THE REPORTER

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

WINTER 2025

BOILERMAKERS

DEPARTMENTS

DEPARTMENTS

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THE REPORTER

Vol. 64 No.4

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The Boilermaker Reporter ISSN No. 1078-4101 is the official publication of the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers, and Helpers, AFL-CIO. It is published quarterly to disseminate information of use and interest to its members. Submissions from members, local lodges and subordinate or affiliated bodies are welcomed and encouraged. This publication is mailed free of charge to active members and retired members holding a Retired Members Card. Others may subscribe for the price of $10 for three years. Standard Mail (A) postage paid at Kansas City, MO, and additional mailing offices.

Website: *www.boilermakers.org*

CanadaPost Agreement: PM 41892512
POSTMASTER: Send address changes to:
change.address@boilermakers.org
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Look for these icons throughout the issue for links to additional online content:

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We walk together, because we're Boilermakers

A few months ago, I had the honor and privilege to participate in the Tradeswomen Build Nations conference for a second time. One of the highlights for me both years I've attended has been walking in the banner parade, side by side with my Boilermaker sisters and others from throughout the United States and Canada. It makes me proud to be a part of their energy; it makes me proud to be part of their excitement for our union, for our craft. It makes me proud to be a Boilermaker.

But more importantly, the parade route also provides an invaluable opportunity not always afforded to me these days, and that's the luxury of time to talk freely, one-on-one, with a lot of different Boilermakers. I treasure that opportunity to share stories about our families and the jobs we've worked on, our similar experiences and what makes us unique; and I look forward to the conversations and questions that come up in our casual walk together. This year, someone asked me why it's important for Boilermaker brothers to participate in events that support their Boilermaker sisters.

For me, it's a simple answer that has nothing to do with gender—and it's vital all Boilermakers understand, because it's what gives us our power as a union:

It is our obligation and our duty as members of this union to support one another, stand beside one another and work together toward a better future for all.

Far beyond our genders, we are unique as people. We are mothers and fathers. We are married, divorced, perpetually single, and some of us don't want to have children. Some of us grew up rich, and some of us grew up in poverty. We come from every race, religion, color and creed. We are young apprentices, seasoned journeyworkers and retirees. Some of us went to college and some of us traded high school diplomas for hard hats.

We have different political ideologies and unique cultural practices. Even the industry environments in which we work are a diverse tapestry of mills, factories, fabrication shops, construction sites, shipyards, mines and more.

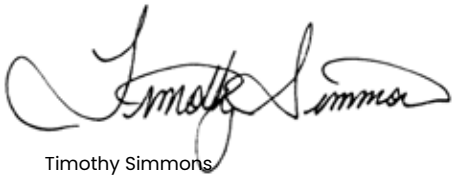
But none of that matters when we come together as Boilermakers on our jobsites. As Boilermakers, our obligation is to work together to get the job done and to get it done safely, on time and with excellence.

None of that matters when we come together as Boilermakers at our union hall or local lodge meetings. As Boilermakers, our obligation is to show up, actively engage and actively participate in local lodge discussions and voting matters.

None of that matters when we come together as Boilermakers to collectively bargain and negotiate contracts that are fair and right.

And none of that matters when we come together as Boilermakers to defend the labor movement, our Boilermaker brothers and sisters or our union. As Boilermakers, our obligation is to lift our voices together to advocate for the people and legislation that will support our work, our union and the labor movement; to gather our collective strength to squash measures that would harm us as a union, that would strip the union rights from our brothers and sisters or that would snuff out the work we depend on.

So, it's important that we stand together—that we walk together—because when it comes to our union's strength and our future, what matters most isn't what makes us different, it's what binds us: We're Boilermakers. We're a union and our obligation is to one another as a union.



Timothy Simmons
International President

National Tripartite Alliance focuses on partnership and innovation

At the Boilermakers' 38th MOST Tripartite Alliance conference in Coronado, California, Aug. 26 and 27, International President Timothy Simmons greeted attendees with a forward-looking vision built on partnership, innovation and a renewed commitment to workforce excellence. He emphasized that the core purpose of the conference was to build and strengthen the essential relationships between the union and industry partners.

"That's what this whole conference is about. It's about growing relationships," he said. "I guarantee we can solve more problems sitting at a table eating dinner together than we ever could in a boardroom sitting across from each other, going over grievances and arbitrations. We can handle a lot of these things in-house simply by building our relationships with each other."

Simmons detailed the union's strategic MOST Programs framework—Mobilization, Optimization, Stabilization and Training—with a focus on training and recruiting the next generation of skilled workers.

"For the first time in many years, we've hired recruiters," he said. "We've also encouraged our apprenticeship to do the same."

The union's training strategy is driven by the needs of owners and contractors, Simmons said. He directly addressed industry challenges, including the manpower shortage, urging open communication about future projects to ensure the union can staff them with qualified personnel.

> "We work better when we work together."
>
> Timothy Simmons
> International President

Simmons emphasized the value of investing in skilled workers. "You're not going to get skilled labor cheap," he said. "But we more than make up for it in productivity, safety and the ability to do any job you put us on."

He called for mutual respect and innovative collaboration, reaffirming that the Boilermakers remain the craft of choice for solving the challenges facing the industry.

"We work better when we work together," he said.

Guest speaker Josh Rizzo, a veteran who has battled anxiety, depression and trauma, spoke about his experience and how he turned his personal struggles into a mission to help people recognize the power of prioritizing mental health. Rizzo pointed to sobering statistics from 2023: the construction industry lost an average of three workers per day to jobsite fatalities, while 14 people died each day by suicide and 44 from overdoses.

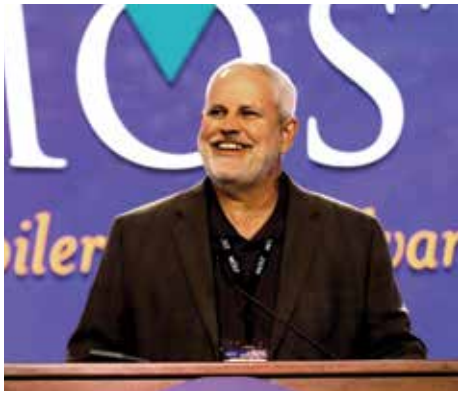
"That's 58 deaths a day connected to how we're feeling," he said. "There's a lot we can do to address it. It starts with us. In how we look at things and show up for each other."

He encouraged people to be kinder to themselves, noting that while many offer encouragement to others, they can be their own harshest critics.

Rizzo said setting perspective is another daily practice. "The

Josh Rizzo, guest speaker

most important decision we make each day is to be in a good mood," he said.



Mark Garrett, MOST Programs Administrator

MOST Programs continue to improve and add new components to address industry needs, create efficiencies, provide solutions and ensure Boilermakers are prepared to go to work at any time.

"Since its inception in 1989, MOST has partnered with owners, contractors and partners," said Mark Garrett, MOST Programs Administrator. "We are constantly striving toward our common goals of meeting the construction industry needs now and in the future."

Among the 17 programs MOST features, the substance abuse program has an especially impressive track record. MOST's mental health program continues to improve and develop new material.

Reporting on training programs from 2024, Garrett noted that online training offered for OSHA 10 and OSHA 30 was significantly higher than in-person training options. The online options are making it possible for more Boilermakers to take the training.

Steve Giffin, Maintenance, Turnaround, and Construction Department Manager, PBF Energy Martinez, California, talked about the energy-industry challenges in California and how politics are stymying opportunities for refinery development. Boilermakers have been lobbying industry owners in the state capitol to change the narrative.

Steve Giffin, Maintenance, Turnaround, and Construction Department Manager, PBF Energy Martinez, California

"Maybe the message we're delivering with the Boilermakers is making a difference," he said, showing headlines touting California Governor Gavin Newsom's pivot to embracing "big oil."

"The concept of win-lose poisons the mind. It's a different way to look at things when you say: 'Why don't we both win?' It's better when we both win. That's what working together is. That's what success is. There's always going to be room for us to improve. This is the way we work together in the tripartite, looking for the win-win-win."

Southern Company's long-term energy plans mean big opportunities for union craft labor, with Boilermakers set to play a pivotal role in upcoming projects in the South.

"I've always admired the Boilermaker trade," said Jimmy Farmer, Craft Labor Manager for Southern Company. "You're the most versatile out there. There's not a lot the Boilermakers can't do."

The utility, which serves millions of customers across the Southeast and beyond, is maintaining a diverse energy mix that includes natural gas, nuclear, coal and renewables. While coal plants were once slated for retirement, Farmer said the company is now extending their lifespans, creating new maintenance and repair work.

Farmer said Southern Company plans five new combined-cycle gas units in the next five years, with more projects expected in Georgia, Alabama and Mississippi.

Jimmy Farmer, Craft Labor Manager for Southern Company

"There's going to be a lot of opportunities for the trades," Farmer said. "We're going to need a lot of people—a lot of Boilermakers—to do a lot of work through 2033 and beyond."

Farmer pointed to positive developments in labor relations. Two plants, Scherer and Yates, recently transitioned to union after decades of being maintained by nonunion contractors.

"Boilermakers played a big role in making that happen," he said.

"We've never seen the Boilermakers so engaged."

