

the Boilermaker Reporter

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L-13's Angstadt wins national apprentice competition

Bryant (L-169), Kowalski (L-647) win award for best team

MICHAEL ANGSTADT (Local Lodge 13, Philadelphia) won the 2005 Boilermakers National Apprentice Program (BNAP) competition, held in Kansas City, Kan., Sept. 25-29. Second place went to Jimmy R. Sutton II (Local 453, Knoxville, Tenn.).

George L. Bryant (Local 169, Detroit) and Carey J. Kowalski (Local 647, Minneapolis) won the team competition.

David Dupuis was also recognized at the awards banquet for his 20 years of service as the Northeast Area apprenticeship coordinator. In that time, he saw apprentice enrollment increase from just over 100 to over 800 apprentices. In 1985, few NE locals had their own welding school or training facility. When Dupuis retired Jan. 31, 2005, every NE lodge had a state-of-the-art training facility with high-quality instructors. Under his guidance, the NE began hosting an annual area apprentice of the year contest, a tradition that continues today.

The annual national apprentice competitions matches graduate apprentices from each of the apprentice areas against their peers. Contestants take written tests, identify parts of a boiler, and complete hands-on tests such as knot tying, welding, burning, layout, tube rolling, reeve weaving, rigging, and CPR. It was a long week of hard work and concentration for the candidates and judges alike; the tests were difficult, and the competition intense.

To get to Kansas City, contestants must first win their local lodge competition, then come in first or second in their apprentice area competition. The top two contestants from each area compete in the national competition both as individuals and as a team.

At the awards banquet, before naming the winner, BNAP Coordinator Harold (Pat) Smith said the com-



Michael Angstadt (L-13) accepts the BNAP competition trophy from IP Newton B. Jones.

petition recognizes the achievement of the apprentices while testing the effectiveness of the training. By observing how contestants approach the various problems given them, judges can identify areas of the training program that need strengthening.

The competition also identifies future union leaders. Winners of local, area, and the national competition go on to become excellent journeymen, and they also often serve leadership roles in their local lodges and the International.

Other contestants in this year's competition were Jayme Taylor (Local 242, Spokane, Wash.), Brian K.

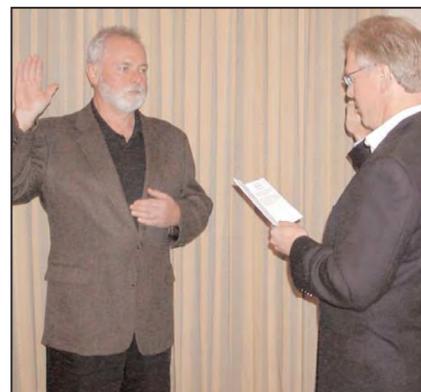
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Bill Creeden is new IST

Jerry Willburn retires as International secretary-treasurer

WILLIAM T. CREEDEN became the International secretary-treasurer Dec. 5 when the International Executive Council unanimously voted to have him fill the unexpired term of IST Jerry Z. Willburn, who retired October 31. Creeden had served as IST pro tem during the intervening weeks.

A member of Local 627 (Phoenix) since 1978, Creeden has served as director of organizing since 1993. First hired by the International as a temporary general organizer in 1987, Creeden became assistant to the director of organizing and communication in 1990. In December 1993, he was promoted to director of organizing and made an assistant to the International president. He has also served as director of computer services.



Bill Creeden (l.) is sworn in as IST at the December Executive Council meeting.

Creeden began his Boilermaker career as a field construction apprentice in 1977. After his 1980 graduation, he worked in various locals, primarily as a pressure welder. In 1986, he and Barry Edwards became two of the first organizers hired to implement the Brotherhood's *Fight Back* construction organizing strategy.

"The early days of *Fight Back* were highly productive as the contractors did not know how to deal with this new strategy," Creeden said. "Nor did

their attorneys. *Fight Back* had a positive and lasting impact on labor law, in addition to winning millions of dollars in back pay for volunteer organizers."

See CREEDEN, page 11

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Boilermakers sponsor 20th annual tripartite conference

Speakers address industry concerns, program results

AT THE 20TH annual conference of the Boilermakers National Tripartite Alliance, Oct. 11-13 in Myrtle Beach, S.C., speakers discussed future needs of the construction industry and celebrated the results of alliance-founded programs.

One of those programs — a gain sharing pilot program — drew praise from owner representative Don M. Powell, purchasing manager for Texas Genco.

"It is great to come to these conferences, attend meetings, and talk about what some of the issues are and possibly come to a solution for them. But I can't tell you how important it is and how great a feeling it is to take that talk and then go take some action to make it happen," Powell said.

"Gain sharing came up as a possible solution to some of the ongoing issues that we are trying to tackle. And I am here to say that I'm glad I took the step, along with B&W and the Boilermakers, to take all the talk and put it into action and actually put this gain sharing together. Because we have found a solution to a lot of the problems we have been talking about at these conferences over the years."

Gain sharing program works

THE TRIPARTITE ALLIANCE gain sharing committee received a grant from the Federal Mediation & Conciliation Service in 2002 to enroll the assistance of Cornell University's School of Industrial and Labor Relations to research, conduct pilots, and produce a gain sharing handbook.

Len Beauchamp, chairman of the gain sharing committee, said they now have two model projects: a project bid model (which targets less man-hours worked) and a project goal model (which targets specific goals).

In 2005, two pilot projects were conducted, one with Texas Genco with Babcock & Wilcox Construction Company Inc. (BWCC) and members of

Gain sharing works: "You will really be surprised at the results that you can accomplish."

~ Don Powell, Texas Genco

Boilermaker Local 74, Pipefitter Local 211, and Operator Local 450; and another with PPL Montana, Power Maintenance Resources Inc., and Local 11, Helena, Mont., as the primary local.

The projects included an extra-contractual agreement for each party (owner, contractor, labor) to work together to achieve superior performance (gain) and then to distribute the consequent financial rewards (sharing). For Boilermakers, gain sharing can mean extra cash at the end of a job for finishing a high-quality project ahead of schedule.

At the Texas Genco pilot project, Ken Wasilewski, BWCC regional construction manager, said his first goal was to get everyone as interested in the project as the owner.

"We set goals to define the project's success — goals for the workers, goals for the contractor, and goals for the owner," Wasilewski said. Once these goals were outlined, he explained, there was an overlap that showed common goals for each group. This demonstrated how each person can affect the outcome of a project.

"We set a performance metric. The project's goal — fewer man-hours. No gain — no sharing," Wasilewski said.

Ron Keck, BM-ES of the Boilermakers Lone Star District, discussed ways individual performance, safety, and absenteeism affect man-hours. Anyone who quit the job or was terminated was not eligible to participate in the gain sharing.

It didn't take long for workers to realize if they wanted to complete the job ahead of schedule, they couldn't do it by taking off work, arriving late, leaving early, or stretching out breaks. Accidents, redoing work, and squabbles with other crafts also take valuable time — time that could end up taking money out of their pockets.

As a result, the job experienced improvements in attendance, safety, work quality, and craft compatibility. Only one safety incident occurred. Unexcused absenteeism was less than half a percent, down from three percent on the previous job. The project also recorded a 24 percent reduction in direct and non-direct hours, a 27 percent reduction in outage days, and zero percent rework.

One hundred workers participated, earning an average gain sharing payout of \$2,350 — about \$12.80 more an hour. The highest payout was \$5,770. The lowest was \$123. Payouts were determined by hours worked and penalties tied to safety and absenteeism.

Powell challenged the other owners at the conference to identify a project and work with their contractors and the Boilermakers to start a gain sharing program. "You will love the results," he said.

Robert Hall, BM for Local 11 in Helena, Mont., reported on the gain sharing program at PPL Montana with Power Maintenance Resources Inc.

He said his members had a negative attitude toward the program because the company refused to pay subsistence for the job.

"It was never a question of subsistence or gain sharing," Hall explained. "The company was not going to pay subsistence; period. But they were willing to enter into a gain sharing agreement."

Hall said this pilot project was not the success he had hoped for but would serve as a learning tool for future projects.

"Only \$273,764 out of a possible \$452,333 was paid out," Hall said. "We

had four recordable accidents and had less than three percent in rework."

The gain sharing payout for the five-week project averaged out to an additional \$2.80 per hour. The highest payout was \$1,161; the lowest was \$286, for an average of \$732.

The Tripartite Alliance

FOR 20 YEARS, representatives of owners, contractors, and the Boilermakers union have met in Myrtle Beach for the annual tripartite conference. Between conferences, members of tripartite committees work on projects identified at the annual meetings.

Over the years, these committees have developed a substance abuse testing program, an OSHA compliant safety training program, a Common Arc weld testing program, and numerous other programs that have contributed to safer, more efficient, more productive, and more cost effective jobs.

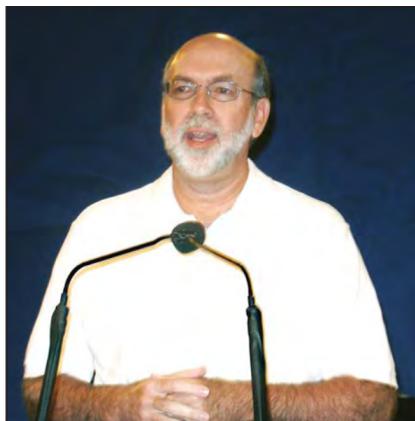
"And we have only just begun," said Newton B. Jones, International president of the Boilermakers union. "We still have much work to do. Whether it is the dogging, systemic problem of excessive absenteeism, or the looming challenge we face replacing those Boilermakers who are approaching their well-earned retirement, the challenge of providing properly certified, reliable, well-trained Boilermakers to the job sites of our industry partners — in the numbers needed — is always upon us and always our principal challenge."

Eastern Canada just hosted its second annual conference and the Western States area completed its first conference in September. Hurricane Katrina prevented the Southeast and Central areas from holding their combined conference in August, but the Northeast, Ohio Valley, and Upper Midwest areas all held successful meetings this year.

Reporting on these area tripartite committee meetings were IVP Sean Murphy for the Northeast; IR Marty Stanton II for Ohio Valley; AIP Clayton Plummer for the Upper Midwest; AIP Tony Gallo for the Western States; and IR Ed Power for Eastern Canada.

John Erickson, of the National Association of Construction Boilermaker Employers (NACBE), reported on the continued success of the Common Arc Welding Certification and accident-reduction programs.

As of June 2005, the Boilermaker lost-time injury rate was 0.43, a dramatic reduction from the 13.42 reported in 1990, the first year NACBE recorded accidents. The compensable injury rate is also down from 83.02 in



Texas Genco's Don Powell encourages other owners to try gain sharing, saying, "You will really be surprised at the results that you can accomplish."

The Boilermakers International Executive Council (IEC) intends to address excessive absenteeism through the referral rules, but Jones also called on the Boilermaker employers to enforce their work rules, especially in regard to absenteeism.

"These individuals not only cause productivity disruptions by their frequent absenteeism, they cause their fellow Boilermakers to have to bear the burden of their work load in addition to their own," Jones said.

To meet the challenge of our aging workforce, the Boilermakers have fully embraced the Helmets-to-Hardhats program endorsed by the AFL-CIO Building and Construction Trades Department (BCTD). "This program will bring young men and women who have undergone the rigors of military training and discipline into our industry," Jones said. "As apprentices to our trade and as journeymen leaders going forward, these young men and women will bring to our trade the peer sense of responsibility and duty where each must rely upon the other to get the job done efficiently and come home safely to their families."

And to ensure that our Boilermakers are well-trained, Jones said the IEC has embraced and promoted the new project management training program (another tripartite-born program) and are set to reinvigorate the foreman's leadership program.

