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L-502's Michael Anthony earns first place

For the second year in a row, the Western States area apprentices earn team prize

MICHAEL ANTHONY of Local 502, Tacoma, Wash., is the Boilermakers' top apprentice of the year. Representing the Western States Area Apprenticeship Program, Anthony earned the top marks at the 14th annual Boilermakers National Apprenticeship Program's (BNAP) outstanding apprenticeship competition, held Sept. 9-13, 2001, at the BNAP training center in Kansas City, Kan.

Michael Patterson of Local 85, Toledo, Ohio, representing the Great Lakes Area Apprenticeship Program, placed second.

Western States Area representatives, Anthony and Adam Crider (Local 627, Phoenix, Ariz.), won the BNAP team competition award. This is the second year that each participating apprenticeship area sent two contestants to the national competition, who were then judged individually and as a team.

Dan Everett, asst. to the Intl. pres. and BNAP national coordinator, announced the winners at a banquet that followed four days of intense competition. He called each of this year's eight contestants a winner, as each had to place either first or second in his area's competition in order to participate in the national contest.

Also competing this year were

Southeast Area representatives K. Alan Biddle of Local 40, Elizabethtown, Ky., and Michael L. McCoy of Local 667, Charleston, W.Va.; Great Lakes Area representative Michael Dufour of Local 647, Minneapolis, Minn.; and Northeast Area representatives Kirk Muscio of Local 7, Buffalo, N.Y., and George G. Taylor III of Local 28, Newark, N.J.

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

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

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

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

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

The national competition began on Sunday, September 9, with a written



Michael Anthony of Local 502, Tacoma, Wash., wins first place in the national apprentice competition.

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

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

Continued on page 4

Local 5 members help with rescue efforts



Four members of Local 5, sitting at right, head home to Staten Island on the ferry after helping clear debris caused by the September 11 terrorist attacks in New York City. Photo by Ruth Fremson/The New York Times.

Sympathy and support awe-inspiring

IN THE AFTERMATH of the attack on the World Trade Center and Pentagon, American workers did what we do best — we went back to work, repairing, rebuilding, and adding a new chapter to American history.

Boilermakers from Staten Island were among the first workers called into New York City to begin clearing the debris and looking for survivors. Local 5 Bus. Mgr. Jerry Connolly said that offers of physical and financial assis-

tance came from Boilermakers from all over the United States and Canada.

The Boilermaker Reporter received letters of sympathy for the victims and support for the recovery workers from individuals and unions all over the world. All of the letters paid tribute to the undefeatable American spirit that will keep us united in these difficult times.

The war against terrorism will challenge American resolve to protect our way of life. Boilermakers will rise to that challenge. We will not only survive, we will prevail. □

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No sour grapes at Gallo Winery

NTL crew completes Enerfab job on schedule, accident free

SEVENTEEN MEMBERS of the National Transient Lodge (NTL) have completed the erection of twenty 46,000-gallon fermentation tanks at the Gallo Winery in Livingston, Calif.

NTL member and general foreman Mike Phaff reports that his crew began the five-month job for Enerfab in March 2001. The modular tank sections arrived on site where the field construction crew completed their fabrication.

Working with stainless tanks during the summer months is hot and hard work. Food and beverage tanks mandate perfection. Even grinding becomes critical, as all internal tank welds must be polished to a 120 (food-grade quality) finish. Once completed, the crew sets the tanks on their foundations using a 100-ton crane.

The NTL crew finished the job on schedule and 100 percent accident free. Phaff attributes the job's success to his crew. He says half of his men are from

Jamestown and Greenville, Pa., and their neighborly demeanor affected the whole crew.

"The crew mix is an excellent combination of seasoned mechanics and young novices who are energetic and willing to learn," said Phaff. "Perfect examples are Tim and Todd Floch, second-generation mechanics, and Tim Floch Jr., a third-generation helper just entering the trade."

They say the Floch family work ethics were established many years ago by Tim Jr.'s grandfather, Russell Floch, a retired NTL member whose work experience includes 30 years of tank erection. Phaff says proper work ethics are important on every job and he hopes his crew's efforts will win Enerfab continued employment at Gallo.

Crew members included general foreman Mike Phaff, Steve Simpson, Tim Floch Sr., Tim Floch Jr., Todd Floch, Mark Mayer, Glen Parks, Kelvin Washington, Denny Rhodes, Wayne Hogenmiller, Chad Stear, Josh Verrill, John Gram, Gerald Gram, Dave Moore, Harry Parker, and John Williams. □



NTL members are in the process of erecting twenty 46,000-gallon fermentation tanks at the Gallo Winery in Livingston, Calif.

Local 1012 and EASI earn ISO 9001 certification



Celebrating the success of their ISO 9001 certification are members of Local 1012 and Engineered Air Systems, Inc. (EASI). Pictured, l. to r., are Ed Snow, product assurance mgr.; Gerald Polthoff, ESSI pres.; Dave Dickerson, vice pres. of quality; Larry Maxwell, quality assurance engineer; Thomas Cornwell, EASI pres.; Bill Almsedt, ISO quality mgr.; Ken Brock, L-1012 pres.; and Michael Shanahan, ESSI chmn. and CEO.

Award reinforces labor/management commitment to quality and continuous improvement

MEMBERS OF LOCAL 1012, St. Louis, Mo., and Engineered Air Systems, Inc. (EASI) have earned ISO 9001 certification for their quality management system in design and manufacture of environmental control systems.

The ISO 9000 set of conformance standards defines the principles for establishing, documenting, and maintaining an effective quality system. ISO 9001, the most comprehensive of the ISO 9000 series, is the model for quality assurance in design and development, production, installation, and servicing that requires a vendor to ensure product conformance to specified needs throughout the entire product cycle. The certification assures the global

market that a company meets international standards for quality, design, performance, and safety of products and services.

EASI, in business since the 1940s, designs and manufactures custom air conditioners, heat exchangers, and air handling equipment, as well as various types of equipment and systems that support the U.S. military — nuclear, biological, and chemical defense systems; environmental control systems and water storage; and purification and distribution systems.

Local 1012, chartered in April 1900, has represented workers at this St. Louis facility since 1957. □

Local 92 members share success at Sunrise

Building trades complete power plant 32 days ahead of schedule

MEMBERS OF LOCAL 92, Los Angeles, Calif., along with members of other building and construction trade unions, have completed the first phase of the new Sunrise Power Plant in Kern County, Calif., 32 days ahead of schedule, earning Edison a \$1 million completion bonus.

Over 200 union members worked on the \$180 million, 320-mega watt power plant, logging in over 600,000 man-hours. Crews worked around-the-clock during the project, bringing the new plant online in less than six months. It was a smooth-running job and the project was completed without a single grievance hearing, reported Doug Zimmerman, president of a tri-

county building trades council in southern California.

"Building and construction trades members are building California's energy supply for decades to come," said Local 92 BM-ST Ed Marquez. He said California Governor Gray Davis visited the job site, where he congratulated and praised the Boilermakers for a job well done.

Local 92 members will soon begin work on phase two — a combined cycle — that will increase the power plant's capacity to 550 mega watts of power.

The power plant is being built under a project labor agreement (PLA). For over 70 years, PLAs have been used to construct major public and private work projects throughout California, including Disneyland, the San Francisco Giant's ballpark, municipal water works, and power plants all over the state. □

It's time to think about union scholarships

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 2002 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.

How to apply for a Union Plus Scholarship — Applications for the 2002 Union Plus Scholarship Program are now available. Applications can be downloaded at <http://www.unionprivilege.org>. To receive an application through the mail, send a postcard, with your name, return address, telephone number, and international union name clearly printed on it, to:

Union Plus Scholarship Program, P.O. Box 34800, Washington, D.C. 20043-4800.

Union Plus must receive applications by January 31, 2002; winners will be announced May 31, 2002. Due to the volume of applications, only winners will be notified.

Applicants must be members, their spouses, or dependent children (as defined under IRS regulations; includes foster children, step children, and any other child for whom the member provides greater than 50 percent of their support) of unions participating in the Union Plus Credit Card program. Having a Union Plus Credit Card is not a requirement. One year of continuous good standing union membership is required at the time of the award. The individual must be accepted into an accredited college or university, community college, or recognized technical or trade school at the time the award is issued. Graduate students are not eligible.

The scholarship program is open to students attending or planning to attend a four-year college or university, a community college, or a technical college/trade school. Applicants are evaluated according to academic ability, social awareness, financial need, and appreciation of labor.

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A prize-winning newspaper

Boilermakers greet CSX employees, retirees, families with informational picket on Labor Day

Workers lobby for new contract during company open house and picnic

FORTY-FIVE MEMBERS of three railroad unions greeted employees, retirees, and families as they arrived for the CSX Transportation Company's picnic and open house on Labor Day in Huntington, W. Va.

Boilermakers from Huntington Local 249 and Local 1633 in Raceland, Ky., were joined by members of the International Association of Machinists and the International Association of Sheet Metal Workers at the west entrance to the CSX locomotive shop to make the public aware that they have worked 20 months without a contract.

The picketers passed out leaflets explaining that the railroads have refused to give serious consideration to any of the employees' issues since negotiations began on Dec. 15, 1999.

When the workers refused the railroads' last proposal — to cut wages and require the workers to pay for their own health care — the railroads, represented by the National Carriers' Conference, left the bargaining table and have not come back, said Tommy Trent, president of Machinists L-104.

He said the picket was not designed to disrupt the Labor Day festivities.

"We don't want to jeopardize or hinder our company from being a good company," Trent said. "We just want to make them better." □

Source: *The Herald-Dispatch*



Working 20 months without a contract, members of Boilermaker Locals 249 and 1633 join other crafts of the rail industry in an informational picket on Labor Day.

Judge orders Avondale to rehire 22 workers

Shipbuilder must also pay Navy \$5.4 million in legal fees

ADMINISTRATIVE LAW Judge (ALJ) Philip McLeod has ordered the Northrop Grumman Avondale shipyard to reinstate 22 workers fired illegally between 1994 and 1997, and to pay back the U.S. Navy more than \$5.4 million in related legal fees.

ALJ McLeod ordered the rehiring of employees who were allegedly terminated because of their union efforts. He also ordered the company to purge records of anti-union disciplinary actions from the employment files of 12 other workers and to compensate all of the workers — those who lost their jobs as well as those who were disciplined — for lost pay, benefits, and seniority.

In addition to paying back \$5.4 million in legal fees if wrongfully billed the Navy, Avondale must also pay the legal costs incurred by the labor board and the New Orleans Metal Trades Council, when the AFL-CIO affiliate first filed unfair labor practice charges against the company in 1994. If the order is upheld, it is not yet known how much more Avondale will have to pay in legal fees to the National Labor Relations Board (NLRB) and union lawyers.

In 1999, workers at three Avondale locations — New Orleans, La., Gulfport, Miss., and Tallulah, La. — won a six-year organizing battle when Litton Industries purchased the shipyard and recognized the union. In April 2001, Avondale became a subsidiary of the Northrop Grumman Corp., when the huge defense contractor purchased Litton. Now the new owner must pay for the sins of the past.

The shipyard may contest the order, but the ruling sends a clear message — that this conduct should never have occurred and will not be tolerated.

When Avondale learned of the organizing campaign in 1993, it "waged an aggressive counter-campaign that was broad in scope, reckless in implementation, and is likely to have a continuing coercive effect on the free exercise of employee rights for some time to come," wrote ALJ McLeod.

Asst. to the Director of Organizing Dave Bunch, who played a key role in the organizing campaign, said he was "glad to be part of these cases." Boilermaker Local 1814, New Orleans, now represents a significant number of the 10,000 shipyard workers under a Metal Trades agreement. □

Oklahoma bans union security

VOTERS IN OKLAHOMA have chosen to ban union security clauses in contracts throughout the state. Voters turned out in surprisingly large numbers for an election with only one issue on the ballot.

The so-called "right-to-work" initiative had support from the governor, the business community, the Republican party, the news media, and many other groups. Oklahoma

became the 22nd state to pass this anti-union measure.

Right-to-work laws don't guarantee any new rights or create any new jobs or economic benefits. In fact, by denying workers and employers the right to negotiate union security clauses, these laws take away rights. In the 21 states with such laws, wages are lower, poverty levels higher, more people have no health insurance, and education spending per pupil is lower. □

Wal-Mart bans flag stickers

WHILE WAL-MART boasted record sales of American flags from its stores following the Sept. 11 attack, workers at Sam's Club 6382 (a division of Wal-Mart Stores, Inc.) in Las Vegas, Nev., were forced by managers to remove American flag stickers from their name badges.

"I can't believe Wal-Mart would be so insensitive and unpatriotic during this crisis," said Linda Gruen, a six-year employee with Wal-Mart and store 6382. "It made me sick to my

stomach when they were telling people to take their flags off."

Wal-Mart managers not only upset the employees, they also angered customers in the store who were shocked and appalled to see employees being forced to peel off American flags.

Why did they do it? The flag stickers were given to employees by a union. Evidently Wal-Mart believes busting unions is more important than supporting our country. □

Employers load pension plans with company stock

Widespread practice puts workers' retirement funds at risk

DON'T PUT ALL your eggs in one basket. That proverb is widely accepted by financial managers, who always advise their customers to diversify their holdings.

Except when it comes to company retirement accounts. Lisa Tantalo, a property damage coordinator in Rochester, N.Y., learned that lesson the hard way. Her employer, Global Crossing, contributes only its own stock to her 401(k). In the 1998-99 Wall Street bubble, Global Crossing reached a high of \$58. Now it sells for less than \$1.

Fortunately, Lisa will have benefits from a defined benefit plan and a Taft-Hartley pension plan her local union battled for in the late 1990s. "A 401(k) is like gambling and a pension is like a security blanket," she told *America@Work*.

