Bishop wins apprentice contest

Paul Serio is second, Western States win team award

PAUL GEHRKE (Local 11, Helena, Mont.) and Geoffrey Schneider (Local 242, Spokane, Wash.) teamed up to earn the Western States the 2004 Boilermakers National Apprenticeship Team Award.

Winners of the individual competitions are Dennis Bishop, Local Lodge 169, Detroit, with Paul Serio, Local 7, Buffalo, N.Y., taking second place.

The annual apprentice competition is a week-long series of written and hands-on tests that cover every aspect of being a construction Boilermaker — from rigging and welding to Boilermaker history and CPR. Contestants earn a place in the national competition by placing first or second in their area competition.

More information on the competition and photos of the contestants can be found on pages 4 and 5.

Boilermakers join drug-free workplace partnership

Alliance with DOL, OSHA, and other crafts complements MOST drug & safety programs

INTL. PRES. NEWTON B. JONES

signed an agreement with the Department of Labor (DOL), the Ironworkers, the Carpenters, and the Operating Engineers that commits all five organizations to strive for drug-free workplaces through education and outreach programs.

U.S. Labor Secretary Elaine L. Chao called the pact “a ground-breaking agreement to protect workers’ health and safety.”

The Boilermakers Construction Division has long recognized the role alcohol and substance abuse play in job-site accidents. Our MOST drug screening and safety awareness programs were developed to reduce those accidents.

“As a union, we are committed to keeping our members safe on the job,” Intl. Pres. Jones said following the signing. “Our MOST drug screening and OSHA-compliant safety training programs have been very effective, reducing the Boilermaker lost-time injury rate by 94 percent since 1991.”

A 1998 Bureau of Labor Statistics study showed that as many as 21 percent of workplace fatalities involve drugs and/or alcohol. The MOST drug-screening program has virtually eliminated this problem in our craft.

By signing this agreement, partner-ship members are committing their unions to work cooperatively to encourage drug-free workplaces through education, outreach, sharing information about best practices, and forums to help forge solutions.

“The Boilermakers look forward to working with the DOL and other crafts,” said Jones. “Our MOST programs and tripartite meetings have always focused on safety. This partnership will help us expand the work we need to do to protect our members.”
Partners testify to tripartite success

National meeting reveals there’s still more work to be done

WHEN GENCO’S DON POWELL got the job to build four selective catalytic reduction systems at the W.A. Parish Generating Station and one each at the Cedar Bayou and P.H. Robinson stations, his executive board had a little surprise for him. They explained that the engineering work had not been completed, so they would need to be designing as they went. Naturally, they wanted to know who he was going to get to do the work. Powell told them, “That makes my answer even easier. With the Texas trips, my answer is even easier. With the Texas trip, who he was going to get to do the work. Powell said there were problems with over 400 Boilermakers, contractors, and owner representatives who attended the 19th annual Boilermakers National Tripartite Conference, Octo-

ber 4-8, in Myrtle Beach, S.C.

Conference participants spent four days discussing the most difficult aspects of completing industrial construction and maintenance jobs on time, within budget, and safely. Problems such as absenteeism, outage scheduling, recruiting, training, and retention are not easy to solve, but the companies and local lodges that have tripartite approaches are making progress where no one has before.

B&W’s Ken Wasilewski said that Texas Genco’s success in the SCR project was a direct result of being open to the tripartite approach. Powell told the conference.

“Without the tripartite approach, we would not have been successful in forming all this work in this time frame,” he told the conference.

Reports stress progress

THE TRIPARTITE CONFERENCE has two major elements: reports from individuals and committees on tripartite efforts; and discussions and caucuses in which participants look at the problems that refuse to yield to our efforts and try to find new approaches to solving them.

Int'l President Newton B. Jones started the meeting by reminding participants of themany successful programs that have grown out of the tripartite meetings, including MOST’s nationwide substance abuse screening, safety training, and manpower reserve center. But he quickly moved to the areas where we still need to do more work. Powell told the conference.

“With all the many challenges we face, our work is well rewarded. Our joint efforts and try to find new approaches to solving them. Powell said.”

For the first time, Canadian Boiler-
makers changed a presentation at the con-
ference. Retired Canadian Tripartite Training Trust Coordinator Bruce Ashton talked about the standardized apprentice training that began in 1993, and nationwide efforts to raise career awareness among younger workers. His presentation came on the heels of Eastern Canada’s first tripartite confer-
ence early this year.

“We have held 12 annual apprentice competitions and have completed a three-year labor market study,” Ashton told the conference.

In 1994, we worked 4 million man-hours in Canada. In 2003, we worked over nine million man-hours. I like to think the changes we made to the apprentice program made the difference.”

Ashton’s successor, Grant Jacobs, said they have launched a career awareness program in 2004. Studies show that 40 percent of their 1997 work force will be retired by 2008 (the U.S. faces a similar retirement picture). To meet manpower demands of the future, Jacobs said, “We are marketing Boilermakers through a Web site (http://www.boilermakers.ca), posters, brochures, and an educator’s tool kit.”

John Erickson, of the National Association of Construction Boilermaker Employers (NACBE), reported on the continued success of two programs that have grown from tripartite awareness: Common Arc Welding Certification and the NACBE safety index, which tracks job-site accident rates.

He reported the 2004 Boilermaker lost-time injury rate as 0.48, quite a drop from the 8.42 in 1991, the first year NACBE recorded accidents. The compensable injury rate is down from 58.43 in 1991 to 12.50 so far in 2004. Erickson estimates that over 20,000 lost-time injuries have been eliminated since 1991, saving Boilermaker contractors a total of $3 billion dollars.

The Common Arc welding test program also saves Boilermaker contractors a lot money. In 1998, it cost over $10 for the price of $10 for the apprenticeship program. In 1994, we worked 4.7 million man-hours. In 2003, we worked over nine million man-hours. I like to think the changes we made to the apprentice program made the difference.”

Joe Hunt, general president of the International Association of Bridge, Structural, and Ornamental Iron Workers Union

Joe Hunt, general president of the International Association of Bridge, Structural, and Ornamental Iron Workers Union, brought his entire executive board.

“This is the first time in our his-

tory that both of our full executive boards are sitting down together to discuss issues that make an impact on our industry,” he said. “I am con-

fident that the Boilermakers and the Iron Workers working together can grow our unions, our signatory contractors, and our market share.”

Other union officers attending the meeting included James Crogan Jr., general president of the Internation-
al Association of Heat and Frost Insulators and Asbestos Workers Union; Tom Patchell, general secre-
tary-treasurer; and John Dugan, director of trade jurisdiction, both of the United Association of Plumbing and Pipefitting Industry Union; and Robert Klein, IVP-Tenth District of the International Brotherhood of Electrical Workers.

