

the Boilermaker Reporter

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International Brotherhood of
Boilermakers, Iron Ship Builders,
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possible at Holton Horn10

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. □



Dennis Bishop, Local 169, Detroit, celebrates winning the 2004 Boilermakers National Apprenticeship Award.



Signing the drug-free workplace agreement are (l. to r.) Ironworkers Pres. Joe Hunt, Operating Engineers Pres. Frank Hanley, Department of Labor Secretary Elaine Chao, Carpenters Pres. Douglas J. McCarron, and Boilermakers Pres. Newton B. Jones.

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 20 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, partnership 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." □

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ADDRESS SERVICE REQUESTED

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.

"Well," Powell told them, "that makes my answer even easier. With the tripartite approach, I'll use B&W and the Boilermakers to get this job done on time."

Special guests attend conference

THE TRIPARTITE APPROACH is gaining believers. Representatives of four other construction unions attended this year's meeting.



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 history 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 confident that the Boilermakers and the Iron Workers working together can grow our unions, our signatory contractors, and our market share."

Other unions officers attending the meeting included James Grogan Jr., general president of the International Association of Heat and Frost Insulators and Asbestos Workers Union; Tom Patchell, general secretary-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.

Powell's confidence in the tripartite approach to tackling difficult assignments was well rewarded. All six SCR were completed on time, with excellent quality work and low lost-time and recordable injury rates.

Powell shared the story of his success with over 400 Boilermakers, contractors, and owner representatives who attended the 19th annual Boilermakers National Tripartite Conference, October 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 take 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.

"The company was very open to the tripartite approach and involving the construction workers in the decision-making early on," he explained.

Ronnie Keck, BM-ES of the Lone Star District Lodge, said the tripartite approach worked great for the Boilermakers on the job and for the district lodge.

"We met several times with Ken to discuss manpower needs," Keck said. "Boilermaker membership increased during this time, and we took in more apprentices."

The SCR project lasted four years, from 1999-2004. Total man-hours for all crafts on the job exceeded four million. In a letter thanking the members of Locals 74 (Houston) and 132 (Galveston, Texas) for their excellent work on the project, Powell said the project was "cost-effective" — an important goal on every job.

And they worked safely.

"With the tripartite approach, B&W's safety record improved," Powell said. "We developed the ETSA — employee task safety analysis — so each worker could identify and evaluate the daily hazards of their job and address their approach."

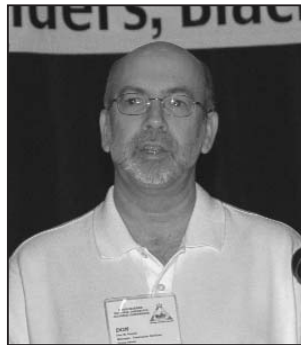
How much of a difference did it make? Powell was very clear on that.

"Without the tripartite approach, we would not have been successful in performing 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 throughout the country, 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.

Intl. President Newton B. Jones started the meeting by reminding participants of the many successful programs that have grown out of the tripartite meetings, including MOST's nationwide substance abuse screening,



Don Powell, Texas Genco: 'I'll use B&W and the Boilermakers to get my job done on time.'



Lone Star District Bus. Mgr. Ronnie Keck tells of the affect the tripartite approach has had for his area.



B&W's Ken Wasilewski says Texas Genco was very open to the tripartite approach and involving construction workers in the decision making.

safety training, and manpower reserve center. But he quickly moved to the areas where we still need to do more work.

"We are also working on outage schedules, gain sharing, project management, recruitment, and retention," Jones said. "We are expanding tripartite across the country because we believe localized tripartites can handle specific area problems."

For the first time, Canadian Boilermakers made a presentation at the conference. Retired Canadian National Training Trust Coordinator Bruce Ashton talked about the standardized apprentice training they 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 conference early this year.

"We have held 12 annual apprentice competitions and have completed a three-year labor market study," Ashton said. "In 1994, we worked 4.7 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.boilermaker.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 of money. In 1998, it cost over

See TRIPARTITE page 3

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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.

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 11,000 certified welders with 218 participating contractors and 50,000 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 1991, 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 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 vice-presidential area. First Energy's Larry Wargo reported that the outage scheduling subcommittee has been studying the Ohio Valley model of outage scheduling, hoping to adopt it on a national scope.

Caucus reports point the way

ON THE FINAL day of the conference, the three groups caucus independently and report on what they would like to see the conference and the tripartite committees look at in the future.

Larry Wargo said the caucus of 62 owner representatives are concerned about how productivity relates to safety and absenteeism. They also anticipate a big change in the work force over the next five to ten years, owing to retirements. They are apprehensive about manpower — the availability of skilled craftsmen — as well as the mix of apprentices, sub-journeymen, and journeymen. They want a

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



SMART card that works nationwide, providing information on drug testing and background checks.

Representing the contractors, Tom O'Connor said health & welfare should be a collective bargaining issue, that owners should pass a uniform security standard that will meet legal requirements, and that a tripartite committee should be established for foreman upgrades, adding supervisor training to the foreman class. He said contractors would like to see uniform drug testing requirements and random testing, including those on the out-of-work list.

Speaking for the union representatives, Intl. Vice Pres. George Rogers said members would like owners and contractors to make better use of the MOST programs, especially drug testing and safety training. They believe absenteeism would decline if contractors were more consistent in handling absenteeism and if probationary hours were increased. Absenteeism seems to increase once an apprentice graduates or a sub-journeymen advances.

Finally, the union wants to stop losing market share in expanding industries. The union seems to get the dirty jobs while the nonunion is getting the long-term jobs. He asked what we can

do as union craftsmen to get 100 percent of the work.

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. □



Above: Carl Postlethwait, Local 667, Charleston, W. Va., prepares a panel for insertion of a Dutchman during the welding/bourning portion of the competition.

Below Left: Tim Fuller, Local 647 Minneapolis, Minn., (top left) and Dennis Bishop need three hands to make sure they get their measurement right in the layout exercise.

Below Right: Mark Solomon, Local 154, Pittsburgh, and Paul Serio use a water level to determine elevation while setting a tank in the rigging test.

BNAP

APPRENTICE COMPETITION

Annual skills contest lets graduate apprentices show skills while helping instructors see where to improve program

THE BOILERMAKERS' annual apprentice competitions are no flash in the pan. It takes months from the date of the first competitions 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.

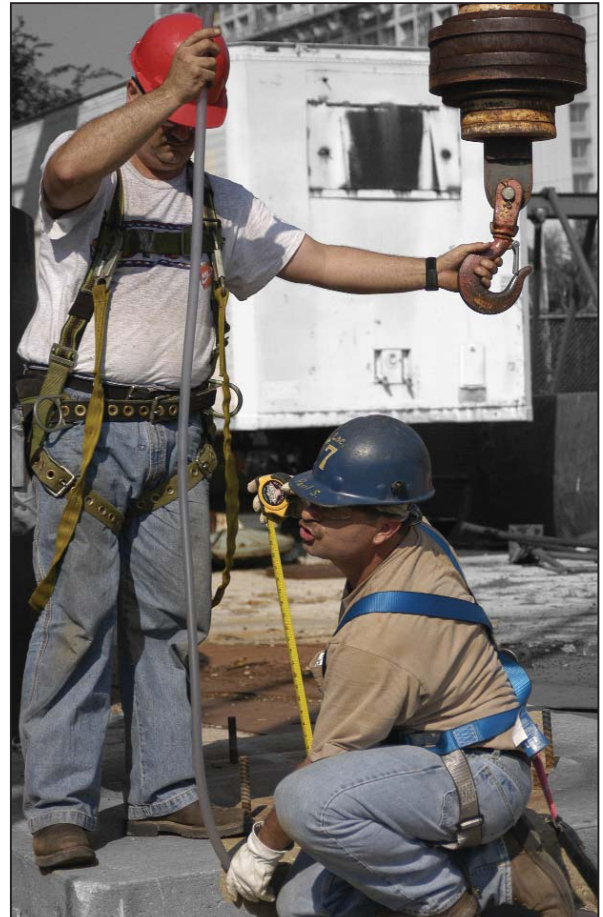
Contestants must complete written tests, respond orally in identification tests, and — of course — get the job done with their hands. And those hands-on tests are more than mere exercises in hand-eye coordination or strength. They require the competitor to solve problems using his knowledge of the field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





