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Senate confirms Solis as labor secretary

Obama pick vows to revamp employer-leaning DOL

THROUGHOUT HIS CAMPAIGN, President Obama promised to choose someone who recognizes that it is the Department of Labor, not the Department of Management, to head that agency. And he has done just that by appointing Hilda Solis as the next secretary of labor. Solis grew up in a union family and has been a champion of workers throughout her more than 15 years in public service, in California and in Congress.

Some conservative lawmakers had threatened to block a vote on her confirmation, because they oppose the Employee Free Choice Act, which she supports. (The Senate voted 80-17 to confirm her Feb. 24.) If enacted, EFCA will alter the way workplaces are organized, allowing workers to make key decisions now reserved for management.

During her confirmation hearings, Solis said her vision of the Labor Department is "rooted in who I am." She said, "My father was a Teamsters shop steward who regularly told us about the opportunities his union association would bring to help secure our family a place in America's middle class."

She pointed to four areas the Labor Department will address under her leadership: improving skills development and job creation programs, including development of "green-collar" jobs; assuring workers get the pay they have earned, working in safe, healthy, and fair workplaces; addressing the retirement security crisis; and protecting every worker from job discrimination, regardless of race, sex, veteran status, or disability.

Her record indicates she will be a strong advocate for workers as secretary of labor. In her four terms in Congress, Solis co-authored the Green Jobs Act, which later became part of the Energy Independence and Security Act of 2007. The Green Jobs Act authorized \$125 million for workforce training programs targeted to veterans, displaced workers, at-risk youth and individuals in families below 200 percent of the federal poverty line.

Solis replaces Bush appointee Elaine Chao, who was often at odds with labor unions. Chao presided over a department that reduced the number of mine safety officers, cut OSHA's budget, and substantially increased paperwork and reporting requirements for unions. Chao opposed EFCA as well as ergonomic rules intended to protect workers from repetitive strain injuries. In the closing months of



Labor Secretary Hilda Solis

the Bush Administration, Chao's department came under fire for misleading Congress when it used faulty information to justify contracting out the work of federal employees.

Antiunion groups like the National Right to Work (NRW) Legal Defense Foundation fear Solis will undo many of Chao's rule-making efforts that have helped businesses at the expense of workers and unions. In a Dec. 18 article on NRW's Web site, the group referred to Solis as "union-label Hilda Solis."

While that bit of sarcasm may bring smirks to the faces of union foes, the moniker should raise smiles in labor circles. □

Pension relief bill becomes law

Union-business coalition's efforts pay off — law will temporarily ease pressures on defined-benefit pensions

JUST BEFORE CHRISTMAS, Congress passed and President Bush signed a bill that provides temporary relief to pension plans reeling from the 2008 stock market crash. The new law eases the benefit payment schedules set in place in 2006, giving pension plans greater options in determining the best way to recover from the enormous drop in asset value caused by the stock market crash. A coalition of nearly 300 large businesses and unions with defined-benefit pension plans, including the Boilermakers union, worked hard to ensure that Congress did not adjourn before passing the bill, which they believe is necessary to keep their pension plans viable.

Defined-benefit plans were hit twice in 2008 — first by a 2006

pension reform bill that redefined how defined-benefit plans finance benefit payments, and second by the decline of pension fund assets that occurred when stock prices plummeted 46 percent, effectively wiping out more than \$6 trillion in wealth (according to the *Wall Street Journal's Market Watch*). Without this pension relief bill, many plans would have had to make drastic contribution increases, reduce benefits, or even go bankrupt.

"Our pension plan is far from being out of the woods," said Intl. Pres. Newton B. Jones, "but this bill gives the trustees some time to find a recovery plan that can work. Without it, they would have had to act almost immediately, before the full extent of the recession and stock market drop can be understood."

This bill does not erase the funding obligations of pension plans, but does adjust some payment schedules set up by the 2006 law. Without those schedule adjustments, generally healthy plans

hurt by the stock market decline would have had to make drastic pension plan contribution increases and benefit cutbacks as early as 2009. The new law allows plans to temporarily delay taking those actions until the economic picture is clearer.

Jones praised the work of the Boilermakers Department of Government Affairs as well as grassroots support from members in getting the legislation passed. "We should all thank Bridget [Martin, Director of Political Affairs] and Abe [Breehey, Director of Legislative Affairs] for their hard work to get this law passed," he said. "Bridget worked especially hard to make sure Congress did not adjourn before passing the bill. When it passed, her union lobbying colleagues praised her for her perseverance in pushing Congress to pass a bill before they adjourned for the year."

See PENSION RELIEF, page 3

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Union membership increases two years in a row

Jump in public sector unionization raises overall rate again in 2008

FOR THE SECOND year in a row, union membership increased significantly, according to the Bureau of Labor Statistics (BLS) annual union membership report released Jan. 28. The unionized share of the U.S. work force climbed to 12.4 percent in 2008, from 12.1 percent in 2007 — an addition to union rolls of more than 420,000 members.

According to Ben Zipperer, a senior research associate of the Center for Economic and Policy Research in Washington, D.C., union employment in 2008 successfully weathered the beginnings of what may be the most severe recession in the post-World War II period. The increase from 12.1 to 12.4 percent — nearly half a million members — is the largest on record since 1983, the first year for which comparable data is available. Except for the increases in 2007 and 2008, union membership has otherwise fallen or stagnated annually from 20.1 percent in 1983.

According to the BLS report, the bulk of the overall membership rise in 2008 originated in public sector unions, which added members faster than government employment expanded. Public sector unionization last year grew to 36.8 percent from 35.9 percent in 2007. This increase of about 275,000 members came largely through gains in local and state government, where unionization in 2008 reached 42.2 percent and 31.6 percent, respectively.

While overall employment in the private sector shrank in 2008, few major industries or occupations saw unionization rates decline. Small drops in unionization in financial and business services and in mining were more than offset by membership gains in education, health, and hospitality services. As a result, private-sector unionization rose from 7.5 percent in 2007 to 7.6 percent in 2008.

Union membership in manufacturing remained essentially unchanged at 11.4 percent in 2008, compared to 11.3 percent in 2007. Once considered the bulwark of the labor movement, manufacturing workers are now less likely than workers in the rest of the economy are to be union members. A “union job” in the private sector today is most likely to be in transportation and utilities (22.2 percent) or telecommunications (19.3 percent).

The level of union membership within the overall construction indus-

Unions form network to counter multinational cement companies

Boilermakers, Steelworkers lead group; network will coordinate bargaining strategies

FIVE UNIONS THAT represent workers in the North American cement/building materials industry have created a network to coordinate collective bargaining strategies and other activities. The Boilermakers and the Steelworkers will co-coordinate the group. Other participants include the Mine Workers, the Laborers, and the Teamsters.

“Our unions represent employees of large, multinational cement companies,” said Carey Allen, Director of CLGAW Division Services. “These companies develop coordinated strategies against labor unions. The unions now have their own structure to coordinate strategies and share information.”

Called the North American Cement and Building Materials Union Network, the group held its formative meeting at the Steelworkers headquar-

ters in Pittsburgh Feb. 9. Attending for the Boilermakers were Allen; Jim Pressley, Executive Director of Industrial Sector Operations; Gary Prochnow, Director of Industrial Services and Organizing; and Mark Kelly, International Rep.

The meeting was sponsored by the International Federation of Chemical, Energy, Mine, and General Workers’ Unions. ICEM is a global labor organization promoting solidarity in various industry sectors. ICEM Materials Section Manager Phee Jung-sun attended the Feb. 9 meeting and also visited the Boilermakers’ headquarters in Kansas City, Kan., Feb. 8. Another global federation, the Building and Wood Workers’ International, also participated in the Pittsburgh meeting.

Allen said formation of the network was triggered, in part, by situations such as the one involving Boilermakers Local D27 (Independence, Mo.). “Members of that lodge were in contract negotiations with Lafarge last year. The company implemented a contract proposal that phases out retiree health care benefits

for union employees.” French-owned Lafarge is the largest cement-maker operating in North America.

Allen said Warren Fairley, International Vice President for the Industrial Sector, brought the lodge’s case before the ICEM last year, raising awareness about unilateral actions multinational companies are taking that do harm to their American employees.

Lafarge was also the subject of one of the network’s first formal actions Feb. 9. The group passed a resolution calling on the company to cease its involvement in promoting anti-union tactics at its Joppa, Ill., cement plant, where the Mine Workers recently organized a unit.

Other major multinational cement companies operating in North America include Holcim (Swiss), Buzzi Unicem (Italian), Cemex (Mexican), Heidelberg (German), and Essroc (Italian).

The North American Cement and Building Materials Union Network plans to meet biannually. The next meeting will be held at the Boilermakers’ headquarters later this year. □



Boilermakers attending the first meeting of the North American Cement and Building Materials Union Network are Jim Pressley, ED-ISO (second from left); Gary Prochnow, D-ISS&O (third from left); Mark Kelly, IR (center front, in black

shirt); and Carey Allen, D-ISO (fifth from right). At far left is Phee Jung-sun, ICEM materials section manager. *Photo courtesy Jan Voets*

try remained the same in 2008, at about 1.2 million workers.

Unionization increased in the Midwest, from 13.8 percent to 14.3 percent, yet failed to match the rapid pace of expansion in the West, where unionization grew from 14.7 percent to 15.7 percent. Since 2006, unionization has surged in Western states. California alone added about 266,000 union members last year, raising its unionization rate to 18.4 percent from 16.7 percent in 2007. Over the last three years, union membership in the South has remained at 5.9 percent, less than half of the national average.

Should the Employee Free Choice Act become law this year, union membership could see even more impressive gains. The legislation would make it easier for workers to organize by allowing union recognition via majority sign-up. (For more information, see “LEAP announces 2009 legislative issues” on page 3.) □



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LEAP announces 2009 legislative issues

Delegates will discuss priorities on Capitol Hill

BOILERMAKER DELEGATES FROM across the nation will meet in Washington, D. C., March 16-20 to seek congressional support for key issues during the 41st annual Legislative Education-Action Program (LEAP) conference.

The Department of Government Affairs plans and presents the conference. Members attend educational sessions, hear guest speakers, and attend meetings in U.S. House and Senate offices with their elected representatives or congressional aides. This year's key legislative issues are summarized below.

PASS THE EMPLOYEE FREE CHOICE ACT

☒ THE BEST WAY to grow wages and restore the middle class is to create a level playing field for workers who want to join a union. But for too long, the balance of power in the workplace has been tilted against workers.

The Employee Free Choice Act would reform labor law to restore workers' ability to form unions and get a first contract free from the threat of employer reprisals.

Under the current law, employers have the upper hand. They can demand a secret ballot election run by the National Labor Relations Board. The election process can be cumbersome and take months, allowing the employer time to coerce and intimidate workers — even fire employees who lead the organizing effort. Many employers hire union-busting firms to keep unions out. Even if workers

endure the intimidation and vote in the union, an employer may delay negotiating a first contract in hopes of defeating the union.

The Employee Free Choice Act would enable workers to organize by a simple majority sign-up. It would take the decision of whether to hold a secret election out of the hands of the employer and place it with the workers themselves. The Act would also provide for mediation and binding arbitration should the two parties fail to agree on a first contract. Finally, the Act would impose stricter penalties on employers who break the law and violate worker rights, including civil fines up to \$20,000.

PROTECT DEFINED BENEFIT PENSIONS

☒ IT'S NOT JUST Wall Street that is feeling the pain of our current economic crisis. The sinking stock market and growing financial crisis threaten the retirement security of millions of workers who rely on defined-benefit pensions.

Last December, the Boilermakers joined with an alliance of unions, U.S. corporations, and other organizations to urge Congress to modify the Pension Protection Act (PPA) of 2006. The Act is intended to safeguard pensions. It put in place tight funding rules to account for the costs of future benefit payments. But those rules are overly strict during dramatic market slumps, making it unrealistic — if not impossible — for pension funds to meet their funding obligations.

Fortunately, Congress agreed with the alliance and made temporary changes to the PPA, grant-

ing much-needed relief. In doing so, Congress averted a looming catastrophe. However, additional action will be necessary to protect workers, businesses, and retirees during these challenging times.

REFORM HEALTH CARE

☒ ACCESS TO AFFORDABLE, quality health care is a vital part of a strong economy and should be a basic human right. Unfortunately, the ranks of the uninsured — and the underinsured — continue to grow, as do consumer costs for coverage.

Spiraling health care costs have become a nightmare both for unions and those who employ union workers. Many U.S. companies find themselves at a competitive disadvantage with foreign or nonunion firms that provide little or no health care benefits for their employees. Unions often enter contract negotiations knowing that health care benefits will be on the table. Too often, improvements to wages are deferred just to preserve these benefits.

The Boilermakers support comprehensive national health care reform that includes mechanisms for expanding coverage to all, controlling costs, and ensuring quality without jeopardizing or reducing the benefits that individuals have earned.

ADDRESS CLIMATE CHANGE AND INVEST IN ENERGY INFRASTRUCTURE

☒ IN RESPONSE TO a growing scientific consensus that greenhouse gases from human activities contribute to global warming, Congress is poised to take dramatic action to reduce emissions.

Federal climate change policies must foster innovation and investment in clean energy technology — particularly advanced coal power generation with carbon capture and storage — through a mandatory, economy-wide "cap-and-trade" program.

American leadership to address climate change is long overdue. The United States must encourage action from all major emitters, while investing in domestic climate solutions and the

skilled work force necessary to deploy new technology.

REFORM TRADE POLICY

☒ DRIVEN BY CORPORATE lobbyists, trade policy put the priorities of multinational corporations ahead of American workers. The United States must take a new approach that uses trade to lift up workers at home and abroad.

Congress should support Pres. Obama in his pledge to renegotiate the North American Free Trade Agreement (NAFTA) and the Central American Free Trade Agreement (CAFTA) so they include enforceable standards for workers' rights, insist that Colombia show concrete results to end violence against trade unionists, and demand a renegotiation of a trade deal with Korea that currently fails to protect U.S. manufacturers.

Finally, Congress should take aggressive action to address China's currency manipulation that gives its exports an unfair advantage.

INVEST IN AMERICAN SHIPBUILDING

☒ THE UNITED STATES needs a larger, more capable, power-projecting Navy to defend America's security and economic interests. However, the U.S. Naval fleet is at a 91-year low of 279 ships.

The Navy fleet and our skilled shipbuilding labor force will continue to decline if shipbuilding budgets are not increased to provide for 12 new naval ships a year. This rate will provide the level of work needed to reduce the unit cost of ships and stop industry-wide job losses.

Congress must also act to end the Navy's practice of entering into long-term lease agreements of foreign-built ships and expand the Title XI ship loan guarantee program to rebuild the aging Jones Act fleet. The Jones Act requires that all ships transporting goods and passengers between U.S. ports be constructed in the United States. Its intent is to protect America's shipbuilding capability, particularly in the event of a future military conflict. □



L-199 campaigning was 'greatest in 32 years'

Members use rallies, walks, mail, phones in 2008 elections

"THIS WAS THE greatest participation I have witnessed in my 32 years as a L-199 [Jacksonville, Fla.] member," said BM-ST Carl Ferguson recently, as he reflected on his local's effort to support pro-worker candidates in the 2008 elections.

