

the Boilermaker Reporter

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Charles W. Jones, Editor-in-Chief

<http://www.boilermakers.org>

IN THESE PAGES

Convention Delegate
Elections are in April 4



Owners, Contractors
Praise members' work 4-5

A page from history
Boilermakers in the ring 8

The future of our work
Coal as fuel in power production 9



Make it safe
Asbestos safety awareness 10

Annual funds report 12

Settlements 13

USS Cole returns to Ingalls for repair by L-693 members

Damaged by terrorists, destroyer returns home to Boilermakers for repairs

ALMOST TWO MONTHS to the day after suffering extensive damage in a terrorist attack in Aden, Yemen, the *USS Cole* came home on December 13, to the shipyard where she was built four years ago.

Members of Local 693, Pascagoula, Miss., built the *Cole* in 1996. Now the U.S. Navy is calling on their skills to repair the ship at Litton Ingalls Shipbuilding, a 640-acre facility on the west bank of the Pascagoula River.

The U.S. Navy estimates that repairs will take one year and cost \$240 million. In announcing *USS Cole's* return to Ingalls, the U.S. Navy called Ingalls' selection, "the best solution for this unique and demanding situation."

The Navy said Ingalls is "most able to effectively manage and complete



The *USS Cole* arrives at Ingalls Shipbuilding in Pascagoula, Miss., aboard the *Blue Marlin*, a Norwegian heavy-lift ship. Photo courtesy of Litton Ingalls Shipbuilding.

the work in a timely fashion." Major structural damage to the ship will present challenging engineering problems best handled by the land-level facility at Ingalls, they said.

Continued on page 3

The *USS Cole* is an Arleigh Burke-class (Aegis) guided missile destroyer. As it was being refueled in Aden, a

New SE Area contract will help members work closer to home

New contract increases wages 25% over 2.9 years, doubles pension input

FOR MORE THAN A DECADE beginning in the middle 1980s, construction Boilermakers in the Southeast Area endured wage freezes, wage cuts, concessions, and only occasional, minor improvements in their contracts. By 1996, the wage-benefit package in the Southeast was less than 80 percent of what Boilermakers were being paid further north.

Booming to locals in other parts of the country became a way of life for Southeast Area Boilermakers who wanted a livable income.

Those days are over. The Southeast Area Agreement signed in New Orleans November 1, 2000, will return wages and benefits to levels similar to those paid in the rest of the country by November 1, 2002.

The new contract raised wages more than eight percent effective Nov. 1, 2000. The rate will increase another seven percent in November 2001, and by 2002, the base wage will be nearly 25 percent higher than it was in 2000.

Contributions to the pension and annuity funds, a growing concern for our aging membership, will grow even faster. By 2002, the pension contribution will be twice what it was in 2000. Annuity contributions will increase by 50 percent. And contributions to both of these funds will be based on hours paid, not hours worked as in the past. For construction Boilermakers, who rely on overtime income during the peak season because work is scarce in the off-season, basing contributions on hours paid is a substantial increase.

Southeast Area International Vice President Newton B. Jones says he is pleased with the agreement. "These

increases may seem huge—and they are significant—but they are precisely what was needed to keep our construction Boilermakers working closer to home in the Southeast and to attract and graduate new apprentices. These increases are a 'market correction' to roughly 20 years of market-depressed rates. With this correction, our locals will be much more reliable in providing skilled Boilermakers to our contractors and the customers we service. And today, reliability is far more important than bottom dollar wage rates that may well end up costing the contractor and

the customer more when a job is not properly staffed."

Work on contract started years before the negotiations

IMPROVEMENTS AS GREAT as those seen in the new Southeast agreement do not come without great effort. The campaign to raise these wages began years earlier and included an eye-opening presentation at the 1999 Tripartite Conference that showed owners and customers in detail the problems they

Continued on page 7

Workers get political



photo by Michael Halle

Brothers Fred Duran (l.) and Joe Duran, both Local 72 members working at Cascade General (Portland Ship Repair), learn more about Oregon Measures 92 and 98 from Bernice Bishop at one of the AFL-CIO's get-out-the-vote drives.

Union efforts deliver the vote to key candidates

See the election 2000 analysis on page 6

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Boilermakers in office

Union members understand working families' concerns

IN THE NOVEMBER 2000 elections, union members around the country ran for office. Here's a look at some of the Boilermaker winners.

RANDALL K. BINION, a 21-year member of Local 667, Charleston, W. Va., holds the office of Carter County Jailer, reports Jeff Lauver, who used to hold office until he lost by 137 votes when he ran for a bigger seat. Don't worry, though, he plans to run again.



RICK HORN, a 20-year member of Local 105, Chillicothe, Ohio, is serving his second four-year term as a city councilman. He also serves on the Board of Works, Police Advisory Board, Board of Finance, and Planning Commission. Horn says, "I enjoy working with the public and serving the citizens who elected me. I look forward to making Greendale a better place to live."

JAMES A. PATTERSON, a three-year member of Local 1393, Altoona, Pa., works as a mechanic at Norfolk Southern Railroad. He also serves his community as Logan Township supervisor and secretary-treasurer, chairman of the Central Blair Recreation Commission, treasurer for the Intra-Municipal Relations Committee, representative for Pennsylvania State Association of Township Supervisors at TEAM Penna, member of the PSATS Nomination Committee, and member of several other local organizations as part of his elected official duties.

HUGH MACDONALD, an 11-year member of Local 146, Edmonton, Alberta, Canada, has been serving in the Alberta Legislative Assembly since March 1997. The support and encouragement he received from Local 146's well-organized and hard working political action committee was instrumental in his election victory. The ruling conservative party outspent his campaign by a five-to-one margin, proving that money can't buy everything. MacDonald is the official opposition critic for labour, apprenticeship, and consumer affairs. He also co-chairs the Liberal Caucus Question Period Committee.

DEL LATHIM, a member of Local 242, Spokane, is the only elected state official in Washington to hold more than one paid commissioner post. He was just

reelected to serve six more years as a Public Utility District commissioner, and last year, he was elected to a six-year term as the Port of Pasco commissioner. As a commissioner, Lathim lobbies on issues that affect public power and economic development. A Boilermaker welder, Lathim encourages other Boilermakers and union members to become more involved in politics. He says, "It is a rewarding experience." □

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"As PAC chairman, I have encouraged anybody who would listen to become politically aware, telling fellow brothers and sisters that political decisions affect every aspect of our lives," said Donnelly. "If our voices are not heard, we will be ignored." □

L-13's PAC in action

MEMBERS OF Local Lodge 13's Political Action Committee (PAC) met with Pennsylvania House Democratic Whip Michael R. Veon (14th District), to discuss campaign strategy to win back the state House in Harrisburg, Pa. Pictured standing, l. to r., are William Morgan, Rep. Veon, L-13 Pres. William Hill Jr., and Granville Strachan. Pictured seated, l. to r., are Mark Strachan, Robert Greenwood, and Daniel Gushue. □



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Local 146 is gaining political clout in Canada

After just four years, Local 146 is making a difference in provincial and federal politics

FORMED IN 1996, the Political Action Committee (PAC) of Local Lodge 146, Edmonton, Alberta, Canada, has already taken great strides in Canada's political arena.

They are in the forefront when it comes to lobbying for workers' rights. They meet with legislative leaders to strengthen labour's role in government. And they help worker-friendly candidates get into office.

One of Gerry Donnelly's first challenges as the Local 146 PAC chairman was the election campaign of Hugh MacDonald, a Local 146 member who ran for public office in the Alberta Legislative Assembly in 1996. Donnelly, a Local 146 member since 1967, came to the campaign with experience. He had been active in politics before his move to Canada from Ireland, and his family had also played an active role, supporting parties that advance the interests of working people.

MacDonald won his election, and recently helped Local 146's PAC form a coalition of organized labour to help Ministers Anne McLellan and David Kilgour get reelected. Both Parliament members were reelected, thanks in large part to the coalition of Boilermakers, Pipefitters, Carpenters, Ironworkers, Painters, Insulators, Teachers, Nurses, Teamsters, and others.

"As PAC chairman, I have encouraged anybody who would listen to become politically aware, telling fellow brothers and sisters that political decisions affect every aspect of our lives," said Donnelly. "If our voices are not heard, we will be ignored." □



Canadian Prime Minister Jean Chretien (r.) meets with Local 146 PAC Chairman Gerry Donnelly.



Canadian Justice Minister Anne McLellan discusses worker and organized labour issues with Local 146 PAC Chairman Gerry Donnelly.



Local 146 PAC members, l. to r., Rich Channon, Dean Milton, and Gerry Donnelly, discuss lobby strategies before meeting with Canadian Ministers Chretien and McLellan.

Local 903 trying to form state department of labor

Mississippi local working with state legislators and state federation of labor to create new office

FIVE MEMBERS OF Local 903, West Point, Miss., and Int'l. Rep. Warren T. Fairley Jr. visited International headquarters to discuss with Int'l. Pres. Charles W. Jones their joint efforts with the Mississippi labor federation to create a state department of labor in Mississippi.

The members are working with Mississippi State Representative James Evans, who authored a bill to establish a department of labor. Local 903 President Robert Shaffer testified as a representative of labor before the Senate in support of Evans's bill. The bill is designed to accomplish the following:

- remove current maze of bureaucracy
- attract new businesses to the state
- increase tax base through better jobs
- improve trained workforce availability
- enhance economic opportunities
- streamline government services for cost efficiency, and

► address the concerns of Mississippi workers through a process of dignity and support.

The bill should come before a committee and subsequent vote in 2001. By creating a department of labor, the bill will consolidate offices and reduce state personnel, saving Mississippi taxpayers money.

Local 903 represents over 600 workers at the Babcock & Wilcox Company, where they signed their first agreement in 1967. Since 1982, every worker has been a union member, making Local 903 the largest 100 percent union shop in an open shop state. □



Local 903 members at headquarters. L. to r., comm. mbr. Robert Eaton, Int'l. Pres. Charles Jones, L-903 Pres. Robert Shaffer, Res. Dir. Len Beauchamp, chief steward Roger McFarland, chief steward J. T. Rhea, Sec.-Treas. J. R. Sims, and Int'l. Rep. Warren Fairley Jr.

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Boilermakers rally in Tacoma for Temp Workers

BCTD campaign works to provide temporary workers a voice at work

BOILERMAKER MEMBERS joined nearly 1,000 union activists in a march and rally, October 25, 2000, to put a spotlight on Labor Ready Inc. for exploiting its workers.

Labor Ready is one of the nation's largest temporary construction worker agencies. Every day, temp agencies (such as Labor Ready) dispatch an average 250,000 construction workers, mostly to nonunion job sites.

These temp agencies charge their clients as much as 30 to 50 percent more than they pay the workers they dispatch. Many of these firms charge their employees to cash their paychecks or to transport them to job sites. Too often, the workers are sent to unsafe job sites where they face safety hazards they are not prepared for.

Members of Boilermaker lodges, Local 72 (Portland, Ore.), Local 104 (Seattle, Wash.), Local 500 (Salem, Ore.), and Local 502 (Tacoma, Wash.), joined Asst. to the Director of Organizing David Bunch and Int'l. Rep. John Yeats at the rally sponsored by the Building and Construction Trades Department (BCTD) in Tacoma.

The rally was planned around Labor Ready's stockholders meeting, and was attended by union leaders: AFL-CIO President John Sweeney, BCTD President Edward Sullivan, BCTD Sec.-Treas. and Boilermaker Local 128 member Joe Maloney, and the presidents of the Painters and Laborer's international unions.

The rally spotlighted points the union leaders addressed to the stockholders, including low pay, lack of benefits, and potential illegal fees workers must pay at Labor Ready's cash machines. The union leaders also questioned Labor Ready's payment to state worker compensation systems.

Labor Ready Inc. is just one of the temporary worker employers targeted in the BCTD's organizing campaign, "Temp Workers Deserve a Permanent Voice @ Work."

Temporary employment agencies are a multi-billion dollar industry with over 450 firms operating in construction. Their workforce is growing at an annual rate of 15 percent. If these workers are not organized, in ten years there will be as many temp workers as there are union workers.

To find out more information, contact the temp campaign hotline at 1-888-458-8133. □



BCTD President Edward Sullivan (back center extending hand) and BCTD Sec.-Treas. Joe Maloney (front center, a member of Boilermaker Local 128) meet with members of the Boilermakers union before addressing Labor Ready stockholders.



Members of the Boilermakers union participate in a march and rally in Tacoma, Wash., October 25, to spotlight the poor treatment of workers by temporary worker agency, Labor Ready Inc.



The Blue Marlin brings the USS Cole home, so L-693 members at Ingalls Shipbuilding, Pascagoula, Miss., can make her fleet-ready. L. to r., are L-693 BM-ST Frank Ludgood, Int'l. Rep. Warren Fairley, Int'l. Vice Pres. Newton Jones, and Int'l. Rep. Dennis King.

L-693 repairing USS Cole

Continued from page 1

small boat filled with explosives pulled up alongside it and exploded, leaving a gaping hole in the ship's side. Seventeen crew members were killed, and 39 were injured in the explosion. Six suspects have been arrested and will stand trial in Yemen.

The Cole was towed out of Aden harbor to deeper water, where it was maneuvered over the *Blue Marlin*, a partially-submerged Norwegian heavy transport ship. The *Marlin* lifted the *Cole* aboard and brought it to Mississippi, where she was off-loaded in a pre-dredged deep-water facility. The transit took six weeks. In January, she was transferred to Ingalls' land-level facility.

Local 693 members will remove damaged sections of the ship, fabricate new ship sections in other areas of the

shipyard, and then install the new sections aboard the ship.

"Ingalls and all of its employees who built the *USS Cole* regret the tragic circumstances which brought this ship back to our shipyard," said Jerry St. Pe', chief operating officer of Litton Ship Systems and executive vice president of Litton Industries, "but we are committed to work with the Navy to return this ship to the Fleet in the shortest time possible."

Litton Ingalls Shipbuilding is a division of Litton Industries, and part of the Litton Ship Systems group. Located in Pascagoula, Miss., and in continuous operation since 1938, Ingalls is Mississippi's largest private employer, with nearly 11,000 employees, and an annual payroll of more than \$400 million. The AFL-CIO's Metal Trades Department represents

Ingalls' workers, with Local 693 representing the largest unit since 1939.

Litton Ship Systems, headquartered in Pascagoula, also includes the Litton Ship Systems Full Service Center in

Pascagoula, as well as Litton Avondale Industries, located in New Orleans, La., where members of Boilermakers' Local 1814 are employed. □

Boilermakers meet with British counterparts

Meeting in Scotland builds solidarity among British, American unions

BOILERMAKER VICE PRESIDENTS Jim Hickenbotham and Don Lacefield attended a conference co-sponsored by the International Chemical, Energy, Mine, and General Workers' Unions (ICEM) and the Electricity Supply Trade Union Council of the United Kingdom. Leaders from British and North American unions, representing workers employed at ScottishPower and its U.S. subsidiary PacificCorp, met in Edinburgh on September 18.

The meeting is part of efforts by North American and British electricity workers to build a trans-Atlantic solidarity network. Also attending were Boilermakers Director of Collective Bargaining Services Len Beauchamp and International Rep. Wade Davis.

