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Industrial Union Council gives manufacturing unions a united voice

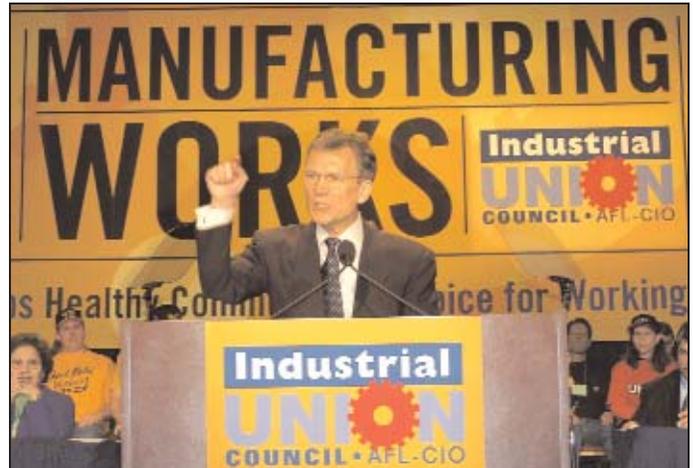
MORE THAN A THOUSAND delegates from 14 labor unions representing manufacturing workers met on Feb. 3 in Washington for the second legislative conference of the newly formed Industrial Union Council (IUC).

AFL-CIO Secretary-Treasurer and IUC Chairman Richard Trumka opened the meeting by commending last year's delegates for their success in making America's loss of manufacturing jobs an important issue in this year's presidential campaigns.

"We sent 3,000 manufacturing workers to Capitol Hill to spread the word, to put Congress on notice," he said. "You made a lasting impression."

The extent of that impression can be gauged by the passion from top Democratic leaders of both the House of Representatives and the Senate, who addressed the gathering.

Like many speakers at the conference, Democratic Senate Leader Tom Daschle wasted no time in blaming America's manufacturing job crisis



Senate Democratic Leader Tom Daschle rallies delegates before they go to Capitol Hill, saying, "Real recovery means jobs, good jobs, manufacturing jobs."

on President Bush. "George Bush says the economy is creating jobs, but let me tell you, China is one long commute."

Daschle gave delegates a little history lesson, explaining the difference between corporate attitudes of 50 years

ago and those of today: "Fifty years ago, Frank Abrams, the chairman of Standard Oil, said the job of management was 'to maintain an equitable and

See IUC CONFERENCE, page 4

Boilermakers sign with PCI Energy

Narrow-groove welding agreement ups man-hours

ON DEC. 17, Intl. Pres. Newton B. Jones signed a pre-hire agreement with PCI Energy Services LLC. Designated the Boilermakers National Specialty Agreement (NSA), this contract covers specialty work performed in the United States. PCI signed a similar agreement with the United Association (UA).

"This is a good agreement which guarantees not only negotiated wages and benefits, but also a substantial increase in man-hours for our

See PCI ENERGY, page 2



Boilermakers IP Newton B. Jones (r.) joins hands with UA General President Martin Maddaloni (l.) and PCI President Jim Noyes after signing new agreements.

Local 502 supports walk for cancer cure

Cancer survivors, families walk 24 hours in Alaska 'Relay for Life' fundraiser

AT MIDNIGHT on May 17, a single bagpiper led a procession around the dusky lanes of the Colony High School track near Palmer, Alaska. The only lights glowed from 500 decorated luminaries lining the track's course. Each luminary represented the soul of a loved one, lost to cancer.

In 1995, cancer became real for Jim McPherson, a 30-year, second-generation member of the Alaska branch of Local 502, Tacoma, Wash. His mother, Pearl LaVerne McPherson — wife of

retired member James B. McPherson — died of colon cancer. Nine years before, Jim's wife, Janell, faced the loss of her father, Wyley Bennett, to lung cancer. In 2000, Janell would learn that two of her sisters and her mother, Elsie Mayr, were diagnosed with breast cancer. The three women have beaten the cancer so far.

But with heartache also came a gratitude for life. With Jim's support, Janell decided to organize a team to participate in the American Cancer Society's (ACS) international community fundraising effort, Relay for Life. With the help of local branches of the ACS,

See LOCAL 502, page 16



Cancer survivors make the first lap to kick off the Matanuska Valley Relay for Life, May 16.

Local 104 signs pre-hire contract with Lincoln Industrial's new marine division

Ship repair Boilermakers get boost from Puget Sound facility

WITH THE HELP OF Intl. Rep. David Bunch, Seattle Local 104's Noel Bullock and Dick Wolf nailed down a contract with Lincoln Industrial Corporation's new marine division last year that puts Local 104 members back in a union shop.

The small, family-run company is located in Port Angeles, Wash., at the mouth of Puget Sound, a prime location for picking up repair work. Some Local 104 members had been working for Lincoln on various jobs, but without a contract.

Wolf has worked as a crew superintendent with Lincoln on many jobs over the years. When the company decided to open the marine division, Wolf said, they knew right away they wanted a contract with Local 104.

"More work is coming into our port from tanker companies and with gov-

ernment contracts with the Coast Guard and Navy," says Will Possenger, president of Lincoln Industrial. "The qualified Boilermakers in Port Angeles didn't want to work for a nonunion marine trade group, so we decided to get a contract with the Boilermakers."

Lincoln sends crews to where the work is, small or large jobs. Members do both repair work and modifications to the boats, such as hydraulic and boom changes and moving parts from one space to another. The members also work replacing pipes and decking and doing bulk head repair. Recently they completed a repair job for the U.S. Coast Guard in Astoria, Ore.

Bunch, a Boilermaker general organizer, said Bullock and Wolf were instrumental in the negotiations. They did the leg work, gathering practical knowledge about the company and keeping the ball rolling among the men.

"Organizing is about establishing a relationship and getting information about the company: who they are, what they want," he says. "These guys had the



Local 104 members complete a small repair job on the Alaska Tanker Corp.'s Boston in Vancouver, Wash. From left, Bob Reynolds, Brian Gagnon, Kevin Ulin, Don Swain, Dick Wolf, Robert Hoffner, Noel Bullock, and Intl. Rep. David Bunch.

willingness to gather information and work with the owner. If they don't portray the Boilermakers in a positive light, then I am not going to get very far."

The ship repair business is intermittent, Bunch says. Once the boat is fixed, your job sails away with it. Winning contracts like these ensures at least some sta-

bility for the members. Bullock, Wolf, and Bunch continue their organizing efforts with Washington Marine.

"We were there to get a decent contract and get the benefits those fellows really need so they don't start losing their pensions," Bunch said. □

PCI Energy

Continued from page 1

construction members," he said. PCI, a wholly-owned subsidiary of Westinghouse, performs specialty welding, primarily in the nuclear industry. In 2003 they worked 800,000 man-hours — all nonunion. They project more than one million man-hours in 2004.

The majority of the work will utilize PCI's proprietary narrow-groove

welding process. PCI will employ composite crews — Boilermaker and UA — and application of the agreement must be approved on a site-by-site basis.

"The Boilermakers look forward to a long and mutually beneficial relationship with PCI and with the United Association," Jones said. "Both United Association General President Madaloni and I are committed to ensuring that these agreements, and all work performed under them, are successful." □

Union Industries show offers 'America at its best'



Bricklayer Kurt Keller of Pittsburgh Bricklayers & Allied Crafts Local 9 instructs a youngster on technique at the 2003 Union Industries Show.

THE 2004 AFL-CIO Union Industries Show rolls into the St. Louis America's Center April 23-26. For four, free, fun-filled days, the public can see, touch, and even taste virtually everything U.S. union members make or do.

"This show has everything from union-raised, union-trained seeing-eye dogs to union-made wedding cakes, motorcycles, and blue jeans," says Charles Mercer, president of the AFL-CIO's Union Label and Service Trades Department.

Show visitors can expect demonstrations such as "high-iron" con-

struction work, silk-screening, and hair cutting. There will be raffles for new cars, Harley-Davidson motorcycles, and appliances. Students and job seekers can meet and discuss various trades with apprenticeship coordinators and representatives from dozens of industries.

Except for during World War II, the show has visited one U.S. city every year since 1938.

Show hours are 11 a.m. to 7 p.m. For more information, or to become an exhibitor, visit the show's Web site, www.unionindustriesshow.org. □

Volunteers needed for trials of promising anti-cancer drug

RESEARCHERS AT THE University of Southern California's Keck School of Medicine are completing Phase I trials of a new anti-cancer drug, Veglin, in patients with a wide variety of cancer. If the drug tests safe and effective, it could be a savior for patients suffering from a rare cancer, mesothelioma.

Mesothelioma is a cancer of the lining of the lung caused by exposure to asbestos. Only about 4,000 people contract the cancer every year; most are workers in the construction trades, including Boilermakers.

Because mesothelioma is such a rare disease, any union member, family, or friend with mesothelioma who is interested in participating in clinical trials should contact the research center.

"Mesothelioma is a very good disease on which to test this drug," said Dr. Parkash Gill, professor of medicine and pathology at the USC/Nor-

ris Comprehensive Cancer Center. "I expect it to have a direct effect on both tumor growth and production of fluid."

Phase II and III trials are expected to begin over the next year. In Phase II, researchers will test Veglin's effectiveness in shrinking the tumors of patients with advanced cancers.

To place your name on a list for this and other trials, e-mail Gerry Gorospe, research nurse for the clinical trials, at gorospe@usc.edu, or call 323-865-3923.

This research is being funded, in part, by the Mesothelioma Research Foundation of America. To speak to Dr. Gill about the trials, or to make a donation to mesothelioma research, contact Elizabeth Paul, executive director of the Mesothelioma Research Foundation of America, at 800-909-MESO or visit the Web site at www.mesorfa.org.

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A prize-winning newspaper

Local 169 restores Rouge Steel blast furnace



Local 169's Michael W. Brown and Michael L. Wright weld a support bracket for the final rebuilt downcomer section.



Brian Kidd and Harry Danula, both of Local 169, install a lower elbow seating in the rebuilt blast furnace.

Michigan steelmaker up and running again after fire and explosion

AFTER A JUNE 21 EXPLOSION and fire at Rouge Steel's "C" blast furnace in Dearborn, Mich., Local 169 Boilermakers found themselves geared up for a big job.

A water leak in the blast furnace led to the explosion, blowing the tip of the dust catcher off the top of the blast furnace, and moving the attached downcomer pipe 12 feet off center. No one was injured but Rouge saw a major

loss in production and income, as well as employment for workers.

The Boilermakers and other tradesmen worked two shifts, seven days a week, and completed their work on July 21 — right on target with their one-month deadline.

Workers used ingenuity and creative welding to join newly-fabricated sections to the existing fixtures. Rouge returned to its rated operating capacity on July 22, making its average 8,000 tons of steel per day at the plant.

"The work of the building trades was excellent," said Dave Morris, manager of engineering for Rouge

Steel. "The Boilermakers in particular were under the gun, and they really saved us with their dedication to getting the job done. But everybody cooperated and came through for us."

The "C" blast furnace was built in the 1940s at the Ford Rouge Plant, which was once the largest industrial complex in the world. Rouge Steel is independent of the Ford Motor Co. and is the nation's sixth largest integrated steel manufacturer.

"Building trades workers have enjoyed good employment from the

Rouge plant for more than 80 years," said iron worker Andy Payne, vice president of construction for Metro Industrial Contracting, the prime contractor on this project that has a long history with Rouge Steel. "Now we were able to help Rouge Steel, a good customer, in their time of need. I think the union trades did something that no one else would have been able to do. I'm proud as hell of these people." □

Adapted from a story by Marty Mulcahy, published in Building Tradesmen. Photos also by Mulcahy.

NTL members build tank for special-needs camp



These NTL members are working at the Victory Junction Gang Camp, a retreat for seriously ill children.

Family of NASCAR driver Adam Petty funds camp for children with chronic or life-threatening illnesses

WORKING FOR CALDWELL TANK, members of the National Transient Lodge (NTL) are building a 150,000-gallon water tower for the Victory Junction Gang Camp, a retreat for seriously ill children scheduled to open in the summer of 2004.

"These members feel especially proud of this project, knowing their work will benefit so many sick children," said Intl. Rep. Al Watts.

Erecting the tower are NTL members Gary Day, Albert Dietrich, foreman Michael Dietrich, Curtis Springman, and Tim Vaughn.

Kyle Petty, CEO of Petty Enterprises, and his wife, Pattie Huffman Petty, are building the Victory Junction Gang Camp in honor of their son, Adam Petty. Adam, 19, the first fourth-generation driver in Winston Cup history, was killed May 12, 2000, during practice at the New Hampshire International Speedway.

The camp will be located in Level Cross, N.C., on property donated by Adam's grandparents, Richard and Lynda Petty. It is the seventh in the network of Hole in the Wall Gang Camps founded by Paul Newman, joining camps in Connecticut, Florida, New York, California, Ireland, and France.

Kyle first visited the Florida camp, Camp Boggy Creek, in 1997, and returned with his wife on a charity motorcycle ride in 1998. Upon seeing the camp, Pattie said, "We need to bring this kind of miracle to the children back home."

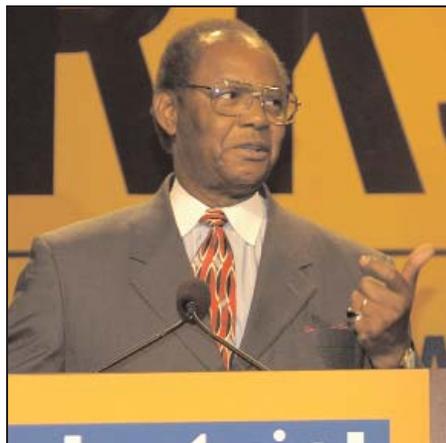
The vision crystallized following Adam's death, when his brother Austin chose to spend his summer as a lifeguard and counselor at Camp Boggy Creek. The entire Petty family became regular visitors to the camp on trips to visit Austin, and strengthened their commitment to build a camp in North Carolina.



Hired by Caldwell Tank, members are erecting this 150,000-gallon water tower for a park founded in honor of fourth-generation NASCAR driver Adam Petty.

A needs assessment, completed by the Center for Research on Chronic Illnesses at the University of North Carolina at Chapel Hill's School of Nursing, identified more than 235,000 children in North Carolina, South Carolina, and Virginia who might benefit from a medical camp.

The Victory Junction Gang Camp will serve children in these three states with a full summer camping program as well as family retreat weekends throughout the year. It is scheduled to open this summer. □



LEFT: AFL-CIO Secretary-Treasurer Richard Trumka: "Blind loyalty to free trade is beginning to crack."
CENTER: AFSCME Secretary-Treasurer Bill Lucy: "We will not remain the strongest nation on the face of the earth ... by frying chicken and hamburgers and selling them to each other."
RIGHT: Democratic House Leader Nancy Pelosi: "This [presidential] election matters because manufacturing matters."

IUC Conference

Continued from page 1

working balance among the claims of stockholders, employees, customers, and the public at large."

"But something went wrong. Today, Americans are working harder than ever before — more hours per year than workers in any other industrialized nation on earth. American workers are living up to their responsibility.

"You're playing by the rules and you're trying to build up our country," Daschle said. "But some corporations don't think the rules apply to them."

He told about an accountant who advised some clients about the advantages of off-shore tax havens. The accountant mentioned the downside of these off-shore accounts is they threaten United States patriotism.

"But without taking a breath, he finished, 'Profits need to come before patriotism.'"

Daschle blamed this attitude on the president.

"Big businesses are walking jobs out of the country, and the White House has decided to hold open the door," he said. "[T]he White House has been working on behalf of these companies. They've been setting policy to benefit the companies that ... [move] jobs and tax dollars overseas. Three times, Democrats have tried to close the offshore tax haven loophole. Three times, the president and House Republicans said no."

Daschle's formula for rebuilding the economy so that it provides opportunity for workers includes protecting the jobs we have, retraining workers who lose jobs in plant closings, extending unemployment benefits, making the minimum wage a living wage, and undoing Bush's Medicare bill, which opens the door for the privatization and eventual destruction of Medicare.

"[Medicare] has been a basic right of workers for 65 years, and we're not going to rest until it's restored."

Manufacturing jobs matter

A RECURRING THEME during the conference was that manufacturing jobs are important for the future of our country. House Democratic Leader Nancy Pelosi explained that each manufacturing job creates at

least four other jobs. "We cannot ensure a strong military and protect the American homeland without a strong industrial and manufacturing base," she said. "Manufacturing matters to the financial security of millions of families because union wages can make the difference between living in poverty and living the American Dream."

She told the story of an autoworker in Michigan who lost his job in 2001 and has been unable to find anything that will let him support his family.

"For more than two years, Marc looked for work. He and his wife had a baby on the way. Then his unemployment insurance ran out. He sent out dozens of resumes. For a while, he delivered pizza. The mortgages, medical bills, they all piled up. Now he and his wife are \$170,000 in debt. They have

filed for bankruptcy, and the bank is foreclosing on their home. Last month, Marc finally found a job — with a competitor of his old company. It's not a union job yet, but Marc and his co-workers are in negotiations."

And yet, despite his hardships, Marc hasn't given up on America's promise.

"This country was built on hard work," he told Pelosi. "I know it's cheaper to make [things] someplace else. But I deserve my chance [at] the American Dream. Someone has to stand up and do something for our country."

She went on to explain how President Bush is destroying the American Dream for Marc and millions of other workers.

"With his dangerous economic plan and distorted budget priorities," she said, "President Bush is undermining the values that define our country —

he is limiting opportunity, he is evading responsibility, and he is destroying community."

The economy — then and now

BILL LUCY, PRESIDENT of the Coalition of Black Trade Unionists, contrasted the U.S. economy under Presidents Clinton and George W. Bush.

"For eight years, we enjoyed the longest economic expansion in 60 years. Family income was up. Net spendable income was up. Home ownership was at an all-time high. Twenty-two million new jobs were created. Unemployment was 3.7 percent — the lowest in 50 years. Crime declined for five consecutive years. Bankruptcies — business and personal — were declining. Poverty was decreasing.

Continued on page 5



IUC Legislative Agenda

- **STOP** the Central American Free Trade Agreement (CAFTA).
- **REQUIRE** China to meet its international obligations.
- **REPLACE** the Foreign Sales Corporation Tax with tax incentives that help keep jobs in the United States.
- **REQUIRE** the U.S. government to buy American-made products.
- **SUPPORT** the Employee Freedom of Choice Act.
- **OPPOSE** the overtime take-away and comp time legislation.
- **SUPPORT** legislation to address retiree health care costs.
- **FIX** the Medicare prescription drug law so retirees retain their coverage.

Continued from page 4

"More sons and daughters of working people were going to colleges and universities than ever before. The national budget was balanced for the first time in decades, we had a \$236 billion surplus, and we were paying down the national debt."

Lucy then compared the United States of three years ago to today.

"Now, income is stagnant or declining. Unemployment is 5.9 percent, and in double digits for people of color. Bankruptcies are at record levels — personal and small business. Foreclosures are escalating. Crime is on the rise. Poverty is on the increase — 1.7 million in three years, many from middle class.

"College tuition is escalating beyond the reach of many. Two-and-a-half million manufacturing jobs are gone. Eight hundred and fifty thousand federal jobs are being downsized and privatized, [yet we have] a federal budget deficit of \$500 billion [and a] \$500 billion trade deficit."

Lucy rejected the commonly heard opinion that Bush's war on terror is causing all this job loss, pointing out that between Bush's inauguration and Sept. 11, 2001, the country lost 900,000 jobs; since the "war on terror" began, the rate of job loss has actually slowed.

"[O]ur situation is not an accident of economic planning and policy, but rather a direct result of decisions to de-industrialize this nation, to force our workers to compete with Pakistan and Czechoslovakia and the *maquiladoras* of Mexico," Lucy said. "They are continuing to use NAFTA, while moving forward with CAFTA and the Free Trade Area of the Americas (FTAA) to continue this race to the bottom."

When manufacturing jobs disappear, workers must work for lower wages in the service sector, Lucy said. All of the recent job gains President Bush is crowing about have been in service industry, most of them in fast-food restaurants.

"[W]e will not remain the strongest nation on the face of the earth with the highest standard of living by frying chicken and hamburgers and selling them to each other," he said.

He warned that we must not let our fear of terrorists distract us from the damage our own politicians are doing to this country through "the continued maldistribution of our national resources and opportunities."

'Blind loyalty' begins to crack

TRUMKA ENDED the conference by pointing out that many business own-

Another cover-up? Packing tape hides the bad news



Job losses cannot be hidden this easily

WHEN PRESIDENT BUSH visited a small business in St. Louis on Jan. 22, 2003, to promote his tax cuts, his answer to the problem of manufacturing jobs moving overseas was

revealed: packing tape. Behind him is a false backdrop painted with boxes that say "Made in U.S.A."