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Web site: www.boilermakers.org
p.102600@Kansas.com

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Tripartite

Continued from page 2

$500 for a company to test a single welder. Through simultaneous testing, the cost drops to less than $19 for the initial test, and $6 a year for maintenance, saving the Boilermaker industry over $100 million a year. There are now over 13,000 certified welders with 2,182 participating contractors and 30,000 welder/contractor certifications being maintained. Erickson credits these successes to co-opetition: competitors cooperating. MOST Administrator William Palmisano said his organization is working to provide a safe and productive work site through drug screening, scaffold training, and safety programs. Since 1993, they have conducted over 200,000 drug screenings. Their safety program teaches proper safety procedures, defines safety hazards, keeps members current on new safety regulations, and reinforces incident prevention to reduce the number of accidents on job sites. They are now working with OSHA to develop a 30-hour safety course.

Subcommittees tackle continuing problems

PAST TRIPARTITE conferences have identified six topics that all three groups believe need to be addressed: gain sharing, absenteeism, project management, recruitment and retention, outage scheduling, and respect in the workplace. Each issue is being reviewed and discussed by a subcommittee. Their reports also showed we are making progress in these areas.

The most visible success so far from these subcommittees is the new project management program, which debuted in August. Twenty participants attended the class. All reported satisfaction with the course. One student was offered a job within days of completing it. Subcommittee Chair David Zach, Nooter Construction, showed a film describing the program and reported on its development.

The absenteeism subcommittee seems to be making headway, too. National Tripartite Director Jim McCormick reported that the subcommittee’s seven-point plan to decrease absenteeism on construction projects was approved by the MOST Tripartite Committee. They have asked the International National Executive Council to approve the plan and refer it to the National Joint Rules and Standards Committee.

Thomas H. O’Connor Jr., president of O’Connor Constructors, reported that the gain sharing subcommittee would like to establish pilot programs in each region of the country. The plan and refer it to the National Joint Rules and Standards Committee.

MOST sponsors confined-space training in KC

Hands-on and classroom training leads to train-the-trainer certificates

THE CENTER TO PROTECT Workers Rights (CPWR) hosted a five-day confined space trainer course in Kansas City, June 28, with plans to come back next summer if grants are approved.

MOST sponsored the class, which was held at the Boilermakers National Apprenticeship Program’s national training center, a block from International headquarters. The hands-on training included work with air monitoring, ventilation, supplied-air respirators, self-contained breathing apparatuses, entry procedures, retrieval procedures, and other aspects of permit-required confined space entry. The participants who completed the course received a CPWR 16-hour confined-space certificate, an OSHA 226 certificate, and a CPWR train-the-trainer certificate.

According to MOST Instructor David Haggerty, the course combines OSHA’s #226 three-day classroom-based program with CPWR’s two-day hands-on program. Completing the course qualifies participants to conduct confined-space training.

Twenty-two Boilermakers from nine local lodges, including three instructors from the national training center, participated in the class.

At left: Confined-space trainees go into the hole to learn retrieval techniques and get used to wearing an SCBA — self-contained breathing apparatus.

Several speakers at the conference talked about how today’s economic and technological developments will impact our work in the near future.

Speakers look to the future

SEVERAL SPEAKERS spoke about how today’s economic and technological developments will impact our work in the near future.

William Sigmon, vice president of fossil and hydro generation at American Electric Power, stressed the importance of working together during uncertain times. He cited regulatory processes, natural gas fires, nuclear power, wind power, and operational margins as concerns.

Milan Racic, safety & health specialist for the Boilermakers union, discussed the health risks of heavy metals in welding fumes. Several studies are looking into the health effects of welding fumes. Milan also spoke about a new ventilation system that shows promise in keeping heavy metals below OSHA and NIOSH thresholds.

Keith Ferlin, a member of Local 359, Vancouver, British Columbia, is vice president of technical development for VenteX, the producer of the ventilation system Racic mentioned. Ferlin told the meeting about VenteX’s approach to providing workers with clean, healthy air while they are on the job.
The Boilermakers’ annual apprentice competitions are no flash in the pan. It takes months from the date of the first competition until a national winner is named at the annual banquet in Kansas City.

First there are local lodge competitions. Then each apprentice area brings the winners from the local lodge competitions in their area together for another competition. The top two contestants in these competitions move on to the national contest.

The national apprentice competition is a week-long series of tests that cover skills and knowledge from all areas of the construction work we do.

Contestants must complete written tests, respond orally in identification tests, and — of course — get the job done with their hands. And these hands-on tests are more than mere exercises in hand-eye coordination or strength. They require the competitor to solve problems using his knowledge of the field as well as his skills in welding, rigging, and other aspects of the trade.

It’s a drawn-out process, but at the end apprentices have a better idea of where they rank among their peers — the apprentices who came through the program with them. The competition also helps them identify any areas where they need to improve.

At the same time, the apprentices’ performance on the tests gives instructors insight into how they can improve their programs.

In the end, a winner is chosen. But the competition is far more than just a means for a handful of apprentices to win some great prizes. The competition is a great learning experience, a means for personal insight, and a chance for graduate apprentices in each area and across the nation to get to know each other a little better.

That is an important goal, too, because these Boilermakers will be working together on the job and in the union for many years to come.
Rick Mooney wins recognition award

RICHARD MOONEY, president of EMCOR/Hayes Mechanical, Inc., was named winner of the 2004 Recognition Award. Mooney is vice chairman of the Boilermakers National Joint Board and chairman of the Great Lakes Area Apprenticeship Program.

The Recognition Award is presented every year to an individual who has given unselfishly to the benefit of the Boilermaker craft and our apprenticeship programs.

1: Geoffrey Schneider heliarc a tube in the welding/burning portion of the contest.
2: Winner of the annual Recognition Award, Richard Mooney, president of EMCOR/Hayes Mechanical, Inc., talks about what it means to be a Boilermaker at the awards banquet.
3: Paul Serio demonstrates his CPR skills on a dummy during that portion of the competition. Safety, CPR, and first aid are important parts of apprentice training and the apprentice competition.
4: Team Award winners Schneider and Gehlke take a measurement during the layout exercise. Few people unfamiliar with Boilermaker work understand how much measuring and calculating is needed on the job.
5: Michael Kibbey, Local 105, Chillicothe, Ohio, grinds a tube.
6: Mark Solomon, Local 154, Pittsburgh, identifies parts on a small boiler. Contestants identify hand and power tools as well as parts of a boiler.
7: Dennis Bishop signals the crane operator during the rigging/hand signals test.
8: Michael Kibbey, (left) and Carl Postierthwait, Local 667, work together to roll a tube on a small package boiler.
**Area competitions are hard fought**

Twenty-four lodges send contestants to Northeast, Great Lakes, and Western States area competitions

The National Apprentice competition gets the big headline — that’s only fair. But the apprentices who compete at the area level deserve their fair share of recognition, too. After all, to make it to the national competition, you have to win in your area.

First you need to show you’re the top apprentice in your local. Then you get to compete against apprentices from locals in your area. The top two apprentices in each area advance to the national competition, where they compete both as individuals and as a team representing their area.

This year, 33 lodges sent apprentices to their area competitions. We reported on the nine who competed for the Northeast Area prize in the Sept.-Oct.

