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Charles W. Jones, Editor-in-Chief

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IN THESE PAGES

Letters to Editor2



Training & Education
Intl., Council, and Local programs ..4-5

LEAP Issues6-7

Endorsements8-9

Steward's Sourcebook
A grievance log can help11



Local News
The higher you are, the safer?13

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Navy commissions *USS Shoup*

Local 693 members build destroyer at Northrop Grumman

WITH A SHOUT of "man our ship and bring her to life," a crew of about 383 U.S. Navy personnel yelled "aye, aye, ma'am" while running on board to claim the *USS Shoup*. The ceremony, held June 22, 2002, in Seattle, Wash., officially entered the destroyer into naval service in a tradition that stretches back to the commissioning of the first ship in the Continental Navy.

Getting a ship ready for commissioning is a process that takes about two years. Some sailors were working on board while members of Local 693, Pascagoula, Miss., at Northrop Grumman Ship Systems, were still building the destroyer.

The Arleigh-Burke class guided-missile destroyer is 509.5 feet in length, with a 59-foot beam and displacement of 9,300 tons. Powered by four gas-turbine engines, the ship's speed can exceed 30 knots.

Attending the commissioning were Intl. Reps. Dennis King and Warren



SAILORS MAN THE *USS Shoup*, built by members of Local 693 at Northrop Grumman Ship Systems in Pascagoula, Miss.

Fairley Jr., and District Lodge 57 BM-ES Sam May.

The Pascagoula shipyard opened in 1938, and is Mississippi's largest private employer, with nearly 11,000

employees. The AFL-CIO's Metal Trades Department represents the shipyard's workers, with Local 693 representing the largest unit since 1939. □

District 5 holds first convention

New district will serve members in Arkansas, Louisiana, and Mississippi

A BETTER FUTURE FOR Boilermakers in the southern Mississippi River basin was the goal when elected delegates from five lodges in Arkansas, Louisiana, and Mississippi created the Boilermakers Mississippi River District Number Five on August 15, 2002, in Gulfport, Miss. By combining their efforts and working together, the five construction lodges in the district expect to increase total man-hours, improve organizing and recruitment, and take advantage of the greater efficiency that comes through collective effort.

The five lodges included in the district are Local 37, New Orleans, La.; Local 69, Little Rock, Ark.; Local 79, Lake Charles, La.; Local 110, Hattiesburg, Miss.; and Local 582, Baton Rouge, La.

Work has been erratic throughout this part of the country for many years. In the years when work is scarce, membership declines. When work becomes abundant again, the lodge may have difficulty manning all the jobs, further adding to the downward spiral. The formation of this district is an attempt to stop the downward spiral of jobs and members.

John Simoneaux (Local 582), who was elected district business manager-executive secretary, explained it this way, "We have had a tough 20 years. In the good days, everyone was making money. Now we are suffocating. We have challenges ahead of us. Changes are hard to accept. But we are not back in the 1960s and 1970s. We have to move forward."

Pooling their resources through the district, these lodges will be able to avoid the great fluctuations in available work that force members to boom far



from home and disappoint our employers and their customers. If work is slack at one local, those members will benefit from the abundant work at one of the other locals in the district. Instead of booming halfway across the country, they will be able to earn a living as a

Boilermaker closer to home. And customers can be assured there are enough Boilermakers within the district to man their jobs, regardless of what might be happening in any single local.

Continued on page 3

Nov. 5 is a critical election — vote!

First elections after 9/11 will test U.S. faith in democracy

RIGHT AFTER the attacks of 9/11, the country was swept up in a pro-American patriotic fever. But that patriotism has not brought voters to the polls.

In many states, voter turnout in the primaries has been at record lows.

No doubt, American faith in the democratic process has been tested more in the past two years than at any time in living memory.

The presidential election debacle of 2000 saw Al Gore win the popular vote by more than half a million votes, yet the Supreme Court appointed George W. Bush president. How can democ-

racy work unless the candidate with the most votes wins?

The terrorist attacks of Sept. 11 and subsequent anthrax attacks have frightened and angered Americans. Can we justify personal freedom when it leaves us so vulnerable?

President Bush has done his share to demean democracy. When a military coup removed the democratically elected president of Venezuela, he said nothing. Later, he publicly called for the removal of Yassir Arafat, the Palestinian leader elected by an 80 percent majority of his people. Can we believe in democracy even when it elects people we don't like to office?

Continued on page 8



Letters

Boilermakers Write to the Editor

Sartain is grateful to union

I JUST WANTED to tell you how proud I am to be a boilermaker. I started working with the boilermakers in the mid-1960s. I worked 19 years as a National Transient member. During that time my mother and brother became very sick, and thanks to two wonderful boilermaker representatives, I was able to work near home. They were E. W. Smith of the NTL and Carl Phillips of Local 455.

In 1986, I transferred into Local 108. I worked nine wonderful years out of Local 108 before retiring on disability. Boilermakers are the best people in the whole world. I love you all.

JOHNNIE B. SARTAIN
Morris, Ala.

Be proud of slogan

MR. WEAVER (L-599) expressed some discontent with the slogan, "You don't get what you deserve, you get what you negotiate."

I would give anything to be able to say that in my livelihood. I am an NFO dairy farmer. My husband works as a boilermaker. There is no reason we cannot make a decent living working the farm. If the complacent farmers in this country would negotiate as a whole, we would get what we deserve! Mr. Weaver should be very proud of the company he keeps!

SHELLEY MORNEAU, NTL spouse

EDITOR'S NOTE: NFO stands for National Farmers' Organization. It's the closest thing they have to a union, as it collectively bargains prices of commodities.

What about cement workers?

I AM A RETIRED cement worker out of Local D50 (Catskill, N.Y.). Years ago, the Cement, Lime, and Gypsum Workers Union joined with the Boilermakers Union. Why don't we ever read anything about the cement industry, or about what they are doing, or what is going on in our area? All we ever read about is boilermakers. Don't you care about cement workers?

JOHN R. PETERS
Saugerties, N.Y.

EDITOR'S NOTE: We publish what we get from members, local lodges, and officers and staff. If you want to have a story in *the Reporter*, send us the information.

A lesson on brotherhood

ON AUGUST 18, 2002, I finally learned what the brotherhood of a union is all about.

My husband, 18-month-old daughter, and I were driving to our home in the Boston area after visiting my parents in Muskegon, Mich. We left early in the morning and stopped for gas at 9:30 a.m. in Port Huron.

As we pulled off the exit, our brakes started to grind. Since it was Sunday morning, there were no gas stations open with mechanics working. We found a Sears, but they did not work on brakes on Sundays.

I called my dad, Dwight (Toby) Tobason, a member of Local 169. He called Local 169 President Tony Jacobs, who in turn gave him the names of a couple of boilermakers who lived in the area.

My dad called Dennis Bishop, an apprentice whom he never had met.

Dennis told my dad that he would take care of us. We ended up following his wife, Kelly, to their home where Dennis spent his Sunday afternoon fixing our car (with a smile on his face).

Dennis did not have to do this, but because he was a fellow boilermaker from Local 169, he did. Kelly was kind enough to give us anything we needed, including a place for my daughter to play. I don't know what we would have done if Dennis had not been so willing to help us. It really proved what my dad has always told me about the union and the brotherhood within.

Thank you Dennis and Kelly for all of your help; it was appreciated so much.

HEATHER (TOBIASON), TONY, AND
MCKENNA ROSS

Why do we have to be at the mercy of the SSA?

I AM A 22-YEAR Boilermaker veteran. I have been having lower back problems for over 15 years. In Oct. 2001, I hurt myself again. I couldn't walk. They discovered four more herniated discs (outside), along with Scoliosis, Spondylolisthesis (one vertebrae), and arthritis in my back and hips. Now I'm sitting here waiting for a decision from Social Security before I can get my Boilermakers pension. Why do WE have to be at the mercy of the Social Security office?

WILLIAM R. KRAUSE, L-13
Auburn, Pa.

EDITOR'S NOTE: If the Boilermakers-Blacksmiths pension office conducted their own disability evaluations, the added expense would reduce benefits to all pensioners. So they accept the Social Security office's determination.

Alabama Boilermakers are proud to be union

SOME BOILERMAKER MEMBERS in Alabama took offense at signs displayed by Local D208 (Martinsburg, W.Va.) during their picket. They read, "Scabs are bred in Alabama." The signs referred to nonunion workers Capitol Cement had imported from Alabama to bust the local. Alabama's Boilermaker members want everyone to know that plenty of **Alabamians are proud to be union!**

Got something to say?

WE WELCOME LETTERS on topics of interest to our members and their families. Keep it short and sweet. Avoid profanity and personal attacks.



SEND A LETTER TO THE EDITOR:

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Good Job!

Letters of Praise from Owners & Employers



Holding a \$5,000 check for Local 146 apprentice awards, are, l. to r., Dale Green of Edmonton Exchanger, Keith Doitson of Shell Caroline, L-146 ABM Cory Channon, L-146 BM-ST Dean Milton, Lloyd Skaliccky and Don Lenny of Edmonton Exchanger, and Roger Stillwel of Shell Caroline.

Shell Caroline donates \$5,000 to L-146 apprentice program

ONCE IN AWHILE a contractor will write a letter of thanks to a local lodge for their help during a shut-down. On occasion, they write a glowing report that gets sent to *the Reporter* for this kudos column. But Shell Caroline, Shell Canada Ltd.'s central Alberta operations, took their thank you to a whole different level when they donated \$5,000 to Local Lodge 146, Edmonton, Alberta, for their apprenticeship awards.

According to Shell representatives, it is just their way of saying thank you to all the members for their outstanding performance at a recent shutdown.

No union was more important than the Boilermakers

I AM WRITING to express my appreciation for the extraordinary role played by members of Local 5 (New York, N.Y.) of the International Brotherhood of Boilermakers, and Jerry Connolly, Local 5's business manager, in the successful completion of the New York Power Authority's *PowerNow!* Project in New York City and on Long Island.

This project entailed the installation, in a period of several months, of 11 clean gas turbine generators that have supplied a total of about 450 megawatts of urgently needed additional generating capacity. The gas turbines have been essential in keeping the lights on in the city and on Long Island, both this summer and last, and have also provided significant economic and environmental benefits at other times of the year.

The summer 2001 deadline for completion of the new generators, a deadline viewed by many as unrealistic, could not have been met without the superb efforts of the members of 14 labor unions. And no union was more important or committed to the project than the Boilermakers.

I also want to cite the singular contributions of Jerry Connolly, not only in providing outstanding leadership to Local 5 during the installation of the generators, but also in effectively making the public case for construction of these units and other, larger power plants in New York state. In legislative hearings, public meetings, and other settings, Mr. Connolly has consistently set out the need to build clean, new plants to meet future electricity requirements.

Thirteen months ago, Mr. Connolly presented to me the American flag that had flown over the construction site for the first two of the gas-turbine generators to begin operation. That remains one of my most memorable moments at the Power Authority. The flag will be prominently displayed in our headquarter's office, along with a plaque, as a constant reminder of what we accomplished together.

Now the Power Authority is preparing to build a 500-megawatt natural-gas-fueled plant in the Borough of Queens in New York City. This combined-cycle facility will be one of the cleanest and most efficient power plants in the city's history. As with the gas turbines, we look forward to working closely on this project with Mr. Connolly and his Local 5 members. We know that they will again do the Boilermakers proud.

EUGENE W. ZELTMANN, pres. & CEO
New York Power Authority

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A prize-winning newspaper

L-483 members win back-pay at Joy Mining

ALJ rules company should have rehired workers even though it had moved work

LOCAL 483 MEMBERS won a major victory in their dispute with Joy Technologies, Inc., when Administrative Law Judge (ALJ) David L. Evans ruled that the company owes 160 Boilermakers an estimated \$4 million in back-pay because they illegally refused to reinstate employees participating in an unfair labor practice (ULP) strike after the employees made an unconditional offer to return to work.

This decision is noteworthy because the ALJ held that the company must reinstate the workers, even though they had already moved the work to other facilities. When workers engage in a ULP strike, the company must reinstate them as soon as they make an unconditional offer to return. Joy Technologies had argued that they had already moved the work to other plants, so they would reinstate the strikers as new work came in.

But ALJ Evans held that the company should assume the risk for moving the work out of the plant and that strikers "who were the victims of [Joy's] unfair labor practices should not be required to suffer" because they engaged in protected action against the company. In his ruling, Evans said that the company had "created its own dilemma" and that employees at their other locations where the work was sent "are properly viewed as replacements."

During a ULP strike, companies may use temporary replacements, but must

reinstate strikers when they unconditionally offer to return, even if that means firing the replacements.

According to Boilermakers Intl. Rep. Jim Pressley, the company had developed their negotiating strategy several months prior to the expiration of the agreement. He said, "Their strike contingency plan could have been devastating. However, this ALJ's decision will give companies reason to pause before attempting to carry out such strategies and will strengthen and encourage union solidarity efforts."

Ruling lifts members' morale

LOCAL 483 PRESIDENT Bill Staggs said, "This ruling gave our members a big lift that we needed to continue negotiating with this company. I want to thank Intl. Pres. Charles W. Jones for supporting our efforts and give a special thanks to Intl. Rep. Jim Pressley and (Blake & Uhlig attorney) Mike Manley for their help. We couldn't have done it without them."

IR Pressley also credited the team effort, saying, "This victory had all the ingredients required to make the Boilermaker Solidarity strategy successful: The commitment and support of Intl. Pres. Jones and IVP Larry McManamon; training and input from Dir. of Collective Bargaining Services Len Beauchamp; Mike Manley's legal guidance; the leadership of the Lodge 483 officers and negotiating committee; and the most crucial element, the patience and discipline of the members of Lodge 483."

The National Labor Relations Board was represented by Christal Key.

Joy Technologies manufactures deep mining equipment, machines that bore into coal seams or slice coal from the wall of a seam. Local 483 members at the company's Mount Vernon plant repair these machines, which can weigh up to 100 tons and cost millions of dollars.

