

the Boilermaker Reporter

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The Official Publication of the International
Brotherhood of Boilermakers, Iron Ship
Builders, Blacksmiths, Forgers, and
Helpers, AFL-CIO

Charles W. Jones, Editor-in-Chief

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After being elected with no opposition, International officers celebrate with a show of solidarity. Left to right, IVPs Jim Hickenbotham, Sandy MacDonald, George Rogers, Mike Murphy, and Larry McManamon; IP Charles Jones; IST Jerry Willburn; and IVPs Don Lacefield, Othal Smith Jr., Newton Jones, and Rick Albright.

Convention affirms our solidarity

Delegates find agreement on important issues and problems facing our union

THE BOILERMAKERS 30th Consolidated Convention in Las Vegas, July 23-26, 2001, demonstrated our union's strength and solidarity.

Delegates re-elected all 11 International officers, tackled dozens of difficult questions regarding amendments to the International Constitution and union policy, listened to several guest speakers, and still had the time and energy to put together a sizeable monetary donation for the family of one of our members killed on the job.

In his opening remarks, International President Charles W. Jones exhorted the delegates to let the best interests of their members guide them when they discussed issues and made votes. "The only legitimate reason for the existence of any union, including the Boilermakers, is to improve the lives of our members and their families," he told them.

The delegates followed that advice to the letter all week, listening to the

reports, debating the issues, and making the sometimes-hard decisions necessary to keep our union functioning effectively for the next five years.

President Jones's report was filled with good news about our successful efforts over the past five years in organizing, improving benefits, and ensuring excellent service to members and to local lodges. He then spent some time discussing the importance of political involvement. "Legislative assaults on workers' rights never let up," he told the assembly. "We're still fighting to keep Davis-Bacon, OSHA, and the 40-hour week. Bill 69, an anti-worker bill in Ontario that we defeated last year, has already been re-introduced."

Jones voiced special concern that international trade agreements may force the Canadian and U.S. governments to water down their environmental, health, and labor laws. "The Free Trade Area of the Americas, which Bush wants fast-track authority to put into place, includes a provision for striking down any law that can be considered to hinder trade. This provision can be used to strike down our food and safety laws, environmental laws, and worker protections — and it already has been used both in Canada and in the U.S."



As the Committee on Constitution and Law begins its report, delegates refer to publications on the committee's partial report and submitted resolutions.

At the end of his report, Pres. Jones announced a possible merger between the Boilermakers and the Brotherhood of Maintenance of Way Employees (BMWE), a railroad union with 45,000 members. The merger proposal has been passed by both executive councils and is now being voted on by BMWE members through a mail-in ballot. A decision is expected by October.

Intl. Sec.-Treas. Jerry Z. Willburn then reported on the financial status of the International and related matters. His report showed the International is

being well managed and is fulfilling its mission of serving members.

"I believe that our former officers and members would be proud of our accomplishments over the past 121 years," he told the delegates. "Our organization has been a positive force for millions of working men and women who have held membership throughout the years."

Delegates do the hard work

THE HARD WORK of the convention began immediately. In addition to electing International officers, the convention must review and renew our Constitution.

Prior to the convention, the Law Committee reads all proposed resolutions and determines what changes to the Constitution, if any, to recommend to the delegates. During the convention, the Law Committee goes through the Constitution article by article, either recommending a change or recommending no change.

Each of the Law Committee's recommendations is read to the convention. Delegates may accept the recommendation without change, amend the recommendation, or reject it.

This is often tedious work, but there is no other way to ensure that all aspects of our Brotherhood get reviewed by the delegates.

Delegates to the 30th Consolidated Convention made numerous changes

J. W. Moore receives award

J. W. MOORE, who retired in 1997 as asst. to the Intl. pres. and has served as chairman of the 1996 and 2001 consolidated conventions, received a Distinguished Service Award on July 26, 2001, from Intl. Pres. Charles Jones.

"This is the highest award an International president can give to someone who has served with distinction the members of an International union," Jones said. "I've known J. W. for many, many years. He distinguished himself in his lodge long before he was an officer. He held a series of positions before becoming local lodge president, and he has always insisted upon the integrity of the lodge and its members. He has been a very, very important and loyal assistant to me, and I can't say enough about his integrity and service." □



Convention Chairman J. W. Moore accepts the Distinguished Service Award from Intl. Pres. Charles W. Jones.

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Continued on page 3

Guest speakers add fresh perspectives

Working family issues are seen from many viewpoints

FOUR INTERESTING and articulate guest speakers provided delegates with much food for thought as the convention got underway. A member of President Bush's cabinet and a repre-



U.S. Secretary of Labor Elaine Chao tells delegates that Democrats and Republicans must work together.



John J. Sweeney, president of the AFL-CIO, outlines how we can put our country back on the high road.



Building Trades President Ed Sullivan discusses plans to expand legislative grass-root efforts.



Cynthia L. Brown, president of the American Shipbuilding Assoc., explains the importance of increasing our Naval ship reserve.

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sentative of some of our employers were joined by two top officials from the AFL-CIO. Delegates got to hear about employment, training, and worker protection issues from a broad spectrum of viewpoints.

The convention's special guest, U.S. Secretary of Labor Elaine Chao, told delegates that Democrats and Republicans must work together to solve workers' problems. "I think the issues facing working families are just too important to take a back seat to finger pointing and to partisan politics," she said.

Chao discussed protecting workers' pensions, creating jobs, and eliminating the "skills gap" in the workforce. "America needs skilled workers, skilled Boilermakers, skilled craftsmen and workers of every kind, so that when we need a tough job done right, a job like building modern warships like the *U.S.S. Cole* or repairing them after they have been attacked by terrorists as you have, we can call upon the best workforce in the world to do the job."

Chao got a strong ovation when she said that President Bush's energy plan provides for building 1,500 new power plants. She then asked the delegates to support President Bush's patient's rights bill, implying that union health care plan managers support his plan because they don't want to turn these plans over to trial attorneys; in fact, unions oppose his plan because it does not allow patients to sue their HMOs for denying necessary treatment.

John J. Sweeney, president of the AFL-CIO, outlined how we can put our country back on the high road. He called for increased political involvement and bringing new members into the union. "The truth is when it comes to politics, we in the union movement are very good at what we do. Nobody does it better. But we have to face the fact that there are simply not enough of us. In terms of numbers, unions have become stagnant. Unions affiliated with the AFL-CIO currently represent about 13 million members. That means we are mobilizing politically off the same 13 million member base we had way back in 1956."

Building & Construction Trades Department President Ed Sullivan also spoke of organizing and politics. He discussed the labor movement's significant influence on the 2000 elections and called for the Boilermakers and other construction trades unions to expand our grass-root efforts to elect politicians who will represent working families. Union success in getting out the vote has grown in each of the past three national elections, showing that we can influence national politics when we work at it. Sullivan made the point that we must continue to mobilize politically, because no other group represents working families.

Cynthia L. Brown, president of the American Shipbuilding Assoc., explained the importance of increasing our Naval ship reserve. The U.S. shipbuilding industry has had to lay off half of its workforce since 1981, mainly because the U.S. government does not support this industry.

Construction of U.S. Navy ships is at its lowest level since 1932, and we are losing the commercial shipbuilding industry because the federal government has ended loan guarantees for shipbuilding. Other countries still provide these guarantees, and they are getting all the new ship orders. □

LEAP booth raises money for the Campaign Assistance Fund



Local D23 delegates John Lockerman and Perry Streetman support CAF through the purchase of a T-shirt from Bridget Martin, asst. to the director of legislation.

AT THE 30TH CONSOLIDATED CONVENTION, staff members of the Boilermakers' legislative department raised money for the Campaign Assistance Fund (CAF) through the sale of miscellaneous items bearing the department's new logo featuring the Capitol Dome (you can see this logo by clicking on the word LEAP at the Boilermakers' home page (www.boilermakers.org), or at their new web site, <http://capviz.com/boilermaker/home>). Some of these items are still available for purchase. If you are interested in supporting CAF, you can order any of the following items by calling 703 560-1493. Payment can be made by check, money order, Visa, or MasterCard.

Tote Bag	\$15	Available in navy (screen print logo)
T-Shirt	\$20	Available in blue or teal green (screen print logo)
Golf/Polo Shirt	\$32	Available in black or stone (embroidered logo)
Denim Shirt	\$35	Available in light blue (embroidered logo)

John Blake receives award

JOHN BLAKE, who has served as counsel of the International Brotherhood for nearly 40 years, received a Distinguished Service Award at the Boilermakers' 30th Consolidated Convention.

Intl. Pres. Charles W. Jones presented the award, praising both Blake and the Blake & Uhlig law firm for their work. "Blake & Uhlig is widely respected for the work they've done for all unions in the labor movement," said Jones. "We have given them ideas about how we want to negotiate, knowing we needed help with the laws, and they helped us."

"We now have the most effective in-plant strategies in the United States or the world. And our *Fight Back* organizing strategy has served us well and has been widely copied by many other construction unions."

"I can't give them a medal, we don't have one, but I do have an award for people who distinguish themselves in service to the Brotherhood and its members." □



General Counsel John Blake earns the Distinguished Service Award.

Upon accepting the award, Blake thanked Pres. Jones, the members of the executive council, and our local union membership for this honor. "We will certainly display this award in a prominent place," he said. □

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

International Vice Presidents

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

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Karley Power, seven-year-old daughter of Ed and B. K. Power (pictured at right) of Local 128, Toronto, and granddaughter of Intl. Vice Pres. George Rogers (pictured at left) sings the American and Canadian national anthems.



L-1234's Jovan Djordjic seconds a motion for free service year pins for 20 or more years of membership.



Local S1978 Recording Secretary Joseph Quiroz leads the delegates in the Pledge of Allegiance.



Intl. Pres. Charles W. Jones, left, receives the convention gavel from host Intl. Vice Pres. Don Lacefield.

Convention news

Continued from page 1

to the Constitution, including raising the weekly benefits paid to striking members, having the International bear the cost of pins awarded to members for 20 years or more of continuous membership, changing the formula used to determine vice presidents' salaries, and allowing the Executive Council to make changes to the name of our union if needed to facilitate a merger with another union.

The pace on the convention floor can get hectic, and sometimes delegates lose track of where they are. That happened on Tuesday during a debate on the Law Committee's motion to raise strike benefits from \$75 a week to \$100 a week. Several delegates rose to argue that the \$25 raise was an improvement, but it was not enough.

Many of the speakers were very passionate in their presentations, but in the heat of the discussion, no one thought to propose an amendment to the Law Committee's recommendation. Finally, someone called for a vote, and the Law Committee's recommendation was approved by a narrow majority in a voice vote.

Some of those voting nay were unhappy with the chairman's judgment as to the winner, but no one called for a division of the house, so the vote stood. When the convention adjourned for the day, many delegates left the room unhappy with the results and not entirely sure about what had happened or why.

Unprecedented action lets delegates reconsider vote

THE FIRST ORDER of business on day three was an unprecedented move to revisit Tuesday's confused vote on raising strike benefits.

Usually, once an issue has been debated and voted on, it cannot be revisited until the next convention. But the Executive Council met following Tuesday's session and agreed that the vote on raising strike benefits had confused many delegates. Although the Law Committee's motion had passed in accordance with the rules of the convention, the Executive Council voted unanimously to allow the chairman of the convention to bend the rules in order to allow more discussion and a new vote on an amended motion from the Law Committee.

International President Charles W. Jones took the podium to say he was aware that many delegates were unhappy with the vote that was taken on Tuesday. It was apparent to him that many delegates did not realize that by merely defeating the Law Com-

mittee's recommendation they would have left strike benefits at \$75 a week. To raise the benefits, they needed an amendment to the motion, but no one had proposed one.

President Jones also went over the method for calling for a hand count or roll-call vote, should the delegates be unhappy with how the convention chairman hears the voice vote.

He then took the unprecedented step of asking the Law Committee to submit an amended recommendation, raising strike benefits from \$75 to \$125. Going any higher, he said, would be too costly and would result in raising the per capita tax to compensate.

The Law Committee's amended report passed unanimously, prompting several delegates to take to the microphones in praise of the outcome.

Tom Brennan, a delegate from Local 1, Chicago, Ill., said, "This unprecedented move has made me very proud, one of the proudest moments of my life as a Boilermaker."

In a rare and brave move, L-1239 President David Hulne, Aurora, Ill., stepped up to the microphone to apologize to the convention and his members for misunderstanding the vote. "I highly commend you for realizing that some of us did not know the proper way to do our jobs," he said. He was



"This is my proudest moment as a Boilermaker." — Tom Brennan, Local 1

not alone in his misunderstanding, but he was the only one to apologize.

Paying for membership pins becomes a hot topic

ONE OF THE LONGEST and most contentious debates of the convention turned out to be over who pays for membership pins. In 1996, the convention voted to require local lodges to shift the burden of tracking years of membership and cost of pins from the

Continued on page 4



Local 449 Pres. Mark Kerscher talks about strike benefits, while behind him L-487 Pres. Regina Prudhomme waits for her turn to speak.



A Marine Corps Color Guard presents the American and Canadian flags during the opening ceremonies.

Delegates contribute over \$11,700 to family of explosion victim

ON WEDNESDAY, July 25, Local 169 BM-ST John Marek, Detroit, Mich., asked convention delegates to make a contribution to the family of Jeff Davis. Davis, a Local 13 apprentice, was killed the previous week in a job-site explosion at the Motiva Refinery in Delaware.

