New business managers attend educational program

SEVENTEEN NEW Construction Division business managers were invited to attend a week-long educational program in Kansas City, July 29-August 2, 2002.

Designed specifically for the construction lodge leaders, the program included a review of the Brotherhood’s history, structure, service, policies, and procedures, and provided an in-depth look at the Construction Division; the National Maintenance and Project Agreements; the MOST Program; the National Apprenticeship Program; the pension, annuity, and health &welfare funds; referral rules; financial reporting; marketing; collective bargaining; organizing; communications; and time management and strategic planning.

Invited to attend were Nathaniel Begay of Local 4, Page, Ariz.; Robert W. Hall of Local 11, Helena, Mont.; James W. Banford Jr. of Local 13, Philadelphia, Pa.; David L. Snead of Local 27, St. Louis, Mo.; Raymond J. Cushing Jr. of Local 28, Newark, N.J.; Gerald L. Williams of Local 29, Boston, Mass.; James E. Porter of Local 40, Elizabethtown, Ky.; Edmund J. Habet of Local 60, Peoria, Ill.; Herman J. Sullivan of Local 74, Houston, Texas; Gerald L. Bullock of Local 85, Toledo, Ohio; Ralph D. Havard of Local 110, Hattiesburg, Miss.; Mark Thompson of Local 132, Galveston, Texas; Michael Allen of Local 263, Memphis, Tenn.; Randy B. Robbins of Local 302, Tacoma, Wash.; William K. Adams of Local 531, Amarillo, Texas; John D. Kelly of Local 582, Baton Rouge, La.; and Clay Herford of Local 587, Orange, Texas.

Illinois laboratory to use 2,215-foot tube to study subatomic particles

MEMBERS OF THE NATIONAL Transient Lodge (NTL) are playing a role in the study of the physics of subatomic particles.

Working for CBI Services, Inc., the Boilermakers assembled a six-foot, six-inch diameter by 2,215-foot long decay tube. Scientists at the Fermi National Accelerator Laboratory in Batavia, Ill., will shoot neutrinos through the tube at nearly the speed of light.

The tube alignment was so critical and tolerances were so tight that the members may have felt at times like they were part of a science experiment themselves — as if they were working under a microscope as lab technicians closely scrutinized their work.

The experienced crew of NTL Boilermakers and superintendent Larry Hostetler made the project a success, reported CBI Project Engineer Dave Craney. Not only did the job meet the customer’s standards, but it was completed on schedule, with 6,800 man-hours, and accident free.

According to Craney, the decay tube is one of the key components of an ongoing experimental project that will study the nature of subatomic particles called neutrinos.

When the project is complete, the tube will be located in a 21-foot diameter tunnel, buried 200-feet below the surface of the earth. Neutrinos will be shot through the tube at nearly the speed of light. The particles will then travel through the earth and strike a huge detector plate in an iron mine in northern Minnesota.

Neutrinos are a class of elementary particles with no electric charge. One of the key questions that the Fermi lab hopes to answer is whether neutrinos have mass.

Making up the crew were NTL members Steve Bauer, Dan Bird, Rich Cram, Jay Foraker, Ken Forbes, Tom Gray, Earl Hamre, foreman Larry Hostetler, Neil Johnson, Richard Koesling, Matt Maple, Tim Maple, Warren White, and Stan Zelhart.

NTL members build big test tube for one-of-a-kind project

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Good Job!

Letters of Praise from Owners & Employers

Chattanooga Boiler praises L-110 members for their pride and professionalism

I WOULD LIKE to take this opportu-

nity to commend the Boilermakers

you sent to the Enterprise Generating

Facility. The pride and professional-

ism in achieving the goal of a safe

and quality job while maintaining a
tough schedule were evident in the

time they performed at the site.

The Local 110 Boilermakers

(Hattiesburg, Miss.) jumped right in

with our NFL Boilermakers with a

can-do attitude. Chattanooga Boiler

& Tank would like to say thank you

for a job well done.

Randy J. Murphy, construction mgr.

Chattanooga Boiler & Tank Co.

L-359’s experience, motivation

impresses Alstrom Power Co.

THOSE OF US at Alstrom, involved

with the April 2002 Tembec shut-
down, would like to thank Local 359

(Vancouver, BC, Canada) for the good

work done for us during the shut-
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ONE OF THE MOST popular benefits

available to Boilermaker members is

the college scholarship program that

helps dependents of Boilermakers

start with their college education.

These one-year grants reward the
time and effort of active, retired, dis-
abled, or deceased members of Boilermaker

families and encourage members of the

next generation of college-educated

workers to remember the union advance-

ment.

Boilermaker scholar-

ships are open to high

school seniors who

will be entering their first year of a two-
or four-year academic pro-

gram 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.

A dependent may be a

son, daughter, legally adopted

child, or other dependent of an

active, retired, disabled, or
deceased member.

Winners are chosen based on a

variety of criteria, including grades,

standardized test scores, extracurricular activities, and a

written essay on an assigned topic. (See pages 8-9 for 2002 winners.)

Applications for the 2003 awards

will be available from your local

lodge at the end of this year and

will be accepted from January 1 to March 1, 2003.

Applications postmarked after the March 31, 2003

deadline cannot be consid-

ered. Contact your local to get an

application. The International will not mail applications to individuals.

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 scholar-

ship programs, contact these organi-

zations directly.

How to apply for a Boilermaker Scholarship

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D208 members send strong message

Working a year without a contract, Capitol Cement workers go on strike in Martinsburg, West Virginia

MEMBERS OF LOCAL D208, Martinsburg, W.Va., went on strike for one week to send a message to their employer, Capitol Cement Corp. That message was the most basic and most important message workers can send an employer: We are willing to endure hardship to get a fair contract. They had been working nearly a year without a contract when, on April 1, 2002, they decided they were no longer going to work under month-to-month agreements. At 4:00 p.m., on April 10, 2002, they voted to strike. Within 30 minutes of their decision, all 155 workers at the 24-hour-a-day operation were on strike.

“We planned the strike to demonstrate worker unity,” reports Intl. Rep. Raleigh Eversole. “Management believed only the negotiating committee and a few members were upset with their contract offer. We needed to send a message that the entire membership was upset.”

Workers were upset with the company’s outsourcing and hiring of temporary employees, employee proposals to cut health care benefits, a weak pension plan, and poor working conditions. Trying to intimidate them, the company mailed workers letters threatening to terminate their health care benefits. This tactic back-fired when workers made a public display of burning the letters.

One week later, the afternoon shift marched to the plant gate with an unconditional offer to return to work. “This appeared to surprise them (Capitol Cement) just as the timing of the decision to strike obviously surprised them,” said Eversole. The strike got good media attention, and workers are now negotiating with the new owners, Essroc Cement.

Officers from Locals 524 and 1255 attend class to prepare for contract negotiations

ON APRIL 14, while many Boilermakers were frantically trying to finish their income tax returns, leaders of Local Lodges 524 (East Chicago, Ill.) and 1255 (Chicago, Ill.) were at the office of Local Lodge 524 in Hammond, Ind., attending a class to sharpen their negotiating skills in preparation for contract bargaining.

Conducted by International Rep. Howard Cole, the one-day class provided information on all facets of collective bargaining, including strategies, responses, and methods used by management and labor.

Local Lodge leaders who attended the class described the session as “worthwhile,” “a learning experience,” and “a good example of our International union providing its local leaders with the tools to do a better job for our members.”

Local 524 members attending the session were President Johnnie L. Johnson, Vice President Kenneth Scott, and negotiating committee members Mario Auguard, Edward Carter, Keith Highsmith, Kelly G. Hounshell, and Arilyn D. Robinson.

Representing Local Lodge 1255 were President Allen Johnston and Secretary-Treasurer Robert Wilcox.

International Rep. Clayton Plummer also attended the class.

CEP defeats cement giant with multination campaign

Boilermakers’ support for strikers helps win battle

LOCAL 219 of the Communications, Energy & Paperworkers Union of Canada (CEP) has emerged victorious in its six-month strike against cement giant Lafarge Inc. at the company’s Bath, Ontario, facility, with the union’s membership ratifying a new agreement on June 15, 2002, by 77 percent.

The new one-year agreement includes gains for the workers in wages and pensions, the end to employment of all scabs hired during the strike, and a resolution to the disputed issues of overtime and subcontracting, including a commitment by the company to hire 17 percent more staff at the facility.

The strike by the local’s 65 members began on December 5, 2001. Workers returned to work July 2, 2002. Lafarge Inc. is a subsidiary of Lafarge Group, based in Paris, France.

In addition to the support the CEP received from many Canadian unions, the union also gained the solidarity of unions outside of Canada. In the U.S., the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers and the Paper Allied-Industrial, Chemical & Energy Workers International Union, both of which represent Lafarge workers, mobilized in support of the CEP.