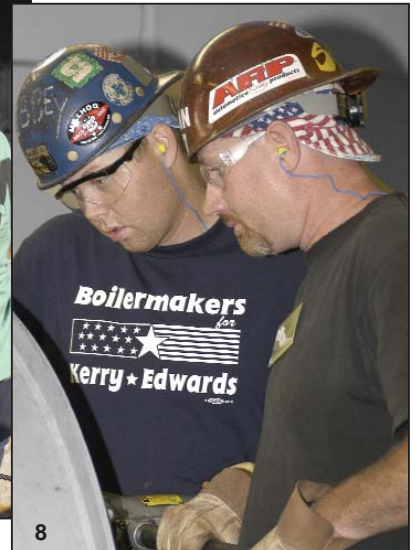
Rick Mooney wins recognition award

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 heliarcns 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 Gehrke 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 Postlethwait, 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 Southeast 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.

Northeast area judges included union representatives IR Bob Heine, NE Area Rigging Instructor Martin Spencer, Local 5 ABM Tom Cook, retired Local 7 BM Jack Multere, retired Local 13 BM-ST Joseph Murray, Local 28 Apprentice Coord. Jack Doherty, and retired Local 29 ABM Paul Meade. Contractor judges included John Cammuso

of Babcock Power, John Carey Sr. of Boiler Erection & Repair, Matt Schmitt of the Simakas Brothers Co., and retired contractor James Horkay.

Contestants were judged on their knowledge of the International Constitution, 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 Intl. 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 Inghram, Local 107, Milwaukee, Wis.; Shaun Estes, Local 374, Hammond, Ind.; and William Dunmire, 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

This year's contest was particularly exciting because of the many improvements that were incorporated into all aspects of testing, we're trying to raise the standards by which all apprentices are measured. — David Dupuis



Dennis Bishop, L-169, Detroit, won the Great Lakes Area contest.



Tim Fuller, L-647, Minneapolis, took second prize in the Great Lakes.

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

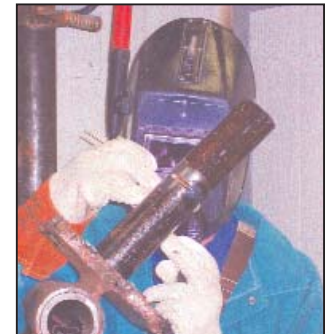
Gehrke, Local 11, Helena, Mont., placed second.

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 Ballew, Local 549, Pittsburg, Calif.; and Darryl Goldtooth, 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 Skaugstad, Rodney Flores, and James Umphenour, all of Local 242. Three contractor judges also participated: Howard Minter of CBI, 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 Monrean.

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." □



Welding is an important skill tested in the Western States competition.

Local 85 honors Rucker with training center

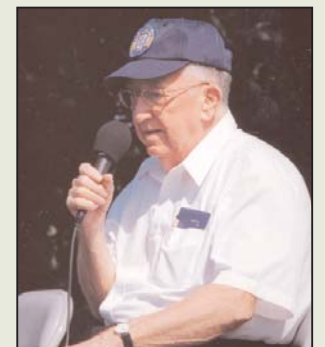


At their Labor Day picnic, Local 85 members unveil new training center's name.

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."

Renovations 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 is not easy. Many people who have held the job will tell you it's the toughest job in the local.

But that doesn't have to be the case. The main reason it is viewed that way is that it requires skills that most people never develop — skills in record keeping, accounting, 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 Fay 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. □



They came to learn the secretary-treasurer's job. Seated, l. to r., are Robert Smith, Jeanne White, Fay Wenzel; standing, l. to r., Jovan Djordjic, Fred Swaitko, and Gary Arrigoni.

UCS offers computer-based steward training

EXPERIENCED STEWARDS will tell you that you never stop learning how to do the job. And new stewards will tell you that it isn't always easy to get started learning.

The International's education department (913-371-2640) can help. Education Director Wade Davis and other International staff members provide steward-training classes and print materials that can help new stewards.

For those who can't wait for a class to develop, there's now a new alternative — computer-based training from UCS, Inc.

Publishers of educational materials for union members and local lodge officers, UCS now offers introductory steward-training over the Internet or from a CD-ROM. The eight-part instruction provides interactive scenario simulators that put you in real-life situations to solve real-life problems. An advantage of computer-based classes is that you can repeat sections of the instruction as many times as you like to ensure you remember it well.

Purchasing the online UCS course gives you six months' access to the online training. For an additional charge, you can participate in an online forum moderated by UCS's educators.

The CD version contains everything in the online version, without the need for Internet connectivity. Purchasing the CD version is a handy way for local lodges to ensure that every new steward has access to some basic training.

All students purchasing either version of the training package receive a free copy of UCS's steward handbook, "The Union Steward's Complete Guide."

The online training was introduced earlier this year and has already earned much praise from people involved in union-member education.

UCS offers a wide variety of union-oriented training material, including the Steward Update newsletter, cartoon and news article services for newsletter editors, and books on union activism, labor law, and collective bargaining, as well as books to educate your children on union history and how unions work.

For more information, phone 800-321-2545 or visit the UCS Web site at <http://www.unionist.com/>

visit the UCS Web site at <http://www.unionist.com>



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.



Willie Craft Jr. shares his expertise in Local 587's MOST/OSHA safety class.

Local 587 members Willie Craft Jr. and George Dronett, both certified OSHA instructors, conducted the classes using slides and hand-outs provided by MOST.

James Kirkland, business manager and secretary-treasurer for Local 587, said nearly 100 members attended the MOST/OSHA safety program, updating their safety awareness skills. □

Local 108 members learn job-site leadership

ELEVEN MEMBERS OF Local 108, Birmingham, Ala., attended a leadership training program at the Rimes Garden Suites, June 28-July 2.

Designed for journeymen who want to become foremen and leaders on the job, class topics include blueprint review, rigging and lift calculation, how to become a valuable supervisor and leader, how to conduct safety meetings, and useful corrective and disciplinary actions.

James Binzer, Dusty Brasher, Scott Campbell, Guy Copeland, Raymond

Early, John Keith, Carl McCloud, Benny Pate, Mike Robinson, Dwain Simmons, and Bruce Wilson were all selected to attend the class by their business manager, John Helvin, based on their skills and potential to become effective foremen and general foremen.

L. Dwain Smith, Terry Barnes, and Rich Hope, all certified instructors through the Boilermakers National Apprenticeship Program (BNAP), conducted the five-day course. Smith and Barnes have been teaching this class since 1985. □

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. Intl. Rep. Charlie Brock, conference president, conducts the meetings. Guest lecturers at the September meeting included International Vice President Othal Smith, Jr., and staff members Len Beauchamp, Wade Davis, and Pam Dumler.

IVP Smith spoke about the need to recognize groups of employees who are not union members and to help them join the union.

Beauchamp, 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.

Dumler, 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, Ind.; and M301, Edgerton, Ohio. □

TEAMWORK Quality Kudos Great outstanding Job! well done on time Many Thanks

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-

uled water wall and air preheater projects to be completed ahead of schedule. Those working on the outage should be commended for their exceptional performance.

