

## IN THESE PAGES



**Local News**  
Boilermakers are hard at work .....5



**Training & Education**  
Natl., Area, and Local Programs ...6-9

**Steward's Sourcebook**  
What to do if asked for advice .....11

**Settlements** .....12

**Letters to Editor** .....13

Non-Profit Org.  
U.S. POSTAGE  
PAID  
Hayward, CA  
Permit No. 796

The Boilermaker Reporter  
753 Shiloh Avenue, Suite 565  
Kansas City, Missouri 64101  
ADDRESS SERVICE REQUESTED

## Local 667's Jerry Fulk wins apprentice competition

**L-169's Anderson places second; Southeast reps. earn team prize**

JERRY FULK OF LOCAL 667, Charleston, W.Va., is the Boilermakers' outstanding apprentice of the year.

Representing the Southeast Area, Fulk earned the top marks at the 15th annual Boilermakers National Apprenticeship Program's (BNAP) outstanding apprentice competition, held Sept. 15-19, 2002, at the BNAP training center in Kansas City, Kan.

Nathan Anderson of Local 169, Detroit, Mich., representing the Great Lakes Area, placed second.

Southeast Area representatives, Fulk and John McWhorter (Local 105, Chillicothe, Ohio.), won the BNAP team competition award.

This is the third year that each participating apprenticeship area sent two contestants to the national competi-



INTL. PRES. CHARLES W. JONES (l.) congratulates Jerry Fulk of L-667, Charleston, W.Va., the top apprentice of the year.



INTL. SEC.-TREAS. JERRY WILLBURN (l.) congratulates second-place award winner Nathan Anderson of Local 169.

tion, who were then judged individually and as a team.

Each of this year's eight contestants is a winner, as each had to place either first or second in his area's competition in order to participate in the

national contest. Not only are they winners, but they are leaders, too.

"History has demonstrated that our contestants are leaders, not only as apprentices, but throughout their

*Continued on page 8*

## Texans form Lone Star District

**Counting on strength in numbers, members hope district will sustain lodges**

TEXAS LOCALS HAVE been hit hard by nonunion competition. There used to be six Boilermaker construction lodges in Texas. Only four remain. And when work is slow, it's a financial strain to keep some of these lodges running. But all that should change with the formation of the Lone Star District Lodge.

On September 24-25, 2002, representatives from four Texas locals attended the first convention of the Lone Star District Lodge in Spring, Texas. Intl. Vice Pres. George Rogers chaired the meetings, where members of Local 74 (Houston), Local 132 (Galveston), Local 531 (Amarillo), and Local 587 (Orange) met to discuss and approve the new district's referral rules and by-laws, as well as elect district officers.

Ronnie Keck, Local 74, was elected to serve as the district's business manager and executive secretary. Also elected were District President Dennis Smith (Local 74), Vice President James L. Kirkland (Local 587), Trustee Chairman and Rec. Sec. Robert Huepers (Local 132), and Trustee Charles Thomas (Local 531).

By pooling resources — both manpower and financial — the district lodge will help meet employer needs, keep members working closer to home, and sustain its affiliated lodges.

The district lodge will collect field dues and then equally distribute one-half of one percent to each of the affiliated lodges. This extra income will help maintain a lodge through slow work periods. In addition, when work is abundant at one local while others in the district are slow, the district can draw members from other affiliated lodges, allowing members to work



REPRESENTATIVES OF THE International and Local Lodges 74, 132, 531, and 587 attend the first convention of the Lone Star District Lodge, Sept. 24-25, 2002.

closer to home instead of having to boom across the country.

The district lodge is good for employers, too. Being able to draw workers from four affiliated locals assures Boilermaker employers that

there will be enough manpower to fill their jobs when needed.

"There is strength in numbers," explained Rogers. "And the district lodge can provide that strength while its affiliated lodges retain their auton-

*Continued on page 3*

## Local 203 members build 520-foot penstock

MEMBERS OF LOCAL 203, St. John's, Newfoundland, Canada, are building a new penstock for M&M Engineering Limited at Granite Lake, a remote wilderness area in central Newfoundland.

"The penstock is 20-feet in diameter and 520-feet in length," reports L-203 President Harold Furey. "When completed, it will produce 40 megawatts of power and will be tied into the Newfoundland hydro transmission lines."

Hydroelectric plants produce electricity using gravity instead of burning fuel. Water from a lake, reservoir, or river flows through a water wheel or turbine, which spins the magnets in the generator. The penstock is the pipe or conduit that carries the water to the turbine.

The penstock Local 203 members are building in Newfoundland will

*Continued on page 5*



L-203 MEMBERS prepare to lower one of the penstock sections into place.

# Poll: Union members vote on issues

## Strong majority support their union's political activities

THANKS TO MASSIVE corporate spending, Nov. 5 was the most expensive off-year election in history. Big Business outspent working-family advocates 12 - 1 in hard and soft-money contributions (\$710 to \$62 million as of Sept. 9), up from 9 - 1 in 1992. Nearly all of their support went to Republican candidates.

Yet an election night telephone survey of union members conducted by Peter D. Hart Research for the AFL-CIO showed that, in battleground Senate races, 72 percent of union members voted for the Democratic candidate, with similar results in U.S. House races.

This margin is consistent with voting trends for union members in 1998 and 2000, according to Hart Research. Hart was unable to determine what percentage of voters came from union households, because they rely on Voter News Service (VNS) for these numbers. VNS did not conduct exit polls this year.

When asked what was important in their choice of a candidate for Congress, 54 percent of those surveyed answered "issues," followed by 26 percent citing "personal qualities," and 16 percent naming party affiliation. Of the 54 percent who said issues were most impor-

tant, 70 percent voted for the Democratic House candidate, with 72 percent choosing the Democrat running for Senate.

When members were asked the two top issues affecting their choices in House races, pocketbook issues prevailed. Forty-four percent surveyed named the economy and jobs, followed by health care and prescription drugs with 34 percent, and 25 percent naming Social Security. Terrorism and national security ranked fourth with 24 percent.

## Drug companies back GOP

IN ADDITION to contributing to political parties and candidates' campaigns, Big Business also financed "issue ads," which do not have to be reported to the Federal Elections Commission. In these ads, an organization will speak in support of or opposition to a proposal, such as privatizing Social Security, then ask viewers to phone a candidate and voice their appreciation for that candidate's position. Though clearly meant to support a specific candidate, they skirt campaign finance limits.

In 2002, drug companies bankrolled television spots congratulating members of Congress who voted for their plan to privatize a prescription drug benefit for seniors. The \$16 million they spent on these television ads — which clearly supported GOP candidates

over Democrats — was in addition to the \$18 million they gave to candidates and parties.

Unable to spend the huge sums corporations lay out for the elections, unions fought back with people power and education about the issues. The survey confirmed the effectiveness of that program and union members' sizable support for it.

When asked whether "unions need to invest time and money in politics and legislation today, to counter the influence that corporations and wealthy special interest have," 73 percent of members agreed, up from 69 percent when that question was asked in 2000. Even a majority of union members who voted for candidates who were not endorsed by their union supported the work their union did to get out the vote.

Focusing on 25 governor races, 16 Senate races, 47 House races, and targeted competitive state legislative races during the 2002 election cycle, grassroots union activists handed out nearly 17 million worksite leaflets, made five million phone calls to members, and sent 15 million pieces of mail. On Election Day nearly 225,000 union members volunteered to get out the vote.

## Bush spent millions of tax dollars making campaign trips

POLITICAL ANALYSTS were quick to credit President Bush for playing a major role in several key Republican victories on Nov. 5. By Oct. 29, he had attended 59 out-of-town political events in 2002, and in the last two weeks before the election, he crisscrossed the country

too many times to count in a frenzy of election-eve campaigning on behalf of Republicans in tight races. In addition, he ordered 220 appointees to take vacation time and hit the campaign trail.

An e-mail to 6,100 employees of the Environmental Protection Agency said they "are permitted to take an active part in partisan political management and campaigns," and encouraged them to "express support for the president and his program" when they are off-duty.

Scholars call Bush's partisan use of the government unprecedented for a midterm election, and federal workers in the American Federation of Government Employees complained about politicization of their work.

And taxpayers foot the bill. The Government Accounting Office estimated that the 59 trips Bush had taken as of Oct. 29 cost taxpayers roughly \$15.7 million.

When the president travels, bills mount quickly. Air Force One costs \$34,400 per hour. Cargo planes that accompany the president cost from \$5,349 to \$7,025 per hour.

Bush's Marine One helicopter costs \$5,597 per hour to take him from the White House to Andrews Air Force Base. A smaller Blackhawk he sometimes uses costs \$3,658. These helicopters always fly three at a time to foil would-be attackers.

On his first 59 trips this year, Bush raised about \$66.5 million in contributions to the Republican Party and to Republican candidates, at a cost to the taxpayer of \$15.7 million.

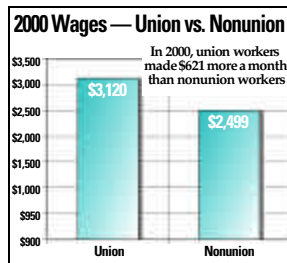
For the GOP, that's a bargain. Taxpayers may have a different opinion. □

# Unions raise wages 25%

## Union workers earn 25% more than nonunion workers

UNION WORKERS EARN 25 percent more than nonunion workers, according to the U.S. Department of Labor's Bureau of Labor Statistics. Median monthly earnings of full-time union workers were \$3,120 in 2000, compared with \$2,499 for their nonunion counterparts, a difference of \$621 a month.

Source: U.S. Department of Labor, Employment and Earnings, Jan. 2002. □



## How your per capita tax dollar is divided



## Per capita tax goes up 50 cents a month

EFFECTIVE JANUARY 1, 2003, the Boilermakers' per capita tax will increase by 2.8 percent (\$0.50 when rounded to the nearest five cents), for a total monthly per capita tax payment of \$18.05.

The monthly per capita tax is adjusted each January 1 to keep up with inflation, in accordance with convention action taken in 1977. The increase is based on the percentage increase in average hourly earnings in manufacturing as issued by the Bureau of Labor Statistics (BLS) for the 12-month period, July to July. According to the BLS, from July 2001 to July

2002, these earnings increased 2.8 percent — from \$14.86 to \$15.28, compared to a 3.4 percent increase in 2001.

The per capita tax finances all activities of the International. As provided for in the International Constitution, 15 percent goes to the Defense Fund to pay for weekly strike benefits; three percent goes to the Publication Fund for all costs associated with this paper; three percent goes to the Convention Fund; and 79 percent goes for everything else, including meetings and conferences, service to local lodges, education and training of local lodge officers and stewards, organizing, collective bargaining research, legal expenses, and all other activities required of an organization that services about 90,000 members.

# Locals 13, 154 give thumbs-up to Casey



REPRESENTATIVES OF Local 13, Philadelphia, Pa., and Local 154, Pittsburgh, Pa., meet with Pennsylvania gubernatorial candidate Bob Casey Jr. (center) to give their support. Pictured, l. to r., are L-154 BM Ray Ventrone, L-154 VP Sean Murphy (behind Ventrone), Casey, now retired L-13 BM-ST Joseph Murray, and L-13 Pres. William Hill Jr. □

## The Boilermaker Reporter

Nov • Dec 2002

Vol. 41 No. 6

**Charles W. Jones**, International President and Editor-in-Chief  
**Jerry Z. Willburn**, Intl. Secretary-Treasurer

### International Vice Presidents

**Lawrence McManamon**, Great Lakes  
**Michael S. Murphy**, Northeast  
**Newton B. Jones**, Southeast  
**George Rogers**, Central  
**Don Lacefield**, Western States  
**Richard Albright**, Western Canada  
**Alexander MacDonald**, Eastern Canada  
**Jim Hickenbotham**, At-Large  
**Othel Smith Jr.**, At-Large

### Editorial staff

Donald Caswell, Managing Editor  
 Carol Dillon, Asst. to the Managing Editor

The Boilermaker Reporter is the official publication of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers, AFL-CIO. It is published bimonthly to disseminate information of use and interest to its members. Submissions from members, local lodges, and subordinate or affiliated bodies are welcomed and encouraged. This publication is mailed free of charge to active members and retired members holding a Retired Members Card. Others may subscribe for the price of \$10 for three years. Standard Mail (A) postage paid at Kansas City, Kan., and additional mailing offices. ISSN No. 1078-4101.