In the United Kingdom, the GMB and the Transport & General Workers Union, which also represent Lafarge workers, did likewise.

Like the CEP, these unions are affiliated with the 20-million-member International Federation of Chemical, Energy, Mine, and General Workers’ Unions (ICEM).

“This is the best kind of union victory,” said CEP Ontario Vice President Gac Mawrikos.

“Other employers should take note of the priority our members and our union place on the hours of work issue,” said Doug Chisholm, local union president. “This small group stood up against a huge multinational company and they won.”

Rewarding failure: CEOs get rich from bankruptcies

A REPORT IN The Financial Times says top executives at the 25 largest U.S. companies to collapse in recent years earned $3.3 billion from sales of shares, payoffs, and other rewards while steering their companies into bankruptcy.

That’s an average of $132 million each, or 22 percent of the average company’s annual profits in the five years before bankruptcy. That’s an average of $132 million each, or 3 percent of the average company’s annual profits in the five years before bankruptcy.

In 2001, average company profits declined 25 percent and stock prices fell an average of 13 percent, yet CEO pay rose seven percent — twice as fast as the average pay for hourly workers.

In addition, more than 1.7 million workers were laid off in 2001, according to Department of Labor statistics, while millions more have seen their retirement nest eggs vanish in the stock market collapse.

But CEOs aren’t suffering, because they have risk-proofed their own retirement and job security. A typical severance package pays the CEO three years of salary and bonus, and stock options often let CEOs profit from sales of their shares even as the price declines. They even freeze employees’ 401(k) accounts while they unload their own shares.

The corporate reform bill signed by President Bush makes minor changes to accounting rules, but does nothing about the abuse of stock options. Attempts to include language regulating stock options was defeated in both the House and the Senate.
Conference Director Glen Holt retires

Glen Holt calls an end to his 55-year career of serving workers in the metal polishing industries

GLENN HOLT HAS retired as Metal Polishers Conference Director, effective June 30, 2002. At the May meeting of the Metal Polishers Advisory Board, Holt received his 55-year membership pin and enjoyed a celebratory dinner to commemorate his upcoming retirement.

Holt has served Metal Polishers for 55 years, ever since he helped organize the shop where he worked in all Pittsburgh Plate Glass Company in Kokomo, Ind., in 1946, shortly after his discharge from the U.S. Army.

He had worked at the shop only a few months, but earned the respect of his co-workers by organizing the plant and getting the company to ratify their first contract. As quickly as the first contract was ratified, in August 1946, Holt enrolled in Local 24 of the Metal Polishers Union and was elected chairman of the bargaining committee.

Holt continued to find time to become a Bluegrass music star. He was known as Chubby Lee and played with his Ramblin’ Rodgers Band on WKO radio in Kokomo. Brother Holt continues to live in Kokomo with his wife Marilyn, but he has lost weight, given up playing and singing on the radio, and is no longer known as Chubby Lee. But now that he has retired, all that could change. Perhaps Chubby Lee will make a comeback.

Boilermakers, UA to jointly represent NDT workers

New Quality Control Council to strengthen labor movement in U.S.

A NEW PARTNERSHIP between the International Brotherhood of Boilermakers and the United Association of Plumbers and Pipefitters Industry (UA) could bring union representation to some 70,000 Americans working in the field of nondestructive testing (NDT).

Named the Quality Control Council of Canada (QCCUS), the new partnership is a coalition based on the Quality Control Council of Canada (QCC), which has served the Canadian NDT industry for more than three decades.

Through collective bargaining, the QCCC and the Nondestructive Management Association have mutually established and stabilized wages, hours, and working conditions in the NDT industry throughout Canada.

With the QCCUS, the Boilermakers and UA unions hope to organize technicians and trainees in the field of quality control throughout the U.S. These workers ensure the safety and reliability of everything from river dams to airplanes to piping systems. They conduct tests on materials and parts that can weaken over time and they work in diverse fields and industries with a variety of state-of-the-art technologies.

Through the QCCUS, the unions want to upgrade the NDT field through the establishment of training, qualifying procedures, and collective bargaining with the newly-formed Nondestructive Testing Contractors’ Association (NETCA).

QCCUS organizing efforts have begun at the top by focusing on signing contractors. A number of NETCA contractors became signatory to the QCCUS Nondestructive Testing Agreement when the council was formed in November 2001. The QCCUS also received a boost from its Canadian counterpart, as many QCCC contractors are active in both Canada and the U.S., or are interested in expanding their work into the U.S.

In March 2002, Boilermaker Organizing Director Bill Creeden met with business managers of the Boilermakers and UA locals who will be administering the agreement. Both unions are now recruiting trained workers in hopes of representing a substantial portion of America’s 70,000 NDT technicians.

NLT members receive special recognition as WWII veterans

ROC presents flags to Purple Heart recipients

FORTY RETIRED MEMBERS of the Boilermakers union have received special recognition for their service during World War II. Conrad Dippel, who joined the Boilermakers in 1937, and 55-year members Peerless Jefferson, J.T. McCullough, and Billy Woods are all retired members of the National Tram Lodge (NLT). They are also Purple Heart veterans who made their home in Congressman Jim Turner’s Texas district.

In recognition and appreciation of a lifetime of service, Congressman Turner requested that a flag be flown over the Nation’s capital for each of the Purple Heart recipients.

In April 2002, members of the Cleveland High School ROC presented the flags, along with a letter of recognition, to each of the NTL retirees. (Woody’s wife accepted on his behalf.)

Jefferson, who submitted the information for publication, knows of other NTL members who are also veterans, including Robert Cheney (53 years), Charles Coburn (38), Clinton Crowell (62), Bryant Holmes (60), Richard Simons (60), and Ellis Stinhouser (45).

To help raise much-needed funds, the National Archives is offering the above pictured gifts to donors.

Archives needs support

THE BOILERMAKERS UNION occupies an important place in the history of North America, and we are working to preserve that history through the Boilermakers National Archives, a museum located one block west of International headquarters in Kansas City, Kan.

National Archivist Tom Wands has been collecting and restoring items for display. He is also creating databases of local lodge charters, names of lodge officers, and biographies of international officers. You can help us continue the work of the archives through your donations.

<table>
<thead>
<tr>
<th>Dress Watch</th>
<th>Ladies Gold Dress Watch</th>
<th>Men's Sports Watch</th>
<th>Ladies Sports Watch</th>
<th>Christmas Ornament</th>
<th>Souvenir Watch</th>
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<tr>
<td>$40 Donation</td>
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All donations are tax deductible. Donors will receive tax receipts for each item donated.

In ONE OF HIS last official acts as Metal Polishers Conference Director, Glen Holt (r.) confers with International Vice President Otis Smith Jr. at the May 2002 meeting of the Metal Polishers Advisory Board. Holt retired in June, ending his 55-year career.

INTERNATIONAL SECRETARY-Treasurer Jerry William presents a 55-year membership pin to Glen Holt (r.), former International President of the Metal Polishers International Union and newly-retired Metal Polishers Conference Director.
Members of Locals 73, 203 in training

L-4 training facility opens doors for Navajo Nation

L-374 breaks ground for new facility

Area job opportunities and youthful population will keep lodge growing
That's outrageous!

News items we just couldn't ignore

Get smart about ALEC

The NAME SOUNDS innocent enough: American Legislative Exchange Council—but what this group does is not innocent. Known widely as ALEC, this alliance was formed in 1973 by right-wing strategist Paul Weyrich, the man who invented the term “Moral Majority.” Members include congressmen, senators, and the most powerful corporations in America.

Behind its facade of a bipartisan, good-government organization, ALEC pumps out anti-worker, anti-consumer, pro-privatization bills and spoon-feeds them to 2,400 mostly Republican state legislators. By working behind the scenes, ALEC manages to get legislation enacted without drawing attention to itself.

While legislators pay $50 for a two-year membership, corporate members pay dues as high as $30,000 a year, plus $1,500-$5,000 fees to sit on task forces that produce cookie-cutter bills that can be presented in a number of states with few changes.

Big Business and far-right contributors such as Richard Mellon Scaife of the Pittsburgh-based Richard Mellon Scaife Foundation, and the Pharmaceutical Manufacturers of America, spent $7.7 million in 2000 on ALEC’s $5.7 million budget in 2000. The rest of the corporate investments are paying off. ALEC-affiliated legislators introduced 3,100 bills in 1999-2000, and 350 of them passed. Two of ALEC’s most publicized goals are keeping wages low and privatizing retirement.

ALEC’s Commerce and Economic Development task force is being chaired by a representative of McDonald’s, one of the world’s largest and most successful companies. ALEC’s Commerce and Economic Development task force is being chaired by a representative of McDonald’s, one of the world’s largest and most successful companies.