In an election cycle that saw intensive political activism from Boilermaker lodges across the country, L-199 volunteers took a multi-faceted approach to getting out the vote. They attended rallies, went on labor walks, mailed educational materials, and manned phone banks. They even

got into the printing business — sort of. The Local 199 union hall is home to a silk screen printing machine owned by the North Florida Building Trades. Boilermakers and members from other unions used the machine to generate over 6,000 political signs. Even Ferguson's 10-year-old son, Kevin, helped out.

"I'm very proud of all our members who volunteered their time and labor," said Ferguson.

Pictured above are volunteer signmakers, l. to r., Josh King, pre-apprentice; Erica King, apprentice; Carlos Nunez, Doug Williams, and Chris Stovall, IBEW L-177; David Walsh; and Jerry Rhoden, retired. □

PENSION RELIEF

continued from p. 1

"I also want to thank all those Boilermaker members who made phone calls and wrote letters to members of Congress in support of this bill," he said. "Your effort helped make Congress aware of the urgency of getting this relief bill passed."

In addition to providing relief to defined-benefit pension plans, the new law also suspends for 2009 a requirement that people 70 ½ and older must withdraw a minimum amount from their retirement plans or IRAs. This provision lets them avoid selling their stocks when prices are at their lowest point in more than five years.

What the legislation does not do — and no legislation can do — is alter the fact that the stock market has experienced a crash greater than anything seen since the Great Depression.

All investors — and all pension funds — have been hurt. The Boilermaker-Blacksmith pension plan, among the 22 largest multi-employer pension funds in the United States (according to *knowyourpension.org*) and one with a relatively conservative investment portfolio, saw the value of its assets drop almost 27 percent in the market crash.

That decline was not nearly as great as the overall decline in stock prices, nor as large as many pension funds experienced, but it will not be easy for the plan to make up such a monumental loss.

Eventually, changes to the funding and benefit formula will need to be made, but this bill provides more time for pension plan trustees and money managers to come up with a strategy for rebuilding the fund that does not overly burden current retirees, members still working, or our employers. □



Medal of Honor remains elusive for L-13's Gresko

Supporters hope four decades of denial will be reversed

A HEROIC DEED from 39 years ago continues to inspire Local 13 (Philadelphia) Boilermakers to seek the Medal of Honor for one of their brothers, retired member Richard Gresko.

Fighting in Vietnam with the 1st Marine Division, then-Lance Cpl. Gresko, age 20, threw himself on an enemy grenade on March 11, 1970, to save three fellow Marines during a night ambush. The Philadelphia native received the Navy Cross in 1976, the second-highest award for valor a Marine can earn.

But family members, friends, other Marine veterans, and fellow Boilermakers believe Gresko deserves America's highest military honor. They point to numerous other cases where the Medal of Honor has been awarded to members of the military who cover a grenade with their bodies to shield their comrades. Not only did Gresko leap on the grenade, he continued to fight and to direct his men despite suffering grievous wounds to his torso and legs. Another Marine, just a few miles from Gresko's unit, also dove on a grenade on the very same night. Like Gresko, Gunnery Sgt. Allan Jay Kellogg Jr. survived the ordeal. Kellogg received the Medal of Honor from President Richard Nixon in 1973.

Gresko's supporters believe the military erred by not conferring the higher award to him for actions that went above and beyond the call of duty. They continue to petition the Marine Corps and the Navy for redress nearly four decades later.

Boilermakers learn of Gresko's heroism

RICH GRESKO WORKED as a construction Boilermaker for 10 years, until 1990, when difficulties from his war wounds and an unrelated injury forced him off the active work list.

He wasn't one to advertise his military background, said Bill St. John, a retired Local 13 Boilermaker who has become Gresko's closest friend. "I met Richie on a refinery job in the early 1980s. I liked the way he handled himself, his competence on the tools, and the fact that he never complained [despite being in pain every day]. I didn't find out until later about Richie's combat record."

As word of Gresko's actions in Vietnam gradually became known, St. John and other members began collecting information and seeking help from politicians. "Our LEAP committee began presenting this information when we lobbied Capitol Hill during our annual conferences," St. John recalled.

Over the years, a number of U.S. senators and congressmen along with state and local officials have taken up the matter. Most recently, Rep. Patrick Murphy (D-8th PA) introduced a bill in the House to authorize Pres. Bush to award Gresko the Medal of Honor.

Murphy's predecessor, Republican Mike Fitzpatrick, had sponsored similar legislation. Neither bill passed Congress.

Local 13 dispatcher Bill Bradley said Boilermakers are encouraged by Rep. Murphy's involvement. "Since he was elected in 2006, Pat has been a big supporter. We are hopeful that he and Pres. Obama's new administration can move this along."

Marine vets fight for Gresko

TWO MARINE VETERANS have also figured prominently in the fight for Gresko's Medal of Honor. Jerry Jonas, a columnist with the Bucks County, Pa., *Courier Times*, and a combat veteran with the 1st Marine Division during the Korean War, has written extensively about Gresko's case.

Dan Fraley, Bucks County's director of Military and Veterans Affairs, has worked closely with Jonas in compiling research and pursuing Gresko's case with members of Congress, Marine Corps brass, and the Department of Defense. Fraley served in combat with the 3rd Marine Division during the Vietnam War.

Jonas and Fraley tracked down the two living eyewitnesses who fought alongside Gresko the night he leapt on the grenade. They also located the commanding officer who submitted Gresko for the Medal of Honor the day after the March 11, 1970, firefight.

Jonas then put together a pamphlet titled "No Way to Treat a Hero," documenting their findings, including an explanation of how Gresko's Medal of Honor request became pigeonholed as it worked its way up the chain of command.

In December 2006, accompanied by Fraley and Gresko, Jonas testified before the House Armed Services Committee's Subcommittee on Military Personnel. When introduced, Gresko was roundly applauded by high-ranking military officers for his service.

Last year Jonas wrote in a column: "Neither Fraley, [Congressman Patrick] Murphy, nor I have given up on eventually seeing Gresko receive his proper award, and several Marine Corps generals have told me privately that they felt Gresko should have gotten (or should still get) his medal."

Gresko carries on

TODAY RICH GRESKO lives a quiet life with his wife, Katey, in Newtown, Pa. He still struggles every day with pain from his war wounds. "But it's okay," he says. "I did my job. A lot of guys have it a lot worse. That's the way you've got to look at it."



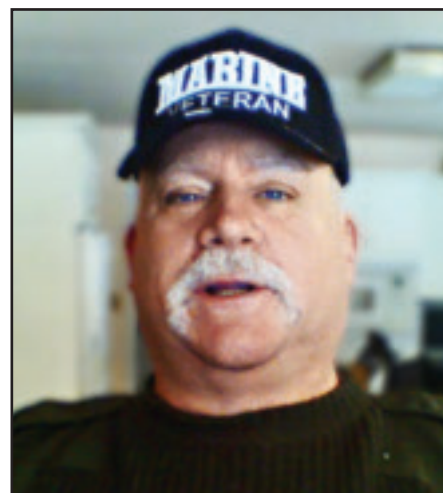
On duty with the 1st Marine Division in Vietnam.

For Gresko, life is about responsibility. It's one of the things he cherished about the Corps. And it's what he liked best about being a Boilermaker.

"Local 13, those guys really put out [the work]. They always produced. I enjoyed the camaraderie and the close friendships. I'm still proud of being a Boilermaker."

As to the Medal of Honor, Gresko said the effort of so many on his behalf "is very, very humbling. Sometimes your heart is up in your throat, that these guys are doing that for me. If I would get the medal . . . it's not for Rich Gresko; it's for all those who served. Other people gave so much."

Rep. Murphy expressed the same sentiment in a letter to Boilermakers. He wrote: "This isn't just about Sergeant Gresko. It is about all veterans. George Washington once said, 'The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional to how they perceive veterans of early wars were treated and appreciated by our nation.'" □



Richard Gresko today in Newtown, Pa.



Gresko's boot camp graduation photo, 1969.

MILITARY CITATIONS DESCRIBE HEROISM

IN DECEMBER 2006, newspaper columnist Jerry Jonas read a prepared statement to the Military Personnel Subcommittee of the House Armed Services Committee on behalf of Rich Gresko. He included portions of two military citations for heroic actions during the Vietnam War. The citations describe the deeds of two Marines on the same night, just a few miles apart. One of the Marines was Gresko, the other Gunnery Sgt. Allen J. Kellogg Jr. While Gresko received the Navy Cross for his action, Kellogg received the Medal of Honor.

Jonas argued that the two citations are virtually indistinguishable, concluding that Gresko also deserved the Medal of Honor.

The citation excerpts are reprinted below.

CITATION 1

"With complete disregard for his personal safety and fully aware of the dangers involved, he unhesitatingly threw himself on top of the grenade, absorbing most of the blast fragments with his own body in order to protect his men from certain injury and possibly death. Although painfully wounded, he continued to direct his men's actions until the squad made their sweep."

CITATION 2

"He threw himself over the lethal weapon and absorbed the full effects of its detonation with his body, thereby preventing serious injury or possible death to several of his fellow Marines. Although suffering multiple injuries to his chest and his right shoulder and arm, he resolutely continued to direct the efforts of his men until all were able to maneuver to the relative safety of the company perimeter."

Gresko's citation is listed first, Kellogg's second.



Don't forget to include the 'information highway' in your travels

***www.boilermakers.org* offers visitors hundreds of pages of valuable resources**

FOLLOWING THE 29th Consolidated Convention in 1996, the Communication Department gave the International Brotherhood a presence on the World Wide Web through the creation of a Web site at <http://www.boilermakers.org>. That award-winning site was completely overhauled in 2006, and has now grown to over 500 pages of information about the Boilermakers union, union benefits, organizing, political action, and current news.

Because it is Internet-based, the Web site can provide information to members faster, more completely, and at lower cost than with other forms of communication. Nearly every day, new information is added and updates are made to keep our members as informed as possible.

The site is the information highway our members travel most to find out the latest in union news. Just log onto www.boilermakers.org to

- See how your congressmen voted on Boilermaker issues
- Learn how to be better stewards in the Steward's Sourcebook
- Read news stories before they appear in the print version of *the Boilermaker Reporter*
- View archive issues of *the Boilermaker Reporter* — from the most recent version to issues dating back to Jan-Feb 1998
- Send the membership department a change of address
- Become politically active — register to vote or write to your congressional representatives through links provided on the site

Per capita tax to increase 60 cents in 2009

Constitution calls for monthly union dues to increase by twice that amount

THE BUREAU OF LABOR Statistics (BLS) has announced a 2.84 percent average increase in hourly earnings for the manufacturing industry from July 2007 to July 2008. As a result, the International will raise its per capita tax in 2009 by 2.84 percent (60 cents), and monthly union dues will increase by twice that amount (\$1.20), effective Jan. 1, 2009.

These increases are in accordance with the Boilermakers' Constitution. Article 12.2.2 states the monthly per

capita tax will be adjusted annually by the BLS average percent increase in earnings for manufacturing, rounded to the nearest nickel. Article 31.2.2 states that monthly union dues will increase by twice the annual adjusted per capita tax increase.

Applying the 2007-2008 BLS 2.84 percent increase to the 2008 per capita tax rate of \$21.60 equals \$0.6134 (60 cents when rounded to the nearest nickel), making the 2009 per capita tax rate \$22.20 effective Jan. 1.

Monthly union dues vary by division, but the average rate will increase by twice the annual adjusted per capita tax increase (two x 60 cents = \$1.20).

The automatic dues increase was created by convention action in 1973 and has been in effect since 1975 so that revenue will keep up with inflation. Prior to that time, convention delegates had to vote for all dues increases. When they met only every four years, that meant they had to try to predict wage growth and expense growth over the next four years (now it's five). By making the increase automatic and pegging it to rising wages, they ensured rises in revenue kept pace with inflation and did not create a hardship on members, since the increases were linked to wages. □

Compared to wage increases, union dues increases are minimal

Union members make nearly \$900 more a month than their nonunion counterparts

SINCE 2004, monthly union dues paid by Boilermakers have increased a total of about \$5, on average, while the average monthly wage for unionized workers in the manufacturing industry has increased by \$464 — from \$3,384 to \$3,848.* In the same period, nonunion wages have increased by only \$303 a month, from \$2,652 to \$2,955,* an advantage of \$893 for union workers in wages alone.



* 2008 figures not available at time of printing. July 2008 BLS average wage increase of 2.84% used to make 2008 estimates

Railroad retirement calls will soon be toll-free

THE U.S. RAILROAD Retirement Board (RRB) announced that all 53 field offices should have toll-free telephone service by April. A single toll-free number, 1-877-RRB-5RRB (1-877-772-5772), will provide RRB customers with nationwide access.

Implementation began in Nov. 2008 with 12 locations; an additional 18 field offices were added to the nationwide toll-free telephone service in January. The remaining 23 RRB field offices should be included in March.

In addition, the new toll-free number offers options for self-service through automated menus and automatic routing of calls to claim reps in nearby offices during emergency and peak periods.

RRB customers can also get help by calling the automated RRB Help Line at 1-800-808-0772, or by visiting the RRB's Web site at www.rrb.gov. □

- Check out the calendar of scheduled education and training programs
- See a list of Boilermaker-made consumer products
- Learn about safety and health issues
- Read about Union Plus benefits
- Visit sites for Boilermaker trust funds and local lodges
- E-mail other members (under Resources)
- Learn about the union's structure, leadership, and much, much more.

If you view this article on the Web site, clicking on each of these bulleted items will automatically link you to that page. □



New study shows advanced coal technology will create jobs

A STUDY CONDUCTED by BBC Research and Consulting concludes that developing carbon capture and storage (CCS) technology and installing it in electric power plants will create thousands of high-wage jobs for American workers. In fact, the study estimates that CCS could account for nearly seven million “job years” of work if the United States adds another 100 gigawatts of capacity. (A job year is enough work to employ one person for one year. For example, 100,000 people working for 25 years would equate to 2.5 million job years.)

Throughout his presidential campaign, President Obama repeatedly cited CCS technology as a way to reduce greenhouse gas emissions while continuing to meet the nation’s growing need for electric power.

The BBC study, titled “Employment and Other Economic Benefits from Advanced Coal Electric Generation with Carbon Capture and Storage Technologies (Preliminary Results),” estimates the employment and economic benefits resulting from deployment of advanced coal-based electric power plants equipped with CCS technologies that reduce carbon dioxide emissions. Depending on how many CCS-equipped plants are deployed, some five to seven million man-years of employment could be created during construction, and a quarter of a million permanent jobs added during operations. (See tables for a break-out of estimated benefits.)

At a time when the country is losing high-paying jobs not only because of the current economic recession, but also because of longstanding trade policies that put U.S. manufacturers at a disadvantage to those based in other nations, the possibility we can create millions of good jobs here at home is welcome news for many labor leaders.