In front of him are the company's real boxes — with tape concealing the words "Made in China." If only tape could fix our economy.

ers are beginning to support our position on trade.

"[Manufacturing] is the productivity leader in the economy," Trumka said. "It accounts for two-thirds of all research and development investment and is a primary source of innovation. It is the leading purchaser of new technology, financial, and technical services, and it has been a ladder to the middle class for tens of millions of American families. And Bush and his buddies say [it] doesn't matter.

"Blind loyalty to free trade [is] beginning to crack. Splits [are] growing in the business community between multinational corporations and smaller domestic manufacturers," he said. "We found conservative Republican allies, under siege from local manufacturers, joining with Democrats."

But he warned that the "Bush administration's assault on workers has been relentless... eliminating the 40-hour work week... eliminating overtime pay for eight million workers and health care."

And he showed a videotape illustrating how riot police attacked some of the

20,000 trade unionists, seniors, environmentalists, and community organizers who were demonstrating at the FTAA meetings in Miami in November.

"We saw the heavy hand of homeland security come face-to-face with our freedom of speech, our freedom of assembly," he said. "This administration put \$8 million in the Iraq budget for security at the FTAA ministerial. They used our money to try and crush our civil liberties."

Still, the demonstrations were successful, as FTAA negotiations ended early with no agreement. Now it is up to workers to stop CAFTA — the Central American Free Trade Agreement.

"CAFTA is coming soon. It must be stopped dead in its tracks as well as any other agreements such as FTAA, Thailand, and others that refuse to include meaningful protections for workers rights," Trumka said.

Referring to industrialized nations like Denmark, Germany, and Japan that support their manufacturing base in order to preserve good-paying jobs for their citizens, Trumka said, "This nation is not committed to manufacturing in

the same way our competitors are. Corporate interests that place the 'free market' and their interests above employment and national security concerns dominate the government."

Trumka outlined the multi-level approach the IUC is taking to protect manufacturing jobs in the United States. Key to their plan is the upcoming presidential election, which will be decided in several battleground states that have lost hundreds of thousands of manufacturing jobs — Ohio, Michigan, Missouri, Florida, and Washington.

But politics is not the entire strategy. "The Industrial Union Council... will continue to pursue an aggressive strategy on trade inside and outside of Congress, including seeking alliances with like-minded businesses," he said.

In the end, the only way to ensure that good-paying manufacturing jobs stay in the U.S. is to make America understand how much they are needed. □

For more information on the IUC and manufacturing in America, visit www.aflcio.org/manufacturing/

Local 502 crew excels in Alaska



This L-502 crew demonstrated the Boilermaker Advantage to Crowley Maritime by completing a quality job ahead of schedule and accident free. L. to r., foreman Roy Vorhoff, Ernie Vorhoff, Ken "CornerWeld" Little, Jay Brassfield, Craig Stewart, Dan Evans, John Erickson, Dan Fountain, and Dan King.

Members build tanks under budget, ahead of schedule, accident free

THE CROWLEY MARITIME Corp. knows all about the advantage of hiring Boilermaker contractors. They learned first-hand when they hired the Morse Construction Group to build their tanks, and members of Local 502, Tacoma, Wash., showed up at the job site.

In just six weeks, this Boilermaker crew built six bulk-fuel tanks, keeping the job under budget, ahead of schedule, and accident free.

"This is another good example of Boilermakers finishing ahead of schedule in a competitive market with nonunion contractors," said Local 502 BM-ST Randy Robbins.

According to Ray Maw of the Morse Construction Group, part of the job's success is due to their relationship with the client and their ability to work together as a team with Local 502.

"Local 502 provided quality individuals whose craftsmanship was outstanding," Maw said. "This type of a partnering relationship allowed us 100 percent selectability, making for a successful project."

Robbins said the crew built two 60-by-40-foot tanks and four 73-by-40-foot tanks for Crowley's new tank farm in Bethel, Alaska. This farm can now store about five million gallons of bulk petroleum products, including jet fuel, aviation gasoline, heating oil, and unleaded gasoline for commercial, aviation, government, and individual consumers. □

Local 105 completes SCR



Members of Local 105 are in Moscow, Ohio, completing an SCR project for B&W, AEP, and Cinergy. They are using one of the largest cranes in North America to work on the SCR project.

Members unload and assemble hundreds of tons of ductwork

MEMBERS OF LOCAL 105, Chillicothe, Ohio, have earned kudos for their work on the Zimmer Selective Catalytic Reduction (SCR) project in Moscow, Ohio.

Jeff Lacey, a Local 105 member who worked as a supervisor for Babcock & Wilcox (B&W) on the project, said the crew performed the work "in an unbelievable time frame. This type of excellence is very profitable to our cus-

tomers, contractors, and our craft in general," he said.

Using one of the largest cranes in North America — an 88 D-Mag that was shipped from Germany for this project — the Local 105 crew unloaded and assembled several hundred tons of huge, awkward ductwork that arrived on the site on barges. They then set the ductwork and disassembled the crane with a 21,000 and 2250 Manitowoc.

"Speaking on behalf of B&W, AEP, and Cinergy, we thank these men for their safe, quality craftsmanship that resulted in a very profitable job," said Lacey. □

Good Job!

Letters of Praise from Owners & Employers

Cinergy praises Local 374 for boiler outage performance

CINERGY'S WABASH RIVER Generating Station Unit 4 boiler outage was a success this year due to the hard work of the Boilermakers from Local 374, Hammond, Ind., working for Sterling Boiler Mechanical, Inc. Specifically, the quality of their work was noticeable on the economizer, re-heater, and steam generator replacement projects. Safety performance was also exemplary and compliance with items found during daily walk-downs fostered a safe working atmosphere.

The project benefited from the leadership provided by site superintendent Dan Heeke and general foremen Pat Bradley and Pat Neu. All were committed to quality work and meeting the schedule and bottom line. Several changes were encountered on this project, including major modifications to the economizer support structure that were not in the original plan, removal of assembly sections embedded in refractory and ash, and controlling work activities at multiple overhead concerns.

Completing this work in the tight outage time frame, with only one first aid case, is truly an accomplishment. In addition, no leaks were found during hydrostatic and air testing. The ability of Local 374 to provide quality welders and personnel was also clearly evident and appreciated. The local members worked well with station personnel and other contract personnel on site for the outage. Several open shop contractors were also working the outage, and the interfacing activities were handled professionally.

It is our pleasure to convey this information to you and to provide assurance that Cinergy Wabash River Station is a satisfied customer.

MICHAEL WERTZ, project manager
Engineering and Construction
Cinergy Wabash River Station

L-60 members' expertise impresses ISU staff

AS ASSISTANT CHIEF operating engineer of the power plant at Illinois State University, I would like to take this opportunity to express my appreciation for a job well done. ISU recently contracted with Kickham Boilers to re-tube a Trane boiler. As part of the overall contract, Kickham foreman Steve Bradley and stewards Darryl Koehn, Tom Iwanicki, and Gary Darrow removed and replaced boiler tubes and re-skinned the boiler.

It was clear that these gentlemen took pride in their work. They kept the work area clean and safe, minimizing any disruptions with the daily boiler room operation. By their ability to work closely with the Kickham representative, I was informed daily of the progress of the project, which was completed ahead of schedule.

It is a pleasure to work with an outside trade that takes ownership in providing a professional service, using talented, conscientious, and hard-working personnel.

CHUCK FLEMING
Asst. Chief Operating Engineer
Illinois State University

Steel City looks forward to working with Local 92 again

IT IS A PLEASURE to write this letter concerning the supervision and craftsmen provided Steel City on the Silverhawk project in Las Vegas.

General foreman Mark Hanson and foremen John Blevins and Chris Fremonto all represented Local 92 in an exemplary fashion. They exceeded our expectations and contributed greatly in the profits we made on this project. The journeymen and apprentices — Nick Ashkenazi, Michael Bannan, Juan Benavides, Tom Blevins, Gary Gulley, Gary Hatcher, Michael Hatcher, David Madrid, Victor McCord, Seyed Moosavi, Oney Pineda, Harvey Rickard, Melvin Slim, George Snyder, and Michael Sutherland — worked in difficult conditions and performed their work very safely and with the highest quality.

I look forward to working together on future projects.

MONROE BRUCE, project manager
Steel City, Inc.

L-60 members identify air leaks, minimize downtime

AFTER THREE GRUELING days searching the condenser for points of air in-leakage, station personnel identified and repaired leaks on the condenser's piping attachments on Oct. 30, and brought the station back to full power on the evening of Oct. 31.

I want to express my appreciation to the leadership of Local 60 and to the Boilermakers who fully manned the job on extremely short notice. Your team's timely support of our request to man our project with 44 Boilermakers on Sunday, Oct. 26, with only a 36-hour notice, was a formidable task that was done very well. The Boilermakers were requisitioned to repair or replace the condenser boot seal, should the boot seal be found to be the culprit for the air in-leakage. Fortunately for the station, the leaks were found to be in piping adjacent to the condenser and the downtime for the outage was minimized. I have confidence that should the Boilermakers have been called up to repair the boot seal, that it would have been done expeditiously.

Once again, thank you for your tremendous support in manning the job on short notice and your management of the problems that came along with the difficult task.

DAN BROWN, site manager
The Venture
Newberg-Perini Stone & Webster, JV

L-30 members excel in valve replacement job

Working for NBW, members participate in nation's largest SCR project

MEMBERS OF LOCAL 30, Greensboro, N.C., have earned high praise from National Boiler Works, Inc. (NBW) for a job they performed at Duke Power's Belews Creek Steam Station in Belews Lake, N.C.

"Boilermakers performed the tasks safely while maintaining the highest level of quality," wrote NBW Pres. Burgess J. Holt. "Their rigging and welding talents were second to none throughout this project.

"The Boilermakers Local 30 dispatched were highly skilled and qualified," Holt reported. "We had 10 welders take a very stringent test and everyone passed. This is a most unusual feat."

Not only did Local 30 send talented Boilermakers, but BM-ST Richard Chilton also recommended 29-year

member Richard Barber Jr. as project superintendent.

"Our workload at the time the project was planned to start was extremely heavy and we did not have any supervision available to manage this project," wrote Holt. "[Chilton] mentioned that he knew of an excellent superintendent who was just finishing a job in North Dakota.

"We contacted Barber and in a phone interview immediately hired him to manage the project," Holt said. "Richard met with Duke Power personnel, developed a project schedule, equipment list, and employed all the Boilermakers for the project work."

It was the first time NBW worked for Duke Power, and NBW hired Local 30 members to replace two 18-inch heavy wall valves during the station's 2003 SCR outage.

"Some people in Duke's system would have rather had a valve specialty contractor, but we completed



These Local 30 members replaced valves at Duke Power's Belews Creek massive SCR project, the largest of its kind in the nation.

that job and are 80 percent completed on our next job for this customer," Barber said. "I believe we will leave Belews Creek with the four things all successful jobs require — zero accidents, on-time completion, a customer that is glad he hired a union contractor, and a contractor that makes a profit.

"If more contractors would take a look at the work in the Carolinas, they would see that there is a market and we

have the people who will get the job done," Barber said.

Chilton couldn't agree more. "This shows that money can be made on small jobs in North Carolina," Chilton said. "We have tons of work like this and no contractors to bid it. If you are interested in loads of small jobs, then it's like the game show, The Price is Right. 'Come on down' and we'll make sure you don't regret it." □

Locals 106, 433 add to juice tank technology

Enerfab credits Boilermaker ingenuity for helping create award-winning storage equipment

WHEN OHIO-BASED Enerfab needed to face competing technologies in the juice storage business, president and CEO Wendell Bell counted on Boilermakers to do the job right.

From fabrication by Local 106 in Cincinnati to on-site assembly by Local 433 in Florida, the Boilermakers constructed aseptic storage tanks for Tropicana, the world's largest orange juice producer.

In Enerfab's shop in Cincinnati, Local 106 fabricates the parts. Components are then shipped to the Bradenton, Fla., work site where they are assembled by members of Local 433, Tampa, Fla., and NTL members.

The most recent tank they completed can hold 1.5 million gallons of Tropicana's juice. The tank is 61 feet in diameter, assembled on a concrete bed in seven successive courses, or "rings," reaching a final height of 77 feet. The head with jig weighs over 60,000 pounds and is set in place on top of a 14-inch compression bar.

The tanks are then sandblasted and sprayed inside with Lastiglas/Munkadur, a chemical-resistant epoxy tank lining, based on a 100-percent-solids, two-component epoxy, capable of being applied in a one-coat, high-build application. It cures to a smooth, glass-like finish, averaging 20 mm in thickness, and provides acid and alkali resistance in a wide range of applications.

According to L-433 BM-ST Edgar "Crab" Lariscy, 28 Boilermakers have been putting in 60-hour weeks since July 1 on the project. The workers are dedicated to the project, he said, because their contractor consistently provides challenging work.

"Enerfab is one of my favorite contractors," Lariscy says. "It is a pleasure to have them in my territory."

Formerly known as Bishopric Products, Inc., Enerfab developed patents for aseptic bulk storage with Purdue University in 1972. In 1976, the patent earned Bishopric and Purdue the Insti-

tute of Food Technologists' (IFT) Food Technology Industrial Achievement Award. In 1989, the IFT selected aseptic processing as the most significant innovation in food science since 1939. Boilermaker ingenuity, Bell says, has contributed to evolving development of this technology.

"On this particular product and industry, the Boilermakers work with us as a team to be able to come up with a way to compete with new technology," Bell says. "Now we are able to get our system going less expensively than the competing technology and our feeling is at a higher quality."

Bell, a former field construction Boilermaker and chairman of the National Association of Boilermaker Employers, has been with Enerfab for 13 years and says that his company is "joined at the hip" with Boilermakers. "They have been one of the most innovative crafts out there for years," he says. □



Construction Boilermakers set the head of a 1.5 million gallon juice tank at an Enerfab work site in Florida.

Local 584 builds heat exchanger

MEMBERS OF LOCAL 584 have finished construction of the largest-diameter heat exchanger ever constructed at Southern Heat Exchanger in Tuscaloosa, Ala.

Built for Rohm and Haas Texas, Inc., a specialty chemical company, the unit weighs 134,250 pounds, is 33-feet long, and has a diameter of 155 inches, reports Intl. Rep. Warren Fairley. It is made out of stainless steel and has 4,153 one-inch diameter outside tubes.

Local 584 has represented employees of Southern Heat Exchanger since the lodge was chartered in 1964. A year ago, the members ratified a labor agreement with Southern Heat gaining



Members of Local 584 pose in front of a heat exchanger they built for Rohm and Haas Texas, Inc., at Southern Heat Exchanger in Tuscaloosa, Ala.

improvements in both wages and pension. According to Fairley, the local has maintained a 100 percent union mem-

bership rate at this right-to-work site since at least 1986. □

AFL-CIO study shows nonunion programs graduate fewer, less-qualified apprentices

Building and Construction Trades Department calls for apprenticeship program investigation

THE RESULTS of a study conducted by The AFL-CIO's Building and Construction Trades Department (BCTD) has confirmed what trades members have known for years: union programs are far more successful at training apprentices than nonunion apprenticeship programs.

The study of the Associated Builders and Contractors (ABC) apprenticeship programs, one of the highest-profile nonunion training programs in the trades, covered 1997 through 2001 and 36 states. The findings show that, on average nationwide, union programs train 72 percent of all construction apprentices. In contrast, the nonunion ABC programs tend to produce, overall, twice as many drop-outs as they do graduates.

BCTD President Edward Sullivan has called on U.S. Labor Secretary Elaine Chao to investigate the nation's construction apprenticeship program system.

"The strength of America's construction industry depends on skilled craftsmanship," Sullivan said in his letter to Chao. "Any misuse of the apprenticeship system undermines the industry's future, and potentially defrauds construction workers."

Apprenticeship programs are regulated by the U.S. Department of Labor's Office of Apprenticeship, Training, Employer, and Labor Services (OATELS) and various state apprenticeship councils. All registered programs are eligible for federal and state allocations and grant money. The

BCTD and other labor groups want more stringent standards to regulate programs that take advantage of these funds and have access to these lower-paid workers.

The call for the investigation comes at a time when Rep. Roger Wicker, R-Miss., is sponsoring the Apprenticeship Enhancement Act of 2003, legislation backed by the ABC. It would "streamline" the Labor Department's apprenticeship approval process and create loopholes for contractors to get certified apprenticeship programs without adhering to federal apprenticeship standards. This legislation would jeopardize the overall quality of the program.

Dale "Skipper" Branscum, director of the Boilermakers' Construction Division, says Sullivan's call to action is necessary to maintain the integrity of the title of journeyman.

"It is incumbent upon the construction industry as a whole to demand the highest standards in our training and apprenticeship programs," Branscum says. "If we as a nation are to rely on the skills produced by our industry's apprenticeship programs, then we must weed out those programs that fail to produce an acceptable product."

The BCTD wants Chao to investigate the cause for high cancellation rates; to establish minimum graduation rates for all programs created by the craft; to create a monitoring process; and to terminate the registration of programs that fail to meet the new standards.

It is incumbent upon the construction industry as a whole to demand the highest standards in our training and apprenticeship programs.

— Dale "Skipper" Branscum
Director of Construction Division

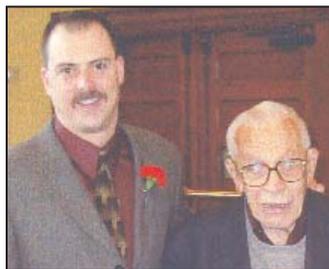
Harvard Professor Emeritus John Dunlop passes away

AT LEAST THREE generations of labor leaders worked with and sought the counsel of John Dunlop, an economist and labor negotiator who passed away Oct. 2, 2003, of complications from heart and kidney disease.

Dunlop, a founding faculty member of the Harvard Trade Union Program in Cambridge, Mass., served as dean of Harvard's Faculty of Arts and Sciences from 1969 to 1973, and as labor secretary in the Ford administration from March 1975 until January 1976.

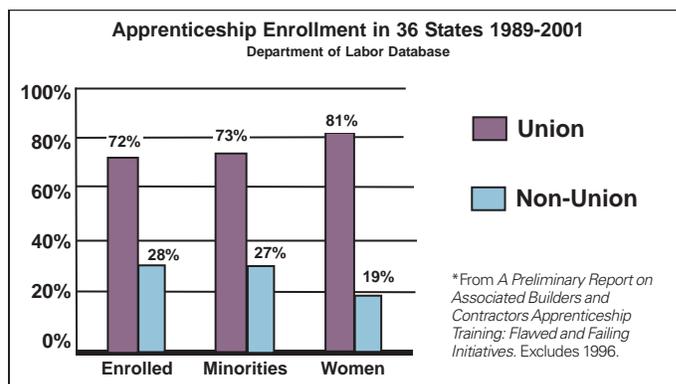
In March 2003, Intl. Rep. Marty Stanton graduated from the 61st annual Harvard Trade Union Program, joining a large group of Boilermaker alumni, including Intl. Pres. Newton B. Jones, who graduated in 1985, and Intl. Pres. Emeritus Charles W. Jones, a 1947 graduate. All were students of Dunlop, who taught at Harvard since the trade program began in 1942.

The program is an intensive, six-week residential session designed for



Intl. Rep. Marty Stanton (l.) at graduation services with Harvard Professor Emeritus John Dunlop.

union leaders and senior staff. It is comparable to the advanced education that Harvard University offers to executive-level individuals in business and government. It teaches the essential skills for the management and leadership of unions, as well as provides a unique opportunity to explore key issues for the labor movement. □



The results mesh with a similar study from 2002 of West Virginia building trades apprenticeship programs conducted by the Institute for Labor Studies and Research at West Virginia University. This study, commissioned by West Virginia's Affiliated Construction Trades foundation (ACT), found that of the 3,194 apprentices trained in the state's 17 trades during the 1990s, 95 percent of them were in union-related programs. During the 1990s, union programs graduated 1,180 apprentices, whereas nonunion programs graduated only seven. One-third of programs receiving funding are nonunion, the study noted, but only about a half of a percent of graduated apprentices comes from these programs.

Raymond "B.B." Smith, legislative representative for the ACT and a member of Local 667, said the ACT felt compelled to establish hard evidence that nonunion programs are not generating the same quantity of apprentices.

"When we graduate apprentices, they come out with a living wage, a

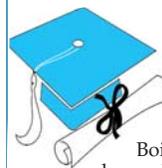
pension program, with a job with health care and safety training," Smith says. "If there are X amount of dollars divided up for training, we are saying that [nonunion programs] don't deserve that money if they are not producing the product."

In December, Anthony Swoope, administrator of the OATELS, responded to Sullivan's letter. Swoope reported that Chao is "committed to expanding and building on the quality of the apprenticeship training program" through the department's work with the Advancing Apprenticeship Initiative (AAI) and the Advisory Committee on Apprenticeship (ACA).