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Drug companies reward Republicans for passing pro-business drug bill

Just hours after the House Ways and Means Committee approved a prescription drug bill backed by the pharmaceutical industry and the Bush administration, many of those drug companies took part in a Republican fundraiser at which some donors paid $250,000 each to hear Bush’s partisan speech.

The Republican prescription drug bill not only would force seniors into HMO-type plans, but a senior with average drug bills would virtually no benefit.

Corporations get $1 billion in government contracts, pay no taxes

American Businesses that moved their corporate headquarters to tropical island tax havens, or are in the process of doing so, received more than $1 billion in business from the federal government last year, according to a report released by Congressmen Richard Neal (D-MA) and Jim Maloney (D-CT).

These corporate parasites benefit from our nation’s infrastructure, technology, education, protection from terrorists, and other services without paying a dime of taxes. To add insult to injury, they got more than $1 billion in federal contracts, most of which were defense and homeland security related.

This corporate hypocrisy is outrageous. Corporations shouldn’t benefit from our defense and homeland security resources if they’re not willing to pay for it. Reps. Neal and Maloney are currently gathering signatures from other lawmakers to try to force a vote on their bill that denies tax benefits to corporations that set up shop overseas.

The Neal-Maloney Corporate Patriot Enforcement Act (H.R. 3884), the first bipartisan bill introduced in the House, currently has over 140 co-sponsors, and would save U.S. taxpayers $4 billion over ten years.

Cheney’s Halliburton paid no federal taxes

Bush’s Harken Energy also used off-shore tax havens

White House staff continues to oppose an ALEC bill opposing uses of off-shore accounts to dodge taxes, but The New York Times report that Harken Energy set up an offshore subsidiary in the Cayman Islands tax haven in 1989, when President Bush sat on Harken’s board of directors.

Vice President Dick Cheney’s former company, Halliburton, was even more aggressive in using offshore tax havens. An analysis of Halliburton filings with the SEC indicates that while Dick Cheney was CEO of Halliburton (between 1995 and 2000) the number of company subsidiaries in offshore tax havens rose from nine to 42.

Using such tax-avoidance schemes, Halliburton managed to avoid paying federal income taxes in five of the six years that Cheney was CEO. In the same period, the company got $3.2 billion in federal government contracts.

Halliburton’s Income Tax Under Dick Cheney

(FIGURES IN PARENTHESIS ARE REIMBURSEMENTS)

2000: ($16 million)
1999: $85 million
1998: ($302 million)
1997: ($167 million)
1996: $82 million
1995: 0
Total: $482 million reimbursed.

Bush budget creates $165 billion deficit

Budget deficit + trade deficit could mean trouble ahead

President Bush will soon have the distinction of being the president who oversaw the largest one-year budget reversal in U.S. history.

President Clinton’s final budget ended Sept. 30, 2001, with a $127 billion surplus. Bush’s first budget as president will close out on Sept. 30, 2002, with a $163 billion deficit, according to projections by the Office of Management and Budget (OMB).

Not only does Bush’s budget end a four-year string of surpluses, but he managed to move the country a total of $292 billion from the plus column to the minus column. Prior to this year, the worst downward shift was $80 billion under President Reagan in 1983.

A July 24 article in the Washington Post revealed that White House economic strategists intend to blame the deficit on excess spending by Congress, but neglected spending accounts for only $60 billion.

The bulk of the deficit has been caused by lower tax revenues. The stock market is down, causing receipts from capital gains to be lower, the depressed economy has lowered tax revenue, and Bush’s tax cuts for the rich have cost a $32 billion bite out of tax revenues.

Bigger deficits are coming

Bush says the deficit will shrink in 2003 and will continue to shrink, but they seem to be the only economists in the world who have come to that conclusion. Even the Republican Senate Budget Committee’s staff predicts a deficit of $119.4 billion in 2003. After 2003, the Bush tax cut passed last year will take a larger bite out of tax revenue each year, as new tax breaks for the wealthy are phased in. Over a ten-year period, the Bush tax cut is expected to reduce revenue by about $272 billion.

When the $165 billion budget deficit is added to the estimated $450 billion trade deficit for 2002, the U.S. economy gets a double whammy.

Budget deficits and trade deficits of equal size have similar effects on the economy. Adding the two together puts a $615 billion drag on the economy in 2002. That is nearly double the worst recession in 1986, when Reagan combined a $221 billion budget deficit with a $537 billion trade deficit.

Unions need to use our full grassroots power

We can’t spend rich people & corporations

The amount of money Americans spend on influencing the federal government is staggering. Lobbyists alone spend about $6.5 million per day trying to get members of Congress to pass or defeat legislation and to get agencies to alter their rules.

Winning an election costs a fortune. In 2000, the average winner of a Senate seat spent $7.7 million. The average winner of a House seat spent $422,485.

And the White House is the most expensive home on the planet. It cost Bush $187 million for the right to move in for four years.

Most of Bush’s donations came from wealthy individuals from large, powerful corporations. Microsoft executives, for example, collectively gave Bush more than one million dollars.

The system is clearly stacked to favor big money. But unionized workers can give politicians something that no rich donor can:

Trade Deficit Plus Budget Deficit 1993-2002

(ILLIONS OF DOLLARS)

<table>
<thead>
<tr>
<th>Year</th>
<th>Budget Deficit</th>
<th>Trade Deficit</th>
<th>Total</th>
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<tbody>
<tr>
<td>2000</td>
<td>($16 million)</td>
<td>$82 million</td>
<td>$98 million</td>
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<tr>
<td>1999</td>
<td>$85 million</td>
<td>($302 million)</td>
<td>$217 million</td>
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<tr>
<td>1998</td>
<td>($167 million)</td>
<td>($82 million)</td>
<td>$75 million</td>
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<tr>
<td>1997</td>
<td>($167 million)</td>
<td>($82 million)</td>
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<td>1996</td>
<td>($82 million)</td>
<td>($82 million)</td>
<td>$164 million</td>
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<tr>
<td>1995</td>
<td>0</td>
<td>($82 million)</td>
<td>($82 million)</td>
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<tr>
<td>Total</td>
<td>$482 million</td>
<td>$292 million</td>
<td>$774 million</td>
</tr>
</tbody>
</table>

Until recently, growing trade deficits have been offset by shrinking budget deficits... both trade and budget deficits are growing.
DOMESTIC INSECURITY

Bush and the GOP are using the war on terror to weaken workers' rights

N THE WEEKS following the attack on the World Trade Center, President Bush and his cohorts in the Republican Party wasted no time in finding ways to use that tragic event for their own political advantage. They wasted no time in selling copies of a photograph of Bush making a phone call from Air Force One, taken while events were still unfolding. The photo was part of a package of GOP supporters could buy for $350, with proceeds from sales going to support the Republican National Committee (RNC). Selling memories of this tragic event to those who have lost money, but Bush’s cynical use of the war on terrorism to promote his personal legislative agenda is even more outrageous. Since 9/11, Bush has linked every bill he supports to the threat of terrorism—from fast-track trade bills to proposals to make union elections more like the “instant replay” of the “interest of the workers, but the GOP is hard to believe. Requiring elections in all cases merely forces the Department of Labor to pay for elections that are unnecessary or unwanted, while increasing the likelihood that companies will progressively oppose unionization. Subcommittee Ranking Democrat Major Owens (D-N.Y., 11th) told the meeting that union certification elections create a “one-sided election process.” Employers are able to require employees to attend anti-union meetings during an election campaign, but unions cannot compel workers to listen to pro-union arguments. Norwood’s proposal to require secret ballot elections also calls for limitations on collecting union dues and contains other provisions that weaken unions. Meanwhile, Rep. Sam Johnson (R-Texas) has proposed a bill that would impose additional penalties on local lodges that are late in filing reports or other ways violate the Labor Management Reporting and Disclosure Act (LMRDA). The Labor Department already has authority to audit union financial statements on a random basis, to sue unions in order to force their compliance with the LMRDA, and to impose criminal sanctions against union officials for violations of the LMRDA, including fines up to $10,000 and up to one-year imprisonment. Norwood’s proposal is not enough for Rep. Johnson, though. He wants to have another threat to hold over the heads of local lodge officials — many of whom control their union’s business without pay, on their own time, and with little or no education in accounting. Informed sources from the Department of Labor suggest Johnson’s bill is not necessary. Only one out of 25 local lodges files its forms late. The ones that do tend to be the smaller locals that cannot afford CPAs and other staff to assist them. As of August 2001, only one-fourth of one percent of all unions with 25 or more members had failed to file LMRDA forms that were due in March 2001. The Constitutional Budget Office for September 11 is the way he blames terrorism for the budget deficit. Early this year, Bush began telling what has come to be known as the “treasury trove” story. According to a New York Times story, Bush can fundraise. Here’s one version: Bush: “You know, I was campaigning in Chicago and somebody asked me, is there any time where the budget might have gone into deficit? I said only if we were at war or had a national emergency or were in recession. Little did I realize that would happen.” Bush has told this “joke” to his financial supporters in Charlotte, N.C.; Des Moines, Iowa; Atlanta, Ga.; Greenville, S.C.; Pittsburgh, Pa.; Albuquerque, N.M.; Columbus, Ohio; and Houston, Texas. And every time, the audience laughs. Not only is this joke tasteless and insensitive, it is based on a lie and is used to promote a lie. When Bush began telling the joke in February, news reports combed through their notes and video footage trying to find the speech during which he made this statement. No one was able to do so, but they uncovered hundreds of times that Bush said he could cut taxes without finding a way to pay for it. This tax cut would create deficit spending. He was always adamant about that position because, according to trusted economists said that his tax cuts would make deficits inevitable. You may remember that the Reporters said so many times in 2001 and 2002. So several reporters and news agencies asked the White House to identify when and where President Bush made the remark. The White House did not respond to any of these requests. Now Bush is using that tasteless lie to try to convince the American public that any time a local lodge officials — many of whom control their union’s business without pay, on their own time, and with little or no education in accounting. The Treasury Department has spent the surplus and is racking up enormous deficits again, like Bush and the GOP are. Bush is hoping most American families have forgotten the surplus was already gone when the terrorists struck last fall. In July 2001, the Congressional Budget Office was already predicting a deficit, based on Bush’s tax cut. Before the recession and Bush’s tax cut for the rich. Bush didn’t kill the surplus; Bush’s tax cut killed the surplus, not terrorists!

