

## IN THESE PAGES



**Jobs**  
Local 85 welds sphere for Olympics . . . 3

**Legislation**  
36th annual LEAP conference . . . 5

**Settlements**  
You get what you negotiate . . . 16

**Union Plus**  
L-1 member wins \$500 certificate . . . 17

## Female welders earning respect

### Apprentices put their education to the test at Four Corners Power Plant's boiler job

FEMALE WELDERS from Local 4, Page, Ariz., and Local 627, Phoenix, are proving that welding isn't just a man's profession. During an overhaul outage at the Four Corners Power Plant, six apprentice tube welders, including three women, worked in the back pass area of a 740-megawatt boiler.

Among the apprentices B&W hired were Ruth Sampson, Tallia Tsinnijinnie, and Belena Willie, all of Local 4. They have put in numerous hours at power plants from Ohio to Washington working toward welding certification.

"A lot of people often ask why I do it. But when they see a girl actually wanting to do it, they start respecting us," Sampson said. "We had one APS employee ask us if we really graduated from a welding school. He said, 'It's really good to see young faces out here. Keep doing it.' Like every job, you experience something new and you learn from your mistakes."

Tsinnijinnie also noted the difficulty of working in a male-dominated profession. "We definitely get underestimated," she said. "Some places think because you're a girl, you can't do what you're doing until after you actually show them you can do the work."

Joe Wood, a B&W welding foreman and member of Local 627 since 1993, had 30 welders working for him. He requested as many apprentice welders as possible, and was provided with six.

"There's been no task asked of them that they haven't been able to do," he said. "As a graduate apprentice, I really like the work ethic of these apprentices."

See FEMALE WELDERS page 3



Belena Willie has wanted to be a welder since she was 11 years old. Willie, a Local 4 apprentice, is working in a growing field of women entering the welding profession.

## Construction Division meets

### Open, candid discussions on H&W benefits and LM-2 changes dominate session

DELEGATE PARTICIPATION was at its highest ever this year at the Boilermakers' annual Construction Division Winter Conference, held Feb. 23-27, at the Hilton Marco Island Beach Resort in Marco Island, Fla.

Business managers, International officers, and representatives lined up at microphones to discuss such issues as revisions to the Boilermakers National Health & Welfare Fund and the Department of Labor's (DOL) new requirements in LM-2 reporting.

Construction Division Director Dale "Skipper" Branscum was impressed by the delegates' participation, as was Intl. Pres. Newton B. Jones.

"These discussions are about as healthy as a labor organization can get," Jones said. "We are together on these issues and we will work together to resolve any conflicts."

### Health & Welfare changes lead conference dialogue

DUE TO RISING health care costs and a sharp decline in man-hours, the reserves of the Boilermakers National Health and Welfare Fund are being rapidly depleted. Without a significant change in benefits and/or contributions the fund's cash reserves were projected to be depleted in 2005. In order to protect the fund, the board of trustees



UA President Marty Maddaloni (right) and IP Newton B. Jones announce a joint agreement on groove welding the Boilermakers and UA signed with PCI.

had to reduce expenses and increase revenue effective January 1.

Explaining the changes and reasons behind them were David Hanson, the fund's executive administrator; Mario Rodriguez, the fund's financial director; Tom DelFiaco, vice president of the Segal Co.; Curtis Barnhill, attorney; and union trustees International Vice Presidents Sam May and George Rogers, National Transient Division (NTD) Director William Almond, Local 83 BM-ST Roger Erickson, Local 169 BM-ST John Marek, Local 175 BM-ST John Fultz, and Local 744 BM-ST Pat Gallagher.

Changes drawing delegates' attention most were a new disability benefit, an increase in prescription drug co-payments, and a reduction in banked hours.

Banked hours — the maximum number of hours that can be accumulated in a participant's reserve — were reduced from nine months to six months effective January 1. Reducing the hours affects only three percent of the participants, but saves the fund about \$12.15 per participant per month, or almost \$3 million a year, Hanson said. But several

See DISCUSSIONS DOMINATE page 2

## Discussions dominate construction conference

Continued from page 1

business managers fear it affects more members than Hanson projects.

"Banked hours are especially important to Boilermaker construction workers who do not get steady work," said L-107 BM-ST James Garfield. "With the sharp decline in man-hours we are experiencing, I believe this change will affect a lot more than three percent of the participants."

The trustees also raised contribution rates for the active and retiree plans by \$1.12 an hour for all hours worked beginning January 1. Of this increase, \$1.01 per hour was necessary to maintain the existing program, while \$0.11 was required to fund a new long-term disability program.

While the delegates understood the importance of providing this benefit, they were troubled by the way the increase was made part of the benefit package. Ray Ventrone, business manager for Local 154, Pittsburgh, Pa., said he was upset because the only way they could keep their present benefits was to pay the increase for the disability, too.

"If we'd been given the chance, we could have negotiated this increase in our contract," Ventrone said. "Now it has to come out of our members' pockets."

Trustee Gallagher explained that the only way to secure this insurance at such a low rate was to make the benefit available to all active participants. "We've been working to get this coverage for a long time," Gallagher said. "Our intention was not to make this a hardship for anyone, but to provide our members with the best coverage we can."

Another change upsetting the delegates was the increase in prescription drug co-payments. While these costs increased slightly, the participant co-payments are still less than 20 percent of prescription costs.

"It's always been our goal to provide good benefits with a small increase each year, but we all got blindsided by the economics," Jones said. "We met yesterday with the contractors and they are willing to help us work this out."

### New LM-2 report procedures are heavy burden

IN ADDITION TO being blindsided by rising health care costs and a drop in man-hours, unions all across the U.S. are trying to recover from the DOL's new reporting requirements.

For 40 years, a form required under the Labor Management Reporting and Disclosure Act (LMRDA), known as the LM-2 form, has remained essentially unchanged. The new LM-2 form, which goes into effect July 1, requires unions to make elaborate accounting changes and report spending in detailed categories.

In explaining the new requirements at the conference, certified public accountants Bob Tiberi, Jim Gienzick, and Greg

Wallenbecker (Legacy Professionals LLP) said they believe the changes are designed to put unions under a microscope. They estimate that the average-size local filing an LM-2 will now spend 710 hours completing the new form.

LM-2 forms are required for local lodges with more than \$250,000 annual receipts. In addition, some lodges contributing to trusts must complete a new form, the T-1.

The LM-2 already required completion of 24 informational items, 50 financial items, and 15 supporting schedules. Now it requires unions to track and itemize every payment to a group or person that reaches \$5,000 within the year and put the expenditure in one of several categories determined by the DOL — e.g., organizing,

administration, political action. The DOL categories may not correlate to any accounting scheme already in use by the union. In addition, if a number of payments during the year to any single vendor meet the \$5,000 threshold, all payments to that vendor must be categorized.

Since lodges can't predict in advance where every payment will go, they must track all of their expenditures in these categories.

These changes siphon resources of local lodges that would be better spent serving their members.

### Conference highlights

A HIGHLIGHT OF each winter meeting is the annual presentation of safety awards by the National Association of Construction Boilermaker Employers (NACBE). All five U.S. vice-presidential areas had lodges with zero lost-time injury rates; three of these areas also had lodges with a zero compensatory injury rate (see story on p. 13).

Another highlight to this year's meeting was the announcement of a new specialty agreement for narrow-groove welding between the Boilermakers union, the United Association (UA), and PCI Energy Services.

In 2003, PCI worked 800,000 man-hours — all nonunion — primarily in the nuclear industry. They project more than one million man-hours in 2004.

This agreement calls for a composite crew of Boilermakers and Pipefitters working together, with money going into their respective benefit packages.

Intl. Pres. Jones said he looks forward to a good working relationship with the UA and is excited about the potential work this new specialty agreement can create.

"The Business Round Table would like to work with us, but they say they have a problem with our agreements — they want us to bring our jurisdictional agreements to the 21st century," said UA President Marty Maddaloni. "This agreement, like the NDT (Non-Destructive Testing), does that."

**We've been working to get this coverage [disability insurance] for a long time. Our intention was not to make this a hardship for anyone, but to provide our members with the best coverage we can.**

— Health & Welfare Trustee Pat Gallagher

## L-199 takes a stand

When company says no to union, members *Fight Back*

IN THE SUMMER OF 1998, Larry Snellgrove, BM-ST of Local 199, Jacksonville, Fla., learned the Hardaway Co. was planning to build a cement plant near Gainesville, Fla. When Snellgrove contacted them about scheduling the job, he was told the work traditionally assigned to Boilermakers would go nonunion. So he asked the International for help.

Organizers Barry Edwards and Mike Peterson set up a *Fight Back* campaign. Twenty-nine Local 199 members submitted employment applications to Hardaway.

Milan Racic, Boilermaker safety and health specialist, turned discussions from national agreements to safety, discussing manganese poisoning from welding rod fumes. Because manganese poisoning mimics Parkinson's disease, some researchers believe it may speed up development of the disease. "The only thing we can do is protect ourselves through respirators or ventilation systems," Racic said.

Jim McCormick, director of the tripartite alliance program, discussed expansion of the program to area and local levels. "If we can influence just one owner at a meeting, then we can generate a lot of work," McCormick said. He also reported that Intl. Rep. Ed Power is developing a tripartite program in Canada.

Mike Dorsey, of the AFL-CIO's Building & Construction Trades Department's Center to Protect Workers' Rights (CPWR), talked about their Disaster Response Training Program as a way to improve the chances that union members are called to help in times of emergency and disaster.

"We are not first responders, the fire department and police are first; we are emergency responders," Dorsey explained. "We want the building trades workers to be called to help when disasters occur, like when terrorists attacked the World Trade Center on 9/11."

National Apprentice Coordinator Pat Smith also discussed training as he reviewed the Boilermakers National Apprenticeship Program. He commended the business managers for exceeding the mandated one-in-five apprentice/journeyman ratio. He also

All were rejected, but 14 of the 29 members continued to call regularly asking for employment.

In late 2003, the company paid \$1,000 to each of the 14 members to avoid a hearing before an Administrative Law Judge to determine if they had been discriminated against for protected union activity.

"We never got the work, but Hardaway is now very much aware of our union presence when it comes time for the next job," Snellgrove said. "With the determination and hard work of our members, we will prevail."

reminded the delegates that, in addition to offering the standard apprenticeship classes, the national training center now offers other curriculum, such as confined space training.

Other conference speakers included NTD Dir. William Almond and Michael DiCicco, deputy director of the Construction Division, who reviewed national and specialty agreements, and Government Affairs Director Bridget Martin and her assistant Shannon Brett, who talked about increasing Boilermaker participation in legislative efforts.

William Palmisano, David Haggerty, and Bridget Connors reviewed the Mobilization, Optimization, Stabilization, and Training (MOST) program; Carl Roberts, president of the Brotherhood Bank & Trust, brought the delegates up-to-date on the bank's history and holdings; and National Archivist Tom Wands presented a slide review highlighting the Boilermakers' museum in Kansas City, Kan.

In his closing remarks, Branscum thanked the delegates for their active participation. "We are a more united brotherhood this morning for speaking out yesterday," he said.

Jones echoed those remarks, stating he is proud of the trustees' commitment to protect the health and welfare fund, and that all floor suggestions regarding this fund will be taken into consideration.

He also applauded the delegates' efforts to raise money for the Campaign Assistance Fund in their 50-50 drawing, which brought \$800 to that fund and \$800 to the winning ticket holder — retired AIP Bill Elrod. □

*the Boilermaker*  
**Reporter**

Mar • Apr • May 2004

Vol. 43 No. 2

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

PUBLICATION AGREEMENT No. 40010131

Printed in the U.S.A.

A prize-winning newspaper

# Local 92 moves 48 rocket fuel vessels

## Members use 850-ton swivel on crane to turn vessels for loading

MEMBERS OF LOCAL 92, Los Angeles, have successfully moved 48 fuel vessels from the Boeing Santa Susanna Field Lab to new facilities throughout the U.S.

The move proved to be a difficult task as the vessels held high-pressure fuels such as oxygen used to test rocket engines and were located on a remote hilltop near the San Fernando Valley in California, with only one way in — a narrow canyon road.

Contractors Companies, a Boilermaker contractor doing business as Contractors Rigging & Erectors and Contractors Cargo Company, was invited to develop a plan to move the vessels.

Local 92 members Craig Chubbuck and Robert Traister worked several weeks with company president Gerald Wheeler and engineer Kent Henry to figure out a way to move the vessels. Issues of ground loading, transporting safely out of a narrow canyon, and strict environmental concerns all had to be addressed before they could secure the work.

The vessels, designed to withstand pressures up to 10,000 pounds per square inch (psi), were up to 42-feet in length, made out of six-inch-thick concrete, and weighed from 90,000 to 250,000 pounds each.

Seventeen of the vessels were located inside vaults. To move them, the team had to attach an 850-ton swivel to an 800-ton Gantry crane so they could turn the vessels for loading.



Local 92 members use an 850-ton swivel to remove and turn rocket vessels from a vault. Each vessel weighs up to 250,000 tons.

To make the tricky move, Local 92 members used a unified jack system to jack up the vessels and roll them out to the crane. Setting and leveling the crane was a challenge in itself, as the crane had to be placed on an inclined road.

Using the crane's swivel to turn the loads, members would set the bottom vessel on the transporter then lift the top vessel to await the transporter's return.

They then transferred the vessels to over-the-road trailers using a 300-ton crane in an open area about two miles closer to the facility gate.

Participating in this project were Local 92 members Chubbuck (project management team member), general foreman Traister, foreman James Holland, and crew members Leonard Atcitty, Tim Barker, Ken Colbert, Richard Forth, Alberto Garcia, Wes Harrell, Brad Heinemann, Josh Johnson, Brian Ortiz, and Jose Perez.

Local 92 BM-ST Eddie Marquez is very proud of his members. "We, as a team, showed the client that the union and contractors work together to accomplish the work at hand," Marquez said. "No matter how big or small the job, Boilermakers are the 'go to' craft who get the job done in a safe and skillful manner.

"Kudos to these members," Marquez said. "Here at L-92 we believe a job well done is a chance to do more."

The Santa Susanna Field Lab, in Santa Susanna, Calif., was created by North American Rockwell in the 1950s to test rocket engines for America's space program. Virtually every type of rocket engine has been tested there. Many other testing programs are still headquartered there.

The 48 vessels that were moved are owned by NASA, the U.S. Navy, the U.S. Air Force, and the Boeing Corp. Built in the 1960s at costs ranging from \$50,000 to \$190,000, the vessels would cost \$1.1 million each to replace today. □

# L-85 welds ball for Olympic sculpture

## Members' expertise is often called upon for nontraditional work

MEMBERS OF LOCAL 85, Toledo, Ohio, are getting ready for the summer 2004 Olympics. No, they won't be there to compete, but they hope some of their work will be there on display.

In June 2003, Local 85 members working at Riverside Industries welded a five-foot-diameter ball out of one-inch round stock aluminum and 304-stainless steel to be used in a display with a 2,200-pound statue. The seven-foot bronze statue depicts a creature — part man, part beast — pulling a sphere (represent-

ing the world) with a chain made from the five interlocking rings that symbolize the Olympics Games.

"Once again, our members did a spectacular job," boasts Local 85 BM-ST Gerald Bullock. "Because of their skill and expertise, our members are continuously called upon to do nontraditional work."

Titled "Spirit of Success," the sculpture is currently on display at the Erie Street Market in Toledo, where its owner, John Pepies, a former Olympic torch runner, has a restaurant.

According to Riverside's Dennis Edwards, Pepies is trying to sell the sculpture to Olympic officials so it can be displayed at the 2004 Summer Olympics in Athens, Greece. □



On display at the Erie Street Market in Toledo, Ohio, this Olympic sculpture, the Spirit of Success, includes a five-foot ball welded by Local 85 members.

# Working on the railroad



THE WORLD'S LARGEST operating steam locomotive, X3985, weighing over one million pounds, was showcased at the 2004 Super Bowl in Houston, Texas. On its way home to Cheyenne, Wyo., the train stopped off in North Little Rock, Ark., at a Union Pacific shop, where Local 66 members overhaul engines and perform heavy repair. According to Richard Carroll, a 28-year member of Local 66, the train

originally burned coal but now runs on fuel oil, almost 6,000 gallons of it along with 25,000 gallons of water. The engine is so large that it is articulated — the boiler swings out as it rounds a curve.

Its wheel arrangement is 4-6-6-4 — four wheels for steering in the lead, two sets of six wheels for driving, and four wheels on the trailing end. The locomotive, designed for hauling freight, is now used as a tourist attraction. □

# Female welders earn respect

Continued from page 1

Deanne Bryant, a Local 627 journeyman welder who completed the apprentice program last August, said it's good to see more and more female welders. When she started welding in 1999, she could count the female welders in Local 627 on one hand. And at the apprentice school in Kansas City, the number of women increased from one her first year to five by the time she finished.

Today, she shares her experiences with the growing number of female welders she encounters on the job.

