Local 667’s Jerry Fulk wins apprentice competition

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

Representing the Southeast Area, Fulk was the top apprentice 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.

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.

Ronne 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 instead of having to travel 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 autonomy.”

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 Local 203 President Harold Purdy. “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.

Local News

Boilermakers are hard at work

Training & Education

Natl., Area, and Local Programs

Settlements

Letters to Editor

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.

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Continued on page 3

Texans form Lone Star District


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Continued on page 5

Continued on page 8
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 spent $1.2 billion 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) data for their survey. Hart Research 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 “ Slate,” followed by 26 percent citing “personal qualities,” and 16 percent naming “party.”

Unions raise wages 25%

Unions WORKERS EARN 25 percent more than nonunion workers, according to the Department of Labor’s Bureau of Labor Statistics. Median hourly earnings of full-time union workers were $17.20 in 2000, compared with $2.499 for their nonunion counterparts, a difference of $621 a month.

When members were asked two top issues affecting their choices in House races, pocketbook issues pre- vailed. Forty-four percent surveyed named the economy and jobs, followed by health care and prescription drugs, with 34 percent, and Social Security, with 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, business also finances “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.

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 a 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.

Over Democrats — was in addition to the $18 million they gave to candidates and parties. Unable to spend the huge sums contributions laid 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’ size alone support 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 districts during the 2002 election cycle, grassroots union activists hand 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-campaigning on behalf of Republicans in tight races. In addition, he ordered 250 aircraft to take vacation time and hit the campaign trail.

An e-mail to 6,100 employees of the Environment Protection Agency said they “were 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 footed the bill.

The Government Accounting Office estimated that the 59 trips Bush had taken as of Oct. 29 cost taxpayers roughly $177 million.

When the president travels, bills mount quickly. Air Force One costs $5,597 per hour to take him from the White House to Andrews Air Force Base. A smaller Blackhawk he sometimes uses costs $5,685. 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.

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.
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 20 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.”

Toner said 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 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 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 job sites

SINCE LAST YEAR’s conference, FMCS Commissioner Michael Johansen 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, Johansen 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.

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

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 forces, 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 Nader Construction Co. The subcommittee recommends the development of a Project Management Education Program.

6. Workplace Respect — Ron Traeder, 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 Palmosano 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, secretary 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 Bartter.

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 do for the workers in Ohio.

Affiliated lodges include Locals 106, 744, 908, 1073, 1080, 1191, 1603, 1664, 1666, 1702, and 1704.

Texas form Lone Star District


Continued from page 1

my, Texas and Louisiana have been hard hit by competition, making it hard to keep our membership numbers up. Forming a district lodge is a way to sustain the four craft jurisdictions 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; Local 132 representatives Mark Thompson, Robert Huepers, and Larry Zion; Local 331 representatives Charles Thomas, Phillip Caudill, and Rick Cunningham; and Local 587 representatives Clay Herford, James Kirkland, and Terry Kirkland. Also in attendance were Infl. Vice Pres. George Rogers, Asst. to the Intl. Pres. Victor Maggio, and Intl. Reps. Kyle Evenson, Dick Hardin, and Dennis King.

FEDERAL MEDIATION Commissioner Michael Johnson reports on last year’s participation in the TAGS Program.

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

Boilermakers earn membership pins

Local 1, Chicago, Ill., presents membership pins

JOHN SHERKMONT, 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
- 25 Years — Robert Koosla

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

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

- 45 Years — Martin Gasiweski, William E. Walski
- 45 Years — Raymon J. Dobson
- 35 Years — Robert L. Brushingham, Joseph W. Chmielek, Jeffrey C. Linn, Michael C. Maciejewski, Tobias Rogalski
- 30 Years — Cleave E. Mulholland

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 Gennaro Scalise
- 55 Years — Andrew T. Chascsa, Jim Mayberry, Joseph Morpy, Manual Paezla, and Donald H. Simmons
- 45 Years — Ronnies Duncan, Theodore R. Hempfling, Odis F. White
- 40 Years — Nickola Basillois, Herman Bourgeois, William M. Murray, Frederick C. Painter, Charles H. Yates

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

CHARLES H. VANOVER, BM-ST of

S1978 helps needy families

Helping Hands Day volunteers receive awards


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 for a life only for the hardest 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.

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..."
L-146 Boilermakers help build Shell’s Scotford Upgrader for oil sands

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 Albasasca 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 220 Boilermakers worked on the project in the peak period. On the residuum 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 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, converting 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 hydروgen conversion.