BUSH’S MOST CONTEMPTIBLE Excuse of September 11 is the way he blames terrorism for the budget deficit. Early this year, Bush began telling what has come to be known as the “treasury trove” story. According to a New York Times story, Bush can fundraise. Here’s one version: Bush: “You know, I was campaigning in Chicago and somebody asked me, is there any time where the budget might have gone into deficit? I said only if we were at war or had a national emergency or were in recession. Little did I realize that would happen.” Bush has told this “joke” to his financial supporters in Charlotte, N.C.; Des Moines, Iowa; Atlanta, Ga.; Greenville, S.C.; Pittsburgh, Pa.; Albuquerque, N.M.; Columbus, Ohio; and Houston, Texas. And every time, the audience laughs. Not only is this joke tasteless and insensitive, it is based on a lie and is used to promote a lie. When Bush began telling the joke in February, news reports combed through their notes and video footage trying to find the speech during which he made this statement. No one was able to do so, but they uncovered hundreds of times that Bush said he could cut taxes without finding a way to pay for it. This tax cut would create deficit spending. He was always adamant about that position because, according to trusted economists said that his tax cuts would make deficits inevitable. You may remember that the Reporters said so many times in 2001 and 2002. So several reporters and news agencies asked the White House to identify when and where President Bush made the remark. The White House did not respond to any of these requests. Now Bush is using that tasteless lie to try to convince the American public that any time a local lodge officials — many of whom control their union’s business without pay, on their own time, and with little or no education in accounting. The Treasury Department has spent the surplus and is racking up enormous deficits again, like Bush and the GOP are. Bush is hoping most American families have forgotten the surplus was already gone when the terrorists struck last fall. In July 2001, the Congressional Budget Office was already predicting a deficit, based on Bush’s tax cut. Before the recession and Bush’s tax cut for the rich. Bush didn’t kill the surplus; Bush’s tax cut killed the surplus, not terrorists!

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International announces recipients of 2002 Boilermaker scholarships

The Boilermakers’ International Executive Council (IEC) Scholarship Committee has announced its selection of scholarship award recipients for the International, three local lodges, and the Canadian Federation of Labour. The committee awarded a total of $50,000 in grants — $38,000 to United States students and $12,000 to Canadian students — for the International’s program; $4,000 in local lodge awards; and $2,000 from the Canadian Federation of Labour.

IEC scholarship winners

THE IEC COMMITTEE selected 19 award winners from a pool of 118 applicants for the International’s scholarship awards. The amount of each grant is determined by the Scholarship Committee. This year, the committee awarded one $5,000 grant, two $4,000 awards, five $3,000 awards, and 11 $2,000 grants, based upon the applicant’s high academic achievement, leadership skills, participation in extra-curricular activities, and performance on a 300-500 word essay on this year’s topic: “Describe how the World Trade Organization (WTO) and the North American Free Trade Agreement (NAFTA) have impacted American and Canadian workers, particularly those who work in higher-skilled, higher-paying manufacturing jobs.”


Continued on page 9

Need help with college tuition?

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

BILLSIONS OF DOLLARS in financial aid are available for college students. This aid comes from four major sources — colleges, the federal government, state governments, and private sources. Dependents of Boilermaker members can apply for the International Scholarship and the Union Plus Credit Card Scholarship. Some of our local lodges offer scholarships to dependents of their members, too. Scholarship applicants are evaluated according to academic ability, social awareness, and appreciation of the role of the labor movement.

In the U.S., to qualify for most federal, state, and college aid, an applicant must demonstrate need. Need is defined as the difference between the cost of college attendance and how much you can afford to pay based on your income and assets. A college will try to meet an applicant’s needs by creating a financial package from the aid programs available.

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

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

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

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

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Call 800-4-FED-AID (1-800-433-3243) to apply for federal aid. Contact your state higher education agency and ask to receive all literature on scholarship, grant, work-study, and loan programs. Corporations, associations, unions, religious organizations, and other private sources also award scholarships to a variety of students. Uncle Sam also offers two types of tax breaks for college education — the Hope credit and the Lifetime learning credit. In Canada, students can apply for scholarships through schools, government, trade unions, companies, corporations, and individuals.

http://www.boilermakers.org
CFL, local lodges award scholarships, too

THE INTERNATIONAL’S scholarship committee also chose winners of scholarships from three local lodges and two from the Canadian Federation of Labour (CFL).

Local 146, Edmonton, Alberta, awarded $2,000 to Samantha Hindle, daughter of Alan Hindle, and $1,000 to Robyn Coulton, daughter of Brian Coulton. Local 562, Baton Rouge, La., awarded $1,000 to Joshua Phillips, son of William Phillips.

For the fourth year, the CFL is awarding scholarships to applicants from each affiliated union. This year they increased their awards to two $1,000 grants. The CFL Scholarship Committee selected Lavonne Neville, daughter of Kenneth Neville of Local 359, Vancouver, British Columbia, and Julian Lee, son of Albert Lee of Local D085, Vancouver, British Columbia, as this year’s CFL scholarship winners.

Local Lodge 359 holds first scholarship contest

LOCAL LODGE 359, Vancouver, British Columbia, has announced the winner of its very first Local Lodge Scholarship Award. Christopher Harbord, son of Local 359 member Larry Harbord, will receive $2,500 from Local 359 in addition to the award he won from the International’s scholarship program.

The Local 359 Scholarship Program is available to dependents of Local 359 members and is based on the same guidelines as the International’s program, including submission of an essay. In addition to the scholarship award, the local presented $125 to each of the other four applicants: Myanna Desaulniers, daughter of Reen Desaulniers; Nicole Graham, daughter of Greg Graham; Amanda Lynch, stepdaughter of Luke MacMain; and Sara Schoening, daughter of Victor Schoening.

Local Lodge 13 names 24 scholarship winners

LOCAL LODGE 13, Philadelphia, Pa., announces the winners of 24 scholarship awards, each totaling $6,000, to dependents of Local 13 members who participated in the local’s annual contest. Winners were selected based on the results of a college aptitude test administered and graded by St. Joseph’s University. The grants will be awarded over a period of four years; $750 per semester for eight semesters.

This year’s winners are Dustin Babcock, son of Kurt Babcock; Thaddeus Coleman, son of Thad Coleman; Mary Gaughan, daughter of Richard Gaughan; Katelyn Golden, daughter of Thomas Golden; Christian Gresko, son of Francis Gresko; Catherine Haney, daughter of John P. Haney; Jennifer Harris, daughter of Reginald Harris; Rebecca Hill, daughter of William Hill Jr.; Christopher Jacoby, son of Joseph Jacoby Jr.; Shaan Keeney, son of Joe Keeney; Joseph Kelly, son of Edward Storz; Nicole King, daughter of Jay King; David Konradski; son of David Konradski Sr.; Timothy Murray, son of Joseph Murray; Stephen Namiotka, son of Lee Namiotka; Katherine Noble, daughter of Philip Noble; Joseph Peters, son of William Peters; Brian Petrun, son of Steve Petrun; Jamie Roos, daughter of Richard Roos; Mary Cai Shaw, daughter of William Shaw; Michael Shultz, son of Brian Shultz; Jocetse Simms, daughter of Larry Simms Jr.; Patrick Stein, son of Thomas Stein and Laura Wilson, daughter of Daniel Wilson.