Boilermakers Intl. Pres. Newton B. Jones said, “Carbon capture and storage technology is essential to enabling the responsible use of our nation’s strategic coal reserves — a resource we cannot ignore if we are to make energy independence a reality. This study demonstrates that CCS also has the potential to create thousands of good-paying

CUMULATIVE BENEFITS DURING CONSTRUCTION				
BENEFITS	100GW	65GW	20GW	BOUCHER
Jobs (million job years)	6.9	4.5	1.4	0.2
Output (trillions)	\$1.1	\$0.7	\$0.2	\$0.03
Labor Income (billions)	\$368	\$240	\$75	\$12

ANNUAL BENEFITS DURING OPERATIONS				
BENEFITS	100GW	65GW	20GW	BOUCHER
Jobs (thousands)	251	153	48	7.5
Output (billions)	\$58	\$36	\$11	\$2
Labor Income (billions)	\$17	\$10	\$3.2	\$0.5

This table projects job creation and associated financial benefits from implementing CCS technology at three different levels: 100, 65, and 20 gigawatts. The fourth column shows benefits from implementing funding supports proposed by Rep. Rick Boucher (D-VA 9th).

“This study demonstrates that CCS...has the potential to create thousands of good-paying jobs for Boilermakers and other union building trades.”

— Intl. Pres. Newton B. Jones

jobs for Boilermakers and other union building trades. We urge policymakers to keep the results of this study in mind as they move forward in regulating greenhouse gas emissions, and to take appropriate steps to encourage the commercialization of CCS technology.”

Bob Baugh, executive director of the Industrial Union Council, AFL-CIO, representing some three million union members, including the IBEW, Boilermakers, and Mine Workers, observed, “Our nation needs good jobs and new technology that will cut our carbon emissions. It is time to quit talking about advanced coal technology and begin building it.”

Steve Miller, president and CEO of the American Coalition for Clean Coal Electricity (ACCCE), which funded the study, said, “The results of this study show the importance of deploying CCS technologies, not only because of their potential to reduce greenhouse gas emissions, but also because of their substantial economic benefits. We must ensure these technologies are devel-

oped and commercialized as rapidly as possible to achieve these benefits.”

For the study, researchers used a U.S. government economic model to calculate the resulting benefits in terms of jobs, power output, value-added to the economy, and labor income associated with both the construction and operation of advanced coal-based facilities equipped with CCS. Researchers developed models for what will happen if 20, 65, or 100 gigawatts (GW) of advanced coal-based electricity generation equipped with CCS are added to the nation’s generation mix.

One gigawatt provides enough electricity to power 300,000 - 400,000 homes. There are slightly more than 300 gigawatts of coal-based power plants in operation today.

In addition, the study estimates the benefits of HR 6258, introduced by U.S. Rep. Rick Boucher (D-VA 9th) in 2008, that provides independent funding support for the early commercial demonstration of CCS technologies. □



Stimulus package includes \$3.6 billion for fossil energy

Act adds Davis-Bacon and “Buy American” requirements, bolsters TAA

THE AMERICAN RECOVERY and Reinvestment Act of 2009, President Obama’s \$790 billion economic stimulus package, will include \$3.6 billion for fossil energy programs — especially carbon capture and storage (CCS) technologies. With an estimated 200 years of coal reserves in the United States, CCS could pave the way for the continued use of coal-fired power plants with a major reduction in greenhouse gases.

Power plant construction, maintenance, and environmental retrofit account for a substantial part of Boilermaker construction work, and more than 50 percent of electricity generated in the United States comes from coal.

The stimulus package will make large investments in other energy-related areas as well, including renewable energy, grid modernization, and energy efficiency and weatherization.

In signing the stimulus package into law, Obama seeks to make good on several campaign promises: bringing the economy back from its deep recession and promoting green technologies to reduce both our reliance on foreign oil and our greenhouse gas emissions.

Several parts of the stimulus package are especially helpful to workers and unions. All money allocated for infrastructure improvements (except for a program involving Native American health facilities) are covered under the Davis-Bacon Act. That means contractors will be required to pay prevailing wages and benefits on federally-funded infrastructure projects.

The legislation also added a “Buy American” requirement. Primary goods like iron and steel as well as manufactured goods purchased with stimulus money must be produced domestically where available.

Finally, the Trade Adjustment Assistance program has been expanded and improved. TAA is designed to provide training and in some cases financial assistance to workers who lose their jobs as a result of trade with other countries. For the first time, a worker who loses a job to a country that does not have a trade agreement with the United States (for example, China) could still qualify for benefits. □

Boilermakers cosponsor event at UN conference

BOILERMAKERS WERE represented for a second year in a row at the United Nations Conference on Climate Change last December. The meeting, in Poznan, Poland, included an event cosponsored by the Boilermakers at which Dir. of Legislative Affairs Abe Breehey discussed how Boilermakers can perform many of the jobs needed to reduce greenhouse gas emissions, including manufacturing key elements of the green technology supply chain.

“It is clear that taking action to address climate change has the potential to reinvigorate the American manufacturing sector as new products and technologies that reduce emissions come to market,” he told the group.

“This is not just about building wind-mills. It is about the 5,000 manufactured parts that go into a turbine, all of which we can make right here at home. There is a real opportunity here to use climate policy to grow both the construction and industrial sectors of our union.”

The panel discussion involved several aspects of a study conducted by Duke University’s Center for Globalization, Governance, and Competitiveness on the role domestic manufacturing will play in a green economy. The event, “Manufacturing Climate Solutions,” was cosponsored by the International Brotherhood of Boilermakers, the Environmental Defense Fund, the AFL-CIO Industrial



Boilermakers DLA Abe Breehey addresses a session titled “Manufacturing Climate Solutions” at the UN Conference on Climate Change in Poznan, Poland, on Dec. 10, 2008.

Union Council, the United Association, and the Building and Construction Trades Department. □

STEWARDSOURCEBOOK

The Reasonable Person Standard

THE STEWARD'S JOB often resembles work done by an attorney. A member feels wronged, so he seeks the advice of the steward, who investigates, finds contract language that may have been violated or some other basis for a formal grievance, attempts to negotiate a settlement, and if no settlement is forthcoming, takes the question before an arbitrator for a binding ruling.

That sounds a lot like what a civil attorney does. And stewards sometimes find they can benefit from knowing some of the things an attorney relies on: identifying an issue, constructing a formal argument, writing letters, preparing and questioning witnesses, and even complying with the rules for presenting evidence in a formal hearing.

Fortunately, though, the grievance procedure does not involve problems that hinge on the steward's knowledge of legal technicalities and a vast array of local ordinances, state and federal laws, judicial rulings, and precedents. Grievances are more likely to hinge on a concept usually referred to as the "reasonable person standard."

The reasonable person standard plays a role in legal proceedings as well. Usually in cases where a person engages in conduct that is not illegal, but which results in some kind of injury to someone else. The first known instance of its application in English law is a good example of how it works.

In the early 1800s, a farmer stacked hay on the property he rented in an unsafe way. His landlord warned him that the way he was stacking the hay could result in spontaneous ignition, but the renter ignored the warnings. Eventually the hay did ignite. The fire burned down the renter's barns and stable and then spread to the landlord's two cottages on the adjacent property. The landlord sued.

The defendant's attorneys argued that no law barred the defendant from stacking hay the way he did, and he acted in good faith, stacking the hay to the best of his knowledge and ability, so he should not be held responsible. But the court ruled that the defendant was to blame because he was obliged to act "such as a man of ordinary prudence" would have acted. In other words, a reasonably prudent man would have been more careful, so the defendant was guilty of negligence.

The reasonable man standard finds its way into the grievance procedure in a number of different situations. Company rules are required to be reasonable. Workers' actions on the job are subject to being characterized as reasonable or unreasonable. Arbitrators use the reasonable person standard when evaluating interpretations of contract language. Disciplinary actions can be examined using this standard.

The reasonable person standard is useful because it is relatively objective but does not require everything to be spelled out. You may not know how to say what a "reasonable"

action is in a given situation, but you know it when you see it.

Let's examine one scenario and see how we can use the reasonable person standard to our advantage.

Scenario: End of Shift Insubordination

JOHN DOE IS coming to the end of a very difficult shift when his supervisor tells him to take on a new task. The task won't take long to complete, but John is tired and in order to complete the task, he'll need to go get a tool he doesn't have with him.

John says to his supervisor, "I am beat. Tired as I am and as close as we are to the end of the shift, I don't think I'll have time to get to the tool room and get back here quick enough to get it done before quitting time."

The supervisor asks, "Are you saying you won't do it?"

John: "I'm saying it probably won't get done today."

Is this member being insubordinate?

The question of whether this is insubordination will probably end up coming down to an application of the reasonable person standard. Would a reasonable person consider the worker's response to be a refusal to do the work? Would a reasonable person consider the supervisor's response to be an overreaction?

In the give and take of the workplace, employees sometimes try to get their supervisors to do the work in a slightly different way. Merely suggesting an alternative is not insubordination. For most people — and that includes arbitrators — this situation comes down to the supervisor's response.

A good response — a reasonable response — would be to take the worker's concerns under consideration, but let him know the work needs to be done. The supervisor might ask, "What can we do to get this done?" He might suggest the employee take a brief rest and then do the task.

If he just says, "Do the job now or I'll write you up for insubordination," his actions are not going to look reasonable to a third party — such as an arbitrator.

In the scenario above, you can see that each party's choice of words is crucial to whether we perceive their action as reasonable or unreasonable. For example, what if the worker had simply said, "I'm not going to do it. I'm tired and it's nearly quitting time."

Suddenly the question of who is being reasonable is put in a different light.

The reasonable person standard in discipline cases

ONE AREA WHERE the reasonable person standard gets used a lot is in discipline cases. If we cannot get the charge dismissed, we try to negotiate a lesser penalty than the company wants to impose. How successful our argument is usually rests on our ability to get the company to adhere to what we believe is reasonable.

But the reasonable person standard gets cloudy when we are determining appropriate penalties. The person being disciplined has an entirely different attitude about the appropriateness of the penalty than the person dishing out the punishment. Regardless of how you or your grievant feels about the specific pen-

alty, the arbitrator will most likely apply the reasonable person standard, and you may not be pleased with the result.

A recent conference of the Labor Arbitration Institute provides an excellent example. On one panel, five experienced labor arbitrators discussed an insubordination case. The penalty was a three-day suspension, and the panel debated whether that was reasonable.

All five of the arbitrators upheld the three-day suspension for the insubordination, despite the fact that every one of them said the penalty was harsher than what they would have imposed in the same situation.

Each arbitrator had a slightly different rationale for her or his ruling, but they all agreed on the basic premise. The penalty was harsh, but the arbitrator must have a very good reason to lower a penalty. It is not the job of the arbitrator to bend every company to his or her standard. It is enough to hold them to a standard that is reasonable in today's workplace. If the penalty happens to fall at the outer limits of what might properly be called reasonable, that's unfortunate for the grievant. A penalty will generally be lowered only when the arbitrator deems it to be clearly unreasonable in the given situation.

Unions often feel obliged to take what they consider to be unreasonable penalties to arbitration, even when they realize the facts point toward the guilt of the grievant. There's nothing wrong with trying to get the penalty reduced, but if you do, keep in mind that the union's burden becomes very heavy in such a situation. You need to convince the arbitrator not only that the penalty is harsh, but also that it is so harsh no reasonable person would have imposed it.

When you consider that some reasonable people spank their children while other reasonable people believe that to be a mild form of child abuse, or that some reasonable people support the death penalty while others oppose it, you begin to see that the term "reasonable discipline" covers a lot of territory.

The reasonable person standard is an attempt to provide an objective yardstick, but that yardstick can never be entirely objective. When you use this standard to make your case, you need to appeal to more than just "gut" feelings. Referring to how similar cases have been handled or using the results of opinion polls might help the company (or the arbitrator) see that your remedy is closer to what most people would consider appropriate.

And if you can't find similar cases or opinion polls that support your position, you'll need to consider the unpleasant possibility that maybe you are the one being unreasonable. □



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If you have suggestions for topics for this column, please contact the Reporter editorial office or e-mail Donald Caswell at dcaswell@boilermakers.org.

Local 29 holds leadership training

Members attend steward, foreman education programs

MEMBERS OF LOCAL 29 (Boston) attended leadership training programs at their union hall in January. On Jan. 7-8, Donald Caswell (Director of Communication, Education, and Training Services) and Dale "Skipper" Branscum (Director of Construction Division Services) conducted steward training.

On Jan. 14-15, instructors Gerry Klimo (a Pittsburgh Local 154 retiree) and Eric Carlson (a retired company rep from Babcock & Wilcox) conducted a field leadership class for MOST (the Boilermakers' Mobilization, Optimization, Stabilization, and Training Fund). This class is designed to enhance the performance of field supervisors, enabling the union and contractors to jointly provide a higher level of service to Boilermaker clients and owners.

Members attending steward training on Jan. 7 included Mark Birolini, Brian Cahill, Peter Chinh, Russell Cox, Stu Dicken, Josh Gandenberger, Eric

Haigh, Robert Hobbs, Jack Johndrow, Dan Kissane, Jean Marie Lantimo, John Manning, Hansley McNish, Daniel Nguyen, and Lawrence Stiger.

Members attending steward training on Jan. 8 included John Allaire, Joseph Birolini, Carl Carmosino, Rico Carmosino, Brian Colvin, Brandon Fearon, Stephen Fernandes, Kevin Gaudet, Dominic Giannone III, Amanda Green, Brandon Harvey, Kevin Johnson Jr., Kevin Johnson Sr., Bob Murphy, Michael Powers, Ed Renaud, Harvey Smith, Arlyn Swisher, Baird Thomas, Hubert Tooley, Chris Walters, and Brian Walters.

Members attending the field leadership class included John Allaire, Robert Barker, Scott Burke, Brian Cahill, R. Darren Corbett, Al Corey, Russell Cox, Ray Darr, Stu Dicken, Frank Eisenhower, Michael Hancock, Chris Haynes, Robert Hobbs, Ron Keegan, Paul Laskowski, William Lee Jr., Ben Marshall, Kevin Sharland, Joe Tirone, and Dennis York. □



Local 29 members (l. to r.) Chris Haynes, Kevin Sharland, and Scott Burke participate in a "tubeworks" exercise as part of a Jan. 14-15 field leadership class.

Members from eight Canadian locals attend steward training



Pictured above: Fifteen members from four British Columbia lodges attend a joint training session for stewards at Local 359's hall in Burnaby, British Columbia, Oct. 29, 2008: Local 359 — Hagen Marx, Steve Sisco, Greg Bell, Chad Madrigga, Christine Hoffmann; Local D277 (Bamberton) — Vince Mulder, Perry McLarty, Randy Morehouse; Local D385 (Vancouver)

— Delores Peter, Max Drygalski; and Local D486 (New Westminster) — Harpreet Kalirai, Charles Davis, Bill Hunt. Sponsored by L-359 and Cement District Lodge D11, the class was organized by L-D277 VP Randy Morehouse and L-359 Bus. Agent Ken Noga, and was conducted by Intl. Rep Richard MacIntosh.

