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 christen 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 97-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

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 Simonneau (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 suffering. 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 discontinue or lay off employees. The AFL-CIO’s Metal Trades Department represents the shipyard’s workers, with Local 693 representing the largest unit since 1939.

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. 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.

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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 leaves us so vulnerable?

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

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JENNIFER S. SARTAIN
Morris, AL

Dennis is my dad. He would
take care of us. We ended up follow-
ing his wife, Kelly, to their home
where Dennis spent his Sunday after-
noon 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 (TORSAON), TONY, and
MCKENNA RON

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, Spondylolsthesis (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. KAUFMAN, L-13
Auburn, Pa.

EDITORS 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 dis-played by Local L288 (Maidinsburg, 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 Boilermakers members want everyone to know that plenty of Alabamians are proud to be union!

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L-483 members win back-pay at Joy Mining

The National Labor Relations Board was represented by Christal Key. Joy Technologies manufactures deep mining equipment, machines that been 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 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 9, the unionists started a ULP strike to protest the company’s illegal action.

The ALJ rules company should 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 “vowed to defend the interests of [Joy’s]... contractual offer to return, even if that means firing the replacements.

According to Boilermakers Intl. Rep. Jim Pressley, the company had developed its 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 Stagg said, “This ruling gave our members a big lift that we needed to continue negotiating with this company. I want to thank Intl. Rep. Charles W. Jones for supporting our efforts and give a special thanks to Intl. Rep. Jim Pressley and (Blake & Uhlig attorneys) 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. Rep. Jones and IVP Larry McManmon; training and input from Dir. of Collective Bargaining Services Len Beauchamp; Mike Manley’s legal guidance; the leadership of the Ground officers and negotiating committee; and the most crucial element, the patience and discipline of the members of Lodge 483.”

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 U.S. workers 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 spokesman told the New York Times. But environmentalists and labor unions in the U.S. and in Mexico have a different name for it. U.S. Representative Bob Filner (D-Calif.) 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 will be 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 Birdsell, director of the Imperial County Air Pollution Control Dist., estimates the InterGen plant will send more than three million 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 growing trend. At first glance, it might seem like a win-win for U.S. workers — the power plants would provide power and pay taxes, according to Boilermakers Legislative Director Ande Abbott.

“These plants are清净 to reduce costs and deal with pollution,” he said. “Not only do we lose the construction and maintenance jobs, but we lose control over the energy 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 U.S. workers knew about the power plants, 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 have been built 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 Califormia’s energy secretary, says these plants will be the first of many built in Mexico specifically to provide power to the U.S.
**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 14-19, 2002 (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 Fredrick Center on the shore of Lake Mendota at the University of Wisconsin.

Students will 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: Rev. Anthony W. Palmisano; William F. Finnegan Jr. of Local 3, New York, N.Y.; James W. Bardford Jr. of Local 13, Philadelphia, Pa.; Donald E. Thurnhold 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 Donald D. Weaver of Local 88, Essington, Pa.; Bob Henson and Mikel W. Robinson of Local 108, Birmingham, Ala.


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. Dobkins, and Robert Joseph Jr. of Local 900, Barberton, Ohio; Ronnie L. Farnsworth and Terry M. Krafft of Local 1012, Cumberland, Md.

Ken Carver and Dave Gill of Local Lodge 69, Speed, Ind.; Shawn R. Putman and Bruce L. Wood of Local D480, Charleston, Mich.; and Joyce Allgeyer of Local 69, Menominee, Mich.

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.

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 Lodge 69 BM-ST Don Jones credits the Southeastern Area Joint Apprenticeship Committee (SAJAC) and SAJAC instructor Mike McCuskey 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.”

**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. 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 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 Kouns, and Dwain Smith teach the classes. Barnes and 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.


Richard Geniesse, Steve Gromala, Richard Kanitz, Louis Neilo, and Mike Tanguy of Lodge 696, Marnette, Wis.; Andre DelCorrige, Billy A. Leavell, and James F. Rose of Lodge 900, Barberville, Ohio; Ken Carver and Dave Gill of Lodge D209, Speed, Ind.; and Dave Borch, Carl Johnson, and Joyce Winter of Lodge 5699, Menominee, Mich.

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

**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. Int'l. 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 in the future, including 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 (GLACO1) held a one-day local lodge leadership seminar for the presidents and secretary-treasurers of its affiliated lodges.


GLACO1 affiliated lodges include Locals M6, M10, D22, M24, M45, D81, M94, M114, 138, 357, 524, 1162, 1239, 1240, 1247, 1255, 1509, 1600, 1602, 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 reports, a local lodge bookkeeping system, weekly and monthly financial statements, 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 D1533, Hagerstown, Md.; Local 151, Erie; Local 1675, Williamsport; 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**

Members learn how to use specialty equipment

It takes numerous hours of welding training to become proficient in adjusting programs, parameters, and making the necessary corrections needed when fit-up and tolerances are tight. That’s why members of Local 237, in Hartford, Conn., are taking a class on orbital welding.