NICHOLLE COTTINGHAM — $2,000
Daughter of Donald Cottingham, L-106

ELIZABETH LEFFS — $2,000
Daughter of Stephen Leffs, L-191

BROOKE MYSERS — $2,000
Daughter of Tim Mysers, L-128

LAVONNE NEVILLE — CFL Winner
Daughter of Kenneth Neville, L-359

LAUREN BABB — CFL Winner
Daughter of Kevin Hall, L-128

CHRISTOPHER HARBOUR — $2,000
Son of Larry Harbord, L-359

ANGELA JESTER — $2,000
Stepdaughter of Matthew Correll Jr., L-65

MESSA MYERS — $2,000
Daughter of Phillip Myers, L-860

ELLEN WILSON — $2,000
Daughter of Lee Wilson, L-359

SARA SCHOENING — $2,000
Daughter of Victor Schoening, L-359

BROOKE MYSERS — $2,000
Daughter of Tim Mysers, L-128

ZACHARY WILSON — $2,000
Son of Richard Wilson, L-667

DAVID BABB — CFL Winner
Daughter of Kenneth Neville, L-359

DAVID KONRADSKI — CFL Winner
Son of David Konradski Sr.

DAVID RUDY — CFL Winner
Son of Richard Rudy

DAVID PETRUN — CFL Winner
Son of Steve Petrun
**You have a right to a safe workplace**

Employers must comply with OSHA rules and regs.

**IT TOOK DECADES of struggle in the workplace and lobbying in Washington to get Congress to pass the Occupational Safety and Health Act in 1970.** The Act created the Occupational Safety and Health Administration (OSHA), which sets and enforces standards, and the National Institute for Occupational Safety and Health (NIOSH), which conducts research. OSHA regulations provide rights to workers and help protect their safety and health.

You have a legal right to a workplace free of recognized health and safety hazards. Occupational Safety and Health Act Section (5)(a) requires employers to provide a workplace free of hazards that “are causing or are likely to cause serious physical harm to his employees.”

You have a legal right to any information that your employer has about the hazardous substances you may be exposed to and the hazardous conditions. Federal law requires your employer to allow you to examine records of their hazardous chemicals or processes. Your union can request access to your employer's logs.

You have a legal right to file complaints with OSHA and request OSHA inspections. Occupational Safety and Health Act Section 8(a) also applies to safety complaints to other government agencies, such as a fire department.

You have a legal right to respond to questions from an OSHA inspector and point out hazards to the inspector, including telling the inspector about hazards such as toxic chemicals or noise. Code of Federal Regulations, Title 29, Chapter 1910.120, further provides that you also have a right to any medical records your employer has concerning you.

You have a legal right to complain to your employer about dangerous conditions. Code of Federal Regulations, Title 29, Section 1910.120, further provides that you also have a right to any medical records your employer has concerning you.

You have a legal right to inform your employer about injuries and illnesses experienced by you and your co-workers. OSHA Recording and Reporting Standard (29 CFR 1904) requires employers to keep a yearly log of all work-related injuries and illnesses occurring more than first aid or restricted from working in lost workplaces, restricted duties, or transfer to another job. You can request access to your employer's logs for the past five years.

Where to find help

These resources can be valuable tools in helping you and your co-workers stay safe. However, they are not easy to enforce. The International retains a safety and health expert who can advise you on the best ways to ensure that your employer complies with all OSHA regulations. He can also assist your lodge and your employer in developing safety programs to minimize injuries.

Contact Milan Racic through the Department of Collective Bargaining Services (913-371-2640). For more information on safety and health issues in the workplace, visit the AFL-CIO Safety & Health Toolbox (http://www.aflcio.org/safetyinfo.html). To get hazard alerts in English or Spanish, contact the Boilermakers' Hazard Alert System (BHC) at 913-371-2640. Additionally, the U.S. government’s National Institute for Occupational Safety and Health (NIOSH) says do not use sand or any abrasive with more than one percent crystalline silica in it. Specular hematite (iron oxide) is a good substitute, steel grit may be a good substitute also. (Scientists are still checking whether steel grit is safe for this work.)

When doing abrasive blasting, you need to use a type CE abrasive blasting respirator (positive pressure/pressure demand, with an APS of 1,000 or 2,000). This type of respirator provides air from outside the blasting area. Respirators must not be the main way you reduce exposures. There should also be effective engineering controls and air sampling must be done to show if the respirator is NIOSH-approved respirator. If a respirator is NIOSH-approved, the chemical cartridge is compatible with the box and the box it comes in will say “NIOSH,” and self-contained breathing apparatus will have a NIOSH label on the backpack.

When drilling in rock that may contain silica, use a respirator. The type of respirator you need will depend on the silica concentration levels.

If respirators are used, OSHA says you must have a full respirator protection program. This means proper selection and fitting of respirators, medical screening of workers for fitness to wear a respirator, and worker training to use the respirators. Correct storage and cleaning of respirators and an evaluation of the program are also needed.

Do not eat, drink, or smoke near silica. Wash your hands before you eat, drink, or smoke.

Change out of your work clothes before you go home. (Scientists believe that the limits the dust you and your family are exposed to OSHA has chemical cartridge is compatible with the box and the box it comes in will say “NIOSH,” and self-contained breathing apparatus will have a NIOSH label on the backpack.

The Center to Protect Workers’ Rights (CPWR)
Phone — 202-579-8500
Internet — www.cpwr.org

The National Institute for Occupational Safety and Health
Phone — 1-800-352-CASE
Internet — www.cdc.gov/niosh

Occupational Safety and Health Administration (OSHA)
Phone — 1-800-321-CASE
Internet — www.osha.gov

Or go to www.cdc.gov; ask to see CPWR’s hazard alert on Safe Work with Power Tools. (You can get hazard alerts in English or Spanish.)

This article was adapted from an article prepared by The Center to Protect Workers’ Rights. CPWR is a research and development arm of the Building and Construction Trades Department (BCTD), AFL-CIO. Edward C. Sullivan is president of the BCTD and CPWR and Joseph Makkey is secretary-treasurer.

**Make It Safe**

**HAZARD ALERT**

Silica in Blasting and Drilling

LAST AUGUST, 65 Boilermakers were exposed to thallium while grit-blasting tubes at Teck-Cominco’s lead smelter in Trail, B.C. Some of them were so ill they could not continue on the job.

This incident is a grim reminder that blasting any surface may release toxins from the surface. But the biggest danger in sand blasting comes from crystalline silica (quartz), the main ingredient in the sand used for blasting.

To protect yourself from exposure to silica or other airborne toxins, you must use proper safety measures during abrasive blasting and drilling. Silica dust is released by sand blasting, by drilling in most kinds of rock, and by dry-cutting masonry or concrete.

The Hazards

In THE LUNGS, silica scar air sacs and keeps oxygen from getting into the blood. Silica causes silicosis which can kill you. Silica can cause shortness of breath, and it increases your chance of getting tuberculosis (TB) and lung cancer. Many industrialized countries have restricted the use of silica sand for sandblasting.

You can get silicosis after five to ten years of working without breathing protection and engineering controls around silica dust. Or you can get silicosis after a few weeks if you work in thick clouds of crystalline silica and you are not protected. (This happened to tunnel workers who cut through hard rock and were not protected.)

You can be in danger even if you do not see dust. Silicosis can get worse years after you are away from the dust.

**What You Can Do**

- Wet down dry materials and surfaces before you work with them or before you sweep them. Or use a HEPA vacuum. This will reduce some dust.
- For abrasive blasting, replace silica sand with safer materials.
- The U.S. government’s National Institute for Occupational Safety and Health (NIOSH) says do not use sand or any abrasive with more than one percent crystalline silica in it. Specular hematite (iron oxide) is a good substitute; steel grit may be a good substitute also. (Scientists are still checking whether steel grit is safe for this work.)
- When doing abrasive blasting, you need to use a type CE abrasive blasting respirator (positive pressure/pressure demand, with an APS of 1,000 or 2,000). This type of respirator provides air from outside the blasting area. Respirators must not be the main way you reduce exposures. There should also be effective engineering controls and air sampling must be done to show if the respirator is NIOSH-approved respirator. If a respirator is NIOSH-approved, the chemical cartridge is compatible with the box and the box it comes in will say “NIOSH,” and self-contained breathing apparatus will have a NIOSH label on the backpack.
- When drilling in rock that may contain silica, use a respirator. The type of respirator you need will depend on the silica concentration levels.
- If respirators are used, OSHA says you must have a full respirator protection program. This means proper selection and fitting of respirators, medical screening of workers for fitness to wear a respirator, and worker training to use the respirators. Correct storage and cleaning of respirators and an evaluation of the program are also needed.
- Do not eat, drink, or smoke near silica. Wash your hands before you eat, drink, or smoke.
- Change out of your work clothes before you go home. (Scientists believe that the limits the dust you and your family are exposed to OSHA has chemical cartridge is compatible with the box and the box it comes in will say “NIOSH,” and self-contained breathing apparatus will have a NIOSH label on the backpack.