U.S.-based multinational companies now own five of 12 regional electricity companies in England and Wales. Several U.K.-based multinationals,

including ScottishPower, have recently acquired power companies in the U.S.

The union leaders discussed British Energy's recent investment in two Ontario Power Generation nuclear power stations in southwest Ontario, and met with ScottishPower officials at their facility in Portabella.

ScottishPower is an \$11 billion company supplying electricity to seven million customers in the U.K. and the U.S. Its PacifiCorp subsidiary operates in the states of Washington, Oregon, California, Utah, Idaho, and Wyoming.

Members of Local 101 (Denver) and Local 182 (Salt Lake City) perform maintenance on all PacifiCorp units under the Millennium Maintenance Alliance. This agreement was fashioned after contracts Int'l. Pres. Charles W. Jones devised when he was vice president of the Southeast area. It covers eight plant sites in four states, with 24 fossil fuel units.

Local 101 members maintain seven units at the Wyodak and Dave Johnson complexes, and Local 182 members maintain 17 units at the



Participating in a meeting to discuss global utility concerns are Boilermaker representatives IVP Jim Hickenbotham, IVP Don Lacefield, Dir. Len Beauchamp, and Int'l. Rep. Wade Davis; UWUA's Brian McCarthy; PWU's Dave Shier; EMA's Anne Douglas; AEEU's Douglas Galloway and Ian Taylor; the GMB's Willie Watson; and the ICEM's Jyrki Raina and Kenneth Zinn.

Hunter, Huntington, Castle Gate, Gasby, Naughton, and Jim Bridger stations. Members of Local S1978 (Rock Springs, Wyo.), strip mine coal for the Bridge units.

Joining the Boilermakers at the meeting were representatives from North American unions—the Utility

Workers Union of America (UWUA) and the Power Workers' Union (PWU); and United Kingdom unions—the Engineers' and Managers' Assoc. (EMA), the Amalgamated Engineering and Electrical Union (AEEU), and the GMB of the United Kingdom. □

L-744 helps IC Construction win Build Award



NOTICE

Deadlines for B&W asbestos claims are near

Unpaid claims must be refiled by March 29; new claims by July 30, 2001

TO SETTLE CLAIMS for exposure to asbestos, the Babcock & Wilcox Construction Company has filed for reorganization under Chapter 11 of the federal bankruptcy laws.

If you have an Asbestos Personal Injury Claim, a Derivative Asbestos Claim, or an Asbestos Property Damage Claim with the Babcock & Wilcox Company or its subsidiaries (American, Inc., B&W, Babcock & Wilcox Construction Company, Inc., and Diamond Power International, Inc.), you must file your claim before July 30, 2001, in accordance with Babcock's Chapter 11 bankruptcy reorganization.

This deadline also applies to nuclear contamination and radiation related claims in connection with the former nuclear fuel processing facilities located in Apollo and Parks Township, Penn.

If you already settled a claim with B&W, but have not yet been paid, you must file again; however, your claim is due by March 29, 2001.

B&W used asbestos many years ago as insulation to protect people and equipment from high temperatures inside industrial, utility, and marine boiler systems. Government regulations have required low exposure thresholds for asbestos since the early 1970s.

Claimants affected by the deadline are those (including family or heirs) who have claims against B&W relating to asbestos exposure from a work site with a B&W boiler system or involving other B&W asbestos-related components.

Babcock & Wilcox Canada is not part of the U.S. filing, but, as a consequence of the U.S. filing, has obtained relief in Canada staying asbestos claims from being brought against it.

To read the court-ordered notice and find out about your rights, including how to file a claim, visit www.bbwbdarate.com, or call toll free 1-877-657-9158. You can also write to the Claims Agent, Re: Babcock & Wilcox, P.O. Box 9495, Minneapolis, MN 55440-9495.

Outside the U.S. and Canada call +1-507-333-4318.



Local 744 members use unique rigging procedures to meet deadline

IC CONSTRUCTION Co., Inc. won the Heavy/Industrial Sector Build Ohio Award for replacing a combustion hood at LTV Cleveland Works.

Employing members of Local 744, IC Construction completed the replacement in 21 days—a tight time frame compared with a similar project that took six months for another contractor to complete.

"The hood replacement project at LTV Cleveland Works is one of the most difficult projects that we have been involved with over the last 30 years," said IC Construction Pres. Tom Kerr. "The company employed rigging procedures that have never been used before on such a project to

TOP LEFT: L-744 Boilermakers at the LTV combustion hood replacement project. LEFT: Division Manager Rich Kreal (l) and Boilermaker Superintendent Larry McCaffery accept the Ohio Build Heavy/Industrial Construction Award.

meet the seemingly impossible deadline. This was all done while even completing the project under budget.

"Our division manager Rick Kreal, and our Boilermaker superintendent Larry McCaffery, did an excellent job of estimating and project managing," said Kerr. "IC Construction would like to thank them and the members of Boilermakers Local 744 in Cleveland for the outstanding job they did on this project."

The replacement had to be completed in extremely tight working quarters in and around the confines of a combustion hood. A harsh environment of extremely high temperatures, coupled with dirty environmental surroundings, added to the project's complexities.

The Ohio Build Award recognizes excellence in project management, innovation in construction techniques or materials, excellence in client service, and meeting the challenge of a difficult job. Projects are judged upon performance as it relates to schedule, innovation in construction techniques, excellence in client service, and craftsmanship. □

L-1 members praised for precipitator job

Members work safely to replace duct work on schedule despite delays

MEMBERS OF LOCAL 1, Chicago, Ill., working for Phillips Getschow Co., have earned kudos from Midwest Generation LLC, for replacing precipitator duct work on Unit 7 at their Waukegan Generating Station.

Waukegan Plant Manager Bob Duey said he rarely writes letters such as this, but the Local 1 members' efforts to replace the duct work deserve recognition.

"The duct work replacement was a very big job on a very tight schedule," wrote Duey. "Completing the job on time was key to returning the unit to service on schedule. Even with a tight labor market and several days of foul weather, your crew completed the job on time, and the final product demonstrates their professionalism. By my

observation the crew worked safely and efficiently. The duct draft improvements definitely had positive impact on our unit. The entire crew, from the shop to the man who attached the final lagging, deserves a hearty 'Well done!'"

Local 1 BM-ST John Skermont said it was important to both the contractor and his membership that this job would go well, as Midwest Generation is the new owner of all the fossil fuel plants in Local 1's jurisdiction.

"This was one of the first large outages for Local 1 members and Midwest Generation," said Skermont. "Both the owner and contractor had doubts that a job of this size could be completed in the short period of time allowed by the owner's schedule, but the dedication and skills of our members delivered the job safely and on time." □

Kodak gets the picture

Local 7 members' skill and training overcome owner's doubts

EASTMAN KODAK was hesitant to hire outside help. But occasionally they needed extra manpower during peak workload situations. When they turned to Nicholson & Hall Boiler Corp. for help, they got more than they expected. They got Boilermakers from Local 7, Buffalo, N.Y.

Now, instead of hiring a few Boilermakers to work with Kodak employees during outages and overhauls, these jobs are handled by Boilermakers with only one or two Kodak employees on the job.

"All outages and overhauls have finished on time and on budget," said Steve Kane, who plans, executes, and documents welding needs for Eastman's power plants. "Every off-hour job and emergency has been handled in

stride. I realize that this often is very disruptive to family life and I wanted to say 'thank you' to everyone for all of your efforts."

The Boilermakers' skill and their training programs also impress Kane. "The longer I work with your people, the more impressed I am with their depth of knowledge," said Kane. "They are very safety conscious and very well versed in all areas of utility operation and maintenance. I cannot stress enough how fortunate I feel to have found a skilled trade talent pool, like Local 7."

Local 7 BM-ST F. Patrick Lyons reports that 50 Local 7 members have worked for Nicholson & Hall at Eastman Kodak at various outages the past five years. He takes great pride in his local, especially when Kane told him, "Our relationship is the envy of the maintenance community. We are constantly setting the pace and the standard for job completion." □

Convention delegates get elected in April

Nominations are to be made at a special meeting in March

IN ACCORDANCE WITH Articles 2 and 28 of the International Brotherhood Constitution, nominations and elections for local lodge delegates to the 30th Consolidated Convention will be held in March and April 2001.

A special March 2001 meeting shall be called solely for the purpose of nominations. This special meeting must be held after the regular March local lodge meeting. It can be held on the same date immediately following the regular meeting, or on a later date in March.

Elections must be held in April 2001, and not less than 30 days following nominations. They can be conducted at the regular April 2001 meeting, or on a special election date set at the February meeting.

Every member in good standing will receive written notice from their local lodge stating time, date, and place for the nomination and election meetings.

In addition to nominating and electing convention delegates, the following lodges will also be conducting nomination and election of local lodge officers in 2001: Local Lodges D324, D327, D364, D387, D406, D454, D488, D494, D506, D559, D579, D60, and S1241.

For more detailed information on the nomination and election procedure, please refer to Articles 2 and 28 of the International Brotherhood Constitution.

The 30th Consolidated Convention will be held in Las Vegas the week of July 22, 2001.



When Kimberly-Clark sponsored a barbecue to celebrate a job well done, this worker gave a "thumbs-up" to show his appreciation.



Local 73 members enjoy a barbecue to celebrate the successful Fall 2000 turnaround at Kimberly-Clark Nova Scotia.

L-73's safety performance impresses Kimberly-Clark, TIW Steel Platework

Boilermakers earn kudos from client, contractor

MEMBERS OF LOCAL 73, Halifax, Nova Scotia, Canada, have earned high praise for yet another job well done.

Intl. Vice Pres. Sandy MacDonald said the local's pre-job meeting with the client and contractor played a big part in their success at Kimberly Clark. "Information and communication are the keys to success," said MacDonald. "This is certainly indicative of the work ethics of Local 73 Boilermakers."

Sherman G. Hurst, president and general manager of Kimberly-Clark Nova Scotia, was so pleased with the job performance of 60 Local 73 members, that he sponsored a barbecue to celebrate their success.

"Boilermakers played a pivotal role in the repair and maintenance work of our recovery boiler and digester," said Hurst. "From our initial orientation process through the successful completion of the shutdown, the Boilermakers demonstrated their abili-

ties as skilled tradesmen, and took pride in their work."

Hurst was especially pleased with the Boilermakers' safety performance. "We recognize that the very nature of the work Boilermakers perform is hazardous; and I am very pleased that the Boilermakers employed during our shutdown suffered no serious injuries. This attests to their involvement in our overall safety process that included a pre-job walk down where Boilermaker safety representatives made valuable observations and displayed a helpful attitude."

Valmont Bourgoin and Mike Pouliot share Hurst's sentiment. Working as site superintendent and project manager for TIW Steel Platework at the Imperial Oil turnaround, Bourgoin and Pouliot are grateful to Local 73 members for their part in making the Fall 2000 turnaround a total success.

In a letter addressed to Local 73 ABM Gary Morris, Bourgoin and Pouliot wrote, "The members had a perfect safety record of zero first aids, recordable, and lost-time



Local 73 members play a pivotal role in the repair and maintenance work at Kimberly-Clark Nova Scotia.

injuries, which is very commendable. Our client (Imperial Oil) also expressed their appreciation with regards to our team being able to complete the project within the allotted budgets and schedule. Please pass on our thanks to all members of your lodge, and we look forward to

working together in the future."

Local 73 BM-ST Kent Oliver said receiving letters of praise from contractors and clients demonstrates the dedication and skills of Local 73 tradesmen. "This gives us all great pride in our union, the best organization in the industry." □

Teamwork, skill result in record-setting jobs

Locals 1, 455 earn kudos for their work on refueling outages at Dresden and Braidwood stations

MEMBERS OF LOCAL 1, Chicago, Ill., and Local 455, Sheffield, Ala., have earned kudos for their role in two record-setting refueling outages at Commonwealth Edison's (ComEd) Dresden Nuclear Power Station in Downers Grove, Ill., and at Exelon Nuclear's Braidwood Station, located 60 miles southwest of Chicago.

ComEd's Unit 3 came off-line on Sept. 1 for its 16th refueling outage. While the unit was shutdown and used fuel in the reactor was replaced, 20 condenser bellow assemblies were also replaced, improvements to the Unit 3 electro-hydraulic control system were made, and upgrades were installed to the unit's moisture separator vanes. In addition, a wide range of other maintenance and inspection activities took place to ensure that plant systems and equipment were in better condition than when the unit was taken off-line.

Seventeen days, 23 hours, and 55 minutes later, the Unit 3 reactor began generating electricity, breaking the previous record of 18 days, two hours, and 29 minutes set last spring by the Browns Ferry Nuclear Station in Athens, Ala. Not only did members of Local 455 (Sheffield, Ala.) set the previous record at Browns Ferry, but they coordinated weld-testing and GET (plant access) training with ComEd so

that Local 455 members arrived ready to work at the Dresden Station, where they helped Local 1 members set the new refueling outage record.

"Teamwork was clearly evident throughout the station during this outage," said Dresden Site Vice President Preston Swafford.

Local 455 BM-ST Ed Vance said, "This job came at a time when Local 455 members were needing work. We were glad to get the man-hours, plus it was a bonus to work with Local 1 members to successfully complete these projects."

General Electric's project director James Olin thanked the Boilermakers for their contribution to the record outage. "Even though General Electric is not the employer of the Building Trades Craft, we provide training and technical direction for refueling operations during the outage. General Electric's goals of (personal and radiation) safety and quality while working to a very aggressive schedule were met or exceeded by the Boilermakers."

Boilermakers break their record at Braidwood

MEMBERS OF LOCAL 1 and Local 455 not only beat their own best time, but they surpassed all other U.S. records when they completed a refuel outage

for the Newberg-Perini Stone & Webster Joint Venture at the Exelon Nuclear Braidwood Station. They completed the refuel outage—a shutdown period when the reactor is re-fueled and equipment is serviced throughout the station—in 15 days, 16 hours, and 45 minutes. This beats their last record by two days, seven hours, and ten minutes, and sets a new record, not only for all Exelon Nuclear facilities, but also for all U.S. pressurized and boiling water reactors.

The Boilermakers played a pivotal role again by working smart, safe, and productively," said site manager Pat O'Connor. "There were no OSHA-recordable or lost-time injuries recorded for any Boilermakers, and radiological dose exposure was the lowest ever."

"On behalf of all the members of the Braidwood Team, please accept our gratitude and appreciation for all the hard work done by the skilled local and traveling members of the Boilermakers. Their dedication to quality and service continue to set the standards," said O'Connor.

The work scope at the Braidwood outage included scaffold erection, electrical and mechanical modifications, steam generator maintenance, radiological decontamination, and various

other activities ranging from insulation and painting to structural work.

Accomplishments included just one OSHA-recordable injury in over 120,000 man-hours worked, exceptional schedule adherence, the lowest recorded radiological exposure ever for a Braidwood outage, no identified quality or significant rework issues, and below-budget expenditures. Over 1,200 schedule tasks were completed in an 11-day period.

Local 1 BM-ST John Skermont said the Dresden and Braidwood outages were just two of six refuel outages in Illinois his members completed between September and November 2000. The other four sites were in Local 60's area, at the Byron, Clinton, Quad Cities, and LaSalle stations.

