

The official publication of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers & Helpers, AFL-CIO

SPRING 2025

THE FREEPORTER

BOILERMAKERS

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THE REPORTER

Vol. 64 No. 1

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Look for these icons throughout the issue for links to additional online content:



“ We organize so that individual workers, through union representation, can bring their voices together and be heard. ”

Organizing for our future

Unions exist to organize. Unions work *because* we organize. And unions organize, because it's the only way for workers to hold companies' feet to the fire and ensure safety, fair treatment, living wages and decent working conditions.

We organize so that individual workers, through union representation, can bring their voices together and be heard—so that through a collectively bargained, negotiated contract, management cannot ignore our voices.

Organizing is why workers at Doppelmayr OAC, who are now Local 549 Boilermakers, have a contract that includes yearly pay increases, medical premium payments and specifications on how reprimands are handled. Workers didn't have those guarantees before. Organizing is why union Boilermakers at any industrial facility in the United States and Canada get a fair shake through defined and regimented grievance processes.

Organizing is why, in our Construction Sector Operations, all Boilermakers, no matter if they're a man, woman or the best friend of a supervisor, go to work knowing their wages are fair and equal and knowing exactly what to expect on the job from the legally-binding contract that was agreed upon by our union and the contractors who employ them.

We like to think we're a long way from the grim days before unions existed; when children as young as 10 years old labored in textile mills; when worn-to-the-bones men and women worked grueling hours in sweatshops for mere pennies. We like to think horrors like the disgusting working conditions in the 1900's Chicago stockyards or New York City's tragic Triangle Shirtwaist fire are a faraway past. But even today, left to their own moral standards, companies unfortunately continue to prove they'll put greed

and profit above human decency, let alone simply doing the right thing.

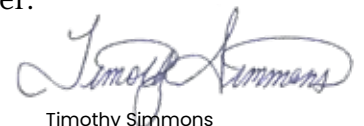
Just a year ago at Siemens Mobility in Sacramento, California, workers endured high temperatures and poor ventilation that was so extreme, some became ill. Siemens' welders were paid less than the hourly wage of California McDonald's workers.

The California Labor Federation reported revenue of \$3 billion for Siemens Mobility. Yet, the company didn't care about the inhumane working conditions, and they didn't care that their workers—the very people they depend upon for the profits they enjoy—cannot afford the company-provided health insurance and sometimes work multiple jobs just to pay rent.

How does this happen in 2025 in the United States of America? Because the workers aren't unionized. They don't have a voice. You can read on page 12 about our efforts to organize Siemens workers. We didn't win the votes this time—*this* time—but we've set a solid path for success, and we will not give up on the future these hard-working men and women deserve.

Organizing is a top priority in the work we do as a union. We know there are workers, like those at Siemens, who desperately need a union. It's our duty as part of the labor movement and as Boilermakers to help them organize.

Even as we build power for the workers we represent, we also build our union's power by joining more and more workers to amplify our unified Boilermaker voice. And as we make our Boilermaker voice louder, we make our Boilermaker future brighter.



Timothy Simmons
International President

“ We are committed to shaping a resilient and forward-thinking future for the Boilermakers union. Being from the field, we know the challenges that Boilermakers face. ”

It's up to us to harness our union's power

Working in the field, I watched craftsmen pour their hearts and souls into their work as Boilermakers. Their dedication and pride in their craft left a lasting impression on me. I remember the first time I walked into a job site as an apprentice: the smell of grinding, the sound of welding.

And from my early days working on the tools at Local 11 to serving as the President of the Montana State Building Trades Council to today, I've witnessed firsthand the power of unity and dedication. International President Simmons and the entire International Executive Council share this commitment. Having served in various crucial roles, from working on the tools to leading recruitment and organizing for our union to serving as International leaders, this is a team with a wealth of experience.

We see a clear vision in harnessing the power of our union—the power of our unity. To strengthen our organization; to increase member engagement by encouraging active participation in political campaigns, building relationships and alliances with other unions and organizations, encouraging community involvement, growing our digital communications and public and media relations. For too long, our union has shied away from these important elements of unionism.

Providing resources and training on political activism, for example, will empower members to be vocal advocates for their rights. Too many Boilermakers have shrunk away from our union's duty to political involvement—adding our labor voices to impact our work and our union rights.

Building stronger alliances with other labor unions, advocacy groups and community organizations will also help us by forming a united front on labor issues. Collaborating on joint initiatives will amplify our collective impact. Enhancing our digital presence through social media and online campaigns will allow us to engage with a broader audience and raise awareness about our union's activities and achievements. Building relationships through social media outlets and launching public awareness campaigns will educate the public about our union's efforts, fostering a positive image and garnering support for our causes.

Our vision is to focus on these key areas:

- **Member Engagement:** We will increase member engagement by encouraging active participation in political campaigns, town hall meetings and community events. We will provide resources and training on political activism to empower members to be vocal advocates for their rights.
- **Alliances and Coalitions:** Building stronger alliances with other labor unions, advocacy groups and community organizations will help us form a united front on labor issues. Collaborating on joint initiatives will amplify our collective impact.
- **Digital Platforms:** Enhancing our digital presence through more social media and online campaigns will allow us to engage with a broader audience and raise awareness about our union's activities and achievements.

- **Public Relations:** Building relationships with media outlets and launching public awareness campaigns will educate the public about our union's efforts, fostering a positive image and garnering support for our cause.

- **The M.O.R.E. Work Investment Fund:**

To maximize the impact of the M.O.R.E. Work Investment Fund, we will strategically allocate resources to key areas. In marketing, we will use advertising campaigns, public relations and outreach to industries to enhance our efforts to showcase the benefits of joining the Boilermakers union. For organizing, we will identify potential workplaces for unionization, build relationships with workers and provide support throughout the organizing process to bring more workers into the union. In recruitment, we will highlight the advantages of union membership, including our exceptional training programs and opportunities for career advancement, attracting new members to our ranks. For employment, we will create job opportunities by partnering with employers, advocating for labor-friendly policies and promoting our skilled workforce to potential employers.

Our M.O.R.E. Work Investment Fund is a strategic initiative that embodies our commitment to growth and sustainability. By focusing on Marketing, Organizing, Recruitment and Employment, we aim to increase membership and man-hours. Through targeted efforts in these areas, we will promote the Boilermakers union, attract new members and create job opportunities for our skilled workforce. The M.O.R.E. Work program has already seen success, and we are committed to expanding and innovating to ensure its continued impact.

Together, under the leadership of Tim Simmons, the full International Executive Council and myself, we are committed to shaping a resilient and forward-thinking future for the Boilermakers union. Being from the field we know the challenges that Boilermakers face; and by focusing on strengthening our union and leveraging the M.O.R.E. Work Investment Fund, we will remain strong advocates for workers' rights, industry advancements and the well-being of Boilermaker members. Let us move forward with determination, unity and a shared vision of a brighter tomorrow.

Clinton J. Penny

Clinton J. Penny
International Secretary-Treasurer





M.O.R.E Work Fund 'elevates' Boilermaker work

Before the 1980s, Boilermakers were the craft that constructed most elevated water towers in cities and municipalities. That was before nonunion contractors stepped into the market with rock-bottom bids. Now, thanks to the M.O.R.E. Work Investment Fund, Boilermakers are regaining some of that work. And even better, the next five years look promising for additional projects.

"We had a great portion of that work, and it's slowly gone away over the last 30 years," said Local 1 BM-ST Eric Davis. "I don't even know the last time Local 1 has sent one of our members out who wasn't a traveler."

Ray Moen, a sales manager at CBI Services, is working on a project where Boilermakers are building a water tower for the village of Grayslake, Illinois. Moen said a lot of elevated water tower work used to go union.

"When some of [the cities] contract low-price work, this process is repeated by other cities," he said. "Since the '80s it's been a tough market for a union contractor."

But that's changing. According to Moen, Grayslake wanted a union contractor to do the work. And by applying the M.O.R.E. Work Investment Fund, the CBI Services bid was competitive enough to secure it.

"Having an owner that actively wants union labor helps," Moen said.

Davis said he gets bid notifications through associations that alert the local of governmental work, and when he saw the request for bids for the water tower, he jumped at the opportunity. Initially he called CBI Services' labor relations manager to alert him to bid the project. The manager met with engineers and the village, then created a proposal.