Yet many major corporations are loading their pension plans with their own stock. Eighty-five percent of Pfizer's pension plan is their own stock, and Coca Cola stock makes up 81.5 percent of their workers' pension plan. But no company gambles with their workers' retirement money like Procter & Gamble; nearly 95 percent of their pension plan is made up of Procter & Gamble stock.

That's not good news for the workers who rely on these pensions for retirement. Procter & Gamble stock has dropped 38 percent since January of 2000. Pfizer is down 20 percent since spring of 1999. And Coca Cola has been declining for over three years and is now down about 45 percent since its high in mid-1998.

A study of 197 large companies by *DC Plan Investing*, a newsletter of the Institute of Management and Administration in New York, reveals that one-third to one-half of assets in workers' retirement plans consists of their employer's stock. Although this percentage has not changed in recent years, this year's stock market crash has brought attention to the risk involved in such an unbalanced nest egg.

Sometimes employees choose to load up on their own stock, but many, like Lisa Tantalo, don't have a choice. Com-

panies often match employee 401(k) contributions with their own stock; others contribute only company stock to profit-sharing plans. What's more, some companies prevent or sharply limit employees from shifting their savings into other investments.

Forty-eight percent of Gillette's retirement-plan assets are in Gillette stock, and workers are not allowed to diversify until they reach age 50. During the past five years, Gillette stock has dropped 20 percent, while the Dow Jones Industrial Average has gained 50 percent — even after the post Sept. 11 crash.

Stephen Brayton, a spokesman for Gillette, defended his company's 401(k) policies, telling the *Wall Street Journal* that owning Gillette stock "is a great way for employees to share financially in the long-term growth of the company." He failed to point out an obvious advantage to the company: matching contributions with stock improves their cash flow.

Some workers choose to purchase their employers' stock almost exclusively even when other investment options are available. Workers at Dell Computers have many investment options, yet Dell stock makes up nearly 98 percent of their retirement plans. That was fine while Dell was one of the highest-performing stocks on Wall Street, but in the past 12 months the stock is down 45 percent.

A good example of the risk associated with putting all your retirement money in your employer's stock comes from auto-parts maker Federal-Mogul Corp. For years, they contributed only their own stock to their employees' 401(k) accounts. Beginning in 1998, a series of asbestos-related law suits drove the stock's price down from \$78 to about \$1 a share.

As of July 31, 2001, Federal-Mogul stopped matching employee contributions with stock and will not let employees use their own contributions to buy company stock. Though well-intentioned, their actions came too late to help those long-term employees who invested heavily in their employer's stock over the past 20 or 30 years. By way of illustration, if you invested \$100 in Federal-Mogul stock on the first trading day in September each year since 1970, your \$3,100 investment would now be worth about \$230. □

BNAP hosts annual national apprentice competition



First-place winner Michael Anthony of Local 502, at right, and Adam Crider of Local 627, representing the Western States, lift an equalizer beam during the rigging exercise. They went on to win the team award.



Second-place winner Michael Patterson, at left, of Local 85, and Michael Dufour of Local 647, representing the Equal Lakes Area, check their measurements during the small boiler/layout exercise.

Gallo and Spencer earn national recognition awards, Everett receives distinguished service award

Continued from page 1

Everett and James Horkay, a retired company representative from the Northeast area, served as test coordinators, and each area had two delegates serving as judges — a union and an employer representative.

Representing the Western States as judges were Darin McCarthy of Local 500, Salem, Ore., and Robert Pike of PSF Industries.

Tony Jacobs of Local 169, Detroit, Mich., and Michael P. Rother of Phillips, Getschow represented the Great Lakes Area.

Representing the Southeast were Intl. Rep. Barry Edwards and C. Randall James of B & W.

Representing the Northeast were Jack Multerer of Local 7, Buffalo, N.Y., and Horkay.

Representing the National Transient Lodge were Asst. to the Intl. Pres. Tony Gallo and Lester Perkins of CBI Services.

The contest concluded with an awards banquet on Thursday night, where Everett explained that the Boilermakers' national competition is held annually as a way to motivate apprentices and local, area, and national training programs.

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

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

This was the second year that the contestants were judged individually and as part of a team. Everett hopes this will continue. "Boilermakers work as a team in the field," explained Everett, "so testing how well the apprentices work in teams is a logical step for the national competition."

This was Everett's last year to serve as the banquet's master of ceremonies, as he plans to retire on January 31, 2002. Pat Smith, BM-ST of Local 40, will be his replacement. To show his appreciation for Everett's many years of service to the union, Intl. Pres. Charles W. Jones presented him with the Boilermakers' highest award — the Distinguished Service Award.

Everett joined Local 40 in 1962, and

completed his 8,000-hour TVA apprenticeship in 1967. He worked several years with the tools before becoming Local 40's business manager in 1976, a position he held for nine years. In 1985, he was appointed national apprentice coordinator.

Gallo and Spencer earn national recognition awards

TONY GALLO, asst. to the Intl. Pres., and Marty Spencer, apprentice instructor for Local 7, Buffalo, N.Y., have each earned this year's BNAP's National Recognition Award.

Both Gallo and Spencer are graduate apprentices who have been instrumental in improving their area's apprenticeship programs. Gallo serves as recording secretary for the Western States area's apprenticeship program; Spencer coordinates the combined Northeast and Great Lakes area competitions.

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

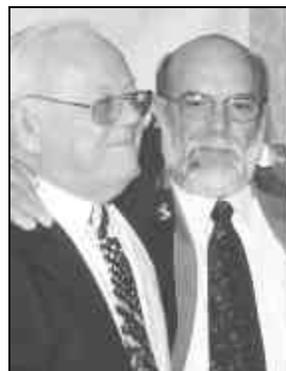
Nominations for the award are made by Boilermaker employers and union members and voted upon by area. Names of those individuals receiving the highest number of votes per area are then submitted to the national board for final selection. □



Southeast Area representatives, l. to r., Michael McCoy of Local 667 and Alan Biddle of Local 40, remove a tube during the welding/burning exercise.



George Taylor III of Local 28, at left, and Kirk Muscio of Local 7, representing the Northeast Area, participate in the tube rolling competition.



BNAP Coord. Dan Everett, right, got a Distinguished Service Award from Intl. Pres. C. W. Jones for his 39 years of service to the union and the trade.



AIP Tony Gallo, at right, and L-7 instructor Marty Spencer congratulate each other for receiving a National Recognition Award. BNAP Coord. Dan Everett is in center.

Local 558 celebrates 215 days without injury

Upset by past three-year safety record, Local 558 and Westinghouse work together to improve work environment

MEMBERS OF LOCAL 558, Windsor, Conn., recently celebrated the completion of 215 work days — 109,000 man-hours — without an injury at Westinghouse Electric LLC. Their previous record was 160 days.

But there's more to this story than setting a new record.

It's the story behind the celebration that is the real news — the members of Local 558 saw a need to improve safety at their workplace and they took the steps to improve it.

Over the past three years, the safety record at the nuclear fuel manufacturing plant was not what it could have been, said Local 558 President Michael Welsh.

Local 558 wanted to change that. So

did Westinghouse Electric. Working together, they have made safety their number one concern.

"Most companies say safety comes first. But when push comes to shove, they want the job done no matter what it takes. They end up putting the job first and safety second.

"Westinghouse and the management of Addison Road go against this pattern of behavior," said Welsh. "Not only with words, but also with actions and policies, they have given the Boilermakers the full support needed to accomplish our duties in the safest possible way.

"We are proud to be Boilermakers, but more importantly, we are proud to be Westinghouse Boilermakers." □

CPWR's web site is a great source for safety

Visit www.elcosh.org to learn more about worker safety and health concerns

THE CENTER TO PROTECT Workers' Rights (CPWR) offers a web site with access to its Electronic Library of Construction Occupational Safety and Health (elcosh).

The web site — www.elcosh.org — allows access to important safety and health information by hazard, trade, and job site, and to training information by material, requirements, and

topic. It includes links to other sites that offer safety and health information, including the AFL-CIO, the Department of Energy, and other union, business, state, and international web sites.

The CPWR elcosh site is available in Spanish, and includes links to materials in Spanish and Italian.

CPWR is a research and development institute of the AFL-CIO's Building and Construction Trades Department and is partially funded by the National Institute for Occupational Safety and Health (NIOSH). □

Do you suffer from Boilermaker's Disease?

Could you repeat that? I didn't hear it the first time

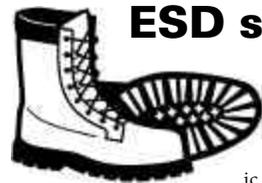
MANY OCCUPATIONS can be bad for your health. The connection between a specific occupation and a specific illness or injury often leads to a disease or syndrome being named after that occupation.

Coal miners had it rough. Not only did many of them develop Miner's Lung, a fatal disease, but they may have suffered from Miner's Elbow or Miner's Back for years while still working. Anemia caused by hookworms used to be known as Brickmaker's anemia, because hookworms lived in the

brick-making material. Painter's Colic was actually lead poisoning.

If you've been around Boilermakers with 20 or 30 years of experience, you won't be surprised to learn that deafness has been referred to as Boilermaker's Disease. Shipyards, railroad shops, power plants, and other places Boilermakers have traditionally worked are very noisy places. It doesn't take long to do serious damage to your ears. Usually, the full extent of the damage doesn't show for several years.

You wouldn't weld without a hood. Have as much consideration for your ears as you have for your eyes. Use appropriate ear protection. □



ESD shoe warning

A CONSTRUCTION Boilermaker writes that he purchased work boots at his job site that were labeled ESD. He wore them on the job and when he tried to weld, he got a shock. Later research told him that ESD stands for "electro-static dissipative," meaning that the shoes ground the wearer instead of insulating him. He

asked that we print a warning about these shoes.

ESD shoes are required in environments where static electricity is not desirable, such as computer clean rooms. The static electricity our bodies build up just in normal activities is enough to destroy sensitive computer parts, so the dissipative effect is essential.

Boilermakers rarely work in environments requiring ESD shoes. If you ever do, your employer will notify you. Although ESD shoes are not considered dangerous for use in welding, there are situations in which a welder can receive a shock because of them.

So if you see ESD on the label, you probably ought to buy a different boot. □

MAKE IT SAFE

Workplace Safety Awareness

Even 'low-voltage' shocks can be fatal

EVERY YEAR, over 1,000 people are electrocuted in accidents involving voltages of less than 600 volts. Some of these fatalities, and many shocks, occur on voltage as low as 120 volts.

It is not a well-known fact that contact with so-called "low voltage" can be fatal. Too many people don't realize how dangerous a frayed or broken electrical cord can be until it is too late.



Working safely with electricity

THE "WORKPLACE" covers a broad spectrum of working environments. Office buildings, industrial plants, construction sites, offshore oil platforms, underground mines, and retail businesses are a few examples that illustrate the span of what can be considered the workplace. Even your home and child's school is a workplace.

While the working environments differ, they all depend on electricity and electrical systems for energy, control, communications, and data for virtually every aspect of operations. Electrical accidents can and do happen in all workplace environments, although the frequency or severity may vary.

The following list of safety reminders is a brief compilation of generally accepted practices and should be adapted or modified to address the unique aspects of your working environment, your company policies, and local and/or state and Federal codes. The intent of this list is to stimulate your thinking on what are the important electrical safety considerations for the people in your workplace.

Working on or near energized equipment

- Treat deenergized electrical equipment and conductors as energized until lockout/tagout, test and ground (where appropriate) procedures are implemented.
- Work electrical equipment and conductors deenergized unless your employer can demonstrate that deenergizing introduces additional or increased hazards or is unfeasible due to equipment design or operational limitations.
- Lockout/tagout, and ground (where appropriate) before working on equipment.
- Wear protective clothing and equipment, and use insulated tools in areas where there are possible electrical hazards.
- Deenergize and visibly guard (where possible) whenever contact with uninsulated overhead power lines is possible.
- Check and double check the safety regulations when a ladder or parts of any vehicle or mechanical equipment structure

will be elevated near energized overhead power lines. Call your local electric utility for assistance. People standing on the ground may be particularly vulnerable to possible injury.

Cord powered tools and equipment, cords, and temporary wiring

- Protect flexible cords and cables from physical damage.
- Keep slack in flexible cords to prevent tension on electrical terminals.
- Check cords for cut, broken, or cracked insulation.
- Make sure the insulating qualities of a splice are equal to or greater than the original cord.
- Extension cords are for temporary use. Install permanent wiring when use is not temporary.

Equipment and tool grounding

- Verify that all three wire tools and equipment are grounded.
- Water, electrical equipment, and power cords do not mix! Use GFCI protection in wet or damp environments.
- Ground exposed parts of fixed equipment that could become energized.

Other considerations

- Verify location of all buried or embedded electrical circuits before digging or cutting.
- Determine the reason that a fuse operated or circuit breaker tripped before replacing or resetting.
- Know where your overcurrent devices are (i.e. circuit breakers and fuses) so they can be easily and quickly reached in case of emergency.
- When replacing lamps and bulbs, verify replacement matches fixture requirements.
- Adapt this list of reminders to fit your working environment!
- Establish a written electrical safety program for implementing the above.

Source: National Electrical Safety Foundation

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

Local 193's Bryan Coster is new regional director

Former union leader to rely on labor, management skills to strengthen business, economics in Maryland

BRYANS. COSTER, a 29-year member of Local 193, Baltimore, Md., is the new suburban regional director for the Maryland Department of Business and Economic Development (DBED).

