

IN THESE PAGES

The State of our Union
A message to our members 2

Shaffer heads
Mississippi AFL-CIO 4

Grievance handling
Using past practices to win 5



FTAA
Another road to the bottom 7

Rising Together
Or drifting apart 9

Settlements
New contract summaries 12



Saying goodbye to
Page Groton and Bob Dameron 13

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Boilermakers' first convention in 21st century begins July 23

The 30th Consolidated Convention will make history in many ways

WHEN DELEGATES to the International Brotherhood of Boilermakers' 30th Consolidated Convention come to order on July 23 in Las Vegas, the meeting will mark the third century in which members of our union have been represented in convention.

Boilermakers, and the other crafts we represent, held their first conventions in the 19th century. Not only the Boilermakers union, but also the Blacksmiths, the Stove Workers, and the Metal Polishers trace their roots back that far.

That we have managed to stay intact and represent our members for this long is testimony to the wisdom our founding fathers had in creating a union guided by a constitution, which is reviewed and renewed at each convention by democratically-elected delegates representing all of our lodges.

Their job is not easy. As the supreme body of our union, the consolidated convention elects International officers and revises our constitution as necessary to keep up with changes within our Brotherhood.

In order to make wise decisions regarding these changes, delegates must be ready to represent the best interests of their own lodge, their own industry, and their own area.

But they must also be mindful of the needs of members from other lodges, other industries, and other areas.

The consolidated convention is the only meeting at which all areas, all



The 20 delegates pictured above attended the first convention of the National Boiler Makers and Helpers Protective and Benevolent Union in Chicago in 1881, a meeting that could rightfully be called the first convention of our union. When they merged with the Atlanta-based National Brotherhood of Boiler Makers (below) in 1893, the International Brotherhood of Boilermakers was born.



industries, and all lodges are represented. In a few days' time, delegates discuss matters of immense importance and make decisions that will guide this International Brotherhood for another five years.

It is a daunting task, but our delegates always rise to the occasion, and when the convention is over, we find our union stronger than ever — and ready for another century of service. □

A look at past conventions

SOMETIMES RAUCOUS sometimes quiet, but never dull, our International's 30-plus conventions have made a lot of Boilermaker history since 1881.

The Brotherhood has held "consolidated" conventions since two organizations consolidated (merged) to form our Brotherhood in 1893. They first met at a common convention in 1894. Just as they do today, the earliest conventions promoted solidarity and a sense of purpose among Boilermakers.

Chicago's Local 1 was organized in January 1880, and in October of that year, with eight other locals, formed the National Boiler Makers and Helpers Protective and Benevolent Union. They held their first convention in Chicago in August 1881. This organization is the earliest direct ancestor of our union.

Not much is known about this first convention, except that 20 men attended and elected Chicago organizer Thomas P. Dwyer as the group's first president. He immediately launched a successful organizing drive along the Great Lakes and the eastern seaboard.

In 1888, a second Boilermaker union, calling itself the National Brotherhood of Boiler Makers, was formed, headquartered in Atlanta. This brotherhood held a convention every year

from 1889 to 1893, the year they voted to consolidate (merge) with the Chicago-based brotherhood to form the International Brotherhood of Boiler Makers and Iron Ship Builders.

On June 4, 1894, representatives of 150 lodges met in Milwaukee, Wis., for the first consolidated convention of the new brotherhood. Since then, all important questions affecting the Brotherhood have been decided at a consolidated convention.

Consolidated conventions were held every other year from 1894 through 1914. Then they were held at three-year intervals from 1914 through 1930, four-year intervals from 1930 through 1981, and every five years since. The reason for increasing the time between conventions has always been the same: conventions are expensive.

Even though the Brotherhood took pains to economize, some years there simply wasn't enough money to hold a convention. In theory, there should have been seven conventions between 1920 and 1944, but there were only five. The 1924 convention was postponed for a year, the 1928 convention for two years, and the 1934 convention for three. In each case it was because of the pressure of outside events on the Boilermakers' financial position.

The devastating 1922 Railroad Shopmen's strike and the Great Depression were especially important. They affected other things besides convention schedules. From 1930 to 1944, no one at International headquarters received a raise, including President Franklin, because he felt there simply was not enough money.

Considerations inside the Brotherhood have sometimes played a role in the timing and location of conventions. The Atlanta brotherhood's 1893 convention, its last before the merger, was held in Topeka, probably because Lee Johnson's local was there. Johnson was the Atlanta vice president who became the consolidated union's first president. The 1898 consolidated convention was almost certainly held in Buffalo because John McNeil, who had become president the year before, had been a prominent member of Local 7.

The 1914 convention was held in San Francisco partly because a world's fair, the 1915 Panama-Pacific Exposition, was being held there to celebrate the opening of the Panama Canal, which Boilermakers had played a critical role in building.

Builders used over 100 million board feet of lumber on the exposition, which

The State of Our Union

A Message to All Members of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers

AS WE PREPARE for our Brotherhood's 30th Consolidated Convention, our first convention of the new century, I can say with conviction that our union is stronger than ever and more dedicated than ever to our mission — to ensure for all of our members better living in a union environment.

Our proven leadership team and the entire International have been very busy over the past five years, and we have accomplished a great deal. I cannot possibly list all of our accomplishments in this small space, but I would like to name a few.

Building the union

SINCE 1996, WE have chartered 45 new local lodges representing workers in several industries, including industries we had not represented before.

Thirty-one of those new lodges were chartered when the Metal Polishers union merged with the Boilermakers in October 1996. The Metal Polishers have played an important role in the labor movement for over 100 years, and we are proud to have them in our union.

In 1997, we added a new division for emergency medical care workers, which we call PEP — Professional EMTs and Paramedics.

Two independent local unions in the manufacturing sector have chosen to affiliate with the Boilermakers and we welcome them into our union.

We have also organized new units within existing lodges, and our in-plant organizing program continues to bring in new members in those plants where we do not have a union security clause.

New work

IN ADDITION TO organizing, we work hard to ensure our members can keep working. Out West, Construction Boilermakers are building aqueducts because Intl. Vice President Don Laceyfield took the initiative to make sure our contractors bid the work. At first it was all going to other crafts, but Laceyfield, who was an asst. to the Intl. president at that time, knew we had a decision of record awarding all aqueduct work to Boilermakers. He formed an alliance with the Laborers union and convinced Boilermaker contractors to submit bids. Now Boilermakers are doing 90 percent of the aqueduct work in the West, work that is expected to be plentiful over the next 20 years.

The International is working to keep Boilermakers working in commercial and Navy shipyards. In 1997, Legislative Director Ande Abbott helped get a bill through Congress that made it possible for Ingalls shipyard in Pascagoula, Miss., to win a contract for a cruise ship. Now shipyard Boilermakers from Local 693 are building the first cruise ship made in a U.S. shipyard in more than 40 years.

Canadian Boilermakers are enjoying more work these days because we have aggressively pursued work generated by updates to accommodate the Clean Air Acts and development of oil and natural gas fields. The Quality Control Council of Canada, our joint venture with the UA, has also been successful in getting our members work.

In the U.S., our Boilermaker-Blacksmith National Pension Trust invests in the construction of new co-gen facilities, effectively using our own money to generate more work for our members.

We also win contracts for our employers because of our innovative MOST programs that reduce costs, improve productivity, and make the workplace safer.

In 1998, the Construction Innovation Forum, a consortium of construction contractors and customers, awarded their Nova award for innovation to our MOST programs — the first time a union has won this coveted award, which has been referred to as the Nobel Prize of the construction industry.

The MOST programs earned that award. Last year alone, Common Arc saved the industry \$90 million in weld testing expenses, and since 1991, our safety programs have helped us reduce lost-time accidents by 90 percent, saving more than \$2 billion in associated costs and making our contractors more competitive.

MOST has also been successful in getting DOL and INS approval for Canadian Boilermakers to work in the U.S. on a temporary basis, helping us man Boilermaker jobs at a time when skilled manpower is at a premium throughout the U.S.

Contract negotiations

WE RECOGNIZE THAT our primary function as a union is to make sure that all of our members work under a strong contract that gives them good wages and benefits and protects their job.

Since 1996, Boilermaker lodges have signed hundreds of new contracts providing for increases in wages and benefits in excess of an estimated \$1 billion.

Local lodges entering negotiations have access to the resources of our Research and Collective Bargaining Services Department, which can do research on individual companies as well as entire industries, and on trends in insurance and benefits bargaining. This department also provides training in understanding contract language.

Training and education

TRAINING IS ONE of our highest priorities, whether it is International staff, local lodge officers, stewards, or the apprentices who are the lifeblood of our union. Good training and education are essential for good leadership.

Our International representatives travel to dozens of local lodges each year to provide training in the skills necessary to be a good steward or local lodge officer. Our industry conferences also include training sessions.

This August, the Brotherhood will hold our 44th annual summer seminars at the School for Workers in Madison, Wis. These classes allow local lodge leaders to study with our experienced and knowledgeable International staff as well as members of the faculty of the University of Wisconsin.

Our award-winning newspaper, the *Boilermaker Reporter*, provides educational articles on handling the responsibilities of a union steward, as well as valuable information on union activities, legislation that affects Boilermakers and their families, safety and health, and many other topics. These articles are archived on our web site so members will always have access to them.

And of course, our apprentice program is the backbone of our construction division, teaching the skills and knowledge specific to the Boilermaker industry. Since 1996, we have doubled

Charles W. Jones
International President

the number of new apprentices indentured and graduated, and each year the skill and knowledge levels of graduate apprentices seems to go higher. Our national center has also increased the number of journeymen who have completed our course in foreman training.

Members-only benefits

OUR BOILERMAKER-Blacksmith National Pension Trust has announced 19 different improvements since the last convention. Now pensioners receive benefits totaling 50 percent of their total lifetime contributions each year of their retirement. The retirement age for full benefits has been reduced to 59 with 30 years of service.

The Boilermakers National Health and Welfare Fund has also seen many improvements, most recently the addition of a searchable online database listing participating health care providers in every area of the country (see the article on page 11). Boilermakers whose health care needs are met by this fund can go to our web site and search for physicians, hospitals, and clinics by zip code, city, county, or state.

The Boilermakers National Annuity Trust has grown at an annualized rate of 8.8 percent since 1988, far better than many well-known mutual funds. Since 1996, the annuity fund has grown from a respectable \$240 million to more than half-a-billion dollars at the end of 2000.

Our Union Privilege benefit programs continue to provide credit cards, mortgages, loans, legal insurance, dental plans, discounts, and many other benefits for our members.

Since 1996, we have awarded more than \$240,000 in college scholarships to children of Boilermaker members. That is nearly a quarter of a million dollars awarded to Boilermaker families for one of our most important responsibilities — the education of our children.

Representing our members

ACROSS THE U.S. and Canada, Boilermakers are leaders in the labor movement, representing our members on numerous local, regional, and state bodies of the AFL-CIO, and members of our International Executive Council serve on many national and international labor committees.

Joe Maloney, a member of Local Lodge 128 in Toronto, Canada, was elected secretary-treasurer of the AFL-CIO's Building and Construction Trades Department, the first Canadian ever elected to this seat.

Lodges in the Great Lakes, Northeast, and Southeast areas of the United States have formed the Great Lakes Area Industrial Council #1, the Pennsylvania "Keystone" Industrial Council, and the Tennessee "Volunteers" Industrial Council, respectively, to allow local lodges to pool their resources for training, contract negotiations, and other activities that can seriously drain the resources of a single lodge.

Political action

WE KNOW THAT whatever we gain at the bargaining table can be taken away by governmental action, so we are deeply involved in politics.

By informing our members on the issues, registering them to vote, and getting them to the polls on election day, we were able to take back some of the House seats that we lost to anti-worker Republicans in 1994, driving Newt Gingrich not only out of the speaker's chair, but out of Congress entirely.

We have defeated numerous bills that were bad for our members and working families, including fast-track authority to expand NAFTA, paycheck deception bills, a bill to end the 40-hour week, and the TEAM Act to legalize company-dominated unions.

We were also able to pass many bills that help workers, including most recently the reform of Section 415 of the IRS code (see page six).

Canadian Boilermakers held their first Legislative Education Action Program conference in 1997, a giant step into political action that is already showing results.

Our political action has helped elect many of our members to office, such as Hugh MacDonald, a member of Lodge 146 in Edmonton, who serves in the Alberta Legislative Assembly, and Harry Clark, a retired Boilermaker from Local 627 in Phoenix, Ariz., who was elected to the Arizona legislature in 1993 and served through 2000.

Looking to the future

THIS LIST HARDLY scratches the surface of what we've accomplished in the past five years, and we will accomplish more in the coming five.

As union leaders, we must always remember that the only reason for the existence of any union, including the Boilermakers union, is to serve the interest of its members and their families. Using that principle to guide us, we will be able to take the actions necessary to serve our members well. □



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A look at past conventions



In 1908, Nicholas Quesnel, of Local 128 in Toronto, became the first International vice president elected by a convention to represent Boilermakers in Canada.

Continued from page 1

covered 76 city blocks in what is now San Francisco's marina district. Even though World War I was raging in Europe, every state and every European nation had an exhibition.

It took three years to build, and the buildings were designed to last only a year and then be torn down after the fair. Almost every one of them did get torn down, including the centerpiece building, the 43-story Tower of Jewels.

The Boilermakers got to town in the summer of 1914, and there was plenty to enjoy. The fair's program stated that "a trip to the Panama-Pacific International Exposition not only affords educational advantages equal to a

university course, but is the vacation opportunity of a lifetime."

The 1920 convention in Kansas City was cut short because of fears of the Spanish flu epidemic, which had killed more people around the world than were killed in World War I. It was an urgent consideration because this convention was the Brotherhood's largest by far up to that time. Boilermaker ranks in the shipbuilding industry had swelled during World War I, and over 700 lodges were represented. President Franklin caught this deadly disease after the convention, but he recovered.

In 1929, Franklin faced a different kind of problem. He became the first (and only) International president to be removed from office by the Executive Council. But his exile did not last long. At the 1930 convention, delegates voted him back into office, and he served until voluntarily retiring in 1944.

From 1917 to 1944, all Boilermaker conventions were held in Kansas City, mainly to save money. Being centrally located, Kansas City is easy to get to, and delegates could make use of the offices of International headquarters, which was only a few blocks away.

Since 1944, the convention has been held at many locations around the U.S. and Canada, such as Montreal (1949), Denver (1973), and Vancouver (1977).

Boilermakers attending the 21st Consolidated Convention in Long Beach in 1961, had a special experience in Anaheim. Because Boilermaker welders had played such a large part in building Disneyland, the company gave every delegate a free pass to visit the world's first theme park. The convention was adjourned for half a day, and conver-

sion-goers were ferried to the park in fleets of buses.

In 1973, the International invited United States Vice President Spiro Agnew to address the convention. Little did they know what that would entail. Although Agnew wasn't scheduled to speak until evening, the Secret Service shut the convention down at noon so they could search for weapons and bombs.