After decades of declining membership, the union is reversing course with renewed growth, stronger training programs and a push for fully staffed projects, according to Johnny Baca, Director of Marketing, Organizing, Recruiting and Employment Work Fund Initiatives.

"It's not easy to create something new," Baca said. "It's much easier to protect what we have. It's much easier to be complacent. The Boilermakers are breaking the status quo. The Boilermakers are growing for the first time in 20 years."

Johnny Baca, Director of Marketing, Organizing, Recruiting and Employment Work Fund Initiatives

The union is setting measurable goals, tracking progress and focusing on recruitment. Those efforts are already showing results. The Boilermakers have added 1,000 new members this year, increasing man-hours by 5 million. Baca said the union is positioning itself to meet industry demand. Looking ahead, the union has set a bold vision: multiplying its current membership tenfold.

"Playing it safe is one of the riskiest things to do," Baca said.

Director of National Recruitment Services Monte Causey, Southeast Recruiting and Training Coordinator Mike Autry and Director of National Training Services Jeff Hughes shared updates on Southeast recruiting initiatives. Training remains a key focus. The Southeast launched a tube welding initiative offering three weeks of instruction for certified plate welders, with financial incentives for those who pass Common Arc testing. The effort, supported by M.O.R.E. Work Investment Fund dollars, has already produced 34 new certified tube welders.

Boilermakers, contractors and owners met in separate caucus sessions to identify chief concerns to bring before the conference. All three groups flagged manpower, recruitment, training and jurisdiction.

"We heard from a speaker a few years ago at this same conference in Marco Island that we would be 350-400% short union and nonunion craftsman at this time, and we need to step up recruitment," said contractor caucus chairman Michael Bray, Senior Executive Consultant, Bray Consulting Associates, LLC.

Bray said it's not enough just to recruit more Boilermakers—efforts also must be made to retain them and continue developing training.

"We are 100% committed to recruiting and training," said Boilermaker caucus chairman Anthony Howell, Executive Director-CSO. "We see the outcome and what's

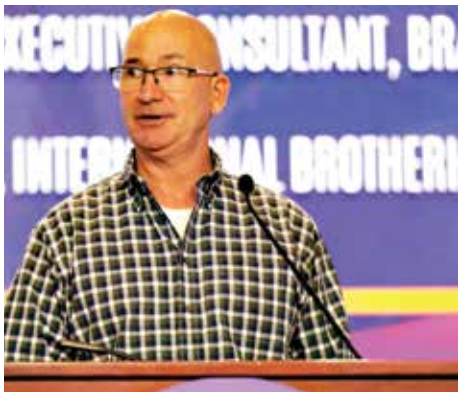
Mike Bray, contractor caucus chairman and Senior Executive Consultant, Bray Consulting Associates, LLC.

coming in the next year, and we're going to need manpower."

Owner caucus chair, John Burnett, El Segundo and Salt Lake City Turnaround Manager, Chevron, said owners are impressed with the Boilermakers training programs and the reliability of Boilermakers.

"A common theme across the owners in the owners' caucus was that when Boilermakers show up, they show up to work," he said.

All groups are concerned about jurisdiction. Howell said the Boilermakers and other crafts need to be included in discussions to determine proper jurisdiction.



John Burnett, owner caucus chair and El Segundo and Salt Lake City Turnaround Manager, Chevron

Anthony Howell, ED-CSO

As the union, contractors and owners grapple with how to staff a glut of upcoming projects, the Western States Section is developing a program that centralizes safety and training requirements for all job facilities and incentivizes Boilermakers to keep up certifications and training. They are developing a web-based app and desktop portal that will serve as a one-stop resource for Boilermakers. Formerly known as the Readiness to Work program, the initiative is now called the BEST Program, which stands for Boilermakers, Education and Skills Training.

"The big challenge for all of us as contractors is the same challenge the union has and the same challenge the owner has," said Ed McWhorter, General Manager, Babcock & Wilcox.

He explained how background checks, specialized or unique jobsite training, drug tests and more take time and can slow down putting Boilermakers to work. The BEST Program poises Boilermakers to be prepared to work any planned outages, turnarounds and emerging work as soon as its available.

Through an app, a Boilermaker will be able to see upcoming jobs, the requirements for those jobs and schedule any needed training. After the training is completed and verified, the Boilermaker is provided a stipend via a third-party administrator to cover some training travel costs.

The program is expected to be fully operational in 2026.

Ed McWhorter, General Manager, Babcock & Wilcox.

Other speakers and topics included: NACBE Executive Director Ron Traxler gave an overview of what NACBE does and how it fits into the tripartite concept.

"NACBE members are resolute that safety is paramount," he said. "We collaborate with MOST and area training centers to educate about safety and develop safe work environments."

The NACBE Safety Committee has regular meetings and roundtable meetings to discuss safety issues, and at events such as the National Tripartite Alliance conference and informal settings. NACBE relies on contractors, owners and Boilermakers to talk about what they see on jobsites and how safety can be improved.

Bank of Labor is charting record growth while strengthening its commitment to organized labor, BOL Chairman and CEO Bill Miller said. In 2024, the bank faced an "unprecedented issue" that forced a rapid relocation of its headquarters. Despite the disruption, Miller said, the bank reported record earnings, record loan growth and resumed paying shareholder dividends for the first time in 20 years.

Boilermaker National Apprenticeship Program Coordinator Mark Wertz outlined training initiatives and recruitment strategies aimed at strengthening the workforce and reaching the next generation of Boilermakers.

Jeffrey Hughes, Director of National Training Services discussed the successful boot camp program, with a 90% national average success rate of participants completing the program certified with contractors.

Director of Government Affairs Cecile Conroy shared legislative issues impacting Boilermakers and the industries in which Boilermakers work. Big topics include the Protect the Right to Organize Act, the Protect America's Workforce Act, measures in the Tax Reconciliation Bill and tariffs.

The Boilermakers' National Transient Division held its first-ever conference this year, drawing 30 contractor representatives, Director of NTD Services Shon Almond said. The division now has 571 members. The division will host tank training classes in Hartsville, Tennessee, in December and January. 👌

Local 433 wins top MOST safety award

Local 433 (Tampa, Florida) was presented with the 2024 Charles W. Jones Award during the 2025 MOST National Tripartite Alliance conference, Aug. 27 in Coronado Bay, California. The award honors the local lodge demonstrating the highest use of specified MOST Programs during the preceding year.

"It was certainly a surprise," said L-433 Business Manager Derin Hunt. "We push training as the number one item on our agenda. Without safety, we don't have a product."

MOST Programs factoring into the honor include OSHA 10/30, Common Arc, Substance Abuse, Scaffolding, Steel Erection, Rigging, Field Leadership and the Boilermaker Code.

The award was created to encourage local lodges to stay involved and to best prepare apprentices for safety on the job.

MOST Programs Administrator Mark Garrett said participation has increased every year since the award's inception. The size of a local does not influence the award outcome.

L. to r., IP Timothy Simmons, IVP-Southeast Section Jeff Campbell, L-433 BM-ST Derin Hunt and MOST Programs Administrator Mark Garrett.

Southeast Area secures new three-year CBA

A new collective bargaining agreement, signed Aug. 12, focuses on making union Boilermaker work more attractive to skilled tradespeople in the Southeast Area and boosting union manpower. The Southeast Area CBA increases Boilermaker hourly wages, subsistence reimbursement and meal caps, among other favorable changes.

A few highlights of the new CBA include:

- Hourly wage increases totaling $9 over the three-year contract, at $3 annual increments.
- A subsistence reimbursement increase from $50 to $75 per day for those traveling over 60 miles.
- The meal cap increases from $8 to $20 when meals are required to be provided after three hours of unscheduled overtime and every four hours thereafter.

"Everyone stayed on point knowing if we don't attract Boilermaker manpower, we're not going to be able to keep Boilermakers or man the work for our contractors and owners," said International Rep Mike Autry, who participated in negotiations.

The CBA also brought the agreement up-do-date with practices already in place, such as adjusting shift times to reflect current practices.

"The committees met in good faith, and both sides came to a fair and reasonable contract for the next three years," said NACBE Executive Director Ron Traxler, who represented Southeast Area signatory contractors. "Both sides had an end goal in mind to deliver and enhance the Southeast Area agreement. We were very pleased with everyone's professionalism and courtesy during these important decisions regarding all our futures. I'm proud of what the parties collectively accomplished in securing the new agreement."

IVP-Southeast Area Jeff Campbell agreed: "Ultimately, the agreement we signed addresses the issue impacting us all, and that's manpower. When Boilermakers can attract the best skilled and trained workers to man the work for our contractors and employers, everyone benefits."

The new three-year agreement went into effect Oct. 1, 2025, and expires Sept. 30, 2028.

Boilermakers support proposed railroad merger

The Boilermakers union reached an agreement Nov. 14 guaranteeing job security for union employees after Union Pacific and Norfolk Southern merge to build America's first coast-to-coast freight railroad. The agreement ensures that those Boilermakers who are employed at both Union Pacific and Norfolk Southern at the time of the merger will have job security for life, subject to the usual requirements for continued employment.

"I want to thank IBB and the employees they represent for their service and support," said Union Pacific Chief Executive Officer Jim Vena. "This agreement reinforces the promise I made when we announced the merger to protect the jobs of all unionized employees."

