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Great Lakes apprentices win national apprenticeship awards



Luke Voigt, Local 647, Minneapolis, accepts the Apprenticeship Award.

Local 647's Voigt captures individual prize, joins with L-85's Imre for team prize

AFTER A WEEK of reeving, welding, rigging, CPR testing, tool identification, and other events, the Boilermaker National Apprenticeship Program named Luke Voigt, Local 647, Minneapolis, the winner of the National Apprenticeship Award.

Voigt and his partner, Joseph Imre, Local 85, Toledo, Ohio, received the team award, and Imre earned second place in the individual competition. Voigt and Imre each received a cash prize and welding machines for themselves and their locals donated by Lincoln Electric and Miller Electric.

Voigt grew up on a ranch in Mandan, N.D., the youngest of nine children. He joined the apprentice program in 1999 at the coaxing of family friend Joe Mittelsteadt, a 20-year Local 647 field construction Boilermaker. Over the last two years, he has also assisted with welding classes at Bismarck State College in Bismarck, N.D.

Voigt and Imre met at regionals and spent June preparing for the national competition and developing a rapport.

Voigt credits his victory to a combination of local training, National Training Center (NTC) coursework, and talking with his fellow Boilermakers, especially those who are nearing retirement.

"That is where I learned over half the things I know," he says. "Everybody

See APPRENTICE COMPETITION, page 5

Unions rally for Gephardt in Iowa



IP Newton B. Jones (l.) presents an honorary Boilermaker membership card to candidate Richard Gephardt at an Alliance for Economic Justice rally.

Alliance for Economic Justice gets active in Iowa primary

FIFTEEN UNIONS, representing five million working men and women, have joined together as the Alliance for Economic Justice. This group will work together to promote the crucial issues of fair trade, job creation, and affordable health care.

One of their first actions was to endorse Richard A. Gephardt for president of the United States in 2004.

In November, the Alliance held a rally in Des Moines, Iowa, to kick off the presidential primary campaign in that state. Hundreds of Boilermakers, Ironworkers, Laborers, Teamsters, and other union members heard speeches from union representatives, then heard from the candidate himself what

See RALLY, page 9

Local 191 members build rescue boats

British Columbia members ahead of schedule building 24 motor lifeboats

USING A LARGE, well organized assembly line, members of Local 191, Victoria, British Columbia, are producing 24 motor lifeboats at remarkable speed for the Canadian Coast Guard at Victoria Shipyards Co. Ltd.

Worth over \$50 million, the four-year contract calls for 16 lifeboats to be delivered to Coast Guard stations on Canada's East Coast and eight to stations on the West Coast by 2006.

According to Local 191 BM-ST William Morrison, 51 Local 191 members are employed on the lifeboat project — 23 welders, 20 fitters, and eight apprentices.

"To date, there have been no lost-time accidents," Morrison reported. "Before this contract, employment at the shipyard was limited to ship repair work, creating only short-term work for our members. The lifeboat project gives our members steady work and enables Victoria Shipyards to hire more apprentices."

Preparation for the project began in September 2001, with Local

See LOCAL 191, page 2





Local 191 members built this huge turning jig to make it easier for welders to reach all areas of the hull. (Photo by Harbour & Shipping Magazine)

Local 191

Continued from page 1

191 members building custom jigs and prefabricating parts to make the job more efficient.

They refit a steel superstructure from a paper barge into the main fabrication and assembly shop, dividing the 100-by-200-foot building into two areas for structural fabrication and outfitting. They then did most of the preparation work before the vessels even began to take shape, utilizing a production line that spans nearly half of the shipyard. There are fabrication, machine, and weld shops, a spray paint booth, and storage buildings

International can help when bargaining gets difficult

Economy, foreign competition make contract bargaining tough for manufacturing locals

WHEN MEMBERS of Local 1603, Alliance, Ohio, were asked to sit down to negotiate a new contract a year early with T&W Forge, they didn't like what they heard. T&W was asking for givebacks in wages and benefits, plus more flexibility in the work rules.

Companies often strike hard bargaining positions when the economy is weak, but T&W was taking action. Layoffs had already begun, dropping the workforce from 80 to about 30.

Still, the members believed they could do better, so they rejected the offer. The company was adamant. Without givebacks, they would have to shut the doors.

While Local 1603 members discussed what to do, the company kept laying off their members. From 30 to 18. From 18 to 11.

T&W Forge makes high-quality metal products such as blades for jet engines. No one faulted their ability to make a fine product, but demand for these items was low, and competition from Korea, Japan, and Spain was growing.