"I do not believe we would have gotten the [Grayslake] job without the help of the M.O.R.E. Fund," Davis said, noting the M.O.R.E. Work Fund also secured the bid for an elevated water tower in the village of Gardner, Illinois, completed around three years ago.

Moen said he appreciates the cooperation between CBI Services and Local 1 to find work. "They help us sell the work. They help me see some of the other prospects."

The good news is that union work on elevated towers will continue.

“I think there’s a lot coming out,” Moen said. “We have a lot with L-1 in the Chicago area. Over the next five years, for elevated water tanks, there’s a lot to look at.”

That’s work Local 1 apprentice, David Dishman, can get behind. He’s currently working on the Grayslake tower project with around seven travelers, tankies from the National Transient Division, and an operating engineer. He worked nonunion for 10 years, so he’s not new to tank construction. He indentured into the Boilermakers three years ago because he wanted better working conditions, better tools and better benefits, and he said he found all these in the Boilermakers.

On this job, Dishman’s first elevated tower work, he’s found that working up high comes with unique working conditions. He said it’s essential to be focused and deliberate, especially when workers are 150 to 200 feet in the air.

“A huge part is communication,” he said.

That’s why he appreciates the daily safety meetings. It’s why communication is essential, so everyone can go home at the end of the day.

Boilermakers are welding and rigging on this project. On a typical day, following the safety meeting, three members stay on the ground working on assembly and sending tools and steel to the top to the rest of the crew. Dishman said there are chal-

“ I do not believe we would have gotten the [Grayslake] job without the help of the M.O.R.E. Fund.

”

Eric Davis
Local 1 BM-ST



When welding the outside of the tower, workers use a derrick—a machine that lifts heavy weights using a long beam with pulleys and cables—that connects to the shaft in the middle.

lenges to elevated work, with the height of the tower being one.

“We go over safety a lot because it’s always changing,” he said. “Every Wednesday we have a longer safety meeting.”

Workers don’t have room for all their tools while working on the tower. If someone needs a tool they didn’t bring to the top, the ground crew needs to send it up. Dishman said it’s essential to think through the day’s work to determine what will be needed before climbing.

Weather is unpredictable. Moen said if the wind is too high—and it’s always stronger on the tower than on the ground—they might have to shut down. They must be creative with ground assemblies if it’s snowing, raining or the wind is too high.

“You’re up 150 feet in the air so you’re really exposed,” he said.

To get to the tower, members climb a ladder to reach the first floor before climbing a taller ladder 60 to 75 feet to a manhole that leads to three to five scaffolds. Then Boilermakers climb to the overhead cone ladder, a half oval that attaches at the top, so they can weld the vertical sections.

When welding the outside of the tower, workers use a derrick—a machine that lifts heavy weights using a long beam with pulleys and cables—that connects to the shaft in the middle.

“There’s so much going on and so many things that are dangerous,” Dishman said. “All the things that are dangerous on the ground are 10-fold more in the air.”

Even so, he’s happy to be on the job. He’d heard for years that CBI Services was the “epitome of Boilermaker work.” And now on his first job with CBI Services, he understands why.

“No one is questioning the need for safety or a need for tools to get the job done. And there’s no need to cut corners to get the job done [with CBI Services],” he said.

Dishman is looking forward to more tower work in the future. It gives him a sense of pride to know the M.O.R.E. Work Investment Fund is opening the door to work the union hasn’t done for years.

“It’s something we’ve been wanting to have back, and now we’re getting the chance to get that back,” he said. “It’s a motivating factor to get it done on time and do quality work.” 🙌



NTD and Local 1 Boilermakers, along with CBI Services, make safety a top priority when rigging and welding above ground.

ISO Conference set for July in Las Vegas

Local lodges planning to send representatives to the 2025 Industrial Sector Operations Conference in Las Vegas have until June 13 to register for the event and for hotel rooms at the group negotiated rate. The conference is set for July 30 to Aug. 1 at Caesars Palace and will include plenary sessions, workshops, industry caucuses, special training sessions and an exhibit area.

Registration for the conference must be made online at boilermakers.org/iso2025. Each person attending the conference must complete an individual registration. A link to the group hotel reservation is provided on the conference website as well, but hotel rooms can also be reserved in the Boilermakers' room block by calling 1-866-277-5944 and using reference "2025 Industrial Sector Operations (ISO) Conference," group code SCISO5.

IBB requests that hotel reservations in this block be limited to one reservation per delegate, to ensure all delegates have an opportunity to book at the special rate.

Local lodges are responsible for all transportation, hotel and per-diem expenses incurred by their conference representatives.

All Industrial Sector local lodges and Construction Sector lodges representing members in the Industrial Sector are expected to send at least one representative to the conference unless financial constraints make it impractical.

Agenda details will be added to the conference website as break-out topics, instructors and featured speakers are confirmed. Tentative session topics include local lodge representation, external and internal organizing, bookkeeping, pension, safety, legislative issues and industry-specific topics.

REGISTER & BOOK NOW!

Caesars Palace Hotel Reservations:

book.passkey.com/go/SCISO5

ISO Conference Registration:

boilermakers.org/iso2025

REGISTRATION DEADLINE

June 13th





Plant Scherer is the largest megawatt producer in the U.S. and thanks to the M.O.R.E. Work Investment Fund, Boilermakers are back working there after three decades.

After decades, Boilermakers return to Scherer and Yates with union contract

Thanks to the M.O.R.E. Work Investment Fund, Boilermakers out of Local 26 (Savannah, Georgia) have regained work they lost over 30 years ago. Boilermakers signed a three-year contract with two Southern Company facilities, Plant Scherer and Plant Yates, for maintenance work.

In a significant shift, nonunion contractor Zachry lost its contract, and Day & Zimmermann secured a maintenance contract for both Yates and Scherer. And Southern Company usually bids out new builds or outage work to union contractors, which means even more work.

“We utilized the M.O.R.E. funding to get these contracts in order to be competitive enough to get that work,” said Mike Autry, International Rep and Recruiting and Training Coordinator for the Southeast. “If it’s been more than five years, we have additional M.O.R.E. Fund agreements to utilize to get into a plant. We can use the M.O.R.E. Work Fund to lower the hourly bidding rate to be more competitive with nonunion bids.”

Local 26 BA-ST Johnathon Bates said the last major maintenance work Boilermakers performed at Scherer was in 1994. While some work was done at Yates in 2013-2014 during its conver-

sion from coal to gas, there had been no significant presence at Scherer for decades.

“The M.O.R.E. Fund was the biggest factor in getting this work,” Bates said. “It allowed us to be competitive with nonunion rates.”

For maintenance, Scherer will maintain a crew of 20-25 Boilermakers year-round. However, during outages, workforce numbers could swell to as many as 300. At Yates, currently, five Boilermakers are performing maintenance.

“This is the first project we’ve received through the M.O.R.E. Fund,” Bates said. “Since Plant Vogtle finished in 2022, we lost three-fourths of our man-hours. Scherer will double our man-hours. It’s a lifesaver for us.”

Bates said the process for accessing M.O.R.E. Work Fund resources was straightforward. “The request goes through Boilermaker leadership,” he explained. “Once we outlined how helpful it would be for our local and district, it passed without issue.”

At Yates, there’s currently an outage on the existing units, followed by another in May and a third in the fall. Looking ahead, Bates noted three new gas-fired units are going to be built at Yates, all outside of the M.O.R.E. Fund agree-

ments, and Boilermakers will gain man-hours from that new construction. Outages will occur twice a year on the new gas-fired units, with larger outages every nine or 10 years requiring approximately 60 Boilermakers for at least a month.

Plant Scherer is currently undergoing an outage, with 65 members on site. Another outage in the fall will employ over 200 workers.

Beyond securing a contract, the Boilermakers have also recruited new members from these

plants. Since Zachry withdrew from Sherer, 14 workers joined the Boilermakers. The union has gained four new members from Yates. Additional recruiting, also funded through the M.O.R.E. Fund, is currently underway to bring more Boilermakers to both jobs.

“M.O.R.E. has given us the opportunity to secure this work,” Bates said. “Our Boilermaker leadership and Day & Zimmermann have been instrumental in this. They’ve been phenomenal.” 🔥

Once again, Boilermakers are building and maintaining Georgia Power’s Plant Yates.



“M.O.R.E. has given us the opportunity to secure this work. Our Boilermaker leadership and Day & Zimmermann have been instrumental in this. They’ve been phenomenal.”

