

### Committee reports progress

THOMAS H. O'CONNOR, chairman of the tripartite committee and president of O'Connor Constructors, reported that efforts to increase the number of apprentices are working. We have five times as many apprentices as we did a year ago. These new apprentices will be needed to replace the many Boilermakers now nearing retirement age. He reminded

the room that we still need to improve compensation for apprentices.

O'Connor addressed a number of issues, including adding a random drug test clause to the national maintenance agreements, improving wages in the Southeast, having owners require pre-job meetings in their bid specifications, and finding a way to ensure that Boilermakers temporarily working in other craft designations continue to be covered by the Boilermakers' health & welfare and pension plans.

MOST Administrator Bill Palmisano reported that the random drug-testing program is working well. After nearly 3,000 random tests, the rate of positives is only 0.34 percent. He told the meeting that all MOST staff members are tested on a random basis, just like the workers in the field.

Safety is a perennial concern, and MOST programs continue to target ways to reduce injuries and accidents on the job. More than 3,000 members have gone through respirator fit and training, and over 3,000 Boilermakers have taken part in 190 construction

Continued on page 4

## Unions deliver the

THE POWER OF UNIONIZED workers became clear as soon as election results began rolling in election night. Exit polls showed that voters from unionized households made up more than one-fourth of all voters this year, up from 23 percent in 1996.

A solid turnout by union households made the difference for many candidates. Many races are still too close to

call, so we will provide our full election analysis in our next issue.

Meanwhile, everyone who voted for pro-worker candidates deserves our thanks, with special thanks to those members who volunteered time and effort to getting out the vote.

Congress now has more pro-worker members than it did last year.

You can be proud of your work. q

## Governor appoints L-105's Morgan to commis-

JEFFREY DOUG MORGAN, a 21-year member of Local 105, Chillicothe, Ohio, has earned an appointment from Kentucky Governor Paul E. Patton as commissioner of community volunteerism and service.

In one of his first official duties, Commissioner Morgan attended America's Promise, a summit held at the Eastern Kentucky University, Nov. 10, 2000, for the Alliance for Youth.

Led by retired General Colin Powell, America's Promise is dedicated to building and strengthening the character and competence of our youth. Summit speakers included Gov. Patton, Lt. Gov. Stephen Henry, state house and senate members, and representatives from the university, jus-



Commissioner Doug Morgan, center, a L-105 member, with former Miss America Heather French Henry and Kentucky Lt. Gov. Stephen Henry at youth summit.

tice system, family services, and the media. q

## L-199's Boswell attends Democratic Convention



L-199 member Marv Boswell, at right, catches the ear of Vice President Al Gore at a political dinner in Miami, Fla., on June 24, 2000.

MARVYS S. BOSWELL, a 26-year member of Local 199, Jacksonville, Fla., was an elected delegate to the National Democratic Convention in Los Angeles in August.

Boswell, along with Mike Williams, president of the Florida Building Trades, and their wives, Sandy and Kathy, worked hard to keep all the Florida delegates informed and up-to-date on labor issues, both at the Convention center and at the credentials desk. There were 285 Florida delegates in attendance.

These delegates work tirelessly



L-199's Marv Boswell (l.) and Florida Bldg. Trades Pres. Mike Williams attend the National Democratic Convention in Los Angeles.

year-round to bring important labor issues to the public's attention, said Boswell. And they make themselves and the issues they represent known to the local, state, and national leaders who make the policy and laws which shape all of our lives.

In June, Boswell met Vice President Al Gore at a political dinner where he showed him a copy of the Boilermaker Reporter. Boswell told Gore: If workers political efforts are futile, then the GOP wouldn't spend \$100 million in an effort to keep unions out of politics. q

## Boilermaker Reporter wins awards

ONCE AGAIN, the International Labor Communications Association has recognized the Boilermaker Reporter for excellence at their annual awards luncheon in Washington, D.C., Nov. 17, 2000.

Boilermakers to the rescue (Jan-Feb 1999), by Carol Dillon, won the Saul Miller Award of Excellence for Best Story. Judges said the story demonstrates that when it comes to community service, there are times when nobody does it better than skilled union members. They said the crisply-written story paints a vivid pic-

ture of Boilermaker Local 154 members donating their rigging, welding, and construction skills to rebuild a vital village bridge—the only access to the home of a woman and her disabled daughter—after it had been destroyed by flash floods.

Who really pays the taxes, by Donald Caswell, earned a third-place award for Best Series. Judges said the series is particularly germane as campaign 2000 roars into the public consciousness and praised it for contradicting the conservative mantra demanding even more tax cuts for the wealthy. q



## the Boilermaker Reporter

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A prize-winning newspaper

## Western States wins first team award



L-169's Richard Cowley, representing the Great Lakes Area, wins second place in the national apprentice competition.

Continued from page 1

of Local 40, Elizabethtown, Ky.; Great Lakes Area representative Clint Mace of Local 374, Hammond, Ind.; and Northeast Area representatives Robert Hummel of Local 7, Buffalo, N.Y., and Jason Verge of Local 28, Newark, N.J.

All of the national contestants received plaques recognizing their participation in the competition.

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

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

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

As winners of the team award, Western States representatives Wright and Gassenberg each received a crystal plaque, as did their area apprentice office.

The national competition began on Sunday, September 17, with a written exam on all four years of related studies and on-the-job training (OJT) modules. The contestants were also tested on their knowledge of referral rules, national agreements, laws that affect the boilermaker industry, contractor responsibilities, and labor history.

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

Everett and Intl. Rep. Tony Gallo served as test coordinators, and each area had two delegates serving as judges—a union and an employer representative.

Representing the Western States as judges were Otis Edwards of Local 549, Pittsburg, Calif., and Ron Earnst of B & W Constructors.

Robert Schwartz of Local 1, Chicago, Ill., represented the Great Lakes Area. Substituting for Ray Walls of ABB-CE was BNAP instructor John Standish.

Representing the Southeast were Intl. Rep. Michael Peterson and C. Randall James of B & W.

Representing the Northeast were Jack Multerer of Local 7, Buffalo, N.Y., and John Cammuso of DB Riley, Inc.

Representing the National Transient Lodge were Gallo and Jeff Sanders of CBI Services.

The contest concluded with an awards banquet on Thursday night, where guest speaker Ron Wagner praised the national training center.

I've been to a lot of training facilities, said Wagner. But yours in Kansas City is the best. It is superb.

Wagner is supervisor of safety management and skills training generation service at Kansas City Power & Light Co., a Boilermaker employer.



Dan Gassenberg (l.) of Local 242 and Marshall Wright of Local 182, representing the Western States Area, earn the outstanding apprentice team award.

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

The contest not only recognizes the outstanding apprentices, but it also provides a way to determine whether the proper skills are being taught correctly.

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

Everett was especially pleased to add the team competition award to the national contest. Boilermakers work as team members in the field, explained Everett, so testing how well the apprentices work in teams seemed to be the next logical step for the national competition.

But the banner displayed at the awards banquet can still best describe Everett's feelings about the national competition: There are les-



Joe Meredith receives the 2000 National Recognition Award.

sons to be learned from competition, but fear is not one of them.

### CD Director Meredith gets national recognition award

PERHAPS ONE OF THE best-kept secrets of this year's competition was the winner of the BNAP's National Recognition Award.

Construction Division Director Joseph Meredith is no stranger to the apprenticeship program. In fact, he was the first winner of the Southeast Area's apprenticeship competition in 1969, and he now teaches on a part-time basis at the national training center in Kansas City. He is so involved with the apprenticeship program that it became a challenge to the BNAP board to keep his nomination and subsequent win a secret. But they succeeded. When his name was announced as recipient of the 2000 National Recognition Award, he was so surprised he became speechless (a rare condition for Meredith).

The BNAP board established the national recognition award in 1988 to honor those individuals who give unselfishly of their time and knowledge in order that the skills of the Boilermaker craft can be passed on to future generations by means of the oldest-known learning process—an apprenticeship.

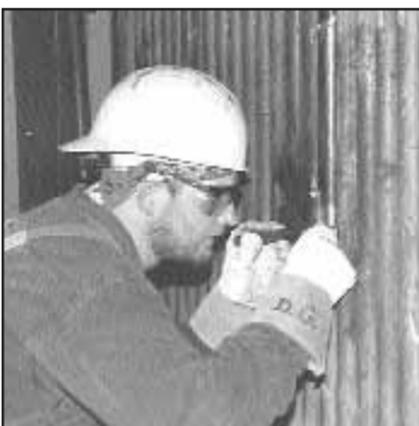
Nominations for the award are made by Boilermaker employers and union members and voted upon by area.



Great Lakes apprentices, Local 374's Clint Mace (on ladder) and Local 169's Richard Cowley, prepare to raise a hopper and set it on elevation during a rigging exercise.



Southeast apprentices, Local 667's Stanley Greaser (back) and Local 40's Ryan Tussey, participate in a tube-rolling exercise during the national apprentice competition.



Representing the Western States Area, L-242's Dan Gassenberg, at left, and L-182's Marshall Wright participate in a buddy welding exercise of the national competi-



Jason Verge of Local 28, representing the Northeast Area, at left, buddy welds a tube with Robert Hummel of Local 7.



# Tripartite conference looks at industry's

Continued from page 1  
safety and health classes this year, bringing the total number of trainees to 12,088. The new scaffold safety program is a success. Four train-the-trainer classes have been held this year, yielding 82 trained instructors.

## Owner presentations describe challenges and successes

PRESENTATIONS BY OWNER representatives make up an important component of the Tripartite Conference. This year the conference heard about electrical power trading, how environmental regulations affect the power industry, substance abuse testing, and a successful turnaround for Sunoco.

Richard W. Eimer, vice president of marketing and trade for Dynegy, explained the problems facing companies that market electricity as more states deregulate the power industry.

A major impact is pricing. In regulated markets, prices are fixed. In a deregulated market, prices fluctuate with demand, often changing greatly within a single day. The wholesale price of a megawatt hour (MWH) now routinely reaches \$200 or more during the summer, up from its usual \$25-40. When prices are this volatile, an unexpected shutdown can put a power company out of business.

Eimer gave the example of a 600MW power plant shut down for four days at the height of the summer. The owner would have to pay \$11,520,000 to replace that electricity \$120,000 an hour. Clearly, in the deregulated market, the availability of skilled craftsmen for scheduled and emergency construction and repair will be critical.

Dale E. Heydlauff, senior vice president for environmental affairs for American Electric Power (AEP), explained why environmental regulations will determine the future of industrial construction. His remarks will be given in detail in the next issue of the Boilermaker Reporter.

James M. Murray, president of the Western region for First Energy, spoke about First Energy's plans for the near future, and Lawrence A. Wargo, director of outage support services for First Energy, presented an update on their experience with their own substance-abuse testing program. Wargo reported a reduction in workers testing positive for drugs over previous years, and pointed out that of all crafts, the Boilermakers had the lowest percentage of members testing positive.

Joseph S. Veselka, turnaround manager for Sunoco MidAmerica Toledo Refinery, gave an in-depth look at how a tripartite approach helped make the Sunoco MidAmerica 2000 Turnaround a success. Veselka had not worked in this environment before, but found that the Boilermakers' experience in bringing crafts and employers together, along with our willingness to find solutions, allowed this project to succeed.

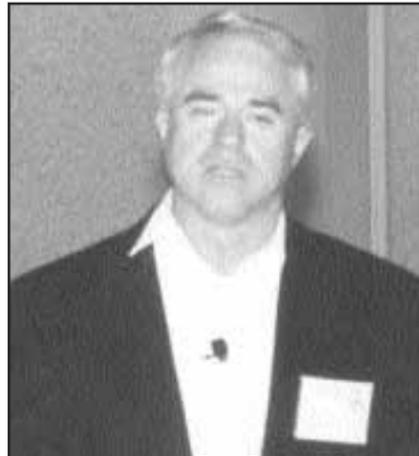
## Caucuses point the way

ON THE LAST DAY of the conference, chairmen of the three caucuses—the owners, the employers, and the Boilermakers, respectively—presented the recommendations that had been put forth in their closed-door sessions the day before. These reports are the most important part of the Tripartite Conference, because they identify the issues that each group wants to tackle in the near and long term.

Wargo and Tom Householder, of AEP, presented the owners' recommendations. Addressing President



**Joseph S. Veselka, turnaround mgr. for Sunoco MidAmerica Toledo Refinery**



**Richard W. Eimer, vice president for marketing and trade at Dynegy**



**Dale E. Heydlauff, senior vice president for environmental affairs at AEP**

Jones's call for incentives, they suggested establishing a working model that could be tested first, so that quality and safety do not decline. The owners see the need to improve sanitary facilities on jobs, and are willing to work with employers and local unions. They said we all must work on bringing new people into the craft to avoid manpower shortages that could force owners to use nonunion contractors.

The owners also praised the referral rules, saying they have improved productivity. Owners believe the random drug-testing program is working well.

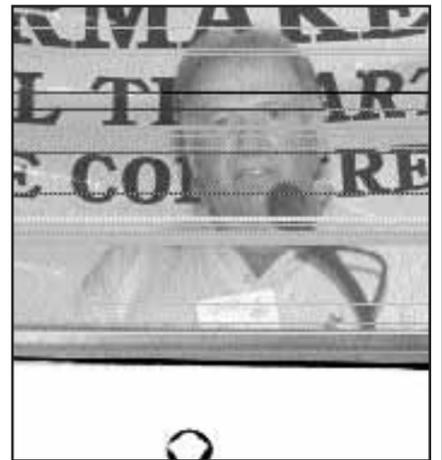
O'Connor and Wendell Bell, president of Enerfab, presented the employers' recommendations. To employers, manpower is the biggest issue. They recommend creating a labor/management committee to look at short-term and long-term needs so we can formulate a plan for meeting the flood of new work expected for the next few years.