Intl. Rep. Ron Lyon is an experienced negotiator with a good knowledge of how companies operate. He didn't want these members to take cuts they could avoid, but he also didn't want to see another employer go out of business. The U.S. manufacturing sector has been

where parts are made and stored by vessel number.

In March 2003, they delivered the first vessel. Each boat is 47 feet long and takes approximately 30 weeks to complete. Progress on the remaining 23 boats has been right on or ahead of schedule. In fact, by the time Local 191 members finished vessel number four, they were three weeks ahead of schedule. At this rate, they could finish the contract in 2005.

Chartered in 1951 as a shop, shipyard, and marine lodge, Local 191 represents approximately 400 active and retired members and has been certified at Victoria Shipyards since 1994. □

Source: Harbour & Shipping Magazine

losing jobs for three years. Even in those rare months when other sectors gain jobs, manufacturing continues to lose.

Because the company was claiming financial inability, Lyon was able to look at their books. He forwarded the information to the International's internal auditor Bryan King, who confirmed what the company claimed.

Armed with better knowledge about what the company could and could not afford, Lyon helped the local negotiate a contract they could live with.

"We had to give back a dollar an hour in wages, but we get that back over the course of the contract," Lyon explained. "We also loosened up some work rules. No one likes givebacks, but the alternative was sending everybody home with no job at all."

The new contract became effective July 1. Already, the company is showing signs of coming back.

"Easing their financial burden has helped them get a few more orders," Lyon said. "They're starting to hire back some of the people they laid off."

Because of our weak economy and growing competition from overseas, many manufacturing lodges will face similar circumstances in the next few years. It's good to know the International has resources to help. For assistance with tough negotiations, contact your International rep. or the International's Department of Research and Collective Bargaining Services. □

Letters to the Editor

L-P3 mourns Tom Chastain

LOCAL P3, OWENSBORO, Ky., extends its deepest sympathy to the Chastain family. Our thoughts and prayers are with you.

Tom was many things to us: teacher, mentor, union brother, and even more, our friend. The things he taught us make us strong today and will sustain us in the future. Therefore, his spirit lives on.

I do not believe this local would be here today if not for his dedication and tenacity. He took a bunch of irate EMTs and paramedics and made us a force to be dealt with.

It hurts to say goodbye, but we will think of Tom and smile and say, "Thank you, Brother. We were fortunate to know you."

DENNIS C. WADE, President, L-P3
Owensboro, Ky.

Local D381's Dave White praises retiring members

I WOULD LIKE YOU to give Leroy Gaddis and Roy Boyes praise.

They have both spent a career at Chemical Lime Apex in Las Vegas Local D381. Leroy has spent 30 years, Roy has spent 25, and I have worked with both of them for eight years.

They are both great guys, and I want to thank them for the lessons and wisdom they taught me.

DAVE WHITE, Local D381
Las Vegas

Cozart proud to be fourth-generation graduate apprentice

I WOULD LIKE TO THANK Paul Maday and Sean Burke for their help and support. I was an NTL member. Paul helped me transfer into the Local 374 apprenticeship program.

I grew up in a union family of boilermakers, iron workers, teamsters, electricians, and operators, but when I went through the apprenticeship program, I learned even more about unions from Sean.

Sean was an excellent instructor and really helped me out during the four-year program. Young apprentices need to realize there is more than going to work and getting a paycheck.

I am now a fourth-generation Local 374 apprentice graduate; the first gen-

eration was my great-grandfather Franklin Bonnie Lynn. My grandfather, Virgil O. Lynn, and my uncle, William Lynn, are also Local 374 members.

Thanks for your support.
TODD COZART, L-374
Hammond, Ind.

Family grateful for support

THE FAMILY of Kenny Ball, Local 60, Peoria, Ill., would like to extend our heartfelt thanks to everyone who provided support, prayers, and help during Kenny's battle with cancer. Thank you all so much!

MONICA, KASEY, AND KASSIDY BALL
Peoria, Ill.

L-502 members discover true spirit of brotherhood

TWO MEMBERS of Local 502, Tacoma, Wash., Keith Stewart and Larry Kirkey, traveled across the U.S., hoping to find work through Local 28 in Newark, N.J. But before they could be dispatched, they needed to complete an OSHA 10-hour class.

They heard Local 199 was sponsoring the class, so they drove another 943 miles to Jacksonville, Fla. Upon arrival, they discovered the class was for apprentices only.

When Local 199 BM-ST Larry Snellgrove and instructor Jerry Rhoden learned about their problem, they offered to conduct a special class just for them the next day.