"These two programs promise to improve the effectiveness of Boilermaker job sites and project leaders," Jones said. "But we must also reinvigorate our journeyman upgrade program. Going forward, I will be encouraging our National Joint Labor-Management Referral Committee to incorporate substantive changes to our referral rules that will insure and incentivize the timely participation of each journeyman in our journeyman upgrade program as well as all of our other MOST certification programs."

Reports show progress

EVEN THOUGH INDUSTRY leaders have been meeting in Myrtle Beach for 20 years, Jones is hopeful of reaching those who have not yet taken part in the alliance by holding tripartite conferences in other parts of the U.S. and Canada.

Administrative William Palmisano spoke about the value of MOST — Mobilization, Optimization, Stabilization and Training — a joint labor trust that provides manpower in areas of need, trains workers in new skills and technology, and instructs and teaches safe work habits. He outlined 13 programs MOST has developed since its establishment in 1989, stressing their economy. Providing all these services costs only 24 cents per man-hour worked.

Construction Division Director Dale "Skipper" Branscum discussed two training programs: Project Management and Leadership Training. "The project management course enables Boilermakers to manage construction projects by making decisions to positively affect the goals of the project," Branscum said. The program resulted from the 2001 tripartite meeting. Development began in 2002, with the first pilot program held in 2004. Two classes were held in 2005 and another will be held in January 2006.

The leadership training program is a 40-hour course that more than 5,000 members have attended. Branscum said MOST is revising the program to focus more on people skills, the role of a supervisor, and company expectations. It is expected to be completed in time for a June 2006 class.



NAA rigging trainer Marty Spencer explains the rigging training programs he has developed.

1990 to 11.72 as of June 2005. Erickson estimates that over 22,800 lost-time injuries have been eliminated since 1991, saving Boilermaker contractors over \$3.4 billion dollars.

The Common Arc welding test program also saves Boilermaker contractors a lot of money. In 1998, it cost over \$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.

Erickson outlined a typical 50-week project of 200,000 man-hours with 100 workers and a \$10 million payroll. He compared the costs of safety training, welder certification, and lost-time and compensable injuries that a contractor using the MOST program would pay with a contractor not using MOST. For jobs not using MOST, costs would be \$2.35 million. For jobs using MOST, the cost would be \$140,125 — a \$2.2 million savings, with an added 2.592 percent gain in productivity by eliminating hours lost to training, certification, and injuries.

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Mike DiCicco, deputy director for the Construction Division, discussed the General Presidents Agreement, the National Maintenance Agreement, and the National Power Agreement. He reported that the Teamster and Carpenter unions had pulled out of the BCTD and the Laborers union would most likely pull out by the end of this year.

"All job sites currently working under a national agreement will continue to work under that agreement," DiCicco said. "The BCTD board will be meeting in October to see how future jobs will be affected." He then assured the owners and contractors in attendance that, "The Boilermakers will not allow any of this to disrupt their job sites."

Marty Spencer Jr., rigging coordinator for the Northeast area, discussed a new training program he has developed. The course is presented in four modules, each lasting eight hours, covering (1) rigging equipment, inspection, and use; (2) powerhouse rigging; and (3) crane rigging. The fourth module is still "under construction," but will include blueprint interpretation; equalizing loads; weights, calculations, and formulas; structuring lay-down areas; and center of gravity.

Spencer has created models that use actual rigging tools and equipment. During his classes, attendees use these working models to learn rigging techniques. They also study hundreds of photos Spencer has taken over the years of different crane setups. All nine Northeast lodges now have their own miniature power house models. Spencer brought three samples of these 1-to-50 scale working models for display at the conference.

Subcommittees tackle continuing problems

PAST TRIPARTITE CONFERENCES have identified six topics that all three groups — owners, contractors, and labor — believe need to be addressed:

gain sharing, absenteeism, project management, recruitment and retention, outage scheduling, and respect in the workplace. Each issue is reviewed and discussed by a subcommittee. Development of programs for gain sharing, project management, and Helmets-to-Hardhats are already showing success in addressing some of these problems. The following reports show progress we are making in other areas.

Thomas H. O'Connor Jr., president of O'Connor Corporation Inc. and chairman of the MOST tripartite committee, talked about random drug testing. He participates in the program. While standing in line waiting his turn to be tested, he said he often hears comments like this: "I really like this. I don't want to be worrying that someone around me is going to get me killed."

O'Connor addressed the conference stating, "If there is any procedure that a company needs for Common Arc, we will work to add that process."

Larry Wargo, who works as a consultant for contractor services at First Energy, discussed the national manpower program. He reviewed a new software program being developed called Online Manpower Tracking. It will be available to local lodges to enter man-power requirements for mechanics, apprentices, helpers, and four types of welders: tube, MIG, carbon plate, and stainless plate. There will be no limit for job projections.

"If a local knows of manpower needs for a job 10 years down the road, they can enter the information for future projection needs," Wargo said.

When Jones was asked to adjourn the conference, he said it was to our advantage to move forward. He was impressed by Spencer's rigging program saying, "We need that program throughout the U.S." He then asked the BNAP to incorporate the program into their train-the-trainer program.

Jones said the gain sharing program shows great potential and the local tripartite meetings are an important way to get more involved on a nationwide basis.

"This annual meeting is important, but it will be these types of local and area meetings that will help spread these programs in the future. This conference is over, but our work is not." □

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This conference is over, but our work is not.



L-502 BM Randy Robbins and L-101 BM Henry McCoy (l. to r.) view one of three working models Marty Spencer created to teach rigging skills in the Northeast Area.



Intl Pres. Jones (l.) speaks with tripartite members during a break in the meeting. These informal interactions are sometimes the most beneficial.

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Eastern Canada holds tripartite conference

Client representation nearly triples over last year

ABOUT 200 REPRESENTATIVES of clients, contractors, and the Boilermakers union met in Cardigan, Prince Edward Island, August 23-25, for the second Eastern Canadian Tripartite Conference. Eastern Canadian Section IVP Sandy MacDonald called the conference a success, noting that participation by client representatives had nearly tripled from the previous year.

"IR Ed Power deserves a lot of credit for the success of this meeting," MacDonald said. "He has worked hard throughout the past year to make sure our committees get their work done and our tripartite efforts remain a high priority for everyone involved."

Speakers covered a variety of topics throughout the conference, from the perennial concerns of safety, outage scheduling, absenteeism, and respect in the workplace to the effects new legislation may have on the workplace, drug-screening policies, and the work outlook for the next few years.

Michael Church, an attorney with the firm of Caley & Wray, discussed Bill C-45, which could have a significant impact on many Boilermakers. The bill assigns criminal liability to organizations and individuals who fail in their duty to protect workers and the public from environmental hazards.

Although a well-intentioned effort to protect the public, Church believes the law is overly broad regarding who can be held liable for personal harm, and may have unintended consequences. However, the government is not using the law aggressively.

Boilermakers' health and safety expert Milan Racic gave a presentation on the possible connection between inhaled welding fumes and Parkinson's disease (PD). Only a few studies have been conducted, and they are conflicting. Two suggest that welders might be at risk for early onset PD, but a third study, covering 27,839 Danish welders, showed no correlation. However, this third study was funded by manufacturers of welding consumables. While the jury is still out on the connection of welding fumes to PD, Racic advised caution, pointing to a fourth study that found shield metal arc welders (SMAW) using high-manganese content electrodes were exposed to five times the manganese as those using E6010 and E7018 electrodes. It recommended using respiratory protection or source capture ventilation for SMAW welding.

Dr. Brendan Adams gave a look at drug usage and the efficacy of drug programs. He said that good drug and alcohol policies are complex, difficult, and time-consuming to design and use. Canada has legal barriers to random testing, but even the best drug-



IR Ed Power opens the second Eastern Canadian Tripartite Conference.

screening programs are limited because they measure presence of the drug, not impairment. Using the example of a person who drinks until 2 a.m., then goes to work at 7 a.m., he noted that late the next day alcohol may no longer be detectable in the blood, but the person will still be impaired by fatigue and dehydration. For other drugs, such as methamphetamine, impairment lingers even longer and is more pronounced.

George Griziotis, executive director of the construction sector council, presented the result of a labor market study. The study's conclusions not only gave insight into challenges on the horizon, but also illustrated the contrast between the labor force in Eastern and Western Canada.

Participants heard reports from four tripartite committees that had been established following last year's conference, dealing with safety, absenteeism, outage scheduling, and respect in the workplace. Then they broke into groups to discuss and outline future actions in these and other areas. □

Local 29 sponsors tripartite meeting

Industry leaders build relationships, discuss market growth

FOR THE SECOND year in a row, Local 29, Boston, has sponsored a tripartite conference for area leaders representing owners, contractors, and labor in industries the Boilermakers serve.

"This is the best concept that we can use to better our relationship with contractors and, more importantly, owners in our area," said Tim O'Leary, Local 29 business manager and secretary-treasurer. "In a lot of cases the owners are not aware of the training it takes to become a journeyman boilermaker and the constant training it takes to upgrade our members in order to benefit everyone involved. I wish the tripartite concept was introduced before this as I believe that we would have kept and grown our market share."

For 20 years, industry leaders have been invited to the Boilermakers' national tripartite meeting in Myrtle Beach, S.C. However, offering the conference at a local lodge or area level is a relatively new concept. These smaller meetings are being offered to entice industry leaders who may not be able to attend the national conference to meet nearer home in a more close-knit forum with other leaders in their area.

So far, the smaller forum has been a success for the Local 29 area. According to O'Leary, both meetings have been well attended and received. He says interest is growing.

This year's conference was held August 11 at a Knights of Columbus Hall located just one-fourth mile from Local 29's office. International officers attending included President Newton B. Jones and Northeast Vice President Sean Murphy.

Murphy stressed the importance of all parties involved to express their ideas. He then introduced Jones, who discussed the various programs the International Brotherhood offers to contractors and owners, explaining their advantages to each member of the tripartite team.

Other union speakers included Northeast Area Apprentice (NAA) Coordinator Jason Dupuis, who discussed the Boilermaker apprenticeship program; NAA rigging instructor Marty Spencer, who explained a training program he developed using working modules; MOST Administrator Bill Palmisano, who outlined programs offered by MOST and how they benefit each tripartite member; and Mike DiCicco, deputy director of the Boilermakers' Construction Division, who explained the various national agreements available to Boilermaker contractors and owners.

Representing Boilermaker contractors, John Erickson of NACBE talked about how much money the Boilermakers' safety programs and certified welders program (Common Arc) save the industries our union members serve.

But the meeting was about much more than speeches. IVP Murphy summed it up pretty well when he said, "Its informal atmosphere allows for a more open dialogue."

After all, it's the open dialogue that makes the tripartite concept work. □

Western States holds first tripartite

REPRESENTATIVES OF CLIENTS, contractors, and the Boilermakers union met in Park City, Utah, September 13-15, at the first tripartite conference for the Western States section. Western States IVP Joseph Stinger said the theme of the conference was "being able to set goals that we jointly can work on."

International President Newton B. Jones welcomed participants, saying, "We want to build relationships, because those relationships are how we go about trying to build trust to solve the problems and challenges we face."

Construction Division Director Dale "Skipper" Branscum discussed a new Web-based manpower tracking system being developed by the MOST/tripartite manpower tracking subcommittee to help business managers project their manpower needs. Using data supplied by local lodges, owners, and contractors, the online system will allow business managers to review and update information year round. The current system provides for two meetings a year. The subcommittee intends to launch the online system in 2006.

Phil Torchio, CEO of Chattanooga Boiler & Tank and safety representative for NACBE, reported that the Western States lodges have reduced OSHA recordable injuries by 97 percent since 1990. Jim Pillow, manager of Quality Assurance & Operations Support for APCOM Power Inc., said the

Common Arc welder certification program now has over 10,000 welders with current certification, but only 10 percent are in the Western states. He emphasized the importance of certifying welders.