"It was rough in the beginning. When I started out, a lot of the guys treated me differently because I'm a woman," the Shonto, Ariz., native said. "I used to let them help me, but I figured I wouldn't learn anything that way. You get more respect when you show them you can do it. If you love

what you do and you put your heart into it, no one can take it from you."

Because of the devotion shown by the apprentices, Dan Kennedy, a 30-year veteran in the electric industry and Four Corners maintenance foreman, sees the apprentices as tomorrow's work force.

"For many years there were very few apprentices, now the demand is there," he said. "There are opportunities for these young people that were not there before. In the future, more and more highly-skilled people will be needed to replace our aging work force."

In order to achieve a welding certification, welding apprentices work at power plants across the nation whenever work is available. An apprentice must put in 6,000 hours of actual work experience, which can take up to four years. Source: Nathan Tohtsoni, APSC □

# BCTD conference looks ahead to election season

**Speakers lament loss of American jobs, say only cure is political action**

OVER 3,000 TRADE unionists gathered in Washington, D.C., for the AFL-CIO's Building and Construction Trades Department's (BCTD) 2004 Legislative Conference, March 29-31.

The theme, "American Jobs: Defending the American Dream," set the tone for the conference. Speakers, including AFL-CIO President John Sweeney, populist speaker Jim Hightower, Sen. Hillary Clinton (D-N.Y.), Sen. Tom Harkin (D-Iowa), Sen. Mark Pryor (D-Ark.), Sen. Ted Kennedy (D-Mass.), Rep. Richard Gephardt (D-Mo.), Sen. Tom Daschle (D-S.D.), Rep. Nancy Pelosi (D-Calif.), Rep. Jesse Jackson Jr. (D-Ill.), Rep. Harold Ford (D-Tenn.), Rep. John Dingell (D-Mich.), and Rep. Ciro Rodriguez (D-Texas), focused on labor and political issues impacting millions of workers across America.

Building Trades President Edward C. Sullivan called on all members of the 15 national construction unions to unite around one cause.



**Popular speaker Jim Hightower, told delegates:** "If you want to clean the drinking water, you've got to get the hogs out of the river."

"This year we come together in defense of the American Dream," he said, "because at no other time in history have the unionized working men and women of this nation been at greater risk of losing it."

Guest speaker Hightower accused the Bush administration of looting America's treasury by taking from the workers to pay the rich.

"They've launched a class war. Not merely against the poor folks, but now against the middle class as well," he said. "They've taken a sledgehammer to our Bill of Rights, our civil liberties. They've sought to castrate labor unions, going after everything from overtime to your Davis-Bacon protections. They've defoliated our environmental protections. They've turned a \$240 billion surplus into a \$520 billion debt."

Hightower said it is time again for unions to quit sitting on their hands and to stand up and fight back.

"If you want to clean the drinking water, you've got to get the hogs out of the river!" he said. "We've got to become more aggressive again, because the powers that be have become radically regressive. What's

at work up at the White House, and up on Capitol Hill, and way up on Wall Street is the abandonment of something essential to America."

On day two, Sen. Clinton urged the unions to get behind Democratic presidential candidate Sen. John Kerry, D-Mass., and Democratic Senate candidates, and to stand up to Bush and his handlers to stop the outsourcing of American jobs and sacrificing American values. She called for ending federal breaks to companies who export American jobs and giving rewards to those who create and keep jobs here.

**We are going to roll back the tax cuts for the wealthiest Americans and use it to create jobs.**

— Senator John F. Kerry

"If you think the Bush-Cheney administration has been hard to take for the last three years, think about what they will be like if they don't have a re-election to worry about," she said. "Think about how hard you will have to fight them while they continue to serve the wealthy.

"We don't have to put up with this. We have a choice. It's called an election. If the American voters understand what is really at stake, they will vote the right way. If we tell the real story, I am confident we can take back the White House and our country."

Recovering from shoulder surgery, Sen. Kerry was unable to attend the meeting, but spoke to trades members via satellite. He vowed that when he is president, he will end the tax benefits to companies who export jobs.

"Why should American taxpayers contribute to the loss of their own jobs?" he asked. "We are going to roll back the tax cuts to the wealthiest Americans and use it to create jobs, fund health care, and build schools, roads, bridges, and hospitals for all Americans.

"Our prosperity depends on highly-skilled construction workers who can build the future, workers like you and building and construction trades workers across the country."

Sweeney asked members to become part of the "Show Us The Jobs Tour," an interactive, nationwide tour designed to confront America with the message of millions of working men and women, and out-of-work men and women in America.

"This election is about jobs, good jobs," Sweeney said. "We need leaders who won't sell our future to the highest bidder. Our president has been AWOL on jobs and the guy who is going to end up without a job this year is George Bush."

Senate Minority Leader Sen. Daschle capped off the final session reminding members again about holding onto the American Dream.

"Truth is, the Bush administration does not know how to create jobs," he said. "It's time to bring this country back to policies and principles that created jobs. Defending the American Dream was never about getting rich at the expense of someone else. It's about creating a better life for our children." □

## TRCP's Hunting & Fishing News



**Boilermakers partner with TRCP to help guarantee us places to hunt and fish**

by Ken Barrett, TRCP Senior Writer

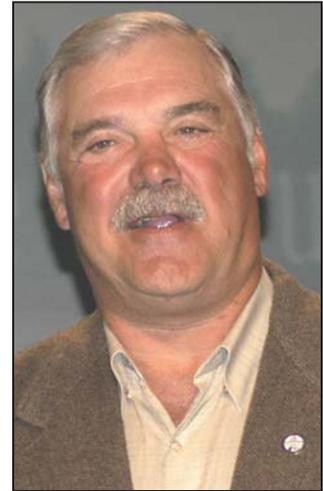
AFTER LEARNING about the Theodore Roosevelt Conservation Partnership (TRCP) and its goal — to guarantee us all places to hunt and fish — Building and Construction Trades Department (BCTD) President Edward Sullivan and the presidents of the other building trades, including the Boilermakers' President Newton Jones, have decided to endorse and officially join with the TRCP. President Sullivan is also encouraging all individual building trade members, especially those who hunt and fish, to join TRCP.

Soon after this broad endorsement decision was made, Larry Csonka, National Football League Hall of Fame member, host of the Outdoor Life Network's "North to Alaska" and "Csonka Outdoors," and volunteer spokesman for the TRCP, addressed an estimated 3,000 representatives from the 15 building trades at the BCTD conference in Washington, D.C. Csonka emphasized the need to expand public access to hunting and fishing for average working people like those who labor in the building trades. He encouraged us all to get on board with the TRCP, because together we can speak with a strong, powerful, and influential voice and help assure a bright future for hunting and fishing, not only for ourselves, but for our children and grandchildren.

While many groups take on the important work of protecting and preserving fish and wildlife habitat and others safeguard our rights to own, use, and enjoy guns, bows, and yes, even fishing equipment, the TRCP is pulling together the country's leading hunting and fishing groups in a partnership to focus on "Guaranteeing Us All Places to Hunt and Fish... Now and Forever!"

And while TRCP combines forces with the habitat groups and unabashedly supports the Second Amendment and citizens' rights to own and use guns, it realizes that even if we have unprecedented numbers of deer, turkey, and elk, rivers and lakes teeming with fish, and closets full of guns, bows, and fishing rods, it won't matter if we don't have access to places to go hunting and fishing. And it's not just any place we are interested in, but places that provide quality hunting and fishing opportunities for average men and women and their friends and family.

TRCP's conservation policy work is diverse. And while it encompasses issues like energy development, transportation infrastructure, fish and wildlife management funding, sportsmen's access and more, they are all aimed at elevating conservation to the forefront of the American political agenda.



**Larry Csonka promoted the TRCP** goal of guaranteeing everyone a place to hunt and fish at the BCTD Legislative Conference in March.

The bottom line is that TRCP wants to ensure the continuance of our hunting and fishing traditions and an outdoor way of life long cherished by generations of Americans.

TRCP embraces Theodore Roosevelt's philosophy of "the greatest good, for the greatest number," and uses it as its guiding principle.

Furthermore, TRCP provides its members with vital information on important issues and provides them with easy ways to join in taking action to make their voices heard and help assure a bright future for hunting and fishing.

Add free membership and chances to win great hunting and fishing trips and equipment, and it's little wonder that in just a few years over 90,000 individuals and 1,300 affiliated groups representing non-profit conservation organizations, outdoor businesses, local rod and gun clubs, and building trades like the Boilermakers have joined the TRCP.

Taken collectively, the individual membership of TRCP's affiliated member group is approaching six million individuals.

So if you haven't already joined the TRCP, don't delay. Join Larry Csonka and tens of thousands of others.

Sign up today by visiting our Web site, [www.trcp.org](http://www.trcp.org), or calling, toll-free, (877) 770-8722.

Membership is FREE, and when you join as an individual partner you'll become part of the fastest growing hunter and angler organization in America and the one that's working hard to "Guarantee Us All Places to Hunt and Fish... Now and Forever."

*This column will appear regularly in the Boilermaker Reporter to advise our members on the latest news in conservation and sportsmen's rights.*

# 36th Annual LEAP Conference

March 15-19, 2004 — Washington, D.C.

## Speakers fire up delegates for election year



**Newton B. Jones**  
International President

### Delegates visit the Hill to discuss overtime, trade agreements, asbestos

MORE THAN 250 delegates to the 36th annual conference of the Legislative Education Action Program (LEAP), held in Washington, D.C., March 15-19, heard from an impressive array of speakers, all of whom carried a similar message: Workers must get politically active this year because we are facing the prospect of losing our jobs, health care, pensions, and rights in the workplace.

No one stated this theme more clearly than International President Newton B. Jones, with his conference-opening speech.

"Tom Delay [Republican Majority Leader of the House of Representatives] has issued the battle cry for his troops and the warning for us," Jones said. "He said, 'If we [Republicans] win the House, the Senate, and the presidency again, it's Katy, bar the door.'"

Jones then catalogued a list of problems for workers and issues we must remain aware of when we vote.

"Two issues that never go away are jobs and health care," he said. "We've lost three million jobs since Bush took office. That's approaching \$150 billion in lost income from wages and benefits. Where did that money go? Some went to low-wage workers overseas, but most of it went to the people who support that man in the White House.

"He's raising \$200 million for his presidential campaign. Those donors get that money back with their ability to ship our jobs overseas, their ability to incorporate offshore so they don't pay taxes, their ability to do away with our workplace protections like overtime, and of course that tax cut for the rich."

Jones drew a link between job loss, the income tax cut for the rich, and the loss of government services.

"When you lose three million jobs, you lose \$30 billion in tax revenue at the federal, state, and local levels. Add that to the trillions of revenue lost to Bush's tax cuts for the rich, and you soon begin seeing deficits. Our federal government has gone from billions of dollars in surpluses to hundreds of billions of dollars in deficits virtually overnight. Forty-eight states are now in the red."

Jones talked about the candidate that the Boilermakers are endorsing for president. First, based on a poll of our members, we endorsed Richard Gephardt. When he withdrew from the race, we studied the other candidates and eventually endorsed John Kerry.

"Although Gephardt didn't win, his issues won," Jones told the delegates. "It isn't about a candidate. It's about what we stand for — our members, our jobs, and our union. John Kerry is carrying these issues forward.

"When you vote, you have to look at all the issues and measure what the candidate will do to protect your job, your health care for your family, your pensions, your unions, and your rights.

If you just look at one issue, you might lose the others.

"You might lose the right to collective bargaining. Bush has already taken that right away from hundreds of thousands of federal workers under the guise of national security. He is moving to take collective bargaining away from all workers in federal shipyards.

"We've got to get involved, or they are going to silence us. The more jobs they ship overseas, the weaker our unions get, the stronger the enemies of labor get," Jones said. "You can either sit back or you can fight back. And to fight back you have to go to the voting booth. You have to get registered. You have to contribute and vote."

To help convey his message, Jones showed a video taken last November in Miami during a peaceful demonstration outside a meeting of trade representatives discussing the Free Trade Area of the Americas agreement, which would extend NAFTA throughout the western hemisphere.

The videotape shows peaceful demonstrators, mostly union members, being attacked by police who knock them down with their shields, beat them with nightsticks, and fire rubber bullets and bean bags at them.

In every instance, the unedited videotape shows the demonstrators are peaceful and the police are acting without being provoked.

"What you are looking at there really could be the future of our country," Jones told the delegates afterward. "If trade keeps going the way it's going, and the power keeps flowing to the people who control these people, your voice is going to be silenced.

"If they silence us in the political arena, we can't influence legislation. If they silence us in the workplace, we cannot represent our members. We need a strong voice in both arenas.



**Donna Brazile**  
Political Commentator

**Donna Brazile, chairperson of the Democratic Voting Rights Institute and political commentator,** revved up the crowd the first morning with a hearty reminder of why getting mad and getting active is necessary.

"They have no problem, sitting in their White House with multimillionaires, giving them a tax break, and then you look at the budget that is about to pass on Capitol Hill. They have stripped the tax cuts for middle-class families. Why? They believe that we are not going to protest. That we aren't going to be mad. Well, I'm mad, I'm angry, and I don't care who's worried about it," she said, pounding her fist.

"We should be mad that this administration turns its back on working people and then refuses to sit down with (AFL-CIO President) John Sweeney and the leaders of this great union because they are afraid to talk about their plan to create good jobs. They have no plan."

Brazile said voters won't be duped this time around, as they were in 2000, and that it was time to shine a

## LEAP speakers encourage grassroots action

Continued from page 5



*"This is a LABOR movement. It's about working people. That is the issue that we have to subsume to everything else."*

— Rep. Neil Abercrombie, D-Hawaii



*"Bush destroys good paying full-time, full-benefit jobs and replaces them with part-time, low-wage, no-benefit jobs."*

— Richard Trumka, AFL-CIO



*"You have an administration that is hostile to organized labor and hostile to people organized into labor unions."*

— Rep. Richard Gephardt, D-Mo.

light on the hypocrisy of "compassionate conservatism," a lie that the Bush administration used to put workers' jobs at stake.

"That is what this election is about. It is about who we are as a country, as a nation, in our values, and what we hold dear," Brazile said. "We owe it not just to our parents who sweat, who have shed blood, to give us this great wonderful livelihood, we owe it to our children, to remove George Bush, Dick Cheney, Bill Frist, Tom DeLay, and every Tom, Dick, and Harry — including Katherine Harris — from Washington, D.C."

Brazile not only encouraged delegates to support Democratic presidential candidate John Kerry and other worker-friendly candidates in upcoming elections, she urged them to consider running for office themselves at the local or state level.

"I hope some of you decide to run for public office," she said, "because you would not allow your child to go to a crime-ridden school. You would not allow your neighbors to be without lights and water. You would not allow your co-workers to lose their benefits ... You would not allow that because I know in your heart that your values are different. I know in your heart your values are about life and people and justice and fairness."

Brazile reminded delegates of the battleground states in the upcoming election — Arizona, Arkansas, Florida, Louisiana, Michigan, Missouri, Nevada, Ohio, Tennessee, Washington, West Virginia, and others — where locals should plan for bigger campaign pushes.

"Bush should not be carrying those states," Brazile said. "Bush should not be leading your effort in those states. Unless he has personally sat down with you and told you to your face that he has a plan to bring back the jobs, to reduce the trillion-dollar deficit ... tell him to go to Mars. And tell him to take Cheney with him."

Rep. Neil Abercrombie, D-Hawaii, returned to support the Boilermakers again with his blood-boiling, heart-pumping, straight talk about the way the government has been moving over

the past four years. Abercrombie deftly used President Bush's description of labor leaders as "economic isolationists" to illustrate the impact of job loss.

"(Bush said) if you are concerned about unfair trade, if you are concerned about whether your job is leaving the country to go overseas, then you are an economic isolationist. Well, I'll tell you who's isolated.

"The most economically isolated person in this country is the person without a job. The person who doesn't have a job, who's been kicked out of a job, who's been laid off the job. The person who doesn't know where that paycheck is going to come from or how they are going to pay their bills at the end of the month. Or how they are going to have self-respect in their family after everything they have done. It's immoral that in this country, the richest country on the face of the earth, in the history of the planet, to have anybody who wants to work be out of a job."

In the face of an economic crisis, with job loss and trade, overtime, and safety legislation all against the American workers, Abercrombie nearly exploded with emphasis on the importance of the upcoming election. The issue, he said, is your job and your labor rights. Period.

"I don't care what you believe about guns, capital punishment, about abortion, all the social issues that you can have plenty of time to discuss and talk about — IF YOU'VE GOT A JOB. Because if you don't have a job, then what difference does it make what you think about any of it?"

"This is a UNION movement, a LABOR movement. It's about working people. I respect your opinion, even if it's different than mine ... What I think has nothing to do with what my commitment is, what my focus is, what my determination is, when it comes to passing legislation on behalf of working people. That is the issue that we have to subsume to everything else."

Abercrombie warned delegates to expect to run into many people both within and outside the government and labor who have succumbed to apathy and doubt toward participation in the political process. They have seen dirty accountants and CEOs and politicians on the news everyday, robbing them blind and getting away with it. You can't let that stop you, he said.