The clean liquid that results is called synthetic crude oil — synthetic 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.

L-203 members build penstock

L-203 MEMBERS join other craft members to build a penstock in Newfoundland.

The job awarded to the Boilermakers was to erect the first 80-feet of the penstock, including 52 joints, which have passed all x-rays and weld inspections. Local 203 members are having to “rough it” at a 300-mile 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 job, named 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 reheater 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.

Northern Alberta has world’s largest hydrocarbon deposit

PASSENGERS FLY to Canada’s oil sands projects for half of Canada’s total output. In 2001, production of bitumen exceeded production of all other Canadian oil sands operations, which is changing the political and economic landscape of Canada.

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.

L-203 members build penstock

L-203 Boilermakers help build Shell’s Scotford Upgrader for oil sands

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

Photos by Steve Milley, L-146
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.

The competition was held at the training facilities of Local 433, Tampa, Fla., where BM-ST Edgar (Crab) Laney 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). ■

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. Overtorn of Local 40, Elizabethtown, Ky.

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Great Lakes Area instructors take orbital welding class

TWO 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 Leduc 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 Local 169 for making this possible." ■

Southeast Area holds apprentice competition


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 Nelton (r.).

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.

Products Made By Boilermakers

<table>
<thead>
<tr>
<th>Product(s)</th>
<th>Brand/Company Name(s)</th>
<th>Lodge</th>
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</thead>
<tbody>
<tr>
<td>Fireplace inserts, wood stoves</td>
<td>Hutch</td>
<td>Local 556</td>
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<tr>
<td>Floor, wall furnaces, room heaters</td>
<td>Empire Comfort</td>
<td>Local 57</td>
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<tr>
<td>Furnaces, heaters, fireplace access</td>
<td>Cozy</td>
<td>Local 520</td>
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<tr>
<td>Gas &amp; wood heaters</td>
<td>US Stove</td>
<td>Local 556</td>
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</table>
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.

Wilson, Kenneth Keafter, and Robert Smith; back row, Don Frank and Clarence Burge.

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

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

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.

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.

“It was unbelievable,” said Evenson. “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 BMST 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.”

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.

Boilermaker members’ specialty company is featured in Newsweek

Protective suit has civil defense as well as industrial applications

Four Corners Generating Station donates 40,680 pounds of new material, 2,000 pounds of used material. The rest, over 40,000 pounds of heavy-wall pipe and supply tubes, is new.

Four Corners Generating Station donates 42,680 pounds of material to Local 4’s new Hozohni Training Center in Page, Ariz., compliments of the Four Corners Generating Station.

L-1234 members attend a one-day training program

The suit can also be used for search-and-rescue operations after a nuclear attack or an explosion at a power plant.

Boilermakers and other tradesmen Butch and his sons to protect the Boilermakers and other tradesmen 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.

Three pounds of tube stock and heavy wall pipe to Local 4’s training center in Page, Ariz., compliments of the Four Corners Generating Station.

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.

Boilermaker members’ specialty company is featured in Newsweek

Workers communicate through “bone mikes” that pick up vibrations of the worker’s throat. The suits have personal air conditioners and retrieval gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective-gear company for their protective...
Eight area apprenticeship winners participate in national competition

Continued from page 1

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Also competing this year were Great Lakes representatives 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.

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Also compet...
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 old, well-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.

Top eight area apprentice winners compete

Continued from page 8


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

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

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

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.

L-28’S JEFFREY HORTON representing the Northeast Area, inspect 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 CHEERand 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 grand- parents 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 Copess, 83, a 43-year member and former business manager of Local 294, Honolulu, Hawaii, now living in Brantford, Ont., 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.

Copess lost his wife, Nan, 91, to colon cancer last year. 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. Copess credits this continuing contact with keeping him out of depression.

“We call ourselves ‘Fourteen Strangers and a Dog,’” Copess told the Reporter. “We all have each other’s phone numbers and talk regularly.

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 job site 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 the road, and always be ready to adjust for someone else’s mistake.

Buckle your seat belt. It’s the only proven way you can add 100 miles per hour to your life. MIG and TIG welding fumes and gases can make you sick. The risk depends on:

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

The Hazards
IN CONFINED SPACES, welding can be much more hazardous.

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:

- 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. Paint (on welded surfaces) can cause kidney problems and cancer.
- We have workers die in accidents as die from workplace injuries.
- When you work in the gate, you don’t have 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 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-wheeler, metal box you’re riding in is the most dangerous tool you’ll use all day.