Harold (Pat) Smith, Boilermaker National Apprenticeship program coordinator and Kyle Evenson, Boilermaker Western States Apprenticeship coordinator, reported on apprentice programs. The Boilermakers expect the Building and Construction Trades' Helmets to Hardhats (H2H) program to add skilled, motivated military veterans to our apprentice programs. This program helps veterans returning to the workforce get into union apprentice programs. The Boilermakers have adopted H2H nationwide.

Local 11 BM-ST Bob Hall (Helena, Mont.) reported on a successful gain sharing program at the PPL Station, Colstrip, Mont., one of two pilot programs tested by the tripartite alliance. Gain sharing provides a mechanism for using monetary incentives to improve worker productivity. Hall said the program worked, but also suggested some ways to improve it on future jobs.

Wil Hinojosa, business manager of the National Transient Lodge (NTL), gave a report on the advantage to local



IP Newton B. Jones (l.) presents an achievement award to AIP Tony Gallo for his 34 years of service to the union as a member, business manager, and International representative.

lodges as well as to contractors and owners of using NTL Boilermakers on jobs. MOST Administrator Bill Palmisano discussed the joint labor-management trust's programs, including drug screening, safety training, Common Arc welding, manpower reserve, scaffold training, steel erection, and project management training.

Other speakers included Jim McCormick, director of tripartite alliance programs; Dean Andriesevic, general manager of western operations for Babcock & Wilcox; and Bob van Engelehoven, director of resource development for PacifiCorp.

In breakout sessions, groups identified several areas of mutual concern that they will work on over the next years.

IP Newton B. Jones also took the opportunity to recognize AIP John A. "Tony" Gallo for his many years of service to members in the Western states. □

Labor wins — Bush reinstates Davis Bacon

President bows to pressure, reinstates wage protections

SHORTLY AFTER HURRICANE Katrina hit the Gulf Coast, President George W. Bush suspended the Davis-Bacon Act, which requires federal contractors to pay at least the prevailing wage to construction workers in a local area.

The suspension applied to more than 100 counties and parishes in the states hit by Katrina — for all contracts, whether or not they were meant to clean up and rebuild devastated areas. Prevailing wages in the Deep South are barely above poverty — \$9.55 an hour, for example, for a construction laborer in New Orleans.

But on Nov. 3rd, Bush bowed to pressure from Democrats, members of his own party, the religious community, and the labor movement by revoking the suspension and putting the Davis-Bacon Act back in place effective Nov. 8th.

Davis-Bacon suspension turns union jobs nonunion

IBEW members lose jobs not connected to Katrina

FOR A DISASTER-TORN community, this job looked like a gift from the heavens that had rained down death and destruction two weeks before. Hurricane Katrina washed away the homes and former lives of many New Orleans-area IBEW members, but here was a chance to start again.

A steady 20-month project promising 12 hours a day, seven days a week at a U.S. Air Force base in Southern Louisiana — complete with housing and three squares a day — was ideal for 75 electricians from the worst-off parts of Louisiana: St. Bernard's Parish, the lower Ninth Ward of New Orleans, and Lake Charles.

Answering the first big call to come in post-Katrina, the electricians from IBEW New Orleans Local 130, Baton Rouge Local 995, and Lake Charles Local 861 reported to work wiring temporary tents at the Alvin Callendar Naval Air Station in Belle Chasse on September 12 for signatory contractor Knight Enterprises. Three weeks later, they were off the job, discarded for out-of-state nonunion electricians following President Bush's Davis-Bacon prevailing wage law suspension.

"This is a story about pure and naked greed, about exploiting lower-skilled, nonunion workers while slapping union workers across the face after the nation's biggest natural disaster in a generation wiped out their lives," IBEW International President Edwin D. Hill said.

Local 130 Business Manager Robert "Tiger" Hammond said the IBEW members were to have finished wiring the temporary tent city, then wire and supply the electrical service to the base's new barracks over the next year and a half. Although the project is in the area affected by Hurricane Katrina, it is not related to the hurricane. Geographic location was its only qualification for the Davis-Bacon suspension.

The Davis-Bacon Act was adopted during the depression of the 1930s to make sure the government did not help drive wages down at a time of widespread unemployment.

Director of Government Affairs Bridget Martin credits the efforts of Congressmen George Miller (D-CA), Steve LaTourette (R-OH), and Frank LoBiondo (R-NJ), for getting the president to reverse his action.

"Miller got all 202 House Democrats to co-sponsor legislation to rescind the Gulf Coast wage cut," Martin said. "And LaTourette and LoBiondo, co-chairs of the House Republican Labor Working Group, led 37 House Republicans to call on the president for reinstatement of the prevailing wage laws."

"President Bush finally realized that his Gulf Coast wage cut was a bad idea that hurt the workers and their families affected by Katrina," Congressman Miller said. □

President Bush suspended the Davis-Bacon Act, under which employers must pay prevailing wage rates on federally-financed construction projects, to "permit the employment of thousands of additional individuals." The suspension has been a boon to large companies awarded no-bid contracts, which have bussed in migrants from California and elsewhere by promoting jobs on Spanish-language television.

Knight, a small minority-owned company in New Orleans, was kicked off the job before it let the IBEW workers go. Owner Al Knight blamed the Davis-Bacon suspension for losing the contract to Alabama-based BE&K, which has a deal with Kellogg, Brown and Root, a subsidiary of Halliburton. The job wiring the tent city was 60 percent completed when the Local 130 members were told that BE&K workers would be taking over.

"We have people who don't have a house left, they don't have anything left," Hammond said. "These are the people who were sent off this job. This was an ideal job for them because it would house them and feed them and give them a decent living wage."

The move did not escape the notice of Capitol Hill, where Knight's plight and that of the IBEW members stirred outrage.

"As if the people of the Gulf Coast haven't suffered enough, the Bush administration has implemented policies that are allowing contractors to pay sub-par wages and import workers from other parts of the country," said Rep. Linda Sanchez, D-Calif., at a hearing of the House Small Business Committee. Sanchez is a member of IBEW Local 441, Santa Ana. "This is morally reprehensible."

"I can tell you this for sure," Knight told the *Washington Post*. "If Davis-Bacon wage rates were left alone, then you'd have local Louisiana people working on local projects and we would be working today." □

Adapted from a story on www.ibew.org

ALL POLITICS IS LOCAL

Member action does make a difference

Voters elect pro-worker governors in Virginia and New Jersey

WITH A LOT of help from Boilermaker members and other union workers, pro-worker gubernatorial candidates were elected in Virginia and New Jersey in November. In addition, a Schwarzenegger-backed anti-union ballot initiative was defeated, along with at least two others that were opposed by the Boilermakers.

Members of Local Lodges 28 and 621 in New Jersey; 684, 57, and 45 in Virginia; and 92 and 546 in California put up yard signs, campaigned door-to-door, and rallied for candidates and our position on the ballot initiatives. Local lodges mailed letters and distributed flyers to their members. Their hard work paid off.

In New Jersey, Democratic Senator Jon Corzine easily won the governor's seat, trouncing Republican Doug Forrester by 10 percentage

points. Polls in the last week of the campaign had forecast a much closer race.

In Virginia, Democratic Lt. Gov. Tim Kaine defeated Republican Jerry Kilgore by more than five percentage points, despite a last-minute appearance by President Bush to rally Republicans behind Kilgore. In 2004, Bush got 54 percent of the vote in Virginia.

Voters also defeated a slate of ballot initiatives California Republican Gov. Arnold Schwarzenegger had proposed in an effort to weaken unions throughout the state.

Reporter stories tend to focus on national elections, but state and local elections often have a more immediate impact on the lives of workers.

Members of locals in these states are to be commended for taking action when and where they could to ensure that the governments of these states treat working families fairly.



The Boilermaker blimp floats above a rally for New Jersey gubernatorial candidate Jon Corzine.



IR John Chapman, ADGA Shannon Brett, and CLGAW Div. IVP Jim Hickenbotham pose with candidate for Virginia governor, Tim Kaine (l. to r.).

Union action gets plant reopened

Local 177 members are back to work after new owner and investors are found

IN JANUARY, Fort Howard Steel Inc. (FHS) sold its operations to Nucor Corp. Nucor bought FHS's nonunion plant in Oak Creek, but didn't want their bar mill, a union plant in Ashwaubenon, Wis., where workers were represented by Boilermakers Local 177.

The mill had always been profitable, but that didn't matter to Nucor. They didn't want anything to do with a union plant. So in February, the FHS mill in Ashwaubenon closed its doors, putting 46 members of Local 177, Green Bay, out of work.

It's a common story throughout the U.S. these days, and many people believed that was the end for Local 177.

But not Intl. Rep. Len Gunderson and Local 177 President Robert Haworth. Their efforts helped find new investors, and in October the mill reopened under the name of Fort Howard Steel, a Wilcox Steel LLC company.

"Nucor Steel is the Wal-Mart of the steel industry; it is an anti-union giant," Gunderson said. "Nucor told FHS that they didn't want anything to do with unions. They said they'd buy the Oak Creek plant, but only if FHS signed a non-compete agreement with Nucor, agreeing to not reopen or help to reopen the Ashwaubenon facility where Local 177 had a collective bargaining agreement."

While negotiating an exit agreement with FHS, Gunderson asked if FHS would sell the Ashwaubenon facility if a buyer could be found. Because of the non-compete agreement, FHS said they

"The union and company are working with one goal in mind — to do whatever it takes to make this company a success in the steel industry"

could sell the plant, but they couldn't help with financing or start-up. So Gunderson and Haworth started looking for buyers themselves.

It proved to be a difficult task.

With permission from the International, they hired Locker & Associates, consultants specializing in bringing back troubled companies. Locker sent Ron Anderson to Ashwaubenon to see if the company was salvageable. Not only did he find it salvageable, but Anderson liked the facility so much he decided to buy it himself and began looking for investors.

In the meantime, Gunderson looked for federal funding. He contacted Senators Kohl and Feingold, as well as Congressman Green, the office of the governor, and state and federal small

business associations. He also contacted the Boilermakers' government affairs department, who made some contacts in Washington, D.C., to make this work.

"It was harder than you think," Gunderson told *the Reporter*. "When you ask people to invest in a plant that has been shut down, they think it must have been shut down for a reason, and usually not a good one. Once investors realized the company was closed because they were so profitable Nucor wanted them out of the way, investors started getting on board."

"The plant reopened in October with the union intact and the goal to get all members back to work," Haworth said. "It was a long wait, but he (Gunderson) got the job done and now there is a future for all our families."

Timing for the reopening couldn't have been better, Gunderson said, as the workers' unemployment benefits were set to expire just as the new plant was opening.

The local negotiated a six-year contract with Anderson that Gunderson says will make the company competitive in the market place.

Anderson, the new president and majority owner of the mill said, "The labor contract is excellent — a model



Majority mill owner Ronald Anderson says the new contract is a model for labor-management relationships.

for 21st century labor-management relationships."

And the workers are happy, too.

"The union and company are working with one goal in mind — to do whatever it takes to make this company a success in the steel industry," said Daniel Sacotte, a 20-year employee and member of the negotiating committee.

"We all feel Ron Anderson is a great leader because he listens to the workers and he is a family-oriented person who cares about his workers and their families. With our team concept, the union and company are looking forward to a great future in the steel industry."



James Charniak, a 32-year FHS employee, thanks the Boilermakers for finding buyers.

Thirty-two-year employee and Local 177 member James Charniak couldn't agree more. "I want to thank the Boilermakers union for going out and finding a buyer," he said. "Thanks to all the people involved, and a very special thanks to Intl. Rep. Len Gunderson."