"They want you to feel cynicism. They want you to feel contempt. They want you to walk away from politics. They want you to get disgusted with what's going on because then you are

not going to participate. We cannot fall prey to that. This should incite you to want to participate, to get our brothers and sisters all across this country to participate. To get our families and our friends to participate. To see to it that we can take back the government."

Richard Trumka, secretary-treasurer for the AFL-CIO, began by asking delegates to consider the current administration's role in manufacturing job loss with a simple question: Which side are you on?

"Which side are you on when it comes to strengthening our domestic defense manufacturing base by insisting that our tax dollars be used to buy American so that we can protect America?"

Trumka called for delegates to help tell the truth about President Bush. Trumka cited the statistics of job loss, unemployment, loss of health care benefits, loss of overtime, tax breaks for the wealthy, and personal bankruptcy.

"Bush has done more to drag down our country than any chief executive in our history. The damage that he has done to working families is unbelievable," Trumka said. "Since he's taken office, we've lost 2.9 million good middle-class jobs, manufacturing jobs. And each one of those jobs supports four other jobs. So unemployment is still stuck at 5.6 percent. And it's only stuck at 5.6 percent because month after month after month more workers give up looking for work altogether and they come out of the statistics."

Trumka told delegates that while they are telling the truth about Bush and job loss and economic decline and the ballooning deficit, they also need to be telling the story about their new hope, the AFL-CIO-endorsed presidential candidate, Sen. John Kerry.

"We have to make sure that our members and their families and their friends and everybody in their community know and appreciate the story of John Kerry. John Kerry is a stand-up guy and he'll stand up to George Bush, and stand up for America."

Sen. John Kerry, D-Mass. and Democratic presidential candidate, spoke to the Boilermaker delegates via telephone, despite a busy schedule. He told the delegates to expect the other team to play hardball.

"These guys think they can say anything, push people around, get away with anything, and as we know, the average worker in America has been going backwards in their salaries and in their pay, while the average CEO in America is walking away with millions of dollars in special deals," he said.

Kerry, a decorated Vietnam War veteran who was elected senator in Massachusetts for the first time in 1984, has seen the workings of both Republican and Democratic presidencies and congresses.

"This is the biggest crony capitalism, crony government that I have seen the whole time I have been in Washington," he said. "I am running for president to restore fundamental fairness, mainstream American values. We are going to stand up and speak for working people in the United States of America and we are going to make America a place that is fair again. And there is nothing that makes me prouder knowing that I am going into this battle with the Boilermakers union at my side. I feel privileged to have you there."

After the roar of the delegates' applause subsided and President Jones told Kerry the Boilermakers would be

there behind him all the way, Kerry sounded grave as he reminded delegates of the work ahead.

"Well, it makes me very proud and I'm very, very, grateful, but we've got to go out and do the hard work locally, everybody, because there is no other way to do it."

Rep. Richard Gephardt, D-Mo., returned to the open arms of the Boilermakers to reminisce first about his campaign and to thank the Boilermakers for their help, but to also look ahead to the work that needs to be done between now and November.

Gephardt invited delegates to consider the impact of the Bush administration's choices from a wider global view when it comes to issues of trade and terrorism.

"I believe with all my heart that globalization is the issue of the day and it's going to be the issue of the day for years to come. We are clearly in a global economy. There's no getting around it. That's not the issue. The issue is how are we going to enter that global economy. And what are we going to demand of other countries? And how they treat people, how they treat workers? Or are we going to let this be a race to the bottom? Or are we going to demand that workers standards and environmental standards come up around the world? We need to say yes to free trade, but only if it's fair trade."

With suicide bombings and the war on terrorism in the forefront of the news media, Gephardt tried to explain how trade, poor living conditions, and America's role in the global society create a breeding ground for terrorists.

"Almost half the people in the world today live on less than \$1 a day. Just put yourself in their shoes for one minute, if you can. You have no money. You are barely eating, if at all. Your family can't survive. Now somebody comes along and says: 'Hey we've got a way out that is better than this; it's called terrorism. We can just go kill a bunch of people and maybe that will change things. Or even if it doesn't you are better off dead than in the condition you are in.' That's where we are today.

"Americans say to me, these people are just bad people. We need to track them down and kill them and they will go away and it will be over with. It's going to be tough. You have a huge potential pool of young people out there who may decide to become terrorists. And one of the answers to terrorism is

# First-time delegate takes the LEAP and learns

## After 30 years of welding, Eddie Towe puts political action on his 'to do' list

THE FIRST DAY of school, first day on the job. The first time for anything. The feeling is the same. Nervous stomach. Can't focus. You sweat. Your voice sounds strange. Your hands are shaky.

For James "Eddie" Towe, Local 454, Chattanooga, Tenn., his first trip to Capitol Hill at the LEAP conference was something like this. To top it off, it was pouring down rain. And he wasn't just along for the ride. He was there to talk business — trade agreements and



**Eddie Towe listens with intent at his first visit to Capitol Hill.**

overtime and naval power and asbestos. Even with the thorough fact sheets the Boilermakers' Government Affairs Department had provided him, his head was still spinning.

"When you walk down the long halls with the marble floors," he said, "you can't help feeling nervous knowing you're surrounded by the most important people in government."

Towe cuts a sharp figure in his suit. But, like a lot of Boilermakers, he's more at home in a welding hood, blue jeans, and work gloves than dress shoes. Still, this was the year that he finally decided to get on the plane and commit to the LEAP conference.

"A friend of mine who had been going for the last four or five years had been trying to get me to go," Towe said. "Like most people, I had never really been into politics that much, so I didn't think that I would enjoy it. But this year, with the election coming, I felt that I should get more involved."

Towe has just described exactly how the "root" of grassroots political action works. A friend talks to a friend. There's some resistance, but there is trust, too. The first friend keeps on him. Eventually, the resistant friend says, "What the heck?" and decides to give it a try.

At the conference, Towe was paired with two pros, Steve Justice and Ross Littlejohn, members of the Local 454 LEAP committee. The two veterans had arranged the meetings on Capitol Hill with representatives, helped guide Towe through the fact sheets and the complicated language of some of the issues, and took the lead at the meetings so that Towe could sit back, listen, and learn. Littlejohn said Towe caught on fast.

"The first couple times I did most of the talking," Littlejohn said, "but he caught on real quick and we all took turns on the different issues."

Littlejohn is a realist about these meetings. Not all members of Congress you meet with are labor-friendly. You have to adjust your goals. On their second day of meetings, Littlejohn and Towe, along with delegates from Local 108, Birmingham, Ala., and Local 112, Mobile, Ala., met with Rep. Robert Aderholt, R-Ala., who voted against legislation to protect overtime.

"We don't go there to argue them down," Littlejohn said. "We don't try to change their minds. We go to present our case. We just tell them in our own words how the common working man would benefit or be hurt by laws and resolutions they are working on."

Bridget Martin, director of government affairs, said using your story, voice, and face is the most effective way to "lobby" your representatives.

"People are intimidated and scared because they feel that they have to know all the ins and outs of the legislation. That is not the case," she said. "They go with other Boilermakers.



**Ross Littlejohn, left, and Eddie Towe, review notes before a meeting at Alabama Rep. Robert Aderholt's office.**

They share their real-life experiences, relay their story, discuss how the choices these representatives make impact them and their livelihood."

You have to be realistic about who you will meet with when you arrive at the office. Many times, members of Congress will be busy, so delegates will meet with their aides. At Georgia Democratic Rep. David Scott's office, Towe and Littlejohn met with Donni Turner, Scott's legislative director. Turner said it is important for delegates to understand that meeting with aides is as important as meeting with the member. Aides have direct access to the member, and it's important to develop relationships with them.

"There have been many times where a member's scheduler may not be able to schedule an appointment," Turner said, "but because I knew the union or the union members, I was able to squeeze a meeting into the schedule."

Daniel Adcock, business manager for Local 454, said their LEAP committee tries to send one new person to the conference every year, a kind of apprentice program. They want to get the younger members involved, but he didn't have qualms about sending Towe this year.

"Eddie will know how to vote until the day he dies and will be active when



**Rep. Robert Aderholt, R-Ala., left, discusses bills with Towe and other members of Locals 454, 108, and 112.**

he is retired," Adcock said. "He was really energized . . . With all these guys talking, we are getting some younger attendees at our meetings and they are getting more involved."

Adcock's observation seems to be correct. Eddie is motivated now to do for his fellow members as his friend did for him.

"I plan to educate other union members and to let them know how important it is for them and their family to get out and vote," Towe said. □

## LEAP speakers call for action

*Continued from page 6*

to begin to force up the standard of living of people around the world."

Despite no longer being a presidential candidate, Gephardt said he is committed to the upcoming election, and expects the Boilermakers to be equally committed.

"You have an administration that is hostile to organized labor and hostile to people organized into labor unions. If they win again, they will try to pass Right to Work nationally, that's what they are going to do," he said.

"It's not just overtime and all these other crazy ideas they've come up with to knock you out of money and compensation," he said. "They will try to go to the heart of the matter and knock out unions completely in this country. This election is for all the marbles.

"You've got to let it all out this November. You can't hold anything back in this election."

**Other speakers** at the conference included Rep. Carolyn McCarthy, D-N.Y.; Rep. George Miller, D-Calif.; Bridget Martin, director of government affairs, who gave a political update and reviewed the 10-step plan; Shannon Brett, assistant to the director of government affairs, who discussed grassroots mobilization; Steven Cook, director of Institute of Labor Studies and Research at West Virginia University, and B.B. Smith, vice president of the West Virginia AFL-CIO, who together discussed the results of an apprenticeship study and government funding of apprenticeship programs.

David Billy, deputy political director for labor for the Kerry for President campaign, also addressed the meeting. He gave the group an insider's look at how a presidential campaign is run. Asked who would be Kerry's running mate, he said that decision would be made by another group, one not involved in daily campaigning. □

## Plan for the Perfect Meeting

A MEETING WITH a member of Congress isn't the time to be casual or unprepared. Donni Turner, legislative director for Rep. David Scott, D-Ga., (pictured in red at right) offers these insider tips to making every meeting count for you, whether at the state office or on Capitol Hill.



- Limit legislative items to discuss at meeting to one or two. If the issue is a Senate bill, leave it off the agenda for discussion at a representative's office, and vice versa.
- Ask the member to do something specific. Will she cosponsor a particular bill? Will he sign or not sign a letter? Will he vote against a bill?
- Limit participants to members of the congressperson's district if possible. Meetings with senators can be larger because they have larger office space. Comfortable seating in a member's office is usually four or five.
- Be on time. Do not arrive early unless you call first. Congressional offices do not have the office space. Call if you are running early or late or if the number of people attending has changed.
- Call at least twice to confirm that the request for the meeting has been received and scheduled.
- Enjoy yourself. During the meeting, smile, laugh, and have fun. The members and staff are people just like you. Making a personal connection is a great way to make your point.

# Fazios give their all to Gephardt in Iowa

First-time volunteers plunge headfirst into campaign with energy, enthusiasm, and heart

JOE AND KATHY FAZIO live smack dab in the middle of the country: Norwalk, Iowa. There aren't many places more average, more all-American than Norwalk. Or many places further from most people's minds in an election year.

Except that Norwalk is in Iowa, where politics converge every four years during the Iowa election caucuses. This year, the Fazio's average, Midwestern lives were turned upside-down by the caucuses and their support for candidate Richard Gephardt.

Before 2003, they had never been involved in politics. But their desire to get George W. Bush out of the White House and a strong labor supporter in got them to do things this year they never dreamed they would do.

From the first of the year through caucus night, Jan. 19, the Fazios worked as volunteers for Gephardt every night, making phone calls, doing mailings, marching in parades, posting signs.

"It was a lot of work," Kathy said. "And it was something we never thought we would do or get involved in." But Kathy and her daughter, Rachel, met Gephardt at a backyard event in Indianola, Iowa, in August, and found a candidate worth fighting for.

"Dick and Jane (Gephardt's wife) were both so sincere, so compassionate, and they had grown up like Joe and I had," Kathy said. "I had never felt that way about any other candidate. The more we were around Dick, the more we felt that he was what the country needed, that he was for the working person."

The Fazios' involvement extended beyond the usual political work. Through the autumn and into the holiday season, they made it their mission to watch over and feed Gephardt's young staff members, who were putting in 14- to 16-hour days and living on fast food. Travis Lowe, Gephardt's Iowa field director, said the Fazios "were like surrogate parents."

"They were a hug when you needed it, a meal when you were hungry, and a laugh when a smile was hard to come by," Lowe said. "Many a night, around 5 p.m., when headquarters was slowing down ... the Fazios showed up with arms full of food, going cubicle by cubicle to give everyone a pat on the back and a boost of energy."

John Lapp, director of Gephardt for President in Iowa, said the Fazios had support for working families in their bones. "When flu season arrived, they



At the 2004 LEAP Conference, Con. Dick Gephardt greets his top Iowa volunteers, Kathy and Joe Fazio, with warm hugs.

even politely but firmly insisted that each of us go for a flu shot," Lapp said.

Lowe said, "The Fazios are an example of hard-working union members who take an active role in their community for the right reasons, without asking what is in it for them."

Joe Fazio works for Monarch Cement and has been a member of the National

Cement Lodge for eight years. Kathy has worked as an in-home daycare provider for 24 years.

At the 2004 LEAP conference, Assistant to the Director of Government Affairs Shannon Brett awarded the first-ever "Volunteer of the Year" award to the Fazios for their dedication to Gephardt and his campaign in Iowa. □

## Organizer Evans gives generously to CAF

Father of six sees CAF donation as 'insurance'

INTL. REP. and General Organizer Phillipp Evans is pretty humble. He'll brag about his kids, but he may not mention that he's been a foster father over the last 20 years.

He'll probably urge you to get out and vote, to donate to the Campaign Assistance Fund (CAF), to volunteer your time in your local LEAP committee. But he won't mention that he gives more to CAF than any other Boilermaker staff member.

That's because Evans doesn't think about his CAF money as an option. For him, it's insurance.

Evans lives in Boothwyn, Pa., with five of his six children. His wife, Sandi, passed away from breast cancer in 2000. Former president of Local 806,



Evans lives with five of his six children, Megen, 18, Samuel, 10, Alon, 13, Phillipp III, 16, and (front row) Nathaniel, 9, in Boothwyn, Pa.

Chester, Pa., Sandi was passionate about motherhood. The couple took in 24 foster children from all over the

world during their 19-year marriage. During that time, Evans learned a valuable lesson about giving back.

"I don't look at the money I give as a donation," Evans says, the sound of children in the background. "I look at it — and always have looked at it — as insurance. You want to have insurance in case something happens in your life. Like with my wife. When she was diagnosed with cancer, well, you don't plan on a thing like that happening, but you have insurance."

The Bush administration and its hostility toward working families is just the kind of thing that CAF can insure against, Evans says.

CAF is the Boilermakers' political action committee. It is funded entirely through donations from members, staff, and their families.

The Government Affairs Department uses CAF money for contributions to

worker-friendly candidates. Evans says he trusts the experts in that office to use his money wisely and then educate him about the issues and the candidates.

"The Boilermakers have these people as professionals to let us know what is good and what is bad with legislation," he says. "You need to listen to them. It just makes common sense. And if my pittance can help that staff, then I am glad to give. Because if you don't give, you are liable to get run over."

If you would like to make a one-time donation to CAF, make your check payable to "Campaign Assistance Fund" and mail it to International Secretary-Treasurer Jerry Willburn, 753 State Ave., Suite 565, Kansas City, KS 66101.

To find out about payroll deduction, contact your local lodge president or business manager. □

## Ande Abbott retires after 37 years of service



IP Newton B. Jones and Ande Abbott (r.) share a laugh during Abbott's tribute at the 36th annual LEAP reception.

Legislative & shipbuilding director says good-bye at 2004 LEAP conference

AFTER 37 YEARS as a Boilermaker, Ande Abbott, legislative director and director of the shipbuilding and marine division, retired April 1.

Abbott started his Boilermaker career in 1967 as a member of Local 285, working out of the Long Beach Navy Shipyard. Between 1967 and 1974, he served as steward, chief steward, recording secretary, and eventually president of the local. In 1974, he took over as president of the Federal Employees Metal Trades Council in Long Beach.

In 1978, International President Harold J. Buoy appointed Abbott as International representative for the federal sector. He served the Boilermakers in that capacity for 12 years. In 1990, he was appointed director of the shipbuilding and marine division, and the following year, was asked to further serve his brother and sister Boilermakers as legislative director.

At the 2004 LEAP conference reception, Abbott was honored by old friends and colleagues. Rep. Neil Abercrombie, D-Hawaii, called Abbott one of the great leaders in Washington.

A video featuring highlights from his career was projected on a large screen, and Abbott exchanged hugs with International President Newton B. Jones

and with his former protégé and the newly-appointed director of government affairs, Bridget Martin.

"Ande's willingness to share his vast knowledge has been invaluable and has contributed to any success I may have had helping our membership," Martin said. "I am proud to have had the privilege to work with a man whose passion for the labor movement has shaped not only his life and mine, but the lives of the hundreds of men and women he has met over the years."