As always, it is a pleasure working with the members of Local 531. Keep up the good work.

JEFF EDWARDS, const. mgr.
APComPower, Inc.

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 Pleasants 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.

Allegheny Energy has told us these were the best, fastest, and safest outages in their system.

The cooperation of the plant personnel of Allegheny Energy, the supervision of American Boiler & Chimney, and the Boilermakers of Local 667 is unparalleled and gives true meaning to the tripartite concept.

We at American Boiler & Chimney are proud to be associated with the officers and Boilermakers of Local 667 and hope to continue this special relationship on many more projects in the future.

JERRY KAELIN, owner
American Boiler & Chimney Co.

Day & Zimmermann commends Local 237 members for job well done

DAY & ZIMMERMANN NPS, Inc. (DZ NPS) 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 DZ NPS supervisors or NRG plant personnel were handled immediately and with no further complaints.

RONALD J. HAX, project mgr.
Day & Zimmermann NPS



Gary Cookston

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



Ben Steilman, 28-year member of Local 11, Helena, Mont.

L-11 member earns acclaim

BEN STEILMAN, a 28-year member of Local 11, Helena, Mont., has earned acknowledgement in the "Third Edition of Welding Principles and Practices," for his help in reviewing the manuscript by authors, Raymond J. Sacks and Edward R. Bohnart.

Steilman is a certified instructor with the Boilermakers National Apprenticeship Program and has also served the past 13 years as a trustee chairman and assistant business manager for Local 11.

When the publisher contacted the Western States Apprenticeship office for help reviewing this book, Coordinator Rony Crawford was quick to recommend Steilman for the job.

According to Local 11 BM-ST Bob Hall, Steilman is an outstanding instructor whose leadership, he believes, led to Local 11 earning the Don R. Laceyfield Local Apprenticeship Committee Award for the Western States the last two years.

"Ben does an excellent job and we would be lost without him," Hall said. □

Are you ready for college?

You should apply for a Boilermaker scholarship

ONE OF THE MOST POPULAR BENEFITS of being a Boilermaker is the college scholarship program that helps dependents of Boilermakers get started with their college education. These one-year grants reward the hard work and success of young members of Boilermaker families and encourage members of the next generation of college-educated workers to remember the union advantage.

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

Winners are chosen based on a variety of criteria that include grades, standardized test scores, extracurricular activities, and a written essay on an assigned topic. Applications for the 2005 awards are available now from your



Are you ready?

local lodge and will be accepted from January 1 to March 31, 2005. Applications postmarked after the March 31, 2005, deadline cannot be considered. **Contact your local lodge to get an application.** The International will not mail applications to individuals.

Some local lodges have their own scholarship programs. Scholarships are also available through the Union Plus credit card program and some state and regional labor councils. For information on these scholarship possibilities, contact these organizations directly.

While serving as local lodge president (he was elected in 1993), Cookston also served as vice president of the Tennessee AFL-CIO.

He is a charter member of the Tennessee Volunteer Industrial Council, where he served as chairman of the manufacturing section. □

L-680 members build module for offshore oil



Local 680 members pose by processing module they built. Photo by Frank Parhizgar, L-680.

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

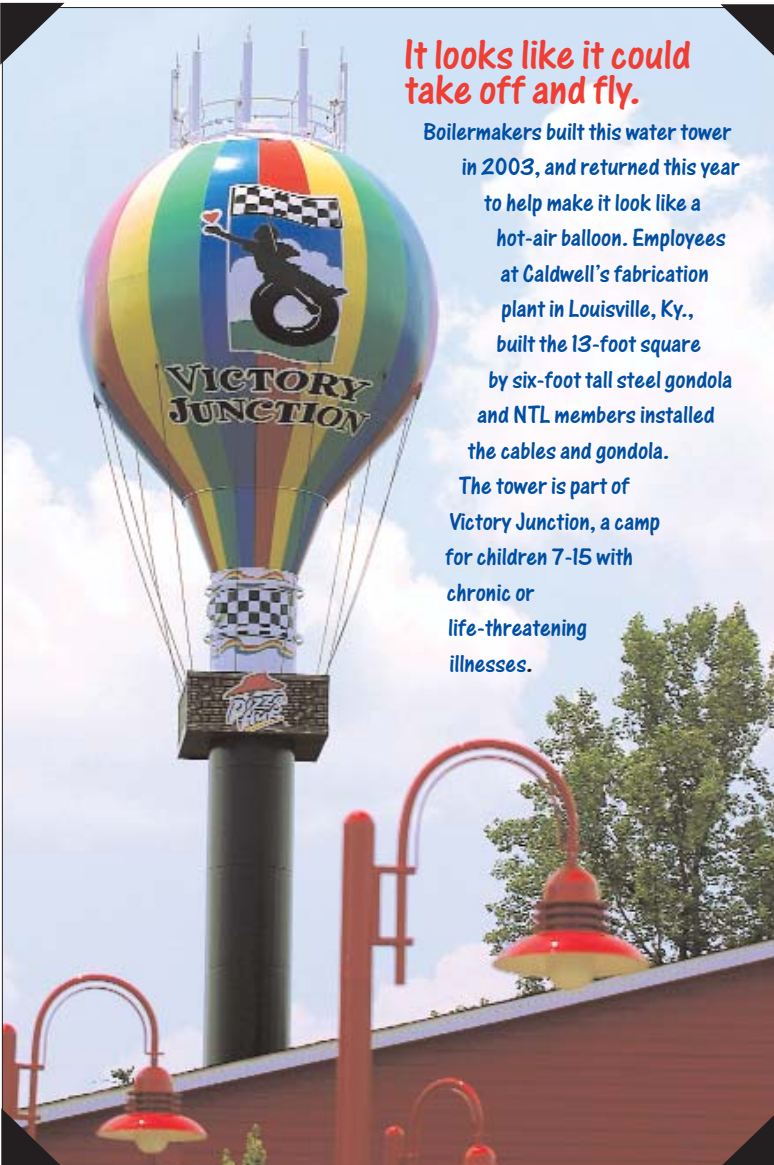


A transporter is used to move the 935-ton module 200 feet to the barge.

It looks like it could take off and fly.

Boilermakers built this water tower in 2003, and returned this year to help make it look like a hot-air balloon. Employees at Caldwell's fabrication plant in Louisville, Ky., built the 13-foot square by six-foot tall steel gondola and NTL members installed the cables and gondola.

The tower is part of Victory Junction, a camp for children 7-15 with chronic or life-threatening illnesses.



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 pipefitting. 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 pipefitting 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

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

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.

"With the owner/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. □



NOT TO 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, Wisc., 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. □



Local M94 President Vicki Freitag and plant manager John Bagnall with sousaphone branches before and after hydroforming. This process involves placing the branch in a mold, plugging both ends, and pumping water into it until pressurized.



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



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



Audelio Peralta prepares sections for brazing



... and then brazes the stem to the flare, creating the French horn's distinctive bell.



Cindy Camp solders a valve section together. A valve section consists of all slides, inners, outers, and valve casings.



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



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

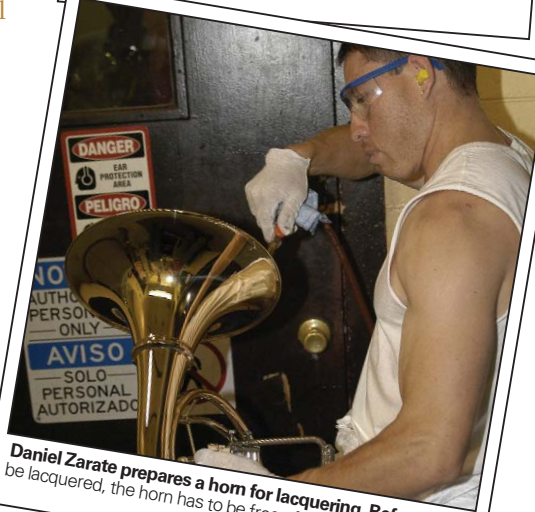


Antonio Manriques wheel colors a sousaphone body.