POSTMASTER: Send address changes to:

The Boilermaker Reporter  
 753 State Avenue, Suite 565  
 Kansas City, KS 66101  
 (913) 371-2640; FAX (913) 281-8104

Web sites: [www.workingfamilies.com](http://www.workingfamilies.com) and [www.boilermakers.org](http://www.boilermakers.org)

PUBLICATION AGREEMENT No. 40010131

Printed in the U.S.A.

A prize-winning newspaper

# Owner, contractor, union reps. meet in S.C.

## Tripartite meeting earns recognition for working out problems collectively

NEARLY 350 OWNER, contractor, and union representatives attended the Boilermakers' 17th annual National Tripartite Alliance Conference, October 8-10, 2002, in Myrtle Beach, S.C.

Intl. Vice Pres. Michael Murphy welcomed the delegates, congratulating them for moving this meeting "from one where each group first came to serve individual goals, to one where we now work together toward common goals."

Jack Toner, the new chief of staff for the Federal Mediation and Conciliation Service (FMCS), who had served 28 years as the exec. sec. of the National Labor Relations Board, said he was "impressed by a conference where you have management and labor in the same room working out problems collectively."

One way the delegates work together is through participation in the FMCS TAGS Program. TAGS is a powerful network of Internet servers, mobile computers, and customized software that skilled FMCS mediators use to help groups solve problems, make and implement decisions, and conduct internal elections, remote meetings, and online surveys.

At last year's conference, TAGS enabled the conference participants to brainstorm by entering ideas about six topics into one of several computers



INTL. VICE PRES. Michael Murphy welcomes nearly 350 owner, contractor, and union representatives to the meeting.



CONSTRUCTION DIVISION Director Dale Branscum describes the importance of defining craft jurisdiction.



FEDERAL MEDIATION Commissioner Michael Johaneson reports on last year's participation in the TAGS Program.

connected to a larger computer in Washington, D.C. The six topics were absenteeism, gainsharing, recruitment, outage scheduling, project management, and respect in the workplace.

### Subcommittees recommend action to improve jobsites

SINCE LAST YEAR'S conference, FMCS Commissioner Michael Johaneson has analyzed the results of the 2001 TAGS' caucus and presented the results to six subcommittees for evaluation and recommendation.

At this year's conference, Johaneson presented his report of that caucus, and a contact person for each of the six subcommittees also made a report to the conference. A brief synopsis follows.

**1. Absenteeism** — Intl. Vice Pres. Newton Jones. The subcommittee suggests that contractors issue a written policy on absenteeism to each employee, who shall sign an acceptance of understanding during orientation. The contractor can then terminate any employee failing to adhere to the policy.

**2. Gainsharing** — Thomas O'Connor Jr., president of O'Connor Constructors. The subcommittee recommends that a pilot program be set up in each vice-presidential area on easily-measured projects with a high probability of success. When successful, checks and results could be mailed and publicized as soon as possible. Unsuccessful results could be analyzed. They recommend asking the Department of Labor

to fund the hiring of a gainsharing expert to develop a prototype program.

**3. Recruitment** — Thomas Householder, director of regional services of AEP Pro Serv. Householder outlined action that can be taken, including the recruitment of skilled persons from the armed services, suggesting that a full-time regional coordinator be hired to target schools and military locations and to develop recruiting materials.

**4. Outage Scheduling** — Larry Wargo, manager of outage support services for First Energy. Wargo reviewed the subcommittee's plan of action, beginning with industry and manpower identification and software development.

**5. Project Management** — Dave Zach, general manager of the Nooter Construction Co. The subcommittee recommends the development of a Project Management Education Program.

**6. Workplace Respect** — Ron Traxler, director of labor relations and health and safety for CBI Services, Inc. The subcommittee recommends developing a comprehensive plan for upgrading and building on the principles of education, experience, and skills of the Boilermaker employees, supervisors, and project managers to enhance respect in the work environment for all employees.

Other conference speakers included Construction Division Director Dale Branscum and his asst. Mike DiCicco; MOST Admin. Bill Palmisano and reps. David Haggerty and Bridget Connors; BNAP Coordinator Pat Smith; and NACBE Exec. Dir. John Erickson. □

## Buckeye Council honors leaders

### Heiser, Beitel, Persons re-elected to council leadership committee

REPRESENTATIVES FROM local lodges affiliated with the State of Ohio's Buckeye Industrial Council (BIC) attended the council's 12th annual conference, where they elected members to the leadership committee and presented awards for outstanding service.

Re-elected to a three-year term as members of the council's leadership committee were Terry Heiser, sec-treas. of Local 1191, Canton, Ohio; Jeff Beitel, president of Local 1073, Cleveland, Ohio; and Vernon Persons, president of Local 908, Wadsworth, Ohio.

During the conference, three BIC delegates received the Steven A. Jewell Award in recognition of their outstanding service to their members. Recipients included Heiser, Persons, and Local 908 Sec.-Treas. Bart Barter.

Conference topics included education, legislation, and the Union Label. Persons announced upcoming steward training programs for members in the Cleveland, Cincinnati, Dayton, and Canton areas.

Beitel discussed the importance of this year's elections at both the state and federal level. He urged each affiliated local to participate in the Boilermakers' annual legislative conference in Washington, D.C., and to start a Local Lodge Campaign Assistance Fund.

Heiser passed out a list of Boilermaker-made products and spoke about the state's Union Label Department and the good work they are doing for the workers in Ohio.

Affiliated lodges include Locals 106, 744, 908, 1073, 1086, 1191, 1603, 1664, 1666, 1702, and 1704. □



LEADERSHIP COMMITTEE MEMBER Jeff Beitel, r., of Local 1073, presents awards to Buckeye Council members. l. to r., Vernon Persons of Local 908, Terry Heiser of Local 1191, and Bart Barter of Local 908.

## Texans form Lone Star District



INTL. VICE PRES. GEORGE ROGERS, l., swears in the officers of the new Lone Star District Lodge. l. to r., Vice Pres. James Kirkland, BM-ES Ronnie Keck, Trustee Charles Thomas, Pres. Dennis Smith, and Trustee Chmn. and Rec. Sec. Robert Huepers.

Continued from page 1

my. Texas and Louisiana have been hard hit by nonunion competition, making it hard to keep our membership numbers up. Forming a district lodge is a way to sustain the four lodges of Texas."

BM-ES Keck thanked the delegates for their participation. "It took a lot of hard work to get here. This was our

first convention, and we all should be patted on the back for getting through this," said Keck. "We have a lot of hard work ahead of us, and I think we have a good team put together, and a lot of good ideas, and hopefully we will be successful when we come back to this table in four years, or whenever we may meet."

Convention delegates included Local 74 representatives Ronnie Keck, Herman Sullivan, and Dennis Smith;



RONNIE KECK, LOCAL 74, is the business manager and executive secretary of the new Lone Star District.

Local 132 representatives Mark Thompson, Robert Huepers, and Larry Zion; Local 531 representatives Charles Thomas, Phillip Caudill, and Rick Cunningham; and Local 587 representatives Clay Herford, James Kirkland, and Terry Kirkland. Also in attendance were Intl. Vice Pres. George Rogers, Asst. to the Intl. Pres. Victor Maggio, and Intl. Reps. Kyle Evenson, Dick Hardin, and Dennis King. □

## HONORS

### Boilermakers earn membership pins

#### Local 1, Chicago, Ill., presents membership pins

JOHN SKERMONT, BM-ST of Local 1, Chicago, Ill., reports presentation of pins for continuous years of membership to the following:

- 40 Years — Arthur Adams;
- 30 Years — Charles Moore; and
- 25 Years — Robert Kosola.

#### Local 7, Buffalo, N.Y., presents membership pins

F. PATRICK LYONS, BM-ST of Local 7, Buffalo, N.Y., reports presentation of pins for continuous years of membership to the following:

- 55 Years — Martin Gasiewicz, William E. Walsh;
- 45 Years — Raymond J. Dobson;
- 35 Years — Robert L. Brushingham, Joseph W. Chmiel, Jeffery C. Linn, Michael C. Maciejewski, Tobias Rogalski; and
- 30 Years — Cleave E. Mulhollan.

#### Local 169, Detroit, Mich., presents membership pins

JOHN MAREK, BM-ST of Local 169, Detroit Mich., reports presentation of pins for continuous years of membership to the following:

- 60 Years — Frank Presutti and George Radke;
- 55 Years — Andrew T. Chascas, James S. Dalpiaz, William T. Howle, Carl E. Mayberry, Joseph Monti, Manual Pelaez, and Donald H. Simmons;
- 50 Years — Cletis J. Adams, Ivan F. Ayris, Earl E. Bushong, Donald P. Campbell, Jarrell D. Cook, Robert F. Hoppe, Barney G. Judd, Lester J. Lohr, George W. McAlister, William E. Perry, Joseph A. Snell, Clarence Vincent, James F. Womac;
- 45 Years — Louie Duncan, Theodore R. Hempfling, Odis F. White;
- 40 Years — Nickola Basilisco, Herman J. Bourgeois, William M. Murray, Frederick C. Painter, Charles H. Yates;
- 35 Years — Lowell T. Baars, Donald L. Cothran, Louis E. Decoteau, Raymond H. Fugitt, Clayton M. Gerard, Donald J. Jenerov, Kevin B. Kilpatrick, Wayne F. Tourangeau, Harold J. Vickery;
- 30 Years — Jay C. Dollins, Gary O. Fairbanks, William R. French, J. D. Garner, Wilbert J. Hall, Norman A. Jedinak, James A. Kowalski, Eddie C. Long, Robert W. Miller, Ronne L. Schoudt, James B. Schremp, Gregory G. Webb, Benjamin C. Wilsey Jr., Nathan P. Woodman; and
- 25 Years — Gilbert Blauvelt, Abraham Bouley Jr., Bradley Burkmier, Donald Corby, Martin J. Dalton, Michael Dodge, Harold N. Greenleaf Jr., George Hayter, Jarvis M. Kapplinger, Gernard N. LeBlanc, Edwin Lobdell, Ken Lyday, Richard Masty, Ronald Mullet, Richard D. Roberts, Larry R. Smerdon, and Fred Vore III.

#### L-374, Hammond, Ind., presents membership pins

CHARLES H. VANOVER, BM-ST of



RUDY MASSENGILL, r., receives his 50-year membership pin from L-656 Pres. James P. Culbertson and Sec.-Treas. R. E. Burgess.