This is the fifth time Anderson has started new companies or restarted existing ones. Most of these companies have been union shops represented by the Steelworkers, Electricians, and now the Boilermakers. Anderson hopes to have as many as 40 of the former Fort Howard employees back on the job this year and expand to 58 shop workers within three years.

The plant equipment is in excellent condition and can produce cold-drawn steel bars from one-quarter of an inch to one inch with a plant production capacity of 45,000 tons a year.

Fort Howard Steel opened its doors in 1936 in Green Bay, Wis., building the Ashwaubenon facility in 1990, and adding a new line in 2000. It has been a three-shift operation employing 45 members of Local 177.

Chartered in 1937, Local 177 represents members in shop and manufacturing industries. □



Jim Hickey (l.) and L-177 President Robert Haworth say Local 177 members can thank IR Len Gunderson for saving their jobs.

Race car brings union message to right-to-work state

Driver hopes to spread UnionYes message to as many races as possible

IDAHO IS A right-to-work state, so when a race car turned up at the track in Boise with UnionYes displayed all over it, the crowd sent a mixed reaction.

There were both boos and cheers from racing fans, and even debates between track announcers, fans, and other drivers on why the UnionYes message was being spotlighted in a right-to-work state.

The car was highlighted at the Union Industries Show in Portland, Ore., in May, but it made its racing debut at the June 2005 Idaho Divisional Top Comp race.



The UnionYes race car makes its debut at the June 2005 Idaho Divisional Top Comp race.

"We have been attending races in Boise for 10 years and have developed a great relationship with the fans and other racers," said Gary Hindman, driver of the UnionYes race car.

"However, we have been amazed at the lack of understanding many Idaho residents have about unionism. They were surprisingly unaware of the benefits organized labor could make in each of their lives. We enjoyed the spotlight we were able to put on the UnionYes message."

Hindman, a member of UA Local 290, placed 7th in the three-day racing event. His car is sponsored by the Oregon State Building Trades Council, several labor union locals, the Oregon AFL-CIO, and union vendors from across the nation.

Bob Shiprack, exec. sec. of the Oregon State Building Trades Council, said he is very excited about this project. "We are utilizing Amer-

The UnionYes race car placed second in the Top Comp and third in the Street Outlaw races in Bremerton, Wash., Aug. 27 and 28. L. to r., Jaylen Martes, Brandi Hindman, Gordon Howell, driver Greg Hindman, and Rob Classen.

ica's new found fascination with motor sports as a means of getting our message out," he said.

Hindman hopes to spread the union message in as many race car events as possible, but attendance, he says, will depend on sponsorship funding.

"We are currently approaching as many unions as possible to help us fund this project," Hindman said. "When awareness is brought to unionism, we all win." □

Local lodges rev up for Helmets to Hardhats

BCTD program puts military vets in union apprenticeship programs

BOILERMAKER LODGES are embracing the Helmets to Hardhats (H2H) program in growing numbers, and dozens of veterans of the U.S. military are now transitioning into the Boilermakers apprenticeship system.

A milestone was reached late this year, when Local 667 of Charleston, W.Va., indentured 21 veterans — the largest number of vets to be indentured by any local of the 15 unions of the AFL-CIO's BCTD. Boilermakers Local 108 of Birmingham, Ala., signed up another 20 veterans.

"We're getting people indentured about every week," said Mike Peterson, area coordinator for the Boilermakers Southeastern Area Joint Apprenticeship Committee (SAJAC). "About 10 locals in our region have brought in vets through H2H. They have been enthusiastic. Several of the business managers are veterans."

One of the first locals to take part in the program was Local 40, Elizabethtown, Ky. Business Manager Ray Parrott said his local indentured three vets September 22, shortly after the Boilermakers International signed on for the program. "They've been working on an outage at a TVA (Tennessee Valley Authority) plant," he noted. "I think we're going to do real well with these kids. I hope we get some more."

Many of those involved with the program say a key benefit for the Boilermakers is that veterans have good skill sets and mindsets. They are disciplined, and they are used to getting up each morning and reporting to their jobs. It's a win-win situation for the union and for the vets.

In the Public Eye

LOCAL 667 HELD a formal indenturing ceremony Nov. 1 at its Winfield, W. Va., union hall, attracting considerable public attention. Governor Joe Manchin III attended the event, as did a representative from U.S. Senator Robert Byrd's office. Also attending were Major General Allan Tackett from the West Virginia National Guard and a representative of the West Virginia Division of Veterans Affairs. Present from the Boilermakers were National Apprenticeship Board Member Gerald Kaelin, National Apprenticeship Coordinator Pat Smith, Area Vice President Sean Murphy, SAJAC Coordinator Mike Peterson, and Local 667 Business Manager George Pinkerman. Others attending were Dan Caufield, president of Helmets to Hardhats; Roy Smith, secretary-treasurer of the West Virginia State Building and Construction Trades Council, and Tom Householder of American Electric Power.

The 21 vets indentured into Local 667 (20 men and one woman) represented all five branches of the U.S. military.

Business Manager Pinkerton said Local 667 quickly put about half of the apprentices to work on a project tearing down scaffolding. Classroom training was scheduled to begin at the local union hall Dec. 1.

Fort Howard Steel opened its doors in 1936 in Green Bay, Wis., building the Ashwaubenon facility in 1990, and adding a new line in 2000. It has been a three-shift operation employing 45 members of Local 177.

Chartered in 1937, Local 177 represents members in shop and manufacturing industries. □

Wandling learned about Helmets to Hardhats through an Army career center. He started the application process online while he was in Kuwait. So why choose the Boilermakers? "They have the best benefit package I've ever seen in my life," he said.

Another new apprentice, 24-year-old Jacob Samples, was an airborne-qualified, active duty Army cook until his discharge this past May. Samples found out about the H2H program through a retired Boilermaker who was also a Vietnam vet.

"I decided I definitely wanted to be a Boilermaker," said Samples. "It's one of the best-paying trades."

Wages and benefits were also important to Aaron Bradley, 26, a former Marine infantryman, now apprenticing with Local 667. But there's more to it.

"Boilermakers look out for each other," he explained. "There's camaraderie. I was afraid the older guys would look down on us, but they welcomed us with open arms."



From left, U.S. veterans Tony Reynolds, Jacob Samples, Steve Thomas, and James McCormick are indentured as L-667 apprentices through Helmets to Hardhats.

Scheer named TTDRD chairman

AFL-CIO division represents railroad workers nationwide

makers' principal representative when he was named director of our Railroad Division in 2003.

ALAN SCHEER, director of the Boilermakers' Railroad Division, was elected October 18th to serve as chairman of the AFL-CIO Transportation Trades Department's Rail Division (TTDRD).



Alan Scheer

"The TTD Rail Division is a great asset to the railroad workers in our nation," Scheer said. "Ed Wytkind, president of the AFL-CIO Transportation Trades Department, is renowned in Washington as one of the most dedicated and competent champions of the labor movement. He and members of his staff are always present at the Rail Division meetings and provide a great service to our members."

The TTDRD functions as a collective group addressing legislative issues affecting railroad members, such as Amtrak funding, rail safety, security, hazardous materials handling and training, Federal Railroad Administration issues, National Mediation Board issues, Railroad Retirement issues, Surface Transportation Board issues, etc.

During his one-year term as TTDRD chairman, Scheer will lead monthly meetings, supply members with occasional correspondence related to TTD issues, confer with the TTD leadership, and sign correspondence as the Rail Division chairman.

Scheer has attended most of the TTDRD meetings the last eight or nine years and became the Boiler-

and independent government agencies. Disaffiliations from the AFL-CIO have left the TTDRD with eight participating unions: IBB, IAM, TCU, SMWIA, TWU, IBEW, ATDA, and BRS.

Scheer began his career in 1973, as an apprentice Boilermaker at the Southern Railway Co. (SRC), now known as the Norfolk Southern Railway Corp. He attended apprenticeship classes in Birmingham, Ala., for eight weeks then served the remaining 732 days of his apprenticeship at SRC's diesel shop in Atlanta. He joined Local 2 (which consolidated into Local 14 in 1988) and served as that lodge's local chairman from 1978 to 1986, when he was transferred to SRC's diesel shop in Chattanooga, Tenn.

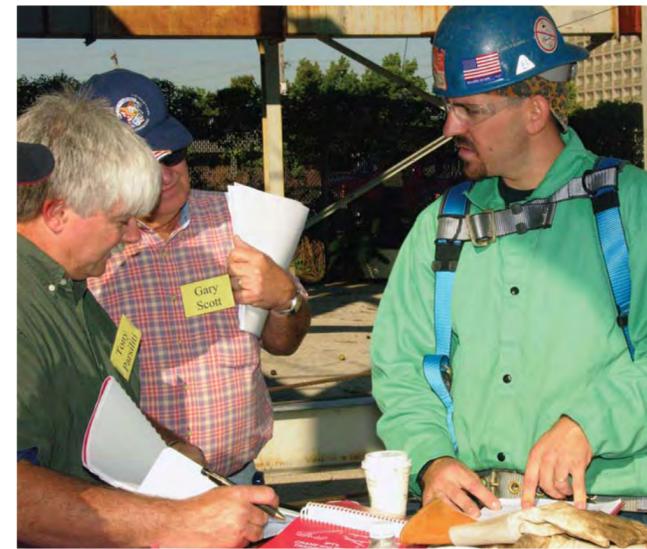
In 1988, Scheer was appointed to serve the Boilermakers' Railroad Division as an International representative, and was named its director in 2003. He will continue to serve as director during his term as TTDRD chairman.

Giving credit where credit is due

WE WOULD LIKE TO CREDIT The *Wabash Plain Dealer* for the photo they provided for the article "Lockout heats up at Wabash Alloys" on page two of Volume 44 Number 3 of *the Boilermaker Reporter*.



Jimmy Sutton (L-453) and Jeremy Grubb (L-105) work as a team to mill a tube.



Michael Angstadt (L-13) asks judges Tony Parsiliti and Gary Scott for clarification before he tackles a problem.



George Bryant (L-169) grinds a tube.

BNAP Competition

Continued from page 1

Beach (Local 11, Helena, Mont.), Jeremy Grubb (Local 105, Chillicothe, Ohio), and Stephen Beatty (Local 154, Pittsburgh).

A panel of 11 judges — five Boilermaker employers, five union representatives, and the BNAP coordinator or his representative — grade the contestants on a comprehensive set of skills covering a wide variety of tasks Boilermakers must perform on the job. This year's test administrator was Martin Spencer Jr.,

Local 7 rigging instructor. He was joined by employer judges Rod Earnest and Randall James, Babcock & Wilcox Construction Co.; Anthony (Tony) Parsiliti, Gem Industrial Inc.; John Cammuso, Babcock Power; and James (Larry) Chunn, Delta Nooter Inc. Union judges were John Robinson, Local 502; Charles H. Vanover, Local 374; William R. Elrod, retired AIP; John J. Doherty, Local 28 apprentice coordinator; and Gary S. Scott, NTL vice president.



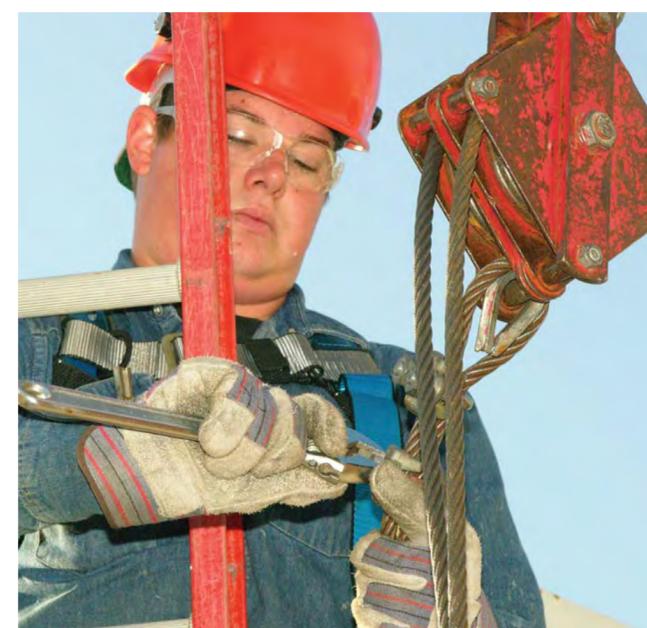
Local 13 Bus. Mgr. Jim Banford (l.) congratulates Angstadt and recognition award winner David Dupuis (r.), retired NE Area apprentice coordinator.