I wish to sincerely thank Larry and Jerry for arranging a special training session for our members who were so far away from home.

This is the true spirit of brotherhood.
RANDY ROBBINS, L-502 BM-ST
Tacoma, Wash.

Got something to say?

WE WELCOME LETTERS of fewer than 150 words on topics of interest to our members and their families. No personal attacks or unsigned letters.

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Working relationship key to tripartite success

Owners, contractors, union representatives assess achievements, challenges at annual conference

REPRESENTATIVES OF OWNERS, contractors, and the Boilermakers union met in Myrtle Beach, S.C., October 7-9, to address issues within the industries served by construction Boilermakers. These three groups have been meeting annually for this purpose for 18 years.

"During that time," International President Newton B. Jones said in his opening remarks, "with cooperation from all three partners in this endeavor, we have jointly developed a wide range of programs to make our efforts more productive and our employers more competitive — MOST, national mandatory drug testing, Common Arc welder testing and certification, safety training, craftsmen identification, and manpower reserve.

"But the most important thing we have been developing is relationships," he said.

Those relationships continue to pay off as owners, employers, and Boilermakers work together in such areas as absenteeism, project management training, gain sharing, project scheduling, respect in the workplace,



TVA's Jerry Golden says demand for skilled craftsmen could reach critical levels in the utility industry.

and manpower recruitment. Jones pointed to the 38 million man-hours worked in 2002 and said, "We have met the manpower challenge."

IP Jones gave credit to Local 906, Donora, Pa., in the Northeast, Local 4, Page, Ariz., in the Western States, Local 55, Houston, in the Central States, and Local 37, New Orleans, in the Southeast as being special resources for manpower in times of exceptional need. He also praised the "vigorous local recruitment that has resulted in a tripling of apprentices since 1998," giving special credit to the Southeast Section for improving their apprentice numbers.

"Our wages and benefits represent not just a cost of doing business but an investment in skilled, reliable craftsmen," Jones said. Addressing the current economic turndown, he pointed out that it is beginning to hurt our customers, who are looking for ways to control costs.

"Uncertain economic times only magnify what we already know," he told the crowd. "The best way to get and keep jobs is through good, reliable service."

Jones made three announcements that illustrate the importance he places on the Tripartite Alliance. He officially named AIP Jim McCormick as director of Tripartite Alliance programs so that he will be able to fully dedicate himself to tripartite activities. He announced

that as the Boilermakers update the International's Web site, we will also be building a Tripartite Alliance Web site to specifically address our joint efforts with employers and customers.

He also announced that retiring International President Charles W. Jones, with 20 years of experience as president and 60 years of service to the Brotherhood, has agreed to serve as International president emeritus so he can offer counsel, when needed, to International officers and staff.

Tripartite approach solves TVA manpower problems

INTL. VICE PRESIDENT Sam May, joined by Day & Zimmerman Vice Pres. Tim Reddington Sr. and Bob Summers, vice president of the Tennessee Valley Authority (TVA), discussed how the tripartite approach solved problems for all of them.

TVA is America's largest public power company, generating 30,365 megawatts at 11 fossil plants, 29 hydroelectric dams, and three nuclear facilities. Their spring and fall outages require significant manpower. Because those outages were all being scheduled during the same four-to-six week period, Reddington was having trouble finding the skilled Boilermakers to do the work. Meanwhile, May was having trouble keeping skilled members when they could only work one outage in the spring and one in the fall.

So they got together with Summers and found a better way.

"We now schedule work together — the partners (contractors), TVA, and the Boilermakers . . . so we will have the manpower needed," Reddington explained.

"We now have the most reliable plants and we've saved money with a 10.2 percent reduction in capital costs and an 8.9 percent reduction in overhead and maintenance costs," he continued. "Good Boilermakers don't cost you money, they make you money because the job gets done and the plant runs."

TVA's Summers agreed. He said there has been an increase in manpower support from 850 to 1,500, he said, with Boilermakers working over two million hours with no lost-time injuries.

"The Tripartite Alliance works," he said. "We've improved safety and have a stable workforce. We've identified issues and resolved them outside the job site, and productivity is up. We have a senior leadership commitment in each organization, shared vision and goals, a cooperative not combative relationship, honest communication, and trust."

"It works for us," May said. "If you go home and put this together, it will work for you."

National initiatives promise strong local impact

THROUGHOUT THE conference, speakers emphasized the need to build on successes.