Pictured below: Twenty-seven members from four Ontario lodges attend a Canadian Basic Stewards Program at Local 128's hall in Burlington, Ontario, Oct. 22, 2008: Local D366 (Mississauga) — Lino Darosa, Derry Harris, Dave Sharpe, Jameson Amaral, David Miller; Local D387 (Picton) — Kevin Perry, Donald Leslie, Dale Welsh, Denise Bolton; Local D488 (Acton) — Lincoln Trevail, John

Mayes, Richard Holmes, Greg Hines, Jim Louwe, Patrick Van Ravenswday, Stan Young, John Holtz, Geoff Gratton, Shawn Cross; and Local 128 (Toronto) — Darrin Manning, Marc Jansen, Dan Selman, Greg Cameron, Greg Elms, James Cannon, Rory McDonald, Colin Docherty, Eric Bibeau. The program was organized by Intl. Rep Mike Watson and conducted by Intl. Rep Richard MacIntosh.





Northrop Grumman stewards attend training in Louisiana

LOCAL LODGE 1814 (Bridge City, La.) hosted steward training on Jan. 15-16 for workers represented by the New Orleans Metal Trades Council at Northrop Grumman Ship Systems.

The council supported the training, with stewards attending from Boilermaker Locals 37 (New Orleans) and 1814, as well as affiliate locals IBEW L-733, Painters L-2330, Pipefitters L-60, and the Asbestos Workers Union.

Thirty-seven stewards participated in the two-day training, discussing political action, safety, grievance handling and preparation, record keeping, and contract language.

Instructors included Boilermaker staff members Asst. Dir.-Industrial Services John Chapman, Asst. Dir.-Shipbuilding & Marine Division Steve Beal, Dir.-Legislative Affairs Abe Breehey, and Safety & Health Specialist Mark Garrett.

Attendees from Locals 37 and 1814 included Errol Ally, C. Bourrage Jr., C.L. Burnett, P. Collins, T. Curtis, A. Jackson, C.D. Jackson, Earnest Jackson, S.D. Jones, W.D. Kirk, A.C. Layton, B. Lightell, I.A. Merricks, R. Moity, W.R. Ray, A. Ross, V. Swift, S.J. Thibodeaux Jr., S.F. Tobias, and L. Washington. □

Mark your calendars for summer training

Annual collective bargaining institutes to be held weeks of July 26 and August 2

STEWARDS, OFFICERS, AND other local lodge leaders should consider enrolling in the Boilermakers Collective Bargaining Institutes, offered through the University of Wisconsin School for Workers July 26 and August 2. These institutes offer the most comprehensive training in collective bargaining, grievance handling, and other aspects of local lodge leadership of any courses provided by or through the International.

The Boilermakers have been holding these summer seminars in Madison, Wis., since 1957. They are an integral part of the Brotherhood's training and leadership development program.

The basic course (offered July 26-31) will address contract administration, labor and IBB history, collective bargaining, membership mobilization, workers and the global economy, political action, safety and health, FMLA, communication skills, and the Boilermaker organization.

The advanced class (offered the following week, Aug. 2-7) is designed for those who have completed the basic training. Advanced participants will study common sense economics, communication skills, problem solving and grievance handling, grievance arbitra-

tion, workers and the global economy, health care bargaining, labor and IBB history, building the union and membership mobilization, and framing and delivering the message.

Classes will be held at the Pyle Center, located in the heart of the UW-Madison campus, right on Lake Mendota. Attendees will stay at the Lowell Conference and Lodging Facility, situated less than one block away from the Pyle Center and just as close to State Street, providing easy access to the best of downtown Madison and the UW student union center. Amenities include 81 well-appointed guest rooms, an indoor swimming pool, sauna, and exercise room.

For more information, please contact **Cheryl Harris** at International headquarters (913-371-2640, ext. 231). □

MARK YOUR CALENDARS NOW!

Annual summer institutes to be held July 26th & Aug. 2nd

The Boilermakers' annual Collective Bargaining Institutes

Classes will be held in Madison, Wis., the weeks of July 26th (Basic) &

August 2nd (Advanced)

※ ※ ※

For more information, please contact Cheryl Harris (913) 371-2640 ext. 231

MOST holds project management training



MEMBERS FROM 17 Boilermaker lodges traveled to Kansas City, Mo., to attend a project management training class sponsored by MOST, the Boilermakers' Mobilization, Optimization, Stabilization, and Training Fund. Held at the Embassy Suites Hotel near the Kansas City International Airport Jan. 18-23, the class was established by MOST, the Boilermakers International union, and the National Tripartite Committee to teach Boilermakers how to manage projects in a business-like manner, make decisions that positively impact stated project goals, and provide

an overall benefit to the owner, contractor, and union. Pittsburgh Local 154 retiree Gerry Klimo and Chuck Connor of Nooter Construction instructed the class.

Attendees pictured include, l. to r., front row: James McPherson, L-502; Rick Cartmell, L-29; Eric Davis, L-1; Kevin Pellersels, L-647; James Sigovich, L-13; Sylvan Marks, L-29; David Grundvig, L-502; Michael Stechmesser, L-363; and instructor Chuck Connor.

Second row: Jerry Maxey, L-45; Grant Jacobs, Canadian National Director of Training and Apprenticeship; Randell

Bailey, L-433; Rick Owens, L-502; Richard Avery, L-85; Robert Davis, L-27; Calvin Jones, L-502; Lyndal Turner, L-83; James Crump, L-40; Geoff Schneider, L-242; and Roger Erickson, MOST.

Back row: Gerry Klimo, instructor; Bridget Connors, MOST; Dale "Skipper" Branscum, Director of Construction Division Services; James Galloway, L-28; Bobby McGahey, L-455; Paul Shilot, L-154; Curt Lovelace, L-112; Randy Krug, L-154; Stephen Dymeck, L-13; and Robert Goheen, L-13. □

L-193 members stack it up in Alexandria

Ductwork demo/install work on Mirant power plant stacks is on schedule

MEMBERS OF LOCAL 193 (Baltimore) have been on the job in Alexandria, Va., since August 2008, replacing old ductwork at the Mirant Potomac River Generating Station. The job is expected to be completed in February.

Working for Riggs Distler & Co. Inc., the Boilermaker crew is replac-

ing everything from the ID fan to the stack tie-in on five units. In all they will remove 650,000 pounds of scrap metal and install 690,000 pounds of new steel, working a total of 190,000 man-hours.

Built in 1949, the generating station uses oil to pre-heat each of its five units then burns coal to generate electricity for about 482,000 homes.

Chartered in 1912, Local 193 is a construction lodge representing over 320 members. □



Local 193 members use a 365-ton crane to move a new ductwork section into place at the Mirant power plant on the Potomac River in Alexandria, Va. Sections ranged in size from 19,000 to 41,000 pounds.

KUDOS

ConocoPhillips says Local 92 members "walk the talk"

AS THE FCC Particulate Project [Wilmington, Calif.] wraps up, I would like to comment on the outstanding participation by our team members of Boilermakers Local 92 [Los Angeles]. Without their commitment, our project would not have been a success.

Boilermakers Local 92 [demonstrated] the belief that safety is number one. They walk the talk. They truly believe in our project motto, "Safety Takes Every Person."

They continually strived for improvements to reduce costs and offered their vast experience to improve quality and minimize delays in our schedule. They were professional in their interaction with other crafts and team members on the project and were always willing to support and assist others for the common goal of safely bringing the

project in on time and on budget.

Please convey to your members our appreciation and thanks.

OSCAR A. FEBRES CORDERO
Large projects construction mgr.
ConocoPhillips LA Refinery

Babcock & Wilcox praises Local 627

CONGRATULATIONS ON accomplishing what appeared to be the impossible on an unbelievable schedule, while still maintaining safety and quality. Our first impression: there was no way to get a big enough lift crane close enough to replace the "B" spray dryer absorbers in the assembly sizes necessary to support the customer's [Tucson Electric Power Company at the Springerville Generating Station] production schedule. But your guys [Phoenix Local 627 members] did it!

We are very often mistaken in taking things like your



Thirty-year member John Durkin celebrates his last day before retirement (June 30, 2008) by unhooking the final lift at a Local 11 SCR project in Billings, Mont.

Third time is a charm for Local 11

After calling the building trades for help two years in a row, Exxon goes 100% union

TWICE MEMBERS OF Local 11 (Helena, Mont.) were called to the Exxon/Mobil refinery in Billings, Mont., to complete projects started by nonunion crews because the owner was dissatisfied with the work. The third time around, the company decided to award the entire job to the union.

"There was a turnaround in the fall of 2006 and another in Nov-Dec of 2007. These had been awarded to open-shop contractors that did poorly," reports L-11 Pres. Bob Winger. "The Southeast-

ern Montana Building Trades came in both times and helped out, even though we did not get the bulk of the work."

But in 2008, Exxon decided to skip the open-shop contractors and assign all of the work to the building trades. "This SCR project involved some heavy rigging over a live FCC [fluid catalytic cracking] unit with extremely tight clearances," Winger said. "I believe that the spirit of cooperation and craftsmanship tipped the decision to award the entire SCR project to a union contractor. Being helpful to the customer really paid off." □

accomplishments on this project for granted, because you make it look so easy. But it's not easy. The successful completion of such a project only comes from careful planning, forethought, and detailed supervision of the work by special and knowledgeable people for the entire duration of the project. Again, congratulations on a job very well done.

DENNIS FEDOCK,
engineering manager
Babcock & Wilcox

The following letter was addressed to Dan Felker, president of Sterling Boiler and Mechanical Inc.

JEA commends L-199, Sterling Boiler

I RECENTLY HAD the pleasure of using your company to make repairs to J.E.A.'s Northside Generating Unit 2 Spray Drier Absorber. Your selected project management team

of Ricky Pearson, Danny Felker, Jim Anderson, Ronnie Ford [L-199, Jacksonville, Fla.], and Ronnie Thrift [L-199] performed their duties with the utmost professionalism.

This project presented us with several unique challenges that were met head on and resolved with minimal lost production. Your management's dedication and the craftsmen's exemplary performance resulted in a reduction of three days off your original proposed schedule, which in turn reduced our lost generation capacity.

Working with Sterling Boiler proved to be one of my best construction experiences. I would like to once again commend Sterling Boiler, and the men and women [of Local 199], who made our project a safe and successful endeavor.

KEITH GILLEAN
J.E.A. construction specialist/
project manager

Philly shipyard celebrates safety with keel-laying ceremony

Local 19, Aker Philadelphia Shipyard form OSHA partnership to improve health and safety

LOCAL 19 (PHILADELPHIA) played a prominent role in a traditional keel-laying ceremony held Dec. 9, 2008, at the Aker Philadelphia Shipyard to celebrate the building of a new tanker and a new partnership to improve the health and safety of its workers. The ceremony was held just a few weeks after an official agreement was signed to enter the Philly shipyard and the U.S. Department of Labor's Occupational Safety and Health Administration (OSHA) into a partnership to work together on common safety goals. The program could make the yard eligible to apply for OSHA's Voluntary Protection Program (VPP) in as early as two years.

During the keel-laying ceremony for a product tanker — the eighth in a series of 12 tankers being built for the American Shipping Co. (AMSC), coins were placed under the keel block before it was lowered into the dry dock as a long-held symbol of good fortune and safe travels. Two Aker Philadelphia Shipyard employees who have made great safety improvements in the yard were invited to participate.

Fred Chamberlain, a shipbuilder and secretary-treasurer of Boilermaker Local 19, and maintenance supervisor William Bowman, placed coins to represent the shipyard. Panos Hatzikyriakos, head of the safety, quality, and environment (SQE) program at OSG, placed a coin on behalf of OSG America, the company that will be chartering the tanker from AMSC when it is completed.

Chamberlain, a Local 19 member since 2000, sits on a union-management suggestion improvement committee. He says the committee enables union leaders to push the ideas of their members. "The company provides monetary awards when these suggestions improve productivity," Chamberlain said. "And our members take pride in knowing their suggestions are helping other members."

Chamberlain also chairs the union-management joint safety committee, which includes three members each from the union and the company,



Holding a plaque for a tanker's keel-laying ceremony are, l. to r., OSG Rep Panos Hatzikyriakos, L-19 Sec.-Treas. Fred Chamberlain, and maintenance supervisor William Bowman.

and is enthusiastic about the OSHA partnership being formed at the yard.

He works with the Philly Metal Trades Council to improve safety at the shipyard for all workers, regardless of union affiliation. "We stand behind the old union saying, 'An injury to one is an injury to all.' We do everything possible to avoid even one injury."

Local 19 was chartered as a shipyard and marine lodge in 1914, and it has represented workers at the Philly shipyard (through an agreement with the Metal Trades Council) since 2006, when it consolidated with Local 2000. Local 2000 (Chester, Pa.) had represented workers at the shipyard since the yard opened its doors in 2000.

"We at the Philly shipyard are trying everything we can to bring back American shipbuilding — one tanker at a time," Chamberlain said. "The self pride of our members makes our job so easy it's a delight to serve as an officer of this great union and local lodge."

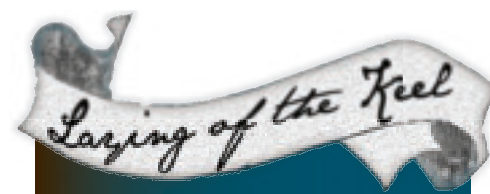
The Aker Philadelphia Shipyard is a leader in U.S. shipbuilding, constructing commercial vessels for operation in the Jones Act market. The act requires that ships carrying goods or passengers from one U.S. port to another U.S. port be built in the United States.

The yard currently has three other product tankers under construction for AMSC, which owns and leases ves-



L-19 Sec.-Treas. Fred Chamberlain places a coin for good luck under the keel block of a tanker being built at the Aker Philadelphia Shipyard.

sels for operation between ports in the United States. When the current series of 12 tankers is completed in 2011, AMSC will own the most modern product tanker fleet in the United States, and it will be the first company in the U.S. to own shuttle tankers for use in the Gulf of Mexico. □



THE FIRST MILESTONE in the history of a ship is a simple ceremony that marks the laying of the keel — a large beam around which the hull of a ship is built. The invitation is issued by shipyard officials, and the ceremony conducted by them.

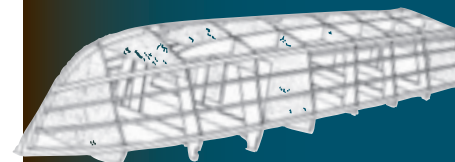
The ship's construction is dated from this event, with only the ship's launching being considered more significant in its creation.

The ceremony may include authenticating the keel-laying by placing a plaque or inscription of the authenticator's initials on the keel. Workmen then move the keel into position on the shipway, proclaiming, "The keel has been truly and fairly laid." Oftentimes coins are placed for good luck under the keel block before it is lowered into the dry dock.

The keel runs in the middle of the ship and serves as the foundation or spine of the structure, providing the major source of structural strength of the hull. The term lay the keel has entered the language as a phrase meaning the beginning of any significant undertaking.

Wooden ships are relatively small, and the keel is often one large piece of wood, sometimes placed by the men who made it. In older steel ships, the keel was often made from riveted pieces of metal, and the riveting of the first piece might correspond to the laying of the keel. World War II saw the introduction of welded ships, so a contemporary keel might be a massive welded assembly that is lowered into place by a giant crane.