Boilermakers in our Stove and Metal Polishers Division are responsible for helping create some of the most beautiful music in the world.



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



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.



Formed, assembled, lacquered and polished, these tubas are ready to ship.

together.

rs, outers,

Boilermakers take to the campaign trail



The Boilermaker bus traveled coast-to-coast, carrying our members and our message to the candidates.



When John Kerry and President Clinton appeared on national television, the Boilermaker blimp was right beside them.

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.



Signs like the one shown here appeared at a surprising number of rallies throughout the country.



There's that blimp again — in Arizona, this time.

Boilermakers rally in St. Louis.



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.

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***



Manitoba Minister of Labour and Immigration Nancy Allan speaks about the good relationship between Local 555 and the provincial government.

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.

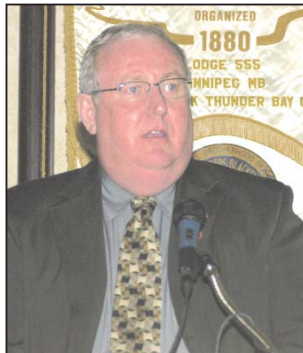
Featured guests included Manitoba Minister of Labour and Immigration Nancy Allan, Fort Garry MLA Kerri Irvin Ross (wife of Local 555 Bus. Mgr. Norm Ross), Manitoba Executive Director of Apprenticeship & Trades Qualifications Joe Black, Director of Apprenticeship Field Operations Shirley Walker, President 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. □



IVP for Western Canada Rick Albright reminds the crowd that "it isn't where you are that counts, it's where you're headed."



Manitoba Executive Director of Apprenticeship & Trades Qualifications Joe Black talks about improvements in Local 555's training facilities.

L. to r., L-555 Bus. Mgr. Norm Ross, 50-year member Fern Durand, IVP Albright, and 50-year member Jean Joyal. Durand and Joyal received 50-year membership rings.



Business Manager of Manitoba Building Trades Dave Martin discusses the good relationship among the trades in Manitoba.

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.aflcio.org/corporateamerica/walmart/walmart_1.cfm

It's a Glidden family tradition at L-237



Local 237 family members, l. to r., Jeff Sanders, Daniel Sanders, Jason Gilmore, Mark Gilmore, Bud Glidden, Amos Potter, and Jeff Glidden.

SIX FAMILY MEMBERS followed in the footsteps of Bud Glidden by becoming members of Local 237, Hartford, Conn. Together they have 160 years of membership. Glidden, 71, started working for Chicago Bridge & Iron (CB&I) in 1953. He joined the National Transient Lodge in 1954 and later transferred his membership to Local 237. He convinced his father-in-law, Amos Potter, to leave his job at the Maine Railroad and join him at CB&I. Potter, now 91, joined the union in 1954 and retired with 20 years of membership in 1974. Glidden retired in 1993 with nearly 40 years of membership.

Glidden's sons-in-laws — Jeff Sanders, 54, and Mark Gilmore, 52 — joined Local 237 in 1970 and 1971 and are still boilermaking. They have 34 and 33 years of membership respectively.

Potter's grandson, Jeff Glidden, 47, joined Local 237 in 1975, and he currently has 29 years of membership.

Potter's great-grandsons — Jason Gilmore, 30, and Daniel Sanders, 23 — started their boilermaker careers in 2001 and 2002, and together have five years of membership.

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, Gerald Klem, Clayton Novak, Richard Purdy, Robert Raggio; 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
30 YEARS – John Wayne Calhoun, Bill Carver, Richard Kirby, Louis Padilla.

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:

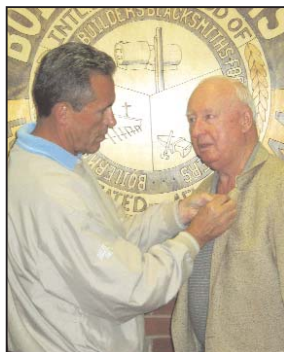
40 YEARS – Roger Burch; and
25 YEARS – David Burch, William Mendez.

Local 169, Detroit, Mich.

JOHN MAREK, 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 744, Cleveland, Ohio



Great Lakes Intl. Vice President Larry McManamon presents a 55-year pin to Louis R. Jewel, retired BM-ST of Local 744.

35 YEARS – Lawrence G. Bittner, James K. Bostedt, Fred C. Burger, Ronald W. Busch, John P. Card, Robert W. Card, Ova Fletcher, Marc P. Fluhart, Timothy G. Gapen, Jerry L. Golden, Casper Grubbs, Michael W. Jenerou, Daniel P. Kidd Sr., Michael T. Kidd, Earnest R. McDowell, Dale F. Nelmark, Michael C. Parkhill, Eugene C. Rose Jr., Richard A. Sevrey, Richard H. Usher Jr., Robert (Bruce) Warnken, Larry L. Way, Larry J. Wilson, Kenneth G. Wyman, William E. Zink;

30 YEARS – Timothy P. Acocks Sr., Francis G. Bakara, Larry D. Campbell, Donald E. Collison, Harold P. Danula, John P. Donohue, Vincenzo S. Grillo, Jerrold G. Harper, Phillip D. Hendrix, William M. Kennedy, Gary D. Lindroth, Larry E. May, Phillip E. McCrum, William E. Nelson, Patrick D. Parcell, John F. Siira, Wayne D. Smoot, Donald P. Sterling, John J. Tischler Jr., Rodger R. Vanderville, Johnny W. Wright; and
25 YEARS – James A. Bowers, Richard Grant, Timothy W. Parrish, Roosevelt Sweeney, and Rodney P. VanBrocklin.

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 – Edmond Chicoine, Robert Clark, William Sheridan, Paul Truken, Peter Vollero;

40 YEARS – Edward Cyr, Rudolph Diaz, Thomas Fisher, Gerald Konopka, Gordon MacDonald, Paul Manning, Harold McFadyen;

35 YEARS – Foye Belyea, Kenneth Corey, David Lester, William O'Hara, Perry Perkins, Robert Retkowski, Leon Rosengrant, Edward Silva, James Welch;

30 YEARS – Chester Crouch, Clinton Daniels, William Edgerton, Richard Fisher, Larry Jirkowsky, Michael Panzo, Anthony Parlato, Michael Sabolesky, Daniel Sanders, Kent Ward, Francis Yolda;

25 YEARS – Kenneth Bellelo, Alfred Civitello Jr., Herbert Hanson, Bernard Kenyon, Roland Moore, Manual Moras, Mark Pierce, Terry Royce, Donald Sadowski, John Welch, James Wilson;

20 YEARS – Fred Masciantonio, Kenneth Niedzwecki, Jeff Quirici, James Simon

15 YEARS – Edmond A. Chicoine, Albert Curbow, Robert Frazier, Robert Geisler, Scott Gluck, Jean Huard, Dorothy Lewis, Douglas Meyer, Stephen Paganetti, Jon Perkins, Mark Pinard, Emmett Pizzoferrato, Robert Simon, Henry Tourtellotte, Dennis Trainor.

Local 374, Hammond, Ind.

CHUCK 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. Gayer, Paul L. Mericle, Tophel Secuskie;
30 YEARS – James L. Anderson, Daniel F. Arrington, Thomas O. Benton, Ronnie A. Brown, Randall E. Bryant, James L.