Abbott plans to spend his retirement continuing to support the causes of working men and women and enjoying such hobbies as astronomy and traveling. □

# Awards highlight annual conference



**AIP Sean Murphy, right, accepts an award for the Northeast Area, the vice-presidential area contributing the most to CAF in 2003.**



**Intl. Pres. Newton Jones, r., and Government Affairs Director Bridget Martin, fourth from right, present an award for the local lodge with the highest CAF contribution in 2003 to members of Local 154, Pittsburgh, Pa. L. to. r., R. Doria, J. Steigerwald, T. Smarra, S. Murphy, M. Ventrone, S. Wolfe, T. O'Connor, and K. Miller.**



**IVP Larry McManamon, right, accepts an award for Local 105, Chillicothe, Ohio, the lodge with the highest CAF contribution per member in 2003.**



**IVP Sam May, left, accepts an award for the Southeast Area, the vice-presidential area contributing the most to LEF in 2003.**



**Representatives of the Construction Division accept an award from Intl. Pres. Newton Jones and Government Affairs Director Bridget Martin for the division with the highest LEF contribution in 2003. L. to r., B. Martin, S. Murphy, M. Stanton, D. King, M. VanDiver, C. Herford, C. Juncal, N. Jones, and B. Heine.**



**Dennis Schissel and John Seward, at left, accept an award for the lodge with the highest LEF contribution in 2003 for members of Local 83, Kansas City, Mo.**

## Awards recognize members' efforts to raise funds, get out the vote

**T**HE ONLY WAY unions can contribute funds to candidates for federal office is through a political action committee (PAC), which collects voluntary donations from its members and employees. The Boilermakers' Campaign Assistance Fund (CAF) is our PAC.

Raising money for CAF is essential if our union is to have any impact on what happens in Washington. That's why at each LEAP conference, awards are presented for outstanding contributions to CAF during the previous year.

The vice-presidential area and local lodge contributing the most money to CAF receive awards, as does the local lodge having the highest CAF contribution per member.

This year, the Northeast Area won the award for the highest CAF contribution by a vice-presidential area in 2003, contributing \$181,025. Local 154, Pittsburgh, Pa., won for largest contribution by a local lodge, raising \$80,729. Local 105, Chillicothe, Ohio, won for highest contribution per member at \$114 per member.

Retirees were the single group of contributors who donated the most money, with \$69,632 from all retirees combined. International staff and officers contributed another \$40,081.

In all, \$495,912.83 was donated to CAF in 2003, yet only 55 locals out of 307 represent contributing members. Nearly all of the locals forwarding large contributions have included a CAF payroll deduction in their contract.

Payroll deductions are the easiest way to raise money. Most people hardly notice a payroll deduction of \$2 a week. Yet donating a couple dollars a week to CAF can raise more than \$100 over a year's time — putting you among the members donating the most money.

And every dollar is put to good use, supporting pro-worker candidates.

To learn how you can begin contributing to CAF and how to include a voluntary CAF payroll-checkoff clause in your contract, call the Government Affairs Department at 703-560-1493.

## Awards honor top LEF donors

THE BOILERMAKERS' Legislative Education Fund (LEF) pays for virtually all Boilermaker political education activities and is funded entirely through contributions from local lodges. Local lodge members use their vote to determine how much of their dues money goes into LEF.

For the first time in the history of the LEAP conference, awards were presented to the highest LEF contributors.

The Southeast Area won the award for the highest LEF contribution by a vice-presidential area, contributing \$12,338 in 2003. Local 83, Kansas City, Mo., won the award for the highest LEF contribution by a local lodge, contributing \$6,536 last year. And the Construction Division won the award for the highest LEF contribution by a division, contributing \$30,000 to LEF in 2003.

Many members take for granted the educational information they receive from the Government Affairs Department and International headquarters. They do not consider how much time and expense goes into researching issues, preparing materials, and organizing and holding the annual LEAP conference. A small donation to LEF — only 10 cents per member, per month — provides an excellent return in educational materials and legislative support.

Without LEF, we cannot inform our members about issues before Congress. It is the duty of each local lodge to help us keep our membership informed on issues that affect their members; however, only 100 of 307 lodges donate to



**B. B. Smith and George Pinkerman, at left, accept an award for their get-out-the-vote efforts at Local 667.**

LEF. If your lodge is not already contributing to LEF, make a motion at the next meeting to get started.

## Local 667 earns recognition for get-out-the vote efforts

MEMBERS OF LOCAL 667, Charleston, W. Va., have earned the first-ever award for outstanding voter registration for their efforts to get more members to the polls.

Presented to them at the 2004 LEAP conference, the award recognizes their efforts to register nearly 90 percent of their members to vote.

B. B. Smith, who has served as Local 667's LEAP chairman for 15 years, credits the political education class they offer apprentices for their registration success.

"This class shows them why they should be politically involved. Education is the key to success," Smith says. □

Top ten locals sending to CAF			Top ten locals donating to LEF		
Local	Location	2003 Donation	Local	Location	2003 Donation
Local 154	Pittsburgh, Pa.	\$80,729.69	Local 83	Kansas City, Mo.	\$6,536.75
Local 105	Chillicothe, Ohio	57,031.02	Local 154	Pittsburgh, Pa.	2,695.00
Local 13	Philadelphia	34,000.00	Local 455	Sheffield, Ala.	2,435.80
Local 5	New York	25,805.59	Local 693	Pascagoula, Miss.	4,531.20
Local 744	Cleveland	18,995.27	Local 85	Toledo, Ohio	1,222.50
Local 92	Los Angeles	15,010.79	Local 627	Phoenix	959.30
Local 29	Boston	14,064.40	Local 667	Charleston, W. Va.	912.70
District 57	Chattanooga, Tenn.	13,375.14	Local 13	Philadelphia	900.00
Local 108	Birmingham, Ala.	13,292.43	Local 549	Pittsburg, Calif.	837.80
Local 193	Baltimore	13,086.28	Local 374	Hammond, Ind.	768.24

# Delegates meet representatives at Boilermakers' congressional reception

## Meeting in this relaxed setting makes it easier to talk to representatives in private sessions

THE MAIN PURPOSE for going to Washington and taking part in the LEAP conference is getting appointments with the members of Congress who represent you and your members. These appointments provide the personal contact needed for us to get our message to our representatives.

For most new delegates — and for many seasoned veterans — those meetings are intimidating. They take place in the Congress member's office, which may be in any of several office buildings adjacent to the Capitol building. In this imposing setting, surrounded by reminders of the importance of the person you're speaking with, it is easy to get tongue-tied.

The Boilermakers' congressional reception can help ease that anxiety a little. On Tuesday night, delegates and members of Congress mingle together at a recep-

tion in the same hotel where the LEAP conference is being held. In this familiar setting, delegates can chat with members of Congress or their aides while eating appetizers or having a drink. The relaxed atmosphere helps delegates get used to the idea of talking to senators and representatives, while also allowing the senators and representatives to get a look at the delegates who will be visiting them later in the week.

Receptions, like breakfasts, lunches, and testimonial dinners, are a mainstay in Washington because they break down barriers and make it easier for people to communicate. Members of Congress often attend several in a single evening. The next morning, there is always a smaller, but equally important series of breakfasts.

Because of busy schedules, members of Congress often must send aides to extend their support and meet with constituents. This is standard procedure and delegates should not feel insulted.

The aide is often a better person to speak with as individual members of Congress cannot expect to

stay current on the thousands of bills introduced each year. Members rely on their staff to advise them in the area of their expertise.

The photos on these two pages are a record of which members of Congress came to our reception and met our delegates. □



**Rep. Shelley Berkley (D-1st NV)**, second from right, with, l. to r., Legislative Dir. Ande Abbott, Government Affairs Dir. Bridget Martin, and Intl. Pres. Newton Jones.



**Rep. Eliot Engel (D-17th NY)**, second from left, with Local 5 delegates, l. to r., Thomas Klein, Intl. Pres. Newton Jones, and Kevin O'Brien.



**Rep. Gene Green (D-29th TX)**, center, with NTL delegate Peerless Jefferson (l.) and International President Newton B. Jones.



**Rep. Michael McNulty (D-21st NY)**, second from right, with Local 5 delegates, l. to r., Thomas Cook, Thomas Klein, and Intl. Pres. Newton B. Jones.



**Rep. Gary Ackerman (D-5th NY)**, third from right, with, l. to r., L-5 delegates, Thomas Klein, Kevin O'Brien, Gerry Connolly, Intl. Pres. Newton Jones, and Thomas Cook.



**Rep. Sheila Jackson Lee (D-18th TX)**, third from left, with, l. to r., Shannon Brett, Peerless Jefferson, Intl. Pres. Newton Jones, Bridget Martin, and Abe Breehey.



**Rep. Joe Hoeffel III (D-13th PA)**, center, with L-13 delegates (l. to r.) Paul Beizer, Bob Melling, Jeff Kacmar, Intl. Pres. Newton Jones, Gary Everly, and Richard Kelly.



**Rep. Carolyn Kilpatrick (D-13th MI)**, center, with, l. to r., Tony Jacobs, Gene Fisher of her office, Doug Withers, Frank Golden, Jim Kaffenberger, IVP Larry McManamon, Intl. Pres. Newton Jones, James Calouette, Steve Gromala, and Mark Wertz.



**Rep. Rush Holt (D-12th NJ)**, third from left, with Local 28 delegates, l. to r., Chris Murphy, Ray Cushing, Intl. Pres. Newton Jones, John Devlin, Joe Brophy, and Steven Martin Sr. of LD432.



**Rep. Sander Levin (D-12th MI)**, third from left, with (l. to r.) James Calouette, Tony Jacobs, Jim Kaffenberger, Intl. Pres. Newton Jones, Frank Golden, Steve Gromala.



**Rep. Stephen Lynch (D-9th MA)**, fourth from left, with, l. to r., Joe Davenport, Jack Johndrow, Joe Napolitano, Steve Goodhart, Intl. Pres. Newton Jones, Tom Saccoach, and Jack Meade.



**Rep. Rob Simmons (D-2nd CT)**, third from left, with, l. to r., Shipbuilding Deputy Director Warren Fraleigh, Legislative Director Ande Abbott, Intl. Rep. Marty Stanton, Intl. Pres. Newton Jones, and Asst. to the Intl. Pres. Sean Murphy.



**Rep. Dennis Moore (D-3rd KS)**, center, with, l. to r., Local 83 and D93 delegates Dennis Schissel, Intl. Pres. Newton Jones, Jerry Marple, Keith Gurwell, John Seward Jr., and General Counsel Rep. Mike Stapp.



**Rep. John Tierney (D-6th MA)**, fifth from right, with, l. to r., Joe Davenport, Joe Napolitano, Joe Birolini, Marty Stanton, Intl. Pres. Newton Jones, Ron Ault, Tom Saccoach, Jack Johndrow, Steve Goodhart, and Jack Meade.



**Rep. Tim Murphy (R-18th PA)**, center left, with International President Newton B. Jones, center right, and Pennsylvania delegates.



**Rep. Stephanie Tubbs Jones (D-11th OH)**, center, with, l. to r., Terry Heiser, Phillip Lewis, Dennis Boettcher, Jeff Beitel, Intl. Pres. Newton Jones, IR Jim Pressley, John Clark, and Wyndham Sparling.



**Rep. Major Owens (D-11th NY)**, center, with Local 5 delegates, l. to r., Kevin O'Brien, Thomas Klein, Intl. Pres. Newton Jones, and Thomas Cook.



**NLRB reps.**, second to fourth from left, Region 5 Dir. Wayne Gold, Region 5 Attny. Al Palewicz, board member Ronald Meisburg, from right, board members Dennis Walsh and Peter Schaumber, with l. to r., AIP Bill Creeden, General Counsel Rep. Mike Stapp, Intl. Pres. Newton Jones, and General Counsel Rep. Joe Moreland.



**Rep. Donald Payne (D-10th NJ)**, center, with Local 28 delegates, l. to r., Joe Brophy and John Devlin, Intl. Pres. Newton Jones, and Steven Martin Sr. of LD432.



Ron Ault, president of the **Metal Trades Department**, back center, with conference delegates representing the metal trades.



**Rep. Don Sherwood (R-10th PA)**, third from right, with, l. to r., Local 13 delegates Jim Banford, Jeff Kacmar, Jim Heron, Clarence Butcher the II and III, Intl. Pres. Newton Jones, Richard Kelly, Howard Snyder, and Gary Everly.



Stephen Koplán, a commissioner with the **U. S. International Trade Commission**, third from left, with (l. to r.) AIP Sean Murphy, IVP Othal Smith, Government Affairs Director Bridget Martin, Intl. Pres. Newton Jones, and IVP Larry McManamon.

# Donations prepare apprentices for work

## Four Corners Power Plant gets a quick return on its training investment

OVER THE PAST two years, the Four Corners Power Plant, located on the Navajo Nation in northwest New Mexico, has donated 140,000 pounds of excess pipe and boiler tubing to the Local 4, Page, Ariz., and Local 627, Phoenix, training facilities.

It didn't take long for the power plant to get a quick return on its investment, in the form of qualified apprentice tube welders.

"This support of the programs is in anticipation of the work force we will need in the future," said Four Corners

maintenance foreman Dan Kennedy. "The tube bundles are actual pieces of equipment that came out of a boiler rather than being just a piece of pipe. Providing this realistic practice kills several birds with one stone."

Kennedy has been a strong supporter of the apprentice programs since he visited the locals' welding training facilities.

"We're helping to improve the quality of the apprentices," Kennedy said. "The better the quality of the boilermaker, the better it will be for Four Corners in the long run."

The Four Corners Power Plant is a subsidiary of the Arizona Public Service Co. During a recent overhaul outage at the plant, more than 500 members of Locals 4 and 627 were employed, including several apprentices. *Source: Nathan Tohtsoni, APSC* □



Local 4's Tallia Tsinjinnie works on a boiler after training on tube bundles donated by her new employer. Photo courtesy of Nathan J. Tohtsoni

## Prime Minister calls training essential

### Canadian leadership pledges commitment to unions, training sites

IN HIS FEB. 2 "Address to the Throne," Canadian Prime Minister Paul Martin spoke about the necessity of strong union-based training programs.

"In the new economy, education comes in many forms," Martin said. "Over the last several years, I have visited many union training centers. They are an essential part of our education system and they should have a much stronger relationship with the government."

In his address, Martin reminded Parliament of the necessity of the union voice in creating programs and making workforce and training decisions.

"We intend to work with unions on their training sites, with businesses in the workplace, through sector councils, boosting literacy and other essential job skills for apprentices and workers," Martin said.

Martin supports the Workplace Skills Strategy, a program that aims to strengthen Canada's "capacity to produce the skilled workers and the kind of work force that will carry us forward in the 21st century," according to Joe Volpe, Canadian minister of human resources and skills development.

In February, Martin announced that the government would provide \$800,000 in funding over three years to support a research project by the Centre for Education and Work at the University of Winnipeg.

The research project will measure the long-term effects of Prior Learning Assessment and Recognition (PLAR).

PLAR is a process used to evaluate and give recognition to learning that takes place outside formal educational institutions. This information will be used to help workers affected by economic downturns. When they must seek work in a new field, PLAR can ensure they will find opportunities that properly use and reward their skills. □

## Keystone Industrial Council members meet

### Nineteen lodges send representatives to fourth annual conference

ON FEB. 17-18, representatives of 19 Boilermaker local lodges attended the fourth annual conference of the Pennsylvania "Keystone" Industrial Council.

Held at Local 154's facilities in Pittsburgh, Pa., this year's conference agenda focused on contract administration. Intl. Rep. Bob Heine Jr., who serves as the council's business representative, conducted the meeting. Topics included effective communication; collective bargaining and the labor agreement; contract administration; roles, rights, and responsibilities of stewards and supervisors; grievance procedures, with conference delegates participating in simulated grievances; discipline; grievance mediation and arbitration; six-step problem solving; and team-building exercises.

Highlighting the conference was presentation of the Michael S. Murphy Award for excellence in service. This year's recipient was Jack Bledsoe, a 16-year member of Local 802 in Chester, Pa. Bledsoe's outstanding efforts as a local lodge steward earned him the award.



L-802 steward Jack Bledsoe, c., gets an award from IR Bob Heine (l.) and committeeman Chuck Goodman.

"It is his enthusiasm and commitment, as well as that of the other attendees, that brings results," Heine said. "As a council, we are committed to using whatever tools and assets we have to educate our members and keep a competitive edge. And we will find the way and means to supply this service to our members."

The Keystone Industrial Council was founded in December 1999 to form unity among the Pennsylvania locals as they work toward common goals. Since its founding date, the council has sponsored a series of training programs for members of its 23 affiliated lodges. □

## Local 587 sponsors steward training

MEMBERS OF LOCAL 587, Orange, Texas, attended steward training programs at their local lodge facilities on August 13 and 14.