A total of \$6,910 was collected. Local 13 Vice Pres. John Lattanzi, Philadelphia, Pa., thanked the delegates for their generous contribution saying, "Davis was a personal friend of mine and this will mean a lot to his family. You should all be proud to be a member of this organization, because I know I am."

The next day, Local 27 President Dave Snead, St. Louis, Mo., made another plea to the delegates to once again dip into their pockets to help this family out. The second collection raised \$4,808, making the total convention delegate contribution to the Davis family \$11,758.26.

Davis, 40, was a steel mill worker most of his life, and leaves behind his wife and five children.

What delegates did at this convention is nothing unusual for Boilermakers. Whenever tragedy strikes one of our members or their families, we show the true meaning of "brotherhood," which goes far beyond paying dues and working under a contract.



Local 169 BM-ST John Marek asks delegates to donate to Davis family.



Local 27 Pres. Dave Snead asks delegates to dig a little deeper.

Convention news

Continued from page 3

International to local lodges. At this convention, the Law Committee recommended having local lodges pay \$5 each for pins for members with less than 30 years of service, while the International pays for members with 30 years or more.

After much discussion and two amendments, the delegates passed a resolution requiring the International to pay for all pins of 20 years or more.

Another issue that generated a great deal of debate was the matter of changing the name of the International. The Law Committee recommended changing the Constitution to allow the International Executive Council to change our union's name when doing so will help facilitate a merger. On everyone's mind was the proposed merger with the Brotherhood of Maintenance of Way Employes (BMWWE) and other possible mergers.

Many delegates opposed changing our name or giving the Executive Council authority to change it between conventions. A group of delegates from the Cement, Lime, Gypsum, and Allied Workers Division proposed adding "Cement Workers" to our name.

International President Jones pointed out that the Boilermakers union has been created through five mergers, so in a sense we are now five unions — Boilermakers and Shipbuilders; Blacksmiths and Forgers; Cement, Lime, and Gypsum; Stove Workers; and Metal Polishers.

If our merger with the Brotherhood of Maintenance of Way Employes is ratified, we will be six. "If we put everybody's name into the title it would be more than a paragraph."

Jones said that the Executive Council needs the liberty to put everything on the table during merger discussions. Union mergers can become emotionally charged. If adjusting the name of our union makes the merger go more smoothly, it is a small price to pay.

After much debate, the committee's recommendation passed.

Another proposal that drew debate was the proposal to raise field dues for Construction Division members from three-fourths of one percent of wages to one percent. Construction members pay field dues to finance the many programs that their division has that are unique to their division, such as their marketing program, *Fight Back* organizing, and training for local lodge leaders in how to retain jurisdiction over all of the work that is rightfully ours.

Raising dues is never popular, and this proposal had some detractors, but it also garnered an enormous amount of support.

Wally Ferguson, Local 108, Birmingham, Ala., and Bob Hall, BM-ST of Local 11, Helena, Mont., rose to oppose the motion. They said they'd been sent to the convention to protect their members, and they interpreted that mission to include protecting them from dues increases.

Ferguson and Hall were followed by a long string of delegates who rose to support the motion, nearly all making a similar argument — that we should strengthen the union while times are good so we will be financially strong enough when work gets leaner.

Because field dues are a percentage of wages paid, the union's income from them is reduced during times of lower employment levels, even if membership levels do not drop.

But when work is slow, the programs paid for by field dues are more important than ever. Without them, we have no way to find new work for our mem-



Local 483 President Billy Staggs asks about the deletion of Article 17.1.21.



L-580 Pres. Chris Scott suggests the next convention be held in Toronto.



L-D173 Delegate Frank Ferrucci asks for a clarification of convention rules.

bers, to protect the work we already have, and to ensure that nonunion contractors don't gain ground. Without a secure financial base, the union cannot protect its members.

Despite passionate debate on several issues, all of the delegates showed the utmost respect for each other and for the convention chairmen. When the convention adjourned *sine die* on Thursday, many veteran delegates were heard saying it was one of the best conventions they had attended, full of serious debate and hard decisions, but void of anger.

Delegates were able to go home knowing they'd done a good job and the Brotherhood could continue in strength and solidarity for another five years. □



L-11's Bob Hall asks for clarification of expenses under Article 20.3.6.3.



L-1239 Pres. David Hulne says raising strike benefits aids during negotiations.

Employers honor Pres. Jones



Displaying a model boiler donated to International President Charles W. Jones (r.) by Tom Scherman of Woodley-Griggs, are, l. to r., Local 83 convention delegates Bill Carver, BM-ST Roger Erickson, Roger Hammell, and Pres. Larry Horseman.

TWO EMPLOYERS USED the convention as an opportunity to honor Intl. Pres. Charles W. Jones for his many achievements during his 59-year Boilermaker career.

Woodley-Griggs Boiler Repair, a small company employing members of Local 83 in Kansas City, Mo., presented a miniature version of a boiler to President Jones before the convention session began on Wednesday, July 25. Members of Local 83 carried the boiler to the convention floor so delegates could get a closer look.

Jones told the delegates he plans to display the boiler at the Boilermakers National Archives in Kansas City, Kan.

The miniature is a working model, and before the day was over Boilermakers had fired it up and it was emitting a thin plume of gray smoke.

Fluor Maintenance Systems also honored Jones. Ron Weathered, senior director of labor relations for the company, presented an award for outstanding achievement in labor management cooperation to Intl. Pres. Jones for his leadership and vision.

In presenting the award, Weathered said, "Through programs you instituted and your leadership and direction, signatory contractors, regions, and local lodges have implemented

and coordinated programs to maximize the staffing levels required for skilled craft employees to support critical outage schedules, thus achieving the shared advantages of your vision of tripartite cooperation."

Fluor Maintenance Systems is a new contractor for the Boilermakers, having signed on in order to have access to the Boilermakers in Local 4, Page, Ariz.

Charles W. Jones has been the International president of the Boilermakers since 1983, but he distinguished himself long before he became president.

A graduate of the Harvard Trade Union Fellowship Program at Harvard University, 1946-47, Jones served as an organizer and field representative, and was named director of research in 1956. Always a strong advocate of education, Jones initiated and developed the International's Union Education and Training Program, including the summer institutes for local lodge leaders at the University of Wisconsin's School for Workers.

He has been described as the "architect" of the Construction Division, was instrumental in creating the annuity fund, and has made numerous administrative changes to make our union more efficient. In 1960, he became the Intl. vice president for the Southeast,



Ron Weathered, left, senior dir. of labor relations for Fluor Maintenance, congratulates Intl. Pres. Jones.



Before the day is over, Boilermakers have the miniature boiler running.

and Intl. Pres. Harold Buoy nominated Jones as his replacement when he announced his retirement in 1983.

As International president, Jones has continued to be an innovator, creating the *Fight Back* and in-plant organizing programs, initiating the Construction Division marketing program, and supporting MOST and our many safety and productivity programs throughout their development.

His leadership has resulted in the Brotherhood's continued success, and he is highly regarded by Boilermakers, contractors, and owners alike. □

Delegates elect International officers

All 11 are returned to office with no opposition

ONE OF THE MOST important functions of the convention is to elect International officers. Delegates to the 30th Consolidated Convention did so on the second day of the convention, beginning with Intl. Pres. Charles W. Jones, who was nominated by Intl. Sec.-Treasurer Jerry Willburn.

"What we do here this week will live in eternity in the history of our organization," Willburn told the delegates. He then cited a long list of reasons to re-elect Jones to the position he has held since 1983.

Citing Jones's incredible record of 59 years of service to the Brotherhood, Willburn reminded delegates that Jones was "significantly involved in virtually every program that we have in the Brotherhood today."

He specifically referred to the annuity, which Jones created, and the pension, which he championed before many members saw its value. He called Jones the "architect" of the Construction Division, and recalled Jones's work to support and promote the MOST programs that won the Nova Prize for innovation in 1998.

Speaking of Jones's dedication to the Boilermakers, he said, "President Jones has one hobby, and we all know what that hobby is. It's the Boilermakers."

Seconding the nomination was International Vice President Jim Hickenbotham, who said Jones's leader-



Local 101 BM-ST Henry McCoy nominates Don Lacefield as International vice president.

ship qualities are second to none. "One of the things that I am most impressed with about Charles Jones is that he will take the time to speak to the most junior member of this International as well as the most senior member," Hickenbotham said. "He is always willing to assist everyone with his or her problems."

President Jones was re-elected without opposition, after which the delegates treated him to a long, loud standing ovation.

Intl. Vice President Rick Albright then nominated Jerry Willburn for Intl. secretary-treasurer. He said, "Jerry has earned the trust of the International Executive Council. He is what I call a boilermaker's boilermaker."

Albright said Willburn has excelled in all of his responsibilities, including keeping the Brotherhood building occupied and earning rent. He concluded his nomination with a few words in French for our French-Canadian Boilermakers.

Willburn's nomination was seconded by Allen Meyers, BM-ST of Willburn's home local, Local 627, Phoenix, Ariz. Referring to Willburn's "many outstanding qualities and abilities," Meyers said he had "no reservations nominating Willburn for another term" in the office he has held for 12 years.

Don Lacefield was nominated for Intl. vice president of the Western States by Henry McCoy, BM-ST of Local 101, Denver, Colo., who praised Lacefield with a quote from President Teddy Roosevelt: "The most important single ingredient in the formula of success is knowing how to get along with people."

McCoy added, "Getting along with people has always been Don's mode of operation with clients, contractors, and union members alike."

Lacefield's nomination was seconded by Tim Carr, BM-ST of Local 104, Seattle, Wash., who said Lacefield is "a proven leader, a competent administrator, and a good trade unionist."

Local 744 BM-ST Pat Gallagher, Cleveland, Ohio, nominated Larry McManamon for Intl. vice president of the Great Lakes and Ohio Valley, saying that he has "provided outstanding leadership by being a problem solver and accepting and managing change in a positive way."

Seconding the nomination was Intl. Representative James Pressley, who praised McManamon's ability to represent all of the industries in the Great Lakes Area with "skill of hand and integrity of heart."

Larry Turner, Lodge 132 BM-ST, Galveston, Texas, nominated George Rogers for Intl. vice president of the Central States, citing his many years of experience as a boilermaker, business manager, International rep., director of the National Transient Division, and



Local 555 BM-ST Norm Ross nominates Rick Albright as International vice president.

vice president. He said Rogers "has boiler making in his blood — and that's a good thing for us."

Local 74 BM-ST Ron Keck, Houston, Texas, seconded the nomination, praising his courage, compassion, integrity, and ability to listen to problems.

Local 154 Bus. Mgr. Ray Ventrone, Pittsburgh, Pa., nominated Michael S. Murphy for Intl. vice president of the Northeast. He spoke of Murphy's loyalty, commitment, and integrity.

Kenny DeLaCruz, Local 614 bus. mgr. New London, Conn., seconded the nomination, praising the hard work Murphy has done on behalf of Boilermaker members.

Newton B. Jones was nominated for Intl. vice president of the Southeast by District No. 57 BM-ES Sam May, Chattanooga, Tenn., who spoke at length of Jones's involvement with the Boilermakers union from a very early age. He began as a pre-teen, folding and passing out handbills on an organizing campaign, and continued through ten years in field construction, followed by work as an organizer, director of organizing, and vice president. May also cited Jones's recent successes in obtaining work and negotiating agreements.

Jones's nomination was seconded by Local 903 President and Mississippi AFL-CIO President Robert Shaffer, who praised Jones's ability to communicate and respond to challenges.

Guy Villemure, BM-ST of Local 271, Montreal, Quebec, nominated Alexander "Sandy" MacDonald for Intl. vice president of Eastern Canada. He said MacDonald has "always been there" for Local 271, no matter what the issue. Calling MacDonald more a friend than a vice president, he apologized to MacDonald's wife for taking him away from her to work the long hours of an IVP for five more years. Guy repeated his nomination in French for the benefit of his French-speaking members.

MacDonald's nomination was seconded by Local 203 BM-ST Tom Walsh, St. John's, Newfoundland. He said MacDonald did "everything humanly possible" to help the lodges and members in his area.

Local 555 BM-ST Norm Ross, Winnipeg, Manitoba, nominated Rick Albright for Intl. vice president of Western Canada. He traced Albright's life from his start in 1967 as an apprentice welder in Lodge 146 to his work as a business agent, Intl. rep., and vice president, including many positions on boards outside the Brotherhood. He praised Albright for his leadership, commitment, knowledge, support, and dedication.

Rob Lauzon, BM-ST of Cement District Lodge D11, Brisco, British Columbia, seconded Albright's nomination, praising the way Albright has worked with lodges in the CLGAW Division.



Local D472 Pres. Ray Merrill nominates Jim Hickenbotham as International vice president.



Local 271 BM-ST Guy Villemure nominates Sandy MacDonald as International vice president.



Local S1978 Pres. Mike Murphy nominates Othal Smith Jr. as International vice president.

Local D472 Pres. Ray Merrill, Alpena, Mich., nominated Jim Hickenbotham for Intl. vice president of the Cement, Lime, Gypsum, and Allied Workers (CLGAW) Division. He spoke of Hickenbotham's "thirst for knowledge" of the labor movement, stamina, determination, and collective bargaining skills.

Hickenbotham's nomination was seconded by Local D282 Pres. Paul Kuhs III, Wind Gap, Pa., who related how much Hickenbotham had helped their local.

Local S1978 Pres. Mike Murphy, Rock Springs, Wyo., nominated Othal Smith Jr. for Intl. vice president of the Stove, Furnace, Energy, and Allied Appliance Workers (SFEAW) Division. He traced Smith's 21-year history with Local S1978, which represents coal miners. He has worked for this local since they were affiliated with the Progressive Mine Workers.