Conventions are always an exciting time. Although there is a great deal of work to be done, Boilermakers have always delighted in each other's company. The consolidated convention is the only meeting of our Brotherhood to which every lodge sends a delegate. In addition to the work they do on the convention floor, delegates are able to speak with each other informally and compare notes on organizing, employer relations, contract negotiating, and whatever else comes to mind.

No doubt this convention will create many memories for the delegates who attend, and they will accomplish much important work.

We tend to think of history as events that occurred long ago, but history is merely a record of what people have done. Delegates to the 30th Consolidated Convention of the Boilermakers union will be creating the latest of many chapters in our union's history.

We can be confident that they will serve all our members well, and that future Boilermakers will look back on this convention as one where our Brotherhood was strong, our decisions wise, and our actions brought honor to the delegates who were there. □

This retrospective was written by John Heuertz, who has been hired to write a history of the Boilermakers union, which will be published by the Boilermakers archives. The writing and printing of this book will be paid for through donations.



Joseph Franklin served more years as International president (36 years, from 1908 to 1944) and attended more conventions as president (ten) than any other president to date.



Ready for the barbecue — Int'l. Sec.-Treas. Homer Patton (left) and Int'l. President William Calvin accept aprons from Aileen Hernandez of the Int'l. Ladies Garment Workers Union.

For information on how you can contribute money or historical items to this project, visit the Boilermakers web site at <http://www.boilermakers.org>, or phone Donald Caswell at 913-371-2640.



The 1914 Consolidated Convention was held in San Francisco so delegates could attend the Panama-Pacific Exposition honoring the completion of the Panama Canal, which Boilermakers helped build. The 43-story Tower of Jewels (above) was built for the exposition, as were the numerous "palaces" pictured below with the Golden Gate Bridge in the background. Builders used over 100 million board feet of lumber to construct the exposition structures. When the fair ended, all of them were torn down, except for the Palace of Fine Arts, which still stands today.



Women Boilermakers became an important part of our workforce and our union during World War II, particularly in the nation's shipyards. By the 1951 convention, women were an integral part of our union and served as convention delegates.



From 1917 to 1944, all Boilermaker conventions were held in Kansas City, many of them in the Hotel Baltimore, pictured above from the 1925 convention.

Shaffer is president of the Mississippi AFL-CIO



Joining Robert Shaffer, second from left, at his swearing-in ceremony as president of the Mississippi State AFL-CIO, are, l. to r., Local 903 chief steward J. T. Rheca, Intl. Rep. Warren Fairley, and AFL-CIO Mississippi State Coordinator Jim Evans.

Local 903 president to use his organizing and negotiating skills to benefit workers all across the state

ROBERT SHAFFER, a 32-year member of Local 903, West Point, Miss., has been sworn in as president of the Mississippi State AFL-CIO, effective June 1, 2001.

Shaffer will finish the remaining 12-month term of retiring president, Neil Fowler. Prior to becoming president, Shaffer served since 1984 as the state AFL-CIO's executive vice president.

Shaffer has been an employee of the Babcock & Wilcox manufacturing plant since 1969, and has served as the Local 903 president since 1984. In 1988, he took over management of the Babcock & Wilcox Employees Federal Credit Union, where assets have grown to over \$6 million and the credit union has consistently earned a number one financial rating.

A staunch trade unionist, Shaffer is a firm believer in 100 percent union membership. His organizing efforts have resulted in Babcock & Wilcox becoming the largest 100 percent union shop in a right-to-work state.

Shaffer plans to use his organizing skills to increase local union affiliation for the state AFL-CIO. In his first official function as state AFL-CIO president, Shaffer addressed members attending a picnic sponsored by Boilermakers Local 5251, Middleton, Tenn. Shaffer not only encouraged the members to organize their coworkers, but also got the local to become an affiliate of the Mississippi State AFL-CIO for its members working in Mississippi.

Shaffer's successful efforts to keep the parent company from closing the West Point Babcock & Wilcox facility will also help him in his new role as state AFL-CIO president. An affiliate lodge has already approached him for help in keeping their plant from closing.

The Mississippi State AFL-CIO represents approximately 69,000 members. With Shaffer in the president's seat, those numbers are already starting to grow. □

Tank builders go to Guam



Building tanks for the Morse Construction Group, are, l. to r., foreman Ray Peit of Local 502, Tacoma, Wash.; Dick Lockyer and asst. foreman Ron "Skip" Holt of Local 182, Salt Lake City, Utah; and Cliff Aken of Local 204, Honolulu, Hawaii.

A SLOGAN AT THE Anderson Air Force Base in Guam reads, "Where America's Day Begins." Now that Boilermakers have built two jet fuel tanks at the base, crew member Dick Lockyer, of Local 182, Salt Lake City, Utah, has made a slight addition to the slogan: "so does the union tank builder."

Lockyer sent these photos of their work at the base, along with a note that Boilermaker welders are holding their own against nonunion tank outfits. Working for the Morse Construction Group, this Boilermaker crew built two 40-foot by 50-foot jet fuel tanks.

"We finished both tanks on time, without any injuries, and the client was very happy," said Lockyer. "We had a small crew and still done good!"

Working with Lockyer on the project were foreman Ray Peit of Local 502,



Boilermakers are building jet fuel tanks at the Anderson Air Force Base in Guam.

Tacoma, Wash.; asst. foreman Ron "Skip" Holt of Local 182; and Cliff Aken of Local 204, Honolulu, Hawaii. □

Metro Machine earns job creation awards

Awards also honor Local 2000 members

METRO MACHINE of Pennsylvania, Inc. has earned recognition from Pennsylvania Governor Tim Ridge for improving the quality of life within their local community.

On October 19, 2000, Labor and Industry Secretary Johnny Butler presented one state award, one veteran's award, and ten regional awards for outstanding accomplishments in creating jobs for Pennsylvania workers. Metro Machine received the state's Job Creator for Veterans award and the Job Creator Award for the Southeast Region.

Metro was selected by the Pennsylvania Department of Labor and Industry, and the more than 5,000 employers of the Employer Advisory Council, for their outstanding accomplishment in job creation, human resource practices, and service to the community. In 2000, Metro hired 208 employee-owners; over 70 of these workers are veterans.



Pennsylvania Labor and Industry Secretary Johnny Butler, center, presents job creation awards to Metro Machine Personnel Manager Kristen Goldbach and Local 2000 BM-ST Phil Evans.

Metro works closely with both the Philadelphia and Chester Job Centers to recruit workers for Navy ship repair and Navy ship dismantling. Local 2000, Chester, Pa., has been the exclusive bargaining agent for Metro Machine workers since September 1994. □

L-667 members will help build \$350 million power plant

Panda Energy to employ over 800 union workers

WEST VIRGINIA Governor Bob Wise has good news for his state and the labor movement. Panda Energy International will use local union workers to build its \$350 million power plant in Cabell County.

Building the 1100-megawatt base power plant will create 800 to 1,000 construction jobs for 18 to 20 months.

This is great news for the members of Local 667, Charleston, W. Va., said BM-ST George Pinkerman. "The plant will put a lot of our members to work and keep them close to home. This is an example of what ACT, the building trades, and the governor can do when they come together to create something positive."

Gov. Wise joined Panda Energy President Todd Carter and Steve Burton, bus. mgr. of the Tri-State Building

Trades Council and president of the West Virginia State Building Trades Council, in making the announcement on May 7.

The project should start in June with the expansion of AEP's substation at the site. Plant construction should begin in the fall, which includes building a 16-mile pipeline to the Kanawha River to get the nine-million gallons of water needed each day to operate the plant.

Panda is the first of three major power plant projects slated for West Virginia. A number of smaller 300-megawatt peaker units are already under construction. Unlike other out-of-state power companies coming to West Virginia, Panda Energy did not request any property tax breaks.

Burton said Panda is setting a standard for other power companies by providing local jobs for local workers and infusing \$3 million-plus each year into the Cabell County school system. □

Look who's promoting right-to-work-for-less laws

IF YOU WERE on a certain mailing list, late last year you'd have received an important-looking letter with Senator Bob Smith (R-NH) listed on the return address. Because it came in the holiday season, you might have mistaken it for a solicitation from a charity.

This letter asked for money, all right, but the cause was no charity. Bob Smith was lending his name to fund-raising efforts of the National Right-to-Work Foundation, a consortium of businessmen dedicated to destroying unions.

Smith isn't the only senator working to drive down wages for American workers. On June 18, several Republican senators met with representatives of 60 business groups, anti-union corporate executives, and lobbyists in Washington, D.C., at a reception and dinner to raise money for the so-called right-to-work initiative in Oklahoma.

Outside the posh fund-raiser, sponsored by the U.S. Chamber of Commerce and Sen. Don Nickles (R-OK), more than 200 working family activists picketed and protested. Protestors

showered Sen. Nickles with boos and cries of "shame, shame!" as he crossed the picket line. Nickles earned a zero on working family issues in his AFL-CIO voting record in 2000, and regularly campaigns against unions.

Rep. Major Owens (D-NY) showed his support for working families by marching with the activists, and when Rep. Dale Kildee (D-MI), on his way to another function, stopped to learn what was going on, he smiled and waved a protest sign over his head.

"Right to Work for Less" laws weaken unions and depress pay by allowing some workers to enjoy union-negotiated wages and benefits without paying their share of the costs. According to the U.S. Bureau of Labor Statistics, workers who live in states with Right to Work for Less laws earn an average of nearly \$5,000 less a year than workers elsewhere.

Learn about our efforts to stop right-to-work in Oklahoma and other issues at the Boilermaker's LEAP web site:

<http://capwiz.com/boilermaker/home/>

Canadian members attend seminars



These members attend the first of five training seminars in Canada, at Local 146 in Edmonton, Alberta, on February 3-4, 2001.



The two-day education programs, like this one of Local 555 in Winnipeg, Manitoba, split training time between steward duties and construction jurisdiction.

Shop and construction members of five lodges in Canada participate in steward, jurisdiction training

ONE HUNDRED twenty-five members of five Canadian lodges attended special training sessions in February. Each two-day program devoted one day to construction jurisdiction and one

day to duties of the steward. Intl. Rep. Dwight Harris and Local 359 Asst. Bus. Mgr. Bob Banish conducted the jurisdiction sessions. Len Beauchamp, director of the Boilermakers' Research and Col-

lective Bargaining Services Department, conducted the steward training, covering such topics as collective bargaining agreements and effective grievance handling. Seminars were held February 3-4 at Local 146 in Edmonton,

Alberta; February 5-6 at Local 532 in Regina, Saskatchewan; February 7-8 at Local 555 in Winnipeg, Manitoba; February 9-10 at Local 359 in Vancouver, British Columbia; and February 11-12 for Local 359 members at Nanaimo. □

Recruitment starts at the high school level

A UNION'S STRENGTH can be found in its members. The better educated those members, the stronger the union. So when it comes time to recruit new members, there's no better place to start than in the classroom, especially if that classroom is a two-year welding program.

Intl. Rep. Dick Hardin visited such a class on May 1, at Goose Creek ISD in Baytown, Texas, where former Local 211 Pipefitter T. W. Mask teaches a two-year welding class to high school juniors and seniors. His industrial technology class covers arc, MIG, and TIG welding on plate and pipe.

Hardin spoke with students about the Boilermakers' apprenticeship program. Each year, the school graduates



Intl. Rep. Dick Hardin, at left, joins high school instructor T.W. Mask at an industrial technology class in Baytown, Texas.

about 30 students who are interested in pursuing a career in the construction industry. □

Local 158 members attend steward training



Attendees of a Local 158 steward training program include, l. to r., Robert Smith, Dave Turner, Jim Dolan, Mike Farmer, L-158 Pres. Kevin Koehler, Dave Deline, Larry Hale, Kevin Baldwin, Bill Gast, Ron Adkinson, and Dave Gullette.

INTL. REP. HOWARD COLE conducted a one-day steward-training seminar, January 26, 2001, for members of Local 158, Peoria, Ill.

Class topics included discussion of the local lodge by-laws and collective bargaining agreement, effective

grievance handling, and duties of a union steward.

Cole said attendees called the seminar "a learning experience," finding the discussions beneficial to their role as union leaders. □

Grievance Handling

But we've always done it that way!

Using past practice to win grievances

MOST GRIEVANCES are based on a violation of the contract, but no contract can cover every minute detail of what occurs on the job. On the job, procedures and practices are often worked out between the supervisors and the workers verbally, and nothing ever gets into the contract.

These unwritten agreements and standing policies give rise to the term "custom and practice," or what we more often call "past practice."

Using a past practice as grounds for a grievance is not always easy. Here are some guidelines for determining whether something is a past practice.

First, the practice itself must be unambiguous and easy to understand. If the member can't explain the practice to you, or if he says they do it one way sometimes and another way other times, the actual practice may not be clear enough to win the grievance.

Second, find out how the practice began. It helps if you can show that the practice was decided jointly. If management can show they instituted it with no input from the workers or the union, then it will most likely be treated as a company policy, not a past practice.

If workers started the practice without consulting management, you'll need to show that management knew about it and made no attempt to eliminate it. Arbitrators often say the company should wait until the contract is opened to change an ongoing practice.

Third, you'll need to be able to show that the practice continued in a single form over a period of time. Previous grievances based on the practice are good, even if they were handled in the first step. If the practice is very new, it probably won't carry, and if it has been handled inconsistently, you don't have a good argument.

Fourth, the practice must not conflict with the law, nor encourage unsafe behavior. No arbitrator will let you continue such a practice no matter how long you've been getting away with it.

Fifth, if the underlying reason for the practice is gone, then the employer can eliminate it. For example, if the company builds a break room, they can justify stopping the practice of allowing you to take your break off-premises.

Sixth, the practice should give your members a clear benefit. If you cannot show that it benefits your member(s), the arbitrator may feel the grievance is frivolous. Of course, "benefit" is a subjective term.

The other side of that coin is that if the practice causes no inconvenience or expense to the employer, the arbitrator is likely to rule in your favor.

On many jobs, past practices account for a large number of grievances, and all stewards can benefit from learning about them.

Many contracts include a clause stating that specific past practices must be continued. This clause can sometimes be used to argue that other practices should be continued, even if they are not specifically mentioned in the contract.

Your grievance is always on more solid ground when you can tie it to the contract, even if it's just the general clause giving you the right to bargain for wages and working conditions. □

Nominate Your Star Steward!

WE HAVEN'T BEEN getting many nominations for Star Steward. That's not right. Stewards work hard for you and rarely get thanked. Show them your care. Nominate your favorite steward. Send nominations to:

The Boilermaker Reporter
753 State Avenue, Suite 570
Kansas City KS 66101

Stop HR 877 — a sham training bill

THREE REPRESENTATIVES have realized that HR 877, the so-called Skilled Workforce Enhancement Act, is a sham. This bill purports to promote and reward excellence in training programs, but as written it would not guarantee skilled training efforts and could result in federal tax credits going to sham training programs in a wasteful and unaccountable manner.