Source: *The Citizendium (The Citizens' Compendium)* and *Wikipedia*, an online encyclopedia.



This barge should be completed by its planned launch date of March 2009, with orders for two more already on the books.

Local 6 members keep shipbuilder "afloat"

Sasso Sabbia LLC signs agreement with Local 6

SASSO SABBIA LLC, a barge-building operation in Petaluma, Calif., has signed an agreement with Local 6 (Oakland, Calif.). According to Local 6 Bus. Rep Dave King, Sasso signed the union agreement after their nonunion venture ended with the sinking of their first barge on its maiden voyage — with only half a load on board.

With a completion date of March 2009 nearing, the company already has

two more barges on order, and it looks like smooth sailing for this new union contractor.

"To the best of my knowledge, this company is doing the only new vessel construction in the San Francisco Bay Area," King says. "They now have a veteran Boilermaker steel man at the helm of the operation and a crew of 23 Boilermakers doing all phases of fabrication. They are well on their way to meeting the launch date. After seeing the job our members are doing, I can guarantee this one won't sink!" □

Death of L-128's Silversides inspires reporter

Toronto Star writer recounts neighbor's struggle with asbestos cancer

AMONGST HIS UNION brothers and sisters in Eastern Canada, Steve Silversides stood as a model of strength and dependability. No job seemed too big for the hearty, 54-year-old member of Local 128 (Toronto, Ontario), an avid hockey player and mountain biker. Silversides became a Boilermaker at age 19. During his career, he worked in construction, trained apprentices, represented union members, and looked after the health and safety of other Boilermakers.

But last September asbestos-related cancer took Silversides' life. His unexpected death shocked family members and friends as well as his many acquaintances in the labor community. And it moved Debra Black, a reporter for the *Toronto Star*, to write about the dangers of asbestos.

Black had been a neighbor of Silversides. She is also a friend of his partner, Liliane Vidicek. Steve and Liliane had been high school sweethearts whose romance rekindled after a class reunion eight years ago. Black learned that Silversides had worked near exposed asbestos while a construction Boilermaker decades ago, before its dangers were widely known. Ironically, one of his later responsibilities with the union was to help members with their claims arising from asbestos diseases.

For Black, Silversides' fate symbolized the legacy of asbestos, a mineral that is excellent for insulating, fire-proofing, and soundproofing applications but, because it is carcinogenic, exacts a steep price in human misery. To raise public awareness, she wrote two companion articles, both published in the Sept. 20, 2008, issue of the *Star*, telling Silversides' story and explaining how asbestos cancers are reaching epidemic levels.

One of her stories focused on another L-128 Boilermaker, John Blue, a retiree who died in 2006 of asbestos cancer. Blue's son, David, is an active L-128 member.

Boilermakers have long history with asbestos

EVERY DEATH FROM asbestos disease is a tragedy in its own right. Boilermakers work in many industries where asbestos has been used, among them shipbuilding, cement-making, power generation, refining, and various kinds of manufacturing.

Jason McInnis, the union's National Director of Health and Safety for Canada, told Black that Boilermakers who worked around asbestos up until the early 1990s "have yet to pay the full price for historically poor management, absent controls, and inadequate training."

Health and Safety Specialist Mark Garrett stressed that the dangers of exposure still exist. "This is especially true in the construction industry, where members may be working around old boilers and other equipment. I tell our members, if there's a possibility that a material might be asbestos, always assume that it is, and take appropriate measures for your protection."

"Our members have a lot of good training available to them," he said, "including the OSHA 10-hour course."

Over the years, the Boilermakers union has helped lead the effort to protect workers from asbestos in the workplace. The Brotherhood continues to promote asbestos safety and to support legislation that will ensure adequate compensation for victims and their families.

Many asbestos-containing products have been banned in the United States and Canada. Mining and exporting asbestos is no longer allowed in the United States.

However, Canada remains the second largest exporter of asbestos in the world (after Russia), mining the product in Ontario and shipping the material primarily to developing countries.

"Steve [Silversides] wasn't very happy about any of that," Black wrote. "He wanted something to be done to protect other workers. He wanted his death to mean something. Hopefully it will."

Members treasure Silversides' memory

STEVE SILVERSIDES' death does indeed mean something to those who knew him.

L-128 BM-ST Jim Watson called Silversides "iconic," exemplifying the best characteristics in a Boilermaker and a person.

AIP Stan Petronski Jr. said, "Steve had a firm façade about him. He faced each and every challenge with a strong work ethic and a dedication to the causes at hand."

Jim Tinney, Assist. Dir. for Construction Sector Operations in Canada and a close friend of Silversides, said, "His name is well known throughout Ontario and in the U.S. Wherever he worked, whatever role he took on — general foreman, business representative, health and welfare representative, QCC [Quality Control Council] manager, director of apprenticeship and training — Steve had a tremendous work ethic and a larger-than-life personality."

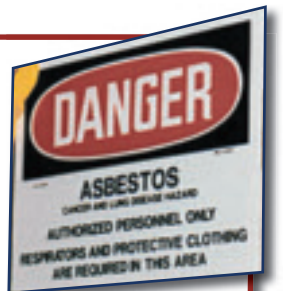
Another close friend, L-128 Bus. Rep. Andy Holder, said, "Steve had a keen mind. We could put him in any position and he would rise to the occasion. His death is a great loss to Local 128 and to the Boilermakers union as a whole."

Debra Black's stories about Steve Silversides and John Blue remind us of the price workers and their families continue to pay for asbestos exposure in years past — and the continuing need to be vigilant when working near asbestos on the job even now. □



L-128's Steve Silversides

Asbestos diseases may take decades to occur



Deaths could reach 10 million

THE CANCERS THAT killed Steve Silversides and John Blue reveal an awful truth about asbestos diseases. These illnesses frequently have a long latency period. From the time of exposure to the time that cancer develops may span 30-40 years, or even longer. This is particularly true of mesothelioma, a rare but deadly cancer of the protective lining around lungs and other organs.

Many workers who were exposed in the 1960s through the mid-1970s — when asbestos use was reportedly at its peak — are just now developing cancer.

In 2007, the World Health Organization (WHO), the global health arm of the United Nations, reported that about 125 million people worldwide are exposed to asbestos at the workplace. The report cited various sources that indicate at least 90,000 people die annually from asbestos-related lung cancer, mesothelioma, and asbestosis due to occupational exposure. And several thousand more deaths each year can be attributed to other types of asbestos-related diseases as well as non-occupational exposures.

"The asbestos cancer epidemic may take as many as 10 million lives before asbestos is banned worldwide and exposures are brought to an end," predicted Joseph LaDou, with the University of California School of Medicine, San Francisco, writing for *Environmental Health Perspectives* in 2004.

Agency makes tenfold reduction in amount of lead allowed

EPA tightens air standard for lead



THE ENVIRONMENTAL Protection Agency signed a final rule Oct. 15 reducing the National Ambient Air Quality Standard for lead tenfold, from 1.5 micrograms of lead per cubic meter of air to 0.15 micrograms per cubic meter. The change is the agency's first reduction since 1978.

An EPA news release said the revised standard is intended to increase protection against an array

of adverse health effects, particularly effects on children's developing nervous systems.

The new rule requires states to establish ambient air monitors near sources releasing more than one ton of lead per year, such as smelters, iron and steel foundries, and battery manufacturers. It also establishes monitoring in population centers of more than 500,000. Additionally,

the rule requires modifying existing design requirements for ambient air lead monitoring networks.

The agency said the new monitoring requirements are designed to achieve better understanding of lead in air concentrations near emission sources and to provide better information on population exposure to lead in large urban areas. □

Economist argues for larger stimulus package

“ANY SPENDING IS STIMULUS, IN THE SAME WAY THAT ANY TYPE OF BREAD IS FOOD.”

— DEAN BAKER, CENTER FOR ECONOMIC POLICY RESEARCH

MODERATES IN THE SENATE who have negotiated a slimmer version of Pres. Obama’s stimulus package are missing the boat, says economist Dean Baker, co-director of the Center for Economic and Policy Research (CEPR). They have managed to reduce the total cost of the package by about \$100 billion, he says, but in doing so they have also reduced the number of jobs it will create by about one million.

Baker has proven to be remarkably accurate with his economic predictions. For several years before the housing market and mortgage industries collapsed, bringing down the U.S. economy and dragging the entire world economy with it, he warned people this was going to happen. He also warned the nation that unregulated derivatives would eventually destroy our financial sector. Had policy makers been listening to him for the past 20 years, we might not be in the current economic mess.

“Stimulus creates jobs by spending money,” he said in an article published in the *Guardian Unlimited* Feb. 9. “If the government pays someone \$30,000, then that person will be employed. They can be repaving a road, weatherizing a building, teaching our kids, providing health care to the sick, or replacing the sod on the mall . . . but the main point is to get people working.”

Baker expressed dismay at the logic many senators used to oppose specific provisions in the package. He noted that while these senators felt certain areas targeted for spending were important — health care and education, for example — they did not constitute stimulus. That understanding of what belongs in a stimulus package is too narrow for Baker.

“Any spending is stimulus, in the same way that any type of bread is food,” he explained. If senators believed the additional spending would also improve health care, education, or any other aspect of our society, the decision to support it should have been a “no-brainer.” They could

increase growth with useful spending. “What else could they want?” he asked.

Baker also lamented the fact that many in Congress do not seem to grasp the seriousness of the economic picture. The numbers are staggering.

Baker estimates the collapse of the housing bubble and subsequent reduction in housing construction has cut about \$450 billion a year out of the economy. Housing prices are still falling and will likely reduce housing value by \$8 trillion, reducing home-value-based spending by about \$400 billion a year. An additional loss of about \$7 trillion in stock wealth will cut consumption another \$250 billion a year, and the collapse of the commercial real estate bubble will further reduce demand by about \$150 billion a year. That adds up to a reduction in demand of about \$1.25 trillion (or 1,250 billion dollars) a year.

Next to those numbers, the stimulus package, at \$400 billion a year, begins to look small.

“This [amount] would be laughable except that there is nothing funny about the outcome,” he wrote. “Millions of people will needlessly go unemployed.”

Cutting the stimulus package may be good politics, he says, “but it is not smart economics. And the country really cannot afford too much more in the way of stupid economics from the folks in power.”

Baker’s observations on the economy and politics can be seen at CEPR’s Web site — www.cepr.org. He also has a blog on the American Prospect, Beat the Press, in which he discusses the media’s coverage of economic issues. He is the author of *Plunder and Blunder: The Rise and Fall of the Bubble Economy*.

The Center for Economic and Policy Research is an independent, nonpartisan think tank that was established to promote democratic debate on the most important economic and social issues that affect people’s lives. □

‘NOW’S THE TIME FOR ACTION’

The following remarks are from a recent speech by President Barack Obama.

In the last few days, we’ve seen proposals arise from some in Congress that you may not have read, but you’d be very familiar with, because you’ve been hearing them for the last 10 years, maybe longer. They’re rooted in the idea that tax cuts alone can solve all our problems, that government doesn’t have a role to play, that half-measures and tinkering are somehow enough, that we can afford to ignore our most fundamental economic challenges: the crushing cost of health care, the inadequate state of so many of our schools, our dangerous dependence on foreign oil.

So let me be clear: Those ideas have been tested, and they have failed. They’ve taken us from surpluses to an annual deficit of over \$1 trillion. And they’ve brought our economy to a halt.

And that’s precisely what the election we just had was all about. The American people have rendered their judgment, and now’s the time to move forward, not back. Now’s the time for action.



Scholarship applications for union leaders available now

Union Privilege program helps develop leadership diversity

EMBRACING ITS MISSION to enhance the value of union membership and support a stronger labor movement, Union Privilege offers the Union Leaders of the Future Scholarship and Mentoring Program to help more women and people of color become union leaders.

The scholarship program provides annual awards up to \$3,000 to help future leaders with the cost of continuing their education to pursue their union career goals and leadership skills. The mentoring program helps women and people of color set and reach defined union leadership goals. Selected mentees are matched with current leaders in the labor movement.

Scholarships are funded by the Union Plus Education Foundation and can be used for tuition, books, and travel for leadership training at accredited labor schools, colleges, universities, and community colleges.

Applicants, who may be union members, leaders, or staff, will be asked to write an essay on how their leadership goals and aspirations will help strengthen the labor movement.

So far, the Union Plus Leaders of the Future Scholarship Program has awarded \$74,000 to 28 winners. To learn more about the program and to download the application, visit www.Union-Plus.org/DiversityScholarship. All applications must be postmarked by May 30. Scholarship winners will be contacted by July 7.

Local 83 hosts man working 50 jobs in 50 states

Daniel Seddiqui adds “boilermaker” to list of occupations for new book

LOCAL 83 (Kansas City, Mo.) hosted a most unusual guest the week of January 5-9 — a man who hopes to work 50 jobs in 50 states in 50 weeks.

Daniel Seddiqui, 26, began his remarkable quest last August after discovering that a degree in economics from the University of Southern California did not automatically translate into a job. After 40 fruitless job interviews and a few temporary positions, Seddiqui decided on a completely different approach to finding a career. He set out to travel the country, work a different job in each state, document his experiences, and write a book about various career paths.

By the time Seddiqui arrived in Missouri (week 17 in his quest), he had worked as a border guard in New Mexico, a logger in Oregon, a rodeo announcer in South Dakota, and in 13 other occupations. Seddiqui's exploits have drawn the attention of national and local media, including CNN, Inside Edition (CBS), and World News Tonight (ABC).

The Los Altos, Calif., native wound up at Local 83 after his research indicated that boiler-making, blacksmithing, and welding were skills that are in some ways representative of work done in Missouri. A Google search on the Internet led him to the Boilermakers' Web site, and ultimately to contact L-83 BM-ST Randy Cruse.



Daniel Seddiqui tries his hand at welding.

“One of the things I’ve been impressed with is that he is doing this out of his own pocketbook,” Cruse said.

Some of Seddiqui's one-week stints pay him a wage, others are on a volunteer basis.

Cruse said his local brought Seddiqui in to the lodge for some “entry-level training,” including basic welding and tube beveling.

“We also took him on a tour of our national training center in Kansas City, Kan., and to our International headquarters there. We introduced him to the folks at MOST, the Construction Division, and various departments. We even arranged for him to travel onsite to a power plant in the



Career-seeker Daniel Seddiqui, second from left, gets some first-hand experience with a tube beveling machine at Local 83 in Kansas City, Mo. From left are welding instructor Mike Anderson, Seddiqui, welding instructor Clayton “Lumpy” Knepp, and BM-ST Randy Cruse.

area and shadow one of our members on the job.”

Seddiqui maintains a blog site — www.livingthemap.com — where he chronicles his experiences.

On his trip to the local power plant, he accompanied a crew from Associated Mechanical Inc. (Olathe, Kan.) that was working a boiler outage. Writing for his blog, Seddiqui recalled: “I don’t think I could ever get comfortable working at the heights” Boilermakers work at. “The boiler at this

plant was around 450 feet high. The most impressive part of the day was how these larger Boilermakers [larger than Seddiqui's six-foot-two, 150-lb. frame] can fit into the entrance of the boiler. I could barely fit inside.”