They also stressed the importance of keeping apprentices all four years by making sure they get enough work and enough pay. They recommended changing the pay structure so that first and second-year apprentices get more cash and pay less into their pensions. They admonished contractors to be more active in on-the-job training so apprentices learn all aspects of the craft.

IVP Mike Murphy presented the recommendations of the Boilermakers. He urged business managers to look to



**James M. Murray, president - Western region for First Energy**



**Lawrence A. Wargo, director of outage support services for First Energy**

boiler fabrication shops for members who would do well in construction, and also try to find work for construction members in these shops during down periods in construction.

He recommended adding more types of tests to Common Arc and improving paperwork so members get updated properly. He voiced an often-heard concern that contractors are requesting more welders than they need, then using them for nonwelding work while other jobs beg for welders.

The Boilermakers want to avoid double-testing on jobs where owners and/or contractors have their own drug tests. The MOST test is the only one needed. We would also like to see owners and contractors begin demanding

that all crafts submit to random testing. He underscored the need for clean, comfortable sanitary facilities, and an appropriate place to collect urine when a random test is conducted.

Murphy finished up by reminding contractors that we are bringing in a lot of new members as well as apprentices, and they must remember that an apprentice is a beginner. He shouldn't be expected to know everything and have all the skills, and he needs to be trained on the job, not just given a job and forgotten about.

The meeting ended on a positive note as President Jones reiterated our need to look to the future, to bring in more members and more apprentices, and to establish the kinds of incentives that will

# Deregulation blamed for high prices

## No oversight, low supply open market to gouging

THIS SUMMER, California power customers learned firsthand what deregulation can do. A long hot spell shot electrical energy consumption to 44,000 megawatts (MW), far past the 37,950 MW that the state is capable of generating. They had to buy power from neighboring states.

The only problem was, the heat wave stretched from Portland to Phoenix, so neighboring states had nothing to offer. California officials began begging homeowners and businesses to cut back on energy usage. On June 14, even that wasn't enough, and they ordered blackouts throughout the San Francisco Bay area.

Californians are used to droughts, when water usage is cut back, lawns burn up, and gardens wither. Now power droughts threaten to become another annoyance of modern life.

And high prices, too. In a deregulated market, electricity prices fluctuate with demand, changing by the hour. Power usually sells for \$25 to \$40 a megawatt-hour (MWH) in the Midwest. During the last week of June 1998, hot

weather and other conditions drove electricity prices into the thousands of dollars per MWH. On June 25, one company reportedly paid \$7,500 per MWH, and on June 30, Commonwealth Edison (Chicago) paid \$4 million for what is ordinarily \$100,000 worth of electricity.

Most consumers were protected from these price spikes because utilities still have long-term power-supply contracts. But those agreements will begin expiring in 2002, and will experience what California already sees.

California requires utilities to buy all of their power from a central, daily auction, so customers are exposed to fluctuating prices. In San Diego, energy bills have doubled since deregulation.

## Companies play power games with their customers

LACK OF OVERSIGHT also opens the door to ruses that gouge customers or provide unfair advantages to one power producer or marketer.

In the Northeast, wholesale electricity prices this summer were seven times what it actually cost to generate power. Knowing that nobody was watching, power companies manipu-

lated the wholesale electricity auctions to artificially raise prices, making their product more valuable.

Control of the power grid is being turned over to independent system operators (ISOs). As nongovernmental agencies, they don't have investigative tools, such as subpoena power or the ability to impose penalties.

The North American Electric Reliability Council (NERC) has been overseeing the grid since the 1960s, but the market is supposed to regulate itself. Businesses may run their own transmission control areas and enforce NERC's voluntary rules.

One such company is Cinergy. They concocted a scheme to borrow power during peak demand times, then put it back in the cool of night when demand is low. NERC angrily accused Cinergy of blatant disregard for the rules and of using the grid as a supplemental resource without regard to the reliability or integrity of the system.

Cinergy chose not to fine itself, though smaller utilities have been fined as much as \$35,000 per MWH for borrowing from the grid.

But then, the fox guarding the hen house rarely punishes himself for stealing chickens. □

# Earth Tech employees vote 'Union

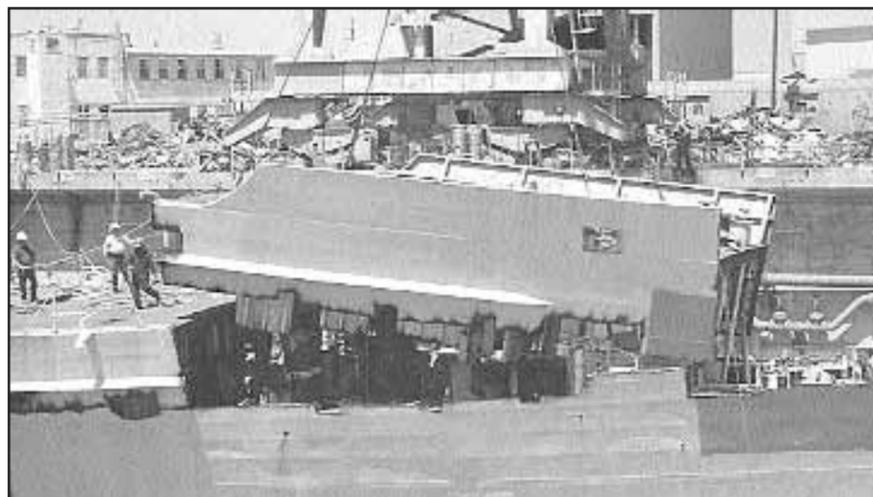
## Company recognizes union, signs first contract with Local Lodge 6

AFTER NEARLY EVERY employee signed an authorization for representation card, Earth Tech, a subsidiary of Tyco International, agreed to recognize the Boilermakers union and begin contract negotiations. Without an election, on June 13, 2000, the employees voted to accept their first union contract between Earth Tech and Local Lodge 6 of Oakland, Calif.

Earth Tech is in a joint venture with Ship Dismantling & Repair (SDR) to scrap surplus Navy vessels. SDR received the initial contract to scrap the USS Lockwood. The new Local 6

unit at Earth Tech will remove all environmental contaminants, such as asbestos, lead, and copper, from the Lockwood before the frigate vessel is moved into dry dock, where another Local 6 unit will perform the actual scrapping (or shipbreaking) at the AMC facility in San Francisco.

SDR has been awarded four more ships to scrap, and they are currently working on the USS Gray (another frigate vessel). SDR has placed bids for yet an additional four ships, which are scheduled for shipbreaking under this year's Navy appropriations. The company estimates that there are enough ships on the West Coast to keep their shipbreaking operation running at full capacity for the next 20



After Local 6 members at Earth Tech remove all environmental contaminants, the USS Lockwood is moved to a San Francisco dry dock, where another Local 6 unit at the AMC facility dismantles the frigate vessel.

## Every UIG worker joins Boilermakers union

### Company president joins union, signs first agreement with Local 1

ALL THE EMPLOYEES of the Union Insurance Group (UIG), including its president, Christopher DeCaigry, are now members of Local 1's newest bargaining unit in Chicago, Ill.

Working for the property and liability insurance agency, the new Local 1 members provide insurance products specifically designed for international unions, local lodges, and union members.

Formed in 1997, UIG insures the International Brotherhood, 60 of our local lodges, the Boilermakers National Apprenticeship Program, The Boilermaker National Funds, and many of our members across the nation for their property, liability, and home-owners insurance needs.

UIG also insures the National Council of Firemen and Oilers, the Brotherhood of Maintenance of Way Employees, and the Brotherhood of Railroad Signalmen, as well as councils, federations, locals, and members in 15 other trade labor organizations.

UIG is the only-known property and liability insurance organization with a 100 percent union staff, and it appears on the Union Label & Services Trades Department's Do Buy List ([www.unionlabel.org](http://www.unionlabel.org))

Local 1 Bus. Mgr. and Sec.-Treas. John Skeremont is very pleased with the way UIG handled contract negotiations and with their day-to-day dealings. He wants to support this newest bargaining unit by encouraging all local lodges and union members to consider UIG when shopping for their insurance needs. For more information, contact UIG at 888-200-4545, or visit their Web site ([www.UIGINS.com](http://www.UIGINS.com)).

## Workers use Internet to help organize their facility

### Local P4 to represent 150 workers at Rural Ambulance in Ohio and Pennsylvania

IN WHAT COULD be a glimpse of the future, emergency medical service workers at Rural Ambulance conducted a union organizing drive almost entirely through electronic communication.

It all started when Scott Morgan, a paramedic and eight-year Rural employee, sent Intl. Rep. Mike Zordani an E-mail asking how he could organize Rural's employees. Morgan had been visiting the Boilermakers PEP Division Web site and liked what he saw.

After an exchange of E-mails, Zordani mailed Morgan the materials he needed, along with 30 signature cards. A few days later, Zordani was surprised to find another E-mail message from Morgan, asking for more signature cards. Rural employees were signing up fast.

When Zordani logged onto his computer the next night, Scott was online with a few of his co-workers. Zordani set up a chat site so they could all discuss the union.

This was a great avenue for me because I could hold a cyber meeting and answer questions in a forum that everyone could participate in, said Zordani. I then printed out the questions and answers so employees who did not go online could have the information.

We did this three nights in a row and each night had more people online.

In no time at all, Morgan had 64 of 72 employees signed up. Zordani sent the petition and cards to the Cleveland NLRB office, and filed for an election for representation without ever meeting the workers face-to-face.

When he went to Ohio to hold his first meeting with the workers, he discovered that most of their questions had been answered through his chat room.

He also discovered that the workers had developed a rapid information delivery system within their own ranks to announce meetings and correct misunderstandings. Electronic communication was important for the organizing drive, as Rural Metro has employees in western Pennsylvania and in Youngstown, Salem, and Alliance, Ohio.

Just before the election, the company added more than 70 employees. But the pro-union workers quickly organized those new workers and won their election.

Now that the NLRB has certified PEP as the bargaining representative for the employees of Rural Metro Ambulance, many of the employees are showing an interest in taking an active role in the union as stewards, committee members, and officers.

And many who voted against representation are now showing interest in joining the union. □

## Southdown employees vote for union recognition

ON AUGUST 29, 2000, the employees of a Southdown Terminal in Nashville, Tenn., voted unanimously to be represented by the Boilermakers union.

General Organizer John Chapman ran the campaign, securing signature cards and filing a petition with the National Labor Relations Board.

The Nashville terminal employees unload bulk cement from barges sent from a Southdown plant in Demopolis, Ala. They then load the cement into silos, where it is readied for bulk sale.

The Boilermakers also represent employees at nine other Southdown locations, which fall under the jurisdiction of the union's Cement Division. □

## Report says U.S. labor laws violate international pacts

### Inability to protect workers' rights to form unions violates international law

HUMAN RIGHTS WATCH has issued a report saying that U.S. labor laws stacked against workers are responsible for slowing the growth of unions.

In the 1950s, unions represented more than half of U.S. workers. Unionized workers now make up about 14 percent of the workforce.

According to a Human Rights Watch study, the single most significant reason for that decline is that U.S. labor laws favor companies over workers. Their report charges that because of systematic abuse of labor laws by employers and long delays in obtaining legal action by the National Labor Relations Board, the United States is violating international agreements guaranteeing the rights of workers to form unions.

Most people view these issues as just a labor-management dispute, says Lance Compa, a Cornell University labor relations professor who wrote the Human Rights Watch report, but we think the focus should be that there

is a right of freedom of association recognized under international law, and that right is being widely denied in the United States.

In the 1950s, several hundred workers suffered reprisals for backing a union, according to National Labor Relations Board data. But Charles Morris, a professor emeritus at Southern Methodist University, said that by the late 1990s, employers fired or punished more than 20,000 union supporters each year. He also found that one out of 18 workers involved in union organizing drives faced some kind of punishment for supporting the union.

Numerous academic studies have shown that it frequently takes three to five years for fired workers to be reinstated, delays that union leaders say kill many organizing drives.

Some experts refute these claims, saying economic changes are leaving unions behind.

Nonetheless, nearly half of all workers say they would vote for a union if they had the opportunity. The problem is, whenever the opportunity arises, company threats and reprisals often scare these workers into silence. □

## Business leaders hope to further weaken labor laws

### Bush presidency opens door to pro-business changes

BUSINESS LOBBYISTS are banking on Gov. George W. Bush (R-Texas) being the next president of the United States, because he has voiced support for several changes in the Fair Labor Standards Act (FLSA) and other labor laws.

An article in the ENA Daily Labor Report says Randel Johnson of the U.S. Chamber of Commerce and Patrick Cleary of the National Association of Manufacturers believe a Repub-

lican administration would help them pass a law doing away with the FLSA requirement for overtime pay after 40 hours. Bush has come out in support of this change, which Republicans pushed during the 105th Congress but abandoned when President Clinton threatened to veto the bill.

Doing away with the 40-hour overtime provision is at the top of both Johnson's and Cleary's wish list, but they also will attempt to weaken worker protections in other areas.

Both lobbyists point out that the slim Republican margin in both houses of

## The Stewards Sourcebook

# Employers must have Just Cause for

**M**ANY GRIEVANCES RESULT from disciplinary actions. Employers have the right to discipline employees for misconduct, but they must do so within limits set by law and legal precedent.