Boilermaker Reporter. Here are the contestants — and the winners — in the Northeast, Great Lakes, and Western States competitions.

**Solomon, Serio win Northeast title**

Mark Solomon of Local 154, Pittsburgh, Pa., placed first in the Boilermakers Northeast Area Apprenticeship Committee’s (BNAAC) 2004 Apprentice of the Year Competition, May 10-14. Paul Serio of Local 7, Buffalo, N.Y., placed second. Local 154 hosted the competition.

Also competing were Marlon Applewhite, Local 5, New York; James Bodkin, Local 13, Philadelphia; Brian Flynn, Local 28, Newark, N.J.; Christopher Tozier, Local 29, Boston; and Shawn Rooney, Local 237, Hartford, Conn.


Contestants were judged on their knowledge of the International Constellation, referral procedures, agreements, and local by-laws as well as their boilermaker skills. Hands-on events tested their skills in rope and knot splicing, rigging and signaling, burning, carbon arc cutting, welding, tube rolling, equipment use, and tool identification.

“This year’s contest was particularly exciting because of the many improvements that were incorporated into all aspects of testing,” commented Area Coordinator David Dupuis. “We’re trying to raise the standards by which all apprentices are measured.”

**Bishop, Fuller win in Great Lakes**

Dennis Bishop, Local 169, Detroit, Mich., and Tim Fuller, Local 647, Minneapolis, Minn., placed first and second respectively in the annual Great Lakes Area Boilermaker Apprentice Program (GLABAP) competition.

The Great Lakes and Northeast areas hold their annual competitions together, with each area providing their own judges. This year’s contests were held at Local 154, Pittsburgh, Pa. Judges representing the Great Lakes area included Int'l. Rep. Tony Palmisano and Ron Horner of GEM.

Also competing were Steven Flores, Local 1, Chicago, Ill.; Eric Wolf, Local 27, St. Louis, Mo.; Brandon Allenby, Local 60, Peoria, Ill.; Richard Wallace, Local 85, Toledo, Ohio; Abraham Ingham, Local 107, Milwaukee, Wis.; Shaun Estes, Local 374, Hammond, Ind.; and William Dunnaire, Local 744, Cleveland, Ohio.

The participants took the OSHA-10 safety quiz and a written exam on related study lessons from 13 different content areas. They also demonstrated their skills in rigging, air-carbon arc cutting, layout, tube rolling, reeving, welding, tools, scaffolding, layout, and hitches.

**Schneider, Gehrke win Western States competition**

Geoff Schneider, Local 242, Spokane, Wash., won the James F. Precht Award as this year’s top apprentice for the Western States area.

Paul Gehrke, Local 11, Helena, Mont., placed second. Also competing were Brian Ortiz, Local 92, Los Angeles; Gary Glass, Local 101, Denver; Kendra Smith, Local 182, Salt Lake City; Cody Hollinger, Local 502, Tacoma, Wash.; Andrew Bal震慑, Local 549, Pittsburg, Calif.; and Darryl Goldthoof, Local 627, Phoenix.

Sponsored by the Western States Joint Apprenticeship Committee (WSJAC), the annual competition was held July 10-15 at the Local 242 training facilities. Union judges included Richard Skauugstad, Rodney Flores, and James Umphenour, all of Local 242. Three contractor judges also participated: Howard Minter of CBE, Clyde Colliflower of Alstom/APComPower, and Tracy Reardon of Jamar.

The competition also included presentation of the Greg Streblov Scholastic Award to Dave Banderob of Local 11 and recognition of service awards to Kathy Streblov and John Monroe.

Western States Coordinator Rondy Crawford sends a special thanks to Local 242 BM Marlin McCurdy, Local 242 instructor Marion Liebman, Local 4 instructor Collin Keisling, and Local 242’s office staff, Mary and Lisa, “for their assistance throughout the competition.”

**Local 85 honors Rucker with training center**

At their Labor Day picnic, Local 85 members unveil new training center’s name.

ON LABOR DAY, LOCAL Lodge 85, Toledo, Ohio, dedicated its newly-renovated training center, naming it in honor of former Local 85 Business Manager Harlie “Red” Rucker.

“Rucker was instrumental in the facility’s original construction,” said Local 85 BM-ST Gerald Bullock. “It was his foresight and dedication that made this training center what it is today.”

Renevations include a 50-foot by 40-foot addition that houses ten state-of-the-art welding booths, mezzanines for storage, and a new make-up-air system for ventilation.

Retired Local 85 Bus. Mgr. Harlie ‘Red’ Rucker thanks the crowd for naming the training center in his honor.
Local 1234 training helps with transition

Secretary-treasurer passes knowledge along to his successor

BEING A LOCAL LODGE secretary-treasurer can be a lonely job. Many people who have held the job will tell you it’s the toughest job in the lodge. But that doesn’t have to be the case. The main reason is viewed that way is that it requires skills that most people never develop — skills in record keeping, filing, training, and reporting. These subjects aren’t rocket science, but if you have never been trained in how to do them, they might as well be.

Gary Arrigoni knew that. As secretary-treasurer of Local 1234, Chicago, Ill., he learned the necessary skills and was doing a good job. Then he got an offer of a promotion that would take him out of the bargaining unit. He realized that no one else in Local 1234 knew what the job of secretary-treasurer entailed, and he didn’t want his successor to fall on his face. So he and International Rep. Howard Cole offered a training class to help make the transition as smooth as possible.

They invited not only the new Local 1234 secretary-treasurer pro tem, Fred Swaitko, but also Local 1234 President Robert Smith, Chief Trustee Jeanne White, and Trustees Ray Wenzel and Jovan Djordjic. Trustees and the local lodge president need to understand the secretary-treasurer’s job, too, in order to do their jobs properly.

The one-day class, held August 20 at the Holiday Inn in Skokie, Ill., was a success. All those who attended came away with a greatly expanded knowledge of the record-keeping and reporting work the secretary-treasurer does.

It was an eye-opener for the trainees. According to Cole, all the participants made the same observation: “I never realized how much is involved with being a secretary-treasurer.”

Now they do, and their local will be better off because they all have a better understanding of how the union works.

Local 587 emphasizes safety training

SAFETY SAVES LIVES, that’s clear. And in industrial construction, it also determines who gets to work. For many years now, owners have insisted that only contractors with good safety records will do work at their plants and only workers who have been properly trained in safety procedures will be allowed on the job.

Local lodges around the country are able to provide their members with this necessary training through safety programs developed by MOST — Mobilization, Optimization, Stabilization, and Training — a joint Boilermakers-management trust.

In July, members of Local 587, Orange, Texas, attended safety training at their hall. The ten-hour course, approved by the Occupational Safety and Health Administration (OSHA), was repeated over a three-day period to maximize attendance.

Indiana Metal Conference stresses education

MEMBERS OF LODGES affiliated with the Indiana State Metal Polishers Conference met Sept. 29, in Kokomo, Ind., at their first semi-annual meeting. The conference has previously met on a yearly basis. At their 2004 annual meeting, they voted to meet twice a year to increase members’ educational opportunities.