Swoope noted that George Bliss, director of training for the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry, is "ably representing the building and construction trades as vice chair for labor on the ACA."

"I am pleased to learn about the good work being performed by George Bliss," said Sullivan. □

How to Apply For a Boilermaker Scholarship



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

Boilermaker scholarships are open to high school seniors who will be entering their first year of a two- or four-year academic program at a degree-granting, accredited college or university within one year of their high school graduation and who are dependents of Boilermaker members in good standing.

A dependent may be a son, daughter, legally adopted child, or other dependent of an active, retired, disabled, or deceased member.

Winners are chosen based on a variety of criteria that include grades, standardized test scores, extracurricular activities, and a written essay on an assigned topic.

The 2004 essay topic is "How can the Boilermakers union be marketed more effectively?"

Applications for the 2004 awards are available from your local lodge and will be accepted from January 1 to March 31, 2004. Applications post-marked after the March 31, 2004 deadline cannot be considered for the competition.

Contact your local lodge to get an application. The International will not mail applications to individuals.

Some local lodges have their own scholarship programs. Scholarships are also available through the Union Plus credit card program and some state and regional labor councils.

For information on their scholarship programs, contact these organizations directly.

New training center reenergizes Local 263

Apprentices get a break from hardship of travel

MEMBERS OF Local 263, Memphis, Tenn., used persistence, hard work, good communication, and the help of District 57 and the International to give their apprentice training program a new lease on life.

Since 2000, member volunteers have rolled up their sleeves and donated their skills to turn an old welding shop into a first-class training center, meeting hall, office space, and Local 263's hub.

"We went from nothing to a training center with 10 welding booths, rigging pads, modules, and training classrooms," says Mike Allen, Local 263 business manager. "We had volunteers doing everything from pouring concrete to doing carpentry in the building."

In the late 1990s, the local was turning out fewer than 10 apprentices every year. Almost all training, includ-

ing hours of rigging workshops, classroom work, and welding practice, had to be completed at other facilities. Southeast Area International Vice President Sam May, who was BM-ES for District 57 at the time, says the situation was unwieldy and exhausting for the apprentices.

"Prior to this, we had to send apprentices to Kansas City for training all the time and that was a real hardship on them," May says. "They had to stay away from home, and the training was usually during the peak workload. Some of these guys might not work more than six weeks and they were starving to death."

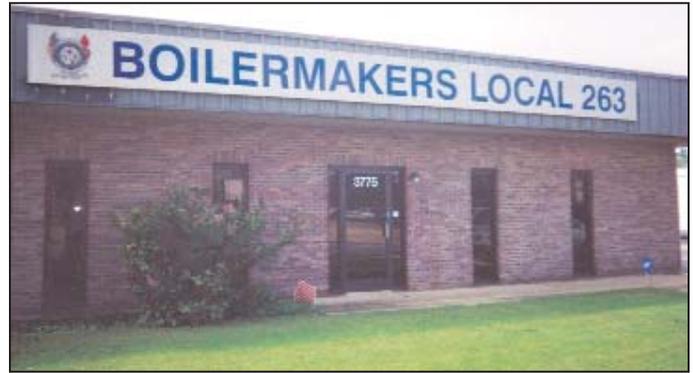
"When we were sensing they were quitting because of this, we started opening local training centers."

In the last five years, training centers have opened in every District 57 local, including Local 453 in Knoxville, Tenn., Local 454 in Chattanooga, Tenn., Local 455 in Sheffield, Ala., and Local 687 in Charleston, S.C. These centers helped train Local 263 apprentices while the Memphis facility was being renovated.

Ed Vance, BM-ES for District 57, says these new centers have contributed to the growth in apprentice training in the Southeast area.

"Each and every training center is doing a fabulous job," he said. "We've graduated more apprentices this year

L-263 apprentice Marlena Potts (left) welds beams for a new rigging pad.



Memphis Local 263 members volunteered hundreds of hours to convert an old welding shop into an apprenticeship training center, meeting hall, and offices.

than the Southeast used to graduate in the whole area."

Since 2000, according to May, Local 263 has had 52 apprentices, 27 who graduated this year. The local's instructors, J.D. Liner and Clyde Brown, relate well with the apprentices, Allen says.

May says Allen has followed in the footsteps of other local business managers, stepping up enrollment by staying upbeat and connected with his members while pushing the apprentices to finish.

Allen was appointed business manager in 2000. He tries to maintain a good relationship with his members; it shows in the volunteer turnouts he has had for training center projects.

"I have been here for 27 years, and now that I am on the other side of the

fence, I see things differently," Allen says. "Education and communication are the biggest things. Educate your members and show them the opportunities they have to go out there, to make money and travel."

Allen credits May and IP Newton Jones, then IVP for the Southeast region, for giving Local 263 the financial support and guidance it needed to develop the program.

"Thanks to Sam, Newton, and the BNAP [the Boilermakers National Apprentice Program], we feel like we have a first-class training center here," Allen says. "We have been reenergized. We've got a good brotherhood here. We've got good people, and we want to be able to educate and train them." □

L-60 apprentices win area AWS awards

Instructor Bob Branan guides welders from high school through Boilermaker apprentice program

LOCAL 60 apprentices Joe Eppy and Brandon Allonby won first and second prize, respectively, in the combined trades division of the Peoria Section American Welding Society welding contest last March.

Contestants had 90 minutes to prepare and demonstrate techniques in SMAW (stick), GMAW (MIG), GTAW (TIG), and a combination division that included these three with flame and/or plasma cutting, and layout. Welding in both the combined trades and high school student divisions included flat and out-of-position joints, plate and sheet, ferrous and non-ferrous metals, and straight and circular welds. The contest was held on the Illinois Central College campus.

Eppy and Allonby are among 47 apprentices at Local 60 trained by Bob Branan, a Boilermaker who turned back trouble into a boon for Local 60 and Peoria. A trained welder, Branan went on to complete his degree in engineering in 2001, after he was injured. His studies support the emphasis he puts on the mathematical and fundamental parts of the welding.

"We stress to them welding is not just the techniques," he says. "There are a lot of aspects they need to learn. I'm really hopeful for them to take our place. It's nice to know we have that kind of talent."

Darren Lindée, a Boilermaker graduate apprentice, assists Branan with the training.



Local 60 instructor Bob Branan, center, congratulates apprentices Brandon Allonby (l.) and Joe Eppy (r.) for earning second and first place, respectively, in the Peoria-area American Welding Society (AWS) contest.

Ed Hebert, BM-ST for Local 60, says Branan combines a strict dedication to the welding craft with a gentler touch with his apprentices.

"He isn't overly hard and overbearing on the apprentices, but he tries to instill the idea that they shouldn't be satisfied with just 'good enough,'" Hebert says. "It needs to be a practicing art, one where you are constantly making yourself better and picking up new styles."

Branan also teaches East Peoria Community High School welders through a cooperative with Illinois Central College. Each week, the students attend 10 hours of welding and welding technology training at the college's newly renovated workshop. When they finish high school, some students have as many as 600 hours of welding training. Roughly 30 percent of the students who

complete the high school's welding skills program eventually pursue an industrial technologies career.

The high school's welding team has won the annual Mid-Illini Welding Contest for 21 years in a row. This is Branan's first year with the high school students. Branan's work with the students at the high school level, Hebert says, has meant they come into the apprenticeship program better trained and with a little bit of knowledge.

"Bob has been a godsend to us," Hebert says. "Anytime we need him, he is here for us."

Branan says the learning process is reciprocal; it happens everyday, in and out of the classroom.

"The apprentices learn from every Boilermaker they come in contact with, just as I learn from them," Branan says. □

L-29 graduates apprentices

RAY DARR AND DENNIS YORK, second and third from left, receive their certificates of graduation from the Local 29 apprenticeship program from, l. to r., Intl. Rep. Marty Stanton, L-29 Pres. Kevin Noyes, and L-29 BM-ST Gerald Williams. The two were honored at the local's monthly meeting in March 2003.

Chartered in 1928, Local 29 represents approximately 350 workers in both shops and the construction



industry in Maine, Massachusetts, New Hampshire, Rhode Island, and Vermont.

Canadians hold legislative conference

Delegates discuss issues, meet Parliament members

NEARLY 300 PARTICIPANTS from across Canada attended the Canadian Legislative Conference of the Building and Construction Trades Department (BCTD) in Ottawa, Sept. 22-24. Canadian BCTD Exec. Board Chairman and Boilermaker Intl. Vice Pres. Rick Albright served as co-chair.

Delegates heard from speakers, participated in panel discussions on the future of trades training, and attended workshops on pension solvency, shareholder activism, and political action. A significant portion of the conference was devoted to lobbying activities, including individual visits with Parliament members and a closed reception on Parliament Hill where delegates met and discussed issues with over half of Canada's Parliament members and senators.

Complementing the Canadian BCTD Legislative Conference were speeches from a number of high-profile labour and government representatives.

BCTD Pres. Ed Sullivan told delegates how political involvement in both Canada and the U.S. is needed to counter the forces of right-wing politicians and anti-union employers.

BCTD Sec.-Treas. Joe Maloney, a member of Local 128, Toronto, stressed the importance of grassroots political action and membership involvement in the political process.

Robert Blakely, conference co-chair and BCTD director of Canadian Affairs, walked the delegates through an ambitious legislative agenda that included such issues as national standards in trades training and apprenticeship, mobility assistance for tradespersons,

and the continuing fight against the underground economy.

Several Canadian Cabinet ministers and Parliament members also addressed the participants, including the Federal Minister of Labour Claudette Bradshaw, Sec. of State for Crown Corp. Steve Mahoney, Deputy Prime Minister Anne McLellan, and Minister of Human Resource Development Jane Stewart.

Bradshaw discussed health and safety in the workplace, employment equity, and her initiatives to alleviate the plight of the homeless.

Mahoney described a new initiative dealing with contractor accreditation and certification of workers performing renovation work on national heritage buildings.

McLellan addressed the government's progress in improving Canada's health care system, thanking the BCTD for their continued support.

Stewart also thanked the BCTD for contributing to Canada's Innovation Strategy, stressing the importance of apprenticeship as an ideal model for workplace training and recognizing the value of joint labour-management human resource development bodies, such as the Construction Sector Council.

Dick Proctor, parliamentary labour critic of the New Democratic Party (NDP), reminded delegates of the strong bond between the NDP and the labour movement, as well as their common interests in several major issues facing Canada.

Canadian Labour Congress (CLC) Pres. Ken Georgetti outlined the CLC's training policy, thanking the BCTD for its help. He stressed the importance of concerted political action initiatives to further the interest of workers and to advance issues of importance to the labour movement.



Local 146's Jerry Donnelly (left) discusses upcoming legislation with Deputy Prime Minister Anne McLellan at the BCTD Canadian Legislative Conference in Ottawa.

It's time to update your membership voter lists!

You can't be effective politically if you don't know your membership

ESTABLISHING A LEAP committee is easy; knowing what to do with it can be more difficult.

A simple place to start — especially important in election year — is updating your membership list, a process used to track and keep current voter registration of the members.

Begin with requesting a list of members and their phone numbers from the Boilermakers' Government Affairs Department. The department staff will match your list with a national voter registration list provided by the AFL-CIO.

The next step is to look it over carefully. Use local lodge member records to correct the list, giving special attention to members who have moved, retired, or changed their status. Submit copies of the updated corrections on your list to the Government Affairs Department, the Intl. secretary-treasurer's office in Kansas, and your state or local AFL-CIO office.

Another option is to get a voter list from the local election office, registration office, county office, or secretary of state's office. These lists are public information and usually can be obtained for a small fee, or by going to the office and copying the information you need. Your state or local COPE office will assist you in locating the list.

"Comparing these lists can be a time consuming chore," says Bridget Martin, director of government affairs, "but there is no other reliable way to know who is registered and who isn't."

One approach is to assume that all members are not registered and plan a registration drive accordingly. Even if a member is registered, there is no penalty for re-registering to vote.

"Many members think they are registered to vote but they may have been purged from the voter registration system if they have not voted in as few as two local elections," Martin cautions.

Certain information is critical to managing and assembling a member-

Think you're registered to vote?

YOU MAY NOT BE.

IF YOU HAVE NOT VOTED in as few as two local elections, you may have been purged from the voter registration system. Register again, then vote, in every election!

ship voter record list. Present each member with a brief survey with the following questions:

- What is your current phone number and address?
- At election time, would you prefer to have a ballot mailed to you or go to the polls?
- Are you a political or legislative activist?
- Are you willing to help with grassroots lobbying efforts such as phone calls, door-to-door, labor-to-neighbor canvassing, and attending rallies?

This information will not only gain you updated information, but it also provides information about possible volunteers. Plan to update the list every six months; it will make the "chore" easier while also raising your members' political awareness.

Voter registration forms can be obtained from the Boilermakers' Government Affairs Department, your local or state AFL-CIO, or the secretary of state's office. Mail every member and their spouse two voter registration forms. Ask each member to fill out a voter registration form when they join the union or come into the union hall. Also, plan a voter registration drive at the work site.

Don't forget to mail your updated information to your local or state AFL-CIO and to the Boilermakers' Government Affairs Department.

Once you have compiled the list, determine your percentage of registered voters, then work to increase that number by 10 percent over the next year. Setting small goals makes the work more manageable and the goals more attainable. □



THE UNITED STATES faces a national security crisis as we allow our naval fleet to shrink. The Navy currently has 295 ships in the fleet. That number will drop to 290 by next year.

Based on previously enacted budgets, this country is on its way to a 250-ship Navy. Current budget practices of providing an average of six ships a year will shrink the fleet to 180.

Chief of Naval Operations, ADM Vern Clark, has testified before Congress that the nation needs a naval fleet of 375 ships to meet present and emerging threats to our homeland.

Legislation has been introduced in both the House and Senate to draw attention to this crisis. You can help by becoming a Sea Power Ambassador.

The American Shipbuilding Association's Seapower Ambassador program

is intended to educate the American public and elected officials on the need to rebuild the fleet of the U.S. Navy and Coast Guard to meet America's security requirements in the 21st Century.

Rebuilding America's sea services will only be achieved through active, organized, grassroots education.

The Sea Power Ambassador program is Web based. At the Sea Power Web site, you can get the latest facts, articles, and opinion pieces on the state of our sea services, and draft letters you can send to elected representatives and political candidates. You can also sign up to receive Action Alerts.

To reach the Sea Power Ambassadors Web site, go to the Boilermakers Web site at www.boilermakers.org, click on LEAP, and then click on "Register to be a Sea Power Ambassador."

A lesson in lobbying for members, locals

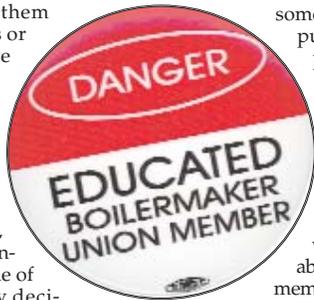
Complain and gain nothing, or take action to change things

WE'VE ALL DONE IT. In the dark morning of trash day, we haul boxes and bags and building materials and busted recliners and rusted appliances and leaky water heaters to the curb. Then we drive off to work with our fingers crossed and pray the trash collectors take it all away.

Part of your mind says, "Well, it's their job. That's what my tax dollars pay for. They'd better take it." But then there is that voice that says, "I swear I'll make them Tollhouse cookies and fresh-squeezed lemonade myself if they'll just help me out this one time."

Political lobbying isn't much different from trash collection day. As voters and constituents, we have expectations about what our public servants should be doing and what our tax dollars pay for. But in our hearts we know that without making friends with our representatives, without thanking them by helping them with their campaigns or making a donation, we may not get our message through.

To lobby, simply, is to act. It is the vehicle that drives your message home. When you act, you show the world — your friends, neighbors, and representatives — that each one of us has a say in policy decisions.



Fear not; fear is normal

LOBBYING IS AN INTIMIDATING concept for most regular folks. Very few of us, even when we are seriously outraged about something, will leap up off our sofas and stomp off to Capitol Hill to exchange words with our representatives. Let's face it: many of us don't even know who our representatives are.

Being intimidated into not lobbying is just another way to skirt our American responsibility to democracy. One person *can* make a difference, no matter what people will tell you. You just have to start the ball rolling.

Tony Jacobs, Local 169 president, assistant business manager, and co-chairman of the local's political action committee (PAC), has been working election polls since he was 12. He has seen the benefit of courting and contacting politicians, keeping them informed on the issues.

"Now I have Republicans often calling me from the House floor and asking me which way would we like them to go. It is all through luncheons and by stopping by their home offices, talking and feeling each other out."

A local lodge is one of the best places to start lobbying. Fortunately, Boilermaker lodges have what it takes to get started: people who care. As union members, you are in tune with the working person's needs. You are already organized. You have the strength and the fortitude to follow through.

All you need is five people

FOR A BOILERMAKER LOCAL, you'll find that five people are better than one when forming your committee. Their energy, interest, and time become the heart of your newly-formed LEAP committee.

Local 169, Detroit, and Local 154, Pittsburgh, Pa., are excellent examples of lobbying powerhouses that emerged from the formation of a LEAP committee at the local level.

"A lot of people are intimidated by knocking on doors and talking to people and putting issues out in front of them," says John Marek, business manager and co-chairman of Local 169's political action committee (PAC). "But that is what politicians want. They want to hear about that. You have to do it."

Local 169 sends members every year to the LEAP conference. They attend the National Building Trades convention in Washington, D.C., every year, and attend the state legislative conference. Their ball

is rolling, but like every movement, it started with just a few people.

The lobbyists among you

AN OFFICER IN THE LODGE often is the figurehead of a new political action committee or LEAP committee, but that officer needs help. Scope out the activists in your midst. Here are a few clues.

These members are self-motivated and energetic. They volunteer to help when there isn't anything in it for them. They are optimistic, have stamina, and do not fear rejection. They smile and pay attention to their appearance. They share similar values with their brother and sister Boilermakers. They can talk, but they also know how to listen. They are ready and willing to learn about the political issues and how to talk about them. They are open-minded and full of ideas. They support and believe in the value of democracy.

"If you are picking people for your committee, you want somebody that represents your organization, someone with communication skills who wants to put the time in," Marek says. "We are not getting paid to do these activities, so it has to be someone with a good heart who wants to make some positive changes not just for themselves, but for the whole group."

From talk to action

LOBBYING IS SIMPLE; it is about action and information. It's about making personal contact with your representatives and talking to them about your concerns. But how do you get from five members sitting around in a room talking about politics to five members having breakfast with a senator?

"We have to look at the issues first," says Ray Ventrone, business manager and LEAP committee chairman for Local 154. "Quarterly, we sit down and go over everything that is going on that affects our industry, our union, and the trades. We decide who we are going after and where we stand. Then we call ahead to congressmen or state and local reps. and make an appointment."

Making contact is the key. When politicians become distanced from their constituents — no matter what party they belong to — the results are policies that are equally distant from our daily lives. It's our job to sit down with them, look them in the eye, and talk to them about where they stand on an issue.

"Drop by and say hi and feel them out as to which way they are going," Jacobs says. "Always have a couple of constituents from their area, but don't bring a large crowd. And it doesn't work to pound your fist. Just ask them how they feel on certain issues."

Lobbying, Jacobs says, is simply being involved with the people who are involved in the decision making.

- That involvement includes activities such as:
- Personal meetings with representatives, at their office, at parties and events, or at your local lodge.
 - Telephone conversations, with the reps. or with their aides, simply stating your view on a specific issue.
 - Individually written mail, including faxes and e-mails. Busy politicians are more likely to read your letter than see you in person.
 - Mass mail to express similar concerns to many different representatives.
 - Volunteering to work on a candidate's campaign, working phone banks, or putting signs in yards.
 - Raising money for contributions to friendly politicians.

GET HELP!

IN POLITICAL ACTION, someone always knows more than you and is not just willing but *grateful* to share their knowledge. Here are three sources dying to help you get started:

- **The Boilermakers' Government Affairs Dept.**
- **Your local or state AFL-CIO**
- **Other politically-active locals, including other unions sharing your district and concerns.**



L-169 Pres. Tony Jacobs, center, discusses voter registration for the 2004 Michigan Democratic Caucus with apprentices Warren Harris-EI (I.) and Dan Pelz Jr.

It helps to raise money

SO HERE'S THE PART that no one likes to talk about. The last thing any of us wants is for someone to ask us for money. In politics, however, money opens doors.

Bridget Martin, director of government affairs, says that the issue of raising money is the one aspect of politics that often sours the typical American. The media often speak of donations and contributions as a kind of bribe. However, for lobbyists to be successful, she says, you have to show your support.

"You can't go out and buy a vote, but if someone is a good friend and helping you on your requests, you want to follow it up with a contribution," she says. "We want to thank our friends. They need contributions. It costs several million dollars just to win a House race. You want to make sure they are well-funded."