**Safety Sources in Canada**

This PAGE OUTLINES rights for U.S. workers, citing the section of federal law that protects each right. Canadian workers enjoy the same rights for the most part.

In Canada, worker safety is protected by many different federal and provincial laws, so it is more difficult to generalize. Your local union is your best source for information specific to your area.

You may also get information at Human Resources Development Canada’s website.

**Safety tips in Spanish**

That we can make available in camera-ready form to any lodge that believes they would help their members.

For more information, contact the Boilermaker Reporter at 913-371-2640.
The Steward's Sourcebook

Keeping grievance information well organized not only wins cases, it can help win good contracts

Imagine that you have three big, complicated grievance cases to be heard at step three of the procedure. You are walking down the hall to meet with your local lodge officials, your International representative, the company human resource people, and the stewards.

You have done your research, and you are well prepared. For each case, you have 10 to 25 individual pieces of paper—documents, notes, letters, affidavits from eyewitnesses—which you are carrying in file folders.

Just as you are going in to the meeting, you drop all of your folders, mixing all of the papers for all three cases together on the floor. You bend down to pick them up and realize that the only way you can tell which case a document belongs to is to read it.

And suddenly it hits you: Straightening up this mess would be so much easier if each document had an easily readable number in the upper right corner showing which case it belongs to.

Information doesn’t organize itself—that's your job

In processing a grievance, it is not uncommon to end up with a great big stack of paper work. Letters, information requests, notes from step one and two meetings, witness statements, and grievance forms are just some of the many kinds of documents that will find their way into the grievance process. And the person who must keep track of all that paperwork is you.

Isn’t it an easy job? To do it right, you’ll need to develop a systematic method for tracking this paperwork, or it will overwhelm you. Once you develop a good system, you’ll discover that it not only helps you win grievances, but it also provides valuable information for your negotiating committee when they sit down to negotiate the next contract.

Let’s get down to basics

● File folders are your friends. Use a separate folder for each grievance in process. In the folder include the grievance form, the Steward’s Fact Sheet, and other supporting documents.

● Paper clips and staples are also your friends. Fasten together documents that need to stay together. While you’re at it, invest in a staple remover. You’ll often need to separate stapled documents for one reason or another, and just ripping them apart gets messy.

● Make copies of notes that you take in a notebook or steno pad so you can put them in the grievance folder. You don’t want to refer to them when your notebook isn’t handy. Don’t throw away the notebook, though. It never hurts to have the original on file somewhere.

● Use a different page in your notebook for each issue. When you go back looking for something in your notes, this added level of organization will help you find it much faster than if you have to read each page in its entirety to know what is there. You might have to provide evidence or give testimony in a case six months to a year later in arbitration, so you’ll want to be able to find things in your notebook quickly.

Keeping notes this way also helps you keep the issues separate in your head. When you write down one thing, then turn the page to write down something else, the movement between these two writing actions works like a divider in your brain, separating the two events in your memory. This is one of the devices memory experts use to remember long lists of items.

● Put a date and time on everything. Be sure to specify a.m. or p.m., or use 24-hour “military” time to avoid confusion. You can even use the time to help jog your memory or someone else’s memory regarding a particular conversation or event. In addition, a person’s memory of an event will change over time. If you end up with conflicting statements about a particular event, knowing which description came closest after the event can help you determine which one is more accurate.

● Put a tracking number on every piece of paper associated with a grievance. When you’re handling more than one grievance at a time, it is easy to mix the papers from one case with those from another. Numbers will help you keep track of papers that might get lost or misplaced. A group of papers or a single witness statement lying loose at the union office can now be identified and routed back to the steward or file where it belongs.

If your grievance procedure makes you want to assign a number, use a working number on the document. Always put the tracking number in the same location on the page (such as the upper right corner) and do it in pencil, so you can easily change it to the “official” file number later.

Don’t let the paperwork of handling a grievance overwhelm you. Develop a system that keeps it in order.

Good records help the steward and the local

L-199’s Eddy Stilley and L-169’s Larry Grassel

Stilley’s knowledge of labor agreements keeps L-199’s work sites safe, productive

Charles E. “Eddy” Stilley, a 22-year member of Local 199, Jacksonville, Fla., has been named a Star Steward by Local 199 members Danny Warren and Wayne Deville.

In their nomination, they praised Stilley for the professional way he represents members at the Florida Branch JEA job.

“The case has repeatedly shown how a professional, knowledgeable steward should handle himself in the line of work,” wrote Warren and Deville. “His knowledge of the agreements we work under, common work practices, and labor laws has kept our work sites both safe and productive.

He is also an excellent liaison between the company and the men.”

L-169’s Larry Grassel is proactive, makes safety a priority, stays on top of the job

Larry Grassel, a 26-year member of Local 169, Detroit, Mich., has been named a Star Steward by Local 169 BM-ST John A. Marek.

In making the nomination, Marek said, “Larry is the best steward our local has to offer. He is very proactive, and safety is the job in priority for him. The last three projects where he was the job steward were completed with zero lost-time injuries, and that’s no small matter considering they totaled 250,000 Boiler maker man-hours.”

Marek said Grassel always represents Local 169 in a professional manner and works to the best of his ability to assure that all job site conditions are met for his fellow brothers and sisters.

“He stays on top of the work being done to make sure pre-job assignments are followed and always strives to assure a successful Boiler maker project,” Marek said.

We all have our particular talents, Marek explained, “Some are terrific welders, some have great leadership skills. Larry has a talent that makes him a wonderful steward that benefits members of Local 169.”

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. You have one week to see what a good steward looks like.

Send in this address: Star Stewards, The Boilermaker Reporter, P.O. Box 200, International, 793 State Ave, Suite 570, Kansas City, MO 64101

The SUGGESTIONS given here can help you come up with your own method. Take suggestions from others. No single method is foolproof, but people have devised some very helpful systems through their many years of handling grievances.

In the end, whatever system works for you is the best one, but the basic components of the system should be consistent for everyone in your local.

For example, if you don’t already have one in place, your local should establish a tracking-number system. You don’t want to have every steward making up his or her own numbering system. Likewise, that number should appear in the same location on every steward’s documents. Systems are not systems unless they are consistent.

Grievances should be given numbers as early as the grievance process as possible. Doing so not only helps you process your grievance, if you ever need to look back at past grievances, you’ll be able to keep them separate even if the grievance was solved very early in the process.

Grievances won at the step one and two levels are very important. They can be used as precedents for future grievances, and they might be used in contract negotiations.

You won’t always be there. Files that are self-explanatory or which are based on a system everyone uses will be helpful even if you aren’t around to answer questions.
Local Lodge 69 holds old-timers picnic

Retirees enjoy barbeque, raffle, and reminiscing

EACH YEAR, RETIRED members of Local Lodge 69, Little Rock, Ark., are invited with their families to attend a gathering, affectionately known as “The Old Timers Picnic.” Active members pay a nominal fee to attend; retirees and their families get to attend at no cost.

“In the past a member catered these picnics, but since his passing, we do the cooking ourselves and we have a great time,” said Local 69 BM-ST Don Jones.

Couple volunteers at ground zero on 40th anniversary

JOE AND AUDREY WOLSCHLAG spent their 40th wedding anniversary in New York City. But instead of touring the city and seeing some shows, they spent their time helping disaster workers by volunteering at ground zero — the site of the World Trade Center collapse, which occurred six months earlier on Sept. 11, 2001.

Joe, who joined Local 60 (Peoria, Ill.) in 1976 and retired in June 2001, told a reporter with The News-Gazette that 9/11 “makes people think what everybody should have been thinking ever since World War II, that we’re part of the world and we can be attacked.”

He said, “It has made some people open up their eyes, and it has brought out the best in a lot of people.”

The Wolschlags traveled with a group under the leadership of Susan Warsaw, a University of Illinois employee who was making her third trip to New York City to help workers clean up the WTC. Volunteers helped out by cooking meals, filling out forms, and making beds and other tasks.

This year they combined a fish fry with a barbeque. The local also handed out “grab bags” and T-shirts to the retired members and held a raffle. Prizes included Boilermaker watches.

Jones is proud of the gathering the local sponsors each year. “It’s a good way for our members to get together and reminisce about the different jobs and stories they have shared.”

During the gathering, Jones also distributed membership pins.

Retirement parties make news

L-169’s Williams

GLENN WILLIAMS, an 18-year member of Local 169, Detroit, Mich., has retired while working for Oscar Boldt, one of three Boilermaker contractors at a project in Covert, Mich. Williams had been on the project since Nov. 2001 and completed his last day on June 29.