"Local 60 Bus. Mgr. Mike Wood and his staff met numerous times with ComEd and Local 1 to coordinate this unprecedented effort to provide manpower to successfully complete these projects," said Skermont. "With the help of members from 27 lodges—and special mention to Boilermaker Locals 455, 454, 374, and the NTL—we were able to man these jobs with extremely capable Boilermakers to complete these refuel outages in record time." □

2000 election shows unions get out the vote

Union efforts motivate working families to vote

UNION MEMBERS WERE one of the most significant factors in the elections of November 2000. Political education programs and get-out-the-vote drives motivated voters in union households to learn about the issues and vote for pro-worker candidates.

In many of the most important national races, the union vote determined the winner. Although union members make up less than 14 percent of the workforce, they accounted for more than one-fourth of the votes cast, and they voted for pro-worker candidates by large margins.

Campaign victories by several union-backed candidates for the House and Senate severely weakened the hold that anti-union legislators have on Congress and created one of the most evenly-divided Congresses in history.

The presidential race was also very nearly decided by union voters. An AFL-CIO analysis shows that without union members voting, Bush would have taken 52 percent of the popular vote and 363 electoral votes.

Instead, with two-thirds of union members voting for Gore, he received 540,435 more votes than Bush, and only lost the election in the Supreme Court.

Gore carried states with high percentages of union workers, such as New York, Pennsylvania, Michigan, and Illinois. Bush won states in which the union presence is not strong, such as South Carolina, Arkansas, Mississippi, and his home state of Texas.

Union voting power was also felt in the rejection of anti-union and anti-worker ballot initiatives in many states.

In Oregon, voters rejected two proposed Constitutional Amendments attacking the right of working people to use payroll deductions to pool their resources so their voices can be heard in the political process. Oregon voters passed an Amendment to give collective bargaining rights to home-care workers.

And in both Oregon and Colorado, voters rejected right-to-work laws.

Communication was the key

THE STRONG TURNOUT of union members on election day was no accident. For months, local lodges had been contacting members, educating them on the issues and candidates, and motivating them to vote.

Surveys after the 1998 elections showed that informing members about the issues works. In 2000, local lodges increased their efforts to reach their members with vital election information. In a post-election survey, 83 per-

cent of union members said they received election information from their union.

Locals also improved their methods of communicating with members, concentrating more heavily on methods with proven results. The 1998 surveys showed that workplace flyers are the single most effective method for motivating members to vote, yet in that year only 11 percent of union members reported receiving a workplace flyer. In 2000, 39 percent said they got workplace flyers—nearly four times as many.

Political analysts have publicly recognized the union impact. On election night, CNN's William Schneider said, "If Gore becomes president, he'll owe organized labor big time. Labor mobilized on his behalf. He lost among nonunion voters." Senator Joseph Biden said the same thing: "If Al Gore wins, he'll win for one simple reason: organized labor."

Gore won the popular vote by more than one-half million votes and would be president today except for the electoral college system, malfunctioning voting machines, and a Supreme Court decision that defied logic and their own earlier interpretation of the law.

Potential candidates in 2000 noted the impact labor unions had on the election, and we can expect them to take action between now and 2002. Some Democrats will return to that party's traditional strength—working families. The Republican Party can be expected to do everything in their power to deny working families a voice in politics.

Union members' votes gave the Senate a new face

BY WINNING FIVE key races for the Senate, the Democratic Party was able to end a six-year Republican reign in that House. The Senate is now tied, with 50 members from each party.

Unions backed all five Democratic winners, and four of them clearly owe their victories to union support.

Senator Debbie Stabenow (Mich.) has always been a strong supporter for working families. Union households voted for her 63 to 35, helping her defeat incumbent Spencer Abraham, whose voting record on Boilermaker issues was only 34 percent. The conservative magazine *National Review* had this to say about the race: "Michigan's Spencer Abraham...ran a strong campaign, but Big Labor took him out."

No race shows the impact of the union vote any better than the race between Maria Cantwell and Slade Gorton in Washington. A four-term veteran with a lifetime record on Boilermaker issues of 14 percent, Gorton was no friend to workers, but he got many of their votes because of his opposition to gun control. Cantwell got 59 percent of the union vote and won the election by a mere 2,000 votes.

In Minnesota, unions backed Mark Dayton, who defeated incumbent Rod Grams (29 percent lifetime record). Unionized workers voted for Dayton nearly two-to-one.

In Missouri, Mel Carnahan was in a tight race with John Ashcroft when he was killed in an airplane accident. His widow, Jean Carnahan, agreed to continue his campaign. Unions backed Mel, and after his death they made a special effort to get out the vote for his widow. In his career, Ashcroft had voted in support of Boilermaker issues only six percent of the time, one of the worst lifetime records in the Senate. Union households supported Carnahan by a margin of 59 to 38 percent, giving her the victory.

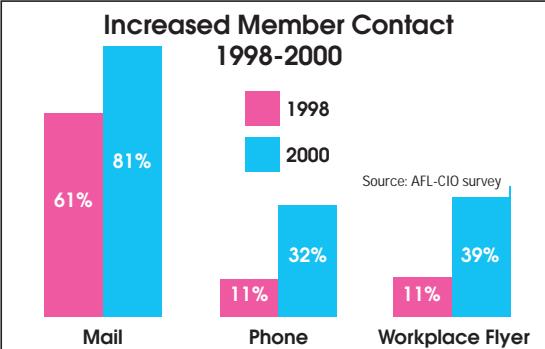
Corporate spending edge increases to 15 to 1

LABOR'S IMPACT on the 2000 elections is all the more remarkable when you look at campaign contributions.

In 1996, they gave \$11 dollars for every one dollar that came from a labor union, but labor-supported candidates still managed to take a few seats away from corporate-backed candidates.

In the 2000 elections, corporations increased their spending to 15 times what labor unions spent, but lost even more seats. When President Bush and the GOP talk about keeping unions out of politics, keep in mind that business PACs and corporate executives gave Bush \$192 million in this election cycle, 50 percent more than Gore raised.

Campaign finance reform should not be used as an excuse to take away the political voice of working families. □



Ruling protects U.S. cement industry from unfairly-priced imports

ON OCTOBER 5, 2000, the U.S. International Trade Commission (ITC) voted four-to-one to retain the U.S. antidumping orders on clinker and gray portland cement from Mexico and Japan for the next five years, but terminated Venezuela's agreement to stop their dumping.

"Dumping" is the practice of selling goods at unreasonably reduced prices in order to increase market share. It results in an oversupply, lowering prices and making domestic producers unable to invest in the growth and modernization of the industry, reports Joe Dorn, legal counsel for the domestic cement producers.

The antidumping order on gray portland cement (the binding agent used to make concrete) from Mexico was first imposed in August 1990; Japan's was issued eight months later. These orders are reviewed every five years. If revoking the order would likely lead to more injury to American cement producers, the ITC votes to retain the orders.

In the 1980s, the U.S. cement industry was devastated when Mexico and Japan dumped cement into the states.

According to Mel Brekhus, exec. vice pres. and CEO of Texas Industries, Inc., "The ITC's decision ensures that competition between

domestic producers and imports will continue to be based on fair pricing."

The domestic industry may appeal to the U.S. Court of International Trade regarding the suspension agreements on imports from Venezuela.

The International Brotherhood of Boilermakers, the PACE International Union, and the International Union of Operating Engineers support the continuation of the antidumping remedies to protect U.S. jobs from unfair competition. The Boilermakers represent about 8,500 members in the cement industry. □

Senate increases shipbuilding supports

Law change raises shipbuilding loan program by \$48 million

THE SENATE COMMERCE, Science, and Transportation Committee has approved an amendment to S. 2487, the Maritime Administration Authorization Act for Fiscal Year 2001, to raise authorization levels for the Title XI shipbuilding loan guarantee program to \$50 million, from the \$2 million requested by the administration.

Revived in 1993 to breathe life into America's shipbuilding industry, the Title XI program gives companies that build or repair vessels at U.S. shipyards, access to low-cost financing,

thus generating thousands of jobs for skilled American shipyard workers.

When adequately funded, Title XI is one of the most successful programs of its kind. Every federal dollar invested generates \$20 worth of private investment in shipbuilding. In 1996, when Congress approved \$40 million, it was enough to cover \$800 million worth of applications. The \$2 million originally requested by the administration was barely enough to cover one ship.

Title XI does not involve direct loans. Appropriated funds remain in the treasury or are invested by the government as a form of insurance.

Supported by a nationwide coalition of maritime organizations, including the Maritime Trades Department (MTD), MTD President Michael Sacco

said, "The Title XI program has proven itself to be quite valuable to the U.S. merchant fleet, to U.S. shipyards and their workers, and to the nation. The Maritime Administration currently is reviewing many more requests for major and small projects—all designed to benefit the U.S.-flag merchant fleet, its mariners, and the men and women who build these ships, dredges, and other important commercial vessels."

The International Brotherhood of Boilermakers represents workers at commercial and federal shipyards throughout the United States and Canada. Boilermaker members work in all of the traditional shipyard trades (as boilermakers, welders, shipfitters, riggers, pipefitters, insulators, machinists, and sheetmetal workers), as well as in several support industries. □

New Southeast Area agreement should keep members closer to home

Continued from page 1

faced unless wages were raised in the Southeast.

When Jones became vice president for the Southeast in January 1994, he made improving the construction members' wage-benefit package his highest priority. In the 1970s, when now-International President Charles W. Jones was vice president for the Southeast, the package for Boilermakers in that area was on a par with packages paid around the country.

But the Reagan-Bush administration's anti-union policies put pressure on unions to give concessions just as Jones left the Southeast to become International President. In 1985, the Southeast Area Agreement included concessions intended to keep union contractors from going nonunion. Contracts signed in 1988, 1991, and 1994 continued that pattern.

Under the 1994 agreement, wages in the Southeast were less than 80 percent of those paid under the Ohio Valley agreement. Some members in the Northeast were getting nearly twice what Southeast Boilermakers made.



Union and contractor representatives sign a three-year agreement for the Southeast Area. Shaking hands in center are Contractor Chairman Mike Carroll (l.) of Alstom Integrated CE Services and Union Chairman, Int'l. Vice President Newton Jones.

This disparity in wages drove many Southeast Boilermakers north in search of the income they needed to feed their families. Boilermaker contractors in the Southeast were beginning to have difficulty manning their jobs.

Jones immediately began looking for ways to increase those wages without reducing the competitiveness of our contractors. A wage hike does nobody any good if the contractor can't win bids.

He began a concerted effort to explain to our clients the advantage of using Boilermaker contractors, who benefit from our superior apprentice training and the many MOST programs that improve safety, reduce cost, and increase productivity. These programs offer great value to clients, and Jones knew that marketing Boilermaker members would lead to more work.

In 1997, Jones was able to sign a better agreement than the Southeast had seen in quite a while. But he knew it wasn't enough, and he immediately began planning for the 2000 negotiations.

Tripartite meeting provides arena for opening dialogue

AT THE 1999 Tripartite Conference in Myrtle Beach, S.C., Jones spent an hour explaining the problems facing the Southeast unless wages were raised. Using charts and graphs, he showed in detail how much Southeast Boilermakers had lost from 1985 to 1996.

Even with the improvements he'd won in 1997, Southeast Boilermakers were being paid significantly less than Boilermakers in other areas of the country. The result was easy to predict—more boozing.

Boilermaker manpower was already being pushed to its limits by a rash of

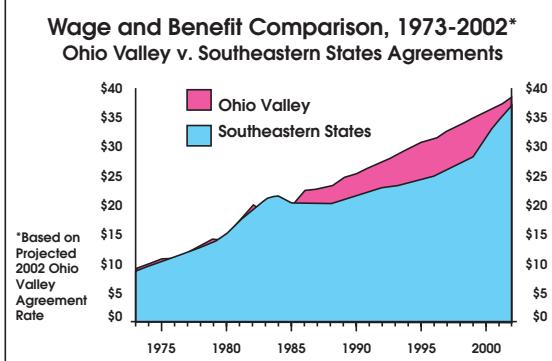
projects to build more pollution control devices in power plants. New regulations issued by the Environmental Protection Agency mandated significant reductions in NOx emissions by 2005. Pressures on manpower promised to increase.

Jones convinced many people at that meeting that unless something was done to raise wages, many construction jobs in the Southeast would be understaffed.

Not everyone was pleased with his message. Contract details are not usually discussed at this meeting, only problems that face the industry as a whole—safety, productivity, and training.

Jones reasoned that a wage structure that contributes to the creation of a skilled Boilermaker shortage over an entire region of the country affects contractors and clients nationwide. His presentation forced many participants to face the disparity in wages between the different areas and to recognize that it is a problem—a problem that can only get worse as manpower demands increase.

That problem is several steps closer to being solved with the signing of the new Southeast Agreement. □



A message to Southeast Boilermakers, contractors, and customers we serve

FOR THE LARGER part of the past 20 years, Southeast Area Boilermakers, like many other tradesmen in the region, have endured a continually eroding way of life. With years of wage freezes and cuts, along with reduced work opportunities, the Southeast Region's skilled Boilermaker workforce also began to show signs of erosion through retirements, members traveling north for higher wage and benefit rates, and problems graduating enough apprentices.

While some may say that the rate increases in our recently negotiated wage and benefit package prices our craft out of the market, it is our belief that these increases will actually keep us in the market. We see this as a market correction to wage and benefit rates that will help ensure that we are here, now and in the future, to serve the needs of our contractors and customers.

Had our craft continued without this correction, we would have continued to lose 25 to 35 percent of our members to higher paying jobs in the north—and we would have continued to lose far more apprentices than we could graduate. With upwards of 25 percent of our membership in this

region eligible for retirement within five years, the impact to our contractors, our union, and to the customers we serve would have been severe.

After several years of researching membership, man-hour, apprentice, and wage data, comparing the Southeast to other Boilermaker regions, we concluded that our only choice was to correct our wage and benefit rates to what they would have been had the freezes and cuts of the 1980s and 1990s not taken place. We have, for the most part, achieved that goal.

We have done this over a period of three years. While each step is significant, each step helps bring our Southeast members back home to work. Each step brings us closer to attracting and graduating more apprentices in our race to train replacement Boilermakers for those who retire. Each step helps to ensure that our contractors and the customers we serve will have the skilled Boilermakers they need today and into the future.

Boilermaker members and their families have endured a great hardship over these past 20 years. That, now, is part of our 120-year history. There are better days ahead for the

Newton B. Jones
International Vice President
Southeast Region



Southeast Boilermaker. And while Boilermakers still face a tough but rewarding life in our trade, every construction Boilermaker working under the wage and benefit rates of the Southeastern States Articles of Agreement—those with years of experience and those still learning—can look forward to a better financial future in the Southeast Region.

On behalf of the Southeast Region—our staff, our locals, and our members—we extend our sincerest thanks to International President Charles W. Jones and our International Executive Council for actively and resolutely supporting this effort. We also thank our signatory contractors who had the courage and foresight to sit at the negotiating table and build, with us, this important collectively-bargained solution to our common problems. And we thank the customers we serve for recognizing the importance of this solution to addressing our collective manpower concerns—for the short and the long-term needs of industry in our region.