Johnathon Bates
BA-ST L-26





Competitors were able to sign up and choose which welding process they wanted to test on, either SMAW, FCAW or the GTAW process in the 6G position.

Welding competitions offer avenue for recruiting

As work increases, the demand for skilled Boilermakers also rises. Welding competitions—or welding rodeos—can help increase awareness among students while also identifying new Boilermaker recruits. So that’s what the Boilermakers, in partnership with the Tennessee Valley Authority and Wallace State Community College, did in December.

Southeast Area Joint Apprentice Committee recruiter Lee Aurand Hosey said International President Tim Simmons encouraged him to hold welding competitions as a recruitment strategy.

“So, I approached TVA and asked if they would be willing to host a weld competition,” he said.

After securing the venue at Wallace State Community College, Aurand Hosey and Randy Hammond, weld supervisor at the college,

spent six months planning what he hopes will become a yearly event. Aurand Hosey said that without Hammond, they wouldn’t have had the welding rodeo, which was necessary because TVA and the Boilermakers union need more welders.

“At TVA we’re the number one craft,” Aurand Hosey said. “The only way to get into the TVA workforce program is through the unions. They have a great need for more Boilermaker mechanic/welders over the next 10 years.”

He said events like welding competitions can identify students who are talented and interested in becoming a Boilermaker.

“I spent 20 years in the field, so I know what these guys are looking for. The opportunity is there,” he said. “It’s getting the word out.”

The first TVA-Boilermaker welding rodeo had 56 competitors, which Aurand Hosey hopes to increase at the 2025 competition. More people signed up, but many had to drop out because they couldn't get their school to sponsor the trip. He said he plans to contact schools well ahead of time and advocate for funding.

Competitors were able to sign up and choose which welding process they wanted to test on, either SMAW, FCAW or the GTAW process in the 6G position. Aurand Hosey said not everyone is skilled at every process as most were young community college students. That's why SAJAC is offering the opportunity in the apprenticeship to learn all welding processes.

After their booth assignment, competitors began welding plates. On the plates, they had to weld three different positions: 2G vertical, 3G horizontal and 4G overhead.

"A lot of facilities aren't teaching overhead," he said, noting Boilermakers do a lot of overhead work. "And 4G is not a big teaching focus."

Volunteer judges from TVA, Enerfab, AECON, Day & Zimmermann and APM were joined by people from International, recruiters, Southeast International Reps and business agents. Volunteers also helped from the four locals that have members working at TVA: Local 108 (Birmingham), L-40 (Elizabethtown, Kentucky), L-454 (Chattanooga, Tennessee) and L-455 (Sheffield, Alabama).

"Everybody came through," Aurand Hosey said. "The vendors and especially TVA really showed up and helped. The Boilermakers were there and provided a lot of information to these kids. It was a great success. The Wallace State president said this was a success, let's keep doing it."

Aurand Hosey said the local lodges wanted to introduce real-world opportunity to the students at the competition. Students were able to speak with contractors, owners and business agents. At the event, Boilermakers signed around 15 new recruits, and the phone is still ringing with inquiries.

"The competitors didn't know much about the Boilermaker apprenticeship, and we were there to inform them about union opportunities. They're excited about the chance to join the union and be able to see new horizons." 🙌



From l. to r., Greg Dudley, TVA's welding program manager for Brown's Ferry and Athena Alexander, a Regional Process Trainer for Miller Electric, inspect competitors' welds.

“It was a great success. The Wallace State president said this was a success, let's keep doing it.”

Lee Aurand Hosey
SAJAC recruiter



SAJAC recruiter Lee Aurand Hosey congratulates winner Arlando Alanis from Drake Community College.



The organizing team celebrates the win at BWXT, Lynchburg, VA, on March 13. L. to r., NEO John Bland, ISO-ED Don Hamric, IR Tim Tolley and NEO Mike Hancock led organizing efforts with L-45 BM-ST Kevin Battle (not pictured).

Boilermakers organizing nets a win and a setback

The Boilermakers union welcomed 145 new members in March after workers in the machine shop micro-unit at BWXT, Lynchburg, Virginia, voted in favor of unionizing. According to Northeast Area organizer John Bland, workers contacted Local 45 Business Manager/Secretary-Treasurer Kevin Battle in late December seeking information and help organizing.

He said workers were fed up with working conditions and constantly changing rules. The Boilermakers and other unions had attempted at least three prior organizing efforts at BWXT since 2008, so some of the machinists had heard the message about how unionizing could provide a voice for them on the job. The time was right to organize.

“As soon as Kevin got the call, everyone got moving on it,” Bland said. M.O.R.E. Work Investment funds helped support the Boilermakers’ organizing efforts.

Workers inside the unit were especially key in communicating and ultimately making the campaign a success. Because BWXT is a secured nuclear

operation, the massive facility is not accessible to visitors, such as union organizers. For security purposes, even inside the facility some units, areas and workers are off-limits to one another.

“The workers took charge early on,” agreed IR Tim Tolley, who was part of the IBB organizing team. “These guys were shot out of a cannon and came to us organized and ready to go forward. You could tell they were fed up. It was a perfect storm for organizing.”

He echoed that the biggest catalyst for the workers to unionize was the “constantly moving goal post” as the company continuously changes rules and conditions. While wages usually are an issue, at BWXT it was more about the way workers were being treated and disrespected at work.

“This time organizing worked because we had more people that were tired of being bullied. They wanted true change,” said Chris Davis, who’s been a BWXT machinist for 19 years. “I’m most looking forward to getting a contract and a set of rules.”

Tolley said the machinists are set to elect their bargaining committee in early April so they can get to work on their first contract.

“The things they’re asking for are attainable,” he said. “We told them we couldn’t promise anything but a seat at the table, and that’s exactly what they’re looking for. Now, they’re looking forward to negotiating their first contract.”

Unfortunately, a vote in March at Siemens Mobility in Sacramento, California, was a no-go to unionize—at least for now. For more than a year, Boilermakers had been working with the International Brotherhood of Electrical Workers as “Siemens Workers United” to organize more than 1,600 workers who manufacture light rail vehicles for a variety of transit agencies. Siemens is a global company headquartered in Germany. While the company is generally union-friendly in Germany, many of Siemens’ North American operations have resisted unionization.

Workers interested in unionizing in Sacramento rallied around issues such as inadequate health and welfare benefits, low pay, pay disparity, gender inequality, safety and poor working conditions, such as extreme heat.

Lawrence Garcia, a four-year employee who works in the coach weld shop, said the wages are too low, especially considering cost of living in the area.

“I know guys who work 12-hour days or 10-hour days just to keep buying rent. I even know guys who work two jobs, just to keep from going on the streets,” he said. “The pay is not worth it.” Until recently, welders at Siemens were paid less than the \$20/hour McDonald’s worker wage dictated by California.

Alan Scovill, a weld inspector who’s worked for Siemens for a decade, told The Sacramento Bee that he hadn’t been to a doctor in three years. He pays \$500 month from his paycheck for his family’s health insurance coverage, and he can’t afford the medical co-pays.

While reasons to unionize were plentiful, the campaign faced some unique challenges. In addition to the usual union-busting tactics from the company, organizers also had a daunting task to reach workers on a massive campus—60 acres, 11 buildings and many different departments—plus, communicating to workers in six languages and with multiple cultural nuances.

Organizers from the Boilermakers and IBEW worked daily, building allies, dispelling myths, answering questions, knocking on doors and deploying myriad tactics to help workers understand what unions are and how unionizing gives workers a voice and a seat at table through collective bargaining.

The M.O.R.E. Work Investment Fund provided organizing support and communications



resources, including billboards, signage, fliers, digital ads and social media presence, and materials were translated into multiple languages. The unions also gained support from global unions IG Metall and IndustriALL, the California Federation of Labor Unions, State Building and Construction Trades Council of California and prominent local and state congressmembers. At the end of the day, it wasn't enough to overcome Siemens Sacramento's anti-union tactics and secure the 50% "yes" vote. This time.

The unions must wait a full 12 months before petitioning for another union vote. That's time to continue building positive momentum and for those who voted "no" this time to see if Siemens will live up to the promises they made in fighting against the unions.

"If Siemens chooses now to make positive changes for workers, it's because of the courage of workers standing together," said organizer Pablo Barrera.