The Boilermakers union is the fourth union to reach an agreement, joining SMART, the National Conference of Firemen and Oilers and the Brotherhood of Railway Carmen in supporting the proposed merger.

"The Boilermakers union looks forward to continued collaboration with Union Pacific and Norfolk Southern as this merger advances," said International President Timothy Simmons. "We believe the commitments already in place—and the shared understanding reflected in our agreement—lay the groundwork for a stronger, more resilient and more opportunity-rich future for every union Boilermaker serving the railroad industry."

Boilermakers celebrate after spending the summer organizing at Dometic, l. to r. Director Cement Lodge Services Steve Adair, GL M.O.R.E. WIF Organizer/Recruiter Kevin Stewart, SE M.O.R.E. WIF Organizing Coordinator Carlos Brooks, L-363 Training Coordinator/Recruiter Nick Myres and IR Ryan Mroz.

Boilermakers win union drive at Dometic

In a spirited union drive that spanned the summer, workers at Dometic in Litchfield, Illinois, voted 55–43 in favor of joining the Boilermakers. The Sept. 9 vote secured union representation for more than 100 eligible workers at the company's two facilities, which serve as a distribution hub and light assembly operation for outdoor products.

International Rep Ryan Mroz spearheaded the campaign with support from members and organizers, including Carlos Brooks, Southeast Organizing Coordinator for the M.O.R.E Work Investment Fund; Kevin Stewart, Great Lakes M.O.R.E. Fund organizer/recruiter; Local 486 (Litchfield, Illinois) President Mike Tiemann; members of Local 363 (East St. Louis, Illinois) and Local 158 (Peoria, Illinois) and an attorney from SERT, the Boilermakers Special Emergency Response Team and International staff.

"This victory is the result of persistence, energy and solidarity," said International President Timothy Simmons. "Ryan went above and beyond his duty as an International Rep. He embodied the same spirit the founders of our organization embodied. He realizes he's an organizer, too."

Dometic's Litchfield facilities produce and distribute a wide range of outdoor equipment, from RV refrigerators and camper awning components to marine propellers, coolers and even lawn and garden components. Workers began organizing in May, spurred by issues including favoritism, scheduling problems, workers' compensation disputes and what they described as a workplace culture of poor treatment and lack of accountability.

"The timing was definitely right," Mroz recalled. "At our first sit-down in May, we sent out one text message and got 30 signatures. From there, it snowballed."

Even with the strong start, the campaign faced hurdles. With two facilities a mile apart, organizers had to time their outreach carefully—meeting one group at lunch, then rushing back to catch the other shift at the second site. Organizing at the gates proved challenging as well, with one building located off a busy highway frontage road.

> People deserve more than crumbs. It's important for them to have their voices heard and not think this is all there is...The union is not a third party—you are the union.
>
> Ryan Mroz
> International Rep

Compounding those difficulties, Dometic hired an anti-union consultant who spent three weeks holding daily captive-audience meetings and distributing daily flyers to workers. Instead of deterring the campaign, the effort seemed to spur employees toward the union.

"Everything we told them the union buster would try to do, he did," said Mroz. "After the first week of it, I'd get texts and calls from workers saying they were pushing harder toward the union because [the company] wouldn't stop. There was so much information going out by the buster. Our biggest challenge was the balancing act. Making sure we weren't just background noise."

Despite four previous failed union drives at the facility—none of them Boilermakers' attempts—the Litchfield workers held firm. Organizers balanced regular communication, gate presence and informational meetings to counter management's anti-union messages without overwhelming employees.

"When we showed up at the gates, employees had no fear to approach us," Mroz said. "Groups would walk up to our tent and not care if the boss was right there. It was empowering."

When the National Labor Relations Board agent read the tally was at 55 votes for the Boilermakers, Mroz knew the union had won the day. He described the moment as humbling: "It was gratefulness, humbleness and excitement all at once. I was proud to be part of this and proud of these people who weren't afraid to speak up."

Workers at Dometic have formed a bargaining committee and are preparing for contract negotiations. While it is still undecided whether they will join L-486 or form their own local, organizers say the momentum is strong.

For the newly organized employees of Dometic, the vote to join the union is evidence of workers' collective power, understanding that when they come together, they can demand better treatment from their employer.

"People deserve more than crumbs," Mroz said. "It's important for them to have their voices heard and not think this is all there is. I promise you that 99% won't turn around and say I wish I hadn't joined a union. I don't hear that. The union is not a third party—you are the union." 👌

Local 108's Nathaniel Loyd wins Apprentice of the Year title

Nathaniel Loyd from Local 108 (Birmingham, Alabama) captured the top honor at the 2025 Apprentice of the Year Competition held at Local 26 (Savannah, Georgia) Aug. 11 – 14. Team honors went to the Great Lakes duo of Cody Rasmussen from L-107 (Milwaukee, Wisconsin) and Michael Baer from L-374 (Hobart, Indiana).

In addition to Loyd, and the Great Lakes team of Rasmussen and Baer, other competitors included Kyle Brickey, Local 242 (Spokane, Washington); Andrew Bronson, Local 101 (Denver); Jacob Pappada, Local 154 (Pittsburgh); Harrison Johnson, Local 237 (Hartford, Connecticut) and Jeffery Rawson, Local 667 (Charleston, West Virginia).

National Apprenticeship Coordinator Mark Wertz thanked Local 26 and their entire staff for facilitating the competition. "I can't thank Local 26 enough for hosting these past two years," said Wertz. "Johnathon Bates, Herman Gibbs and their team run a first-class training center their members should be proud of."

To reach the national competition, sponsored by the Boilermakers National Apprenticeship Program, contestants had to finish in the winner or runner-up spot in their respective area competitions.

In addition to the hands-on competition, candidates competed on a written exam covering their four years of related studies and on-the-job-training. The hands-on portion included a buddy rigging exercise, tube rolling, knot tying, hand signals, reeving and equipment use, buddy welding and cutting. Judges scored contestants on blueprint reading, safety, overall knowledge and demonstrated skills.

This year the contest included a team layout project—a simple box with a penetration they had to layout using GMAW and SMAW welding processes. Each team was given materials and a blueprint for the project. Once it was assembled and seal welded, judges hydro tested the boxes. Wertz said the teams worked well and all completed the project under the four-hour time limit.

"This group of apprentices we had this year not only demonstrated their high-level skill and Boilermaker knowledge but also their pride in representing the craft," Wertz said.

Judges for the event included: Wertz; Stephen Murphy, NEEAC; Jason Hettel, GLABAP; Carey Kowalski, GLABAP; Eric Olsen, SAJAC; Collin Keisling, WSJAC; lead judge Michael Stanton, L-154 (Pittsburgh); assistant lead judge Jason Dupuis, NEAAC; Alfredo Leyva, L-92 (Los Angeles); James Jordan, L-13 (Philadelphia); Dylan Rangeloff, L-647 (Minneapolis); Mark Vandiver, IBB, retired; Myron Richardson, Chattanooga Boiler and Tank; Mike Nelson, Central Maintenance & Welding; James Paglia, Fluor Constructors and Mitch Von Bank, Burnn Boiler & Mechanical.

GREAT LAKES REGION
★TEAM WINNER★

Cody Rasmussen
Local 107
Milwaukee, WI
and
Michael Baer
Local 374
Hobart, IN

WESTERN STATES REGION

Kyle Brickey
Local 242
Spokane, WA
and
Andrew Bronson
Local 101
Denver, CO

NORTHEAST REGION

Harrison Johnson
Local 237
Hartford, CT
and
Jacob Pappada
Local 154
Pittsburgh, PA

SOUTHEAST REGION

Nathaniel Loyd
Local 108
Birmingham, AL
★OVERALL WINNER★
and
Jeffery Rawson
Local 667
Charleston, WV

Boot Camp hooked Local 108's Loyd

Nathaniel Loyd from Local 108 (Birmingham, Alabama) started on his union journey at a Boilermaker Boot Camp. Four years later, he captured Apprentice of the Year at the 2025 National Apprenticeship Competition, sponsored by the Boilermakers National Apprenticeship Program. Loyd's achievement reflects years of hard work, dedication and commitment to excellence in the trade.

Loyd first learned about the Boilermakers through a friend and fellow L-108 member Abbott Dempsey, who told him about the opportunities in the union and also about a Tennessee Boot Camp.

"Abbott was also first generation," Loyd said. "He was going to attend the very first Boot Camp class, and that's what got me interested in joining."

That first step took him on a path that eventually led to the National Competition. When his name was announced as the national winner, Loyd described the moment as both unexpected and deeply rewarding. "I was surprised and excited that all my work and studying had paid off," he said. "It was an incredible feeling."

Representing Local 108 and the Southeast Area was a point of pride for Loyd. He was very excited to represent his local and all the dedicated journeymen, apprentices and the L-108 apprenticeship program. "We have a strong tradition of skill and brotherhood."

Throughout his journey to the title, Loyd credits many Boilermakers who helped him develop his craft during his apprenticeship years. Many Boilermakers mentored him and helped him along the way, journeymen and apprentices alike.