Local S2 Pres. Buddy Clark Jr., Laverge, Tenn., seconded Smith's nomination, speaking of his hard work and dedication to making life better for union members and all working families.

All 11 International officers were elected by acclamation. □

Is it too late for a recount?



ON JULY 24, 2001, hearing no other nominations for the office of Intl. vice pres. of Western Canada, Convention Chairman J. W. Moore asked Intl. Sec.-Treas. Jerry Willburn to cast the vote of the 30th Consolidated Convention for Rick Albright.

Willburn approached the podium and asked the delegates if they were sure there were no other nominations, bringing a roar of laughter from the delegates, and Albright, too.

That laugh continued the following day, when the nominee pictured above unexpectedly turned up in Willburn's office. □

Local 363 members build SO₂ scrubber

Cantilevered and counterbalanced ductwork, limited space make erection process difficult

MEMBERS OF LOCAL 363, East St. Louis, Ill., have successfully completed the erection of an SO₂ scrubber at the City, Water, Light, & Powers' Dallman No. 31 and 32 units in Springfield, Ill.

Working for Siciliano, Inc., the members installed over 600 linear feet of ductwork for the Lurgi, Lentjes, Bischoff-designed scrubber.

According to general foreman Curt Garrett, nearly all of the ductwork was cantilevered and counterbalanced by

itself. Add to this the limited installation space, and this job turned into a very complicated and dangerous erection process.

However, whenever a difficult task came up, the Boilermakers all worked together as a team and got the job done, said Garrett. "Their professionalism and dedication to their craft made this job go very smoothly. I am extremely proud of each of them." □



Members of Local 363, E. St. Louis, Ill., attach structural steel supports to the ductwork of an SO₂ scrubber.



In erecting this SO₂ scrubber (shown here near completion), Local 363 members attach over 600 linear feet of ductwork.



A crane lifts the absorber top, which weighs 38 tons and has openings measuring 14-foot square and 16-foot round.

Local 128's Don Barrie gives the term 'tankie' a new meaning

Barrie uses his skills, and a little improvisation, to restore 1942 tank

IT'S REALLY NO BIG deal for a Boilermaker to restore a tank. But when that "tank" is a 1942 Universal Carrier, well, that's stretching our tank skills just a bit.

At least it is for most Boilermakers. But Don Barrie, an eight-year member of Local 128, Toronto, Ontario, Canada, used his trade skills to restore a tank for a military museum.

Originally built by Ford Canada at their Windsor, Ontario, plant, the tank Barrie received was broken, rusted, and had no mechanical capability. Using his Boilermaker skills (plate work, welding, tool making, etc.), as well as his mechanical knowledge, Barrie was able to rebuild the tank shell and drive train.

He had to improvise quite a bit when it came to finding such things as sockets that could manage British-made threads and unique bearings. He created a "track jack" using a jack from a modern-day Volkswagen.

It took 600 hours, more or less, a lot of resources, a few helpers, and an abundance of WD-40 to finish the job. But when the engine turned over, it was clear that both Barrie and Ford believe that "Quality is Job One!"

The restored tank will be displayed in the Thunder Bay Military Museum, Thunder Bay, Ontario, as an example of Canada's role in World War II. It also illustrates the skill and workmanship Boilermakers are proud of — though the tanks we usually work on are much larger and unarmed. □



It doesn't look like much now, but with a little 'Boilermaker' know-how, Local 128 member Don Barrie restored this old tank.



Local 128's Don Barrie rebuilt this 1942 Universal (Bren gun) Carrier using his Boilermaker skills, mechanical knowledge, and a little improvisation.

Help Mid-Coast Marine employees collect settlement

A BANKRUPTCY CLAIM for 92 former employees of Mid-Coast Marine has been awarded in the amount of \$91,326.57. Unfortunately, only 34 of these workers have been located.

Listed below are the names of the 58 people we still need to find so they can receive their settlement checks:

Julie Allen; Wes Allen; Jim Anstine; Mark Bartholomew; Murphy Brown; Charles Clewell; Nathan Collicott; Mike Cox; Steven Crocker; William Day; Scott Devault; Dave Diefenbaugh; Rachael Dunn; Gerald Duren; Lance Edwards; Simon Elliott; Jeremy Fields; Tom Fine; Shannon Fraser; Pat Freelove; Ramko Garcia; Mike Gibson; Terry Gippert; Kevin Glover; Anthony Graham; John Hagan; Jean C. Hook; Steven Hornedew; Jason Hostetter; Richard Kellenberger; Chris Kinney; Danny Kutsch; Kevin Lary; Emmett Lincoln; Mike McCarthy Jr.; Bruce McLain; Kevin Miller; Kent Montgomery; Michael Newman; Vern Olson; Frank Pollock; Robert Reed Jr.; Richard Roach; Todd Robin; Daryl Rodgers; Jack Ross; Brian Kevin Rossi; Mary Sue Scott; Gabe Smith; Joseph Stephenson; Richard Stickroth; Albert Swisher; David Swisher; Roy Underwood; Nanette Walker; Robert Ward; Justin Wickline; and Kurt Zardes.

If you know the address of any of these former employees, please contact the offices of Local 72, Portland, Ore., at 503 731-6366.

Local 44 in Coos Bay, Ore., represented these employees until the company filed for bankruptcy in October 1997 and subsequently closed. The local was then consolidated with Local 72.

The Stewards Sourcebook

Organize your facts with a Steward Fact Sheet

This useful tool organizes the information you'll need to process a grievance

IF YOU DO A THOROUGH job of researching your grievance, you'll end up with quite a bit of information. The Steward Fact Sheet shown below is a useful tool that can help you organize that information.

Developed by Rob Lauzon, BM-ST of Cement District Lodge D11, and stewards in the CLGAW Division, this simple form can help you a great deal when you get ready to write up your grievance. In fact, if you conscientiously investigate the complaint and fill in all of this form, you should be able to write your grievance just by transferring the information from the form.

Filling in all the sections is also a good way to double-check to make sure you're collecting all of the information you'll need to investigate and handle the grievance properly. Begin filling in this form as soon as you determine that you have a complaint that could lead to a grievance.

Each grievance is unique, and contracts differ greatly. Some areas on this form might not be important to your case and you can ignore them. But take a good, hard look at the facts before you do so. You don't want to leave out anything that might help you refute the company's argument.

Areas that you must not overlook are the sections requiring the reason this action is considered a grievance, the

corrective action requested, and what the employer contends.

The basis for your grievance is crucial in determining how you will argue your case. You must determine whether your complaint involves a violation of 1) the contract, 2) state or federal laws, 3) company rules and regulations, 4) well-established practices, or 5) workers' rights.

Writing this down will help you decide how to argue the case and will also help weed out complaints that seem serious but are not grievable. If none of these violations occurred, you do not have a grievance.

The corrective action you are seeking is also extremely important. This form reminds you to decide what you believe the grievant should get before you actually file the grievance.

For most grievances, the remedy is to "make whole" the grievant, i.e., to return the grievant to the same position he or she would have had if the incident had not occurred. If you don't know what to ask for, simply say you want the grievant made whole.

If you don't specify the remedy you want, you can win the grievance but the grievant will still not get the back pay, overtime, or whatever.

Perhaps the single most important section is the section for the employer's position. Getting the employer's position on paper helps you plan the way you will argue your case.

For example, if the employer is making an affirmative claim, such as that Joe Smith violated a rule, then you can assume the negative argument and the

★★★ Star Stewards ★★★

Bobby Jones is 'dedicated to members'

LOCAL 687, Charleston Heights, S.C., is home to our latest Star Steward. Bobby Jones is a steward at Bechtel's Savannah River Plant as well as Local 687's Trustee Chairman.

Patricia Bruce, who nominated him for Star Steward, says that he is "dedicated to the welfare of the members. He will help each brother or sister to the best of his ability. . . [showing] the true meaning of brotherhood."

Local 687 Bus. Mgr. Jim Bryant agrees. "Bobby is an asset to the plant and to the local," he said. "He does his homework on grievances. That contract is different from most, and Bobby works hard to understand it and to take care of our members who work there. He's an excellent trade unionist,

and anybody on that job would say the same thing about him."

Do you know a Star Steward?

DROP US A LINE with the name of the steward, the local, the company, and a few words about why you think this steward is so special. Send a photo if you have one. We'd like the world to see what a good steward looks like.

Send info to this address:

Star Stewards
The Boilermaker Reporter
Boilermakers International
753 State Ave, Suite 570
Kansas City KS 66101

burden of proof will be on them. They need to prove that he did, indeed, violate the rule and that the rule was clear and known to everyone. If they fail to prove any of these points, you may be able to win your grievance.

It is always easier to win the negative argument. In this case, you would only need to cast doubt on whether he actually broke the rule.

However, if you pass up this easy argument and instead claim that the

company is "out to get" Joe, you have shifted the burden of proof back onto yourself. Even if you are right and they really are trying to get Joe, you'll probably lose the grievance unless you have mountains of evidence from uninterested third parties.

Take the easier way. Make the company prove what they have claimed. Don't shift the burden of proof back to yourself by making a new claim of company wrongdoing. □

You can enlarge the sample Steward Fact Sheet provided below and make copies to use when processing grievances. Simply cut out both sides of the form pro-

vided below, and cut it down the center dotted line. Enlarge each side 142 percent. Each half of the expanded Steward Fact Sheet will fit comfortably on

one side of an ordinary piece of 8.5" by 11" copy paper. Copies of this form are also available from the Research and Collective Bargaining Department.

Side One

Steward Fact Sheet

(For union purposes only)

Local Number: _____ Prepared by: _____
Check number: _____
Department: _____
Job & Classification: _____
Rate: _____ Location: _____

Supervisor's name: _____
Department: _____

Seniority — Employer service from date: _____
— Department service from date: _____
— Job service from date: _____

When did the grievance or complaint occur?
Date: _____ Time: _____
How often: _____ How long: _____

Names of witnesses involved:
Name Department Job Classification Phone Number

What are the facts of the grievance or complaint? Attach additional sheets to cover all events.

Side Two

Where did the grievance or complaint occur? (Include a diagram, sketch, or photo, if helpful.)

Exact location: _____
Type of equipment (If applicable): _____
Aisle, job number (If applicable): _____

Why is this considered to be a grievance or complaint? (Article in the collective bargaining agreement, the law, the past practice, the regulation, or unjust treatment.)

Corrective action requested: Grievance settled and redress in full (to place the grievant in exactly the same position he/she would have been had the incident not occurred.)

Employer contends: _____

Employer record of conduct:
Verbal warning issued (dates/reasons): _____
Written warnings issued (dates/reasons): _____
Penalties imposed: _____
Any related information: _____

PLEASE NOTE:
Documentary evidence such as seniority lists, wage schedules, work tickets, record of similar grievances, etc., should be attached. It is very important that dates, times, statements, and references are not changed once established as facts.

Date grievance or complaint was reported _____
Signature of steward _____
Signature of grievant _____

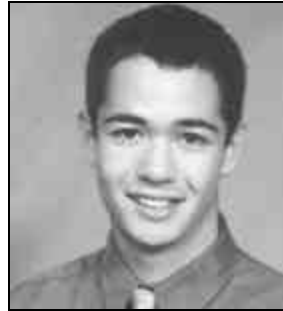
SCHOLARSHIP WINNERS



BRIAN MILLIGAN — \$5,000
Son of Billy Ray Milligan, L-433



LAURA SILVERSIDES — \$5,000
Daughter of Steve Silversides, L-128



HARRISON OSBOURN — \$4,000
Son of James Osbourn, L-83



JACOB FRADY — \$3,000
Son of Robert Frady, L-455



BRYNN FREDETTE — \$3,000
Daughter of Joseph Fredette, L-197



CHRISTA HORN — \$3,000
Daughter of Charles Horn, L-344



LONDON JUSTICE — \$3,000
Son of Stephen Justice, L-454



KIMBERLY LAMPEREUR — \$3,000
Daughter of Phillip Lampereur, L-487

International announces recipients of 2001 Boilermaker scholarships

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

The committee awarded a total of \$50,000 in grants — \$38,000 to United States students and \$12,000 to Canadian students — for the International's program; \$5,000 in local lodge awards; and \$1,000 from the Canadian Federation of Labour.

IEC scholarship winners

THE IEC COMMITTEE selected 18 award winners from a pool of 150 applicants for the International's scholarship awards. The amount of each grant is determined by the Scholarship Committee. This year, the committee awarded two \$5,000 grants, one \$4,000 award, five \$3,000 awards, two \$2,500 scholarships, and eight \$2,000 grants, based upon the applicant's high academic achievement, leadership skills, participation in extra-curricular activities, and performance on a typed essay.

Brian Milligan, son of Billy Ray Milligan of Local 433, Tampa, Fla., and Laura Silversides, daughter of Steve Silversides of Local 128, Toronto, Ontario, each earned the top award amount of \$5,000.

Harrison Osbourn, son of James Osbourn of Local 83, Kansas City, Mo., was selected to receive a \$4,000 grant.

Selected to receive a \$3,000 grant were Jacob Frady, son of Robert Frady of Local 455, Sheffield, Ala.; Brynn Fredette, daughter of Joseph Fredette of Local 197, Albany, N.Y.; Christa Horn, daughter of Charles Horn of Local 344, Ridgecrest, Calif.; London Justice, son of Stephen Justice of Local 454, Chattanooga, Tenn.; and Kimberly Lampereur, daughter of Phillip Lampereur of Local 487, Kewaunee, Wis.