"Although we didn't win the vote, we are amazed by the courage of the hundreds of workers who stood together for a better future for their colleagues and their families," said IVP-Western States J. Tom Baca. "This is not the end. It's just the beginning, and the fight goes on." 🔥



Read a December 2024 Boilermaker Reporter article about earlier Siemens organizing work: boilermakers.org/SiemensCampaign

The Boilermakers Vacation Trust: Take control of your vacation payouts

Following are important updates from the Boilermakers Vacation Trust.

THIRD-PARTY ADMINISTRATOR UPDATE

Effective June 1, 2024, the Boilermakers Vacation Trust transitioned to a new third-party administrator, Health Services and Benefits Administrators (HS&BA). All future correspondence and mailings should be directed to HS&BA at the following address: **4160 Dublin Blvd, Suite 400, Dublin, CA 94568**

NEW MEMBER PORTAL

HS&BA is excited to introduce an enhanced, user-friendly member portal, designed to provide you with easy access to your Vacation Trust information. The portal allows you to conveniently view your vacation balance, payout history and work history, with additional features coming soon. This service is faster, more efficient and available at your convenience. Be sure to register today at bvtportal.hsba.com.

If you have any questions, contact the administrative office at **1-800-833-2682** or via email at bvtinfo@hsba.com.

ACH SIGNUP FOR FASTER PAYOUTS

To expedite your 2025 payout and all future payouts, users should complete and return the ACH form to HS&BA or email it to bvtinfo@hsba.com. By submitting the ACH form, you can opt for direct deposit, ensuring your 2025 payout and all future payouts are remitted directly to your designated account—eliminating the need for a paper check. Please note: Your ACH form must be received no later than Sept. 30, 2025, in order to receive your 2025 payout electronically.

For a copy of the ACH form, as well as additional resources, visit boilermakers.org/members/resources/vacation-trust or contact HS&BA using the contact information provided above.

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I AM A BOILERMAKER.

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Gary Powers leads a break-out session at the 2024 ISO Conference. Powers has been named as Director of Compliance and Training.

Powers leads new compliance and training initiatives

International President Tim Simmons has named Gary Powers as Director of Compliance and Training. The new role is one part of several measures to ensure U.S. International Reps and local lodges have the information and support they need to properly conduct local lodge business in compliance with the Office of Labor Management Standards recordkeeping and reporting requirements, the Boilermakers' Constitution and general best practices.

"The purpose was to create a department that works directly with local lodges in compliance with government reporting and International bylaws and provide training, guidance and tools so lodge leaders and those who support them can fulfill their duties," Powers said.

Through the new Compliance and Training Department, IBB has hosted several training sessions for International Reps and lodge leaders. The sessions, which have taken place at IBB headquarters in Kansas City, Missouri, the Great Lakes and Southeast Sections and online, have been conducted by Dr. John Lund, professor emeritus of the University of Wisconsin School for Workers, former Director of the Office of Labor Management Standards for the U.S. Department of Labor and author of "Auditing Local Union Financial Records: A Guide for Local Union Trustees".

"The OLMS training was eye opening and game changing for me. I was glued to the screen," said



NEO John Bland takes notes during a training session led by John Lund, PhD.



IR Mike Autry completes a training session in Kansas City.

Scott Widdicombe, BM-ST for Local 242 (Spokane, Washington), who attended a virtual session.

“There are things I just didn’t know I should be doing or shouldn’t be doing.”

In the past, much information on how to conduct lodge business was passed down from lodge leader to lodge leader; and sometimes, the information was incorrect. That, said Powers, has been a problem. With no formal training, lodge leaders only learned how their predecessors’ handled things, for good or bad.

“There’s a lot I wasn’t aware of, because no one ever told me, and I don’t know any different if no one tells me,” Widdicombe said. He said he’s grateful for the training and plans to attend any time it’s offered, and he added that L-242’s office assistant attended the session with him—something he and Powers recommend to other lodges.

“We recommend lodges have their clerical staff participate as well, because they’re going to be helping fulfill duties,” Powers said. “They’re often the ones handling the day-to-day. It’s important they know proper record keeping, how to handle credit cards, etc.”

In addition to the compliance training sessions with Lund, Powers and staff from IBB’s Auditing Department are conducting in-person audits at local lodges. The audits are an overall look at how locals operate. The auditors examine finances, meeting minutes, union meeting practices and more, as well as compare lodge bylaws with the Boilermakers Constitution.

“Our job is to keep everyone complying with the law and our Constitution and following best practices. Our job is to help our locals.”

Gary Powers

Director of Compliance and Training

“This is not meant to be authoritarian,” Powers said, noting the audits—and their findings—have been overwhelmingly met with gratitude from lodge leaders like Widdicombe.

“We’ve had nothing but good feedback,” he said. “It’s a chance to work with local lodge leaders, take a closer look at locals’ financial records and see where they can improve processes or put new policies in place to better manage in a positive way.”

When the audits are complete, a report is provided to the local lodge recommending possible improvements to practices. When the team finds something egregious, they strongly recommend changes. The team also provides tools to help make lodge leadership and compliance a little easier and more consistent, and Powers has plans for templates to make financial record-keeping reporting consistent for everyone.

“Our job is to keep everyone complying with the law and our Constitution and following best practices. Our job is to help locals,” said Powers.

“Everyone’s been very open to this. They’re not pushing back, and most say they wish we’d had this when they first became lodge leaders.”

Widdicombe agreed: “I thought I was doing everything right, and now I know what I have to do and what I can’t do. I look at my local and what I’m doing now in a different light. I’m more aware now, and I’m looking at everything.” 🙌

Breaking Barriers:

L-83 woman's journey into project management

The MOST Project Management course was developed in 2003, with the first class held in 2004, and nearly all the participants have been men. Over the past 20 years, Jess Mendenhall of Local 83 (Kansas City, Missouri) is only the second woman to take the course since its inception.

Gerry Klimo, a retired member out of L-154 (Pittsburgh) who teaches the MOST Project Management course, was impressed with Mendenhall.

"I saw in her a very strong desire to progress and be great as a Boilermaker. It was evident watching her in the group. She's outgoing and knowledgeable," he said. "I've taught 30 or more of the classes. Sometimes there are people who really stand out, and to be a female in a male world personifies her as a strong person."

Mendenhall's journey into the Boilermakers began when her eyes popped at the cost of college.

"When I was 18, I did a semester in college. Then I got the bill for the next semester," Mendenhall recalled. "I told my parents I'd join the Navy instead, but my dad suggested I try [the Boilermakers], so I did—and I've never looked back."

In 2012, Mendenhall indentured into Local 83.

"I didn't know anything," she admitted. "I'm thankful and grateful I was taken under a couple of wings, and they showed me the ropes. I've never struggled with any brothers."

One of her most memorable jobs was an emergency rebuild after an explosion in Toledo, Ohio.

"It was a complete rebuild on the fly—no planning," she said. "It took about a month to six weeks to get it online. We rebuilt a fin fan at a refinery. I was over the towers. When the explosion happened, the I-beams were damaged, and we had to rebuild them. Normally, something like this takes six months to plan, but we had no plan. We were there on Christmas."

She joined Local 92 (Los Angeles) briefly, working in California for a few years before returning to the Midwest and Local 83. In California, she rose to become a foreman, leading teams of up to 20 people.

Mendenhall took the Project Management course to further her education and expand her knowledge.

"What we're learning in the course pertains to our line of work, but college is more general."

She's also a Certified Associate Welding Inspector, a credential that allows her to inspect welds and perform quality assurance in the welding industry. In addition, she's studying business management and is close to completing her associates degree, with an end goal of earning a Project Management Professional (PMP) certification.

"I'm able to pay for school in cash and do something I love," she said. "I'm not in a losing situation whatsoever."

Mendenhall has primarily worked in refineries, but she's also worked as a project coordinator



“There’s always something new or different to explore, whether it’s on the job or a type of work I haven’t done before.”

Jess Mendenhall
Local 83

for a subcontractor and had the opportunity to be an instructor at the L-83 hall. She credits L-83 for being very supportive of women in the trade.

Over the past three years, she has received strong support from IVP-GL Dan Sullivan, Local 83 apprenticeship instructor Tom Burgess, L-146 (Edmonton, Alberta) pre-apprenticeship instructor Kayla Vander Molen and many brothers and sisters she has met locally and across the country. However, she acknowledges that challenges she's faced have required perseverance.

Her biggest struggle has been the lack of career progression and access to training opportunities.