Al Wynn (D-MD), Bob Clement (D-TN), and Jim Saxton (R-NJ) have pledged to withdraw their co-sponsorship of the bill. Far from enhancing our skilled workforce, this bill could actually undermine the strict training standards long maintained by programs certified by the Bureau of Apprentices and Training.

It would reward uncertified, low quality programs delivering unaccredited instruction of little lasting value to workers.

America needs high-quality training programs like the Boilermakers' apprenticeship program. We don't need tax credits for bad training programs.

Please continue to call your representatives and urge them not to support HR 877. Your efforts have already paid off! Keep up the good work!

To find out if your representative is a co-sponsor, go to the LEAP web site: <http://capwiz.com/boilermaker/>

Pension reform becomes law

Section 415 no longer unfairly limits retirees on multi-employer pensions

BOILERMAKERS CAN NOW retire confident that they will receive all of the benefits guaranteed by their multi-employer pension plan. An amendment to HR 1836, the Bush tax cut, fixes Section 415 of the Internal Revenue Code, which limits the amount a retiree can receive in benefits from a multi-employer plan, regardless of what the plan guarantees in benefits.

The reform measure raises the dollar limit to \$160,000 at age 62, eliminates the rule that benefits cannot exceed the average of the pensioner's highest three consecutive income years, and raises the limit on annual contributions to 100 percent of wages from 25 percent.

These and other reforms will affect many construction Boilermakers.

The 415 relief will take effect on January 1, 2002. For people who have already retired, the person's benefits will be recalculated, as of the date of retirement, using the new limits. The higher benefit will then go into pay status, starting January 1, 2002. It will not be retroactive.

Grassroots action gets it done

INTERNATIONAL President Charles W. Jones thanked politically-active Boilermaker members for making passage of pension reform possible.

"With your help we were able to include language reforming Section 415 in the tax bill. We are thankful that Congress included our provision to allow workers to receive their full pension benefits," said Jones. "For too many years, workers have been

deprived of the pensions that they have earned because Section 415 unfairly overrode the benefit rates defined by their multi-employer plans, often decreasing retirees' pension benefits well below what was negotiated.

"We struggled for five years to raise this issue's profile on Capitol Hill. Now workers will no longer be subject to unfair Section 415 restrictions when receiving their pensions. This is an enormous victory. Our ability to work with members of Congress on both sides of the aisle was key. Workers will now get the full pension they have been counting on for retirement."

Wall Street will spend \$20 million to sell privatization

A GROUP OF financial-service firms has created the Coalition for American Financial Security, which plans to launch a \$20 million advertising campaign promoting Bush's privatization plan, according to the *Wall Street Journal*.

The financial service industry has a lot to gain from privatization. The Center on Budget and Policy Priorities estimated that if only two percentage points of Social Security's 12.4 percent payroll tax were diverted into private accounts, that would give Wall Street \$86 billion to play with, generating some hefty commissions.

The coalition will aim their pitch mainly to blacks and minorities, groups they believe will be vulnerable to exaggerated claims of returns from stock ownership because historically they have not invested in the market.

For at least six years, the American public has been bombarded with disinformation about the Social Security system. Many otherwise responsible newspapers and magazines now print, as though they were fact, statements about Social Security that are politically motivated and not supported by economics or history.

Success came because labor was able to work with members of both parties to craft reform language that congressmen in both parties could support.

In the Senate Finance Committee, Chairman Charles Grassley (R-IA) and Ranking Minority Senator Max Baucus (D-MT) were extremely helpful in including Section 415 relief in the bill and protecting it from being stripped out in the final days of negotiations.

All of our members who contacted their members of Congress urging them to support passage of a complete Section 415 fix are to be commended for their work. Our action got results. □

For example, many make reference to Social Security's crisis, even though it is progressing in exactly the way the Greenspan Commission anticipated in 1986, and has enough money to pay all benefits until about 2038.

Others speak about the huge burden placed on the funds by our aging population in the future, even though costs (as a percentage of GDP) are projected to rise more slowly over the next 20 years than they did from 1970 to 1990.

If you believe these misleading claims, privatization looks good, even though every privatization plan guarantees reduced retirement benefits. □

Sweatshops are all over

Your favorite brands may be made with child labor

THE NEXT TIME you buy a blouse made in Bangladesh, or pants made in China, or a shirt from Mexico, ask yourself how much more you would be willing to pay to ensure that the people who made the item you are purchasing received a livable wage.

Ten cents? A quarter? Fifty cents? That's how much the average textile worker makes per hour in each of those countries, respectively.

Workers can sew a lot more than one item per hour, so the companies selling these items could easily double or triple their workers' wages simply by adding a dime, a quarter, or a half-dollar to the price you pay — and still have change left over to stuff in their own pockets.

Yet when multinational corporations sat down to discuss the FTAA in Quebec in March, they said they couldn't promise to abide by minimum labor standards because that would make doing business in third-world countries too expensive.

Requiring countries to enact laws that protect children from oppressive work conditions is too expensive.

Asking supervisors at Wal-Mart's Qin Shi Handbag factory to stop the practice of beating workers who arrive late is too expensive.

Compelling Stride-Rite to use a nontoxic glue in their Kunshan Sun Hwa Footwear plant so the 16-year-old girls who apply it by hand won't be poisoned is too expensive.

Companies that raise their standards still show a profit

THE TONG YANG Indonesia shoe factory made the same argument a few years ago when consumers complained about the working conditions at the factory that makes Reebok shoes.

But in order to keep Reebok's business, they spent \$2 million of their \$100 million annual income to move from a toluene-based glue to a water-based glue and add ventilation equipment.

The owner, Jung Moo Young, was surprised to learn that workers were more productive when they didn't breathe toluene all day. The change paid off for him and for the workers.

Yet Young still keeps wages low. The labor involved in making a Reebok shoe amounts to about a dollar, but Jung refuses to raise wages, saying that if he does so, some other company will get Reebok's business.

He's probably right. Despite highly-publicized policies requiring their suppliers to meet minimum standards for treatment of workers, most corporations turn a blind eye to abuses unless the public finds out.

In a recent court case in American Samoa, 250 Vietnamese women garment workers sued their employer, Daewoosa Samoa, a garment supplier to J.C. Penney, Sears, MV Sport, and other retailers, for operating a sweatshop and abusing the women.

The women had paid up to \$5,000 each for the opportunity of working in an American factory, but Daewoosa treated them like slaves, keeping them locked in their quarters and beating them when they objected.

Only after their case got worldwide media attention did these companies offer to help them out.

Bush energy plan misses target

CITING HIGH gasoline prices and outages in California, President Bush has declared the nation to be in an "energy crisis," and says the only remedy is immediate government action to stimulate production by rolling back environmental regulations and increasing subsidies to energy producers.

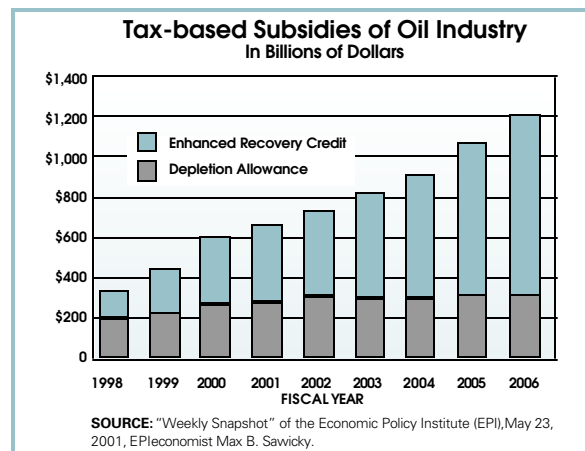
But it's hard to find anyone outside of Washington who agrees with him that we're in a crisis, and his plan seems like just another windfall for oil companies.

While consumers were paying high prices at the pumps this spring, profits for the five largest oil producers in the U.S. rose nearly 40 percent.

These five companies — Exxon-Mobil, Chevron-Texaco, BP Amoco-Arco, Phillips-Tosco, and Marathon — control more than two-fifths of domestic production, nearly half of the domestic refining, and more than three-fifths of the domestic retail market. And they produce more oil than Saudi Arabia, Kuwait, and Yemen combined.

Since the announcement or enactment of the four largest domestic oil mergers in 1999 and 2000, after-tax profits for the top five companies have risen 146 percent, from \$16 billion in 1999, to nearly \$40 billion in 2000, according to a *Public Citizen* report.

Oil producers have been getting billions of dollars in subsidies for 75 years, and a new subsidy promises to double their total subsidies over the next five years. By 2006, oil companies are expected to reap more than \$1.2 trillion in tax reductions—a figure equal to the total amount spent by all state and local governments in 2000.



The oil industry has benefited from corporate welfare for 75 years, when the oil depletion allowance was adopted. The more recent enhanced recovery credit promises to double the cost to taxpayers of oil subsidies over the next five years.

Meanwhile, the shortages that are causing these price hikes are already disappearing without government intervention because of a basic premise of economics that the Bush Administration seems to have forgotten: nobody passes up a chance to make big profits. As one oil executive put it, "Prices go up, and we start drilling."

Jay Hakes, until recently the director of the Energy Information Administration in Washington, says the only reason prices rose in the first place was deregulation.

"Washington seems bereft of solutions to the real energy problem," Hakes said. "Deregulation."

With no guaranteed sales, energy companies did not want to risk the expense of expanding production. Now that prices are back up, they're expanding with a vengeance.

Power companies plan to add 92,000 megawatts of electricity generating capacity in the next 18 months, enough to power 90 million homes — and enough to drive prices back down. □

FTAA: Another road to the bottom

Bush wants us to roll out the fast track for FTAA — and roll over workers in the process



N AFTA ON STERIODS That's how people have described the Free Trade Area of the Americas (FTAA). The FTAA is a plan to expand NAFTA (North American Free Trade Agreement) throughout South America, binding 34 nations in North, Central, and South America into one free trade agreement.

This trade bloc would be larger than the European Union or the Asian blocs, with 800 million people and a combined gross domestic product of \$10 trillion.

And if President Bush gets his way, his trade negotiators will be able to go behind closed doors to strike a deal for America's inclusion in FTAA — a deal that Congress won't be allowed to alter.

FTAA grew out of a proposal the Clinton Administration made in 1994, at a Summit of the Americas in Miami. Trade ministers from all of Latin America, except Cuba, committed to creating the FTAA.

Formal negotiations began in 1998, at another Summit of the Americas in Santiago, Chile. At a press conference during the 2001 Summit of the Americas in Quebec City, Quebec, Bush asked Congress for fast-track authority to negotiate FTAA, claiming that removal of tariffs is "a moral imperative."

Tariffs are not the problem

BUT EVEN AS Bush spoke, 61 senators sent him a letter warning that they would oppose any new trade agreement that did not allow the United States to protect its companies against unfair trade practices by foreign governments.

These senators seem to understand what the White House cannot: that tariffs are only a very small part of the trade picture and FTAA is fatally flawed because it is based on the failed model of NAFTA.

As with NAFTA, the FTAA poses serious threats to the environments, labor rights, and social services of the countries involved. Although NAFTA and FTAA are usually called "trade" agreements, their most significant feature is the liberalization of investment. FTAA would allow speculators and multinational corporations free reign over the huge new markets created by expansion into South America.

To an extent never seen before, FTAA would limit the ability of governments in host countries to enact laws protecting their citizens. Three key provisions of the trade pact would allow corporations to dictate which laws are accept-

able and which ones must be struck down or amended.

"National treatment" requires all signatory countries to treat businesses from the other signatory countries as though they were local businesses. The "regulatory takings" provision requires governments to compensate businesses for revenue lost because of any law that impedes investment. And a third provision allows investors to sue governments for compensation when they believe the country's laws have impeded their production.

Combined, these provisions can be used by manufacturers to bully governments into weakening their environmental, health, safety, and worker rights laws. Similar provisions in NAFTA have already generated a host of problems for the three countries that agreement covers: Canada, Mexico, and the U.S.

Whose country is it, anyway?

MOST AMERICANS believe that U.S. legislatures should make our laws, and U.S. courts should decide how they are interpreted. Canadians feel the same way about Canadian laws. But NAFTA (and FTAA) are changing the game.

When the state of California issued an executive order phasing out the sale of methyl tertiary butyl ether (MTBE), a gasoline additive, they believed they were protecting California residents. MTBE has been found to be an animal carcinogen with the potential to cause human cancer, and because of its use in fuel, it began showing up in ground water and drinking wells.

But Methanex, the Canadian corporation that makes MTBE, saw it differently. They sued the U.S. government for \$970 million, claiming that California's phase-out violates the company's special investor rights granted under NAFTA by limiting the corporation's ability to sell MTBE.

Companies sue all sorts of people in order to protect their profit base. The difference this time is that the suit will not be heard in a court, but in a NAFTA tribunal made up of government-appointed trade experts. If they decide that California's environmental policy violates NAFTA's investor protections, the U.S. government can be held liable for the corporation's lost profits from not selling MTBE. The tribunal might even ask California to lift the ban.

A similar lawsuit was brought by the U.S.-based Ethyl Corporation against the Canadian government in 1998. Ethyl asked for \$251 million because

Canada banned the import of the gasoline additive methylcyclopentadienyl manganese tricarbonyl (MMT) because of health risks.

Even though the state of California had banned MMT and the U.S. Environmental Protection Agency (EPA) was working on a similar regulation, Ethyl claimed the Canadian ban violated NAFTA because it "expropriated" future profits and damaged Ethyl's reputation. After learning that the NAFTA tribunal was likely to rule against its position, the Canadian government revoked the ban, paid Ethyl \$13 million for lost profits, and agreed to issue a public statement declaring that there was no evidence that MMT posed health or environmental risks.

Now UPS is suing the Canadian government because Canada's post office is in the courier business. UPS claims that by commingling courier services and mail delivery, Canada Post has an unfair advantage over private delivery businesses. For UPS, what is at stake is access to more business, but for the Canadian government, what is at stake is their right to provide essential services to Canadian citizens.

As Canadian trade attorney Steve Shrybman has pointed out, "In an era when monopoly and commercial service... is commingled, few public services, including health care and education, would be immune from similar corporate challenges."

As with all decisions regarding international trade agreements, the people who decide will not be Canadian judges or jurors, but an international tribunal that meets behind closed doors.

What NAFTA did to Mexico

BUSH AND OTHER FTAA supporters try to justify this agreement as a way for poverty-stricken South Americans to increase their income by increasing trade. But NAFTA did not improve wages or working conditions for Mexicans — it made them much worse.

Mexico's economy has crumbled since the passage of NAFTA, sending nearly eight million people into poverty. Though NAFTA advocates point to increased industrialization along the border as a sign of prosperity, over one million more workers in Mexico earn less than before NAFTA, earning less than the minimum wage of \$3.40 a day.

