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 our members to let the best interests of our 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 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.

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.

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 the attention they deserve. Delegates to the 30th Consolidated Convention made numerous changes.
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.

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 representative of some of our employers, along with two top officials from the AFL-CIO, delegates got to hear about employment, training, and worker protection issues from a wide sweep 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 worship like the USS Colin repainting 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, outlines 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 15 million members. That means we are mobilizing politically off the same 13 million member base we had way back in 1996.”

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-roots 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 Assocs., 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.

John Blake receives award

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

In an interview, Charles W. Jones, presented the award, praising Blake and the Blake & Uihlig law firm for their work. “Blake & Uihlig 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 implant 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 con- struction 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.

Guest speakers add fresh perspectives

Working family issues are seen from many viewpoints.
Convention news

Continued from page 1

to the Constitution, including raising the weekly benefits paid to striking members, 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 $57 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 controversial 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 Committee’s recommendation they would have left strike benefits at $57 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 vote.

He then took the unprecedented step of asking the Law Committee to submit an amended recommendation, raising strike benefits from $57 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.

In a rare and brave move, L-1239 President David Hulne, Aurora, Ill., said, “This unprecedented move has made me very proud, one of the proudest moments of my life as a Boilermaker.”

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

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 $6,970 was collected. Local 13 Vice Pres. John Lattanzo, Philadelphia, Pa., banked 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 $4,688, 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.

Continued on page 4
Consortion news

International to local lodges. At this convention, the Law Committee recommended having local lodges pay $5 each for pins for members with less than 10 years of service, while the international pays for members with 30 or more years.

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 Employees (BMWE) 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 Employees 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 outlined in their division that have that are unique to their division, such as their marketing program, Fight Fuel Organizing, 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, Birming- ham, Ala., and Bob Hall, BM-ST of Local 11, Helena, Mont., rose to oppose the motion. They said they’d be sent to the convention to protect their members, and they interpreted that mission to include protecting the members 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 and 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 member shop hours 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 fund new work for our members, 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.

Employers honor Pres. Jones

Displaying a model boiler donated to International President Charles W. Jones (l.) by Tom Schwaner of Woodley-Griggs Boiler Repair, local 83, convention delegates Bill Carver, BM-ST Roger Erickson, Roger Hammell, and Pres. Larry Honeynan.

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 Presi- dent Jones before the convention ses- sion 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. Before the day was over, Boiler- makers had fired it up and it was emit- ting a thin plume of gray smoke.

Fluor Maintenance Systems also honored Jones. Ron Weatherred, senior director of labor relations for the com- pany, presented an award for standing achievement in labor management cooperation to Intl. Pres. Jones for his leadership and direction.

In presenting the award, Weatherred said, “Through programs you insti- tuted and your leadership and direc- tion, signatory contractors, regions, and local lodges have implemented coordinated programs to maxi- mize 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 Inter- national 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 Inter- national’s Union Education and Train- ing Program, including the summer institutes for local lodge leaders at the University of Wisconsin’s School for Workers.

He has been described as the “archi- tect of the Construction Division’s strike benefits aids during negotiations.

A group of delegates from Unions — Boilermakers and Shipbuilders; Blacksmiths and Forgers; Cement, Lime, and Gypsum; Stove Workers; and Metal Polishers.

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Delegates elect International officers

All 11 are returned to office with no opposition

ON JUILY 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.

Is it too late for a recount?

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International Officer Nominations

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

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

Local 67 BM-ST Guy Villenueve nomimates Sandy MacDonald as International vice president.

Local 51978 Pres. Mike Murphy nominates Othal Smith Jr. as International vice president.


Local 271 BM-ST Guy Villenueve nomimates Sandy MacDonald as International vice president.

Local D472 Pres. Ray Merritt nomimates Jim Hickethoboth as International vice president.

Citing Jones’s incredible record of 39 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.”

The annual Consolidated Convention to elect International officers was held in July 2001.

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.-Treas. Jerry Willburn.

“What do 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.

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Seconding the nomination was International Vice President Jim Hickethoboth, who said Jones’s leadership 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,” Hickethoboth said. “He is always willing to assist everyone with his or her problems.

President Jones was re-elected with no 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 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 Rogers: “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 McMannam 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 McMannam’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 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 Ventron, Pittsburgh, Pa., nominated Michael S. Murphy for Intl. vice president of the Northeast. He spoke of Murphy’s loyalty, commitment, and integrity.