Raising money for lobbying is a matter of education. Donations provide access, not votes. Tell your members what your committee is doing and why. Ask them for their ideas. Ask them for their participation. And when they are ready, and you are ready, ask them to allow a contribution to your fund to be written into the contract.

If they ask what the money is for, be forthright. Campaigns cost money. Postage and paper and phone lines and posters cost money. Flying to conferences and paying for dinners cost money. For each individual, it won't cost much — less than what they spend in a vending machine or on coffee each day — but it could save them and their families in the long run. Every time a politician backs an issue that harms working families, we pay. We lose our jobs, we lose our health care, we lose security. What is that worth?

The three-legged stool

WAITING FOR THE MONEY to roll in is a mistake, however, Martin says. Think of lobbying as a three-legged stool. One leg is fundraising, within the local lodges and within the International, to cover the cost of both professional and grassroots efforts.

The second leg is leverage in Washington, or "professional lobbying." Martin and her staff work full-time and spend hours researching an issue, meeting with members of Congress, writing informative letters, faxes, pamphlets, and e-mails, both to Congress, and to you.

The third leg is grassroots action taken by a representative's constituents. This is the work your local can do in the form of voter registration, phone banks, flyers, mailings, and education. All three legs keep the stool standing, but the one that is most wobbly right now, Martin says, is the grassroots work.

"The money is extremely important, but it is the people on the ground, working campaigns, and showing up to vote," Martin says. "We really need to tap into our grassroots mobilization, getting locals involved and making sure the members are registered to vote because that is what members of Congress remember." □

2004 Legislative Issues



These are some of the more important legislative issues that Boilermakers will take to Congress this year. For more information, go to www.boilermakers.org and click on LEAP.

Asbestos Injury Resolution

ASBESTOS MAY BE the most lethal substance ever widely used in the workplace. Boilermakers in a variety of industries — construction, shipbuilding, manufacturing, and railroad — are among the victims of asbestos exposure. The Asbestos Injury Resolution Act, S.1125, seeks to create a system for resolving asbestos exposure claims.

Amendments have improved it over last year's version, but many critical issues still need to be resolved. The legislation's adversarial court-based process contains inadequate awards for victims, doesn't ensure fund solvency, fails to address the separate treatment of pending claims and settlements, lacks a sufficient medical screening provision for high-risk workers, and preempts asbestos-related compensation for railroad workers covered by Federal Employers' Liability Act (FELA).

Apprenticeship Enhancement Act

WE CONTINUE TO oppose any effort to "streamline" the Department of Labor's apprenticeship and training certification process. This legislation creates loopholes in the apprenticeship and training certification process for companies and contractors trying to certify their apprenticeship programs without adhering to federal apprenticeship standards.

Nonunion apprentice programs have routinely graduated fewer apprentices and show lower standards. This measure would lower skill standards further and allow contractors to get their apprenticeship programs certified even though federal standards have not been met.

Employee Free Choice Act

THE EMPLOYEE FREE Choice Act allows for National Labor Relations Board (NLRB) certification on the basis of signed authorization cards, provides for mediating first contracts, and sets stronger pen-

alties for NLR violations during organizing or negotiating a first contract.

This bi-partisan Act ensures that when a majority of employees in a workplace decide to form a union, they can do so without the debilitating obstacles employers now use to block workers' free choice. This much-needed legislation is a major step toward ensuring workers keep their right to join and participate in unions.

Energy Bill

THE ENERGY BILL (H.R. 6) contains an electricity section that promotes the failed deregulation policies that have devastated the electric industry and its consumers. This legislation has not been crafted in a bi-partisan manner and has not had a fair and complete hearing on all the vital issues.

The electric utility industry has been turned upside down in the past several years as deregulation proposals have advanced through several state legislatures. The "obligation to serve" the customer has been replaced by the need for profits. Companies have scaled back maintenance budgets and employees to prepare for "competition" and improve their profile on Wall Street.

Rate-payer costs have skyrocketed when price caps have expired in states that have deregulated. Despite our need for energy independence, now is not the time to pass H.R. 6 if it includes the electricity section. We should focus on adequate, affordable, and reliable electricity service for all consumers, not risky deregulation schemes.

Central American Free Trade Agreement (CAFTA)

WORKERS AND THEIR allies are mobilizing for the next battle in the struggle for fair trade — to stop the Central American Free Trade Agreement (CAFTA), signed Dec. 17 by the United States and four Central American countries.

If approved by Congress, CAFTA would eliminate tariffs from the United States, Costa Rica, El Salvador,

Guatemala, Honduras, and Nicaragua. CAFTA does not include protections for workers' right to form a union or safe work conditions.

It would extend to Central America the disastrous job loss and environmental damage that 10 years of the North American Free Trade Agreement (NAFTA) have brought.

CAFTA is another step toward passage of the Free Trade Area of the Americas (FTAA) and future bilateral and regional agreements. CAFTA is the first bilateral or regional agreement the Bush administration has pushed since fierce opposition from workers in North and South America and their community allies. Opposition stymied trade ministers last month from consolidating FTAA, which would eliminate tariffs from 34 countries with a population of more than 800 million.

National Naval Force Structure Policy Act

AMERICA FACES A SECURITY crisis. The fleet of the U.S. Navy has dropped from 594 ships in 1987 to 294 ships today. This represents the smallest Navy since 1917. The nation has been ordering just six new ships a year, on average, for the past 12 years. This is the lowest build rate of naval ship production since 1932, and if continued, our Navy will shrink to a fleet of 180 ships.

Admiral Vern Clark, Chief of Naval Operations, has testified to Congress that the Nation needs a fleet of no fewer than 375 ships to meet the present and emerging threats. If the U.S. does not begin to invest in our sea power fleet, shipbuilding industrial base, suppliers, and skilled shipbuilding workers, America may never be able to overcome a decade of underinvestment. If America does not keep building ships at a sufficient pace, many of these companies will cease to exist and thousands of highly-skilled workers will be laid off, and their skills lost.

Ship Loan Guarantees

THE TITLE XI PROGRAM, administered by the Maritime Administration (MARAD), guarantees bank loans for small- and medium-sized operating companies wanting to build commercial ships in the United States.

Commercial orders have been critical in sustaining highly-skilled jobs in the defense shipbuilding industrial base. They also reduce the cost of naval ships by allowing shipbuilders to spread their overhead cost across both commercial and naval shipbuilding projects.

In March 2003, the Department of Transportation recommended reforms to the administration of the Title XI Program. Expenditure of the Fiscal Year 2003 funds was made contingent upon the inspector general's certifying that MARAD had implemented the reforms. Despite MARAD's compliance, no funds were appropriated in 2004.

Instead, MARAD was directed to use the \$25 million that is on hold until the appropriation of new funds for Fiscal Year 2004. The \$25 million on hold will be distributed quickly because of the lengthy backlog of pending applications; therefore, we feel it is vital that funds for new guarantees be appropriated in Fiscal Year 2005. □

Political Briefs

DOL goes ahead with overtime take-away

ABOUT EIGHT MILLION workers could lose overtime pay under new rules issued by the Department of Labor (DOL). The regulations redefine which workers are eligible for time-and-a-half for working more than 40 hours in a week.

The DOL claims the new rules actually make more workers eligible than before, but their claim has been disputed by the Economic Policy Institute, a nonprofit foundation.

The Labor Department is also issuing tips to employers on how to avoid paying any overtime at all.

House and Senate members passed an amendment to a federal spending bill to prohibit the Labor Department from implementing the new rules. But in November, after Bush threatened to veto the legislation, the amendment was dropped.

President Bush avoids Senate vote on judge

IN 2002, THE SENATE Judiciary Committee rejected Charles Pickering for a federal judgeship because of his mediocre record and numerous questionable votes on civil rights cases. Last year, President Bush nominated him again, but a filibuster kept him off the bench. This January, Bush finally succeeded by ignoring the will of the Senate and using a recess appointment to put Pickering in the 5th U.S. Circuit Court of Appeals. He will serve until January 2005.

States change labor laws at high rate

AN ANNUAL REVIEW of state labor legislation shows a greater volume of change in 2003 than in recent years, including raises to state minimum wage laws. Of the 43 states with minimum wage laws, only two now have rates lower than the federal rate of \$5.15 an hour.

Iraq war makes Halliburton big bucks

DESPITE A DEFENSE Department investigation into an auditor's allegations that defense contractor Halliburton is overcharging the government for fuel in Iraq, Vice President Dick Cheney's former employer has been awarded another contract worth \$1.2 billion.

In 2002 and 2003, Halliburton won government contracts worth more than \$2.5 billion. Income from Iraq made up 22 percent of the company's income in the third quarter of 2003 and 15 percent of their profits.

Congressional Democrats complained of favoritism when Halliburton won a no-bid contract, and a French court has threatened to indict Cheney for fraud and bribery in connection with Halliburton contracts while he was CEO (1995-2000), but the windfalls of war keep on coming.

For a look at who is making money in Iraq, visit their Web site at www.publicintegrity.org.

Will the new Medicare act be a bitter pill for retirees?

The drug benefit will help many, but the law does nothing to slow rising health care costs

THE TV ADS SAY it's the same Medicare, only with more benefits. But in fact, Medicare is not the same as it always was, and unless we let Congress know we are not happy with this bill, Medicare's guaranteed health care may slip away.

First, the good news. Medicare will continue to provide health care benefits as it has in the past, and the new bill includes a provision to help seniors purchase prescription drugs at a discount.

That prescription drug bill benefits drug and insurance companies at the expense of seniors. Other provisions in the Medicare Prescription Drug Improvement and Modernization Act of 2003 set the stage for the privatization of Medicare.

Who wins, who loses

YOU DON'T NEED to listen to consumer groups, seniors groups, and labor unions to come to the conclusion that the new Medicare law was written to benefit drug and insurance companies with little regard for retirees.

Just read *The Wall Street Journal*.

His article, "A Guide to Who Wins and Loses in Medicare Bill" (Nov. 18, 2003), was accompanied by a chart listing five drug companies whose profits are largely derived from sales of drugs to the elderly. These companies, the pharmacy groups that issue Medicare prescription drug cards, and the insurers who will provide the prescription drug benefit will do well. The article lists the new law's benefits for drug companies, hospitals and physicians, insurers and managed care, and pharmacies before it finally gets to consumers. Then it reports, "The bill is a mixed bag for consumers."

That is putting it mildly. Many seniors will benefit from the drug bill as it is written, but many others will not.

Congress made the drug bill voluntary so that those who do not benefit will not have to pay for it, but determining whether you should purchase the insurance may be difficult.

Private insurers to offer the prescription drug benefit

ONE THING THAT complicates the question of whether to buy the drug benefit insurance is that Medicare will not provide the drug benefit directly. Instead, insurance companies will offer Medicare-approved insurance that provides the drug benefit.

The specific benefits are set by law, but the cost and availability of the insurance are not. You need to find out what is being offered in your area and compare its price against what you will gain from the benefits.

Most seniors who spend less than \$810 a year (\$67.50 a month) on prescription drugs will end up paying more for the insurance than they get in reduced costs. However, low-income seniors may qualify for assistance paying their premiums and deductibles.

Many seniors already get prescription drug benefits through their Medigap insurance. These seniors will need to decide whether they will keep their Medigap insurance or buy the drug insurance, based on several factors—the cost of their Medigap insurance, the benefits they get from that insurance, their prescription drug outlays, and the cost of prescription drug insurance. Once you have given up your Medigap for prescription drug insurance, you cannot go back.

Still other seniors get prescription drugs through their employer's retiree insurance plan. Although the new Medicare law provides subsidies for companies that continue these plans, the Congressional Budget Office now estimates that one-third of them will lose this coverage.

Seniors who currently purchase their prescription drugs through Canada will probably end up paying more under this new law. The law does nothing to make drug companies keep their drug prices low and it outlaws the now-common practice of buying drugs from Canada, where the country negotiates with drug companies to keep prices lower than in the United States.

Many seniors have been able to save more by purchasing their prescription drugs from Canada than they could by purchasing prescription drug cards or Medigap insurance. The new law will actually increase drug costs for this group of seniors.

The law does little to reduce health care costs

THE NEW LAW expressly forbids Medicare from negotiating with drug companies for lower prices. From the standpoint of saving money for seniors, that is its worst flaw.

Every other industrialized country negotiates with drug companies to keep prices down. As a result, Americans pay more for their prescription drugs than residents of any other industrialized country.

The pricing mechanisms that these countries use ensure that drug companies remain profitable while protecting consumers from high prices. Consumer advocates support using the buying power of millions of seniors to negotiate lower prices, but this law was not put together by consumer advocates. It was put together by lobbyists from the health care, pharmaceutical, and insurance industries.

Some parts of the new law may help lower health care costs over time. A wellness physical, blood test screenings for heart disease, and diabetes screenings may help people identify problems early on, before they require expensive treatment.

But the government's plan to subsidize HMOs by letting them provide Medicare coverage to the healthiest seniors will drive costs up in the traditional Medicare program to the point that it will be unsustainable. □



The New Medicare Law Frequently Asked Questions

Because these rules are still being written and clarified, the Boilermakers cannot guarantee that all the answers given below are entirely accurate. For clarification or further information, consult the Medicare Web site (www.medicare.gov) or call your local Medicare office.

Q WHEN WILL MEDICARE begin paying for my drug costs?

A MEDICARE WILL NOT pay your drug costs. Beginning in May 2004, you may choose to purchase a Medicare-approved drug discount card from a private insurance or drug-benefit company. In January 2006, these cards will be discontinued and you may choose to buy special, Medicare-approved drug insurance from a private insurance company.

Q HOW MUCH WILL I save by using the prescription drug card?

A NO SPECIFIC amounts are set by law. Each card will be different and you will need to compare cards to see which one is best for you. Card sellers estimate you will save 10 to 25 percent, but nothing is guaranteed.

Q WILL I BE ABLE to use my discount card at any drug store?

A NO. THERE MAY be many cards available. Before you purchase a card, check with your pharmacy to make sure you can use it there.

Q TO SAVE MONEY, I buy my drugs through the mail. Will I be able to keep doing that?

A IT DEPENDS on the card. To help you decide, cards will be required to list the prices they charge for specific drugs. However, if you buy your drugs by mail from Canada, forget it.

Q HOW MUCH WILL the drug insurance cost in 2006?

A NO PRICE IS SET by law. Insurers estimate you'll pay \$35 a month, but costs will vary region to region.

Q HOW MUCH WILL I have to pay for my drugs?

A PARTICIPANTS WILL pay the first \$250 in drug costs. Between

\$250 and \$2,250, participants pay 25 percent of drug costs. Participants pay 100 percent of the costs between \$2,250 and \$5,100. Above \$5,100, the government pays all but five percent of drug costs.

Q IS HELP AVAILABLE for people who cannot afford the drug card or insurance premiums?

A YES. IF YOU EARN (in 2003) less than \$12,123 for an individual or \$16,362 for a married couple, you will get a \$600 credit on your drug discount card and will not have to pay for the card. This earnings limit changes every year. A similar benefit will apply to the cost of the insurance and deductibles after January 2006.

Q MY STATE HAS drug coverage for residents. Will that continue?

A IT DEPENDS on the state. States may find ways to augment the Medicare program, but how much they can do so is unclear. The Medicare law makes it illegal to sell insurance that covers all your out-of-pocket expenses.

Q MY RETIREE HEALTH insurance covers drugs. What happens to this coverage?

A IT DEPENDS on the company. The new law provides \$71 billion in direct subsidies and \$17 billion in tax savings to companies that keep these programs intact, but it does not require them to do so.

Q CAN I KEEP going to the same doctor and get drug insurance?

A YES. ANYONE ON Medicare can purchase insurance that covers only drug expenses. The only reason you might have to change doctors is if you chose to get drug coverage by joining a Medicare-approved HMO.

The Grievance Process Works

Successful arbitration earns Local D109 president reinstatement, back pay

Prescription diet drug complicates disciplinary action for Mike Smith at Heartland Cement Co.

AN ACCIDENT AND a prescription diet pill nearly cost one local leader his job. But experts in the grievance and arbitration process helped him get it back.

Mike Smith, president of Local D109, Independence, Kan., was discharged in June 2002. His employer, Heartland Cement, claimed Smith failed a drug test, violating the substance abuse policy of the collective bargaining agreement.

Fortunately for Smith, the collective bargaining agreement also allows due process for workers.

As soon as Smith received written notice of his discharge, he filed a grievance and contacted his International representative, Nick Adams. Adams was ill so Boilermaker Safety and Health Specialist Milan Racic stepped in to help.

Through letters, Racic and Smith requested information from the company while a Local D109 committee

handled the second step of the grievance. The committee's request to retest the sample was refused. For 10 months, Racic and Smith exchanged letters with the plant without result. At the third-step grievance meeting, attended by Smith, Racic, and Adams, the company offered Smith a cash buy-out, which he refused. It was time to hire an attorney.

How it happened

MIKE SMITH WAS TAKING Didrex, a prescription weight loss pill, the day the 4,000-gallon water truck he was driving to a fire turned on its side. He was injured and sent to the hospital, where he was required to take a drug test. Smith had not reported his use of the prescription drug to the company's management, and failed to mention it to the nurse administering the test. Those omissions nearly cost him his job.

Didrex is a benzphetamine that, once in the body, breaks down into amphetamine and methamphetamine. Smith said he was drug-free, although he had taken two of the three required daily doses by the time of the accident. His doctor testified that the drug should not have been a factor in the cause of the accident.

Other issues added further complexity to the case. The truck that Smith had driven was found to have a faulty rear axle. In addition, Smith had obtained the drugs from his wife, who was prescribed them by their family doctor. Although the doctor had suggested that Mike also try the weight-loss drugs, he had not written a separate prescription for him.

"It is very important if you are taking prescription medication that you insist your physician give you a statement to take to work that says, 'I prescribed this and I don't believe it will affect job performance.' That goes for any prescription drug regardless of what it is for," says Mike Manley, the Blake and Uhlig attorney hired by Local D109 to handle Smith's case.



Health and Safety Specialist Milan Racic (right) congratulates Local D109's Mike Smith on his arbitration win.

agreement," he said. "But if you are the guy in the box, like Smith was, the right to a grievance process is even more important than the economic.

"The right to binding arbitration is one of the most important rights that you can acquire through collective bargaining and one of the best reasons to have union representation and pay dues on time," he continued. "Your dues pay the lost time to process the grievance, the arbitrator's fees, fees for experts, and for an attorney, if you need one."

With the support of Manley, Adams, Racic, and Local D109 Vice-President Ceasar Martinez, Smith was able to come out on top in his grievance process.

"Without these guys, I would be without a job," Smith said. "I would really like to thank them, and Intl. Pres. [Emeritus] Charles W. Jones and [Intl. Vice Pres.] Jim Hickenbotham for allowing me to remain as president of my local during this process."

Arbitrator Philip Denver ruled that Heartland did not have "just cause" to terminate Smith, and that Heartland misinterpreted and misapplied their substance abuse policy in Smith's case. □

Lesson learned: Report your prescriptions

ANY ARBITRATION involving drugs promises to be difficult to win, says Adams. Adams is currently working with another case involving a member's use of an over-the-counter nose inhaler that may have led to a positive drug screen.

"Cases involving drugs are very hard to win, even when a guy may be right," Adams said.

This case reminds us, Manley said, of the importance of the grievance process in the collective bargaining agreement.

"Members tend to focus only on the economic provisions when it comes time to ratify a collective bargaining

★ Star Steward ★

Steward serious about his role

Joe McElhaugh's performance impresses workers, management

JOE MCELHAUGH, a 20-year member of Local 13, Philadelphia, has been nominated as a Star Steward by John Mosco, secretary-treasurer of Local 906 in Donora, Pa.

"I recently worked two jobs where Joe was the steward — Frackville and the Sunoco Philadelphia Refinery," wrote Mosco. "I was thoroughly impressed with his performance. Joe is very serious about being a steward. Interaction with Joe starts immediately upon arrival to the job. Whether it be the very formal processing center of a refinery or the induction to a short-term job like Frackville, Joe takes the lead to assure a smooth transition to the job."

"Joe continues that interaction, assuring effective upward communication of safety concerns, work issues, and payroll issues, and he is certainly not bashful when it comes to 'good of the union' issues," stated Mosco. "He has a talent for advancing the union position without seeming confrontational."

Mosco is not alone in nominating McElhaugh as a Star Steward. He mentioned his assessment of Joe to the night-turn Boilermakers at the Sunoco job and they agreed. Since that job completed, Mosco has received phone calls and letters from these workers encouraging him to make the nomination.

In fact, management personnel on both jobs (company safety representa-



tives, general foremen, and superintendents) also told Mosco that they were impressed with Joe's performance, stating that McElhaugh "does his homework" before raising issues and "doesn't just bring problems, but offers solutions as well."

Mosco ended his letter by stating how "encouraging it is in these times of anti-union sentiment to see a union man do his job well and obtain the respect of his peers and management."

Do you know a Star Steward?