Employees of all three contractors — Boilermakers and other trade union members — participated in a lunch organized by Local 169 Steward Dan Southwell.

Jonathon Davis of Local 37, New Orleans, La., did the cooking. Many other workers brought dishes.

“This is a blessing to work a job your final day and be sent off to retirement with a cheer,” said Southwell. “Everyone at Covert wishes him a long and healthy retirement.”

L-73’s Sutherland

WHEN JAMES SUTHERLAND, a 33-year member of Local 73, Halifax, Nova Scotia, Canada, completed his final job, fellow crew members gave him a retirement cake.

Pictured l. to r. are Carlin Connors, Sutherland, Everett Mauger, Ray Macdade Sr., and Scott Campbell.

Boilermakers earn membership pins

Local 69, Little Rock, Ark.

DON R. JONES, BM-ST of Local 69, Little Rock, Ark., reports presentation of pins for continuous years of membership to the following members:

20 years — Joe Wood and Dana Wood.

25 years — Jerry Bartlett, Bobby Layton, Tommy Self, Clarence Stubbert, and Eugene Thomas.

30 years — John A. Battaglia, Joseph T. Stocklosa; John T. Motak Sr.; Eugene Principe, Charles Suda; Sutherland, Everett Mauger, Ray Macdade Sr., and Scott Campbell.


40 years — Bobby Kelly, Howard Kemp, and Walker Woodall.

45 years — J. P. Brown, Norman Carter, William Daly, Vero Greer, Jimmy Holland, and Eugene Tedder.

50 years — Buddy Bryant, Braxton Byrd, R. E. Cassidy, Joe Giles, Rex Hammons, Leo Hensley, Lawrence McIntire, Vernon Nicholson, John Southwell, and Avril Tucker.

55 years — Bursom, William Kelly, Harry Rupe, J. D. Woodall, and Thomas Wooten.

60 years — Ernest J. Choyne; Charles S. Brown, Eugene G. Principe, Charles Stude.

65 years — J. P. Brown, Norman Carter, William Daly, Vero Greer, Jimmy Holland, and Eugene Tedder.

70 years — Jerry Bartlett, Bobby Layton, Tommy Self, Clarence Stubbert, and Eugene Thomas.

75 years — Jerry Bartlett, Bobby Layton, Tommy Self, Clarence Stubbert, and Eugene Thomas.

HONORS

Above: Members of Local 433, left to right, Jesse Wood, Joe Wood, Dana Wood, and Louis Novak.

Left: The Thirty-Nine members of Local 69 who received membership pins at their annual picnic represent nearly 1,500 years of membership in the Boilermakers union.

L-656 swears in new officers, members

THE JULY UNION meeting for members of Local Lodge 656, Chattanooga, Tenn., was filled with new business and good times.

The meeting started with a hot dog dinner and included the swearing in of four new members and the newly-elected local union officers.

Sworn in to represent the Local 656 membership were President James P. Culbertson, Vice President Larry Ezell, Secretary-Treasurer R. E. Burgess Jr., Trustees Larry Rollins, Edward Smith, and Steve Travis, Inspector R. C. Smith, and Committeemen Robert Gilbert and Charles Miles.

Local 656 members also welcomed four new workers into their membership: William Fleming, Eric Grier, Charles Monroe, and Eric Sartin.

L-531 members honor retiring Bus. Mgr. Adams

THE END OF JUNE marked the retirement of Local Lodge 531 Business Manager/Secretary-Treasurer Gary Adams. He served the local for nine years in that position.

Local 531 members presented Adams a commemorative plaque at the June meeting. As a retirement gift, they gave Adams a jacket embroidered with the Boilermaker emblem over a red, white, and blue map of Texas, with a Route 66 sign to designate the lodge’s location.

Adams started in the trade as an apprentice in 1965 and became the third graduate of Local 531’s apprenticeship program. When he retired at age 55, he had the oldest active register number in the local.

Adams is a second generation Boilermaker. His father retired as superintendent for Missouri Valley Inc. in 1984. His nephew, Dale Dunham, was a welding instructor at the National Apprentice Training Center.

Son of L-263 member releases CD

Fifteen-year-old Dustin Evans sings gospel and classic country

DUSTIN EVANS, 15-year-old son of Local 263 member Rodney Evans, Memphis, Tenn., has recorded his first CD, “One Life.”

Released in January 2002, the CD is available for purchase at his website (www.dustinevans.net), where you can also listen to samples of his songs.

Dustin has been performing gospel and country-western songs since he was nine years old, and in June he performed at the Loretta Lynn Talent Show.

Workers get shorted when their pensions change

MILLIONS OF WORKERS may be shortchanged up to $200 million a year by companies that calculate their retirement checks incorrectly, according to the U.S. Department of Labor’s inspector general.

The DOL auditors found that nearly one-fourth of companies that switched from traditional pension plans to cash balance plans miscalculated benefits for workers retiring early, underpaying them as much as $55,629 each. Many workers will have to challenge their employer’s calculations in court in order to get their full pension benefits.

What’s the problem?

IN TRADITIONAL PENSIONS, benefits are based on a worker’s average salary in the last few years before retirement. For most workers, these are their highest paid years.

Cash balance pensions let workers move retirement money to a new employer if they change jobs, but benefits are based on their entire careers, not just the last few, so the formulas are completely different.

When a company with a traditional plan switches to a cash benefit plan, workers near retirement lose the benefit of their higher wages, and they are too close to retirement to build a large enough cash balance to make up the difference.

Federal audit finds cash balance plans are miscalculating pensions

The ERISA Industry Committee has challenged the DOL’s findings, and the Labor Department’s Pension and Welfare Benefits Administration (PWBA) has downplayed the seriousness of the problem. But Congress-man Bernie Sanders (VT-Ind.) has introduced a bill (H.R. 4778) that requires the PWBA to work with the Internal Revenue Service to do a better job of protecting retirees’ money in cash balance plans. The bill has 43 cosponsors.

What’s the problem?

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If you prefer doing your mortgage arrangements in person, you can set up an appointment in the comfort of your home. Whether you want to buy or refinance, the Union Plus Mortgage & Real Estate program offers a wide range of options to make your home buying experience as smooth as possible.

Do you really need a lawyer?

If you do, Union Plus can help

WHEN DO YOU need a lawyer’s help? Sometimes it’s a no-brainer. If you’re filing for divorce, hit with a lawsuit, or charged with a crime, you probably need a lawyer — and fast. Other times it’s not so obvious. But be advised: You don’t have to be involved in a civil or criminal conflict or controversy to benefit from legal counsel. People hire lawyers for advice and expertise all the time, in all kinds of situations.

Here’s the first thing to ask yourself in deciding if you should consult an attorney:

1) What’s at stake? When your finances or liberties are in serious jeopardy, get legal help. What is serious? An ordinary parking summons is a brush with the law, but you need not consult with an attorney to pay the fine or even to fight it. However, if you’ve accumulated a hundred unpaid parking tickets and a warrant has been issued for your arrest, you may want to hire a lawyer who can help you best resolve the situation and perhaps save you some money or even keep you out of jail. You don’t have to be in trouble to call a lawyer, and you don’t have to be mad at someone or at the end of your financial rope, either. Use common sense and a little bit of business savvy when deciding if you might benefit from the good advice of an attorney.

In good times as well as bad, with a lawyer’s help, individuals and businesses understand and secure their legal rights and financial interests.

Lawyers help clients with estate planning, business negotiations, strategies, and transactions. With good legal advice, clients comply with and swiftly navigate through the complex maze of federal and state laws. Everyone can rest easily after consulting experienced lawyers for such important undertakings as tax and estate planning, drafting wills and trusts, creating business partnerships, and adopting children.

It’s easy to call a lawyer when you’re injured, angry, or threatened. But a lawyer is not just a rainy day advisor. Your counselor at law will help you keep the sun shining on your business and finances. So don’t hesitate. Be proactive! Practice preventive legal planning to improve your quality of life and get a lawyer’s advice to avoid conflicts and legal hardships later.

2) What should you consider before you look for a lawyer?

You have a problem and you want a lawyer to represent you. First, think about if you can resolve the situation to your satisfaction without hiring an attorney. The answer is yes, you can. Many companies and public utilities offer customer service departments that effectively address consumer problems and complaints. If you think you’ve been ripped off in the marketplace, make a phone call or send a letter or email to the offending party or business before you contact a lawyer. Many state and federal government offices provide consumer protection departments.

You need legal advice before you suffer an injury or face the threat of one. If you have a problem with a regulated industry such as banking or insurance, contact the agency in your state responsible for overseeing that industry. Also, many community groups such as elder associations, civil rights groups, and other organizations offer free legal help and information. For Union Plus benefits programs, you also can contact a customer feedback form online.