Local 374, Hammond, Ind., reports presentation of pins for continuous years of membership to the following:

- 45 Years — Michael Compateso, Frank G. Dudek, Clifford White;
- 35 Years — Anthony R. Basso, William DuFault Sr., Charles Ensminger, Lawrence E. Nelson, Lary W. Schmitt, Burton L. Storey, Melvin Sampson, Kenneth Vincent, Guy Wilson;
- 30 Years — Vernie R. Harpenau, James A. Meunier, Harold J. Pittman;
- 25 Years — Donald W. Baird, Manny Bejar, Bradford A. Goffinet, Douglas Howell, James R. Hubert, Kurt W. Mayhew, Paul E. Odom, James A. Peter, James A. Wilbur;
- 20 Years — David J. Batur, Brian C. Cardwell, Roy U. Jones, Darrel W. Melton, Alan R. Meyer, John C. Neu, Gregory M. Plowman, Raymond M. Stefnik, Bruce E. Tarr; and
- 15 Years — David C. Herdman, John J. Ring, Thomas M. Stodola.

#### L-656, Chattanooga, Tenn., presents membership pins

JAMES P. CULBERTSON, president of Local 656, Chattanooga, Tenn., reports presentation of pins for continuous years of membership to the following:

- 50 Years — Rudy Massengill.

#### L-1162, Milwaukee, Wis., presents membership pins

DONALD E. MADISEN, secretary-treasurer of Local 1162, Milwaukee, Wis., reports presentation of pins for continuous years of membership to the following:

- 40 Years — Donald E. Madisen;
- 35 Years — James F. Kappellusch, Bill D. Mycon;
- 30 Years — John M. Callahan, Allen M. Gaurke, Robert D. Murphy, Richard N. Zarlring; and
- 25 Years — Tilman S. Leque Jr., Harry McDougal, Ronald H. Novak, Peter J. Pleli, Joseph M. Smith.

Madisen also reports that Citation Interstate Forge is closing and moving their jobs to a nonunion plant in Novasota, Texas.

"Many fine workers will be losing jobs they have spent their lives at," said Madisen.

"We have all enjoyed the hard-earned union benefits and the opportunity to earn a living wage, but when the bottom line is profit or greed, the union worker is the first to go." □

## S1978 helps needy families

Helping Hands Day volunteers receive awards



MEMBERS OF Local S1978, Rock Springs, Wyo., participated in the 7th annual United Way Campaign's Helping Hands Day, Sept. 7, 2002.

The volunteers pictured above received awards for their efforts in helping senior citizens in Sweetwater

County get work done on their homes.

L. to r., Bridger Coal Safety Dir. Paul Gust, Local S1978 Pres. Patrick Murphy, Bridger Coal Gen. Mgr. Pat Akers, Local S1978 Rec. Sec. Joe Quiroz, and Bridger Coal Maint. Dir. Scott Palmer. □

## Local 667 members raise funds for cancer research

Earl Yost raffles print to fellow members working small outage job in W.Va.

WHILE WORKING AN outage in Shinnston, W.Va., members from Local 667, Charleston, raised over \$1,000 for breast cancer research.

Local 667's Earl Yost donated a print from one of his paintings (valued at \$100), which was raffled off at \$1 a chance, six chances for \$5.

The raffle tickets were sold between the day and night shift on the Shinnston's small outage job in

September and October 2002.

The raffle was the brainstorm of Yost's wife, a cosmetologist for a nationwide chain of styling salons that sponsors an annual fundraising campaign called Clip For The Cure.

"Thank you" will never be enough to all of those who worked so hard to make this event such a success," said Yost. "Although tough on the outside from a life only for the hardiest of people, Boilermakers as a whole surely conceal hearts of gold."

Yost's paintings were featured this year on page 21 of the Mar-Apr issue of this paper. □

## Police Association thanks International for its support

MEMBERS OF THE Kansas City Kansas Black Police Officers Association presented a plaque to Intl. Pres. Charles W. Jones in appreciation for the International's support through the years. Pictured, l. to r., are Major Burnell Davis, Jones, and Master Patrolman Gregg Collins. □



## Reynolds passes away two months after retirement

HARRY J. REYNOLDS JR., who served as an employer trustee representing Independent Mechanical Industries, Inc. on both the Health and Welfare and Pension funds for over four decades, lost his fight with cancer on Nov. 22, 2002.

Reynolds was one of the original trustees of the Boilermakers National Health & Welfare Fund, beginning his service in the 1950s when the fund was first being conceived.

For over 40 years, Reynolds also served as a trustee on the Boilermakers National Pension Fund. When poor health forced him to resign in Sept. 2002, he was the current chairman and only original trustee still remaining on the board.

In his letters of resignation, Reynolds thanked the trustees and the fund employees for their support, help, and advice over the years. He also offered some advice for the remaining trustees: "Be conservative in your views. Always be cognizant of



who you represent, the participants. They come first. Act as you have always done as a team of trustees and fiduciaries, not as employer and union representatives, which over time you have performed well."

In September, Reynolds donated all of his records from the board meetings — notes of every meeting of the pension and health and welfare boards — to the Boilermakers National Archives. □

# L-146 Boilermakers help build Shell's Scotford Upgrader for oil sands

Photos by Steve Milley, L-146

## Shell project is largest in petrochem construction

LOCAL LODGE 146 BOILERMAKERS (Edmonton, Alberta) are in the final stages of building Shell's Scotford Upgrader, near Fort Saskatchewan, Alberta. Completion of the Scotford Upgrader completes Shell's massive Athabasca Oil Sands Project.

One of the world's largest industrial construction projects, the Scotford job includes an upgrader, a hydrogen-manufacturing plant, and a new 150-megawatt cogeneration plant. At its peak in 2001 and 2002, the project employed nearly 11,000 union craftsmen. Local 146 Bus. Mgr. Dean Milton estimates that over 230 Boilermakers worked on the project in the peak periods. On the residue hydrocarbon unit alone, they closed 180 vessels. About 45 Boilermakers are still on the job.

Part of a joint venture between Shell Canada, Chevron Canada, and Western Oil Sands, the upgrader completes construction on elements for marketing oil from northern Alberta's oil sands. Beginning in 2003, it will convert 155,000 barrels per day of high viscosity "extra heavy" crude oil from the Muskeg River Mine into high quality synthetic crude oils. The synthetic crude will be sold to Shell's Scotford and Sarnia refineries and Chevron's Salt Lake and Burnaby refineries.

Extracting the oil from oil sands is a far more difficult job than recovering



WITH HUNDREDS of vessels being erected in a 30-month period, the Scotford project quickly earned its nickname: Crane City.

oil in liquid form. Most of the world's oil comes from large pockets of the liquid that exist deep beneath the surface of the earth. The oil is brought up with pumps, just like water, and shipped to refineries in tankers or through pipes.

The oil in oil sands deposits is tied up in a mixture of sand, clay, and water. Each grain of sand is surrounded by a film of water, which is surrounded by a film of oil. Turning that oil, sand, and water mixture into a marketable product is a multi-step process.

First, the world's largest shovels dig the oil sands out of the ground near the Muskeg River. Then the sand and water are removed, leaving bitumen, a

tar-like, heavy oil. The bitumen must be mixed with a diluent such as naphtha to be piped 493 kilometers (305 miles) to the Scotford upgrader.

Upgrading is the most complex area of operation in oil sands recovery. Upgrading removes such impurities as nitrogen, sulphur, and carbon, making the bitumen into a lighter crude oil that can be refined.

After the diluent is removed and pumped back to the Muskeg River mines, the upgrader subjects the bitumen to several processes — cracking, fractionation, and hydrogen conversion. The clean liquid that results is called synthetic crude oil—synthetic

because its original molecular structure is changed by the process.

## Northern Alberta has world's largest hydrocarbon deposit

CREE INDIANS HAVE used the tarry substance that seeped from river banks in northern Alberta to waterproof their canoes for centuries. But only in recent years has technology made it feasible to turn oil sands into crude oil. Synthetic crude is still more expensive than natural crude, but increasing demand has created a market for it.

Over the next 20 years, world oil consumption is expected to increase 50 percent. While oil deposits elsewhere are being emptied, Alberta's oil sands have barely been touched. In northern Alberta, an estimated 1.6 trillion barrels of oil are trapped in sands underlying a 77,000 square kilometer (30,000 square mile) area. About 311 billion barrels are recoverable using current technology, making Alberta's potential oil reserves 15 percent greater than the known reserves in Saudi Arabia.

Oil sands development is increasing Canada's oil production. In 2001, production of bitumen exceeded production of conventional crude in Alberta. By 2005, oil from oil sands will account for half of Canada's total output.

Most of the increased production will go to the United States. Partly because of the oil sands development, the U.S. now imports more oil from Canada than from any other country. □

# L-203 members build penstock



LOCAL 203 MEMBERS join other craft members to build a penstock in Newfoundland. L. to r., foreman Cyril Wade, Harold Furey, Mike MacDonald, Harry Barnes, Deon Rigley, Jerome Wade Jr., Jerome Cole, superintendent Francis Lewis, Fred Phillips, Dwayne Wade, Jerry Scorefield, Nick Farrell, and David Butt.

Continued from page 1

collect water from Granite Lake to generate power for the Voiseys Bay nickel production project and for a smelter that will be built in Argentina.

In order to build the penstock, Local 203 members are fitting ten-foot sections together before lowering them into a ravine. The first 80-feet of the penstock had to be placed 100-feet deep.

"So far, all 520-feet of the penstock, including 52 joints, have been fitted, welded, and have passed all x-rays and inspections," said Furey.

Working in a remote area, the members are having to "rough it" at a 300-man campsite. □

# L-85 & L-169 members work 89,000 accident-free hours for Detroit Edison

MEMBERS OF LOCAL 85 (Toledo, Ohio) and Local 169 (Detroit, Mich.) recently completed 89,000 hours at two Detroit Edison power plants with no injuries reportable under Occupational Safety and Health Administration (OSHA) regulations.

The jobs earned Detroit Edison safety awards from the National Association of Construction Boilermaker Employers (NACBE).

At Detroit Edison's Belle River power plant, Local 169 members installed burner tubes and water cannons, pad-welded waterwall tubes, pad-welded and shielded the downdraft, and repaired the reheat and secondary superheater outlet and inlet pendants.

At the company's Monroe power plant, Local 85 members replaced a waterwall panel and installed stiffeners in the economizer. □



Photos courtesy of Resource Contracting and Maintenance.

LEFT: It's a tight squeeze for this Local 169 welder. ABOVE: Local 85 members work on this plant for Detroit Edison in Monroe, Mich.

# Canadian apprentices compete in Toronto

Jonathan White, Local Lodge 128, places first

JONATHAN WHITE OF Local 128, Toronto, Ontario, has won the ninth annual Canadian Boilermaker Apprenticeship Competition.

Five of Canada's top apprentices competed for the coveted prize at the Humber College, June 23-26, 2002, in Toronto. The contest proved to be extremely competitive as the apprentices' scores were very close.

Joining White in the competition were Darren Hoffman of Local 146, Edmonton, Alberta; Kerry Hughes of Local 359, Vancouver, British Columbia; David Mackin of Local 555, Winnipeg, Manitoba; and Alain Noel of Local 73, Halifax, Nova Scotia. □

## Southeast Area holds apprentice competition



JERRY FULK, second from left, receives the Paul Wedge Memorial Award. L-105's John McWhorter, center right, placed second. Also pictured are L-667 BM-ST George Pinkerman (l.) and L-105 BM-ST Van Stephens (r.).

**L-667's Jerry Folk places first, L-105's John McWhorter is second**

JERRY M. FULK and John W. McWhorter earned the right to attend the national apprentice competition by placing first and second at the annual Southeast Area Outstanding Apprentice of the Year competition, August 14-17, 2002.