DROP US A LINE with the name of the steward, the local, the company, and a few words about why you think this steward is special. Send a photo if you can. We'd like the world to see what a good steward looks like.

Send info to this address: *Star Stewards, The Boilermaker Reporter, Boilermakers International, 753 State Ave., Suite 570, Kansas City, KS 66101.*

Local 667 conducts steward training

Members get three opportunities to attend one-day training class

LOCAL 667, CHARLESTON, W.Va., held three, one-day steward training programs at their office and training center in Winfield, August 22-24.

Conducted by Len Beauchamp, director of research and collective bargaining services, and Construction Division Director Dale Branscum, the classes covered such topics as duty of fair representation and what it takes to be a union leader.

Beauchamp reviewed area and national agreements, the grievance procedure, union structure, and the International's Constitution.

Branscum discussed craft jurisdiction, dispute resolutions, and covered such subjects as boilers, heat recovery steam generators, and generation and emission controls.



These Local 667 members attend one of three, one-day training programs the lodge sponsored, August 22-24.

Local 667 BM-ST George Pinkerman and ABM Mike Vanmatre attended all three days of training. They were impressed by the instructors' use of handouts and visual aids as well as the manner in which they answered questions so that everyone fully understood.

"We are pleased with the classes and look forward to additional training sessions for our members," wrote Pinkerman and Vanmatre. □

Lafarge thanks Local D6 workers for no lost-time



IN NOVEMBER, THE LAFARGE Corporation hosted an awards dinner to honor workers at the Davenport, Iowa-area cement plant who had worked five years without a lost-time accident.

Jim Hickenbotham, International vice president of the Cement, Lime, Gypsum, and Allied Workers (CLGAW) Division, delivered a speech honoring the workers' dedication to safety.

"I worked in a cement plant in Virginia for 16 years. I know how hard it is to go two months, not to mention five years, without an accident," Hickenbotham said. "I commend each and every employee here at the Davenport, Iowa, plant for having the ability to stay alert on those very dangerous jobs and to return home to your loved ones the same way you went to work."

Carey Allen, CLGAW director, also attended the dinner, along with

representatives from Local D6. Allen said that the achievement of 1,000-plus hours without a lost-time accident is remarkable.

"They do production and maintenance of the plant and its equipment," he said. "When you look at the equipment they use every day — large grinding mills with 4,000 horsepower motors — it's an amazing accomplishment not to have a lost-time accident. They are really focused on safety."

The 140 Boilermakers of Local D6, Buffalo, Iowa, were also presented with a recognition award from the Iowa-Illinois Safety Council.

Pictured above, l. to r., are Allen, LaFarge Human Resources Manager Jan Baker, union safety representative Ollen Stephens, Local D6 President Charlie Hopwood, plant manager Allen Pfaff, and Hickenbotham. □

Local 453's French earns kudos for inspection program



Dawn French, center front, gets recognition from (l. to r.) project mgr. Larry Russell, safety rep. Harry Foss, general foreman Ron Meacham (behind French), steward Gary Newby, and superintendent Michael Fielden for her rigging inspection program at the Day & Zimmerman Bull Run Fossil site.

Dawn's program is one of the best in TVA system

DAWN FRENCH, a 23-year Boilermaker, has earned recognition from Day & Zimmerman NPS, Inc., for implementing a rigging inspection program at the Bull Run Fossil site. Zimmerman representatives reported that "Dawn's program was rated one of the best in the TVA system."

According to L-453 BM-ST Vinson Harper, Knoxville, Tenn., "French is an exceptional Boilermaker who takes pride in the work assigned to her."

Inspectors Jeff Stovall and Joel Stallings complimented her program

highly and were very impressed with French's inspections, out of service reports, maintenance, storage applications, and records.

"Her overall efforts and emphasis on [maintaining a] safe rigging department merit recognition for a job well done," wrote Zimmerman representatives, site manager Larry Russell, general superintendent William Flynt, superintendent Michael Fielden, general foreman Ron Meacham, and FTS rigging engineer John Braunbeck.

French, who joined Local 687, Charleston Heights, S.C., in 1980 before transferring to Local 453 in 1995, is a certified tube welder. She has also served as a steward for Local 453. □

MAKE IT SAFE

HAZARD ALERT: Welding fumes and manganese poisoning

Exposure to welding rod fumes could mean risk of Parkinson's-like symptoms

EXPOSURE TO METAL fumes from welding, cutting, and brazing — especially in confined spaces — can cause brain damage. A major culprit is manganese, a component of all steel and welding materials.

The International Brotherhood of Boilermakers, along with many major AFL-CIO unions and the Building Trades Department, have petitioned The National Institute for Occupational Safety and Health (NIOSH) to conduct a study of the link between welding fumes, manganese, and brain degeneration. Washington University in St. Louis is expected to conduct the study, which could involve as many as 5,000 welders.

A recent study found 40 percent of welders showed signs of disorder called manganese poisoning, commonly called manganism. Although its symptoms are classified as similar to those of Parkinson's Disease, studies show that there are many differences between the two.

Many doctors are unaware of manganism or the risks of exposures in steel making and welding. Information about these risks are listed on Material Safety Data Sheets (MSDS). If you are a welder, you should discuss manganism with your doctor. The MSDS sheets index the harmful chemical compounds and include properties, handling details, precautions, and first-aid procedures. Every company is lawfully required to keep them on file for their workers. Your shop steward or crew superintendent can provide you with copies of them.

What is it?

MANGANESE is an essential trace element. Eating a small amount from food or water is needed to stay healthy. Manganese can be found in trace amounts in some grains and cereals and in higher amounts in foods such as tea.

Exposure to excess levels of manganese may occur from breathing air where manganese is used in manufacturing, and from drinking water and eating food. At high levels, it can cause damage to the brain, liver, kidneys, and the developing fetus. This chemical has been found in at least 603 of 1,467 National Priorities List sites identified by the Environmental Protection Agency (EPA).

Where it is found

OCCUPATIONAL exposure to manganese may occur in industries such as arc welding, mining and refining of manganese ore, dry battery manufacture, iron and steel industries, fertilizers (manganese is added as it is an essential element for

plant life), pesticides, and chemical industries. Manganese is used as a catalyst for many chemical processes, including the manufacture of sulfuric acid. It is also associated with iron deposits.

If you are or have been either employed as a welder or work around industrial welding, you have been exposed to manganese contained in welding rod fumes. Research studies indicate that individuals who inhaled manganese fumes from welding rods have an increased risk of developing manganese poisoning.

Symptoms

THE FOLLOWING symptoms may be seen in the early stage of manganism.

- Tremors in hands, arms, legs, feet
- Blinking and/or lack of facial expression
- Difficulty in maintaining balance
- Slow movement or delay in movement
- Rigidity or stiffness of the limbs
- Sleep disorders.

Loss of voluntary and involuntary muscle control produces a number of secondary symptoms associated with manganism. These include:

- Difficulty swallowing
- Excessive sweating
- Excessive salivation
- Slow response to questions
- Loss of bladder and/or bowel control
- Constipation.

If you have any of these symptoms, you should contact your doctor immediately. Take a copy of your MSDS specifications and a copy of this article with you to the doctor's office.

Later in the disease, a combination of symptoms will appear, including small, cramped handwriting; uncontrolled laughing or crying; anxiety, depression, isolation; scaling, dry skin, particularly on the face and scalp; a soft, whispery voice; slurred speech; and dementia.

Prevention

IF YOU DO NOT have any of these symptoms but are exposed to welding fumes, OSHA recommends investing in air-purifying respirators for your welding hood. Check with your employer to see if they will provide the respirator for you.

Check with your employer about ventilation. Ask your employer to verify that air-monitoring controls are suitably protective by showing exposures below the threshold limit value for manganese.

Trades workers are often exposed to occupational health risks. Tell your doctor about your job and request a personal health risk evaluation.

L-374 builds bird perches



FOUR MEMBERS of Local 374, Hammond, Ind., have earned a certificate of appreciation from the Illinois Raptor Center, a nonprofit wildlife and environmental education center located near Decatur in central Illinois.

Boilermakers Dan Arrington, Shaun Estes, Ken Jennings, and Bob Lietz built two perches the center can use to rehabilitate and educate birds of prey. One of the perches is pictured above.

The center presents educational programs with live birds to thousands of people each year. Twenty-one permanently injured birds live full time at the center.

L-1 hits DAD's Day grand slam

Soffball tournament raises money for diabetes research

FOR SEVERAL YEARS, the members of Local 1, Chicago, have participated in an annual softball tournament as a way of raising funds for Dollars Against Diabetes (DAD). This year was no different, with Local 1 members turning out for a day at the ball field playing against other area building trades members.

"We played respectable, but did not win the tournament," said Jack Benz, Local 1 president. "However, we did help the Diabetes fundraiser reach its goal."

The event is part of a nationwide fundraiser spearheaded by the Building and Construction Trades Department, AFL-CIO. Traditionally held the Saturday before Father's Day, this year's event was held July 3.

Since DAD's Day was created in 1987, over \$17 million has been raised by thousands of union members, their families, and friends. Members raise funds from passing motorists, through walk-a-thons, raffles, golf and softball tournaments, and other events to benefit the Diabetes Research Institute, located at the University of Miami School of Medicine.

The Local 1 team includes, from left to right, front row: Mike Goecking, Jim Goecking, Chris Zemke, Pat Summers, Tom Maher, John J. Benz, Jack Ruby;



middle row: Gene Forkin, Rich Burton, Troy Livingston, John Skermont, Isaac Rayes, Jim Martin, Joe Brender, Gary Conboy, Roscoe Morgan, Pete Bukiri, and Eric Davis. □

L-587 fires up barbecue



ACTIVE AND RETIRED members of Local 587, Orange, Texas, celebrated another year of boilermaking by attending their annual barbecue following their July monthly meeting.

Local 587's BM-ST Clay Herford and President James Kirkland took advantage of the gathering to present membership pins to five Local 587 members who represent over 200 years of membership: Woodrow Talbert (55), Wilson Trahan (55), Seth

Shelton (40), Frederick Dodd (35), and Joe Khoury (20).

Chartered in 1952, Local 587 represents members in the manufacturing, shop, construction, forging, shipyard, and marine industries.

Above, gathering in front of the Local 587 barbecue pit, are Local 587 officers, l. to r., Inspector Darwin Wood, Vice President George Dronett, Hereford, Rec. Sec. Chris Romano, Kirkland, and Trustee J. R. Wilson.

L-502 shows support

Continued from page 1

volunteers organized teams to raise money for and participate in a 24-hour walk that honors cancer victims and survivors and contributes funds to cancer research.

Relay for Life began in 1985. A Tacoma surgeon walked and ran 83 miles in 24 hours, raising \$27,000. Since then, the event has grown: in 2002, 2.5 million people participated across the world, raising \$243 million. This year, Janell's 42-member team brought in \$2,733, more than 11 percent of the \$23,400 raised in the Matanuska Valley relay.

Jim McPherson says with Local 502 headquarters 1,400 miles away in Tacoma, he and the 50 other Alaska members can feel pretty cut off from his peers and the union. He shared this feeling with BM-ST Randy Robbins. Robbins encouraged him to keep the local up-to-date on their news and activities up north. As a result, Local 502 became one of the primary donors to Janell's Relay for Life team, surprising the team with a \$300 donation to support their cause.

Robbins says that his local tries to contribute to charitable community projects. Over the years, they have donated to the ACS, Special Olympics, Tacoma missions, and to a women's shelter.

"We tend to help out people who are making honest efforts to make a difference, and that is what the McPhersons were doing," Robbins says.

Jim sees the local's donation as representative of the very best kind of act a labor union can perform.

"During a time when corporate interests put out so much negative



A luminary commemorates the life of Pearl LaVerne McPherson, wife, mother, and grandmother of three generations of Local 502-Alaska.

propaganda," Jim says, "it is very important to recognize the role that organized labor takes in our everyday lives and in our communities."

Through the gray, wet evening of May 16 and into the next day, Janell kept vigil for her team. Through the night, friends and families took turns carrying the team's token around the track. There was some sadness, but there was also familial joy.

"It is very emotional; it makes you realize the impact a disease like this has on your community, how many people are involved in it," she says. "But it's really a chance to celebrate that people beat cancer and to let others know that you care and you remember also." □

L-4 dedicates new hall

ON JULY 31, more than 100 members of Local 4, Page, Ariz., officers, and dignitaries attended the dedication ceremony of Local 4's new union hall.

Chartered in 1999, Local 4 started with 300 members. The construction lodge now represents 900 workers, mostly from the Navajo Nation, and is the largest Boilermaker local in the western states.

Mayor J. Dean Slavens attended the ceremony, welcoming the Boilermakers to Page.

"We believe it's a real asset to have the union here, to have them representing the Navajo Nation Boilermakers. We promise to be good neighbors."

Slavens praised the local's apprentice program and training facility, housed next door to the new hall. Thirty-five welder apprentices recently graduated.

"That means there are 35 people who can go out there and get a job — a decent-paying job — to support their families," Slavens said. "If this were not here, that may not have happened."

Former City Councilman Michael Anderson described the union as a "new and different" calling for young people.

"There's a calling out there. We just need to listen for it," he said. "They're asking us to be a part of the solution instead of a part of the problem."

Western States Intl. Vice Pres. Joe Stinger attended the dedication, pledging that the union will continue to train and take in Navajo Boilermakers, as well as others, and provide them with work opportunities, whether it's locally or in another part of the country. "My commitment is that we're going to continue to grow," he said.

Intl. Rep. Gary Evenson said the idea to tap into the Navajo Nation for skilled workers came about in 1998.

"The Boilermakers met with officials from Irwin Industries, who said they didn't need the Boilermakers, they just dialed 1-800-NAVAJO," explained Evenson. "Well, they should never have given us the number, because we called it, and you all answered that call."

Phil Russell, of the Navajo Nation president's office, told the dedication crowd that the union has a great leadership base.

"You've got great people here leading you," Russell said. "Follow them. If you work together, you'll see accomplishments like what you see here today." □

Source: Lee Pulaski of the Lake Powell Chronicle.

Near-fatal fall turns into new job

L-146's Jason Kaye turns life around after accident

WHEN PEOPLE ask Jason Kaye how he came to be involved in the planning and scheduling of multimillion-dollar projects on oil refinery sites, he tells them he fell into the job. Did he ever.

For years, Kaye, a six-year member of Local 146, Edmonton, was perfectly happy dangling high up inside darkened pressure vessels and tumblers. Working as a Boilermaker was exciting and highly specialized. The job had taken Kaye across western Canada and into the northern United States.

"I loved it," Kaye said. But then one wintry December night he fell from a scaffold ladder outside the broken tumbler he was working on in Fort McMurray.

"I was climbing the scaffold and had only gone up two rungs when I felt the ladder shake," he recalled. "I let go with one hand and leaned back to look up. Then I fell back below the man cage and that was it."

His co-worker recalled seeing a "pair of coveralls" shoot by as he crashed

onto a handrail high up on the vessel, landing on his back. Suspended, he sawed there before continuing to fall headfirst. With a final thump, Kaye landed on his stomach, draped over a 12-inch pipe, between two other pipes that had exposed valve stems. Half a meter in either direction and he'd have ended up with a two-inch hole through his torso — paralyzed or dead.

"I looked up and I couldn't believe I had lived through it."

As he crawled off the pipe, his co-workers raced to his side. At the hospital, Kaye learned his shoulder was separated, his ankle severely twisted and swollen, and his torso was covered with deep bruises.

Fortunately for Kaye, his company — Jacobs Catalytic — had a well-established and effective modified return-to-work program. Under the care of his doctor, Kaye was back on the work site, performing light duties without missing any time from work.

The modified work program capitalized on Kaye's brains, while his body recovered. He took on more of an advisory role, helping the engineering

team conduct inspections of on-site equipment.

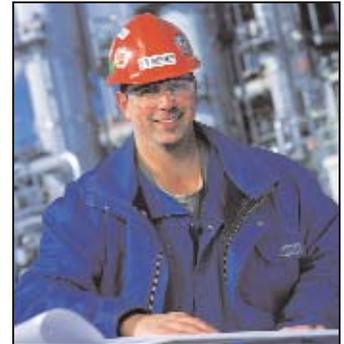
During his time in the northern Alberta job site office, the 36-year-old took advantage of an opportunity to learn specialized turnaround scheduling and planning software and discovered he had a passion for it.

Kaye's role at Jacobs quickly evolved into a brand new career. He recently wrapped up a multimillion-dollar turn-around planning project on the gigantic Shell Scotford site near Fort Saskatchewan.

"Without the program, Kaye may not even be with us anymore, and it would have been our loss. Turn-around planners are hard to come by," said Ken Lange, Jacobs Catalytic project manager.

Lange takes pride in the company's commitment to attracting — and keeping — its people. In these boom days when there's plenty of work to go around, it's doubly important that "Jacobs be seen as professional, safe, and caring," he said.

"I'm thankful for what Jacobs did for me and lucky to be here," Kaye said, recalling how often he would look up at the tumbler after the fall and make the



Jason Kaye stands proudly in front of the multimillion-dollar project that has just wrapped up. Photo courtesy WCB

sign of the cross. "Jacobs Catalytic was extremely helpful — they turned a negative into a positive."

Local 146 BM-ST Warren Fraleigh calls Kaye a "shining example" of the Boilermaker Advantage.

"His training and expertise as a certified Boilermaker was adapted to overcome adversity and contribute to the ongoing success of our contractors, craft, and careers," he said. "My hat goes off to Jason." □

Source: WCB Insight, story by Wendy Theberge.

Retired welder, wife build fourth home from scratch

From block to wood to steel, the Scotts invest their lives in homebuilding process

IT ALL STARTED back in the 1970s, when Phyllis and Frederick "Kelly" Scott moved from Southern California to Phoenix. Tired of living in a little home, Kelly, Local 627, Phoenix, decided that it would be more economical to build a house than to buy one. From these humble beginnings came a trail of hand-built homes with a Boilermaker's seal of approval.

Thirty years later, the couple is working on their biggest project yet, their retirement home. The 3,400-square-foot farm-style house of steel frame construction is located in Peeple's Valley, Ariz., in the Weaver Mountains northwest of Phoenix.

"Our neighbors have been watching with interest," Phyllis says. "They decided if there is a tornado or something, they are all coming to our house."

Their story of housing materials sounds a little bit like the Three Little Pigs fairy tale. The first home the Scotts built from cement block. Their second two homes (one built for Kelly's mother) were wood. For this last home, Kelly, a 26-year retired Boilermaker, decided he really wanted to use his skills as a welder and chose steel. Changing materials, however, is less about necessity than about imagination.

Converting standard wood sizes to steel was one of the biggest challenges, the Scotts said. A steel manufacturing company in Washington provided a book of conversion specs that helped. But for Kelly, it was mainly common sense.

Last summer, after the exterior of the home was weathered in, the Scotts enlisted the help of fellow Local 627 members Jerry Dillon and Bob Logue to complete a 3,000-square-foot garage/workshop on their land to provide storage and workspace. The "barn" as



Jerry Dillon and Kelly Scott weld support beams for the garage.

Phyllis calls it, was also constructed from steel beams and rafters.

Building their own home on their own time allows the Scotts to customize the space. They are adding a vacuum system and intercoms. The floors are all 2x6-inch tongue-and-groove planks that were salvaged from the roof of a factory. They amended the deck so that it will surround the house and include a screened-in area off the kitchen for *al fresco* dining on warmer days. Kelly is converting an under-appreciated storage space above the garage into a 24x24-foot craft room for Phyllis. The couple designed the basement area with Phyllis's mother in mind — an apartment with a galley kitchen, bathroom, living space, and two bedrooms. Phyllis is creating stained glass — her hobby — to add an artful touch to the home.

"The inside of the house is completely different than the plans we received," Phyllis says. "It's a really good feeling, building your own home, because if you have your imagination, then you can have anything you want, anything you take the time to do."

Phyllis's brother, a contractor, estimates the house will be worth more than \$350,000 when it is completed. The Scotts estimate they will spend less than \$100,000 building it. The construction began in 1996; the couple expects to be finished by the end of the year.

The Scotts, now in their 60s, find their projects take longer now, but that does



not bother them. They still share the work load, according to Phyllis, with Kelly as the "brains" of the operation, and Phyllis the "gofer."

"He does all the heavy lifting," she says, "but when we were doing the roofing, I was right up there on the scaffolding, handing him materials.

"It was a lot easier when we were in our 20s and 30s. Now that we are 60, we are a little slower and more careful. Neither one of us can afford to get hurt because, as Kelly says, we are the crew."

Kelly retired from Local 627 in 2001. His father was a shop Boilermaker. Phyllis's father, Louis "Red" Niccum, now deceased, and his brother Richard, were

both NTL hands. Red Niccum later transferred to Local 92, Los Angeles.