Conducted by Len Beauchamp, director of research and collective bargaining services, and Construction Division Director Dale Branscum, the classes covered such topics as duty of fair representation and what it takes to be a union leader.

Beauchamp reviewed area and national agreements, the grievance procedure, union structure, and the International's Constitution. Branscum discussed craft jurisdiction, dispute resolutions, and covered such subjects as boilers, heat recovery steam generators, and generation and emission controls.

Local 587 BM-ST Clay Herford, who now assists Branscum as an International representative for the Construc-



Dale Branscum reviews jurisdictional issues with members of Local 587.

tion Division in Kansas City, Kan., said Branscum and Beauchamp "presented a very informative steward training class to the Local 587 members." □

## Good news for retirees

### You can now work as part-time instructors without losing your pension benefits

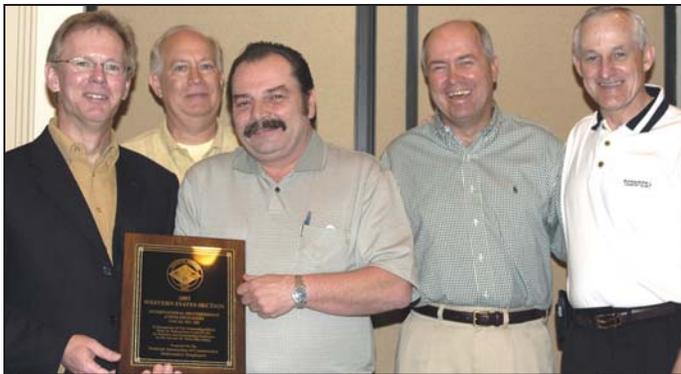
EFFECTIVE JANUARY 1, 2004, a retiree under the Boilermaker-Blacksmith National Pension Trust may be employed up to 800 hours per plan year (October 1 — September 30) as an instructor for a Boilermaker training program, provided the retiree was employed no more than 800 hours as an instructor during the previous plan year.

Any retiree working more than 800 hours in a plan year may be subject to suspension of pension benefits.

Pension trustees made this change in response to several requests from business managers who wanted to hire retired Boilermakers on a part-time basis to teach apprenticeship and other training classes. They felt retired Boilermakers often have the skill, talent, time, and temperament to make good instructors.

Prior to this change, any retiree employed as an apprenticeship or training instructor was subject to suspension of pension benefits.

# L-182 earns award



Local 182 BM-ST Brad John, center, accepts the NACBE national safety award, from, l. to r., IP Newton B. Jones, John Erickson, Wendell Bell, and IVP Joe Stinger.

LOCAL 182, SALT LAKE CITY, won the National Association of Construction Boilermaker Employers (NACBE) National Safety Award this year, with the amazing safety record of zero lost time injuries and zero compensable injuries for the entire year.

But even with a perfect record, Local 182 just barely won.

Local 110, Hattiesburg, Miss., and Local 531, Amarillo, Texas, also reported zero lost-time and zero compensable injury rates through all of last year.

NACBE gives one national award and four area awards to locals with the best safety records.

In most years, a zero lost-time rate has been good enough to win the award. When more than one local has a perfect score in this category, NACBE looks at the compensatory injury rate.

Because these three locals had no lost time accidents and no compensable injury accidents, the award went to the local with the most man-hours reported to NACBE's safety database. That was Local 182.

Locals 110 and 531 took home awards for the best records in their

vice-presidential areas, the Southeast and Central States sections, respectively. Local 744, Cleveland, also won an award for best record in the Great Lakes Section, and Local 197, Albany, N.Y., won for the Northeast Section.

Boilermaker safety records have improved dramatically over the last decade. Overall lost time rates have fallen from 8.42 percent in 1991 to 0.90 percent in 2003. In the last year, 37 local lodges were below that national average.

In 2002, two locals reported both zero lost-time and zero compensable injury rates, but this is the first year that three locals have reported such clean safety records.

A three-way tie shows the locals are at a level of safety that none used to reach, says John Erickson, executive director of NACBE.

"That says to me that you have three winners not just one," Erickson says. "You can't get any better than zero lost-time injuries and a zero compensatory injury rate. Their accomplishment is remarkable." □

# L-531 gets safety training

## MOST classes update members on steel erection, scaffold safety

MEMBERS ATTENDING two classes at Local 531, Amarillo, Texas, are now up-to-date on new Occupational Safety and Health Administration (OSHA) standards for steel erection and building scaffolding.

Dave Haggerty, Mobilization, Optimization, Stabilization, and Training (MOST) safety representative, spent two days at the Texas local in January, re-certifying local safety instructor Pat Torbit and outlining changes to the standards with the local's construction Boilermakers.

Changes were made to scaffold standards in 1996, and OSHA updated the steel erection standards in 2002. Haggerty says previous standards were vague and not regularly enforced.

The scaffold class included an explanation of how a scaffold should go together, how much it will hold, and what hazards to look for when assembling and dismantling it. Fall protection guidelines have been strengthened. Climbing columns are now "out of the question," Haggerty says, as is the use of a live-column connection.



Local 531 members learn how to properly fit and maintain a respirator.

The most important aspect of the classes, Haggerty says, is that members leave knowing how to protect themselves when erecting steel and scaffolds. "They need a clear understanding of the OSHA standard and what has to be done to reach it," he said.

Local 531's classes included respirator fit testing, to ensure that face masks are worn and maintained properly, and a pulmonary function test, to determine lung capacity and avoid adverse effects from wearing a respirator.

Local 531 BM-ST Kelly Adams said he appreciated the informative class that Haggerty and MOST provided, calling the training "a selling point for the Boilermakers." □

# MAKE IT SAFE

## HAZARD ALERT: Portable Ladders

EACH YEAR, about 50 construction workers are killed by falls from ladders. The main cause of falls from straight and extension ladders is the ladder sliding off its base. For self-supported ladders or stepladders, the main cause is tipping sideways.

### Protect Yourself

**CHOOSE THE RIGHT equipment.** Ladders should be used mainly for climbing to or from upper levels, not for working. Scaffolds or scissor lifts are safer to work from than ladders.

Choose the right ladder length. A sticker on a commercial ladder tells you its maximum weight capacity. OSHA says job-made portable ladders must be tested for strength; a regular ladder must be able to hold at least four times its stated maximum weight capacity.

Ladder rungs, cleats, and steps must be parallel, level, and evenly spaced (for most ladders, the spacing must be 10 to 14 inches). The rungs and steps of portable ladders must be grooved or roughened to minimize slipping. Side rails must be at least 11.5 inches apart.

Do not tie ladders together unless they are made to be used that way. If you use two or more ladders to reach one spot, they must have a platform or landing between them.

Ladder parts must be smooth to prevent punctures or cuts or snagging of clothing.

Wood ladders must not be painted with a coating that can hide defects.

Employees must be trained in ladder use. A competent person must train employees in site-specific ladder safety.\*

### Setting up a Ladder

KEEP ALL TYPES of ladders (and tools) at least 10 feet away from live overhead power lines. Aluminum, as well as wet or dirty wood or fiberglass ladders, can conduct electricity.

Set a ladder on firm, level ground. Use ladder levelers on uneven ground. If needed, secure the ladder — tie it down, use slip-resistant feet, or have someone hold it in place. (A ladder on a slippery surface must be tied in place or held.)

Keep the area around the top and bottom of a ladder clear. In passageways, doorways, or where traffic or other activities can occur, secure the ladder or block off the area.

Do not set a ladder on a scaffold, box, or other object.

With stepladders, all four legs must be on solid, level ground. The spreaders must be locked fully open. Never climb on the cross-bracing. Never lean a stepladder against a wall.

With straight and extension ladders, the ladder base should be one foot from the building for every four feet of ladder length up to the resting position. (To check, put your toes where the ladder side rails touch the ground, stand straight, and reach your arms and hands out straight.

The palms of your hands should touch the top of a rung.)

After you set up an extension ladder, lock the top section in place. Extension ladder sections must overlap — by at least three feet for ladders up to 32 feet, by four feet for ladders 32 feet to 48 feet, and by five feet for ladders 48 feet to 60 feet.

Both rails must rest evenly on the resting spot, unless the ladder has a single-support attachment.

When a ladder is used to get on or off a roof, secure the ladder by tying. The side rails should be at least 42 inches above the roof to be safe. Job-made ladders should let you get on or off a ladder by stepping between the rails. If you have to step around a ladder because of rungs, there should be a grab rail attached to the building to help you.

### When Using a Ladder

- Always face a ladder when working or moving on it.
- Wear shoes with slip-resistant soles.
- Always have three-point contact (such as, one hand and two feet).
- Do not work from the top or top step of a stepladder, or from any of the top three steps of a straight or extension ladder.
- Keep your belt buckle between the side rails of the ladder to keep balance.
- If possible, use a personal fall arrest system attached to a secure anchor point on a building.
- Do not hold objects in your hand when moving up or down. Attach them to your tool belt or pull them up on a line.
- Do not use a ladder in high winds.
- Never move a ladder while someone is on it.
- Do not attempt to move an extension ladder until the top section is completely retracted.
- Never leave an unsecured ladder unattended.

OSHA says a ladder must be inspected regularly for visible defects. Check your ladder for damage before each use. If a ladder is damaged, label it "unsafe" or "damaged" and take it away until it is fixed. Destroy it if it cannot be fixed.

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

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\*More information on ladder safety is in the OSHA Construction Standards in the Code of Federal Regulations, CFR 1926.1050-1060 (Subpart X).



## Hayes honors three retirees

THREE LOCAL 1 RETIREES — Pat Jozefowicz, Howard Johnson, and Jim McDonough — received awards from Hayes Mechanical, Inc., Chicago, Ill., at the June 2003 safety meeting for their many years of service.

Together, the three Local 1 retirees represent over 100 years of union membership. L. to r., are Hayes President Richard Mooney, Jozefowicz, Johnson, and McDonough. Submitted by L-1 retiree Joseph Dubenic. □



## L-191 elects officers

MEMBERS OF LOCAL Lodge 191, Victoria, British Columbia, have elected their officers to a new five-year term, effective July 2003 through June 2008.

Pictured, l. to r., are Local 191 Trustee Karl Rohde, Inspector Robert Clevette, BM-ST Bill Morrison, Trustee Chairman Randy Defrane, President Jim Fitzpatrick, Vice President Kim Harper, Trustee Ken Plante, and Recording Secretary Danny Lyle.

Chartered in 1951, Local 191 represents approximately 370 members in the boiler shop, shipyard, and marine repair industries. □

# Locals award service pins to members

### Local 1, Chicago

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

**35 Years** — Gerald D. Crandall, William Houghton.

### Local 13, Philadelphia

JAMES W. BANFORD JR., BM-ST of Local 13, Philadelphia, reports presentation of pins for continuous years of membership to the following:

**50 Years** — Al Dziedzina Sr.;

**35 Years** — Bob Greenwood, Jim Heron, Ed Peters;

**30 Years** — Larry Hoffman, Jim Monahan, Walt Parlow Jr., Bill Peters;

**25 Years** — Al Dziedzina Jr., Vince Mangiamiele, Bob Melling, Darryl Reavis; and

**15 Years** — John Gushue.

### Local 101, Denver

HENRY MCCOY, BM-ST of Local 101, Denver, reports presentation of pins for continuous years of membership to the following:

**65 Years** — Robert Kilker;

**55 Years** — Oliver Padilla;

**50 Years** — Andrew Shamy;

**45 Years** — Frank Secor;

**40 Years** — William Bender, Lyle Hackenberg, Delbert Swenson;

**35 Years** — Clarence (Johnny) Gaugler, Jack Harkness, Russell Huglin, William W. Jackson, Angelo Ramirez, Dave Sherratt, Nate Younger;

**30 Years** — Anthony Lopez, Leonard Lopez;

**25 Years** — Henry McCoy; and

**20 Years** — Tim Ruth.

### Local 182, Salt Lake City

BRAD JOHN, BM-ST of Local 182, Salt Lake City, Utah, reports presentation of pins for continuous years of membership to the following:

**30 Years** — Richard Baker, Larry Beach, Lorenzo Lucero;

**25 Years** — Robert Burns, Max Peterson;

**20 Years** — James Bair, Gary Marcotte, Mick Peterson; and

**15 Years** — Robert Furnish, Doug Holman, John Justice, Frank Lucero.

### Local S234, Dickson, Tenn.

DON BRAZZELL, president of Local S234, Dickson, Tenn., reports presentation of pins for continuous years of membership to the following:

**35 Years** — Leonard Modena.

### Local D381, Las Vegas

INTL. VICE PRES. JIM HICKENBOTHAM reports presentation of pins for continuous years of membership to the following Local D381 members, Las Vegas:

**30 Years** — Leroy Gaddis

**15 Years** — Roy Boyes

### Local 667, Charleston, W.V.

GEORGE PINKERMAN, BM-ST of Local 667, Charleston, W.V., reports presentation of pins for continuous years of membership to the following:

**60 Years** — Delbert Grove, Owen Schumacher;

**50 Years** — Larry Bills, William Bonecutter, Robert Bowling, Billy Bradford, Richard Bradley, Donald Cheuvront, Morton Halterman, Lynn Harman, Joe Hurlow, Herman Jordan, Hansel Kessell, Ray Mahaffey, Jack McDavid, Dale N. Powell, Donald Somerville;

**45 Years** — John Barnhill, Vernon Bell, Allen M. Campbell, George Campbell, Ray Campbell, A. E. Casto Sr., James L. Dodson, Dwight Haley, John C. Harman, James C. Hurlow, Richard Lloyd Jr., Charles E. Parsons, Jonathan Sheppard, Marshall Slayton, Vincent Tustin, Charles W. Wedge, Rex White, Kenneth Williams;

**40 Years** — Jerry L. Rainey, Leslie M. Rayburn, Sammie Sturgeon, Ernest Watterson;

**35 Years** — Norman Benson, Fred Blackburn, Paul Craig, Derwin C. Dunlap, Chris Durst, Tom Gardner, James O. Gray, Floyd Henry, William Hubeaut, James A. Johnson, Stephen B. Johnson, Delbert McElroy, Charley Martin, Art Miller, Robert Nowlin Jr., Phil Pauley, William W. Russell, John Sauer, Linville Thompson;

**30 Years** — Harold Banks, David W. Burgess, Dayle Chapman, Bill Combs, Keith Cumpston, Bart Deem, John Dennis, Fred Easter, Larry Edwards, Lowell T. Ellis, Charles Enoch, Denver Enoch, Robert Goodson, Danny M. Griffith, Sam Hurlow, Stephen F. Johnson, Rodney Lamp, Howard Martin, Elmer Midkiff, Keith Mitchell, Eugene Mitchell, Edwin E. Morris, Wayne Payton, Hal Powell, Richard Prim, C. I. Richardson, Arliss Rockwell, Kenny Runyan, Cliff Ryan, John Sickles, Warren Sickles, Lucian Watts, Delbert Wheeler, Charles L. Wise;

**25 Years** — Keith Andrews, Kenneth Beebe, Lewis W. Bell, Curtis Blue, Larry Cheuvront, Bob Clark, Thomas Dalton, Steve Dew, Lance Dew, Michael Dicks, Marvin Eakin, William Eller, Paul Frye, Ronald Fulkner, Curt Hamrick Jr., Steve Harrah, Beryl Hescht, John Hoffman, Randy Hughes, Robert Jones, Gary Kesterson, Harold Lemaster, Andy Lowther, Mark Ludwig, Earl McCarty, Norman Meenach, Tim Oldfield, Doug Oldfield, James Painter, Steve Prince, Ralph Pugh, Jerry Rhodes, Carl See, Tony Shriver, Ron Skelley,



Several members of Local 13 receive their service pins at a monthly union meeting.



Members attending the L-101 annual retirement dinner receive service year pins.



S234 Pres. Don Brazzell (l.) presents an award to charter member Leonard Modena.



IVP Hickenbotham, second (l.) from left, congratulates Roy Boyes, a Local D381 member who is retiring from Chemical Lime with 25 years of service.



IVP Jim Hickenbotham, fourth from left, congratulates Leroy Gaddis, a 30-year member of Local D381, who is retiring from Chemical Lime with 30 years of service.

Richard Slone, Larry Thomas, Bill Thomas, Robert Tippins, William J. Twyman, Woodrow Twyman, James A. Walker, Steve Wedge, Ed White, Richard Wilson, Richard Withers;

**20 Years** — Clinton Epler, Tim Smith, Ronald Somerville, and

**15 Years** — Tom Bateman, Bradley Dennison, David A. Gump, James Hartshorn, Tamara Moore, James R. Smith, Jeff Szafran, Paul Webb. □

# Boilermakers Spread Christmas Cheer

## L-D39, Lone Star make dreams come true

MEMBERS OF LOCAL D39, Greencastle, Ind., along with representatives of Lone Star Industries, were able to help two families this past Christmas as part of their 12th annual, special needs gift-giving event.

They gave a Magic Touch Screen to Nicole Snyder, along with clothing and toys. The add-on touch screen instantly converted Nicole's standard computer monitor into a touch-interactive device.