DBED Sec. David S. Iannucci said, "Bryan will provide a vital liaison between the business community and state and local government. His ability to understand the needs of business and link them with an array of resources will serve to strengthen the business community and the economic viability of this area of the state."

Coster will assist Maryland businesses with retention, relocation, expansion, and training needs by providing project management, technical assistance, information, and referral services. His region includes Frederic, Howard, Montgomery, and Prince George counties.

"My new job will allow me to maximize the skills developed in my experience with both business and labor in my current work at the DBED," said Coster.

Coster served as Local 193 business manager from 1984 to 1990, when he became a business and legislative representative for the Baltimore Building and Construction Trades Council, a position he held for eight years. He



Bryan S. Coster is the new suburban regional director for the Maryland Dept. of Business and Economic Development.

then served two years in various capacities at the state government level, including the governor's office of business advocacy and the department of budget and management. In October 2000, he became a business development specialist for in-state business services. He was appointed as a DBED acting suburban regional manager in April 2001, and was promoted to regional manager on August 7, 2001. □

L-158 settles their largest monetary grievance ever

No health care co-payments for two years

MINUTES BEFORE AN arbitration hearing was set to begin, members of Local 158, Peoria, Ill., accepted a settlement offer from Komatsu Mining Systems, Inc. that provides them with two years of free health care coverage.

Local 158 filed a grievance against Komatsu alleging that the company had broken their 1994 contract, a 1986 company policy, and an agreement with their healthcare provider that limits the amount an employee's health care co-payment can increase.

"It took 18 months and a lot of determined effort to get the information and documentation needed to prove our case," reported Local 158 Pres. Kevin Kocher. "The bargaining committee and I did a lot of extensive, and sometimes frustrating research."

"In a 'courthouse step' effort, Intl. Rep. Howard Cole used his years of experience in negotiations and arbitrations to reach a settlement literally minutes before the hearing started," said Kocher. "I am proud of the help I received from the bargaining committee, Cole, Brauer Healthcare Consulting, and all of the Local 158 members in reaching the biggest monetary grievance settlement in our local's history."

This settlement will save each Local



L-158 Pres. Kevin Kocher (l.) talks with Intl. Rep. Howard Cole about saving members over \$330,000 in premiums.

158 member at Komatsu over \$800 in 2002 and 2003 healthcare premiums — an initial savings of over \$320,000. Since the settlement was reached, it was announced that 2002 premiums would increase 17 percent — or an additional savings of \$17,200. If 2003 premiums increase, the members will experience even more savings as a result of this grievance settlement.

Over 400 Local 158 members work at Komatsu where they produce mining equipment. Chartered in 1940, Local 158 signed their first contract with the company in 1941, when it was known as R. G. Le Tourneau, Inc. □

Locals 582 and 693 win arbitration cases

Members are reinstated with seniority, benefits, and back pay

INTL. REP. DENNIS KING reports that Local 582, Baton Rouge, La., and Local 693, Pascagoula, Miss., have recently won arbitration cases for their members, earning back their jobs, benefits, seniority, and wages.

John Anderson, former president of Local 582, was terminated for alleged disorderly conduct. "By good teamwork we were able to win this case," said King. "Thanks to Local 582 BM-ST John Simoneaux, ABM John Kelly, and the hard work of the Local 582 office staff, Brother Anderson was

reinstated with the benefits and back pay he deserved."

When former Local 693 BM-ST James Love was terminated, Local 693's BM-ST Frank Ludgood and Chief Steward J. J. Criddell went to work with their office staff to get Love reinstated. "Their hard work obtaining information assisted me in winning Love's arbitration case," said King. "Brother Love was reinstated with seniority and benefits."

Not only did Love win his arbitration case, but Ingalls Shipbuilding also agreed to settle another grievance rather than go to arbitration. "As a result of Local 693's hard work in preparing Brother Love's case, Rongigues Shaver was also reinstated with all benefits and seniority restored," said King. □

Members earn service pins

Local 1, Chicago, Ill., presents membership pins

JOHN SKERMONT, BM-ST of Local 1, Chicago, Ill., reports presentation of pins for continuous years of membership to the following Local 1 members: **40 Years** — Henry Blaha, William McCarthy, and Gary Metcalfe; **30 Years** — Arthur Matelski, Jerome Petralia, and John J. Skermont.

Local 151, Erie, Pa., presents union membership pins

CHARLES GOODMAN, president of Local 151, Erie, Pa., reports presentation of pins for continuous years of membership to the follow-

ing Local 151 members: **30 Years** — John Ames, George Aulenbacker, Ron Caldwell, Walter Kanonczki, Humberto Santiago, Robert Thompson, Charles Tillich, Bob Wasson, and Richard Wurst; **20 Years** — Ken Moore; **15 Years** — Ray Armel, Charles Hovis, Scott Miller, Todd Morton, and Benny Woodard.

Local 531, Amarillo, Texas, presents membership pins

GARY ADAMS, BM-ST of Local 531, Amarillo, Texas, reports presentation of pins for continuous years of membership to the following Local 531 members: **20 Years** — Ronnie Nemoede, Jackie Speed, Jimmie A. Toler, and Rodger Whisenhunt.

LETTERS OF PRAISE

Tripartite effort pays off for Allegheny Energy and Local 667 at American Boiler

A MONTH HAS PASSED since the beginning of the pilot program started by Local 667 (Charleston, W. Va.), Allegheny Energy Supply, and American Boiler and Chimney, where a team of Boilermakers handle the emergency outages at several of our West Virginia stations.

I would like to take this opportunity to thank you (L-667 BM-ST George Pinkerman), (Local 667 ABM) Sam Canterbury, and the members of Local 667 for the excellent performance at both the Pleasants and Harrison stations during critical outages early in this program.

We at Allegheny Energy Supply are grateful for your help and support in our efforts to minimize our outage

downtime, while providing more continuous work for your members, and are pleased to be involved in the development program for your apprentices.

The true tripartite effort we are involved in can only be successful if all parties are interested and enthusiastic about it. We appreciate the performance of the members of Local 667 who have been involved in the early stages of the pilot program, and hope that the next few months are as good as the first. Please express our thanks to your members at your next gathering. We would also like to thank (AIP) Jim McCormick for his leadership in this effort. Thanks again for making the first four outages in the program as successful as possible.

GEORGE J. FARAH, manager of project implementation
PHILIP L. STEWART, director of field services
Allegheny Energy Supply

Teamwork results in happy customer for Monarch, L-169

MONARCH WELDING & Engineering, Inc. would like to thank the International Brotherhood of Boilermakers, and especially the membership of Local 169 (Detroit, Mich.), for their dedication in completing a most difficult project.

This project was completed from May through July, in a building with two operating boilers, and continued steel production. Although we did have a labor issue during this project, it was handled in a professional and expedient manner. Together, we have a grateful longtime customer.

In our mutually beneficial relationship, it is sometimes forgotten to thank the International Brotherhood of Boilermakers and the membership of Local 169. We wanted to be sure the opportunity was not lost this time.

BRIAN R. WIMMER, Vice President
Monarch Welding & Engineering, Inc.

Words of solidarity from unions worldwide

IN THE WAKE of the Sept. 11 tragedy, trade unions and trade unionists around the world showed the solidarity of working people everywhere. *The Boilermaker Reporter* received so many letters of sympathy and support we cannot print them all, but can only acknowledge and thank the following unions for their words of solace:

European Metalworkers Federation
Federation of German Employers
German Trade Union Federation
Intl. Fed. of Chemical, Energy, Mine
Intl. Metalworkers Federation
Istanbul Metalworkers Union
Japan Council of Metalworkers
Metalworkers Union of Croatia
Portugal Metalworkers
Rumania Natl. Metalworkers
Ukrainian Trade Union of Defense
Union of Salaried Employees, Finland

Six lies people are spreading about Social Security

Wall Street distorts the pictures so they can get their hands on the trillion dollar Social Security surplus



SOCIAL SECURITY is 66 years old this year, and the President's Commission to Strengthen Social Security wants to force it to retire. They are waging a massive campaign to convince the American public that Social Security is in serious and immediate trouble and that the best way to "strengthen" the program is to privatize it.

Wrong. Privatizing will weaken Social Security, not strengthen it. Higher administration costs will require benefit reductions. But Bush's privatization panel are using six lies to trick Americans into supporting this scheme to transfer their Social Security money to Wall Street. These politicians are making claims that financial analysts call ridiculous.

1. The Lie Social Security is in a crisis and needs "fundamental restructuring" immediately.

The Truth: Financial analysts agree that today's system is fundamentally sound, although over the next 75 years it will face a shortfall of 1.86 percent of taxable payroll — a small problem that can easily be fixed without restructuring the program.

2. The Lie The crisis will come to a head in 2016, when Social Security will be running annual deficits.

The Truth: In 2016, Social Security will have reserves of \$5 trillion. This reserve was intentionally created to take care of the baby boomers when

they retire. It is hardly a crisis to spend money exactly as you planned to do so.

3. The Lie The Social Security Trust Fund holds "only promises that future tax payers will have to redeem" and "is not an asset" to our government.

The Truth: Analysts consider the more than \$1 trillion of federal treasury bonds in the trust fund a considerable asset. So do financial managers; nearly all pension plan funds hold treasury bonds, as do millions of private investors and corporations. They are considered the safest investment. Former Federal Reserve Governor Alan Blinder says, "Blood would run in the streets if Wall Street believed that Treasury bonds were worthless."

4. The Lie The Social Security program does not help Americans save for the future.

The Truth: Social Security's surpluses have lowered taxes and interest rates, leaving Americans more money to save for the future. Reducing those surpluses in order to allow direct investment of Social Security taxes will raise taxes and interest rates, lowering the returns Americans see from their investments and savings.

5. The Lie With privatization, Social Security can be used to pass wealth from one generation to the next.

The Truth: Survivor benefits already do that, with no risk to the beneficiaries. About 20 percent of Social Security

payments are survivor benefits. Survivor benefits are indexed for inflation; private plans aren't.

6. The Lie Because of their shorter life expectancy, African Americans receive nearly \$21,000 less on a lifetime basis from Social Security than whites with similar income.

The Truth: Social Security pays workers with very low incomes a higher percentage of their income than it pays workers with higher incomes. Because on average African Americans have lower incomes than whites, as a group they receive disproportionately higher benefits from Social Security.

Also, African Americans make up only 12 percent of the population, but account for 17 percent of Social Security disability beneficiaries and 22 percent of all people receiving survivors' benefits.

Don't fall for the privatization lie. We don't need it, and there is no way to divert money away from Social Security into private investment accounts without lowering benefits.

Even its supporters admit that. The bill proposed by Reps. Charles W. Stenholm, D-Texas, and Jim Kolbe, R-Ariz., would divert only three percent of payroll taxes into private accounts, but ana-

lysts say it would require cutting benefits by 19 percent, doing away with the annual cost of living adjustment, and moving the retirement age to 67.

It would also divert billions every year into the pockets of Wall Street financial managers. Is that where you want your Social Security money to go? □

Based on an article in the August 2001 AARP Bulletin.

How much will privatizing cost?

A CONGRESSIONAL Research Office study shows that keeping track of privatized accounts will raise Social Security administrative costs from today's \$3 billion to anywhere from \$40 to \$800 billion.

These higher costs, mainly fees for financial managers and stockbrokers, will require Social Security to reduce guaranteed benefits. The study projects workers who retire after 2020 will receive 4.7 to 10.8 percent less than today's retirees enjoy.

Current retirees and workers under age 47 would not be affected.

Railroad retirement bill held up in Senate

Contact your senators and ask them to pass it

A HANDFUL OF Republican senators are moving to block passage of a bill to reform the Railroad Retirement Act, despite its overwhelming support by both parties in both the House of Representatives and the Senate.

This legislation makes much-needed changes to the Railroad Retirement Act, including provisions to increase benefits paid to surviving spouses, reduce the number of years needed for vesting from ten years to five, and provide a mechanism to ensure that the Railroad Retirement fund remains strong under all economic conditions.

H.R. 1140 passed the House by a margin of 384 to 33 in July. Its companion bill in the Senate, S. 697, has 75 cosponsors, ensuring passage.

But Senators Don Nickles (R-OK), Phil Gramm (R-TX), John Kyl (R-AZ), and Craig Thomas (R-WY) are trying to block its passage. They have written Senator Max Baucus (D-MT), chairman of the Senate Finance Committee, asking him to delay consideration of the legislation so the committee can hold hearings on it.

Hearings would make sense if no one had seen the bill before now, but this bill is nearly identical to one the Senate Finance Committee passed last year. That bill also had enough cosponsors to guarantee passage, but then-Senate leader Trent Lott (R-MS) — at the insis-

tence of these same senators — kept it from coming to the floor for a vote.

It appears that because the Republicans are now in the minority and can't block the bill from coming to the floor, they are hoping to delay it in committee long enough to find a way to kill it.

We must not let them succeed. Contact your senators and urge them to pass Railroad Retirement reform during this session. □

Tax-cut windfall for cabinet

CITIZENS FOR TAX JUSTICE used the financial information President Bush and his cabinet supplied to the Office of Government Ethics (OGE) to estimate their potential tax breaks. They are pretty sweet.

Bush will net \$23,000, while his vice president pockets \$1.7 million, based on his \$36 million income for 2000.

Everyone in Bush's cabinet will get a sizeable tax cut, with the largest going to Treasury Secretary Paul O'Neill, who saves between \$3.2 and \$3.5 million, based on income of \$60 to \$68 million.

But Defense Secretary Donald Rumsfeld's heirs do even better. Rumsfeld has reported assets as high as \$243 million, putting his heirs in position to rake in a windfall of \$120 million once the estate tax is fully repealed.

Not a bad inheritance for the family of a public servant. □

Show your support for legislative action

YOU DON'T HAVE to wear your heart on your sleeve.