So what does Seddiqui think about a career as a construction Boilermaker? “It seems like everybody enjoys what they’re doing,” he said. “And the benefits are phenomenal.” □

10 ways to cope with FINANCIAL UPHEAVAL

Pay down debt. The more you owe, the more vulnerable you are. To pay off credit cards and other debt faster, consider cutting back on your spending. If you need information to put together a plan, go to UnionDebtHelp.org for tips on digging out of debt, answers to common questions, and repayment calculators.

Don't sink deeper into a financial hole. Swamped with bills? Need a budget? Take advantage of the Union Plus Credit Counseling program. Experienced credit counselors will listen to you and your needs, then help you develop a plan of action you can follow. For a free credit counseling session, budget analysis, and advice to help get your finances on a firmer footing, visit UnionPlus.org/CreditCounseling or call the 24-hour toll-free line, 1-877-833-1745.

Cut your expenses. From eating in instead of eating out to slashing what you spend on incidentals, cutting back on spending lets you keep more of what you earn. Union Plus offers discounts on everything from AT&T wireless service to car repairs to clothing to make it easier. Visit UnionPlus.org/Discounts to see how you can cut costs.

Don't fixate on market fluctuations. If your goal is to build up a nest egg over time, don't let daily ups and downs panic you into bailing out of the stock market. Most financial advisers say don't cash in your stocks or make any other drastic changes. You still have the opportunity to benefit from its historic long-term growth potential. Tip: Instead of constantly checking your investments, look at your balance once a month (or even just once a quarter) to get a clearer view of the big picture.

Diversify your investments. This involves putting together a balanced mix of stocks, bonds, and money market funds or other short-term investments, with the aim of offsetting “downs” in one asset category with “ups” in another — a strategy that helps reduce risk and promotes growth through good times and bad. To see if your investments are well balanced, learn more about asset allocation at UnionPlusRetirement.org.

Retirees: Be sure you have enough cash for living expenses. If you're retired, the stock market decline could hit you hardest. Make sure you have enough cash to cover two or more years of retirement expenses in a safe place, like FDIC-insured bank certificates of deposit or a money market fund.

Refinance to a fixed-rate mortgage, if you can. With a fixed-rate mortgage, you know how much you'll pay every month — no need to worry about interest rates resetting or a balloon payment coming due. (As a union member, you have access to mortgages through Union Plus at UnionPlus.org/Mortgage.) If you're overwhelmed and in danger of missing mortgage payments, call the Union Plus Save My Home Hotline now at 1-866-490-5361!



Find out if your savings are fully protected.

If a bank or federal credit union fails, up to \$250,000 in deposits or shares per owner are protected by the Federal Deposit Insurance Corp. (FDIC) or the National Credit Union Administration (NCUA). Check to make sure your bank is a member of the FDIC or your credit union belongs to NCUA at NCUA.gov. This newly increased level of insurance covers all of your funds on deposit as of October 3, 2008, and is valid through December 31, 2009.

Know who stands behind your life insurance.

If you have life insurance or an annuity (an insurance contract that pays you income), check the issuer's financial strength on the A.M. Best website at ambest.com. (After registration, the search is free.) Your state's insurance guarantee association offers protection if an insurance company goes out of business. Most state associations cover at least \$300,000 in death benefits and \$100,000 in cash surrender value for life insurance, and \$100,000 in withdrawal and cash value for fixed annuities. Union members can get accident, hospital and life insurance protection from Union Plus at UnionSecure.com.

Don't raid your retirement accounts, e.g. 401(k)s. You're probably seeing your retirement accounts dwindling, but for what's left, avoid taking money out unless it's a last resort. If you dip into your retirement accounts too early, you end up giving away a big chunk of your savings to income taxes and early withdrawal penalties. Plus you forever give up the tax-deferred growth on earnings and contributions that could help you in future retirement years.

When union members who use the Union Plus benefits are faced with special circumstances, we are here to help. Visit UnionPlus.org/Help.





Bill Herman, a fourth-year apprentice with Local 60 (Peoria, Ill.), holds one of the T-shirts he designed for his company, Union Boilermaker Gear.

L-60 apprentice moonlights in union-made gear

BILL HERMAN BECAME a field construction Boilermaker apprentice in 2005, joining Local 60 (Peoria, Ill.) in Sept. 2006. Throughout his four-year apprenticeship, his frustration grew in his search to find union-made clothing and gear. When he graduated in March 2009, he did so with the hope that no other Boilermaker would have to go through such an exhausting search, not now that he has opened his own online company called UnionBoilermakerGear.com.

"One day I was talking to a buddy of mine about how no one sells any gear for Boilermakers like other crafts do. I came home and searched the Internet and found very little," Herman said.

Tired of seeing jobs go overseas, Herman makes sure that all merchandise he offers is both American- and union-made. Products include T-shirts with artwork he designed, Thorogood work boots (made in Wisconsin), Carhartt premium workwear (from jeans to coats), bandanas, welding hoods and hats, and stickers for hard hats and other gear.

For more information, contact Herman at unionboilermakergear@gmail.com. □

BELOW: L-60 apprentice Bill Herman designed this logo for his company that sells union-made clothing.



L-34 members celebrate holiday, raise funds for sick member

MEMBERS OF LOCAL 34 (Topeka, Kan.) attended their annual Christmas party Dec. 13. The members usually celebrate Christmas at work by eating pizza together. But this year, with help from the law firm C. Marshall Friedman, they partied with their spouses at the Crestview Shelter House in Topeka. Over 100 active and retired members and guests enjoyed an evening of celebration and activities.

Local 34 Recording Secretary Kenneth Nelson served as party chairman. "There were seven of us on the committee," he said. "We started working on this last July. Everyone had a great time at the party."

Fifty-year member Wayne Pence said it was the best party he has ever attended. Pence, along with 36 other

Local 34 members, received service pins that night, presented by retired Intl. Vice Pres. Joe Stinger. Other highlights included a Power-Point presentation showing Local 34 members at work and play. Thirty-year member Benton Roseberry said the slide show was excellent and the fellowship heartwarming.

Members also contributed \$450 that night to go with the \$2,000 they had raised by raffling off a shotgun. The funds were later presented to George Hicks, a 10-year member who has been off work since May recovering from colon cancer. Forty-year member Jerry McCormick won the raffle. When presented with the gun, McCormick said to give it to George. "Tell George that this is from his fellow Boilermakers

L-374's Maday named Labor Leader of the Week

PAUL MADAY, business manager / secretary-treasurer of Local 374 (Hammond, Ind.), has been named the Sept. 22 Labor Leader of the Week by the Indiana AFL-CIO.

In naming Maday, the federation cited his local's political activism in support of Barack Obama, which included labor walks, member-to-member phone banking, and mailings to members.

Maday, who joined Local 374 as an apprentice in 1976, has served as the lodge's business manager since June 2005. Chartered in 1936, Local 374 is a shop and construction lodge representing members in Northwest Indiana. □



Local 374 BM-ST Paul Maday is named Labor Leader of the Week by the Indiana AFL-CIO.



Father and son work as a team

RANDY AND JEREMY PAINTER are a father-and-son team working at the John Amos Power Plant in Winfield, W.Va. Both are members of Local 667 (Charleston, W.Va.). Randy joined the union in 1995, Jeremy in 2005.



Over 100 people attend Local 34's Christmas party in Topeka, Kan., including retired Intl. Vice Pres. Joe Stinger (pictured at right in off-white jacket).

and to have a Merry Christmas and happy hunting."

Honored guests included Stinger, Railroad Division Director Dan Hamilton, Intl. Rep Frank May, retired Rail-

road Division Director Alan Scheer, and Ron Ranes, legal investigator for Marshall Friedman. □



Bill Nickolas displays the locomotive and coal car from his 1950 Scout Lionel train set.

Local 5's Nickolas helps run railroad museum

Trains, history have been lifelong passion

BILL NICKOLAS, 64, owns more than 50 locomotive engines and hundreds of rail cars. No, he's not a railroad tycoon — he's a hobbyist who has drawn upon his love of miniature trains and local history to help create a railroad museum in Oswego, N.Y., near his hometown of Scriba.

A 30-year construction Boilermaker who worked primarily on power plants, Nickolas retired out of Local 175 (Oswego) in 2003. The lodge was consolidated last year with Local 5 (New York). Nickolas' father was a Boilermaker, and two of his sons, Daniel and Paul, are active members of Local 5.

"I got my first train — a Lionel Scout set — in 1950 when I was five years

old," said Nickolas. "I still have it." Over the years, he accumulated dozens of other train sets, in various track gauges. Nickolas and other enthusiasts in the Oswego Valley Railroad Association long dreamed of starting a museum to remind people of the rich railroading history of central New York. That opportunity came in 2007 when the city of Oswego made space available in one of its buildings.

"We created a 24-ft x 32-ft historical layout depicting parts of the city," said Nickolas. "We used civil engineering drawings and building floor plans. It's pretty much to scale."

Oswego was once a thriving industrial center crisscrossed by railroad tracks, he said. "They built the hulls of Sherman tanks here during World War II. There were lots of boiler shops and coal docks. We had the biggest coal pile in the world in the 1950s. People

THANKS FOR THE MEMORIES

*Thanks for the memories,
for 37 years of laughter
and of tears.
For overtime,
that gang of mine,
and not too many beers.
How lovely it was.*

*Thanks for the memories,
of weekend jobs I had,
the phone rings, I'm glad.
I told my wife this is no life,
then she got really mad.
How lovely it was.*

*Thanks for the memories,
for park and ride at five,
I'm barely half alive.
Whose turn is it,
I just want to sit,
there's no way that I can drive.
How lovely it was.*

*Thanks for the memories,
for all the joy we had,
the good times and the bad.
The things we shared,
the way we cared
for that I'm really glad.
How lovely it was.*

*Thanks for the memories,
when I would get the call,
my wife said it's the hall.
I stammered awhile
and said with a smile,
"Tell them I'm at the mall."
How lovely it was.*

*Thanks for the memories,
I said I'd vote for you,
what else could I do.
I wanted to work,
you know I'm no jerk,
my kids get hungry, too.
How lovely it was.*

*Thanks for the memories,
I knew there'd come this day
when I would have to say,
"I love you all, it's been a ball,
now I'll be on my way."
How lovely it was.*

Bob McCarthy, L-5 retiree
Royal Palm Beach, Fla.



The museum includes a scale model of the Ames Iron Works, a boiler factory where Bill Nickolas's father worked until it closed in 1963.

today don't realize what an industrial powerhouse Oswego used to be."

In addition to the historical layout, the museum includes many railroad artifacts, photographs, displays, and running train models.

Local 5 is a shop, railroad, shipyard, and construction lodge chartered in 1962. □

LETTERS TO THE EDITOR

Stimpson family is grateful for support

WHILE I HAVE never met many of you, I want to let each and every one of you know that I, along with our young son, have been overwhelmed with your warm words of comfort and your generosity during our time of loss.

I always wondered why you are called "brothers," and now I know. All of you are Terry's brothers and you will forever be in my heart and prayers.

Again, I thank you so very much and pray each of you stays safe.

ALEX AND ISAAC STIMPSON
Peculiar, Mo.

EDITOR'S NOTE: Kansas City Local 83 member Terry "Stimpy" Stimpson was killed May 23, 2008, when the boom for an 800-ton crane collapsed at Kansas City Power & Light's Iatan power plant in Platte County, Mo.

Retirees could serve on memorial committee

I RETIRED THIS past year on the day of my father's funeral — a retired Boilermaker of 55 years. I also lost my brother-in-law on Christmas Day,

another retired Boilermaker, who I thought of more as a brother than an in-law. Both were excellent Boilermakers. I learned a lot from each of them, and loved them very much. However, on the day of their funerals, no one from the union hall could attend to present a Bible, a tradition our lodge has honored since it was chartered.

A solution to this problem: appoint retired members to perform this service and console the widows and family of our deceased members.

STEVEN D. DEEM, L-667 retiree
Winfield, W.Va.

LOCAL SENDS ITS CONDOLENCES: Mr. Deem's letter gives us an opportunity to publicly apologize for not being able to attend the funeral of his brother-in law, Mickey B. Payton, which occurred during the Christmas holidays. Our hall was closed and we did not learn of his passing until the following Monday.

Both Mr. Payton and the senior Mr. Deem were well respected members and will be sadly missed by all the members of our local; our sincere apologies to the family for not being there.

SAMMIE DOOLITTLE
L-667 ABM and President

L-726 returns to work, bargaining table

AFTER 55 DAYS of strike action, Local 726 [Owensboro, Ky.] members returned to work Sept. 30, 2008, under an 18-month extension of the expired collective bargaining agreement [with Daramic, a manufacturer of battery separators].

While the fight for a new agreement is not over, the solidarity of Local 726, along with support from the Boilermakers union, allowed for a victory against the company's intent to destroy our seniority system and impose an unacceptable agreement.

Local 726 resumed negotiations with a revamped company bargaining team on Nov. 18, 2008. With the support of the Boilermakers and many other unions around the nation, we were able to finance our strike, which included substantial attorney fees. On behalf of the entire Local 726 membership, thanks for your assistance throughout these trying times.

Sincerely and fraternally yours,

L-726 Pres. JEFF CAMPBELL
L-726 SEC.-TREAS. LARRY SIMS

L-524 members leave with dignity, respect

I AM GRATEFUL to have had the opportunity to lead Local 524 through September 2008, knowing it was not the fault of our members that caused the closing of the Union Tank Car plant in East Chicago [Ind.] and the loss of our jobs.

During our last contract negotiation, IR Tony Palmisano and the local committee negotiated a \$6 million severance / retention package that made it a little easier for the membership. We also won a petition for substantial TAA / ATAA training and benefits through the Department of Labor.

The Boilermakers union has been good to me and to the thousands of other Local 524 members over the past 40-plus years that we were represented.

The Local 524 membership left with dignity and respect.

KELLY HOUNSHELL
Local 524 President

EDITOR'S NOTE: TAA and ATAA help trade-affected workers who have lost their jobs as a result of increased imports or shifts in production out of the United States.

Locals award service pins

Local 1 — Chicago

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

40 YEARS – Thomas C. Patterson;
35 YEARS – Thomas E. Hartley; and
30 YEARS – Greg C. VanHaren.

Local 34 — Topeka, Kan.

KENNETH NELSON, Local 34 rec. sec., Topeka, Kan., reports presentation of membership pins to the following:

50 YEARS – Joe Borjon, Wayne Pence, Ron Rush;

45 YEARS – Clyde Baldwin, Ron Brown, Mike Coyle, Jim Gillespie, Weldon Gray, Bob Neiswender, Keith Stewart;

40 YEARS – Jim Baxter, Bill Brown, Bill Cooksley, Boots Hladky, J.L. McCormick;

35 YEARS – Richard Allen, R.D. Cooper, J. Grace, T. Kendall, R.W. Morrissey, R.A. Nash, L.G. Roark, D. Schlotzhauer, J.T. Stevens, F.D. Stewart;

30 YEARS – K. W. Dunn, R.W. Farwell, R.D. Gehrke, G.L. Hall, B.A. Johnson, M.D. Johnston, K.D. Nelson, Ben Roseberry, J.L. Turner, Lewis Tyler, Milton Zeller; and

15 YEARS – D.V. Cummings.

L-60 — Peoria, Ill.