Employers must have just cause for their disciplinary actions. And that doesn't mean they can discipline you just cause they want to.

Stewards can use these seven questions to establish whether the employer has just cause. A no answer to any of them usually indicates the company acted without just cause.

**1** WAS THE EMPLOYEE given advance warning that the behavior would or could result in discipline? The most obvious warning is a direct statement to the employee; for example, "If you continue to use that tool incorrectly, I'm going to have to write you up." But advance warning may be contract language, information passed along during training, or company rules, whether written or verbal. Ask probing questions to determine whether any warning was ever given.

**2** WAS THE RULE or order reasonably related to the efficient and safe operation of the business? Arbitrary rules that offer no advantage to the company, or which make the workplace unsafe, do not provide just cause. For example, a rule banning listening to music while working may be justified as improving efficiency; a rule banning listening to hip-hop but allowing all other types of music is probably arbitrary and not just cause for discipline.

**3** DID THE EMPLOYER try to determine whether the employee did, in fact, violate a rule or order of management? For example, if a supervisor merely sees an empty whiskey bottle near someone's work area and makes no attempt to find out who it belongs to or what it is doing there, then he does not have just cause to discipline anyone for drinking on the job.

**4** WAS THE EMPLOYER'S investigation conducted fairly and objectively? Sometimes supervisors accuse

workers of misconduct before getting all the facts. They may even ignore statements or evidence that points away from the person they want to accuse. The steward must investigate on his or her own to see if the company is ignoring some evidence or railroad-ing the employee.

**5** DID THE INVESTIGATION produce substantial evidence that the employee actually broke the rule? Just as with criminal cases in the courts, employers cannot rely entirely on circumstantial evidence or make judgments based on no facts or ambiguous facts. For example, finding contraband near an employee's workstation is not just cause for discipline; the employer must find evidence connecting that worker to the contraband.

**6** HAS THE COMPANY applied its rules, orders, and penalties without discrimination? Rules must apply consistently to all employees. We usually hear of discrimination only when it applies to race, religion, gender, or ethnicity, but it more often shows up in less obvious forms. For example, if the workers who play on the company softball team often come in late the day after a night game and are not disciplined according to the rule on tardiness, then the company can't expect to enforce that rule on other workers. Likewise, the night shift shouldn't be allowed to break rules that the day shift is required to follow.

**7** WAS THE DEGREE of discipline given in this particular case related to a) the seriousness of the offense, and b) the employee's record of company service? Even if the worker clearly broke a rule or order, the employee may have a grievance if the discipline seems unfairly harsh for the offense. Likewise, a lifelong employee with a good work record deserves to have his or her many years of trouble-free employment taken into consideration when discipline is given.

Asking these seven questions can help stewards determine whether a worker has a legitimate grievance based on a disciplinary action. □

## Local 693 members attend steward training



Local 693 members, Pascagoula, Miss., improve their leadership skills at a two-day steward-training program held at their local lodge.

THIRTY-FIVE MEMBERS of Local 693, Pascagoula, Miss., attended an officers and stewards training program, August 24-25, at the local's hall.

Conducting the training were Leonard Beauchamp, director of the Brotherhood's Research and Collective Bargaining Services Department, Asst. to the Organizing Director David Bunch, and Intl. Rep. Dennis King. Special guests included Ingalls Shipbuilding Labor Relations Manager Dorothy Shaw and Section Manager Jimmy Field.

Program topics included structure and service of the International Brotherhood; duties of a union steward; effective grievance handling, from investigation through analysis to presentation; steward rights under the National Labor Relations Act and the Duty of Fair Representation; and in-plant Organizing. □

## H H H Star Stewards H H H

### L-1509's Jeffrey Latus is a 'Star Steward'

JEFFREY R. LATUS joined Local 1509, Cudahy, Wis., in 1971, became a shop steward in the early 1980s, and was elected local lodge president in 1999.

Jeff is an excellent motivator of the rank and file membership, and he works diligently to maintain the enforcement of our labor contract, reports L-1509 Vice Pres. Roger Reading. He is an excellent mentor to all the new members who decide to get involved in the union.



Star Steward Jeffrey Latus  
Local 1509, Cudahy, Wis.

### 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

## L-74 members at foreman training



Thirty Local 74 members attend a foreman training class sponsored by Babcock & Wilcox and Reliant Energy in Houston, Texas.

THIRTY MEMBERS OF LOCAL 74, Houston, Texas, attended a five-day seminar on foreman training. The class, jointly sponsored by Babcock & Wilcox and Reliant Energy, was held at the Houston Hobby Hotel, August 28 through September 1.

Each attendant will work either as a foreman or general foreman for Babcock & Wilcox at Reliant Energy and Houston Lighting and Power's low NO<sub>x</sub> reheat outages, scheduled to run from September 28, 2000 to May 2001.

Local 74 Bus. Mgr. and Sec.-Treas. Ronald L. Keck said this class was one more successful step in capturing our work in this area.

Attendees included Bobby Baggett, Sidney Burns, James Cooper, James Frizzell, Charles Holstein, Terry Johnson, Tom Kelley, Coleman Kelly, Mark Kesinger, Charles Kincaid, Kenny Mandrell, Robert McNeese, Jimmy Morris, Tracy Morris, Kenny Reed, Joe Reed, Thomas Reed, Ray Rivera, Chuck Roberson, Larry Spence, Tommy Strait, Vic Swedlund, Billy Tidwell, Don Turnage, Herman Tyler, Jimmy Vest, John Watkins, Frank Withers, Larry Wittge, and Richard Woodworth. □

## Instructor trainees at headquarters



WHILE ATTENDING INSTRUCTOR TRAINING classes at the Boilermakers National Apprenticeship Program's Kansas City facilities, these members took the time to meet International President Charles W. Jones and tour International headquarters. L. to r., are Martin King of Local 237, Hartford, Conn.; Mark Keffeler of Local 242, Spokane, Wash.; Jones; Marion Liekman of Local 242; and Austin Dale Dunham of Local 531, Amarillo, Texas. □

# What the global economy means for working families

## Corporate domination drives down wages and benefits all across North America

WITH THE LARGEST ECONOMY in the world, the United States is the envy of every other nation on earth. Or at least, we used to be.

Now, working families in several other countries fare better than U.S. workers in most measurements of living standards. As politicians create tax, trade, and labor laws that favor big business over workers, our disadvantage promises to get worse.

That is the message of a publication from Congressman Bernard Sanders (Ind.-VT). His booklet *Working Families in the Global Economy* draws a disturbing picture of the growing wage and wealth gap in the U.S.

Although inflation-adjusted wages have climbed slightly in the last three years, workers still make less per hour than they did in the 1970s. In the 25 years from 1960 to 1973, inflation-adjusted hourly wages rose more than 80 percent. Over the next 25 years, 1974-1999, they dropped seven percent.

As a result, the poverty rate for young families doubled between 1973 and 1994. Twenty percent of American children live below the poverty line, the highest childhood poverty rate among all industrialized nations.

Meanwhile, the difference in pay between workers and the executives of the companies they work for is greater than at any other time in our nation's history. In 1998, the average pay of the Chief Executive Officers (CEO) of the nation's largest companies was 419 times what the average blue-collar worker made. The average CEO made more in one day than workers in his company made all year.

Wealth among the upper class is growing at a similar rate. The richest one percent of Americans have doubled their share of the nation's wealth since 1977. The total assets of this group equals the total wealth of the bottom 95 percent of all Americans combined.

One person—Microsoft multi-billionaire Bill Gates—owns more wealth than the bottom 45 percent of all Americans combined.

All of this would probably mean nothing if living conditions for American workers were truly superior to conditions in other countries. We are constantly being told how good things are: the economy is strong, unemployment is down, wages are up, the stock market is booming.

All of these statements are true, so the question is: Why are American workers still struggling?

Although we are the richest nation on earth by far in total wealth, the average American worker earns less annual

income than workers in six other countries—Norway, Switzerland, Denmark, Sweden, Finland, and Japan. That is a significant drop from 1960, when the U.S. ranked above every other country in income per person.

## Americans work more hours, save less, borrow more

THE AVERAGE AMERICAN also works more hours per year than workers in any other major country. In fact, we work more than we did ourselves only 20 years ago—an amazing one month more per year.

Most families need two incomes to pay the bills, and a growing number are taking second jobs. The number of Americans working more than one job nearly doubled between 1973 and 1997.

American workers are also borrowing more than ever. In 1949, the average family had debt totalling 30 percent of total income. In 1997, the average was 85 percent—about \$45,000 per household. Meanwhile, the savings rate has dropped from over six percent to about one-half of one percent since 1983.

A major factor driving down living standards for American working families is lack of health care. In the U.S., 43.4 million people have no health insurance, and therefore no access to health care. That equates to nearly one in every six Americans, the highest per-

centage in a decade. In most developed nations, including our neighbors to the north in Canada, workers are guaranteed health care by law.

Is there anything we can do to improve the situation? Of course there is. Other countries have done it.

America can regain our former position as the country with the best living standards on earth if we have the political will to do what is necessary.

## A way to make it better

SANDERS PROVIDES an eight-part plan to improve living conditions for working families in America:

1. Reform labor laws to make it possible for more workers to organize unions.
2. Renegotiate NAFTA, the WTO, and other trade agreements to protect workers' rights and the environment.
3. Raise the minimum wage and move toward establishing a livable wage.
4. Establish national health care.
5. Make the tax system more progressive to allow working families to keep more of their hard-earned money and make big business and the wealthy pay their fair share.
6. Reduce the influence of money in elections.
7. Revitalize the electoral process.
8. Make a first-class education accessible to every American.

## Pension Improvements

### Boilermakers' pension board announces 3% benefit increase, better terms of Husband-and-Wife pensions

PENSIONERS AND beneficiaries who are on the pension rolls of the Boilermaker-Blacksmith National Pension Trust on October 1, 2000 (those with an Annuity start date prior to October 1, 2000) will receive a three percent increase in their benefits beginning October 1, 2000.

For Husband-and-Wife pensions effective on or after October 1, 2000, the reduction factors for nondisabled pensioners have been reduced.

The 50 percent option is now reduced by five percent instead of ten percent, the 75 percent option is reduced by seven percent instead of 14 percent, and the 100 percent option is reduced by ten percent instead of 19 percent.

Each of these reduction factors will continue to be adjusted further, in accordance with the plan rules, based on the age difference between husband and wife. Disability factors for the Husband-and-Wife pension plan have not been changed.

Effective October 1, 2000, in the event a participant dies prior to becoming vested and prior to retirement, the designated beneficiary will receive the total of contributions credited to the participant's account up to a maximum of \$12,000. This benefit has been increased from \$6,000 to \$12,000.

Upon the death of a pensioner on or after October 1, 2000, a death benefit of \$4,500 will be paid to the designated beneficiary if the pensioner was receiving a pension based on ten years of pension credit. This benefit has been increased from \$3,000 to \$4,500.

If you have any questions about the information in this announcement, please contact the pension plan's

## Learn about the new economy

THE WORLD ECONOMY is changing rapidly, but that's no reason to fear. One aspect of that change is easy access to information via the internet. These Web sites help workers understand and deal with those changes.

### Common Sense Economics

[www.aflcio.org/cse/index.htm](http://www.aflcio.org/cse/index.htm) The AFL-CIO Common Sense Economics site provides bread-and-butter economic information for working families, including a look at how workers are doing in today's economy, what the corporate agenda means for working families, and the role of unions in the new economy.

### Future work

[www.dol.gov/dol/asp/public/future-work](http://www.dol.gov/dol/asp/public/future-work) The U.S. Department of Labor's site on Trends and Challenges for Work in the 21<sup>st</sup> Century provides a series of in-depth, easy-to-read reports on the future of work in America. Learn about projected demographic changes in the workforce; work and family; wages, benefits, and employment; workplace conditions; technology and globalization; and the implications of these changes.

### The 2030 Center

[www.2030.org/agenda.asp](http://www.2030.org/agenda.asp) The 2030 site focuses on the often detrimental impact of new economy policies on young workers. The site shows that jobs lacking adequate benefits and full-time hours hurt young workers most, and proposals to privatize Social Security would end guarantees of a

secure retirement. Sign up for 2030's E-mail updates or join the action team.

### United for a Fair Economy

[www.ufenet.org](http://www.ufenet.org) UFE focuses on changing those federal economic policies that protect the wealth of the nation's richest five percent while endangering the economic security of growing numbers of low- and middle-income families.

### Working Partnerships USA

[www.atwork.org/wp/index.html](http://www.atwork.org/wp/index.html) A project of the Labor Council of South Bay (Calif.) AFL-CIO, the site is dedicated to building a strong link between regional economic development and community well-being and to developing state and national workforce policies that benefit working families.

### Employee Benefit Research Institute

[www.ebri.org](http://www.ebri.org) The EBRI site provides issue briefs in such areas as retirement planning, savings, health care, long-term care, contingent workers, and workers in alternative work arrangements. Includes the EBRI brief *Contingent Workers and Workers in Alternative Work Arrangements*.

### National Employment Law Project (NELP)

[www.nelp.org/contingent.htm](http://www.nelp.org/contingent.htm) A longtime advocate for low-wage workers, NELP spearheads initiatives for contingent, subcontracted, and immigrant workers, and develops policies for unemployment insurance and work

and family issues. The booklet *Contingent Workers and Coverage Under the Fair Labor Standards Act* helps workers who are confronted with a minimum-wage or overtime violation in subcontracting or independent contractor employment.

### New Economy Info Service

[www.newecon.org](http://www.newecon.org) The Foundation for Democratic Education's site brings together leading figures from unions, government, business, academia, and social action groups to consider issues related to the new economy in fresh ways. Sections include labor, education, work-family, and globalization.