“Our goal is to have 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.

**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,” said Helvin. “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.”

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

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Local 108 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.

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.

- 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 bill, 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 (federal 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 workers in these 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 when you retire. Support candidates who care about workers—not ones who coddl projects at workers’ expense.

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 in favor of 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 the union’s leadership can withstand campaign donations and committee assignments...

So it shouldn’t be surprising that Democrats usually have better voting records on 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 Devanev (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 committee man for the Wall Township. Devlin had his work cut out for him. Wall Township was a Republican stronghold.

But he also had the support of his local union governor. His first act was an executive order supporting project labor agreements. Devlin credits the support of his local and the New Jersey AFL-CIO for his victory. “They had vansloads 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 guaranteed prescription-drug benefits for seniors directly through the Medicare program.

In an admission 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 the Republican plan is 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 5 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 $290 a month, he’d be paying about $192—a savings of less than $60, or about 2 days. Program advocates have been saying that retirees on fixed incomes should not have to choose 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.

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, lobbed members of Congress, and planned their legislative strategy.

On the last day of the conference, hundreds of seniors rallied 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, a retiree from 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 said 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 Majority 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.).
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.
**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 Govern-
ment. 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 deter-
mined by the number of pro-worker voters we
got 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 Associa-
tion 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 this year
will stay with them a lifetime.
Boilermakers help earn awards for Detroit Edison

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, and Paul Fesler, 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.

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Boilermakers help earn awards for Detroit Edison

Big Business paid $500M to kill ergonomicos rule

REPEITIVE 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 1993, OSHA could no longer ignore the fact that repetitive stress had become the single most frequent cause of work-related injuries.


Big Business continued to fight it.


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 CIO, Simplot Company

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 northeastern, 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 severe enough to need intravenous antibiotics for six weeks, costing thousands of dollars.

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 Hazards

LYME DISEASE AFFECTS EVERYONE differently. Some people get sick in about a week. The first sign may be a rash near the tick bite. Other people may not seem sick until months or years after a tick bite. The disease can permanently damage your nervous system and joints. Sometimes joint replacement is needed.

Protect Yourself

DEER TICKS ARE TINY — the size of the head of a pin. The ticks are found in brush, woods, and tall grass. May and June are the worst months, but the ticks are active in all warm months.

Wear long pants and long-sleeved shirts. Put your pants cuffs inside your boot legs. Tuck in your shirt. Light-colored clothing may make it easier to spot ticks.

Use a tick repellent. Spray a repellent with permethrins in it near the openings on your clothes, such as the bottoms of your pants and the waistband. Apply the permethrins once a month; they don't wash out every time. Do not use them on your skin.

On your skin, use a repellent that has DEET (N, N-diethyl-methyl toluamide), but no more than 33 percent DEET. Be careful not to use too much of the repellent. Do not use DEET on your face. (In the United States, there is a vaccine for Lyme disease. But you must get at least three shots and 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 bullethead that is spreading out.

Look carefully. Ordinarily, the ticks that carry the Lyme disease on Long Island are round and have 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 bite is taken.)

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 there, 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 eLCOSH website:

http://www.cdc.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

Suite 1000, 8448 Georgia Ave. 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 913-371-2841.
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 would have 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.

To be 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 the file. 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 what new trends that are developing. Grievance logs are also valuable for keeping mem bers 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 kind of resolutions can be expected.

You might also want to track the shift or the department in which the grievance occurs. You might even want to see if you can figure out why that is happening and put an end to it.

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 a 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, 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 you visualize problem areas.

For example, if we average one or two of the contract as vacation grievances were twice as prevalent in years one and two of the contract as vacation scheduling grievances.

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

Is this really a problem, or is the company just being false? 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 provides can be a very helpful tool.

One thing you’re bound to discover if you do this analysis is that grievance logs can be a very helpful tool.
A summary analysis of these contract settlements

Prepared by the Research and Collective Bargaining Department of the International Brotherhood of Boilermakers, Iron and Steel Workers.

THIS ANALYSIS of the 19 agreements outlined below is based on information contained in the Contract Summary and Transmittal Report forms, and covers agreements entered into in 2002.

The time-frames are as follows:

Wages Increases
- **FIFTEEN** facilities will receive wage increases in 2002, averaging 3.13 per hour: 2.35 per hour to New York, N.Y.; 3.00 per hour to New York, N.Y.; 3.68 per hour to Illinois, and 3.20 per hour to New York, N.Y.
- **FIFTEEN** facilities will receive wage increases in 2002, averaging 2.85 per hour to New York, N.Y.; 3.00 per hour to Illinois, and 3.20 per hour to New York, N.Y.
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Pension
- **EIGHTTEEN** facilities participate in some form of pension plan. For the Boilermaker-Blacksmith National Pension Trust, their contributions range from 6% to 8% of the total wage bill 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.