Scott Smith from Local 108 showed him how to rig. Butch Roberts and Joel Miller, both from Local 108, taught him how to tube weld on a waterwall. Chris Byrd from Local 37 (New Orleans) and Ruben Medina from Local 433 (Tampa, Florida) helped him understand and work in nuclear power plants.

"The Boilermakers is definitely a brotherhood more than anything, especially on the job," Loyd said. "It seems like no matter where you're at, you know, you're still union—union Boilermakers. And it's always a good group of people."

To prepare for the competition, Loyd devoted himself to both study and practice. "It was a lot of book work—OSHA, LMS—and a lot of hands-on training like welding, torch cutting, arc gouging and tube rolling," he said.

The written tests proved to be the most challenging part for Loyd. He said the hardest part for both the regional and national competitions were "definitely the written tests, along with the tube rolling and cutting out, since I had never done that on a job before," he said.

Known simply as "Loyd" among his peers, he said the competition taught him a lot about himself. "I learned that I prefer hands-on work rather than sitting in front of a computer," he said. "I also realized how many different facets there are to boilermaking, including power plants, refineries, paper mills, steel mills and much more."

Above all, Loyd credits his success to the people who supported him most, his family and his wife.

"I want to thank my family for instilling a hard work ethic and a willingness to learn," he said. "And I'd love to thank my wife for being there every step of the way. Through every job and every competition, motivating me to do my best, always."

Loyd's victory stands as a testament to mentorship, perseverance and pride in the craft. As he continues his career, he embodies the Boilermaker spirit. He's strong, skilled and committed to excellence. 👌

Local 1393 Boilermaker builds a life out of metal

Deep in the heart of North Carolina, where the clang of work echoes through the Norfolk Southern shops, Scott Griffin has built a career, and a creative life as an artist, out of metal. A member of Local 1393 (Altoona, Pennsylvania), Griffin has spent 20 years as a Boilermaker, working emergencies and building the heavy components that keep the railroad running.

Though he's been with Norfolk Southern long enough that he's number three on the roster and could choose easier hours, he sticks with the late shift, 4 p.m. to 2 a.m. "I wouldn't have to work nights," he says, "but I love it."

Griffin has been in the trade for 30 years, specializing in industrial welding.

"I've always been in industrial welding," he explains. "We build a ton of equipment—seats, gas tanks, shifters. I build the entire tank, leak and pressure test it."

The Norfolk Southern CRS facility in Charlotte, North Carolina, is where Griffin works, fabricates and repairs the components the railroad uses across its system. "Our customer is Norfolk Southern," he says. "We build the parts for assembly."

In the shop where he works, there are only three men, surrounded by pallets of parts and blueprints. "I work with mainly new parts. We do both repairs and fabrication," he says. "With me being there so long, they trust my skills to create new things they need. I'll make them a complete custom part."

But once Griffin clocks out, his welding torch takes on another life. Since the mid-1990s, he's been transforming metal into intricate works of art.

"Early on, after a year or two, I started my art, but it was very crude," he recalls. "I wasn't welding six months before I started making art."

> "People are very visual. Art adds something. Now every piece I do has some kind of meaning behind it."
>
> Scott Griffin
> Local 1393

At first, it was small projects—napkin and wine bottle holders and flowers for his mother, grandmother and wife. "I've made thousands of roses," he says. Over time, his art evolved.

"People are very visual. Art adds something. Now every piece I do has some kind of meaning behind it."

His subjects range from gothic candelabras to wildlife, from symbolic flowers to public sculptures that rotate through art walks in historic downtowns. He's leased out pieces such as Dual Sunset, a pair of seven-foot rotating sculptures, and Pieces, a whimsical scene of two mushrooms designed as homes for imaginary elves.

"Pick up the pieces of your life and move on," he says of its meaning.

One of Griffin's most striking works is a full-scale metal sculpture of Harriet Tubman, made entirely from panels he patterned out of cardboard and scaled using his wife's measurements.

"She's about my wife's size, so I measured her," he says. "Tubman's been finished for 18 months and she's now at a restaurant in Charleston."

His craftsmanship also found its way back to Norfolk Southern. When coworkers retire, Griffin often fabricates replicas of the machinery they worked on, such as tractors, plows or locomotives. He depicts them in "the torn-up condition they worked in their life." His favorite piece is a replica of his great-grandfather's 1906 Frick steam engine. "I'd like to have that one back," he says.

Last year, Griffin completed one of his most ambitious projects, a six-foot boardroom table for Norfolk Southern. Inside the steel frame, he built a miniature bridge complete with railroad tracks, ballast and lighting.

"The table itself is four inches deep, like a pan," he explains. "In that pan, I created a six-foot bridge within the table. When they sit at it, they see that piece."

He even signed his work in graffiti-style script in a nod to the artistic flair that's become his signature. A 12-foot version is next on his list.

Though his finished pieces are in homes around the world, Griffin says his art isn't about profit. "Even though the money is nice, it's not about the money," he says. "Any time I'm in my shop creating, I can build anything I want. It gives me a feeling of accomplishment. I do it because I love it." 👌

A few shots of the progression of one of Griffin's most ambitious projects, a six-foot boardroom table for Norfolk Southern.

Find more photos of Scott Griffin's work on Instagram at **@FortMillForge**.

From the military into the brotherhood

When Julian Hernandez left the U.S. Army in 2021, he faced the same uncertainty many service members experience when they transition from military to civilian life. Helmets to Hardhats, a program dedicated to helping veterans enter the building trades, eased Hernandez into a new life in the Boilermakers union.

"A lot of people struggle with getting out because they're unsure what they want to do or if they're going to make it," Hernandez said, noting it's hard to give up a steady salary for the unknown.

He served three and a half years as a Specialist E4, stationed at Fort Bragg as a military police officer. Though his unit remained on base, the training cycles throughout his service were rigorous to prepare for potential deployment.

As his service was nearing its end, he wasn't sure which direction to take until a friend mentioned his father was a welder working in the skilled trades. Hernandez thought that sounded inviting, so he used his GI Bill to enroll in welding school. It was there he met an instructor, a retired Boilermaker, who introduced him to the union.

That connection proved pivotal. In early 2023, with the support of Helmets to Hardhats, Hernandez joined Boilermakers Local 454 (Chattanooga, Tennessee). He also met his wife in welding school. She also indentured into the union and is currently working as a Boilermaker.

"H2H helped me get to the top of the indenture list," Hernandez explained. "Thanks to the program, I was able to bypass months of waiting and get started in the union right away."

Moving up the timetable is a service Helmets to Hardhats provides for military veterans.

From there, Hernandez hit the ground running. He completed his apprenticeship in just two and a half years, instead of the standard four. By doubling up on third- and fourth-year classes, he graduated early and is already setting his sights on learning enough to take on field leadership roles.

"I think that the people who you work under can make you or break you if you're on a jobsite," he said. "I want to inspire confidence in the people under me."

The transition from military life to civilian work was not without challenges. "Finances were tough. You go from a steady income and benefits to stepping into the unknown. And you miss the community you built in the service," Hernandez said. "But the Boilermakers have given me everything I have in my life to this point: good pay, skills, travel opportunities and the ability to take time off—it's all there."

Hernandez also found camaraderie in the Boilermakers that rivals, and in some ways surpasses, the brotherhood he experienced in uniform.

"It's more camaraderie than the military in some ways," he said. "We take up for people who are sick or in distress. It's nice to be in a trade where people genuinely care about you and your safety and well-being. I guess that's brotherhood. That's why we're here. That's why we came together."

For other veterans considering the trades, Hernandez has simple advice: "Don't let fear get to you. It's scary to throw away your livelihood for a chance to find something else. But people join the military because they want to do something that means something and working as a Boilermaker is the same. We keep the power on for millions of people. That's meaningful work." 👌

Julian Hernandez with his dog, Tank

USA, Boilermaker events raise funds and help kids make memories

Union camaraderie and the love of the great outdoors made for an exciting weekend at Powder Creek Shooting Park in Lenexa, Kansas. The 16th annual Union Sportsmen's Alliance Boilermakers Kansas City Sporting Clays Shoot brought 127 competitors on Sept. 20. This year, 27 teams competed. The event raised more than $135,000 to support USA's mission to "unite the union community through conservation to preserve North America's outdoor heritage."

The 2025 Kansas City shoot winners were:

- **Highest overall team score: Callender Printing**
- **Class A high score: Roofers International**
- **Class B high score: Boilermakers Local 83**
- **Class C high score: UAW Region 4**
- **Top overall shooter: Jaymie Williams**
- **Top senior shooter: Grey Ward**
- **Top youth shooter: Brick Steffan**
- **Top female shooter: Kym Savage**

USA also held its fourth-annual Boilermakers Get Youth Outdoors Day on Sept. 21, with 41 children attending. While the clay shoot began with a blast of an airhorn, the youth day kicked off at the pond with a loud "I caught a big one!"

Boilermaker volunteers, including International Rep Dan DeCarlo, International Rep Mike Autry, Assistant to the International President Kym Savage and International Vice President-Northeast John Fultz—plus the child's father—all helped reel in the biggest catch of that day. The fish was so large, it really took that many adults to assist the young fisherman.

"The first one caught there was a big carp, probably about 20 inches. That's the biggest fish I've seen them catch in this pond. It was pretty cool," said Fultz, who spent the day near the pond helping the youngest children bait their hooks.