Some disputes may be resolved by using increasingly popular litigation alternatives such as mediation or arbitration. Businesses and individuals might agree to use alternative dispute resolution (ADR) rather than court action to resolve legal conflicts.

3) How quickly should you consult a lawyer?

Sometimes you have lots of time to consider your alternative courses of action. In other situations, you need to act fast. If prosecutors have accused you of a crime, or law enforcement authorities are questioning you about your involvement in a serious criminal matter, consult a lawyer immediately. Similarly, if you receive a summons and complaint naming you as a defendant in a lawsuit, don’t delay.

Keep in mind that if you’ve been injured in an accident, there are time limits on your right to file a lawsuit. These “statutes of limitation” vary greatly from state to state and depend upon the fact and type of each case. In some instances the law requires a claimant to notify potential defendants about any injury within an extremely short period of time — as little as a few weeks or months.

In certain cases, if you sit on your rights, you could lose them. You might have been angry for years over your neighbor’s fence encroaching on part of your property. But if you wait too long without taking action, the law might give your neighbor the right to leave the fence there permanently.

4) What are you trying to achieve?

This is an easy question to answer. If you find yourself a defendant in a civil suit or charged with a crime. In these cases, your goal is to keep your money out of your adversary’s pocket, or avoid criminal sanctions. In other situations, your objective may be less clear. If you feel your employer unlawfully fired you, you might want to get your job back. If you suffered an injury from a defective product, you might wish to recover money damages. Before you hire a lawyer, think about what you want to achieve.

Many people decide to sue, expecting to win big dollar verdicts. But any lawyer will tell you that in litigation, there are few guarantees. Unlike on television or in the news, multi-million dollar verdicts are the exceptions. Be realistic about your chances of winning and what your case is worth.

If you aren’t sure what your legal rights are, you can use the Union Plus Legal Service free initial consultation of 30 minutes to retain a lawyer to evaluate your situation and advise you on alternative courses of action. This consultation with an attorney could save you a lot of time and money in the long run.

5) What type of lawyer do you need?

Many attorneys specialize in one type of law. Others handle a wide range of matters. You want to hire an attorney with expertise in your type of case or matter. If your company is going belly-up, consult a bankruptcy lawyer. For advice on estate planning, hire an attorney experienced in that field.

Knowing a bit about the law will help you become a smarter legal consumer. From agricultural law to zoning and land use — from family law to taxation and more, the Union Plus Legal Service provides the legal counsel you need.

To find a lawyer in your area, complete the online form at:

www.unionplus.org/legalfind.cfm

Members Only

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

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MORTGAGE & REAL ESTATE
Also open to your children & parents.
Call: 1-800-848-5466

EDUCATION SERVICES
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Education tools and resources.
Call: 1-877-981-1022

PERSONAL LOANS
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LEGAL SERVICE
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Call: 1-800-228-3523

CAR RENTAL DISCOUNTS
Call and give the ID number:
Avis: 1-800-698-5685
Budget: 1-800-455-2848
BCD/V18100

UNION-MADE CHECKS
Call: 1-800-864-6625

FLOWER SERVICE
Call: 1-800-567-7779

NORTH AMERICAN VAN LINES
Call: 1-800-524-5533

Go to our web site for more information:
www.unionplus.org

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

http://www.unionplus.org/boilermaker

http://www.boilermakers.org
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:

**LODGES & NAME**

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Walter B. “Barney” Toner, one of the nation’s first federal labor mediators, died June 18, 2002, of injuries from a car accident. He was 91.

Toner joined Local 104, Seattle, Wash., in 1942. He began his career by loading goods onto ships and working on U.S. 2 through Stevens Pass. He became a labor organizer and then served as local lodge president before joining the Federal Mediation and Conciliation Service in 1953.

During his 27 years as a mediator, Toner helped to resolve labor disputes at the Boeing Co., Weyerhaeuser Co., and numerous other major employers.

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.
Bush can't revive the economy by giving more tax breaks to business

His tax cut and corporate greed weakened the economy and destroyed faith in corporations

NA TWO-WEEK period in July, the U.S. stock market lost $1.41 trillion in value, as stock prices dropped an average of 20 percent. There is no better evidence that the American public has lost faith in corporate America. It's not surprising investors have lost faith in the stock market and in corporations. Over the past nine months, one billion-dollar corporation after another has gone bankrupt after revelations that they have been grossly overstating their financial strength.

What the executives of these companies did is almost too much to believe. They cheated the U.S. government out of tax revenue by banking offshore, faking the price of their stock with accounting tricks, then cashed in their stock options while share prices were way too high, leaving shareholders and employees holding the bag when they bankrupted.

It is difficult for the average person to understand how these things can be legal. They sound an awful lot like communism, every time you turn around.

What these corporate executives have done sounds like an elaborate game of Cops and Monty. Their accounting tricks confuse investors, and by the time anyone figures out it's all a sham, corporate executives have disappeared with the cash and fled to their bankruptcy-protected havens in the Cayman Islands.

Now, while the economy continues to struggle and working people worry they may lose their jobs and pensions at any time, President Bush tells us the way to revive the economy is to give more tax breaks to these white-collar thugs.

No, thank you, Mr. President. That huge tax cut for the rich that you rammed through Congress last year is a big part of the problem.

We don't need more giveaways to corporate cronies. We need the kind of government spending that will create good-paying jobs for American workers. And we need true corporate reform.

Polls show that 82 percent of Americans want Congress and the president to enact "strong laws" to keep corporations from concocting elaborate schemes that allow them to avoid paying any taxes, while they steal workers' retirement funds.

Paul Sarbanes' corporate responsibility bill that Bush reluctantly signed in July is a start toward ending corporate abuse, but it doesn't go nearly far enough. It doesn't touch on the main source of the problem—stock options that allow and encourage corporate executives to artificially inflate the price of stock, then cash out and run off with the money.

And it doesn't recognize the true nature of what these executives have done. President Bush keeps referring to these actions as "corporate irresponsibility." That's sugar-coating it. This is fraud and theft. The corporate executives of Enron, WorldCom, and all those other corporations should be required to pay back their windfall profits from their stock options so that the workers who made them possible will have something to retire on.

The handful of arrests for fraud that have been made are good, but they are merely symbolic. Hundreds of corporate executives are getting away with rank larceny.

And Bush seems content to let them get away with it. In fact, he is going to help them get more. Part of the problem is that Bush and his cronies are too deeply involved in this quasi-criminal behavior to want true corporate reform.

One of Bush's first appointees, Secretary of the Army Thomas White, was vice chairman of Enron Energy Services (EES) from 1998 through May 2001. Under his tenure, EES was a fraud, bleeding money while covering up its losses with accounting tricks. Before White left Enron to join the Bush administration (at the recommendation of Enron CEO Ken Lay), he also played a central role in Enron's efforts to rip off electricity consumers during the California power shortage.

At the very least, Bush should ask White to resign as Secretary of the Army. But that would create a problem for him. If he goes after White, he might have to do something about Vice President Dick Cheney, who was CEO of Halliburton when they engaged in similar accounting tricks. Cheney cashed in stock options for $89 million in 2000—money very clearly made through accounting tricks and behavior that looks a lot like fraud.

And then there's the president himself. In 1989, while he was on the board of Harken Energy Corporation, the company used an accounting trick to make themselves look better off financially than they really were. Then Bush sold 22,000 shares of stock for $880,000, just two months before Harken admitted the truth and the stock price fell from $10 to $1 a share.

Does this sound like insider trading to you? The SEC thought so, and began investigating Bush. But his father was then the president of the United States at the time, so they quietly dropped the investigation. But the investigators took the time to inform Bush's lawyer that their decision "must in no way be construed as indicating that [George W. Bush] has been exonerated."

Bush has claimed he did not personally hide the books and had no idea the company was in financial trouble, but E. Stuart Watson, another Harken executive, told the Dallas Morning News, "You bet we were [informed]."

What President Bush calls "corporate irresponsibility" is really corporate greed and white-collar thuggery.

As members of the audit committee, Bush and Watson were briefed by the company treasurer and the inside and outside auditors.

With this history of corporate "irresponsibility," it's no surprise that they want to sweep the recent bankruptcies and revelations of corporate misconduct under the rug.

Their plan to revive the economy is no surprise, either. Bush invited 201 people to the economic summit—corporate executives, lobbyists for corporations, and Republican leaders, two token workers who had agreed ahead of time to parrot what the Bush administration wanted them to say. The corporate executives, lobbyists for corporations, and Republicans leaders who had agreed ahead of time to parrot what the Bush administration wanted them to say.

Democratic congressional leaders were not included. Labor unions were not included.

Most important, the workers who had been cheated out of their retirement savings by corporate accounting tricks were not included.

And no one was surprised when this "economic summit" concluded that the way to revive the economy is to give more tax breaks to the rich.

For Bush, the economic slowdown is not a problem to be solved. It's just business as usual.