Eight apprentices competed for the annual Paul D. Wedge Memorial Award and the honor to represent the Southeast Area at the national contest, September 16-18: Jeffery S. Burns of Local 83, Kansas City, Mo.; Jimmy Farmer Jr. of Local 108, Birmingham, Ala.; Henry R. Finch of

Local 26, Savannah, Ga.; Jerry M. Fulk of Local 667, Charleston, W. Va.; John M. McWhorter of Local 105, Chillicothe, Ohio; Thomas B. Parker of Local 112, Mobile, Ala.; Paul L. Patrick of Local 433, Tampa, Fla.; and Jeremy R. Overton of Local 40, Elizabethtown, Ky.

The competition was held at the training facilities of Local 433, Tampa, Fla., where BM-ST Edgar (Crab) Lariscy hosted a dinner. Special guests included Lou Johnson of the Bureau of Apprenticeship and Training, and his wife, Patsy.

At the national competition one month later, Fulk took first place and he and McWhorter won the team award (see story beginning on page 1 of this issue). □

## Great Lakes Area instructors take orbital welding class



INSTRUCTORS FROM SEVEN local lodges attend a class on orbital welding, sponsored by the Great Lakes Area Boilermakers Apprenticeship Program at Local 169.

TWELVE INSTRUCTORS from seven lodges in the Great Lakes Area Boilermakers Apprenticeship Program (GLABAP) participated in an orbital welding class at Local 169's training facility in Dearborn, Mich. The GLABAP purchased an orbital welding machine from Magnatech Corp. so qualified journeymen or apprentices in their area could learn this new technology. Using this machine, along with Local 169's two

machines, Magnatech Instructor Ken LaDuc and Local 169 instructors were able to conduct the weeklong class in a smooth and efficient manner, reported Mark Gustafson, GLABAP co-coordinator. "The success of this program is directly attributable to the dedication of these Boilermakers to our craft and their commitment to keep up with the newest technology," said Gustafson. "We thank L-169 for making this possible." □



LOCAL 146'S DARREN HOFFMAN participates in the rigging exercise of the ninth annual Canadian Boilermaker Apprenticeship Competition, June 23-26, 2002.

## Western States Area has annual competition



LOCAL 92'S BERT GUTIERREZ, center left, receives the James F. Precht Award. Local 500's Jeffery Nehls, center right, placed second. Also pictured are Local 92 BM-ST Ed Marquez (l.) and Local 500 BM-ST Steve Nelson (r.).

**L-92's Gutierrez places first, L-500's Nehls is second**

BERT GUTIERREZ AND Jeffery Nehls earned the right to attend the national apprentice competition by placing first and second in the Western States Joint Apprenticeship Committee's (WSJAC) 15th annual Area Outstanding Graduate Apprentice Competition, June 16-21, 2002.

Eight apprentices competed for the James F. Precht Award and the honor to represent the Western States Area at the national contest, September 16-18: Bert Gutierrez of Local 92, Los Angeles, Calif.; Darrell Hall of Local 549, Pittsburg, Calif.; Richard Kawchack of Local 101, Denver, Colo.; Brian Kelly of Local 182, Salt Lake City, Utah; Jeffery Nehls of Local 500, Salem, Ore.; Pat Peterson of Local 627, Phoenix, Ariz.; John Roundtree of

Local 502, Tacoma, Wash.; and Dave Valentine of Local 11, Helena, Mont.

The competition was held at the training facilities of Local 182, Salt Lake City, Utah. Union judges included Don Wice, Eldon "Ray" Allen, and Moses "Chico" Martinez. Contractor judges included George Fryer of Babcock & Wilcox, Norm Aisenbrey of Combustion, and Monty Unsworth of Fluor. Alex Secody, an instructor from the Hozhoni Training Center, and Local 4 Apprentice John Cling Jr., Page, Ariz., assisted.

In addition to the first and second place awards, the Greg Streblov Scholastic Award was presented to Local 11 apprentice Todd Weed, and recognition awards of achievement were given to former Local 204 BM-ST John King, Austin Ballou of ApComPower, Inc., and Jack Sloan, retired IVP and WSJAC secretary. □

### Products Made By Boilermakers

## Let Boilermakers keep you warm

BOILERMAKERS MAKE more than boilers. The brands of home-heating related equipment listed here are manufactured by companies employing our members. If you're shopping for heating items, support your brothers and sisters — look for these Boilermaker-made brands.

Product(s)	Brand/Company Name(s)	Lodge
Fireplace inserts, wood stoves	Hutch	Local S56
Floor, wall furnaces, room heaters	Empire Comfort	Local S7
Furnaces, heaters, fireplace access.	Cozy	Local S20
Gas & wood heaters	USStove	Local S56

## L-656 members attend steward training

**Tennessee Industrial Council sponsors seminar on union steward duties**

MEMBERS OF LOCAL 656, Chattanooga, Tenn., attended a one-day steward-training program on August 28, 2002, at their lodge hall.

Sponsored by the Tennessee "Volunteers" Industrial Council, the class topics included discussion of the local lodge by-laws and collective bargaining agreement, effective grievance handling, and duties of a union steward.

Wade Davis, asst. to the Research and Collective Bargaining Services Director, instructed the program. □



MEMBERS OF LOCAL 656, Chattanooga, Tenn., attend a one-day training program on the duties of a union steward, August 28, 2002, sponsored by the Tennessee "Volunteers" Industrial Council.

## L-4 receives over 42,000 pounds of tube, pipe stock



PAGE STEEL DELIVERS 42,680 pounds of tube stock and heavy wall pipe to Local 4's training center in Page, Ariz., compliments of the Four Corners Generating Station.

**Four Corners Generating Station donates 40,680 pounds of new material, 2,000 pounds of used**

THE FOUR CORNERS Generating Station has donated 42,680 pounds of material to Local 4's new Hozohni Training Center in Page, Ariz.

On September 19, Four Corners Plant Manager Dan Kennedy told Intl. Rep. Gary Evenson that they would be delivering "some" pipe and tube stock to Local 4. Evenson was shocked the next day when he arrived at the training center.

"Some" had been a gross understatement.

"It was unbelievable," said Evenson. "We had a tractor trailer rig from Page Steel in our parking lot. On its bed lay 42,680 pounds of material: super-heat tubes; four-inch, six-inch, eight-inch,

and ten-inch heavy-wall pipe; supply tubes; and six water wall panel sections. Other than the panels, which account for about 2,000 pounds, it was all new material."

Local 4 BM-ST Nate Begay is equally ecstatic. "This is an unbelievable gift," said Begay. "Mr. Kennedy has been to our training center twice and he was obviously impressed with the participation we have in our program. We will put this gift to good use training the best Boilermakers we possibly can."

Evenson and Begay extend their thanks to Four Corners for this generous gift, and also thank Craig Walling and Jim Lujan, of the Arizona Public Service Company, for their help. □

## L-1234 members attend a one-day training program



ATTENDING A CLASS are L-1234 members, l. to r., front row, Emmett Sanders, Eloise Wilson, Kenneth Keaffer, and Robert Smith; back row, Don Frank and Clarence Burge.

MEMBERS OF LOCAL 1234, Chicago, Ill., attended a steward training class, Oct. 11, 2002. Learning how to "police their contract," they found the materials helpful and called the learning

experience "a day well spent." Conducted by Intl. Rep. Howard Cole, class topics included writing, investigating, and presenting a grievance, and a review of the arbitration process. □



LOCAL 4'S GIFT: Only the water panels, which total about 2,000 pounds, are used material. The rest, over 40,000 pounds of heavy-wall pipe and supply tubes, is new.

## Boilermaker members' specialty company is featured in Newsweek

**Protective suit has civil defense as well as industrial applications**

FOUR Boilermaker members got national attention for their protective-gear company when it was featured in the Sept. 30, 2002 issue of *Newsweek*.

High-Temp Repair and Inspection (HRI), a Boilermaker contractor in Buffalo, Mo., started by Local 83 member Butch Rankin, along with his sons Roger and Curt Rankin, and Jeff Enlund — members of the National Transient Lodge — was one of over 300 exhibitors in a Washington, D.C., technology expo for products that can be used for civil defense.

According to the article, "corporate giants like Raytheon and Motorola shared floor space with mom-and-pop inventors." Among the "mom-and-pop inventors" was HRI.

HRI sells "hot suits" designed by Butch and his sons to protect Boilermakers and other tradesmen from high temperatures and toxic fumes in refineries, power plants, and steel mills. The suit can also be used for search-and-rescue operations after a nuclear attack or an explosion at a power plant.

Able to withstand temperatures up to 600 degrees, the 27-pound suit uses an aviation-type respirator to provide breathing air from lines connected to the outside. A back-up bottle inside the suit has five minutes of emergency air.

Workers communicate through "bone mikes" that pick up vibrations of the worker's throat. The suits have personal air conditioners and retrieval harnesses for emergency removal.

HRI has trained more than 40 tradesmen to operate their equipment. □



JEFF ENLUND (STANDING) and (kneeling, l. to r.) Curt, Butch, and Roger Rankin show off HRI's "hot suits," designed to withstand temperatures up to 600 degrees.

# Eight area apprenticeship winners participate in national competition



JOHN MCWHORTER of Local 105 (l) and Jerry Fulk of Local 667, representing the Southeast Area, win the BNAF national team award.



DURWARD FAGEN, l, accepts an award for his father, Glenn, from BNAF Coord. Pat Smith and Chrmn. Gerard J. Kaelin.

*Continued from page 1*

Boilermaker career," said BNAF National Coordinator Pat Smith.

Guest speaker Joe Meredith echoed these sentiments at the awards banquet when he told the apprentices of contestants who have become foremen, business managers, and International representatives. Meredith, who retired last year as director of the Boilermakers Construction Division and apprentice instructor, was the first recipient of the Southeast Area apprenticeship award.

Also competing this year were Great Lakes representative Dale Jacobson of Local 647, Minneapolis, Minn.; Northeast Area representatives Jeffrey Horton of Local 28, Newark, N.J., and David Spencer of Local 7, Buffalo, N.Y.; and Western States representatives Bert Gutierrez of Local 92, Los Angeles, Calif., and Jeff Nehls of Local 500, Salem, Ore.

All of the national contestants received a crystal award recognizing their participation in the competition.

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

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

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

As winners of the team award, Southeast Area representatives Fulk and McWhorter each received a crystal award, as did their area apprentice office.

The national competition began on Sunday, September 15, with a written exam on all four years of related studies and on-the-job training (OJT) modules. The contestants were also tested on their knowledge of referral rules, national agreements, laws that affect the boilermaker industry, contractor responsibilities, and labor history.

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

James Horkay, a retired company representative from the Northeast area, served as test administrator. John Cammuso of Babcock Borsig Power assisted him. In addition, each area had two delegates serving as judges — a union and an employer representative.

Representing the Great Lakes Area as judges were Michael Wood of Local 60, Peoria, Ill., and Michael P. Rother of the Phillips Getschow Co.

Representing the Northeast Area were Cammuso and Jack Multerer, a retired member of L-7, Buffalo, N.Y.

Intl. Rep. Barry Edwards and Rod Earnest, of the B & W Construction Co., represented the Southeast Area.

Tim Ruth of Local 101, Denver, Colo., and Robert Pike of PSF Industries represented the Western States Area.

Representing the National Transient Lodge were NTL Vice Pres. Gary Scott and Ken Lawson, a field operations manager for Enerfab.

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

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

"Holding apprentice competitions on a national scale forces us all to be at our best," explained Smith. "Everyone who is part of this program, from the apprentice who is just beginning to the client whose equipment we install and repair, needs to be shown what the National Apprenticeship Program is accomplishing through its training programs."

Competition also motivates people to do their best, whether it is the apprentice who wants to win, the instructor who wants his trainee to win, or the area that wants its representatives to win.