The Mount Vernon facility includes Joy's "Brake and Clutch Center of Excellence," where brakes and clutches for these machines are repaired. Repair work is a big part of Joy's business. Because repairs must be made quickly to get the equipment back on the job, Joy's employees often work overtime. However, the contract has always stipulated that overtime is voluntary.

On March 17, 2001, the most recent contract expired with the company and the union still unable to agree on new terms. Local 483 members continued to work, but refused offers of overtime.

On August 2, 2001, the company established a mandatory overtime policy without negotiating with the union. Workers who refused overtime were subject to discipline. On August 8, the Boilermakers started a ULP strike to protest the company's illegal action.

On August 16, the company threatened workers with permanent transfer of the clutch and brake work to another facility — a second ULP — and did, in fact, begin moving work to other plants. When the workers made an unconditional offer to return to work on Sept. 10, the company committed a third labor law violation by refusing to reinstate striking workers.

Joy used the excuse that they had already shipped the work to other plants. Evidence showed that in many cases the work had not yet been started on equipment shipped to other plants.

The Boilermakers union filed charges with the National Labor Relations Board on all three ULPs. On July 12, 2002, ALJ Evans ruled for the Boilermakers on all charges, ordering the company to rescind the mandatory overtime policy, reinstate all of the employees who had offered to return to work, and to "make the unit employees whole" for any wages they lost because of the company's illegal action.

Joy Technologies is appealing the ALJ's decision.

The Boilermakers union has represented employees of Joy Technologies workers at their Mount Vernon, Ill., facility since 1978. □

Bush okays importing electricity from Mexico

Mexicali Plant will sell electricity to California

IN THE 1980s, President Reagan established the *maquiladora* system that allowed Mexican factories near the U.S. border to sell their products in the U.S. without paying tariffs. Since then, hundreds of U.S. factories have shut down and moved to Mexico, putting millions of Americans out of work.

Now President Bush has issued special permits for "energy *maquiladoras*" in Mexico — power plants built in Mexico for the specific purpose of selling electricity to the United States.

The first one is being built by InterGen in Mexicali, Mexico, four miles from the U.S. border. It will use natural gas from Texas and will sell electricity to California.

This plant is "what free trade is all about," an InterGen spokesperson told the *New York Times*.

But environmentalists and labor unions in Mexico and the U.S. have a different name for it.

U.S. Representative Bob Filner (D-Calif., 50th) calls it "environmental imperialism." He explained that "the Border Patrol has not yet figured out how to stop air pollution."

Although it is within walking distance of the U.S. border, the InterGen plant is being built under Mexico's lax environmental laws. It will pollute the air in California's Imperial Valley, but citizens of Imperial Valley have no voice in how the plant is constructed, and they will be unable to collect any damages for the pollution.

Steve Birdsall, director of the Imperial County Air Pollution Control District, estimates the InterGen plant will send more than 3,800 tons of pollutants a year into the air. He criticized InterGen for ignoring California standards.

"They are the epitome of corporate arrogance," he said.

The Bush administration has been criticized for developing their energy policy in secret, but that hasn't stopped them from cutting back-room deals.

The only people Bush's Energy Department consulted about the proposed Mexicali power plants were the corporations who will make millions at the expense of American workers and the environment.

U.S. workers lose two ways

BUILDING POWER plants in Mexico that export their power to the U.S. is a double whammy for U.S. workers and taxpayers, according to Boilermakers Legislative Director Ande Abbott.

"These plants export jobs and import pollution," he said. "Not only do we lose the construction and maintenance jobs, but we lose control of the power supply for one million homes in California. They can shut down or raise prices at will. Nothing they do will be subject to U.S. laws."

Because Mexico has no right-to-know laws, the power plants were under construction before anyone had an opportunity to review the plans. Even if they had known about them, there would have been no legal or political mechanism to stop the plants.

InterGen concedes that their Mexicali plant does not meet California's pollution standards and would not be licensed on this side of the border, even though more than half of its power will go to California.

A second Mexicali plant, being built by Sempra, will emit one-tenth as much pollution, largely because it is being built to meet California's emission standards. Though cleaner than InterGen's plant, the Sempra plant will also pollute the Imperial Valley. And because they built it in Mexico, the company will not have to pay California to offset the pollution it creates.

All 600 megawatts of the Sempra plant's electricity will be sold to California. Combined, the two plants will generate enough electricity for more than one million California homes.

Ernesto Martens, Mexico's energy secretary, says these plants will be the first of many built in Mexico specifically to provide power to the U.S. □

District 5 convention



Mississippi River District Lodge officers include, l. to r., BM-ES John Simoneaux, Pres. James Anderson, Vice Pres. Tommy Hebert, Trustee Mark Stracener, Rec. Sec. & Trustee David Simmons, and Trustee Bill Cason.

Continued from page 1

International Vice President for the Southeast Newton B. Jones said that by uniting as a district, these locals will become stronger individually. They will not lose their local identity, but will become part of a stronger whole. "Each of your locals is a tight-knit group," he told the delegates. "What the district builds for us is an even tighter knitting, so we will be able to respond to the market and get back some of the work we've lost."

In addition to John Simoneaux, the convention elected the following district officers: James Anderson (Local 582), president; Tommy Hebert (Local 37), vice president; and Mark Stracener (Local 79), Bill Cason (Local 69), and David Simmons (Local 110), trustees. After the officers were installed, the trustees met and chose David Simmons as recording secretary.

Delegates from these five lodges met in Gulfport to do committee work, Aug. 12-14, 2002. These committees set the stage for the convention, making many important and difficult decisions



John Simoneaux (Local 582, Baton Rouge, La.) was elected district business manager/executive secretary.

regarding the bylaws and referral rules for the new district. They worked hard to find language for the bylaws and referral rules that all the delegates could live with.

Local 26 Bus. Mgr. Douglas (Bubba) Robbins and Local 74 Bus. Mgr. Ron Keck attended the convention as observers. They were picking up pointers for when they help lodges in their areas form districts in the near future. □

Local leaders attend School for Workers

45th annual summer training institutes draw 67 local lodge leaders

ENROLLMENT IN THE International's annual summer training institutes nearly doubled in 2002, despite the fact that the Construction Institute was not part of the program this year.

In 2001, class enrollment may have been low because the International held its 30th Consolidated Convention that summer. But the increase in 2002 is most likely a result of local lodge elections, which were held this year and every three years.

Sixty-seven local lodge leaders attended the International's 45th annual summer training institutes, compared to 35 attendees in 2001. Held at the University of Wisconsin School for Workers in Madison, Wis., these classes provide a wealth of important knowledge and skills to help local lodge officers and stewards serve their members.

Thirty-eight members participated in the Basic Institute, July 14-19; 29 members attended the Advanced Institute, July 21-26. The Construction Institute was not held at the School for Workers this year. Instead, 17 new construction lodge business managers were invited to attend a week-long educational program designed specifically for the construction lodge leader in Kansas City, July 29-August 2 (see July-Aug issue).

Each year, Basic Institute classes offer a weeklong course of study on the principles of collective bargaining, contract administration and grievance handling, labor history, occupational safety and health, communications, public relations, and political action.

The Advanced Institute, for those individuals who have previously attended a Basic Institute, covers arbitration preparation and presentation, topics in collective bargaining, labor law, and political action.

Instructors include professors from the School for Workers, International Brotherhood staff members, and representatives from the national funds office. Classes are held at the Friedrich Center on the shore of Lake Mendota at the University of Wisconsin. Attendees listen to lectures, view training films, participate in class discussions, and role-play various parts of the grievance and arbitration procedures.

Members attending the Basic Institute, July 14-19, included Intl. Rep. Anthony W. Palmisano; William F. Finnegan Jr. of Local 5, New York, N.Y.; James W. Banford Jr. of Local 13, Philadelphia, Pa.; Donald E. Thurmond of Local 27, St. Louis, Mo.

Wilbur F. Brown Jr. and Joseph D. Howell of Local 45, Richmond, Va.; Gerald Bullock of Local 85, Toledo, Ohio; David Lanciano and Ronald D. Weaver of Local 88, Essington, Pa.; Bob Henson and Mikell W. Robinson of Local 108, Birmingham, Ala.

Daniel Longoria and Larry Seger Jr. of Local 374, Hammond, Ind.; Terese Broeckert, Carol Dallman, Greg Larson, and Craig Sprang of Local 443, Manitowoc, Wis.; James Hebblethwaite, Tommie B. Murray, and Steven R. Price of Local 482, Wood River, Ill.; Terry A. Kickbusch and Gary L. Veeder of Local 487, Kewaunee, Wis.

Newton High and Jim McClain of Local 650, Lake City, Minn.; James P. Culbertson of Local 656, Chattanooga, Tenn.; Chris Howarth and Kenneth D. Rich of Local 802, Chester, Pa.

Dave Adamson, Jerry L. Dobbins, and Robert Joseph Jr. of Local 900, Barberton, Ohio; Lonnie R. Farnsworth and Terry M. Krafft of Local 1012, Cumberland, Md.

Ken Carver and Dave Gill of Local D209, Speed, Ind.; Shawn R. Putman and Bruce L. Wood of Local D480, Charlevoix, Mich.; and Joyce Allgeyer and Joyce Winter of Local S699, Menominee, Mich.



School for Workers — Basic Class



School for Workers — Advanced Class

Those attending the Advanced Institute, July 21-26, included Michael J. Fogarty, John Johnndrow, and Kevin Sharland of Lodge 29, Boston, Mass.; Jim Calouette, Michael Card, D. Frank Golden, James Kaffenberger, and Richard N. St. John of Lodge 169, Detroit, Mich.; Marlin McCurdy of Lodge 242, Spokane, Wash.; Barry Bergian, Brian Brooks, Dave Smith, and Tom Stevens of Lodge 357, Peru, Ind.; Earlene Meneskie of Lodge 374, Hammond, Ind.; Marchall C. Stork of Lodge 693, Pascagoula, Miss.

Richard Gienesse, Steve Gromala, Richard Kanitz, Louis Neilio, and Mike Tanguay of Lodge 696, Marinette, Wis.; Andre deLaGrange, Billy A. Leavell, and James F. Rose of Lodge 900, Barberton, Ohio; Ken Carver and Dave Gill of Lodge D209, Speed, Ind.; and Dave Borths, Carl Johnson, and Joyce Winter of Lodge S699, Menominee, Mich.

For more information on training programs sponsored by the International, contact the Research and Collective Bargaining Services department at International headquarters. □

L-40 completes 17th year of training

National program shares history with that of Kentucky Local Lodge 40

FOR 17 YEARS, Local 40, Elizabethtown, Ky., has offered classroom training for its apprentices and journeymen. And in December 2002, their new classroom building and the expansion of their welding shop will be complete.

The history of Local 40's educational program crisscrosses with that of the Boilermakers National Apprenticeship Program (BNAP), as two of its national coordinators are former business managers of Local 40 — Dan Everett and Pat Smith.

Local 40 started its training program while Everett was in office in 1985. They based it on an apprentice and journeyman upgrade training program created by Resource Systems International and later purchased by the International.

The Bureau of Apprenticeship and Training approved the 576 hours of curriculum, which is divided into 297 classroom hours (52 percent) and 279 hours of hands-on training (48 percent). Local 40's program closely follows that of the national training center's, and includes 120 classes covering 19 different subjects.

Today, Asst. Bus. Mgr. Joe Medley coordinates Local 40's program. Local 40 instructors Terry Barnes, Jeff Everly, Rick Hope, Billy Koums, and Dwain Smith teach the classes. Barnes and



ABOVE: Todd Miller and Josh Harris, third-year apprentices, perform MIG welding at Local 40's training facility.

ABOVE RIGHT: Local 40 apprentices will spend 297 hours in the classroom and 279 hours on hands-on training before they can become journeymen.

Smith have been with the program since it was created in 1985. Graduate apprentices of Local 40 have won the national apprentice award once, and the Southeast Area Joint Apprenticeship Committee's Paul D. Wedge Award seven times. □



Local 69 apprentices complete second year

Members continue to excel in classroom, hands-on training

TWENTY-ONE APPRENTICES of Local Lodge 69, Little Rock, Ark., finished their second year of classroom and hands-on training, scoring a class average of 91.4 percent.

Local 69 BM-ST Don Jones credits the Southeastern Area Joint Apprenticeship Committee (SAJAC) and SAJAC instructor Mike McClusky for the apprentices' high grade-point average by providing the class with the necessary materials and instruction.

He also credits four Local 69 members for the apprentices' success in the hands-on training. Following the classroom session, Local 69 members Mark Tucker, Bill Cason, Frank Brown, and Don Mock conducted a 50-hour weld class.

"These members took time out of their busy schedules to provide the apprentices the necessary skills to learn or improve their weld procedures," said Jones. "Proof of this was shown at the Common Arc testing held two weeks later. Out of 19 second-year apprentices who participated, 12 passed the Common Arc testing. This is a 72 percent pass rate for second-year Local 69 apprentices." □

Industrial councils sponsor training



RESEARCH DIRECTOR LEN Beauchamp conducts a class on duties of a local lodge president for members of the Great Lakes Area Industrial Council #1.

ONE GREAT ADVANTAGE for local lodges who unite to form industrial councils is the increased opportunity for training of local lodge leadership.

Lodges in the Great Lakes Area Industrial Council #1 and Pennsylvania Keystone Industrial Council recently availed themselves of this advantage.

Great Lakes Area Industrial Council #1 holds program for local lodge officers

FOLLOWING THE 2002 elections of local lodge officers, the Great Lakes Area Industrial Council #1 (GLAIC#1) held a one-day local lodge leadership seminar for the presidents and secretary-treasurers of its affiliated lodges.

Len Beauchamp, director of the Research and Collective Bargaining Services department, conducted the

July 29 session, assisted by Intl. Rep. Howard Cole. Two Department of Labor representatives led a session on duties of a secretary-treasurer.

GLAIC#1 affiliated lodges include Locals M6, M10, D12, M24, M45, D81, M94, M114, 158, 357, 524, 1162, 1234, 1239, 1240, 1247, 1255, 1509, 1600, 1652, and 1703.