Carey Kowalski (L-647) demonstrates his knot-tying skills.



Jayme Taylor (L-242) does light riveting in the metal fabrication test.



Stephen Beatty (L-154) stands on a ladder to reeve a block.



Brian Beach (L-11) uses a water level to level a vessel.

L-73 completes 100,000 accident-free man-hours

Owner and contractor look forward to working with Boilermakers in 2006

MEMBERS OF LOCAL 73, Halifax, Nova Scotia, have completed an outage job at Imperial Oil with a perfect safety record and a welding repair ratio of less than one-tenth of one percent.

Working for TIW Steel Platework, the crew worked over 100,000 man-hours at the spring turnaround in Dartmouth, Nova Scotia, with only four minor first aids and zero medical aids.

Local 73 Bus. Mgr. Kent Oliver credits this job's safety success to training.

"Local 73 has initiated several safety training programs in the last few years, and we are proud that our members are able to complete a job of this magnitude, with no lost-time accidents," Oliver said. "The trade skills and safety

record displayed on this job are a credit to the Boilermaker profession."

Local 73 ABM Gary Morris said about 160 Boilermakers worked the 10-week project, replacing internal and exterior shells of the regenerator and reactor units.

According to TIW superintendent Valmont Bourgoin, over 2,000 x-rays were taken on the job with a welding repair ratio of 0.08 percent.

"The spring 2005 turnaround was a total success," Bourgoin said. "The members had a perfect safety record [and] the welding quality was excellent."

Bourgoin added that Imperial Oil expressed their appreciation for our members "completing the project safely and on budget."

"We look forward to working together on the fall 2006 shutdown," Bourgoin said. □

The Local 73 crew (below) working for TIW Steel Platework at Imperial Oil had a perfect safety record.



Members participate in VenteX training

Contractor to assign all installation, monitoring work to Boilermakers

MEMBERS OF LOCAL 45, Richmond, Va., Local 193, Baltimore, Md., and Local 667, Charleston, W. Va., have attended a four-day training class sponsored by VenteX LLC, a Boilermaker contractor specializing in particulate scrubbing and fume removal.

The class provides an overview of the three patented VenteX systems designed to remove airborne particulate or toxic fumes from work processes in any confined space — the ABT, which removes fumes, smoke, and dust; the AIC, a containment system; and the PS-3, a portable particulate scrubber.

The course includes both classroom and hands-on training. Passage of practical and written exams qualifies a Boilermaker to both install and monitor the VenteX systems.

Local 45 member Ronnie Mongold was hired and trained by VenteX at their research and development facility

in Kamloops, British Columbia, to train Boilermakers. Class size is limited to 20 Boilermakers. So far four classes have been conducted, with additional scheduling in the works.

Members of Local 45 had two opportunities to attend classes: August 1-4 in Petersburg, W. Va., and August 8-11 at American Heavy Rigging in Richmond, Va. Local 193 members attended classes August 15-18 in Baltimore, and American Electric Power provided space at their Mountaineer facility for Local 667 members to train August 22-24.

VenteX was formed five years ago by retired Construction Division Intl. Rep. Earl Holland (now deceased), Cecil Rush Jr., and three Local 359 members (Vancouver, British Columbia): Keith Ferlin, Clint Price, and Jim Wymer.

"All of the attendees found the equipment easy to work with, and look forward to working with VenteX, improving the workplace environment for their fellow workers," Ferlin said. "Many expressed the view that systems like these were long overdue." □



The agglomerator is lifted up so it can be attached to the front of the unit's electrostatic precipitator.

Local 83 members install new technology

Crew proves union advantage by completing job accident-free and one week early

MEMBERS OF LOCAL 83, Kansas City, Mo., got the chance to prove themselves to a contractor that normally hires only nonunion workers.

When the Empire District Electric Co. hired Spartan Contractors LLC to install new environmental technology at their Asbury Power Plant in Asbury, Mo., Spartan decided to use union Boilermakers to do the job.

It turned out to be a smart move. Not only did the Local 83 crew do the job they were hired to do, they completed the work one week ahead of schedule and without any accidents.

The 12-man crew worked over 2,200 man-hours without a lost-time OSHA recordable accident installing a bi-polar fine particulate agglomerator. This was only the fifth full-scale agglomerator to be built in the world.

Designed by Indigo Technologies to reduce fly ash emissions from power plants by 50 percent, the Indigo agglomerator is installed in front of an existing unit's electrostatic precipitator. It charges half the fly ash particles passing through with a positive electrical charge, and the other half with a negative electrical charge. These opposite-charged particles are then carefully mixed to insure intimate contact. Once contact is made, the fly ash particles stick together and agglomerate into much larger particles. The large particles are then more easily collected by the unit's electrostatic precipitator.

The four-week job turned out to be a win-win-win situation. The customer got their equipment properly installed, the contractor saved money when the Boilermakers completed the job ahead of schedule and accident free, and the Boilermakers now have a new union contractor.

Spartan Contractors LLC signed the Missouri River Basin Agreement. Hopefully this new technology — and this new union contractor — will result in more work for union Boilermakers.

Source: <http://www.indigotechnologies.com> and L-83 foreman Dave Leimer



A Boilermaker lines up the agglomerator as it is lowered into its final resting spot, next to a unit's electrostatic precipitator at the Asbury Power Plant.



Local 83 members check the rigging before the agglomerator is lifted into place.

Reid Boiler Works recognizes union

New L-104 members secure three-year agreement

IN MAY 2004, Reid Boiler Works, Bellingham, Wash., recognized the International Brotherhood of Boilermakers union as the bargaining agent for its four employees. Recognition followed a brief organizing campaign conducted by Intl. Rep. Dave Bunch. Within a week, a three-year agreement was ratified.

Bunch credits the efforts and courage of one man, Marty Scott, for this new unit's success.

"If half of the nonunion workers in this country had the courage that Marty has, the majority would be union," Bunch said.

Scott was taking welding classes at a local community college when he met Alan "Spark" Thompson, a member of Boilermaker Local 502 in Tacoma, Wash. Thompson told Scott how great the union and its benefits were so Scott contacted Local 502 Bus. Mgr. Randy Robbins to see how he could get his company organized. Robbins referred his call to Bunch, who services Local 104 in Seattle, the lodge IVP Joe Stinger would assign to represent this new unit.

Bunch contacted Scott and met with the other Reid workers. All were enthusiastic about organizing their shop and signed authorization for representation cards. Bunch then approached the employer, who said he was not interested in speaking to him or any union.

That didn't sit well with Scott, who really wanted to organize this shop. He decided to get the employer's attention by withholding his services that involve highly-specialized and precise pressure vessel work. He succeeded. The employer agreed to recognize the union and within a week a contract was signed.

"I don't believe Scott could've been fired; this activity would be considered a recognition strike," Bunch said. "It was still a bold and risky move. If he had not done his homework, the company could have recalled a former worker to permanently replace him. A new employee could never have accomplished this."



Marty Scott adds the final touches to a retort (pressure vessel sterilizer) at Reid Boiler Works.

To Scott, it was worth the risk to organize the shop. Now he and his co-workers are enjoying the benefits of a union contract that includes standardized pay rates, apprenticeship contributions, and employer-paid health and pension benefits. Not only does the new agreement secure the issues the workers wanted, but it includes language to end the shortage of skilled labor for seasonal rushes.

A union contract gives a small employer like Reid Boiler Works access to a very skilled, trained, and disciplined workforce to draw from for jobs and intermittent work. Reid can now bid larger projects knowing they just have to call Local 104 to get the skilled workforce they need.

Now Scott no longer has to go to the community college to upgrade his skills. He and his Reid coworkers go to the Local 104 training hall for free. And he'll soon have more co-workers as Reid notified Bunch he would soon be hiring.

"I can't begin to tell you all the wonderful support I have been given by family, friends, coworkers, union members, and most of all Dave Bunch," Scott said.

Reid Boiler Works is a 107-year-old family business that has manufactured pressure vessel sterilizers (known as retorts) and carts for the food processing industry since 1898. They also construct expansion tanks, heat exchangers, and steam cleaning equipment. Chartered in 1892, Local 104 represents workers in the shop, forging, manufacturing, shipyard, marine, metal, and railroad industries. □

Creeden is new IST

Continued from page 1

As IST, Creeden's enthusiastic approach to organizing will be used to find ways to save the International money.

IST Willburn retires

JERRY Z. WILLBURN, 57, began his career 38 years ago as a construction Boilermaker apprentice out of Local 627, Phoenix. He moved to Kansas City in 1980, following his 1979 appointment as an International representative for the Construction Division. In 1988, he became International secretary-treasurer, a position he was re-elected to by three Consolidated Conventions.

Willburn said, "We have a great organization, and I feel confident that the younger generation coming on will continue to make our organization even better. It has been my pleasure and honor to serve you."

Willburn hopes to spend his retirement with his family and taking care of his home, where he raises cattle. He also hopes to find more time for hunting, fishing, and metal fabrication and welding. □



Jerry Willburn retires as International secretary-treasurer, effective Oct. 31, 2005.

Help us recognize Iraqi vets

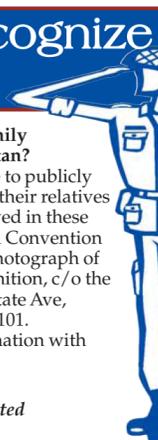
IS A MEMBER OF your family serving in Iraq or Afghanistan?

The International would like to publicly recognize Boilermakers and their relatives who are serving or have served in these conflicts at our Consolidated Convention in July 2006. Please send a photograph of the soldier to Veteran Recognition, c/o the Boilermaker Reporter, 753 State Ave, Suite 570, Kansas City KS 66101.

Include the following information with your submission:

Soldier's name
Boilermaker to whom related
(include local lodge #)
Dates of service

Please include any other details you believe we should have. For more information, contact Nicole Stinger, 913-371-2640.



Contract Transmittal Reports

The following local lodges announce recently-ratified contracts with their employers

Local M13 — St. Louis, Mo.

Effective Feb. 24, 2005 to Feb. 24, 2008, for eight members who chrome plate and polish miscellaneous parts at the **St. Louis Plating Co.**

Local D37 — Seattle

Effective November 1, 2005 to October 31, 2009, for five members who work at **Lafarge North America.**

Local 154 — Pittsburgh

Effective February 1, 2005 to February 1, 2006, for 10 members who work at **Apex Maintenance Inc.**

Local 159 — Mountain Top, Pa.

Effective November 4, 2005 to November 3, 2008, for members who work at the **Keystone Forging Co.**

Local D351 — Stoneport, Mich.

Effective Oct. 16, 2005 to Oct. 15, 2009, for 109 members who produce crushed limestone at **Lafarge.**

Local D416 — Lorain, Ohio

Effective Oct. 1, 2005 to Oct. 1, 2008, for 54 members who work in production and maintenance at **National Gypsum** producing dry wall and wall board.

Local D437 — Ennis, Texas

Effective June 1, 2005 to May 31, 2010, for 45 members who make roofing products for **CertainTeed**, a leading U.S. manufacturer of low slope and steep slope roofing products for commercial, industrial, institutional, and residential roofing and waterproofing applications.