Let's keep our word—on every job, every day—and work together to strengthen the Boilermaker craft for our journey into our next 120 years. □

From championship boxers to decorated war heroes, the Boilermakers union has a proud history

by John Heuertz

IT SHOULD COME as no surprise that Boilermakers, with a reputation for working hard and playing hard, have lent their name to two well-known things: "a shot and a beer," and the man who may have been the greatest heavyweight boxer ever.

James J. Jeffries was nicknamed "The Boilermaker" because he joined Lodge 171 in Brooklyn, N.Y., in 1899, just after winning the Heavyweight Championship of the World by knocking out the flamboyant English boxer Bob Fitzsimmons in 11 rounds at Coney Island. He's known by that nickname in standard boxing reference works to this day.

Lodge 171 approached Jeffries after the fight and explained that they didn't want any nonunion punchers in New York. So Jeffries filled out the application, paid the amount due, and became a member of Local 171 in good standing. Business Manager Charles Sorensen reported that the Lodge's president thought the new world champion "looked like a good-natured boy."

He evidently was. Jeffries was born on April 15, 1875, at Carroll, Ohio, one of eight children. His father, Alexis Jeffries, was a minister and farmer. In 1881, the family moved to Los Angeles, then a dusty country town of 11,000—but already renowned for its climate.

As a youth, Jeffries became involved with wrestling and boxing, but put off his career to honor his parents' wishes. He grew to be a physical phenomenon. He was six-foot, two-and-one-half-inches tall, could run 100 yards in just over ten seconds, high jump over six feet, and once portaged a deer he had shot nine miles out of the woods without stopping to rest.

Jeffries turned pro in Los Angeles in 1896, winning his first fight against Hank Griffin, a veteran of more than 100 fights.

Other victories quickly followed: over Peter Jackson, the great West Indies fighter-puncher, in 1897 and again in 1898; over Fitzsimmons in 1899; over Tom Sharkey, also at Coney Island in 1899, in a 25-round

title defense that Jeffries fought with an arm injury; and over "Gentleman Jim" Corbett in 1900. He beat Corbett again in 1903, with Fitzsimmons as his second. (Fitzsimmons may have been the most eccentric heavyweight ever: his constant companion was Nero, his pet lion.)

By 1905, nobody wanted to fight Jeffries. Sam Langford, an excellent light-heavyweight, advertised in newspapers to fight any man in the world, but specified "excepting Jim Jeffries." Jeffries once offered to take on Corbett, Fitzsimmons, and Sharkey in the same night. All three boxers declined. Another of Jeffries' fights lasted exactly 57 seconds, a century-old record that still stands in the heavyweight division.

Jeffries voluntarily relinquished his title in 1905, tired of the ring and unable to find an opponent of his caliber. His title eventually passed to Jack Johnson in 1908, who defeated Jeffries in a 1910 comeback attempt.

With a lifetime 18-1-2 record, including 15 KOs, Jeffries is considered one of the greatest heavyweight boxers ever. Jack Dempsey, Jack Johnson, and Jim Corbett, all World Heavyweight champions themselves, considered Jeffries the greatest of them all. Boxing historian Nat Fleischer ranked him as the number two all-time heavyweight (behind Muhammad Ali, but ahead of Dempsey, Rocky Marciano, John L. Sullivan, Joe Louis, and George Foreman); Charley Rose, another boxing specialist, put him at number five.

Jeffries was blessed with great stamina, an iron chin, and a powerful punch. He was never knocked out, defeated, or even knocked down before his retirement. He is thought to have been the strongest heavyweight ever.

But Jeffries was also known for his high moral and ethical standards, and his loyalty to others. He had only one trainer, Billy Delaney, for most of his career. His fight manager, William Brady, never had a legal contract with Jeffries, only a handshake. Brady said Jeffries' word was better than a contract.

After his retirement, Jeffries lived

out his life in the Los Angeles area, where he trained a few boxers and promoted some fights at Jeffries' Barn. He died in his sleep in March 1953, at Burbank, Calif., and was elected to the International Boxing Hall of Fame in 1990.

Jeffries is not the only Boilermaker to win a match

OTHER BOILERMAKERS were also noted boxers and wrestlers: Brother L.C. Hughes from Lodge 37 in New Orleans (a heavyweight), Brother Young Bridges of Lodge 51 in Indianapolis (a welterweight), and Brother William Calvin among them.

Calvin, a railroad Boilermaker in the Southeast Area, was also the International's president from 1954 to 1962.

He was born in New Brunswick, Canada, in February 1898. He started his career with the Canadian Pacific, following in his boilermaker father's footsteps.

Like Jeffries, "Big Bill" Calvin grew to be six-foot, two inches, and was renowned for his physical strength and athleticism. His life took an adventurous turn in 1915. The First World War had broken out the previous August, and Calvin joined the Canadian army as an infantryman.

He was sent to the Hamilton, Ontario area for combat basic training. Recruits were sometimes allowed to settle their differences in the ring, and Calvin's first fight resulted in a third-round TKO.

A former professional boxer refereed this fight. After seeing Calvin in the ring, he persuaded him to accept instruction. The army then agreed to let Calvin represent Hamilton in a heavyweight tournament in Toronto, where Calvin won on points. He went on to win by knockouts in Montreal, Quebec City, and Halifax, and on board a troop ship en route to England.

Calvin became an army captain at age 19, set a bolt-action rifle marksmanship record good enough to gain him a handwritten note of congratula-



L-171's James Jeffries may have been the greatest heavyweight boxer ever.



Local 51's Young Bridges was a welterweight champ in 1921.



Intl. Pres. William Calvin (1954-1962) was a decorated war hero and boxer, too.

tions from King George V of England, was seriously wounded just a month before the Armistice and hospitalized for eight months, and after the war, resumed his life where he had left off—as a railroad boilermaker and professional heavyweight boxer.

Calvin fought off and on throughout the 1920s, getting and defeating better and better opponents, until eventually he faced Young Stribling, the teetotaling, Bible-reading, Georgia heavyweight who knocked out more men in the ring than any boxer in history except Archie Moore (even though he died in a motorcycle accident at age 28). Calvin was fated to be one of these men.

But his rise in the Brotherhood continued unabated: from the Seaboard Airline Railroad's West Jacksonville (Florida) shops, to jurisdiction over the entire railroad system in District Lodge 40 just a few years later, to stints back and forth between International headquarters and Washington, to eventually succeeding Charles MacGowan as International president in 1954.

As Jeffries had done just a few years before him, Calvin died peacefully at home in 1962, after presiding over unprecedented expansion of the International's services to its members.

From championship boxers to decorated war heroes, Boilermakers and their families have always been proud members of the union community—and of the larger worlds of sport and service to their countries. □

John Heuertz has been hired to write the history of the Boilermakers union. The expense of researching, writing, printing, and distributing this book will be paid through donations. Contributions to the History Book Project are tax deductible, and can be sent to: Boilermakers Archives History Book Project; 753 State Avenue, Suite 570; Kansas City KS 66101



Get a souvenir watch when you donate \$15.

National Archives offers watches as fundraiser

With a minimum donation of \$15, you can support the Boilermakers' history museum and receive a souvenir watch

FOR A LIMITED TIME ONLY, the Boilermakers National Archives is offering a souvenir watch to anyone making a donation of at least \$15 (U.S. currency). This watch, available in Men's or Women's styles, carries a 100 percent replacement guarantee, is water resistant, and boasts a quality leather strap. It has been custom-designed for our union, with the faceplate bearing the Boilermaker emblem.

The national archives relies on donations to operate its museum, located just one block west of International headquarters in Kansas City, Kan. It houses photographs, records, tools, and other artifacts tracing the history of our union, our members, and the industries we work in, dating back as far as 1880. All donations are tax deductible (less \$7 if receiving a souvenir watch; Tax ID #48-1140537).

To receive your souvenir watch, send your minimum donation of \$15 (U.S. currency; includes shipping and handling) to Tom Wands, Archivist; Boilermakers National Archives; 753 State

Ave., #570; Kansas City KS 66101. Please indicate style: Men's or Women's.

A 'work in progress'

WANDS, A THIRD-generation boilermaker and retired administrator of the Boilermakers' national funds office, began working on the Boilermakers National Archives in January 1991. He calls the museum "a work in progress," as it is growing and improving daily.

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

Wands envisions a day when visitors to Kansas City and local schoolchildren will visit the Boilermakers Archives regularly, learning about the contributions Boilermakers and the Boilermak-

ers union made to the development of contemporary society. For that to happen, the archives needs to find more funding. The costs of cataloging, preserving, and maintaining the archives are paid through donations. Donors are recognized through plaques displayed at the museum, and all donations are tax deductible (less \$7 if receiving a souvenir watch; Tax ID #48-1140537).

For more information on visiting the archives, or to discuss how you can donate time, money, or materials, contact Wands at 913 621-1880. □

New laws addressing emissions from power plants threaten our economy

By Dale Heydlauff

We must find a balance between environmental action & economic needs

ELECTRICITY HAS PROPELLED America from the Industrial Revolution to the technologically-advanced world we live in. Access to affordable and reliable electricity is central to our quality of life, helping us to live in comfort and safety. In fact, *The Washington Post* once stated in an editorial that electricity has become as essential to life in this country as food and water.

Data from the Energy Information Administration (EIA) show that U.S. electricity generation has increased more than 135 percent since 1970. More than half of this electricity is generated with coal.

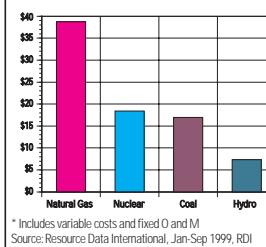
Over the past 30 years, America has gone from using 320 million tons of coal per year to generate electricity to more than 900 million tons. At the same time, coal has come under increased scrutiny because of its potentially negative effect on the environment.

Yet, while coal use has increased, the environment has actually improved because of investments in pollution-control equipment, according to statistics from the U.S. Environmental Protection Agency.

Emissions from coal generation have decreased by one third while coal use has tripled. This trend is expected to continue in the near future. By 2015, more than 1.1 billion tons of coal will be used to generate electricity in the U.S., but if we continue to improve our pollution-control equipment, emissions should be far less than today.

Using coal means low-cost electricity

Average electricity production costs*



Coal is cheap and reliable

AS A SOURCE OF ENERGY, coal is abundant and affordable. America has coal reserves sufficient to last more than 250 years. Our coal reserves are 34 times the total known domestic reserves of natural gas, and 45 times the known domestic reserves of oil, according to EIA statistics. This abundant reserve reduces our need to depend on foreign fuel sources.

Coal is inexpensive when compared to other forms of energy used for power generation. Coal-based generation averages about half the cost of natural gas-fired generation. Because we burn coal to generate power, American consumers pay nearly 40 percent less for electricity than most Europeans, with prices continuing to fall.

While prices have dropped, generating electricity with coal has become

increasingly clean. Electric utilities that use coal have invested tens of billions of dollars in technology to help protect the environment and improve the air we breathe. Between 1970 and 1997, sulfur dioxide emissions dropped 20.7 percent and particulate matter emissions declined 84.2 percent. Those dark yellow clouds that used to hang over every major American city are gone.

Even with these reductions, coal-fired power plants face many potential environmental requirements over the next decade. Most of the policies are aimed at continued reductions of air emissions, primarily nitrogen oxides (NO_x), sulfur dioxide (SO₂), mercury, and carbon dioxide (CO₂).

Piecemeal regulation is costly

THE CURRENT ENVIRONMENTAL regulatory system takes a piecemeal approach to achieving air quality objectives, with no overarching plan. This approach creates uncertainty for affected businesses, resulting in unnecessary expenditures and potentially stranded investments. It could also be overly burdensome on the states, resulting in litigation that delays air quality improvements, and seriously affects the nation's energy security.

Since 1970, numerous major EPA air quality programs have targeted electric power plants. Down the road, we expect more, such as rules arising out of various programs for acid rain, ozone, regional haze, and fine particulates.

In addition, the proposed New Source Review (NSR) rule would hamper utility maintenance activities by subjecting even minor projects to an NSR applicability determination before they can be undertaken.

The Waxman-Boehlert Bill, introduced in the 106th Congress, threatens the diverse mix of fuels used to generate electricity by requiring substantial reductions in air emissions by 2005—an impossible deadline.

This bill requires that all coal-fired power plants reduce SO₂ and NO_x emissions to 75 percent below 1997 levels, and mercury emissions to 90 percent below 1997 levels by 2005. It then caps the emissions at these levels. The legislation also requires a reduction in CO₂ emissions to 1990 levels by 2005. In addition, all plants will be required to meet new source performance standards at 30 years of service, or five years after enactment if they are already 30 years old.

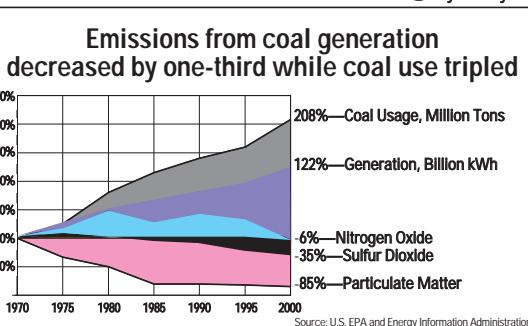
Collectively, these environmental regulations are setting energy policy by limiting fuel options. They will also result in sharp increases in electricity prices, threatening our economic growth and causing hardships for millions of Americans.

CO₂ deadlines are unrealistic

AT PRESENT, the technology needed to meet the CO₂ requirements makes generating power so expensive it is not competitive. Coal-fired plants will lose their market share to more expensive gas-fired power. The investments these plants have made in reducing NO_x emissions will be stranded.

Gas-fired generation can meet these levels now, but gas-fired electricity is more expensive than coal-fired, and natural gas reserves cannot be sustained for very long.

A study conducted by the Electric Power Research Institute (EPRI) concludes that only by synchronizing car-



bon reductions with technological advances can we hope to make this large scale reduction without disrupting the U.S. energy system or seriously affecting the economy.

The EPRI study says that the current policy direction will have wide-ranging adverse effects on the U.S. energy sector and economy between 2000 and 2050. It would impair our ability to ensure economic progress and maintain diversity in energy sources.

Using estimates of potential future emission reductions from the U.S. Environmental Protection Agency, the EPRI study showed that the current policy direction could lead to large swings in fuels used to generate electricity, an unsustainable rate of natural gas use, and unproductive use of generating assets and infrastructure.

The resulting impact on the U.S. economy could be dramatic. Electricity prices could jump 43 percent by 2020. Consumer prices may average about two percent higher over the period of 2005-2020. The gross domestic product (GDP) could drop almost two percent by 2010. And coal-producing regions would be severely impacted.

By 2020, under the current policy direction, coal would represent just seven percent of the fuel mix rather than 56 percent under today's conditions. Natural gas use would almost double from 31 percent to 60 percent. To satisfy needs in 2020, gas production would have to increase 70 percent over today's levels. This increase in gas would be unprecedented and possibly even unforeseeable.

The National Petroleum Council has concluded that gas supplies will be adequate in the next ten years to meet currently projected demand without new environmental controls, but only if certain criteria are met.

The gas industry would have to spend an estimated \$1.2 trillion on infrastructure enhancements. Prospective resource areas would have to remain open for exploration and development with no new restrictions. Ample reserves in those resource areas would have to be discovered and produced. All these developments would increase the price of natural gas 50 percent in real dollars. Keep in mind that it already costs twice as much to generate power with gas as with coal.