Kenny DelAcrude, 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 Mississauga AFL-CIO President Robert Shaffer, who praised Jones’s ability to communicate and respond to challenges.

Guy Villenueve, 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 771, 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 201BM 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 D31, Brisco, British Columbia, seconded Albright’s nomination, praising the way Albright has worked with lodges in the CLGAW Division.

Local 271 BM-ST Guy Villenueve nominated Sandy MacDonald as International vice president.

Local 51978 Pres. Mike Murphy nominated Othal Smith Jr. as International vice president.


Hickethoboth’s nomination was seconded by Local D282 Pres. Paul Kuhns III, Wind Gap, Pa., who related how much Hickethoboth had helped their local.

Local 51978 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 51978, which represents coal miners. He has worked for this local since they were affiliated with the Progressive Mine Workers.

Local 52 Pres. Buddy Clark Jr., Laverne, 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.

Local 363 members build SO₂ scrubber

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

Originally built by Ford Canada at Windsor, Ontario, Canada, used his trade skills to restore a tank for a military museum.

At least it is for most Boilermakers. But Don Barrie, an eight–year member of Local 128, Toronto, Ontario, Canada, used his mechanical knowledge, and a little improvisation.

He created a “track jack” using a jack to manage threads and unique bearings.

Bischoff–designed scrubber.

According to general foreman Curt Garrett, nearly all of the ductwork was limited space make erection process difficult.

A crane lifts the absorber top, which weighs 38 tons and has openings measuring 14–feet square and 16–feet 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.

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 workman ship Boilermakers are proud of — though the tanks we usually work on are much larger and unarmad.

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.

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

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

Jul • Aug 2001

http://www.boilermakers.org

http://www.IBB.workingfamilies.com

Local 128’s Don Barrie rebuilt this 1942 Universal (Bren gun) Carrier using his Boilermaker skills, mechanical knowledge, and a little improvisation.
Organize your facts with a Steward Fact Sheet

The Stewards Sourcebook

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 Lazerow, BM-ST of Cement District Lodge D11, and stewards in the CLEGW Division, this simple form can help you get 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 down these details 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 don't 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/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 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 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 other ested 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 provided 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:

Superintendent'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:

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.

The Boilermaker Reporter

★ ★ ★ 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’s 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
753 State Ave, Suite 570
Kansas City KS 66101
THE IEC COMMITTEE selected 18 scholarship 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 $2,000 scholarships, and eight $2,500 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 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, Ridgecrest, Calif.; London Justice, son of Stephen Justice of Local 455, Sheffield, Ala.; Brynn Fredette, daughter of Joseph Fredette of Local 197, Harrison, Ohio; 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 Clemens, son of Eulas Clemens Jr. of Local 108, Birmingham, Ala.; Travis Jennings, son of Terry Jennings of Local 83; Kristen 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 Patterson of Local 433, Kansas City, Mo.; Christina Horn, daughter of Charles Horn of Local 344, Ridgecrest, Calif.; and Kim Lamberour, daughter of Phillip Lamberour 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 the remaining $2,000 grants.

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; under-graduates may receive all three types of financial aid; and graduate students may receive loans and Federal Work-Study. For infor-

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, leadership skills, participation in extra-curricular activities, and performance on a typed essay.

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 the applicant’s needs by creating a financial package from the aid programs available.

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.

List of winners:

- Brian Milligan — $5,000
- Laura Silversides — $5,000
- Harrison Osbourn — $4,000
- Jacob Frady — $3,000
- Brynn Fredette — $3,000
- Christa Horn — $3,000
- London Justice — $3,000
- Kimberly Lamberour — $3,000

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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 862, 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

CFL, local lodges award scholarships, too

SCHOLARSHIP WINNERS

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 Othel Smith Jr. Assisting were attorney John Blake, representing the legal firm of Blake & Uhlig, and Administrative Secretary Tracy Back.

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 this program to our members so that each of their children have an opportunity at the scholarship awards.” (See the box on page eight for how to apply.)

Local 146, Edmonton, Alberta,

Local 193, Baltimore, Md.;

Local 197, Broomall, Pa.;

Local 198, Richmond, Va.;

Local 684, Norfolk, Va.;

Local 146, Edmonton, Alberta,

Local 191, Pittsburgh, Pa.