"While I'm passionate about this work, I believe mentorship for women should be a greater priority," Mendenhall said. "Too often, my inquiries about educational opportunities go unanswered or are met with dismissal, while promised opportuni-

ties either never materialized or went to someone's friend or relative."

She takes pride in seeing others succeed but finds it frustrating when advancement is based on connections rather than experience or commitment.

"It's even more disheartening when those who do move forward fail to support or uplift others in return."

Despite these challenges, Mendenhall continues to push forward, break barriers and advocate for greater opportunities within her trade. She believes that learning never stops in this craft.

"There's always something new or different to explore, whether it's on the job or a type of work I haven't done before." 🙌



Watch this short clip from Sister Mendenhall:
www.youtube.com/watch?v=jg9SiKVl2Tw

MOST Programs hosts project management training



MOST Project Management training participants and instructors include: front row l. to r., Skipper Branscum, instructor; Michael Suplizio, instructor; Chris Knott, L-85; Jacob Wilcox, L-374; Cody Hollinger, L-502; Broch Elliott, L-154; Jesse Johnson, L-11; Justin Malcomb, L-154; Gerry Klimo, Instructor and Greg Patterson, L-85. Back row l. to r., Mark Garrett, MOST Programs Administrator; Smitty Minton, MOST representative; Michael Toth, L-237; Zach Lange, L-107; Brian Miller, L-154; Jessica Mendenhall, L-83; Curtis Bizeau, L-107; Ben Drayer, L-374; Scott Lampman, L-647 and Scott Thompson, L-502.

Boilermakers from nine United States local lodges met in Kansas City, Missouri, in early February along with instructors and staff for a weeklong project management training sponsored by MOST Programs. The project management class teaches Boilermakers how to conduct construction projects, make decisions that positively impact project goals and provide an overall benefit to the owner, contractor and union.

Apprenticeship training kicks in during tragedy

The day started as any other at the AEP Mountaineer Plant in New Haven, West Virginia. Members on the night shift walked through the gate and went to the break shack before their shift started. Traveler Tim Toci, an apprentice out of L-101 (Denver) chatted with another traveler who he'd become friends with, Arnold Sheil from Local 45 Zone 193 (Baltimore), before the shift started.

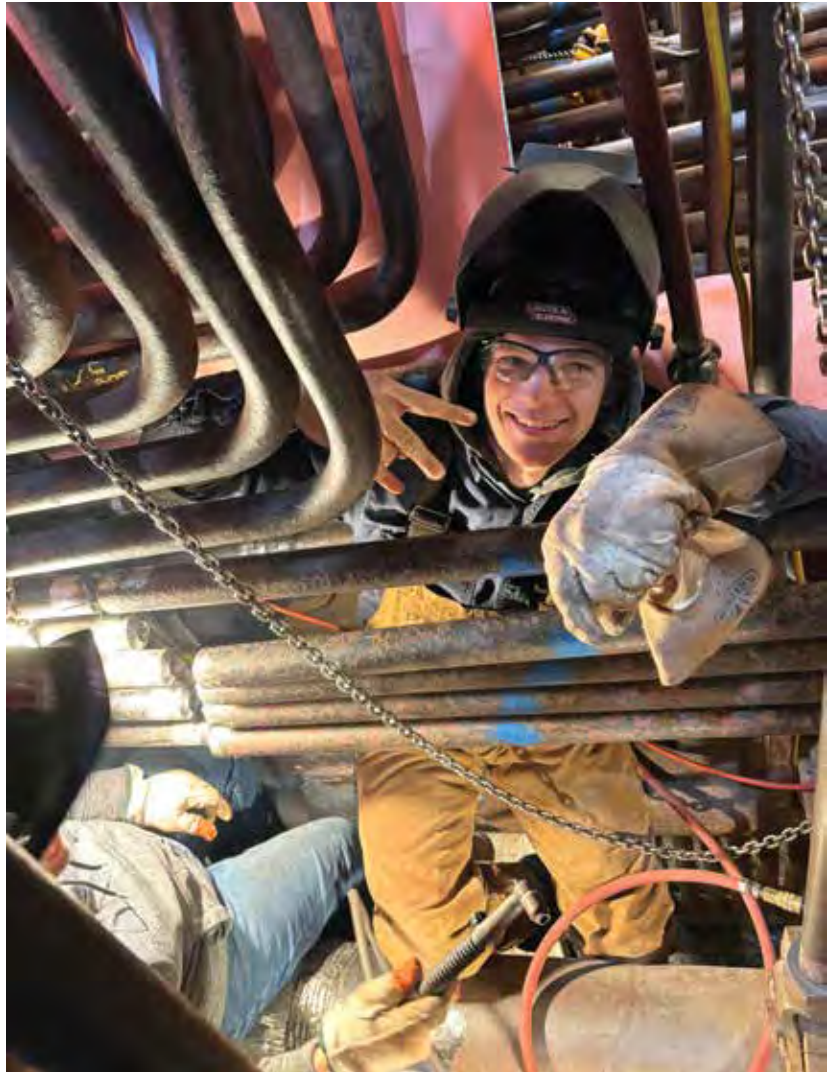
"Then I turned and started to put my work gear on and heard a bang. I thought someone had broken through a chair. But I turned and saw Arnie on the ground," Toci said, noting that Sheil looked as if he were having a seizure.

Robert Edens, Boilermaker steward for the job from L-667 (Charleston, West Virginia) entered the break shack with a handful of paperwork when took in the scene before him. He jumped into action and called a coordinator while someone else called 911; but emergency services weren't close, as the plant is out in the country.

Toci said the room was in chaos. When Sheil began struggling to breathe and then stopped breathing, Toci knew he had to do something. His apprenticeship training kicked in and that "something" he did was continuous CPR compressions until EMS arrived.

"I didn't know if it was working or not. When I was administering CPR, he seemed to get his breath again, so I rolled him on his side to try to get air in his lungs," Toci said. "It seemed like he was still fighting. And I was telling him to fight, to keep going."

After the crew was dismissed for the day, Toci went to the ER to wait for news with Sheil's traveling partner. Shortly after he arrived, doctors came out and shared the devastating news—they couldn't save him. Doctors had established a pulse but, in the end, all interventions came too late. Toci immediately thought about Sheil's wife and wished the outcome had been different.



Local 101 apprentice Tim Toci

"Tim did a great job," Edens said. "After he worked on him and after the ambulance came, the superintendent and I made the decision to send everyone home. The next day, B&W brought in counselors, which was really nice."

Local 101 BM-ST Robert Gallegos said he knows the training the local does with apprentices is important, and it pays off on the job site. In addition to CPR training and OSHA training, first year apprentices get Red Cross training.

"I was really proud of [Tim]," Edens said. "That one of our guys really knew what to do. He's a really great apprentice. I wish we had more like him." 🙌

L-128 hockey team scores big for Easter Seals Ontario

The Local 128 Boilermaker Hockey Team has made a difference on and off the ice this season by participating in the Brad May Celebrity Classic in support of Easter Seals Ontario, a charity dedicated to helping children and youth who have physical disabilities.

Through an exciting fundraising campaign, the team rallied its members, sponsors and community to contribute over \$42,000 to this worthy cause. Funds raised will go towards essential mobility and accessibility equipment, such as wheelchairs and

ramps, as well as summer camp opportunities for children with disabilities.

The Boilermakers were prominently represented at the tournament, showcasing their commitment to the organization and charity. Brother James Fisher, L-128 Business Representative, was chosen to perform the ceremonial puck drop at the All-Star game, alongside NHL Alumni Brad May, TSN's Rod Black, and the Easter Seals Ambassadors of Ontario. 🙌



The L-128 hockey team raises a whopping \$42,000 for Easter Seals Ontario.



Easter Seals Ambassadors with, in center, L-128 Business Rep James Fisher, left, and Easter Seals event organizer Joey Wilson, right.

L-146 Women's Committee gives back

Community service is an excellent way for Boilermaker lodges to give back and contribute as members of their communities while adding a dose of teambuilding and positive public relations goodwill to promote the union.

Plus, it just feels good.

All of those reasons led the Women's Committee and other Boilermaker women from Local 146 (Edmonton, Alberta) to WIN House, where they spent several hours together volunteering at a variety of tasks and learned more about the nonprofit. WIN House helps women and nonbinary people who have fled abusive situations, providing secure shelter, support and resources to help them heal and move forward safely.