Pennsylvania Keystone Council holds seminar on duties of secretary-treasurer

ON AUGUST 2, 2002, representatives from ten lodges met at Local 154, Pittsburgh, Pa., to attend a workshop on the duties of a local lodge secretary-treasurer.

Conducted by Internal Auditor Bryan King, the workshop covered retention of records, membership



OFFICERS OF TEN local lodges attend a workshop on the duties of a secretary-treasurer, August 2, 2002, in Pittsburgh, Pa.

reports, a local lodge bookkeeping system, quarterly audits, and government reporting forms.

Sponsored by the Pennsylvania Keystone Industrial Council, the workshop was attended by representatives of the following affiliated lodges, as well as

Local D533, Hagerstown, Md.; Local 151, Erie; Local D173, Wampun; Local 295, York; Locals 397 and 398, East Stroudsburg; Local 648, Fullerton; Local 802, Chester; Local 906, Donora; and Local 2000, Chester. □

Local 237 members learn orbital welding



LOCAL 237 MEMBERS learn how to use a "D-Head" during a class on orbital welding.

Members learn how to use specialty equipment

IT TAKES NUMEROUS hours of welding training to become proficient in adjusting programs, perimeters, and making the necessary corrections needed when fit-up and tolerances vary. That's why members of Local 237, in Hartford, Conn., are taking a class on orbital welding.

"Our goal is to provide fully-trained

and experienced welders to those contractors that use this type of specialty equipment," said Local 237 BM-ST Anthony DeFrancesco Jr.

Thanks to the Northeast Area Apprenticeship Program, which provided the equipment, Local 237 is able to offer these classes to both apprentices and journeymen.

Training includes learning the correct use of a "D-Head," a weld head that is powered by a Magnatechs, Pipemaster Model 510 power supply. □

Construction Division discusses jurisdiction

Workshop addresses national & local issues, and disability insurance

REPRESENTATIVES FROM 67 Construction Division lodges met in Durango, Colo., for a jurisdictional workshop, August 20-23, 2002.

Intl. Pres. Charles W. Jones opened the four-day meeting reminding the delegates that "this workshop is a direct result of 1996 convention action that calls for educational programs for construction lodge representatives."

He discussed problems he foresees with a national Building Trades agreement, which he has refused to sign. "Dale (Construction Division Director Dale Branscum) and I met in Washington, D.C., to point out how this agreement could be used by one craft to raid another craft. And now six or seven other crafts are supporting the Boilermakers' position, something that doesn't happen too often," said Jones.

Branscum then provided an update on jurisdictional issues with the Iron Workers and Pipefitters unions. He also outlined beneficial changes that could come if the Building Trades Dept. accepts agreement changes supported by the Boilermakers.



Construction Division Dir. Dale Branscum leads a discussion on craft jurisdiction.

Mike DiCicco, Branscum's assistant, discussed changes to the National Construction Agreement.

Representatives of Local 146, Edmonton, Alberta, Canada, talked about jurisdiction strategies they used to secure assignments on a supercritical boiler job.

Bill Loweth, of Employee Benefit Systems, Inc., reviewed a proposed new Sick and Accident Non-Occupational Disability Program that has been designed specifically for the construction Boilermaker. □



L TO R, LOCAL 146 BM-ST Dean Milton, ABM Cory Channon, AIP Dwight Harris, and IR John Rowe discuss the Genesee Phase 3 mark up for a super critical Benson boiler.

Local 108 conducts training in new center

First-year apprentices excel in classroom

TWENTY-EIGHT apprentices of Local Lodge 108, Birmingham, Ala., began their first year of training at Local 108's new facility, scoring a class average that impressed both their instructors and Local 108 BM-ST John Helvin.

"The apprentices were eager to learn and receptive to all the information we provided. It clearly showed that the instructors and students were doing their part when the grades were tallied for a class average of 94.3 percent," said Helvin. "We are awfully proud of our apprentices and the fine job that all the instructors did."

Mike McClusky, an instructor from the Southeast Area Joint Apprenticeship Program, joined Local 108 instructors Roger Brasher and Carl McCloud

Jr. in conducting the class, June 3-12, 2002. Brasher and McCloud completed their apprenticeship instructor course at the International's national training center in September 2001.

The first-year classroom curriculum includes first aid and CPR training, safety orientation, mathematics, wire ropes, blueprint reading, rigging and rigging safety, weld theory, mechanical drawing, boiler steam circulation, and drug awareness.

The apprentices will soon begin the next phase of their training — 50 hours of hands-on welding, oxyfuel burning, tube preparation, and fitting. They will be the first class to utilize Local 108's new training facility, which features nine welding booths and all the state-of-the-art equipment these new members will need to learn to become field construction boilermakers. □

Send corporate coddlers a pink slip

Candidates who ignore family needs and give in to corporate greed should be sent packing

IN THE PAST TWO years, Congress has not been kind to working families. Just take a look at a few of the many ways this Congress has tried to help corporations at the expense of workers:

- **Elimination of the alternative minimum tax for corporations**, resulting in huge tax breaks for corporations that successfully use accounting tricks to avoid paying taxes. For example, this bill gave Enron a \$250 million tax rebate, only months after the company had manipulated their employees' 401(k) accounts so executives could sell their stock holdings before the stock price fell, but workers had to wait until the stock was nearly worthless, losing their retirement savings.
- **Fast-track trade authority** that will help President Bush expand NAFTA

into the rest of South America. NAFTA has resulted in the loss of millions of good-paying manufacturing jobs in the U.S. Now Bush wants to expand it throughout the rest of the hemisphere, and our pro-business Congress has given him the tools he needs.

- **A sham prescription drug benefit for Medicare** that provides subsidies for pharmaceutical companies, but no guaranteed drug benefits for seniors. (For details, see the story on page 7.)
- **A so-called "pension reform" bill** that would cut even more workers out of company retirement plans and make it legal for mutual funds, banks, and insurance companies to give advice on their own products to workers whose 401(k) accounts they manage. Passed by the House in response to Enron's 401(k)

money-grab, it would actually make such abuses easier. The Senate has not yet acted on this bill.

- **A Homeland Security Department bill that deprives workers** of union and civil service protections. Passed by the Republican-controlled House of Representatives, this bill has stalled in the Senate because Senate Democrats want to put in language that would protect workers' rights. The House-passed version would make it illegal for Homeland Security Department personnel to belong to a union.

They use our fear of terrorism to destroy workers' rights

IN THE DEBATE over the Homeland Security Department authorization, Republicans (especially President Bush) have repeatedly played on the public's fear of terrorism to justify their anti-worker agenda. Bush has even accused Senate Democrats who want to protect workers of being un-American and has threatened to veto the bill if it gives workers in the new department the basic worker rights that all other federal government employees enjoy.

Bush's proposed Department of Homeland Security does not create new agencies. It merely merges parts of several existing government departments and agencies into one massive department. About 50,000 of the work-

ers in those offices are currently union members, while the other 120,000 are protected by civil service laws. Bush claims he needs to bust those unions and take away the workers' civil service protections in order to use the department effectively.

But union membership didn't keep firefighters, police, and rescue personnel from rushing into the World Trade Center to try to rescue people. And no one in Congress has even attempted to describe a scenario in which union membership or civil service status would hinder the department's operations. Currently, federal employees are allowed to join unions and bargain collectively with the government, but they cannot strike.

Collective bargaining rights are a part of national security

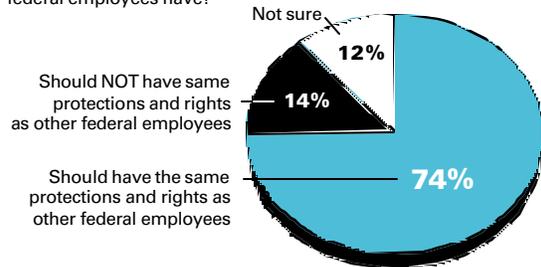
AS THE ELECTION approaches, the national debate has turned toward invading Iraq. All Americans oppose terrorism and want our country to be protected from invasion.

But national security is more than protection from invasion by a foreign nation. Security also means having a good-paying job, access to medical care, and a pension we can count on.

Support candidates who care about workers — not ones who coddle corporations at workers' expense. □

Public supports union rights for Homeland Security employees

Should employees of the Department of Homeland Security have the same job protections and rights to union representation that other federal employees have?



From a national survey conducted by Peter D. Hart Research Associates, August 10-13, 2002

Why our union endorses so many Democrats

THE BOILERMAKERS UNION is nonpartisan, yet most of the candidates we have endorsed (see pages 8-9 of this newspaper) in the coming election belong to the Democratic Party. How can that be?

The answer is really very simple: Our endorsements are based on each candidate's record. We endorse candidates who have helped us in the past. Candidates who have consistently voted against the Boilermaker agenda will not get our endorsement. As other people in the labor movement have said, we do not have any permanent friends. We only have permanent interests.

The Republican Party supports a pro-business agenda. They introduce and support legislation that helps corporations and the owning class at the expense of working families.

For example, the tax bill passed in March that gave Enron a \$250 million tax rebate was a Republican bill. It was written by President Bush, supported by congressional Republicans, and passed by Republicans.

Every single Republican in the House of Representatives voted to give Enron that tax break (along with other large corporations). Only ten Democrats supported the bill.

Republican Party leaders put a great deal of pressure on party members to support President Bush's anti-union agenda. Those few Republicans in Congress who help unions must oppose their own party leadership.

When they do, party leaders can withhold campaign donations and committee assignments.

So it shouldn't be surprising that Democrats usually have better voting records on our issues than Republicans. And that's why we endorse far more Democrats than Republicans for federal office.



L-28, John Devlin are winning combination

Elected to township council, Devlin develops relationship with governor

WHEN UNION MEMBERS unite behind a candidate, they can break down barriers. Local 28 member John Devlin learned that firsthand.

In 1997, Local 28 Bus. Mgr. Ray Devaney (since retired), Newark, N.J., appointed Devlin legislative director of the local's LEAP committee. In no time, Devlin was deeply involved in Jim McGreevey's campaign for governor. He learned a lot by working on the campaign and got to know many of the politically-active union members throughout the state.

Although McGreevey lost that election, he was impressed by Devlin's work, and he encouraged the Boilermaker to run for local office. In 1999, Devlin did just that, making a bid to become a committeeman for the Wall Township. Devlin had his work cut out for him. Wall Township is a Republican stronghold.

But he also had the support of his local union and the New Jersey AFL-CIO, which has developed a successful program for helping union members get elected to public office. They put him through a school for candidates at Rutgers University, where he learned tricks of the trade from some of the best practitioners. For example, his public speaking teacher had been Bill Bradley's speech coach during his bid for the presidency.

Devlin lost that election by only 114 votes in a township of about 27,000. There was little doubt he'd try again, especially with more encouragement from Jim McGreevey.

In 2001, Devlin built a team of 60 volunteers, mainly members of Local 28 and members of the 800 union families



L to r, Kara and John Devlin meet with Dina McGreevey and Gov. James McGreevey.

in the township. Their Get-Out-the-Vote campaign brought more voters to the polls than ever before in the history of Wall Township. This time, Devlin won by a wide margin.

So did Jim McGreevey, and he quickly earned a reputation as a pro-union governor. His first act was an executive order supporting project labor agreements.

Devlin credits the support of his local lodge and the New Jersey AFL-CIO for his victory. "They had vanloads of guys going from door to door campaigning for me," he said. "And I got financial help from unions all over the state, from all the trades."

Some of them want Devlin to run for higher office. Local 28 Bus. Mgr. Ray Cushing, who has supported and encouraged him from the beginning, is among them.

But for now Devlin is just working to get re-elected in 2003. "It's a lot of work," he said. "Your family has to sacrifice. I can't work any overtime."

But he can't ignore the exposure he's getting. McGreevey still comes to his fundraisers, and he's worked with Senators Torricelli and Corzine on environmental issues.

"People like to be associated with a winning team," he said. □

House Medicare drug bill is no cure

SENIOR CITIZENS hoping for a solution to the problem of high prescription drug costs lost a key battle this summer. The prescription drug bill for seniors passed by the House in July offers little and guarantees nothing.

Meanwhile, drug firms and HMOs scored two big wins.

First, House Republicans were able to keep a Democrat-backed Medicare prescription drug bill from coming to the floor for a vote. That bill, supported by senior citizen groups, consumer organizations, and labor unions, would have provided prescription-drug benefits for seniors directly through the Medicare program.

Then, under the guise of offering prescription drug coverage to seniors, those same House Republicans managed to pass a bill written by the HMO and pharmaceutical industries.

House leaders and the Bush White House immediately began crowing that they had created a prescription drug program for Medicare. Experts, however, say the bill is a sham that will do very little for most retirees.

No guaranteed benefits, just subsidies for insurance companies

ALLIANCE FOR RETIRED Americans President George Kourpias calls it "a hoax and a fraud—a total sellout to the insurance and pharmaceutical industries." The nonprofit health care consumer group Families USA points out that the bill "deliberately bypasses the Medicare program."

Instead of offering a guaranteed Medicare benefit, the Republican bill merely provides subsidies to insurance companies and HMOs that sell prescription drug policies to seniors. The bill has very few rules for companies

that participate. They are free to change benefits without notice, jack up premiums once customers have signed up, and even exit the marketplace the way many Medicare HMOs have done in the past few years.

Who will offer these policies?

THE BILL OFFERS no guarantees that anyone will even sell these policies. The drug industry group, Health Insurance Association of America, is on record saying policies based on the Republican plan are not viable because only people with high prescription medication costs will buy them, making the premiums prohibitively expensive.

The plan sets target benefits, but does not require private insurers and HMOs to meet those targets.

Even if private insurers and HMOs follow the Republican plan's benefit levels, seniors will pay far more for prescription drugs than they would under the plan proposed by House Democrats. Families USA points out that the Republican plan requires seniors to pay the majority of their drug costs.

The Republican bill costs seniors a \$396 annual premium, plus a \$250 deductible. After that, seniors pay 20 percent of the first \$1,000 of drug costs, then 50 percent of the costs between \$1,000 and \$2,000, and 100 percent of drug costs between \$2,000 and \$4,900.