Karen Glenn, daughter of James Glenn of Local 73, Halifax, Nova Scotia, and Oriana Pegoraro, daughter of Frank Pegoraro of Local 146, Edmonton, Alberta, were selected to receive \$2,500 grants.

The following eight scholarship winners will each receive a \$2,000 grant: Keven Brunk, son of Peter Brunk of Local 197; Kyle Clemons, son of Eulus Clemons Jr. of Local 108, Birmingham, Ala.; Travis Jennings, son of Terry Jennings of Local 83; Kirsten Kelly, daughter of Raphael Kelly of Local 203, St. John's, Newfoundland; Brooke Medley, daughter of John Medley of Local 363, East St. Louis, Ill.; Jennifer Patterson, daughter of William

Continued on page 9

How to apply for a Boilermaker Scholarship



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

daughter, legally adopted child or dependent of active, retired, disabled, or deceased members).

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

Need help with college tuition?

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

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

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

To qualify for most federal, state, and college aid, an applicant must demonstrate need. Need is defined as the difference between the cost of college attendance and how much you can afford to pay based on your income and assets. A college will try to

meet an applicant's needs by creating a financial package from the aid programs available.

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

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

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

Grants are financial aid you don't have to pay back; **work-study** lets you

work and earn money to help pay for school; **loans** are borrowed money that you must repay with interest; undergraduates may receive all three types of financial aid; and graduate students may receive loans and Federal Work-Study, but not Federal Pell Grants or FSEOGs. Contact the financial aid office at your school to find out which programs (if any) are available.

Call 800-4-FED-AID (1-800-433-3243) to apply for federal aid. Contact your state higher education agency and ask to receive all literature on scholarship, grant, work-study, and loan programs.

Corporations, associations, unions, religious organizations, and other private sources also award scholarships to a variety of students. Uncle Sam also offers two types of tax breaks for college education — the Hope credit and the Lifetime learning credit.

SCHOLARSHIP WINNERS



KAREN GLENN — \$2,500
Daughter of James Glenn, L-73



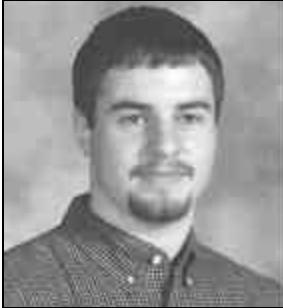
ORIANA PEGORARO — \$2,500
Daughter of Frank Pegoraro, L-146



KEVEN BRUNK — \$2,000
Son of Peter Brunk, L-197



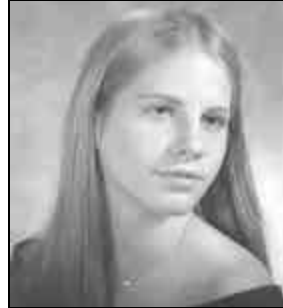
KYLE CLEMONS — \$2,000
Son of Eulus Clemons Jr., L-108



TRAVIS JENNINGS — \$2,000
Son of Terry Jennings, L-83



KIRSTEN KELLY — \$2,000
Daughter of Raphael Kelly, L-203



BROOKE MEDLEY — \$2,000
Daughter of John Medley, L-363



JENNIFER PATTERSON — \$2,000
Daughter of William Patterson, L-684

Continued from page 8

Patterson of Local 684, Norfolk, Va.; Fredrick Wright, son of Fredrick Wright of Local 193, Baltimore, Md.; and Jeffrey Zahorchak, son of Thomas Zahorchak of Local 154, Pittsburgh, Pa.

IEC scholarship program

SINCE 1988, when the International began the scholarship program, the Boilermakers union has awarded a total of \$426,000 to 153 children and dependents of Boilermaker members.

This year, the scholarship committee was again highly impressed by the excellent grades earned by the scholarship applicants throughout their high school years, by their many achievement awards, by their participation in extracurricular activities, and by their

well-written essays. All of the applicants deserve special recognition. And so does the committee, who spend days reviewing applications, reading the essays, and making sure that each applicant complied with the scholarship application rules.

This year's committee included Intl. Vice Presidents Newton Jones (chairman), Alexander MacDonald, and Othal Smith Jr. Assisting were attorney John Blake, representing the legal firm of Blake & Uhlig, and Administrative Secretary Tracy Buck.

Intl. Pres. Charles W. Jones is proud of each applicant, but concerned that the scholarship is not getting advertised as much as it should. "This year, we received 150 applications, which is 17 less than last year. It is vital to advertise the benefits of this program to our



FREDRICK WRIGHT — \$2,000
Son of Fredrick Wright, L-193



JEFFREY ZAHORCHAK — \$2,000
Son of Thomas Zahorchak, L-154

members so that each of their children have an opportunity at the scholarship

awards." (See the box on page eight for how to apply.) □

CFL, local lodges award scholarships, too

THE INTERNATIONAL's scholarship committee also chose winners of scholarships from three local lodges and one from the Canadian Federation of Labour (CFL).

Local 146, Edmonton, Alberta, Canada, awarded \$2,000 to Oriana Pegoraro, daughter of Frank Pegoraro, and \$1,000 to Anna Song Kim, daughter of Duk San Kim.

Local 105, Chillicothe, Ohio, awarded \$1,000 to Goldie Bailey, daughter of Steven Bailey.

Local 582, Baton Rouge, La., awarded \$1,000 to Heather Fontenot, daughter of Joey Fontenot.

For the third year, the CFL awarded a \$1,000 scholarship to an applicant from each affiliated union. The IEC Scholarship Committee selected Kirsten Plante, daughter of Local 191 member Kenneth Plante (Victoria, British Columbia), as this year's CFL scholarship winner.

Local Lodge 13 names 23 scholarship winners

LOCAL 13, Philadelphia, Pa., announced the winners of 23 scholarship awards, each totaling \$6,000, to

dependents of Local 13 members who participated in the local's annual competition. Winners were selected based on the results of a college aptitude test administered and graded by St. Joseph's University. The grants will be awarded over a period of four years; \$750 per semester for eight semesters.

This year's winners are Jessica Bailey, daughter of Richard Bailey Sr.; Michael Banas, son of Robert Banas; Michael Chervanik, son of Craig Chervanik;

Daniel Duffield, son of Warren Duffield; Daniel Fleming, son of Samuel Fleming; Loren Gorgol, daughter of Lawrence Gorgol; Stephen Keating, son of Stephen Keating; Jennifer Kirk, daughter of Joseph Kirk; Brittany Kitchen, daughter of Michael Kitchen; William Knoll, son of Mark Knoll; Francis LeCompte son of Francis LeCompte; Jenny Lynn, daughter of Kevin Lynn; Angela McGuigan, daughter of Joseph McGuigan; Jennifer

Murray, daughter of Michael Murray; Matthew Murray, son of Joseph Murray; Lauren Nissley, daughter of Wayne Nissley; Chris Norsworthy, son of Jeff Norsworthy; Terri Peiffer, son of Richard Engleman; Brian Purin, son of Thomas Purin; Gina Sigovich, daughter of James Sigovich; Lindsay Wesolowski, daughter of Richard Wesolowski; Melissa Wilson, daughter of Mark Wilson; and Mary Woodward, daughter of Patrick Woodward. □



ORIANA PEGORARO — \$2,000
Daughter of Frank Pegoraro, L-146



ANNA SONG KIM — \$1,000
Daughter of Duk San Kim, L-146



KIRSTEN PLANTE — \$1,000
Daughter of Kenneth Plante, L-191

Committees work hard to guide our future

Working behind the scenes, committees guide delegate action

COMMITTEES ARE ESSENTIAL to the success of a convention. They provide guidance to the delegates in the various areas of their expertise, areas in which the individual delegates might not be knowledgeable.

In the course of the convention, delegates must look at every section of the International Constitution and either accept it as it stands or amend it. This Herculean responsibility is made much easier by committee recommendations.

Several weeks before the convention, the Resolutions Committee goes to work. Their job is to review all of the resolutions submitted for consideration at the convention and recommend action by the delegates.

Resolutions that require amending the Constitution are referred to the Committee on Constitution and Law, which also begins its work long before the convention. During the convention, this committee takes up each section of the Constitution one at a time and either recommends no change or recommends a specific change. Delegates then vote whether to accept the committee's recommendation, or they move to amend the recommendation.

With nearly 900 delegates in attendance, the convention could not get much done without the pre-convention work of these two committees.

Numerous other committees also perform necessary functions. Committee members work hard during the convention, often meeting before and after the daily sessions to discuss new developments.

The first committee to report is the Credentials Committee. They are responsible for ensuring that the proper delegates are seated in the convention. To be seated, all delegates must meet the criteria set forth in the Constitution.

The Rules Committee reports next, laying down special rules for the convention. In general, the convention follows Robert's Rules of Order, but the Rules Committee may establish exceptions or determine a manner for handling unusual situations.

A new Welcoming Committee helped convention delegates find their way, while the Distribution Committee ensured that every delegate received the publications needed for each day's business.

The Sergeant-at-Arms Committee ensured that only authorized persons were allowed on the convention floor.

The Finance Committee made recommendations regarding the financing of the union.

Industry committees emphasize organizing

SEVEN SPECIAL COMMITTEES for members in various industries serve reported on the condition of their industries and membership. They also made recommendations to the convention and to the International on how they believe members in their areas can best be served. The most frequently heard recommendation was a call for more organizing.

The Special Committees on Forging and Allied Industry, Industrial and Utility Boilers, and Shipbuilding all reported serious losses of membership over the past 20 years. In these three industries, the Boilermakers now represent one-third to one-fourth of the

number of workers we represented only 20 years ago.

Nearly all of these losses have been caused by the shrinking of the American industrial sector. Many industries have reduced their manpower needs by modernizing their operations. Others have moved their plants overseas.

The U.S. shipbuilding industry has contracted to its lowest level since 1932 because the U.S. government no longer provides the loan guarantees necessary to attract large shipbuilding projects. In addition, the U.S. Navy has cut its orders for new ships and has begun repairing ships overseas.

Locals in the boiler and forging industries have benefited enormously from our in-plant solidarity program and our in-plant organizing program. Boiler lodges in right-to-work states enjoy 99 percent membership.

The solidarity program has served locals in the cement industry well, too. Local D421 in Tulsa has signed a new contract after working nearly ten years under an implemented contract, and Local D66 in Fort Dodge, Iowa, successfully turned back a well-financed decertification campaign by their employer, National Gypsum.

The Special Committee on Stove, Furnace, Energy, and Allied Appliance Workers made organizing their highest priority, vowing to have 15,000 members by the next convention. This division includes our newest industry, emergency medical service personnel. Because this industry relies so much on up-to-date training, the committee recommended establishing an emergency medical services training program akin to our apprentice program.

The report by the Committee on Organizing and Communication complemented the recommendations from these committees. This committee reported that the *Fight Back* Construction Organizing program is being de-emphasized for the time being, because it works best in times of low unemployment. Construction boilermakers expect full employment for the next several years. These organizers are now recruiting skilled craftsmen from nonunion employers.

The committee recommended making the in-plant organizing program mandatory at all locals with less than 100 percent membership, and asked lodges to identify targets for new-plant organizing.

This committee also recommended that the International continue to modernize its communication efforts by expanding and enhancing the union's web site, creating web sites to assist with organizing, and exploring the possibility of delivering the *Boilermaker Reporter* via email to save money.



Constitution and Law Committee Chairman Sam May, I., and Secretary Pat Gallagher preview proposed changes to the Constitution.

Special Committee on Cement and Building Supplies

Chairman Jim Hickenbotham; Secretary Charles Huntbach; Delegates-at-large Nick Adams, Carey Allen, Mike Atchison, Raleigh Eversole, and Mark Kelly; Frank Ferrucci, D173 - Wampum, PA; Maynard K. Gurwell, D93 - Humboldt, KS; Charlie Hopwood, D6 - Buffalo, IA; Dennis Hose, D533 - Hagerstown, MD; Stephen Kropp, D190 - Ft. Collins, CO; Paul Kuhs, D282 - Wind Gap, PA; Mike Landers, D209 - Speed, IN; Ronald Lazzarotto, D331 - Exshaw, BC, CAN; Tim McCoy, D595 - Louisville, KY; Ray Merrill, D472 - Alpena, MI; Steve Neese, D39 - Greencastle, IN; and Jeff Stump, D314 - Roanoke, VA.

Constitution and Law Committee

Chairman Sam May, L-454 and D57 - Chattanooga, TN; Secretary Patrick Gallagher, L-744 - Cleveland, OH; Advisors Blake & Uhlig, J. W. Moore, George Rogers, and Joe Stinger; Jim Bryant, L-687 - Charleston Heights, SC; Buddy Clark, L-52 - Laverne, TN; Gary Cookston, L-656 - Chattanooga, TN; Kenneth Delacruz, L-614 - New London, CT; Michael Grabowski, L-6 - Oakland, CA; Brad R. John, L-182 - Salt Lake City, UT; Mike Murphy, L-51978 - Rock Springs, WY; Joseph M. Murray, L-13 - Philadelphia, PA; Norm Ross, L-555 - Winnipeg, MB; Robert C. Shaffer, L-903 - West Point, MS; John Simoneaux, L-582 - Baton Rouge, LA; and John Skermont, L-1 - Chicago, IL.