Vacation Policy
- **FIFTEEN** agreements provide a three-week vacation policy: one provides a two-week vacation, and 10 provide four-week vacations. The most common duration of time off is 26 weeks found in six agreements.

Life Insurance
- **SIXTEEN** agreements provide for life insurance.
- **FIFTEEN** agreements provide additional life insurance (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 three years of $19,958. The remaining agreements provide life insurance of $0.09 to $5.00 per hour, or 2.40 percent.

**FIFTEEN** agreements provide for annual vacation pay equal to or double the annual salary as the benefit amount. Of these, 12 have a set dollar amount ranging from $1,000 to $3,000, with a maximum benefit of $3,000.

**Twelve** agreements provide for paid holidays ranging from $400 to $750, with a maximum benefit of $750. The average is $710.25 per week.

**Two** agreements provide for a five-week paid vacation, 13 provide a four-week paid vacation, 7 provide a three-week paid vacation, 18 provide a two-week paid vacation, and 17 provide a one-week 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 $400 to $750, with a maximum benefit of $750. The average is $710.25 per week.

**Five** agreements provide for all or partial reimbursement for the purchase of safety shoes. Thirteen agreements provide additional paid leave for those persons who spend two weeks at military encampment each year.


dated by Boilermaker local lodges

National Cement Lodge

Cary Allen, working director of the GLCAGW Division, reports contract ratification, effective June 15, 2002 to June 15, 2003, for four members of the National Cement Lodge who make Portland Cement at Continental Cement in St. Louis, Mo.

L-33 – Quincy, IL

Int’l Rep.: David Lawrence

reports contract ratification, effective April 15, 2002 to April 15, 2003, for 12 members of Local 93, Quincy, IL, who make stoves at the Comstock Castle Stove Co., Inc.

L-5 – New York, NY


M-18 – Buffalo, NY

Int’l Rep.: Ricco DiCollo

reports contract ratification, effective June 1, 2002 to May 31, 2003, for members of Local M18, Buffalo, N.Y., who work at KeyCorp Steel.

D-66 – Fort Dodge, IA

Cary Allen, working director of the GLCAGW Division, reports contract ratification, effective June 15, 2002 to June 15, 2003, for 66 members of Local D66, Fort Dodge, IA, who make Portland Cement at Duxon Maquette Cement.

S-22 – Batavia, NY

Int’l Rep.: Ricco DiCollo

reports contract ratification, effective May 31, 2002, for 114 members of Local D66, Duxon, IA, who manufacture Portland Cement at Duxon Maquette Cement.

L-146 – Edmonton, AB

Dave Minton, BM-ST of Local 146, Edmonton, Alberta, Canada, reports contract ratification, effective Nov. 1, 2001 to Oct. 31, 2003, for 25 Local 146 members who work at Alex Industries, Inc.

L-151 – Erie, PA

Int’l Rep.: Bill Houk

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 of S.A. Dickson & Son.

D-173 – Wampum, PA

Int’l Rep.: Mark Kelly

reports contract ratification, effective May 1, 1999 to April 30, 2004, for 151 members of Local D73, Wampum, PA, who make Portland and slag cement at Cemen.

D-228 – Three Forks, MT

Int’l Rep.: Mike Adams

reports contract ratification, effective Aug. 1, 2002 to July 31, 2005, for 42 members of Local D228, Three Forks, MT, who provide tace at the Three Forks, MT, who provide tace at the Three Forks, MT, who provide tace at the Three Forks, MT, who provide tace at the Three Forks, MT.

D-274 – Winnipeg, MB

Doug McKay, BM-ST 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.

D-364 – Paris, ON

Int’l 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.

D-480 – Jacksonville, IL

Int’l Rep.: John Frase

reports contract ratification, effective May 1, 2002 to May 1, 2003, for 223 members of Local D480, Jacksonville, IL, who manufacture cement and food products at the A. C. Humko Corp.

D-506 – Flat Bay, NF

Int’l Rep.: Ed Mattice

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

D-561 – Weeping Water, WY

Int’l Rep.: M. Allen

reports contract ratification, effective July 15, 2001 to July 14, 2003, for 223 members of Local D561, Weeping Water, WY, who make and process cement and food products at the A. C. Humko Corp.

D-584 – Laramie, WY

Int’l Rep.: A. C. Humko

reports contract ratification, effective July 15, 2001 to July 14, 2003, for 223 members of Local D584, Laramie, WY, who make and process cement and food products at the A. C. Humko Corp.

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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 McCormack, 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, McCormack was lifted by helicopter to the top of a 200-foot stack to replace a cable that was weather damaged. Donald Yakichuk assisted the helicopter pilot. McCormack 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.”