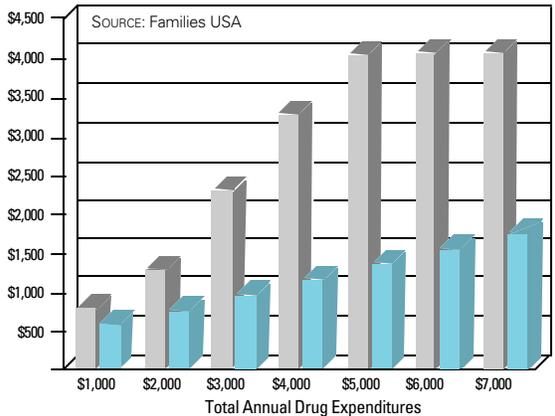
A retiree whose total drug costs are \$3,000 would pay \$2,296 under the Republican plan, if he could find someone to sell him a policy. Instead of paying \$250 a month, he'd be paying about \$192—a savings of less than \$60, or about \$2 a day.

Campaigning for office, politicians have been saying that retirees on fixed incomes should not have to choose

How Much Seniors Pay Out of Pocket Under Democratic & Republican Plans

Legend: Republican Plan (Grey), Democratic Plan (Blue)

Note: The Republican plan would be run by HMOs and insurers, not Medicare, so actual costs may run higher and/or benefits may not be available.



Above costs include annual premiums (\$396 for Republican plan, \$300 for Democratic).

between food and their prescription medication. They are right. But you can't buy much food for \$2 a day.

The Democrat plan carries a \$25 a month premium and a \$100 deductible. Seniors then pay 20 percent of prescription drug costs up to \$2,000. And that's all they pay.

A retiree whose total drug costs are \$3,000 would pay only \$980 under the Democrat plan, a savings of \$162 a month. The Democrat plan is also a guaranteed feature of Medicare, not a privately issued insurance policy that is subsidized by the government.

During this fall's campaigns you can expect many House Republican candi-

dates to brag that they passed a bill providing a prescription drug benefit for Medicare recipients. Don't let them get away with this half-truth. The bill they passed does not provide a guaranteed drug benefit for retirees on Medicare.

Even if you are lucky enough to be able to buy a subsidized insurance policy under this program, your drug costs will probably not go down very much. America's retirees deserve to be able to buy the medicine that keeps them alive.

We must demand that Congress pass a guaranteed prescription drug benefit for seniors on Medicare that makes a significant dent in the high cost of prescription drugs. □

SIGNIFICANT NUMBERS

Employment

- 5.7% — U.S. unemployment rate in July 2002
- 1,800,000 — U.S. workers laid off in mass layoffs, January to August, 2002

Health Care Insurance

- 56% — American workers who say they will delay retirement to keep employer-subsidized health insurance
- 69% — Americans who say the rising costs of health care and prescription drugs are serious problems
- 78% — Retired Americans who say these rising costs are serious problems
- 15% to 25% — Expected increase in health care insurance premiums in 2003
- \$6,300 — Next year's projected average insurance premium for employees of large employers
- \$3,150 — Average premium in 1998

Household Income

- 2.2% — Decline in U.S. median household income in 2001 (first decrease in eight years)
- 0.4% — Increase in U.S. poverty rate in 2001 (first increase in four years)

Housing Sales

- 1.7% — Decline in existing home sales in July (Wall Street economists had predicted a 1.3% increase)
- 6.29% — National average rate for a 30-year, conventional, fixed-rate mortgage in August (lowest since 1971)

- \$163,600 — Median sales price of existing home in August

Consumer/Worker Confidence

- 58% — Americans who say they are dissatisfied with the state of the economy
- 33% — Number who said the same thing last year
- 44% — Americans who say they have less job security than last year
- 45% — Number who say they are concerned about their economic future
- 24% — Americans who say they are completely confident they can retire with financial security
- 34% — Number who say they are not confident they can retire financially secure
- 39% — Workers who say they have more negative views regarding large corporations than positive views
- 58% — Americans with negative views regarding corporate CEOs (a bipartisan stance — 57% of Republicans, 59% of Democrats report negative views)
- 31% — Workers who trust employers
- 53% — Americans who believe corporations pursue profits at the expense of their employees
- 50-57% — Americans who believe employers are falling short on providing their employees with health care coverage, retirement benefits, and job security
- 61% — Workers who say employers are not doing an adequate job of sharing profits with the people who make those profits possible — the employees

Union Support

- 59 — Percentage of Americans who say more workers need unions to protect their jobs, wages, and benefits from the ravages of corporate greed.

Seniors protest sham prescription drug bill

Retired Americans demand drug benefit for Medicare

CARRYING SIGNS that read, "Drug companies are making us sick," nearly 1,000 senior activists marched in Washington, D.C., Sept. 5, to send a message to Congress and the pharmaceutical industry: Seniors need and deserve a real, affordable prescription drug benefit through Medicare.

Activists attending the Alliance for Retired Americans' first national conference Sept. 3-5 marched, rallied, lobbied members of Congress, and planned their legislative strategy.

On the last day of the conference, hundreds of seniors rallied in downtown Washington and marched to the headquarters of the Pharmaceutical Research and Manufacturers of America (PhRMA), the industry's lobbyist, to protest high prescription drug prices.

"We are going to fight for the right to save the lives of seniors," said Tony Fransetta, president of the 112,000-member Florida Alliance for Retired Americans. Seniors on fixed incomes should not have to choose between having enough money to eat or to buy the prescription drugs they need to live, he said. Fransetta, a retired member of the UAW, said the Alliance will

hold politicians accountable on that issue. Several speakers pointed out that congressional Democrats have proposed a Medicare prescription plan that seniors support. Republicans passed a phony bill, supported by PhRMA, that does not really protect seniors from high drug prices.

Five members of Congress spoke at the rally — Sen. Debbie Stabenow (D-Mich.) and Reps. Frank Pallone Jr. (D-N.J.), Charles B. Rangel (D-N.Y.), Bernard Sanders (I-Vt.) and Karen L. Thurman (D-Fla.). Four union presidents also spoke.

A survey, conducted by Peter D. Hart Research Associates for the Alliance and released at the conference, showed that 87 percent of respondents say they would be more likely to vote for candidates who back a prescription drug benefit. The other top issue for seniors is preserving Social Security, according to the survey.

Several prominent members of Congress addressed the conference, including House Minority Leader Richard Gephardt (D-Mo.), House Minority Whip Nancy Pelosi (D-Calif.), and Reps. Rosa L. DeLauro (D-Conn.), John D. Dingell (D-Mich.), Robert T. Matsui (D-Calif.), and Janice D. Schakowsky (D-Ill.). □

Election 2002

Make Your Vote Count

Vote for candidates endorsed by the International Brotherhood of Boilermakers

Continued from page 1

Then the nation was assailed by revelations that Congress had paved the way for corporate abuse on a scale not seen since the robber barons waged war on workers in the 1890s. Does democracy work when our elected representatives do the bidding of wealthy campaign donors instead of the people they have been elected to represent and serve?

Democracy works when workers vote

ALL OF THESE EXAMPLES merely demonstrate that democracy is not perfect. The history of our nation demonstrates that democracy works.

And we know from experience that democracy works best when workers vote.

We cannot afford to influence politicians with campaign donations. Nor can we spend millions lobbying Congress. Our only power is the power to vote representatives into office—or to vote them out.

Workers in Oklahoma demonstrated that power this year by defeating State Senator David Herbert, the legislator who was the driving force behind a law passed last year that did away with union security in that state. Herbert was a political veteran; his opponent was a union member who had never run for office before. Workers got behind their candidate and put Herbert out of office.

Candidates listed on these pages have demonstrated they can and will support legislation that helps working families. Many of them have worked with our legislative office on specific problems in their districts or states. Others have shown a consistent pattern of support for the legislation we want to enact.

Reward friends and punish enemies

ELECTION DAY is the day we send Congress its most important report card—the day we reward those who have helped us and punish those who haven't.

While they hold office, we do our best to work with every member of Congress. But election day is judgment day. November 5 is the day we reward our friends and punish our enemies.

Voting records of all current members of Congress appeared in the Jan-Feb 2002 issue of *the Boilermaker*

Reporter and are available on our web site at www.boilermakers.org. Click on "LEAP."

It is rare to find a politician who will support us on every issue, yet many of the candidates listed here have 100 percent voting records on Boilermaker issues. Their opponents have consistently voted against our legislative agenda.

Don't let corporations and the wealthy buy the elections. Democracy works for workers only when workers vote in their own best interests.

Make your vote count. Support the candidates listed on these two pages. □

Election day is the last day you can vote

MOST STATES NOW allow voters to vote ahead of time by mail-in ballot or by going to the elections office. That sure makes voting a lot more convenient.

Don't wait until Nov. 5. Something might come up that keeps you from going to the polls. Contact your local supervisor of elections and arrange to vote ahead of time.

On Nov. 5, you can relax knowing you've already taken care of your civic responsibility.

Maybe you can use that free time to help a few of your friends get to the polls. □

**When we all vote together
we can make a difference.**

Take this list of endorsed candidates with you to the polls to ensure your vote has maximum impact.

Boilermaker-endorsed candidates for Governor, U.S. Senate and House

Candidates for the House of Representatives are listed by congressional district. Endorsements are also included for those states where elections are being held for governor or U.S. Senate. An asterisk by the name indicates that candidate is an incumbent. In a few races, no candidate earned our endorsement.

ALABAMA

Gov Donald Siegelman*
Sen Susan Parker
1st Judy McCain Belk
2nd No Recommendation
3rd Joe Tumbham
4th No Recommendation
5th Bud Cramer Jr.*
6th No Recommendation
7th Artur Davis

ALASKA

Gov Fran Ulmer
Sen Ted Stevens*
AL Don Young*

ARIZONA

Gov Janet Napolitano
1st No Recommendation
2nd Randy Camacho
3rd Charles Hill
4th Ed Pastor
5th Craig Columbus
6th Deborah Thomas
7th Raul Grijalva
8th Mary Judge Ryan

ARKANSAS

Gov Jimmie Lou Fisher
Sen Mark Pryor
1st Marion Berry*
2nd Vic Snyder*
3rd No Recommendation
4th Mike Ross*

CALIFORNIA

Gov Gray Davis*

1st Mike Thompson*
2nd Mike Johnson
3rd Howard Beeman
4th Mark Norberg
5th Robert Matsui*
6th Lynn Woolsey*
7th George Miller*
8th Nancy Pelosi*
9th Barbara Lee*
10th Ellen Tauscher*
11th Elaine Shaw

12th Tom Lantos*
13th Pete Stark*
14th Anna Eshoo*
15th Mike Honda*
16th Zoe Lofgren*
17th Sam Farr*
18th Dennis Cardoza
19th John Veen
20th No Recommendation
21st David LaPere
22nd No Recommendation
23rd Lois Capps*
24th No Recommendation
25th Bob Conaway
26th Marjorie Musser Mikels
27th Brad Sherman*
28th Howard Berman*
29th Adam Schiff*
30th Henry Waxman*
31st Xavier Becerra*
32nd Hilda Solis*
33rd Diane Watson*
34th Lucille Roybal-Allard*

COLORADO
Gov Rollie Heath
Sen Tom Strickland
1st Diana DeGette*
2nd Mark Udall*
3rd Denis Berckefeldt
4th Stan Matsunaga
5th Curtis Inrrie
6th Lance Wright
7th Mike Feeley

CONNECTICUT
Gov Bill Curry
1st John Larson*
2nd Joseph Courtney
3rd Rosa DeLauro*
4th Stephanie Sanchez
5th James Maloney*

DELAWARE
Sen Joseph Biden*
AL Steve Biener

FLORIDA
Gov Bill McBride

35th Maxine Waters*
36th Jane Harman*
37th J.Millender-McDonald*
38th Grace Napolitano*
39th Linda Sanchez
40th No Recommendation
41st No Recommendation
42nd No Recommendation
43rd Joe Baca*
44th Louis Vandenberg
45th Elle Kurpiewski
46th Gerrie Schipiski
47th Loretta Sanchez*
48th No Recommendation
49th No Recommendation
50th No Recommendation
51st Bob Filner*
52nd Duncan Hunter*
53rd Susan Davis*

1st No Recommendation
2nd Allen Boyd*
3rd Corrine Brown*
4th No Recommendation
5th Karen Thurman*
6th No Recommendation
7th Wayne Hogan
8th Eddie Diaz
9th Chuck Kalogianis
10th No Recommendation
11th Jim Davis*
12th No Recommendation
13th Jan Schneider
14th No Recommendation
15th Jim Tso
16th No Recommendation
17th Kendrick Meek
18th No Recommendation
19th Robert Wexler*
20th Peter Deutsch*
21st Lincoln Diaz-Balart*
22nd Carol Roberts
23rd Alcee Hastings*
24th No Recommendation
25th Annie Betancourt

GEORGIA
Gov Roy Barnes*
Sen Max Cleland*
1st Don Smart
2nd Sanford Bishop*
3rd Jim Marshall
4th Denise Majette
5th John Lewis*
6th No Recommendation
7th Artur Davis
8th No Recommendation
9th No Recommendation
10th No Recommendation
11th Roger Kahn
12th Charles Walker Jr.
13th David Scott

HAWAII
Gov Mazie Hirono
1st Neil Abercrombie*
2nd Patsy Mink*
IDAHO
Sen Alan Blinken
1st Betty Richardson
2nd Edward Kinghorn
ILLINOIS
Gov Rod Blagojevich
Sen Richard Durbin*
1st Bobby Rush*
2nd Jesse Jackson Jr.*
3rd William Lipinski*
4th Luis Guterrez*
5th Rahm Emanuel
6th Tom Berry
7th Danny Davis*
8th Melissa Bean
9th Janice Schakowsky*
10th Henry Perritt
11th Jerry Weller*
12th Jerry Costello*
13th Thomas Mason
14th No Recommendation
15th Joshua Hartke*
16th John Kutsch
17th Lane Evans*
18th No Recommendation
19th David Phelps*