Special Committee on the Construction Industry

Chairman Mike Murphy; Co-Chairmen Richard Albright, Newton Jones, Don Lacefield, Sandy MacDonald, Larry McManamon, and George Rogers; Secretary Dale Branscum; Delegates-at-large William Almond, Joe Bazy, William Carey, Bill Creeden, Mike DiCicco, Bill Elrod, Dan Everett, Andre Fleury, Tony Gallo, Dick Hardin, Dwight Harris, Dennis King, Victor Maggio, Jim McCormick, William Palmisano, Michael Peterson, Stan Petronski, Clayton Plummer, Ed Rokuski, Steve Speed, and Al Watts; Gary Adams, L-531 - Amarillo, TX; Danny Adcock, L-454 - Chattanooga, TN; Michael Allen, L-263 - Memphis, TN; Nate Begay, L-4 - Page, AZ; Jim Bryant, L-687 - Charleston Heights, SC; Richard Chilton, L-30 - Greensboro, NC; Gerald Connolly, L-5 - Great Neck, NY; Gerald Couser, L-197 - Albany, NY; Tony DeFrancesco, L-237 - Hartford, CT; Ray Devaney, L-28 - Newark, NJ; Ernest Dorsey, L-193 - Baltimore, MD; Edward Eixenberger, L-502 - Tacoma, WA; Carl Ellsworth, L-359 - Vancouver, BC, CAN; Roger Erickson, L-83 - Kansas City, MO; Fred Fields, L-549 - Pittsburg, CA; John Fultz, L-175 - Oswego, NY; Patrick Gallagher, L-744 - Cleveland, OH; James Garfield, L-107 - Milwaukee, WI; Wilber Granger, L-79 - Lake Charles, LA; Robert Hall, L-11

Continued on page 11



Special Committee on Cement and Building Supplies



Committee on Constitution and Law

Convention committees

Continued from page 10

- Helena, MT; Vinson Harper, L-453 - Knoxville, TN; Frank Hartsoe, L-45 - Richmond, VA; Ralph Havard, L-110 - Hattiesburg, MS; David Hegeman, L-37 - New Orleans, LA; John Helvin, L-108 - Birmingham, AL; Bueford Herford, L-587 - Orange, TX; Wil Hinojosa, NTL; Brad John, L-182 - Salt Lake City, UT; Don Jones, L-69 - Little Rock, AR; Ronald Keck, L-74 - Houston, TX; Edgar Lariscy, L-433 - Tampa, FL; Don Link, L-27 - St. Louis, MO; Pat Lyons, L-7 - Orchard Park, NY; Larry MacAdams, L-29 - Boston, MA; John Marek, L-169 - Detroit, MI; Edward Marquez, L-92 - Los Angeles, CA; Sam May, Dist. #57 - Chattanooga, TN; Henry McCoy, L-101 - Denver, CO; Marlin McCurdy, L-242 - Spokane, WA; Allen Meyers, L-627 - Phoenix, AZ; Dean Milton, L-146 - Edmonton, AB, CAN; Joe Murray, L-13 - Philadelphia, PA; Robert Nagy, L-85 - Toledo, OH; Steve Nelson, L-500 - Salem, OR; Kent Oliver, L-73 - St. John, NB, CAN; John Passiglia, L-363 - East St. Louis, IL; Paul Pendergast, L-647 - Minneapolis, MN; Danny Phillips, L-112 - Mobile, AL; George Pinkerman, L-667 - Charleston, WV; Ed Power, L-128 - Toronto, ON, CAN; Douglas Robbins, L-26 - Savannah, GA; Norman Ross, L-555 - Winnepeg, MB, CAN; John Simoneaux, L-582 - Baton Rouge, LA; John Skermont, L-1 - Chicago, IL; Pat Smith, L-40 - Elizabethtown, KY; David Snead, L-27 - St. Louis, MO; Larry Snellgrove, L-199 - Jacksonville, FL; Van Stephens, L-105 - Chillicothe, OH; Larry Turner, L-132 - Galveston, TX; Ed Vance, L-455 - Sheffield, AL; Charles Vanover, L-374 - Hammond, IN; Ronny Vanscoy, NTL; Ray Ventrone, L-154 - Pittsburgh, PA; Guy Villeneuve, L-271 - Montreal, PQ, CAN; Tom Walsh, L-203 - St. Johns, NF, CAN; Donald Whisenant, L-592 - Tulsa, OK; and Michael Wood, L-60 - Peoria, IL.

Credentials Committee

Chairman Robert Nagy, L-85 - Toledo, OH; Secretary Gloria Eichhorn, L-5699 - Menominee, MI; Delegate-at-large Ed Mattocks; Thomas Anderson, L-614 - Groton, CT; Tony DeFrancesco Jr., L-237 - Hartford, CT; Ray Devaney, L-28 - Newark, NJ; Gerald Hughes, L-1600 - St. Charles, IL; Paul S. Pendergast, L-647 - Minneapolis, MN; Arnold Rexroad, L-S105 - Effingham, IL; James Rose, L-900 - Barberton, OH; John Thomas, L-684 - Norfolk, VA; and Michael Watson, L-D454 - Brookfield, NS.

Distribution Committee

Chairman Phillipp Evans, L-2000 - Chester, PA; Delegates-at-large Charles Brock, Dick Hardin, Dwight Harris, Henry Juarez, and Mark Kelly; Douglas Beam, L-M300 - Aurora, IN; Gary D. Bull, L-682 - Freepport, TX; Jovan Djordjic, L-1234 - Chicago, IL; Stephen A. Kostelac, L-906 - Donora, PA; Ed McKinsey, L-D194 - Chanute, KS; Phyllis Morrow, L-S106 - Compton, CA; Terry Paris, L-524 - East Chicago, IN; George Ulrickson, L-599 - Billings, MT; and Tom Walsh, L-203 - St. Johns, NF, CAN.

Finance Committee

Chairman F. Patrick Lyons, L-7 - Buffalo, NY; Secretary Daniel J. Quinn, L-154 - Pittsburgh, PA; Tim Carr, L-104 - Seattle, WA; Richard Chilton, L-30 - Greensboro, NC; Gerald Couser, L-197 - Albany, NY; Melvin F.



Special Committee on the Construction Industry

Dunbar, L-1592 - Allentown, PA; Michael Latour, L-680 - St. Catharines, ON; Darlene Luttrell, L-S14 - Lewisburg, TN; Marlin McCurdy, L-242 - Spokane, WA; Allen Meyers, L-627 - Phoenix, AZ; Ed Power, L-128 - Toronto, ON, CAN; and Jackie Sims, L-903 - West Point, MS.

Special Committee on Forging and Allied Industry

Chairman Larry McManamon; Co-Chairman Mike Murphy, Secretary Len Beauchamp; Delegate-at-large Ron Lyon; George E. Andrew, L-1506 - Catasuqua, PA; Wendell Baumstark, L-1247 - Chicago, IL; Jeffery Bietel, L-1073 - Cleveland, OH; John Callahan, L-1162 - Milwaukee, WI; Ed Carter, L-524 - East Chicago, IN; Ed Conrad, L-1603 - Alliance, OH; Edward Esteras, L-1252 - Chicago Heights, IL; Alex Freiberg, L-343 - Oxnard, CA; James Garrett, L-1510 - Russellville, AR; Francis Hawk, L-159 - Mountain Top, PA; Rodger Honeycutt, L-1666 - Dayton, OH; Francis Lengieza, L-725 - Springfield, MA; James Maglio, L-1509 - Cudahy, WI; Preston Miracle, L-1240 - Wabash, IN; Thomas Reynolds, L-1667 - Marion, OH; Steve Robbins, L-S1241 - Benton, AR; William Schuerer, L-1570 - Springfield, MA; and Jeffery Vance, L-1256 - Moran, KS.

Special Committee on Industrial & Utility Boiler

Chairman Newton B. Jones; Co-Chairmen Larry McManamon and Michael Murphy; Secretary Len Beauchamp; Delegate-at-large Jim Pressley; Brian Brooks, L-357 - Peru, IN; Marshall Deitt, L-906 - Donora, PA; Chuck Goodman, L-151 - Erie, PA; Paul Obermeier, L-84 - Paola, KS; James Rose, L-900 - Barberton, OH; Thomas Spangler, L-656 - Chattanooga, TN; Bill Staggs, L-483 - Alton, IL; Kelly Street, L-484 - Meredosia, IL; and Michael Welsh, L-558 - Windsor, CT.

Officers Report Committee

Chairman Douglas Robbins, L-26 - Savannah, GA; Secretary Charles H. Vanover, L-374 - Hammond, IN; Advisors Len Beauchamp, Don Caswell, and Joe Stinger; John W. Benz, L-1 - Chicago, IL; Roger Erickson, L-83 - Kansas City, MO; Frank Hartsoe, L-45 - Richmond, VA; John Helvin, L-108 - Birmingham, AL; Wilfred Hinojosa, NTL; Ed Marquez, L-92 - Los Angeles, CA; Steve Nelson, L-500 - Salem, OR; Richard Pigon, L-1086 - Cleveland, OH; Van J. Stephens, L-105 - Chillicothe, OH; and Richard Upton, L-117 - Superior, WI.



Committee on Credentials



Committee on Distribution



Committee on Finance



Special Committee on Forging and Allied Industry



Special Committee on Industrial and Utility Boiler



Committee on Officers Report

Continued on page 12

Convention committees

Continued from page 11

Organizing, Communication, and Publications Committee

Chairman Newton B. Jones; Secretary William Creeden; Advisors Don Caswell, Ryan Creeden, Carol Dillon, and Kevin Gordon; Delegates-at-large Jay Bragan, Charles Brock, John Chapman, Tom Chastain, Rocco DeRollo, Steve Eames, Barry Edwards, Gary Evenson, Kyle Evenson, David Lawrence, Howard Lyon, Michael Peterson, Gary Prochnow, and Michael Zordani; Pat Dix, L-1978 – Rock Springs, WY; Rob Lauzon, District Lodge D11; Don Maes, DLD11 – Cochrane, AB, CAN; Preston Miracle, L-1240 – Wabash, IN; James Romines, L-S272 – Lavergne, TN; James Rose, L-900 – Barberton, OH; and Dave Schofield, L-920 – Portsmouth, NY.

Special Committee on Railroad Industry

Chairman Joe Stinger; Secretary Alan Scheer; Delegate-at-large Danny Hamilton; Jerry Chapman, L-1633 – Raceland, KY; Gerald Conrad, L-1393 – Altoona, PA; Roy Dubberly, L-425 – Waycross, GA; Bryon Markham, L-538 – Roanoke, VA; Frank May, L-51 – Indianapolis, IN; Bobby McRee, L-14 – Chattanooga, TN; Larry Morris, L-34 – Topeka, KS; David Ohl, L-3 – St. Paul, MN; Jackie L. Thomas, L-249 – Huntington, WV; and Kevin Woodworth, L-66 – Little Rock, AR.

Resolutions Committee

Chairman Pat Smith, L-40 – Elizabethtown, KY; Secretary Gerald Connolly, L-5 – New York City, NY; Advisors Blake & Uhlig, William Creeden, Glenn Fagen, and J. W. Moore; Delegate-at-large J. C. Todd; John Fultz, L-175 – Oswego, NY; Joseph Johnson, L-1814 – Bridge City, LA; Don Link, L-27 – St. Louis, MO;

Frank Ludgood, L-693 – Pascagoula, MS; Larry MacAdams, L-29 – Boston, MA; John Marek, L-169 – Detroit, MI; William Morrison, L-191 – Victoria, BC, CAN; Kent Oliver, L-73 – Halifax, NS, CAN; John Passiglia, L-363 – East St. Louis, IL; Kay Phillips, L-P3 – Owensboro, KY; and John Santoro, L-S185 – Belleville, IL.

Ritual & History Committee

Chairman J. W. Moore; Advisor Tom Wands; and Delegate-at-large John Yeatts.

Rules Committee

Chairman Ray Ventrone, L-154 – Pittsburgh, PA; Secretary David Snead, L-27 – St. Louis, MO; Advisors Blake & Uhlig, J. W. Moore, and Mike Murphy; Ray Burgess Jr., L-656 – Chattanooga, TN; Ed Eixenberger, L-502 – Tacoma, WA; Francis J. Keating, L-744 – Cleveland, OH; George Pinkerman, L-667 – Charleston, WV; Joseph L. Quiroz, L-S1978 – Rock Springs, WY; Robert Schwartz, L-1 – Chicago, IL; Jim Tinney, L-128 – Toronto, ON, CAN; Ronny Vanscoy, NTL; and Guy Villemure, L-271 – Montreal, PQ, CAN.

Sergeants-at-Arms Committee

Chairman James McCormick; Co-Chairman Andre Fleury; Delegates-at Large Joe Bazy, Howard Cole, Kyle Evenson, and Eugene Forkin; Mark Angle, L-154 – Pittsburgh, PA; Pat Dix, L-S1978 – Rock Springs, WY; Roger Dortch, L-374 – Hammond, IN; Richard Eller, L-363 – East St. Louis, IL; Vinson L. Harper, L-453 – Knoxville, TN; Ron Keck, L-74 – Houston, TX; John D. Kelly, L-582 – Baton Rouge, LA; James McManamon, L-744 – Cleveland, OH; Thomas O'Connor, L-154 – Pittsburgh, PA; Robert Schwartz, L-1 – Chicago, IL; Loyd D. Smith Jr., L-D414 – Pryor, OK; Larry Snellgrove, L-199 – Jacksonville, FL; Martin Spencer Jr., L-

7 – Buffalo, NY; and Don Thurmond, L-27 – St. Louis, MO.