Choate, Paul L. Crowel, Joseph A. Deom, Patrick F. Heeke, John C. Knox Jr., Clarence C. Murphy, Thomas J. Nowak, Malcom T. Roberts, Sylvester Robinson Jr., Michael J. Schweitzer, Leslie D. Seydel, Roger C. Symons, Melvin E. Tennyson;

25 YEARS – Terry Brown, Brian L. Brumfield, Gerold L. Bruton, Stephen W. Carr, Stanley R. Long, Francis J. Neylon, Thomas E. Stevens, Alan A. Watkins;
15 YEARS – Richard J. Allen, Randall L. Bauer, Ken S. Chmielowiec, Michael T. Helmick, George R. Kennedy, Charles E. Marsh, Mario Sansone, Bradley N. Schrombeck, Jon A. Schrombeck, Gene B. Shealy, Randy Tulo, and David L. Wiley.



NTL members Charles Coburn (left photo.) and Ellis Steinhauser (r.) receive membership pins from Intl. Rep. Shon Almond. Coburn has 60 years; Steinhauser, 45.



John 'Pat' Showalter (front left), who worked his way up to CEO for Andee Boiler and Welding, receives his 65-year pin from Local 1. Back row, l. to r., John Skermon, Jack Benz, Dan Raggio, Jeff Murphy; front row, Showalter, Rus Showalter, Robert McDonough.



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 Skermon; 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 (30), John Wayne Calhoun (30), Bill Carver (30), Louis Padilla (30), Larry Daugherty (45); back row, l. to r., Jim Weaver (35), Jim Berry (35), BM-ST Roger Erickson, Pres. Larry Horseman, and Richard Ice (45).



Receiving a membership pin are retired members of Local 237, l. to r., John Ames (50 years), Edmond Chicoine (45), charter member Salvatore Sessa (55), Robert Clark (45), Alfred Civitello Sr., (40), 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!



Top: Even in wartime, sunsets can be beautiful. Loper took many before and after photos of injuries he tended, but he also took photos of soldiers near the end of a day.

Above left: Loper hitches a ride in a 1-152nd Infantry Battalion truck.

Above right: Loper not only cared for soldiers, but he tended the needs of civilians during his one-year tour in Iraq.

Bottom: War has no schedule, and no one makes a bed for you. Loper grabs some much-needed sleep in the best place he can find.



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 number of people who do without insurance because they can't afford it.

Unions and consumer advocates have been sounding the alarm for years. Now corporate chief financial officers (CFO) 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.

Our 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 hard hit because benefits are tied to work levels, and work levels have declined nearly 25 percent since 2002. Meanwhile, costs keep rising. In 2003, the plan'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 \$750 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 intends to rein in healthcare prices, the future looks bleak. The fund must reduce expenditures while raising revenues. Those goals are difficult in good times. In a weak economy with uncontrolled 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 of 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 millions of dollars in savings," he told the *Reporter*.

"The Board, with input from the International union and plan participants, continues to investigate ways to more efficiently meet the needs of both active and retired plan participants," Hanson 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 employees.

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." □

Annual summary reports of national funds

BOILERMAKER-BLACKSMITH NATIONAL PENSION TRUST SUMMARY ANNUAL REPORT

THIS IS A SUMMARY OF THE annual report for the Boilermaker-Blacksmith National Pension Trust, Employer Identification Number 48-6168020, for January 1 through December 31, 2003.

The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided by the trust fund directly to participants or their beneficiaries. Plan expenses were \$418,417,362. These expenses included \$25,579,819 in administrative expenses and \$392,837,543 in benefits paid to participants and beneficiaries.

A total of 73,420 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$6,276,664,586 as of December 31, 2003, compared to \$5,536,160,357 as of December 31, 2002. During the plan year, the plan experienced an increase in its net assets of \$740,504,229.

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

The plan had total income of \$1,158,921,591. This includes employer contributions of \$190,013,965, gains of \$217,160,996 from the sale of assets, and net earnings from investments of \$751,746,630.

MINIMUM FUNDING STANDARDS

An actuary's statement shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

BOILERMAKERS NATIONAL HEALTH & WELFARE FUND SUMMARY ANNUAL REPORT

This is a summary of the annual report of the Boilermakers National Health and Welfare Fund, Employer Identification Number 36-6090694, for the fiscal year ending December 31, 2003. The annual report has been filed with the Depart-

ment of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

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

INSURANCE INFORMATION

The plan has an experience-rated contract with Provident Life and Accident Insurance Company to pay all life and accidental death and dismemberment claims.

Because it is an experience-rated contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid during the contract year which ended within the plan year ending December 31, 2003, the premiums paid under such experience-rated contract were \$2,147,502 and the total of all benefit claims paid under this experience-rated contract during the plan year was \$1,799,643.

BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$112,391,154 as of December 31, 2003, compared to \$160,969,252 as of December 31, 2002. During the plan year, the plan experienced a decrease in its net assets of \$48,578,098. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$186,090,869 (including employer contributions of \$150,416,646, employee and retiree contributions of \$15,989,910, realized gains from the sale of assets of \$4,335,335, earnings from investments of \$11,535,236, and other income of \$2,343,765).

Plan expenses were \$234,668,967. These expenses included \$8,710,912 in administrative expenses and \$225,958,055 in benefits paid to participants and beneficiaries.

BOILERMAKERS NATIONAL ANNUITY TRUST SUMMARY ANNUAL REPORT

This is a summary of the annual report for the Boilermakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 2003. The annual report

has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided from trust assets or through insurance or annuity contracts. Plan expenses were \$44,397,791. These expenses include \$3,394,063 in administrative expenses and \$40,487,185 in benefits paid to participants and beneficiaries. A total of 63,590 persons were participants in the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$755,446,853 as of December 31, 2003, compared to \$660,917,438 as of January 1, 2003. During the plan year, the plan experienced an increase in its net assets of \$94,529,415. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$138,927,206 (including employer contributions of \$82,846,628, realized losses of \$8,530,046 from the sale of assets, and earnings from investments of \$64,533,858).

YOU MAY REQUEST A COMPLETE COPY...

You have the right to receive a copy of the full annual report, or any part thereof, for each of these funds on request. The items listed below are included in each report:

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

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

5. Insurance information, including sales commissions paid by insurance carriers;
6. Information regarding any common or collective trusts, pooled separate accounts; master trusts, or 103-12 investment entities in which the plan participates; and
7. Actuarial information regarding the funding of the plan.

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

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

The charge to cover copying costs of the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will be \$136 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 given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

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

New contract summaries

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

Local D27 – Independence, Mo.

CLGAW DIVISION WORKING DIRECTOR CAREY 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 SEWARD, 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 **Pilbrico 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 GARFIELD, 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.

AIP DENNIS KING and Local 112 Bus. Mgr. Danny Phillips, Mobile, Ala., report contract ratification, effective June 6, 2004 to June 15, 2007, for 15 Local 112 members who manufacture cardboard chemical barrels at **Greif**.

Local 132 – Galveston, Texas

MARK THOMPSON, BM-ST for Local 132, Galveston, Texas, reports contract ratification, effective Oct. 1, 2004 to Sept. 30, 2007, for 42 Local 132 members who fabricate and repair heat exchangers for **Dunn Heat Exchangers**.

Local 146 – Edmonton, Alberta

WARREN FRALEIGH, 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, 2006, 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 45 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 JUNCAL 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.

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Oct. 1, 2004 to March 30, 2009, for 66 members of Local D381, Las Vegas, Nev., who work at the **Chemical Lime Company**.

Local D421 – Tulsa, Okla.

INTL. REP. LOYD 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 JUNCAL 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 **Guzzler Manufacturing**.

Local D595 – Kosmosdale, Ky.

CLGAW DIVISION WORKING DIRECTOR CAREY ALLEN reports contract ratification, effective May 1, 2004 to April 30, 2010, for 103 members of Local D595, Kosmosdale, Ky., who manufacture cement for **Cemex**.