INDIANA
1st Peter Visclosky*
2nd Jill Long Thompson
3rd Jay Rigdon
4th Bill Abbott
5th Kathleen Fox Carr
6th Melina Fox
7th Julia Carson*
8th Bryan Hartke
9th Baron Hill*

CANDIDATE ENDORSEMENTS

Continued from page 8

IOWA

- Gov Tom Vilsack*
- Sen Tom Harkin*
- 1st Ann Hutchinson
- 2nd Julie Thomas
- 3rd Leonard Boswell*
- 4th John Norris
- 5th Paul Shomshor

KANSAS

- Gov Kathleen Sebelius
- 1st No Recommendation
- 2nd Dan Lykins
- 3rd Dennis Moore*
- 4th Carlos Nolla

KENTUCKY

- Sen Lois Combs Weinberg
- 1st Clint Alexander
- 2nd No Recommendation
- 3rd Jack Conway
- 4th Ken Lucas*
- 5th No Recommendation
- 6th No Recommendation

LOUISIANA

- Sen Mary Landrieu*
- 1st No Recommendation
- 2nd William Jefferson*
- 3rd No Recommendation
- 4th No Recommendation
- 5th Rodney Alexander
- 6th No Recommendation
- 7th No Recommendation

MAINE

- Gov John Baldacci
- Sen Chellie Pingree
- 1st Tom Allen*
- 2nd Mike Michaud

MARYLAND

- Gov Kathleen Kennedy Townsend
- 1st Ann Tamlyn
- 2nd Dutch Ruppersberger
- 3rd Benjamin Cardin*
- 4th Albert Wynn*
- 5th Steny Hoyer*
- 6th Donald DeArmon
- 7th Elijah Cummings*
- 8th Chris Van Hollen

MASSACHUSETTS

- Gov Thomas Birmingham
- Sen John Kerry*
- 1st John Olver*
- 2nd Richard Neal*
- 3rd Jim McGovern*
- 4th Barney Frank*
- 5th Martin Meehan*
- 6th John Tierney*
- 7th Edward Markey*
- 8th Michael Capuano*
- 9th Stephen Lynch*
- 10th William Delahunt*

MICHIGAN

- Gov Jennifer Granholm
- Sen Carl Levin*
- 1st Bart Stupak*
- 2nd No Recommendation
- 3rd Kate Lynnes
- 4th L.D. Hollenbeck
- 5th Dale Kildee*
- 6th Gary Giguere
- 7th Michael Simpson
- 8th Frank McAlpine
- 9th David Fink
- 10th Carl Marlinga
- 11th Keven Kelly
- 12th Sander Levin*
- 13th Carolyn C. Kilpatrick*
- 14th John Conyers*
- 15th John Dingell*

MINNESOTA

- Gov Roger Moe
- Sen Paul Wellstone*
- 1st Steve Andeasen
- 2nd Bill Luther*

- 3rd No Recommendation
- 4th Betty McCollum*
- 5th Martin Sabo*
- 6th Janet Robert
- 7th Collin Peterson*
- 8th James Oberstar*

MISSISSIPPI

- Sen No Recommendation
- 1st No Recommendation
- 2nd Bennie Thompson*
- 3rd Ronnie Shows*
- 4th Gene Taylor*

MISSOURI

- Sen Jean Carnahan*
- 1st Bill Clay Jr.*
- 2nd No Recommendation
- 3rd Richard Gephardt*
- 4th Ike Skelton*
- 5th Karen McCarthy*
- 6th Cathy Rinehart
- 7th No Recommendation
- 8th Gene Curtis
- 9th No Recommendation

MONTANA

- Sen Max Baucus*
- AL No Recommendation

NEBRASKA

- Sen No Recommendation
- 1st No Recommendation
- 2nd Jim Simon
- 3rd No Recommendation

NEVADA

- 1st Shelly Berkley*
- 2nd No Recommendation
- 3rd Dario Herrera

NEW HAMPSHIRE

- Gov Mark Fernald
- Sen Jeanne Shaheen
- 1st Martha Fuller
- 2nd Katrina Swett

NEW JERSEY

- Sen Frank Lautenberg
- 1st Robert Andrews*
- 2nd Frank LoBiondo*
- 3rd Jim Saxton*
- 4th Christopher Smith*
- 5th Anne Sumers
- 6th Frank Pallone Jr.*
- 7th No Recommendation
- 8th William Pascrell Jr.*
- 9th Steve Rothman*
- 10th Donald Payne*
- 11th No Recommendation
- 12th Rush Holt*
- 13th Robert Menendez*

NEW MEXICO

- Gov Bill Richardson
- Sen Gloria Tristani
- 1st Richard Romero
- 2nd John Arthur Smith
- 3rd Tom Udall*

NEW YORK

- 1st Tim Bishop
- 2nd Steve Israel*
- 3rd Peter King*
- 4th Carolyn McCarthy*
- 5th Gary Ackerman*
- 6th Gregory Meeks*
- 7th Joseph Crowley*
- 8th Jerrold Nadler*
- 9th Anthony Weiner*
- 10th Edolphus Towns*
- 11th Major Owens*
- 12th Nydia Velazquez*
- 13th Arne Mattson
- 14th Carolyn Maloney*
- 15th Charles Rangel*
- 16th Jose Serrano*
- 17th Eliot Engel*
- 18th Nita Lowey*
- 19th No Recommendation
- 20th No Recommendation
- 21st Michael McNulty*
- 22nd Maurice Hinchey*

Make election day a family affair

Take your children to the polls to experience democracy in action

VOTING RUNS in families, according to a study by the Council for Excellence in Government. Children who go to the polls with their parents are more likely to vote when they become adults.

The study found that 75 percent of the young adults who grew up in an environment that included political discussion were registered to vote. Only 57 percent of young adults from homes that did not include political discussions were registered to vote.

The Boilermakers union has always stressed the importance of making sure every voting-

age person in your family is registered to vote, knows the issues, and votes for candidates who support workers. Our strength is determined by the number of pro-worker voters we get to the polls.

As the percentage of Americans who vote continues to decline, it is more important than ever that we pass along to our children the importance of being involved in the political process by voting. Only one in five young adults votes, according to the National Association of Secretaries of State.

Let's reverse that trend. This year, take your children with you when you go to the polls. What they learn by your example will stay with them a lifetime.

- 23rd John McHugh*
- 24th Sherwood Boehlert
- 25th No Recommendation
- 26th No Recommendation
- 27th Jack Quinn*
- 28th Louise Slaughter*
- 29th Amo Houghton*
- 30th No Recommendation
- 31st No Recommendation
- 32nd No Recommendation
- 33rd No Recommendation
- 34th No Recommendation
- 35th No Recommendation
- 36th No Recommendation
- 37th No Recommendation
- 38th No Recommendation
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- 99th No Recommendation
- 100th No Recommendation

Boilermakers help earn awards for Detroit Edison



L TO R, RC&MSafety Dir. Wes Horner, RC&M VP Bill Christy, Detroit Edison reps. Bill Kiehl and Paul Fessler, RC&M VP Ron Homer, and NACBE Exec. Dir. John Erickson.

TWO DETROIT EDISON power plants have earned recognition for maintaining a safe work environment during six-month-long boiler improvement projects that were completed earlier this year.

Ben Kiehl, director of the Belle River Power Plant in the East China Township, and Paul Fessler, director of the Monroe Power Plant, accepted plaques recognizing their workers'

efforts to complete more than 89,000 man-hours without sustaining any injuries reportable under Occupational Safety and Health Administration (OSHA) regulations.

Representatives of Resource Contracting and Maintenance (RC&M) joined John Erickson, executive director of the National Association of Construction Boilermaker Employers (NACBE), in presenting the awards. □

Big Business paid \$500M to kill ergonomics rule

REPETITIVE STRESS injuries cause nearly two million injuries a year, but corporations have always opposed laws requiring them to protect their workers from it. For many years, they succeeded in keeping the Occupational Safety and Health Administration (OSHA) from addressing the problem.

But by 1990, OSHA could no longer ignore the fact that repetitive stress had become the single most frequent cause of work-related injuries.

On Aug. 30, 1990, OSHA Director Elizabeth Dole (wife of Republican Senator Bob Dole) called for a new OSHA regulation for repetitive stress. Big Business continued to fight it.

After 11 years of research, OSHA issued an ergonomics standard on Jan. 16, 2001. The Republican-controlled Congress immediately repealed the standard, and on March 30, 2001, Bush signed the repeal.

In the two years before this vote, 272 groups and businesses spent more than half a billion dollars to kill it. A total of \$496,391,549 was spent lobbying against the rule. Another \$36,728,848 was donated to the campaigns of politicians willing to vote against it.

The National Association of Manufacturers created the National Coalition on Ergonomics (NCE) in order to lobby against the standard. Businesses paid \$5,000 each to belong to NCE, which spent over \$100 million opposing the ergonomics rule.

Congressman Roy Blunt (R-MO), who led the House campaign against the standard, pocketed \$322,819 from the measure's opponents.

The only way to win this battle is to vote out of office those congressmen who do not want to protect workers.

Vote for worker safety on Nov. 5. Vote for pro-worker candidates. □

BNAP earns recognition

Local chapter presents Business Partner Award

THE WYANDOTTE COUNTY Chapter of the American Red Cross has recognized the Boilermakers National Apprenticeship Program (BNAP) for

its lifesaving training. On Sept. 12, 2002, the local chapter awarded the 2002 Health & Safety Services Business Partner Award to BNAP for providing consistent, reliable education and training in injury and illness prevention. BNAP instructors Donna Ruck and David Crawford accepted the award. □

I chose to look the other way

I could have saved a life that day,
But I chose to look the other way.
It wasn't that I didn't care,
I had the time, and I was there.

But I didn't want to seem a fool,
Or argue over a safety rule.
I knew he'd done the job before,
If I spoke up, he might get sore.

The chances didn't seem that bad,
I'd done the same. He knew I had.
So I shook my head and walked on by,
He knew the risks as well as I.

He took the chance, I closed an eye,
And with that act, I let him die.
I could have saved a life that day,
But I chose to look the other way.

Now every time I see his wife,
I'll know, I should have saved his life.
That guilt is something I must bear,
But it isn't something you need share.

If you see a risk that others take,
That puts their health or life at stake.
The question asked, or thing you say,
Could help them live another day.

If you see a risk and walk away,
Then hope you never have to say,
I could have saved a life that day,
But I chose to look the other way.

Don Merrell
J.R. Simplot Company
Don Plant Training Center
dmerrell@Simplot.com

MAKE IT SAFE

HAZARD ALERT:

Lyme Disease in Construction

CONSTRUCTION WORKERS who work outdoors are at increased risk of Lyme disease. You can get Lyme disease after a deer tick feeds on you.

The deer tick is found in most of the United States. But the Lyme disease problem is worst in north-eastern, mid-Atlantic, and north-central states: Connecticut, Maryland, Massachusetts, Minnesota, New Jersey, New York, Pennsylvania, Rhode Island, and Wisconsin.

Doctors on Long Island, N.Y., tested 396 building trades workers and found 43 had Lyme disease. Three of them had the disease long enough to need intravenous antibiotics for six weeks, costing thousands of dollars each.

The rate of infection among the construction workers who worked outdoors on Long Island — 13 percent — was twice the rate for the whole Long Island population.

the vaccine does not always work. If you are outdoors a lot where Lyme disease is most common, you may want to ask your doctor about the vaccine.)

Check for tick bites every day. After you have been outdoors where ticks might be, check all your skin and hair for ticks. Many people get a spot on their skin in three to 30 days after a tick bite. It looks like a small red bullseye that is spreading out.

Look carefully. Only 12 of the workers who had Lyme disease on Long Island knew they had been bitten.

Deer Tick

REMOVE TICKS FROM your skin right away. Hold a tweezer on the tick as close to your skin as you can and pull. Kill the tick with alcohol and save it to show a doctor, if you can.

If you are bitten, see a doctor. Your doctor may want to give you a blood test to see if you are infected. (The Lyme blood test may not show up positive until two weeks or more after a tick bite.) The doctor may prescribe antibiotics.

Watch out in your free time. If you spend free time — hiking, hunting, camping, or fishing — in tick areas, watch out for tick bites then, too.

If you have questions, call your local union, the Center to Protect Workers' Rights (301-578-8500), or the National Institute for Occupational Safety and Health (1-800-35-NIOSH), or check the eLCOASH website:
<http://www.dcc.gov/niosh/elcosh/elcoshom.html>

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The Center to Protect Workers' Rights is the research and development institute of the Building and Construction Trades Dept., AFL-CIO:

CPWR
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Silver Spring, MD 20910

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The contents are solely the responsibility of the authors and do not necessarily represent the official views of NIOSH.

April 9, 2001.

Safety tips in Spanish

THIS ISSUE'S SAFETY COLUMN, "Lyme Disease in Construction," is also available in Spanish.

CPWR has supplied us with a number of safety columns in both English and Spanish

that we can make available in camera-ready form to any lodge that believes they may be useful.

For more information, contact the **Boilermaker Reporter** at 913-371-2640.

Grievance Handling

A grievance log helps categorize facts

YOU'VE PROBABLY HEARD the term "information age" used to describe today's world. When you hear it, you may think of television and mobile phones and the internet all providing the average person with more information than we have ever had access to at any other time in history.

More than ever before, our success in life is determined by how well we manage and utilize information. That's also true of your success as a steward.

In the last installment, we gave you some insight into how to create an effective filing system to keep information on your grievances.

In this installment, we will give you tips on arranging the files to make them more useful. Specifically, we will discuss a very useful information management tool called a grievance log.

Keeping complete, accurate information on all of your grievances in one central grievance log allows you to track trends, monitor issues, and help administer the collective bargaining agreement.

A filing system is more than an archive of old grievances

AT THIS POINT we hope you have taken our advice and are making sure each grievance has its own unique filing number and that all of the information necessary to handle each grievance is kept in its own folder. For large files, the folder should include an index listing all of the documents in the folder. As you add documents, add them to this list.