"There are a million charities that are important, and we wanted to pick something that affected women," said L-146 Boilermaker Monette Brown-

lee, who is part of the Women's Committee. "We also thought, 'Hey, if someone is looking for a new future, they may see us and realize this is a door that might be open to them in the trades. Not everyone looks at a trade and realizes girls can do that. And it pays well. A trade lets you earn a good wage and be self-sufficient.'"

Among their volunteer tasks, the Boilermakers packaged donated toiletries into gift bags, which WIN House sells to raise money for their programs. Brownlee explained that the organization receives many travel-size toiletry donations they are unable to use for the women there. They realized they could be turned into a fundraiser if volunteers could do the work repackaging them into cute gift bags. The Boilermakers also sorted by size over 1,000 brand-new bras that were donated by a high-end lingerie company.



Members of the L-146 Women's Committee and other L-146 Boilermaker women enjoy a day volunteering.

Brownlee said they had brought bags of gently used clothes they hoped WIN House could use. They learned that while WIN House doesn't accept used clothing, they partner with a local Goodwill and directed the Boilermakers there. Those at WIN House are given gift cards to the Goodwill and can choose for themselves what they like best, maximizing the impact of both nonprofits and boosting the dignity and freedom of those served by WIN.

"It all opened my eyes. I didn't know the extent WIN House helps people and that they're so connected to other charities. It's phenomenal," Brownlee said. "It made your heart feel good to know you're helping. It's an amazing feeling. They're busting their butts to get these women ahead."

She said volunteering in the community also amplifies the Boilermaker name and shows they are real members of the community who contribute to giving back to their community. With five major plants being built around Edmonton, and unions not always getting the work, the positive PR is a help.

"There is a misperception and stereotype that union workers are standing around being overpaid," Brownlee said. "Volunteering in the community puts our name out positively."

She said the L-146 Women's Committee plans to make WIN House a regular volunteer location, because the Boilermakers had such a good experience working there together. WIN House, which is also unionized, looks forward to having them back.

"As a unionized organization, CUPE 3341, it is really validating to see other unions, especially the Women's Committee, supporting us and our work in such a meaningful and tangible way," said Erin McNeill, Director of Development for WIN House. "We really enjoyed having the Boilermaker women come out and volunteer for WIN House. They were super fun and worked hard. We can't wait to have them back!" 🙌



WIN House receives many donations of mini toiletries, which they can't use for the women they serve. They put volunteers like L-146 to work repackaging them into gift bags to be sold as a fundraiser.



SERVICE PINS

The following pins have been presented in recognition of continuous years of service in the Boilermakers union as reported by local lodge leadership.

LOCAL 1 • CHICAGO

50 YEARS	Edward Downs
45 YEARS	Kevin Brogan, John Burns, Michael Christy, Michael Cooley, James Gismond, Patty Hess, Charles Miggins
35 YEARS	Arnold List, Richard Talty
30 YEARS	James Schremp
25 YEARS	Joseph Bogusz, Mark Grammer, James Grant, Erik Grobe, Anthony Jeleniewski, Kris Lundquist, David Papineau
20 YEARS	Nicholas Lowman

LOCAL 5 • NEW YORK CITY

30 YEARS	William M. Cole, Bert McCormick
25 YEARS	David M. Spencer
20 YEARS	Joseph Ramundo

LOCAL 40 • ELIZABETHTOWN KY

75 YEARS	Lloyd A. Remington
65 YEARS	Eugene Arnold, Lester W. Adkins, Howard Hardeman
60 YEARS	Denzil D. Barker, Raymond Caudill, William L. Hite, William Quertermous
55 YEARS	John R. Bayes, Carl R. Bentley, James D. Blanford, Robert E. Gregory, Darrell Reed, Randy O. Street, Richard W. Thompson, Donald P. Whitaker
50 YEARS	Luther C. Chaney, Gary M. Frank, Larry G. Guynes, John D. Lambert, Jeffrey V. Latham, Wilford E. Lee, Charles D. Moneymaker, Hovey A. Tankersley, James C. Thomas, Ronald C. Webster, Leo S. Williams
45 YEARS	Michael Adkins, William R. Anderson, Thomas K. Armstrong, Steven E. Arnett, Albert R. Brown, Ricky L. Cobb, Ronald D. Faith, Ronnie D. Givens, Jimmy M. Gower, Paul S. Hall, Scotty L. Hanberry, Anthony D. Harper, Gary L. Harper, Joe E. Hudson, Odie W. Hutchison, Craig A. Jenkins, Nickey J. Johnston, Ricky L. Kaufman, Randall K. Kiser, Byron R. Maddox, Anthony Mangina, Danny McCay, John A. Mohr, Jeffery D. Morgan, Ray A. Parrott, Paul E. Puckett, Michael R. Ritchie, Randy A. Roberts, Darrell C. Snell, Harrell R. Snell, Michael S. Sowash, Lawrence G. Thompson, Jimmy L. Vincent, Donnie R. Webster, Alvin L. Wilcox, Robert D. Wilkins, Roger G. Wood, Sherrill G. Woosley
40 YEARS	Stephen C. Blissit, Michael C. Dukes, Jerald Morris, Phillip D. Philips, Garland L. Pryor
35 YEARS	Kevin D. Boggs, Elmer R. Burchett, Michael E. Bush, Jeffrey L. Dowell, Franklin Jackson, Christopher Johnson, Donald W. Johnson, Raymond Justice, Johnnie Kitchen, Johnny L. Pennington, Michael E. Richmond, Clarence Jeffery Smith, Wylie W. Whitenack
30 YEARS	Kendall L. Adkins, Robert D. Roberts, Donald E. Sammons, Daniel S. Stanfill, David P. Tackett, Steven W. Vincent

LOCAL 40 • ELIZABETHTOWN KY (continued)

25 YEARS	Cameron N. Bratcher, William K. Bundy, Johnny Chambers, David A. Clevenger, Rebecca Cochran, Larry Curnel, Billy W. Day, Raymond Desrochers, Michael A. Dietrich, Ronald K. Douglas, William M. Evans, Marcus L. Garrett, William E. Givens, Bill Ronnie Hall, Thomas R. Hall, James Dale Harris, Jody L. Henderson, Matthew J. Hudson, Robert C. Kirk, Randal D. Lawson, David Marshall, Robert Minton, Michael Tracy Peveler, Steven T. Reeves, Kenneth B. Ritchie, Troy L. Ritchie, James R. Stewart, Jerrod R. Story, Karen L. Truett, Bridgette Via, Thomas W. Waugh, Lawrence Wethington, John D. Whitley, Michael L. Wilcox
20 YEARS	Nathan C. Curnel, Christopher Ratcliff, Jason D. Stephens
15 YEARS	William Campbell, Denny Wade Howard, Joshua L. Kiser

LOCAL 60 • PEORIA IL

60 YEARS	James Miskell
55 YEARS	Jack Cooper
50 YEARS	Steve Bradley, William Holford, Darryl Koehn, Charles Witzman
35 YEARS	Jerry Goodwin
30 YEARS	James Baker, Gerald Johnson, Joseph Rayborn, Kenny Rogers, Joseph Wood, Roger Wood, Jeremy Wood
25 YEARS	Aron Knight, Rick Prince, Richard Rentsch

LOCAL 83 • KANSAS CITY MO

50 YEARS	Ralph B. Hoffman, Richard F. Spiek, Jack M. Stoddard, Warren Wheelon
45 YEARS	Robert Holly, Timothy Sheil
40 YEARS	John R. Blunk, Laverne Holmberg
35 YEARS	Lester W. Frederking, Tracy M. Huff, Harry R. Lowry, John McGinnis
30 YEARS	Linda Burnett, Dennis L. Creed, Daniel Harrington, Jeffrey A. Kuzelka, Theodore J. Wenke
25 YEARS	Chris Burks, James Dunagan, Corey Frederick, David A. Givens, Thaddeus Hassebroek, Kraig Morgan, Joshua A. Myers, Mark Shoemaker
20 YEARS	Jerry L. Bethel, Joshua Black, Adam Dale, Woody English, Adam Ewigman, Roberto R. Gonzales, Gregory A. Henry, Tatum Keister, Randy L. Knudson, Ryan R. Miller, Hoang Van Nguyen, Johnny Nguyen, Tai T. Nguyen, Duc Huu Pham
15 YEARS	Jack N. Cox, Jimmy Day, Luke Fitzmaurice, Russell Hinkle, Denver Jochem, Cuong Van Nguyen, Lawrence M. Prohaska, Darrin Ryder, Larry B. Sartin, Randy D. Stout, Aric Williamson