"The more attention given to quality training, the more competitive our apprentices and journeymen will become through the Boilermaker industry," said Smith. "And no one can argue with quality."

This was the third year that the contestants were judged individually and as part of a team. Smith says this will continue. "Boilermakers work as a

*Continued on page 9*



FIRST-PLACE WINNER Jerry Fulk of L-667, Southeast Area, takes a measurement during the layout exercise of the small boiler/layout competition.



LOCAL 105'S JOHN MCWHORTER, Southeast Area, works with light-gauge metal during a fabrication exercise of the small boiler/layout competition.



LOCAL 500'S JEFF NEHLS, representing the Western States Area, grinds a tube as part of the welding/burning competition.



# Top eight area apprentice winners compete



TEAM WINNERS John McWhorter of Local 105 (l.) and Jerry Fulk of Local 667 make lift preparations during the rigging yard competition. They represent the Southeast.



SECOND-PLACE WINNER Nathan Anderson, L-169 of the Great Lakes Area, participates in a tube-rolling exercise.



LOCAL 92'S BERT GUTIERREZ of the Western States Area, checks measurements during the competition.

Continued from page 8

team in the field," explained Smith, "so it just makes sense to test how well apprentices work together."

This was Smith's first year to serve as the banquet's master of ceremonies. He replaced Dan Everett, who served as national coordinator from 1985 until his retirement on Jan. 31, 2002. Like Everett, Smith's background includes service as business manager of Local 40 in Elizabethtown, Ky.

### Glenn Fagen earns the 2002 BNAP National Recognition Award

GLENN FAGEN, ASST. TO the Intl. Pres. and director of the Southeast Area apprenticeship program, has earned this year's BNAP National Recognition Award.

Fagen has been instrumental in improving apprenticeship training in the Southeast area. His

service began on the local level as business manager for Local 433, Tampa, Fla., and then broadened with his appointment as an International representative in 1992. In 1996, he became an assistant to the International president, and in 2000, he took over the role of director of the Southeastern Area Joint Apprenticeship Committee.

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

Nominations for the award are made by Boilermaker employers and union members and voted upon by area. Names of those individuals receiving the highest number of votes per area are then submitted to the national board for final selection. Also nominated this year for the award were Stanley Miller of PSF Industries and retired Local 60 Bus. Mgr. Michael Wood. □



L-647'S DALE JACOBSON, Great Lakes Area, performs hand signals during the BNAP national apprentice competition.



L-28'S JEFFREY HORTON representing the Northeast Area, inspects a tube cut as part of the welding/burning exercises.



LOCAL 7'S DAVID SPENCER, representing the Northeast Area, cuts a tube as part of the welding/burning exercises.

# Holidays can be sad

Being alone or out of work is hard while others celebrate

HOLIDAY CHEER and depression seem to go hand in hand. The season's emphasis on family, friends, and gifts can be more stressful than comforting for anyone who has recently lost a loved one or is out of work.

These losses can take on greater significance during the holidays. In one study, 41 percent of the people rated the holiday season as very stressful — on a par with a job interview.

Families uncertain about their economic future are in a double bind — afraid to spend money and add to their stress, but unable to ignore traditions that bring so much joy to them and their loved ones.

Seniors and people with a recent loss are especially vulnerable to the "holiday blues" because the festivities remind them that loved ones are no longer there to share the holidays with them. Grown children are busy with their own social obligations and may not realize that their parents or grandparents look forward to a visit or a phone call.

Experts recommend that you keep your holiday expectations manageable, focus on the future, and establish new traditions rather than trying to recreate holidays like the ones from your past.

Jack Copes, 83, a 43-year member and former business manager of Local 204, Honolulu, Hawaii, now living in Bradenton, Fla., has discovered a few secrets to staying cheerful through the hard times: make new friends, stay active, and do fun things with other people on a regular basis.

Copes lost his wife, Nan, 91, to colon cancer last June. To fight his grief, he attended a bereavement counseling program offered by the Hospice of Southwest Florida. When the program ended, he and 13 others in the program continued to meet for lunch once a week. Copes credits this continuing contact with keeping him out of depression.

"We call ourselves 'Fourteen Strangers and a Dog,'" Copes told *the Reporter*. "We all have each other's phone numbers and talk regularly."



**RETIRED L-204 MEMBER Jack Copes has discovered a few secrets to staying cheerful through the hard times.**

Every Monday, we have lunch at a restaurant or one of our houses. We're three men and 11 women. Those restaurants are never the same after we've been there."

Copes has nothing but good things to say about Hospice, which helped him and his wife in her final days. He was with her when she died.

"My wife, Nan, was my companion, lover, and best friend," Copes said. "I think she'd like me to have friends over."

The weekly visits with his new friends cannot take her place, but they help him appreciate and enjoy the life he has now, without her.

If you begin to feel depressed this holiday season, resist the temptation to isolate yourself. Spend time with supportive and caring people. Remember that alcohol makes depression worse.

If you see signs of depression in a loved one, don't avoid them. Offer to help or invite them to go out. Listen patiently if they want to talk. Be understanding and supportive. Never underestimate the value of time spent with someone you enjoy being around.

As Copes said, "Those bereavement classes were excellent, but there is nothing that can compare with having lunch with 14 friends." □

# Safety consciousness shouldn't end at the gate

More workers are killed on the way to and from the job than on the job

EACH YEAR, 6,000 U.S. workers die of injuries they receive from a jobsite accident. That's a statistic you often hear.

What that number doesn't tell you is that 40-45 percent of those fatalities are caused by highway crashes.

Another 40,000 Americans die in automobile accidents while not on the job, along with about 3,000 Canadians.

Safety experts say that a high percentage of those fatal accidents occur on the way to or from work.

Safety has become a high priority on most jobs in recent years. When you walk in the gate, you have to don your hardhat, safety glasses, gloves, and earplugs. You have to adopt a zero-tolerance attitude toward safety. You are constantly reminded by signs, announcements, and your fellow workers to work safely and responsibly.

When you walk back out the gate, workplace safety regulations no longer apply, and no one reminds you to drive carefully. Yet seven times as



**CROSSES MARK WHERE workers died in auto accidents near the Scottford Upgrader, Fort Saskatchewan, Alberta.**

many people die in automobile accidents as die from workplace injuries.

Don't add to those statistics. Take that zero-tolerance attitude toward accidents that you have on the job home with you.

Buckle your seat belt. It's the only protective gear you have in your car. Obey speed limits and other safety regulations. Pay attention to what's happening on the road, and always be ready to adjust for someone else's mistake.

That 3,000 pound, four-wheeled, metal box you're riding in is the most dangerous tool you'll use all day. □

# MAKE IT SAFE

## HAZARD ALERT:

### Welding Fumes and Gases

WELDING PRODUCES metal fumes and gases that can make you sick. The risk depends on:

- The welding method (such as MIG, TIG, or stick)
- What the welding rod (electrode) is made of
- Filler metals and base metals (such as mild steel and stainless steel)
- Paints and other coatings on the metals being welded
- Ventilation.

#### The Hazards

IN CONFINED SPACES, welding can be much more dangerous. With less fresh air, toxic fumes and gases can be much stronger. Shielding gases, like argon, can displace the oxygen and kill you.

These are some of the hazardous materials:

#### Metals:

- Stainless steel contains nickel and chromium. Nickel can cause asthma. Nickel and chromium can cause cancer. Chromium can cause sinus problems and "holes" between the nostrils.
- Mild steel (red iron) and carbon steel contain manganese.

Manganese can cause Parkinson's disease, which cripples the nerves and muscles.

- Zinc in galvanized metal or in paint (on welded surfaces) can cause metal fume fever. It feels like the flu and goes away in a few hours or days after exposure ends.

#### Coatings and Residues:

- Lead (in some paints) can cause lead poisoning — headaches, sore muscles and joints, nausea, stomach cramps, irritability, memory loss, anemia, and kidney and nervous system damage. If lead dust goes home on work clothes or shoes, it can make your family sick, most of all your children.
- Cadmium (in some paints and fillers) can cause kidney problems and cancer.

#### Solvents:

- Welding through or near some solvents can produce phosgene, a poisonous gas. The gas can cause fluid in the lungs. You may not notice the problem until hours after you quit welding. But fluid in your lungs can kill you.

#### Gases:

- When carbon dioxide is used for shielding, carbon monoxide can form and kill you.
- The welding arc can form ozone and nitrous oxides from the air. MIG and TIG welding make the most ozone, most of all when aluminum is welded. These fumes irritate the eyes, ear, nose,

throat, and lungs and can damage the lungs.

- Nitrous oxides can cause fluid in the lungs.

#### Protect Yourself

- OSHA says you must remove all paint and solvents before welding or torch cutting. Follow written instructions. Make sure all residues are removed.

Use the safest welding method for the job. Stick welding makes much less fume than flux core welding.

- Use welding rods that produce a low fume. 90% of the fume can come from the rod. Welding guns that extract fumes can capture 95% of the fume.

In a confined space, follow all the OSHA confined-space rules — like air monitoring, not storing torches in the space, and ventilation.

- OSHA says you must have good ventilation.

Use local-exhaust ventilation to remove fumes and gases at their source in still air. Keep the exhaust hood 4" to 6" from the fume source.

- Use air blowers to blow fumes away from you when you are outdoors and it's windy.
- Keep your face far from the welding plume.

If the ventilation is not good, use a respirator. If respirators are used, OSHA says your employer must have a full respiratory protection program. This means proper selection and fitting of respirators, medical screening to be sure a worker can wear a respirator, and worker training. Correct respirator storage and cleaning and an evaluation of the program are needed.

- If you smoke, quit.

OSHA has limits for exposure to metals, gases, and total fumes during welding. But these limits may not protect you enough, because they are out of date. The National Institute for Occupational Safety and Health (NIOSH) says welding fumes may cause cancer, so keep the fume levels as low as possible.

For more information, call your local union, the Center to Protect Workers' Rights (CPWR) at 301-578-8500 or [www.cpwrc.com](http://www.cpwrc.com), the National Institute for Occupational Safety and Health at 1-800-35-NIOSH or [www.cdc.gov/niosh](http://www.cdc.gov/niosh), or OSHA at 1-800-321-OSHA or [www.osha.gov](http://www.osha.gov). Or check the website [www.elcosh.org](http://www.elcosh.org).

© 1997, The Center to Protect Workers' Rights. All rights reserved. CPWR is the research and development institute of the Building and Construction Trades Dept. (BCTD), AFL-CIO; CPWR, Suite 1000, 8484 Georgia Ave., Silver Spring, MD 20910. (Edward C. Sullivan is president of the BCTD and CPWR.) Production of this card was supported by NIOSH grant CCU310982. The contents are solely the responsibility of the Center to Protect Workers' Rights and do not necessarily represent the official views of NIOSH. 4/9/01

## Safety tips in Spanish

THIS ISSUE'S SAFETY COLUMN, "Welding Fumes and Gases," 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

# What to do when a member asks for advice

## Have your tools handy & be careful what you say

**IMAGINE THIS SCENARIO** You and a friend are out having lunch in a restaurant. Your friend happens to be an attorney, and from time to time he has given you legal advice. Suddenly, the police come in and ask you if your name is Jesse James, and did you rob the Glendale train?

Of course, you tell the police no, you are not Jesse James and you have never robbed a train. You show the police your driver's license and try to explain to them who you are.

It becomes obvious that the police do not believe you, and finally one says, "Mr. James, I am placing you under arrest for robbing the Glendale train."

At this point they turn you around and put the cuffs on you. You know this is a huge mistake, so you ask your attorney for advice.

He says, "These guys are obviously either complete idiots or they are out to frame you. Why don't you just beat them both up and run away. In fact when you beat them up, take their sticks and guns so they won't accidentally hurt you."