The grievance log is a document used to track all grievances you have investigated during the life of the agreement. Just as the index helps you see at a glance what documents are in the folder for any single grievance, the grievance log gives you a quick overall picture of how many grievances have been filed, how often, what departments, what supervisors, what issues, and how grievances tend to get resolved.

Grievance logs can be customized to contain whatever information you think is important to track. Copies of the grievance log can be distributed on a regular basis to stewards and committee people to help them see any new trends that are developing. Grievance logs are also valuable for keeping members informed of their grievances as they move through the process.

Customize your grievance log to suit your needs

THE SAMPLE GRIEVANCE log provided on this page (Figure 1) illustrates the basic types of information you might want to track on your logs.

Knowing dates is always valuable. It helps you determine how frequently grievances occur and whether they tend to occur more often at certain times. If you've been getting about one grievance a week and suddenly you're getting five a week, obviously something significant has changed and you need to find out what happened.

Or maybe you notice that the last week of every month you get a lot of complaints about overtime. You need to see if you can figure out why that is happening and put an end to it.

The issue causing the complaint is another key bit of information. When possible, you will want to tie the issue to a specific article in the contract. Clearly, if one area in the contract is causing a lot of grievances, you'll want to address that issue in negotiations.

Perhaps the language is unclear. Or maybe the language is clear, but it is unrealistic in your work setting.

The steward who is handling the grievance should be indicated on the log. Not only does this let you know who to go to for information on a particular grievance, it can give you insight into how many grievances each steward is handling. If some stewards are overloaded while others rarely file grievances, you might want to shift some responsibilities.

Including the step that the grievance has reached to date and the final resolution of the grievance lets you see at a glance the progress of each grievance through the process. They also provide valuable information on how many grievances go to arbitration, how many are resolved at each step, and what kinds of resolutions can be expected.

You might also want to track the shift or the department in which the grievance occurs. You might even include the supervisor for each grievance. If any single shift, department, or supervisor is responsible for more than their share of grievances, you might want to investigate why.

When you have all of your grievance information laid out in a table, it is easy to see patterns. If one supervisor gets a lot of grievances over problems with job bidding, while other supervisors don't, your problem is more likely to be with the supervisor than with the job bidding language in the contract.

Similarly, if one steward often gets satisfactory resolutions on discipline-related grievances while your other stewards don't, you need to learn his or her secret and share that knowledge.

Be careful analyzing your information, though. To look at the big picture, you may want to calculate some percentages. For example, let's say that a quick glance at the grievance log shows you that Ned Barnes, shipping department supervisor, has been involved in twice as many grievances as any other supervisor. Look deeper before you jump to conclusions. If Barnes supervises three times as many workers as any other supervisor, then his grievance ratio is actually pretty good.

Graphs help you see trends

AFTER A BIT of time into a new contract cycle, you can begin to build a graphic representation of your grievances. A simple bar graph showing how many grievances have been filed on each issue (and the corresponding article in the contract) helps us visualize problem areas.

For example, if we average one or two grievances a month on overtime, over a year we should have between 12 and 24 grievances. The same should go for other issues. Some articles in the contract may not generate any griev-

★ ★ ★ Star Stewards ★ ★ ★

Cecil King is a star steward

Years of experience makes Local 454 member exceptional

IRREPLACEABLE — THAT HAS to be the best compliment a steward can receive. And according to Local 454 Rec. Sec. Billie Penney, Chattanooga, Tenn., you'll never find another steward like Cecil King.

King, who also serves as president of District Lodge #57, has worked as a job steward for several years. And his job is not an easy one, as contractor

rules vary from one job to the next. "Boilermakers do not realize the hardship and trouble that our stewards go through on the job," said Penney. "They are pulled from both sides and we need to support them."

According to Penney, King "is dedicated to the welfare of the member. He tries to help each of us to the best of his ability. He is kind, caring, and understanding, and you will not find another Cecil out in our world."

King plans to retire soon, and Penney asks each and every one of us to "take our hardhats off for him."

ances. This, too, is good to know. Evidently there are not any "trackable" problems in these areas.

Graphs can be reproduced and distributed prior to soliciting our members for proposals for negotiations. We always want more money and more time off, and you will always get these proposals. But what if we are having a significant problem with job bids, or overtime equalization, or some other area? Graphs will reveal these problem areas and we can solicit proposals that may solve the problems.

What if we find out that all of the overtime grievances are in one department or with one supervisor? Our grievance log not only helps us see the problem, but helps us demonstrate it to the company. The company won't listen if we just say Ned Barnes is a pain in the neck; if we show them a graph of his grievances compared to other supervisors, they may pay attention.

Graphs also help us see trends. Variance from the trend can be indicative of a problem. Figure 2 shows our graph for grievances in two areas, overtime and job bids. Note that overtime grievances were twice as prevalent in years

one and two of the contract as vacation scheduling grievances.

Suddenly, in year three, vacation scheduling grievances are up while overtime grievances are down. It's gotten to where you simply cannot take a vacation anymore.

Is this really a problem, or is the company creating a false problem because the contract is getting ready to expire? If they can create a false issue, then solve it in negotiations, they can distract you from the contract's overtime language, which is clearly not working for your members.

Your grievance log and the graphs it helps you create allow you to speak to the company in the kind of language they understand. For example, multiplying the average number of hours a steward spends on a grievance by the average wage tells you how much each grievance costs the company. You can then point out how expensive all those overtime grievances are becoming.

You can also determine how much those grievances are costing the local.

One thing you're bound to discover if you do this analysis: Grievance logs can be a very helpful tool. □

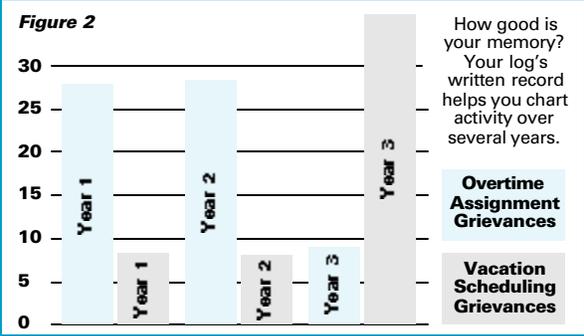


Figure 1

GRIEVANCE LOG

Number	Date	Article/Issue	Steward	Step	Resolution	Department	Supervisor
02-1	1/05	Art X Overtime	Davis	2	4 hours pd.	Shipping	Marks
02-2	3/21	Discipline	Smith	3	Pending Arb.	Qual. Control	Barnes
02-03	4/07	Art VI Job Bid	James	2	Denied Committee	Maintenance	Samson
02-04	4/28	Art V Sec 2 Safety	Davis	2	Company will provide PPE	Qual. Control	Barnes

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 19 agreements outlined below is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,162 employees.

Wage Increases

FIFTEEN facilities will receive pay increases in 2002, averaging \$0.35 per hour or 3.25 percent. Fourteen facilities will receive pay increases in 2003, averaging \$0.32 per hour or 2.40 percent. Thirteen facilities will receive pay increases in 2004, averaging \$0.40 per hour or 3.33 percent. Six report wage increases in 2005, averaging \$0.42 or three percent. One reports an increase in 2006, not enough for an average.

Pension

EIGHTEEN facilities participate in some type of pension program. Four participate in the Boilermaker-Blacksmith National Pension Trust. Their contributions range from \$0.90 to \$1.40 per hour for the first year. Average cents-per-hour contributions are \$1.14 for the first year, \$1.19 the second year, and \$1.21

the third year.

Twelve facilities offer a 401(k); eight have company-sponsored plans; one has a profit sharing plan; and two participate in a Registered Retired Savings Plan (RRSP) in Canada, which is similar to the Individual Retirement Accounts (IRAs) in the U.S.

Shift Differential

SIXTEEN agreements have a second shift premium, of which 15 report a cents-per-hour premium ranging from \$0.10 to \$1.00. The average for those in the U.S. is \$0.33 per hour, for Canada it is \$0.68. The remaining agreement provides a percentage of pay as the premium.

Fifteen agreements provide a third shift premium, of which 15 provide a cents-per-hour premium ranging from \$0.10 to \$1.00. The average for those in the U.S. is \$0.43 per hour, for Canada it is \$0.72. The remaining agreement provides a percentage of pay as the premium.

Sickness & Accident

FIFTEEN agreements provide weekly sickness and accident indemnities. Of these, 12 pay a set dollar amount ranging from \$100 to \$450 per week; the average rate for

the first year is \$264.58. Of the remaining agreements, two provide a percentage of the employee's weekly earnings as the benefit and one offers long-term disability. The most common duration of time off is 26 weeks found in six agreements.

Life Insurance/AD&D

SIXTEEN agreements provide life insurance. Of these, 12 have a set dollar amount ranging from \$7,500 to \$41,000, with an average benefit for the first contract year of \$19,333. The remaining agreements multiply wages by 2080 hours, or pay equal to or double the annual salary as the benefit amount.

Fifteen agreements provide Accidental Death and Dismemberment (AD&D) insurance. In 12 of the agreements there is a set dollar amount ranging from \$10,000 to \$41,000, with an average benefit for the first contract year of \$19,958. The remaining agreements multiply wages by 2080 hours, or pay equal to or double the annual salary as the benefit amount.

Vacation

ALL OF THE agreements have a vacation policy. Fourteen agreements provide a one-

week paid vacation, 18 provide a two-week paid vacation, 17 provide a three-week paid vacation, 13 provide a four-week paid vacation, ten provide a five-week paid vacation, one provides six and seven weeks of paid vacation. Of the above agreements, five provide vacation pay based on a percentage of earnings.

Paid Holidays

ALL OF THE agreements provide for paid holidays ranging from seven to 12 days. The average is 9.74 days.

Other Provisions

EIGHTEEN agreements provide funeral leave.

Fourteen agreements provide paid leave for jury duty.

Twelve agreements have union leave language.

Twelve agreements provide all or partial reimbursement for the purchase of safety shoes.

Thirteen agreements provide all or partial reimbursement for the purchase of prescription safety glasses. Five agreements provide severance payment packages, and six 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 CONTRACT for the members of Local D37, Seattle, Wash., at Lafarge are, seated, left to right, Intl. Rep. Mike Atchison and Lafarge representatives Steve Brooks and Joe Penning. Standing, l. to r., Local D37 members Ken Robinson, Gary Hrisko, and Kevin Anic, and Lafarge's Bob Campbell. Their settlement was reported in the Mar-Apr paper and is not part of this issue's contract analysis.



NEGOTIATING A CONTRACT for Local D81 members at Dixon Marquette Cement are, front row, l. to r., Jim Kinney and Scott Setchell, and back row, l. to r., Carey Allen, Bill Dewald, and Mike Kresanek.



NEGOTIATING A CONTRACT at A. C. Humko for Local 480 members are, l. to r., Mike Roach, Don W. Slater, Don F. Slater, and Clyde Mitchell. Not pictured is committee member Ken Willis.



NEGOTIATING A CONTRACT for Local D584 members at Linwood Mining are, front row, l. to r., Mike Houy, Tom Lowder, and Everett Fisher; back row, l. to r., Ed Carstensen and Carey Allen.



NEGOTIATING A CONTRACT for the members of Local 1620, Portland, Ind., at Portland Forge, are, seated, left to right, Jerry Laux, Steve Laux, Pat Bennett, Dan Wandell, and Marc Pender; standing, l. to r., Ron Johnston, Doug Burke, Fred Lingo, Bill Bailey, Bob Smith, Bill Coleman, Fred Horning, and Mike Landess. Not pictured are committee members Dick Steveson, Jim Pressley, and Tom Anchich. Their settlement was reported in the May-Jun paper and is not part of this issue's contract analysis.

2006, for 27 members of Local D561, Weeping Water, Neb., who manufacture lime for Kerford Limestone.

D584 – Buffalo, IA

CAREY ALLEN, working director of the CLGAW Division,

reports contract ratification, effective July 19, 2002 to July 19, 2007, for 31 members of Local D584, Buffalo, Iowa, who make lime products for the Linwood Mining and Minerals Corp.

New contract summaries

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

National Cement Lodge

CAREY ALLEN, working director of the CLGAW Division, reports contract ratification, effective June 16, 2002 to June 16, 2005, for four members of the National Cement Lodge who make Portland Cement at Continental Cement in St. Louis, Mo.

L-S3 – Quincy, IL

INTL. REP. DAVID LAWRENCE reports contract ratification, effective April 15, 2002 to April 15, 2005, for 12 members of Local S3, Quincy, Ill., who make stoves at the Comstock Castle Stove Co., Inc.

L-5 – New York, NY

AIP BILL CAREY, Intl. Rep. Bob Heine, and Gerald Connolly, BM-ST of Local 5, New York, N.Y., report contract ratification, effective Dec. 1, 2002 to Nov. 30, 2004, for four Local 5 members who make fiberglass tanks at Cardinal Fiberglass Industries, and effective July 1, 2002 to June 30, 2005, for five Local 5 members who repair ships at Thomas J. Feeney Enterprises, Inc.

M18 – Buffalo, NY

INTL. REP. ROCCO DEPOLLO reports contract ratification, effective June 1, 2002 to May 31, 2005, for members

of Local M18, Buffalo, N.Y., who work at Keystone Corp

D66 – Fort Dodge, IA

CAREY ALLEN, working director of the CLGAW Division, reports contract ratification, effective June 14, 2002 to June 13, 2005, for 60 members of Local D66, Fort Dodge, Iowa, who make wallboard at the National Gypsum Company.

D81 – Dixon, IL

CAREY ALLEN, working director of the CLGAW Division, reports contract ratification, effective May 31, 2002, for 114 members of Local D81, Dixon, Ill., who manufacture Portland Cement at Dixon Marquette Cement.

S82 – Batavia, NY

INTL. REP. ROCCO DEPOLLO reports contract ratification, effective June 1, 2002 to May 31, 2005, for members of Local S82, Batavia, N.Y., who work at Chappin Mfg., Inc.