LOCAL 108 • BIRMINGHAM AL

25 YEARS John W. Keith, Dennis W. Pierce, Stanley L. White

LOCAL 363 • BELLEVILLE IL

60 YEARS Thomas E. Brown, Francis W. Davis, William F. Mulconnery, Roger Nichols

55 YEARS Arthur Austin, Bennie Bailey, Terry K. Driver, Thomas G. Emmerich, Kenneth J. Emmons, Chuck R. Quiller, Gerald F. Veach

50 YEARS Phillip W. DeShazo

45 YEARS Reginald L. Conlee, Tyrus L. Longstreet, Peter Passiglia

40 YEARS Ronald T. McNeely

35 YEARS Eric B. Haas

30 YEARS Floyd R. Beckham, Mark B. Carroll, Michael C. Cox, Anthony Palmisano, Michael P. Stechmesser, David A. Toring, Timothy P. Volluz

25 YEARS Robert C. Black, Sharon K. Dobbs, Todd E. May, David Williams

20 YEARS Ronald S. Boucher, Zachary Sisk

15 YEARS Dennis J. Reed

LOCAL 647 • MINNEAPOLIS

60 YEARS George W. Shilts

55 YEARS Richard L. Allord, Jerry W. Duden, Roger H. Kolbrek, Robert M. Staskivige

50 YEARS Don D. Adkins, Brian J. Backer, Douglas N. Cummins, Michael T. Erickson, Wayne M. Everett, Melbourne W. Hertel, Mark K. Hickman, Robert M. Larson, John A. Legore, William P. Leingang, Rudolph J. Morgando, Maynard J. Rathjen, Melvin K. Wappula, Glenn D. Wood

45 YEARS Michael C. Bailey, Jerry L. Bistodeau, Kenneth M. Bunnell, Michael J. Horsch, Jeffrey Jarnot, Michael A. Kiley, John C. Ladoucer, Thomas R. Luke

40 YEARS Todd J. Shape, Michael B. Strand

35 YEARS Merlin R. Gerdes, Mark A. Kieffer, Steven J. Loso

30 YEARS Randy D. Bartell, Randy P. Hatzenbihler

25 YEARS Randall K. Fincher, Joseph A. Newcomb

20 YEARS Brandon D. Reichel, Ebrima Sanneh

15 YEARS Caleb D. Harstad

LOCAL D480 • CHARLEVOIX MI

25 YEARS Thomas Zipp, Chad Diss

20 YEARS Thomas Berry, John Fehren, Brandon Looze, Corey Purvis

10 YEARS Joshua Crow, Brandon Johnstone

Local Lodge leaders can now submit service pins for fulfillment and inclusion in The Reporter online at boilermakers.org/leaders/resources/pins



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BOILERMAKERS



IN MEMORIAM

With deepest sorrow, the Boilermakers union records the death of these members as reported to the International Secretary-Treasurer's office and extends heartfelt sympathy to the bereaved families.

NTL	Allen, Billy B.	27	Boyers, Robert J.	92	Garcia, Salvado J.
NTL	Campbell, Bruce H.	27	Farago, Karl J.	92	Hutcherson, Thomas L.
NTL	Carpenter, Barry O.	28	Chew Jr., Samuel L.	92	Juarez Sr., Carlos
NTL	Croft, Fred W.	28	Owens, Justin	92	Kruswicki, Darin
NTL	Hensley, Malcolm H.	29	Ross, Richard	92	Lara, Oscar
NTL	Hines, Edward L.	30	Bailey, William R.	92	Ruvalcaba, Martin M.
NTL	Richardson, Julius W.	37	Malley, Allen K.	92	Seper, Robert L.
NTL	Schmick, Ronald C.	37	Stanley, John B.	101	Johnson, Donald L.
NTL	Shinberger Jr., Orion J.	40	Daugherty, Jerry C.	101	Randall Jr., Jimmie H.
NTL	Slack, Willie L.	40	Embry, Timothy B.	101	Romero, Anthony A.
NTL	Smith, John K.	40	Johnson, Moses	104	Alupay, Larry O.
NTL	Stewart, Melvin T.	45	Sheil, Arnold F.	104	Bleuel Sr., Larry E.
NTL	Sullenger, Willis D.	60	Boughton, Gene	104	Brock, Lester R.
NTL	Waters, Charles R.	60	Campbell Jr., Vern O.	104	Brown, John
NTL	Wendell, Harry W.	60	Hodgkins, Kevin M.	104	Bryant, Justin J.
1	Clay, Michael P.	60	Sears, Robert K.	104	Caione, Vincent C.
1	Johnson, John W.	72	Humes, Eugene E.	104	Carl, William L.
1	Samborski Jr., Louis J.	72	Lang, Kenneth B.	104	Cecchini, Lino F.
1	Sanders, Alton F.	72	Woodward, Stephan A.	104	Clark, Leroy M.
1	Spano, Daniel R.	73	Baker, Timothy D.	104	Dahlseng, John O.
1	Wilson, Hurley	73	Craig, John B.	104	Delvillar, Felix C.
5	Greer, John C.	73	Crawford, Ivan	104	Feeney, Sean E.
5	McKay, Walter S.	73	Fascione, Gerald D.	104	Jones, Gaylyn L.
6	Bostanzoglu, Joseph	73	Landry, Walter P.	104	Lundblade, Carl
6	Gumataotao, Jose D.	73	Livingstone, Fred H.	104	Martin, Thomas D.
6	Hughes, Albert A.	73	Robichaud, Maurice	104	Miller, David
6	Locke, Billy W.	74	Samford, Phillip	104	Miller, Gary R.
6	Macababbad, Rodolfo F.	74	Short Jr., Joe K.	104	Noble, Cyril H.
6	Ramirez, Salvado	83	Blaske, Warren H.	104	Phipps, Larry F.
7	Andolino, Joseph	83	Burton, Larry D.	104	Prine, James F.
7	Hari, John V.	83	Fountain, Danny W.	104	Rooney, Leonard C.
7	Hofner, James K.	83	Gardner Jr., Larry E.	104	Rose, Curtis A.
11	Drescher, Jack M.	85	Boylan, Patrick	104	Sandstrom, Kirk P.
11	McGee, Glenn A.	85	Cornett, Conley	104	Unzelman, Stephen G.
11	Smith, Donald L.	85	Mackay Jr., Robert L.	105	Demoss, Patrick J.
13	Coleman, Patrick J.	85	Miller, Gale R.	105	Ice, Newton E.
13	Long Jr., Andrew J.	85	Oberle, Jeffery W.	105	Neal, Terry J.
13	Mangiamele, Vincent	85	Villarreal, Ruben	105	Parsley, Kenneth N.
13	Padavan, Leonard J.	92	Avila, Joseph A.	105	Sullivan, Bobby G.
13	Varrasse, Richard A.	92	Brownell, Eric K.	106	Salyers, Dalton
26	Yocum, James T.	92	Engle, William	107	Beebe, Richard