Edgerton, Ohio.

Wyczynski, director of research and collective bargaining, outlined the union’s structure by discussing the roles of members, lodges, conferences, divisions, and the International. He also conducted a class on organizing.

Davis, education director and conference field director, led group participation exercises to help identify different personalities within a committee and how best to utilize these personalities when making committee assignments.

Demler, asst. to the director of research and collective bargaining, explained the Family and Medical Leave Act and the Health Insurance Portability and Accountability Act.

Lodges affiliated with the Indiana Metal Conference include M7, Grand Rapids, Mich.; M68, Cincinnati, Ohio; M300, Aurora, Ill.; and M301, Edgerton, Ohio.
Alstom credits Local 531’s skills and support for early job completion

ALSTOM APCOMPOWER, Inc. and Xcel Energy/SPS would like to extend our thanks to you (L-531 BM-ST W. K. Adams) and the members of Local 531 (Amarillo, Texas) for the quality work performed during the recent maintenance outage at Harrington Station Unit #1. The skilled and efficient support provided by the Boilermakers on site helped to enable the tight-sched-

American Boiler praises Local 667 for outage work

I WOULD LIKE TO take this opportunity to personally thank you (George Pinkerman, L-667 BM-ST, Charleston, W.Va.), Mike Vanmatre (asst. bus. mgr.), and the members of Local 667 for your help and cooperation during the last two outages at Allegheny Energy’s Harrison and Pleasant’s Power Stations.

American Boiler & Chimney Co. performed approximately 14,000 welds and 350,000 Boilermaker man-hours over the last two years at these two stations. The response time from the union hall and the caliber of the men sent to the job cannot be over emphasized.

Day & Zimmerman commends Local 237 members for job well done

DAY & ZIMMERMANN NPS, Inc. (DZNPS) recently completed the Unit #6 boiler outage for NRG at the Montville station. The outage consisted of a complete economizer replacement, burner work, and ash hopper tube replacement. Approximately 4,000 welds were made with only two minor repairs.

Local 237 members (Hartford, Conn.) were outstanding in the performance of their duties, as well as instrumental in setting a positive work attitude and direction for the many travelers on the project. The Boilermakers performed their work in a safe, high-quality manner with no problems of late starts, early quits, or lack of productivity that can sometimes arise during long hours necessitated by extended overtime.

The foreman and stewards on both shifts kept the work moving in a positive direction and in a safe manner. Any concerns on behalf of DZNPS supervisors or NRG plant personnel were handled immediately and with no further complaints.

Cookston appointed to serve in Tennessee boiler and elevator division

GARY COOKSTON, retired president of Local 656, Chattanooga, Tenn., has been appointed to serve in the Boiler and Elevator Division for the state of Tennessee. Cookston, 56, worked over 37 years at Alstom Power and was an active union member. Over the years he has served on International convention committees as well as local insurance, pension, and legislative committees.

He has served as a shop steward, chairperson of the shop committee, and administrator of the collective bargaining contract.
JOBS

A YEAR’S WORK came to a successful conclusion in June when members of Local 680, St. Catharines, Ontario, watched a barge leave Port Weller Dry Docks, carrying the processing unit module they had just built toward the frigid waters off Newfoundland.

The $20 million processing unit weighs 935 tons and measures 75 feet by 75 feet by 55 feet. It was built for the Sea Rose, an 889-foot, floating production, storage, and offloading vessel owned by Husky Energy and PetroCanada. It will produce oil from the White Rose offshore oil field located in the Jeanne d’Arc basin, 271 miles east of St. John’s.

At peak, 200 Local 680 members, who work for Canadian Shipbuilding and Engineering (CSE) at Port Weller, were building the module. Boilermakers performed all but the electrical work and some of the pipelining. The mammoth job required more man-hours than they could supply, but Local 680 members did all the fabrication, welding, and painting, and most of the pipelining work themselves.

Local 680 Bus. Mgr. Dan Langlois was at Port Weller the day they moved the module out of the dry docks.

“CSE hired an outside contractor to move the module. Using transporters, they moved the module about 200 feet straight out Shop 3 to the barge that was going to transport it to the East Coast,” Langlois said. “Once they had it on the barge, they had to turn it 90 degrees, move it forward, and then lower it before our members could weld it in place. It was quite an impressive end to this year-long project.”

B&W Canada reaches safety milestone

BOILERMAKERS AND OTHER construction craftsmen working for Babcock & Wilcox Canada (BWC) Prairie Region have completed 2.5 million man-hours without a recordable injury. Passing this milestone was announced by BWC’s Edmonton office in July.

Rick Albright, IVP for western Canada, said he was not surprised by the news.

“We are driven by a determination that each and every member arrives at the job healthy and returns home at the end of the day healthy,” Albright said. “It is our principal objective.”

That commitment to safety was evident this year when the Canadian construction lodges backed a five-cent-per-hour contribution to a national health and safety fund. The fund will support a full-time safety director to promote health and safety wellness on all construction, maintenance, and repair projects within the Brotherhood’s jurisdiction.

“We have a client community, contractors, and local lodges working closely together to identify opportunities for improvement, our industry’s health and safety requirements will be better served and will benefit all stakeholders,” Albright said.

B&W Canada reaches safety milestone

We are driven by a determination that each and every member arrives at the job healthy and returns home at the end of the day healthy. ~ Rick Albright
NOT TOOT OUR OWN horn, but Boilermakers in our Stove and Metal Polishers Division are responsible for helping create some of the most beautiful music in the world.

Members of Local Lodge M94 in Elkhorn, Wis., work for the LeBlanc company making French horns, Sousaphones, and other brass wind instruments sold under the brand name Holton. Ask any brass band — Holton horns are among the best in the world.

Frank Holton began making horns in Chicago in 1898, having earlier found success as John Philip Sousa’s first trombonist and inventor of Electric Oil, a slide oil still in use today.

He moved his company to Elkhorn in 1917, where they remain as the country’s oldest continually operating wind instrument company. Local 94 of the Metal Polishers union began representing Holton workers not long after the company’s creation.

In 1964 the G. Leblanc Corporation acquired Holton. They continue to make horns bearing such names as Collegiate, Farkas, and Merker.

And the Metal Polishers — now a division within the International Brotherhood of Boilermakers — still represent the horn makers at this famous factory.

Zelbert Williams forms a trombone bell from a flat piece of brass that is bent and notched together for brazing.

Audelio Peralta prepares sections for brazing.

Gerado Delgado spins a flare against a heavy mold called a mandrel to shape the flare.

Cindy Camp solders a valve section together.

A valve section consists of all slides, inners, outers, and valve casings.
Boilermakers in our Stove and Metal Polishers Division are responsible for helping create some of the most beautiful music in the world.

Frank Drohner bends tubes filled with pitch into parts of a slide.

Moises Valadez hand-drags a French horn. Hard to reach places must be colored and buffed by hand.

Deb Eldred makes final inspection of a valve section after soldering it together.

Daniel Zarate prepares a horn for lacquering. Before it can be lacquered, the horn has to be free of lint and imperfections.