### The Washington Alliance of Technology Workers

[www.washtech.org](http://www.washtech.org) WashTech, a Communications Workers of America affiliate, seeks to establish a voice for high-tech workers—whether full-time, Temps, or contract employees—and ensure such basic workplace rights as sick pay and medical coverage. This Web site is the only place to follow the progress of Day2@Amazon.com, employees of Amazon.com who are trying to unionize.

### Working Today

[www.workingtoday.org](http://www.workingtoday.org) A national nonprofit membership organization for free-lancers, consultants, independent contractors, temps, part-timers, and contingent employees, Working Today advocates policy changes that would improve working conditions and benefits.

# BWCC performance awards go to ten construction locals

Boilermakers earn recognition for outstanding job performance on 12 Babcock & Wilcox jobs

TEN LOCAL LODGES earned special recognition from Babcock & Wilcox Construction Co., Inc. (BWCC) in Myrtle Beach, S.C., October 4, 2000, for their outstanding job performance for 12 important customers.

For the third year, Brad Bradford, eastern operations manager for BWCC, presented awards to construction locals.

Joining him in presenting the awards were owner representatives Larry Wargo of First Energy and Tom Householder of AEP. Boilermaker International President Charles W. Jones and Vice Presidents Mike Murphy, Larry McManamon, Newton Jones, and George Rogers joined local lodge officers in accepting the awards.

Awards were accepted on behalf of their members by the following business managers:

1 Ray Devaney of Local 28, Newark, N.J., for his members work at the NRG/CONNECTIV B. L. England Station and at the Tosco/Bayway Refinery Corp.;

1 Lawrence MacAdams of Local 29, Boston, Mass., for his members work at Sithe Energy;

1 AIP Jim McCormick and Richard Chilton of Local 30, Greensboro, N.C.,

for their members work at the Duke Belevs Creek project;

1 Pat Smith of Local 40, Elizabethtown, Ky., for his members work at the Kentucky Power Cooper Station project and at the Louisville Gas & Electric Mill Creek Station project;

1 Frank Hartsoe of Local 45, Richmond, Va., for his members work at the AEP/Clinch River project;

1 Van Stephens of Local 105, Chillicothe, Ohio, for his members work at the Cinergy Zimmer plant;

1 Intl. Rep. Steve Speed and John Helvin of Local 108, Birmingham, Ala., for their members work at Alabama Power;

1 Danny Phillips of Local 112, Mobile, Ala., for his members work at Alabama Electric;

1 Ray Ventrone of Local 154, Pittsburgh, Pa., for his members work during two projects for First Energy; and

1 B.E. Herford of Local 587, Orange, Texas, for his members work at Southwestern Electric Power.

## B. L. England Station Local 28

MEMBERS OF LOCAL 28 worked 11,359 hours performing miscellaneous repairs to unit numbers one and two during the NRG/CONNECTIV B. L. England Station spring outages.

## Lone Star expansion doubles plant's capacity

### Indiana cement plant becomes first in U.S. to use semi-dry process

MEMBERS OF LOCAL D39 are making history at the Lone Star Industries facility in Greencastle, Ind. The newly-expanded facility is the first U.S. plant to make cement using a semi-dry production process.

Lone Star, now owned by Dyckerhoff AG, a German-based corporation, completed \$75 million in capital improvement projects at the Greencastle 1,320-acre property in June, nearly doubling the production capacity from 750,000 to 1.3 million tpy.

According to George Glassburn, electrical superintendent for the plant, the Greencastle plant has the first semi-dry production process in the country. The new process allows the plant to keep in place its wet-fed process, including the slurry tanks (each with a two million-gallon capacity), pumps, pipelines, and all our experience of knowing how to make slurry, Glassburn said.

The semi-dry process not only allows us to double production at the Greencastle facility, but provides an environmentally-sound alternative to achieving the stringent emission levels imposed by both federal and state regulations, plant manager Dave Puzan told Cement Americas.

To retrofit the plant to the new semi-dry process, the kiln was shortened to 255 feet, and a 32-foot, one-stage pre-



Union and labor representatives tour the newly expanded Lone Star facility.

heater tower, complete with an in-line calciner, a dual de-dusting cyclone, and a hammermill dryer was added. Production Manager Tim Menke said, We are burning two-thirds of the total fuel at the preheater end to dry the slurry and calcination of the feed, rather than having the entire heat transfer process occur inside the kiln.

First built in 1918, the mill was moved nearer the quarry in 1969. A packaging operation was added in 1943. The plant operates around-the-clock, employing 120 members of Local D39.

In September, union and labor representatives toured the newly-expanded Lone Star facility. In the picture at the top of this column, left to right, Lone Star Director of Operations (East) Duc Vu, retiring Lone Star Vice President of Personnel and Labor Relations Gerry Hyde, International Representative Carey Allen, Local D39 President Steve Neese, Greencastle plant manager Dave Puzan, and Local D39 Recording Secretary Richard Shorty Hill.

Source: Cement Americas q



A group shot of BWCC award winners, executive board members, and owners. Holding award plaques are, l. to r., L-29's Larry MacAdams, L-28's Ray Devaney, L-154's Ray Ventrone, L-45's Frank Hartsoe, and L-105's Van Stephens (behind Hartsoe). L-587's B.E. Herford was unable to attend.

The job was valued at over one million dollars, and there were no lost-time or recordable accidents.

## Tosco/Bayway Refinery L-28

LOCAL 28 MEMBERS worked 5,479 hours removing and replacing the heater bundle at the Tosco/Bayway Refinery in Linden, N.J., with no lost-time or recordable accidents.



(L to r.) IVP Newton Jones, AIP Jim McCormick, and BM-ST Rich Chilton accept awards for Local 30 members from Brad Bradford, eastern operations,

## Sithe Energy Local 29

LOCAL 29 MEMBERS removed and replaced the feed water/salt water pump for Sithe Energy during their Mystic Station project, working 5,053 hours with no lost-time or recordable accidents.

## Duke Belevs Creek Local 30

LOCAL 30 MEMBERS worked 172,000 hours with no lost-time accidents on Duke Belevs Creek projects unit number one.



BM-ST Pat Smith accepts two awards for Local 40 members.

## East Kentucky Power Local 40

LOCAL 40 members worked 14,887 hours, with no accidents, at the East Kentucky Power Cooper Station project. They kept costs well under the as-sold budget (27 percent lower), helping to make Mike Bishop's debut as a project superintendent a big success.

## Louisville Gas & Electric L-40

LOCAL 40 MEMBERS worked 22,688 hours with no accidents at the Louisville Gas & Electric Mill Creek Station project.

## AEP/Clinch River Project L-45

MEMBERS OF LOCAL 45 received a perfect score on their performance evaluation, working 40,500 hours with

no lost-time accidents at the AEP/Clinch River project.

## Cinergy Zimmer Local 105

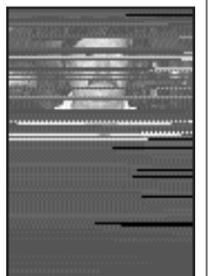
LOCAL 105 MEMBERS received an excellent rating from Cinergy for their work at the Zimmer plant. They worked 58,000 hours with no lost-time or recordable accidents, installing an oxidation conversion system to produce wallboard quality gypsum.



L-108 BM-ST John Helvin (l.) and Intl. Rep. Steve Speed accept awards for Local 108 members.

## Alabama Power Local 108

MEMBERS of Local 108 removed and replaced vent piping, and performed all boiler inspections and repairs for units number one and two at Alabama Power's Miller location. They worked 44,000 hours (500 percent more hours than the customer originally planned), yet still finished on schedule, under budget, and with no safety incidents.



Local 112 BM-ST Danny Phillips accepts an award for Local 112 members.

## Alabama Electric Local 112

LOCAL 112 members removed and replaced the precipitator and ductwork, fans, and steel, as well as the furnace panels for Alabama Electric's unit number one. They worked 90,000 hours, overcame several major problems, yet finished on schedule, under budget, and with no lost-time accidents.

## First Energy (maintenance) L- 154

MEMBERS OF LOCAL 154 worked over 166,000 hours with two recordable accidents, while performing major boiler maintenance and repairs for First Energy on their Sammis unit number seven. The project included replacement of the SSH, pendant RH, frontwall, convection pass rearwall and frontwall panels, roof tubes, a partial economizer, the expansion, and repairs to the ash hopper, air heater, fan, and heater.

## First Energy (low NOx, pulverizer) L-154

LOCAL 154 MEMBERS also worked over 120,000 hours with no lost-time and two recordable accidents replacing the low NOx burners and a pulverizer for First Energy's Sammis unit

## L-193 completes boiler rebuild for M &



These Local 193 members rebuilt four boilers for M & M Welding and Fabricators, finishing the job six months ahead of schedule. In front is foreman Gary Llewellyn. Second row, l. to r., Tom Kafka, Web Kramer, and Joe Nicky. Third row, l. to r., Gerry Llewellyn, Paul Zalenka, Tom Stadler Sr., John Hambleton, and Lou Endrich. Not pictured are crew members Stan Hambleton and Phil Lumpkins.

### Boilermakers complete job in 82,000 hours, six months ahead of schedule, with one lost-time accident

MEMBERS OF LOCAL 193, Baltimore, Md., have completed a 42-month job for M & M Welding and Fabricators, Inc. six months ahead of schedule at the National Institutes of Health in Bethesda, Md.

Delays created by modifications, changed orders, and unforeseen conditions were handled with readiness and ultimately had no impact on their timely completion, reports Joseph Millar, sen-

ior project manager. He wants to thank the Boilermakers for making his last job before retirement the most enjoyable in his 40-year career.

During the three-and-one-half-year job, Local 193 members worked 82,000 hours with only one lost-time accident, rebuilding four boilers and scheduling the work so that only one boiler would be off-line during the heating season.



Local 193 members John Hambleton and Paul Zalenka install an induced draft fan, one of the last items to complete the 48-month project

The project called for the total demolition of one Combustion Engineering A-type boiler, built in 1968, and three Edgemoor Ironworks 175 pph, three-drum, high-pressure water tube boilers, built in 1952. The project also included replacement of induced draft and forced draft fans, new ductwork and breeching, and installation of economizers, new burners, and controls all of which had to be rigged through the roof and transferred horizontally into position.

The boilers watersides were stripped down so the drums and headers could

be inspected and reconditioned. Then 6,294 tubes, with 140 different configurations, were installed. The Local 193 crew made 12,588 tube rolls, with only one repairable leak, and 750 three-inch welds, with no rejects.

Boilermaker Foreman Gary Llewellyn, a 20-year member of Local 193, supervised and coordinated the refractory work, which included installing 500,000 tons of material in proper sequence to avoid tube installation conflicts. □

## Owner showcases unit built by Local

### L-242 members win back work, do outstanding job on recovery system

THE JOB STARTED OFF on the wrong foot, literally, when it was incorrectly assigned to the Ironworkers. Despite the false start, members of Local 242, Spokane, Wash., came onto the job and did such a great job that ABB Environmental is showcasing their work to potential clients.

I can't begin to say how proud I am of the members who helped turn this hostile situation into a successful job, said L-242 Bus. Mgr. Marlin McCurdy. One of our members, Tracy Reardon, went on this project as a general foreman, and within two months became project superintendent. The contractor, client, and owner have all commented on our members' quality of work and their fine craftsmanship.

The unit is performing better than projected and should pay for itself within

five years. ABB is showcasing it to potential clients around the world and proposing another 60 units for other plants nationwide.

No one could have predicted such a good outcome when ABB took bids for a new recovery system at the Alcoa Aluminum plant in Eastern Washington. The winning contractor made a mistake by assigning Boilermaker work to the Ironworkers Union. Local 242 immediately filed a jurisdictional dispute and began the process to win back their work.

It took several months, reports McCurdy, but we got the work reassigned to the Boilermakers. McCurdy credits Construction Division Director Joe Meredith, Asst. Directors Dale Branscum and Mike DiCicco, and Intl. Rep. Tony Gallo for getting the assignment turned around.

We started moving Ironworkers off the job and Boilermakers on the job in February, said McCurdy.

The transition took a couple of weeks, but it went so smoothly that the

customer was not aware of any union issues or a craft change until after the fact. In the first three quarters of the job,

the Boilermakers worked nearly 12,000 hours with no lost-time injuries and only two recordable injuries. □



Local 242 members are building this recovery system for ABB Environmental at the Alcoa Aluminum plant in Eastern Washington.

## Oshkosh lives up to promises

TOO OFTEN, WE DON'T BELIEVE the promises made by owners (or politicians); they just seem too good to be true. But the promises made by the Oshkosh Truck Corporation when they purchased Kewaunee Engineering in October 1999 are coming true.

At the time of the purchase, Oshkosh said they would add to the fabrication capacity and increase its leverage in buying raw steel used in their product lines.

And that's just what they are about to do. The company is adding 20,000 square feet to its 150,000-square-foot facility for painting aerial ladders and assembly work. Painting is now sent out to a Sturgeon Bay company, but this expansion will bring that part of production, along with some assembly work, back to the main plant. The

company now employs 225 workers, but that number is expected to increase when the expansion is completed late this year.

The company also announced its plans to double production in the next several years through increased efficiency, additional employees, and new facilities. They currently run out about one million pounds of steel each week.