When the Scotts complete the house in Peeple's Valley, they will move on to the next project: renovating the 800-square foot home across the street. They purchased it to live in while building their retirement home, and decided to fix it up next.

"There is a misconception that unless a Boilermaker has a 10-pound beater in his hands, he isn't very handy," Phyllis says. "Boilermakers can build anything. We've done all the work on these houses ourselves. If we didn't know how to do something we took a class or bought a book." □

It's a boy, boy, boy

APRIL AND SCOTT PETRIK, a member of Local 7, Buffalo, N.Y., are the proud parents of triplet boys. On October 6, they greeted their first born, Bennett Richard, who weighed 4 lbs., 4 oz. Coming in second (or rather, coming out second) was Noah Scott, who weighed an even 4 lbs. Their youngest son, Evan Michael, weighed 3 lbs., 11 oz. All are doing well, although Mom and Dad are very busy. Pictured, l. to r., are Bennett, Noah, and Evan Petrik.



Local lodges award service pins to members

Local 1, Chicago

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

50 Years – Bobby Petralia;

45 Years – Henry Dilday;

35 Years – John Beckwith Sr., James Flanagan, James Hagan, Michael Havis, James McIntyre, Thomas Patterson, Rickey Remaly, William Robison, Robert Schwartz, James Stewart, Robert Williams;

30 Years – Thomas Hartley, William Holmes, Michael Lowe, John McCauley, Munir Mashni, Terrence Murphy; and

25 Years – Enrique Benitez, Stanley Maduzia, Greg Varnharen.

Local 45, Richmond, Va.

M. FRANK HARTSOE, BM-ST of Local 45, Richmond, Va., reports presentation of pins for continuous years of membership to the following:

60 Years – James Garfield Ganoe;

55 Years – Carroll Worsham, Junior L. Ganoe;

50 Years – Edward Dowell Sr., A. Eugene Walser, Dale D. Haggerty Sr.;

45 Years – William B. Fern Jr.;

40 Years – George Hanks Sr., Ronald Musselwhite, C. Jackson Skeens, William A. Simmons;

35 Years – Thomas Cockrell, Alfred Cox, Paul Davis, William Deckman, Rudolph Eppard, Grant C. Morris, James R. Stevens, Arnold James Wiggins II, Eugene Williams;

30 Years – Dennis Blevins, David H. Ellis, Ronald B. Glunt, Joseph Howell, James A. Miller, Ervin Pence, W. J. Ratcliff, Earl Wootton;

25 Years – William Zeke Burnette, Billy Church, David Haggerty Jr., Ronald Harris, Glenn H. Vance Jr., Obed Wimberley Jr.;

20 Years – Curtis Crayton, James O. Thompson, Donovan Marrow; and

15 Years – Edward Dowell Jr., George Hanks Jr., Jerry A. Maxey, Jeffrey R. Morris, Kenneth Scaggs, and Roger Scaggs.

Local 60, Peoria, Ill.

ED HEBERT, BM-ST of Local 60, Peoria, Ill., reports presentation of pins for continuous years of membership to the following:

55 Years – Boyd Bonnewell;

45 Years – Earl Gum Jr., Gerald Miskell, Thomas W. Quinlan, Ronald Waters, John Westbrook;

40 Years – Vern Campbell, Gerald Goodwin;

35 Years – Jack Lewis, Donald Miskell, Mark Nelsen, Verne Siemers;

30 Years – Floyd H. Wood;

25 Years – Larry Baumgartner, Richard Bonnett, Paul Bosnich II, Anthony Chavez, Nicholas Chavez, Richard Cruz, Mark Granger, Darren Huddleston, Michael Quinlan, Gary Roberts, David Sadnick, Brian Wachs, Michael Weaver; and

15 Years – Rodney Walk.

Local 107, Milwaukee

JAMES GARFIELD, BM-ST of Local 107, Milwaukee, reports presentation of pins for continuous years of membership to the following:

60 Years – Wally Hein, John Thorpe;

55 Years – Alex Bartoshevich, Ed Churchill, Fred DeBraul, James Gigstead, Romuald Heitzkey, Gorman Hilson, Dale Landvatter, Floyd Vertz;

50 Years – James Dietrich, Fred Ditewig, Gerald Fasbender, Edward Getzloff, Ray Gizleback, Burt Gordon, Eugene Hurin, Roland Ketchum, Harry Klein, George Mapes, James Moore, Wallace Olson, Ken Parthie, Robert Penkalski, Darwin Schuyler, Richard Simmet, Peter Thompson, George Vukson, Morris Walker, Wallace Walker Sr., Ken Werkheiser, William Wopp Jr.;

45 Years – Dale Avery, Darrell Bistodeau, Ken

Bosman, Samuel Hawpetoss, Harold Kirshner, Ron Krizek, Milton Merath, Guy Moede, Ira Moody, Ronald Penkalski, Donald Thomas, Ramon Witz Sr.;

40 Years – Donald DeBaker, George Fockens Jr., Raymond Gralla, Larry Maley, Ralph Poweleit, Richard Resser;

35 Years – Don Baden, Roy Barber, Michael Bartoshevich, Dale Bliese, Brent Braun, Herb Bruseth, John Caylor, James Counard, Michael Dorn, Salvatore Fote, Mylan Gardner, James Garfield, Richard Gigstead, Aaron Johnston, John Keller, Robert Kinjerski, Oliver Mays, Robert Niemi, Dale Parins, Frank Rotor, Allen Sacotte, Llewellyn Sacotte, Ole Siems, Alex Theodorou, John Topper, George Wallace, LeRoy Wheir, Paul Wilson;

30 Years – Richard Beebe, Dave Bergwin, Henry Bosman, Doug Breen, Blair Brilla, Harry Brunette, Wayne Carrell, Stanley Coleman, Gilbert DeGrave, Al Deremo, Harold Flock, Art Flores, Jim Frisch, Richard Girard, Robert Haack II, Mike Herden, Don Hodge, Harold Jacquet, James Jesmer, William Johnson, Earl Kegley, Ole Kirschbaum, William Kleiman, James Lawrence, Ken Lawrence, Rodney Leppi, Ken Liss, Allen McMahon, William Melton, Jerry Moede Sr., Gene Monk, Jerry Nechodomu, Russell Penkalski, Charlie Phillion, Rick Postl, Lenwid Sandvick, Clarence Soyryng, Charles Spangler, Gary Stelzer, Cecil Taylor, Randy Tebon, Darrell Weckler, Keith Werkheiser, James Wunder Sr., Ronald Zimmerman;

25 Years – Bruce Albanese, Richard Anderson, Jerry Brown, Gerald Brunner, Terry Callahan, Marvin Cartwright, Rick Cartwright, Terry Cartwright, Bruce Curtis, Lee Gibson, Gary Cogdill, Timothy DeBraul, LeLand DeKeyser, John Diesburg, Roy Dobbs, Dan Donovan, Jeremiah Drum, Jack Ebright, Robert Erickson Jr., Gordon Esselman, Jeff Ethridge, Mike Faust, Robert Felder, Mike Goodenough, Pat Gulczynski, Matt Harper, Roger Hartel, Don Hizer, Crandall Hollister, Jay Huguet, Jeffery Howland, Robert Igl, Clinton Johnson, Melvin Johnson, Robert Ketchum, George Kopecky, George Lenzendorf, Tim Lewellyn, Joe Machones, Jerome McArdle, Anthony McMahon, Greg McMahon, Ray Nidy, Gerard O'Brien, Steve Parkansky, Ray Patterson, Vernon Paul, John Pearson, Bruce Peterson, Robert Pieterick, Edwin Plucker, Dan Plutchak, Jack Prokop, Randy Quall, Heriberto Rosado Sr., Norm Russell, Bernard Schultz, Kurt Schumann, Dan Schweitzer, John Slaby, Chester Stachowiak, Joseph Sura, Lester Thompson, Richard Thurman, Ron Truitt, Richard Walendowski, Keith Weber, Lee Weber, Terry Werkheiser, Donald Wessel, John Wilcox, Ramon Witz Jr., Mike Woloszyk Sr., Darrell Wright; and

20 Years – Al Allgeyer, Jeff Balogh, Tom Blake, Debbie Bishop, Frank Coleman, Steve Cogdill, Jeff Daugherty, James Deneff, Ronald Dunst, Joe Felton, Burt Goodenough, Gilbert Grabner, Mike Greis, Dave Kettenhofen, Larry Kirschbaum, Robert Krueger, Robert Lecheler, Gerard Maciejewski, Michael McKenna, Joseph Malkowski, Michael O'Connell, Mitch Olejniczak, Ronald Quall, Paul Stahl, Mark Verhalen, Keith Waarvik, Rick Wilson, Lee Wipperfurth, Robert Wittmershaus, James Witz, William Worzala, and Michael Zekor.

Local 374, Hammond, Ind.

CHARLES H. VANOVER, BM-ST of Local 374, Hammond, Ind., reports presentation of pins for continuous years of membership to the following:

40 Years – John W. Sparr Jr.;

35 Years – David Alexander, Donald R. Armstrong, Charles Beard, Gary W. Bunner, James Goffinet, Dale A. Groves, Michael Joy, Terry G. Lock, James R. Mitz, Larry Rasner, Richard Sheehy, Ronald E. Thorbecke, Ronald Timberlake;

30 Years – Richard Biggs, Roy Dellinger, Thomas Dossett, Joseph Draeger, Steven Hagedorn, Gary Hamblin, Mike Hildebrand, Albert Jones, Paul M. Keller, Michael Meyer, Daniel Morris, William



Local 587 BM-ST Clay Herford (I.) and Pres. James Kirkland (r.) present membership pins to, l. to r., Wilson Trahan (55 years), Seth Shelton (40), Frederick Dodd (35), and Woodrow Talbert (55).



L-433 Pres. James Barnes Jr., l., presents a 55-year pin to J.R. West, c., and a 30-year pin to J.R.'s son, Stanley West.



Carroll Worsham, retired L-45 BM-ST, receives his 55-year membership pin.



This group of Local 433 members receive service pins at their October union meeting. Together, they represent over 340 years of union membership.

Morris, Tom Newlin, Richard Robb, Gary Swain, Bernard A. Will; and

25 Years – Dennis Alexander, Warren Alexander, Dewey Bean III, John Blue, Charles Burns, William Cassell, Louis Esparza, Rudey Estes, Randall J. Friedman, George Furnish, Rex Gehlhausen, Monty Gilman, William Hankins, Patrick M. Jozwick, John Kalinowski, Fred LaLone, Daniel Lamar, Raymond Lock, Lavan McClure, Mark Mehling, Michael A. Musuta, Robert Schulthise, Terry Schwing, Erick Weger, Charles H. Vanover, Ruben Yzaguirre;

15 Years – Sean Burke, Mark E. Cunningham, Thomas L. Davis, Gilbert Gursansky, John L. McNabb, and Theodore J. Pufahl.

Local 433, Tampa, Fla.

EDGAR E. LARISCY, BM-ST of Local 433, Tampa, Fla., reports presentation of pins for continuous years of membership to the following:

55 Years – J. R. West;

35 Years – George Gunter, Marvin Parker;

30 Years – James Denmark, Stanley West;

25 Years – Ted Baysing, Robert Kelley, Elijah Lucas Jr.; and

20 Years – Ezekiel Bain, Donald Exum, Richard (Mike) Moore, Wady Salter.

Local 587, Orange, Texas

CLAY HERFORD, BM-ST of Local 587, Orange, Texas, reports presentation of pins for continuous years of membership to the following:

55 Years – Woodrow Talbert, Wilson Trahan;

40 Years – Seth Shelton;

35 Years – Frederick Dodd; and

20 Years – Joe Khoury. □

New contract summaries

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

L-5 – New York

THOMAS KLEIN, vice pres. and asst. bus. mgr. for Local 5, New York, N.Y., reports contract ratification, effective Oct. 14, 2003 to Oct. 14, 2006, for five members of Local 5 who work in the shop at **Steel Style, Inc.**

L-M7 – Grand Rapids, Mich.

INTL. REP. RON LYON reports contract ratification, effective Nov. 7, 2003 to Nov. 6, 2006, for members of Local M7, Grand Rapids, Mich., who work at **Attwood Corp.**

L-83 – Kansas City, Mo.

JOHN SEWARD, asst. bus. mgr. for Local 83, Kansas City, Mo., reports contract ratification, effective Oct. 1, 2003 to Sept. 30, 2004, for five members of Local 83 who make machine castings and custom dehydration equipment for the **Davenport Machine & Foundry Co.**, and effective Nov. 1, 2003 to Nov. 2, 2007 for 93 Local 83 members who manufacture boilers and appurtenances for the **Nebraska Boiler Co.**

L-85 – Toledo, Ohio

INTL. REP. RON LYON reports contract ratification, effective Sep. 3, 2003 to Sept. 3, 2006, for members of Local 85, Toledo, Ohio, who work at **Riverside Marine Ind., Inc.** (Hansen).

L-107 – Milwaukee

JAMES GARFIELD, bus. mgr. for Local 107, Milwaukee, reports contract ratification, effective May 1, 2003 to April 30, 2006, for five members of Local 107 who repair boilers for the **PBBS Equipment Corporation.**

L-151 – Erie, Pa.

INTL. REP. BOB HEINE JR. reports contract ratification, effective Sept. 1, 2003 to Aug. 31, 2006, for 180 members of Local 151, Erie, Pa., who make water wall panels, elements, headers, tubes, and burners at **Riley Power, Inc.**

L-175 – Oswego, N.Y.

INTL. REP. MARTY STANTON reports contract ratification, effective Oct. 1, 2003 to Sept. 30, 2006, for 60 members of Local 175, Oswego, N.Y., who fabricate boilers for **Fulton Boiler Works.**

L-D263 – Clark, Nev.

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Aug. 1, 2003 to July 31, 2006, for 40 members of Local D263, Clark, Nev., who work at **Eagle-Pilcher.**

L-D271 – Martinsburg, W.V.

INTL. REP. RALEIGH EVERSOLE III reports contract ratification, effective Oct. 1, 2003 to Sept. 30, 2006, for 45 members of Local D271, Martinsburg, W.Va., who produce brick for the **Continental Brick Co.**

L-D455 – Selma, Mo.

CAREY ALLEN, director of the CLGAW Division, reports contract ratification, effective Sept. 1, 2003 to Aug. 30, 2008, for 114 members of Local D455, Selma, Mo., who make Portland Cement at the **River Cement Company.**

L-D479 – Invermere, B.C.

ROB LAUZON, BM-ST of Cement District Lodge D11, reports contract ratification, effective May 23, 2003 to May 22,

2006, for 20 members of Local D479, Invermere, B.C., who mine magnesite at **John Wolfe Construction Co. Ltd.**

L-482 – Wood River, Ill.

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Nov. 1, 2003 to Oct. 31, 2006, for 88 members of Local 482, Wood River, Ill., who repair large and small diesel engines at **Mikes, Inc.**

L-D503 – Kamloops, B.C.

ROB LAUZON, BM-ST of Cement District Lodge D11, reports contract ratifications, effective Nov. 1, 2003 to Oct. 31, 2007, for five members of Local D503, Kamloops, B.C., who work in a limestone quarry for **Plateau Construction**, and for 16 Local D503 members who make Portland Cement at **Lafarge Canada, Inc.**

L-D505 – Winnipeg

DON MAES, asst. bus. mgr. for Cement District Lodge D11, reports contract ratification, effective Nov. 1, 2002 to Oct. 31, 2006, for seven members of Local D505, Winnipeg, Manitoba, who work in a terminal shipping bulks of cement for **Lehigh Inland Cement Ltd.**

L-D513 – Edmonton

DON MAES, asst. bus. mgr. for Cement District Lodge D11, reports contract ratification, effective Oct. 1, 2003 to Sept. 30, 2008, for 50 members of Local D513, Edmonton, Alberta, who produce gypsum wallboard for **Georgia Pacific Canada, Inc.**

L-D583 – Richmond, Calif.

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Nov. 1, 2003 to Oct. 31, 2006, for 46 members of Local D583, Richmond, Calif., who work at **National Gypsum.**

L-752 – Plaistow, N.H.

INTL. REP. ROCCO DEROLLO reports contract ratification, effective Aug. 30, 2003 to Aug. 26, 2006, for members of Local 752, Plaistow, N.H., who work at **Chart Storage Systems.**

L-1247 – Chicago

INTL. REP. HOWARD COLE reports contract ratification, effective Nov. 17, 2003 to Nov. 18, 2005, for 68 members of Local 1247, Chicago, who make forgings at **Cornell Forge.**

L-1509 – Cudahy, Wis.

INTL. REP. HOWARD COLE reports contract ratification, effective Sept. 29, 2003 to Sept. 30, 2006, for 151 members of Local 1509, Cudahy, Wis., who work with large forgings at the **Ladish Co., Inc.**

L-1626 – Champaign, Ill.

INTL. REP. JAMES PRESSLEY reports contract ratification, effective Sept. 22, 2003 to Sept. 22, 2007, for 41 members of Local 1626, Champaign, Ill., who work at the **Clifford Jacobs Forging Co.**

L-1851 – Springfield, Mass.

INTL. REP. ROCCO DEROLLO reports contract ratification, effective Oct. 1, 2003 to Sept. 30, 2008, for members of Local 1851, Springfield, Mass., who work at the **Top-Flite Golf Co.**, a wholly-owned subsidiary of the Callaway Golf Co. □

You don't get what you deserve you get what you negotiate

UNION LEADERS, like these pictured here, work long hours to negotiate the best benefits they can for Boilermaker members.



Negotiating a three-year agreement for L-151 members at Riley Power are, l. to r., IR Marty Stanton, Jerry Grays, Jeff Frum, Fred Newland, Ed Unger, Wendel Watters, and Jim Young.



Negotiating a three-year agreement for L-D263 members at Eagle-Pilcher are local officers, l. to r., Vice Pres. Rick Sinnette, Sec.-Treas. Delon Palmer, IR Atchison, Pres. Ken Flores, and Mike Little.



Negotiating a five-year agreement for L-D455 members at River Cement are Vernon Able, Wayne Turley, Kevin Dixon, Bob McVey, and Carey Allen.



Negotiating a three-year agreement for L-D583 members at National Gypsum are local officers, l. to r., Vice Pres. Henry Sterling, Ron Lewis, Pres. Joe Augustine, and Rec. Sec. John Loudon.



Negotiating a three-year agreement for L-1509 at Ladish are, l. to r., front, Dave Kulinski, John Stewart, and Randy Jungkuntz; back, Frank Bunek, Roger Reading, Daniel Seng, and Jeff Latus.

A Summary Analysis of these Contract Settlements

THIS ANALYSIS of the 23 agreements above, covering about 1,990 employees, provides a perspective of trends in Boilermaker collective bargaining. It is based on information provided by contract summary and transmittal report forms and was prepared by the Research and Collective Bargaining Services Department.

Average Wage Increases

2003	2.16 % or \$0.43/hr.	(16 facilities)
2004	2.52 % or \$0.43/hr.	(19 facilities)
2005	2.42 % or \$0.50/hr.	(18 facilities)
2006	2.67 % or \$0.55/hr.	(6 facilities)

Paid Holidays

23 of 23 Provide average of 10.74 days

Sickness and Accident

20 of 23	Provide sickness/accident indemnity
13 of 23	Set dollar amount – \$292.69 avg
	26 weeks avg. time off
6 of 23	Use percentage
	60% is most common

Vacation

20 of 23	1 Week Paid
23 of 23	2 Weeks Paid
23 of 23	3 Weeks Paid
22 of 23	4 Weeks Paid
16 of 23	5 Weeks Paid
2 of 23	6 Weeks Paid

Life Insurance/AD&D

22 of 23	Provide Life Insurance
18 of 23	Fixed - \$23,333.33 avg. first year
4 of 23	Based on annual salary
21 of 23	Provide AD&D Insurance
17 of 23	Fixed - \$25,411.76 avg. first year
4 of 23	Based on annual salary

Shift Differential

2nd Shift – 22 of 23 Total
20 use cents-per-hour (\$0.41 avg.)
2 use percent of wage (7.5% avg.)
3rd Shift – 21 of 23 Total
20 use cents-per-hour (\$0.48 avg.)
1 uses percentage of wage (10%)

Pensions

20 of 23	Offer some kind of pension plan
10 of 23	Offer 401(k)
11 of 23	Company (defined benefit)
2 of 23	Profit Sharing
2 of 23	RRSP Canada

8 of 23	Offer Boilermakers-Blacksmith National Pension Trust
12 of 23	Contribute cents-per-hour, Canada averages \$2.50/hr. in first year, U.S. averages \$1.49/hr. in first year

Other Provisions

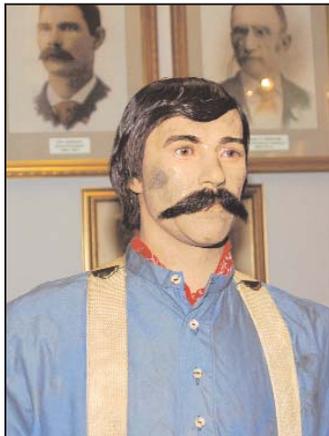
23 of 23	Paid Funeral Leave
18 of 23	Paid Jury Duty Leave
3 of 23	Paid Military Leave (2 weeks)
14 of 23	Safety Shoe Reimbursement
17 of 23	Prescription Safety Glasses Reimbursement
9 of 23	Severance Pay Packages

National Archives welcomes two new faces

Johnson, Franklin look-alikes keep watch over historical artifacts

THE BOILERMAKERS' National Archives welcomed two almost-human additions to its treasure trove of historical memorabilia.