Julie Browning does some touching up on a finished French horn.

Holton’s newest model French horn, the H192, was designed for Ethel Merker, world famous performer and educator.

Antonio Manriques wheels a sousaphone body.

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Boilermakers take to the campaign trail

Local 19 members pose in front of the Boilermaker bus at a rally in Philadelphia.

The Boilermaker blimp became a common sight at rallies and parades.

Boilermakers rally in St. Louis.

These photos are a tribute to the hundreds of Boilermaker members who gave unselfishly of their time and money this election year. They represent only a handful of the events where our members put our message in the public eye.

For that, we thank you.

You put our name in newspapers across the nation and on national television shows.

You got people to look at our issues.

In politics, the fight is never over. This campaign has wound down, but it hasn’t gone away. It simply moved to another level. The work you did this summer and fall will help our Department of Government Affairs talk to the U.S. Congress next year. It will help our local lodge business managers and central labor councils talk to their state and city governments.

And for that, the entire Brotherhood thanks YOU.

THE 2004 ELECTIONS WILL go down in history for many reasons.

Clearly, it was one of the hardest-fought elections ever. Spending set new records as both presidential candidates spent more than any other candidates have ever spent. Political action groups of all kinds purchased ads and get-out-the-vote campaigns like nothing anyone has ever seen before.

More voters went to the polls than ever before in the history of the country. Many of them were voting for the first time, inspired by voter-registration drives sponsored by unions and other advocacy groups.

And Boilermaker members were right in the middle of it all — not only registering voters, but also cheering at rallies, marching in parades, giving voters rides to the polls, and keeping worker issues in the news and in the national political debate.

Our preferred candidate for president did not win, but many of the candidates we backed in congressional and state races did win — and by comfortable margins.

Even more important, we made it clear that we are committed to protecting workers’ jobs, livelihoods, and lives. We made it clear that we will work for what we want and we don’t shrink from a tough fight.

Voters from union households made up one-fourth of all voters in the 2004 elections, though only 12 percent of the work force is unionized.
The Triple-Nickle celebrates 50 years

OVER 400 MEMBERS and guests attended a gala event celebrating Local 555 reaching its 50th year. The construction local headquartered in Winnipeg, MB, has grown significantly since a few dozen Boilermakers decided to affiliate with the International in 1954.

Featured guests included Manitoba Minister of Labour and Immigration Nancy Allan, Fort Garry MLA Kerri Irvin Ross (wife of Local 555 Bus. Mgr. Norm Ross), Manitoba Executive Director of Apprenticeship & Trades Qualifications Joe Black, Director of Apprenticeship Field Operations Shirley Walker, President of Boilermakers Contractors Association John Schell, Business Manager of Manitoba Building Trades Dave Martin, and a host of leaders from area construction trades, as well as Boilermaker business managers and International representatives.

Following dinner, several of the featured guests shared remarks with the assemblage, and International Vice President Rick Albright joined Local 555 Bus. Mgr. Norm Ross to present rings to charter Local 555 members Fern Durand and Jean Joyal to honor their more than 50 years of service.

And following the speeches, the party began, with music from the Foster Martin Band and Doc Walker.

Wal-Mart is no bargain

NEXT TIME YOU’RE tempted by Wal-Mart’s “everyday low prices,” you may want to consider the true cost of shopping at the retail giant. Wal-mart’s low prices don’t come cheap.

A congressional committee says that each Wal-Mart store employing 200 people costs taxpayers about $420,750 a year. That is the average cost of public social services used by Wal-Mart workers whose low wages and unaffordable health insurance make them eligible for government aid.

A full analysis of these hidden costs appears in Everyday Low Wages: The Hidden Price We All Pay for Wal-Mart, a report from the minority staff of the U.S. House of Representatives Education and the Workforce Committee.

Here’s what taxpayers cough up for every Wal-Mart in their community:

● $36,000 for free and reduced school lunches
● $42,000 for housing assistance
● $125,000 for federal tax credits and deductions for low-income filers
● $100,000 for Title I educational funds
● $9,750 for energy assistance.

For several months, Wal-Mart has been running television ads about how wonderful their health insurance is. What they don’t say is that only 38 percent of their employees get the insurance. Who pays for the health care of the rest? A large part is paid by Medicaid — also funded with your tax dollars.

For more information on how Wal-Mart is costing taxpayers money and harming communities, visit www.afco.org/corporatewalmart/walmartwalmart_1.tfm
Locals award service pins to members

National Transient Lodge

INTL REP. SHON ALMOND reports presentation of pins for continuous years of membership to the following:

60 YEARS – Charles Coburn; and
45 YEARS – Ellis Steinhauser.

Local 1, Chicago

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

65 YEARS – John “Pat” Showalter;
50 YEARS – Daniel Considine, Eugene Forkin Jr.;
40 YEARS – Charles Dobosiewicz, Robert Lambert, Rick Mooney;
30 YEARS – Rich Bartos, Louis Benz, Edward Fals, Kevin Kavanaugh, Robert Lambert, Rick Mooney; and
25 YEARS – Nicholas Anaya, Rodney Swinson.

Local 83, Kansas City, Mo.

ROGER ERICKSON, BM-ST of Local 83, Kansas City, Mo., reports presentation of pins for continuous years of membership to the following:

45 YEARS – Larry Daugherty, Richard Ice;
40 YEARS – Jack Armstrong;
35 YEARS – Jim Berry, Jim Weaver; and

Local 101, Denver, Colo.

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

40 YEARS – Roger Burch; and
25 YEARS – David Burch, William Mendez.

Local 169, Detroit, Mich.

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

50 YEARS – George W. Booth, Joseph J. Dubach, Bruce A. McLeod, Donald J. Rojem;

Local 237, Hartford, Conn.

ANTHONY DEFRANCESCO Jr., BM-ST of Local 237, Hartford, Conn., reports presentation of pins for continuous years of membership to the following:

55 YEARS – Salvatore Sessa;
50 YEARS – John Ames, Clarence Britton, Dominic Concilio, John Dolan, William Souza;
45 YEARS – Edmund Chicone, Robert Clark, William Sheridan, Paul Truken, Paul Voller;
30 YEARS – Chester Crouch, Clinton Daniels, William Edgerton, Richard Fisher, Larry Jirkovsky, Michael Panzo, Anthony Parlato, Michael Sabolewsky, Daniel Sanders, Kent Ward, Francis Volda;
25 YEARS – Kenneth Bellolo, Alfred Civitello Jr., Herbert Hanson, Bernard Kenyon, Roland Moore, Manual Moras, Mark Pierce, Terry Royer, Donald Sadowski, John Welch, James Wilson;
20 YEARS – Fred Masciantonio, Kenneth Naedzwecki, Jeff Quinici, James Simon;

Local 374, Hammond, Ind.