In about 2030, gas supplies would be depleted, and the nation would return to coal-fired generation. Ironically, the rapid buildup of new natural gas plants will slow the pace of pollution technology development by sapping industry capital, so emission control in coal-fired plants in 2030 will not be as advanced as it would be if we continue to use coal.

In addition, this swing toward, and then away from, gas use could be costly

and disruptive. Coal mines and coal-delivery systems would be diminished. Many coal-fired plants would be retired. Reviving these would be costly.

There is a better way

AS A NATION, we can enjoy clean air and cheap electrical power at the same time, if we take the right steps now. A comprehensive, flexible, coordinated multi-pollutant control strategy that is developed and implemented over the next 15 or 20 years could provide regulatory certainty to utilities, lower compliance costs, accomplish air quality objectives, and maintain diversity of fuel for electricity production.

Retrofit and repowering technologies exist that can improve environmental performance and the efficiency of existing coal-based generation plants. Advanced technologies can be developed and deployed to significantly reduce emissions and substantially improve efficiency.

Aggressive coal technology goals have been set for ongoing improvement of environmental performance and efficiency. Goals set to be achieved by 2020 include a 20 percent reduction in capital costs, a 50 percent increase in efficiency, more than 99 percent sulfur oxide removal, more than 95 percent of NO_x removal, and 100 percent combustion byproduct utilization. More importantly, the Department of Energy's ultimate goal beyond 2020 is near zero emissions.

There is little doubt that electricity from coal is a key driver of the growing economy of our nation. America will need to continue to depend on affordable and increasingly clean coal to meet growing energy needs.

But we must reach a balance between economic growth and the preservation of our environment that ensures energy diversity and sustainability within a realistic timeframe.

Talks are ongoing with the environmental community and other stakeholders to determine if a consensus can be reached.

A comprehensive approach can achieve environmental results faster and cheaper than a piecemeal approach, while fostering technological innovation and maintaining a reliable and affordable supply of electricity.

As discussions continue, the coal and electric utility industries remain committed to programs and policies that protect the environment and public health, and will continue to search for innovative ways to surpass environmental guidelines and rules. □

Dale Heydlauff is senior vice president of environmental affairs for American Electric Power.

L-363 members negotiate settlement in accident suit

Jury determines power plant owner to bear 95 percent of damages

HOW MANY TIMES have you had a nightmare about falling? That nightmare became reality for 24 members of Local 363, Belleville, Ill., who fell while riding in an elevator at a power plant owned by Ameren CIPS in Newton, Ill.

In 1996, Local 363 members, employed by the Phillips Getschow Co., were working on a boiler about 250 feet above the ground, when an elevator they were riding in plunged 15 floors. All but one worker was injured. The other 23 suffered a variety of injuries, mostly to the feet, legs, ankles, knees, and hips. Four years later, only half of the injured workers have been able to return to work.

In November 2000, a jury decided that Ameren CIPS should bear 95 percent of the nearly \$50 million in damages negotiated by the 23 workers.

Dover Elevator Co., a Delaware company that sold and installed the elevator, was found liable for five percent.

The damages were negotiated before the trial, leaving the jury to determine liability. An agreement between the parties prevents disclosure of the settlement amount, but sources familiar with the case said the total was between \$45 and \$50 million.

Ameren spokeswoman Susan Gallagher said the company was disappointed with the 95-5 split, as they believe the elevator was improperly installed. She said the settlements, however, "won't have a material impact on (Ameren's) finances."

The Boilermakers union takes pride in its safety courses. We are a leader among unions in teaching our members how to work safely on the job. But what do you do when equipment fails?

According to a story in the *Post-Dispatch*, the exact cause of the malfunction is still not known. □

Red Cross honors BNAP

Instructor Crawford gets special recognition

THE BOILERMAKERS National Apprenticeship Program (BNAP) taught life-saving skills to over 400 people in 1999, earning the American Red Cross Business Partnership Award, and BNAP instructor David Crawford received the Exceptional Volunteer Service Award for Health and Safety Services. He became a Red Cross volunteer in 1996, and is now a member of the Red Cross Disaster Action Team. □



Accepting awards from the American Red Cross are BNAP instructors, l. to r., David Crawford, Carl Oliver, John Standish, and Austin Dale Dunham.

Vietnam veterans and Agent Orange—the story continues

THE DEPARTMENT OF Veterans Affairs (VA) is concerned that Vietnam veterans may regard a disease associated with the aging process, such as prostate cancer, as just another illness rather than the result of their military service in Southeast Asia. The VA wants these Vietnam veterans to know that they may be eligible for compensation and health care for certain diseases associated with Agent Orange, the defoliant sprayed to unmask enemy hiding places in the jungles throughout Vietnam.

Special health care and compensation benefits are available to the 2.6 million men and women who served in Vietnam between 1964 and 1975, only 3,300 of whom remain in uniform today. Those discharged during that period, regardless of where they served, are the largest group of veterans receiving VA health care and monthly disability compensation. Yet, a relatively small percentage of their service-connected disability claims are for illnesses scientists have listed as being associated with Agent Orange.

The VA presumes that all military personnel who served in Vietnam were exposed to Agent Orange, and VA benefits law presumes that certain illnesses are a result of that exposure. This presumptive policy simplifies the process of claiming compensation for these diseases since the VA forgoes the normal requirements of proving that an illness began or was worsened during military service.

Based on clinical research, the following diseases are on the VA's Agent Orange list of presumptive disabilities: chloracne, Hodgkin's disease, multiple myeloma, non-Hodgkin's lymphoma, porphyria cutanea tarda, respiratory cancers (lung, bronchus, larynx, and trachea), soft-tissue sarcoma, acute and subacute peripheral neuropathy, and prostate cancer. In addition, monetary benefits, health care, and vocational rehabilitation services are provided to Vietnam veterans' children with spina bifida, a congenital birth defect of the spine.

Veterans who served in Vietnam during the war also are eligible for a complete physical examination. If a VA physician suspects a disease might be related to Agent Orange, the VA will provide free medical care. Those who participate in the examination program become part of an Agent Orange Registry and receive periodic mailings from the VA about the latest Agent Orange studies and new diseases being compensated under VA policies.

Vietnam veterans and their families can contact the VA for more information about these benefits. For the Agent Orange Registry physical examination, call a local VA hospital or clinic listed in the government pages of your phone book. To file a compensation claim for a current disability related to Agent Orange, veterans can call 1-800-827-1000 for an application form or visit the VA's Web site (<http://vabenefits.vba.va.gov>). □

MAKE IT SAFE



John Flagg of L-193 and Gregg Huff of L-502 demonstrate breathing equipment at a "train the trainer" class, which included proper asbestos removal techniques for members of the Boilermakers union. When working around asbestos, wearing a filtered respirator is not enough. You will also want to cover your entire body with a hood, goggles, coveralls, gloves, and boots.

Asbestos Safety Awareness

Hazard recognition and control

FOR MANY YEARS, asbestos was considered a "miracle mineral," because it is fireproof and resistant to acid and corrosion. But today, workers are suffering from health problems resulting from exposure to asbestos. Therefore, it is very important to know how to work safely with asbestos. That's why the Boilermakers union sponsors classes in proper asbestos removal techniques.

Breathing hazards

ASBESTOS FIBERS are so tiny you need a microscope to see them. You can breathe them in easily without knowing it, whether they are in the air or on your clothes.

Asbestos can cause serious lung and breathing diseases, which can take as long as 15 to 35 years to show up. Smokers who are exposed to asbestos are as much as 90 times more likely to get certain lung diseases than nonsmokers.

Finding asbestos

BEFORE THE 1970s, asbestos was used in schools, homes, factories, and public buildings. It was sprayed on ceilings, where it often looked like white popcorn. It was used in and on walls to help "deadend" sound.

Asbestos was used as wrapping for steam and water pipes, duct systems, and boilers. It was used to fireproof beams in steel buildings. These beams may be found in false ceilings.

Asbestos is still used in car and truck brakes and clutches. It is also used in some floor tiles and lining.

Safe procedures

WHENEVER YOU WORK with asbestos, your goal is to prevent breathing it in. There are a number of safe procedures which can help.

Some people are specially trained to work with asbestos. If you are not, do not sand, scrape, remove, or drill into walls, ceilings, or floors where asbestos might be.

When you work with asbestos, always wear the right kind of Personal Protective Equipment (PPE), making sure it fits. This will include a filtered respirator. On the job, your company will probably measure the air and let you know the proper kind to wear. Dust masks or disposable respirators will not usually protect you enough. You will also want to cover your entire body with a hood, goggles, coveralls, gloves, and boots.

Wet asbestos before working on it, if it is safe to do so. With some jobs, you will need to use a High Efficiency Particulate Air (HEPA) filtered vacuum cleaner. You may also need to use a sealed glove bag. When you are done, label and dispose of asbestos products and containers according to company procedure.

Shower with your respirator on, removing it after you are done washing. Then change clothes in an area separate from the work area.

If you must work with asbestos, you should not smoke. Remember, smokers who work with asbestos are much more likely to get serious lung diseases than nonsmokers.

It's up to both of you

WORKING SAFELY WITH asbestos depends on both you and your employer. Your employer provides you with the right protective gear and equipment. Your part includes wearing your PPE, and using safe practices as you work and clean up. You can help protect yourself when you work with asbestos.

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

Local 83 members help brother in need

Boilermakers build access ramp, collect funds, and raise injured member's spirits

MARK SUTHERS, who joined Local 83 in 1978, was seriously injured while helping to replace the roof of his in-laws' house. "I had just started to nail down felt when the scaffold jack pulled out," explained Suthers, who fell 18 feet and landed on a concrete driveway. The fall knocked out his teeth and broke his left elbow, hip, pelvis, ribs, and kneecap. One rib punctured his lung, just missing his heart. Suthers spent five days in ICU before his transfer to a rehab center,

where he was told he would have to return when his bones healed.

Learning he would need ramp access built to his house before his hospital release in two days, Suthers called his brothers of Local 83 (Kansas City, Mo.) for help. When 23-year members Richard (R.D.) Downs and Rick Delay heard about Suthers' situation, they designed and completed a deck with a 30-foot ramp, side railings, and a non-slippery surface. Not only did Downs and Delay meet the two-day deadline, but they also paid for all the supplies out of their own pockets!

"They planned and built this wonderful ramp and deck so I could go home," said Suthers. "It has railings and a surface so I won't slide down the ramp. I'm very proud of Local 83, and I

hope and pray for unity and pride in all Boilermakers to help each other in their time of need."

At the local's Labor Day picnic a few days later, Local 83 members came through again by collecting funds for Suthers' family. A letter from the local lodge also generated some much-needed help, and Suthers' spirits have been lifted even further by E-mail messages he receives from Boilermakers and their spouses.

"I have received the most wonderful support from my fellow brothers and sisters," said Suthers. "Too often we hear of what is wrong or bad in our trade. But my story shows the other side. I want to thank everyone from Canada to Florida, and especially the members of Local 83." □



L-83 members R. D. Downs (left) and Rick Delay (right) built this ramp and deck for injured member Mark Suthers.

Getting the Christmas spirit

Members of Locals 34 and 154 brighten holidays for less fortunate

Steigerwald heads 'racers for tots', raises over \$10,000

JIM STEIGERWALD, a member of Local 154, Pittsburgh, Pa., started the "Racers for Tots" organization in 1999 as a way to bring the Christmas spirit to needy families. This year, his group raised over \$10,000, purchasing bicycles, toys, and donating \$3,000 to the Marine Corps' Toys for Tots program.

Steigerwald started the fundraiser at the Pittsburgh Pennsylvania Motor Speedway after coming across a Toys for Tots distribution center in 1999. "Something told me to go inside," Steigerwald said. "Once I got in there and saw what the Marines were doing, I decided to get involved."

He only had two weeks to raise funds that year, yet he still collected several toys and \$550. But in 2000, with much more time for planning, he helped raise over \$10,000 through the sale of decals to local racers and by recruiting corporate sponsors. The local racers also arranged toy drop-off sites for people willing to donate a new toy.

L-34 members fill Christmas wish lists for nine Kansans

ON HIS WAY TO WORK, Local 34 member Bob Neiswender Jr. heard a plea for help. The Volunteer Center of Topeka, Kan., was asking people to adopt families for Christmas.

Working at the Burlington Northern Santa Fe Shops, Neiswender approached Local 34 President Bryan Johnson and co-worker George Hicks about adopting a family for Christmas. In just one day, the three contacted every one of the 54 Local 34 members who work at the shops, and collected enough money to adopt nine single people in need from the Topeka Christmas Bureau. Neiswender and his wife, Marsha, then went shopping to buy items from the Christmas wish lists of



Local 154's Jim Steigerwald presents a check and toys to the Marines' Toys for Tots.

L-1252 members promote 'Made in America'

MEMBERS OF LOCAL 1252, Chicago Heights, Ill., participated in their first night parade on September 29th in Monteno, Ill., to promote "Made in America." Their entries included a Dodge truck, two 1968 Chevelles, and a new Harley Davidson.

"I was in the truck leading our group," reported L-1252 Rec. Sec. Daniel Fraley. "With me were L-1252 Pres. Eddie Esteras and member Ken Achoa. Behind us were Red Jamies, on his new Harley Davidson, and Steven Smith and his daughter, in his 1968 Chevelle convertible. Bringing up the rear in a green 1968 Chevelle were members Don Blockland and Scott McGrath,

their nine adoptees—gloves, shoes, clothes, and food. "Their needs are the basic necessities that we take for granted," said Neiswender. He hopes this is just the beginning of a new tradition for Local 34. □



L-1252 member Ken Achoa led his local's parade entry to promote products made in America by driving a Dodge truck adorned with U.S. flags.

with their wives Vivon and Rhonda." After the parade, L-1252 members gathered around a fire for warmth and continued their solidarity over a keg of beer. (American-made, of course.) □

L-5 graduates fourth-generation apprentice

WHEN WILLIAM Henry Stelfox joined Local 24 in Brooklyn in 1934 at age 47, he started a family tradition that has continued for four generations.

In 1939, at age 26, his son, William Jr., joined Local 24. (Local 24 members consolidated with Local 5 in 1962.)

His grandsons, Thomas, James, and William III, who joined Local 5 in 1974 and 1976, all graduated from Local 5's apprenticeship program in New York City.

Now his great-grandson, Thomas II, who joined Local 5 in 1994, has completed his apprenticeship through Local 5. Thomas II is also the first fourth-generation Boilermaker to graduate from Local 5's apprenticeship program, reports L-5 BM-Jerry Connolly. □



Front row, l. to r., James Stelfox, Thomas Stelfox II, and Thomas Stelfox. Back row, l. to r., Local 5 President Edward Martin and Bus. Mgr. Jerry Connolly.

Kim Crowl coaxas man to safety

New Local P4 member works as paramedic for Rural Ambulance

WHEN PARAMEDICS save lives, they usually rely on their medical training, and not on their skills of persuasion. Yet, that's just what Kim Crowl did. A paramedic for five years, Crowl talked a man out of jumping off the Powers Way Bridge on Sept. 16, 2000.