IVP Fultz helps a young fisherman hold the biggest catch of the day.

"This is the best part of the weekend, watching some of them catch their first fish."

Though impending rain lowered attendance from previous years, the young participants enjoyed the fresh air while learning gun safety, blasting clay targets, archery and fishing under the guidance of Boilermakers and other union volunteers. All safety gear and supplies were provided, along with lunch for everyone. The youth day ended with USA Event Coordinator David Pollard and USA Event Manager Chris Piltz raffling prizes. Every kid in attendance took home a prize. 👌

The Boilermakers union is a charter member of the Union Sportsmen's Alliance. Free membership is available to all Boilermaker members. **Visit www.myusamembership.com/union**

Local 549 and the Rosies' Red Oak Revival

Rennae Ross knew how to fix the rusted-out gunnery platform.

Ross, a Local 549 (Pittsburg, California) Boilermaker, thought this as she toured the SS Red Oak Victory—the last surviving vessel out of 747 World War II ships built at Kaiser Shipyard in Richmond, California.

Now berthed as a floating history museum not far from where she was built, the SS Red Oak shows her age in weathered wood and tarnish. Volunteers do their best to keep up with repairs. But on her bow, the gunnery foredeck was off limits to visitors like Ross—a spot that would otherwise provide a fantastic vantage of San Francisco Bay and the perfect photo perch for history-loving tourists and visiting veterans. Rust had gobbled massive, jagged holes in the deck plate, making it unsafe.

But Ross knew how to fix it.

"I said, I can do that," she recalled. "I spent the majority of my career replacing old tank roofs and things like that, and it's exactly the same thing."

Exactly—just on a boat; a vessel built in part by the original WWII Rosie the Riveters. And Ross, who is a "modern-day Rosie," a business agent for her local lodge and a U.S. Marine veteran, wanted to do something about it.

L-549 Business Manager/Secretary-Treasurer Randy Thomas, was touring the ship with Ross and fellow L-549 Boilermaker Angel Greer. He remembers Ross and Greer lighting up at an idea: Could Boilermaker women work on the ship and help restore a piece of American history?

Local 549 was on board, and as the idea marinated informally over some months, real connections began forming that aligned Ross, Greer,

The last of over 700 WWII Victory Ships, the SS Red Oak is berthed near where she was built and serves as a floating museum.



Holes in the gunnery deck are so large, one frames L-549 Boilermaker Tammae Ross's face as she preps the surface for replacement. At right, she gets to work cutting old structure away from the gunnery decking that will be replaced.

Local 549 and several organizations that could make it happen.

For starters, Local 549 and the Western States Section have a longstanding partnership with Rosie the Riveter Trust, the philanthropic partner of Rosie the Riveter World War II Home Front National Historic Park. The SS Red Oak Victory is one of a dozen sites in Richmond comprising the urban national historic park.

In 2024, Ross and Greer had traveled to Washington, D.C., with Rosie the Riveter Trust and met 30 of the original Rosies when the Congressional Gold Medal was bestowed to honor all World War II Rosies. There, they met K. Lynn Berry, who is the Superintendent of Rosie the Riveter World War II Home Front National Historic Park.

Ross reached out to float her SS Red Oak Victory idea with Berry when they met, and afterward, she says, "the emails started flying. We started getting people from the Richmond Museum Association and others involved, and before you know it, it's like, ok, this is happening!"

The idea quickly grew, tying in a variety of organizations, donors and other union craft who decided union tradeswomen would work together over a two-week period, calling it the Victory Ship Revival Project with the goal to complete a punch list spiffing up the SS Red Oak. The project just needed a date. With Rosie the Riveter Trust's 25th anniversary on the horizon, 10 months away, what better way to honor the original Rosies and the national park dedicated to them? And, what better

L-549 Boilermaker Rennae Ross gives morning instructions to a crew of tradeswomen volunteers.

way to raise awareness of Rosie Trust, the SS Red Oak and its benefactors, not to mention the Boilermakers and other union trades?

"The Victory Ship Revival project became the flagship project helping celebrate the park's 25th anniversary and we were thrilled to add it to our year of exciting events," said Sarah Pritchard, Executive Director of Rosie the Riveter Trust. "Boilermakers have been with us each step of the way. I just give my gratitude to (IVP-Western States) Tom Baca, because without him, we wouldn't have been introduced to the incredible support and the work of what it really takes to be a Boilermaker."

Ross, Pritchard and representatives from all organizations involved began planning logistics for the work to take place Aug. 17 to Sept. 1, a media day Aug. 21 and sponsorships.

"We had a lot of our signatory contractors come in, and they were big supporters," Ross notes. "We were able to get equipment, tools, consumables and, obviously, all of the labor donated."

PMI donated KNAACK boxes full of consumables, tools and equipment. Nooter and B&W provided funds and other vital equipment for the work event. Of note: B&W built and installed the original boilers on the SS Red Oak Victory—which still run today. Oceanwide Repair, one of the signatory ship repair shops, helped with consulting and re-bent the original handrails to be re-installed.

As plans shaped up, Rosie the Riveter Trust and the SS Red Oak Victory used their communications channels to get the word out. News outlets were interested in seeing what the modern-day Rosies were up to and eager to tell the story of the SS Red Oak Victory. By the time the formal media day celebration rolled around, major media outlets, including the L.A. Times, TV networks and others had already paid a visit to the vessel to catch the women at work.

Modern-day Rosies, including Boilermakers, Pipefitters, Ironworkers and members of the pile-drivers' union, among others and including a few men, started demolition, dismantling old railings, tearing out rust-eaten patches, and lowering pieces from the ship by rope—all under the leadership of Ross serving as foreman. Then the next phases

L-549 Boilermaker Angel Greer focuses on reinforcing structure on the SS Red Oak Victory's bow.

L-549 journeyworker Angel Greer (left) instructs L-549 helper Anna Doyle.

Original Rosie the Riveters and their friends enjoy watching their legacy continue through modern day Rosies.

began: cutting out gussets, adding repatch, sanding, grinding and, of course, welding.
Lots of welding.

"We're making it sturdy—and for aesthetics," Greer said. "Nobody wants to come out and be like 'there's a hole in your metal!' How safe would you feel on a ship with holes in it, sitting on water?!"

"Our L-549 Boilermaker Women at Work Committee immediately just rallied behind it and were so excited," Ross said. "They all wanted to volunteer 100% of the time, but we know that's just not possible."

She said everyone in all the crafts worked well together and learned from one another. Additionally, women new to the trades got a chance to work with journeywomen and have new hands-on experiences.

"We're able to let people get that experience they might not have been able to get on a jobsite yet," she said. "We're bringing apprentices and teaching them. Here, we have the time to sit down with them and show them how to gouge and to load a stinger and just let them know it's going to be ok."

L-549 helper Anna Doyle made her first welding pass outside of a welding booth adding a patch on the bow under the watchful instruction of Greer.

"It felt like it all just clicked. It was so nice to be able to apply what I've learned in the shop in real life," Doyle said, beaming with pride and high-fiving Greer. "Working with Angel was awesome. She's super helpful. She's guiding me, she's helping me and she's giving me real life experience right now. It feels good. Really good."

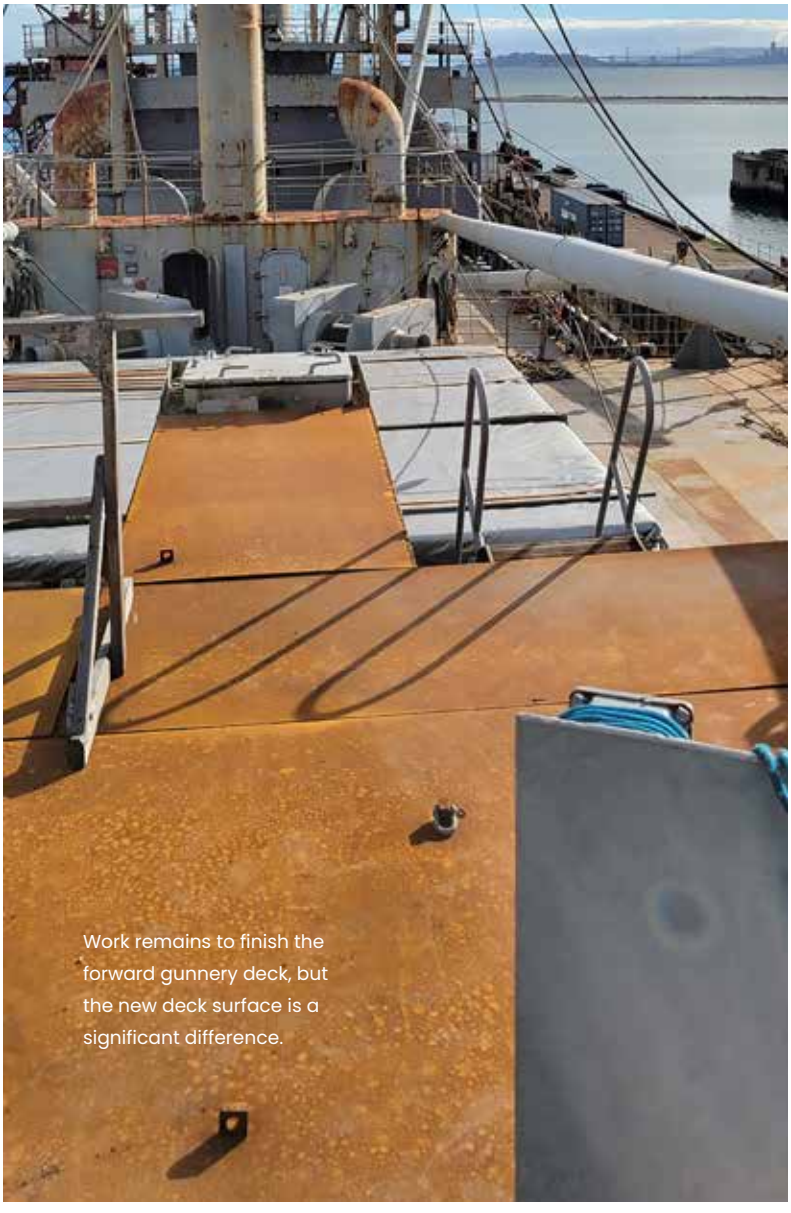
Also working with the modern Rosies were the SS Red Oak Victory volunteers—a core group of crew, mostly retirees and veterans, who work regularly to maintain what they can. Mark Epperson, Director of the SS Red Oak Victory, said of the 35 regular crew volunteers, only 20 can do restoration work.