Your chest will do just fine.

Members who donate to the Boilermakers Campaign Assistance Fund (CAF) can now receive high-quality premiums with the Boilermakers LEAP into Action logo (pictured at right) embroidered on them.

Donate \$15 or more, and you can receive an embroidered tote bag. For a donation of \$20 or more, you can receive a t-shirt. A donation of \$32 or more warrants a golf shirt. And if you donate \$35 or more, you can get a long-sleeve denim shirt.

All premium items are made in the U.S.A. with union labor. Supplies are limited. Make your donation today.

The Boilermakers Campaign Assistance Fund (CAF) lends financial support to candidates for federal office who support our issues. Unions are barred by law from donating dues money to federal candidates. Support for candidates comes from voluntary donations to CAF.

Help us elect candidates who support our issues. Donate to CAF.

You can make your pledge and reserve your premium item by phoning



703-560-1493. The Boilermakers CAF accepts Visa, MasterCard, checks, and money orders. Please do not send cash through the mail.

If you want a clothing premium, be sure to indicate the size and color from the following choices:

T-shirts. Teal, L through XXL. Navy, M through XXL.

Golf shirts. Stone, M, L, XXL. Black, M through XXXL.

Denim shirts. Women's sizes, L and XL. Men's regular M through XXXL. Men's tall, L and XL.

Tote bags are Navy.

Who writes our laws? Congress or the WTO?

By Ralph Nader

THE FUNCTION OF NAFTA and the far-reaching, powerful World Trade Organization (WTO) is to deny the U.S. and other governments much of their capacity to protect citizens and to harshly limit what domestic policies they may pursue.

Big Business has crafted these agreements to circumvent national and local governmental democratic processes, to undermine citizens' ability to force effective regulation of corporate activity, and to lock in the rules that enable corporations to shut plants in one country and move to another repressive regime with virtually no restrictions.

The agreements have institutionalized a global economic and political situation that places every government in a virtual hostage situation, at the mercy of a global financial and commerce system run by international corporations favored by the enforcement powers of the WTO.

These are pull-down agreements: they pull down our accumulated victories and achievements in the areas of wages and hours, union organizing, food safety protection, consumer safeguards and protections for our natural environment, among others, and chill attempts at future advances.

Under the new global governance system imposed by WTO/NAFTA, many decisions affecting our daily lives are no longer made by our local and national governments, but instead are dictated by a series of international trade rules administered by a group of unelected bureaucrats sitting behind closed doors in Geneva. The unac-

Trade panels can force our government to throw out environmental, safety, and worker protections

countable bureaucrats who sit on the trade tribunals issue decisions on matters implicating issues ranging from whether or not people in California can prevent the destruction of their last virgin forests to whether the European countries have the right to ban the use of dangerous biotech hormones in their meats.

At stake is the very basis of democracy and accountable decision-making that is the necessary undergirding of any labor and other citizen struggle for just distribution of wealth and adequate health, safety, and environmental protections.

Let me give an example to illustrate the point.

When NAFTA went into effect in 1994, it included a provision requiring the United States to open its border to Mexican trucks. By 1995, the United States was to permit Mexican trucks into border states, and by 2000 to permit Mexican trucks to travel throughout our country.

The problem is that Mexican trucking regulations and regulatory enforcement are not comparable to the protections afforded by the already inadequate U.S. rules. As *Public Citizen* notes in a report called "The Coming NAFTA Crash," truck safety rules are much weaker in Mexico. Mexico does not limit the time drivers spend behind the wheel. Some drivers report being required to drive 36 hours straight with just a six-hour break before returning to the road. Mexico's hazardous materials control system is

much laxer than the U.S. system. Mexican truck carriers in 2000 were more than three times as likely to have safety deficiencies as U.S. carriers.

Of those trucks that are entering the United States from Mexico (more than four million a year), fewer than one percent are inspected at the U.S.-Mexico border, but 35 percent of those are taken out of service for serious safety failures (a rate 46 percent higher than for U.S. trucks). By contrast, 40 percent of U.S. trucks are inspected domestically.

Accidents involving Mexican trucks are rapidly rising in the Texas-Mexico border area. *Public Citizen* reports that, if Texas' experience of increasing fatalities from Mexican trucks along the border "were expanded to the entire country, an additional 530 people would have died in crashes with Mexican trucks."

Given the dangers and the record, the United States has sensibly refused to permit Mexican trucks total access to the United States until greater safety protections are in place.

But that is not acceptable under NAFTA. To enforce NAFTA rules, Mexico has sued the United States before a NAFTA trade tribunal, which has ordered the United States to let Mexican trucks in. The U.S. argument that the Mexican trucking regulatory system was inadequate didn't carry weight. The tribunal's position was that, to ensure safety, the United States could inspect Mexican trucks itself—even though everyone understands there is no chance of this ever occurring, given the enormous resources it would require.

This presented the Bush administration with the choice of refusing to enforce the ruling—in which case the United States will be obligated to pay fines to Mexico—or opening the borders and accept the near-certainty of increased crashes and preventable injuries and loss of human life. The administration has decided to push to let Mexican trucks on U.S. roads.

The NAFTA truck decision is representative, not exceptional. The very rules of the international trade agreements institutionalize this pull-down effect. Already WTO panels have ruled against U.S. environmental protections to promote clean air and protect dolphins. WTO rules specify the standards we can maintain for food safety and auto fuel efficiency—always establishing an effective cap on how protective our standards can be, while permitting laxer protections. We can no longer be first because we will go through WTO/NAFTA harmonization committees to standardize downward these safety conditions.

The pull-down effect is imposed through other means, as well.

U.S. corporations long ago learned how to pit states against each other in "a race to the bottom" to profit from whatever state would offer the lower wages, pollution standards, and taxes. Now, through NAFTA and GATT, multinational corporations can play this game at the global level, pitting country against country. After all,

externalizing environmental and social costs is one way to boost corporate profits. It is a tragic lure that has its winners and losers determined before it even gets underway: workers, consumers, and communities in all countries lose; short-term profits soar and Big Business "wins."

Under the WTO, the race to the bottom is not only in standard of living and environmental and health safeguards, but in democracy itself. Enactment of the free trade deals virtually guarantee that democratic efforts to ensure corporations pay their fair share of taxes, provide their employees a decent standard of living, or limit their pollution of the air, water, and land will be met with the refrain: "You can't burden us like that. If you do, we won't be able to compete. We'll have to close down and move to a country that offers us a more hospitable climate." This sort of threat is extremely powerful—communities already devastated by plant closures and a declining manufacturing base are desperate not to lose more jobs. They know all too well that threats of this sort are often carried out.

Nowhere has the impact been more devastating than in the area of collective bargaining agreements and worker representation.

Cornell University researcher Kate Bronfenbrenner, in a 2000 study sponsored by the U.S. Trade Deficit Review Commission, found that more than half of all employers facing union organizing drives threaten to close all or part of their plant—even though such threats are generally illegal. For mobile industries—companies that could more plausibly threaten to move, like auto plants, as opposed to hotels—the plant-closing threat rate approached two-thirds.

Bronfenbrenner's study, the most comprehensive ever undertaken and based on 1998 and 1999 union organizing efforts, concluded that the "threats are even more pervasive than they were in 1993-1995, and the threat of capital mobility has discernably affected union organizing strategies."

Bronfenbrenner proved what every worker knows: the threat to move a plant is among the most powerful tactics an employer can use.

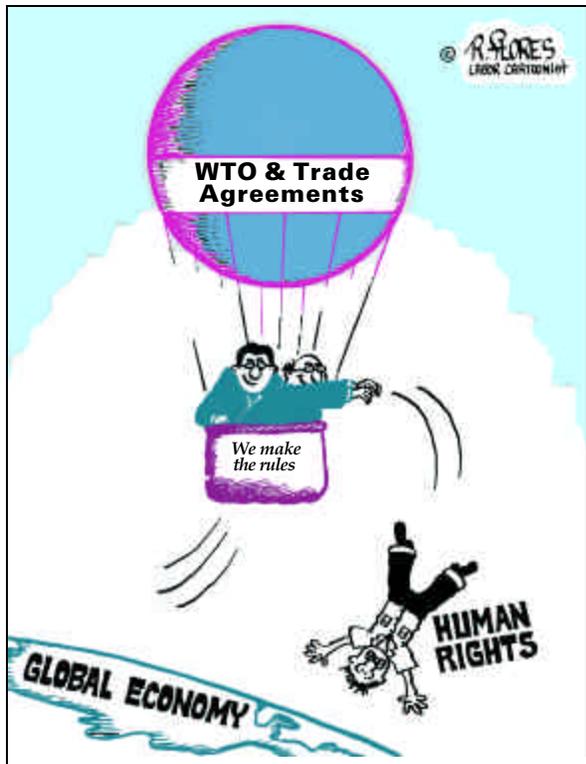
"The data suggest that most workers take even the most veiled employer plant closing threats very seriously," she writes. "When combined with other anti-union tactics of employers, as they are in the overwhelming majority of employer campaigns, plant-closing threats are extremely effective in undermining union organizing efforts, even in a context where the majority of workers in the unit seem predisposed to support the union at the onset of the organizing campaign."

Bronfenbrenner found that "union election win rates were significantly lower in units where plant-closing threats occurred (38 percent) than in units without plant-closing threats (51 percent). Win rates were especially low (24 percent) in those campaigns where employers made specific threats to move to another country."

Since there is no stronger guarantee of workers' interests than belonging to a union, the harmful impact of trade agreement-facilitated capital mobility has had a devastating impact on workers' power—on their ability to bargain collectively, and to demand safer conditions, better pay and benefits, and shorter hours.

How did we get to this point?

Big corporations have worked hard to shape the U.S. and other rich country negotiating positions for the trade agreements. In many cases, they have actually drafted the basic negotiating



Continued from page 8

documents. They support lobbyists to advocate for their positions; they fill up slots on advisory committees to the U.S. trade negotiators; they orchestrate letter-writing campaigns from employees; and they contribute millions and millions of dollars in campaign cash — and expect something in return.

Alongside their efforts to influence policy makers, corporations have invested in an array of think tanks and academic enterprises to elaborate an entire theory — entirely divorced from the real world practice of the actually existing trade agreements — about how trade lifts all boats, how trade deals will help us all. The mainstream media has largely echoed the Alice-in-Wonderland “trade helps us all” theory that the big corporations have invented.

In fact, that theory has served to obscure Big Business’s actual views.

Corporate interests share a common, perverse outlook: to them, the globe is viewed only as a common market and capital source with governments, laws, and democracy as factors that restrict their unfettered exploitation and limit their profit.

From their perspective, a good system is one that eliminates market barriers on a global scale. From any other humane perspective, such barriers are seen as valued safeguards on unfettered economic activity — every nation’s laws that foster their economies, their workers’ rights, their citizens’ health and safety, the sustainable use of their land and resources. In stark contrast, for multinational corporations, the diversity that is a blessing of democracy and that results from diffuse decision-making is itself the major barrier to be bypassed or removed.

On rare occasions, promoters of the economic globalization agenda have been frank about their intentions. “Governments should interfere in the conduct of trade as little as possible,” said Director General GATT Peter Sutherland, in a March 3, 1994 speech in New York City.

Anyone who doubts that corporate economic globalization has any underpinnings except maximizing short-term profit, need only consider the case of U.S.-China economic relations. When it came to human rights, in 1994 the Clinton Administration ended the historical linkage between favorable trade status and a country’s human rights record. However, in early 1995, when property rights were in question, McDonald’s lease and Mickey Mouse’s royalties were cause for \$1 billion in threatened trade restrictions against China. This threat resulted in Chinese government policy changes to enforce intellectual property monopolies.

Ottawa wants to open its doors to immigrant construction workers

Proposal would change Canada’s immigration rules to recruit ‘flexible’ instead of ‘skilled’ workers

A PROPOSAL TO overhaul federal immigration rules would allow Ottawa to “fast track” tens of thousands of temporary immigrant construction workers into Canada within a few short weeks.

Under the present law, Canadian federal government regulations make it almost impossible for U.S. building tradesmen to enter the country. It can take two years or more for a skilled U.S. worker to come to Canada as an independent immigrant. Too long to help ease Canada’s skilled labour



Similarly, economic globalization’s primary mechanisms of GATT and NAFTA, do not target all “impediments” on commerce for elimination. Rather, the agreements promote elimination of restrictions that protect people, while increasing protection for corporate interests. For instance, regulation of commerce for environmental, health, or other social goals is strictly limited. Labor rights, which were to be included in the Uruguay Round under congressional orders, were entirely left out as inappropriate limitations on global commerce. But regulation of commerce to protect corporate property rights — such as patents on medicines — was expanded. The right for capital to invest in any country in any area with no limitations was also strengthened.

One of the clearest lessons that emerges from a study of industrialized societies is that the centralization of commerce is environmentally and democratically unsound. No one denies the usefulness of some international trade. But developing societies need to focus their attention on fostering community-oriented production and domestic trade. Such locally rooted operations are more flexible and adaptable to local needs. They are more sus-

ceptible to democratic control. And they are less likely to threaten to migrate, and more likely to perceive their interests as more overlapping with community interests.

Similarly, allocating power to lower level governmental bodies tends to increase citizen power. Concentrating power in international organizations, as the trade pacts do, tends to remove critical decisions from citizen control to distant absentee owners. You can talk to your city council representative, but not some faceless international trade bureaucrat in Geneva, Switzerland.

So long as local or state decisions can be jeopardized by a foreign country’s mere accusation that their standards are a non-tariff trade barrier, so long as a country must pay a bribe in trade sanctions to maintain laws ruled to be trade barriers by foreign tribunals, so long as a company’s claim that the burden citizen safeguards would impose is so great that they would have to pick up their stakes and move elsewhere, then the standards of living worldwide will continue to spiral downward.