Local 647 – Minneapolis, Minn.

PAUL PENDERGAST, 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 **DCI, 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.**

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 Teleweld are, l. to r., Gary Morrison, Don Wilson, Tim Davis, and Mike Supergan.



Negotiating an agreement for Local D174 members at Ash Grove Cement are, l. to r., David Tiejien, Michael Smith, Vincent Gewinner, Terry Carlton, and Mike Atchison.



Negotiating an agreement for Local D381 members at the Chemical Lime Co., are, l. to r., John Fernandez, David White, Darrel Jones, and John Suarez.

Local 744 – Cleveland, Ohio

PATRICK GALLAGHER, BM-ST for Local 744, Cleveland, Ohio, reports contract ratification, effective September 1, 2004 to August 31, 2007, for Local 744 members who work at **RCR Services, Inc.**

Local 1916 – Frankfort, N.Y.

INTL. REP. ROCCO DEROLLO 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.**

A Summary Analysis of these Contract Settlements

THIS ANALYSIS of the 21 agreements above, covering about 1,115 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

2004 2.57% or \$0.37/hr. (17 facilities)
 2005 2.21% or \$0.21/hr. (17 facilities)
 2006 2.33% or \$0.43/hr. (6 facilities)

Paid Holidays

19 of 21 Provide average of 8.31 days

Sickness and Accident

15 of 21 Provide sickness/accident indemnity
 9 of 21 Set dollar amount – \$267.65 avg. 31 weeks avg. time off
 5 of 21 Use percentage – 59.53% avg.

Vacation

13 of 21 1 Week Paid
 16 of 21 2 Weeks Paid
 16 of 21 3 Weeks Paid
 11 of 21 4 Weeks Paid
 9 of 21 5 Weeks Paid
 2 of 21 6 Weeks Paid

Life Insurance/AD&D

13 of 21 Provide Life Insurance
 7 of 21 Fixed - \$19,143 avg. first year
 5 of 21 Based on annual salary
 11 of 21 Provide AD&D Insurance
 7 of 21 Fixed - \$17,857 avg. first year
 4 of 21 Based on annual salary

Shift Differential

2nd Shift – 14 of 21 Total
 14 use cents-per-hour (\$0.51 avg.)
 3rd Shift – 12 of 21 Total
 12 use cents-per-hour (\$0.59 avg.)

Pensions

20 of 21 Offer some kind of pension plan
 8 of 21 Offer 401(k)
 6 of 21 Company (defined benefit)
 1 of 21 RRSP Canada
 3 of 21 Offer Boilermakers-Blacksmith Annuity Plan
 8 of 21 Offer Boilermakers-Blacksmith National Pension Trust

8 of 21 Contribute cents-per-hour; Canadian lodge is \$0.25/hr. in first year, U.S. averages \$0.71/hr. in first year

Other Provisions

15 of 21 Paid Funeral Leave
 7 of 21 Paid Jury Duty Leave
 6 of 21 Paid Military Leave (2 weeks)
 7 of 21 Safety Shoe Reimbursement
 5 of 21 Prescription Safety Glasses Reimbursement
 6 of 21 Union Leave

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			
NTL	Deason, Gene L.	37	Wicker, Elga
NTL	Riffle, Frank	40	Mercer, Casey
1	Garcia, Manuel	45	Hadley, Bobby L.
1	Hill, Brian	45	Musselwhite, Ronald
1	Hoigard, Richard	60	Strickland, Rudolph
1	Sias, Vernon V.	60	Grant, Ray A.
5	Lacy, Richard M.	60	Randles, Jason L.
6	Bettencourt, Frank	72	Wade, Royall
6	Branducci, Orlando	73	Mills, Woodrow
6	Middlestead, Oscar	79	Fraser, Gerald
6	Tiedemann, Henry I.	83	Lequeux, Clyde J.
7	Harmon, George W.	83	Adams, Chester
7	Mulhollan, Edwin L.	83	Birlingmair, David
7	Zasada, Donald	83	Davidson, Samuel
9	Hancock, James	83	Pruitt, Hanley
11	Posey, Howard B.	83	Reyes, Lupe M.
13	Napolitano, Niel	85	Irwin, Ralph E.
27	Allen, Louis H.	85	Timmons, Robert R.
27	Bender, Jay C.	92	Lowenberg, Kenneth E.
27	Hager, Glenn W.	92	Neiberger, Balteir
29	Beaupre, John R.	92	Reynolds, Jessie L.
29	Thompson, Robert	92	Smith, Gregory W.
29	Toulouse, Rosaire A.	92	Stec, Louis
37	Eckerl, John	104	Dutcher, Rodney D.
37	Martinez, Trinity F.	104	Johnson, Daniel G.
		S105	Holland, Jacob
			D179 Spera, Dominic J.
			107 Halsne, Timothy W.
			107 Klein, Harry J.
			112 Klug, Roland J.
			112 Smith, Michael H.
			128 Brann, Aloysiu
			128 Doktorchic, Steve
			128 Jacobs, Robert
			128 Mitchell, Herbert
			128 Palmer, James
			128 White, Kenneth
			132 Comeaux, James S.
			134 Williams, Albert V.
			146 Chiesa, Peter
			146 Dirksen, Engelbert
			146 Gowda, Mike
			146 Murguly, Leslie
			146 Roth, Philip
			154 Chambers, Charles
			154 Edwards, Charles W.
			154 Gabriel, Richard
			154 Schriver, Paul J.
			154 Wujs, John F.
			158 Kidd, Jesse
			169 Easley Sr., James C
			169 Meldrum, Cletus G.
			532 Mercer, Charles

549	Redding, Charles A.
582	McGraw, Charles E.
582	Pierson, Alton J.
582	Sanders, Willie L.
587	Garner, John
587	Halbert, Lloyd
592	Rumple, Leroy J.
610	Juniper, Jack
614	Tougas, Raymond
656	Hall, Fermon
667	Bonecutter, William E.
667	Foland, William E.
667	Harman, John C.
667	Shreve, Smith
682	Mercer, Russell L.
684	Jones, John
693	Deakle Jr., Vester E.
697	Kainz, Louis D.
723	Burk, Alvin
752	Simmons, Earl
1247	Eiting, Max
1509	Schuldt, John F.
1592	Frick, Richard
1603	Beltz, Charles
1603	Kisik, Manfred
1603	Wade, James S.
1637	Fitch, Casmer C.
1934	Bloom, William E.