They also gave a computer and clothing to Daniel Miller, son of Local D39 member Ray Miller. Daniel is using his new computer for his home school studies.

## S234 members help needy, recruit members & voters

MEMBERS OF LOCAL S234, Dickson, Tenn., attended a Christmas party in McComb, Miss., where they made donations for area families in need.

During the festive event, they also took the opportunity to sign up a few new union members and register others to vote.

Intl. Rep. Eddie Whitefield thanks all the members for their help and financial aid. "This could never have taken



Nicole Snyder, center front, gets gifts from L-D39 and Lone Star's Santa.



Daniel Miller, son of L-D39 member Ray Miller, shows off his new computer.

place without the caring union members support," he said.

## L-S251 sponsors toy drive for needy kids

MEMBERS OF LOCAL S251, Middleton, Tenn., passed a motion that brought Christmas cheer and solidarity to three local lodges. The motion to sponsor an area toy drive brought overwhelming approval from the manufacturing lodge members and sparked interest in making the drive even bigger and better by involving other lodges. They contacted two other Tennessee lodges — Local S56, South Pittsburgh, and Local S234, Dickson — and pulled off a toy drive that beat all their expectations. "Not only did these members make Christmas a little more special for several area children, but

the spirit of giving and working together enriched them, too," said Intl. Rep. Eddie Whitefield. "They all did a great job on this project."

## Steigerwald raises \$144k for Toys for Tots

JAMES E. "JIM" STEIGERWALD, a 25-year member of Local Lodge 154, Pittsburgh, Pa., has earned recognition for his fundraising efforts from Pennsylvania Secretary of State Mark Corrihan.

Since Steigerwald founded the "Racers for Tots" organization in 1999, he has raised over \$144,000 for the Marines Toys for Tots Foundation through parties, golf tournaments, motorcycle runs, car raffles, driver of the year contests, and collections at races and car shows.



L-154's Jim Steigerwald raises money for Toys for Tots with Racers for Tots.

He raised \$1,000 the first year, started earlier the second year and raised \$10,000, and by his sixth year, he raised over \$58,000 and was able to donate a tractor trailer full of toys and over 100 bicycles to the Toys for Tots program in 2003.

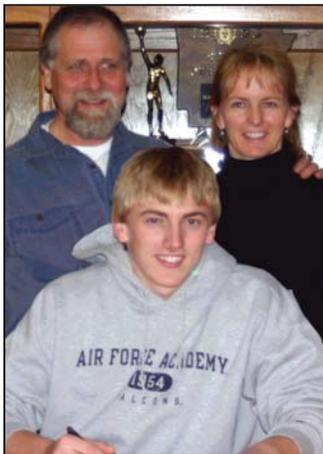
## Son of L-66 member going to Air Force

MATT STEWART, 17-year-old son of Kristine and Charles Gilden, a 13-year member of Local 66, Little Rock, Ark., has been accepted to the U.S. Air Force Academy in Colorado Springs.

A senior at Vilonia High School in Vilonia, Ark., Stewart is student body president, a member of the Future Business Leaders of America, an elementary student tutor, and honor roll member for five years running.

He has earned letters in four varsity sports: football, track, tennis, and cross country. Stewart is also active in his church's youth group, does volunteer work for Habitat for Humanity and other community programs, and runs his own lawn mowing service among other activities.

An elite educational institution, the Air Force Academy had 10,780 applicants for the class of 2007. Only 2,481 of those applicants qualified; 1,631 were offered admission. □



## Grandson of L-647 member is found safe

ON SEPTEMBER 12, 2003, FBI agents found Christopher Samples, the four-year-old grandson of William Bjork, a 36-year member of Local 647, Minneapolis, ending a mother's 15-month search. Christopher was found with his noncustodial father, Mark Samples, who was wanted for bank robbery. The case had appeared on America's Most Wanted three times and was highlighted on the Boilermakers' Web site. Samples was arrested in East Rochester, Ohio. Christopher was found in good health. □



## Local 359's Leduc is a champion

DURING THE WEEK, Jeremy Leduc, a six-year member of Local 359, Vancouver, British Columbia, works for Peerless Ltd., manufacturing truck equipment for the logging business and other heavy hauling.

But on the weekends, he can be found at the race track, competing on his Yamaha R6 sport bike. And he's good. In his first year — 2003 — he became the first champion of the International Motorcycle Supershow Amateur 600 Sport Bike Class.

Leduc, 27, from Keremeos, British Columbia, may have been a newcomer, but it didn't take long for him to attract notice. He started 2003 by winning three amateur races at a Calgary Motorcycle Roadracing Association regional event. In June, he won two more



L-359's Leduc leans into a curve as he races to another victory.

races, winning the Amateur 600 at Race City Motorsport Park by more than 25 seconds. In July and August, he earned the checkered flag six more times and was named national champion at the August 31 race in Shannonville, Ontario.

"Leduc is an outstanding bike racer who has received national recognition in Canada and is held proudly as a member of Lodge 359," reported L-359 Bus. Rep. Bob Banish. □

## Son of Local 199 member gets baseball scholarship

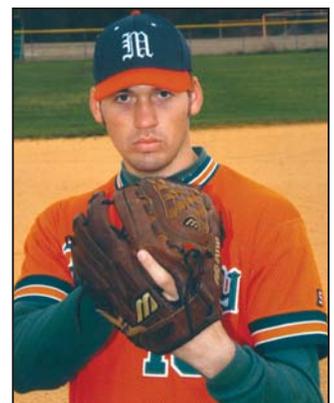
DAVID HERNDON, son of 27-year member Steve Herndon, Local 199, Jacksonville, Fla., has accepted a baseball scholarship to attend the Gulf Coast Community College in Panama City, Fla.

A senior at Mosley High School in Lynn Haven, Fla., Herndon had a 3.82 earned run average in his junior year for the Mosley Dolphins, striking out 21 batters in 18

innings and granting only four walks.

As a senior, Herndon is a starting pitcher. "I'm ready," he said. "I've had to wait three years for my shot."

With only two games played in 2004 at press time, Herndon has pitched seven innings with 20 strikeouts and no walks. □



# Grocery workers end strike

## Main problem: health care costs

MEMBERS OF THE United Food and Commercial Workers (UFCW) union won their fight to protect their health care insurance — at least temporarily. On Feb. 26, a new agreement with three supermarket chains — Safeway, Kroger, and Albertsons — was ratified by 86 percent of members.

About 70,000 grocery workers at almost 900 stores mainly in western states had been on strike for 20 weeks. The companies had demanded separate health and pension plans for current and future employees; splitting the plans would have eventually

resulted in the loss of health care and retirement security benefits for all workers.

The strike sent a message to employers on the importance of maintaining health care benefits.

Health care reform is now on the national agenda. Working families cannot be expected to risk their jobs to keep health care affordable. Unions and corporations alike are calling for national legislation to slow the rise in the cost of health care insurance premiums, which has exceeded 20 percent two years running. This fight is far from over. Every company is feeling this pressure, and health care reform promises to be an important topic in this year's elections. □



UFCW members raise awareness on health care.

## New contract summaries

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

### DNCL – Pittsburgh, PA

INTL. REP. MARK KELLY reports contract ratification, effective Dec. 15, 2003 to Dec. 15, 2007, for five members of the National Cement Lodge (previously Local D592, Pittsburgh, Pa.), who make cement at **Cemex Cement Inc.**

### L-5 – New York City

JERRY CONNOLLY, BM-ST for Local 5, New York, reports contract ratification, effective April 1, 2004 to March 31, 2007, for three Local 5 members who work at **Cardinal Tank, Inc.**

### L-85 – Toledo, OH

INTL. REP. RON LYON reports contract ratification, effective Nov. 21, 2003 to Nov. 20, 2004, for two members of Local 85, Toledo, Ohio, who inspect weld parts at **Diamond Inspection Service.**

### D100 – Cupertino, CA

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective March 1, 2004 to March 1, 2005, for 25 members of Local D100, Cupertino, Calif., who work at **Hanson Permanente Cement.**

### L-154 – Pittsburgh, PA

ASST. TO THE INTL. PRES. SEAN MURPHY reports contract ratification, effective Jan. 1, 2004 to Jan. 1, 2005, for 33 members of Local 154, Pittsburgh, Pa., who fabricate steel pressure vessels and small storage tanks for **Witherup Fabrication and Erection, Inc.**

### L-158 – Peoria, IL

INTL. REP. HOWARD COLE reports contract ratification, effective Sept. 2, 2003 to Sept. 1, 2006, for 225 members of Local 158, Peoria, Ill., who work on mining trucks at **Komatsu Mining Systems.**

### L-159 – Mountain Top, PA

INTL. REP. ROCCO DEROLLO reports contract ratification, effective Jan. 14, 2004 to Jan. 13, 2007, for members of Local 159, Mountain Top, Pa., who work at the **Ashley Tool & Machine Co.**

### D331 – Exshaw, AB

DON MAES, ABM of Cement District Lodge D11, reports contract ratification, effective Jan. 1, 2004 to Dec. 31, 2007, for six members of Local D331, Exshaw, Alberta, who work with Portland Cement in the shipping terminal at **Lafarge Canada, Inc.**

### D400 – Vancouver, BC

ROB LAUZON, BM-ST of Cement District Lodge D11, reports contract ratification, effective Sept. 1, 2003 to Aug. 31, 2006, for 18 members of Local D400, Vancouver, B.C., who work on farm equipment at **Artex Fabricators, Ltd.**

### D435 – Helena, MT

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Dec. 1, 2003 to Nov. 30, 2008, for 59 members of Local D435, Helena, Mont., who work at the **Ash Grove Cement Co.**

### L-483 – Alton, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Dec. 18, 2003 to Dec. 18, 2006, for 30 members of Local 483, Alton, Ill., who make scrap conveyors at the **Hustler Conveyor Co.**

### L-484 – Meredosia, IL

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Jan. 16, 2004 to Jan. 16, 2005, for 216 members of Local 484, Meredosia, Ill., who make adhesive and resin at **National Starch & Chemical.**

### L-651 – Somerville, MA

INTL. REP. ROCCO DEROLLO reports contract ratification, effective March 24, 2004 to March 23, 2007, for members of Local 651, Somerville, Mass., who work at the **Northland Industrial Truck Co. (NITCO).**

### L-656 – Chattanooga, TN

INTL. REP. STEVEN BEAL reports contract ratification, effective March 10, 2003 to March 12, 2006, for 340 members of Local 656, Chattanooga, Tenn., who manufacture boilers at **Alstom Power, Inc.**

### L-911 – Oak Ridge, TN

INTL. REP. STEVEN BEAL reports contract ratification, effective March 17, 2003 to March 17, 2006, for 76 members of Local 911, Oak Ridge, Tenn., who manufacture metal and fabric expansion joints for **Senior Operations Inc.'s** Pathway Division in Oak Ridge.

### L-1247 – Chicago

INTL. REP. HOWARD COLE reports contract ratification, effective Feb. 18, 2004 to Feb. 16, 2008, for five members of Local 1247, Chicago, who do maintenance work for **Aramark Uniform Services, Inc.**

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 three-year agreement for L-158** at Komatsu Mining Systems are, l. to r., front, W. Adams, M. Damm, D. Guillette; back, IR H. Cole, J. Dolen, D. Chapwick, and N. Richert.



**Negotiating a four-year agreement for L-1247** at Aramark are, l. to r., E. Parra and H. Berry.



**Negotiating the first contract for 68 new L-1247** members at Cornell Forge are, l. to r., L-1247 Pres. W. Baumstark, A. Aviles, C. Bucon, A. Zapata, CEO W. Brewer, and CFO W. Arthurs. (The settlement was reported in the Jan-Feb 2004 issue.)

## A Summary Analysis of these Contract Settlements

THIS ANALYSIS of the 16 agreements above, covering about 1,153 employees, provides a perspective of trends in Boilermaker collective bargaining. It is based on information provided by contract summary and transmittal report forms and was prepared by the Research and Collective Bargaining Services Department.

### Average Wage Increases

2003 2.40 % or \$0.56/hr. (12 facilities)  
 2004 2.61 % or \$0.50/hr. (14 facilities)  
 2005 2.70 % or \$0.50/hr. (11 facilities)  
 2006 3.13% or \$0.58/hr. (7 facilities)

### Paid Holidays

16 of 16 Provide average of 10.34 days

### Sickness and Accident

14 of 16 Provide sickness/accident indemnity  
 8 of 16 Set dollar amount – \$333.12 avg. 26 weeks avg. time off  
 5 of 16 Use percentage – 61.32% avg.

### Vacation

10 of 16 1 Week Paid  
 15 of 16 2 Weeks Paid  
 15 of 16 3 Weeks Paid  
 15 of 16 4 Weeks Paid  
 7 of 16 5 Weeks Paid

### Life Insurance/AD&D

14 of 16 Provide Life Insurance  
 10 of 16 Fixed - \$24,000 avg. first year  
 4 of 16 Based on annual salary  
 13 of 16 Provide AD&D Insurance  
 9 of 16 Fixed - \$33,222.22 avg. first year  
 4 of 16 Based on annual salary

### Shift Differential

2nd Shift – 13 of 16 Total  
 9 use cents-per-hour (\$0.50 avg.)  
 3 use percent of wage (4.51% avg.)  
3rd Shift – 13 of 16 Total  
 9 use cents-per-hour (\$0.56 avg.)  
 3 use percentage of wage (6.83%)

### Pensions

16 of 16 Offer some kind of pension plan  
 7 of 16 Offer 401(k)  
 9 of 16 Company (defined benefit)  
 1 of 16 Profit Sharing  
 1 of 16 RRSP Canada

7 of 16 Offer Boilermakers-Blacksmith National Pension Trust  
 7 of 16 Contribute cents-per-hour, Canada averages \$1.60/hr. in first year, U.S. averages \$1.39/hr. in first year

### Other Provisions

15 of 16 Paid Funeral Leave  
 11 of 16 Paid Jury Duty Leave  
 4 of 16 Paid Military Leave (2 weeks)  
 11 of 16 Safety Shoe Reimbursement  
 12 of 16 Prescription Safety Glasses Reimbursement  
 5 of 16 Severance Pay Packages

# Local 1 member and family get more than just a new home

## Wright wins \$500 gift certificate from Union Plus mortgage program

LLOYD WRIGHT, Local 1, Chicago, discovered this spring how the Union Plus mortgage program can really pay off.

Wright, an eight-year Boilermaker, used the Union Plus mortgage program to finance his family's new home in Channahon, Ill. A first-time home buyer, Wright submitted a "Welcome to Your New Home" award survey and became eligible for a \$500 gift certificate for any United Food and Commercial Workers-organized grocery store. He was one of 12 recent winners.

"I found out about (the mortgage program) through *the Boilermaker Reporter*, and I've already recommended the program to other union members," Wright said.

Financing for the program is provided through Chase Home Finance, the mortgage division of JPMorgan Chase Bank,

known for exemplary service to union members. Services include strike and unemployment benefits for help when you are out of work, an easy application process, and discounted closing costs and fees, to name a few.

Wright, who is married with three children, said the experience was positive and the family is enjoying their new digs.

"It's great. My house is bigger, it's in a nicer neighborhood, and best of all, it's mine," he said.

Union Plus, also known as Union Privilege, was founded by the AFL-CIO in 1986 to develop and manage consumer benefit programs for union members. Services include money-saving credit cards, discount legal services, scholarship programs, education services, travel and recreation services, and much more.

For more information about the Union Plus mortgage program, call 800-848-6466 or visit the Web site at [www.unionplus.org/mortgage](http://www.unionplus.org/mortgage). □



Lloyd Wright, wife Stephanie, and sons Lloyd Jr. and Lukas, are the proud owners of this Channahon, Ill., home thanks to the help of the Union Plus mortgage program.

## Union Plus offers credit counseling

### Make debt manageable with new program

IN THIS FALTERING economy, more working families are facing the realities of financial strain and looming debt. An estimated 500,000 union members sought help with a consumer credit agency last year.

To help ease the burden, Union Plus is offering consumer credit counseling and debt management assistance through its new Union Plus Credit Counseling Program.

The program offers union members a free, one-hour initial counseling session featuring a complete financial review and budget analysis, advice on how to work with creditors, and a written action plan with timelines.

Members needing additional assistance can meet with a counselor to develop a debt management plan to reduce debt. Members receive a 33 percent discount off set-up charges. Once a plan is established, Money Management International (MMI), a member of

the National Foundation of Credit Counseling, will:

- Negotiate with the member's collectors on their behalf,
- Disburse the member's funds to creditors on their behalf, and
- Work with creditors to stop collection calls.

Credit counseling and debt management can be the first step to restarting your financial life.

For more information about the Union Plus program, call 877-833-1745 or visit [www.unionplus.org/creditcounseling](http://www.unionplus.org/creditcounseling). □

## Union Plus Auto Buying Service



Make car buying a breeze with Union Plus Auto Buying Service

For more information, visit [www.unionplus.org/autobuying](http://www.unionplus.org/autobuying)



## Education services adds new provider

UNION PLUS HAS added a new unionized provider to their education services, the American Education Services (AES).