GARY LUSK, BM-ST of Local 60, Peoria, Ill., reports presentation of membership pins to the following:

50 YEARS – Earl Gum Jr.;

45 YEARS – Vern Campbell;

40 YEARS – Mark Nelsen, Thomas Wood;

30 YEARS – Larry Baumgartner, Richard Bonnett, Paul Bosnich II, Anthony Chavez, Nicholas Chavez, Mark Granger, Gary Roberts, Brian Wachs;

20 YEARS – Robert Voight; and

15 YEARS – Darrell Dahl, Brenda Gehant, Christopher Gibson, Benjamin Harrison, Brian Holford, Gary Hunt, Jeff Inman, Rod Jacobs, Michael Kolesar, Darren Lindee, Cynthia Manning, Barry Massa, Matthew Nelsen, Larry Prince, Jerry Schultz, Christopher Shaw, James Stear, Kenneth Thompson, Ronald Walker.

L-374 — Hammond, Ind.

PAUL MADAY, BM-ST of Local 374, Hammond, Ind., reports presentation of membership pins to the following:

55 YEARS – Kenneth Gehlhausen;

50 YEARS – Sidney A. Dickerson III, Bobby W. Eads;

45 YEARS – Robert M. Livengood;

40 YEARS – James E. Collins, Robert S. Johnson, Billy D. Jones, Bruce J. Miller, James R. Mitz, Larry K. Rasner;



Shown working with retired member Marcos Lopez, Charles "Corky" Cameron (l.) celebrates his 30th year of membership with Local 37 (New Orleans) on Nov. 16, 2008.

35 YEARS – Kenneth E. Barnes, Joseph J. Draeger, Linus E. Hagedorn, Steven Hagedorn, Michael J. Henrys, Michael J. Meyer, Windell L. Nasby, Thomas R. Newlin, Joseph S. Pawlik, Joseph M. Pokrajac, Richard L. Robb, Paul F. Rogier, Larry J. Sims, Bernard A. Will, William S. Wood;

30 YEARS – Warren E. Alexander, Alan D. Ball, John M. Blue, Neil E. Bockhold, Terry S. Brown, Dennis R. Casey, William C. Cassell, Rudey K. Estes, Robert J. Fisse, Richard I. Flamion, Randall J. Friedman, George F. Furnish, Rex A. Gehlhausen, Monty L. Gilman, Lawrence A. Goings, William R. Hill Jr., Charles A. Householder, Patrick M. Jozwick, John D. Kalinowski, Daniel J. Lamar II, James P. Lentz Jr., Raymond Lock, Robert D. Lock, Steven I. Mantz, Mark R. Mehling, Robert B. Mize, Patrick E. Neu,

Francis J. Neylon, William W. Ricketts, Robert L. Rothenberger, Robert L. Schulthise, Terry A. Schwing, Gregory J. Tempel, Timothy J. Thomas, Donald L. Trumpower Jr., Freddy R. Wilhoit, Ruben Yzaguirre;

25 YEARS – George I. Fleming, Mark W. Jorden, William J. Miller;

20 YEARS – Stanley R. Austin, Sean Burke, Mark E. Cunningham, Gilbert Gusansky, Theodore J. Pufahl, Michael D. Todd; and

15 YEARS – Anthony A. Burns, Michael R. Curtis, Jerry Day, Anthony J. Frye, Theodore A. Kutscher Sr., Richard D. Spisak, William E. Turner.

New contract summaries

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

National Cement Lodge

EFFECTIVE AUG. 29, 2008 to Aug. 28, 2011, for eight members of the National Cement Lodge who make perlite (a form of natural glass) at **Chemrock Corp.** in Bala Cynwyd, Pa.

L-104 — Seattle

EFFECTIVE MARCH 31, 2008 to March 31, 2011, for 10 members of Local 104 (Seattle), who make forestry equipment and parts at **Acrowood Corporation**.

Acrowood manufactures equipment to hog and chip logs and wastewood, and precisely screen and clean chips, flakes, fiber, and sawdust for pulping, particleboard, OSB, MDF, LVL, and urban wood processes.

L-159 — Mountain Top, Pa.

EFFECTIVE NOV. 4, 2008 to Nov. 3, 2011, for four members of Local 159 (Mountain Top, Pa.), who work in production and maintenance at the **Keystone Forging Co.**, a closed-die forging manufacturer. Materials forged include carbon and alloy steel, stainless steel, aluminum, and copper-based alloys.

L-D271 — Martinsburg, W.Va.

EFFECTIVE OCT. 1, 2008 to Nov. 1, 2009, for 30 members of Local Lodge D271 (Martinsburg, W.Va.), who manufacture clay brick at **Continental Brick**, the last remaining brick manufacturing plant in West Virginia.

Continental Brick serves the Washington, D.C.; New York City; and Pittsburgh markets. It has a number of quarry sites located adjacent to its historic brick plant and yard. Although not used anymore, the plant has preserved old beehive brick kilns as part of the brickyard.

L-D324 — Havelock, New Brunswick

EFFECTIVE AUG. 17, 2008 to Aug. 17, 2011, for 31 members of Local D324, Havelock, New Brunswick, who work at **Graymont Inc.**, producing quicklime, hydrated lime, precipitated calcium carbonate (PCC), limestone, construction stone, ready-mix concrete, Redit-Rock™, retaining walls, and asphalt.

L-D342 — Plattsburgh, N.Y.

EFFECTIVE JULY 1, 2008 to June 30, 2012, for six members of Local D342, Plattsburgh, N.Y., who make asphalt and stone products at the Lewis Quarry Division of **Graymont Materials**.

L-483 — Alton, Ill.

EFFECTIVE JULY 1, 2008 to Dec. 3, 2013, for 85 members of Local 483, Alton, Ill., who make brass ammunition at **Global Brass and Copper**.

L-486 — Litchfield, Ill.

EFFECTIVE JULY 1, 2008 to June 30, 2011, for 54 members of Local 486, Litchfield, Ill., who make steel grating at **Fisher & Ludlow Inc.**

Products are sold under the brand names of Truweld and Fisholows, and can be found in mining and smelting operations, power generating stations, oil fields and refineries, chemical plants, water treatment facilities, pulp and paper producers, transportation equipment, commercial buildings, security institutions, and shopping malls.

L-614 — New London, Conn.

EFFECTIVE NOV. 8, 2008 to April 11, 2014, for 2,400 union members who work at the **Electric Boat** shipyard in Groton, Conn. The 65-month contract was negotiated by the Metal Trades Council for members of Metal Trades unions, including 400 members of Boilermakers Local 614 (New London, Conn.).

Electric Boat, a subsidiary of General Dynamics, designs and builds nuclear submarines for the U.S. Navy and employs more than 10,000 people in Connecticut and Rhode Island.



Money-Saving Programs for Members Only

The benefit programs listed below are available only to Boilermaker members and their immediate families.*

Accident Insurance
Call: 1-800-393-0864

AT & T Wireless Discounts
Call: 1-800-897-7046

Auto Insurance
Call: 1-888-294-9496

Car Rental Discounts
Call and give the ID number:
Avis: 1-800-698-5685
AWD #B723700
Budget: 1-800-455-2848
BCD#V816100
Hertz: 1-800-654-2200
CDP#205666

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

Entertainment Discounts
Save on sporting events, theaters, movie tickets, rentals, theme parks
Call: 1-800-565-3712
ID #744387769

Health Savings
Save on prescription medicines, hearing, dental, and vision care.
Call: 1-877-570-4845

Legal Service
Discounted legal help — first 30 minutes are free.
Call: 1-888-993-8886

Life Insurance
For members, spouses, and children.
Call: 1-800-393-0864

Mortgage
Also open to children & parents of Boilermaker members.
Call: 1-800-848-6466

Union-Made Checks
Call: 1-888-864-6625

Union Plus Credit Card
Call: 1-800-522-4000

Union Plus Moving Discount For Allied Van Lines
Call: 1-800-871-8864

For North American Van Lines
Call: 1-800-524-5533

For information on these programs and other member-only benefits, go to www.unionplus.org

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

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

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	Gruenwald, Gerald A.	83	Rankin, Jacky P.	242	Hodgson, Michael J.	587	Leboeuf, Paul W.
NTL	McCan, Samuel O.	83	Reeves, Kenneth	271	Barbeau, Yves	587	Owens, James S.
6	Haines, Harold L.	83	Shearer, Skip	271	Beaulieu, Normand	590	Mitchell, Pearl B.
6	Lococo, Santo F.	84	Guilfoyle, Robert W.	316	Howell, Kenrick W.	592	Earley, Ferris D.
6	Nelson, Charles A.	92	Hobbs, James L.	359	Burkholder, Grange	592	Johnson, Homer W.
6	Nisewaner, Peter B.	92	Phillips III, William H.	359	Chisholm, Donald A.	647	Majerus, Allen M.
28	Cushing Jr., Raymond	104	Harrison, Fred J.	359	Freiheit, David P.	667	Doolittle, Sammie L.
28	Munroe, Donald S.	104	Haynes, Aaron	359	McKay, Gordon C.	667	Jackson, Raymond S.
30	Beach, John R.	104	Mooney, Bob R.	359	Walsh, Barry K.	687	Winkle Sr., Jack M.
40	Osborne, James	104	Payne, Kathryn	363	Chapman, Robert W.	696	Majkrzak, Frank T.
45	Banks, Eric M.	D106	Lloyd, Gary T.	363	Quiggins, Jack T.	744	McLarty, John M.
45	Bradshaw, Jeffery E.	107	Penkalski, Robert	374	Gibson, Jerry E.	801	Gibson, Frank C.
45	Flowers, Michael B.	146	Jensen, Viggo	378	Melanson, Edward O.	807	Lomano, Rosario S.
50	Daley, Edward N.	146	McCormack, Kenneth	401	Paulson, Gordon	1032	Wagner, Edward J.
M68	Kemp, Glen A.	146	Milner, Graham E.	433	Jackson, Carl C.	1509	Burge, Franklin E.
69	Gorman, Charles A.	146	Newman, Frank O.	433	Miley, Gordon H.	1509	Czarnecki, George J.
69	Rumsey, Adam P.	146	Pearson, Andrew M.	453	King, Roy W.	1509	Hauser, George R.
73	Chiasson, George R.	146	Rose, Stewart C.	455	Green, Gerald B.	1509	Muszynski, Leo S.
74	Peterson, John A.	146	Sederski, Dave	455	Moore, Billy W.	1509	Wanta, Elmer
D80	Irwin, Marshal P.	146	Seward, Stewart L	502	Hallock, Daniel B.	1570	Jacyszn, Walter M.
83	Ice, Richard L.	146	Teplesky, Peter	531	Jones Jr., E.W.	1614	Erlandson, Henry
83	Johnson, Denny	154	Geran, Joseph	549	Thompson, Darrell L.	1667	Fabiny, Vincent J.
83	Koen, Elmer L.	154	McDowell, Michael T.	555	Schmidt, Gerhard	1851	Giguere, David R.
83	Meek, Kenneth J.	154	McKernan III, James	555	Singbeil, Carl E.		
83	Parnell, Macy M.	154	Smith, Frank A.	568	Maskule, Michael		

DEATH BENEFITS

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

LODGE, NAME & BENEFIT		
Intl.	Mora, Frank A.	\$6,000.00
Intl.	Peterson, Mary C.	6,000.00
Intl.	Ryan, Ellen Rita	6,000.00
NTL	Block, Walter E.	6,000.00
NTL	Brooks, Warren P.	6,000.00
NTL	Champ, George W.	6,000.00
NTL	Clark, Robert B.	6,000.00
NTL	Cooke, Ronald S.	6,000.00
NTL	Coy, John L.	6,000.00
NTL	Dunn, Mitchell L.	6,000.00
NTL	Foster, Glendon M.	6,000.00
NTL	Kelley, Harold V.	15,000.00
NTL	Millikin, J.W.	6,000.00
NTL	Raines, James E.	6,000.00
NTL	Scott, Paul E.	6,000.00
NTL	Tappen, Edward	6,000.00
NTL	Wiseman, George P.	6,000.00
1	Baurle, Harry F.	6,000.00
1	Fulton, Herbert L.	6,000.00
1	Malec, Stanley	6,000.00
1	Murphy, Terrence M.	6,000.00
5	Hylas, Michael J.	6,000.00
6	Fernandez Sr., Vasco	6,000.00
6	Fretty, Austin	3,000.00
6	Harris, James E.	6,000.00
6	Leon, Jose M.	6,000.00
6	Metivier, Ronald A.	6,000.00
6	Quabner, Jesse A.	6,000.00
6	Redding, Gardenia	6,000.00
6	Russell, Charles F.	6,000.00
6	Sandoval, Tomas V.	6,000.00
6	Thomas, Wm. B.	6,000.00
7	Anderson, Robert E.	6,000.00
7	Goupil, Richard	6,000.00
7	Webb, Emery G.	6,000.00
13	Gaughan, Richard A.	6,000.00
13	Gorman, John C.	6,000.00
13	Holmes, John A.	6,000.00
13	Napoli, Americo	6,000.00
13	Scull, Kevin F.	7,456.99
13	Whittaker, Robert C.	1,085.04
26	Blackstock, Charles J.	3,000.00
26	Hanna, Joseph B.	6,000.00
26	McDonald, Stephen	6,000.00

26	Pierce, L.L.	6,000.00
26	Slater, T.M.	6,000.00
27	Bennett, Robert M.	6,000.00

See DEATH BENEFITS, page 19

Retirement Planning Center

If you're 18 or 60, have been working for years or just getting started, there are steps you can take to plan for your retirement...starting today!



Whether your retirement is decades away or right around the corner, the more time you spend thinking through the issues you will face, and preparing for them, the better you will be able to respond to life's curve balls. You'll also be better positioned to retire as you'd envisioned, on your own terms. The **Union Plus Retirement Planning Center Web site** at www.UnionPlusRetirement.org will help you figure out the answers.

RETIREMENT GOALS

- Complete the Retirement Roadmap and Retirement Goals Worksheet
- Where will I live?
- What do I want to do in retirement?

MAKING IT LAST

- Where am I now?
- Use budget saving calculators
- Learn to save more money

MONEY FOR RETIREMENT

- What will my income be after I retire?
- Which savings or income source will be the largest?
- Which savings should be used first?

PROTECTING YOUR FAMILY

- Do I have a will?
- Have I appointed trustees and guardians for my children?
- Do I have a durable power of attorney?
- Do I have a list of all my important papers and their locations?