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			
NTL	Berginski, Frank J.	\$6,000.00	6 Miller, Orville W. 6,000.00
NTL	Butler, Carl W.	3,710.84	6 Perez, Briley G. 6,000.00
NTL	Deason, Gene L.	6,000.00	6 Purtee, Roy 6,000.00
NTL	Haynes, Authel B.	6,000.00	6 Tiedemann, Henry I. 6,000.00
NTL	Maddox, L. V.	6,000.00	6 Wiggins, Curtis J. 6,000.00
NTL	Nyswacker, William	6,000.00	6 Withers, William J. 6,000.00
NTL	Roebuck, Lawrence	6,000.00	7 Schwable, George 3,000.00
NTL	Rupert, Robert E.	6,000.00	7 Zasada, Donald F. 6,000.00
NTL	Short, June T.	6,000.00	11 May, Kevan L. 11,445.39
NTL	Short, Thomas C.	6,000.00	11 Ruby, Donald L. 2,996.94
NTL	Smith, Alvin B.	6,000.00	13 Kozlowski, Robert P. 6,000.00
NTL	Smith, John P.	6,000.00	13 Myers, Robert L. 6,000.00
NTL	Thompson, Robert J.	6,000.00	13 Roma, Salvatore A. 6,000.00
NTL	Thomhill Jr., Robert J.	6,000.00	13 Sabatino, Joseph A. 6,000.00
NTL	Tumlinson, Delbert W.	6,000.00	26 Exley, Waring D. 6,000.00
1	Garcia, Manuel R.	6,000.00	26 Sikes, Lawton 6,000.00
1	Hoigard, Richard H.	6,000.00	27 Allen, Louis H. 6,000.00
1	Lemke, Harry	6,000.00	27 Hager, Glenn W. 6,000.00
1	Sias, Vernon V.	6,000.00	27 Jenkins, Dennis J. 6,000.00
5	Lionarons, Joseph	6,000.00	27 Rost, George Frank 6,000.00
6	Banducci, Orlando	6,000.00	27 Strickland, Isaish 6,000.00
6	Bettencourt, Frank A.	6,000.00	28 Flynn, James J. 6,000.00
6	Evans, Carl	6,000.00	29 Beaupre, John R. 6,000.00
6	Eymer, Gilbert	3,000.00	29 Boudreau, Alfred W. 6,000.00
6	Gonzales Sr., Charles J.	5,000.00	29 Drinkwater, Charles J. 6,000.00
6	Green, Utah Carl	6,000.00	29 Rowe, George M. 6,000.00
6	King, Clifford B.	6,000.00	29 Thompson, Robert L. 6,000.00
6	Marshall, John R.	6,000.00	37 Eckerl, John 6,000.00
6	Marshall, Raymond C.	6,000.00	37 Wicker, Eliga 15,000.00
6	McCain, Paul	6,000.00	40 Perry, Johnny R. 193.05
6	Middlestead, Oscar	3,000.00	40 Robbins, Kenneth C. 6,000.00
			40 Rose, Thomas H. 6,000.00
			45 Hadley, Bobby L. 15,000.00

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.

45	Musselwhite, Ronald	6,000.00	92	Dubose Jr., Benjamin	6,000.00
60	Grant, Ray A.	6,000.00	92	King, Frances E.	6,000.00
60	Hawes, Kelvin L.	15,000.00	92	Lowenberg, Kenneth	6,000.00
60	Randles, Jason L.	1,605.23	92	Reddick, Robert Lee	3,000.00
60	Wade, Royall E.	6,000.00	92	Reynolds, Jesse L.	6,000.00
67	Weinpahl, Harold	6,000.00	92	Runyan, Jeff T.	6,000.00
72	Anderson, Chris C.	6,000.00	92	Smith, Gregory W.	6,000.00
72	Beckley, Dean M.	6,000.00	92	Tolson, George B.	6,000.00
72	Blando, Gerald D.	6,000.00	92	Tripp, Harvey D.	6,000.00
72	Devereaux, Harold R.	6,000.00	92	Vallelunga, Phillip	6,000.00
72	Mills, Woodrow W.	6,000.00	100	Jackson, Samuel	6,000.00
72	Sill, Ronald Albert	6,000.00	104	Archey, Emerson A.	6,000.00
72	Smith, Charles	6,000.00	104	Dutcher, Rodney D.	6,000.00
72	Stone, Grant H.	6,000.00	104	Fish, George A.	6,000.00
72	Thomas, Kenneth E.	6,000.00	104	Hebert, Leroy A.	6,000.00
74	Benson, Austin C.	1,491.88	104	Olson, Gerard H.	6,000.00
74	Martin, Woodrow W.	6,000.00	104	Pavlevsky, Victor	6,000.00
74	Sirratt, LeRoy	6,000.00	105	Dill, Steven P.	6,000.00
79	Ardoin, Jeffery F.	6,000.00	106	Maly, Fred F.	6,000.00
83	Crawford, Doyle	6,000.00	107	Klein, Harry J.	6,000.00
83	Davidson, Samuel	6,000.00	107	Mapes, George P.	6,000.00
83	Graham, Jack D.	6,000.00	108	Butera, Joseph A.	6,000.00
83	Meyer, Ray J.	6,000.00	108	Pridmore, Arvil Lee	6,000.00
83	Pruitt, Hanley H.	6,000.00	109	Reeder, Harold E.	6,000.00
83	Root, John E.	10,276.01	110	Flowers, Pamela R.	1,938.63
84	Burgoon, Wayne A.	6,000.00	112	Marshall, Woodie L.	6,000.00
85	Duvall, Joshua J.	107.80	113	Goff, Ida Mae	6,000.00
85	Irwin, Ralph E.	6,000.00	113	Scharbor, Thelma F.	6,000.00
85	Luce, Albert J.	6,000.00	132	Comeaux, James S.	6,000.00
85	Timmons, Robert R.	6,000.00	132	Mendoza, Enemencio	6,000.00
92	Alcorn, Robert W.	4,500.00	132	Savage, Patrick S.	6,000.00
92	Colbert, James F.	6,000.00	154	Cogis, George J.	6,000.00
			154	Edwards, Charles W.	6,000.00
			154	Evans, Robert L.	14,799.75
			154	Gabriel, Richard N.	6,000.00
			154	Schriver, Paul J.	6,000.00
			169	Easley Sr., James C.	6,000.00
			169	Lux, Friedhelm	6,000.00
			169	Meldrum, Cletus G.	6,000.00
			177	Baenen, Jeffrey T.	8.50
			182	Finch, Leon P.	6,000.00
			182	Woodvine, Galen H.	6,000.00
			242	Baker, Bryan C.	12,729.75
			242	Chappell, Lloyd E.	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.)

Continued on page 19

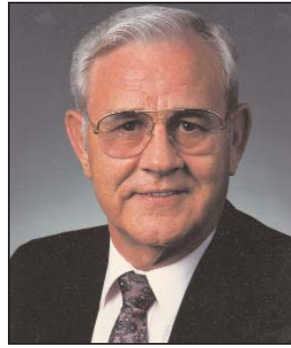
DEATH BENEFITS

Continued from page 18

242	Proctor, Henry C.	6,000.00
72	DeFrees, Daryll E.	6,172.99
305	Ellis, Jess	6,000.00
305	Lamberth, Lamar A.	6,000.00
316	McEldowney, John	6,000.00
316	VanGlahn, Charles	6,000.00
338	Hunter, Elmer T.	6,000.00
338	Sanchez, Frank N. I.	6,000.00
358	Sextella, Joseph	6,000.00
363	Arnoldi, Frederick W.	6,000.00
363	Gambill, Rancy J.	2,420.55
363	Norman, Scott A.	1,503.05
374	Carnett, Clyde L.	6,000.00
374	Hager, Steven J.	4,662.27
374	Rocks, Richard	6,000.00
374	Stover, Harold C.	6,000.00
374	Timberlake, Ronald B.	6,000.00
397	Eilenberger, Willard E.	6,000.00
397	Klingel, Edward R.	6,000.00
433	Anderson, Roscoe	6,000.00
433	Farias, Raul	6,000.00
433	Potter, Lee M.	6,000.00
433	Walker, Charles J.	10,342.20
449	Jome, Franklin W.	6,000.00
453	Britton, J.D.	6,000.00
453	Cooke, Ralph	6,000.00
454	Martinez, Arthur	6,000.00
454	Pinson, David E.	3,261.50
455	Kirk, Ollis E.	6,000.00
500	Smith, Harry L.	6,000.00
502	Bergh, Richard Duane	6,000.00
502	Ehm, Otto J.	6,000.00
502	Grove, Gerald E.	6,000.00
502	Jackson, Daniel L.	6,000.00
502	Jackson, Melvin D.	6,000.00
502	Stewart Jr., William R.	6,000.00
507	Whipple, Donald E.	6,000.00
531	Martin, Jessie Billy	6,000.00
549	Gilliam, Charles R.	6,000.00
549	Hoyt, Lloyd E.	6,000.00
549	Kennedy, A. J.	6,000.00
549	Redding, Charles A.	6,000.00
549	Terry, Vondral L.	6,000.00
549	Thomas, Gary E.	6,000.00
568	Hovies, Stanley E.	6,000.00
577	Allphin, Morris	6,000.00
577	Farris, Olen	6,000.00
582	Bennett, Robert R.	6,000.00
582	Mascarella, Joseph	6,000.00

OBITUARIES

Henry Harden, 77



Retired IVP Henry Harden
1926-2004

HENRY HARDEN, 77, retired International vice president of the Southeast Section, passed away at the Candler Hospital in Pooler, Ga., on October 8.