L-83 – Kansas City, MO

JOHN SEWARD, a bus. rep. for Local 83, Kansas City, Mo., reports contract ratification, effective June 1, 2002 to June 1, 2005, for 11 Local 83 members who make underground and surface gasoline and oil storage tanks for We-Mac Manufacturing.

L-146 – Edmonton, AB

DEAN MILTON, BM-ST of Local 146, Edmonton, Alberta, Canada, reports contract ratification, effective Nov. 1, 2001 to Oct. 31, 2004, for 29 Local 146 members who work at Altex Industries, Inc.

L-151 – Erie, PA

INTL. REP. BOB HEINE reports contract ratification, effective Aug. 14, 2002 to Aug. 14, 2005, for 33 members of Local 151, Erie, Pa., who work in the warehouse and fabrication shop at the Arthur-Lewis Steel Co.

D173 – Wampum, PA

INTL. REP. MARK KELLY reports contract ratification, effective May 1, 1999 to April 30, 2004, for 151 members of Local D173, Wampum, Pa., who make Portland and slag cement at Cemex.

D239 – Three Forks, MT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective August 1, 2002 to July 31, 2006, for 42 members of Local D239, Three Forks, Mont., who produce talc at Luzenac America.

D274 – Winnipeg, MB

DON MAES, ABM for Cement District Lodge D11, reports contract ratification, effective July 1, 2002

to June 30, 2006, for seven members of Local D274, Winnipeg, Manitoba, Canada, who work at Lafarge Canada, Inc.

D364 – Paris, ON

INTL. REP. MICHAEL WATSON reports contract ratification, effective May 1, 2002 to April 30, 2006, for 50 members of Local D364, Paris, Ontario, Canada, who work in six sand and gravel pits and at two asphalt plants for Lafarge Canada, Inc.

L-480 – Jacksonville, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective May 19, 2002 to May 21, 2005, for 232 members of Local 480, Jacksonville, Ill., who manufacture cooking and food oils at the A. C. Humko Corp

D506 – Flat Bay, NF

INTL. REP. ED MATTOCKS reports contract ratification, effective July 15, 2001 to July 14, 2003, for 30 members of Local D506, Flat Bay, Newfoundland, Canada, who load aggregates and other materials at Western Logging.

D561 – Weeping Water

INTL. VICE PRES. JIM HICKENBOTHAM reports contract ratification, effective August 1, 2002 to July 31,

The Fords of L-455



BUDDY L. FORD joined the Boilermakers union in 1958, and all four of his sons followed in his footsteps. Sons Gary, Steve, Burl, and Darryl are all members of their father's lodge, Local 455 in Sheffield, Ala. Gary joined in 1981, Steve and Burl joined in 1992, and Darryl

became a member in 1999. "Following in a father's footsteps was once common place," said L-455 BM-ST Ed Vance, "but now it's an oddity in this new global economy." Pictured, l. to r., are Steve, Burl, Darryl, Gary, and Buddy Ford. □

L-1 honors Reynolds



ON JULY 27, 2002, the union and employer trustees of the Local 1 Legal, Supplementary Unemployment Benefit, and Training & Education Funds honored Harry Reynolds, pictured second from left, for his years of service as a trustee.

Local 1 BM-ST John Skermont, Chicago, Ill., at right, and Richard Mooney, fund chairman and CEO of Hayes Mechanical LLC, second from right, made the presentation,

thanking Reynolds for the significant contributions he has made over the years.

"With his help working families prospered and the funds are solvent," said Skermont. "We will always remember his honesty and friendship over the years."

Pictured at left is Bill Gordinier, fund administrator and exec. sec. of the Boiler & Tank Contractors of Illinois. □

The higher you are, the safer you are?

ACCORDING TO 31-year Local 146 member Marvin McCormick, Edmonton, Alberta, "the higher you are in the air, the safer you are because no one can drop anything on you." And he has the photos to prove it!

In 1977, McCormick was lifted by helicopter to the top of a 200-foot stack to replace a cable that was weather damaged. Donald Yakichuk assisted him through radio communications with the helicopter pilot.

McCormick said he didn't hesitate when he received the work order, stating, "It was my job, I'm a rigger." When Local 146 ABM Cory Channon asked him if he would do it again, he said, "In a second."



The photo was taken from the top of the Urea Tower with a telescopic lens. □

Local 128 members celebrate Labor Day



OVER 400 MEMBERS of Local 128, Toronto, ON, participated in Labor Day parades across the province. L-128 Trustee Matt Thomson reports that the

above participants included "AFL-CIO Sec.-Treas. Joe Maloney (a L-128 member), Intl. Rep. Stan Petronski, and if we are lucky, a few future Boilermakers." □

National board elects Bill Carey as member

THE BOARD OF TRUSTEES of the National Board of Boiler and Pressure Vessel Inspectors has elected Asst. to the Intl. Pres. Bill Carey to serve as an advisory committee member. Nominated by Intl. Pres. Charles W. Jones, Carey will represent organized labor on the board.

The National Board was created in 1919 to promote greater safety to life and property through uniformity in construction, installation, repair, maintenance, and inspection of boilers and pressure vessels. Workshops include seminars on boiler and pressure vessel repair, boiler inspection, data reports, pressure relief valve repair, welding inspector training, and welding procedures. □



NTL elects officers



MEMBERS OF THE National Transient Lodge (NTL) have elected the following local lodge officers through a mail-in ballot:

President Ronny E. Vanscoy
VP & Trustee Chrmn. Gary Scott
BM-ST Wilfredo Hinojosa

Rec. Sec. & Trustee Shon Almond
Trustee Matthew P. Dixon.

Pictured above from a 1999 file photo are, l. to r., NTD Dir. William Almond, Hinojosa, Almond, Dixon, Scott, Vanscoy, Intl. Pres. Charles W. Jones, and IST Jerry Z. Willburn. □

National Funds Office News

Members can now call toll-free

THE BOILERMAKERS National Funds office now has a toll-free number. For questions on your health and welfare benefits, pension, or annuity fund, just dial 1-866-342-6555. Members in the Kansas City area may phone the office at 913-342-6555.

Health and welfare plans add clinical management services

FIRST HEALTH® now provides clinical management services to Boilermakers and their families who are eligible for the Boilermakers National Health and Welfare Fund's health care benefits. Participants already save money by using doctors and hospitals participating in First Health® Network. Now, they can take advantage of these valuable new clinical management services:

- **24-hour health information.** Participants can call and speak with a nurse case manager any time of the day or night — 24 hours a day, 365 days a year. (Does not apply to mental health or substance abuse.)

- **Pre-notification.** Participants can call the number on the back of their Boilermaker eligibility card before non-emergency hospital stays. First Health® nurse case managers with clinical experience will help guide them to the level of care that is appropriate and save participants money by locating network providers for them.

- **Case management.** If a participant has a complex health condition, a nurse case manager can be assigned to help navigate the health care system, maximize benefits, and send educational health information.

Specialized maternity services.

Expectant moms can now get health risk assessments, educational information, guidance, and more. Participants should call First Health® as early as possible in their pregnancy to get the most from this program.

The clinical management services described above are available even if the fund is not the primary health care benefit provider. For example, if a participant's primary coverage is Medicare and the fund provides secondary coverage, the participant can still get these new services.

Track your pension contributions

KEEPING TRACK of payments made toward your pension is the best way to ensure you get your full benefits when you retire.

Hold on to your pay stubs. They not only let you double-check the annual report you get from the Boilermakers-Blacksmiths Pension office, but they provide proof in the rare case that payments do not get properly credited.

Compare your pay stubs to your annual summary. Each year, the pension office sends a summary of the hours and dollars credited to you in the previous year. Make sure the report and your stubs agree.

The pension uses a July 1-June 30 fiscal year, not the calendar year of Jan. 1-Dec. 31. When you add up your hour and dollar amounts, be sure you are comparing the correct stubs with the funds office report.

Contact the funds office right away if you believe you've found an error. The sooner you let them know of the discrepancy, the easier it will be for them to solve the problem.

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 SERVICES

For college and job skills training. Education tools and resources.

Call: 1-877-881-1022

PERSONAL LOANS

Available for credit-qualified members.

Call: 1-888-235-2759

LEGAL SERVICE

Discounted legal help — first 30 minutes are free.

Visit: www.unionplus.org

LIFE INSURANCE

For members, their spouses, and children.

Call: 1-800-899-2782

ACCIDENT INSURANCE

Call: 1-800-899-2782

HEALTH SAVINGS

Save on prescription medicines, hearing, dental, and vision care.

Call: 1-800-228-3523

CAR RENTAL DISCOUNTS

Call and give the ID number:

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

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

UNION-MADE CHECKS

Call: 1-800-864-6625

FLOWER SERVICE

Call: 1-800-667-7779

NORTH AMERICAN VAN LINES

Call: 1-800-524-5533

Go to our web site for more information:

www.unionplus.org

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.

Good grades can reap great rewards

Live & learn with Union Plus

THE UNION PLUS Education Program provides a range of services designed to help union members and their families build upon their education and job skills training. For members, it's more than just learning — it's an investment in their future.

America's unions have their own college: the National Labor College at the George Meany Center for Labor Studies in Silver Spring, Md., a national center that provides continuous labor education for all union activists.

Each year the Union Plus National Labor College Scholarship awards a total of \$25,000 to eligible students attending the National Labor College program.

Contact the George Meany Office of Student Services at 301-431-5404 to learn more about the National Labor College's degree programs, or if you have questions about eligibility, or need an application.

Do the Homework

STUDENTS OF WORKING families are also eligible for various union-sponsored scholarships. Members and their families can look into these programs and apply for wonderful opportunities that make continuing education more affordable.

Take a moment to find the scholarships that target your needs. Here are four great sources:

1. Union Plus Scholarship For more than ten years, the Union Plus Scholarship program has supported working families pursuing post-secondary education. The Union Plus Scholarship Program is offered through the Union Plus Education Foundation.

Eligibility: Members of the Boilermakers union, their spouses, and their

dependent children (foster children, step children, and any other child for whom the individual member provides greater than 50 percent of his or her support) can apply for a Union Plus Scholarship. Participating union members from Puerto Rico, Canada, Guam, the Virgin Islands, and U.S. citizens are eligible.

Members do not have to purchase any Union Plus program products or participate in any Union Plus programs to apply for the scholarship and scholarship awards are not based upon participation in a Union Plus program.

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. (So a senior high school student who is applying to college, then accepted, or a current college student is eligible.) Graduate students are not eligible.

Scholarship amount: The amount of the award ranges from \$500-\$4,000. This is a one-time cash award sent to individual winners for undergraduate study beginning in the fall of the same year.

Deadline: The deadline to return completed applications is January 31, 2003. Application packets with a postmark later than January 31 will not be eligible for review. Only winners will be sent notification on May 31, 2003.

For more information or to download an application choose Education Services under Member Benefits at the Union Plus web site: <http://www.unionplus.org>

2. AFL-CIO Union Scholarship Database <http://www.aflcio.org/scholarships/scholar.htm>

Every year, thousands of students enrolled in college receive scholarships and grants from the union movement.

This website, formerly published in print form by the AFL-CIO as the AFL-



See if
Union Plus
can help
you stay
in school.

CIO Guide to Union-Sponsored Scholarships, Awards, and Student Financial Aid, describes more than \$4 billion in scholarships, with details about eligibility, application deadlines, and contact information. Although it cannot track all of the scholarships available through the almost 38,000 local unions in the United States, it does include the major scholarship programs and is a good place to start a search for financial aid for higher education.

3. Wiredscholar Scholarship Search: <http://www.wiredscholar.com>. Wiredscholar has just launched an all new scholarship search. Check out some of the added features available to registered users:

- View your results online immediately after submitting the profile.
- Save your search results to view later.
- Update your Profile Form anytime.

And getting scholarship search results can be as easy as 1-2-3:

1. Log on to wiredscholar.com.
2. Complete the profile form and click submit.
3. View your search results immediately.

4. The Boilermaker Scholarship. And don't forget to apply for the Boilermaker's scholarship. See the box story on page 15 for all the details. □

Union Plus makes home buying simple

Even if your credit isn't A-1

THE UNION PLUS Mortgage & Real Estate program continues to grow at an unprecedented rate, due to the lowest mortgage rates in 40 years and continued growth of the program at the local branch level. The program has now

expanded its ability to lend to homebuyers with less than perfect credit.

Union Plus Mortgage & Real Estate makes refinancing and home-buying easier and more affordable for working families. Through Chase Manhattan Mortgage Corporation, one of the largest lenders in the U.S., union mem-

bers can take advantage of convenient mortgage programs. Mortgage counselors will walk you through the entire process of buying, selling, and refinancing homes. And they also offer special programs for first-time buyers.

Call 1-800-416-5786 and make yourself at home. □

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, over time 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 at left.

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.

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	Bolli, Marvin	39
NTL	Green, Daniel	40
NTL	Lauderdale, Paul	45
NTL	Perry, Tommy	72
1	Morrell, Amos	72
5	Russo, Gregory A.	72
6	Brookins, S. D.	72
26	Sapp, Addin	73
26	Smith, Robby	79
27	Boesing, Joseph	92
27	Bradley, Charles	101
27	Dickson, Jackie	104
27	Martin, John	104
28	Gerard, Maurice	104
29	Donahue, John	104
29	Flynn, James M.	104
30	Daves, John C.	104
30	Wenger, Johnny A.	108
		108

110	Murla, George
112	Lincoln, John
112	Rice, James
128	Smith, Columbus
128	Milligan, Kermit
132	Muller, Donald
146	Simons, Victor
146	Snider, Edwin S.
146	Hebert, Roger
154	Condon III, F.W.
154	Sanborn, Thomas A.
169	Soderlund, James
169	Aahl, Albert
169	Jacobson, Wesley E.
175	Murphy, Lyle W.
182	Reynolds, Cecil A.
191	Rutherford, Doyle
193	Smail, Charles
193	Blevins, Bobby
212	Rutherford, Richard
212	Hillman, Don
212	Bell, Woodrow
363	Sasser, Bryant
363	Cassidy, Frank
374	Morehouse, Kevin
374	Arnold, John M.
374	Ferrier, Brandon
374	Reichenauer, Robert
433	St. Onge, Norman
433	Carte, Willard
433	Hefley, Frank J.
433	Pankow, Walter
433	Westphal, Stanley
453	Wimmer, Clifford
453	Winnmore, Lawrence
483	Romano, Lou
500	Schanzenbacher, Karl
502	Musick, Melvin
502	Renner, Richard
502	Riley, Joe W.