A member of Local P4 in Youngstown, Ohio, Crowl has worked the past 14 months as a paramedic for the Rural Metro Ambulance service. For 90 minutes, she tried to coax the man out of jumping. When she spotted the man's briefcase on the ground at least 75 feet below, she knew she had another chance to save him.

She suggested that they go together to get the bag. The man said, yes, and walked with Crowl down the steep ravine to retrieve the bag. The man then shunned police, who had been keeping motorists and bystanders away from the area, when they approached.

It seemed he only felt comfortable with Crowl.

Crowl told the *Tribune Chronicle* that she had no idea why the man was attached to her. She said they talked about their families and anything else she could find in common with the man. They talked about the scenery and the water in the creek below, and how, as a teenager, she didn't like to walk across this bridge when she missed her school bus. The man had several body piercings, so they even compared piercings.

She said there were at least three times when she thought the man was ready to jump. When that happened, Crowl would switch their conversation to another topic to try to calm the man.

That evening, she visited the man at the hospital. The man, whose identity was not released, was in his 30s. He said he wanted to get help and go back to his home in Florida.

"He's a very good person," she said. "It was a plea for help."

But when people call Crowl a hero, it upsets her.

"I feel it was all in the line of my work," she said. "I am no hero. It's in my job. That's what I'm here for." □

Annual summary reports of national funds

Boilermaker – Blacksmith National Pension Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermaker-Blacksmith National Pension Trust, Employer Identification Number 48-6168020, for January 1 through December 31, 1999.

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

Basic financial statement

BENEFITS UNDER THE PLAN are provided by the trust fund directly to participants or their beneficiaries. Plan expenses were \$290,601,804. These expenses included \$25,526,110 in administrative expenses and \$265,075,694 in benefits paid to participants and beneficiaries.

A total of 67,274 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$6,160,657,479 as of December 31, 1999, compared to \$5,592,307,636 as of December 31, 1998. During the plan year, the plan experienced an increase in its net assets of \$568,349,843. This increase includes an operating increase of \$559,983,617 and transfers totaling \$8,366,226 from CMTA—Metal Polishers and Platers Pension Trust.

The operating increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$850,585,421 (including employer contributions of \$116,325,321, gains of \$200,288,101 from the sale of assets, earnings from investments of \$533,895,935, and other income of \$76,064).

Minimum funding standards

AN ACTUARY'S STATEMENT shows that enough money was contributed to the plan to keep it funded

in accordance with the minimum funding standards of ERISA.

Boilermakers National Health & Welfare Fund summary annual report

THIS IS A SUMMARY of the annual report of the Boilermakers National Health and Welfare Fund, Employer Identification Number 36-6090694, a Multi-Employer Plan, for January 1 through December 31, 1999. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

Insurance information

THE PLAN HAS an experience-rated contract with Provident Life and Accident Insurance Company to pay all life and accidental death and dismemberment claims.

Because it is an experience-rated contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 1999, the premiums paid under such experience-rated contract were \$1,385,074 and the total of all benefit claims paid under this experience-rated contract during the plan year was \$990,614.

Basic financial statement

THE VALUE OF PLAN ASSETS, after subtracting liabilities of the plan, was \$178,230,879 as of December 31, 1999, compared to \$182,620,072 as of December 31, 1998. During the plan year, the plan experienced a decrease in its net assets of \$4,389,193, which includes an adjustment to net assets of \$8,082,785 to reflect the plan's current benefit obligations as of January 1, 1999. This decrease also includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year,

How to Apply for a Boilermaker Scholarship

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

Scholarship awards are based upon academic record, extra-curricular and outside school activities, career goals, and performance on a typed essay. Candidates must submit an official application (typed and postmarked between January 1 and March 31), proof of relationship to a Boilermaker member, SAT and/or ACT test scores (for U.S. citizens only), a high school transcript, and a 300-500 word typed-essay on a specific theme. The essay theme for 2001 applicants is "What role should unions take in promoting candidates and political issues, and how is that role affected by antiunion politicians?"

Applications for the 2001 awards are now available. Contact your local lodge for more information and an application form.

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

L-92 retiree Dennis Whatley celebrates his 105th year

A REQUEST FOR a change of beneficiary form prompted a Boilermaker-Blacksmith National Pension Trust employee to pull the records of a pensioner. To her surprise, she discovered that one of our retirees has reached the age of 105 years.

Born in Colorado on November 19, 1895, and now living in Bellflower, Calif., Dennis S. Whatley joined Local 92, Los Angeles, Calif., on June 30, 1943, at the age of 48. He retired on September 1, 1965, and so far has enjoyed his retirement benefits for 35 years. □

the plan had total income of \$111,936,066 (including employer contributions of \$96,085,799, employee and retiree contributions of \$9,683,057, an insurance experience refund of \$264,041, and earnings from investments of \$5,903,169).

Plan expenses were \$108,242,474.

These expenses included \$6,670,992 in administrative expenses and \$101,571,482 in benefits paid to participants and beneficiaries.

Boilermakers National Annuity Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 1999. The annual report has been filed with the Internal Revenue Service, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE PLAN are provided from trust assets or through insurance or annuity contracts. Plan expenses were \$27,157,440. These expenses include \$2,075,016 in administrative expenses and \$25,082,424 in benefits paid to participants and beneficiaries. A total of 46,190 persons were participants in the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$428,030,661 as of December 31, 1999, compared to \$378,659,210 as of January 1, 1999. During the plan year, the plan experienced an increase in its net assets of \$49,371,451. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$76,528,891 (including employer contributions of \$57,347,027, realized gains of \$2,415,571 from the sale of assets, and earnings from investments of \$16,766,293).

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

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

1. An accountant's (or auditor's) report;
2. Assets held for investment;
- In addition, the Boilermaker-Blacksmith National Pension Trust summary annual report will include the following:

3. Reportable transactions;

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

5. Actuarial information regarding the funding of the plan.

The Boilermakers National Health & Welfare Fund summary annual report will include the following:

3. Transactions in excess of five percent of plan assets

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

And the Boilermaker-Blacksmith National Annuity Trust summary annual report will include:

3. Transactions between the plan and parties in interest (that is, persons who have certain relationships with the plan);

4. Transactions in excess of five percent of plan assets

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

The charge to cover copying costs of the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will be \$32.25 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Health & Welfare Fund Summary Annual Report will be \$4.75 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be \$3.75 for the full annual report, or 25 cents per page for any part thereof.

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

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

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

New contract summaries

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

S4—Belleville, IL

INTL. REP. GARY MEYER reports contract ratification, effective Jan. 11, 2000 to Jan. 10, 2005, for 135 members of Local S4, Belleville, Ill., who make Premier and Eagle gas and electric cooking ranges for the **Peerless-Premier Appliance Company**.

M10—Milwaukee, WI

INTL. REP. HOWARD COLE reports contract ratification, effective Nov. 2, 2000 to Nov. 1, 2001, for 12 members of Local M10, Milwaukee, Wis., who make beer taps for the **Perlin Corporation**.

L-27—St. Louis, MO

DON LINK, BM-ST of Local 27, St. Louis, Mo., reports contract ratification, effective June 27, 2000 to June 27, 2001, for 54 Local 27 members who fabricate steel for the **St. Louis Steel Plate Fabricators Association** at American Iron, Cummings Welding, Kickham Boiler & Engin., and Vilberg Victor.

L-28—Newark, NJ

INTL. REP. MICHAEL SHAFFER and RAYMOND DEVANEY, BM-ST of Local 28, Newark, N.J., report contract ratification, effective Feb. 9, 1999 to Feb. 8, 2001 for Local 28 members who perform boiler repair for the **New Jersey Boiler Repair Employers** at Boiler Erection & Repair Co., Casey's Welding & Boiler Repair, the New Jersey Boiler Repair Company, and Superior Welding Company, and effective Sept. 1, 2000 to

August 31, 2001, for seven Local 28 members who make ABS-certified safety rafts for the marine industry at the **Marine Safety Corp.**

L-45—Richmond, VA

FRANK HARTSOE, BM-ST of Local 45, Richmond, Va., reports contract ratification, effective Oct. 4, 2000 to October 3, 2001, for 12 Local 45 members who work in the production and manufacturing of ASME tanks, vessels, and exchangers for **Adamson Global Technologies, Inc.**

S54—Maywood, CA

INTL. REP. HENRY JUAREZ reports contract ratification, effective Oct. 1, 2000 to Sept. 30, 2003, for 314 members of Local S54, Maywood, Calif., who work at **BSH Home Appliances Corporation**.

L-79—Lake Charles, LA

INTL. REP. DENNIS KING reports contract ratification, effective Oct. 6, 2000 to Oct. 6, 2002, for 29 members of Local 79, Lake Charles, La., who work in the production and maintenance of heat exchangers at **Komatsu Mining Systems**.

L-158—Peoria, IL

INTL. REP. HOWARD COLE reports contract ratification, effective Aug. 28, 2000 to Sept. 1, 2003, for 419 members of Local 158, Peoria, Ill., who make mining equipment, trucks, and bulldozers at **Komatsu Mining Systems**.

L-175—Oswego, NY

INTL. REP. ROCCO DEROLLO reports contract ratification, effective October 1, 2000 to Sept. 30, 2003, for members of Local 175, Oswego, N.Y., who work at **Fulton Boiler Works Inc.**

L-182—Salt Lake City

BRAD JOHN, BM-ST of Local 182, Salt Lake City, Utah, reports contract ratification, effective May 1, 2000 to Feb. 28, 2003, for 23 Local 182 members who produce food and beverage for **DCI of Utah, Inc.** (formerly known as Philip Services) and effective Sept. 1, 2000 to

Sept. 5, 2000 to Sept. 4, 2003, for 32 Local 85 members who work for the outside service division of the **Toledo Ship Repair Co.**

to Aug. 31, 2003, for 21 Local 182 members who fabricate plate steel at **Pitt-Des Moines, Inc.**

D-146—Edmonton

DEAN MILTON, BM-ST of Local 146, Edmonton, Alberta, Canada, reports contract ratification, effective March 1, 2000 to Feb. 28, 2003, for Local 146 members who work in the production and maintenance of vessels at **CESSCO Fabrication & Engineering Limited**.

D-271—Martinsburg, WV

INTL. REP. RALEIGH EVERSOLE reports contract ratification, effective Oct. 1, 2000 to Sept. 30, 2003, for 47 members of Local D271, Martinsburg, W.Va., who manufacture bricks at the **Continental Brick Company**.

D-406—St. John, NB

INTL. REP. ED MATTOCKS reports contract ratification, effective Jan. 7, 2000 to Feb. 14, 2003, for 20 members of Local D406, St. John, New Brunswick, Canada, who work with lime at the **Brookville Manufacturing Company**.

D-435—Helena, MT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Dec. 1, 1999 to Nov. 30, 2002, for members of Local D435, Helena, Mont., who work at **Ash Grove Cement**.

D-482—Wood River

INTL. REP. JAMES PRESSLEY

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

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



Negotiating a three-year agreement for L-158 members at Komatsu Mining Equipment are, seated l. to r., committeemen Howard Look, Damon Mitchell, and Pres. Kevin Kocher. Standing, l. to r., committeemen Wayne Adams, Norm Rechert, and Steve Damm.

reports contract ratification, effective Aug. 1, 2000 to April 30, 2002, for nine Local D494 members who work at the **Oak Park Sand & Gravel Co.**; and effective Aug. 1, 2000 to Apr. 30, 2003, for 28 Local D494 members who work with silica at **Unilin Canada Ltd.**

L-483—Alton, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Oct. 24, 2000 to Oct. 31, 2003, for 38 members of Local 483, Alton, Ill., who build scrap conveyors at the **Hustler Conveyor Co.**, and effective Aug. 15, 2000 to Aug. 14, 2001, for 26 Local 483 members, who process scrap metal at **Shapiro Brothers of Illinois**.

D-494—Burlington, ON

INTL. REP. ED MATTOCKS reports contract ratification, effective Aug. 1, 2000 to April 30, 2002, for ten members of Local D494, Burlington, Ontario, Canada, who crush stone at the **Lincoln Quarry Co.**

effective Aug. 1, 2000 to April 30, 2002, for nine Local D494 members who work at the **Oak Park Sand & Gravel Co.**; and effective Aug. 1, 2000 to Apr. 30, 2003, for 28 Local D494 members who work with silica at **Unilin Canada Ltd.**

L-558—Windsor, CT

INTL. REP. VINCENT DICLEMENTE reports contract ratification, effective July 1, 2000 to June 30, 2001, for 69 members of Local 558, Windsor, Conn., who work at the **Westinghouse Electric Co. LLC** (formerly known as ABB CENO Fuel).

L-744—Cleveland, OH

PATRICK GALLAGHER, BM-ST of Local 744, Cleveland, Ohio, reports contract ratification, effective Oct. 1, 2000 to Sept. 30, 2004, for 12 Local 744 members who work at **National Boiler Works, Inc.**

A summary analysis of these contract settlements

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

THIS ANALYSIS of the 34* agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,738 employees. (Avondale Shipyard is not included.)

Wage Increases

TWENTY-EIGHT facilities received pay increases in 1999, averaging \$0.38 per hour or 3.17 percent. Thirty facilities reported pay increases in 2000, averaging \$0.48 per hour or 3.34 percent. Nineteen facilities will receive pay increases in 2001, averaging \$0.45 per hour or 2.86 percent. Seventeen facilities will receive pay increases in 2002, averaging \$0.47 per hour or 2.93 percent. Three facilities will receive pay increases in 2003 and 2004, not enough for an average.

Pension

THIRTY-THREE facilities participate in some type of pension program. There are 11 facilities which participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.25 to \$2.60 per hour. Average cents-per-hour contributions are \$2.02 in the first year, \$2.18 the second year, and \$2.32 the third year.

Eleven facilities offer a 401(k), eleven also have company-sponsored plans. Four Canadian facilities are participants in Registered Retirement Savings Plans (RRSP), which are similar to IRAs found in the U.S. One Canadian facility participates in the Trusted Ontario Aggregate Plan, one U.S. facility in a Profit Sharing program, and another in an Employee Stock Ownership Plan.

Shift Differential

TWENTY-THREE agreements provide a second-shift premium, of which 19 report a cents-per-hour premium ranging from \$0.10 to \$1.00. The average is \$0.42 per hour.

Twenty agreements provide a third-shift premium, of which 16 provide a cents-per-hour premium ranging from \$0.15 to \$1.00. The average is \$0.55 per hour.

The remaining four provide a percentage of pay (not enough for an average).

Sickness & Accident

TWENTY-SEVEN agreements provide weekly sickness and accident indemnity. Of these, 23 pay a set dollar amount ranging from \$75 to \$450 per week. Average rates are: first year—\$165.65; second year—\$169.78; third year—\$170.43. The remaining agreements provide 60% to 80% of the employee's weekly earnings.

The length of time off ranges from 13 to 52 weeks. The most common is 26 weeks found in 12 agreements. The bulk of facilities in Canada provide short-term disability (STD), followed by long-term disability (LTD), and then the employee may receive Unemployment Insurance Commission (UIC) maximums until the age of 65. These amounts are paid on a weekly, monthly, or annual basis; therefore, an average is difficult to calculate.