Is this good legal advice?

That kind of response might work in the movies, but in real life it will only get you deeper into trouble. We have a legal system to protect us from baseless accusations. Cooperating with the police, letting them take you downtown and book you, then going to court to prove your innocence will be annoying, it will take time, and be a royal pain.

But if you resist arrest, you'll end up in even more trouble.

But in similar situations on the job, we are often tempted to give advice that gets the member we are representing (and ourselves, not to mention our local) deeper in the doghouse.

## You and your members must work within the system

LET'S LOOK AT another scenario: You are the steward for the evening shift. As soon as you get to work one night, your supervisor comes to you and says that you need to represent one of your members. As he leads you toward the break room, where the member is waiting, he fills you in.

"Joe came to work a half hour late," the supervisor says. "I had to write him up for being tardy. I asked him if he wanted a steward, and he said no in front of a couple of witnesses, though he was obviously upset. I asked him if everything was all right, and he said yes. So I just figured he was upset over the write-up. I don't remember ever writing him up before.

"About an hour later, the production guys called and said they were just about out of parts and the number 5 line would have to shut down. Joe is the materials/supply person for line 5, so I went to find him.

"I saw his forklift parked in an aisle, and Joe looked like he was slumped over the wheel. When I hollered at him, he fired up and pulled out into the main traffic lane without looking — right into another forklift. Nobody was hurt, but the parts bin on Joe's forklift turned over and scattered parts all up and down the main traffic lane. Now, the traffic lane is shut down, the number 5 line is out of parts, and I got guys just standing around. Joe's in pretty deep. That's why I wanted you to be here when I tell him what I have to say."

When you get to the break room, Joe is pacing up and down. He whispers in your direction something about the supervisor being out to get him.

The supervisor doesn't hear Joe, but asks him to take a seat at the break table. Joe refuses to sit down and keeps pacing back and forth, muttering.

At this point the supervisor says, "Joe, you have been involved in a property damage accident. As a matter of fact, your behavior has been unusual all day, right from the minute you came in a half-hour late. I am going to have to ask you to take a drug/alcohol urine test."

Joe turns to you and asks for your advice: "What do I do?"

What would you tell him?

I doubt you'd advise him to beat up the supervisor and run for it. But if you don't think before you respond, the advice you give may be almost as bad.

## Keep your tools handy

AS A UNION STEWARD, much of the representational work that you do is often in a situation just like this — on the front lines, before the official grievance procedure kicks in.

When employees are asked questions about accidents or incidents, they often request the presence of a union steward. Handling these situations properly can help you avoid a lot of grievances, while keeping your members out of trouble.

Because you never know when you're going to be asked to represent a member, you need to always have your "tools" ready to use.

A steward's tools include a copy of the contract, a copy of the company rules, a tablet, a pen or pencil, a watch, your brain, and both ears.

Don't forget your brain and ears. They are the most important tools.

When Joe turns to you and asks what he should do, keep in mind the four keys to giving good advice: stay calm, refer to the contract, record what happens, and provide information — don't try to tell the member what to do.

**1 Stay calm.** In most instances of discipline, drug testing, accidents, property damage, insubordination, and other incidents, the participants are going to be emotionally involved and upset. That's why they need your calm, rational advice. Emotion gets people fired. You must be calm to think logically about the best course of action. Also, by being calm yourself, you will help your member calm down.

**2 Refer to the contract and company rules.** To advise Joe, you must know what the contract and company rules say about drug/alcohol testing. In crisis situations, employees often feel they are being "singled out" or persecuted. Showing the employee the relevant rule or contract language helps them understand their options.

**3 Write down** what is happening. Use your watch to note the time for each entry. Taking notes early in the investigation is often the most important part of your representation.

**4 Inform the member** of his or her rights, the contract language, and the consequences of his or her actions. Do not tell Joe what to do, even though that is what he asked you for. Only Joe can decide what to do. Your job is to tell him what the rules (or contract language) say about his situation — in this case, drug/alcohol testing — and the consequences of his actions.

## ★ ★ ★ Star Stewards ★ ★ ★

# Local Lodge 158's Norm Reichert is a true leader

## Star Steward also excels as volunteer fire chief

NORM REICHERT, a nine-year committeeman of Local 158, Peoria, Ill., is a star steward.

In nominating Reichert for this honor, Local 158 President Kevin Kocher said Reichert "has demonstrated what it means to be committed to helping his members and the community he lives in.

"Norm was instrumental in the winning of an arbitration case because of his expert testimony and a video tape he made on his personal time depicting the circumstances of a grievance," said Kocher. "We felt our member had been discharged unfairly, and with Norm's help, we won his reinstatement."

In addition to his steward duties, Reichert has served as the local's fourth-step chairman, and has provided expert testimony in cases before the Peoria Heights City Council in his role as fire chief.



## Do you know a Star Steward?

**DROP US A LINE** with the name of the steward, the local, the company, and a few words about why you think this steward is so special. Send a photo if you have one. We'd like the world to see what a good steward looks like.

Send info to this address: *Star Stewards, The Boilermaker Reporter*, Boilermakers International, 753 State Ave, Suite 570, Kansas City KS 66101

## Good advice informs and explains — it doesn't direct

LET'S LOOK AT the paragraph that covers drug/alcohol testing in Joe's contract:

"Consistent with the Company's Drug-Free Workplace Policy, a urine test to determine the presence of drugs and/or alcohol will be administered if reasonable suspicion exists to warrant said test. Reasonable suspicion is defined as any accident involving personal injury, any accident where property damage is judged to be in excess of Two Hundred Fifty Dollars (\$250.00), or any situation where an employee, in the judgement of his or her immediate supervisor, displays erratic, unusual, or dangerous behavior. The administration of the urine test will not be used in a punitive manner, and only after careful consideration of the guidelines outlined above. Failure of the employee to submit to the drug/alcohol urine test when required to do so by his or her supervisor may result in immediate suspension and termination."

Given this contract language, how would you advise Joe?

The first thing to do is to show him the contract language and read it aloud. Then you can discuss his options and possible consequences for taking the test or refusing to do so.

Your conversation might go like this.

Steward: "Joe, for whatever reason, your behavior today has led the supervisor to believe he has reasonable cause to give you a urine test. Keep in mind that if you refuse to take the test, you may be subject to 'immediate suspension and termination.'"

Joe: "I don't want to take the test. What do I do?"

Steward: "I can't tell you what to do, but if you don't take the test, you probably will be sent home and may be fired. To my knowledge everyone who

has refused to take the test has been fired, and we have never won an arbitration case on a termination for refusing to take a drug test. On the other hand, if you take the test, we can deal with whatever the outcome is. If the test is clean, you'll probably come back to work and we can deal with the accident issue. If the test is not clean, you might get fired, you might not, but either way we can deal with that issue through the grievance procedure."

Joe: "But he didn't have a good reason to require it. I am not acting erratic or unusual or dangerous."

Steward: "Maybe not, but the contract says 'in the judgment of the supervisor.' The supervisor made his judgment. We can't overrule it."

Joe: "A lot of good you are. I have paid all that dues money all these years and now you won't help me."

Steward: "I didn't say we wouldn't help you. But the union helps people by filing grievances. If you refuse to take the test, the only grievance we will be filing is your termination, because you will be in violation of the rule. If you take the test, you might still get fired, but not for refusing the test. I don't know what your personal habits are, but the union did not get in this accident, you did. We are here to help, and we will file a grievance on your behalf regardless of what you do. But I can almost guarantee you that if you refuse the test, you will be fired."

As you can see, the idea is to inform Joe of his options, help him understand the process, and let him decide. Meanwhile, you are writing down the time, dates, places, people, and relative details of the incident, just in case you have to file a grievance.

That's what Joe pays his dues for. Not so you can tell him what to do every time he gets into a jam, but so that when he does find himself in a jam — of his own making or not — your good advice and representation can help him make up his own mind what to do. □

# New Contract Summaries

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

## M13 – St. Louis, MO

INTL. REP. DAVID LAWRENCE and Patricia Thomas-Davis, BM-ST of Local M13, St. Louis, Mo., report contract ratification, effective June 1, 2002 to May 31, 2006, for 12 Local M13 members who work in production at the Missouri Equipment Co., and effective Feb. 22, 2002 to Feb. 21, 2005, for 163 Local M13 members who make assorted products (auto, painting, molding) at Siegel Robert, Inc.

## L-26 – Savannah, GA

DOUGLAS ROBBINS JR., BM-ST of Local 26, Savannah, Ga., reports contract ratifi-

cation, effective June 1, 2002 to May 31, 2005, for 33 Local 26 members who make paper products at International Paper.

## L-107 – Milwaukee, WI

JAMES GARFIELD, BM-ST of Local 107, Milwaukee, Wis., reports contract ratification, effective May 1, 2002 to April 30, 2004, for 45 Local 107 members who work in tank fabrication at the Advance Boiler & Tank Co.

## L-182 – Salt Lake City, UT

BRAD JOHN, BM-ST of Local 182, Salt Lake City, Utah, reports contract ratification, effective May 1, 2002

to April 30, 2003, for two Local 182 members who repair heat exchangers and pressure tube vessels for Harris Tube Services, and effective May 1, 2002 to April 30, 2003, for nine Local 182 members who work with structural steel at Western Steel Mfg.

## L-196 – Sayre, PA

INTL. REP. ROCCO DEPOLLO reports contract ratification, effective Oct. 18, 2002 to Oct. 18, 2006, for members of Local 196, Sayre, Pa., who work at GERailcar Repair.

## S200 – Wichita Falls, TX

INTL. REP. HENRY JUAREZ

reports contract ratification, effective August 24, 2002 to October 19, 2007, for 72 members of Local S200, Wichita Falls, Texas, who work at the Magic Aire United Electric Co.

## D239 – Three Forks, MT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective August 5, 2002 to August 4, 2007, for 64 members of Local D239, Three Forks, Mont., who work at Holcim, Inc.

## D342 – Plattsburgh, NY

INTL. REP. ROCCO DEPOLLO reports contract ratification, effective May 1, 2002 to April 30, 2005, for members of Local D342, Plattsburgh, N.Y., who work at Graymont Materials (Plattsburgh Quarry).

## D374 – Grantsville, UT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Oct. 1, 2002 to Sept. 30, 2006, for 18 members of Local D374, Grantsville, Utah, who work at Chemical Lime.

## L-483 – Alton, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Aug. 15, 2002 to Aug. 14, 2005, for 15 members of Local 483, Alton, Ill., who process scrap metal at Shapiro Brothers of Illinois.

## L-647 – Minneapolis, MN

PAUL PENDERGAST, BM-ST of Local 647, Minneapolis, Minn., reports contract ratification, effective July 19,

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

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



NEGOTIATING A FIVE-year agreement for members of Local D239 at Holcim are, front row, l. to r., Intl. Rep. Carey Allen, Mark Roudrumcan, and Mick McGuire; back row, l. to r., John Hersin, Wyatt Frost, and Gary Crawford.

2002 to July 18, 2005, for 26 Local 647 members who work on pressure vessels and stacks, and perform small boiler repairs for Moorhead Machine & Boiler.

## L-752 – Plaistow, NH

INTL. REP. ROCCO DEPOLLO reports contract ratification, effective Sept. 1, 2002 to Aug. 31, 2003, for 18 members of Local 752, Plaistow, N.H., who work at Chart Storage Systems.