L-549 Boilermaker journeyworker Lisa Taylor (left) works with a young woman from the Jessie Combs Foundation.

"This has been a godsend, and we were so delighted when we met Rennae," he said. "She's been the ramrod of this whole thing. I've met all the modern Rosies who've been out here, and I think I've talked all of them into volunteering [regularly]. The crew is so impressed with the professionalism, expertise and dedication. This project has really jumpstarted us to be able to finish."

By finish, he means their ultimate restoration goal: Making the SS Red Oak Victory ready to safely sail and move closer to Rosie the Riveter National Park Visitor Center on the other side of Santa Fe Channel.

L-549 Boilermaker Rennae Ross welds structure that will hold new deck plating to replace the rotting gunnery deck.



Work remains to finish the forward gunnery deck, but the new deck surface is a significant difference.

With all hands on deck, work only stopped for lunch breaks, sundown and, of course, during the media day celebration speeches.

Media day brought more news crews, dignitaries and elected officials out to talk about the project, tour the ship and watch the modern Rosies at work. News coverage spanned far beyond the Bay Area and resulted in later interviews with the BBC and a long-form CBS piece that will air at a later date.

But the most important guests were four original WWII Rosies, tucked under a tent to quietly witness their work restored.

"This is wonderful," said Marian Sousa, who was a draftsman at the Kaiser Shipyard from 1943-1944. "And for them to want to volunteer is fantastic."

For Jeanne Gibson, who was a welder at Todd Pacific Shipyard in Seattle during WWII, watching the Boilermaker women gave her hope. "It means they're going to carry on," she said.

That's exactly Ross's intention.

"I still can't stop smiling," she said. "Every time I think about that—that full-circle moment for them as well, and just the honor of being on board such an amazing vessel, because of the history it has. The fact that this was all spearheaded by Boilermakers is something that makes me really proud."

After the two-week revival project, work remains to be done on the SS Red Oak Victory and is ongoing. Tradeswomen volunteers and regular crew volunteers continue working their way along her decks and railings, but their work has already put a shine on the ship and its history museum. Plus, it's raised awareness for volunteers and funding and put unions, skilled trades and tradeswomen in the spotlight.

"My hope is that we've honored the Rosies, but also that we've highlighted and honored the hundreds and thousands of Boilermakers who worked out here during WWII," Ross said. "We continue to honor the legacy of the Rosies, but also the Boilermakers and this remaining piece of Boilermakers' history as well."

As for the gunnery deck? Ross is fixing it. 👌

Boilermaker women represent at 2025 Tradeswomen Build Nations

Emily Alford had never been to a Tradeswomen Build Nations conference, and she didn't know anyone there. The Local 580 (Halifax, Nova Scotia) Boilermaker had traveled alone from Canada to the 2025 event at Chicago's massive McCormick Place Conference Center. But, she quickly found good company in more than 100 Boilermaker women and allies among the nearly 6,000 people who gathered Sept. 19 to 21 to learn about issues facing tradeswomen, discover advocacy and paths to leadership, share ideas and find inspiration in featured speakers—and one another.

Alford, who attended the event through a Boilermakers scholarship offered via nomination to each International Vice President section, says she had no idea what to expect. She was blown away by the experience.

"Just listening to stories, I didn't expect to be moved as much as I was," she said. "Walking into the room with all the booths was incredible, and even just being around the town a little bit, as soon as you see another group from the conference—not even just our union—every union is so welcoming."

Alford doesn't come from a union family and is a fairly new union member. Tradeswomen Build Nations provided the perfect example of the power built when working people come together, especially when those people are union tradeswomen and allies. The event is considered the largest gathering of union tradeswomen in the world.

"Fifteen years ago, a few hundred tradeswomen gathered to spark a movement. Today we stand here thousands strong," said Sean McGarvey, president of North Americas Building Trades Unions. NABTU began shouldering TWBN hosting duties when the event grew from its origins as a California State Building Trades event to the large-scale multination conference it is today.

This year, TradesFutures co-hosted the conference with NABTU under the theme "She's not waiting. She's leading," emphasizing women in leadership. In addition to NABTU's Garvey, featured plenary speakers included AFL-CIO President Liz Shuler; Bechtel's President of Manufacturing & Technology Business Catherine Hunt Ryan; President of the Military Women's Memorial Foundation Phyllis Wilson; TradesFutures Executive Director Marina Zhavoronkova; and Illinois Governor JB Pritzker.

Boilermakers escort their sister, Cheyenne Gregory, to the stage.

L-363 Boilermakers rally before a plenary session.

But for Boilermakers, perhaps the most impactful keynote came from within. Local 455 (Muscle Shoals, Alabama) apprentice Cheyenne Gregory shared her inspiring story about how a career in the trades—and a place in the Boilermakers union—changed her life.

"I found my family within the trades, within the Boilermakers," she said as she detailed her journey from living in an abusive family to thriving as a Boilermaker. "In my one year as a Boilermaker, I've had more people believe in me, support me, trust in my abilities than I did in my first two years of trying to start my career." (Watch for a future Reporter story about Gregory.)

Making the moment all the more special, an entourage of Boilermaker sisters and advocates escorted Gregory to the stage, and Local 549 (Pittsburg, California) Boilermaker and business agent Rennae Ross gave her introduction. Ross was able to share some of her path to the trades, the Boilermakers and leadership as well.

"I learned one of the best lessons of my career: sometimes you just have to say yes, even when it scares you," she told the crowd.

Completing a Boilermaker trifecta, Ross was introduced by Local 693 (Pascagoula, Mississippi) Boilermaker and Diversity Organizing and Recruiting Initiatives Coordinator, M.O.R.E. WIF, Erica Stewart. Stewart serves on the TWBN committee and has co-emceed the event for several years.

In addition to plenary sessions, TWBN attendees chose from a variety of workshops covering everything from legislative lobbying to childcare. And, as with past years, an abundant exhibit hall and a banner parade were event highlights.

The banner parade groups unions together to show their craft pride, cheer and showcase unionism as attendees take to the host city streets. This year, the Boilermaker delegation carried branded union pennants and included several International Vice Presidents, as well as International President Timothy Simmons. Simmons encouraged march-

Boilermaker women ask questions and share their concerns during a caucus session.

ing Boilermakers to give their pennants to children who lined the route—as much a delight to the kids as it was to those who watched little faces light up with joy.

"I'm loving every minute of this," Simmons said as he walked the parade. "It is an honor to be able to stand beside the members of this International as we promote diversity in our trade. We need to support everyone. No matter what race, religion, color, creed or gender, it is our obligation as union members to support one another, stand beside one another and work toward a better future for all."

Each trade also facilitated a private caucus session. In the Boilermakers caucus, Simmons provided an overview of priorities for the union and talked about the union's future. He also opened the floor for questions and listened as women shared their concerns and ideas.

"I didn't really know what being in a union meant," said L-580's Alford said after the parade and caucus. "And being able to be here and seeing what being a part of the union is really supposed to be is absolutely amazing. It's about having the back of the person who's standing beside you. It empowers me to be able to go back and get to work to advocate for women in the union." 👌

> "It empowers me to be able to go back and get to work to advocate for women in the union."

Emily Alford
Local 580

L-D23 member Tonya Duncan (left) and her mother, Geraldine King Postell, show their Boilermaker spirit.