For more information, call your local union office at 913-371-2640.

Hazard Alert: Welding Fumes and Gases

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Safety Tips in Spanish

This issue’s safety column, “Welding Fumes and Gases,” is also available in Spanish.

OSHA 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 913-371-3460.

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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 if your name is Joe James, and did you rob the Glendale train?

Of course, you tell the police no, you are not Joe 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 handcuff 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 up and run away. In fact, be quick about it, it will only get you deeper into trouble. We have a legal system to protect us from baseless accusations. 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 deeper trouble. In but 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. Joe came to work half an hour late, pacing back and forth, muttering.

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 as he comes to take a seat at the break room table, Joe refuses to sit down and keeps pacing back and forth, muttering.

At this point the steward 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 test.

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

I doubt you’d advise him to beat up the supervisor and run it off. But if you think before you respond, the advice you give may be as bad as your behavior.

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 an attorney or a 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 key things to give your 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 ofdiscipline, drug testing, accidents, property damage, insubordination, and other incidents, the participants are going to be emotionally involved and upset. That’s why you need your calm, rational advice. Emotion gets people in trouble.

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 most situations, employees often feel they are being “singled out” or persecuted. Showing the employee the relevant rule or contract language helps them understand your options.

3. Write down what is happening.

Use your notebook to the tone 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 for you. Only Joe can decide what to do. Your job is to tell Joe what the rules (or contract language) say about his situation— in this case, drug/alcohol testing—and the consequences of his actions.

Keep these tools handy and be careful what you say.

Local Lodge 158’s Norm Reichert is a true leader

Star Steward also excels as volunteer fire chief

Norm Reichert, a nine-year-com- mitted member 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 dedi- cated 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 experience of time depicting the circumstances of a grievance,” said Kocher. “We felt our steward had been dressed up unfairly, and with Norm’s help, we won his reinstatement.”

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

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 accidental involving personal injury, any accident where property damage is judged to be in excess of $250.00 ($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 urine test will not be 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?

Joe: “I don’t want to take the test.”

Steward: “Joe, for whatever reason, your behavior today has led the supervisor to believe he has reasonable cause to test you for 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 arbitra- tion 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 super- visor.’ The supervisor made his judgement. 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 acci- dent, 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. Mean- while, 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—you have good advice and representation can help him make up his own mind what to do.
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, bereavement paid time, and unpaid time that is allowed in the contract, and considering an employee’s eligibility for double-time pay when the company deemed it necessary?

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 pay, effective Oct. 1, 2001, to January 11, 2002.

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 Inrl. Rep. James Presley for representing the members at the October 25th hearing, which was conducted by arbitrator Edward B. Kennisky.

A Summary Analysis of These Contract Settlements

Prepared by the Research and Collective Bargaining Department of the International Brotherhood of Boilermakers

THIS ANALYSIS of the 19 agreements outlined below is based on information provided in the Contract Summary and Transmittal Report forms, and covers approximately 1,386 employees.

Wage Increases

THIRTEEN Facilities will receive wage increases in 2002, averaging $0.38 per hour or 3.16 percent. Fourteen facilities will receive wage increases in 2003, averaging $0.32 per hour or 3.05 percent. Thirteen facilities will receive wage increases in 2004, averaging $0.32 per hour or 2.83 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. Three of these facilities participate in the Boilermaker-Blacksmith National Pension Trust, of which six have a cents-per-hour contribution ranging from $0.10 to $0.50 per hour in the first contract year. Their average cents-per-hour contribution is $0.20 in the first contract year, $0.19 in the second year, and $0.18 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 profit sharing plans; and one participates in a plan sponsored by the local lodge.

Shift Differential

Sixteen agreements report a second shift premium, ranging from $0.75 to $1.20 per hour, in the first contract year. Their average is $0.75 per hour. The remaining agreements provide a percentage of pay for the premium. The average is 10.9 percent.

Three agreements provide a three-shift premium, with the highest being $1.00 per hour. The remaining agreements provide a percentage amount as the contribution rate. Six facilities offer a 401(k); eight have company-sponsored profit sharing plans; and one participates in a plan sponsored by the local lodge.

The remaining agreements report a second shift premium ranging from $0.10 to $0.70 per hour. The average is $0.33 per hour.

The remaining agreements provide a percentage amount as the contribution rate. Six facilities offer a 401(k); eight have company-sponsored profit sharing plans; and one participates in a plan sponsored by the local lodge.