## L-908 – Wadsworth, OH

INTL. REP. RON LYON reports contract ratification, effective Sept. 9, 2002 to Sept. 8, 2007, for 133 members of Local 908, Wadsworth, Ohio, who make industrial castings at Technocast

## L-1247 – Chicago, IL

INTL. REP. HOWARD COLE reports contract ratification, effective Jan. 1, 2000 to Dec. 31, 2003, for 36 members of Local 1247,

Chicago, Ill., who work in a production unit for the Chicago Transit Authority.

## L-1622 – Alliance, OH

INTL. REP. RON LYON reports contract ratification, effective Oct. 3, 2002 to Oct. 2, 2007, for 38 members of Local 1622, Alliance, Ohio, who work at the T & W Stamping Co.

## L-1702 – Canton, OH

INTL. REP. RON LYON reports contract ratification, effective Nov. 1, 2002 to Oct. 31, 2005, for 28 members of Local 1702, Canton, Ohio, who work at the Shanafelt Manufacturing Company.

## L-1999 – Norfolk, VA

INTL. REP. STEVE BEAL reports contract ratification, effective August 26, 2002 to August 25, 2005, for 272 members of Local 1999, Norfolk, Va., who work in shipbuilding and repair for the Metro Machine/Metro On Call.

## Local 1240 members win arbitration award

### Wabash Alloy violates agreement, must pay \$46,000 in back-pay

WHEN WABASH Alloys and Local 1240, Wabash, Ind., could not resolve a dispute over the interpretation and application of their collective bargaining agreement, they chose an arbitrator to make a final and binding determination.

**The Dispute**—Did the company violate the agreement when it refused to consider vacation, holiday, jury duty, and bereavement paid time, and unpaid time for union business and workers compensation injuries or illnesses as hours worked in determining employee eligibility for double time? If so, what would be the appropriate remedy?

**The Ruling**—The company violated the agreement.

**The Remedy**—The company was ordered to pay each affected employee the difference between what was received and double time, back to January 11, 2001.

**The Result**—Around 100 Local 1240 members received back-pay from Wabash Alloys, totaling nearly \$46,000.

Local 1240 President Preston Miracle was pleased with the outcome. "Our members are now being properly compensated. The company must honor our agreement and consider time that is allowed in the contract; i.e., vacation, bereavement, jury duty, etc., as 'time worked,' when considering an employee's eligibility for double-time pay — working seven days continuously."

He thanks Intl. Rep. James Pressley for representing the members at the October 25th hearing, which was conducted by arbitrator Edward B. Krinsky. □

## 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 above is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,366 employees.

### Wage Increases

THIRTEEN facilities will receive pay increases in 2002, averaging \$0.38 per hour or 3.05 percent.

Fourteen facilities will receive pay increases in 2003, averaging \$0.37 per hour or 2.88 percent.

Thirteen facilities will receive pay increases in 2004, averaging \$0.35 per hour or 2.38 percent.

Seven agreements provide for wage increases in 2005, averaging \$0.43 or three percent.

Four report an increase in 2006, averaging \$0.35 or three percent.

### Pension

SEVENTEEN facilities participate in some type of pension program.

Seven of these facilities participate in the Boilermaker-Blacksmith National Pension Trust, of which six have a cents-per-hour contribution ranging from \$0.50 to \$1.60 per hour in the first contract year. Their average cents-per-hour contribution is \$1.06 in the first contract year, \$1.13 in the second year, and \$1.19 in the third year. The remaining agreement provides a percentage amount as the contribution rate.

Six facilities offer a 401(k); eight have company-sponsored plans; two have a profit sharing plan; and one participates in a plan sponsored by the local lodge.

### Shift Differential

SIXTEEN agreements report a second shift premium, of which 14 report a cents-per-hour premium ranging from \$0.10 to \$0.75. The average is \$0.30 per hour. The remaining agreements provide a percentage of pay for the premium. The average is ten percent.

Thirteen agreements provide a third-shift premium, of which 11 have a cents-per-hour premium ranging from \$0.15 to \$0.70. The average is \$0.35 per hour. The remaining agreements provide a percentage of pay as the premium. The average is ten percent.

### Sickness & Accident

SIXTEEN agreements provide weekly sickness and accident indemnity. Of these, 14 pay a set dollar amount ranging from \$100 to \$400 per week. The average rate for the first contract year is \$243.79.

The remaining agreements provide a percentage of the employee's weekly earnings as the S&A benefit.

The most common duration of time off is 26 weeks, found in eight agreements.

### Life Insurance/AD&D

FIFTEEN agreements provide life insurance.

In 13 of these agreements there is a set dollar amount ranging from \$4,000 to \$45,000. The average benefit for the first contract year is \$17,231. The remaining agreements multiply wages by 2080 hours; or pay one and one-half the annual salary as the benefit amount.

Fourteen agreements provide Accidental Death and Dismemberment (AD&D) insurance. In 12 of these agreements there is a set dollar amount ranging from \$6,000 to \$45,000. The average benefit for the first

contract year is \$18,625. The remaining agreements multiply wages by 2080 hours; or pay one and one-half the annual salary as the benefit amount.

### Vacation

FOURTEEN agreements have a vacation policy.

Fourteen agreements provide a one-week paid vacation.

Eighteen agreements provide a two-week paid vacation.

Eighteen agreements provide a three-week paid vacation.

Sixteen agreements have a four-week paid vacation.

Seven agreements have a five-week paid vacation.

Three agreements provide six and seven weeks of paid vacation.

Of these agreements, one provides vacation pay based on a percentage of the employee's earnings.

### Paid Holidays

EIGHTEEN of the agreements provide for paid holidays.

The number of paid holidays ranges from six to 13. The average is 9.83 days.

### Other Provisions

EIGHTEEN agreements provide for funeral leave.

Paid leave for jury duty is found in 18 agreements.

Union leave language is found in nine agreements.

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

Eleven provide for prescription safety glasses.

One agreement provides a severance payment package.

Six agreements provide paid leave for those persons who spend two weeks at military encampment each year.

**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](http://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: 1-888-864-6625

**FLOWER SERVICE**

Call: 1-888-667-7779

**NORTH AMERICAN VAN LINES**

Call: 1-800-524-5533

Go to our web site for more information:

[www.unionplus.org](http://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.

# Red Tail Outfitters offers Carhartt at a discount price

## Boilermaker members save up to 30 percent off retail price

THROUGH SPECIAL arrangement, members of the International Brotherhood of Boilermakers can purchase Carhartt items through Red Tail Outfitters at discounts of up to 30 percent off suggested retail prices.

In addition to the special Boilermaker discount, Red Tail Outfitters offers free shipping for orders totaling over \$50, and Internet orders do not incur sales tax.

You can access Red Tail Outfitters' web site through the Boilermakers' web site at [www.boilermakers.org](http://www.boilermakers.org). Just click on the link and enter the Boilermaker promotional code (IBB2002).

The prices quoted already have the discount applied. (If you press "continue" without entering the promotional code, you will not get the Boilermaker discount.)

You can also order by phoning Red Tail Outfitters at 1-877-USA-WORK, 24 hours a day, seven days a week. If you did not receive their catalog in the mail, just contact your local lodge for another copy. □



## LETTERS: Boilermakers Write to the Editor

### Intl. Rep. Hardin thanks everyone, wishes us luck

IN JUNE 1971, I was given the opportunity to work at the boilermaker trade as a National Transient Member with Pittsburgh Des Moines Steel erecting a water tower in Buffalo, Minn. At that time I was paid \$5.25 an hour as a helper and received \$6 a day per diem. I knew then that I would never see another poor day.

Since then I have seen many changes in the boilermaker trade, most of which were for the good. This organization was founded on the ideals of protecting its members and their families. Today we have a much better training and education system in place, and it improves daily. With all the members actively participating in the many programs, this organization will continue to grow and have more work for its members and their families.

As I will be retiring from the trade due to medical problems, my wife, Deborah, and I want to thank each and every one of you for giving me the privilege and honor of serving you, your families, and this great organization.

Over the past 31 years, I have come to know many of you personally. Although I may not have always agreed with your views, I always respected them. As I step aside, I know that who ever replaces me will have a burning desire in their heart to service the members of this organization as I had.

I thank each and every one of you from the bottom of my heart and wish you the best of luck and a bright and prosperous future.

DICK HARDIN, Intl. Rep. - NTD

### Spouse wants 'wife's' column

I AM A BOILERMAKER'S wife. I feel we should start a column for the Boilermakers' wives. It's a huge responsibility waiting around all day for the phone to ring so you can get your love quota of three minutes a day that you so truly deserve for comfortable caring

for the children, cutting the grass, shoveling the snow, cooking dinner, running errands, etc.

Tip #1: My husband leaves before our oldest daughter gets out of school, so we started a notebook. Before my husband leaves for work he writes in the notebook. He tells her not to forget him and what she means to him. This is enough to satisfy our daughter until she sees her dad again.

T. DOYENS, wife of L-107's  
DAN DOYEN, Escanaba, Mich.

### Power plants in Texas shut down as they go up in Mexico

IT SEEMS STRANGE that we are building power plants in Mexico when we are mothballing power plants in the U.S. An article in the *McCallen Monitor* reports on AEP's plans to shut down plants in Mission and San Benito, Texas. Both are within five miles of the Mexican border. They are two of 16 that AEP plans to mothball.

This seems to be another example of our jobs being shipped out of the country. It is sickening for a person like myself who worked his whole life as a Boilermaker to see this.

LEWIS WAGONER, L-744 retiree  
Cleveland, Ohio

### Why not hire retirees?

I HAVE NOTICED that most locals are no longer participating in the program to work retirees.

I am a retiree from Local 40 (Elizabethtown, Ky.) with a clean drug test and Common Arc. I worked the last two years in the spring and fall, just a month or two, and it was an enjoyment. The last job I worked was for CE Services in Lawrenceburg, Ind. My welding buddy and I welded 140 tubes and had only one bad picture, and it was a smoked tube. He was an apprentice, and I was pleased to show him a few tricks.

My point is that I am qualified, and if I can't produce with the average Boilermaker, then send me home.

I am offended when all of the qualified Boilermakers have been sent out

and the remainder of jobs are filled with other crafts with little or no Boilermaker experience, and car salesmen are foremen. Why not hire retirees?

Most of the older Boilermakers came in at tough times. We are still tough. I am not ready to water the flowers.

BUD DORRIS, L-40 retiree  
Owensboro, Ky.

### L-83's Kness is enjoying the best benefit — retirement

I RETIRED IN April 2002 at the age of 55. As a member of Local 83, Kansas City, Mo., I had 27-plus years in field construction. I enjoyed every day of work and made many friends. I want to thank all the Local 83 members, past and present, as well as everyone I have had the pleasure to work with.

My family enjoyed all the benefits that come with the union package. Now I can enjoy with my wife the best benefit of all — retirement!

LARRY KNESS, L-83 retiree  
Clinton, Iowa

### 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:

*The Boilermaker Reporter*  
753 State Ave. Suite 570

Kansas City KS 66101

FAX: (913) 281-8104

E-mail: [dcauswell@boilermakers.org](mailto:dcauswell@boilermakers.org)  
or [cdillon@boilermakers.org](mailto:cdillon@boilermakers.org)

# Annual summary reports of national funds

## Boilermaker - Blacksmith National Pension Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermaker-Blacksmith National Pension Trust, Employer Identification Number 48-6168020, for January 1 through December 31, 2001.

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

### Basic financial statement

BENEFITS UNDER THE PLAN are provided by the trust fund directly to participants or their beneficiaries. Plan expenses were \$354,629,520. These expenses included \$25,228,335 in administrative expenses and \$329,401,185 in benefits paid to participants and beneficiaries.

A total of 71,005 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$5,960,745,347 as of December 31, 2001, compared to \$6,245,592,852 as of December 31, 2000. During the plan year, the plan experienced a decrease in its net assets of \$284,847,505.