Watch the official 2025 Tradeswomen Build Nations recap video:
https://www.youtube.com/watch?v=jEbifNtyKh0

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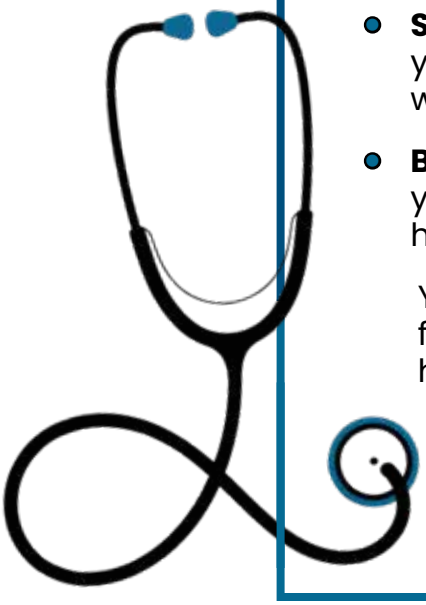

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- **Be prepared to discuss your history:** Be ready to talk about your symptoms, family history, and any other relevant health information.

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To see a full description of your Plan's benefits and limits, please refer to the 2023 Summary Plan Description (SPD) available online at **www.bnf-kc.com**.

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

55 YEARS	Tom Brennan, Ben Kosiek
50 YEARS	Richard Carlson, Dennis Finnegan, William Hafner, Robert Hughes, Chris Preble, Andrew Reid, John Riel, Kevin Sheehan, Louis Truffa Sr., James Ward
40 YEARS	James Maddox
35 YEARS	Daniel Perkins
30 YEARS	Richard Baldacci, Matthew Brennan, William Bybee, Larry Ceja, Gary Conboy, Derek Hoffman, Michael Kavanaugh III, Mike Kemper, David Kosiek, James Martin, Mark Matelski, John Waldvogel, Mikal Zahnd
25 YEARS	Roscoe Morgan

LOCAL 5 • FLORAL PARK NY

25 YEARS	Assane Diop, Paul Gassant, Dariusz Lis, Douglas Neitzel, Ulises Ozuna, Francisco Viafara, Christopher Wilkie, Andy Williams
20 YEARS	Robert Leonard, Grzegorz Olekszyk
15 YEARS	Joseph Charbonneau, Raif Ekici, Chad Kast, Shawn McLean, Edil Moncada, Kenneth Muller, Bernard Tanzer

LOCAL 26 • STATESBORO GA

70 YEARS	Benjamin H. Wilson
60 YEARS	Fredrick C. Helmuth, Ronald M. Thibodeaux Sr.
50 YEARS	Bobby R. Blanton
40 YEARS	Bobby K. Crews, John F. Tate
25 YEARS	Don W. Clevenger, Charles M. Fields, Michael S. Pitts
20 YEARS	Herschel A. Brown, Russell Surrett
15 YEARS	James D. Griffin, James Hoglo, Billy Don Kissiah Sr., Charles T. Powell, Eric Rigdon

LOCAL 83 • KANSAS CITY MO

60 YEARS	Jack L. Dickerson
55 YEARS	Michael D. Anderson, Dennis E. Gibson
50 YEARS	James S. Crawford, Clarence Crews, Lige Forehand, Timothy D. Garbow, Marvin L. Harris, Larry D. Horseman, Berkley W. Kerr, Robert L. Larabee, Ricky L. Morrow, Randall L. Smith, Kenneth J. Steward, Larry D. Swann, Robert D. Vannattan
45 YEARS	Glenn W. Jones, John M. St. Helene, Wayne E. Stewart
40 YEARS	Howard A. Waldrop III
35 YEARS	James M. Barnes, Craig A. Dull, David C. Logan, Thomas W. Pierson, Loren D. Shuey
30 YEARS	Larry R. Faiferlick, Jay D. Foraker, Michael R. Hodges, Larry S. McKinley, Ronald L. Rose, Arlin J. Thody

LOCAL 83 • KANSAS CITY MO *(cont.)*

25 YEARS	Stacey Allen, Jonathan E. Cameron, Ronnie E. Cassady, William A. Duvall, Leroy Ellett, Robert C. Fowler, Scott E. Freeman, Joseph B. Gehring Jr., Kristian Harmon, Timothy M. Heider, Jimmy R. Holden II, Francis M.T. Limburger III, Jasper Lisenbee II, Vince S. Morales, Billy E. Parker, Nicholas J. Scherman, James W. Smith Jr., Roger L. Stephens, Garry Talkington, Dallas L. Tedford, Peary L. Thompson, James D. Toles, Michael R. Wortham
20 YEARS	Paul D. Burdick, James D. Hageman, Jeremy Lewis, Adam J. Mendenhall, Joe Richard, Rodney Stufflebean
15 YEARS	Kevin L. Effle, Douglas A. Holden, Merton W. Malloy, Faigame May Tupai, Robert M. Vaught, Larry A. West

LOCAL 549 • PITTSBURG CA

55 YEARS	John Thomas Baca
50 YEARS	Robert J. Cuneo

LOCAL 647 • MINNEAPOLIS

65 YEARS	Richard Kurash
60 YEARS	Robert Beckman, Dayle Paulson, Thomas Stempson, Gary Stevenson
55 YEARS	Kenneth Strusz
50 YEARS	Randall Eudy, Scott Fritz, Duane Iverson, Robert Lange, Dennis Torgerson, Gerald Zehren
45 YEARS	Jack Nelson, Paul Rasmussen, Ronald Zack
40 YEARS	Roy Hietalati, Carlyle Sailer, Dale Wallner
35 YEARS	Gregory Stanton
30 YEARS	Dale Gill
25 YEARS	David Borner, Doug Brown, Ludwig Carlson III, Brennan Fayerweather, Timothy Fuller, Todd Hawkins, Todd Hoffman, John Lindquist, John Murray, Bryan Springer, Richard Wappula
20 YEARS	Jesse Bearinger, Chad Bengston, Scott Ebner, Anthony Fox, William Kisner, Cristopher Sanderson, Jason Shuster
15 YEARS	Christopher Dahlberg, Patrick Rumsey

LOCAL 661 • FLORENCE NJ

55 YEARS	Robert Luce
50 YEARS	Michael Mankowski, Mark Valente
45 YEARS	Mark Ostrowsky
30 YEARS	Francis Koziela
25 YEARS	Peter Jackson, Erich Palkovich
20 YEARS	George Fries, Andrew Peterson

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	Beeman, Howard D.	26	Anderson, Robert L.	73	Kelly, Ryan I.	104	Rigg, Roland L.
NTL	Boren, Steven L.	26	Bonner, Billy R.	73	Losier, Lloyd	104	Ryan, John J.
NTL	Gardner, Wayne L.	26	Roberts, Thomas W.	73	MacPhee, Joe	104	Sanfratella, Wayne N.
NTL	Gowan, Jimmy R.	26	Taylor, Randall L.	74	Cole, Jeffrey J.	104	Valenzuela, Joseph R.
NTL	Ingram, Lloyd R.	26	Vickers, Jack M.	74	Weger, Jeffrey D.	104	Woodard, Dwayne H.
NTL	Jerkins, Roy L.	26	Vickers, James T.	79	Eubanks Jr, Jack H.	105	Allman, Jimmie D.
NTL	Knotts, Carol L.	27	Becker, Larry G.	79	Pousson, Patrick L.	105	Brown, Billie L.
NTL	Marshall, William E.	27	Burke Jr., Joseph T.	83	Fagan, Jonathan D.	105	Canaday, Eugene D.
NTL	Rodgers, Randolph	27	Childers, Gary L.	83	Forman, Walt W.	105	McDavid, Brian L.
NTL	Rowlett, Robert E.	27	Dyle, Donald L.	83	Pachmayr, David K.	105	Turley, Kenneth E.
NTL	Schill, Walter E.	27	Lattina, Cary W.	83	Swann, Larry D.	106	Blackaby, James D.
NTL	Yokubeak, David E.	27	Potje, Jacob	84	Hermreck, Edward W.	107	Billington, Darryl L.
1	Altman, James E.	28	Beasich, Dennis J.	85	Coutcher, Chris N.	107	Wunder, James
1	Bartos, Richard	28	Bertan, James M.	85	Faust Jr., David A.	108	Gooch, Roger W.
1	Houghton, William T.	28	Devivo, Joseph V.	85	Hutchinson, Elmer	108	Hopper, Jerry D.
1	Lambert, Robert R.	28	Kaminski, Richard L.	85	Wallace, Teddy P.	108	Kelly, Robert L.
1	Pander, Ervin G.	29	Armitage, James F.	88	McAndrew, Patrick J.	112	Klug, Daniel J.
5	Dapra, Kenneth	29	Morgan, Willard T.	92	Butler, Robin	124	McGuire, Patrick J.
5	Guidal, Robert	37	Blackwell, Delas M.	92	Contratto, Scott	128	Brown, Billy
5	Kilichowski, Ronald P.	37	Kinchen, Earl C.	92	Gonzalez, L. G.	128	Bryson, James
5	Lonergan Jr., George R.	37	Stevens, Eugene E.	92	Tapanes, Pedro C.	128	Cameron, William
6	Ante, Jose G.	40	Bartlett, David W.	101	Christiansen, John D.	128	Fitzpatrick, Victor J.
6	Cruz, James J.	40	Blanton, Jesse L.	104	Anaya, Simon R.	128	Gomez, Harold H.
6	Ferea, Gary L.	40	Mitchell, Roger L.	104	Blake, Ronald W.	128	Hill, Ryan F.
6	Fernandez, Felimon	40	Pennington, John L.	104	Brown, Vernon W.	128	Hooey, Brian C.
6	Fresquez, Joseph V.	40	Rose, Philip S.	104	Carpenter, Roger L.	128	Lafreniere, Earl J.
6	Gonzales, Joseph I.	45	Owen, William A.	104	Dunn, Charles W.	128	Mulroy Jr., Michael P.
6	Nick, George	51	Johnston, Michael W.	104	Ehlke, Curtis J.	128	Murray, James T.
6	Orange, Joe	60	Bradley, Thomas E.	104	Fuhrmann, Siegfri W.	128	Mussio, Egidio
6	Taormina, Frank J.	60	Moore, Kim A.	104	Gran, John W.	128	Ostrihon, Gerry P.
7	Carroll, William J.	69	Tedder Jr., Jesse E.	104	Herr Sr., James L.	128	Quicovero, Michael
7	Furlano, Joseph L.	72	Cornell, Lloyd M.	104	Hoffman, Patrick J.	132	Martinez, Andres
11	Krattiger, Robert F.	72	Fountain, George W.	104	Johnson, Steven A.	146	Babee, Douglas M.
13	Absher, Charles W.	72	Michael, Clifford E.	104	Miller, Jerry L.	146	Brakmann, Rainer H.
13	Carroll, Gary D.	72	Richardson, Raphael G.	104	Payne Jr., Lester L.	146	Bryden, Larry
13	Orosz Jr., John	72	Smith, Earl O.	104	Pitchford, Walter G.	146	Charleson, David J.
13	Robertson Jr., Gerald F.	73	Duguay, Jean P.	104	Rhinehart, Joel A.	146	Clendenning, Timothy