A 57-year member of Local 26, Savannah, Ga., Harden began his career working maintenance at a paper company, Union Camp Corp., in 1947. As a steward, he served on local negotiating committees and was a member of the Boilermakers' first summer training institute at the University of Wisconsin's School for Workers in 1957.

In 1961, Harden was elected president of Local 26. He also served as business manager through 1968, when he became an International representative for the Building Trades Unit, working his way up to unit director in 1975.

When the Construction Division was established at the 25th Consolidated Convention in 1977, Harden became its first director, a position he held until the International Executive Council selected him to be International vice president for the Southeast Section in 1983. He was re-elected at the 1986 and 1991 conventions, retiring on Dec. 31, 1993.

Harden was instrumental in the development of the Construction Division and was a strong believer in member education, serving on the International's scholarship committee, the National Apprenticeship Board, and as co-chairman of the Southeast Area Apprenticeship Committee.

A W.W. II U.S. Army veteran, Harden is survived by his wife of 55 years, Mary Heidt Harden; daughter, Martha Ortiz; son, David Harden; and three grandchildren.

582	Pierson, Alton J.	6,000.00	697	Kainz, Louis D.	6,000.00
582	Sanders Jr., Willie L.	6,000.00	749	Powers, William T.	6,000.00
583	Phillips, Oscar L.	6,000.00	752	Pelletier, Raymond J.	6,000.00
585	Young, George A.	6,000.00	802	Zabytko, Stanley	6,000.00
587	Garner Sr., John Edgar	6,000.00	807	Baision, Raymond	6,000.00
587	Halbert, Lloyd M.	6,000.00	1086	White, Theophilus	6,000.00
587	Peacock, Roy B.	4,500.00	1191	Taylor, John P.	6,000.00
587	Poche, Curley J.	6,000.00	1240	Miracle, Doyle	6,000.00
587	Stewart, John N.	3,455.25	1248	Adams, Julia	6,000.00
592	Johnstone, Kenneth R.	6,000.00	1509	Bednarik, Michael L.	6,000.00
592	Rumple, Leroy Junior	6,000.00	1509	Draifenig, Edward Jo	6,000.00
647	Byers, John J.	6,000.00	1509	Roberson Sr., Maurice	6,000.00
651	Doucette, Irene V.	6,000.00	1509	Schuldt, John F.	6,000.00
651	Massie, Joseph Dyas	6,000.00	1509	Zaidel, Leonard T.	4,000.00
651	Thompson, Gertrude	6,000.00	1603	Qualk, Daniel J.	6,000.00
667	Juniper, Jack E.	6,000.00	1603	Wade, James S.	12,000.00
667	Shreve, Smith	3,000.00	1637	Fitch, Casmer C.	6,000.00
687	Beylotte, Charlie	5,250.26	1666	Reed, Leonard W.	6,000.00
688	Smith, Leslie G.	6,000.00	1670	Talbert, Beatrice	6,000.00



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:

Avia: 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

*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.

There's strength in numbers...



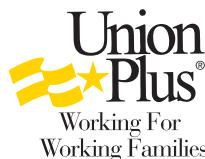
...and SAVINGS, too!

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



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 active than in any other election that I can recall. We jumped in early, and we worked hard right up until the last voting precincts closed.

I am enormously proud of the excellent job our Department of Government Affairs did. Director Bridget Martin and her assistants Shannon Brett and Abe Breehey were tireless in tracking the polls, identifying places we might make a difference, and finding members who were willing to work on the campaigns in those areas.

And I must tell you that the work our members did made me even prouder. Every place I traveled, members were volunteering to register voters, work phone banks, hold rallies, and, on Election Day, to watch the polls to make sure that all our votes were counted.

As in every election, not all members wanted us to support the same candidates. But when we polled our local lodges, we found a strong consensus belief that working families were not being heard by the Bush administration, and an equally strong consensus that we should support an opposition candidate for president.

Once our union's direction was clear, our members pitched in and worked for that goal. That is how solidarity makes us strong, in political campaigns and in all union efforts. We may disagree with each other while deciding on a course of action, but once that course of action has been decided, we support it with the strength of all of our members sticking together.

We entered the 2004 election earlier 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

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

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.

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.



Newton B. Jones
International President

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. □

Letters to the Editor

Many thanks from the family of Ed Mattocks

THE FAMILY OF ED MATTOCKS would like to thank the International Brotherhood of Boilermakers and everyone involved with the organization for all the flowers, donations, and cards. We would also like to thank the people who attended the service.

We will never forget the kindness shown to us. Ed was always proud to be a Boilermaker.

BEV, CHERYLE, KATRINA, ANNA, MIKE, JOHN, and JANICE MATTOCKS and grandchildren

Quick action saves Knotts after heart attack

ON SEPTEMBER 22, 2004, my husband, Richard Knotts, suffered a heart attack while working at Sun Phila in Marcus Hook, Pa. I would like to thank everyone for the quick response of all those involved who saved his life. I would also like to thank everyone for the thoughtful cards and phone calls from many of the brother

Boilermakers my husband has worked with.

Rich and I would also like to thank everyone for the donations.

DONNA KNOTTS
Perryville, Md.

Local 112's Phillips calls helpful Boilermakers 'angels'

MY WIFE AND I are blessed to own property in the resort area of Orange Beach, Ala. Being of moderate means and with high school and college-age kids, our money flow prevented us from properly insuring the property.

Hurricane Ivan dealt the area a severe blow, and the property had severe damage. While I was inspecting the damage after the storm, a truck stopped beside mine. The occupant rolled down his window and asked, "Hey, are you a Boilermaker?" He had seen my tag and my shirt. This guy, his father, and brothers were present and former members of Local 37, New Orleans. He was in Orange Beach representing the Texas Southern Baptist Disaster Relief Team. They cut and removed approximately 20 large

downed trees from my property and many more from my neighbors'.

I can't describe what it meant to me and hundreds of others in the area to receive this assistance. Unscrupulous contractors were charging ridiculous rates for tree removal; these helpful folks were a true blessing.

Please give to the mission fund in your church, as I certainly will, because this is the way these angels get to spread their wings. Angels come in all forms: even Boilermakers.

DANNY G. PHILLIPS
BM-ST Boilermakers' Local 112
Mobile, Ala.

Can we add a cost of living clause to our pension plan?

I AM WRITING this letter to express my concerns on our pension. We [retirees] have not had any raise in our pensions in three years. Yet, in this same period, our non-retired brothers and sisters have negotiated themselves \$6,000 in raises.

Retirees pay the same property taxes, school taxes, state, federal, local taxes, heating, oil, electricity, petroleum, food, water, doctor, and dentist

bills as they do. Even Social Security has given us raises during this time. We definitely need a cost-of-living clause in our pension plan.

BOB GRESKO, L-13 (retired)
Danielsville, Pa.

EDITOR'S NOTE: Because future cost-of-living raises were not part of the original formula, adding those additional costs now would require reducing future payouts in some other area. In other words, to add a guaranteed cost-of-living increase for current and future retirees, the fund would need to reduce benefits for future retirees.

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