Following the establishment of the WTO, the corporate globalization process and its effects are continuing to exacerbate stagnant economic conditions for most of the world’s people. In

the United States, if we do not make the connection between our local problems and the multinational corporate drive for economic and political globalization, then others will blame these unavoidable and increasing problems on other causes. “It’s the immigrants!” “It’s the welfare system!” “It’s greedy farmers or workers!” Allowing such camouflage for the real causes of these problems generated by the corporate-dominated economy divides citizens against each other to the benefit of the agenda of the mega-corporations.

What we face now is a race against time: How will citizens reverse the devastating corporate globalization agenda while democratic instincts and institutions remain, albeit under attack.

Right now, our task is clear: We must defeat the Bush administration request for fast-track negotiating authority — blank-check authorization from Congress to negotiate new trade deals with virtually no subsequent congressional debate and no ability of Congress to amend the resulting agreements.

The Bush administration wants to use fast track to negotiate a Free Trade Area of the Americas (FTAA) — an effort to expand failed NAFTA model to include all of Latin America and the Caribbean. Such an agreement will intensify the pain that NAFTA has inflicted in the United States, while spreading the pain it has caused in Mexico to all of Latin America.

This manic corporate globalization drive must be stopped.

But we must do more as well. Eventually, we will have to reverse NAFTA, GATT, and the other trade deals. That will require a revitalized citizen democracy in the United States and abroad, and movement building across national borders. The goal is to replace the WTO with a pull-up, not a pull-down, system of global commerce, and to encourage the pursuit of creative democratic alternatives, at every level, to corporate globalization. □

Ralph Nader is a consumer advocate, lawyer, and author. He publishes the Multinational Monitor, a magazine devoted to world trade and multinational corporations.

He believes skilled — not flexible — workers should be recruited through the AFL-CIO Building and Construction Trades Department (BCTD) to ease Canada’s labour shortage.

“We must demand that a fast track U.S./Canadian construction worker exchange program be established with the AFL-CIO Building and Construction Trades Department designated as the official clearinghouse,” said Albright, who also serves as chairman of the BCTD Canadian Executive Board.

“No immigrant construction worker should be allowed into Canada without BCTD clearance.” □

The Stewards Sourcebook

Don't jump to conclusions — let the facts guide you

IN THE LAST ISSUE of *the Reporter*, we provided a form you can use to collect and organize the information you will need to process your grievance. That form will not only help you organize your evidence, but if you are thorough in filling it out, you will have covered all the bases and be ready to go forward with a strong case.

But what is your case, exactly? You won't know until you've sat down with all of the information and studied it. Don't jump on the first issue that you see — or think you see.

We cannot stress this point too much. It is very easy to listen to a member's complaint and immediately jump to the conclusion that you know how the grievance should be handled.

Remind yourself: You don't know anything until you've collected all of the facts and studied the complaint, the evidence, and the contract (or whatever forms the basis for the grievance).

One problem with jumping on the first issue that comes to mind is that you might not collect all the information you need to argue your case effectively. The second problem is that even if you collect all of the information, you might frame your argument in such a way that it is impossible to win.

Let's look at an example adapted from an actual experience at one of our lodges. The lodge has a reasonably good relationship with their employer, but recently the company has hired several new supervisors.

His first day on the job, one of the new supervisors fires Joe M., a seven-year employee who is popular with his co-workers. He can often be seen before or after work hanging out in the parking lot with several other employees who all ride motorcycles.

This group enjoys talking about their bikes and can often be seen riding together on weekends. Like a lot of motorcycle riders, they also enjoy long hair, beards, tattoos, earrings, and clothing with Harley logos and motorcycle-related cartoons and pictures.

Joe immediately files a grievance, but before his grievance has even been heard at the first step meeting, one of Joe's best friends, Bill B., is fired. Bill also files a grievance.

Word gets around the yard pretty quickly that the new supervisor doesn't like bikers. The workers who ride start talking about how to get rid of him. The steward handling these two grievances is not a biker, but he has long hair and wears an earring. He doesn't want to have a supervisor who is prejudiced against people who dress that way.

The steward, who is also new to the job, isn't sure how to get ready for the first-step hearing. Can he argue that discrimination based on looks or interests is against the law? How does he show that the supervisor is prejudiced?

He spends a lot of time talking to other long-haired workers and bikers, asking them if the supervisor has ever said anything to them about the way they look or shown any favoritism for workers who dress more conservatively. He hears quite a few things.

One biker says the supervisor sometimes stands in the parking lot before work, smoking and watching them. Another says he goes out of his way to talk to the workers with short hair, but ignores the long-hairs. Several others share observations that seem to show prejudice, but none of them can relate a specific statement or action where he clearly discriminated.

The steward takes down all of their statements, though, and goes into the

meeting planning to argue that the sheer volume of observations is enough to show bias, even though there is no "smoking gun."

At the first-step hearing, the supervisor wastes no time making his case. Both Joe and Bill have excessive absences and tardinesses. Both have sufficient violations that the previous supervisor should have fired them.

The steward looks at the attendance sheets, which support the supervisor's statement. He realizes immediately that he was asking everyone the wrong questions, but takes a shot anyway, saying people on the floor think the supervisor is biased against bikers.

The supervisor smiles and opens his wallet. He shows the steward a photo of a younger version of himself, with beard and long hair, sitting on a Harley at the rim of the Grand Canyon.

"You guys have me figured all wrong," he says. "I just want to start off with a clean slate here."

It is always tempting to jump on the first issue that comes to mind, and prejudice — either against individuals or anti-union prejudice — is often the first issue that comes to mind.

But you need to let your investigation decide how you'll argue your case. If this steward had done the proper research with an open mind, he would have known about Joe and Bill's absences and perhaps been able to discover some mitigating circumstances.

Instead, he had no defense for their actions and made himself appear foolish in front of the company.

It is not easy to keep an open mind throughout the entire investigation process. We tend to think we see what the issue is and begin focussing our questions in that direction. Doing so can lead you to collect the wrong facts.

When you speak to the grievants and witnesses, avoid the temptation to direct their answers. Don't ask leading questions, like "When did the supervisor lose his temper?" Ask simple, direct questions, like "What did you see? What did you hear?"

Once you have all the facts, you can begin looking for an issue. As you look at the facts, look for a way to take the negative argument. That is, let the company make their claim, then force them to prove it.

The positive argument is always more difficult to prove, so avoid claiming company bias. □

★ ★ ★ Star Stewards ★ ★ ★

Local 627's Randy Wilcox is a Star Steward

RANDY WILCOX, a nine-year member of Local 627, Phoenix, Ariz., is our most recent Star Steward.

In making the nomination, Zane Simon, an asst. superintendent at Desert Fox Industrial, said Wilcox is an excellent steward.

"Wilcox is an 11-year craft veteran. We have been on site at APS Cholla for seven months and no problems have arisen that Randy has not immediately resolved," reported Simon.

"We have a number of apprentices on site and he makes sure all monthly reports are current and filed on time. He also maintains a record of all modules completed or in progress. At every layoff, he checks

the MOST line and posts jobs for the men who are leaving. I feel he is a Star Steward."

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

Members attend steward training in Alpena, Michigan



Members of the CLGW Division from Locals D351, D472, and D480 participate in a one-day steward training program conducted by Len Beauchamp, standing at left.

THERE WERE undoubtedly a number of other ways to spend a Saturday, but members from three Cement, Lime, Gypsum, and Allied Workers (CLGW) Division locals decided the best way for them was to attend a steward training program.

Director of Research and Collective Bargaining Services Len Beauchamp

conducted the one-day seminar in Alpena, Mich., on Sept. 8, 2001.

He covered such topics as steward rights and knowing your collective bargaining agreement.

Attending were members of Michigan lodges, Local D351, Stoneport; Local D472, Alpena; and Local D480, Charlevoix. □

Support the National Archives

GIFTS FEATURING THE Boilermaker logo are being offered as a fundraiser for the Boilermakers National Archives.

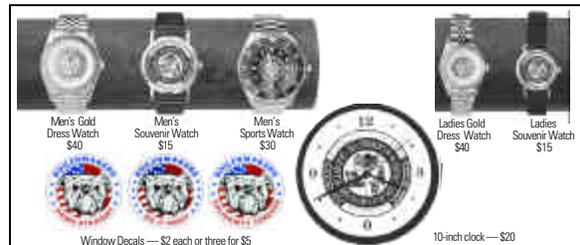
For donating as little as \$2, you can receive your choice of three different-styled window decals. Each three-inch circle decal features a bulldog in the center with the word "Boilermakers" at the top. Language choices at the bottom of the decal include Damn Straight, Do It Right, or Solidarity Forever. For \$5 you can receive three decals of your choice.

For a \$15 donation, you can choose a man's or woman's souvenir watch with a black leather band as your gift.

For a \$20 donation, you can receive a wall clock.

For a \$30 donation, you can receive a man's sports watch, featuring a stainless steel band.

For a \$40 donation, you can choose a man's or woman's dress watch, featuring a gold coin-die emblem face. (The



face of each watch style and clock features the Boilermaker logo.)

You may increase your donation and receive more than one gift. For example, you can donate \$55 and receive three decals of your choice, a wall clock, and a men's sports watch.

Only U.S. funds can be accepted. Please make checks payable to the Boilermakers Archives, indicate your gift

choice on the memo line, and mail to:

Tom Wands, Archivist
Boilermakers National Archives
753 State Ave., #570
Kansas City, KS 66101

All donations are tax deductible (less \$1 for each decal received; \$7 for souvenir watch; \$10 for clock; \$18 for sports watch; \$20 for dress watch). Tax ID #48-114-537.

J. D. Bradford has been a union member for 68 years

Even at 18 years of age, Bradford knew he needed a union

JAMES DILLON BRADFORD, 91, vice president emeritus of the United Cement, Lime, and Gypsum Workers International Union (UCLGWIU), was only 15 years of age when his father's death forced him to quit school so he could support his family.

He got a job at the Gager Lime Company in Sherwood, Tenn. Three years later, he and other dissatisfied employees decided to form a union. Bradford wrote a letter to George Meany, then a plumbers' business agent in New York City, asking him to send a representative to help them improve their working conditions. Meany sent Paul Amon, and together they organized the Federal Union Local #32 in 1933.

Bradford became the local's first president, a position he held until becoming an organizer for District Council #5 in Birmingham, Ala. He later switched his membership to the first local he organized for the council — Local 140 in Knoxville, Tenn., which is now Boilermaker Local D140 following the UCLGWIU merger in 1984.

When the council's president was promoted to assist UCLGWIU Pres. William Schoenberg, Bradford was elected council president. He held this position until 1956, when he was elect-



James Dillon Bradford has been an active unionist and community leader for 68 years.

ed to serve as an international vice president of the cement workers union.

In 1971, Bradford retired. But he never did stop working. He continues to be active in politics, something he's been doing since before he was old enough to vote, having worked on the Al Smith presidential campaign when Smith ran against Herbert Hoover. Bradford is also active in his community, having served as president of his community association. He supports civic improvements, such as parks and recreation, city improvements, and clean air and water.

At 15 or 91, when Bradford sees that something needs to be done, he does it! □

Local 7 builds repelling tower

Local hopes to use tower to teach Boilermakers how to repel on the job

MEMBERS OF LOCAL 7, Buffalo, N.Y., are building a repelling tower for the Erie County sheriff's special weapons and tact (SWAT) team training center. When they are done, they hope they can use the tower in their local lodge training program.

"Our members are using their Boilermaker skills on a voluntary basis to erect this tower for the SWAT team," reported Local 7 BM-ST Pat Lyons. "We hope we can use this tower to teach repelling classes to our apprentices and journeymen to aid our contractors in stack and liner repair and erection."

Working on the tower are Local 7 Pres. Joseph Brown, Inspector Steven Ambrose, journeyman David Shareno, and apprentices David Spencer, Darrin Drews, Paul Serio, Jim Sikorski, David Baumann, Gregg Kaczmarczyk, and Jeremiah Flagg. □



Local 7 members are building this repelling tower for the Erie County sheriff's SWAT team.

P3 members in walk-a-thon



MEMBERS OF LOCAL P3, Owensboro, Ky., participated in WalkAmerica, a walk for healthier babies, on April 21. Emergency medical technicians (EMTs), paramedics, and members of an emergency medical service (EMS) bike patrol participated in the walk-a-thon, raising \$200 for the Wish Upon a Star Foundation. Not only did employ-

ees of the Yellow Ambulance Company participate in the fundraiser, but they also inspired the company to donate an additional \$150.

Participants included Jenny Byrne, Heather Chubb, Crystal Crow, Ruth Dant, Mike Durbin, Debbie Jeffries, Jimmy Jones, Brook Taylor, and Richard Turner (not all pictured here). □

Delegates visit Rep. Visclosky



Rep. Peter Visclosky (D IN-1st), back right, meets with, l. to r., Local 374 delegates Donald Armstrong and Mike Cliff, Ed Carter of Local 524 (back center), Dan Fraley of Local 1252, and Terry Paris of Local 524.

WHILE ATTENDING the Boilermakers' 33rd annual conference of the Legislative Education-Action Program (LEAP), March 19-23, 2001, delegates representing Indiana Locals 374 (Hammond) and 524 (East Chicago), and Local 1252 (Chicago Heights, Ill.) met with Rep. Peter Visclosky (D IN-1st).

The Boilermakers outlined issues of importance to our members, such as Title XI, and the Ship Loan Guarantee Program.