Local 582, Baton Rouge, La., awarded $2,000 to Chervanik, son of Craig Chervanik; Banas, son of Robert Banas; Michael Keating, son of Stephen Keating; Jennifer Kirk, daughter of Joseph Kirk; Michelle DeMers, daughter of Warren Duffield; Daniel Fleming, son of Samuel Fleming; Loren Gorgol; Stephen Keating, son of Stephen Keating; Jennifer Kirk, daughter of Joseph Kirk; Brittaney 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 Patterson, daughter of William Patterson, L-684.
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 may 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 task 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.

One committee to report is the Credentials Committee. They are responsible for ensuring that the proper number of delegates are seated at 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. 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 helps 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 enforced 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 we 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 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 D21 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 for all in our apprenticeship programs.

The report by the Committee on Organizing and Communication Committee has been referred to the Constitution and Law Committee for its recommendations.

The Special Committee on Cement and Building Supplies, the Special Committee on the Construction Industry, the Special Committee on the Construction Industry, and the Special Committee on the Construction Industry recommended approval of the resolutions submitted for consideration.

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Special Committee on Organization and Communication

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, NY; Dennis Hose, D333 – Hagerstown, MD; Stephen Kropp, D190 – Ft. Collins, CO; Paul Kuhns, D202 – Wapakoneta, OH; Ray Merrill, D472 – Alberta, MT; Steve Neese, D99 – Greenville, SC; and Jeff Stump, D314 – Reoseau, VA.

Chairman Mike Murphy; Co-Chairman Richard Albright, Newton Jones, Don LaFerriere, Sandy MacDonald, Larry McMammon, and George Rogers; Secretary Dave Branscum; Delegates-at-large William Almond, Joe Baby, William Carey, Bill Creedon, Mike DiCicco, Bill Elrod, Don Everett, Andre Fleury, Tony Gallo, Dick Hardin, Dwight Harris, Dennis King, Victor Maggio, Jim McCormick, William Palimano, Michael Peterson, Stan Petronski, Clayton Plummer, Ed Rokuski, Steve Speed, and Al Watts; Gary Adams; L-533 – Annilino, 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 Eisenberger, L-502 – Tacoma, WA; Carl Ellsworth, L-339 – Vancouver, BC, CAN; Roger Erickson, L-83 – Kansas City, MO; Fred Fields, L-549 – Pittsburg, CA; John Fullm, 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 – Chicago, IL.

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Convention committees

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Credentials Committee

Chairman Robert Nagy, L-45 – Toledo, OH; Secretary Gloria Eichhorn, L-5899 – Menominee, MI; Delegate-at-large Ed Matteacks, Thomas Anderson, L-614 – Groton, CT; Tony DeFrancisco Jr., L-257 – Hartford, CT; Ray Devaney, L-28 – Newark, NJ; Gerald Hughes, L-1600 – St. Charles, IL; Paul S. Pendergast, L-647 – Minneapolis, MN; Arnold Rensad, L-5105 – Ellingham, IL; James Rose, L-1400 – Barberton, OH; John Thomas, L-684 – Norfolk, VA; and Michael Watson, L-6834 – Brockfield, NS.

Distribution Committee

Chairman Phillip 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 – Freeport, TX; Jovan Djordjevic, L-1294 – Chicago, IL; Stephen A. Kostelac, L-906 – Dénora, PA; Ed McKenzie, L-D194 – Charnoe, KY; Phyllis Morrow, L-S106 – Compton, CA; Terry Paris, L-524 – East Chicago, IN; George Utzcin, L-599 – Billings, MT; and Tom Waichuk, L-203 – St. Johns, NF, CAN.

Finance Committee

Chairman F. Patrick Lyons, L-7 – Buffalo, NY; Secretary Charles H. Vanover, L-374 – Hammond, IN; Advisors Len Beauchamp, Don Casswell, and Joe Stinger, John W. Benz, L-1 – Chicago, IL; Roger Erickson, L-831 – Kansas City, MO; Frank Harter, L-105 – Richmond, VA; John Helvin, L-108 – Birmingham, AL; Wilfred Hinoposa, NTL; Ed Marquez, L-92 – Los Angeles, CA; Steven Nelson, L-500 – Salem, OR; Richard Pigor, L-1086 – Cleveland, OH; Van J. Stephens, L-305 – Chilliwack, OH; and Richard Upton, L-117 – Superior, WI.