Special Committee on Shipbuilding Industry

Chairman Ande Abbott; Co-Chairman William Morrison, L-191 – Victoria, BC, CAN; Secretary Warren Fairley Jr.; Delegate-at-large Len Gunderson; Tim Carr, L-104 – Seattle, WA; Kevin Cavanagh, L-290 – Bremerton, WA; Adam Coelho Jr., L-90 – Pearl Harbor, HI; Junius Criddell, L-693 – Pascagoula, MS; Diane M. Ehlers, L-449 – Sturgeon Bay, WI; Phillip Evans, L-2000 – Chester, PA; Ronald S. Hill, L-117 – Superior, WI; Charles Householder, L-608 – Baltimore, MD; Mark Kerscher, L-449 – Sturgeon Bay, WI; Larry Knapp, L-104 – Seattle, WA; Daniel Langlois, L-680 – St. Catharines, ON; Mike Latour, L-680 – St. Catharines, ON; Bernard McDuffy, L-2000 – Chester, PA; James Papa, L-614 – New London, CT; Chris Scott, L-580 – Halifax, NS, CAN; and Garrett Stevens, L-684 – Norfolk, VA.

Special Committee on Stove, Furnace, Energy, and Allied Appliance Workers

Chairman Othal Smith; Co-Chairman

Newton B. Jones; Secretary Howard Lyon; Juanita Austin-Jenkins, L-M10 – Milwaukee, WI; Douglas Beam, L-M300 – Aurora, IL; Fred Brown, L-M7 – Grand Rapids, MI; Jose Cruz, L-S54 – Maywood, CA; Victoria Demske, L-M94 – Elkhorn, WI; Butch Durham, L-S234 – Dickson, TN; Stephen Figg, L-S1994 – Harrisburg, IL; William Lafleur, L-M45 – Kenosha, WI; and John Perkins, L-S8 – Equality, IL.

Welcoming Committee

Chairman Steve Eames; Delegates-at-large Tom Chastain, Wade Davis, Rocco DeRollo, Kyle Evenson, Len Gunderson, Dick Hardin, Dennis King, Bridget Martin, Jim Pressley, and Steve Speed; and Phillip Evans, L-2000 – Chester, PA. □



Committee on Ritual and History



Committee on Rules



Committee on Sergeant-at-Arms



Special Committee on Shipbuilding Industry



Special Committee on Stove, Furnace, Energy and Allied Appliance Workers



Committee on Organizing, Communication, and Publication



Special Committee on Railroad Industry



Committee on Resolutions



Welcoming Committee

New contract summaries

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

National Transient Lodge

BILL ALMOND, director of the National Transient Division, reports contract ratification, effective July 31, 2000 to July 31, 2001, for four National Transient Lodge members who perform shop maintenance at the Joseph E. Seagram Americas plant in White Plains, N.Y.

L-5—New York City

JERRY CONNOLLY JR., BM-ST of Local 5, New York City, N.Y., and Intl. Rep. Rocco DeRollo report contract ratification, effective May 1, 2001 to April 30, 2003, for five Local 5 members who work at Boiler Repair & Maintenance Co.; effective April 1, 2001 to March 31, 2004, for three L-5 members who fabricate fuel tanks at Cardinal Tank Corp., Inc.; and effective Jan. 1, 2001 to Dec. 31, 2002, for L-5 members who work at Quickway Metal Fabricators, Inc.

L-6—Oakland, CA

MICHAEL GRABOWSKI, BM-ST for Local 6, Oakland, Calif., reports contract ratification, effective July 15, 2000 to July 15, 2003, for 20 Local 6 members who fabricate structural steel at Capitol Iron Works, Inc.; effective July 1, 2000 to June 30, 2002, for 15 L-6 members who perform ship repair for Carpenter Rigging & Supply, effective July 1, 2000 to June 30, 2002, for five L-6 members repairing ships at General Engineering & Machine Works; effective July 1, 2000 to June 30, 2002, for 25 L-6 members who perform ship repair at Nautical Engineering, Inc.; effective July 1, 2000 to June 30, 2003, for ten L-6 members who repair ships at Puglia Engineering, Inc.; and effective Sept. 1, 2000 to August 31, 2002, for 20 L-6 members who forge flanges at the Western Forge & Flange Co.

L-13—Philadelphia, PA

JOSEPH MURRAY, bus. mgr. for Local 13, Philadelphia, Pa., reports contract ratification, effective Jan. 3, 2001 to Jan. 2, 2004, for 11 Local 13 members who work in the fabrication shop at the Boiler Erection and Repair Co.

L-27—St. Louis, MO

DONALD LINK, BM-ST for Local 27, St. Louis, Mo., reports contract ratification, effective April 5, 2001 to April 2, 2004, for 25 L-27 members who work at Bodycote Thermal Processing; effective Nov. 8, 2000 to Nov. 8, 2004, for 185 L-27 members who fabricate metal at Nooter

Fabricators, Inc.; effective Jan. 15, 2001 to Jan. 11, 2004, for 65 L-27 members who work in the heat treating department at Paulo Products; and effective Jan. 15, 2001 to Jan. 15, 2004, for 60 L-27 members who perform maintenance work for the St. Louis Metalizing Company.

L-45—Richmond, VA

M. FRANK HARTSOE, BM-ST for Local 45, Richmond, Va., reports contract ratification, effective April 30, 2001 to May 1, 2002, for three Local 45 members who make ASME tanks and vessels for Capital City Ironworks, Inc.

L-72—Portland, OR

INTL. REP. JOHN YEATTS reports contract ratification, effective July 1, 2000 to June 30, 2002, for 300 members of Local 72, Portland, Ore., who perform ship repair for Cascade General; effective July 1, 2000 to June 30, 2003, for 30 L-72 members who perform marine and industrial repair at MARCOM, Inc.; effective Oct. 1, 2000 to July 31, 2003, for six L-72 members who do marine boiler repair at C. H. Murphy/Clark Ullman/Walashak.

L-83—Kansas City, MO

LARRY HORSEMAN, president of Local 83, Kansas City, Mo., reports contract ratification, effective Nov. 30, 2000 to Nov. 30, 2003, for Local 83 members at the Chanute Mfg. Co.; effective Sept. 1, 2000 to Aug. 31, 2001, for 11 Local 83 members who make petroleum at Farmland Industries; and effective Feb. 1, 2001 to Jan. 31, 2004, for 59 Local 83 members who make concrete pipe with the Quinn Machine and Foundry Corp.

L-104—Seattle, WA

TIM CARR, BM-ST of Local 104, Seattle, Wash., along with Vice Pres. Chuck Hughes and Gary Powers, report contract ratification, effective Dec. 1, 2000 to Dec. 1, 2003, for five L-104 members at Ace Galvanizing, Inc.; effective Oct. 1, 2000 to Oct. 1, 2003, for two L-104 members who work at Amick Metal Fabricators, Inc.; effective Oct. 1, 2000 to Oct. 1, 2003, for L-104 members who work at Canal Boiler Works, Inc.; effective May 1, 2001 to May 1, 2003, for 15 L-104 members who work at Fraser Boiler & Ship Repair; effective Feb. 1, 2001 to Jan. 31, 2004, for two L-104 members who work at Gear Tech Mechanical; effective March 1, 2001 to March 1, 2004, for L-104 members who work at Industrial

Plating Corp.; effective Oct. 1, 2000 to Oct. 1, 2003, for ten L-104 members who fabricate steel at Kipper & Sons Fabricators, Inc.; effective Oct. 1, 2000 to Oct. 1, 2003, for six L-104 members who manufacture wenchers at Markey Machinery Co.; effective Aug. 1, 2000 to July 31, 2003, for 25 L-104 members who service and repair ships at Pacific Rim Industrial & Marine; effective Oct. 1, 2000 to Oct. 1, 2003, for 25 L-104 members who fabricate steel at PSF Industries; effective Oct. 1, 2000 to Oct. 1, 2003, for 22 L-104 members who perform boiler and tank fabrication, and boiler repair at Seattle Boiler Works; and effective Feb. 5, 2001 to Feb. 2, 2004, for 18 L-104 members who build water heaters at A.O. Smith Water Products.

L-128—Toronto, ON

EDWARD FREROTTE, recording secretary for Local 128, Toronto, Ontario, Canada, reports contract ratification, effective Jan. 1, 2001 to Dec. 31, 2003, for Local 128 members who perform machining and bolt tensioning at Integra Technologies; effective Nov. 1, 2000 to Oct. 31, 2003, for 40 Local 128 members who make fuel tanks and fans for diesel locomotives at Paron Metal Fabricating; effective April 15, 2000 to

April 14, 2003, for 30 Local 128 members who make filter cartridges for high-pressure vessels at 3L Filters Ltd.; and effective Feb. 15, 2001 to Feb. 14, 2003, for 13 Local 128 members who fabricate steel for the auto industry at Wentworth Industries, Ltd.

L-132—Galveston, TX

LARRY TURNER, BM-ST of Local 132, Galveston, Texas, reports contract ratification, effective Feb. 1, 2001 to Jan. 31, 2002, for ten Local 132 members who work at Farmer's Marine Copper Works, Inc.

L-146—Edmonton, AB

DEAN MILTON, BM-ST of Local 146, Edmonton, Alberta, Canada, reports contract ratification, effective Oct. 1, 2000 to Sept. 20, 2003, for 100 Local 146 members who make vessels at Edmonton Exchanger Manufacturing, Ltd.

L-154—Pittsburgh, PA

INTL. REP. ROBERT HEINE JR. reports contract ratification, effective Jan. 1, 2001 to Jan. 2, 2002, for 31 members of Local 154, Pittsburgh, Pa., who make steel pressure vessels and small storage tanks, and perform other fabrication work at Witherup Fabrication and Erection, Inc.

L-177—Green Bay, WI

INTL. REP. LEN GUNDERSON reports contract ratification, effective March 1, 2001 to March 1, 2004, for 34 members of Local 177, Green Bay, Wis., who fabricate steel at Green Bay Structural Steel, and effective July 25, 2001 to July 25, 2004, for three L-177 members at Wisconsin Fabrication.

L-182—Salt Lake City

BRAD JOHN, BM-ST of Local 182, Salt Lake City, UT, reports contract ratification, effective Jan. 1, 2001 to Dec. 31, 2003, for eight Local 182 members at Eaton Metal Products Co., and effective May 1, 2001 to April 30, 2002, for nine L-182 members at Western Steel Mfg.

L-191—Victoria, BC

WILLIAM MORRISON, BM-ST of Local 191, Victoria, British Columbia, Canada, reports contract ratification, effective Aug. 15, 2000 to Aug. 14, 2003, for 74 Local 191 members who work at Nicholson Manufacturing, Ltd., and effective April 1, 2000 to March 31, 2003, for 60 Local 191 members who fabricate structural steel at Ramsay Machine Works Ltd.

L-487—Kewanee, WI

INTL. REP. LEN GUNDERSON reports contract ratification, effective Nov. 2, 1999 to May 5, 2002, for 200 members of Local 487, Kewanee, Wis., who work at Kewanee Fabrication

L-555—Winnipeg, MB

J. NORMAN ROSS, BM-ST of Local 555, Winnipeg, Manitoba, Canada, reports contract ratification, effective July 1, 1998 to June 30, 2003, for 105 Local 555 members who make super-heater and economizer elements at Babcock & Wilcox.

L-647—Minneapolis

PAUL PENDERGAST, BM-ST of Local 647, Minneapolis, Minn., reports contract ratification, effective March 1, 2001 to Feb. 29, 2004, for 86 L-647 members at the Egger Steel Company; effective Jan. 1, 2001 to Dec. 31, 2003, for 82 L-647 members at Mid America Steel, Inc.; and effective Oct. 15, 2000 to Aug. 14, 2004, for 154 L-647 members who make steel power line transmission poles at Thomas & Betts/Meyer Industries.

L-727—Owensboro, KY

HAROLD MORRIS, secretary-treasurer of Local 727, Owensboro, Ky., reports contract ratification, effective Aug. 15, 2000 to May 2, 2002, for 47 Local 727 members who make latex at Grace (formerly known as Hampshire Chemical).

L-1086—Cleveland, OH

INTL. REP. RON LYON reports contract ratification, effective Sept. 17, 1998 to Sept. 17, 2002, for members of Local 1086, Cleveland, Ohio, who work at Forge Products Corp.

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 54 agreements outlined above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 2,825 employees.

Wage Increases

FORTY-THREE facilities received pay increases in 2000, averaging \$0.56 per hour or 2.96 percent. Fifty-one facilities will receive pay increases in 2001, averaging \$0.48 per hour or 3.15 percent. Thirty-nine facilities will receive pay increases in 2002, averaging \$0.48 per hour or 2.96 percent. Fifteen facilities will receive pay increases in 2003, averaging \$0.45 per hour or 3.86 percent.

Pension

FIFTY-THREE facilities participate in some type of pension program. Thirty-nine facilities participate in the Boilermaker-Blacksmith National Pension Trust; contributions range from \$0.25 to \$3.25 per hour for the first year. Average cents-per-hour contributions are \$1.28 for the first year, \$1.35 the second year, and \$1.37 the third year. Ten facilities offer a 401(k), 13

facilities have company-sponsored plans. One U.S. facility participates in a profit sharing program; two Canadian facilities participate in the Registered Retirement Savings Plan, which is similar to the Individual Retirement Accounts (IRAs) found in the U.S.

Shift Differential

FORTY-NINE agreements provide a second shift premium, of which 43 report a cents-per-hour premium ranging from \$0.10 to \$2.00. The average is \$0.51 per hour. Forty-six agreements provide a third shift premium, of which 39 provide a cents-per-hour premium ranging from \$0.10 to \$1.00. The average is \$0.56 per hour.

Of the remaining agreements, two provide a percentage of pay as the premium and three provide full pay while working a reduced schedule in addition to an hourly premium.