Local D545 — Dudley, Ga.

Effective June 1, 2005 to June 1, 2009, for 80 members who manufacture wood 2x4s and other lumber products for the **Gilman Building Products Company.**

Local 558 — Windsor, Conn.

Effective June 27, 2005 to June 29, 2008, for members who work at the **Westinghouse Electric Co.**

Local D597 — Genoa, Ohio

Effective Oct. 1, 2005 to Sept. 30, 2010, for 47 members who work in production and maintenance at **Graymont Dolime Inc.**, a producer of quicklime and hydrated lime for markets throughout the eastern United States and Canada.

Local 647 — Minneapolis, Minn.

Effective July 19, 2005 to July 18, 2006, for 21 members who work in production and maintenance at **Moorhead Machine & Boiler.**

Local 650 — Lake City, Minn.

Effective Jan. 28, 2005 to Jan. 28, 2010, for 480 members who work for **Federal Mogul**, a global supplier of products to automotive and other industries. Members make pistons and sleeves for original equipment and replacement engines for such companies as Caterpillar, Cummins, John Deere, Navistar, and Thermo King.

Local 667 — Charleston, W. Va.

Effective June 20, 2005 to November 4, 2010, for 12 members who work at **Sistersville Tank Works Inc.**, a manufacturer of quality pressure vessels and heat exchangers since 1894.

Local 727 — Owensboro, Ky.

Effective May 2, 2005 to May 1, 2006, for 253 members who make value-added edible oils and specialty grocery products at **ACH Food Companies Inc.**, for residential, commercial, and industrial channels in North America.

Local 802 — Chester, Pa.

Effective June 20, 2004 to March 31, 2007, for 105 members who work in the longshoreman shop of **Pennsylvania Terminals Inc.**

Local 900 — Barberton, Ohio

Effective May 1, 2004 to April 30, 2008, for members who work at the nuclear equipment division of **BWX Technologies**, the premier supplier of heavy equipment components for defense applications.

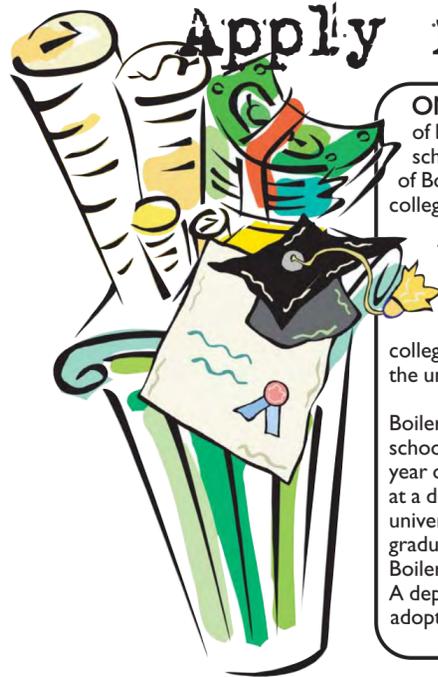
Local 1073 — Cleveland

Effective June 1, 2004 to June 1, 2008, for 130 members who work at **Mid-West Forge**, specializing in high volume hot forged and cold extruded shafts for such customers as DaimlerChrysler, Dana Corporation, and Ford.

Local 1664 — Maple Heights, Ohio

Effective February 23, 2005 to January 14, 2009, for members who work at **BCS Cuyahoga**, a producer of commercial and industrial metal products, such as alloy steel bars, and hot rolled and cold finished steel bars.

Apply now for scholarships



ONE OF THE MOST popular benefits of being a Boilermaker is the college scholarship program that helps dependents of Boilmakers 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 2006 awards are available after December 15 from your local lodge and will be accepted from January 1 to March 31, 2006. Applications postmarked after the March 31, 2006, 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.

ANNUAL SUMMARY REPORTS OF NATIONAL FUNDS

BOILERMAKER-BLACKSMITH NATIONAL PENSION TRUST

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, 2004.

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 \$460,610,622. These expenses included \$28,194,364 in administrative expenses and \$432,416,258 in benefits paid to participants and beneficiaries.

A total of 72,735 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 \$6,639,856,798 as of December 31, 2004, compared to \$6,276,664,586 as of January 1, 2004. During the plan year, the plan experienced an increase in its net assets of \$363,192,212.

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 \$823,802,834. This includes employer contributions of \$184,298,335, losses of \$142,223,574 from the sale of assets, net earnings from investments of \$781,438,377, and other income of \$289,696.

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

THIS IS A SUMMARY of the annual report of the Boilmakers National Health and Welfare Fund, Employer Identification Number 36-6090694, for the fiscal year ending December 31, 2004. The annual report has been filed with the Department of Labor, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees of the Boilmakers 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 had an experience-rated contract with Provident Life and Accident Insurance Company to pay all life and accidental death and dismemberment claims. The total premiums paid for the plan year ending December 31, 2004 were \$1,952,004.

Because the contract with Provident Life and Accident Insurance Company is a so-called "experience-rated" contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid for the plan year ending December 31, 2004, the premiums paid under such experience-rated contract were \$1,952,004 and the total of all benefit claims paid under this experience-rated contract during the plan year was \$1,280,063.

BASIC FINANCIAL STATEMENT

The value of plan assets, after subtracting liabilities of the plan, was \$100,812,850 as of December 31, 2004, compared to \$112,391,154 as of December 31, 2003. During the plan year, the plan experienced a decrease in its net assets of \$11,578,304. 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.

The plan had total income of \$224,029,038. These expenses included \$8,906,465 in administrative expenses and \$215,122,573 in benefits paid to participants and beneficiaries.

BOILERMAKERS NATIONAL ANNUITY TRUST

THIS IS A SUMMARY of the annual report of the Boilmakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 2004. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

BASIC FINANCIAL STATEMENT

Benefits under the plan are provided from trust assets. Plan expenses were \$57,725,176. These expenses include \$3,191,837 in administrative expenses, \$54,219,317 in benefits paid to participants and beneficiaries, and other expenses of \$314,022. A total of 62,177 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 \$808,690,418 as of December 31, 2004, compared to \$755,446,852 as of January 1, 2004. During the plan year, the plan experienced an increase in its net assets of \$53,243,566. This increase includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$110,968,742 (including employer contributions of \$77,549,319, realized losses of \$632,395 from the sale of assets, earnings from investments of \$34,008,499, and other income of \$43,319).

FUNDING STANDARDS

Enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

YOU MAY REQUEST A 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 Boilmakers National Health & Welfare Fund summary report will include the following:

5. Insurance information, including sales commissions paid by insurance carriers.

The Boilmakers National Annuity Trust summary report will include the following:

5. Information regarding any common or collective trusts, pooled separate accounts; master trusts, or 103-12 investment entities in which the plan participates.

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 Ave., 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 \$138.75 for the full annual report, or \$0.25 per page for any part thereof.

The charge to cover copying costs of the Boilmakers National Health & Welfare Fund Summary Annual Report will be \$138.75 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 Ave., 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, N1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Ave., NW, Washington, D.C. 20210.



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 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, spouses, and children.
Call: 1-800-393-0864

Auto Insurance

Call: 1-888-294-9496

Accident Insurance

Call: 1-800-393-0864

Health Savings

Save on prescription medicines, hearing, dental, and vision care.
Call: 1-800-228-3523

Car Rental Discounts

Call and give the ID number:

Avis: 1-800-698-5685
AWD #B723700

Budget: 1-800-455-2848
BCD#V816100

Union-Made Checks

Call: 1-888-864-6625

Cingular Wireless Discounts

Call: 1-888-356-9752

Union Plus Moving Services

Call: 1-800-593-2526

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.

Helping working families achieve a debt-free future

- ✓ STOP the collection calls.
- ✓ LOWER your interest rates.
- ✓ AVOID repossession or foreclosure.

MORE AND MORE working families are facing financial problems and increased debt. Over 500,000 union members sought help from a consumer credit counseling agency last year alone. That's why Union Privilege created the Union Plus Credit Counseling program.

This program can help you become debt-free, learn new money management skills, and save money for the future. Through Money Management International (MMI) and its family of Consumer Credit Counseling Services (CCCS) agencies, you can get help 24-hours-a-day, 7-days-a-week.

FREE INITIAL COUNSELING SESSION

TO HELPYOU get started, the Union Plus Credit Counseling program offers our members a free one-hour initial counseling session. During that session, you will receive a complete financial review and budget analysis, advice on how to work with creditors,

a written action plan with timelines for reaching your goals, and if necessary, referrals to appropriate organizations and programs that may also be able to help you.



DEBT MANAGEMENT PLAN

IF YOU NEED additional assistance, a counselor will work with you to develop a debt management plan to reduce your debt liabilities. Once the plan is set up, MMI will negotiate with your creditors on your behalf, disburse your funds to creditors on your behalf, and work with creditors to stop collection calls.

Members of our union will receive a 33 percent union-member-only discount off the fee to set up the plan.

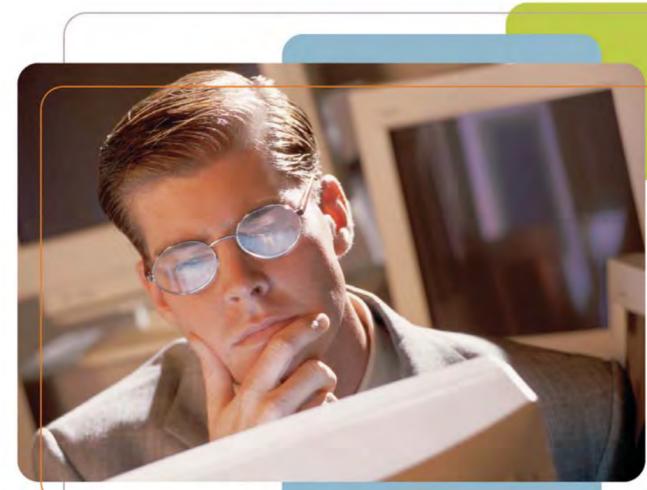
For more information, please visit www.unionplus.org/creditcounseling or call 1-877-833-1745.

Having Problems with Debt ?

Call 1-877-833-1745 today for your **free financial analysis** or visit www.unionplus.org/creditcounseling



Union Plus® Credit Counseling
1-877-833-1745



Access better technology

and online services – All at big savings

It's easy!

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Union Plus Computer Discounts – Save up to 25% on all Dell computers, printers and other accessories. Bonus specials are available when you visit www.unionplus.org/computers or you can call 1-800-695-8133 and reference member ID: PS16626766.



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To find a lawyer in your area, call

1-888-993-8886

or visit

unionplus.org/legal

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.