IN MEMORIAM (continued from previous page)

146	Edwards, Skyler D.	359	Pilkington, Brian	549	Alexander, Jack V.	684	Simmons, Kevin
146	Goto, Shizuka	359	Triplett, Gary	549	Bacon, Conrad	687	Berdar, John J.
146	Henning, Wesley L.	359	Wilson, Wayne	549	Carson Jr., Frank	687	McFadden, Ronald B.
146	Klassen, Trevor R.	363	Brooks Jr., Robert L.	549	Diaz, Hector	696	Barber, Dale A.
146	Mackay, Ian	363	Burden, Hubert J.	549	Hughes, Charles J.	696	Clark, Ricky L.
146	Mazerolle, Patrick	363	Jones, Karl E.	549	Laird, David	696	Maus, Walter R.
146	McDonald, Thomas L.	363	Schaffner, Michael	549	Ross, David H.	696	Yakel, Jay D.
146	McMillan, Brandon M.	374	Austin, Steven W.	555	Bolen, Michael J.	744	McCachren, John E.
154	Carroll, Bruce M.	374	Hall, James I.	568	McFerran, Gary L.	744	Rocha, Daniel J.
154	Donahue, James M.	374	Hurst, Mark A.	568	Swanson, Joyce F.	744	Tanner, Robert L.
154	Sutkovich, Nicholas A.	374	Neu, Patrick E.	568	Voorhees, Gary R.	744	Zenkewicz, Ronald
154	Tiche, Samuel M.	374	Robb, Johnny R.	582	Payne, George L.	802	Fine Jr., Leo M.
154	Undereiner, Glenn J.	374	Thomas, Kevin	583	Light, Lawrenc D.	802	Smith, Arthur
169	Autman, Otis L.	449	Hembel Jr., Lester W.	583	Tolbert, L C.	1086	Laios, Mike
169	Bobzien, Rick C.	449	Johnston, Steven L.	584	Taylor, James	1240	Griffey, Moses
169	Crook, Jerry	449	Seiler, Lloyd	586	Seabolt, Larry B.	1240	Thompson, Eric K.
169	Garner, J. D.	449	Wagner, George R.	587	Cox, Dudley J.	1509	Blundon, Martin D.
169	Macleod, Robert T.	453	Denton, Robert W.	587	Wilson, James R.	1509	Schwartz, Gerald
169	McKinney, Gerald T.	453	McClure, John C.	590	Hines Sr, Howard	1509	Skurulsky, Kenneth
169	Minnick, Ronald E.	454	Francis Jr., Taft A.	627	Aken, Cliff W.	1509	Staszewski, Donald J.
175	Fargo, Raymond R.	454	Johnston, Charles R.	627	New, Raymond D.	1509	Tamel, Waldema T.
177	Charniak, James	454	Proaps, Don H.	627	Thompson, Charles W.	1600	Davidson, Paul R.
182	Allen, Jack L.	454	Rose, James D.	647	Bergstad, Chad R.	1600	Hall, Claude
182	Eames, Steven W.	454	Satterfield, Lee R.	647	Bignell, Scott W.	1600	Quiles, Israel R.
191	Selz, Horst	454	Vance, Dennis W.	647	Carlson, Duane M.	1600	Ramirez, Victor
193	Bowers, Ralph D.	454	Wright, William D.	647	Jones, Allan F.	1600	Woods, Gene P.
197	Akley, Marvin F.	455	Frost, Jack L.	647	Rosenquist, Lee G.	1622	Stull, Terry
199	Buie, Hoyle A.	455	Kennedy, Larry W.	647	Seifert, Gary D.	2060	Hensley, Andrew J.
242	Grogan, Leo C.	455	Moore, Thomas E.	647	Stellmach, Randy S.	D337	Smith, William A.
242	Hoffman, Terry H.	455	Ross, Wilbert C.	647	Stensland, Gerald O.	D366	Andrade, Jose
242	Isdell, Michael W.	456	Purdy, Patrick R.	656	Elliott, Morris E.	D500	Hein, Thomas R.
263	Wilburn, Frank H.	483	Limes, Carl D.	656	Roberts, Freddie	D595	Vessels, John P.
357	Hayes, Gary A.	487	Adams, William D.	667	Meenach, Norman M.	D597	Jones, Dillian C.
357	Thompson, Johnnie E.	487	Lampereur, Phillip J.	667	Prowse, Johnny R.	M68	Mayes, Mitchell
359	Dmitrieff, N. J.	487	Uliana, Anthony T.	667	Shriver, Samuel S.	M68	Plowman, Herman
359	Herrington, Donald E.	500	Dellwo, Larry W.	684	Adams, Kenneth S.	S82	Kunes, Martin
359	Hoffmann, Helmut	502	Rader, Dewayne G.	684	Hobbs, Jack H.	S1978	Hernandez, Guillermo
359	McEachren, Drew I.	502	Veralrud Jr., Melvin D.	684	McGinnis, Timothy M.		
359	McGrail, Tony	531	Brown Jr., William W.	684	Mitchell Jr., Herbert H.		
359	Nicks, Douglas C.	531	Kearns, Thomas A.	684	Riddick, Herbert L.		

Early Boilermakers understood their opponent

In 1904, Boilermakers were on strike against the Santa Fe Coast Lines, demanding higher wages and better treatment. The Civil War had ended 39 years earlier; World War I was still a decade away. Women in the U.S. wouldn't win the right to vote for another 16 years. Canada was still a self-governing dominion of the British Empire, not yet fully independent.

At that time, there were 435 Boilermaker lodges across the United States and Canada, along with 139 Helpers' division lodges. Each one knew exactly why it existed: to counter the concentrated power of capital and gain a better standard of living for all.

The Boilermakers understood what was at stake. They knew that only through unity would workers win fair wages, safe working conditions and dignity on the job. They also knew that strikebreakers undermined that unity. To protect the collective cause, they blacklisted scabs and published their names and photos, urging all lodges to deny them re-entry into the union.

In the October 1904 issue of The Journal of the Brotherhood of Boilermakers and Iron Ship Builders of America, E.F. Lee's essay, Trade Unionism in the Best Interests of the Country, made a timeless argument: Strong unions are good for the nation. That truth hasn't changed in 121 years.

"The labor union is a natural and inevitable outgrowth of our industrial life; natural because it is in harmony with the trend of our life in all other phases; inevitable because without organization the laborer would have long since been reduced to abject poverty by merciless capitalists and colossal trusts. Economic, social and political welfare, and the welfare of society for the laborer, is the most fundamental factor of our industrial life. It demanded organization, and it came. Recognizing the absolute necessity for the organization of labor, U.S. Commissioner of Labor Hon. Carroll D. Wright said, 'The organization of capitalists necessitates the organization of labor. Corporate existence is met by organized labor. There is no other way at present, and this is the only true way.'

"Senator Mark A. Hanna echoed the same truth: 'The natural tendency in this country and the world over has been to selfishly appropriate the larger share of the benefit of capital. Why have we over 2 million men who have thought it worth their while to join trade unions? Because the conditions of modern industry today have forced them into organization.'"

John Mitchell Baer political cartoon circa 1930

The same forces are at work today. The power of organized labor remains the only effective counterbalance to the greed of capital. Yet, in 2025, workers are divided by artificial lines such as race, religion or political party, while the wealthy few continue to profit from that division. In the U.S., the top 1% now controls more wealth than the entire middle class.

But there is hope, and it's growing. Across North America, workers are rediscovering their collective strength. History shows that when unions grow, so does the prosperity of the middle class.

North America is once again in a Gilded Age. And just as in 1904, the cure for capitalist excess is a unified working class that is organized, determined and unwilling to be divided.

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