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 – Cataqua, PA; Wendell Baumstark, L-1247 – Chicago, IL; Jeffrey Bietel, L-1073 – Cleveland, OH; John Callahan, L-1162 – Milwaukee, WI; Ed Carter, L-524 – East Chicago, IN; Ed Conard, L-1603 – Alliance, OH; Edward Estes, L-1252 – Chicago Heights, IL; Alex Ferek, L-343 – Oxnard, CA; James Garrett, L-1510 – Russellville, AR; Francis Hawk, L-159 – Mountain Top, PA; Rodger Honeycutt, L-1666 – Dayton, OH; Francis Lengueza, L-725 – Springfield, MA; James Maglio, L-1509 – Cudahy, WI; Preston Miracle, L-1240 – Wabash, IN; Thomas Reynolds, L-1607 – Marion, OH; Steve Robbins, L-51241 – Benton, AR; William Schueter, L-1570 – Springfield, MA; and Jeffrey Vance, L-1256 – Moran, KS.

Special Committee on Industrial and 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 Dett, L-906 – Dénora, PA; Chuck Goodman, L-151 – Erie, PA; Paul Obermeier, L-84 – Paola, KS; James Rose, L-1000 – Barberton, OH; Thomas Spangler, L-656 – Chattanooga, TN; Bill Staggs, L-483 – Alton, IL; Kelly Street, L-4841 – Mercedos, IL; and Michael Welsh, L-558 – Windsor, CT.

Special Committee on Officers Report

Chairman Douglas Robbins, L-26 – Savannah, GA; Secretary Charles H. Vanover, L-374 – Hammond, IN; Advisors Len Beauchamp, Don Casswell, and Joe Stinger, John W. Benz, L-1 – Chicago, IL; Roger Erickson, L-831 – Kansas City, MO; Frank Harter, L-105 – Richmond, VA; John Helvin, L-108 – Birmingham, AL; Wilfred Hinoposa, NTL; Ed Marquez, L-92 – Los Angeles, CA; Steven Nelson, L-500 – Salem, OR; Richard Pigor, L-1086 – Cleveland, OH; Van J. Stephens, L-305 – Chilliwack, OH; and Richard Upton, L-117 – Superior, WI.

Special Committee on the Construction Industry

Chairman Larry McManamon; Co-Chairman Mike Murphy, Secretary Len Beauchamp; Delegate-at-large Ron Lyon; George E. Andrew, L-1506 – Cataqua, PA; Wendell Baumstark, L-1247 – Chicago, IL; Jeffrey Bietel, L-1073 – Cleveland, OH; John Callahan, L-1162 – Milwaukee, WI; Ed Carter, L-524 – East Chicago, IN; Ed Conard, L-1603 – Alliance, OH; Edward Estes, L-1252 – Chicago Heights, IL; Alex Ferek, L-343 – Oxnard, CA; James Garrett, L-1510 – Russellville, AR; Francis Hawk, L-159 – Mountain Top, PA; Rodger Honeycutt, L-1666 – Dayton, OH; Francis Lengueza, L-725 – Springfield, MA; James Maglio, L-1509 – Cudahy, WI; Preston Miracle, L-1240 – Wabash, IN; Thomas Reynolds, L-1607 – Marion, OH; Steve Robbins, L-51241 – Benton, AR; William Schueter, L-1570 – Springfield, MA; and Jeffrey Vance, L-1256 – Moran, KS.

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Convention committees

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Organizing, Communication, and Publications Committee
Chairman Newton B. Jones; Secretary William Creeden; Advisors Don Caswell, Ryan Creeden, Carol Dillon, and Kevin Gordon; Delegate-at-large Jay Bragan, Charles Brock, John Chapman, Tom Chastain, Rocco DeRollo, Steve Eames, Barry Edwards, Gary Everson, Kyle Everson, David Lawrence, Howard Lyon, Michael Petersen, Gary Prochnow, and Michael Zordani; Pat Dix, L-S1978 – Rock Springs, WY; Rob Lazzon, District Lodge D11; Don Maes, DLD11 – Cochrane, AB, CAN; Preston Miracle, L-1240 – Washington, 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 James Rose, L-900 – Barberton, OH; 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-363 – Chattanooga, TN; Ed Eisenberger, L-302 – Tacoma, WA; Francis J. Keating, L-744 – Cleveland, OH; George Pinkerman, L-667 – Charleston, WV; Joseph L. Quirroz, L-S1978 – Rock Springs, WY; Robert Schwartz, L-1 – Chicago, IL; Jim Tinney, L-128 – Toronto, ON; Ronn Yansory, NTL; and Guy Vallee, L-271 – Montreal, PQ, CAN.