Sickness & Accident

SIXTEEN agreements provide one and one-half times pay in the event of time off is 26 weeks, found in eight agreements. Life Insurance/ADD

FIFTEEN agreements provide life insurance. In 13 of these agreements there is a set dollar amount ranging from $3,000 to $20,000. The average benefit for the first contract year is $15,000.

The remaining agreements provide a percentage amount as the contribution rate. Six facilities offer a 401(k); eight have company-sponsored profit sharing plans; and one participates in a plan sponsored by the local lodge.

The remaining agreements report a percent-age 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/ADD

FIFTEEN agreements provide life insurance. Life Insurance/ADD

FIFTEEN agreements provide life insurance. Life Insurance/ADD

FIFTEEN agreements provide life insurance. Life Insurance/ADD

FIFTEEN agreements provide life insurance. Life Insurance/ADD

Sixteen agreements have a four-week paid vacation.

Three agreements provide a one-week paid vacation.

Sixteen agreements have a four-week paid vacation.

Seven agreements have a four-week paid vacation.

Three agreements provide a six and seven weeks paid vacation.

These agreements, one provides vacation pay based on a percentage of the employee’s earnings.

Paid Holidays

EIGHT EIGHTEN agreements provide for paid holidays. The number of paid holidays ranges from six to 13. The average is 9.53 days.

Other Provisions

EIGHTEEN agreements provide for funeral leave. Paid leave for jury duty is provided in 18 agreements.

Union language is found in nine agreements. Ten agreements provide for all or partial reimbursement for the purchase of prescription eyeglasses.

Eleven provide for prepayment safety glasses. One agreement provides a severance payment package.

Six agreements provide paid leave for those persons who spend two weeks annually encamped each year.

SEVENTEEN facilities will receive wage increases in 2002, averaging $0.38 per hour or 3.16 percent. Fourteen facilities will receive wage increases in 2003, averaging $0.32 per hour or 3.05 percent. Thirteen facilities will receive wage increases in 2004, averaging $0.32 per hour or 2.83 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. Three of these facilities participate in the Boilermaker-Blacksmith National Pension Trust, of which six have a cents-per-hour contribution ranging from $0.10 to $0.30 per hour in the first contract year. Their average cents-per-hour contribution is $0.20 in the first contract year, $0.19 in the second year, and $0.18 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 profit sharing plans; and one participates in a plan sponsored by the local lodge.

Shift Differential

Sixteen agreements report a second shift premium, ranging from $0.75 to $1.20 per hour, in the first contract year. Their average cents-per-hour contribution is $0.20 in the first contract year, $0.19 in the second year, and $0.18 in the third year.

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Sickness & Accident

SIXTEEN agreements report a second shift premium ranging from $0.75 to $1.20 per hour. The average is $0.33 per hour.

The remaining agreements provide a percentage amount as the contribution rate. Six facilities offer a 401(k); eight have company-sponsored profit sharing plans; and one participates in a plan sponsored by the local lodge.

The remaining agreements report a second shift premium ranging from $0.10 to $0.70 per hour. The average is $0.33 per hour.

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Red Tail Outfitters offers Carhartt at a discount price

Boilermakers 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. 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.

_Boolmakers Write to the Editor_

**LETTERS:**

-int. 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 $6.6 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 money work for its members and their families.

As I will be retiring from the trade due to medical problems, my wife, Deb orah, 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 Harlin, Int. 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. D’Veyen, wife of L-107’s

**DAN DOWEN, 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 McClain 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 18 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.

Leaves 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.

B. C. Dixon, L-80 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 Knowles, L-83 retiree

Clinton, Iowa

**Want to see your letter in print?**

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_

773 State Ave. Suite 570
Kansas City KS 66101
FAX (913) 281-8104
E-mail: dianette@boilermakers.org or call Dianne at 913-281-8104

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Members Only

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

**UNION PLUS CREDIT CARD**

Call: 1-800-522-4000

**MORTGAGE & REAL ESTATE**

Also open to your children & parents.

Call: 1-800-848-6466

**EDUCATION SERVICES**

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

Call: 1-877-881-1022

**PERSONAL LOANS**

Available for credit-qualified members.

Call: 1-888-235-2759

**LEGAL SERVICE**

Discounted legal help — first 30 minutes are free.

Visit: www.unionplus.org

**LIFE INSURANCE**

For members, their spouses, and children.