CHECK VANOVER, BM-ST of Local 374, Hammond, Ind., reports presentation of pins for continuous years of membership to the following:

40 YEARS – William J. Francis, Jere Zapf;
35 YEARS – Lynn E. Angermeier, Daniel P. Gayel, Paul L. Mericle, Tophel Secuskie;

Three Local 1 members receive their membership pins. Front row, l. to r., Robert Schwartz, Eugene Forkin Jr. (50 years), Rich Bartos (30 years), Robert Lambert (40 years), John Skermont; back row, Ben Kosiek, and Jack Benz.

Receiving service pins at the Local 83 October meeting are, front row, l. to r., Jack Armstrong (40 years), Richard Kirby (35), John Wayne Calhoun (30), Bill Carver (30), Robert Retkowski, Leon Rosengrant, Edward Silva, James Welch; and back row, l. to r., Jim Berry (35), Jim Weaver (35), Jim Berry (30), BM-ST Roger Erickson, Pres. Larry Horsemann, and Richard Ice (45).

Receiving a membership pin are retired members of Local 237, l. to r., John Ames (50 years), Edmond Chicone (45), charter member Salvatore Sessa (50), Robert Clark (45), Alfred Civitello Sr. (45), with Local 237 BM Anthony DeFrancesco Jr.
From apprentice to combat medic is a long road for Local 374’s Larry Loper and his family

LAWRENCE (LARRY) W. LOPER II RETURNED home safely in March, from a one-year tour of duty in Iraq. Loper, 31, is an 11-year member of the 1-152nd Infantry Battalion of the Indiana National Guard in Jasper, Ind. He is also a fifth-period apprentice out of Local 374, Hammond, Ind., who was called to serve his country as a line medic with the infantry in March 2003.

As a combat medic, Loper faced danger and new challenges everyday. He also worried about his family at home, and the challenges his wife, Jennifer, had to confront alone.

Raising four young children is a difficult task. With Larry away, Jennifer was trying to meet her children’s needs, perform all the household chores, and work outside the home. She had to soothe her children’s concerns about their father’s absence while silently combating her own fears about his well being. It wasn’t long before Larry and Jennifer decided it would be best if Jennifer quit her job so she could devote all her time to their children: Jayde, 6, Jacob, 5, Noah, 4, and Madelynn, 2.

In a very short time, this young family had been separated and their income cut to what little Larry earned from infantry duty. It was difficult, but they both agree the price of freedom is worth the hardship.

Despite the circumstances of war, Larry and Jennifer were able to keep in almost daily contact through e-mail and phone. It made their separation a lot easier to bear.

Once back home, Larry took his family on a well-deserved vacation, then he was back at work as an apprentice for Local 374.

When asked about his experience in Iraq, Loper said it made him proud to be an American and gave him an even better appreciation for the lifestyle we enjoy in the States. But mostly, it just made him glad to be home!
Healthcare costs are a growing concern for all.

THE SOARING COST of health care is a crisis facing all Americans. The rate of health care cost increases has been above ten percent for the past five years, contributing to the growing national deficit. Boilermakers, who do without insurance because they can’t afford it. Unions and consumer advocates have been raising the alarm for years. Now corporate chief financial officers (CFOs) are joining the chorus.

In a recent survey, Duke University researchers found that two-thirds of America’s CFOs believe that making health care more affordable should be one of President Bush’s top three priorities — right alongside reducing the national budget deficit and improving domestic security.

Negotiating committees have felt the heat, as companies try to pass along rising costs to employees. The thousands of construction Boilermakers covered by our National Health and Welfare Fund are feeling the pinch, too.

The H&W Fund has been especially hurt because benefits are tied to work levels, and work levels have declined nearly 25 percent since 2002. Meanwhile, costs keep rising. In 2003, the Fund’s assets dropped $48 million. The year 2004 did not provide relief from higher prices and less work.

Retirees see increases

IN OCTOBER, TRUSTEES of the fund took the painful step of making changes to the plan to stop a possible future shortfall. Every reduction in benefits and increase in costs is unpopular, but raising the monthly premium for retired Boilermakers electing Plan X has evoked the most response.

The family premium for those not eligible for Medicare will be $756 as of January 1, 2005. That’s well below the national average, but still a lot of money for most retirees.

Yet even this increased premium pays for only half of the cost of these benefits. The rest comes from contributions from those who remain actively employed. The fact that their hours worked (and, consequently, contributions) are down isn’t helping. Neither is the fact that an increasing number of Boilermakers are electing to retire early.

With no sign that the Bush administration is willing to put much into health care reform, the future looks bleak. The fund must reduce expenditures while raising revenues. Those goals are difficult if not impossible. In a weak economy, controlling inflation in healthcare prices, it will be doubly difficult.

Although participants in the plan have heard the negative steps taken to keep the fund solvent — increasing premiums, reducing banked hours — they haven’t heard all the steps being taken.

Trustees use many methods

DAVID HANSON, executive administrator in the H&W Fund, says the Board of Trustees is working in many areas. They have already renegotiated agreements with providers, and steps are being taken to improve administrative efficiency and improve service.

“While not readily apparent, these changes will result in savings and dollars in savings,” he told the Reporter.

“The Board, with input from the international unions and pension funds, continues to investigate ways to more efficiently meet the needs of both active and retired plan participants,” he said. “This includes the expansion of the PPO network, the possibility of HMOS, and wellness programs.”

The fund’s efforts to reduce costs are good, but eventually the fund needs to find ways to bring in more revenue. And that means negotiating increased contributions from our employers.

Although it will be difficult, Intl. Pres. Jones says we will find a way to keep the fund strong.

“We have no other choice,” he says. “Our members need healthcare.”

NATIONAL FUNDS

Annual summary reports of national funds


The Boilermakers National Health & Welfare Fund summary annual report will be $13 for the full annual report, or $0.25 per page for any part thereof. The charge to cover copying costs of the Boilermakers National Health & Welfare Fund Summary Annual Report will be $17.25 for the full annual report, or $0.25 per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be $37 for the full annual report, or $0.25 per page for any part thereof. You also have the right to receive from the plan executive administrator, on request and at no charge, a statement of the assets and liabilities of each plan and accompanying notes, or a statement of income and expenses of each plan and accompanying notes, or both.

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

You also have the right protected right to examine the annual reports at the main office of the plan, 754 Minnesota Avenue, Suite 522 (Suite 400 and Zip Code 66101-2762 for the Annuity report), Kansas City, KS 66101-2766, phone: 1-888-342-6351, for the Annuity report, or 1-888-342-6355 in the Kansas City area.

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

1. Insurance information, including sales commissions paid by insurance carriers; To obtain a copy of the full annual report, or any part thereof, of these reports write or call the office of the plan executive administrator at 754 Minnesota Avenue, Suite 400 and Zip Code 66101-2762 for the Annuity report, Kansas City, KS 66101-2766, phone: 1-888-342-6355.

The charge to cover copying costs of the Boilermakers Blacksmith National Pension Trust Summary Annual Report will be $13 for the full annual report, or $0.25 per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be $37 for the full annual report, or $0.25 per page for any part thereof. You also have the right to receive from the plan executive administrator, on request and at no charge, a statement of the assets and liabilities of each plan and accompanying notes, or a statement of income and expenses of each plan and accompanying notes, or both.