Take the first step: Complete Your Retirement Road Map and receive your action plan by visiting:
UnionPlusRetirement.org

Death Benefits

Continued from p. 18


27	Carter, Carl W.	6,000.00
27	Carter, Lester N.	6,000.00
27	Cookson, Everett L.	6,000.00
27	Dunn, Norman J.	6,000.00
27	Griffin, Garland	6,000.00
27	Horton, Richard N.	4,500.00
27	Roth, George T.	6,000.00
27	Schlosser, Arlan	6,000.00
28	Dentale, Alfred J.	11,000.00
28	Van Wagner, Scott T.	6,000.00
29	Joyce, Michael J.	6,000.00
29	Toulouse, Alan J.	6,000.00
30	Brady, Bobby F.	15,000.00
30	Gantt, Wallace J.	6,000.00
30	Kipka, James E.	6,000.00
30	Oakes, Gene P.	6,000.00
37	Foster, Joseph L.	6,000.00
37	Zeller Sr., Robert C.	3,000.00
40	Coomer, Richard	6,000.00
40	Salsbury, Marvin F.	6,000.00
45	Brickell, Louis E.	6,000.00
45	Stinson, Gerald P.	6,000.00
60	Roberson, James R.	6,000.00
69	Malcolm, Charles E.	3,000.00
72	Beckman, Richard E.	6,000.00
72	Place, Michael S.	6,000.00
72	Raptopoulos, George	1,380.00
72	Simmons, James D.	6,000.00
72	Vandehey, Larry P.	6,000.00
74	Cates, Virgil M.	3,000.00
74	Nall, Herman L.	6,000.00
79	Clement, Emery L.	6,000.00
79	Dunigan, James W.	6,000.00
83	Bailey, Donald L.	6,000.00
83	Ice, Richard L.	6,000.00
83	Meek, Kenneth J.	6,000.00
83	Parnell, Macy M.	6,000.00
83	Rankin, Jacky P.	6,000.00
84	Head, Donald L.	6,000.00
84	Wilson, Theodore B.	6,000.00
85	Blum, Norman	6,000.00
85	Colvin Sr., Branch H.	6,000.00
85	Mitchell, William G.	6,000.00
92	Barker, Lloyd W.	6,000.00
92	Blackwell, Robert D.	6,000.00
92	Cicarelli, John A.	3,000.00
92	Montoya, William G.	6,000.00
92	Quintana, Eugenio	6,000.00
92	Reid, Kenneth C.	6,000.00
92	Simpson, James G.	6,000.00
96	Lewis, Gerald S.	2,000.00
101	Miller, Stanley R.	3,000.00
104	Barry, Ronald R.	6,000.00
104	Erickson, Erwin S.	6,000.00
104	Haynes, Aaron	6,000.00
104	Holt, Frank P.	4,500.00
104	Hunt, Gary G.	6,000.00
104	Lara, Charles R.	6,000.00
104	Mai, Richard S.	6,000.00
104	Nelson, Lloyd C.	6,000.00
104	Nichols, Charles B.	6,000.00

104	Rosien, Paul G.	6,000.00
104	Shepherd, Robert R.	6,000.00
104	Smith, Rodney H.	6,000.00
105	Thompson, Raymond	6,000.00
105	Wright, Gary D.	6,000.00
106	Weaver, Paul W.	6,000.00
107	Merath, Milton L.	6,000.00
108	McGhee, John C.	6,000.00
112	Johnson Sr., Douglas	6,000.00
113	Lantrip, Lois M.	6,000.00
117	Hildebrandt, Leslie	6,000.00
124	Burczyk, Michael H.	6,000.00
124	Myers, Ralph N.	6,000.00
132	Colston, Joe K.	6,000.00
132	Mussmann, August	6,000.00
151	Kallay, Charles W.	6,000.00
154	Ciccone, James J.	2,000.00
154	DiBenedetto, Luciano	3,000.00
154	Gustovich, John M.	6,000.00
154	Lawson, Thomas E.	6,000.00
154	Marshall, Akili J.	12,026.14
154	Ray, Joseph	6,000.00
169	Howle, William T.	6,000.00
169	Misho, John E.	6,000.00
182	Boyden, Mike R.	7,500.00
182	Thompson, Opal O.	6,000.00
193	Gins Sr., Richard J.	6,000.00
197	Doody, Peter	6,000.00
199	Rogers, Lenon	6,000.00
199	Stovall, Gaylon	6,000.00
242	Munday, Marion E.	6,000.00
358	Mast, William R.	6,000.00
358	Ross, Virble	6,000.00
358	Troxtehl, Charlie W.	6,000.00
363	Denbo, Donald R.	6,000.00
363	Grant, Deldon R.	6,000.00
363	Hill, Harvey L.	6,000.00
363	Roberts, Clarence E.	3,000.00
374	Carter, William E.	6,000.00
374	Falls, William S.	6,000.00
374	Gibson, Jerry E.	6,000.00
374	Hook, Thomas R.	6,000.00
374	Kaechle, Ronald W.	1,320.41
374	Willis, Richard S.	6,000.00
397	Weiss Jr., John F.	6,000.00
433	Bailey, Hulan R.	6,000.00
433	Busbee, Danny L.	6,000.00
433	Hapner, Gary R.	6,000.00
433	Phillips, Willie R.	6,000.00
433	Prescott, George M.	3,000.00
433	Simmons, Charles H.	6,000.00
433	Tucker, Curtis G.	6,000.00
449	Brauer, John E.	6,000.00
449	Naze, Willard J.	6,000.00
449	Nicklaus, Kohler T.	437.45
453	Bearden, Lonnie G.	6,000.00
454	Doll, George D.	6,000.00
454	Phillips, Henderson	6,000.00
454	Smith, Glenn W.	3,000.00
455	Ogletree, Jimmy	6,000.00
455	Terrell, William C.	6,000.00
455	Wilber, Charles H.	6,000.00
469	Bonner, George H.	6,000.00
483	Spyres, Gary A.	8,843.34
500	Carney, John A.	6,000.00
549	Brown, Bazil L.	6,000.00

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549	Casey, Robert M.	6,000.00
549	Jamison, Robert H.	6,000.00
549	Lombardi, John P.	6,000.00
549	Olsen, Norman P.	6,000.00
549	Thompson, Darrell L.	6,000.00
582	Walters, Art J.	6,000.00
583	Griffis, Jerry	6,000.00
583	Hendon, Robert R.	6,000.00
583	Kelley, Johnny	6,000.00
583	Tucker, William J.	6,000.00
587	Davis, William O.	6,000.00
587	Little, Clarence J.	6,000.00
587	Stansbury, Howard	2,400.00
590	Guyton, Frances M.	6,000.00
590	Smith, Kenny	6,000.00
592	Earley, Ferris D.	6,000.00
599	Petty, Dale	6,000.00
599	Wolff, George E.	4,000.00
627	Adkins, Bill R.	6,000.00
627	Guajardo, Gilbert G.	6,000.00
636	Turner, William W.	6,000.00
647	Klimmek, Donald J.	6,000.00
647	Marciniak, Joseph	6,000.00
647	Novak, Roger L.	6,000.00
647	Saxe, Bernard B.	6,000.00
667	Barnette, Shelly L.	6,000.00
667	Deem, Darrell W.	6,000.00

667	Young, Gordon A.	6,000.00
684	Adkins Sr., Joe H.	6,000.00
684	Dozier, Ronald E.	474.67
693	Kosachunis II, Len	6,000.00
729	Gossett, Darrell	6,000.00
744	Boland, Brendan	6,000.00
802	Arena, Annunzio A.	6,000.00
802	Kittrell, Samuel	6,000.00
802	Koehly, John A.	6,000.00
802	Lopez, Frank R.	6,000.00
802	Raison, Elmer	6,000.00
802	Reighn, Olive	6,000.00
802	Ronan, Robert T.	6,000.00
806	Bedford, Mary Jane	6,000.00
890	Prince, Clyde	6,000.00
906	Eckels, Charles	6,000.00
1234	Amella, Antonino	3,000.00
1240	Hyden Sr., Charles	6,000.00
1240	Slone, Ronnie E.	1,143.68
1509	Lien, Thelmer M.	6,000.00
1509	Piowowarczyk, Stan	6,000.00
1592	Fehnel, Malcolm E.	6,000.00
1600	Rocha, Gustavo E.	6,000.00
1600	Ruiz, Amador	6,000.00
1670	Hardy, Earnest	6,000.00
1999	Villanueva, Federico	6,000.00

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President Obama keeps promise to support labor unions

Labor applauds middle-class task force, new executive orders

CAMPAIGN PROMISES OFTEN wind up in the dust bins of history. However sincere those promises may be, the realities of office can quickly undo them.

That is why, when President Barack Obama took office January 20, many of us in the labor movement watched with equal parts optimism and reserve. Facing this president are an enormous financial crisis, two distant wars, unrest in the Mideast, and potential flashpoints in Iran and North Korea. Seldom in American history has an incoming president faced such an array of domestic and global challenges.

Yet, in his first three weeks in office, Pres. Obama has already begun to fulfill his promise to support unions. In words as well as deeds, he has demonstrated that labor and the middle class will be among his priorities — and that he views unions as “part of the solution” to our nation’s economic crisis.

President acknowledges union’s role in building middle class

ONE OF THE president’s first initiatives to address economic recovery was to establish a middle-class task force chaired by Vice President Joe Biden. The task force includes four cabinet members (secretaries of Labor, Education, Commerce, and Health and Human Services) as well as presidential advisers. Among other things, the task force will seek to restore labor standards and protect pensions and middle-class incomes.

In announcing the task force at a White House ceremony January 30, Obama openly acknowledged the vital role that unions play in building and sustaining the middle class. He told the gathering: “We need to level the playing field for workers and the unions that represent their interests, because we know that you cannot have a strong middle class without a strong labor movement.”

A few days later, he underscored this message by appointing two labor leaders to his Economic Recovery Advisory Board. Modeled on the Foreign Intelligence Advisory Board created by President Dwight D. Eisenhower, this board will provide advice directly to the president. Members include CEOs of some of the nation’s most prominent corporations, along with Richard Trumka, secretary-treasurer of the AFL-CIO, and Anna Burger, chair of Change to Win.

It is heartening to see a sitting president take such a public stand on behalf of unions. President Obama has sent the country a strong message that labor will be included in economic policy considerations, something we seldom saw under the previous administration.

“It is heartening to see a sitting president take such a public stand on behalf of unions.”

Obama executive orders reverse Bush policies

DURING HIS FIRST few weeks in office, President Obama also made his support for workers clear when he began issuing executive orders to overturn the terrible labor policies established by his predecessor.

He stated: “I...believe that we have to reverse many of the policies towards organized labor that we’ve seen these last eight years, policies with which I’ve sharply disagreed. I do not view the labor movement as part of the problem; to me it’s part of the solution. We know that strong, vibrant, growing unions can exist side by side with strong, vibrant, and growing businesses.”

Obama went on to sign four executive orders that will:

- Encourage federal agencies to use project labor agreements on large-scale construction jobs. (Pres. Obama’s order reinstates this policy. Established by Pres. Clinton, the policy was later revoked by Pres. Bush.);
- Require federal contractors to offer jobs to their current employees when they receive new contracts;
- Repeal a Bush administration order that required federal contractors to post notices concerning workers’ rights to object to dues and agency fee payments. (It is interesting to note that the Bush rule did *not* require posting notices about fundamental labor rights to organize or join unions.); and
- Prevent federal contractors from being reimbursed for money spent in efforts to defeat their employees’ organizing efforts.

The new executive orders provide much-needed relief and protection for unions and their members working with the federal government.

Other government policies, such as the onerous record-keeping requirements placed on unions, need attention as well. Rep. Hilda Solis (D-CA 32nd), Obama’s appointment as secretary of labor, will play a key role in this area. Solis is the

daughter of blue-collar union workers and has long been an advocate for worker issues.

Employee Free Choice Act remains on agenda

WHILE PROGRESS on some labor issues has been swift, not all of our goals will be so readily achieved. The Employee Free Choice Act is a case in point. Obama and most Democrats have strongly supported the measure, which would streamline the process by which workers organize and help revive the labor movement. The bill passed the House last year but didn’t come before the Senate. Had it cleared Congress, Pres. Bush would have vetoed it anyway.

But now we have a president who actually cosponsored the bill while serving in the Senate; and both houses of Congress now have substantial Democratic majorities. It is tantalizing to think the Employee Free Choice Act could arrive on the president’s desk for his signature sometime this year and become law. Before that can happen, the measure will face a firestorm of opposition from business groups and many Republicans. We can expect fierce resistance to the bill and a showdown in Congress that could get ugly.

To be sure, labor still has its enemies. Our members may recall that some politicians (notably Republicans in right-to-work southern states) and conservative commentators opposed bailing out the U.S. auto industry, arguing that GM, Ford, and Chrysler should be allowed to go bankrupt. They claimed that bankruptcy would enable automakers to “renegotiate their contracts,” a thinly-veiled way to say “dump the United Auto Workers union.”

While a union-friendly president and pro-worker majorities in Congress inspire hope for positive change, they also mobilize antiunion forces. We must be ready for that opposition and be willing to fight for the change we elected Pres. Obama to make.

Stimulus package is number-one priority

FOR THE AMERICAN economy to move ahead — and with it American workers — the nation must make a major investment. Most economists and most politicians on both sides of the aisle agree that a stimulus package is needed, and soon.

Even before he took office, Pres. Obama was structuring a plan to kick-start the economy. As this column is being written, the president’s plan is weaving a tortuous path through Congress. The president knows that bipartisan support is essential on such an enormous investment in America’s future. His immediate goal



Newton B. Jones
International President

is to save as many jobs as possible. Job loss must taper off before the economy can begin to expand again and create new jobs.

The primary goal of organized labor is to promote good-paying, stable, family-supporting jobs. These are the kinds of jobs that sustain the middle class and will power a strong economy. Included in the stimulus package is about \$40 billion for improvements to our energy grid and investments in renewable energies and clean coal technologies. Some \$3.6 billion would go towards advanced coal-fired generation with carbon capture and sequestration. This is a wise investment for the future of coal-fired power plants and the Boilermakers who work in this industry.

Opposition to his stimulus package has been fierce. The same people who enacted trade policies that shipped millions of jobs overseas are now saying that the stimulus package doesn’t create enough jobs. The same people who deregulated our financial sector until it collapsed for lack of oversight are now saying they want stronger oversight on the spending in the stimulus package.

They claim to have the best interest of the American people at heart, but only a few months ago, then-Pres. Bush’s \$700 billion for Wall Street quickly passed Congress with large bipartisan majorities in both houses and little mention of oversight. Now some of those same legislators are returning to partisan politics, attempting to weaken a measure intended to help Main Street America. It isn’t difficult to figure out who that group represents. Not workers, that’s for sure.

Working Americans are fortunate that we now have a president who can see what working families are going through. Pres. Obama understands the role unions play, and he is willing to support our goals. Most important of all, he is willing to listen to us. Instead of shutting us out, he is asking for our advice. Instead of setting policy in secret White House meetings and counting on his public relations team to sell them to us after the fact, he is involving labor representatives in the process that looks for solutions.

That truly marks the dawning of a brand new day, and I look forward to working with this administration. We have a lot to get done.

Let’s get to it. □

“While progress on some labor issues has been swift, not all of our goals will be so readily achieved.”