Local Lodge 487 has represented workers at this facility, now known as Kewaunee Fabricators LLC, since 1945. The employees fabricate heavy steel components, including cranes and aerial devices, with sales to the fire, construction, marine and industrial lift, and forestry industries. They make heavy-duty trucks for military, fire, emergency, construction, and refuse hauling operations. □

## It's the big dipper!

### And it's made by Boilermakers and union-operated

MEMBERS of Local 449, Sturgeon Bay, Wis., have built the world's biggest dipper-dredger for the Port of New York and New Jersey. It will be used to modernize the facility and deepen the port's channels from 40 to 47 feet by members of Local 25 of the Operating Engineers. Source: The Label Letter.



## Playing ball for



MEMBERS OF LOCAL 1, Chicago, Ill., play every year in a charity softball tournament for Dollars Against Diabetes (DAD), sponsored by the Chicago Building Trades. This year's team included, back row, l. to r., Mike Brosil, Jeff Hartley, Chuck Corsini, Gary Conboy, Brian Lowe, Tim Carrigg, Eric Davis, Troy Livingston, Jack Benz, and John Skermont. Front row, l. to r., Tony Jeleniewski, Mike Kavanaugh, John Benz, Ron Kowalski, and Dave Sommerfeld. □

## Members earn service pins

### IST presents membership pins

INTERNATIONAL SECRETARY-Treasurer Jerry Willburn reports presentation of pins for continuous years of membership to the following members:

55 Years Fred Scaduto of Local 607  
45 Years Jim Clouse of Local 197,  
and Kerry Oswald of Local 175  
40 Years William Henderson of L- 92  
30 Years David Mitzner of L- 84

bership to the following Local 374 members:

50 Years Morris L. Livengood  
35 Years James E. Cassidy,  
Richard Rocks, John Vajdai  
30 Years Keith E. Bauer, Mark W.  
France, Victor J. Maggio  
25 Years Lawrence R. Cheeks,  
Charles E. Griffin Jr., Richard H.  
Harpe, Christopher C. Kleenan, Albert

### Local 1 presents pins

JOHN SKERMONT, business manager and secretary-treasurer of Local 1, Chicago, Ill., reports presentation of pins for continuous years of membership to the following Local 1 members:

40 Years Gerald Daniel, Andrew Samborski  
35 Years George Eibel Jr., Rolf Goecke  
30 Years James Cissell, Joseph Dubenic, and Stanley Plebanski  
25 Years Edward Bonuta, Harold C. Snyder



W. Kleine, Richard Klemoff, David L. Lawrence, Jack E. McWhirter, David W. Patmore, John S. Pizzuto, Harry G. Roberts, Jeffrey A. Schrombeck, Donald J. Shafer, Richard R. St. Lawrence, Thomas R. Uskert, Jennings L. Wilbur, Dennis L. Wilson

### L-151 members earn pins

CHARLES A. GOODMAN, president of Local 151, Erie, Pa., reports presentation of pins for continuous years of membership to the following Local 151 members:

35 Years Bill Denning, Jim Heise, Sam Reinsel, and Stan Yeast  
30 Years Larry Boyd, Graydon Dougan, Ron Hansen, Ron Linton, Altonio Lombardozzi, Simon Odon, Jim Owens, Bob Thompson, and Bob Von Volkenburg  
15 Years Darrell Bush, Jim Coy, Mike Pencille, and Ted Reed



20 Years Mathew O. Barnard, Charles E. Love, Michael K. Pittman, Anthony W. Wiggam  
15 Years Barry Catt

### Local 374 presents pins

CHARLES VANOVER, business manager and secretary-treasurer of Local 374, Hammond, Ind., reports presentation of pins for continuous years of mem-

### Local 693 members earn pins

TWO MEMBERS of Local 693, Pascagoula, Miss., received pins for continuous years of membership from

## Lodges sponsor golf tournaments

### Local 105's tournament unites Boilermakers, contractors, and guests

MEMBERS OF LOCAL 105, Chillicothe, Ohio, sponsored a golf tournament on June 24, with over 100 union members, contractors, and guests in attendance. Joining Local 105 members at the golf course were Boilermakers from Local 40 (Elizabethtown, Ky.), Local 169 (Detroit, Mich.), and Local 667 (Charleston, W.Va.). Local 105 mem-

ber Tom Lindsey served as golf chairman.

### Local 484 sponsors tournament to raise money for Benevolence Fund

IT'S ALWAYS GREAT when you can combine a good time with a good cause. That's what 60 members of Local 484, Meredosia, Ill., did when they raised over \$400 for their Benevolence Fund at their second annual golf outing. Sec.-Treas. Matthew Ehrigott said, "Watching our members

# MAKE IT SAFE

## Hazard Alert –

## Winter weather can add to construction hazards

Everyone should play a part in keeping the work environment safe



During the winter months, it is important that you keep all passageways free of ice and snow, including any scaffold platforms, catwalks, or walkways above ground level.

DURING THE WINTER months, hazards in construction work greatly increase. In addition to normal construction hazards, the presence of sleet, snow, ice, and cold temperature add to the upward trend of accidents. In order to keep accidents at a minimum during this period, everyone should analyze their jobs and plan in advance to eliminate anticipated hazards.

The following safety tips should help you remain safe during winter months:

**1** Keep all work areas, steps, and working platforms free of ice and snow. Pay special attention to scaffold platforms, catwalks, and walkways above ground level. Barricade or rope off any area or passageway not in use if the snow or ice is not removed.

**2** Do not transport material in a truck bed covered with ice or snow unless the material can be securely blocked, lashed, or anchored to prevent movement.



Don't forget to take extra caution at home during the winter months. After working hard all day to keep your job site safe, you don't want to slip on the ice on the way to your

Hoist material under the close supervision of a qualified rigger, and inspect all chains, cables, slings, blocks, or other hoisting equipment daily.

**3** Securely block the base of ladders to prevent slipping, as the ground becomes soft during thawing weather. When possible, store ladders inside to avoid ice coating of rungs and/or cleats.

**4** Pay special care to work being performed in excavated areas. Make daily inspections around the top edge of excavations to detect any signs of possible cave-in. Also, carefully inspect the sides of open trenches during freezing and thawing weather, and remove any loose material. Provide adequate shoring in all trench excavations, and don't pile material any closer than four feet from the edge of the trench or open excavation.

**5** Intensify housekeeping duties during winter months to prevent piles of debris from being covered with snow and later buried in mud. Also, good housekeeping will eliminate a number of fire hazards.

**6** Regularly inspect all temporary heating devices throughout the winter months. Pay special attention to exhaust stacks and the clearance between heating devices and adjacent walls, and the covering between heating devices and wood floors. Do not place LP gas tanks inside structures, and install regulating valves in the fuel lines next to the tanks.

DON'T TAKE UNNECESSARY RISKS.

ALWAYS PLAY IT SAFE.

## L-480's Ed Blue retires

EDWARD BLUE JR., a 30-year member of Local 480, Jacksonville, Ill., has retired after working 32 years at AC HUMKO (ACH), an edible oil manufacturing company.

Blue, who served in the U.S. Air Force following his high school graduation, also worked in construction, for the Illinois School for the Deaf, and at Mobile Chemical before going to work at ACH in 1968. He worked a short time in ACH's salad oil department, but spent most of his career in the shortening department, operating the can-scrambler (which supplies three-pound cans to the shortening line) since 1990.

His supervisor called Blue the perfect employee, telling ACH Editor Flo Bryant that Blue is conscientious, dependable, eager to please, well-mannered, good natured, and self-motivated.



L-480's Ed Blue retires after working 32 years at AC HUMKO.

When Blue's wife, Annabelle, retires next year, the couple plans to travel and spend more time with their sons Kirk, Richard, and Nathan, and grandchildren, Chayna and Justin. q

## Seitz retires after 40 years

GEORGE SEITZ has retired after working 40 years at Mitternacht Boilermakers, Inc. He joined Local 112 in Mobile, Ala., in 1961, and transferred his member-

## L-484 council members tour headquarters



THEY'D BEEN THINKING about visiting International headquarters for years, and finally decided to do something about it. So they took time off and car-pooled to Kansas City. On May 17, the council members of Local 484, Meredosia, Ill., drove five hours so they could tour International headquarters and meet International President Charles W. Jones. Pictured seated, l. to r., are L-484 Pres. Kelly Street, L-484 chief steward James Surratt, Jones, and L-484 steward Brad Martin. Standing, l. to r., are L-484 Vice Pres. Paul Craig, L-484 negotiating committee member Randy DeWitt, Intl. Rep. James Pressley, L-484 Sec.-Treas. Matt Ehrgott, Organizing Director Bill Creedon, L-484 Rec. Sec. Kevin Duesterhaus, and Wade Davis, International representative and general organizer. q

## L-112 members at headquar-



WHILE WORKING IN THE Kansas City area, three members of Local 112, Mobile, Ala., took advantage of a rainy day to tour International headquarters and were pleasantly surprised that they were able to meet International President Charles W. Jones.

We just thought we'd stop by and see the offices, said Melvin Moose, who's been booming with Tommy Fleming for nine years now. We never thought we'd get to meet Mr. Jones.

Pictured, l. to r., are Thomas Moose, Melvin Moose, Pres. Jones, and Tommy Fleming. q

## Lloyd Russell earns award for meritorious



Lloyd Russell, seated in front, receives the International's Award for Meritorious Service. Standing, l. to r., are Russell's son, Bob; Intl. Pres. Charles W. Jones; Russell's daughter, Jan Brookmire; and National Archivist Tom Wands.

LLOYD RUSSELL may have retired in 1975, but his service to the International Brotherhood did not stop with his retirement, nor did this union's appreciation for all that he has done.

In September 2000, International President Charles W. Jones presented the International's Award for Meritorious Service to Russell, a former International representative out of Local 83 in Kansas City, Mo.

Joining Russell at the award's presentation were his son, Bob, and daughter, Jan Brookmire. As Russell and Jones reminisced about organiz-

ing campaigns they worked together during Jones's years as vice president of the Southeast area, Bob and Jan recalled their memories of helping out at the campaigns by copying and distributing job-site fliers.

Russell, who joined the Boilermakers union in 1937, began his service on the national level as a district representative in 1949. His outstanding efforts in the fields of administration, collective bargaining, and organizing earned him an appointment as an International representative in 1961. q

## L-154 kids excel in

### Dana Ventrone competes in 110 meter dash at state finals

DANA VENTRONE, daughter of Local 154 Business Manager Raymond C. Ventrone, won the 110 meter dash in the class AAA WPIAL championship. Dana was just a freshman at Chartiers Valley High when she won this race and advanced to the state championship in Shippingsburg, Pa. She placed 11th in the state finals.



Dana Ventrone, l., wins the class AAA 110-meter dash.

### Mitch Fedorko, Ray Ventrone named 'All Conference'

MITCH FEDORKO, grandson of 42-year L-154 member Chester Zalnaksy, and Ray Ventrone, son of L-154 Business Manager Raymond C. Ventrone, were both named All Conference for the 1999-2000 football season at the Midwestern Athletic Conference and made the Top 22 Offensive and Defensive lists for the Parkway Conference.



L. to r., Chester Zalnaksy, Mitch Fedorko, Ray Ventrone, and L-154 Bus.-Mgr. Raymond C. Ventrone.

# New contract summaries

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

## L-5 New York City

INTL. REP. ROCCO DEROLLO AND GERALD CONNOLLY, bus. mgr. of Local 5, New York City, N.Y., report contract ratification, effective July 1, 2000 to June 30, 2003, for a Local Five member who works on small boilers for Empire Industrial Bumer Services, Inc.; effective Oct. 14, 2000 to Oct. 13, 2003, for Local Five members who work at Steel Style, Inc.; and effective July 1, 2000 to June 30, 2002, for Local Five members who work at Thomas J. Feeney Enterprises, Inc.

## L-6 Oakland, CA

MICHAEL GRABOWSKI, EM-ST of Local 6, Oakland, Calif., reports contract ratification, effective July 16, 2000 to July 15, 2001, for 60 Local 6 members who work at Heat & Control, Inc.; effective July 1, 2000 to June 30, 2002, for 70 Local 6 members who perform ship repair at San Francisco Dry Dock, Inc.; and effective April 15, 2000 to April 15, 2004, for 20 Local 6 members who perform boiler repair and maintenance at San Jose Boiler Works, Inc.

## M6 Chicago, IL

INTL. REP. SCOTT ENGE reports contract ratification, effective Jan. 20, 2000 to Jan. 19, 2003, for 50 members of Local M6, Chicago, Ill., who work in production and manufacturing at Major Reflector.

## S60 Belleville, IL

INTL. REP. GARY MEYER SR. reports contract ratification, effective Jan. 11, 2000 to Jan. 10, 2005, for 75 members of Local S60, Belleville, Ill., who make Premier and Eagle gas and electric ranges at the Peerless - Premier Appliance Co.

## M94 Elkhorn, WI

INTL. REP. HOWARD COLE reports contract ratification, effective July 21, 2000 to July 21, 2003, for 95 members of Local M94, Elkhorn, Wis., who make musical instruments including tubas, French horns, trumpets, and saxophones for the Frank Holton Co.

## L-104 Seattle, WA

TIM CARR, bus. mgr. and sec.-treas. of Local 104,

Seattle, Wash., reports contract ratification, effective July 1, 2000 to July 1, 2003, for 50 Local 104 members who repair ships at the Lake Union Dry Dock.

## L-106 Cincinnati

INTL. REP. RON LYON reports contract ratification, effective Aug. 1, 2000 to July 31, 2004, for 104 members of Local 106, Cincinnati, Ohio, who work at Enerfab, Inc.

## L-117 Superior, WI

INTL. REP. LEN GUNDERSON reports contract ratification, effective April 20, 1998 to April 20, 2003, for 97 members of Local 117, Superior, Wis., who make railroad ties for ABC-Rail.