They also listened carefully as Rep. Visclosky described a bill he has introduced to help the steel industry — H.R. 881. □

L-29 sponsors golf tournament



Retired and active members of Local 29, Boston, Mass., attend Local 29's 13th annual golf tournament at the Country Club of New Hampshire.

LOCAL 29, Boston, Mass., sponsored its 13th annual golf tournament on June 24, 2001. Both active and retired members of the shop and construction lodge attended the tournament held at the Country Club of New Hampshire.

Local 29 Asst. Bus. Mgr. Paul Meade credits the tournament's success to Joseph Birolini, the local's chairman of trustees, who "did an outstanding job of putting everything together." □

P3 members attend training



Enjoying a cook-out during EMS week are, l. to r., EMT Denny Byrne, Paramedics Scott Hedrick and Richard Turner, and EMTs Norman Byers and Jimmy Jones.

MEMBERS OF LOCAL P3, Owensboro, Ky., attended in-service meetings and training programs during the annual National EMS week, May 21-25. Co-sponsored by Local P3 and Yellow Ambulance Services, the event was attended by emergency medical service (EMS) employees as well as members of the Owensboro and Davies County coroner, fire, police, and sheriff departments.

As EMS workers must be recertified in CPR every two years, the event included a class that reenacted a cardiac arrest using a mannequin. "In

addition to the training, we held a breakfast for all the departments, cooked-out hamburgers and hotdogs, had free coke and popcorn available all week, and held a dinner and dance with door prizes," said Local P3 President Kay Phillips. "This week not only helps to provide the training EMS workers need to keep their certification, but it gives us all a chance to meet off the job and get to know each other a little better," she said. "The training is open to all city and county EMS workers, and this year included a tour of the new Owensboro jail." □

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 21 agreements outlined below is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,377 employees.

Wage Increases

TWELVE FACILITIES reported pay increases in 2000, averaging \$0.50 per hour or 2.75 percent. Eighteen facilities will receive pay increases in 2001, averaging \$0.55 per hour or 3.03 percent. Seventeen facilities will receive pay increases in 2002, averaging \$0.59 per hour or 2.83 percent. Fourteen facilities will receive pay increases in 2003, averaging \$0.59 per hour or three percent.

Pension

TWENTY FACILITIES participate in some type of pension program. Nine participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.10 to \$1.98 per hour for the first contract year. Average cents-per-hour contributions are \$0.87 in the first contract year, \$0.88 in the

second year, and \$0.90 in the third year. One facility contributes an additional three percent.

Nine facilities offer a 401(k); five have company-sponsored plans; two participate in a Profit Sharing program or Employee Stock Ownership Program.

Shift Differential

NINETEEN AGREEMENTS provide a second shift premium, of which 16 report a cents-per-hour premium ranging from \$0.15 to \$1.00. The average is \$0.42 per hour.

Sixteen agreements provide a third-shift premium, of which 14 provide a cents-per-hour premium ranging from \$0.20 to \$1.00. The average is \$0.48 per hour. Of the remaining agreements, three provide a percentage of pay as the premium.

Sickness & Accident

SEVENTEEN AGREEMENTS provide weekly sickness and accident indemnities. Of these, 26 pay a set dollar amount ranging from \$100 to \$450 per week. The average weekly rate for the first contract year is \$302.21. Of the remaining agreements, two provide a percentage of the employee's weekly

earnings as the benefit and one calculates a benefit according to "paid time off" accrual. The most common is 26 weeks found in 11 agreements. In addition, one agreement reports a long-term disability plan until the age of 65.

Life Insurance/AD&D

SEVENTEEN AGREEMENTS provide life insurance. There is a set dollar amount ranging from \$5,000 to \$50,000 in 13 of these agreements. The average benefit for the first contract year is \$23,692.31. The remaining agreements use the annual wage as the benefit, or multiply wages by 2080 hours for the benefit amount.

Seventeen agreements provide Accidental Death and Dismemberment (AD&D) insurance. There is a set dollar amount ranging from \$5,000 to \$80,000 in 13 of these agreements. The average benefit for the first contract year is \$24,923.08. The remaining agreements use the annual wage as the benefit, or multiply wages by 2080 hours for the benefit amount.

Vacation

SEVENTEEN AGREEMENTS provide a one-week paid

vacation. Nineteen agreements provide a two-week paid vacation. Seventeen agreements provide a three-week paid vacation. Fifteen agreements provide a four-week paid vacation; 11 agreements provide a five-week paid vacation; four provide a six-week paid vacation; one provides seven weeks paid vacation. Of the above agreements, one provides vacation pay based on a percentage of the employee's earnings.

Paid Holidays

ALL OF THE AGREEMENTS provide for paid holidays. The number of paid holidays ranges from four to 13. The average is 9.88 days.

Other Provisions

TWENTY AGREEMENTS provide funeral leave. Paid leave for jury duty is found in 15 agreements. Union leave language is found in 14 agreements. Seventeen agreements provide all or partial reimbursement for the purchase of safety shoes; 16 provide prescription safety glasses. Six provide severance payment packages; five agreements provide paid leave for those persons who spend two weeks at military encampment each year.

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

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



Negotiating a three-year agreement for Local D46 members at RMC Pacific Material, are D46 officers, I. to I., Sec.-Treas. Boyd Cox, Pres. Jim Serpa, and Vice Pres. Steve Dyer.



Negotiating a three-year agreement for Local 87 members of the Sartomer Co., are, I. to I., John Becker, Joseph Lipko, Tim Broadhurst, Jeff Taylor, and Harry Williams.



Negotiating a three-year agreement for Local 1247 members of Aramark Uniform Services, Inc. are committee chairman Barry McPherson (I.) and Barry Williams.



Pictured above is the negotiating committee for the 2000 Working Agreement between Pacific Minerals, Inc. (formerly known as the Brigger Coal Co.) and Local 1978 of Rock Springs, Wyo. This settlement was reported in the May-Jun 2001 issue.

New contract summaries

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

P3—Owensboro, KY

HEATHER CHUBB, acting secretary-treasurer of Local P3, Owensboro, Ky., reports contract ratification, effective July 1, 2000 to June 30, 2003, for 70 Local P3 members who work in medical care and transportation for the Yellow Ambulance Co.

P4—Youngstown, OH

INTL. REP. MIKE ZORDANI reports contract ratification, effective March 19, 2001 to March 19, 2004, for members of Local P4, Youngstown, Ohio, who work in medical care and transportation for Gold Cross Ambulance Service Inc.

M18—Buffalo, NY

INTL. REP. ROCCO DE ROLLO reports contract ratification, effective Jan. 1, 2001 to Dec. 31, 2003, for members of Local M18, Buffalo, N.Y., who work at the Bastian Company, and effective April 7, 2001 to April 2, 2004, for Local M18 members at Getinge/Castle, Inc.

D46—Santa Cruz, CA

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective March 1, 2001 to Feb. 28, 2004, for 85

members of Local D46, Santa Cruz, Calif., who work at RMC Pacific Materials.

L-72—Portland, OR

INTL. TRUSTEE JOHN YEATTS reports contract ratification effective Nov. 2, 1998 to Sept. 1, 2002, for 35 members of Local 72, Portland, Ore., who manufacture mining vehicles at Atlas Copco Wagner, Inc., and effective Jan. 1, 2001 to Dec. 31, 2002, for 25 Local 72 members who manufacture choppers (cable cutters) and plywood handling equipment at Sweed Machinery.

L-73—Halifax, NS

MEMBERS OF LOCAL 73, Halifax, Nova Scotia, Canada, have ratified a contract, effective Oct. 10, 2000 to Oct. 9, 2005, for 200 members who make tanks, boilers, and perform custom fabrication at Banc Metal Industries (formerly MM Industria Limited).

L-87—West Chester

INTL. REP. ROBERT HEINE JR. and Harry Williams, president of Local 87, West Chester, Pa., report contract ratification, effective June 28, 2001 to June 27, 2004, for 53 Local 87 mem-

bers who make monomer resins at the Sartomer Co.

L-107—Milwaukee, WI

JAMES GARFIELD, BM-ST of Local 107, Milwaukee, Wis., reports contract ratification, effective May 1, 2001 to April 30, 2004, for 23 L-107 members who work at Becker Boiler Company, Inc.

L-117—Superior, WI

INTL. REP. LEN GUNDERSON reports contract ratification, effective June 1, 2000 to May 31, 2003, for 60 members of Local 117, Superior, Wis., who work at Barko Hydraulics.

L-151—Erie, PA

CHARLES GOODMAN, president of Local 151, Erie, Pa., reports contract ratification, effective Aug. 14, 1998 to Aug. 14, 2002, for 18 Local 151 members who work in the warehouse and fabrication shop at the Arthur Louis Steel Company.

L-159—Mountain Top

INTL. REP. ROCCO DE ROLLO reports contract ratification, effective Jan. 14, 2001 to Jan. 13, 2004, for members of Local 159, Mountain Top, Pa., who work at the

Ashley Machine & Tool Company.

L-195—Kewanee, IL

MEMBERS OF LOCAL 195, Kewanee, Ill., have ratified a contract effective March 31, 2001 to March 31, 2004 for 160 L-195 members who make boilers at the Kewanee Boiler Manufacturing Co.

L-295—York, PA

INTL. REP. ROBERT HEINE JR. reports contract ratification, effective May 5, 2001 to May 7, 2004, for 34 members of Local 295, York, Pa., who produce mineral processing equipment, grind mills, and ball mills at Svedala Industries, Inc. Negotiating committee members included Local 295 Pres. Greg Clymer, Dave Frey, and Dick Getty.

L-482—Wood River, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Jan. 24, 2001 to Jan. 23, 2002, for three members of Local 482, Wood River, Ill., who fabricate steel at Circle T Steel.

D579—Lantz, NS

INTL. REP. ED MATTOCKS reports contract ratification, effective May 1, 2001

to Dec. 31, 2003, for 92 members of Local D579, Lantz, Nova Scotia, Canada, who make clay and concrete products at the Shaw Group.

L-698—Fitchburg, MA

INTL. REP. ROCCO DE ROLLO reports contract ratification, effective April 25, 2001 to April 24, 2004, for members of Local 698, Fitchburg, Mass., who work at C & W Fabricators, Inc.

L-1247—Chicago, IL

INTL. REP. HOWARD COLE reports contract ratification, effective Feb. 17, 2001 to Feb. 18, 2004, for eight members of Local 1247, Chicago, Ill., who perform maintenance work at Aramark Uniform Services, Inc.

L-1603—Alliance, OH

INTL. REP. RON LYON reports contract ratification, effective July 30, 2000 to July 30, 2004, for 120 members of Local 1603, Alliance, Ohio, who forge steel for truck, aircraft, and heavy equipment parts at TWF Acquisition, Inc. (T&W Forge).

L-1622—Alliance, OH

INTL. REP. RON LYON reports contract ratification, effective June 25, 1998 to June 25, 2002, for 70 members of Local 1622, Alliance, Ohio, who work in the production and manufacturing of stamped steel oil pans and transmission parts for autos and trucks at the Transue & Williams Stamping Co., Inc.

Annual summary reports of national funds

Boilermaker - Blacksmith National Pension Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermaker-Blacksmith National Pension Trust, Employer Identification Number 48-6168020, for January 1 through December 31, 2000.

The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE PLAN are provided by the trust fund directly to participants or their beneficiaries. Plan expenses were \$313,476,830. These expenses included \$26,007,864 in administrative expenses and \$287,468,966 in benefits paid to participants and beneficiaries.

A total of 67,455 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$6,245,592,852 as of December 31, 2000, compared to \$6,160,657,479 as of December 31, 1999. During the plan year, the plan experienced an increase in its net assets of \$84,935,373.

This increase includes unrealized depreciation in the value of plan assets;

that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$398,412,203 (including employer contributions of \$142,109,740, gains of \$377,790,648 from the sale of assets, and losses from investments of \$123,145,631).

Minimum funding standards

AN ACTUARY'S STATEMENT shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Boilermakers National Health & Welfare Fund summary annual report

THIS IS A SUMMARY of the annual report of the Boilermakers National Health and Welfare Fund, Employer Identification Number 36-6090694, for the fiscal year ending December 31, 2000. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

Insurance information

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

Because it is an experience-rated contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid during the contract year which ended within the plan year ending December 31, 2000, the premiums paid under such experience-rated contract were \$1,494,159 and the total of all benefit claims paid under this experience-rated contract during the plan year was \$1,041,633.

Basic financial statement

THE VALUE OF PLAN ASSETS, after subtracting liabilities of the plan, was \$176,831,371 as of December 31, 2000, compared to \$178,230,879 as of December 31, 1999. During the plan year, the plan experienced a decrease in its net assets of \$1,399,508. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$131,139,648 (including employer contributions of \$113,941,937, employee and retiree contributions of \$12,269,848, realized losses from the sale of assets of \$4,701,318, and earnings from investments of \$8,760,525).

Plan expenses were \$132,539,156. These expenses included \$7,564,032 in administrative expenses and \$124,975,124 in benefits paid to participants and beneficiaries.

Boilermakers National Annuity Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 2000. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE PLAN are provided from trust assets or through insurance or annuity contracts. Plan expenses were \$29,924,026. These expenses include \$2,374,217 in administrative expenses and \$27,549,809 in benefits paid to participants and beneficiaries. A total of 52,440 persons were participants in the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$502,100,206 as of December 31, 2000, compared to \$428,030,661 as of January 1, 2000. During the plan year, the plan experienced an increase in its net assets of \$74,069,545. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$103,993,581 (including employer contributions of \$72,913,446, realized gains

of \$6,485,557 from the sale of assets, and earnings from investments of \$124,538,771).

You may request a complete copy of each fund's annual report . . .