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New contract summaries

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

Local D27 — Independence, Mo.

CLGAW DIVISION WORKING DIRECTOR CARRIE ALLEN reports contract ratification, effective July 1, 2004 to April 30, 2008, for 50 members of Local D27, Independence, Mo., who make Portland Cement at Lafarge North America in Sugar Creek, Mo.

Local 83 — Kansas City, Mo.

JOHN SIZZARD, a business representative for Local 83, Kansas City, Mo., reports contract ratification, effective Sept. 1, 2004 to Aug. 31, 2007, for five Local 83 members who perform boiler repair for Pilberco Sales & Service in Omaha, Neb., and effective June 1, 2004 to May 31, 2005, for Local 83 members who repair low-pressure boilers for the C.G. Johnson Boiler Company in Council Bluffs, Iowa.

Local 107 — Milwaukee, Wis.

JAMES GAEFELD, BM-ST for Local 107, Milwaukee, Wis., reports contract ratification, effective May 1, 2004 to April 30, 2005, for 33 Local 107 members who fabricate tanks for the Advance Boiler & Tank Co.

Local 112 — Mobile, Ala.


Local 132 — Galveston, Texas


Local 146 — Edmonton, Alberta

WARNEN FAIRED, BM-ST for Local 146, Edmonton, Alberta, reports contract ratification, effective September 1, 2004 to August 31, 2007, for Local 146 members who perform fabrication work at Alberta Exchanger, Ltd.

Local 158 — Peoria, Ill.

INTL. REP. HOWARD COLE reports contract ratification, effective June 10, 2004 to Feb. 18, 2008, for nine members of Local 158, Peoria, Ill., who work with railroad track maintenance equipment at Teleweld.

Local D174 — Louisville, Neb.

INTL. REP. MIKE ATCHISON reports contract ratification, effective July 1, 2004 to June 30, 2008, for members of Local D174, Louisville, Neb., who work for the Ash Grove Cement Co.

Local 197 — Albany, N.Y.

INTL. REP. MARTIN STANTON reports contract ratification, effective July 16, 2004 to July 15, 2006, for 85 members of Local 197, Albany, N.Y., who work at the following companies: Advanced Welding, American Boiler, and Troy Boiler Works, Inc.

Local 199 — Jacksonville, Fla.

INTL. REP. CAM JUNCTAL reports contract ratification, effective June 2, 2004 to Dec. 17, 2004, for 17 members of Local 199, Jacksonville, Fla., who work on lumber dryers at Irvington-Moore.

Local D381 — Las Vegas, Nev.


Local D421 — Tulsa, Okla.

INTL. REP. LINT SMITH reports contract ratification, effective May 1, 2004 to April 30, 2009, for 84 members of Local D421, Tulsa, Okla., who produce Portland and Mason cement in bulk and bags for Lafarge North America.

Local 583 — Birmingham, Ala.

INTL. REP. CAM JUNCTAL reports contract ratification, effective Nov. 1, 2003 to Oct. 31, 2006, for eight members of Local 583, Birmingham, Ala., who manufacture and repair vacuum trucks for Guzuier Manufacturing.

Local D595 — Kosmosdale, Ky.

CLGAW DIVISION WORKING DIRECTOR CARRIE ALLEN reports contract ratification, effective May 1, 2004 to April 30, 2010, for 125 members of Local D595, Kosmosdale, Ky., who manufacture cement for Cemex.

Local 647 — Minneapolis, Minn.

PAUL PENDERGRASS, BM-ST for Local 647, Minneapolis, Minn., reports contract ratification, effective May 1, 2004 to April 30, 2007, for 125 Local 647 members who make stainless steel tanks and vessels for use in the food processing and pharmaceutical industries at DCCI, Inc.

Local 659 — Warren, Pa.

INTL. REP. MARTIN STANTON reports contract ratification, effective June 1, 2004 to May 31, 2007, for 70 members of Local 659, Warren, Pa., who work at a CB&I plant owned by CB&I Constructors, Inc.

A Summary Analysis of these Contract Settlements

This analysis of the 21 agreements above, covering about 1,156 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.

<table>
<thead>
<tr>
<th>Average Wage Increases</th>
<th>Vacation</th>
<th>Shift Differential</th>
<th>Other Provisions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2.57% or $0.37/hr. (17 facilities)</td>
<td>13 of 21</td>
<td>2nd Shift: 14% of Total</td>
<td>20 of 21</td>
</tr>
<tr>
<td>2.21% or $0.31/hr. (17 facilities)</td>
<td>18 of 21</td>
<td>14 cents-per-hour ($0.51 avg.)</td>
<td>21 of 21</td>
</tr>
<tr>
<td>2.33% or $0.39/hr. (6 facilities)</td>
<td>16 of 21</td>
<td>3rd Shift: 12% of Total</td>
<td>21 of 21</td>
</tr>
</tbody>
</table>

Paid Holidays

<table>
<thead>
<tr>
<th>Paid Days</th>
<th>Vacation</th>
<th>Shift Differential</th>
</tr>
</thead>
<tbody>
<tr>
<td>19 of 21</td>
<td>1 Week Paid</td>
<td>2nd Shift: 14% of Total</td>
</tr>
<tr>
<td>16 of 21</td>
<td>2 Weeks Paid</td>
<td>14 cents-per-hour ($0.51 avg.)</td>
</tr>
<tr>
<td>16 of 21</td>
<td>3 Weeks Paid</td>
<td>3rd Shift: 12% of Total</td>
</tr>
<tr>
<td>11 of 21</td>
<td>4 Weeks Paid</td>
<td>12 cents-per-hour ($0.59 avg.)</td>
</tr>
<tr>
<td>9 of 21</td>
<td>5 Weeks Paid</td>
<td>20 of 21</td>
</tr>
<tr>
<td>6 of 21</td>
<td>6 Weeks Paid</td>
<td>Offer some kind of pension plan</td>
</tr>
</tbody>
</table>

Life Insurance/AD&D

<table>
<thead>
<tr>
<th>Life Insurance/AD&amp;D</th>
<th>Vacation</th>
<th>Shift Differential</th>
</tr>
</thead>
<tbody>
<tr>
<td>13 of 21</td>
<td>Provide Life Insurance</td>
<td>2nd Shift: 14% of Total</td>
</tr>
<tr>
<td>7 of 21</td>
<td>Fixed: $19,143 avg.</td>
<td>14 cents-per-hour ($0.51 avg.)</td>
</tr>
<tr>
<td>5 of 21</td>
<td>Based on annual salary</td>
<td>3rd Shift: 12% of Total</td>
</tr>
<tr>
<td>11 of 21</td>
<td>Provide AD&amp;D Insurance</td>
<td>12 cents-per-hour ($0.59 avg.)</td>
</tr>
<tr>
<td>7 of 21</td>
<td>Fixed: $17,857 avg.</td>
<td>20 of 21</td>
</tr>
<tr>
<td>4 of 21</td>
<td>Based on annual salary</td>
<td>Offer some kind of pension plan</td>
</tr>
</tbody>
</table>