AES, one of the largest full-service financial aid and education assistance organizations in the nation, employs around 1,000 members of the American Federation of State County and Municipal Employees (AFSCME) union.

The improved Union Plus Education Services program provides members with education assistance, including:

- Scholarships for colleges, trade, and technical schools, as well as the George Meany Center for Labor Studies — National Labor College
- Loans for accredited college and trade or technical schools
- Consolidation loans
- Financial aid counseling over the phone, and online services
- Strike assistance benefits for student loans
- Discounts on college textbooks.

For more information, visit [www.unionplus.org/education](http://www.unionplus.org/education) or call 877-881-1022. □



## Money-Saving Programs for Members Only

The benefit 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 children & parents of Boilermaker members.  
Call: 1-800-848-6466

### Education Services

Get expert advice on scholarships and other funding sources for college and job skills training.  
Call: 1-877-881-1022

### Personal Loans

Credit-qualified members are eligible for loans for a variety of uses.  
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

For information on these programs and other member-only benefits, go to

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

\*Retired members are eligible. Some programs are not available to members outside the continental United States, and not all programs are available in all states.

Phone 1-800-452-9425 for clarification of eligibility.

WITH DEEP SORROW the International Brotherhood records the death of these members as reported to the International Secretary-Treasurer's office, and extends its heartfelt sympathy to the bereaved families.

LODGE & NAME			
Intl.	Norton, Dolores H.	27	Ruth, Charles E.
Intl.	Pike, Alice M.	28	Schulze, Robert L.
NTL	Bretag, Christopher M.	29	Nielsen, Niels
NTL	Nasby, Ollis C.	37	Hancock, Charles A.
NTL	O'Brien Jr., Joseph E.	40	Meaders, John D.
NTL	Pope, David	51	Smith, Jonathan L.
NTL	Webb Sr., Harley H.	60	Anderson, Adolph
NTL	Whitaker, Don J.	60	Quinlan, Thomas
1	Benz, Louis	72	Wood, Jeffery
5	Balewicz, Jan	72	Patton, Homer E.
6	Fernandez, Walter	72	Small, Vernie
6	Massini, Caesar	74	Tubbs, Lee J.
6	Robbins, Clyde E.	74	Courtwright, Robert A.
6	Smith, Edward D.	74	Evans, Lester H.
6	Watts, Chester	74	Langham, James W.
7	Coon, Carlton D.	37	Romero, Curley J.
7	Feeney, Joseph P.	78	Young, Gary L.
7	Grinsell, Grover T.	79	Rutt, Herman
11	Hopper, Ronald	79	Guillory, Eldridge
13	Bondy, Bruce R.	79	Koonce, Harry
13	Gaughan, Michael F.	83	Liprie, Tony P.
13	Moffitt, Joseph P.	83	Clausen, Robert J.
13	Peters, Robert	83	Edmonds, Crosby K.
13	Stevens, Phillip J.	83	Matlock, Thomas T.
17	Davenport, Perry W.	83	Nelson, Mervyn C.
26	Newton, George D.	85	Sealman, Henry E.
27	Ellis, Dan	92	Scsavnicki, Leslie John
27	Emrie Jr., Harry	92	Baker, Garland L.
		92	Brewer, Arnold
		92	Candela, Frank J.
		92	Cummings, Curran
		92	Fagen, Edward P.
		92	Sanchez, Raymond
		D92	Mann, Michael E.
		104	Murphy, Andrew U.
		105	Frale, Farris A.
		107	Bistodeau, Scott
		108	Copeland, Otto D.
		112	Benson, Nolen
		128	Deschamps, Alfred
		128	Durski, Robert
		128	Lapointe, Jacques
		128	Lennon, William J.
		128	Mclatchie, Allan
		146	Andrusiak, John
		146	Fagen, David
		146	Hadfield, Jerry
		146	Kieselbach, Kuno
		146	Maisonneuve, Vence
		146	Reynolds, Clifford
		146	Wilding, Winfried
		154	Lawlor, William A.
		154	Lekinsky, Frank
		154	Szczypinski, Bernard J.
		169	Bourgeois, Herman J.
		169	Hinkle, George M.
		169	Long, Archie R.
		174	Warpehoski, Andrew

D500	Nowak, John E.
502	Miller, Mel
549	Harber, Tommy R.
577	Laughter, Ralph P.
D579	Snyder, Carl J.
582	Spearmen, Abe F.
587	Baggett, Thomas L.
587	Boudreaux, Chester J.
587	Henry, Harry A.
587	Jenny, Clarence
592	Bristow, Charles
592	Kirk, Albert
595	Shehorn, Wendell W.
602	McCarty, Eugene A.
614	Gustavson, Robert N.
627	Key, Albert
647	Anzaldi, George
647	Heid, Herbert E.
647	Proulx, John
663	O'Bradovich, Sam
667	Cheuvront, Charles S.
667	Grove, Delbert
667	Park, Charles L.
684	Hamilton, James E.
749	Cuneo, Angelo J.
906	Riley, David E.
1509	Czysz, Leonard P.
1509	Kubena, Louis S.
1603	Eells, Donald L.
1622	Polozzi, August
175	Fultz Sr., Thomas F.
182	Holt, Ronald
182	Miller, Forrest
191	Dunn, Victor
195	Cinnamon, Harold
199	Harrison, Wilbur T.
199	Neesmith, Terry D.
237	Beckwith, William M.
237	Hansen, Raymond
237	Jones, Robert
242	Hoff, Karl W.
263	Barrom, Sanford L.
290	Holt, William K.
D328	Rosenberg, Emil
359	Dunbar, Jim
359	Pierce, Cal
363	Stimac, George
363	Volluz, Charles
363	Wallace, Walter
374	Francis, Thomas E.
374	Rubino, Danny
374	Rucker, Oleith
374	Thompson, Steven R.
D375	Goyings, Homer
433	Word Jr., Thomas
449	Richard, Alfred R.
453	Meyers, Daniel B.
455	Amerson, Jack H.
455	Owens, Millard E.
455	Troutman, Glenn E.
500	Jackson, Elmer C.
500	King, Bobbie L.

DEATH BENEFITS

THE DEATH BENEFIT PLAN under the Boilermaker-Blacksmith National Pension Trust has paid the beneficiaries of the following deceased members who were covered by the plan since the last issue of our publication.

LODGE, NAME & BENEFIT	
Intl.	Jaklevic, Catherine \$6,000.00
Intl.	Norton, Dolores H. 6,000.00
Intl.	Patton, Homer E. 6,000.00
Intl.	Pike, Alice M. 6,000.00
Intl.	Satterfield, Gordon E. 6,000.00
NTL	Arends, Donald D. 6,000.00
NTL	Beard, Gene J. 6,000.00
NTL	Clark, Brian E. 6,000.00
NTL	Durler, Donald R. 12,000.00
NTL	Hardin, Dick R. 6,000.00
NTL	Jackson, Elmer C. 6,000.00
NTL	Johnson, Donald J. 6,000.00
NTL	O'Brien Jr., Joseph E. 6,000.00
NTL	Polotzola, Anthony 6,000.00
NTL	Pope, David L. 5,924.90
NTL	Reed, Danny G. 6,000.00
NTL	Shutter, Russell 6,000.00
NTL	Walker, Wallace R. 6,000.00
NTL	Westfall, Marston N. 6,000.00
NTL	Whitaker, Don J. 6,000.00
1	Candela, Frank Joseph 6,000.00
1	Dirst, Harold W. 6,000.00
1	Elske, Duane A. 6,000.00
1	Jordan, James L. 6,000.00
1	Szkolka, Edward J. 6,000.00
1	Wasilenko, Frank 1,043.40
5	Balewicz, Jan 6,000.00
6	Antonini, Gelso 1,125.00
6	Blackwell, James E. 6,000.00
6	Cortright, Robert C. 6,000.00
6	Cowell, Wallace M. 6,000.00
6	Doyle, Kenneth W. 6,000.00
6	Fernandez, Walter 6,000.00
6	Garcia, Guadalupe J. 6,000.00
6	Hightower, Elmer Ross 4,000.00
6	Hooks, Jesse A. 6,000.00
6	King, Albert E. 6,000.00
6	Massini, Caesar 6,000.00
6	Robbins, Clyde E. 6,000.00
6	Self Sr., Merl A. 6,000.00
6	Smith, Edward D. 4,500.00
6	Stepp, Audrey O. 6,000.00
6	Thompson, Lynn E. 6,000.00
6	Watts, Chester C. 6,000.00
7	Coon, Carlton D. 6,000.00
7	Feeney, Joseph P. 6,000.00
7	Grinsell, Grover T. 6,000.00
7	Padlo, Bernard J. 6,000.00
10	Bennett, Robert L. 6,000.00
10	McGraw, Dan 1,500.00
13	Bondy, Bruce R. 6,000.00
13	Brett, John S. 6,000.00
13	Carroll, Kevin P. 6,000.00
13	Gaughan, Michael F. 6,000.00
13	Giorgio, Paul John 6,000.00
13	Lamoreaux, Wayne 246.40
13	Moffitt, Joseph P. 6,000.00
13	Peters, Robert G. 6,000.00
13	Stevens, Phillip John 6,000.00
13	Zinnie, Dominic 6,000.00
17	Davenport, Perry W. 6,000.00
19	Hiller, Alan Bruce 584.01
26	Edwards, James F. 6,000.00
26	Von Bergen, Johnnie A. 6,000.00
26	Williams, Milburn J. 6,000.00
27	Geimer, Ronald Albert 6,000.00
27	Schulze, Robert L. 6,000.00
27	Shunk, Joe E. 84.00
28	Borowiec, Thomas T. 11,000.00

IF YOU HAVE NOT yet been furnished this information, contact your local lodge, secure the beneficiary forms, complete the required information and forward to the Administrative Office of the Pension Fund, 754 Minnesota Avenue, Suite 522, Kansas City, KS 66101, at the earliest possible date. NOTE: These additional death benefits can only be derived for members who worked under a collective bargaining agreement with an employer contributing to the Boilermaker-Blacksmith National Pension Trust.

28	Nielson, Niels L. 11,000.00
29	Carpenter, Joseph A. 6,000.00
29	Davis, Raymond M. 6,000.00
29	Drew Jr., Harold C. 2,000.00
29	Johndrow, Robert 6,000.00
29	McKenna, Thomas 4,500.00
29	Robinson, Edward W. 172.24
29	Szydlo, William R. 6,000.00
37	Brown, George C. 15,000.00
37	Jones, James S. 6,000.00
37	Meyn Sr., Charles J. 6,000.00
37	Oustalet, John T. 6,000.00
37	Quave, Joseph C. 6,000.00
37	Romero, Curley J. 6,000.00
37	Stanley, Patrick J. 6,000.00
40	Caudill, Ray 6,000.00
40	Ferguson, Clayton P. 125.78
40	Johnson, Charles L. 6,000.00
40	Reeves, Eddleman B. 6,000.00
40	Smith, Jonathan L. 7,006.51
40	Weddington, Ronnie 1,402.75
60	Quinlan, Thomas E. 6,000.00
60	Quinlan, Thomas W. 6,000.00
69	Cassidy, Rufus Elton 6,000.00
69	Dickerson, Billy D. 3,332.84
69	Hammons, Rex E. 6,000.00
72	Franklin Jr., Paul 6,000.00
72	Gust, Douglas K. 6,000.00
72	Perkins, Charles C. 6,000.00
72	Ross, Lewis W. 6,000.00
72	Small, Vernie C. 6,000.00
72	Smith, Carl H. 6,000.00
74	Evans, Lester H. 6,000.00
74	Langham, James W. 6,000.00
79	Clark, Otis E. 6,000.00
79	Nielson, Niels L. 11,000.00
79	Carpenter, Joseph A. 6,000.00
83	Brown, Gary L. 6,000.00
83	Clausen, Robert J. 6,000.00
83	Connelly, Bill L. 6,000.00
83	Eastridge, Paul B. 6,000.00
83	Edmonds, Crosby K. 6,000.00
83	Griggs, James F. 6,000.00
83	Jesse, Ernest A. 6,000.00
83	Kapler, Robert A. 6,000.00
83	Matlock, Thomas T. 6,000.00
83	McClennan, Charles A. 6,000.00
83	Nelson, Mervyn C. 6,000.00
83	Patti, Anthony J. 3,000.00
83	Patti, Anthony J. 3,000.00
83	Pruitt, Lee R. 6,000.00
83	Utterback, Robert D. 6,000.00
83	Williams, Louis 6,000.00
85	Salsburey, David Carl 6,000.00
85	Scsavnicki, Leslie John 6,000.00
85	Soll Sr., Donald W. 6,000.00
92	Baker, Garland L. 6,000.00
92	Brewer, Arnold A. 6,000.00
92	Cummings, Curran S. 6,000.00
92	Ennes Jr., Joseph 6,000.00
92	Fagan, Edward P. 6,000.00
92	Melilli, Gennarino 6,000.00
92	Russell, Arthur M. 6,000.00
92	Sanchez, Raymond 6,000.00
92	Scott, Charles J. 6,000.00
92	Stockdale, Raymond L. 6,000.00
92	Walton, John D. 6,000.00
104	Abitz, Lawrence J. 6,000.00
104	Anderson, Andrew 6,000.00
104	Atkinson, Rollins J. 6,000.00
104	Chalmers, William L. 6,000.00
104	Hamlin, Edward M. 6,000.00
104	Hansen, Kristofer S. 4,316.48
104	Lane, Herbert W. 6,000.00
104	MacMillan, Hugh A. 6,000.00
104	McCombs, Frank E. 6,000.00
104	Miller, Gale L. 6,000.00
104	Murphy, Andrew U. 6,000.00
104	Newton, Arthur W. 6,000.00
104	Niemi, Charles 6,000.00
104	Pearce, William F. 6,000.00
104	Swenson, Reuben G. 6,000.00
104	Thode, Lee M. 11,249.04
104	Wagner, Harold H. 6,000.00

*Moving? Tell us where...*

Name \_\_\_\_\_

New Address \_\_\_\_\_

City \_\_\_\_\_

State or Province \_\_\_\_\_ Zip \_\_\_\_\_

Local Lodge No. \_\_\_\_\_ Register No. \_\_\_\_\_

(Also please notify the secretary of your local lodge.)

*Mail form to:*

**Publications Department**  
**753 State Avenue, Suite 565**  
**Kansas City, KS 66101**

(Allow five weeks for change of address.)