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

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of five percent of plan assets.

In addition, the Boilermaker-Blacksmith National Pension Trust summary annual report will include the following:

5. Information regarding any common or collective trusts, pooled separate accounts, master trusts, or 103-12 investment entities in which the plan participates;

6. Actuarial information regarding the funding of the plan.

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

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

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

The charge to cover copying costs of the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will be \$110 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Health & Welfare Fund Summary Annual Report will be \$9.75 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be \$20 for the full annual report, or 25 cents per page for any part thereof.

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

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

You also have the legally protected right to examine the annual reports at the main office of the plan, 754 Minnesota Avenue, Suite 522 (Suite 400 and Zip Code 66101-2762 for the Annuity report), Kansas City, KS 66101-2766, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N5638, Pension and Welfare Benefit Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210. □

Health & Welfare

Trustees announce new three-tier drug co-pay plan



Under the new three-tier prescription drug co-payment plan, you can get 30-days of a generic drug from your neighborhood pharmacy for \$5, or a 90-day supply for just \$10 through a mail-service pharmacy.

Participants can save by choosing generic and preferred medications

EFFECTIVE OCTOBER 15, 2001, trustees of the Boilermakers National Health and Welfare Fund implemented a new three-tier prescription drug co-pay plan that is designed to save participants money when they request either generic or preferred prescription drugs through a retail or mail-service pharmacy.

The amount a participant pays for each prescription depends on whether the drug is a brand or generic medication, whether it appears on a formulary (a list of preferred medications), and whether it is purchased at a retail or mail-service pharmacy.

The three-tier co-pay benefit makes preferred drugs available to participants at more attractive co-payments. Participants can still use medications not on the formulary, but at a higher co-payment amount.

By using generic and preferred medications, both the participant and the Fund will save through lower prescription costs. You can receive a copy of the formulary by contacting the Fund's office at 913 342-6555, Express Scripts at 1-800-655-0459, or by visiting their web site at www.express-scripts.com

The table below summarizes the new plan.

Medication Type	AMOUNT OF CO-PAYMENT	
	Network or Retail Pharmacy 30-day supply	Mail Service Pharmacy 90-day supply
Generic	\$5	\$10
Formulary	\$20	\$20
Non-Formulary	\$30	\$30

IN MEMORIAM

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

LODGE & NAME

NTL	Breedon, Dudley	29	Higgins, William J.	83	Linscott, Ricky	191	Allan, George	453	Smith, Donald
5	Bungay Jr., James	29	Maynard, John	83	Miller, Charles	193	Grayson, Victor	454	Beasley, Billy
6	Cabreana, Irineo O.	29	McNeice Jr., Thomas	83	Sage, Hugh	193	O'Henley, Edwin	487	Thompson, Michael
6	Craddock, William	29	Mitchelson, Alexander	83	Smith, Joseph	295	Miller, Daniel	D513	Jeschke, Bruno
6	Dronet, Warren	29	Pefillo, Dominic	92	Mickalson, Harold	316	Markey, Christopher	524	Sullivan, Terrance
6	Maples, Eric L.	40	Foster, Denver	101	Riddle, Kenneth	317	Satchwell, Leo G.	531	McCray, John
6	Pierce, John	45	Seay, Robert	110	Mauldin, Harold	D324	Corey, Russell	549	Bickford, Leroy
D12	Bregant, Frank	72	Bennett, Orval	132	Knapp, Lewis	329	Henderson, Harry	582	Bates, Leroy
13	Hoster, Walter	72	Copeland, Harold	146	Johnson, Harold	D345	Krajnc, Valenti	587	Nichols, Allen
13	Jones, Howard	72	Walsh, Hugh	154	Altman, Robert	363	Haas, Elmer	592	Ivey, Hubert
26	Abel, Leon	72	Young, Marvin R.	154	Sample, Max	363	Peoschel, James	599	Bowmer, Roy
27	Ludwig, Gus	83	Bobki, Charles	154	Woten Sr., David	374	Degroot, Kenneth	614	Charpentier, Walter
27	Timlin, Joseph	83	Davis, Jasper	169	Cawood, Charles	374	Randolph, Brooks	627	Graves, Frank
28	Murawski, Michael	83	Dill, James	175	Canale, Dominick	374	Williams, Orvil	656	Stirnett, Max
						374	Wilson, Norbie	667	Hesson, Stanley
						D408	Ebure, Francis	667	Marshall, James
						433	Davis, Billy	667	Riffle, Charles
						453	Ketchersid, Newell W.	744	Formet, Donald
								1618	Wiatrolik, Leonard

DEATH BENEFITS

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

LODGE, NAME & BENEFIT											
Intl.	Purduski, Ann	\$4,500.00	28	Murawski, Michael	9,500.00	92	Gillanders, Harold K.	4,500.00	169	Piskorz, John M.	6,550.86
NTL	Bissonette, Pedro A.	1,519.08	29	Adonizio, Anthony J.	1,500.00	92	Hunt, Clarence C.	4,500.00	169	Sollinger, Robert L.	4,500.00
NTL	Fleet, Herbert C.	4,500.00	29	Higgins, William J.	4,500.00	92	Johnson, Gary L.	4,500.00	177	Petri, Richard J.	4,500.00
NTL	McCarty, Walter R.	4,500.00	29	Maynard, John W.	4,500.00	92	Manning, Alvin H.	4,500.00	199	MacMaster, Donald	160.40
NTL	Mitchell, Marion E.	4,500.00	30	Smith, David C.	4,500.00	92	Marquez, Richard V.	4,500.00	204	Kaiu, David	4,500.00
NTL	Seay, James H.	8,815.40	37	Gayle, Richard W.	4,542.45	92	Mickalson, Harold O.	4,500.00	204	Walston Jr., Clifton	4,500.00
NTL	Smith, Delmar L.	4,500.00	37	Tisdale, John W.	4,500.00	92	Myers, Jess R.	4,500.00	263	Yarbrough, James L.	4,500.00
NTL	Walker, Paul L.	4,500.00	40	Adkins, Charles T.	4,500.00	92	Rangel, Robert C.	4,500.00	374	Adams, Kevin M.	12,000.00
NTL	Wilson Jr., Donald E.	4,500.00	40	Babcock, Russell G.	4,500.00	92	Turner, Edward E.	4,500.00	374	Brown, Wilfred	4,500.00
Pen.	Kramer, Thelma	4,500.00	40	Bratcher, Troy P.	4,500.00	92	Wiener, Josef	4,500.00	374	DeGroot, Kenneth J.	4,500.00
1	Dunn, John L.	4,500.00	40	Eversole, Larry D.	4,500.00	101	Molton, Oscar	4,500.00	374	Randolph, Brooks K.	4,500.00
1	Futrell, Cottlan	4,500.00	40	Leach, Robin F.	283.94	104	Ferbrache, Charles K.	4,500.00	374	Reed, James H.	4,500.00
5	Bungay, James G.	4,500.00	45	Logsdon, Anthony	12,000.00	104	Jewett, Leonard E.	4,500.00	374	Stafford, Nathan	517.73
6	Cowley, Vard M.	2,250.00	45	Seay, Robert H.	4,500.00	104	LeVasseur, Hervey	4,500.00	374	Williams, Orvil R.	2,000.00
6	DelaCruz, Lope R.	6,000.00	45	Smullen, Joseph E.	4,500.00	104	Sanchez, Steven B.	4,500.00	433	Bolin, Allen C.	4,500.00
6	Fontana, Carlo	4,500.00	72	Barnes, John H.	6,000.00	104	Tibbatts, Robert R.	4,500.00	433	Buggica, Pete	4,500.00
6	Gillan, Alvin J.	4,500.00	72	Engstrom, James W.	4,500.00	105	Kyle, Patrick V.	9,555.59	433	Buis, Jessie M.	4,500.00
6	Horne, Thomas W.	3,000.00	72	Fahlgren, Warner	4,500.00	105	Oakes, Roy E.	4,500.00	449	Hogan, William R.	4,500.00
6	Johnson, Lloyd C.	4,500.00	72	Gilliam, Justus E.	4,500.00	107	Osteen, James P.	4,500.00	449	Zirbel, Elmer R.	4,500.00
6	Liufau, Save F.	4,500.00	72	Gustafson, William	4,500.00	107	Ronkowski, John	4,500.00	453	Wetherington, James	900.00
6	Matraia, Lawrence	4,500.00	72	Hurd, Sedgwick L.	4,500.00	110	Mauldin, Harold K.	1,355.00	454	Carter, John E.	4,500.00
6	Pacheco, Luciano	4,500.00	72	Johnston, Robert B.	4,500.00	112	Kyzer, Robert L.	4,500.00	454	Frazier, Charlie Q.	4,500.00
6	Schmidt, Lloyd W.	4,500.00	72	Judge, James C.	4,500.00	117	Stegman, Walter	4,500.00	454	Smith, Wesley Glen	4,500.00
6	Sutter, Russell P.	4,500.00	72	Lindell, Harold A.	4,500.00	124	Clatt, James G.	4,500.00	455	Johnson, Charles W.	4,500.00
13	Bandura, James M.	4,500.00	72	McCarthy, Raymond	4,500.00	128	Clarkin, Clyde T.	7,728.38	455	Landres, Hulust B.	4,500.00
13	Jones, Howard Dean	4,500.00	72	Potreck, George	4,500.00	132	Powell, Gene L.	4,500.00	469	Araza, Jesse C.	1,500.00
13	Walker, Robert E.	4,500.00	72	Roberts, Charles B.	4,500.00	132	Saenz, Manuel P.	4,500.00	502	Eidsmoe, Ralph W.	4,500.00
13	Yurkavage, George	4,500.00	72	Thompson, Donald	4,500.00	142	Fusco, Anthony A.	4,500.00	531	Bloodworth, Sol.	4,500.00
26	Murphy, Charlie W.	4,500.00	72	Young, Marvin	4,500.00	154	Bergant, John D.	4,500.00	531	McCray, John D.	4,500.00
26	Widener, Walter N.	2,250.00	83	Bledsoe, Marvin E.	4,500.00	154	Seaman, John W.	4,500.00	549	Bickford, Leroy	4,500.00
27	Barbe, Stephen S.	4,500.00	83	Miller, Charles H.	4,500.00	154	Woten, David L.	4,500.00	549	Burnett, Jack V.	4,500.00
27	St. Clair, Christopher	5,333.20	83	Oldham, Kenneth M.	4,500.00	169	Brady, Charles D.	4,500.00	549	Crummett, Russell	4,500.00
27	Timlin, Joseph J.	4,500.00	83	Smith, Jo	4,500.00	169	Doerr, Henry C.	4,500.00	549	Curtis Jr., Samuel E.	4,500.00
28	Corbridge, Joseph J.	5,000.00	83	Smith, Ronald D.	4,500.00	169	Little, Chester S.	4,500.00	549	Strong, Milton	2,066.73
28	Fulco, Frank	9,500.01	92	Bruner, Glenn M.	4,500.00	169	Little, Lyle	4,500.00	568	Long, Charles W.	4,500.00
						169	Palmer, John G.	4,500.00	582	Ambrose, Jasper E.	3,749.30
									582	Bates, Leroy	4,500.00
									582	Burton, Willie Lee	4,500.00
									582	Collins, Delaina A.	4,500.00
									582	Felker, Larry P.	1,523.78
									582	Roberts, Grover C.	4,500.00
									583	Stephens, James D.	4,500.00
									587	Dies, Thomas H.	4,500.00
									587	McNeely, J. H.	4,500.00
									587	Nichols Jr., Allen	4,500.00
									587	Prater, Herman	4,500.00
									587	Smith, Bobby G.	3,925.71
									627	Dixon, Leslie W.	536.25
									627	Graves, Frank E.	4,500.00
									647	Holt, Joyce R.	4,500.00
									667	Huggins, Hoy B.	4,500.00
									667	Ross Jr., Joe	4,500.00
									679	Wright, Noah T.	4,500.00
									696	Wedig, John H.	4,500.00
									697	Bucknell, Hanford E.	4,500.00
									697	Krenz, Carl H.	4,500.00
									744	Satmary, Gary E.	101.08
									744	Schultz, Richard	22.80
									799	Monkoski, Joseph J.	4,500.00
									801	Rinaldi, Lewis	4,500.00
									802	Folks, Robert H.	4,500.00
									802	Gibbs, Nathaniel	4,500.00
									802	Ritchey, William B.	4,500.00
									893	Botbyl, Joseph R.	4,500.00
									1086	McCane, Robert	4,500.00
									1086	Szoke, Louis	4,500.00
									1162	Mayne, Thomas E.	4,500.00
									1509	Dorosz, Mikolaj M.	4,500.00
									1592	Luers, Richard B.	4,500.00
									1600	Griffith, Clifford W.	4,500.00

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

A notice to employees subject to union security clauses

EMPLOYEES WORKING UNDER collective bargaining agreements containing union security clauses are required, as a condition of employment, to pay either monthly dues or fees to the union. This is their only obligation to the union, regardless of the wording of the clauses. Individuals who are members of the Boilermakers pay monthly dues. Individuals who are not members pay fees.

These dues and fees, which are authorized by law, represent your fair share of sustaining the broad range of programs offered by the Boilermakers in support of you and your fellow workers. The most important job right you can have is the right to collective bargaining. The working conditions of all bargaining unit employees are improved immeasurably when the union gains higher wages, better health care and pensions, fairness in the disciplinary system, overtime pay, vacations, and many other improvements in working conditions at the bargaining table. Because they negotiate together, through their union, employees who are represented by a union typically receive higher wages and better benefits than nonunion workers doing similar jobs in the same industry. Strength in numbers is what makes this possible. The stronger your union, the better your contract. We

urge all employees to participate and become part of your labor organization.