Pensions

<table>
<thead>
<tr>
<th>Pensions</th>
<th>Vacation</th>
<th>Shift Differential</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 of 21</td>
<td>Offer some kind of pension plan</td>
<td>2nd Shift: 14% of Total</td>
</tr>
<tr>
<td>8 of 21</td>
<td>Offer 401(k)</td>
<td>14 cents-per-hour ($0.51 avg.)</td>
</tr>
<tr>
<td>6 of 21</td>
<td>Company (defined benefit)</td>
<td>3rd Shift: 12% of Total</td>
</tr>
<tr>
<td>1 of 21</td>
<td>RRSP Canada</td>
<td>12 cents-per-hour ($0.59 avg.)</td>
</tr>
<tr>
<td>3 of 21</td>
<td>Offer Boilermakers-Blacksmith Annuity Plan</td>
<td>20 of 21</td>
</tr>
<tr>
<td>8 of 21</td>
<td>Offer Boilermakers-Blacksmith National Pension Trust</td>
<td>21 of 21</td>
</tr>
</tbody>
</table>

You don’t get what you deserve...

...you get what you negotiate

THE UNION LEADERS pictured here work long hours to negotiate the best benefits they can for our members.

Negotiating an agreement for Local 158 members at televeld are, l. to r., Gary Morrison, Don Wilson, Tim Davis, and Mike Atchison.

Negotiating an agreement for Local D281 members at Ash Groove Cement are, l. to r., David Tiegen, Michael Smith, Vincent Gewinner, Terry Carlton, and Mike Atchison.

Negotiating an agreement for Local D281 members in the Chemical Lime Co., are, l. to r., John Fernandez, David White, Darrel Jones, and John Suarez.

Local 744 — Cleveland, Ohio

P M T A M M A 2 G A A A L I N N N I G H T B A R G A N N I N G N G S

Local 1916 — Frankfort, N.Y.

INTL. REP. ROCCO D’RULLO reports contract ratification, effective July 1, 2004 to June 30, 2007, for members of Local 1916, Frankfort, N.Y., who work at Union Tools Co.

Settlements
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.

**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.**

<table>
<thead>
<tr>
<th>Name</th>
<th>New Address</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Toulouse, Rosaire A.</td>
<td>29 Toulouse, Rosaire A.</td>
<td>6,000.00</td>
</tr>
<tr>
<td>Thompson, Robert</td>
<td>29 Thompson, Robert</td>
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<tr>
<td>Bender, Jay C.</td>
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<td>Posey, Howard B.</td>
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<td>Antopotamo, Nial</td>
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<tr>
<td>Allen, Louis H.</td>
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<td>Neiburger, Walter B.</td>
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<td>Reynolds, Greg W.</td>
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<tr>
<td>Ecker, John</td>
<td>14 John, Daniel G.</td>
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</tr>
<tr>
<td>Martinez, Army</td>
<td>25 Martinez, Army</td>
<td>6,000.00</td>
</tr>
</tbody>
</table>

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, 756 Minnesota Avenue, Suite 522, Kansas City, KS 66101, at the earliest possible date. NOTE: THESE ADDITIONAL 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.

**MAILING ADDRESS:** Publications Department, 756 State Avenue, Suite 505, Kansas City, KS 66101.

**IN MEMORIAM**

**DEATH BENEFITS**
There’s strength in numbers…

...and $SAVINGS, too!

The strength of your union membership is working to get you more… and save you more! With Union Plus benefits, everyday savings are available to you and your family on dozens of products and services you already use. These special deals are available only for union members and their families.

And when you use Union Plus programs, you know the service is as great as the savings. Plus, you’re entitled to special benefits just for union members, such as layoff and strike protection when you’re out of work.

Some union families could save up to $3,600 a year! How much can you save? Just go to www.unionplus.org/savings and try the easy-to-use Savings Calculator for yourself. When it comes to savings, there really is strength in numbers!

www.unionplus.org/savings

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

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: 1-800-888-5685
AWD #B723700

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Budget: 1-800-455-2848
BCCD/V811600

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

*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.
Let’s hold on to the solidarity we displayed in the 2004 elections

We face many challenges, but working together, we can face them with strength and move forward.

In this year’s elections, our members and our union were more united than we usually do, because we felt we must in order to make sure our voice was heard in what promised to be a hotly contested election.

President Bush was involved in an unpopular war that threatened to dominate the campaign. Although that issue is important, we did not want our government or the nation to forget that the economy is still struggling, that our trade laws are encouraging companies to move jobs overseas, that health care prices are out of control, and that working families are losing ground in dozens of areas that are the direct result of government action.

By your energetic and disciplined involvement in the elections, you were able to keep these issues in front of the candidates and the media.

Many of the candidates we supported did not win, but that is to be expected in politics, as in all union efforts. When we negotiate a collective bargaining agreement, we never get everything we want. But that doesn’t stop us from negotiating the next contract just as strenuously.

We know that unless we negotiate with the full strength and support of all our members, we get nothing.

We can and will work with any government proposal that truly benefits our members.

Our nation was fortunate to be spared the divisive recount fiasco we suffered in 2000. But that does not mean President Bush has a mandate to do whatever he wishes.

He won re-election by the smallest margin of victory of any incumbent since 1828. The nation is still deeply divided, with more than half opposing many of the positions Bush holds most dear. And I assure you that if Bush attempts to move forward in areas we believe will harm our members, we intend to raise our voices in opposition.

But we can and will work with any proposal that we believe truly benefits our members.

One such idea is the Department of Labor’s Drug-free Workplace Partnership. The Boilermakers were among the first unions to join this partnership, and we look forward to working with the other crafts and the DOL’s OSHA in making our workplaces safer by making them drug and alcohol free.

Our Construction Division committed to drug-free workplaces 13 years ago, when our tripartite meetings resulted in the MOST drug-screening program. Our members work in dangerous places and with equipment that can be dangerous if mishandled. There is no room for error.

One study showed that as many as 20 percent of workplace fatalities involve the use of drugs or alcohol.

Drug and alcohol programs are controversial. No one wants his or her government or union deciding what they do for recreation on their own time.

But we have a responsibility to protect our members from harm. When any activity puts our members in danger — whether that danger is economic or physical — we must take action.

When our government’s policies destroy our jobs, we take action. When an employer tries to exploit our members, we take action. And when the actions of our own members pose a threat, we take action as well.

Our Construction Division knows that safety awareness and drug-screening reduce accidents. Since MOST implemented its drug-screening and safety awareness training programs in 1991, the lost-time accident rate for construction Boilermakers has been reduced by 94 percent.

That means thousands of Boilermakers have avoided injury on the job in the past 13 years.

The cost savings to our employers can be counted in the hundreds of millions of dollars. More important, thousands of Boilermakers went home to their families, unharmed.

If President Bush is looking for ways to bring this country back together, this drug-free workplace partnership is a good start. Our union can and will work with the Bush administration in this arena.