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

Sergeants-at-Arms Committee
Chairman James McCormick; Co-Chairman Andre Fleury; Delegate-at-large Tom Chastain, Wade Davis, Rocco DeRollo, Kyle Everson, Len Gunderson, Dick Hardin, Dennis King, Bridget Martin, Tim Presley, and Steve Speed; and Phillipp Evans.

Resolutions Committee
Chairman Pat Smith, L-40 – Elizabethtown, KY; Secretary Gerald Connelly, L-5 – New York City, NY; Advisors Blake & Uhlig, William Creeden, Glenn Fagen, and J. W. Moore; Delegate-at-large J. C. Todd; John Fulza, L-175 – Oswego, NY; Joseph Johnson, L-1814 – Bridge City, LA; Don Link, L-27 – St. Louis, MO; Frank Ludgud, 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 Pasquilla, L-363 – East St. Louis, IL; Kay Phillips, L-P3 – Owensboro, KY; and John Santoro, L-S185 – Belleville, IL.

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Welcoming Committee
Chairman Steve Eames; Delegates-at-large Tom Chastain, Wade Davis, Rocco DeRollo, Kyle Everson, Len Gunderson, Dick Hardin, Dennis King, Bridget Martin, Tim Presley, and Steve Speed; and Phillipp Evans.

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Chairman Steve Eames; Delegates-at-large Tom Chastain, Wade Davis, Rocco DeRollo, Kyle Everson, Len Gunderson, Dick Hardin, Dennis King, Bridget Martin, Tim Presley, and Steve Speed; and Phillipp Evans.
New contract summaries

A summary analysis of these contract settlements

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

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.

Wages Increase

FORTY-THREE facilities recovered wage increases in 2003, averaging $0.56 per hour or 2.96 percent. Fifty-one facilities will receive pay increases in 2001, averaging $0.48 per hour or 3.10 percent. Thirty-nine facilities will receive pay increases in 2002, averaging $0.48 per hour or 3.10 percent. Fifteen facilities will receive pay increases in 2001, averaging $0.48 per hour or 3.10 percent. Eight facilities will receive a third shift premium, of which 34 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 a flat amount as a paid holiday. In 46 of these agreements there is a set dollar or set per hour paid vacation. Fifty-four agreements provide a three-week paid vacation. Forty-two agreements provide a four-week paid vacation. Eight agreements provide a five-week paid vacation, and seven provide a two-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 to ten days. The average is ten days.

Other Provisions

FORTY-NINE agreements provide life insurance. In 46 of these agreements there is a set dollar or set per hour paid vacation. Forty-two agreements provide a three-week paid vacation. Forty-two agreements provide a four-week paid vacation. Eight agreements provide a five-week paid vacation, and seven provide a two-week paid vacation. Ten agreements provide vacation pay based on a percentage of earnings.

Paid leave for jury duty is found in 41 agreements. Union leave is found in 12 agreements. Twenty-one agreements provide paid or partial reimbursement for the purchase of travel insurance. Twenty-nine agreements provide paid or partial reimbursement for the purchase of prescription glasses. Forty agreements provide a severance payment package. Thirty-one agreements provide paid leave for those persons who spend two weeks at a military encampment. Ten agreements provide a two-week paid vacation.

Forty-eight agreements provide a two-week paid vacation. Forty-eight agreements provide a three-week paid vacation. Forty-two agreements provide a four-week paid vacation. Eight agreements provide a five-week paid vacation, and seven provide a two-week paid vacation. Ten agreements provide vacation pay based on a percentage of earnings.
THE DEATH BENEFIT PLAN under the Boilermaker-Blacksmith National Pension Trust has been established to provide life insurance protection for eligible members of the International Brotherhood of Teamsters, Warehouse Workers, and Helpers, as well as those who may die after being covered by the Trust. The Trust pays the death benefit to the beneficiaries of deceased members who were covered by the plan.