Call: 1-800-899-2782

**ACCIDENT INSURANCE**

Call: 1-800-899-2782

**HEALTH SAVINGS**

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

Call: 1-800-228-3523

**CAR RENTAL DISCOUNTS**

Call and give the ID number:

Avis: 1-800-698-5685

Budget: 1-800-455-2848

BCD/V18100

**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

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*Includes retired members. Program restrictions apply to members outside the continental United States. Phone 1-800-452-9425 for clarification of eligibility.
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 48-6160850, for the fiscal year ending December 31, 2001. The 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 $234,629,520. These expenses included $252,238,335 in administrative expenses and $32,401,185 in premiums paid to participants and beneficiaries.

A total of 71,005 persons were participants and 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 $584,124,737 as of December 31, 2000, compared to $619,559,852 as of December 31, 2001. During the plan year, the plan experienced a decrease in its net assets of $284,847,355.

This decrease includes unrealized depreciation in the value of plan assets that is, the difference between the value of the assets at the end of the year and the original cost of the assets acquired during the year. The plan had total income of $696,702,015 (including employer contributions of $1,390,819,495 (including employer contributions of $142,758,630, employee and retiree contributions of $127,358, realized losses from the sale of assets of $994,120, and earnings from investments of $3,808,986, and other miscellaneous income of $902,081).

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

Bollemakers National Annuity Trust summary annual report

THIS IS A SUMMARY of the annual report for the Boilermakers National Annuity Trust, Employer Identification Number 48-6160850, 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).

Basic financial statement

BENEFITS UNDER THE PLAN are provided from trust assets or through insurance or annuity contracts. Plan expenses were $234,629,520. These expenses included $23,623,026 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 $584,124,737 as of December 31, 2000, compared to $619,559,852 as of December 31, 2001. During the plan year, the plan experienced an increase in its net assets of $284,847,355. 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. During the plan year, the plan had total income of $696,702,015 (including employer contributions of $1,390,819,495 (including employer contributions of $142,758,630, employee and retiree contributions of $127,358, realized losses from the sale of assets of $994,120, and earnings from investments of $3,808,986, and other miscellaneous income of $902,081).

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

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 stock market. Benefits to active and retired participants have not changed. If continuing market conditions necessitate a modification of plan benefits, any change would likely affect future benefit accruals. Benefits would not be reduced prior to any change would not be reduced. Active participants would not benefit by refining early to avoid a plan that may or may not occur.

The charge to cover copying costs of the Boilermakers National Annuity Trust Annual Report is $21.59 per report and $21.25 for the full annual report, or 25 cents per page for any part thereof.

You also have the right to request a copy from the plan executive administrator, at no charge, 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 the costs set forth above does not include a charge for the copying of these portions of the report that these portions are furnished without charge.

You also have the legate protected right to examine the portions of the report that the main office of the plan, 754 Minnesota Avenue, Suite 522, Washington, D.C. 20020, or 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, NYSB, Pension and Welfare Benefits Administration, U.S. Department of Labor, 200 Constitution Avenue NW, Washington, D.C. 20210.

Correction:

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


How to Apply For a BOILEMRAKER SCHOLARSHIP

BOILEMRAKER SCHOLARSHIP is 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 member).

Scholarship awards are based on academic record, extra-curricular and out side school activities, career goals, and performance on an essay. Candidates must submit an official application (postmarked by January 1) and an essay of 500 words on a specific theme. Applications for the 2003 awards are now available. Contact your local lodge for more information and an application form.
THE DEATH BENEFIT PLAN under the Boilermaker-Blacksmith National Pension Trust has paid the beneficiaries of the following deceased members who were covered by the plan since the last issue of our publication.

**DEATH BENEFITS**

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Without unions, workers can never enjoy domestic security

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

THE 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 how we can 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. heads toward war with Iraq, our economy continues to sputter, and the Republican Party prepares to take full control of the federal government.

This year, our New Year’s resolutions have great urgency, because our rights and freedom 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 enacting his program at any cost.

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 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 proposals.

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 $1.01 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 supported the Homeland Security Act.

Local 5 members honor rescue workers

New York city workers create medallions from Twin Tower debris

EIGHTY 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 hand-made die, and Harry Auletti for the medallions.

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

One of the medallions was a token, donating proceeds to a charity, and the others were sold, and no one profited from these medallions as a token, donating proceeds to a charity.

The medallions were presented to Local 5 BM-ST Gerry Connolly, who donated one to the Boiler makers National Archives for permanent display.

Connelly is not yet sure how he will distribute the remaining three, but he knows one will go to a New York police officer who became part of the Twin Towers family.

“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, to honor the Twin Towers Memorial in New York City.”

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

“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 Auletti.