Archivist Tom Wands installed the life-sized museum figures in the



Kansas City, Kan., exhibit, representing Boilermaker past-Presidents Lee Johnson and Joseph Franklin.

A figure in the likeness of Johnson, president from 1893 to 1904, stands over a hand-operated forge used for heating rivets. It wears 1800s-era work clothes and shoes purchased from James Country Mercantile in Liberty, Mo. Wands asked instructors and apprentices to wear the well-kept clothes and shoes to lend them an authentic level of grime.

Joseph Franklin's look-alike is seated at his original oak desk, signing paperwork. He wears a double-breasted suit that formerly belonged to Wands and spectacles acquired from a Goodwill store.

Purchased from Dorfman Museum Figures, Inc. of Baltimore, each figure is a steel structure encased in vinyl with glass eyeballs and eyelashes. The figures were officially unveiled October 2 at the National Archives Open House.

Both figures, including this look-alike of past International President Lee Johnson, left, were created by Dorfman Museum Figures, Inc.



Wands points out the intricate details of a museum figure in the likeness of Joseph Franklin to (l. to r.) Gary Scott, NTL vice president and asst. bus. rep., Dennis Lark, training director for Toledo, Ohio Local 85, and Ron Horner, vice president of Resource Contracting and Maintenance.

Wands anticipates acquiring at least two more figures in the near future, one representing past International President Charles MacGowan — including an audio recording from his speech at

the groundbreaking of the International Brotherhood building in 1947 — and one of a modern Boilermaker in full work dress. □

Wives use chat group to stave off isolation

Boilermaker women share sorrows, joys, and family pictures via Web site

CONSTRUCTION Boilermakers often spend months working on a job far from home and family. It's demanding work that is hard on the body and mind.

It is equally demanding on their spouses and often tremendously isolating. During the weeks and months these men are away from home, their wives and significant others raise the children and take care of the house, the bills, and all the problems that come up in daily life. So Lisa Christiansen, wife of Jeffrey, Local 11, Helena, Mont., decided to use the Internet to help fill that hole in her life and the lives of other Boilermaker women.

In January of 2003, she formed a Yahoo! discussion Web site for wives and partners of Boilermakers. The discussion group, made up mostly of wives of construction Boilermakers, is a way for these women to share their thoughts and lives while their husbands or significant others are traveling for work. One hundred twenty-eight participants have signed up in the last year, with nearly 4,000 messages posted.

"This site has seen conversations ranging from loneliness, frustration and fidelity, to grandbabies and new babies, and job possibilities and job layoffs," Christiansen said. "It doesn't matter whether you are a stay-at-home mom, a working mom and taking care of the children while hubby is away, a road mother with her children, or a wife on and off the road. We are a special bunch."

The voices in the group come from as far as Battle Mountain, Nev., Keyesville, Va., and Edmonton, Alberta. Stacy Durdin's husband, Dustin, works out of Local 74 in Houston. She says the support system helps to remind her of the

benefits of this lifestyle on those days when Dustin is far away.

"It is altogether easy to forget the advantages of the Boilermakers union when you are on your own," she says. "When I log on and read the posting, it makes me feel like I'm not alone and that there is almost always someone out there with the same problems I am having."

Wendy Solly's husband, Joseph, Local 7, Buffalo, N.Y., has not had to travel for work yet, but she still finds sharing her experiences with other Boilermaker wives a comfort. These women, she says, take the word "support" seriously.

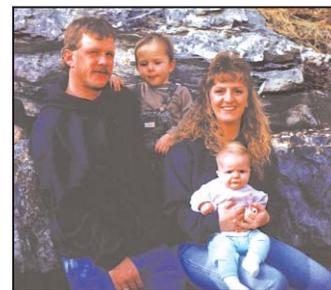
"My husband was off for eight months with an injury and they took up a collection," she says. "Another [mem-

ber's] house burned and they didn't have any insurance. They made an account and donations poured in."

Amanda Beaman is engaged to Ryan Oliveira of Local 83, Kansas City, Mo. She says joining the discussion group helped her to understand the life of a Boilermaker family better and has strengthened her relationship with her fiancé.

"It made us closer when we were dating and I had to travel to see him," she says. "It made him see how much I care. He loves his job very much, and it is wonderful to see that all the other ladies' husbands love their jobs also."

The Boilermaker wives discussion group is open to all spouses and significant others of Boilermakers. If you would like to join, log on to <http://groups.yahoo.com/group/boilermakerswives/>. The Web site's owner will confirm your affiliation before allowing access. □



Lisa Christiansen with husband, Jeffrey, and Shay and Shawnee.

A little love from home

STAFF IN THE Membership Department at the International offices in Kansas City, Kan., didn't think twice about what to do when they heard about the harsh conditions and stress the soldiers in Iraq were facing.

"NTL Pres. Ronny Vanscoy was getting ready to take a care package to the post office for his niece's husband," says Debbie Shannon. "He was telling me how much they appreciate getting the packages."

Shannon and her colleagues decided to send a package to a soldier who had no family or received very little mail. They e-mailed the rest of the International staff with their idea.

"I was overwhelmed at the response we got," she said. "We got food donations, cash donations, and Pres. Jones donated a Boilermaker knife and paid

the shipping costs. The cash donations were enough to send another package."

She shipped the first package to PFC Walter Hart on Dec. 10 in hopes Hart would receive it by Christmas. They included letters of thanks and encouragement, and Shannon's daughter, Erin, included her e-mail address. Erin received an e-mail from Hart on Dec. 29.

"It's nice to know that there are people like you out there that actually care about the sacrifices that a lot of men and women are making out here," Hart wrote. "Tell Debbie and everyone over at the Boilermakers union thank you for the box, but most of all for thinking about us over here."

The cash donations they received for the first package were enough to cover the cost of a second package, which was sent to SPC Michael Snyder on Jan. 21.



Some of the items included were batteries, KC Masterpiece sauce, cookies, beef jerky, wet wipes, canned meats, drink mixes, foot powder, lip balm, magazines, candy, and throat lozenges.

Shannon, pictured above with Kathy Remack (l.) and Carol Summers (r.), says they plan to keep sending care packages as long as the interest and donations keep flowing in.

Credit counseling should be education, not business

Debt managers may have money for you, but can you find straight answers?

HAVE YOU EVER NOTICED that the number of debt consolidation commercials you see on TV late at night seems to be in direct correlation with the number of bills you have yet to pay? The heavier and more complex the debt, the more appealing are such "easy money" solutions.

According to Jon Ross, vice-president of communications for the Union Plus Program, it is important to distinguish between those who just want your business and those who use a financial expert's eye to offer the best advice for your situation.

"Loans are strictly loans," Ross says. "Consolidation loans can help reduce monthly payments and save money, but if you are in financial trouble, you may need more help."

One gray area, Ross says, is the difference between credit counseling and debt management services.

Credit counselors play an educational role. They collect your information and advise you on choices available for reorganizing and paying down your debt while best satisfying your creditors. They have no vested interest in one choice over another. Their interest is consumer protection.

Debt management specialists are often mistaken for credit counselors. They may offer some "credit counseling," but their primary goal is to help you move your debt to their company

or organization. They usually offer to move your debt into a single payment while promising to "handle" your creditors. Some use home equity to manage the debt. The options they offer will generally be limited to their own products and services, they often charge a fee, one that isn't always disclosed.

"A lot of times what they offer, for a fee, is something you can do on your own," Ross says.

Ross first advises you to call your creditors. They are often able to help you if you acknowledge and explain your difficulties.

"A lot of consumers don't like to face their debt problems, but they would be better off to take action," Ross says. "They think it is easier to avoid dealing with the problem, but they would be better off if they did."

The National Foundation for Credit Counseling (NFCC) offers information and education. Founded in 1951, it is commonly known as Consumer Credit Counseling Services (CCCS) and has more than 1,000 community-based offices nationwide.

Union Plus will launch a CCCS-affiliated credit counseling and debt management program this spring, with credit specialists who can help union members see their way through financial difficulties.

Meanwhile, Union Plus continues to offer assistance and exceptions for participating union members. Their Credit Card and Loan programs offer a Layoff Helpline (800-551-2873 and 800-365-1328) for members experi-

encing difficulties making payments while unemployed.

Help from both programs includes skip payment options, interest rate reductions, short- and long-term hardship programs, and account settlements. The Mortgage Assistance Program offers similar options such as flexibility with late fees and interest-free loans to help make payments. These programs are for Union Plus loan, mortgage, and credit card holders only.

For information on these and other Union Plus programs, visit the Web site www.unionplus.org. For credit counseling help, contact CCCS at 800-388-2227 or online at www.nfcc.org. □

AmeriDebt's questionable practices spur consumer alert

IN OCTOBER, the Federal Trade Commission (FTC) and the Internal Revenue Service (IRS) issued a consumer alert for those seeking help from tax-exempt credit counseling organizations. They are concerned that some organizations are using their nonprofit status to circumvent consumer protection laws.

In Illinois and Missouri, state regulators are suing AmeriDebt, saying it charges excessive fees and diverts money to for-profit companies that are affiliated with it. Though AmeriDebt advertises no up-front fees for consumers, Missouri Attorney General Jay Nixon says the company downplays or hides that a consumer's first monthly payment goes to AmeriDebt and its affiliates. That fee, according to Nixon, is typically three percent of the total debt, or an average of \$327.

Timothy Muris, chairman of the FTC, suggests consumers who are struggling financially should be wary of quick fixes. "[They] need to be careful not to lose even more money to someone offering a quick and easy way to fix credit problems."

The FTC offers the following tips to evaluate a credit counselor.

- Read any written agreement. It should describe services provided, payment terms for these services (including cost), the length of time it will take to achieve results, any guarantees, and the organization's name and address.
- Watch out for "voluntary contributions" and fees that may increase your debt.
- Remember it is illegal to represent that negative information, such as bankruptcy, can be removed from your credit rating.
- Make sure your creditors are willing to work with the agency you choose.
- Follow up with creditors to ensure the debt is being paid off.
- Check an organization's record with state agencies and Better Business Bureaus.



Money-Saving Programs for Members Only

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

Union Plus Credit Card

Call: 1-800-522-4000

Mortgage & Real Estate

Also open to children & parents of Boilermaker members.

Call: 1-800-848-6466

Education Services

Get expert advice on scholarships and other funding sources for college and job skills training.

Call: 1-877-881-1022

Personal Loans

Credit-qualified members are eligible for loans for a variety of uses.

Call: 1-888-235-2759

Legal Service

Discounted legal help — first 30 minutes are free.

Visit: www.unionplus.org

Life Insurance

For members, their spouses, and children.

Call: 1-800-899-2782

Accident Insurance

Call: 1-800-899-2782

Health Savings

Save on prescription medicines, hearing, dental, and vision care.

Call: 1-800-228-3523

Car Rental Discounts

Call and give the ID number:

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

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

Union-Made Checks

Call: 1-888-864-6625

Flower Service

Call: 1-888-667-7779

North American Van Lines

Call: 1-800-524-5533

For information on these programs and other member-only benefits, go to

www.unionplus.org

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

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

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Working For Working Families

Union Plus
Legal Service

WITH DEEP SORROW the International Brotherhood records the death of these members as reported to the International Secretary-Treasurer's office, and extends its heartfelt sympathy to the bereaved families.

LODGE & NAME

NTL Hysmith, Oscar D.	29	Davis, Raymond M.	92	Greaves, Donald S.	159	Aumick, John J.	499	Harris, John S.
NTL Manning, Plummer T.	30	Delbert, Mallory	92	Sokoloff, Peter M.	169	Beckett, Timmi L.	502	Storm, Harold D.
1 Roberts, Dennis W.	37	Delatte, Joseph	96	Bannister, Bobby E.	191	Allen, Frank Douglas	549	Baty, William H.
1 Szkolka, Edward J.	37	Dorsa, John J.	103	Dunning Jr., Joseph E.	193	Weeks, Billy J.	549	Cox, Johnny D.
5 Zorovich, Flavio A.	40	McDonald, Dennis A.	104	Andrews, Marl	199	Braswell, T.C.	549	Postelle, Kenneth L.
6 Fennell, Timothy	60	Caudill, Ray	104	Meyers, John R.	212	Aiello, Dominic	549	Williams Jr., Eddie
6 Pittaluga, Paul L.	60	Ball, Kenneth A.	104	Ohrn, Karl H.	S234	McFall, Donald	568	Templin, Thomas N.
6 Souza, Gabriel	60	Quinlan, Thomas W.	104	Slotnick, Bernard M.	242	Rennick, Theophil	582	Tassin, Clifford J.
7 Lockwood, Charles	69	Wood, David O.	104	Welke Sr., Kenneth E.	263	Thomas, Lester	586	Greer, Lewis R.
7 Padlo, Bernard J.	74	Hensley, Leo T.	105	Hawkins, Luther R.	M300	Lane, Brian K.	647	Ostlund, Henry
9 Connick, Arthur R.	79	Tyler, Lloyd	S105	Alward, Randall E.	359	McKay, Alan	667	Gamber, Joseph J.
9 Hodge, Donald	83	Stutes, Dudley	S105	Fouts, Janice L.	359	Moore, Lloyd E.	667	Hughes, Dickie M.
13 Cook, Paul A.	83	Baker, Richard S.	107	Ivey, Jesse C.	374	Butler, Geary	667	McDavid, Emory E.
13 Moffett, George W.	83	Connelly, Bill L.	112	McDonald, James F.	374	Crowder, Glosses C.	667	Siders II, Timothy E.
13 Parlow Sr., Walter Wm.	83	Eastridge, Paul B.	S125	Corlew, George	406	Radetich, Anthony V.	667	White, Packie M.
13 Sierocinski, Alfred	83	Fountain, Charles O.	132	Rogers, McDonald	433	Watson, George	667	Wistinghausen, John
26 Aldridge, Ephriam T.	83	Kapler, Robert A.	132	Watts, Ricky G.	453	Blevins, Ottis	682	Saunders, Darrell
26 White, Cleveland W.	83	Pruitt, Leroy	146	Campbell, John H.	454	Howard, James A.	687	Lively, Clayton L.
27 Billings, Edward	85	Smith, Galen R.	146	Cosman, Edgar J.	454	Lequire, Clarence C.	689	Scheible, Robert
28 Romano, Peter B.	85	Lester, Richard A.	146	Faubert, Raymond	457	Troutman, Ted	696	Leoux, Thomas B.
		Miller, Jack L.	158	Hidden, Richard M.	487	Rickard, James L.	1162	Fink, Richard
					487	Haley, Dwight S.	1667	Landes, Larry
						Brusky, Raymond		
						Schunke, Harold R.		

DEATH BENEFITS

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

LODGE, NAME & BENEFIT

Intl. Thoures, Thadeus T.	\$6,000.00	13 Nelson, Clint E.	3,227.13	83 Campbell, Everett	6,000.00	104 Thode, Lee M.	2,249.81
Intl. Trofimuk, Nicholas	6,000.00	13 Cook, Paul A.	10,000.00	83 Childress, Ralph J.	6,000.00	104 Tortorice, Sebastian W.	6,000.00
Natl. Schneider, Mary Lucille	6,000.00	13 Cook, Paul A.	5,000.00	83 Creech, Austin	6,000.00	104 Welke Sr., Kenneth E.	6,000.00
NTL Burgess, Howard E.	6,000.00	13 Moffitt, George W.	6,000.00	83 Duvall, Chris D.	15,000.00	104 Whitehead, Glen D.	6,000.00
NTL Cooper, Vernon C.	6,000.00	13 Parlow Sr., Walter Wm.	6,000.00	83 Phoenix, Robert R.	6,000.00	105 Bilby, David B.	15,000.00
NTL Corwin, James E.	6,000.00	13 Sierocinski, Alfred	6,000.00	84 Hermreck, Robert D.	6,000.00	105 Jensen, Glen D.	6,000.00
NTL Enoch, Robert L.	6,000.00	26 Coppage, Derrell E.	6,000.00	84 Smith, Blaine M.	6,000.00	105 Taylor, James E.	6,000.00
NTL Grover, Robert L.	6,000.00	26 Smith, Charles W.	6,000.00	85 Lester, Richard A.	6,000.00	107 Anderson, Alvin S.	6,000.00
NTL Hebert, Joseph D.	13,393.11	26 White, Cleveland W.	6,000.00	85 Lucas, Jack L.	6,000.00	107 Hodge, Donald E.	6,000.00
NTL Hook, Howard E.	6,000.00	27 Chee Sr., Gilbert	4,780.25	85 Miller, Jack L.	6,000.00	107 Johnson, Melvin E.	6,000.00
NTL Hysmith, Oscar D.	9,529.14	27 Fugate, Orbie P.	6,000.00	92 Allen, Orville C.	6,000.00	107 Olejniczak, Max F.	6,000.00
NTL Kaiser, John W.	6,000.00	27 Krauss, Louis	6,000.00	92 Barron, Charlie R.	6,000.00	107 Warner, Robert	6,000.00
NTL Kucik, Steve	6,000.00	28 Barker, Herschel H.	5,000.00	92 Booth, John H.	6,000.00	108 Wyers, James W.	6,000.00
NTL Kueber, Orville E.	6,000.00	28 Becker, John A.	11,000.00	92 Cole, Harber L.	6,000.00	109 Weindel, Bernard J.	6,000.00
NTL Lancaster, Roger L.	6,000.00	28 Romano, Peter B.	5,000.00	92 Greaves, Donald S.	6,000.00	110 Boswell, Billy Byrd	1,305.00
NTL Manning, Plummer T.	6,000.00	28 Styers, Terry L.	485.10	92 Henry, Leland	1,088.50	112 Goff, George L.	6,000.00
NTL Nava, Joseph A.	6,000.00	28 Van Hest, George J.	11,000.00	92 Hribal, David K.	6,000.00	112 Hall, Donnie R.	14,976.85
NTL Peck, Michael W.	15,000.00	28 Wyres, James J.	5,000.00	92 Phinney, Donald E.	6,000.00	112 McDonald James F.	6,000.00
NTL White, Bobby	6,000.00	37 Boudreaux, Richard F.	15,000.00	92 Radetich, Anthony V.	6,000.00	112 Sadler, John E.	6,000.00
1 Kalembe, Walter F.	3,000.00	37 Cowart, Willie J.	1,500.00	92 Ramos, Frank	6,000.00	117 Crist, Roland E.	6,000.00
1 Roberts, Dennis W.	6,000.00	37 Delatte, Joseph	6,000.00	92 Saari, Arvo J.	6,000.00	117 Leffel, Norman W.	6,000.00
1 Saunders, Robert	2,399.68	37 Dorsa, John J.	6,000.00	92 Sokoloff, Peter M.	6,000.00	124 Burdick, Wayne A.	6,000.00
5 Zorovich, Flavio A.	6,000.00	37 Hambrice, Iruman A.	6,000.00	92 Wilson, Ronald Lee	6,000.00	132 Mancuso, Stephen D.	11,329.98
6 Balistreri, Nunzio	6,000.00	37 McDonald, Dennis A.	6,000.00	96 Bannister, Bobby E.	6,000.00	132 Rogers Jr., McDonald	6,000.00
6 Combs, John D.	6,000.00	37 Vegas, Eddie T.	6,000.00	96 Crowder, Glosses C.	6,000.00	132 Watts, Ricky G.	4,733.68
6 Dickson, Bennie V.	6,000.00	40 Marsh Jr., Edgar	6,000.00	101 Clark, Fordyce D.	6,000.00	132 Wistinghausen, John G.	6,000.00
6 Fernandez, Abelino A.	6,000.00	40 Weatherford, Frank D.	6,000.00	104 Adams, John B.	6,000.00	154 Ambrosini, Anthony J.	6,000.00
6 Ferrari, Louie	6,000.00	40 Wilson, Douglas M.	6,000.00	104 Andrews, Marl S.	6,000.00	154 Benigni, Reno	6,000.00
6 Fong, Wah	6,000.00	60 Ball, Kenneth A.	6,000.00	104 Geyer, Richard R.	6,000.00	154 Druga, George	6,000.00
6 Fontana, James J.	6,000.00	60 Chester, Harry W.	6,000.00	104 Green, Kenneth J.	6,000.00	154 Morris, Michael L.	6,000.00
6 Gogos, John J.	6,000.00	60 Wood, David O.	3,735.00	104 Hawkinson, Carl C.	6,000.00	169 Akahoshi, Shigenori	6,000.00
6 Jacobs, Oliver W.	6,000.00	69 Hensley, Leo T.	6,000.00	104 Hill, Harry L.	6,000.00	169 Beckett, Timmi L.	6,000.00
6 LaChapelle, Charlie	6,000.00	69 Patterson, Tommy L.	6,000.00	104 Kim, Myung H.	6,000.00	169 Caplinger, Leslie A.	6,000.00
6 Mayenschein, George	6,000.00	72 Carpenter, Milo M.	6,000.00	104 Lambertson, Roland W.	6,000.00	169 Glockzin, Alvin A.	6,000.00
6 Menize, Edwin W.	6,000.00	72 Chapman, John W.	6,000.00	104 Lien, Floyd W.	6,000.00	169 Ragle, Dennis A.	308.86
6 Schock, George	6,000.00	72 Lagers, Elva M.	6,000.00	104 Malo, William M.	6,000.00	169 Veenema, Anthony M.	1,574.74
6 Smith, Howard E.	6,000.00	72 Murray, Henry O.	6,000.00	104 Mays Sr., Roy R.	6,000.00	169 Wiewiora, Walter M.	6,000.00
6 Toone, John K.	6,000.00	72 Olsen, Walter G.	6,000.00	104 Moreland, Gene C.	6,000.00	175 Eusepi, Angelo	6,000.00
6 Wilkins, Iven D.	6,000.00	72 Philpot, Jack D.	6,000.00	104 Murdock, Robert L.	6,000.00	175 Rinaldi, John	6,000.00
7 Earley, Danny Joel	6,000.00	72 Trobough, James L.	6,000.00	104 Musielak, Alfred S.	6,000.00	182 Ward, Lawrence M.	6,000.00
7 Lockwood, Charles W.	6,000.00	74 Tyler, Loyd Ray	6,000.00	104 Norman, Junior H.	6,000.00	193 Meyers, Charles W.	259.21
11 Dohl, Wayne R.	6,000.00	79 Perron, Floyd	6,000.00	104 Ohn, Karl Harold	6,000.00	193 Weeks, Billy J.	6,000.00
		79 Poncho, Jerome R.	6,000.00	104 Samson, Loyd H.	6,000.00	199 Braswell, T.C.	6,000.00
						199 Ivey, Jesse C.	6,000.00
						199 Loveridge Sr., Robert E.	580.00
						199 Vesley, William J.	6,000.00
						204 Alejado, Bencelao B.	6,000.00
						204 Bailey, Paul B.	6,000.00
						204 Tanaka, Paul Yoshio	6,000.00
						237 Sullivan, James L.	6,000.00
						242 Boyer, Edward J.	6,000.00
						242 Rennick, Theophil	6,000.00
						242 Sulgrove, Roy T.	6,000.00
						263 Stimpson, William J.	6,000.00
						300 Swarouth, Joseph S.	6,000.00
						316 Incitti, Andrew L.	6,000.00