DEATH BENEFITS

THE DEATH BENEFIT PLAN

This plan pays the death benefit to the beneficiaries of deceased members who were covered by the plan.

LODGE, NAME & BENEFIT

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

HAROLD J. MAUPIN

Harold Maupin, retired national apprentice administrator, dies

Following his retirement, Maupin made his home in Florida, where he lived with 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 denied for members who have not submitted an agreement with an employer contributing to the Boilermaker-Blacksmith National Pension Trust.
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 raids.

Consiglio laid off. He found work at the Oldman Boiler Works in Buffalo, where he stayed until his retirement at age 62.

This is what you call “an old-time boilermaker.” He would make his own chisels, tempering and hardening 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 firetubes, 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 known 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 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.

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.

Moving? Tell us where . . .

Mail form to:

Publications Department
793 State Avenue, Suite 956
Kansas City, KS 66101

Call and give the ID number:

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.
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 some of the wealthiest families realize, you’d better hang onto it.

You’re going to need every penny of it to start paying down the government’s astounding debt. It will take every dollar in the bank, and the money under the mattress, and every dollar that you and your kids have saved. It will take every cent of your income, and every dollar that you can borrow.

The problem is that Bush’s tax cut and our economic slowdown have combined to completely eliminate the surpluses of the future. The surplus for 2001 will be only about $1 billion, not counting the Social Security surplus. Millions of dollars may seem like a lot of money, but it is less than $4 for each American citizen. Not exactly saving for retirement. And even that billion-dollar figure is overstated. At the request of President Bush, the Treasury has changed its method for reporting the budget, shifting an additional $4.5 billion from the Social Security surplus to other government 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 biggest budget deficits in U.S. history, George W. Bush is determined to keep our country in the red. In his State of the Union address he was aged to reverse the trend toward surpluses that began appearing in 1998.

When 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 discontinue our social insurance that makes and make corporations exempt from federal taxes, but his lieutenants have come very close.

An article this past May in The Nation magazine quoted Grover Norquist, a Bush spokesman and advocate, 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, as in the case of O’Neill made last year as CEO of Alcoa. Working families live in a different world — a world where a brother is killed on the job, a union member.

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 much.

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 privatization. A Congressional Research Office study shows that the added administrative costs of privatizing Social Security would reduce retirees’ benefits anywhere from 47 to 108 percent for those workers who retire after 2031. Privatizing would cost $40 to $800 billion annually — mostly profits for 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.


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Letters to the Editors

L-60’s Nelsen is a believer

I RETIRED AS an active Boilermaker three years ago and started drawing my retirement check. 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 note that Boilermakers’ pensions 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.

MRS. NELSEN, L-60 retiree

Peoria, Ill.

Wife of L-105’s Riffe thanks union for helping fire family

ON APRIL 3, 2001, our house caught fire and burned completely down. My husband (Reese Riffe of Local 105, Columbiana, Ohio) and I were seriously injured. 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 test of our families’ faith. The response has been overwhelming. We are humbled by your generosity, and proud to be your union brothers and sisters.

Thank you all very much.

LYNETTE RIFFE, L-105 spouse

Greenville, 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. SKEAN, 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 Crozier, were seriously injured.

The response for monetary help has been extraordinary. We are humbled by your generosity, and most notably, your family. We are proud to be a “Boilermaker family.”

Thank you all very much.

J. D. SKEAN, L-154 retiree

Buffalo, Kan.

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.

You can make a non-tax deductible donation to send your support to:

Jeff Davis Memorial Fund

c/o Boilermakers Local 13

2300 New Falls Road

Newportville PA 19066-3299

Poyer family grateful to union

WE WISH TO thank the Boilermakers for their support following the tragic death of Thomas 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 Gerriber 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.

GEO. LAMARR, L-85 retiree

Estero, Fla.

Namiotka family grateful to Local 13 members

ON MAY 19, 2001, Larry “Mack” 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 leg. We near 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!

St. O’NEILL, L-85 retiree

Jeffersonville, Ky.

Got something to say?

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

Send a Letter to the Editor:

The Boilermaker Reporter

753 State Ave. Suite 573

Kansas City KS 66101

FAX: (913) 281-8104

E-mail: doane@boilermakers.org or
cdlin@boilermakers.org