108	Barker, John E.	146	Toth, Antal	374	Austin, Stanley R.
108	Cranmore, Richard	146	Twelker, Wilfrie	374	Deckard, Jack W.
108	Crawford, Randall L.	146	Weishaupt, C. J.	374	Flener, Wendell G.
108	Foster, Michael O.	146	Young, Grenvil A.	374	Mason Jr., Bennie F.
108	Ryan, James H.	154	Bey, Nathaniel	374	Mitz, James R.
108	Skinner, Richard L.	154	Cornelius, William D.	374	Neu, John C.
108	Turner, William E.	154	Erich, Harold B.	374	Revor, Thomas F.
110	Castilaw, James	154	Mahofski, Eugene J.	374	Swinford, Donald A.
110	Havard Jr., Jex D.	154	Munroe, James B.	374	Vanover, Charles H.
112	Bryant Jr., Clifton	154	Niederriter, Kirk A.	374	Wilderman, Melvin L.
112	Entrekin, Charles L.	154	O'Connor, Thomas J.	374	Williamson, William R.
112	Etheridge, Roy A.	154	Vincent, James M.	433	Fraser, Daniel J.
112	Gray, Joe W.	158	McDonald Jr., Johnny	433	Hapner, Thomas L.
112	Lough, James L.	158	Pataki, Brian B.	433	Haun, Woody C.
112	Mahan, David F.	169	Gondek Jr., Frank J.	433	Hernandez, Roberto
112	Morrow, Jimmy R.	169	Sharkey, Robert H.	433	Potts, Howard E.
112	Rivers, Alex R.	175	Dillabough, James	433	Roberts, Harry B.
112	Stokes, James C.	182	Lawrence, Michael R.	449	Pena, Daniel G.
113	McDonald, Eugene C.	182	Shannon, Woody R.	453	Reed, Joseph F.
128	Bello, Arie	199	Austin, Allen G.	453	West, Vernon T.
128	Berry, Mark A.	199	Brown, Robert C.	454	Castle, Clyde W.
128	Carr, James	199	Fiskeaux, Bernie J.	454	Newby, Ronald S.
128	Head, Paul	199	Moore, David L.	454	Northern, Jeffrey S.
128	Joncas, Roland	203	Ashley, Dave M.	454	Player, James T.
128	Keenan, Terrence P.	203	O'Leary, Shawn	454	Seals, Larry C.
128	McLoughlin, John	237	Konopka, Gerald J.	455	Bullington, Paul D.
128	Radzick, Andrew	242	Fowler, Donald G.	455	Kerr, Jerry L.
128	Santos, Rui D.	242	Hobday, Harold	455	Kilburn, Leo
128	Whittet, Raymond	242	Hoffman, Tony C.	455	Lewis III, James R.
128	Wilson, Donald B.	242	Niemeyer, Dan M.	456	Stone, Gary R.
132	Standard, David P.	263	Campbell, Bobby T.	469	Garza Jr., Adolfo
132	Turner, Dale W.	263	McCullar, Ronnie J.	483	Sutton, Richard W.
146	Black, Ronald G.	271	Boissonnault, Aurele	487	Ronsman, Allen J.
146	Boser, George R.	344	Funiestas, Wilson P.	502	Roppe, Dale A.
146	Gillespie, John R.	344	Shell, Terry L.	502	Thomas, Robert E.
146	Hadweh, Samir E.	357	Engle, Mark A.	532	Lawrence, Ken D.
146	Kim, Hong S.	359	Bateman, Mark	549	Bratton, William E.
146	King, Chris J.	359	Goode Jr., Jack W.	549	Brown, Morris H.
146	King, George	359	Hadarics, Guy	549	Hawkins Jr., Harvey
146	Kuerbis, Heinz	359	Hendy, Shan	549	Ivins, Elmer L.
146	Labossiere, Lance M.	359	Linn, Terry	549	Mariano Sr., Fernando E.
146	Lawes, Randall A.	359	Longo, George F.	549	Todd, Lonnie F.
146	Mastelero, Fredrick A.	359	Newell, Wayne	549	Velasco, Jack T.
146	Minocha, Surender K.	359	Zillian, Peter D.	555	Nykorak, Greg
146	Murray, Dale	363	Cotter, John W.	568	Eytcheson, Perry L.
146	Pelletier, Raymond	363	Douglas, Wayne L.	568	Hensley, Edward J.
146	Senum, Arnie G.	363	Haskell, Jack E.	582	Forrest, John E.

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582	Travis, Walter W.	684	Griffin, James E.	1162	Brown, Wilbert
586	Thomas, Ulas B.	684	Ward, Sidney C.	1240	Hicks, Thomas
590	Barker, Isabel	687	Prillaman, Marshall L.	1509	Kott, Eric
592	Jung, Irvin	693	Stephens, William E.	1509	Scardino, Sam A.
614	Gentile, Wendy K.	696	Collard, Gary R.	1510	Awalt, Bobbie C.
627	Black, Marvin J.	696	Martin, Francis	1510	Jackson, William G.
627	Kim, Hak K.	696	Peak Jr., Bruce F.	1510	Stone, Donald B.
627	Liapis Jr., James J.	696	Vorpahl, Jack D.	1600	Jones, Billy L.
647	Bohn, Elmer D.	729	Bowman Jr., Rufus	1600	Wood, Frank R.
647	Hedeen, James	729	Combs, Samuel P.	1603	Proctor, Marvin H.
647	Kallstrom, Ronald F.	729	Jones, Daryl G.	1622	Skelding III, Thomas
647	Klein, Thomas H.	729	Putty, Thomas B.	1702	Sholtis Jr., John R.
647	Schaf, Gerald A.	744	Dillingham, Frank E.	1978	Martinez, Dennis A.
647	Suchy, Leonard M.	744	Dipenti, Jonathan J.	1978	McCartney, Mary
656	Camp, Robert W.	744	Leaver, Larry M.	1999	Deal, Raymond E.
656	Hart, Oscar H.	744	Novak, L. S.	1999	Mitchell Jr., James M.
656	Hill, Buddy L.	744	Stincic, David D.	D79	Capers, Quincy B.
656	Smith, Edward B.	802	Beard, Eugene T.	D79	Scott, William
667	Bell, Lewis W.	802	Choi, Sung T.	D314	Bailey, Stephen C.
667	Elliott, Douglas E.	802	Hitch, William C.	D366	Folcarelli, Frank
667	Parson III, Charles E.	802	Long, William	D500	Bisson, Daniel A.
667	Taylor, Charles T.	802	Weber, John H.	D500	Claus, Harold C.
667	Thompson, Donald R.	900	Swain, Dennis R.		

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Federal government challenges auxiliary system

The establishment of auxiliary locals by the Boilermakers union was a product of segregationist practices during the early 20th century. While this isn't a proud moment for the union, it's an important part of Boilermaker history that can't be ignored.

These were Jim Crow-era ideas that marginalized Black workers, subjecting them to discriminatory rules and limited union representation. Auxiliary locals, controlled by nearby white locals, were not allowed to send their own delegates to Convention, which silenced Black members in union decision making.

Members of auxiliary locals lacked business agents, grievance committees or any channel to negotiate with employers. Black workers also faced barriers to career advancement, such as being excluded from apprenticeship programs and facing restrictions on promotions from helper to mechanic. Union insurance policies were also unequal, with death and injury benefits for Black members set at half the amount granted to white members.

Black members paid the same dues as white members but received less in return. This inequitable treatment was not unique to the Boilermakers, as many unions did the same. Since the practice ended in the last century, the union has apologized for its past treatment of Black members and changed its ways.

The situation began to shift with the onset of World War II. Although segregation was still widespread, the federal government started to challenge racial discrimination in wartime industries. President Franklin D. Roosevelt barred companies that held federal contracts from engaging in racial discrimination, leading to the establishment of the Fair Employment Practices Committee in 1941. The FEPC encouraged workers to report discriminatory practices—especially workers employed by companies tied to federal defense contracts.

By late 1942, complaints began surfacing from Black Boilermakers in Portland, Oregon. Local 72 had 65% of shipyard employees in the region, including those at the massive Kaiser Shipyards. Eager to diversify its workforce, Kaiser began recruiting Black workers from New York City, but Local 72 resisted integration. They formed

an auxiliary local for Black members. Local NAACP leaders even backed the decision because they saw it as a step toward inclusion.

However, many Black workers were unwilling to accept a segregated system. In July 1943, more than 300 Black workers at Kaiser Shipyards were dismissed for refusing to join the auxiliary local, citing inequities. The firings sparked FEPC public hearings, where Local 72's attorney, Leland Tanner, defended the auxiliary system by claiming, "We live in that house, we didn't build it and we're not the architects of it." Tanner's statement highlighted the nature of segregation in American society, where legal precedents, such as the Supreme Court's *Plessy v. Ferguson* decision in 1896, had enshrined racial separation as an acceptable norm.

Segregation reached a boiling point when Providence, Rhode Island, Local 308 integrated its lodge by accepting around 500 Black members. In 1943, the local elected a Black delegate for Convention. Union leadership was not pleased.

IVP William J. Buckley intervened, stating the Black delegate would not be recognized and his vote would be invalidated. Subsequently, he pressured Local 308 to create a segregated auxiliary lodge.

It wasn't the hoped-for outcome, but the controversy surrounding the auxiliary system exposed the racial divides within the union, which mirrored the broader national struggle over civil rights. And future battles would eventually dismantle segregated practices in the Boilermakers. 🕯️

In the next issue of The Boilermaker Reporter, read how the auxiliary lodge practice ended at the Boilermakers.



President Franklin D. Roosevelt issued executive orders barring companies with federal contracts from engaging in racial discrimination, leading to the establishment of the Fair Employment Practices Committee in 1941 and several unions creating auxiliary lodges.

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