The growth of *maquiladoras* (foreign-owned plants that import goods duty free for assembly and export) in Mexico has been detrimental not only to workers, but also to Mexico's domestic ally owned base.

Foreign-owned factories grew from 11.7 percent before NAFTA to 73.1 per-

cent by 1995, and manufacturing wages have decreased by 25 percent.

Because of the economic crisis in Mexico, floods of people have left their communities in search of better opportunities in the urban centers of Mexico or the U.S. Many emigrants have died crossing the border at the hands of the border patrol, because of exposure to the elements, or at the hands of bandits who prey on the vulnerability of people trying to hide from government agents.

What we can expect

WITH THE PASSAGE of the FTAA, rural and indigenous peoples of Central and South America will likely be forced into migration seeking employment in *new maquiladoras* across the hemisphere. Like their Mexican counterparts seeking work in urban areas, they, too, will face tremendous risks.

The environmental and public health problems of the Mexico's *maquiladoras* will spread throughout all of Central and South America. As with NAFTA, the failure to include a strong agreement on environmental issues in the FTAA would be used as an added incentive for investors.

By restricting the ability of government to regulate services — even public services — FTAA will lead to more deregulation and privatization, raising the cost of health care, education, and social services. If companies like UPS succeed in challenging the right of a government to provide certain services because they unfairly compete with private enterprise, we might even see an end to public schools, public hospitals, and public transportation.

Loss of jobs is the most visible problem American and Canadian workers face from FTAA. Manufacturing workers laid off by companies that move their facilities offshore are often unable to find employment at the same level of income, because most jobs in the service sector do not pay well.

Companies don't actually have to leave the country to reap the benefits of lower wages. By threatening to leave, they can pit U.S. and Canadian workers against exploited workers throughout Latin America, winning concessions at the bargaining table.

And FTAA opens the door to lawsuits arguing that worker protections obstruct trade. If an international tribunal agrees to hear such an argument, the labor laws of all countries might be made to mirror the weakest laws in the hemisphere. Under the right circumstances, that could lead to the virtual elimination of laws protecting workers, even the right to form a union. □



Bull market of the 1990s continues to transfer wealth to the already wealthy

The top one percent doubled the size of their piece of the economic pie to nearly 40% of all wealth

THE STOCK MARKET expanded at an unprecedented rate during the 1990s. All the major stock price indexes had gains in every year except 1994. The Dow Jones Industrial Average, the best known index, climbed from just over \$2,500 to nearly \$12,000.

Fueled by the public's appetite for technology stocks, the NASDAQ index rose from under \$500 to over \$4,000, scoring an amazing 86 percent gain in 1999 alone.

Although the bubble burst in 2000, and the highest flying stocks have plummeted, the Wall Street boom of the 1990s made many people rich.

The executives of dozens of startup internet corporations, many of them only in their 20s, became millionaires almost overnight. A sign of how much wealth changed hands in the 1990s

because of the stock market boom is the growth in the number of billionaires in the U.S. In 1990, there were 99 of them. By 2000, there were 274.

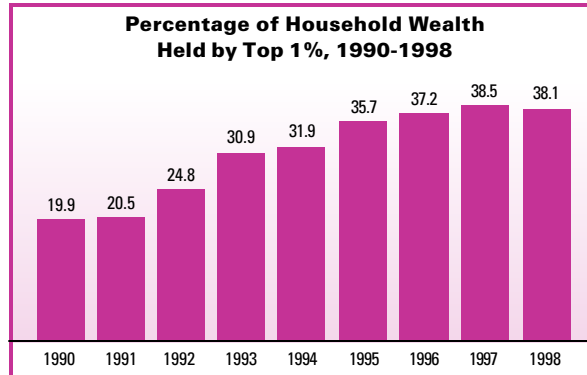
New venues for stock trading, such as internet-based brokerages that charged very low fees, encouraged people who had never traded before to try their hand at investing — or, more often, speculating — in the stock market. People began talking of a new era, in which everyone would own stocks.

But the market rally ended in 2000, bankrupting many companies and discouraging many beginning investors from continuing. And as the dust settled, it became apparent that most workers gained little or nothing from the record-breaking bull market.

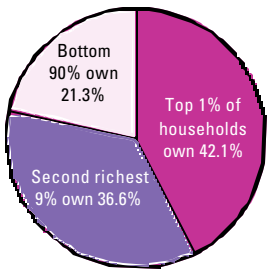
In fact, they lost ground. The richest one percent owned less than 120 percent of all wealth in 1990. By 1998, they had nearly doubled their piece of the pie, to 38.1 percent. When the figures are available, most analysts expect that portion to have grown even more in 1999 and 2000.

Workers did not do well because most workers don't own much stock. The richest ten percent of Americans own nearly 80 percent of all equities. The share for the top one percent alone is over 42 percent.

George Bush says he would like to change that by allowing workers to invest their Social Security money in the stock market. But considering the past performance of the stock market and people in the top income brackets, his plan seems more like an opportunity to make himself and his friends a great deal of money with little work. □



Share of Total Ownership of Stocks, Mutual Funds, and Retirement Accounts, 1998

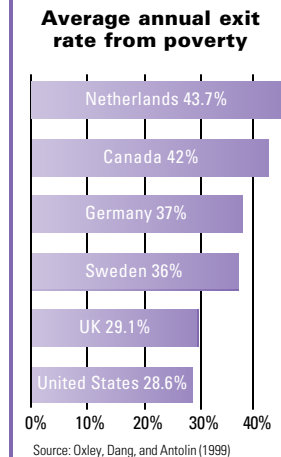


Poor tend to stay poor in U.S.

THE LAND OF opportunity is disappearing. Poor people in the United States are less likely than the poor in most other industrialized countries to leave poverty from one year to the next.

On average, about 28.6 percent of the poor in the U.S. escape poverty each year. The share of the poor leaving poverty in other industrialized countries ranges from 29.1 percent in the United Kingdom, to 43.7 percent in the Netherlands.

The poor in the U.S. are also more likely to fall back into poverty once they make it out. American poor are still better off than those in third-world countries, but most industrialized nations have universal medical care, better unemployment benefits, and free education. □



CEO pay defies sense

Raises grow as profits and stock prices decline

YOUR RETIREMENT savings, the kids' college funds, and other family finances may be victims of runaway CEO pay. Corporations routinely reward poor CEO performance with massive pay and perks, jeopardizing working families' savings.

While stock prices are falling, CEO pay continues to rise. According to *the New York Times*, the average CEO of a major corporation received a record-breaking \$20 million in 2000, including nearly 50 percent more stock options and 22 percent more in salary and bonuses. In contrast, the Standard & Poor 500 Index fell ten percent and the NASDAQ Composite Index fell 39 percent.

CEO pay often bears no relation to a company's performance. This year, one corporation after another has reported lower than projected earnings, yet no one suggests cutting CEO compensation. Many CEOs have even led their corporations into bankruptcy, yet kept their jobs, often with a handsome raise.

Defenders of today's high CEO pay packages like to point out other highly compensated individuals such as sports stars. However, unlike many under-performing CEOs, star athletes are paid based on their performance.

While corporate CEOs were enjoying huge raises in 2000, the typical hourly worker received a three percent raise in 2000, and salaried employees got about four percent more during the same time. Over the entire decade of the

1990s, workers pay rose only a few percentage points more than inflation; CEO pay climbed astronomically.

Pay inequality is accelerating. According to *Business Week*, the average CEO made 42 times the average blue-collar worker's pay in 1980, 85 times in 1990, and a staggering 531 times in 2000. Academic studies, including those published by the University of California, Berkeley, and Stanford University, have shown this inequality hurts employee morale and productivity and boosts turnover.

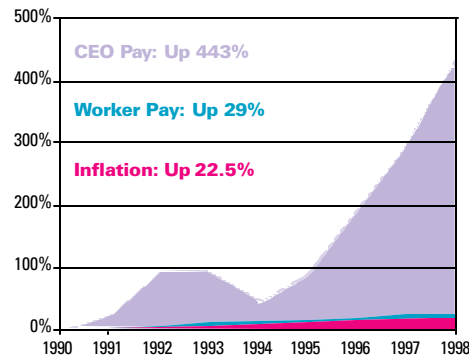
Shareholders foot the bill for excessive executive compensation packages. Almost two-thirds of CEO pay is in the form of stock options. Stock options now represent the equivalent of 13 percent of the average company — a level that defies common sense.

Corporations are allowed a deduction for CEO pay of up to \$1 million, so this has become the base CEO salary. Boards of directors determine pay, and since directors are all executives of other corporations, they tend to pass out high salaries hoping you'll do the same when you sit on their board. Companies must keep their CEO pay competitive, so they raise it when other companies raise theirs, regardless of whether the boss deserves it.

For more information on CEO pay, visit the AFL-CIO's Executive Pay watch page:

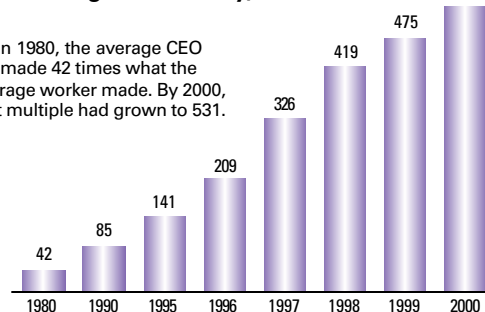
<http://www.aflcio.org/paywatch> □

CEO Pay, Worker Pay, and Inflation 1990-1998



CEO Pay as a Multiple of Average Worker Pay, 1980-2000

In 1980, the average CEO made 42 times what the average worker made. By 2000, that multiple had grown to 531.



For 30 years all Americans were

Rising together
Rising together
Rising together

But now we just

seem to be
drifting apart
drifting apart
drifting apart
further and further

FOR 35 YEARS AFTER World War II, the U.S. economy grew at a healthy rate. In most years, growth in the gross domestic product (GDP) exceeded three percent, and unemployment remained low through the 1950s and 1960s, while wages and benefits grew steadily.

The G.I. bill allowed an unprecedented percentage of the population to attend college, starting an expansion in higher education that we continue to enjoy. Mass construction of homes increased home ownership, automobile companies were able to design cars that workers could afford, and advances in the science of electronics put radios, televisions, and telephones in nearly every home.

Americans who had grown up with the deprivation of the Great Depression were suddenly flooded by consumer products. Good times led to good spirits, and most Americans became optimistic that the future held great promise, even when they disagreed on what that future should be.

Though civil rights, the Viet Nam War, and the rise of environmentalism often pitted one generation against the next, nearly everyone believed they would experience personal success because it just seemed that everyone was getting richer and richer.

Maybe it seemed that way because, in a sense, it was true. From 1947 to 1979, family income improved

significantly in every income bracket. Every quintile (one-fifth of the population) saw its income increase about 100 percent over that period, adjusting for inflation. The nearly equal distribution of income growth over all income levels during this period is what prompted President John F. Kennedy to observe, "A rising tide lifts all boats."

Decline of union membership parallels growing inequality of income

IN THE 1980s, things began to change. Hundreds of volumes have been written about the profound economic and political changes that began when Ronald Reagan was elected president, changes so profound and so numerous that we cannot possibly list them all here. But we can describe their economic impact: the rising tide stopped lifting all boats, left many right where they were, and drove a few to the bottom.

From 1977 to 1999, after-tax income (adjusted for inflation) for the top one percent of American families rose 115 percent, about the same as it had risen in the previous 32 years. But at all other levels of income, the tide was not nearly as strong.

The 60 percent of Americans in the middle income brackets saw very little increase in their income — from an average of only one percent in the second

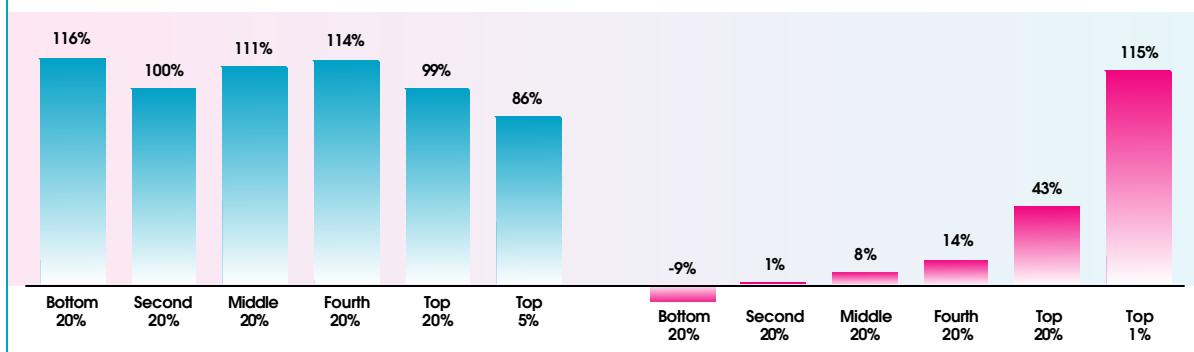
quintile to an average of 14 percent in the fourth. Americans in the bottom 20 percent actually lost nine percent of their income over that period.

What changed? Many things changed from the 1940s to the 1990s, from attitudes and expectations, to education and demographics, but one of the most profound changes was a slow but steady decrease in the percentage of workers who belong to unions.

In 1953, unions represented one-third of workers. Although this percentage is far below the union representation in such worker-friendly countries as Denmark (95 percent) and Germany (90 percent), it was enough to effectively control the labor market in many industries, including many of the industries the Boilermakers represent.

Union membership remained fairly strong through the 1960s, but in the 1980s they began losing strength rapidly for a variety of reasons, including loss of jobs to overseas manufacturers and the disappearance of many industries that had been union strongholds. By 1999, unions represented only 14 percent of all workers. Although many factors have influenced wage trends over the past three decades, few economists doubt that the declining influence of unions contributed significantly to the unequal growth of incomes in the 1980s and 1990s. □

Change in Family Income, 1947-1979



Income gap reaches widest point on record

INCOME GAINS for the wealthiest households over the past two decades far outstripped those of households at the other end of the spectrum, as well as middle income households, according to a new government study.

In a comprehensive look at incomes and taxation, the Congressional Budget Office (CBO) found that the average pretax income among the top one percent of households (approximately one million households total) increased 142 percent between 1979 and 1997, to top out at \$1 million.

Among the top 20 percent of households, average pretax income rose 52.9 percent, to \$167,500 from \$109,500.

Those two decades were much harder on poor families and lower-income working families. Pretax income for the lowest 20 percent of households declined 3.4 percent to \$11,400 in 1997, from \$11,800 in 1979.

All figures are adjusted for inflation.

The CBO released its study the last week of May. Their findings were similar to the conclusions drawn by other groups that study income trends.

"The distribution of income among households grew substantially more unequal during the 1979-1997 period," the budget office said.