## L-128 Toronto

ED FREROTTE, shop representative for Local 128, Toronto, Ontario, Canada, reports contract ratification, effective June 1, 2000 to May 31, 2005, for ten Local 128 members who make pressure vessels at Besomar.

## L-177 Green Bay

INTL. REP. LEN GUNDERSON reports contract ratification, effective Aug. 14, 2000 to Aug. 14, 2004, for 44 members of Local 177, Green Bay, Wis., who work on high-pressure boilers at Four Corp.

## L-195 Kewanee, IL

INTL. REP. SCOTT ENGE reports contract ratification, effective March 17, 1999 to March 13, 2002, for 12 members of Local 195, Kewanee, Ill., who perform metal work and make rug display equipment for John H. Best & Sons Inc., and effective March 28, 1998 to March 31, 2001, for 160 Local 195 members who make boilers for Kewanee Boiler Manufacturing Co.

## L-197 Albany, NY

INTL. REP. ROCCO DEROLLO reports contract ratification, effective July 16, 2000 to July 16, 2002, for members of Local 197, Albany, N.Y., who work at Advanced Welding, American Boiler, and Troy Boiler.

## D263 Clark, NV

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective August 1, 2000 to July

31, 2003, for members of Local D263, Clark, Nev., who work at Eagle Pitcher Minerals.

## D328 Cheektowaga

THOMAS HERSEE, president of Local D328, Cheektowaga, N.Y., reports contract ratification, effective August 1, 2000 to July 31, 2003, for 16 Local D328 members who produce crushed stone and asphalt concrete at County Line Stone, Inc.

## D342 Plattsburgh

INTL. REP. ROBERT SIMMONS reports contract ratification, effective June 3, 2000 to June 2, 2003, for seven members of Local D342, Plattsburgh, N.Y., who make stone and asphalt products at Graystone Materials (Potsdam Quarries).

## L-359 Vancouver

DARRELL FLEMING, a representative of Local 359, Vancouver, British Columbia, Canada, reports contract ratification, effective June 1, 1999 to May 31, 2001, for 27 members who fabricate steel at Burnaby Machine & Mill Equipment; effective April 1, 1998 to March 31, 2001, for one member who performs crane repair for Demay

Material Handling Equip.; effective Sept. 1, 2000 to Aug. 31, 2003, for 12 members who fabricate steel at Farr Fabricating Ltd.; effective June 1, 1999 to May 31, 2001, for ten members who fabricate steel for the manufacturing division of Industria Service Corp.; effective April 1, 1998 to March 31, 2001, for seven members who make metal castings for Metal Distributors; effective June 1, 1999 to May 31, 2002, for 70 members who manufacture trailers for Peerless Limited; effective April 1, 1999 to Dec. 31, 2001, for 25 members who fabricate steel at West Coast Engineering Ltd.; and effective June 1, 1998 to May 31, 2001, for 12 members who fabricate titanium at Western Titanium.

## D479 Invermere, BC

ROB LAUZON, EM-ST of District Lodge D11, reports contract ratification, effective April 1, 2000 to March 31, 2003, for 23 Local D479 members who work in a gypsum mine for Westroc Inc.

## L-486 Litchfield, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective July 1, 2000 to June 30, 2003,

You don't get what you deserve . . .

. . . you get what you negotiate

UNION LEADERS, like these pictured here, work



Negotiating a three-year agreement for the members of Local M94 at the Frank Holton Co., are, l. to r., Vice Pres. Doug Christianson, Julie Browning, Pres. Vicki Demske, and Sec.-Treas. Mary Salmon.



Negotiating a three-year agreement for Local D263 members at Eagle Pitcher Minerals, are, l. to r., Sec.-Treas. Mike Little, Vice Pres. Ken Flores, and Pres. John Shipley.

for 52 members of Local 486, Litchfield, Ill., who make steel grating at Tru-Weld Grating Inc.

## D569 Lancaster, NY

INTL. REP. RALEIGH EVERSOLE reports contract ratification, effective August 1, 2000 to July 31, 2003, for 44 members of Local D569, Lancaster, N.Y., who make stone and asphalt products at the

Lancaster Stone Products Corp.

## L-583 Birmingham

INTL. REP. MIKE WILSON reports contract ratification, effective Nov. 1, 1998 to Oct. 31, 2001, for seven members of Local 583, Birmingham, Ala., who make pipe at the U.S. Pipe and Foundry Company.

Prepared by the Research and Collective Bargaining Department of the International Brotherhood of Boilermakers Union

THIS ANALYSIS of the 38 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,863 employees.

### Wage Increases

TWENTY-SEVEN facilities reported pay increases in 1999, averaging \$0.37 per hour or 2.85 percent. Thirty-one facilities reported pay increases in 2000, averaging \$0.49 per hour or 2.73 percent. Twenty-six facilities will receive pay increases in 2001, averaging \$0.44 per hour or 3.06 percent. Nineteen facilities will receive pay increases in 2002, averaging \$0.48 per hour or 3.11 percent. Five facilities will receive pay increases in 2003, averaging \$0.43 per hour or 3.00 percent. Two facilities will receive pay increases in 2004, not enough for an average.

### Pension

THIRTY-FIVE facilities participate in some type of pension program. Fourteen facilities

participate in the Boilermaker-Blacksmith National Pension Trust. Thirteen have cents-per-hour contribution rates ranging from \$0.75 to \$2.50 per hour. Average cents-per-hour contributions are \$1.61 in the first year, \$1.74 the second year, and \$1.78 in the third year. The remaining agreement bases contributions on percentages.

Eight facilities offer a 401(k); ten have company-sponsored plans. Four facilities have a Profit Sharing Program, one has an Employee Stock Ownership Plan, and one has an Individual Retirement Account plan. One facility in Canada participates in Registered Retirement Savings Plans (RRSP), which are similar to the IRAs found in the U.S.

L-359 has its own pension plan.

### Shift Differential

TWENTY-EIGHT agreements provide a second-shift premium, of which 22 report a cents-per-hour premium ranging from \$0.10 to \$1.00. The average is \$0.44 per hour.

Twenty-six agreements provide a third-shift premium, of

which 20 have a cents-per-hour premium ranging from \$0.15 to \$1.25. The average is \$0.51 per hour.

The remaining provide a premium based on percentage of pay, or 0.5 to 1.5 hours at straight time, or a combination of both.

### Sickness & Accident

TWENTY-NINE agreements provide weekly sickness and accident indemnity. Of these, 23 pay a set dollar amount ranging from \$145 to \$413 per week. Average rates are first year \$214.74; second year \$218.83; third year \$222.74. One agreement provides a percentage of earnings for the weekly benefit.

Most of the Canadian facilities 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, making an average difficult to calculate. The length of time off ranges from 13 to 52 weeks. The most common is 26 weeks found in 17 agreements.

Life Insurance/AD&D

THIRTY agreements provide life insurance. Twenty-nine have a set dollar amount ranging from \$3,000 to \$75,000. The average benefit for the first year is \$29,517.24. One agreement uses a percentage calculation based on the annual wage.

Twenty-six agreements provide Accidental Death and Dismemberment (AD&D) insurance. Twenty-five have a set dollar amount ranging from \$3,000 to \$150,000. The average benefit for the first year is \$43,280.00. One agreement uses a percentage calculation based on the annual wage.

### Vacation

TWENTY-EIGHT agreements provide a one-week vacation. Thirty-six agreements provide a two-week vacation. Thirty-four agreements provide a three-week vacation. Twenty-seven agreements provide a four-week vacation. Fifteen agreements provide a five-week vacation, seven provide six weeks, and one provides seven weeks of vacation. Fourteen agreements base vacation pay on a percentage of the annual wage.

Paid Holidays

# Companies find new sources of profits: pensions, retiree medical benefit plans

## New accounting rules let companies improve their financial image at expense of retired employees

PROCTER & GAMBLE (P&G) has discovered a clever way to add to its profits that few stockholders and fewer of its employees know about. As a result, many older Americans are struggling to pay their medical bills.

In the latest fiscal year, P&G used its retiree medical program to add \$336 million to their pretax income. That money made up more than six percent of their earnings before taxes more than they earned from the 300 brands they sell. P&G has gotten a boost to their bottom line from retiree benefit plans every year since 1994 and

expects to continue to make money from them.

And P&G isn't alone. Sears Roebuck & Co. retiree medical plans added \$46 million to their bottom line last year. That is in addition to the \$38 million they added in 1998.

Writing in the Wall Street Journal, staff reporter Ellen E. Schultz explains that this chicanery is made possible by Financial Accounting Standard 106, an obscure accounting rule introduced in the early 1990s.

This rule requires companies to report their total anticipated costs for retiree health coverage. Because the rule took effect in 1993, when health care costs were rising at more than ten percent a year, many companies used the high anticipated costs they were reporting to justify cutting medical coverage for retirees.

But the crisis was exaggerated. Health care costs have not risen nearly as fast as they did in the early 1990s, leaving companies with smaller retiree-health liabilities. Instead of using this unexpected savings to reinstate the reduced medical benefits, companies simply kept it.

This sort of income isn't like cash that can be spent, but it makes a company's financial picture look much better, raising its appeal to investors. Retirees like Elaine Russell pay the price.

She stopped working for Sears in 1984, after nearly four decades of full-time clerical duties for the retailer. Her Sears retiree medical coverage provided reimbursement for prescription drugs not covered by Medicare. In 1998, the premium for her medical cov-

erage doubled to \$58 a month—a big bite out of her \$183 Sears pension.

Because her prescription drugs cost her only \$50 at that time, Russell dropped out of the Sears program. That turned out to be a mistake. Years later, she now needs additional medications for colitis and thyroid, and her monthly drug bill has leaped to \$180.

She couldn't afford both food and medicine, so she began taking advantage of a Seattle senior citizen's food bank to feed herself.

## Companies also find ways to make profits from pensions

CUTTING MEDICAL BENEFITS isn't the only way companies are making profits off their retirees. Some companies are cutting pensions, too.

Federal law prevents companies from retroactively cutting benefits an employee has earned, but it is legal to cut the rate at which future benefits are earned, or even to eliminate future benefits altogether.

Unionized workers have some protection, because any changes in the pension usually have to be added to the contract through collective bargaining. Still, it is important to know the ways companies can reduce your pension.

If your company wants to change your pension, the Boilermakers Department of Collective Bargaining Research and Services can help you decipher pension language changes and determine what effects they will have.

## Common ways to cut pensions

ACCORDING TO THE Wall Street Journal, an annual benefit under a traditional pension plan generally multiplies three factors: years of service, final average pay, and a multiplier.

Here's a typical formula:

$$\begin{aligned} & 25 \text{ years of service} \\ & \times \$50,000 \text{ average salary of last 3 years} \\ & \times 1.5\% \text{ multiplier} \\ & = \$18,750 \text{ annual pension at age 65} \end{aligned}$$

In this example, 25 years of service times the 1.5 percent multiplier yields 37.5 percent; 37.5 percent of \$50,000 is \$18,750.

Some of the ways this fictional company might reduce pension benefits include the following:

1. Cut the pension multiplier from 1.5 percent to 1.0 percent. That would leave you with benefits of only 25 percent of \$50,000, or \$12,500.

1. Redefine salary to exclude bonuses or overtime; reducing the salary basis by just \$3,200 means \$100 less a month.

1. Use more years to calculate the average pay so that earlier, lower-paying years reduce the average.

1. Cap the number of years of service counted, so you might work 30 or 35 years, but only get credit for 25.

1. Freeze the plan so future service and pay increases won't count.

And there are dozens of other tricks, many which are not easy to recognize as schemes to lower pensions. A pension-law professor at the University of Alabama at Tuscaloosa said, "If your pension changed in the 1990s, it probably changed for the worse."

But that has not been the case for changes made in the Boilermakers-Blacksmiths national pension plan. They have all been improvements.

Changes adopted this year and effective Oct. 1, 2000, increased death benefits paid to survivors of participants and increased benefits to spouses. In addition, all pension beneficiaries

## Sources of free or cheap drugs

WHILE YOU'RE WAITING for Congress to pass that prescription drug benefit for Medicare, you still need to take your medications. For some people on low incomes, that is impossible.

Fortunately, 23 states and most pharmaceutical companies offer free or very inexpensive drugs to low-income seniors. Low-income families not on Medicaid also qualify for some.

Most of these programs have income restrictions, which are often quite low. But for retired people living on Social Security with no pension, or for families temporarily with no income owing to layoffs, these programs can provide access to life-prolonging medication.

The following states offer some kind of drug program for seniors:

California	Missouri
Connecticut	Nevada
Delaware	New Hampshire
Florida	New Jersey
Illinois	New York
Indiana	North Carolina
Kansas	Pennsylvania
Maine	Rhode Island
Maryland	South Carolina
Massachusetts	Vermont
Michigan	Wyoming
Minnesota	

Information on these programs is available at the following urls:

<http://www.ncsl.org/programs/health/drugaid.htm>

[http://research.aarp.org/health/9905\\_pharm\\_1.html](http://research.aarp.org/health/9905_pharm_1.html)

The first url provides a list of programs with basic rules and contact information. The second provides more in-depth information on the program in a PDF file that can be downloaded or read online if you have Acrobat Reader installed on your computer.

A list of programs run by pharmaceutical companies can be found at the following url:

<http://www.needymeds.com/MainPage.html>

The programs are listed by drug and by company. Drug company programs vary widely. All have income limits or other financial criteria. Some require small copays. And for most, your physician must initiate the request for free drugs.