This decrease includes unrealized depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$69,782,015 (including employer contributions of \$191,308,932, losses of \$282,902,180 from the sale of assets, and investment income of \$161,375,263).

### Minimum funding standards

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

## Boilermakers National Health & Welfare Fund summary annual report

THIS IS A SUMMARY of the annual report of the Boilermakers National Health and Welfare Fund, Employer Identification Number 36-6090694, for the fiscal year ending December 31, 2001. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

### Insurance information

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

Because it is an experience-rated contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid during the contract year which ended within the plan year ending December 31, 2001, the premi-

ums paid under such experience-rated contract were \$1,858,366 and the total of all benefit claims paid under this experience-rated contract during the plan year was \$1,662,621.

### Basic financial statement

THE VALUE OF PLAN ASSETS, after subtracting liabilities of the plan, was \$180,762,260 as of December 31, 2001, compared to \$176,831,371 as of December 31, 2000. During the plan year, the plan experienced an increase in its net assets of \$3,930,889, including a \$466,600 adjustment for prior year accumulated eligibility credits for premiums. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$159,080,945 (including employer contributions of \$142,758,630, employee and retiree contributions of \$12,705,358, realized losses from the sale of assets of \$994,120, earnings from investments of \$3,808,996, and other income of \$802,081).

Plan expenses were \$155,616,656. These expenses included \$8,267,622 in administrative expenses and \$147,349,034 in benefits paid to participants and beneficiaries.

## Boilermakers National Annuity Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 2001. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

### Basic financial statement

BENEFITS UNDER THE PLAN are provided from trust assets or through insurance or annuity contracts. Plan expenses were \$29,433,095. These expenses include \$2,635,026 in administrative expenses and \$26,780,690 in benefits paid to participants and beneficiaries. A total of 61,232 persons were participants in the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$599,444,741 as of December 31, 2001, compared to \$502,100,206 as of January 1, 2001. During the plan year, the plan experienced an increase in its net assets of \$97,344,535. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$126,777,630 (including employer contributions of \$100,728,580, realized gains of \$3,937,198 from the sale of assets, and earnings from investments of \$22,052,484).

### You may request a complete copy of each report . . .

YOU HAVE THE RIGHT to receive a copy of the full annual report, or any part thereof, for each of these funds on

## Accrued pension benefits not jeopardized by stock market

ACCORDING TO THE BOARD of Trustees, benefits accrued under the Boilermaker-Blacksmith National Pension Plan Trust are not in jeopardy, despite the impact events of the last few years have had on investment markets. Benefits to active and retired participants have not changed. If continuing market conditions necessitate a modification of plan benefits, *any change would only affect future benefit accruals; benefits already earned under the plan prior to any change would not be reduced.* Active participants would not benefit by retiring early to avoid a plan change that may or may not occur.

request. The items listed below are included in each report:

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

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

5. Information regarding any common or collective trusts, pooled separate accounts; master trusts, or 103-12 investment entities in which the plan participates;
6. Fiduciary information, including non-exempt transactions between the plan and parties-in-interest (that is, persons who have a certain relationship with the plan), and
7. Actuarial information regarding the funding of the plan.

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

5. Fiduciary information, including non-exempt transactions between the plan and parties-in-interest (that is, persons who have a certain relationship with the plan), and
6. Insurance information including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, of each of these reports write or call the office of the plan executive administrator at 754 Minnesota Avenue, Suite 522 (Suite 400 and Zip Code 66101-2762 for the Annuity report), Kansas City, KS 66101-2766, phone — 1-866-342-6555 (913-342-6555 in the Kansas City area).

The charge to cover copying costs of the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will be \$189.75 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Health & Welfare Fund Summary Annual Report will be \$27.75 for the full annual report, or 25 cents per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be \$21.25 for the full annual report, or 25 cents per page for any part thereof.

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

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

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

### Correction:

#### Pension office uses Oct. 1-Sept. 30 plan year

A MISTAKE appeared in the story, "Track your pension contributions," which ran on page 13 of the Sep-Oct issue. The Boilermaker-Blacksmith National Pension Trust uses an Oct. 1-Sept. 30 plan year, not a July 1-June 30 fiscal year as reported. So when you compare your hour and dollar amounts to the funds office report, be sure you use your pay stubs from Oct. 1 to Sept. 30. □

How to Apply For a

# Boilermaker Scholarship



BOILERMAKER SCHOLARSHIPS are open to high school seniors who will be entering their first year of a two- or four-year academic program at a degree-granting, accredited college or university within one year of their high school graduation and are dependents of Boilermaker members in good standing (includes son, daughter, legally adopted child or dependent of active, retired, disabled, or deceased members).

Scholarship awards are based upon academic record, extra-curricular and outside school activities, career goals, and performance on an essay. Candidates must submit an official application (postmarked between January 1 and March 31), proof of relationship to a Boilermaker member, SAT and/or ACT test scores (for U.S. citizens only), a high school transcript, and a 300-500 word essay on a specific theme.

Applications for the 2003 awards are now available. Contact your local lodge for more information and an application form.



# Without unions, workers can never enjoy domestic security

**Bush's success in denying worker rights to federal employees should not be ignored**

**T**HE END OF THE YEAR is traditionally a time when we reflect on the past and plan for the future. It is no accident that the month of January was named for the Roman god Janus, whose head had one face in front and another one behind.

As our families gather together to celebrate the winter holidays, we see once again the people who mean the most to us, the people we have spent our entire lives with, and we are reminded of the past. But the holidays are also a time for children, who make us wonder what the future will bring and resolve to make the world a better place. We realize that our children and grandchildren will live in the world we create.

This year, the future is uncertain, as the U.S. tilts toward war with Iraq, our economy continues to sputter, and the Republican Party prepares to take full control of our federal government.

This year, our New Year's resolutions have great urgency, because our most basic freedoms are being challenged — and not just by terrorists.

The November elections changed the political landscape more than most Americans realize. For the first time since 1955, we have a Republican in the White House and Republican majorities in both the House and the Senate. And the top GOP leader — President Bush — is not a moderate Republican like our Republican friends in Congress, but a radical conservative bent on destroying unions.

In his first 100 days in office, he took 28 actions to weaken worker protections. Since then, he has issued anti-union executive orders every month and named dozens of former corporate lobbyists to positions in which they

oversee unions or worker rights. For example, the former attorney for the Chamber of Commerce now heads the National Labor Relations Board, which rules on complaints from workers of unfair labor practices by corporations.

In the 1990s, President Clinton was able to veto the more radical bills passed by the Republican Congress, and these past two years, the Senate has stopped some of President Bush's pro-

**With Republican majorities in both houses of Congress, Bush has a free hand to do as he pleases.**

posals. But with Republican majorities in both houses of Congress, Bush will have a free hand to do as he pleases.

Already, Congress has passed major changes to federal bankruptcy laws that make it more difficult for individuals to be relieved of their debt, even when that debt is caused by a catastrophic illness. This bill was proposed by lobbyists for the financial services industry. In the 1980s, U.S. taxpayers spent \$100 billion bailing out a big player in that industry — savings and loans (including one managed by President Bush's brother Neal). They don't intend to return the favor.

They also passed a bill creating a new Department of Homeland Security, which brings 170,000 federal employees from 22 agencies under one roof, but doesn't allow them to bring their unions with them. During this year's campaigns, Republicans questioned the patriotism of Democrats who had

wanted to allow these federal workers to stay in the unions they already belong to, claiming the Democrats were caving in to "special interests."

When the elections were over, the Republicans passed a homeland security bill that is so loaded down with giveaways to corporate "special interests" that it has grown from the 35 pages Bush sent over to 484 pages of early Christmas presents for corporate campaign donors and good, old-fashioned pork that has nothing to do with protecting the American people.

Republican leaders Tom Delay and Dick Armey added a "security research institute" to be built right near where they live in Texas — a little slab of pork for the neighbors back home.

Another GOP amendment allows the federal government to do business with companies that use offshore banks to avoid paying U.S. taxes. Earlier this year, Congress outlawed this practice as part of a "corporate reform" agenda. Their ban on doing business with corporate tax cheats lasted just long enough to let them crow about it during the fall campaigns, but not long enough to actually end the practice.

But the GOP pay-back to the pharmaceutical industry is the most disgusting one. It wipes out lawsuits against drug companies that make a mercury-based vaccine preservative, which has been linked to autism in children. Companies creating new anti-bio-terror drugs need protection from frivolous lawsuits, but letting Eli Lilly duck responsibility for this longstanding problem does nothing to deter terrorism.

Of course, terrorism wasn't the point. The point was that drug companies donated heavily to Republican candidates. Lilly alone donated \$1.6 million.

And terrorism is not the point when Bush invokes "domestic security" to justify union-busting, either.



**CHARLES W. JONES**  
International President

Union workers support the war on terrorism, but we have good reason to fear a president who tries to blur the line between patriotism and support for his political positions — especially when those positions threaten many aspects of our own domestic security.

How secure can our nation's workers feel when the health-care needs of our families are ignored, while drug, health care, and insurance companies with double-digit profits get subsidies?

How secure can our nation feel when our national leaders support trade agreements that encourage companies to ship our jobs overseas?

How secure can we feel when corporate executives can loot our pensions, declare bankruptcy, and retire to million-dollar homes in Florida and Texas?

How secure can our nation's workers feel when the president and Congress can circumvent validly elected union representation simply by reshuffling a few agencies and giving the department a new name?

What other protections for workers will the president and the 108th Congress eliminate? □

## Local 5 members honor rescue workers

**New York city workers create medallions from Twin Tower debris**

**E**IGHTY MEMBERS OF Local 5, New York, N.Y., are municipal workers in the sanitation department of New York City. After terrorists destroyed the Twin Towers on Sept. 11, 2001, these members helped to transfer debris to a landfill for sorting where they recovered a damaged statue that they turned over to the FBI. They also discovered an idea of how they could honor deceased rescue workers by creating medallions from the wreckage for their families.

After the debris had been sorted, a scrap metal company purchased steel piping from the wreckage. Some of the piping had a high gold content level. Since it was too expensive to extract the gold, the company donated the piping to Local 5 members Raymond Maiara and Harry Auletta for the medallions. Maiara created a hand-made die, and with Auletta's help, rolled the piping flat and manufactured a small number of medallions to honor the workers who gave their lives on September 11.

They gave medallions to city officials and the chiefs of the police and fire departments. Four medallions were presented to Local 5 BM-ST Gerry Connolly, who donated one to the Boilermakers National Archives for



**LOCAL 5'S HENRY AULETTA** holds one of the medallions he and other Local 5 members created using debris from the World Trade Center's Twin Towers in New York, N.Y.

permanent display. Connolly is not yet sure of how he will distribute the remaining three, but he knows one will become part of the Twin Towers Memorial in New York City.

"Our members who work in the sanitation department and who were

involved in the clean up wanted to honor those workers who lost their lives," said Connolly. "They created these medallions as a token, donating their time and effort. No medallions were sold, and no one profited from this horror."



**CLOSE-UP VIEW** of Local 5's memorial disc.

Auletta said they first made coins for fellow workers at the landfill as most knew someone who had lost a loved one on 9/11.

"Letters started coming back to us from people who got a coin, telling us that just holding the coin gave them some comfort. The Red Cross and Salvation Army distributed our coins to people as far away as Oklahoma."

Auletta also made coins for families of victims from the police and fire departments, the FBI, the Port Authority, and the court system.

"We finally had to stop making the coins as we couldn't dedicate enough time to the project and keep up with the demanding work at the landfill," said Auletta. □