An analysis of the CBO study released on May 31 by the Center on Budget and Policy Priorities, a liberal research group, reached a similar conclusion. The group said that "income gaps between rich and poor and between the rich and middle class widened in the 1980s and 1990s alike and reached their widest point on record in 1997."

Conservative economists immediately attacked the CBO study, saying that income inequality is not necessarily bad. Some economists say that income distribution figures exaggerate the problem because they do not con-

sider mobility, the fact that many people who have low incomes at one point in their lives earn substantially more and move up the income ladder.

However, a Swedish study concluded that Sweden offers more upward mobility for workers than the U.S. offers. A study of 13 European nations conducted by the OECD came to a similar conclusion — workers in Europe are more likely to move up the economic ladder than those in the U.S.

One family in five lost income

CONSERVATIVES also say that the real issue is not the distribution of income but whether people at all levels are better off. They maintain that most of the country's 103 million households have benefited from the strong economy of the past 20 years, with four out of five showing income gains.

The other side of that coin is that four out of five households lost income, and a majority of income losers were in the lowest 20 percent — the group least able to afford a cut in pay.

In addition, gains for the middle 60 percent were very modest. The second quintile gained only one percent after

adjustments for inflation. The middle 20 percent gained 8.9 percent after inflation. That amounts to an average gain of about a half a percent a year.

Fortunately, the poorest households benefited from changes in tax policy implemented under Clinton. After-tax income in this group rebounded slightly in the 1990s, but they still ended the 20-year period with lower incomes because of severe losses under Presidents Reagan and Bush.

Income tax rates fell for all income groups over the 18 years studied, with the top one percent getting the biggest break, thanks mainly to tax cuts Ronald Reagan gave them in the 1980s.

For workers, tax records are mixed. Income tax rates for most workers went down during the period studied, but payroll taxes — Social Security and Medicare — went up as part of Reagan's reform. Since payroll taxes are paid only by wage earners, most workers saw no real decrease in taxes.

State and local taxes, which in most states fall more heavily on workers than on the wealthy, also went up during this period owing to federal budget cuts that shifted the cost of many programs from Washington to the states. □

MAKE IT SAFE

Lightning Safety Awareness

WHEN SOMEONE WANTS to make a point of how unlikely your chances are, they often say: "You have a better chance of being struck by lightning." But, according to the National Lightning Institute, more people are killed by lightning than by tornado, flood, or hurricane. The number of deaths by natural hazards, 1940-1981, include:

Lightning	7,741
Tornado	5,268
Flood	4,481
Hurricane	1,923

So you should take precaution around lightning. When you first see lightning or hear thunder, suspend activities and go to shelter. A metal vehicle or a substantial building is a safe place. Wait until 30 minutes after the last observed lightning or thunder before resuming activities.

Lightening safety tips:

Avoid: Avoid water. Avoid all metallic objects. Avoid the high ground. Avoid solitary tall trees. Avoid close contact with others—spread out 15-20 ft. apart. Avoid contact with dissimilar objects (water & land; boat & land; rock & ground; tree & ground). Avoid open spaces.

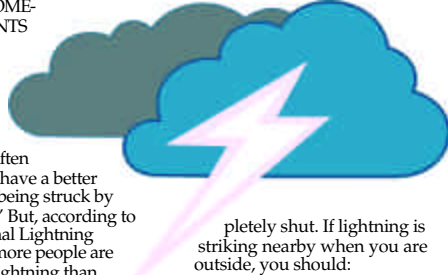
Seek: Seek clumps of shrubs or trees of uniform height. Seek ditches, trenches, or the low ground. Seek a low, crouching position with feet together with hands on ears to minimize acoustic shock from thunder.

Keep: Keep a high level of safety awareness for 30 minutes after the last observed lightning or thunder.

Some personal lightning safety tips:

1. Plan in advance your evacuation and safety measures. When you first see lightning or hear thunder, activate your emergency plan. Now is the time to go to a building or a vehicle. Lightning often precedes rain, so don't wait for the rain to begin before suspending activities.

2. If outdoors, avoid water. Avoid the high ground. Avoid open spaces. Avoid all wires, fences, machinery, motors, power tools, etc. Unsafe places include underneath canopies, small picnic or rain shelters, or near trees. Where possible, find shelter in a substantial building or in a fully enclosed metal vehicle such as a car, truck, or a van with the windows com-



pletely shut. If lightning is striking nearby when you are outside, you should:

A. Crouch down Put feet together. Place hands over ears to minimize hearing damage from thunder.

B. Avoid proximity (minimum of 15 ft.) to other people.

3. If indoors, avoid water. Stay away from doors and windows. Do not use the telephone. Take off head sets. Turn off, unplug, and stay away from appliances, computers, power tools, & TV sets. Lightning may strike exterior electric and phone lines, inducing shocks to inside equipment.

4. Suspend activities for 30 minutes after the last observed lightning or thunder.

5. Injured persons do not carry an electrical charge and can be handled safely. Apply First Aid procedures to a lightning victim if you are qualified to do so. Call 911 or send for help immediately.

6. Know your emergency telephone numbers.

Some myths about lightning persist

Myth: Lightning never strikes twice.

Reality: Lightning hits the Empire State Building about 25 times a year.

Myth: Rubber tires will insulate me from lightning.

Reality: Lightning has traveled miles through space...a few inches of rubber means nothing at all.

Myth: Lightning can be prevented.

Reality: Unconfirmed/sheer advertising.

Myth: First strikes from lightning can be predicted.

Reality: Unconfirmed/sheer advertising.

Myth: New high-tech types of lightning rods can control lightning.

Reality: Unconfirmed/sheer advertising.

Source: National Lightning Safety Institute

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

Cancer Prevention Tips

MOST BOILERMAKERS are now aware of the role smoking plays in causing cancer as well as in exacerbating asbestosis. Smokers are seven times more likely to die from asbestosis than nonsmokers.

The following tips can also help prevent cancer:

- Eat foods high in fiber and low in fat, especially fresh fruits and vegetables.
- Avoid unnecessary X-rays.
- If you drink alcoholic beverages, do so only in moderation.
- Avoid too much sunlight; wear protective clothing and/or sunscreens.
- Know the health and safety rules of your workplace and follow them. □



Exercising and eating right become even more important as you age

AS A BODY AGES, it becomes less able to correct diet imbalances, so eating healthy becomes more important than ever. A variety of factors places older adults at an increased risk for developing nutritional deficiencies:

- **Less saliva** — The aging body produces less saliva which can cause changes in the sense of taste and smell affecting the appetite.
- **Less hunger contractions** — The stomach has fewer hunger contractions and dental problems, including gum disease, can affect one's ability to chew and swallow.
- **Less digestive enzymes** — A reduction in the number of digestive enzymes produced and a decline in organ functions may also impair nutrient digestion and absorption.
- **Less intestinal motion** — A decrease in intestinal motility in older adults adds to the possibility of constipation and gas, which may lead to misuse of laxatives and self remedies which can cause malabsorption of nutrients and deplete the body of water and important minerals.
- **Less calcium** — Because older adults often have trouble digesting milk, an important source of calcium, a national household survey found that more than 40 percent of older adults consumed too little calcium, increasing their risk for developing osteoporosis.
- **Less tolerance** — As people age, they often have less tolerance to drugs and



experience reactions to drugs and interactions between drugs. The more medications interacting in the body, the greater chance of problems. Some medications — prescription, over-the-counter, and home remedies — interfere with nutrient absorption.

• **It's not all bad news** — This list doesn't make the aging process very appealing, but if you follow the advice of your doctor or nutritionist, you can make your golden years even more golden. Just eat right and maintain an active and healthy lifestyle. (*LIA Journal*) □

Job stress tied to heart disease

IF YOU'VE BEEN complaining that your job is killing you, you might want to tell it to your doctor.

A British study has confirmed what many physicians have suspected for a long time: job stress is related to an increased probability of heart disease.

The journal *Psychological Medicine* has published results of a study showing that men in high-stress jobs were twice as likely to report poor health as men in low-stress positions, and about five times more likely to report having chest pains severe enough to require rest. These results were found even after other factors known to affect cardiovascular health, such as smoking, diet, and exercise, were accounted for.

Past studies have found a direct relationship between socioeconomic status and health status, while smoking, a lack of exercise, and poor diets have also been linked with poor heart health.

In all, 4,350 fully employed British men aged 20-64 years were studied.

While ten percent of men in low-stress positions reported poor health, 19 percent of men in high stress positions reported poor health.

In this study, job stress was defined as having high job demands but little control over performance. □

Protect that baby's ears

READING ABILITY among schoolchildren near London's Heathrow Airport is delayed by about half a year, according to a recent study published in the periodical *Psychological Medicine*. The delay was found even after social class, relative deprivation, age, and main language spoken at home were taken into consideration.

But exposure to chronic airplane noise was not associated with mental health problems such as depression. □

Chavez brothers retire



RICH CHAVEZ, at left, a 32-year member, and his brother, Jim, a 33-year member, are either waving goody-bye to work or hello to retirement. Either applies as they each decided to retire at the same time. Their fellow members of Local 60, Peoria, Ill., took this picture at their send-off party.

Boilermaker makes good use of scrap parts

TIRED OF VANDALS destroying his mailboxes, Vincent Parise, a 32-year member of Local 154, Pittsburgh, Pa., decided he would make one that would stand up to abuse. Not only is it still standing after 22 years, but it serves as a monument to his skill and ingenuity.

Parise built his mailbox to resemble a train engine, using scrap iron he picked up at job sites. The body of the engine is made from a large pipe; the train's smokestack is a smaller pipe with a flared end. Parise used various plate stock for the engine house framing, standing support, and ground support. And the mailbox's front door is an inspection door from an old B&W boiler, with its glass peephole providing an inside view of the mailbox.

Parise has been making metal sculptures for about 27 years. He is always bringing home scrap parts, never knowing what he'll need for his next artistic attempt. One day he hopes to make something really big, that can be displayed in the lobby of a building like that of U.S. Steel. "I want to put it somewhere where people can see it—something that would give me a little recognition," said Parise. □



L-154 member Vincent Parise built this mailbox using scrap parts from job sites.

L-110 dedicates facility to honor Truman Havard

THE MEMBERS OF Local 110, Hattiesburg, Miss., have dedicated their training facility in honor of retired Local 110 business manager, B. Truman Havard, in appreciation of his years of dedication and service.

A 36-year union member, Havard retired on September 1, 2000. He served the Local 110 construction lodge members as president, and five years as business manager and secretary-treasurer. □



Three generations of Jacksons belong to L-502



THREE GENERATIONS of the Jackson family attended a retiree's picnic for members of Local 502, Tacoma, Wash. All three are Local 502 members. Pictured, l. to r., are Andrew, Dan, and Billy Jackson. Billy joined Local 568 in 1957, and retired out of Local 502 in 1995. Dan joined Local 568 in 1981, and is now a member of Local 502. Andrew was indentured into the Western States Boilermaker apprenticeship program in October 2000, and joined Local 502 in December. □

Health & Welfare provider information is now online

Letter from member leads to improvement in service

BOILERMAKERS whose health care needs are covered by the National Health & Welfare Fund can now locate health care providers who participate in the First Health network by visiting our web site: www.boilermakers.org.

First Health is providing an online directory with which you can find physicians, hospitals, and other health care facilities by name, address, zip code, city, or state.

This new service will make it a lot easier for construction Boilermakers to find the health care providers they need, especially when booming or traveling in another part of the country.

A link from the Boilermaker web site leads to the First Health Electronic Medical Directory page. Enter the information asked for by the search form, and in a few seconds, you'll have a list of providers near you, complete with addresses and phone numbers. You can select a provider from the list or print it out for later use.

But that doesn't mean you have to run out and buy a computer. Boilermaker lodges will be able to download information for members who do not have computers or internet access, and provider information will continue to be available by phone.

For Boilermakers who do have access to the internet, this online directory is much more convenient than phoning. If you're traveling, remember that many hotels, motels, and other businesses now provide internet access for a fee, and most public libraries provide internet access with printing capability at no charge.

This improvement in service came about because Bill Sweiderk, a construction Boilermaker from Local 28, wrote a letter to the International complaining that the phone-in service was inconvenient and difficult to use.

When International President Charles W. Jones investigated, he agreed. Officers and staff are covered by a different program, so until he looked into it, President Jones had no idea how cumbersome the phone-in system was. When he learned, he immediately began looking for a better way.

Because the plan covers all 50 states, the number of physicians and facilities included make publishing a print directory for every Health & Welfare participant unfeasible. The online, searchable database, which can be easily updated as providers enter or leave the program, is the best way to make sure all participants have easy access to reliable, accurate information.

The International is now working on establishing a similar online database for the prescription drug program. □

Waste not, want not

VICE PRESIDENT Dick Cheney favors increasing oil production because, he says, conservation has little effect on shortages.

- Projected daily output of oil from the drilling of Alaska's Arctic National Wildlife Refuge: **42,000,000 gallons**
- Projected daily oil savings if all SUVs got three more miles per gallon of gasoline: **49,000,000 gallons**

Source: *Harper's Index*, April, 2001

Congratulations!

Members Earn Pins For Continuous Years of Service

Lodges present membership pins

Local 1 — Chicago, Ill.

JOHN SKERMONT, business manager and secretary-treasurer of Local 1, Chicago, Ill., reports presentation of pins for continuous years of membership to the following Local 1 members: 40 Years — David Ackmann and Robert Finley; 35 Years — Patrick H. Jozefowicz; 30 Years — Jerry Davis, Charles Lyles, and Merrill Lynn; 25 Years — Guy Nelson.

Local 374 — Hammond, Ind.

CHARLES VANOVER, business manager and secretary-treasurer of Local 374, Hammond, Ind., reports presentation of pins for continuous years of membership to the following Local 374 members: 50 Years — Gerald Robbins, Kenneth Silkey, and Everett Timberlake; 35 Years — Jerry L. Epley, James J. Griffin, Gary R. Short, Herman R. Tuggle, and Ronald Van Conia; 30 Years — Jerry L. Bales, Stanley B. Powell, and Gerald A. Rust; 25 Years — Dale A. Kle-

moff, Howard E. Setzer, and Jay F. Wurtz; 20 Years — Mickey A. Angotti, Rickey A. Angotti, Doug Arambula, Richard A. Brown, Patrick J. Dougherty, Jerry A. Gramelspacher, George A. Hillier Sr., Thomas A. Kalies, Joseph A. Kasper, Patrick Krieter, Terrence G. Lukish, John B. Rankin, James H. Reed II, Michael S. Sereno, and Danny S. Shaw; 15 Years — Mark Biever, Jerrell L. Clark, Thomas J. Mulligan, and Charles D. Topper.