However, that does not mean your physician knows about these programs or realizes you are eligible. Investigate and, if you are eligible, speak to your physician about it.

# A promise is NOT a promise to long term health care insurance

## Despite guaranteed rates, companies raise premiums on policies

ACCORDING TO THE Wall Street Journal, long-term-care policies emerged as one of the insurance industry's fastest-growing products in the 1990s. Three million elderly Americans purchased the policies for at-home care and extended nursing-home stays, which Medicare doesn't cover. With this insurance, patients would not have to drain their savings to qualify for Medicaid; instead they would pay modest premiums that marketing materials pledged would not go up because of age or illness.

But premiums are increasing, sometimes as much as 40 percent at a time. Why? Because some insurance companies made miscalculations. One mistake was assuming that a large number of policyholders would change their minds and let their coverage lapse. Instead, 85 to 95 percent of the customers renew each year, creating an aging clientele with far more costs in claims than expected.

Another mistake was overly generous payment of claims, including paying for items not covered, such as stays in assisted-living centers. Then, there's the increasing cost of health care.

And to top it off, some insurance companies granted policies to high-risk cus-

## Long-term health care premiums are on the rise

EVEN THOUGH marketing materials pledged that premiums for long-term health care would not go up because of age or illness, some premiums have increased by as much as 40 percent at a time. How can insurance companies get

tomers customers with diabetes or a history of strokes, customers who other insurance companies had denied.

But how can insurance companies raise prices if their marketing materials pledge that premiums will not go up?

## Watch out for the fine print

LIKE EVERYTHING ELSE in life, if it seems too good to be true, there's got to be a catch. And if there is a catch, it can usually be found in the small print.

Some insurance policies state in bold letters: Rates will never change. Then, in smaller print, they continue on your individual policy unless they are charged for all policies in your state . . .

Some policies state that rates are subject to change under certain circumstances. Still other policies state that Premiums Do Not Increase With

Age. But beware. Premiums can increase for lots of other reasons.

## To buy or not to buy

IF YOU ARE interested in purchasing a long-term-care policy, you should ignore the promotional literature and focus on what the contract says. If you don't understand the contract, don't buy it until you can get someone you trust to explain it to you.

Before you buy, figure out what you can afford to pay for insurance premiums. Remember, long-term-care policies do not include the costs of doctors or prescription drugs.

Premiums are likely to increase in the future, so know how much you are able to spend, and consider purchasing non-forfeiture benefits in case you have to let your policy lapse. □

# Boilermakers make variety of

HERE'S JUST A FEW of the products made by members of our union. Watch for more Boilermaker-made products in future issues of our paper, including air conditioners and cooling equipment, building materials, cement products, and miscellaneous commercial equipment and services.

If you notice that your product is not listed, please send the following information to us: Name of Product, Name of Brand or Company, and the Local Lodge producing the item(s). These and other Boilermaker-products are also listed on our Web site, at [www.boilermakers.org](http://www.boilermakers.org)

Product(s)	Brand/Company Name(s)	Local Lodge(s)
<b>Heating Equipment</b>		
Fireplace inserts, wood stoves	Hutch	Local S56
Floor, wall furnaces, room heaters	Empire Comfort	Local S7
Furnaces, heaters, fireplace access.	Cozy	Local S20
Gas & wood heaters	US Stove	Local S56
Heating equipment	Heil, Arcoaire, Tempstar, Comfortmaker, MagicAire	Local S14
<b>Kitchen Items &amp; Cooking Equipment</b>		
Aluminum Foil	Reynolds	Local 72
Built in refrigerators	Whirlpool	Local S272
Can openers	Swing-A-Way	Local M13
Commercial food equipment	Hobart	Local M107
Cooking/food oil	C Humko	Local 480
Gas and electric ranges	Premier	Locals S4, S60
Ovens, broilers, griddles, fryers	Comstock Castle Stove	Local S3
Ovens, cook tops, hoods	Thermador	Local S54
Ranges, deep fryers	Vulcan	Local S50
Stainless steel kitchen equipment	Hudson Food Service	Local M194
Stainless steel kitchen products	Servco Co.	Local M13
Stoves, cook tops, pots	Wolf Range Co.	Local S106
<b>Power Tools and Hand Tools</b>		
Automatic wrenches	Edgerton Forge	Local M301
Cutting Tools	Ohio Metal	Local 1191
Garden tools, pitchforks	Union Tools	Local 1916
Pliers, Hooks	Klein Tools Inc.	Local 1255
Striking tools, crow bars	Warwood	Local 1610
Tools	Armstrong	Local 1247
Tools	Klein Tools	Local 1256
Tools	Snap-on tools	Local 1652
Wet/dry vacuums, tools	Craftsman, Ridgid	Local S699
<b>Sports Equipment</b>		
Boat Trailers	E-Z Loader	Local 242
Golf Balls	Spalding	Local 1851
Golf Clubs	MacGregor	Local M100
Propeller Blades	McCauley	Local M5



## Are you looking for a holiday gift that

**Some hand tools made by Boilermakers are guaranteed for life**

of whether you bought it yesterday, last year, or 40 years ago.

Craftsman, sold by Sears, and Ridgid, sold by Home Depot, are among a small number of brand names that guarantee their products for life. Any time one of these tools proves unsatisfactory, you can take it to the

nearest Sears or Home Depot and it will be replaced with no questions asked.

Is it any surprise that these high-quality products are made by Boilermakers? Workers at Emerson Electric, Menominee, Mich., where both of these brands are manufactured, have been represented by Boilermakers Local 696 since 1969, and then by Local S699 since 1974.

Emerson Electric has had a no-questions-asked policy to replace any unsatisfactory Craftsman hand tool since 1929. This same guarantee now applies to their Ridgid line of power tools, which are sold by Home Depot stores.

Other products offer guarantees, too

Craftsman and Ridgid are not the only products which come with lifetime guarantees. Though these other brands are not made by Boilermakers, we feel their promise of a lifetime guarantee is something our members should know about.

If Briggs & Riley can't fix your luggage, they'll replace it with a reconditioned bag.

The A. T. Cross Co., will replace the workings of their Cross mechanical pencils and ballpoint pens, and the ink feed and clip (but not the nib) of their fountain pens.

Battery companies such as Duracell and Eveready will repair or replace any product damaged by their batteries.

Husky, Home Depot's line of hand tools, offers a lifetime guarantee.

L. L. Bean will replace, refund, or provide a charge credit (your choice) for their outdoor gear, and Orvis guarantees their clothing and luggage for life and their fishing rods for 25 years.

Le Creuset will replace their cookware for 101 years, and if you can provide proof of purchase, Royal Diamond will replace their Regal Ware cook-

WHAT DO YOU DO when the handle of your favorite hammer breaks?

If it's a Craftsman or a Ridgid tool, you can get it replaced for free regardless

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Need a computer? SAVE MONEY when you order an IBM Net Vitea computer through [workingfamilies.com](http://workingfamilies.com), and receive a FREE 15" monitor and one year of Internet access.

## Members

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

Of fees predetermined discount fees for dental and vision services and procedures.

For information call: 1-800-257-8352



### MORTGAGE & REAL ESTATE

Buying, selling, refinancing made easier, more affordable. Special savings on real estate agent services.

For information call: 1-800-848-6466



### ACCIDENT INSURANCE

Workplace accidental death insurance is available.

For information call: 1-800-899-2782

### UNION FAMILY SAVERS

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

For information call:

IN MEMORIAM

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

LODGE & NAME

NTL Goff, Glendon 40	Nacey, James 104	Reynolds, John 169	Bushong, Burton 374	Thurman, Glenn
NTL McCloskey, R. 40	Reid, Randall 105	Bush, Glenn 199	Southwell, Larry D387	Thorne, Edward
NTL McKay, Walter 45	Budd, Ralph 107	Ostrand, Stanley 208	Murphy, George D472	Dusterhoft, D.
NTL Oglesby, Travis 45	Matney, Howard 107	Ploessl, James 226	Hall, Leonard 483	Buis, Jesse
1 Hogan, John A. 60	Harrison, Craig 112	Chunn, William 226	Gossage, Jack 495	Hart, Hal
1 Kuzma, George 72	Eberly, George J. 112	Gibson, Gaines 263	Dickey, Gerald D500	Kamyszek, R.
5 Deppe, William 72	Hayward, W. 112	Nelson, W.J. 263	Harrison, Walter 582	Pedauz, Philip
5 Gavigan, James 74	Moody, Bobby Joe 112	Stokes, Linwood 329	Kluttz, Whitney 627	Curtis, Stanley
6 falia, Joseph S82	Rhodes, David 128	Bouchard, R. 329	Badon, Leo B. 627	Spriggs, John
10 Payne, Harvey 83	Boyd, Alvie 128	Fisher, Frederick 358	Ioft, Marvin 647	Block, Edwin
13 Lloyd, William 83	Boyd, Billy Lee 128	Harrack, Bohdan 366	Jimmerson, Louis 656	Crowe, Samuel
13 Visneski, Paul 83	Fisher, Edward 128	Howard, Morris D366	Kennedy, Paul 667	Fisher, Clarence
28 Caposello, James 83	Hoffman, Harold 128	Vahi, Einar 374	Farr, Avery M. 667	Greer, Carl
28 Dichiaro, Ernest 83	Leiber, Wayne 146	Smith, Clinton 374	Viehbacher, S. 682	George, Shurman
28 Nelson, Charles 83	Mitchell, Jessie 146	Wilson, Teny 374	McGregor, D. 744	Swanson, Donald
29 Rest, L. D. 104	Fisher, Elmer 154	Chesnik, Louis 374	Des Forges, T. 1032	McTaggart, C. A.
			Globke, Edward 1603	Cames, Clair
			Stout, Buster	
			Taylor, Frederick	