NTL Christopher, Gary	40	Ratcliff, Ernest	128	Thifault, Andre	128
NTL Graham, Leonard	40	Smith, Austin	128	Therault, John	128
NTL Grigsby, Tony	40	Tucker, Raymond	132	Berntsen, Ole	132
NTL LeBlanc, Francis	57	Bates, Phillip	146	Hall, Marc	146
NTL Odle, Donald	60	Carson, Donald	146	Kemps, Ronald	146
NTL Thomas, Henry	72	Jackson, Remus	146	Kemps, Shane	146
1 Geary, Joseph	74	Morris, Jim	146	Valentic, Ante	146
1 Thomas, Edward	D74	Head, Oscar	146	Weir, William	146
1 Wojcieszek, Walter	79	Pettijohn, Alan	154	Koches, Thomas	154
1 Zabinski, Leo	83	Colvin, Larry	154	Truesdale, William	154
1 Zale, Gene	83	Cooper, Billy	154	Warrick, William	154
5 Liberto, Robert	83	Herwig, Christopher	158	Bartos, Merval	158
5 Montbriand, Donald	83	Hilliard, Roy	158	Pace, Overton	158
6 Blackmon, William	83	Pugh, Wilbur	158	Powell, Joseph	158
6 Brumley, Henry	83	Robling, Joseph	177	Scott, Leonard	177
6 Christensen, Chris	83	Standlee, Olan	180	Camble, Thurman	180
6 DeLuca, Rudolph	90	Mitchell, Rudolph	D191	Brown, Richard	D191
6 Eggers, Carter	92	Jewell, George	203	Gale, Thomas	203
6 Fernandes, Frank	92	Grillo, John	203	Murphy, Ward	203
6 Kelleher, John	92	Klinkert, Ernest	242	Ericson, Robert	242
6 Potter, Vernon	92	Wood, Oscar	271	Bergeron, Daniel	271
6 Serrano, Rolando	104	Atwood, Gregory	290	Webb, Wallace	290
6 Sieker, Walter	104	Bucher, Robert	305	Lewis, Clifton	305
6 Ueligitone, Sauilemau	104	Crume, Adolphus	316	Bonacci, Michael	316
6 Wood, Jack	104	Dimick, Arthur	363	Bertelsman, George	363
6 Young, John	104	Henderson, James	363	Campbell, Joshua	363
7 Rogalski, Tobias	104	Marshall, Ernest	363	Paul, Clarence	363
9 Kendrick, John	104	Palmer, Phillip	374	Adkins, Bruce	374
10 Bauer, James	104	Rogers, Leroy	374	Capporelli, John	374
10 Chalmers, Robert	104	Wallis, James	374	Fernandez, Peter	374
10 Scholes, Vernon	105	Henderson, Wattie	374	Gaynor, David	374
13 Culbertson, Chris	S105	Macklin, John	374	Gramelspacher, Jerry	374
14 Walker Jr., Robert	107	Hilger, Thomas	374	Grant, Albert	374
M18 Alessi, Richard	D114	Groves, James	374	Page, Delbert	374
26 Hennessee, Luther	124	Sebreny, Abraham	374	Stevenson, Elmer	374
26 Lair, Charles A.	128	Arsenault, Donat	378	Nelson, Jack	378
27 Akins Jr., J.D.	128	Bedard, Bruce	392	Fuocco, Gregory	392
27 Brown, Howard	128	Bellusci, Pasquale	397	Cook, Carl	397
29 Fay, Edward	128	Dunham, Richard	408	Prejean, Arthur	408
37 Thibodaux, Murray	128	Kirkaldie, John	443	Engert, Anthony	443
40 Beasley, Wade	128	Krywy, Peter	454	Massey, Marvin	454
40 Graff, Fred	128	Normandeau, Henry	454	Wilkinson, John	454
40 McDavid, Robert	128	Paradis, Maurice	455	Cochran, Robert	455
40 Payne, Robert	128	Quesnelle, Gerald	455	Newcomb, Willard	455

OBITUARIES

Peerless Jefferson
July 10, 1925 — Oct. 10, 2005



PEERLESS JEFFERSON, 80, a 59-year member of the National Transient Lodge and WWII veteran, passed away Oct. 10. During his Boilermaker career, Jefferson worked in every state, dozens of countries, and on five continents. When he retired in 1989, he remained active as a union lobbyist, lobbying at every level of government. He served in the Army during World War II, earning a Purple Heart and Croix de Guerre. He and his high school sweetheart, Nita, would have celebrated their 60th wedding anniversary this November.

Jefferson is survived by his wife, Nita; their three children, Charles, Diane, and Brenda; and many grand and great grandchildren.

480 Barrett, Donald	802 Komarnicki, John
480 Stewart, Josh	807 Johnson, Jasper
500 Brumbaugh, Clifford	900 Evans, Joseph
500 Laverdure, Frank	903 Clark, Mark
587 Burch, Clarence	903 Grice, James
587 Delafosse, Louis	S978 Lamberth, Jerry
587 Permenter, Burtis	1086 Gammons, Hobert
587 Stoutes, Donald	1162 Tisthammer, Peter
647 Fournier, Clifford	1212 Polee, Richard
647 Kauppi, Hjalmar	1248 Kardois, Henry
647 Peters, Glen	1509 Gau, John
651 Perron, Richard	1509 Markiewicz, Ronald
656 Helton, Thomas	1509 Massey, Nello
656 Ryan, James	1509 Matuszewski, Eugene
661 Edwards, Thomas	1509 Wiza, Ernest
667 Binion, Josh	1570 Carnevale, Nicolin
667 Brothers, James	1600 Baker, Joseph
667 Byers, George	1600 Lewis, William
667 Parson, Robert	1618 Ohrt, Grace
687 Ray, Jimmy	1620 Romine, Hersch
693 Glover, Glenn	1633 Edmonds, James
696 Phelps, Wallace	

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.

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	Schultz, Fred M.	6,000.00	6	Benjamin, William	3,000.00	6	Melendez, Melencio	6,000.00
Intl. Comeau, Al J.	\$6,000.00	NTL Stewart, Duward W.	6,000.00	6	Blackmon, William	6,000.00	6	Potter, Vernon C.	654.65
NTL Brasher, William L.	14,031.48	NTL Stewart, Leonard P.	6,000.00	6	Brumley, Henry L.	6,000.00	6	Serrano, Rolando D.	6,000.00
NTL Burden, Otis H.	6,000.00	NTL Williams, Glen F.	6,000.00	6	Christensen, Chris	6,000.00	6	Sieker, Walter W.	6,000.00
NTL Cable, Hubert B.	6,000.00	NTL Wills, Roy	6,000.00	6	DeLuca, Rudolph S.	6,000.00	6	Steverson, Elmer	4,000.00
NTL Craig, Troy C.	6,000.00	1 Cain, Johnny R.	394.38	6	Drake, Rodney A.	6,000.00	6	Ueligitone, S.	6,000.00
NTL Graham, Leonard	6,000.00	1 Geary, Joseph A.	6,000.00	6	Eggers, Carter	6,000.00	6	Wood, Jack	6,136.92
NTL Grigsby, Tony G.	6,000.00	1 Wojcieszek, Walter	6,000.00	6	Ellis, James	6,000.00	6	Young, John L.	6,000.00
NTL Ivey, Douglas S.	6,000.00	1 Zabinski, Leo E.	6,000.00	6	Fernandes, Frank F.	6,000.00	7	Binko, Alan H.	6,000.00
NTL LaRue, Carl	6,000.00	1 Zale, Gene S.	6,000.00	6	Gallegos, Anthony	6,000.00	7	Bressette, David D.	6,000.00
NTL LeBlanc, Francis J.	6,000.00	4 Jackson, Steward	10,489.13	6	Garcia, Richard S.	6,000.00	7	Chmeil, Joseph W.	6,000.00
NTL Longan, Ronnie E.	6,000.00	5 Beharry, Victor	6,000.00	6	Kelleher, John J.	6,000.00	7	Reichenbach, Lewis D.	6,000.00
NTL O'Bryon, Donald E.	6,000.00	5 Montbriand, Donald	6,000.00	6	Madera, Wilbur J.	6,000.00	7	Rogalski, Tobias J.	6,000.00
		5 Salerius, Charles W.	6,000.00	6	Markussen, Vernon	6,000.00	10	Bauer, James	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.)