Local 531 — Amarillo, Texas

GARY ADAMS, business manager and secretary-treasurer of Local 531, Amarillo, Texas, reports presentation of pins for continuous years of membership to the following Local 531 members: 50 Years — Gene Carney; 45 Years — Hollis Albin; 35 Years — Ronnie Hulene and Earl Marlett; 25 Years — Ronny Chandler; 20 Years — Bobbie Alexander, Bill Brown, Tom Kearns, and Johnnie Toler. □

New contract summaries

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

A summary analysis of these contract settlements

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

THIS ANALYSIS of the 27 agreements outlined below is based on information provided in the Contract Summary and Transmittal Report forms covering approximately 3,354 employees.

Wage Increases

TWENTY-THREE facilities report pay increases in 2000, averaging \$0.42 per hour or 3.11 percent, and \$0.54 per hour or 3.08 percent in 2001. Twenty-two facilities will receive pay increases in 2002, averaging \$0.53 per hour or 3.21 percent. Fifteen facilities will receive pay increases in 2003, averaging \$0.50 per hour or 2.50 percent. Seven facilities will receive pay increases in 2004, averaging \$0.53 per hour, not enough for an average. Two facilities will receive pay increases in 2005, not enough for an average.

Pension

ALL OF THE facilities participate in some type of pension program. Seven facilities participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.25 to \$1.25 per hour for the first year.

Average cents-per-hour contributions are \$0.76 for the first year, \$0.79 the second year, and \$0.83 the third year.

Seventeen facilities offer a 401(k); 11 also have company-sponsored plans.

Five U.S. facilities participate in a Profit Sharing program, and one facility participates in an Employee Stock Ownership Plan. One Canadian local participates in the Registered Retirement Savings Plan, which is similar to the Individual Retirement Accounts (IRAs) found in the U.S.

Shift Differential
TWENTY-FIVE agreements provide a second shift premium, of which 24 report a cents-per-hour premium ranging from \$0.10 to \$0.70. The average is \$0.39 per hour.

Twenty-three agreements provide a third-shift premium, of which 22 report a cents-per-hour premium ranging from \$0.15 to \$0.80. The average is \$0.51 per hour.

One agreement provides a premium pay percentage.

Sickness & Accident

TWENTY-THREE agreements provide weekly sickness and accident indemnity. Of these, 16 pay a set dollar amount ranging from \$125 to \$350 per week. The average rate for

the first year is \$271.56. The remaining agreements provide a percentage of the employee's weekly earnings; the average is 62 percent. Time off ranges from eight to 52 weeks. The most common is 52 weeks found in 12 agreements.

The Canadian facility provides short term disability (STD), then long term disability (LTD), and then the employee may receive Unemployment Insurance Commission (UIC) maximums until the age of 65. These amounts are paid on a weekly, monthly, or annual basis.

Life Insurance/AD&D

TWENTY-FIVE agreements provide life insurance. In 15 of these agreements, there is a set dollar amount ranging from \$5,000 to \$46,500. The average benefit for the first year is \$23,466.67. The remaining agreements use the annual wage as the benefit, or multiply wages by 2080 hours for the benefit amount.

Twenty-two agreements provide Accidental Death and Dismemberment (AD&D) insurance. In 14 of the agreements there is a set dollar amount ranging from \$10,000 to \$70,000. The average benefit for the first year is \$27,285.71. The remaining agreements use the annual

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

Vacation

NINETEEN agreements provide a one-week paid vacation. All 27 agreements provide two-, three-, and four-week paid vacations. Eighteen agreements provide a five-week paid vacation, and four provide a six-week paid vacation. Seven agreements provide vacation pay based on a percentage of earnings.

Paid Holidays

ALL OF THE agreements provide for paid holidays. The number of paid holidays ranges from five to 17 days. The average is ten days.

Other Provisions

TWENTY-FIVE agreements provide funeral leave.

Twenty-two agreements provide paid leave for jury duty, union leave language, and all or partial reimbursement for the purchase of safety shoes and prescription safety glasses.

Four provide a severance payment package, and 12 agreements provide paid leave for those persons who spend two weeks at military encampment each year.

National Cement Lodge

INTL. VICE PRES. JIM HICKENBOTHAM reports contract ratification, effective May 1, 2001 to April 30, 2003, for nine members of the National Cement Lodge, St. Louis, Mo., who work at Lone Star Industries in Bonner Springs, Ks.

L-D12—Oglesby, IL

INTL. VICE PRES. JIM HICKENBOTHAM reports contract ratification, effective May 1, 2001 to April 30, 2003, for 80 Local D12 members at Lone Star Industries in Oglesby, Ill., and five Local D12 members at Lone Star in Milwaukee Wis., who work in the production and maintenance of Portland Cement.

M18—Buffalo, NY

INTL. REP. ROCCO DE ROLLO reports contract ratification, effective June 1, 1999 to May 31, 2002, for members of Local M18, Buffalo, N.Y., who work at Keystone Corp.

D39—Greencastle, IN

INTL. VICE PRES. JIM HICKENBOTHAM reports contract ratification, effective May 1, 2001 to April 30, 2003, for 118 members of Local D39, Greencastle, Ind., who work in the production and maintenance of Portland Cement at Lone Star Industries.

M45—Kenosha, WI

INTL. REP. HOWARD COLE reports contract ratification, effective April 6, 2001 to March 5, 2005, for two members of Local M45, Kenosha, Wis., who make valves and strainers for the milk and food industries at L.C. Thomsen & Sons, and effective March 4, 2001 to March 4, 2005, for 24 Local M45 members who make hand tools for Snap-on-Tools.

M67—Los Angeles, CA

MARCO AGUILAR, BM-ST for Local M67, Los Angeles, Calif., reports contract ratification, effective Nov. 1, 1998 to Oct. 31, 2001, for 36 Local M67 members who work in production and maintenance at the Atlas Galvanizing Company, L.L.C.; effective Nov. 1, 2000 to Oct. 31, 2002, for 80 Local M67 members who make industrial and automobile rings at Pacific Piston Ring Co., Inc.; and effective March 18, 2000 to March 17, 2003, for 90 Local M67 members who make electro-polished weld fittings for the semi-conductor industry, stainless steel tubing, and filters at the Valex Corp.

M114—Aurora, IL

INTL. REP. HOWARD COLE reports contract ratification, effective June 30, 2000 to June 30, 2003, for 226 members of Local M114, Aurora, Ill., who make

metal tubing at National Metalwares, L.P.

S185—Belleville, IL

JOHN SANTORO, president of Local S185, Belleville, Ill., reports contract ratification, effective June 7, 1999 to June 20, 2003, for 100 members who make corrugated shipping containers (boxes and sheets) at the Weyerhaeuser Co.

S200—Wichita Falls, TX

INTL. REP. HENRY JUAREZ reports contract ratification, effective Aug. 23, 1999 to Aug. 23, 2002, for 25 members of Local S200, Wichita Falls, Texas, who make commercial air conditioners at Magic Aire.

D234—Inkom, ID

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective August 1, 2000 to July 31, 2004, for members of Local D234, Inkom, Idaho, who work at Ash Grove Cement.

D414—Pryor, OK

INTL. VICE PRES. JIM HICKENBOTHAM reports contract ratification, effective May 1, 2001 to April 30, 2003, for 90 members of Local D414, Pryor, Okla., who make Portland Cement at Lone Star Industries.

L-482—Wood River, IL

INTL. REP. JAMES PRESSLEY reports contract ratifica-

tion, effective Feb. 1, 2001 to Jan. 31, 2006, for 205 members of Local 482, Wood River, Ill., who work at National Maintenance and Repair, Inc.

D486—New Westminster, BC

ROB LAUZON, BM-ST of Cement District Lodge D11, reports contract ratification, effective Dec. 1, 2000 to Nov. 30, 2005, for 13 members of Local D486, New Westminster, British Columbia, Canada, who work at Imasco Minerals.

L-684—Norfolk, VA

INTL. REP. STEVE BEAL reports contract ratification, effective Feb. 9, 2001 to Feb. 8, 2004, for 468 members of Local 684, Norfolk, Va., who build and repair ships at the Norfolk Shipbuilding & Drydock Corporation (NORSHIPCO).

L-696—Marinette, WI

INTL. REP. LEN GUNDERSON reports contract ratification, effective Jan. 21, 1999 to Jan. 21, 2003, for 460 members of Local 696, Marinette, Wis., who build ships for the U.S. Navy and Coast Guard at Marinette Marine.

L-1086—Cleveland, OH

INTL. REP. RON LYON reports contract ratification, effective June 15, 1999 to June 15, 2003, for 75 members of

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 four-year contract for Local M45 members at Snap-on-Tools, are, l. to r., Jay Johnson, James Gamble (in front), Greg Bose (in back), Mike Bierz, and Bill Grabowski.



Negotiating a contract for members of Local D234 at Ash Grove Cement are, l. to r., Kelly Bell, Dee Gilbert, and Wes Kent.



Negotiating a four-year contract for members of Local 1652 at Snap-on-Tools are, front row, l. to r., L-1652 Pres. John Michelson and committeeman Richard Rego, and standing, l. to r., committeemen Jim Loshek and Scot Scholey.

Local 1086, Cleveland, Ohio, at Drop Die Wyman-Gordon, and effective Dec. 12, 2000 to Dec. 11, 2006, for 72 Local 1086 members who make crankshafts at Park Drop Forge.

L-1240—Wabash, IN

PRESTON MIRACLE, president of L-1240, Wabash, Ind., reports contract ratification, effective March 15, 2001 to March 15, 2005, for 188 Local 1240 members who recycle aluminum at Wabash Alloys, Inc.

L-1252—Chicago Heights, IL

EDWARD ESTERAS, president of Local 1252, Chicago Heights, Ill., reports contract ratification, effective Sept. 30, 1998 to Nov. 22, 2003, for 500 Local 1252 members who make rail cars at Thrall Car.

L-1256—Moran, KS

INTL. REP. JAMES PRESSLEY reports contract ratification, effective March 4, 2001 to

March 4, 2004, for 20 members of Local 1256, Moran, Kan., who forge Klein tools at Klein Tools, Inc.

L-1592—Allentown, PA

INTL. REP. ROCCO DE ROLLO reports contract ratification, effective Feb. 1, 2001 to July 31, 2002, for members of Local 1592, Allentown, Pa., at Bonney Forge.

L-1652—Kenosha, WI

INTL. REP. HOWARD COLE reports contract ratification, effective March 4, 2001 to March 4, 2005, for 17 members of Local 1652, Kenosha, Wis., who forge hand tools at Snap-on-Tools.

S1978—Rock Springs

MIKE MURPHY, president of Local S1978, Rock Springs, Wyo., reports contract ratification, effective Nov. 25, 2000 to Nov. 25, 2003, for 287 Local S1978 members who work in the coal mine shop at Bridger Coal Company.

Trade unionists nationwide mourn loss of Bob Dameron

Dameron's expertise as labor lawyer led to success of Boilermakers' *Fight Back* and Solidarity programs

ROBERT "BUBBA" DAMERON, 50, passed away on April 18, 2001, following a courageous battle with pancreatic cancer.

Dameron was a senior member of the Blake & Uhlig Law Firm, where he represented the Boilermakers union, becoming instrumental to the success of both our *Fight Back* and Solidarity programs.

Intl. Vice President Jim Hickenbotham said, "Dameron played a significant role in saving local lodges that were raided by an independent union in the mid 1980s. He devoted many hours to the Cement Division, filing unfair labor practice charges and advising local members and International staff on tactics and strategy that resulted in many satisfactory collective bargaining agreements. He will always be remembered for his dedication to the labor movement."

Bill Creeden, director of the Boilermakers' organizing department, often consulted with Dameron regarding our *Fight Back* strategy. "We started the Brotherhood's *Fight Back* Construction Organizing Program as an organizing experiment in 1979. No one had tried to organize the construction industry in the last 40-plus years, so there were no established procedures to follow. Dameron helped us deal with an NLRB that didn't understand the difference between the construction industry and manufacturing and service industries. It was due to his



expertise, and that of other members of the Blake & Uhlig Law Firm, that a vast majority of the favorable law changes were made in the last 22 years."

Born in Moberly, Mo., in 1951, Dameron played high school football and was a Missouri state wrestling champion. He supported his family while attending the UMKC School of Law by working nights at the Phillips Petroleum Refinery, where he was a member of the Oil, Chemical, and Atomic Workers International Union.

Dameron is survived by his wife of 29 years, Virginia, and daughters, Rachael, Vanessa, and Lauren. Contributions can be sent to the Robert L. Dameron Memorial Fund, c/o the Brotherhood Bank, 756 Minnesota Ave., Kansas City, KS 66101. □

Page Groton, long-time labor leader, passes away

A staunch lobbyist for worker rights, Groton led the Boilermakers' legislative efforts for 20 years

PAGE GROTON, 82, who served the International Brotherhood of Boilermakers as International vice president of the Northeast section until his retirement in 1990, passed away on May 3, 2001.

In his 1990 farewell address to the delegates at the Boilermakers' 22nd annual legislative conference, Groton shared his views, providing tips on what to expect when going to Capitol Hill. In his well known, "tell it like it is" way, Groton reminded the delegates that the legislators work for you. He said, "You are paying them. They are here to represent you and you shouldn't have any qualms about telling them that. You should tell every [representative] you visit, 'Look, if you guys don't get your act together, we're going to get somebody down here that will.'"

International President Charles W. Jones said Groton "was outstanding in every way during his career. We'll certainly miss him."

Groton joined the Boilermakers union in 1949, as a member of Local 802 in Chester, Pa. On February 1, 1962, he was appointed a staff representative.

In September 1964, Groton was promoted to International representative and was named director of the Iron Shipbuilders International Marine Council. In September 1970, he was appointed as an assistant to the International president for the Maritime Industry, director of the Boilermakers' Iron Shipbuilders Marine Council, and coordinator for the Boilermakers' legislative program.

In March 1971, Groton was appointed to the Screening Committee to review cases submitted to the Building and Construction Trades Department under the AFL-CIO Internal Disputes Settlement Plan. In July 1973, Groton became a member of the Executive Board of the Maritime Trades Department.



In December 1979, the Boilermakers established the Shipbuilding and Marine Industry Conference to coordinate activities of its local and district lodge membership in the shipbuilding and marine industry, to assist in organizational work and collective bargaining, and to engage in research and related activities on an industry-wide basis. One year later, Groton was appointed its director.

In April 1986, Groton was assigned supervision of all Northeast lodges with shipyard and marine facilities. This assignment included day-to-day administration, collective bargaining negotiations, grievance handling, filing of government reports, and the direction of a strong and effective political and legislative activity to advance the interests of shipyard and marine members.

At the Boilermakers' 27th Consolidated Convention in August 1986, Groton was elected International vice president of the Northeast section. Even as vice president, Groton continued to serve as director of the Boilermakers' legislative program, a position he held for 20 of the program's now 33-year history—the longest-running legislative program of any International union. □

Boilermaker Archives offers watches, clocks in fundraiser

With a minimum donation of \$15, you can support the Boilermakers' history museum and receive a free man's or woman's style souvenir watch



With a minimum donation of at least \$20, you can receive a souvenir wall clock

To receive your souvenir, send your donation in U.S. currency — minimum donation of \$15 for a watch, \$20 for a clock — payable to the National Archives at 753 State Ave., #570; Kansas City KS 66101. Please indicate on your check your souvenir choice: men's or women's watch style, or wall clock. Shipping and handling is included.