DEATH BENEFITS

Continued from page 18

104	Willis, John H.	6,000.00	305	Harris, Elton	6,000.00
105	Frale, Farris A.	6,000.00	358	Haas, Richard Emil	6,000.00
105	Good, Robert C.	6,000.00	358	Schaffer, Leonard F.	6,000.00
105	Hedrick Jr., Rolland	6,000.00	358	Undrisky, Joseph L.	6,000.00
105	Powell, Roy E.	15,000.00	363	Douglas, Raymond C.	6,000.00
105	Whaley, Thomas H.	2,943.63	363	Owen, Edward Louis	6,000.00
106	Felix, Harley G.	6,000.00	363	Smith, Timothy F.	1,205.20
107	Hein, Walter E.	6,000.00	363	Stimac, George	6,000.00
108	Copeland, Otto D.	6,000.00	363	Volluz Sr., Charles J.	6,000.00
108	Nichols, Wallace R.	6,000.00	363	Wallace, Walter O.	6,000.00
112	Harvison, Bernie A.	6,000.00	374	Gosciniak, Joseph H.	6,000.00
112	King, Willie	315.00	374	Houchin, Cecil E.	6,000.00
112	Nolen, Benson	6,000.00	374	Lesko, Phillip	6,000.00
112	Wall, Robert H.	3,375.00	374	Rucker, Oleith	6,000.00
117	Bolk, Woodrow H.	2,000.00	374	Thompson, Steven R.	15,000.00
117	Larson, Robert F.	6,000.00	433	Duncan, Cecil E.	6,000.00
114	Allen, Morris	6,000.00	433	Goodson, Charles A.	6,000.00
132	Knapp, Kohlus K.	6,000.00	433	Rodriguez, Mario F.	6,000.00
132	Maresh, Edwin J.	6,000.00	449	Daubner, Marvin A.	6,000.00
154	Berardelli Sr., John	6,000.00	449	Fameree, Nora J.	6,000.00
154	Irons, John E.	6,000.00	449	Richard, Alfred R.	6,000.00
154	Lewlor Sr., William	6,000.00	449	Steckler, John F.	6,000.00
154	Lekinsky, Frank	6,000.00	449	Uecker, Glenway H.	6,000.00
154	Mele, Pete	6,000.00	449	Vanderhoof, Thomas	6,000.00
154	Scalise, Joseph F.	6,000.00	453	Myers, Daniel B.	4,068.38
154	Virginia, Nick M.	6,000.00	454	Cates, Aubrey E.	6,000.00
159	Aumick, John J.	1,926.51	454	Morgan, Jimmy E.	6,000.00
159	Sidorowicz, Edward	6,000.00	455	Amerson, Jack H.	6,000.00
169	Bourgeois, Herman J.	6,000.00	455	Bilbrey, Fowler W.	6,000.00
169	Hardman, Clayton A.	6,000.00	455	Gentry, Randy J.	352.00
169	Hinkle, George M.	6,000.00	455	Nichols, Hinton B.	6,000.00
169	Lohr, Lester J.	6,000.00	455	Owens, Millard E.	6,000.00
169	Long, Archie R.	6,000.00	455	Phillips Jr., Charlie A.	6,000.00
174	Seehafer, Wilford M.	6,000.00	455	Troutman Sr., Glenn E.	6,000.00
174	Warpehoski, Andrew	6,000.00	483	Linsman, Charles L.	6,000.00
175	Fultz Sr., Thomas F.	6,000.00	500	Jacobson, Robert C.	6,000.00
177	Joachim, Robert D.	6,000.00	500	King, Bobbie L.	6,000.00
177	Johnson, Edward K.	6,000.00	500	Wooldridge, James S.	6,000.00
177	Rehme, Alfred H.	6,000.00	502	Miller, Mel	6,000.00
182	Staley Jr., Neil D.	6,000.00	508	Markcum, John	6,000.00
193	Henline, Harry W.	6,000.00	549	Barros, Ernesto M.	6,000.00
197	Bott, William H.	6,000.00	549	Burnett, Virgil E.	6,000.00
197	Clark, James A.	6,000.00	549	Harber, Tommy R.	6,000.00
199	Harrison, Wilbur T.	6,000.00	549	Moffitt, Frank D.	6,000.00
199	Neesmith, Terry D.	6,000.00	568	Nelson, George L.	6,000.00
199	Wiesemeyer, Robert L.	6,000.00	577	Fatula, John M.	6,000.00
204	Perry, Elwin B.	6,000.00	577	Laughter, Ralph P.	6,000.00
212	Paradise, Jerome A.	6,000.00	582	Johnson, Eugene	6,000.00
237	Beckwith, William M.	3,000.00	582	Monk, Bassil Roy	6,000.00
237	Beckwith, William M.	3,000.00	582	Spearmen, Abe F.	6,000.00
237	Jones, Robert W.	6,000.00	582	Tassin, Clifford J.	6,000.00
242	Hoff, Karl W.	6,000.00	582	Wright, Julian W.	6,000.00
242	Martin, Burlie M.	6,000.00	583	King, Christopher T.	358.65
263	Barrom, Sanford L.	6,000.00	583	King, Glenn Edward	6,000.00
300	Moore Sr., Oliver	6,000.00	586	Greer, Lewis F.	6,000.00
305	Cormier, Lee	6,000.00	587	Baggett, Thomas L.	6,000.00
			587	Bickham, Robert W.	6,000.00
			587	Boudreaux, Chester J.	5,250.00

OBITUARIES

Carl J. Snyder, 57

CARL J. SNYDER, 57, a 14-year member of Local D579, Lantz, Nova Scotia, passed away Jan. 19, following a Dec. 27, 2003 stroke that left him unable to return to work.

A 27-year member of the Canadian Armed Forces (military police), Snyder joined the union in 1989 when he began work at the Shaw Group as a tunnel kiln boiler operator. He served as local lodge secretary from 1993 to 1996 and as local lodge president from 1996 until his July 2000 resignation.

"Every once in awhile, a member comes along who goes above and beyond the call of duty," says L-D579 Sec.-Treas. Raymond Black. "Carl Snyder was such a member. He believed in what he did, what the union could do, and what he thought the company he worked for

could do for his brothers and sisters."

After Snyder resigned as lodge president, he continued to assist the executive board members.

"He attended meetings regularly and contributed significantly to what the union has accomplished at our workplace.

"Even now after his death, one of his issues is being addressed by the management and owners of the company he worked for.

"Carl was large in stature and in presence and he will be missed by his brethren of Local D579," Black said.



CARL J. SNYDER  
(1946-2004)  
Local D579

587	Boudreaux, Chester J.	750.00	673	Rowe, Kenneth F.	6,000.00
587	Gilmore, Tom S.	6,000.00	679	Johnston, William T.	6,000.00
587	Henry, Harry A.	6,000.00	679	Mitchell, L. D.	6,000.00
587	Jeanis, Charles L.	6,000.00	696	Leroux, Thomas B.	84.00
587	Marze, Billy R.	6,000.00	696	Schultz, Alfred	6,000.00
587	Meeks, Henry T.	6,000.00	744	Petecca, Richard	6,000.00
587	Ramsey, Alfred C.	6,000.00	749	Avara, Edwin D.	6,000.00
587	Ratcliff, Verlin M.	6,000.00	802	Brode, William E.	6,000.00
592	Hunter, Glen R.	931.34	802	Feeley, James H.	6,000.00
592	Kirk, Albert	6,000.00	802	Junkerman, Woolson	6,000.00
592	McCreary, Oscar Ray	2,000.00	802	Raftovich, Anthony B.	6,000.00
592	Morgan, Robert F.	3,643.43	802	Urban, Clarence D.	6,000.00
602	McCarthy, Eugene A.	6,000.00	807	Way, Jimmie S.	6,000.00
627	Fortenberry, Jack D.	6,000.00	906	Riley, David E.	7,493.99
627	Garfield, Robert L.	6,000.00	1086	Blankenship, Billy C.	6,000.00
627	Key, Albert	6,000.00	1212	Williams, Edgar H.	6,000.00
627	Perez, Raymond M.	2,000.00	1230	Goble, Juril C.	6,000.00
627	Wheatley, George I.	6,000.00	1234	Cornell Jr., Wilfred	6,000.00
627	Youngblood, Claude C.	50.75	1248	Bacon, Chester W.	6,000.00
638	Kilby, Norman	6,000.00	1509	Crooks Jr., Harold D.	6,000.00
647	Anzaldi Sr., George F.	6,000.00	1509	Czajkowski, Marion P.	6,000.00
647	Heid, Herbert E.	6,000.00	1509	Czys, Leonard P.	6,000.00
647	Hoelscher, Max G.	6,000.00	1509	Kubena, Louis S.	6,000.00
647	Jesser, Larry E.	6,000.00	1592	Secara, Wasil (Wash)	6,000.00
647	Kriesel, Roy R.	6,000.00	1600	Brunschon, Laura H.	6,000.00
647	Ostlund, Henry M.	6,000.00	1600	Pearson, Paul	6,000.00
647	Seguin Sr., Donald M.	6,000.00	1600	Span, John W.	6,000.00
651	DeLorey, Rita H.	6,000.00	1600	Young, Donald R.	6,000.00
667	Chevront, Charles S.	6,000.00	1603	Eells, Donald L.	6,000.00
667	Freeland, Kenneth A.	6,000.00	1668	Baker, Richard H.	6,000.00
667	Grove, Delbert E.	6,000.00	1670	Ellis, M.C.	6,000.00
667	Hughes, Dickie M.	6,000.00	1670	Hardy, Oscar	6,000.00
667	McDavid, Emory E.	6,000.00	1670	Hruska, Dorothy M.	6,000.00
667	Thomas, Shane J.	720.00	2000	Simmons Jr., John A.	914.54

One last ride for Cliff 'Delmo' Nasby

Boilermaker widow honors husband's special burial request

WHEN OLLIS CLIFFORD "Delmo" Nasby used to talk about how he wanted to be buried, his wife of 17 years, Norma Jean, would tell him to quit making his own funeral plans. After all, he was healthy and he had a lot of living left to do. But when the unthinkable happened, she remembered this Boilermaker's special request for one last ride.

Nasby, 58, who joined the National Transient Lodge in 1968, drove to Kentucky Local 40 to sign up for a job on Dec. 11, 2003. After returning home that night to Indiana, he was involved in a car accident that left him in a coma and on life support for three days. He died December 14.

When he was buried, Nasby was surrounded by friends and family members — many of whom were Boilermakers. And his burial request was honored.

Following Nasby's graveside services, Boilermaker pallbearers rigged his casket for one last ride. A crane then lifted the casket up and over a church, reaching 150-feet in height, before lowering it over the cemetery and into its final resting spot. A dozen homing pigeons were then released, circling the cemetery several times before going home.

"This was the second-largest funeral ever held in our town," said Mrs. Nasby. "Many of Cliff's coworkers came, including Jerry Temple, a business representative for Local 374 where Cliff worked several of his last jobs.

"The services were beautiful, and I am very grateful to all who helped carry out my husband's wishes."

Another wish Nasby made before his death was to become an organ donor. Both his son and sister-in-law received organs through the transplant program, and he wanted to someday help others in this way, too.

"We don't know how many people benefited yet, but it is estimated that as many as 100 to 150 people got an early Christmas present this year from Cliff," said Mrs. Nasby.

Survivors include his wife, Norma Jean Basham Nasby; three sons, Ricky Nasby, Michael Shelton, and Vernon Begley; three daughters, Pam Williams, Edie Sanders, and Shirley Mikel; father, James Nasby Sr.; five brothers, James Nasby, Johnny Nasby, Raymond Nasby, Windoll Nasby, and Daniel Nasby; three sisters, Pat Rippy, Wilma Reed, and Sandra Weaver; and 11 grandchildren. He was preceded in death by his mother, Kathrine Ward Nasby, and a son, John Mikel. □



Forming a circle, pallbearers direct a crane lowering Cliff Nasby's casket into its final resting place.

# Rising health care costs threaten the future of employee coverage

**Congress and the president can ensure that all Americans have access to health care — will they?**

**A**MERICA'S HEALTH CARE system is in crisis. That's the word from the street and from the boardrooms as well.

When the Kaiser Family Foundation asked people to rate their greatest personal concern, the cost of health care was number one. Nearly 40 percent of Americans rate health care costs as a bigger worry than the economy, the stock market, the war in Iraq, or the threat of global terrorism.

And they have good reason to worry. Health care insurance premiums have risen at double-digit rates each of the past three years, four or five times as much as wages have increased.

Rising health care costs are the reason our national health and welfare plan has had to make such drastic changes, and that will be a very big issue in our contract negotiations in our shops.

Faced with skyrocketing medical insurance premiums, many employers are increasing deductibles and co-pays, driving up costs for workers.

Many more are trying to drop their employer-provided insurance entirely at a time when their workers can least afford to be without it.

Earlier this year, members of the UFCW engaged in one of the longest strikes in recent years in order to keep their coverage. With unemployment high, workers do not want to go out on strike and risk losing their jobs.

But these grocery workers understood that if they lost their health care insurance, they would be forced to look for other jobs anyway. Health care is a basic need, but without insurance, most people cannot afford it. And nearly all Americans who have health care insurance have it through their employer.

Union members have an advantage in this area — the collective bargaining advantage. That's why 73 percent of union members get health care insurance through their employer, compared to barely 51 percent of nonunion workers. Collective bargaining works.

But collective bargaining alone cannot reverse the trend toward high costs. Collective bargaining only creates contracts between employers and employees. The economic forces behind the rapid rise in health care insurance premiums are another matter altogether.

First, the costs of the average "unit-of-care" is rising at twice the rate of inflation. A unit-of-care can be a visit to the doctor, a bottle of pills, or a surgical procedure. As these units outpace inflation, overall costs go up.

In addition, Americans are using more care than ever before. As treatments become easier to get, more people want them. Procedures that used to require long hospital stays are now done in outpatient facilities and you can be home in a few hours. Last year, overall costs rose eight percent.

You might wonder why insurance premiums rose 15 percent when costs rose only eight. There are two reasons.

First, the 41.2 million Americans with no medical insurance of any kind push up premiums for those of us with insurance. When the uninsured get medical care they can't pay for, those with insurance foot the bill, increasing our premiums even if we don't use our insurance.

Second, with no end to the trend toward rapidly rising unit costs and overall costs, insurance companies must constantly raise their premiums to stay profitable. They must not only collect enough to pay for this year's

medical expenses; they must provide for future expenses as well.

Solving the dual problems of rising health care costs and health care insurance premium costs will not be easy. But it can be done.

All it requires is the will to act.

Unfortunately, so far, neither Congress nor the president has been willing to do anything to keep these costs under control. Exactly the opposite.

Congress had an opportunity to slow down prescription drug price increases when they passed the new Medicare bill, with its drug benefit. All they had to do was allow Medicare to use the market power of millions of retirees to negotiate with drug companies for lower prices, like the Veterans Administration does. Like Wal-Mart does.

Instead, Congress specifically prohibited Medicare from negotiating lower prices. And then they made it illegal for Americans to buy drugs from Canada, where the government's price negotiations keep drug prices an average of 40 percent cheaper than here.

The new Medicare bill gave billions of dollars in subsidies to drug firms, hospitals, and insurance companies, yet millions of seniors will actually pay more for their drugs than before.

I have to believe that the nearly \$30 million the drug industry donated to federal candidates in the last election influenced some votes.

Bush ran on a platform promising every American access to good medical care they could afford — and each of his state of the union speeches has reiterated that promise — yet the number of uninsured grows daily, and he offers no plan for providing them health care, not now, not ever.

One of the reasons the Boilermakers endorsed Democratic Senator John Kerry for president is that he has a plan



**Newton B. Jones**  
International President

for health care reform that would let every American enjoy the same health care that members of Congress enjoy.

The choice between candidates in this year's presidential election is more clear than it has been in a long time.

On issue after issue — not only health care, but also pensions, trade, immigration, the federal budget, tax breaks for moving jobs overseas, allowing corporations to move offshore and avoid taxes, and dozens of others, the Bush administration supports businesses and special interests.

Senator Kerry supports workers. We need to stand up for John Kerry because he stands up for us.

You owe it to yourself, your family, and your fellow union brothers and sisters to get active in this year's campaign. Register to vote. Contribute to pro-worker candidates. Contributing money is important, but you can also give your time. Volunteer to help.

And most important of all, vote for pro-worker candidates on Nov. 2.

The greatest power we have to bring about change is our vote. □

Visit [www.johnkerry.org](http://www.johnkerry.org) for more information on Kerry's health care plan.

## Letters to the Editor

### Hardin family thanks Boilermakers for support

THE FAMILY OF Dick Hardin would like to thank the International Brotherhood of Boilermakers and all the people involved in this organization for all the acts of kindness shown to Dick during his two years of illness.

Many thanks for all the flowers and donations to Lou Gehrig's disease research and to his church. Thanks also to the many people who attended his service. All of this was very much appreciated and will never be forgotten. He thought of you all to the very end. God bless you all.

DEBBIE, BILLY, JASON, BRANDON, AND COURTNEY HARDIN, AND GRANDCHILDREN

### Hughes asks, "When is enough enough?"

DO YOU REALLY care if there is water on Mars? I have to agree the mission was awesome and I congratulate everyone involved. On the other

hand, I question the reasoning behind the decision to spend billions of dollars for a non-productive venture. I would have preferred that money be spent to clean up the environment. It would have generated a lot more jobs.

The cities of Iraq are taking on a new look. Billions of American dollars are being spent to bring the American way to Iraq. Halliburton has been given a blank check, at the expense of the taxpayers. Meanwhile, three million Americans have lost their jobs to outsourcing, gasoline prices have skyrocketed, and our schools and highways are in bad need of repair.

Alan Greenspan recommended cutting Social Security to pay off the deficit created by the Bush administration. Anything to ensure Bush's tax cuts for the rich.

When will the citizens of this great nation say enough is enough? Hopefully the next "mission accomplished" banner will be posted when Bush is voted out of office.

JAMES "KENNY" HUGHES, L-74 retiree Houston, Texas

### Mother thanks Local 193 for her son's scholarship

I WOULD LIKE to thank the members of Local 193 (Baltimore, Md.) for giving a scholarship to my son Cory Musick, whose father was Melvin Lewis Musick of Local 193. Cory is enrolled in Western Iowa Tech and for the first semester he was on the Dean's List, with all As, a perfect 4.0. I know his father would be proud of him. And I just want to thank you for the scholarship. He would not have been able to go to college without it. He is majoring in Engineering. Thanks again!

BETTY MUSICK

### Safety pays off at Local 83

IN MID-NOVEMBER, there was an emergency shutdown at Mid-American Energy at Neal North, Unit I, in Sioux City, Iowa. This was a good job with very good cooperation from project manager Jun Wang and superintendent Lynn Kellogg.

Local 83 Boilermakers used 1,500 feet of waterwall tube stock to install 300 Dutchmen from the boiler floor to the penthouse. We worked 12,659 man-hours with no lost-time injuries and only one minor reportable eye injury.

This is a good example of the kind of safety record a job can have when there is good cooperation between Local 83, Enerfab, and Mid-American Energy.

JIM CRAWFORD, Local 83  
Kansas City, Mo.

### Got something to say?

WE WELCOME LETTERS of fewer than 150 words on topics of interest to our members and their families. We do not publish personal attacks on members or unsigned letters.

SEND A LETTER TO THE EDITOR:

*The Boilermaker Reporter*  
753 State Ave. Suite 570  
Kansas City KS 66101  
FAX: (913) 281-8104  
E-mail: [dcaswell@boilermakers.org](mailto:dcaswell@boilermakers.org)