Sickness & Accident

FORTY-SIX agreements provide weekly sickness and accident indemnity. Of these, 26 pay a set dollar amount ranging from \$110 to \$445 per week. The average rate for the first year is \$248.77. Of the remaining agreements, 11 provide a percentage of the employee's weekly earnings

as the benefit, six facilities in California receive state benefits, and three provide a flat amount distributed over the entire leave.

The length of time off ranges from 13 to 52 weeks. The most common is 26 weeks found in 23 agreements. In addition, four agreements report long-term disability until the age of 65.

Life Insurance/AD&D

FORTY-NINE agreements provide life insurance. In 46 of these agreements there is a set dollar amount ranging from \$2,000 to \$40,000. The average benefit for the first year is \$14,402.17. The remaining agreements use annual wages as the benefit or multiply wages by 2080 hours for the benefit amount.

Forty-seven agreements provide Accidental Death and Dismemberment (AD&D) insurance. In 45 of these agreements there is a set dollar amount ranging from \$2,000 to \$80,000. The average benefit for the first year is \$16,277.78. The remaining agreements double the annual wages as the benefit.

Vacation

FORTY-NINE agreements provide a one-week paid vacation. Forty-eight agreements provide a two-week paid vacation. Fifty

agreements provide a three-week paid vacation. Forty-two agreements provide a four-week paid vacation. Eighteen agreements provide a five-week paid vacation, and seven provide a six-week paid vacation. Ten agreements provide vacation pay based on a percentage of earnings.

Paid Holidays

ALL OF THE AGREEMENTS provide paid holidays, ranging from seven days to 17. The average is ten days.

Other Provisions

FORTY-NINE agreements provide funeral leave.

Paid leave for jury duty is found in 41 agreements.

Union leave language is found in 12 agreements.

Twenty-one agreements

provide all or partial reimbursement for the purchase of safety shoes. Twenty-nine agreements provide all or partial reimbursement for the purchase of prescription safety glasses.

Four agreements provide a severance payment package.

Three agreements provide paid leave for those persons who spend two weeks at military encampment each year; one agreement reimburses for only one week of military encampment.

I N M E M O R I A M

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 1	Seay, James	45	Bradshaw, Thedford	104	Moore, John
1	Beakley, Ray	65	McLellan, Richard	104	Riley, Dale
1	Murphy Jr., William	72	Wiedman, Julius	104	Tamborini, John
5	Ludwigson, Edward	74	Clark, Everett	104	Warren, Harold
5	Maroney, James	74	Coleman, Rufus	107	Ronkowski, John
5	Matteoni, Ugo	74	Dubois, Abel	132	Powell, Gene
6	Sanford, Ollan	74	Roundtree, Edgar	132	Willoughby, Robert
7	Brown Jr., James	74	Turpin, Bill	143	Johnson, R. D.
13	Falkowski, Thomas	83	Collins, Timothy	146	Boychuk, Raymond
13	Novak, Joseph	85	Claus, Thomas	146	Jenkins, Lester
26	Brown Jr., Ralph	85	Green, Pagan	153	Essary, Johnny
27	Ervin, Milbourne	85	Miles, Michael	154	Beale, Robert
28	Baran, Frank	85	Molner, John	154	Sittig, Norman
28	Fesniak, Walter	92	Williams, Clyde	169	LeClaire, Peter
28	Graddock, John	96	Neese, Paul	169	Popps, Kevin
29	Sullivan, John	101	Elliott, John	169	Reterstoff, William
37	Braquet, Peter	101	Polson, Joe	169	Schafer, Jeffrey
37	DeLouise, Jerry	104	Green, Lawrence R.	199	Seigler, Clarence
40	McKinley, Arthur	104	Harper, Nelson	242	Reed, Kenneth

242	Williams, Kenney	587	Lanier, Percy R.
249	Karnes, Lewis	592	Cain, Louis
363	Bass, Theodore	627	Arnett, Eugene
363	Hayes, Wendell	627	Kanovich, Alphonse
363	Mowery, Donald	627	Slagle, Jack
363	Whittington, Clyde	656	Elliot, Eligah
374	Brown, Wifred	667	Huggins, Hoy
374	Reed, James	697	Barthels, Albert
397	Berryman, Frederick	S699	Edwards, Beatrice
397	Biondo, Russell	744	Komaromi, Michael
417	Felske, Robert	744	Matolich, John
453	Kilburn, William	744	Smith, Carl
454	Jones, Coplin	749	Deemer, Joseph P.
454	Marler, Billy	749	Miner, Early
455	Huffman, Charlie	802	Shaffer, Michael
455	Lamb, John K.	1147	Mateush, Clemens
531	Mitchell, Barry	1509	Jablonski, Walter
549	Fornas, Arthur L.	1509	Koc, George
549	Grenier, Robert	1620	Grunden, Earl
555	Schuermann, Carl H.	1620	Smith, Russell L.
568	Hansmann, Elmer	1815	Ledoux Jr., Frederick
587	Brooks, Willie		

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	40	Reed, Leonard R.	12,000.00
Intl. Groton, Henry P.	\$4,500.00	45 Bradshaw, Thedford	4,500.00
Intl. Lima, John	4,500.00	45 Shake, Darrell B.	4,500.00
Intl. Vujanovich, Rose	4,500.00	72 Doering, Henry	4,500.00
NTL Barrow, Albrey R.	1,500.00	72 Dunakin, Homer C.	4,500.00
NTL Breeden, Dudley K.	4,500.00	72 Hille, Almon G.	4,500.00
NTL Cockrum, Alfred L.	4,500.00	72 Smith, Raymond A.	4,500.00
NTL Craig, Donald A.	4,500.00	72 Swanson, Roy C.	4,500.00
NTL Davidson, Lawrence	4,500.00	74 Rountree, Edgar	4,500.00
NTL Ellis, John Wesley	4,500.00	83 Cauley, James W.	4,500.00
NTL Farley, Erskine W.	4,500.00	83 Owen, Willis T.	4,500.00
NTL Flenor, Carl E.	4,500.00	83 Sage, Hugh D.	4,500.00
NTL Gagne, Sylvio J.	4,500.00	84 Gamach, Leo R.	4,500.00
NTL Hammock Sr., Thomas	4,500.00	85 Miles, Michael R.	2,286.94
NTL Hammond, James H.	4,500.00	88 Byham, Charles H.	4,500.00
NTL Head, Earl B.	4,500.00	92 Crockett, Eugene	4,500.00
NTL Matthews, Jessie C.	4,500.00	92 Morse, Clayton J.	4,500.00
NTL Mims, Lonnie T.	4,500.00	92 Van Leeuwen, F.	4,500.00
NTL Reynolds, Vernon L.	4,500.00	92 Williams, Clyde H.	4,500.00
NTL Strayhorn, Bernice L.	4,500.00	104 Canelli, Joseph M.	3,000.00
NTL Wiseley, Jerry L.	1,150.27	104 Cilk, Alexander	4,500.00
1 Bean, William W.	4,500.00	104 Foster, Donald L.	3,000.00
1 Muniz, Jose A.	3,000.00	104 Green, Lawrence R.	4,500.00
1 Russell, James	4,500.00	104 Hutchison, Robert R.	4,500.00
5 Bishop, Gaspar A.	4,500.00	104 Peloquin, Donald J.	4,500.00
5 Durning, James G.	4,500.00	104 Williams, Albert	4,500.00
5 Ludwigson, Edward J.	4,500.00	104 Wislen, William L.	4,500.00
5 Maroney, James P.	4,500.00	105 Hayes, Larry	4,500.00
5 Matteoni, Hugo	4,500.00	105 Misch, James	4,500.00
6 Alexander, Jack W.	4,500.00	105 Renfro, Claude	4,500.00
6 Cabrea, Irineo O.	4,500.00	107 Stelzer Sr., Lawrence	4,500.00
6 Craddock, William C.	4,500.00	108 Hogan, James R.	4,500.00
6 Dronet Sr., Warren E.	4,500.00	112 Havel, Leonard C.	4,500.00
6 Falconer, Allen R.	3,000.00	124 Berger, Arthur M.	4,500.00
6 Harris, Louis E.	4,500.00	132 Pietsch, Erwin R.	4,500.00
6 Maspaitella, Jan B.	4,500.00	132 Willoughby, Robert E.	4,500.00
6 Pierce, John Warren	4,500.00	154 Altman, Robert A.	4,500.00
6 Rohrs, Kenneth	4,500.00	154 Crilley, Michael J.	1,303.50
6 Sanford, Ollan L.	4,500.00	154 Martino, Nunzio, L.	4,500.00
6 Tucker, Leland Bruce	4,500.00	154 Riley, Dale R.	4,500.00
6 Uiagalelei, Pine F.	4,500.00	154 Sample, Max E.	4,500.00
6 Van Zandt, Woodrow	4,500.00	169 Cawood, Charles W.	4,500.00
6 Vinelli, Antone L.	4,500.00	175 Canale, Dominick	4,500.00
13 Hoster, Walter	4,500.00	175 Parsons, Fred W.	4,500.00
26 Abel, Leon	4,500.00	177 Van Rite, Howard	4,500.00
26 Colson, Hugh D.	4,500.00	182 Faunce, Benjamin A.	4,500.00
26 Little, Arthur T.	4,500.00	182 Reynolds, Robert W.	4,500.00
26 Turner, Thurston	4,500.00	193 DeHart, William F.	123.00
28 Graddock, John M.	9,500.00	193 O'Henley, Edwin J.	4,500.00
28 Murphy, Eleanor	5,000.00	197 Rossi, Frank	4,500.00
28 Sullivan, Daniel J.	9,500.00	199 Platt, Robert F.	4,500.00
29 Bertone, Francis B.	4,500.00	242 Little, Terry J.	1,079.75
29 Spear, Lester C.	4,500.00	242 Williams, Kenney L.	4,500.00
37 Braquet, Peter E.	4,500.00	290 Verhaar, Clinton L.	4,500.00
37 Campbell, Marcus S.	4,500.00	300 Langston, Richard G.	4,500.00
37 DeLouise Sr., Jerry R.	4,500.00	316 Kable, Beder E.	4,500.00
37 Minton, Robin L.	8,308.43	316 Markey, Christopher E.	4,500.00
37 Rogers, Billy Ray	4,500.00	337 Armitage Sr., Doyal W.	4,500.00
40 Foster, Denver M.	4,500.00	363 Haas, Elmer N.	4,500.00

Harold Maupin, retired national apprentice administrator, dies

HAROLD J. MAUPIN, 84, who retired as administrator of the Boilermakers National Apprenticeship Program in 1985, was killed in a car wreck July 12, 2001.

A member of Local 105, Chillicothe, Ohio, since 1938, Maupin worked as a construction field boilermaker until 1941, when he enlisted in the Navy. After serving four years in Europe during World War II, Maupin returned to the trade until 1956, when he was elected Local 105 business manager and secretary treasurer. In 1980, he was appointed national administrator of the apprentice program, setting up his office in Kansas City.

When he retired in 1985, he said the most satisfying period of his 47 years in the Brotherhood had been spent improving and advancing our apprentice program.



Following his retirement, Maupin made his home in Florida, where his brother, Don, who also served as a Local 105 BM-ST, lived nearby. ☐

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.

363 Poeschel, James F.	4,500.00	587 DeLeon, Manuel G.	4,500.00
363 Renner, Jerrod	4,500.00	587 Mullican, Forrest	3,000.00
363 Shiple, John	2,308.31	587 Reeder, Shedrick J.	3,000.00
363 Wilson, Mark J.	783.05	592 Ivey, Hubert O.	4,500.00
368 Leister, Paul F.	4,500.00	599 Batten, George D.	4,500.00
374 Marek, Edward B.	4,500.00	627 Franklin, Daniel J.	4,500.00
374 Swinson, Chester P.	4,500.00	627 Gates, Lee R.	4,500.00
374 Ward, Albert J.	4,500.00	627 Thompson, Sam W.	4,500.00
374 Webber, Robert	4,500.00	647 Dupuis, Wayne A.	4,500.00
397 Berryman, Frederick J.	4,500.00	647 LaFountain, Melvin	4,500.00
433 Davis, Billy J.	2,250.00	667 Hoschar, George F.	4,500.00
433 Pasciuta, Ray G.	4,500.00	667 Kimble, Lester	3,000.00
433 Sanders, Homer B.	4,500.00	667 Riffle, Charles J.	4,500.00
433 Watson, Thomas E.	4,500.00	679 Gleffe, Raymond C.	4,500.00
449 Jacquet, Walter H.	4,500.00	696 Radmer, Emil O.	4,500.00
449 Shaffer, Maurice R.	2,250.00	696 Therriault, Eugene C.	4,500.00
453 Smith, Donald E.	4,500.00	697 Barthels, Albert R.	4,500.00
453 Wetherington, James L.	3,600.00	697 Furnaneck, Ambrose	4,500.00
454 Beasley, Billy Joe	4,500.00	744 Fornet, Donald Wm.	3,000.00
454 Bryant, Roger D.	4,500.00	744 Komaromi Jr., Michael	4,500.00
455 Huffman, Charlie D.	4,500.00	744 Martell, Albert C.	4,500.00
455 Sheppard, Roy L.	4,500.00	744 Sanzotta, Carmen Mel	4,500.00
487 Berkovitz, Donald E.	4,500.00	744 Scott, Dean S.	4,500.00
502 Merrill, Frank J.	4,500.00	744 Smith, Carl M.	4,500.00
531 Mitchell, Barry D.	2,115.49	807 Gadomski, Bernard L.	4,500.00
549 Fornas, Arthur L.	4,500.00	1191 Pflieger, Robert L.	4,500.00
549 Fountain, Ardell	4,500.00	1248 Guertin, Elmer	4,500.00
549 Grenier, Robert W.	4,500.00	1248 Hughes, Glen F.	4,500.00
549 Wilson, Virgel O.	4,500.00	1248 Lopez, Samuel A.	4,500.00
568 Pittman, Greta L.	4,500.00	1509 Jablonski, Walter L.	4,500.00
568 Sharbono, Keith L.	4,500.00	1509 Komarek, Franklin N.	4,500.00
583 Earnest, Joe B.	4,500.00	1509 Osypowski, Jerome	4,500.00
583 Watson, Albert	1,500.00	1600 Sporlder, Harold F.	4,500.00
587 Brodnax, Arthur Q.	4,500.00	1670 Smyksy, Peter P.	4,500.00

Local 7's oldest member is proud of his Boilermaker career

Salvatore Consiglio, 91, often reminisces about his career

SALVATORE "SAM" CONSIGLIO joined the Boilermakers union in 1927. Ten years later he left the union for three years. When he came back in 1940, he stayed.