See Death Benefits, page 15

LODGE, NAME & BENEFIT

Continued from page 14

26 Strickland, John E.	6,000.00	104 Crume, Adolphus	6,000.00	449	Anderson, Francis	6,000.00	647	Johnson, Norman H.	6,000.00
26 Swain, H.E.	6,000.00	104 Eades, Frank M.	6,000.00	449	Cisler, Lawrence J.	6,000.00	647	Leslie, Glenn	6,000.00
26 Wade, Willie	6,000.00	104 Eller, John C.	6,000.00	449	Ostrand, Herbert	6,000.00	647	Peters, Glen V.	6,000.00
27 Brown, Howard L.	6,000.00	104 Ellsworth, Kenneth	6,000.00	449	Rex, Leonard	6,000.00	647	Tiefenthaler, Robert	6,000.00
27 Laster, William H.	6,000.00	104 Glatt, Frank	6,000.00	454	Drennon, Ernest G.	6,000.00	667	Brothers, James L.	6,000.00
27 Sailors, Michael W.	6,000.00	104 Hammons, Everett	6,000.00	454	Mathis, Ernest H.	6,000.00	667	Christopher, Gary E.	7,762.85
27 Weber, Wilfred K.	6,000.00	104 Henderson, James	6,000.00	454	Thomas, Roy L.	6,000.00	667	Croston, William C.	6,000.00
28 Scalza, Fiorentino	11,000.00	104 Ketcherside, David	6,000.00	455	Cochran, Robert W.	6,000.00	667	Slinde, Kerry L.	6,000.00
29 Hancock, Richard A.	3,000.00	104 Lenac, Stanley	6,000.00	455	Newcomb, Willard	6,000.00	667	Slone, William F.	6,000.00
29 McCue, Dennis L.	6,000.00	104 Marshall, Ernest E.	6,000.00	455	Phillips, Carl A.	6,000.00	667	Young, James S.	526.38
29 Patriarca, Guido	6,000.00	104 Miller, Eldor G.	6,000.00	469	Martinez, Selzo M.	6,000.00	673	Myers, Henry E.	6,000.00
29 Ryan, Joseph H.	6,000.00	104 Nelson, Larry G.	3,343.07	487	Andre, Wallace P.	6,000.00	687	McManus Jr., James	6,000.00
29 Votta, Joseph J.	6,000.00	104 Palmer, Phillip E.	6,000.00	487	Haen, Norbert L.	6,000.00	687	Miler Jr., Theodore	6,000.00
30 Jones, Terry G.	12,893.16	104 Pedersen, James R.	6,000.00	487	Mattice, Thomas E.	6,000.00	687	Ray, Jimmy R.	6,000.00
30 King, William S.	13,834.48	104 Rogers, Leroy B.	6,000.00	487	Paral, Clarence W.	6,000.00	696	Phelps, Wallace W.	6,000.00
30 McGuire, John H.	6,000.00	104 Rumsey, Delbert H.	6,000.00	500	Laverdure, Frank P.	6,000.00	744	Ciokajlo, Antoni	6,000.00
37 Gallardo, Johnny M.	6,000.00	104 Skoglund, Carl B.	6,000.00	502	Horton, Glen M.	6,000.00	744	Hopperton, Donald	6,000.00
37 Knieper Jr., Henry	6,000.00	104 Slinker, Robert A.	6,000.00	502	Hoyos, Henry	4,755.08	744	Nelson, Ingolf T.	6,000.00
37 Poore, Charles E.	6,000.00	104 Strilchuk, Fred S.	6,000.00	531	Hudgins, Alvin C.	6,000.00	752	Apkarian, Michael	6,000.00
37 Thibodaux, Murray	6,000.00	104 Wallis, James D.	6,000.00	549	Ohs, Martin	6,000.00	752	Lee, Yoon K.	6,000.00
40 Barnes, Thomas E.	6,000.00	104 Wigley, Leroy D.	2,652.26	549	Rivera, Kevin F.	15,000.00	802	Brown, William R.	6,000.00
40 Moore, Johnny	15,000.00	105 Henderson, Wattie	6,000.00	549	Warren, William F.	6,000.00	802	Komarnicki, John	4,000.00
40 Payne, Robert V.	6,000.00	105 Hoda, Calvin J.	263.25	549	Yates, Gilbert	6,000.00	802	Millner, Moses	6,000.00
40 Slone, Billy J.	6,000.00	105 Keen, J.W.	2,000.00	568	Howard, Mark J.	6,000.00	802	Stout, Albert S.	6,000.00
40 Smith, Austin	6,000.00	105 McDavid, Robert B.	6,000.00	568	Neaves, Robert L.	6,000.00	802	Szokolnicki, Walter	6,000.00
60 Bosnich Sr., Mitchell	6,000.00	106 Kaesemeyer, Fred A.	6,000.00	568	Rice, Lynn C.	6,000.00	802	Ward, Frank	6,000.00
60 Carson, Donald W.	6,000.00	110 Bowen, Darrell D.	12,787.85	568	Van Alstyne, Roy	6,000.00	806	Flick, Lottie D.	6,000.00
60 Harden, Vernon D.	6,000.00	112 Williams, Elias	6,000.00	582	Monson, Ervin J.	6,000.00	1162	Tisthammer, Peter	6,000.00
72 Davidian, Edward	6,000.00	124 Urbanowski, Robert	6,000.00	582	Singleton, Ivy L.	3,000.00	1212	Acosta, Giraldo	6,000.00
72 Eide, Norman	6,000.00	128 McCurdy, Leroy R.	6,000.00	587	Bankester, Terry L.	3,019.54	1212	Beltran, Adolph	6,000.00
72 English, Larry V.	6,000.00	132 Kovacevich, George	6,000.00	587	Bates, Louis William	6,000.00	1241	Nickels, Richard L.	2,336.48
72 Erickson, Roy V.	6,000.00	132 Love, William A.	6,000.00	587	Burch, Clarence E.	6,000.00	1509	Gau, John W.	6,000.00
72 Harkema, Leslie L.	6,000.00	154 Barach, George	6,000.00	587	Delafosse, Louis	6,000.00	1509	Huber, Michael	6,000.00
72 Jackson, Remus	6,000.00	154 Bradish, Thomas H.	6,000.00	587	Pearson, Willie N.	6,000.00	1509	Markiewicz, Ronald	6,000.00
72 Samuelson, Richard	6,000.00	154 Bucci, Onorato L.	6,000.00	587	Permenter, Burtis H.	6,000.00	1509	Sommers, Emory E.	6,000.00
72 Shilo, Arthur	6,000.00	154 David, Thomas	6,000.00	587	Stoutes, Donald	6,000.00	1600	Alft, Esther L.	6,000.00
72 Swanson George J.	5,000.00	154 Gaboda, Joseph J.	6,000.00	590	Davis, Edna Lorene	6,000.00	1600	Lewis, William H.	6,000.00
72 Yarbrough, Hubert	6,000.00	154 Truesdale, William	6,000.00	592	Gentry, Lorin R.	6,000.00	1600	VerVynck, Joseph H.	6,000.00
74 Morris, Jim H.	6,000.00	154 Warrick, William T.	6,000.00	592	Gishal, Quincy M.	12,055.19	1603	Hamon, Harvey H.	6,000.00
79 Allen, Floyd C.	6,000.00	154 Wilbert, Frank W.	6,000.00	626	Brill Sr., James T.	6,000.00	1666	Sisler, Robert J.	3,501.65
79 Bernier, Harold	6,000.00	169 Dodge, Clifford L.	6,000.00	627	Ash, George H.	6,000.00	1670	Chafin, Bill	6,000.00
79 Fuller, Bob	6,000.00	174 Bernier, Harold	6,000.00	627	Golladay, Stephen L.	6,000.00	1670	Mayer, Laszlo	6,000.00
79 Robertson, Paul A.	1,106.56	174 Christiansen, Albert	3,000.00	627	Williams, Roland L.	82.51	1999	David, Anthony B.	3,206.15
79 Yellott, Janet K.	2,1127.03	175 May, Spencer A.	6,000.00	636	Carlson, Willis D.	6,000.00			
83 DePriest, Rick G.	49.50	182 Salsberry, Edward J.	6,000.00						
83 Hallam, Billy L.	6,000.00	175 Stuber, Kenneth R.	6,000.00						
83 Hart Jr., Orville E.	6,000.00	175 Taylor, James C.	6,000.00						
83 Hilliard, Roy A.	6,000.00	182 Parsons, Roger E.	6,000.00						
83 Pinkerman, James	6,000.00	182 Stash, John	232.75						
83 Pugh, Wilbur L.	6,000.00	193 Bowers, Gregory L.	6,000.00						
83 Reagan, Herman E.	6,000.00	194 Ring, Joseph J.	6,000.00						
83 Standlee, Olan F.	6,000.00	197 Cervera, Frank A.	6,000.00						
85 Braden, Bobby L.	6,000.00	199 Crews, Owen G.	6,000.00						
85 Cook, Douglas O.	6,000.00	204 Pagaduan, Elvis	6,000.00						
85 Lind, Lionel B.	6,000.00	204 Thompson, Herman	6,000.00						
85 McCoy, Donald E.	6,000.00	242 Dryer, Donald C.	6,000						

Unions keep holiday spirit alive

THIS TIME OF YEAR, we often remind our members that the only reason workers now enjoy weekends off and paid holidays is because of the efforts of union organizers in the 19th and early 20th centuries. In the early decades of the Industrial Revolution, employers like Ebenezer Scrooge were not the exception, they were the rule.

Only when workers organized into unions, were we able to use our collective strength to convince employers to reduce the hours we work each week, to grant us paid holidays and vacations, and to make our job sites safer. That is an historical fact we must not forget.

But many workers are tempted to think of it as "only" an historical fact. That is a mistake. Collective action through unions is still the most powerful force working for the betterment of working families. Every day we see evidence that union action can protect workers and make our lives better.

Unions not only gave us the paid days off that we enjoy as we celebrate our holidays this time each year, but through collective action we keep alive the spirit of these holidays. Christmas and the other winter holidays we celebrate are a time for family and a time for giving. They are a time when we renew our bonds with the people around us and pledge, through our generous actions as well as our loving words, to help each other through the cold and dark days ahead.

Our willingness to help our family and our neighbors through difficult times is what underlies the strength of

union action. Union actions rely on our ability to love our neighbors. We join unions out of self-interest, but if they are to work, we must be willing to help protect our neighbors and co-workers in their times of need. Only when we work together for the benefit of all our members does collective action work.

**When we work together
for the benefit of all
our members,
union action works.**

This year has been a tough one for many Boilermaker members across the United States and Canada. We have struggled with plant closings and threatened closings, with lockouts, and with anti-union government policies. In the Southeast, many of our members are continuing to struggle with the aftermath of a series of hurricanes which, together, constitute perhaps the greatest natural disaster in the history of the United States.

Through all these times of difficulty, our members and their families have benefited and continue to benefit from the collective action of union members.

Last February, the sale of Fort Howard Steel Inc. to Nucor Inc. forced the closing of a plant that employed 46 members of Local 177, Green Bay, Wis.

For unorganized workers, that would have been the end of the matter. They would have been on the street,

looking for work at a time of high unemployment. But Fort Howard Steel employees had a union and they had Len Gunderson, an International rep. who does not give up easily. With help from the International, Gunderson and Local 177 President Robert Haworth found a new owner for the plant, and now workers there have a new contract.

They owe their jobs to union action. In March, 190 Boilermakers working at Wabash Alloys in Indiana were locked out by their employer. The same thing happened in June to 200 Boilermakers at the Celanese plant in Meredosia, Ill. Their struggles are ongoing, and victory is far from certain, but in the meantime these Boilermakers are eligible for victimization benefits from the Brotherhood's Defense Fund while they fight for their jobs.

Another benefit of union action. Throughout the year, dozens of grievances are settled to the satisfaction of our members. The few that are mentioned in the Reporter are the tip of the iceberg. Every year, hundreds of contracts are renewed, ensuring that those workers not only remain employed, but that their employers must treat them fairly in accord with the collective bargaining agreement.

More benefits of union action. In the Southeast, after Hurricanes Katrina, Rita, and Wilma destroyed homes and businesses over a five-state area, Boilermaker members were not the only ones who benefited from the collective action of our members. The International and local lodges took



Newton B. Jones
International President

immediate action to help everyone they could reach, bringing in relief supplies and helping people get back on their feet. Thousands of hurricane survivors benefited from our actions.

When President Bush suspended Davis-Bacon in the hurricane-afflicted areas, our members told Congress workers in that region need the paycheck protection that law provides, and we prevailed. Collective action at work. To all Boilermaker members and their families, I wish the warmest of greetings in this holiday season. It is your collective strength that gives this great union the power to fight on behalf of all Boilermaker families.

We do not win every battle, but we win most, and every victory we enjoy means life is better for us all.

For me, that is the holiday spirit. □

LETTERS TO THE EDITOR

Thanks for helping us fight the Celanese lock-out

THE MEMBERS OF LOCAL 484 want to thank you for the donations. Your donations will support L-484 members in a time of need, and will help with the expenses incurred while fighting Celanese. Our goal is to get the company to return to the bargaining table and negotiate in good faith, and to get our members back to work.

ED RATLIFF
Treasurer, L-484 Solidarity
and Defense Committee
Meredosia, Ill.

Boilermaker angels provide hurricane relief

I WOULD LIKE to thank the guys from Local 112. Without their bringing in supplies to the Heron Bay area, a small community out of Bayou La Batre, Ala., many people would have done without. Our area was hit hard. Many homes were destroyed, and many lives forever changed. I and others set up a few tables outside the St. Michael's Community Center. A truck pulled up six days after the storm and dropped off a few items. This was our beginning.

We stayed outside for a week or more giving out whatever came our way, mostly canned goods and water. Our people slept in their cars. They

were lucky not to lose their cars in the flood. Churches from all parts of the world sent in supplies. We served over 200 people a day.

I don't know how Local 112 found out about us. I still say it was angels that sent them. I'll be forever grateful. I'm sure I speak for many.

God Bless the Boilermakers.
BRENDA HAVARD
Codan, Ala.

L-83 member passes, family grateful for local's support

WE RECENTLY LOST a family member and fellow retired Boilermaker, Joseph Lee Robling (L-83) on October 12, 2005.

Long-time friend Dick Gregg (L-83) shared personal stories about Joe at the funeral. Dick had everyone laughing. At a time of loss, stress, and sorrow he broke the tension and the tears.

Thank you to Dick and the Boilermakers of Local 83 who visited and supported Joe during his long illness.

BRIAN LEE ROBLING & FAMILY
Local 83 member & Joe's son
Auburn, Neb.

Give older workers the respect they deserve

IT'S A SAD day in our trade when older Boilermakers are treated with a

lack of respect. After many years being known as a banger or a heavy hitter, due to health problems or injury you have been forced to slow your pace. Instead of being helped, you are expected to perform as you did 10 years ago.

I go to work everyday and earn my paycheck by doing a fair day's work. I'm proud to be a Boilermaker, and it's that pride I put into my work. So please consider these things when judging an older hand. Give him some respect and a hand, not a slap in the face by telling him he's not keeping up or producing enough.

STEVEN RAY SCHWAB, L-154
Pittsburgh

What are people thinking?

I AM PRESIDENT of Local S234. Thanks to the right-to-work (for less) state of Tennessee, we just can't get and keep good members. Out of about 550 hourly employees, we have 115 members.

I wish people could remember the unions of the 1960s and 1970s when they were stronger and look at what happened after their state passed the right-to-work law.

If you don't already have a right-to-work state, do everything you can to stop them. And if you know anyone in a right-to-work state, tell them to stop

being against us and fight for their rights by having a voice in the union!

Be union proud, not a dead weight.
DON BRAZZELL,
Acting President, L-S234
Dickson, Tenn.

D6 and VP Kemp will miss Robert Dawson

BROTHER DAWSON [who passed away July 4, 2004] was a faithful union man all his life and served our union in just about every office and capacity there was, including president. His good works and tireless efforts are still appreciated to this day.

DAN KEMP
Vice President, Local 6
Davenport, Iowa

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:

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