Offers can be combined; i.e., you can donate \$30 and receive two watches, or donate \$35 and receive a watch and a clock, etc.

Watches are water resistant and have a black leather strap. Ten-inch clock has a brass-finished frame; requires one AA battery, not included.

Only checks in U.S. currency will be accepted. All donations are tax deductible (less \$7 if receiving a souvenir watch; less \$10 if receiving a wall clock. Tax ID #48-1140537).

In the Hood

By Kenny Reed of L-74, Houston, Texas

When asked to take a supervision job,
I said, "I would."
Knowing it would be different
From being under my hood.
It felt good after all these years
To have my name mentioned by my peers.
They said I would do good,
"Go ahead Kenny, put away your hood."
J.R. said, "If you can't handle the responsibility,
Don't take the job."
I said, "I could," as I put away my hood.
This supervision job wasn't all that clear
As I soon found out I was wet behind the ear.



Through trial and error, I did the best I could,
I knew if things didn't work out there was always the hood.
The rest of this may not rhyme
But I'll leave this job
Better educated this time.
Let me tell you what I did learn
And next time you can take a turn.

I'll have a license to teach kindergarten school,
Also be qualified to baby sit from my stool.
I'll have a certificate to be a WWF referee,
Also a Ph. D. in Psychology.

You can catch me in the *Houston News*,
As I'll be in competition with Ann Landers
and Abigail, too.
So thanks again to all my peers
For considering me after all these years.
And if asked again if I would,
I'll take a good hard look at my hood.



IN MEMORIAM

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

LODGE & NAME

NTL	Craig, Donald	37	Peretti, Stephen	92	Workman, Thomas	D331	Gardener, Brian	582	Boyette, Charles
NTL	Fitts, Chester	40	Adams, John	104	Bemis, Albert	D335	Gassman, Ralph	582	DeLaughter, Ray
NTL	Matthews, Jesse	40	Hudgins, Howard	104	Peele, Raymond W.	359	Aubertin, Emile	592	Ellis, Merlin
NTL	Mougin, Richard	40	Wilson, Edward	104	Taylor, John	359	Barry, John	592	McClary, Mike
NTL	Rash, John	45	Peterson, Robert	104	Vaux, John	359	Key, Darren	627	Stanley, Alvin
NTL	Reynolds, Vernon	45	Shake, Darrell	105	White, Paul	359	Komar, Ted	636	Reynolds, Frank
NTL	Rutherford, James	60	Guilliams, Paul	110	Griffith, Charles	359	Mason, William	647	Himmelspach, Thomas
NTL	Shorts, Lee	60	Rodda, Kenneth	110	Morris, Walter	359	Neckel, Herman	647	Pool, Bonney
NTL	Uptain, Roger	72	Beauchamp, John E.	112	Waldrup, Austin	359	Strandt, William	647	Schantz, Jesse
1	Belt, Linvel	72	Carter, Harold R.	132	Mendez, Daniel	374	Miller Jr., Bernard	667	Brosten, Alf
1	Mulvihill, William	72	Swanson, Roy C.	132	Pietsch, Ervin R.	374	Stankovich, Gene	667	Hoschar, George
1	Murphy, Thomas	74	Kaiser, Roy	146	Cosman, Robert	433	Johnson, Jesse	667	Kemp, John
1	Rangel, Lupe	74	Terry, James	154	Cafrelli, Albert	433	Melton, Smallwood	667	McKinley, Benjamin
4	Poyer, Thomas	83	Bowen, Clyde	154	Vavra, Frank	433	Hogan, Dennis	667	Padilla, Joe
6	Baughman, Berklen	83	Cauley, James	154	Weider, Robert	433	Walpole, James R.	667	Robinette, Frank
6	Jones, Edgar	83	Collins, Danny	158	Arterburn, Everett H.	455	Kendricks, Archie	667	Waybright, Herman
7	Bentzoni, Russell	83	Everett, Allen	169	Bonnell, Dale	455	Eddy, Lee M.	679	Carr, Jesse
10	Schmidt, Lloyd W.	83	Head, Clifford	169	Little, Chester	457	Dupriest, Clifton W.	696	Bawyn, Floyd
13	Kotarski, Thaddeus	83	Owen, Willis	169	McCloud, Robert	487	Koehler, Elmer	744	Armstrong, Lloyd G.
19	Labree, George S.	85	Andrews, Edwin	169	Smith, Richard	531	Ferguson, Willie	744	Cutshall, Donald
26	Hamilton, William	85	Diaz, Albert	182	Bequette, Anthony	549	Huckaby, William	744	McCarthy, Robert
26	Martin, George	85	Jones, Gerald	193	Darch, Richard S.	549	Marini, Alfred	744	McCullough, James
27	Mason, Melvin	92	Luna, Manuel	193	Myers, James	549	Tobin, Lester	749	Young, Dudley
28	Cariello, Louis	92	Reynaga, Manuel	237	Cicarelli, James	555	Nykorak, William	802	Groton, Henry P.
28	Potter, William	92	Skellely, Earl	242	Ainsworth, Elmer	555	Preprost, Frank	1101	Stanko, Michael A.
30	Baker, Clarence	92	Tufto, Arnold	249	Samsom, T. A.	566	Bogard, Shelby	1162	Braggs, Robert L.
37	Cowart, Eugene	92	Willis, Kenneth	D277	Fairweather, Ian	577	Logue, Orval	1234	Sanders, Emmet
								1603	Vicars, William
								1620	Jacobs, Robert L.

DEATH BENEFITS

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

LODGE, NAME & BENEFIT											
Intl.	Menaugh, Ella M.	\$4,500.00	72	Brown, Donald E.	4,500.00	132	Ross, Billy B.	4,500.00	469	Everett, Chester	4,500.00
NTL	Barrow, Albrey R.	1,500.00	72	Carter, Harold R.	4,500.00	154	Bailey, William D.	4,500.00	500	Lundy, Archie C.	4,500.00
NTL	Burroughs, Robert C.	4,500.00	72	Krueger, Joyce B.	4,500.00	154	Banko, David	176.00	549	Allison, William R.	4,500.00
NTL	Dyess, Jerry M.	4,500.00	72	Miles, Alvin R.	4,500.00	154	Beale Jr., Robert L.	4,500.00	549	Deemer, Joseph P.	4,500.00
NTL	Greer, Eurie C.	4,500.00	72	Mosely, Marvin A.	4,500.00	154	Cafrelli, Albert R.	4,500.00	549	Duran, Jose R.	4,500.00
NTL	Jamack, Peter M.	4,500.00	72	Sabin, Darrell L.	4,500.00	154	Corcoran, William G.	4,500.00	549	Miner, Early L.	4,500.00
NTL	Lee, William E.	4,500.00	74	Wright, Roland D.	4,500.00	154	Druga, Andrew	4,500.00	549	Mitchell, Freddie R.	4,500.00
NTL	Leopard, Lacy M.	12,000.00	74	Clark, Everett E.	4,500.00	154	Kletcho, Michael	3,000.00	549	Thomas, Wadelle V.	1,198.50
NTL	Musgrove, Oscar	4,500.00	74	Coleman, Rufus C.	4,500.00	154	Sittig, Norman C.	4,500.00	549	Young, Dudley	4,500.00
NTL	Owen, Welton O.	4,500.00	74	Dubois, Abel V.	4,500.00	154	Straight, William F.	4,500.00	568	Barnes, Willis J.	4,500.00
NTL	Shorts, Lee M.	4,500.00	74	Thurston, John D.	4,500.00	159	Amos, Clarence W.	4,500.00	568	Edmondson, Kenneth	4,500.00
NTL	Wallace Jr., Robert D.	4,500.00	74	Turpin, Bill	4,500.00	169	Reterstoff, William A.	4,500.00	568	Hill, Edwin H.	4,500.00
NTL	Wollet, Carl J.	4,500.00	79	Goodman, Edgar L.	4,500.00	177	Samp, Edward	3,000.00	568	Lange, Ervin	4,500.00
1	Beakley, Ray	4,500.00	79	Mossano, Victor P.	4,500.00	182	Gernandt, Augustine	4,500.00	577	Logue, Orval C.	4,500.00
1	Creamer, Ervin L.	4,500.00	83	Bowen, Clyde Franklin	4,500.00	182	Jolley, Malcolm A.	4,500.00	582	DeLaughter, Ray K.	4,500.00
1	Tillipman, Sidney	4,500.00	83	Collins, Timothy F.	6,431.08	193	Darch, Richard S.	4,500.00	582	Golmon, Lamar	4,500.00
5	Halg, Robert	4,500.00	83	Head, Clifford B.	4,500.00	193	Killian, Joseph B.	171.50	582	Guitreau, Curtis J.	4,500.00
5	Rutigliano, Jerome P.	1,229.60	83	Hailingsworth, Danny	4,500.00	193	Takovich, Louis	4,500.00	583	Gammon, Randolph S.	4,500.00
6	Cowley, Vard M.	2,250.00	83	Miller, Harry L.	4,500.00	199	Nelson, Allen D.	216.00	583	White, James W.	4,500.00
6	Go, Lester F.	4,500.00	83	Nadelhoffer, Mike G.	2,800.00	199	Seigler, Clarence K.	4,500.00	587	Douga, James L.	4,500.00
6	Malaspina, Peter G.	4,500.00	84	Bosley, J. E.	4,500.00	202	Gross, Willie G.	4,500.00	587	Emmert, Joseph H.	4,500.00
6	Peer, Leland F.	4,500.00	85	Claus, Thomas I.	4,500.00	204	DeSoto, Daniel	4,500.00	587	Jones, Walter L.	4,500.00
6	Picker, Max	4,500.00	85	Green, Roy K.	4,500.00	204	Holi, John H.	4,500.00	587	McMillan, Benjamin R.	4,500.00
6	Salinas, Ernesto R.	4,500.00	85	Molnar, John E.	4,500.00	204	Kamei, Reginald M.	4,500.00	587	Moore, Raymond L.	4,500.00
6	Soto, Manuel R.	4,500.00	92	Flora, George R.	4,500.00	204	Sakane, George K.	4,500.00	587	Reynard, William C.	4,500.00
6	Varney, Carl W.	4,500.00	92	Graves, Keith W.	4,500.00	237	Wawrzynowicz, V.	4,500.00	587	Walters, Richard Earl	4,500.00
7	Baun, Clair W.	606.00	92	Hedrick, William H.	4,500.00	242	Reed, Kenneth L.	4,500.00	592	Cain, Louis	4,500.00
7	Brown Jr., James M.	4,500.00	92	Larsen, Earl W.	4,500.00	263	Crymes, Tommy B.	572.50	592	Davis, Odis E.	4,500.00
7	Salter Sr., Aaron	4,500.00	92	McIntosh, Raymond	4,500.00	300	Helmut, William J.	4,500.00	627	Arnett, Eugene M.	4,500.00
11	Southworth, Leslie A.	919.75	92	Rafferty, Patrick F.	3,000.00	305	Broussard Jr., C. J.	4,500.00	627	Kanovich, Alphonse E.	4,500.00
13	Falkowski, Thomas S.	4,500.00	96	Neese, Paul E.	4,500.00	305	Desormeaux, Paul D.	4,500.00	627	King, Ronald E.	4,500.00
13	Gangewere, Raymond	4,500.00	101	Elliott, John A.	4,500.00	316	Hollern, Frank J.	4,500.00	627	Slagle, Jack T.	4,500.00
13	Kotarski, Thaddeus J.	4,500.00	101	Polson, Joe J.	4,500.00	358	Rudy, Paul	4,500.00	647	Czech, Nick	4,500.00
13	Novak, Joseph J.	4,500.00	104	Bemis, Albert W.	4,500.00	363	Bass, Theodore L.	4,500.00	651	Johnson, Walter K.	4,500.00
13	Orme, George	4,500.00	104	Boaz, LeRoy Layton	3,000.00	363	Bechel, Lawrence M.	4,500.00	667	Burton, Garlen R.	4,500.00
13	Studzinski, Stanley J.	4,500.00	104	Chapman, Donald O.	4,500.00	363	Haas, William J.	4,500.00	667	Karnes, Lewis E.	4,500.00
13	Swiderski, Edward J.	4,500.00	104	Freund, Chester C.	4,500.00	363	Hayes, Wendell D.	4,500.00	667	Mead, Isaac J.	4,500.00
26	Floyd, John J.	4,500.00	104	Guillory, Jimmy A.	4,500.00	363	Mowery, Donald R.	4,500.00	667	Padilla, Joe B.	4,500.00
26	Hickox, Ellis L.	4,500.00	104	Harper, Nelson B.	4,500.00	363	Parks, David R.	4,500.00	667	Sampson, Samuel E.	4,500.00
26	Pagan, Ralph	4,500.00	104	Johansson, Bror H.	4,500.00	363	Whittington, Clyde	4,500.00	667	Wallace, Michael L.	4,500.00
26	Widener, Walter N.	2,250.00	104	Klopotic, Harry H.	4,500.00	374	Berger, Raymond	4,500.00	667	Waybright, Herman E.	4,500.00
27	Ervin, Melbourne F.	4,500.00	104	Montgomery, Wallace	4,500.00	374	Dodd, Eugene D.	4,500.00	687	Johnson, George C.	4,500.00
27	Nehring, Gustav F.	4,500.00	104	Peele, Raymond W.	4,500.00	374	Fleming, Arthur D.	3,000.00	687	Thompson, Waymon	4,500.00
27	Wood, Clark	822.40	104	Rebo, Fred H.	4,500.00	374	Gadient, Charles E.	4,500.00	696	Spitzer, Clarence B.	4,500.00
28	Antos, John T.	6,000.00	104	Tamborini, John T.	4,500.00	374	Kindle, Albert L.	4,500.00	744	Armstrong, Lloyd G.	4,500.00
28	Baran, Frank	9,500.00	104	Vaux, John C.	6,000.00	374	Morgan, Virgil Lee	4,500.00	744	Cutshall, Donald G.	4,500.00
28	Cawman, David L.	115.10	104	Zosel, William L.	3,000.00	397	Biondo, Russell	4,500.00	744	Matolich, John	4,500.00
28	Fesniak, Walter F.	9,500.00	105	Dotson, Otis V.	4,500.00	433	Douglas, Carl G.	2,250.00	802	Lauer, Clarence W.	4,500.00
29	Draheim, John P.	4,500.00	105	Kennedy, David E.	4,500.00	433	Slay, Charles E.	8,311.89	802	McConnell, William N.	4,500.00
29	Packard Jr., Calton R.	4,500.00	107	Boerschinger, Peter M.	4,500.00	433	Tanner, Laurence J.	4,500.00	802	Robinson, Andrew E.	4,500.00
29	Sullivan, John F.	4,500.00	107	Eckola, James A.	4,500.00	449	Konitzer, Raymond C.	4,500.00	1212	Bridgewater, Leo F.	4,500.00
30	Bennett, Zachary W.	4,032.00	107	Kelly, Norman A.	4,500.00	449	Palazzo, Harry M.	4,500.00	1234	Gomez, Rafael F.	4,500.00
37	Cowart, Eugene H.	4,500.00	107	Newkirk, Lawrence P.	4,500.00	453	Kilburn, William A.	4,500.00	1234	Sanders, C. Emmett	4,500.00
37	Maquar, Phillip N.	4,500.00	110	Peoples, David R.	4,500.00	453	Walpole, James F.	3,000.00	1240	Kelly, Jack W.	1,007.60
40	McKinley, Arthur L.	4,500.00	112	Knowles, Willie J.	4,500.00	454	Jones, Coplin H.	4,500.00	1509	Wiza, Edward	4,500.00
45	Peterson Jr., Robert H.	4,500.00	112	Turner, Joe	4,500.00	454	Marler, Billy W.	4,500.00	1600	Quintero, Fidencio	3,000.00
60	Rodda, Kenneth F.	4,500.00	113	Wilkins, B. Lester	3,000.00	455	Lamb, John Kelly	4,500.00	1702	Orsinger, Lawrence H.	3,000.00
			124	Glad, Anthony P.	3,000.00						

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

Members Only

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

UNION PLUS CREDIT CARD

Call: 1-800-522-4000

MORTGAGE & REAL ESTATE

Also open to your children & parents.