Consiglio, now 91, often thinks about his life as a boilermaker. Work wasn't always steady. There were layoffs in those early winters, but that was a boilermaker's life. You took the good with the bad.

Consiglio began his career at the age of 11 at the Erie Railroad in Meadville, Pa. When he completed his apprenticeship, he was transferred to the Erie railroad shop in Hornell, N.Y.

Consiglio was exempt from serving in the armed forces during World War II because the railroad industry was a vital necessity to the war effort — boilermakers kept the trains running that transferred our troops and the materials they needed. He did, however, serve in the Civil Defense Corps, walking the streets to make sure all lights were out during air drills.

When the railroad began using diesel engines 27 years later, Consiglio was laid off. He found work at the Oldman Boiler Works in Buffalo, where he stayed until his retirement at age 62.

Consiglio is what you call "an old-time boilermaker." He would make his own chisels, tempering and hardening



At 91 years of age, Sam Consiglio is Local 7's oldest member. But he's also one of their proudest as he holds membership pins representing over 60 years of service.

them, and he knew exactly what to do in any given situation. He was one of Local 7's best tube rollers. He could cut out six-inch stay bolts on tube sheets attached to freighters, while they were docked in the Buffalo harbors. You had to be an excellent burner to cut them out without touching the threads.

Now this "old-time boilermaker" is enjoying his retirement. It may be

harder for him to get around, but he keeps himself busy creating shell art, ceramics, and working in his vegetable garden.

His son, Frank, followed in his footsteps, becoming a Boilermaker in 1964.

Like his dad, Frank takes pride in doing the best job he can every day — it's the only way Consiglio's know how to work. □

Boilermaker pension benefits just keep getting better & better

Trustees announce five pension improvements effective October 1

PENSIONERS AND BENEFICIARIES receiving benefits on Sept. 30, 2001, will receive a five percent retroactive increase in their benefits.

For participants retiring on or after October 1, 2001, the following benefit improvements will apply:

1. The basic pension calculating factor will increase from 50 to 51.5 percent.
2. Participants with 30 years or more of pension credit can retire at age 58 with no benefit reduction, and can choose the 50% Husband-and-Wife Pension without any reduction.
3. Participants who retire before age 58 who have at least 30 years but less than 35 years of pension credit will receive a pension reduced by six percent for each year, or 1/2 of one percent for each month, that they are younger than age 58.
4. Participants who retire before age 58 who have 35 or more years of pension credit will receive a reduced pension of three percent for each year, or 1/4 of one percent for each month, that they are younger than age 58.
5. Participants can now choose a Level Income Option, allowing a pensioner to receive adjusted higher benefit amounts up to the time his Social Security payments begin, and lower amounts after, so the total income remains level.

In addition to the above improvements, the Death Benefit for participants who die prior to becoming vested or retired has been increased from \$12,000 to \$15,000. The Death Benefit paid to designated beneficiaries of pensioners who retired with at least ten years of pension credit has also been increased, from \$4,500 to \$6,000.

In order to be considered retired, a participant must completely withdraw from and refrain from any employment or self-employment in a job classification included in any U.S. collective bargaining agreement and cannot supervise any such job or occupation worked in prior to retirement.

How the Level Income Option works

THE LEVEL INCOME OPTION adjusts the amount a retiree receives in benefits from the pension fund so total benefits remain level before and after collecting Social Security.

Here is how it might work for a participant retiring at age 56 with a Social Security Normal Retirement age of 65, an estimated \$1,000 per month Social Security Benefit, and pension funds entitling him to \$1,500 a month from the Boilermaker-Blacksmith Pension.

	At age 56	At age 65
Basic Boilermaker-Blacksmith National Pension Trust Pension	\$1,500	\$1,500
Level Income Option Benefit Adjustment	+\$470	-\$530
Adjusted Pension Trust Benefit	\$1,970	\$970
Social Security Benefit	\$0	\$1,000
Total Retirement Benefit	\$1,970	\$1,970

Without the option, total benefits would be \$1,500 at 56 (Boilermaker pension only) and \$2,500 after 65 (Boilermaker pension plus Social Security). With the option, benefits would be \$1,970 from date of retirement on.

This example does not reflect cost-of-living adjustments or unscheduled increases awarded by the pension board. □

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.

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.)

Save your tax rebate — you'll need it

Bush has wiped out the budget surplus — now he's looking at Medicare and Social Security

If you get a tax rebate check this fall, consider yourself lucky. Many working families will get nothing from Bush's tax cut. And even though your \$300 or \$600 check is chump change compared to the million-dollar tax cuts that America's wealthiest families will realize, you'd better hang onto it.

You're going to need every penny of it to start a retirement account or buy health insurance. President Bush's tax cut is his first step in a plan to take the "security" out of Social Security and the "care" out of Medicare. Workers retiring after 2020 will be the ones who get hurt the most, but all workers should pay close attention to what the White House is doing in these areas.

The problem is that Bush's tax cut and our economic slowdown have combined to completely eliminate the projected budget surplus. The surplus for 2001 will be only about \$1 billion, not counting the Social Security surplus. A billion dollars may seem like a lot of money, but it is less than \$4 for each American citizen. Not exactly savings you can count on in an emergency.

And even that billion-dollar figure is overstated. At the request of President Bush, the U.S. Treasury has changed its method for reporting the budget, shifting an additional \$4.3 billion from the Social Security surplus to other govern-

ment accounts. Without this accounting gimmick, the non-Social Security part of the budget would be in the red.

Keep this deceptive trick in mind when Bush claims his tax cut didn't force the government to dip into the Social Security surplus. They did. They just found a way to hide it.

Like his father, who, as president, oversaw the largest budget deficits in U.S. history, George W. Bush is determined to keep our country in the red. In less than nine months in office, he managed to reverse the trend toward surpluses that began appearing in 1998.

While many write off his penchant for red ink as incompetence, it is more likely part of a cunning plan to destroy Social Security, Medicare, and many other programs that help working families. Hints of the Bush administration's true agenda come from his advisors. He's too savvy a politician to tell the nation directly that he would like to dismantle our social insurance programs and make corporations exempt from federal taxes, but his lieutenants have been spreading that word.

An article this past May in *The Nation* magazine quoted Grover Norquist, a Bush spokesman and advisor, as saying his goal is "to cut government in half. To get it down to the size where we can drown it in the bathtub."

I don't have to tell you what programs they will drown in the bathtub. They will start with Medicare and Social Security.

Secretary of the Treasury Paul O'Neill said as much in an interview with the *Financial Times*. He said he is committed to abolishing corporate income tax and capital gains taxes, shifting the entire federal tax burden to wage earners.

He then proposed doing away with Medicare and Social Security, saying people should put money aside for their retirement and medical needs. That advice is easy to follow when you make \$59 million a year, the amount O'Neill made last year as CEO of Alcoa. Working families live in a different world — a world where unexpected illnesses, layoffs, and other family emergencies can wipe out savings overnight.

We need the safety net of Medicare and Social Security.

During last year's election campaign, Bush promised not only to protect that safety net, but also to improve Medicare by adding a prescription drug benefit. But now that he's squandered the surplus on a tax giveaway to the rich, there is no money left to do so. His prescription drug plan for Medicare is a joke — asking insurance companies to voluntarily sell low-cost plans to retirees.

His plan for Social Security is even worse — reducing benefits through pri-



Charles W. Jones
International President

vatization. A Congressional Research Office study shows that the added administrative costs of privatizing Social Security would reduce retirees' benefits anywhere from 4.7 to 10.8 percent for those workers who retire after 2020. Privatizing would cost \$40 to \$80 billion annually — mostly fees paid to financial managers; current administrative costs are less than \$3 billion.

When you look at the long-term cost of the Bush tax cut, that tax rebate check seems awfully expensive.

If Bush continues to get his way, you'll need a lot more than \$600 to get yourself back to even. □

Letters to the Editors

L-60's Nelsen is a believer

I RETIRED AS an active Boilermaker three years ago and started drawing my pension. I happen to be one of a group who saw nothing good coming out of our International, but I have lived to eat my words. Our pension is one of the very best around. When I talk to other retirees from various trades, I realize the Boilermakers' pension plan is as good as it gets. Thanks to those who came before me, I can enjoy retirement. I pray that I have helped in some small way those who are coming after me to an enjoyable retirement, too.

MICK NELSEN, L-60 retiree
Peoria, Ill.

Wife of L-105's Riffe thanks union for help following fire

ON APRIL 3, 2001, our house caught on fire and burned completely down. My husband (Reese Riffe of Local 105, Chillicothe, Ohio) and I were devastated, but we were also relieved and grateful to God that our children were unharmed. We received many donations of money, clothing, and personal items from Local 105 members and other trade members. This is truly a brotherhood and we are proud to be in a "Boilermaker family."

Thank you all so very much.
LYNETTE RIFFE, L-105 spouse
Greenup, Ky.

Low state minimum wage surprises L-154 retiree

I WAS VERY SURPRISED that the minimum wage in Kansas is \$2.65. Most posted minimum wage rates on job sites in Pennsylvania were \$5.15. Thank goodness for our union heritage.

J. D. STRAIN, L-154 retiree
Buffalo, Kan.

Local 13 ABM Spera thanks members for their generosity

RECENTLY, ON July 17, 2001, we at Local 13 in Philadelphia experienced a terrible tragedy. There was an explosion at the Motiva Refinery in Delaware. A brother, Jeff Davis, was killed and two others, Steve Spera and Ken Creamer, were seriously injured.

The response for monetary help has been resounding.

There is one group I feel deserves special mention for their work that was above and beyond the call of duty: Leon Ciferri, steward at the Motiva Refinery in Delaware; at the Sun Oil Refinery in Philadelphia, Stewards Bob Paynter Jr. and Joe Sabatino. Also, along with the help of members of PACE Local 2-1 there was a total of \$15,000 collected at the two job sites. It makes me proud to be a brother and union member.

TOM SPERA, L-13 Asst. Bus. Mgr.
Philadelphia, Pa.

Local 13 BM Murphy asks for your continued support

FEW OCCASIONS stir the heart as much as when a brother is killed on the job. Brother Jeff Davis lost his life in the performance of his duties to his employer, the customer, his union, and most notably, his family.

The circumstances surrounding this incident are troubling, and your response has been overwhelming. We are humbled by your generosity, and proud to be your union brothers and sisters. Thank you.

We owe a special debt of gratitude to our brothers and sisters at the convention, and thanks go out to John Marek, business manager of Detroit Local 169, and Dave Snead, president

of St. Louis Local 27, for their efforts in collecting money for the survivors of this terrible tragedy. It is now a month since the accident and the body of Jeff Davis still has not been recovered. Please keep his family in your thoughts and prayers.

Anyone wishing to make a non-tax deductible donation can send it to:
Jeffrey Davis Memorial Fund
c/o Boilermakers Local 13
2300 New Falls Road
Newportville PA 19056-3299

Poyer family grateful to union

WE WISH TO thank the Boilermakers for their support following the tragic death of Thomas J. Poyer. When Thomas was killed in a car accident last year, his family was left with an emptiness that cannot be placed in words. The heartfelt sympathy and concern expressed by the Boilermakers was appreciated and we will remember all of you in our prayers.

THE FAMILY OF THOMAS J. POYER
(Poyer, 31, joined Local 4, Page, Ariz., only two months before his untimely death in April 2000.)

L-85's Gerrier on a worker-friendly Congress

LABOR NEEDS A win next election or all working people will suffer. The rich are rich enough. We need people in the House and Senate who are for working people.

GENE GERRIER, L-85 retiree
Estero, Fla.

Namiotka family grateful to Local 13 members

ON MAY 19, 2001, Larry "Muck" Namiotka, a member of Local 13, Philadelphia, Pa., was critically injured in a one-car accident. He was flown to a trauma center where he

was treated for a broken neck, massive internal injuries, a spinal cord injury, and damage to his left knee. We nearly lost him several times; it is a miracle he survived.

All through this most trying time, the Local 13 brothers called us, and sent cards and financial help. Larry is still recovering, and any call he receives lifts his spirits. Our sincerest thanks to our union brothers.

THE NAMIOTKA FAMILY
Larry, Jude, Danny, and Kaleigh

Retiree wants to stay in touch

I WOULD MISS the Boilermaker Reporter, the AFL-CIO's *America@Work*, and the voting records of my Washington representatives. How could I really be informed if I didn't receive my union news? Keep it coming!

STANLEY COMBS, L-40 retiree
Jeffersonville, Ky.

Got something to say?

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



SEND A LETTER TO THE EDITOR:

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Kansas City KS 66101
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or cdillon@boilermakers.org