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 Piotronska, 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 Astn. 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. Vascony, V.P. & Trustee Chrmn. Gary Scott BM-ST Wilfredo Hinojosa;

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.

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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: 1-800-696-5685
AWD 48713709
Budget: 1-800-455-2848
BCDV816100

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

FLOWER SERVICE
Call: 1-800-567-7770

NORTH AMERICAN VAN LINES
Call: 1-800-524-5532

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 college 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 301-451-5404 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 Scholarships Program is offered through the Union Plus Education Foundation.

Eligibility: Members of the Boilermaker 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 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 30, 2003. Application packets with a postmark later than January 31 will not be eligible for review. Only winners will be notified by May 31, 2003.

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 as the AFL-CIO as the AFL-CIO Guide to Union-Sponsored Scholarships, Awards, and Student Financial Aid, describes more than $4 million in scholarships available through the American Federation of Labor and Congress of Industrial Organizations.

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 members 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 1-800-416-5796 and make yourself at home.

A notice to employees subject to union security clauses

EMPLOYEES WORKING UNDER collective bargains covering 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 you have is to support the collective bargaining process.

The working conditions of all bargaining and employed workers are improved immediately when the union gains higher wages, better working conditions, and pensions, fairness in the disciplinary system, overtime pay, vacations, and many other improvements in working conditions at the bargaining table. Because they negotiate together, through their union, employees who are represented by a union typically receive higher pay 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 member 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, 763 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 by May 31, 2003, or within the first 30 days in which the objection is required to be filed, or within 30 days after the objector becomes a nonmember.

Examples of expenditures not germane to the collective bargaining process include, but are not limited to: lobbying efforts, election activities, for members-only benefits, legislative activities, for members-only benefits, charitable activities, for non-worker related purposes, and non-union related activities. In considering these matters, you should be aware that only members have the follow-up 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 run the International Convention as a delegate
• to participate in strike votes to determine whether benefits available 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.
## 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

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## IN MEMORIAM

### 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. Please encourage members of the next generation of college-educated workers to remember the union advantage.

Boilermaker scholars 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 lodge to get an application. The International will not mail application forms to individuals.

Some local lodges have their own scholarship programs. Scholarships are also available through the Union Plus card program and some state regular unions. For information on their scholarship programs, contact the local lodge or union plus card provider.

### Moving? Tell us where...

**Name:**

New Address: ____________________________

City ____________________________

State or Province ________________

Zip ________

Local Lodge No. ________

Register No. ________

[Allow five weeks for change of address.]

(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, 753 State Avenue, Suite 565, 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.

The Boilermaker-Blacksmith National Pension Trust is a qualified employee benefit plan under Sections 401(a) and 501(c)(9) of the Internal Revenue Code, and a plan described in Section 409 of the Employee Retirement Income Security Act of 1974, as amended. This plan is subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended, and is governed by the Federal Employee Retirement Income Security Act of 1974, as amended.
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 two 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 pensions with 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 huge tax cuts for multinational corporations.
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They passed a law barring employees of the Department of Homeland Security from joining 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 those 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 those 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.

And it is an insult beyond measure to the hundreds of union members who died trying to save lives in the World Trade Center on Sept. 11.

As an insult, the House-passed homeland security bill is beyond compare. But it is worse than an insult. It is an injury. This bill strips 50,000 federal employees of their right to collective bargaining.

And it is just one of dozens of measures passed by the House in the past two years that injures working families. When you begin to catalog the injuries workers have suffered or will suffer if bills passed by the House are made into law, you quickly see that seeing working families do not matter much in their scheme of things.

We must act now to change that. We must vote out of office the representatives who are attacking working families. We must let Congress know that the majority of Americans work for a living, and Congress must pass laws that benefit working families.

Corporations may give them big campaign donations. High-paid lobbyists may write them and dine with them. But if they want to be re-elected, they need to pass legislation that benefits the majority of Americans — not the super-rich minority.

Many times in recent years, workers have demonstrated that we can elect our candidates when we work together. In 1998 and again in 2000, voters from union households had a major impact on races at all levels.

This year, we can do even better — if we unite behind those candidates we know will support our agenda.

Candidates who support trade laws that benefit our people — not just the multinational corporations.

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 $300,000-square-foot facility. And a show case it is.

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

Their new meeting room features a reception area, supply room, kitchen, conference room, and six over-sized offices that provide places of business to shame.

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.

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Many times in recent years, workers have demonstrated that we can elect our candidates when we work together. But it was Intl. Rep. Steve Speed, 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 the U.S. Armed Forces — especially those who served during war time.

International President

United, we can make a difference!

Charles W. Jones

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).

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.

http://www.boilermakers.org

http://www.iibf-workingfamilies.com