Life Insurance/AD&D

TWENTY-NINE agreements provide **life insurance**. In 25 there is a set dollar amount ranging from \$5,000 to \$47,000.

The average benefit for the first year is \$21,600. The remaining agreements use the annual wage as the benefit or multiply wages by 2080 hours.

Twenty-eight agreements provide **Accidental Death and Dismemberment (AD&D)** insurance. In 24, there is a set dollar amount ranging from \$10,000 to \$50,000. The average benefit for the first year is \$22,958.33. The remaining agreements use the annual wage as the benefit, double the life insurance amount, or multiply wages by 2080 hours.

Vacation

TWENTY-SEVEN agreements provide a one-week paid vaca-

tion. Thirty-two agreements provide a two-week paid vacation. Thirty-two agreements provide a three-week paid vacation. Twenty-six agreements provide a four-week paid vacation; ten provide a five-week paid vacation, and two provide a six-week paid vacation. Of the above agreements, seven receive vacation pay based on a percentage of their annual wage.

Paid Holidays

THIRTY agreements provide paid holidays, ranging from eight to 13. The average is 10.23 days.

Other Provisions

THIRTY-ONE agreements provide **funeral leave**. Paid leave for **Jury duty** is found in 26 agreements. **Union leave language** is found in 13 agreements. Sixteen agreements provide all or partial reimbursement for the purchase of **safety shoes**. Six provide a **severance** payment package, and four agreements provide paid leave for persons spending two weeks at **military encampment** each year.

*Four are listed under the St. Louis Steel Plate Fabricators Association agreement (Local 27), and four are listed under the New Jersey Boiler Repair Employers agreement (Local 28).

Avondale Shipyard signs first union agreement for over 4,000 workers



Asst. to the Dir. of Organizing Dave Bunch (standing), meets with Avondale employees to discuss negotiating strategies at Avondale shipyard.

REPRESENTATIVES OF THE Metal Trades Department and Litton Ship Systems signed an agreement covering over 4,200 Avondale employees at three Avondale locations—New Orleans, La., Gulfport, Miss., and Tallulah, La. Boilermaker Local 1814 represents a large number of workers at the four New Orleans facilities—the main shipyard, Steel Sales, Algiers Shipyard, and Modular Construction, and a significant portion of the workers at Gulfport and Tallulah.

The 45-month agreement provides an immediate three percent wage hike as part of an overall nine percent wage increase. The contract sets up a formal skill progression system which will move the majority of workers into higher-paid categories after working 500 hours in any lower classification. The agreement also establishes a series of joint labor-management committees to address such worker concerns as safety and training.

Buy or refinance now, while mortgage interest rates are low

Union Plus Mortgage first-time buyers plan asks only three percent down

YOU CAN SAVE as much as \$850 (that's more than one month's house payment for most people) when you use the Union Plus Mortgage and Real Estate program to buy and sell your home.

Call 1-800-848-6466 to receive a \$350 credit toward closing costs, when you use the program to buy your home. (This credit typically covers the credit check and home appraisal.) And you can save one-half of one percentage point off the commission* paid to the real estate broker, if you use the program to sell your home. (That's an average savings of \$500 on a \$100,000 home.)

In addition, the program features competitive rates, low down payments, and the convenience of either handling the entire mortgage process over the phone or in person (in areas where the mortgage lender has branch offices).

Savings and convenience aren't the only benefits Union Plus Mortgage and Real Estate has to offer. The program also includes several union-members-only features such as assistance fund benefits for members who are laid off or disabled.

Of particular help to members just entering the housing market are the program's first-time buyers features. These options allow qualified applicants (including members, their parents, and their sons and daughters) to put as little as three percent down

Union Plus Mortgage & Real Estate

UNION PLUS MORTGAGE & REAL ESTATE is the only program of its kind created especially for union members to meet their specific home buying, selling, and refinancing needs. Union Plus Mortgage & Real Estate offers these advantages:

- An average savings of \$150 on initial fees (varies by state)
- An average savings of \$250 to \$1,000 on closing costs (varies by state)
- An additional savings of \$350 on closing costs when you use the real estate portion of the program to purchase*
- Unemployment/disability coverage at no additional expense**
- Financing for manufactured housing
- Special programs for first-time home buyers
- Availability to parents and children of union members
- "Understanding Your Credit" seminars

And it's easy—**just call toll-free 1-800-848-6466** (*Mon.-Fri., 8:30am-7pm ET; se habla español*) to apply over the phone or visit any Chase branch location across the country to apply in person. To finance a manufactured home, call 1-800-514-2155 (*Mon.-Fri., 8am-12am, Sat. 10am-6pm ET*).

*The real estate seller's commission discount benefit is not available in AL, KS, MO, NE, and WV.
**Unemployment/disability fund not available under bond programs or for second homes and investment properties. Not all mortgage programs/products available in all areas. Financing provided by The Chase Manhattan Bank or Chase Manhattan Mortgage Corporation. All rights reserved. Equal Housing Lender.

when buying a home. (The typical down payment required by many lenders is a minimum of five percent.)

With the first-time buyers benefits, members who previously were shut out of the housing market may now be eligible for the loan they need to purchase a home. Union Plus Mortgage and Real Estate helps make the American dream of owning a home a reality. □

Mortgage loans are made through Chase Manhattan Mortgage Corp. The union has no involvement in loan decisions.

*The discount on the real estate commission is not available in Alaska, Kansas, Missouri, Nebraska, and West Virginia.

(Note: Because this is a national program, the only way to access the real estate and mortgage options is by calling 1-800-848-6466. Members must call this number so that Union Plus Mortgage and Real Estate can provide them with a participating real estate broker.)

Finding value in a dot.com world

Savings Bonds are still a great way to save money

ONCE UPON A TIME (okay, it was actually just a few short months ago) it was thought that the quickest and surest way to get rich quick was to invest in your friendly, neighborhood Internet startup. Fortunes were there to be made—in fact, many had been made, at least on paper—on dot.coms with a great idea, business plan, but no visible profits... at least, not yet.

Well, that was then. Now fortunes have been lost, business plans didn't pan out, and the latest word in investing is one that had seemingly gone out of favor—value. Profit is in, and the old economy is becoming new again.

As easy money becomes harder, the value of saving is also making a comeback. A growing number of organizations are promoting saving, especially for retirement. And the big news of the day is that millions of dollars in existing savings are not earning the interest rates they could and should.

Where is there value in saving? One place is the U.S. Savings Bonds Program. Today's Savings Bonds provide a better rate of return, while being even easier and more convenient to buy than ever.

Two types of Savings Bonds are now available to consumers, the inflation-indexed Series I and the traditional EE.

Check out the new Series I Savings Bond

THE SERIES I is sold at face value, and earns a fixed interest rate—currently 3.4 percent—plus inflation every six months (putting the current yield at 6.49 percent), making the money saved invulnerable to inflation and then some.

Good reasons to save with U. S. Savings Bonds

Series I are purchased at face value



6.49%

Current Interest Rates
(Through April 2001)

Interest is calculated as a combination of fixed rate of return and semiannual rate, indexed to inflation. Based on CPI-U. Generally increases in value monthly and compounds semiannually (except in periods of deflation when the value could remain unchanged.)

Series EE are purchased at 1/2 face value



5.54%

Interest is calculated as 90% of six-month average of five-year Treasury securities yields. Increases in value monthly and is compounded semiannually.

You can still save with the traditional EE Savings Bond

THE EE IS SOLD at half of face value, and earns interest at 90 percent of the average return on five-year Treasury securities, with rates adjusted semiannually to track market changes. The rate through April 2001 is 5.54 percent.

Both the EE and the new I bonds come in denominations ranging from \$50 to \$10,000, both are tax advantaged with interest exempt from state or local income tax while Federal tax can be deferred until they are cashed or reach final maturity, and both are backed by the full faith and credit of the United States.

Best of all for the average person, who has to draw on those savings occasionally, Savings Bonds can be redeemed easily at most financial institutions any time—and for any reason—after they've been held six months. The bonds' value is there for the owner when it is needed.

Savings Bonds currently earn better returns than passbook or money mar-

ket accounts and short-term CD's, are as flexible as passbook accounts, and are tax advantaged and safe (I Bonds even hold their value against inflation and grow from there). They are a great way to increase the value of savings without risk.

There are many ways to buy bonds, too. The easiest is to buy through payroll allotments offered by thousands of employers. But bonds can also be purchased over-the-counter through financial institutions, or through the automatic debit of checking or savings accounts through the Savings Bonds EasySaver Plan. You can even buy bonds and obtain information about them over the Internet at the Savings Bonds Web site (www.savingsbonds.gov).

So if the risks of the new economy are too much for you, or if your dot.com investment needs to be balanced by an investment of unquestioned value and safety, Savings Bonds can provide an answer. You may not get rich quick, but bonds can enhance your chances of reaching your savings goals, whatever they are. □

Members Only

The money-saving programs listed below are available only to Boilermaker members and their immediate families.*



UNION PLUS CREDIT CARD

A credit card is available.

For information call:
1-800-522-4000



LEGAL SERVICE

Free and discounted legal services. Includes a free consultation (up to 30 minutes).

For information call:
1-800-452-9425



LIFE INSURANCE

Term insurance is available for members; spouses and children may be included.

For information call:
1-800-899-2782



DENTAL & VISION

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

For information call:
1-800-257-8352



MORTGAGE & REAL ESTATE

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

For information call:
1-800-848-6466



ACCIDENT INSURANCE

Workplace accidental death insurance is available.

For information call:
1-800-899-2782



UNION FAMILY SAVERS

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

For information call:
1-800-452-9425



For more information on these members-only benefits, call

1-800-452-9425

BOILERMAKERS UNION PRIVILEGE BENEFITS

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

IN MEMORIAM

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

LODGE & NAME

NTL Hamilton, John	83	Rose Sr., Robert	363	Newell, Gene
NTL Nelson, Walter	85	Fox, Daniel	374	Gadient, Charles
6 Kane, Frank	92	Goss, Claude	374	Hammonds, David
D6 White Jr., Harold	M100	Bowens, Melvin	374	Myers, William A.
M6 Varga, Miguel	104	Hansen, Alan	374	Williams, Robert
7 Krolczyk, Richard	104	Vannoy, Ralph	443	Fictum Jr., Anton
11 Haugan, Arthur	105	Grubry, Mike	453	Harper, Frederick
20 Hopkins, James R.	107	Pietrowski, Frank	453	Tipton, James
27 Cates, Thomas	146	Cragg, William	454	Holder, Claude
27 Huffman, Richard	146	Marklinger, Lloyd	455	Lehman, Maxie
27 Morisseau, John	146	Sklar, Edward	513	Dirks, Carl
27 Rayfield, Ray	146	Young, James	524	Roberts, Charles
27 Schuchardt, Raymond	154	Kletcho, Michael	531	Myers, Elmer
29 Hume, John	169	Creech, Mack	549	Casazza, Roy
30 Bennett, Zachary	169	Granier, Robert	549	Griffith, Virgil
72 Bulkovchik, Charles	169	Worden, George F.	568	Hill, Edwin H.
72 Fusco, Nicholas	203	Fleming, Bernard	582	Thomas, Damon
72 Heddle, John J.	204	Siu, David	587	Adams, Richard
72 Lingel, George	242	Nichols, Ellis	647	Breuke, Gilbert
74 Ryan, George	252	Mozina, Frank	667	McDavid, James
79 Vincent, Ernest	363	Garrison, Art	709	Bruget, Alfred