IF YOU HAVE NOT yet been furnished this information, contact your local lodge, secure the beneficiary forms, complete the required information and forward to the Administrative Office of the Pension Fund, 754 Minnesota Avenue, Suite 522, Kansas City, KS 66101, at the earliest possible date. NOTE: These additional death benefits can only be derived for members who worked under a collective bargaining agreement with an employer contributing to the Boilermaker-Blacksmith National Pension Trust.

Moving? Tell us where...

Name _____
 New Address _____
 City _____
 State or Province _____ Zip _____
 Local Lodge No. _____ Register No. _____

(Also please notify the secretary of your local lodge.)

Mail form to:

Publications Department
753 State Avenue, Suite 565
Kansas City, KS 66101

(Allow five weeks for change of address.)

DEATH BENEFITS

Continued from page 22

316	Tarves, Vincent J.	2,358.88	599	Hagen, Clarence N.	6,000.00
329	Fox, Lloyd J.	6,000.00	599	Pastian, George	6,000.00
358	Andrews, Frank A.	6,000.00	614	Wagstaff, Dolph E.	6,000.00
358	Demuth, Elmer J.	6,000.00	627	Boyd, Robert Gale	6,000.00
358	Peyton, Levern	6,000.00	627	Morgan, Terry K.	913.50
358	Sturgell, Millard	6,000.00	627	Parsons, Victor K.	6,000.00
363	McKennedy, Clarence	6,000.00	627	Trimmier, Elmer J.	6,000.00
374	Bauer, Richard L.	6,000.00	636	Shaffer, Oliver L.	6,000.00
374	Butler, Geary E.	14,733.94	647	Bennett, Donald G.	6,000.00
374	Chapin, Neil M.	6,000.00	647	Harves, George R.	6,000.00
374	Harrison, Darwin A.	6,000.00	667	Baker, Michael L.	13,645.01
374	Higginbotham, James	6,000.00	667	Burgess, Donald L.	1,552.00
374	Horine, Clifford L.	6,000.00	667	Clegg, Charles T.	1,623.61
374	Nye, Joseph S.	6,000.00	667	Gamber Sr., Joseph J.	6,000.00
374	Payne, Kenneth W.	6,000.00	667	Hale, Charles L.	6,000.00
374	Polito, Frank P.	6,000.00	667	Haley, Dwight S.	6,000.00
374	Summers, Gene	6,000.00	667	Halterman, Morton	6,000.00
374	Wiseman, Howard W.	6,000.00	667	Hollingsworth, Roger	5,559.01
433	Brock, Joe V.	3,000.00	667	Love, Wayne H.	6,000.00
433	Gay, Walter L.	6,000.00	667	Nowlin, Robert L.	6,000.00
433	Richards, Carol Wayne	6,000.00	667	Sampson, Curtis C.	6,000.00
433	Thompson, David L.	6,000.00	667	Siders, Timothy E.	15,000.00
433	Watson, George R.	6,000.00	667	White, Packie M.	11,212.46
449	Dart, Gerald J.	6,000.00	679	Tripp, Michael A.	6,000.00
449	Herschleib, Donald R.	6,000.00	687	Farmer, John W.	6,000.00
453	Thompson, Ricky H.	14,843.04	687	Gray, Weems G.	6,000.00
454	Howard, James A.	6,000.00	687	Linton Sr., James W.	6,000.00
454	Lequire, Clarence C.	6,000.00	687	Lively, Clayton L.	6,000.00
454	Peardon, Charles W.	6,000.00	688	Allen, Charles B.	6,000.00
454	Slack, Paul S.	775.00	696	Leroux, Thomas B.	3,377.90
454	Troutman, Ted	6,000.00	696	Marcek, William H.	6,000.00
455	Blevins, Ottis M.	6,000.00	697	Jonas, John M.	6,000.00
455	Rickard, James L.	6,000.00	697	Rasmussen, Raymond	6,000.00
455	Stewart, Nolen L.	2,321.50	700	Williams, George Q.	6,000.00
469	Arauzo, Jesse C.	1,500.00	744	Kurjian, Wilfred G.	6,000.00
487	Brusky, Raymond	6,000.00	744	Lawson, James W.	6,000.00
487	Dalebroux, Gerald J.	6,000.00	744	Reckart, Melvin D.	6,000.00
487	Denil, Raymond J.	6,000.00	752	Garvin, Kenneth W.	6,000.00
487	Smith, Alvin G.	6,000.00	799	Lozak, Steve	6,000.00
502	Bonnell, Frank D.	6,000.00	801	Carman, John C.	6,000.00
502	Sandirk, Steve F.	1,382.50	802	McNeill, William A.	6,000.00
502	Storm, Harold D.	6,000.00	802	Reimers, Raymond J.	6,000.00
531	Gibbons, Julius D.	6,000.00	807	Bailey, Howard B.	6,000.00
549	Clark, Edwin E.	6,000.00	1162	Fink, Richard	6,000.00
549	Dibble, William L.	6,000.00	1234	Assenza, Joseph	6,000.00
549	Heob, Ernest A.	6,000.00	1243	Boyd, Edward E.	6,000.00
549	Leon, George	6,000.00	1243	Kline, Bobby L.	3,000.00
549	Stokes, George G.	6,000.00	1509	Janicek, John J.	6,000.00
549	Williams Jr., Eddie	6,000.00	1509	Karras, James	6,000.00
582	Roberts, William A.	6,000.00	1509	Stacks, Hubert B.	6,000.00
583	Goss, William A.	6,000.00	1593	Martucci, Dorothy R.	6,000.00
583	Moore, Clifford	6,000.00	1600	Rhodes, Jimmie S.	6,000.00
587	Anderson, George	6,000.00	1600	Tanner, James E.	3,000.00
587	Soape Sr., Allen P.	6,000.00	1624	Merza, John	6,000.00
592	Long, Woodrow W.	6,000.00	1668	Jackson, Donald S.	6,000.00
			1670	Dreimanis, Austra	6,000.00

OBITUARIES

Homer E. Patton, 89

HOMER E. PATTON, 89, who retired as International secretary-treasurer on March 31, 1973, passed away Jan. 5, 2004, at the Holmesdale Care Center in Kansas City, Mo.

Patton joined the Boilermakers union in 1935, becoming a member of Local 72 in Portland, Ore. He later transferred his membership to Local 6, Oakland, Calif., earning his 65-year membership pin in 2000.

Patton served the International for 32 years, first as an Intl. representative, then as an Intl. vice president, becoming International secretary-treasurer in 1958.



HOMER PATTON
(1914-2004)
Intl. Sec.-Treas.

A friend to Pres. Harry Truman and other presidents, Patton was invited to several inaugural festivities and was appointed a member of the Air Quality Advisory Board by Pres. Richard Nixon. On three different occasions, he represented the United States in Europe at international labor meetings.

He was made Ambassador of Good Will for Arkansas by Gov. Winthrop Rockefeller, a Distinguished Jayhawker by Kansas Gov. John Anderson, and a Colonel and Aide-de-Camp by Louisiana Gov. John McKeithen.

He received a citation of outstanding achievement by Oregon's American Legion Americanism Program and served as chairman of the board of directors for the Brotherhood State Bank during the 1960s and early 1970s.

Patton is survived by his wife, Gerta; daughters, Sandra Linson and Sharon Rivera; five grandchildren; and four great-grandchildren.

William K. Holt, 86

WILLIAM K. "BILL" HOLT, 86, past president and board member of the Bremerton Metal Trades Council

(BMTC) and 61-year member of Local 290, Bremerton, Wash., passed away Dec. 8, 2003.

Holt worked as a shipfitter and machinist at the Puget Sound Naval Shipyard for 34 years, retiring in 1981. He served 17 years with the BMTC and was a member of the AFL-CIO's Kitsap County Central Labor Council.



WILLIAM K. HOLT
(1917-2003)
Bremerton Metal Trades

Survivors include his wife of 29 years, the former Nancy Aldrich; a son, William K. "Pete" Holt Jr.; a daughter, Karen Collis; a brother, John Holt; six grandchildren, and 10 great-grandchildren.

Dick Hardin, 55

DICK HARDIN, 55, an International representative for the National Transient Division (NTD), passed away at his home in Osage City, Kan., Feb. 8, 2004.

A member of the National Transient Lodge since 1971, Hardin joined the International staff in 1984 as a general organizer, working out of his Osage City home. In 1996, he moved to Houston to continue serving NTL members in that area. In 2002, he was diagnosed with amyotrophic lateral sclerosis (ALS), also known as Lou Gehrig's disease, a neuromuscular disorder. He took early retirement effective Dec. 1, 2002, and moved back to his Kansas home.



DICK HARDIN
(1948-2004)
Intl. Rep. - NTD

Survivors include his wife, Deborah; three sons, Billy, Jason, and Brandon; three grandchildren; his mother, Edith Hardin; five brothers; and three sisters.

The Boilermakers National Archives Needs Your Support

THE BOILERMAKERS UNION occupies an important place in the history of North America, and we are working to preserve that history through the Boilermakers National Archives, a museum located one block west of International headquarters in Kansas City, Kan.

National Archivist Tom Wands has been collecting and restoring items for display. He is also creating databases for a pictorial history and to record dates of local lodge charters, names of local lodge officers, and biographies of International officers.

You can help us continue the work of the archives through your donations. To help raise much-needed funds, the National Archives is offering the gifts pictured at right to donors.

Only U.S. funds can be accepted. Please make checks or money orders payable to the Boilermakers Archives, indicate your gift choice on the memo line, and mail to:

Tom Wands, Archivist
Boilermakers National Archives
753 State Ave., #570
Kansas City, KS 66101

All donations are tax deductible (less \$1 for each decal/sticker received; \$5 for each ornament; \$10 for a Black Beauty watch or clock; \$18 for a sports watch; \$20 for a dress watch). Tax ID #48-114-537.

Men's Gold Dress Watch
\$40 Donation

Men's Black Beauty
\$20 Donation

Men's Sports Watch
\$30 Donation

Ladies Gold Dress Watch
\$40 Donation

Ladies Black Beauty
\$20 Donation

Christmas Ornament
\$10 Donation
IBB Logos, front & back

10-inch Wall Clock
\$20 Donation

Bumper Sticker
One for \$2 Donation; Three for \$5 Donation

Window Decals
One for \$2 Donation; Three for \$5 Donation

Boilermakers endorse John Kerry

WHEN CONGRESSMAN Dick Gephardt withdrew as a candidate for president of the United States, working families lost our strongest champion in the race.

It was a great honor to endorse and work on behalf of a man of such honor and integrity — a true hero to working men and women, union and non-union. Dick Gephardt has been a pillar of strength and dignity his entire political career, and it is the country's loss that he won't be the next president.

But our support for Gephardt was not in vain. Your hard work made a real difference. The other candidates have adopted Dick Gephardt's positions on trade and economic justice, and the huge voter turnouts we are seeing in the primaries show the great strength and determination of the Democratic Party to reclaim the White House.

Dick Gephardt will dedicate his remaining year in Congress to representing workers. Every day of his working life he has sought to bring positive change to the hard working men and women of this country, and his efforts will not cease in these final months.

In a conference call with Congressman Gephardt shortly after he announced he was withdrawing, the 18 unions that make up the Alliance for Economic Justice (AEJ) — including our union — vowed to stay focused on continuing to promote our message to the American people. Congressman Gephardt promised to consult with the AEJ before he endorsed a candidate, and the AEJ vowed to strongly consider endorsing Gephardt's choice.

Over the next few weeks, presidents from unions affiliated with the AEJ met with the leading contenders still in the race — John Kerry and John Edwards.

We were also contacted by representatives of the Bush administration, who pressed their case for our endorsement. Apparently, the White House recognizes the considerable political power of a united labor movement.

But the Bush administration supports very few of the issues most important to our members, and much of the legislation they introduce is very bad for American workers.

John Kerry will listen to workers' needs and work with us to address our concerns.

When it comes to jobs and the economy, they just don't seem to get it.

An example of how little this administration cares about American workers came on Feb. 11, when Gregory Mankiw, chairman of President Bush's Council of Economic Advisers (CEA), told members of Congress that the trend toward outsourcing is "just a new way of doing international trade... It's a good thing."

No, it is not a good thing. Over the past three years, the United States has lost 2.8 million manufacturing jobs. Most of the American workers who have lost these good-paying manufacturing jobs are either still unemployed or have taken lower-paying jobs in service industries.

Not only is that a bad thing for their families, but it has a ripple effect on their communities. When you're out of work, you can't buy new cars, new appliances, new houses, or new clothes. You can't go out to eat or to the movies. You can't afford health care for your family. So those businesses in your community get hurt.

When you don't spend money, you don't pay sales tax or gas tax, so your community's tax revenue drops.

Losing 2.8 million good-paying jobs is not "a good thing" for the people who have lost their jobs, for the families of those people, for the communities they live in, or for the country as a whole. The fact that a high-level member of the Bush administration would even suggest it could be good indicates how far out of touch this administration is from the American people.

And it isn't just trade. There's overtime pay, which the Bush administration is taking away from eight million workers. There's union protection, which the Bush administration has denied to more than 600,000 federal workers, and civil service protection, which they are denying to millions more. There's the \$500 billion deficit that the Bush administration created by giving huge tax cuts to the wealthiest Americans — a deficit that our children will end up paying off.

And a lot more. John Kerry has a better plan.

The Kerry plan includes reviving American manufacturing by putting American companies on an even playing field with their foreign competitors.

The Kerry plan includes tax breaks for manufacturers that create jobs in the United States, instead of tax breaks for those who move jobs overseas.

The Kerry plan will provide tax relief for middle-income workers while trimming the tax cuts the Bush administration gave to the wealthiest Americans.

The Kerry plan includes closing tax loopholes that benefit corporations at workers' expense and making corporations keep honest accounting records. It will also deny federal contracts to companies that break the law.



Newton B. Jones
International President

The Kerry plan will protect American workers through stronger health and safety laws, better overtime rules, and laws that keep corporations from raiding pension funds.

Most important of all, John Kerry's plan includes listening to workers. He will listen to our needs and search for ways to address our concerns.

As you search for a presidential candidate to support, give John Kerry a long, hard look. In February, the presidents of the unions who joined together to form the AEJ voted unanimously to endorse Kerry because we believe he will continue to listen to our concerns and will work with us.

By uniting behind this candidate, Boilermakers can have a significant impact on this year's elections and on the future of our country. □

Learn more about John Kerry and his vision for America at his campaign Web site: www.johnkerry.com

Letters to the Editor

L-199 member wants to work

I HAVE BEEN OUT OF WORK since April 2003. I don't know what is going on, but I have a family to feed and bills to pay and a mortgage. I can understand there not being work for a month or two but almost a year?

A Local 199 member
Jacksonville, Fla.

REPLY: UNLIKE OTHER trades who have work opportunities in commercial, light industrial, and even residential sectors, construction Boilermakers are confined to working in heavy industrial facilities such as power plants, paper mills, refineries, chemical plants, steel mills, etc.

Imports and a strong U.S. dollar have made it very difficult for sectors such as steel, paper, chemicals, etc., to remain competitive. In times like this, these facilities do not spend money on improvements that would create jobs for Boilermakers.

Only one sector has remained somewhat isolated from these pressures, the electric utility industry. In recent years, 75 percent of our construction work has been in the electric utilities. Workloads fluctuate depending upon our country's need for electricity. Over the past few years, our industry was in a

boom and work was plentiful in nearly all areas of the country — building new power plants, repairing existing ones, and installing pollution control equipment on utility boilers.

But recently, investment capital required to build new power plants has tightened. When the Enron debacle occurred and investors lost billions of dollars, the money dried up for most of this sector. Many utility companies found themselves in serious financial trouble. Power plants that were scheduled to be built were canceled, leaving Boilermakers without jobs.

Though our country needs more electric generation capacity, the financial markets, investors, and the utilities themselves are being cautious about building new power plants.

Still, the need for power will not go away and Boilermakers will again be building new power plants. The only question is, when?

There has been news recently about proposed new power boilers in some areas. I do not think we will see the level of work that we saw in past years return this year, but it will return, perhaps two to three years from now.

A lot will depend on our economy. If our economy continues to slump, the need for power will not rise above present levels.

When our economy picks up momentum, you can be assured that work for Boilermakers will soon follow. Until then, we will just have to do what we can to make ends meet and feed our families the best we can.

As difficult as it is to leave home to go to work, such is the life of a construction Boilermaker. I spent many years on the road when work in my home local dried up. I know how difficult it is to be separated from your family. My father before me, who was a construction Boilermaker, moved from job to job during the boom of the 1960s. When we could, we traveled with him, otherwise we kept the home fires burning, awaiting his return.

If you can make it through this slow period, things will get better.

DALE "SKIPPER" BRANSCUM
Construction Division Director

Local 191's Baxter encourages you to 'keep using your voices'

IT WAS GREAT to see the article on Local 191's 47-foot motor life boat program (Oct-Dec 2003). As one welder from the project, I'd like to mention that as of January 4, 2004, we are on boat 11 in the final outfit phase.

Although the project is now going fairly smooth, in October, the project was quickly becoming behind in hours, and management was slow in moving on improvements to safety and production issues. Morale got real low, so they finally decided to include the members and all trades in improving the whole program. (We are now on our third project superintendent.)

To all the brothers and sisters out there, keep using your union voices! Together, we can make things better!

With thanks to Billy Morrison and shop steward Brother Ed "Two Shoes" Lumley.

DARCY BAXTER, Local 191
Victoria, B.C.

Got something to say?

WE WELCOME LETTERS of fewer than 150 words on topics of interest to our members and their families. We do not publish personal attacks on members or unsigned letters.

SEND A LETTER TO THE EDITOR:

The Boilermaker Reporter
753 State Ave. Suite 570
Kansas City KS 66101
FAX: (913) 281-8104
E-mail: ehoward@boilermakers.org