An objecting nonmember who is subject to a union security clause has a legal right to file objections to funding expenditures which are not germane to the collective bargaining process. Fee-paying nonmembers who choose to file such objections should advise the International Brotherhood of Boilermakers in writing, in the form of a letter, signed by the objector, and sent to the International Secretary-Treasurer of the International Brotherhood of Boilermakers, 753 State Ave., Suite 570, Kansas City, KS 66101. The letter must contain the objector's home address and local lodge number, if known. Upon receipt of the objection, the International President shall provide a description of the procedures to be followed. This objection must be filed every year during the month of November, or within the first 30 days in which the objector is required to pay dues or fees to the union, or within 30 days after the objector becomes a nonmember.

Examples of expenditures germane to the collective bargaining process are those made for the negotiation, enforcement, and administration of collective bargaining agreements, meetings with employer and union representatives, proceedings on behalf of workers under the grievance proce-

dures, arbitration proceedings, servicing the bargaining units that we represent, internal union administration, and matters related to these activities. Examples of expenditures not germane to the collective bargaining process are those made for political purposes, for general community service, for charitable activities, for non-worker related legislative activities, for members-only benefits, and for certain affiliation costs.

In considering these matters, you should be aware that **only members have the following rights:**

- to vote on the terms of your collective bargaining agreement
- to participate in the development of contract proposals
- to nominate and vote for local union officers
- to attend the International Convention as a delegate
- to participate in strike votes
- to numerous other benefits available only to members, such as those described on p.15.

It is clearly to your advantage to continue to be a full, active member of the International Brotherhood of Boilermakers.

Only through unity and solidarity can we better our working conditions and reap benefits for ourselves and our families.

Union Plus Health Savings plan adds hearing aid, foot and ankle features

New features will not increase the program's low annual fee of \$29.95

THE UNION PLUS HEALTH Savings Program has added two new features to address foot and ankle problems and hearing aid care. These new program features will not impact the program's low annual fee of \$29.95.

With the foot and ankle care component, union members can receive high quality service from over 3,800 credentialed podiatrists nationwide, and save at least 40 percent. Typical services include treatment for bunion removal, corns and calluses, heel spurs, ingrown

toenails, hammertoes, injury care, and complications from diabetes.

Over 28 million Americans currently suffer from hearing impairment. Nearly one in four people over the age of 55 have some degree of hearing loss. Of those people, 90 to 95 percent would benefit from the use of a hearing aid.

With that in mind, the Union Plus Health Savings program hearing care component will enable members to get hearing tests, hearing aids, repairs, and batteries for a savings of up to 30 percent by credentialed audiologists at over 1,400 locations nationwide.

"I think members will find this to be a very valuable program," said Leslie

Tolf, Union Privilege president. "These additional features are great because they will help members save money on services that are not typically covered by insurance or Medicare."

For a list of participating podiatrists and hearing aid offices, please call 1-800-228-3523.

For helpful information on hearing protection, visit NIOSH's electronic library: <http://www.elcosh.org>.

The Union Plus Health Savings Program offers savings of up to 40 percent on prescriptions and vision care needs. Another key program feature is the Nurse HelpLine, which is staffed by registered nurses who offer personal health care advice 24 hours a day. □

Union Plus Health Savings

Save hundreds of dollars on your family's health care

UNION PLUS HEALTH Savings makes health and vision-care more affordable for union members and their families. For just \$29.95 a year, union members and their families (including parents) can instantly reduce out-of-pocket expenses for prescriptions and vision care as soon as they enroll. Compare this program to similar programs, which charge as much as \$129 annually, and it's easy to see the savings.

Union members who enroll in Union Plus Health Savings save up to 40 percent or more on generic or name-brand prescription drugs at over 26,000 participating pharmacies nationwide—including Thrifty/Payless, Rite Aid, Safeway, and many others. And members may save even more when they use the program's convenient mail-order service.

The program's vision-care benefits include substantial savings on frames, glasses, and contact lenses at over 9,000 independent optometrist shops. Union members who use the program typically save about 30 percent (or approximately \$58) on a routine visit to the eye doctor, which includes an exam and a pair of single-vision glasses. And they can save as much as \$100 on more costly vision-care items,

such as progressive eyeglass lenses or gas-permeable contact lenses.

Another key program benefit is direct access to a special Nurse HelpLine. Staffed by experienced registered nurses who can offer personal health care advice and support as well as general health information, the Nurse HelpLine is available 24 hours a day. The Nurse HelpLine also offers a large library of pre-recorded health information.

And finally, the program also offers quarterly account activity summaries, making it easy to track how much you've saved.

With a free 30-day trial period, call 1-800-228-3523 and receive:

- Up to 40 percent savings on prescription drugs
- Significant savings on mail-order prescription drugs
- Savings of up to 40 percent on frames, glasses, and contact lenses
- Access to over 26,000 participating pharmacies nationwide
- Access to over 9,000 independent optometrist shops
- Quarterly savings statements that make it easy to track how much you've saved
- Free access to the program's Nurse HelpLine
- Free access to the program's Health Library of pre-recorded general health information
- A free 30-day trial period.

Union Privilege response to terrorist attacks

UNION PRIVILEGE is providing a variety of relief measures for union members who are impacted by the Sept. 11 tragedy and who participate in a Union Plus program.

Members directly or indirectly affected by the attack may be able to skip payments, increase credit lines, or qualify for other assistance. Some programs are also temporarily suspending collection calls to members in the affected states: CT, DC, MA, MD, NJ, NY, RI, VA.

The Union Plus Credit Card and Loan programs have also established layoff help lines to assist union members who may experience difficulties making payments on their Union Plus accounts because of a temporary or permanent layoff. This new benefit is available to credit card and loan program participants only.

For more information, call the appropriate phone number below:

- ▶ Credit card — 1-800-622-2580
- ▶ Credit card helpline for laid off members — 1-800-551-2873
- ▶ Loan program — 1-800-343-7097
- ▶ Loan program helpline for laid off members — 1-800-365-1328
- ▶ Mortgage and Real Estate program — 1-800-848-6466
- ▶ Life and Accidental Death Insurance — 1-800-899-2782
- ▶ Education Loan — 1-877-881-1022.



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.)

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.

Anti-terrorism starts with a strong industrial policy that protects jobs

IN A MATTER OF MINUTES, a handful of terrorists destroyed the World Trade Center and changed our way of life forever. For the first time since World War II, Americans have been forced to face the reality that we are vulnerable to attack by foreign elements who wish to do us harm.

America's response after the attack on Pearl Harbor was immediate and unmistakable. We declared war and mobilized our entire citizenry in the fight. Those who did not serve in the military served where they worked, as our nation's factories and shipyards rose to the challenge and built airplanes, ships, and guns at an unprecedented rate. The United States became the "arsenal of democracy." We built and used more ships, more airplanes, more tanks, more guns, and more ammunition than any other nation.

And all of it was made right here at home. We could never have defeated the Nazis and the Japanese without the enormous contribution of the working men and women of America who never left home. We owe our freedom today to the soldiers of that war, but we also owe it to the workers at home.

Today's war is different. Our enemy is not any particular nation, but thousands of fanatics spread across dozens of nations. Our goal is not to occupy hostile countries and establish pro-American democracies. We want only to bring those fanatics to justice and stop their murderous rampages.

The wars may be different, but the key to victory is the same. We must engage the entire citizenry in our war on terrorism. We have a good start. Polls show that Americans are more united than ever and willing to do what is necessary to eradicate terrorists wherever we find them. But first we need to get workers back on the job pro-

ducing the kinds of products that keep an industrialized nation in business. To do that, the U.S. needs an industrial policy that encourages American business to make those products.

We need a policy that will rebuild our shipbuilding industry, our rail industry, and our manufacturing industries. We need an industrial policy that will keep alive those industries that provide good-paying jobs to workers and which manufacture the hard goods that the entire world buys.

Members of Congress who oppose establishing a strong industrial policy tell us that government interference distorts the market, eventually causing economic hardship.

But this argument is disingenuous. Congress has often provided economic assistance to select industries.

In the 1980s, President Reagan ended all shipbuilding loan guarantees, saying that we cannot prop up a non-profitable industry. Then Congress voted to give the Chrysler corporation \$1.5 billion to keep that one automobile maker in business. In doing so, they gave more money to one corporation than they had given the entire shipbuilding industry over the previous five years.

As a result, the U.S. shipbuilding industry was all but destroyed by foreign competition from nations that increased their shipbuilding subsidies when they saw the opportunity to take over our market share.

We lost our railroad industry, too, because Congress did not want to provide the kind of assistance it needed to build modern, high-speed passenger

trains. The near-paralysis that gripped this country following the Sept. 11 attack is clear evidence of how misguided this priority was. With airlines grounded, cross-country travel virtually came to a halt.

The U.S. is the only industrialized nation that does not have a viable passenger train network. An industrial policy could have prevented us from losing that vital industry. An industrial policy can bring it back.

Imagine what our passenger rails could do with the \$15 billion Congress voted to give the airlines. That figure is more than half of the total amount set aside for our passenger rail industry over the past 30 years.

Congress is riding high on an unprecedented level of support from Americans. Before that wave of strong support disappears, they need to do what is right for this country.

By passing an economic stimulus package that will truly stimulate the economy. The greatest stimulus to any economy is to put money into the hands of those who will spend it — working people.

The Bush administration and most members of Congress don't seem to understand that. They passed the airline bailout, but at the president's request, they blocked an attempt to offer relief to airline workers laid off as a result of the attack.

The proposed \$100 billion economic stimulus package is a wish-list of tax cuts for the wealthy, including a capital gains tax cut. Congress has economic advisors who tell them these measures won't work, but they are cynically

We need an industrial policy that will rebuild our shipbuilding, rail, and manufacturing industries.



Charles W. Jones
International President

using the public's strong support to repay their corporate backers, rather than put the money into the hands where it will do the most good — the hands of the people who will rebuild this nation — American workers.

President Bush has even gone so far as to suggest that giving him fast-track authority to negotiate trade agreements would somehow counter terrorism.

We don't need this kind of cynical politics. We need a president and a Congress who will do what is best for the entire country, not just a small group of campaign donors.

We need leaders who recognize the important role an industrial policy plays in keeping our country the most successful industrial nation in history.

We can't do that if Congress insists on chasing our best industries overseas. We can't do that if the president opposes every piece of legislation that benefits workers.

The American people are ready to fight terrorism. We need to know our government will give us the economic tools to do the job right. □

Letters to the Editors

Correction:

IN LAST ISSUE'S Letters to the Editors, a headline misidentified Local 13 BM Murray as Murphy. Our apologies to Brother Joe Murray.

THE EDITORS

A message to my brothers and sisters in America

I AND MY FAMILY offer our deepest sympathy and condolences for the horrific act of cowardice unleashed upon your nation.

I have lived and worked with you many times over the 30 years I have been a Boilermaker, and I thank you.

As I watch images of this attack on the U.S.A., I feel your pain, I feel your sorrow, I feel your anger. I, too, am an American.

God bless you, God bless the dead, and God bless America.

SHANE ST. CROIX, Local 128
Ontario, Canada

Leonard Portman thanks L-40 members for their help

I HAVE BEEN a member of Local 40 (Elizabethtown, Ky.) for 20 years. In January 2001, I suffered a brain aneurysm and stroke. My Local 40 brothers and sisters collected funds, which allowed my family to travel to Paducah while I was in intensive care

and then rehab. Their contributions also helped with my truck payments and other debts.

I will probably never be able to return to the trade I love, but these men and women will always be my brothers and sisters. Their generosity shows the true meaning of brotherhood.

I thank everyone from the bottom of my heart. I will always remember all that they did for my family and me.

LEONARD RAY PORTMAN, L-40
Leitchfield, Ky.

Howard Jones' family grateful to Local 13 members

THE FAMILY OF Howard Jones is grateful to the exceptional Carlisle family for their support, Local 13 for the beautiful flowers, the crew at Brunner's Island for their card and generous donations, and a mega thanks to a special Boilermaker, Jimmy Heron, for his reading at Howard's memorial service in Dublin, Md. At a time like this, you find out how special some people can be.

THE FAMILY OF HOWARD JONES
Candy, Carson, Roxanna, and Lola

Heat Exhaustion — recognize the symptoms

THANKS TO (Local 193 retired BM) Francis X. Duggan's quick thinking, a

serious problem was prevented from becoming worse. During an August 2001 Common Arc Weld Testing for Local 13 (Philadelphia, Pa.), in 95-degree weather, Francis noticed that one worker (William J. Hamilton, who is on Local 13's apprentice waiting list) was acting unusual. Some of his symptoms included extreme sweating, nausea, and numbness of the fingertips. Francis took the welder out of the test booth and immediately placed plastic bags of ice behind his neck. EMTs were called and the welder was moved to an air-conditioned area, where he was treated for heat exhaustion. This welder returned one week later to re-test successfully.

PHIL CLARKE SR. (L-28), QA QC
Babcock & Wilcox Construction Co.

David Casson mourns passing of IVP Page Groton, Dameron

LIKE MANY OTHERS I was saddened to read about the deaths of Page Groton and Bob Dameron in the May-June issue.

I have been inspired by Page's "tell it like it is" mannerism since I was a young business agent working for Local 27, St. Louis, Mo. His encouraging words helped make St. Louis Shipbuilding the best union-minded shipyard in this country.

Page was a Boilermakers' boiler-

maker, a man's man, and a brother's brother. There will never be another Page Groton.

I also had the pleasure of knowing Bob Dameron, whose work benefited Boilermakers everywhere. Please extend my deepest sympathies to both families.

DAVID CASSON SR., retired
International Representative

Got something to say?

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



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