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

NTL Anthony, Ralph S.	\$3,000.00	83	Boyd, Alvie	3,000.00	154	Hopkins, William O.	4,500.00	582	Gill, Tommy L.	3,000.00
NTL Bohannon, Carl C.	3,000.00	83	Flowers, Charles E.	4,500.00	154	Thompson, Richard F.	3,000.00	582	Turner, Larry V.	3,000.00
NTL Brokaw, Paul H.	3,000.00	83	Hoffman, Harold L.	3,000.00	154	Urdo, Edward J.	4,500.00	583	Gossett, Steve L.	2,210.93
NTL Christian, Delmas	4,500.00	83	Rife, Jack W.	3,000.00	169	Benes, John R.	4,500.00	587	Barlow, Guy F.	4,500.00
NTL Darnell, Sterling F.	3,000.00	84	Rose, Robert D.	4,500.00	169	Hatt, Morrell R.	4,500.00	587	Gilcrease, Dan	4,500.00
NTL Hernandez, Arthur	3,000.00	85	Minden, Floyd R.	4,500.00	169	Mix, Albert L.	3,000.00	587	Hudson, Jacob	4,500.00
NTL Knost, William G.	4,500.00	92	Andrews, Edward J.	3,000.00	175	McGrath, Edward R.	4,500.00	587	Teal, Jessie	3,000.00
NTL Mitchell, Bryce	3,000.00	92	Elliott, William H.	3,000.00	175	Peterson, James A.	4,500.00	592	Ellis, Merlin Q.	4,500.00
NTL Monaghan, Richard R.	4,500.00	92	Fitch, Alvin D.	3,000.00	175	Thompson, Peter W.	4,500.00	599	Laudon, Clarence J.	4,500.00
NTL Ojibway, John B.	4,500.00	92	Hart, Thomas N.	4,500.00	175	Wallace, Harland L.	4,500.00	617	Nunez, Tony P.	4,500.00
NTL Spradlin, Harry T.	4,500.00	92	Hennis, Earl A.	4,500.00	182	Bequette, Anthony L.	4,500.00	627	Ball, Tommie	4,500.00
NTL Uptain, Roger D.	4,500.00	92	Jones, Charles W.	4,500.00	193	McGlothlin, Isaac W.	4,500.00	627	Mourney, James E.	3,000.00
1 Belt, Linvel O.	4,500.00	92	Lewis, George R.	4,500.00	193	Myers, James W.	4,500.00	636	Ziemba, Theodore	4,500.00
1 Camel, Fred A.	4,500.00	92	McGuire, Ashley E.	3,000.00	193	Parsons, Ansell L.	3,000.00	647	Andersen, Gerald E.	4,500.00
1 Crandall, John M.	3,000.00	92	Pusch, George	3,000.00	199	Raulerson, C. C.	3,000.00	647	Block, Edwin F.	4,500.00
1 Radtke, Richard P.	4,500.00	92	Skelle, Earl C.	3,000.00	237	Schultz, Warren H.	4,500.00	647	Brenke, Gilbert F.	3,000.00
1 Rangel, Lupe	4,500.00	92	Sullivan, Frederick	3,000.00	242	Keane, David J.	3,000.00	647	Mears, Irvin M.	3,000.00
1 Ryan, Edward J.	1,051.09	92	Vega, Ernest	3,000.00	263	Guin, W. S.	4,500.00	647	Reinertson, Dallas E.	4,500.00
5 DiLaurio, Lauro	4,500.00	92	Wilson, Jack R.	3,000.00	305	St. Cyre, James	4,500.00	647	Schantz, Jesse J.	4,133.61
6 Bravo, Carlos A.	4,500.00	101	Workman, Thomas	3,000.00	316	Jones, Newton	3,000.00	647	Thompson, Lloyd	3,000.00
6 Corsby, Clyde R.	3,000.00	104	Tyson, Gilbert	3,000.00	363	Gilreath, James L.	4,500.00	651	Owens, Margaret A.	4,500.00
6 Dare, Benjamin K.	3,000.00	104	Armstrong, Laverne L.	4,500.00	374	Duzan, Joseph C.	3,000.00	667	Greer, Carl W.	4,500.00
6 Guerro, Robert G.	4,172.84	104	Dial, Everett A.	4,500.00	374	Fraim, John D.	3,000.00	667	Ward, Ralph	4,500.00
6 Hall Sr., Raymond R.	3,000.00	104	Dumas, Francis L.	3,000.00	374	Jung, Arthur H.	4,500.00	679	Atchley, William Lee	4,500.00
6 Jones, Edgar George	4,500.00	104	French, Leroy W.	3,000.00	374	Stout, Buster	4,500.00	679	Dill, Harry E.	3,000.00
6 Larimore, Charles L.	4,500.00	104	Hansen, Alan M.	4,500.00	374	Taylor, Frederick E.	3,000.00	679	Pless, Clifford J.	1,500.00
6 Laurenon Jr., Ben	3,000.00	104	McKinney, Lee	3,000.00	374	Thurman, Glenn Alan	4,500.00	687	Hart, Clifford E.	3,000.00
6 McFall, Russell L.	3,000.00	104	Pauza, Robert S.	3,000.00	374	Berry, Leonard L.	4,500.00	688	Cuevas, Artis J.	3,000.00
6 Nordinler, Don B.	4,500.00	104	Raine, Eddie G.	5,743.90	433	Johnson, Jesse F.	4,500.00	744	McCarty, Robert W.	4,500.00
6 Wilson, John E.	3,000.00	104	Visconic, Frank E.	4,500.00	433	Morales, Aurelio P.	3,000.00	744	McCullough, James L.	4,500.00
7 Krolczyk, Richard J.	4,500.00	104	Wills, Harry J.	3,000.00	433	Watson, Leroy	3,000.00	752	Shelley, Charles E.	3,000.00
7 Lavorato Sr., Frank	3,000.00	105	Wilson, Albert	3,000.00	449	Corbisier, Sidney V.	3,000.00	799	Kay, Edward H.	3,000.00
7 Mazzeo, Joseph	4,500.00	105	Back, Dennis M.	3,000.00	449	Geier, Alfred T.	4,500.00	801	Dalesandro, John	3,000.00
13 Rudawski, Walter	4,500.00	105	Frownfelter, John M.	4,500.00	453	Hogan, Dennis F.	4,500.00	802	Archie, Willie	4,500.00
13 Verbit, Edward L.	3,000.00	106	Huck, Clarence P.	3,000.00	454	Beavers, Charles M.	3,000.00	802	Grimes, Richard M.	1,499.86
26 Williams, Dayton R.	4,500.00	107	Smith, Pascal L.	4,500.00	454	Johnston, William J.	4,500.00	802	Shaw, Carnell	3,000.00
27 Morisseau, John J.	3,000.00	107	Giese, Heinz E.	3,000.00	455	Shultz, Gary W.	3,000.00	807	Davis, Lou I.	3,000.00
27 Rayfield, Ray Emery	4,500.00	107	Ostrand, Stanley H.	4,500.00	455	Stokes, Linwood A.	3,000.00	807	Moore, Mary L.	3,000.00
28 Cirolli, James V.	8,000.00	107	Ploessl, James	3,000.00	469	Lipscomb, Isaac	2,242.52	1191	Piovanelly, Victor Z.	4,500.00
28 Ghizzone, Frank	9,500.00	112	Weckler, Orville	4,500.00	487	Struck, Franklin C.	3,000.00	1212	Malone, John L.	4,500.00
29 Haynes Jr., William H.	3,000.00	113	Walley, James W.	4,500.00	500	Fisher, Raymond B.	4,500.00	1212	Woods, Albert	4,500.00
30 Harrison, Walter R.	3,000.00	113	Buffington, Steve	3,000.00	502	Richmond, Walter J.	3,000.00	1247	Ruszczak, Joseph	3,000.00
37 Arthur, Lawrence J.	3,000.00	124	Lunsford, E. Allene	3,000.00	531	Bailey, Warren H.	4,500.00	1248	Ocasio, Rafael	3,000.00
37 Gipson, James P.	3,000.00	132	Marquardt, Gordon R.	3,000.00	531	Ferguson, Willie D.	4,500.00	1248	Williams, Columbus	3,000.00
40 Adams, John L.	4,500.00	132	Colunga, Albert M.	4,500.00	549	Griffith, Virgil L.	4,500.00	1592	Neidig, Charles E.	3,000.00
40 Bogard, Shelby D.	4,500.00	132	Mendez, Daniel	4,500.00	549	Peters, Miles	3,000.00	1592	Wilt, Thomas E.	4,500.00
45 Morris, Jerry	377.30	154	Tipton, Maurice	164.00	549	Rant, Philip H.	4,500.00	1600	Kleeb, George J.	4,500.00
60 Guilliams, Paul G.	4,500.00	154	Cline, Walter E.	4,500.00	549	Steele, Steven C.	4,500.00	1670	Maynard, Edgar	3,000.00
60 Munsell, Travis C.	4,500.00	154	Conti, Richard J.	3,000.00	549	Tobin, Lester E.	4,500.00	1670	Williams, Gilbert	4,500.00
60 Neigemann, Fred C.	4,500.00	154	DeMarco Jr., Carl	4,500.00	582	Frazier, Al S.	4,500.00			
69 Self, Charlie W.	4,500.00									
72 Beyl, Arthur	3,000.00									
72 Coffman, Leon C.	3,000.00									
72 DeBray, Martin P.	999.99									
72 Doggett, Richard E.	3,000.00									
72 Ebey, George J.	3,000.00									
72 Hall, Folia T.	3,000.00									
72 Hull, Orville F.	3,000.00									
72 Jannsen, Martin G.	3,000.00									
72 Schuchardt, Lawton F.	3,000.00									
72 Steck, Donald L.	3,000.00									
79 Vincent, Ernest J.	4,500.00									
83 Alexander, William G.	4,500.00									

Union Member Life Insurance

Supplemental term insurance at low group rates

EVEN IF YOU ALREADY HAVE LIFE INSURANCE, it may not be enough to fully protect your family. Dollar for dollar, this program gives Boilermaker members more insurance for their money.

Here is what the Life Insurance Program offers:

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- ◆ A broad range of coverage plans
- ◆ A skip-payment provision in the event of a layoff, disability, or prolonged strike
- ◆ Special plans for children, seniors, and members with health problems

For more information on this program, or to enroll, Boilermaker members may call 1-800-899-2782.

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

Moving? Tell us where...

Name _____

New Address _____

City _____

State or Province _____ Zip _____

Local Lodge No. _____ Register No. _____

(Also please notify the secretary of your local lodge.)

Mail form to:

Publications Department

753 State Avenue, Suite 565

Kansas City, KS 66101

(Allow five weeks for change of address.)

Congress should stop company raids on retiree medical and pension funds

Companies lower benefits and use surpluses to make profits

THE NEXT TIME you hear a report on how much profit some large corporation has made in the past year, or how some corporate executive has made a couple of million dollars by cashing in stock options, I want you to think Jim Sanders.

Jim and his wife, Dorothy, used to work at the Inspiration mine in Miami, Ariz., where they were members of Local 187. When Cyprus Mines bought Inspiration, they refused to recognize the union and managed to convince a majority of the workers there to go along with their plan.

That was enough for Jim. He and Dorothy retired. Unfortunately, they no longer had the protection of a union contract, so they had no choice but to accept the terms Cyprus dictated for their retirement.

Those terms included a provision for Cyprus to pay \$210 toward the cost of medical insurance. That figure never gets larger. Any increase in the cost of insurance must be paid by the retiree.

Every year since his retirement, Jim's portion has gone up. It is now \$350 a month. His pension for the 22 years he worked at Cyprus only amounts to \$362.25 a month, leaving him a whopping \$12.25 to spend as he pleases. As he explained it in a letter to the local newspaper, at this rate he will soon owe more than he makes.

Jim and Dorothy are not alone. Thousands of retirees learn every year that the benefits their employers "guaranteed" they would get when they retired have vanished. Medical benefits are cut back or eliminated altogether. Pension surpluses are looted.

And it's all legal.

Employers are finding devious ways to get around federal regulations and make money off of pension funds and retiree medical insurance funds. Dozens of corporations—many of which report huge profits—are taking money out of the pockets of their

retirees and adding it directly to their bottom line.

A series of articles by Ellen E. Schultz in the *Wall Street Journal* describes some of these practices and shows how multinational corporations like GE, Procter & Gamble, Sears, Chiquita, and others are manipulating the law and their ledger books to make their companies look more profitable.

Companies get 50-80 cents on the dollar for selling pension surpluses—a pretty good price for selling something they don't own.

For example, Chiquita got court permission to eliminate medical benefits for 3,300 Morrell Co. employees in order to improve its profitability, then sold Morrell to Smithfield Foods Inc. for \$58 million.

Lorraine Jastrom, a Morrell retiree, 74, now pays \$600 a month for medications for asthma, blood pressure, arthritis, and bowel disorder. Her widow's pension is \$159 a month. She lives in government-subsidized housing.

Some companies change benefits instead of killing them. One method used is converting to a cash-balance pension shortly before the sale.

Cash-balance pensions can be good for younger workers who will stay with a company for many years, but they significantly reduce the pensions paid to workers who have already been with the company a long time.

When SmithKline Beecham sold their Clinical Laboratories unit for \$1.3 billion, they had converted to a cash-balance pension only four months earlier. In the conversion, they agreed to subsidize the pension payments to long-term workers, who lose pension benefits in this type of conversion.

But the sale voided that promise. Federal pension law allows companies to strip away benefits when employees are transferred as part of a sale. The new

owners kept the cash-balance plan and its lower payouts, but were not required to subsidize older employees.

Many employees over 50 lost thousands of dollars in annual retirement income, while SmithKline was able to keep their pension fund surplus.

Other companies hold on to the pension plan for the unit being sold, but freeze the employees' pension rights so they can pocket the earnings on pension fund investments.

When Merck sold its Kelco products unit to Monsanto for \$1.07 billion in 1995, it kept the pension plan for the 1,000 transferred workers. Then they froze the plan's benefits. Jerry Lucas, a 50-year-old chemical engineer at Kelco kept working at the same desk, doing the same work, after the merger, but his pension stopped growing.

Owing to inflation, when he retires in ten years at age 65, his pension will be worth less than two thirds what it was worth in 1995. Meanwhile, Merck continues to invest the pension fund and sock away the earnings, creating an ever-larger surplus to make their company look more successful.

Some day they may choose to sell the surplus. Technically, that's illegal, because the pension fund and any surpluses in it belong to the beneficiaries of the pension plan, not to the company.

But it happens all the time. According to Schultz, money in pension funds is considered just another asset that can be bought and sold in a sale, merger, or acquisition.

Companies have ways of keeping these transactions secret, but they make no secret of their desire to find ways to use pension funds for their own benefit. At a meeting of corporate actuaries in 1996, Max Schwartz, a partner with the New York corporate law firm Sullivan and Cromwell, explained how to transfer pension fund surpluses during a sale without putting a price tag on those assets in writing.

By putting the price tag in writing, you would risk getting caught selling the surplus—an illegal transaction. So companies disguise the assets.



Charles W. Jones
International President

Schwartz told the audience that buyers typically pay 50-80 cents on the dollar for surplus assets. That's a good price for selling something that doesn't belong to you.

In a promotional letter last year, Financial Frontiers Corp. of Los Angeles exhorted clients to "turn pension surplus into cash." They said they could structure transactions so their clients would reap as much as 70 percent of the value of their surplus.

Where does that 70 cents on the dollar really come from? Out of the pockets of the retirees.

When a pension fund has a surplus, executors of the fund have an obligation to ensure that the excess money goes to the beneficiaries of the plan, not to the company. The trustees of the Boilermakers pension understand this obligation. That is why, nearly every year, they are able to raise retiree benefits and improve the payout formula for future retirees.

In the past, Congress kept companies from cashing in on pension surpluses, but the Republican Congress of the last six years has been reluctant to restrict businesses in any way—even when it comes to protecting the elderly.

We must change that.

If President Bush is the "compassionate" conservative he claims to be, surely he can find some compassion for the thousands of retirees who are victimized by corporate maneuvers that raise profits regardless of the cost to the retirees of our country. □

Letters to the Editors

L-154 retiree's Web search for "scabs" turns up Dick Cheney

RECENTLY I WAS surfing the Web to see if scabs had a page. I found crop diseases called scab, a few musical groups, a definition by Jack London (<http://ourworld.compuserve.com/home-pages/nale820/scab.htm>), and an article about our new Supreme Court-appointed vice president titled "Cheney firm hires scabs" (<http://www.cpusa.org/pastweeks/Beware%20Bush-Cheney.htm>).

LYLE "RED" SCHRINER, L-154 retiree, Aliquippa, Pa.

Insurance more than pension?

THIS LETTER IS written in hopes that you may avoid the situation my wife and I are in. We both retired from Cyprus after they got rid of the union. We have no contract with the company, but we signed papers at retirement—solely for their protection. We had no input, other than—sign or you don't retire.

One of the terms said the company would pay the first \$210 of our medical insurance premium. Every year, the company has raised our portion.

This year, Phelps Dodge raised our share from \$140 to \$350 per month.

The pension I receive for 22 years from Cyprus is \$362.25 a month. This leaves me just \$12.25, and if they continue to raise my share, next year I will owe more than I receive.

JIM SANDERS, former L-187 member, Globe, Ariz.

[Originally appeared in *The Arizona Silver Belt*, Globe, Ariz.]

Littlejohn: The power of numbers

IN THE EARLY 1800s, the Irish could not get work in New York. Want ads read: "Irish need not apply." But there were more Irish in New York than any other nationality at the time, so they fought back by voting the Irish into office. By the late 1800s, the Irish were running the police and fire stations, the subways, and the railroads.

Take a tip from history. There are more workers in this country than there are bosses and politicians. So do yourself a favor and vote. Every time you don't vote, you give a vote to the other side. I'm not talking communism, I'm talking trade unionism.

JOHN "SCOTTY" LITTLEJOHN
L-154 retiree, Toronto, Ohio

Charles Love is grateful for his Bus. Mgr.'s leadership

MEMBERS DON'T ALWAYS thank their business managers for their leadership, but I want to thank Local 374 BM Chuck Vanover for his.

CHARLES E. LOVE, L-374
Milan, Ind.

Retired Reporter editor praises current staff and Pres. Jones

YOUR LATEST PAPER (Nov-Dec 2000) is just wonderful—full of important news for and from members. No wasted words, no wasted space.

I was impressed that the International Labor Communications Assoc. (ILCA) has recognized both Carol Dillon and Don Caswell with important writing honors. Obviously, you're not resting on your well-deserved laurels.

President Jones' editorial, "Regardless who is president, our union's mission remains the same," is thoughtful, wise, and a potential winner in the next ILCA competition.

PAT STRANDT, publications coordinator for Boilermakers union (1984-1989) Chicago, Ill.

Andy Jones offers a warning

PLEASE BEWARE of old elevators. They can let you down way too fast.

ANDY JONES, L-363 retiree, East St. Louis, Ill.

Got something to say?



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