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 Cox, Walter W. \$3,000.00	74 McIlvaie, Charles L. 3,000.00	154 Perkins, Ronald L. 3,000.00	549 Conner, Charles L. 3,000.00
Intl Holmes, Harold 3,000.00	74 Ryan, George W. 3,000.00	154 Vavra, Frank S. 3,000.00	549 Douglas, Charles R. 3,000.00
NTL Ballard, Basil D. 3,000.00	79 Wood, Tracy 3,000.00	169 Brooks, James F. 3,000.00	549 Miller, Albert R. 3,000.00
NTL Clark, James H. 3,000.00	83 Boyd, Billy L. 3,000.00	169 Creech, Mack 3,000.00	549 Mosbarger, David 3,000.00
NTL Dybfest, Lars 3,000.00	83 Dainty, Robert E. 3,000.00	169 Crippen, John 30.48	582 Roshto, Elex R. 3,000.00
NTL Feltes, John B. 3,000.00	83 Fisher, Edward C. 3,000.00	169 Grenier, Robert 3,000.00	582 Thomas, Damon P. 3,000.00
NTL Goff, Glendon I. 3,000.00	83 Garretson, Ronald K. 3,000.00	169 Worden, George F. 3,000.00	583 Johnson, Christopher 2,816.06
NTL Hacker Jr., Clay 3,000.00	83 Leiber, Wayne 3,000.00	175 Murphy, George L. 3,000.00	92 Leslie, Frederic W. 3,000.00
NTL Hamilton, John D. 3,000.00	83 Little, Donald R. 3,000.00	177 Wilcox, Bruce W. 3,000.00	587 Adams, Richard C. 3,000.00
NTL Kohn, Joseph A. 3,000.00	83 Mitchell, Jessie C. 3,000.00	199 Miranda, Edward R. 3,000.00	587 Cammareri, Leonard 3,000.00
NTL Moore, Wilson B. 2,000.00	83 Traxson, Lovell L. 3,000.00	204 Siu, David A. 3,000.00	587 Coumier, George 3,000.00
NTL Morton, Winford D. 3,000.00	84 Gossage, Calvin L. 3,000.00	242 Nichols, Ellis L. 3,000.00	587 Millins, Jerry L. 3,000.00
NTL Nelson, Walter D. 3,000.00	85 Fox, Daniel E. 3,000.00	363 Garrison, Art S. 3,000.00	587 Pinder, Ozro P. 3,000.00
NTL Nolan, Russell A. 3,000.00	85 Roman, Robert C. 16.00	363 Jones, Leo E. 3,000.00	587 Rea, Hoy 3,000.00
NTL Revels, Harlan L. 3,000.00	85 Siefke, Roger H. 3,000.00	363 Jordan, Mark W. 3,000.00	592 Neel, Carl R. 3,000.00
NTL Strickling, Robert 6,000.00	92 Blackburn, Gray A. 3,000.00	363 Newell, Gene A. 3,000.00	627 Claric Jr., Curtis 3,000.00
NTL Sutton, Russell T. 3,000.00	92 Crawford, Fred J. 3,000.00	363 Spengler, Lemuel L. 3,000.00	627 Crick, Gary D. 627.25
NTL Swearingen, Marvin 3,000.00	92 Goss, Claude E. 1,500.00	374 Bressler, Robert H. 3,000.00	627 Toler, Horace A. 3,000.00
NTL Taylor, Herbert L. 3,000.00	92 Hunt, Charles L. 3,000.00	374 Cardemon, Albert R. 3,000.00	636 Duck, Foster A. 3,000.00
NTL Vavaroutsos, John 992.75	92 Johnson, Darrell E. 3,000.00	374 DesForges Sr., T. E. 3,000.00	647 Jentoft, David C. 3,651.00
NTL Villalta, Edward 6,000.00	92 Martinez, Carlos 3,000.00	374 Kellens, Paul A. 5,167.50	647 Knutson, Wayne 1,387.50
1 Hudson, Johnnie F. 3,000.00	92 Rubio, Ray V. 3,000.00	374 Krillic Jr., George 3,000.00	647 Wallenstein, George 3,000.00
1 Kuzmanovich, L. 3,000.00	92 Sanseverino, Albert 3,000.00	374 McCormick, Roy D. 3,000.00	667 Bush, Willie E. 3,000.00
1 Roebuck, Dwight H. 3,000.00	92 Young, William W. 3,000.00	374 Myers, W. A. 3,000.00	667 Cobb, Buel C. 3,000.00
1 Wolyniec, Bruno H. 3,000.00	M100 Bowens, Melvin 233.51	374 Nowling, Willie 3,000.00	667 Dalton, Arville 3,000.00
5 Bonich, Frank S. 3,000.00	104 Arp, Terry L. 1,037.17	374 Payne, Kenneth H. 3,000.00	667 Eddy, Edward L. 3,000.00
5 Merchant, Earl S. 3,000.00	104 Berg, Allen N. 3,000.00	433 Addison, Seeber 3,000.00	667 King, Jesse G. 3,000.00
6 Butler, William D. 3,000.00	104 Bruget, Alfred 3,000.00	433 Brianne, Carlton J. 3,000.00	667 Shilot, Robert 3,000.00
6 Dirks, Carl N. 3,000.00	104 Hegnes, Helmer 3,000.00	433 Garvin, Andrew R. 3,000.00	677 Gulla, Andrew J. 3,000.00
6 Espinosa, Manuel 3,000.00	104 Jackman, Clement 3,000.00	433 Simpson, Charles F. 3,000.00	687 Richburg, Preston 3,000.00
6 Kane, Frank 3,000.00	104 McGuire, Joe D. 3,000.00	433 Williams Sr., James 3,000.00	709 Hart, Wesley E. 3,000.00
6 Lopez, Frank E. 1,500.00	104 Palm, Jeff 467.20	449 Johnson, Robert J. 1,317.39	744 Collinsworth, T. 3,000.00
6 Robbins, Arthur J. 3,000.00	104 Perkins, Ronald E. 1,366.20	449 Potter, Richard 3,000.00	744 Fluharty, Elmo 3,000.00
6 Simmons Jr., Irvin 3,000.00	104 Reynolds, Austin E. 3,000.00	453 Harper, Frederick J. 3,000.00	802 Johnson, Ernest L. 3,000.00
6 Smith, Russell W. 3,000.00	104 Scott, Gerald L. 6,000.00	453 Tipton, James W. 3,000.00	802 Mullen, John T. 3,000.00
7 Merkle, V. Allan 3,000.00	104 Valenzuela, Edward 3,000.00	454 Holder, Claude B. 3,000.00	807 Smith, Robert C. 3,000.00
10 Bekker, Theodore A. 1,324.69	104 Van Noy, Gwenlyn 3,000.00	454 Thompson, Kenneth 94.24	1230 Dacus, Paul M. 3,000.00
11 Haugan, Arthur L. 3,000.00	105 Gibson, Roy 3,000.00	455 Fields, Grite J. 3,000.00	1248 Ford, Alonzo R. 3,000.00
13 Bean, Kenneth R. 3,000.00	105 Gnbryn, Michael 3,000.00	455 Lehman, Maxie C. 3,000.00	1509 Diedrich, Harriet E. 3,000.00
13 Kuchinski, Zigmund 3,000.00	105 Newberry, Gerald M. 3,000.00	469 Webb, J. W. 3,000.00	1509 Hinsch, Edward J. 3,000.00
13 Visneski, Paul P. 3,000.00	105 Ruggles, Gale L. 3,000.00	483 Mezo, Pauline 3,000.00	1592 Pavlik, Joseph 3,000.00
26 Hamilton, W. B. 3,000.00	107 Pietrowski, Frank I. 3,000.00	486 Allen, Jimmie D. 581.10	1600 Baltusis, Alfonsas 3,000.00
26 Henry, Troy A. 3,000.00	112 Chunn, William Wils 3,000.00	487 Opicka, Donald F. 3,000.00	1603 Cames, Clair J. 3,000.00
27 Cates, Thomas R. 3,000.00	112 Killcreas, Donald H. 72.00	D500 Shay, Everett 3,000.00	1622 Risden, Clifford A. 1,911.55
28 Brennan Sr., John P. 8,000.00	112 Krebs, Victor R. 3,000.00	502 Stone, Daniel J. 3,000.00	1624 Hoffman, Leslie L. 3,000.00
29 Hallisey, David J. 3,000.00	112 Mabrey, Hosey L. 3,000.00	549 Ardery, Donald D. 3,000.00	1670 Fisher, Morris T. 3000.00
30 Barrier, Charles W. 3,000.00	132 Colunga, Gilbert 3,000.00	549 Casazza, Roy E. 3,000.00	1670 Wooten, Arthur G. 3,000.00
37 Bergeron, James F. 3,000.00	132 Comeaux, Arnold 3,000.00		
37 Tate, Oda K. 100.50			
69 Appleby, Walter B. 3,000.00			
72 Bukovchik, Charles 3,000.00			
72 Grim, Sam 3,000.00			
72 Hudson, George W. 3,000.00			
72 Hutchison, Archie M. 3,000.00			
72 Jenkins, Elwood S. 3,000.00			
72 Lingel, George W. 3,000.00			
72 Martin, Richard H. 3,000.00			
72 McGuire, Harry F. 3,000.00			
72 McKamey, Delwin 3,000.00			
72 Rowe, James A. 3,000.00			

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

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Publications Department  
 753 State Avenue, Suite 565  
 Kansas City, KS 66101

# Regardless who is president, our union's mission remains the

## We must fight for labor law reform so working families get a fair break

THE PRESIDENTIAL ELECTION took place three weeks ago, yet we still don't have a winner. The closest election in more than 100 years has spawned an electoral tangle that may take months to resolve.

Both candidates claim that their lawsuits and legal wrangling are merely attempts to ensure that the results of the election reflect the will of the people.

Where were these politicians in October, when four senators denied the will of the people and of Congress by blocking passage of the Railroad Retirement & Survivors Improvement Act of 2000?

Few bills that come before Congress so clearly show the will of the people as this one. Railway employers and the unions that represent railway workers had worked on it for years and strongly supported the final version. The House of Representatives passed it by a margin of 391-25, and 83 senators cosponsored it. Yet Senate Majority Leader Trent Lott (R-MS) refused to let the matter come to the floor for a vote.

Apparently, Lott had been persuaded by Senators Pete Dominici (R-NM), Phil Gramm (R-TX), and Don Nickles (R-OK) to block the bill, despite its overwhelming support by the railway carriers and employers—the people who pay the bill for railway retirement and benefit from it.

These senators did not care about the will of the people. They opposed the bill for ideological reasons. They want to privatize the Railroad Retirement System, just as they want to privatize the Social Security System. There is no point in improving a system that you intend to destroy.

Needless to say, their stance on privatization does not reflect the will of the people, either. Polls consistently show

Unions truly represent the will of the people. We alone fight for what workers want: higher pay, better benefits, more jobs.

that most American workers do not want to see either system privatized.

Senator Gramm may also have had a selfish reason for killing the bill. Washington insiders say he is being considered for Secretary of the Treasury if Gov. Bush wins the presidency. The reform bill would have required transfers of Railroad Retirement funds from the U.S. Treasury to the new Railroad Retirement Trust Fund. Those transfers could be scored as a reduction in assets on the federal books. If Bush is elected and makes Gramm Secretary of the Treasury, Gramm wants to have those assets on the federal books in order to pay for Bush's multi-trillion-dollar tax cut for the wealthy.

The fate of the Railroad Retirement & Survivors Act is but one of many examples of how many elected officials routinely ignore the will of the people. They have their own agenda, and for many, the will of the working people of America does not fit into it.

That is why your union is so important. Unions are the only voice workers have—not only with employers at the bargaining table, but also with politicians in Washington, D.C., in Ottawa, and in state, provincial, and local governments across the U.S. and Canada.

More than any politician, unions represent the will of the people. The union's mission is always the same: to fight for the economic well-being of workers—higher wages, better benefits, more jobs, Social Security, and Medicare. No other person or group has that same purpose. It is our mission, and it is our only mission.

Regardless of who controls Congress or the White House, our mission remains the same. We fight to protect your jobs, to raise your wages, to make your job sites safe, and to keep Social Security and Medicare strong.

To be effective, both with our employers and in politics, we grow with the economy, adding new members as new technologies change the types of work Americans do. And that means we must continue to fight for labor law reform so that workers can form unions without fear of being fired.

We will have a tough time getting any labor law reform through this Congress. It is almost evenly divided between



Charles W. Jones  
International President

Republicans and Democrats and between our friends and those who work against us.

But we have what politicians who want to be re-elected need: organized voters who go to the polls and take their families with them. In this year's election, unionized workers demonstrated our power to influence elections at all levels, including president, where Al Gore won nearly every state with a highly-unionized workforce.

Congress will not forget that.

We must not let them forget. We need to make politicians realize that when workers are on their side, re-election is a whole lot simpler.

That is how we can make gains even in a deeply-divided Congress. By sticking to our mission.

By sticking together. q

### Letters to the Editors

#### Drizzle doesn't dampen spirit

I WANT TO THANK the Toledo Building Trades, and especially Local 85, for a wonderful Labor Day parade. The drizzle did not keep my brother Boilermakers away. The trades marched in strength and harmony and my wife and I were glad we traveled to Ohio to help rock on the brothers.

BILL SIMON, L-85 retiree  
Port Charlotte, Fla.

#### Daughter proud of dad and L-28

I THINK MY dad's local works very hard. I am writing this letter to say, Great job Local 28.

BRITTNEY GALLOWAY, daughter of L-28's David Galloway  
Woodbury Heights, N. J.

#### Take advantage of yearly exam

MY FATHER, a Boilermaker of over 40 years, recently passed away. He enjoyed one year of retirement before he got sick. He was diagnosed with cancer, a condition which started many years before. His doctors agreed that had he gone for medical attention earlier, he would still be alive today.

We work in dangerous environments around chemicals, poisonous fumes, and other toxins. No matter how good you feel, get a yearly physical. A few simple tests can mean the difference between life and death.

STEVE VERBIT, L-13  
Deptford, N.J.

#### L-902's Smith on plant closures

I WAS A 30-YEAR member of Local

902 when I retired in 1997. When our plant shut down in Paris, Texas, most of the things we had worked for changed. Don't let this happen to you. Try to find a way to lock in your contract so a plant closure does not cause you the same problems we have had.

ROY E. SMITH, L-902 retiree  
Detroit, Texas

#### Unknown author says it all

I DON'T KNOW the original author, but I think this speaks for itself.

The American Dream

Joe Smith started the day early, having set his alarm clock (made in Japan) for 6:00 a.m. While his coffee pot (made in China) was perking, he shaved with his electric razor (made in Hong Kong). He put on a dress shirt (made in Sri Lanka), designer jeans (made in Singapore), and tennis shoes (made in Korea). After cooking his breakfast in his new electric skillet (made in the India), he sat down with his calculator (made in Mexico) to see how much he could spend today. After setting his watch (made in Taiwan) to the radio (made in India), he got in his car (made in Germany) and continued his search for a good-paying American job. At the end of yet another discouraging and fruitless day, Joe decided to relax for a while. He put on his sandals (made in Brazil), poured himself a glass of wine (made in France), and turned on his TV (made in Indonesia), then wondered why he can't find a good-paying American job.

KENNY HUGHES, L-74  
Hearne, Texas

#### L-549's Shaskan on job site

I RECENTLY FINISHED an oil refinery

tumaround in Rodeo, Calif. Because of heavy rains, the Boilermaker change shacks did not have adequate heating. The change shacks were supplied with small heaters that we normally use in our household bathrooms. Consequently, the entire crew remained soaked throughout the shift.

I became ill and was eventually diagnosed by my personal physician with pneumococcal pneumonia.

I am in accord with the Boilermaker International's position regarding National Power Agreements in order to effectively compete with rat contractors. But I also feel that we don't have to sacrifice our conditions on the job to combat the nonunion dilemma.

JOHN M. SHASKAN, L-549  
Pittsburg, Calif.

#### Fridel: Social Security is holding up my retirement

I AM 52 YEARS OLD and have been a member of Local 105 for 31 years. I have had heart trouble since 1993. They tell me I can't weld anymore. I can't get disability retirement until I get Social Security, but Social Security has turned me down three times. They said that as long as you can use your hands you can work at McDonald's. I went back to work for ten weeks, but I felt like a burden to my fellow brothers because it's hard for me to do some things. So I sit at home with no insurance, no unemployment, no money to pay my bills, and no money to pay for medication. Give us our disability retirement without Social Security approving it first.

LARRY FROG FRIDEL, L-105  
Amelia, Ohio

EDITOR'S NOTE:

To avoid the high cost of making an independent examination of every dis-

ability claim, the Funds Office abides by Social Security's determination. If you are denied by their office, you should appeal. If you feel the Social Security office is treating you unfairly, your congressman may be able to help.

#### Editor's note on election mail

JUST PRIOR to the November elections, the office of the Boilermaker Reporter received numerous election-oriented letters. We regret that these arrived too late to appear in the issue that we planned to have in members hands in time for the election.

Members made many fine points about the need to have elected officials in Congress and the White House who will fight for working fami-

Got something to



say?

SEND A LETTER TO THE EDITOR:

The Boilermaker Reporter  
753 State Ave. Suite 570  
Kansas City KS 66101  
FAX: (913) 281-8104