502	Green, Robert
524	Brackey, Charles
530	Hurlburt, Edward
531	Beckman, Lee
541	Johnson, Frank
549	Kelley, Joseph H.
549	Ashworth, James
568	Crownover, William
582	Kaczmark, Matt
582	Quisenberry, John
627	Schultz, Donald
636	Howard, Charles
647	Jones, James
647	Peters, Thomas
656	Powell, Tommy
656	Blizzard, Floyd
656	Fischer, Clyde
667	Solla, Roberto
744	Wilson, Willard
1086	Clinton, John
1509	Allery, Gaylord
2000	Hilyard Jr., Charles
530	Critchfield, Larry
531	McDonald, Thomas
541	Horrobin, Jack
549	Chadderton, Robert
549	Shaw, Larry
568	Richardson, William
582	Lott, Percy
582	Richardson, Andrew
627	Mendoza, Roland
636	Blackwell, William
647	Pratschner, Richard
647	Sabrowsky, Nestor
656	Beckner, Clarence
656	VanDyke, Wallace
656	Wade, Newell
667	Riffie, Winifred D.
744	Schoenfelt, Earl
1086	Pigon, Richard
1509	Palubicki, Daniel R.
2000	Clark, Howard

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

NTL	Constable, Maxfield	\$6,000.00
NTL	Fields, Calvin L.	6,000.00
NTL	Hale, Charles L.	6,000.00
NTL	Jackson, Gerald C.	6,000.00
NTL	Parker, Vernon H.	6,000.00
NTL	Perry, Tommy J.	6,000.00
1	Coughlin, James E.	6,000.00
1	Cruz, Pedro S.	4,500.00
1	Jackson, Andrew A.	6,000.00
1	Preble, William Dean	6,000.00
5	Pais, Irving	6,000.00
6	Cole, Mack Duffie	6,000.00
6	Lowery, James L.	6,000.00
6	Nero Sr., Martin J.	6,000.00
6	Rasmussen, Thomas	3,000.00
6	Sharon, Jay A.	6,000.00
6	Turner, James	6,000.00
6	Zaccagnini, Louis F.	6,000.00
19	McCann, Joseph W.	6,000.00
26	Brown, Hugh M.	6,000.00
26	Ciucevich, Walter L.	6,000.00
27	Hampson, Robert J.	4,132.00
27	Huskey, Floyd F.	6,000.00
27	Martin, John J.	4,500.00
27	Nevills, Gary D.	6,000.00
29	Donahue, John G.	6,000.00
37	Currera Sr., George	6,000.00
37	Green Sr., George	4,500.00
37	Parent, Windom J.	6,000.00
40	Gose, Steve	6,000.00
40	Johnson, Robert W.	6,000.00
68	Helfenstine, Howard	6,000.00
69	Greer, Vero W.	6,000.00
72	Espinoza, Rupert	6,000.00
72	Snider, Edwin S.	6,000.00
72	Tegi, Elmer	6,000.00
72	Webster, Jim	6,000.00
74	Quinn, John A.	3,000.00
74	Tidwell, Mairiam K.	6,000.00
79	Condon III, Frederick	6,000.00
79	Doucet, Wilfred	6,000.00
83	Matthews, George F.	6,000.00
85	Wicker, Delmas	3,028.33
92	Imgard, Harry W.	6,000.00
92	Sanborn, Thomas A.	6,000.00
92	Spicer, Kenneth L.	6,000.00
96	Floyd, Russell S.	6,000.00
104	Chapman, Thomas	6,000.00
104	Cook, Louis E.	6,000.00
104	Dumas, Alton B.	6,000.00
104	Frazier, Jack	6,000.00
104	Hammond, Densil P.	6,000.00
104	Hobbs, Donald L.	6,000.00
104	Jacobson, Wesley E.	6,000.00
104	Petersen, Ernest	6,000.00
104	Reynolds, Cecil A.	3,000.00
104	Rutherford, Doyle	6,000.00
104	Smail, Charles H.	6,000.00
104	Sollie, Lars	6,000.00
104	Strong, Roger W.	6,000.00
104	Strong, Roger W.	6,000.00
105	Moore, Charles L.	6,000.00
105	Nesbitt, Charles F.	6,000.00
108	Blevins, Bobby G.	6,000.00
108	Hammett, Louie	6,000.00

6,000.00	Rutherford, Richard H.
6,000.00	Powe, Walter A.
1,444.73	Thomas, Toby K.
6,000.00	Bell, Woodrow C.
6,000.00	Lick, Margren E.
6,000.00	Salzer, Clara J.
6,000.00	Pederson, William P.
6,000.00	Raymond, Francis A.
6,000.00	Arnold, John M.
6,378.13	Wiley, Michael E.
6,000.00	Mozdy, Stanley
1,187.25	Ferris, Richard W.
6,000.00	Frost, Jack C.
6,000.00	Hefley, Frank J.
6,000.00	Painter, Arthur D.
6,000.00	Rispiagliati, Alfred
9,520.47	Abbatoy, Jeanne M.
1,670.96	Campbell, Michael J.
6,000.00	Mockridge, Joseph A.
6,000.00	Pankow, Walter E.
6,000.00	Wetstphal, Stanley G.
6,000.00	Smith, Ralph H.
6,000.00	Glowinski, Frank
6,000.00	Musick, Melvin L.
6,000.00	Renner, Richard L.
6,000.00	Sisk, Elmer L.
6,000.00	Paolucci, Carl A.
6,000.00	Riley, Joe W.
6,000.00	Green, Robert H.
3,000.00	Bearden, Ollie
6,000.00	Bombek, Frank C.
2,919.19	Henderson, Lionel
6,000.00	McDade, Percy
6,000.00	Johnson, Frank
6,000.00	Kelley, Joseph H.
6,000.00	Gum, Marvin U.
6,000.00	Kaczmark, Matt
6,000.00	Simpson, Russell B.
6,000.00	Jones, James I.
6,000.00	Raulerson, Hilton
6,000.00	Anshutz, Donald W.
6,000.00	Peterson, Peter O.
6,000.00	Stansberry, Lewis H.
6,000.00	Johnson, Roy C.
6,000.00	Handley, George H.
6,000.00	Huston, William W.
625.00	Minor, Dwight S.
6,000.00	Fields, Homer B.
6,000.00	Johnson, Leroy A.
6,000.00	Allery, Gaylord S.
6,000.00	Elrod, Herman

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.

6,000.00	Bradley, Herman
6,000.00	Shaw, Larry G.
5,142.87	Thomas, Robert L.
6,000.00	Bartlett, Forrest
6,000.00	Borel, Joseph I.
6,000.00	Allen, John
6,000.00	Brister Jr., Jesse C.
6,000.00	Coon, Thomas L.
6,000.00	Hopkins, Herbert
2,683.94	Hoss, Gary M.
6,000.00	Woodward, Robert L.
6,000.00	Dugas, Lawrence J.
6,000.00	Hare, J. D.
6,000.00	Locklin, Donald F.
1,800.82	White, Clayton G.
6,000.00	Mendoza, Roland K.
6,000.00	Shaw, Kenneth F.
6,000.00	Zimmerman, Robert
6,000.00	Steele, Helen L.
6,000.00	Horton, Homer R.
6,000.00	Price, John E.
6,000.00	Albertson, Iva W.
3,420.03	Edwards, Marshall N.
6,000.00	Bennett, Jim L.
6,000.00	Dawson, Vernon E.
6,000.00	Harrison, Walter S.
6,000.00	Schoenfelt, Earl H.
6,000.00	Foley, Leo A.
6,000.00	Hope, Paul F.
6,000.00	Rideout Jr., Linwood
6,000.00	Brooks, Walter M.
6,000.00	Pigon, Richard E.
6,000.00	Dull, Valerie L.
6,000.00	Morrison, John H.
6,000.00	Lazarz, Frank E.
6,000.00	Palubicki, Daniel R.
6,000.00	Cruso Jr., George
6,000.00	Miklos, John F.

How to apply for a Boilermaker Scholarship

ONE OF THE MOST popular benefits available to Boilermaker members is the college scholarship program that helps dependents of Boilermakers get started with their college education. These one-year grants reward the hard work and success of young members of Boilermaker families and encourage members of the next generation of college-educated workers to remember the union advantage. 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. 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 that include grades, standardized test scores, extracurricular activities, and a written essay on an assigned topic.

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 31, 2003.

Applications postmarked after the March 31, 2003, deadline cannot be considered. 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 scholarship programs, contact these organizations directly.



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 555
Kansas City, KS 66101

(Allow five weeks for change of address.)

Use your vote to tell Congress that working families matter

We'll never outspend corporations and the rich — but we can outvote them

IT'S ELECTION TIME again in the United States — time to give Congress their report card. Election day is the best opportunity working families have to send a message to Washington that our lives matter. What we do matters. We matter.

For nearly two years now, the Bush administration and the Republican-dominated House of Representatives have been acting as though working people are unimportant. They have insulted and injured us, while passing legislation written by lobbyists for large corporations.

Just look at some of their most egregious insults to American workers over the past few months:

- They blocked passage of a comprehensive Medicare prescription drug benefit at the request of powerful pharmaceutical companies, who immediately rewarded them with millions of dollars in campaign donations
- They passed fast-track trade authority, opening the door for President Bush to expand the North American Free Trade Agreement (NAFTA) to Central and South America
- They blocked efforts for meaningful pension reform, opting to allow corporations to continue to raid employee pension funds and 401(k)s
- They passed a \$10 billion bailout for the airline industry, not a penny of which went to the displaced workers
- They passed a corporate wish-list of tax breaks and subsidies for Big Business, huge tax cuts for millionaires, and nothing for workers who lost their jobs as a result of Sept. 11

- They passed a law barring employees of the Department of Homeland Security from joining unions.

This last one is enough to make your blood boil. The Department of Homeland Security is new, but the work its employees will do is not. All Bush has done is take agencies from several other departments and reorganize them under this umbrella.

When working families vote together, we can elect candidates who will support our agenda.

Over 50,000 of those federal employees are currently represented by unions. Another 120,000 are protected by civil service regulations.

But Bush wants to keep all worker protections out of his "new" department — and the Republican-dominated House of Representatives wants to help him do it. The authorization bill they passed in July strips these 170,000 workers of all worker protections.

Bush's implication — underscored by the Republican leadership in both the House and the Senate — is that unions are antithetical to domestic security. If these workers are allowed to join unions, they will be unable to do their job of keeping our nation safe.

This bill is an insult to every patriotic American union member.

It is a double insult to the millions of union members who have served in the U.S. Armed Forces — especially those who served during war time.



CHARLES W. JONES
International President

Candidates who will ensure that American workers have good jobs and safe workplaces.

Candidates who will safeguard Social Security and Medicare.

Candidates who will hold corporations responsible when they defraud investors and their employees, then try to use bankruptcy laws to protect the fortunes they've stolen.

Candidates who will ensure that workers and retirees can afford good health care and prescription drugs.

And most important of all — candidates who will guarantee that workers have the freedom to join a union.

It is an uphill battle. Corporations and the rich can outspend us. They control the media. They can give huge sums to buy third-party ads that skirt campaign finance laws.

But in the final analysis, we still have more votes than they do. By voting as a bloc, we can win.

Do your part on election day.

Vote for the candidates endorsed by your union (see pages 8-9).

United, we can make a difference! □

L-108 dedicates new facility

Birmingham members are proud of new offices, hall, and training center

ON AUGUST 29, 2002, members of Local 108, Birmingham, Ala., held an open house to showcase their new 8,000-square-foot facility. And a showcase it is.

They have a reception area, supply room, kitchen, conference room, atrium, and six over-sized offices that put many places of business to shame.

Their new meeting room features a separate foyer and kitchen, and comfortable seating for 250.

But perhaps their proudest new feature is their state-of-the-art training center that boasts its own office, nine welding booths, and all the equipment a Boilermaker needs to learn to work in field construction. Plus, they just received city approval to build a rigging yard on their adjacent property.

In dedicating the new facility, Local 108 BM-ST John Helvin spoke of how Local 108 members have earned their motto: Dedicated, Determined, and Dependable.

"Today we honor past and present members who strive to make this local what it is. They work hard for the contractors and owners. Our members

give their all and reach back when more is needed. They give a day's work for a day's pay and that is what makes Local 108 Boilermakers so great."

But it was Intl. Rep. Steve Speed, who served as Local 108 BM-ST from 1993 to 2000, who best expressed the sentiment of every Local 108 member in attendance when he said, "Today is my proudest day as a Boilermaker, to see how far we've come."

Nearly 100 people attended the open house, at which the building was dedicated to Southeast Area International Vice President Newton B. Jones, and the training center was dedicated to the memory of Local 108's first-elected business manager, Joe Ballard (1991-1993).

Ballard's widow, Vickie Ferguson, and his daughter, Marie-Jo Ballard, joined Jones at the ceremony where they received plaques and participated in a ribbon cutting ceremony.

Also in attendance were area business representatives, Boilermaker contractors, and active and retired Local 108 members. Honored guests included National Transient Division Director William Almond; District Lodge 57 BM-ES Sam May, Chattanooga, Tenn.; Local 26 BM-ST Douglas Robbins Jr., Savannah, Ga.; Local 263 BM-ST Michael Allen; and Local 455 BM-ST Ed Vance, Sheffield, Ala. □



HONORED GUESTS CUT the ribbon to Local 108's new facility. L. to r., Vickie Ferguson, Marie-Jo Ballard, L-108 BM-ST John Helvin, and IVP Newton B. Jones.



NEARLY 100 GUESTS attend the dedication ceremony of Local 108's new facility in Birmingham, Ala., on August 29, 2002.