Call: 1-800-848-6466

EDUCATION LOANS

For college and job skills training.

Call: 1-877-881-1022

PERSONAL LOANS

Available for credit-qualified members.

Call: 1-888-235-2759

MOTOR CLUB

Towing and roadside assistance.

Call: 1-888-330-8801

LEGAL SERVICE

Discounted legal help — first 30 minutes are free.

Call: 1-800-452-9425

LIFE INSURANCE

For members, their spouses, and children.

Call: 1-800-899-2782

DENTAL & VISION

Discount fees

Call: 1-800-257-8352

ACCIDENT INSURANCE

Call: 1-800-899-2782

HEALTH SAVINGS

Save on prescription medicines and vision care.

Call: 1-800-228-3523

DISNEY WORLD DISCOUNT

Call: 1-800-248-7890

CAR RENTAL DISCOUNTS

Call and give the ID number:

Avis: 1-800-698-5685
AWD #B723700

Budget: 1-800-455-2848
BCD#V816100

HEARING CARE

Call: 1-800-766-3363

UNION-MADE CHECKS

Call: 1-800-864-6625

FLOWER SERVICE

Call: 1-800-667-7779

NORTH AMERICAN VAN LINES

Call: 1-800-524-5533

For information on programs, phone

1-800-452-9425

BOILERMAKERS UNION
PRIVILEGE BENEFITS

*Includes retired members. Program restrictions apply to members outside the continental United States. Phone 1-800-452-9425 for clarification of eligibility.

As a union member, you can get \$10,000 in no-cost accidental death insurance

Our union members can also purchase additional insurance coverage at special member-only rates

UNION PLUS ACCIDENT Insurance is just one of the benefits available to Boilermaker members through the Union Privilege Program.

As a member of the Boilermakers union, you can receive up to \$10,000 worth of no-cost accidental death insurance, which covers you on the job and while commuting to and from work (at a unionized shop).

Plus, you can also receive an additional \$2,000 worth of no-cost 24-hour "worldwide," all-cause accidental death insurance, just by calling 1-800-899-2782.

More than 8,600 Boilermaker members have already taken advantage of this free insurance. That's over \$86,000,000 in free insurance benefits.

Families of two of our members benefited from the free "all-cause acciden-

tal death insurance" benefit of \$2,000 when Randall Reid of Local 40, and Clifford Ridsen of Local 1622, were killed in separate auto accidents.

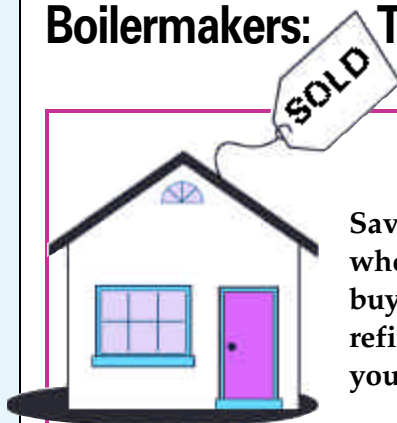
You can get additional coverage at low-cost rates

OVER 1,600 Boilermaker members have already purchased additional round-the-clock accidental death and dismemberment insurance, representing \$132,120,000 in additional coverage.

The Union Plus Accident Insurance offers:

- Up to \$200,000 worth of additional coverage
- An additional \$100,000 paid for a death in an airplane, train, or other common carrier

Boilermakers: Turn your dream into a home



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

UNION MEMBER MORTGAGE & REAL ESTATE

1-800-848-6466

TO BE ELIGIBLE, you must first call this toll free number to register. This program is available only to union members in the U.S. and some territories. The five percent and three percent down payment option are not available in all geographic areas. Your union has no involvement in loan decisions.

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

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

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

Four Mortgage Myths

1. **Twenty percent of the price of a new home is required as a down payment**

Fact — There is no set amount that you must put down. You might be surprised to learn that some home buyer programs require as little as three percent down.

2. **Monthly home payments are more expensive than rent**

Fact — The average monthly mortgage payment in 1998 was only \$688.

3. **One late payment or loan default will disqualify me from getting a mortgage**

Fact — Late payments will not necessarily keep a mortgage applica-

tion from being approved. Those whose past credit problems have been resolved may also qualify.

4. **The average person does not have the minimum income to qualify for a mortgage**

Fact — The average qualifying income for starter houses during the first quarter of 1999, was only \$32,696. (Varies depending on geographical area housing costs.)

Where to Begin

Mortgage Affordability Estimate As soon as you think about buying a home you should first get an estimate of the mortgage amount you can afford based on your income and debts.

Preapproval. Chase's Passport-To-Purchase® Program allows you to choose a mortgage and either float or lock in a rate for 60-90 days, with the ability to shop for a home up to 45 days. Then you can shop with confidence knowing you have "cash in hand," which can make your offer more attractive to sellers.

Here, we've covered only the basics. The key to finding the right mortgage for you is to work closely with a reputable mortgage lender. Your mortgage professional will work with you to determine how much house you can afford, how large of a mortgage you may qualify for, help you understand special mortgages for first-time home buyers, and make suggestions that will help you get the best mortgage for you and make your life easier.

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.)

Trade pacts threaten sovereignty

NAFTA, FTAA, and the WTO may force Canada and the U.S. to lower our standards to match third-world countries

IN THE PAST five years, a quiet revolution has been occurring in the world of international trade. You might even call it a silent coup, because in a sense a small group of people is seizing the reins of governments all around the world.

No government leaders have been assassinated, and the media and ordinary citizens have not even noticed that it is occurring, but the World Trade Organization (WTO) has been helping its member nations create trade agreements that may threaten those nations' ability to enact and enforce laws that protect their citizens.

Agreements like the North American Free Trade Agreement (NAFTA) and the Free Trade Area of the Americas (FTAA) have provisions that can, in some circumstances, compel the signatory nations to change their laws or face sanctions. Worse than that, these trade agreements will cause countries with high standards for the environment, safety, labor protections, and other protections, to lower their standards in order to avoid sanctions.

In fact, they already have.

Production methods can't be used to limit imports

THE WTO WAS formed in 1995, a successor of sorts to the General Agreement on Tariffs and Trade (GATT). After World War II, GATT was created to facilitate commerce among nations.

The WTO now meets regularly to do just that. Their main focus is the promotion of international trade agreements that promote unrestricted investment and trade across borders.

When a country's laws restrict trade, the WTO places sanctions on that country until it changes the law. The pursuit

of unrestricted trade threatens the sovereignty of all nations in the WTO.

For example, in 1991, Mexico sued the United States, saying that the U.S. Marine Mammal Protection Act (MMPA) unfairly limited their ability to export tuna to the U.S. The MMPA sets standards for catching tuna. Mexican fishermen didn't meet those standards, so the U.S. would not allow them to export tuna into our country.

Mexico took their complaint to an international panel. The panel reported this finding: the U.S. could not enforce this law because the law dealt with process, not product.

That is, there was nothing wrong with the product; the tuna met international standards. The problem was in how the tuna was produced.

The World Trade Organization is trying to establish a corporate dictatorship over the entire world.

This ruling set two troubling precedents.

First, an international panel of government appointees (with no Americans) decided whether the U.S. can enforce a law enacted legally under the U.S. Constitution.

Second, the reasoning behind their ruling paves the way for other countries to use lawsuits to rewrite U.S. laws. And although these countries do the suing (per international agreements), they do so on behalf of the corporations producing the goods.

In other words, multinational corporations can use international trade agreements to strike down laws if the law pertains to the process of production, and not the product.

For example, laws barring imports of products made with slave labor or exploitative child labor would not be enforceable, because those laws deal with process, not product.

International panels are not required to rule on the law itself. In fact, they are barred from that. They only decide whether the rules of GATT or NAFTA or some other trade agreement apply.

Their main concern is whether the law in question restricts trade. If it does, they may rule in favor of the plaintiff.

The problem with that should be obvious: **every developed country has thousands of laws on the books that are intended to restrict trade because it harms their citizens.**

We restrict what kinds of chemicals you can put in food. We restrict what kinds of pesticides farmers can use. We restrict trade in unsafe toys, in prescription drugs, and in hazardous waste.

Not all trade restrictions are evil. Some are necessary for the proper functioning of a civilized society.

Corporations rule the WTO

THE PROBLEM IS that multinational corporations decide trade policy, not citizens. Corporations rule the WTO.

In theory, each country's trade representatives represent the people of that country; in practice, they represent the corporations of that country.

Every person in the U.S. trade representative's office has a corporate background. No labor leaders are included. No environmentalists. No consumer safety advocates.

The only people at the table are corporate representatives. Corporations always profit from lowering trade restrictions; the rest of us profit sometimes, but often we do not. Our representatives should be at the table, too.

And trade agreements should be negotiated in full view of the people affected by them. Trade agreements have the force of law, so they should be



Charles W. Jones
International President

enacted just as laws are. The WTO operates *sub rosa*, behind closed doors in absolute secrecy. We can't review their decisions. We don't hear their arguments. We don't even know who is in that room.

Trade agreements brokered behind closed doors benefit corporations at the expense of workers — especially the workers in the third-world countries that these agreements are supposed to help. Just look at NAFTA. Mexican workers are worse off than ever, while the multinational corporations that employ them are reaping huge profits.

The World Trade Organization is nothing more than an attempt by multinational corporations to establish a corporate dictatorship over every nation on earth. If they succeed, our laws will mean nothing, our constitution will mean nothing, and the will of the people will mean nothing.

They will be able to use international agreements to drive wages, working conditions, environmental laws, and health standards down to the level of the most impoverished countries.

Our courts and legislatures will be powerless to stop them. □

Letters to the Editors

L-28's Sweiderk wants to revolutionize health care

LAST YEAR WAS the first time I have ever really needed to use our (Health & Welfare) health benefits; I injured my spine and have not been able to work since.

I have discovered we have a system that does not avail members the use of up-to-date technologies to speed up processing of documents and information; i.e., faxes, online access, a 1-800 telephone number, current health plan books, a way to match a doctor with a hospital that is "in the system" without lengthy phone calls, and a printed directory of system doctors listing their credentials.

Why can't we be the innovators of health care coverage for unions and revolutionize the system for all?

BILL SWEIDERK, L-28
Newark, N.J.

Editor's Note: Thanks in part to this letter, the Boilermakers National Health & Welfare Plan now has provider information online. See story on page 11.

Spouse thanks members for their support

JOHN OUTLAW (a member of Local 199, Jacksonville, Fla.) was injured in a head-on collision, Saturday, February 10th. He was flown to St. Joseph Health Center in critical condi-

tion, with a very slim chance of survival. When he didn't show up for work on Monday, his coworkers in Lacygne, Kan., assumed he had quit, until they read of his accident in a local newspaper. They then collected funds so I could fly out and be with John, and the balance of the funds will be used to move him closer to home.

John has regained consciousness and can respond by blinking his eyes and squeezing your hand. The doctor believes he will improve even more once he can be moved home.

Many thanks to the members of Local 83 (Kansas City, Mo.) and Local 199, Mr. Horseman (L-83 president), and all the others for the nice and caring things they did for us.

MRS. BERNICE OUTLAW
Moncks Corner, S.C.

Spouse is grateful to members of Locals 83 and 592

MY HUSBAND, Phillip Fack, a member of Local 592, Tulsa, Okla., was working out of Local 83 (Kansas City, Mo.) when he was injured on May 1, 2001. He was taken to the hospital, where he had surgery on his left hand and foot.

We want to thank the members of Locals 83 and 592 for their cards and donations and wish we could personally tell each of them how much we appreciate all that they did.

PHILLIP FACK AND FAMILY
Skiatook, Okla.

Local 7 retiree is having a wonderful retirement

THIS IS JUST a note from Florida, from a very happy retiree of the Brotherhood. Our retirement village recently honored my wife, Lucy, and I, with a "home of the month" award for our holiday decorations. In August, I plan to attend the 14th reunion of the WW II 345th Bombardment Group in San Diego.

I want to thank the International for a wonderful retirement, and in particular, Local Lodge 7 of Buffalo, N.Y.

GEORGE W. HARMON, L-7 retiree
Leesburg, Fla.

L-549 retiree wants a voice and vote at union meetings

THERE'S SOMETHING WRONG with the Brotherhood's Constitution, Article 35.6, which states a retiree has no voice or vote at a local union meeting.

I started out in the 1950s, when employers on the West Coast treated Boilermakers like dirt. I'm talking 48-hour weeks, no eye protection, no ear protection, no asbestos protection, no coffee breaks, and hardly any safety. If you complained, you were gone. We fought hard, walked-off jobs, and went on strike for conditions we have today. They didn't come free.

It is disgraceful when a Boilermaker with over 40 years in good standing can't voice his opinion after he retires.

The constitution needs to be revised so retirees have a voice.

EDWARD TEDESCHI, L-549 retiree
Paso Robles, Calif.

Editor's Note: Article 30.2.1.3 states that retirees do not have a vote, but that they "may, by the consent of the Local Lodge, speak on the welfare of the Union." The lodge decides what issues retirees may address.

Got something to say?

KEEP IT SHORT and sweet. Avoid profanity and personal attacks.



SEND A LETTER TO THE EDITOR:

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