"Our initiatives remain the same — substance abuse testing, absenteeism, safety, outage scheduling, recruitment, respect in the workplace, and gain sharing," said owner representative



L. TO R., IVP Sam May, Day & Zimmerman VP Tim Reddington Sr., and TVA VP Bob Summers explain how the tripartite approach helped to solve their manpower needs.

Larry Wargo, contractor services consultant for First Energy.

Wargo wants reliable employees with increased technical comprehension and increased training requirements.

"The tripartite approach is growing, and what we do here at the national level is making an impact on the local level," he said.

Joe Veselka, turnaround and maintenance contract services manager for Sunoco, Inc., echoed Wargo's remarks. He said that challenges on the horizon include more cost reduction, increased safety requirements, pre-employment background checks, and new environmental regulations.

"In order to meet these challenges," Veselka said, "we need teamwork, an alignment of goals, to refocus on our key issues, and to build on our successes."

Robert Tenney, senior safety specialist of APComPower, illustrated how the national affects the local. "Lost-time rates dropped by 90 percent from 1990 to 2002, after members completed the MOST safety training," Tenney said.

The Boilermakers' Mobilization, Optimization, Stabilization, Training (MOST) program in job safety and job hazard analysis and other MOST programs have resulted from these national tripartite meetings.

According to Local 105 ABM Paul Kern, Chillicothe, Ohio, MOST benefits the union member by increasing their access to jobs, providing training opportunities, and making it possible for them to qualify for several contractors through one test.

Jim Cook, general manager of major projects for Cinergy, offered a striking example of how MOST's safety programs contribute to success.

"Cinergy had two major projects in 2003 with over two million man-hours and no lost-time accidents," he said.

"The Boilermakers' national average for recordable incidents is 4.46, compared to an industry average of 7.80. Local 105 averages 2.53. But at one of our projects, Local 105's recordable incident rate was 0.86, compared to the overall craft rate on that project of 3.8 percent."

Motivational speaker talks about workplace respect

THIS YEAR'S TRIPARTITE conference featured motivational speaker Bruce Wilkinson, president of Workplace Consultants, Inc., whose often humor-

ous presentation contained many serious points.

"Not everyone will like you all of the time, so aim for respect instead," Wilkinson said. "The main reason leaders lose respect is because they didn't do what they said they would do."

According to Wilkinson, accountability is part of a responsible workplace. "Everyone needs to understand what it takes to make it work,"

he said. "Hire people who agree to be accountable. But remember, people aren't accountable unless their leaders are accountable, too. The choices we make dictate the life we lead."

The most important thing we have been developing is relationships.

Newton B. Jones
International President

BCTD to model tripartite initiative on Boilermakers'

THE TRIPARTITE ALLIANCE works so well for the Boilermakers that the AFL-CIO's Building & Construction Trades Department (BCTD) is beginning their own tripartite initiative with the Construction Users Roundtable (CURT) and contractor associations.

Announcing their plans, BCTD President Ed Sullivan told the conference that the industry cannot improve significantly, let alone change for the better, without all three parties at the table working together.

"Separately, unions, owners, and contractors can identify problems," he said. "Together, in tripartite cooperation, we [can] address those problems and help our industry reach its great potential."

The BCTD's tripartite initiative will pursue programs to increase recruitment, advance skills training, and improve security and safety at construction sites.

Demand for skilled craftsmen will increase

JERRY GOLDEN, TVA's general manager of environmental compliance and technology applications, discussed environmental challenges in the utility industry.

Meeting the regulations of the Clean Air Act will drive TVA's emissions of nitrogen oxide (NO_x) from 2.4 million tons in 1997 to around 400,000 tons by 2010. That means more work for Boilermaker members.

The EPA is also adding a new category of regulation, known as maximum achievable control technology

Tripartite

Continued from page 3

(MACT standards), and will begin regulating mercury from coal-fired plants. Still in its proposal stages, the rule will be in effect by 2005, requiring plants to be in compliance by January 2008-09.

"Demand for skilled craftsmen could reach critical levels as utilities work to meet the EPA regulations, reducing their mercury levels by 2008, and their sulfur dioxide and NO_x levels by 2009-10," Golden said.

Progress reports shape future action

LIKE ALL LARGE GROUPS, much of the work of the Tripartite Alliance is accomplished through subcommittees. The final day of the conference was given over to their reports, which shape future tripartite actions.

Jones reported that the absenteeism subcommittee recommends considering a penalty list for those who have recent excessive absenteeism or quit without notice. Jobs would be filled in the following order — A list, B list, then penalty list.

The gain-sharing subcommittee, chaired by IVP George Rogers, used a grant from the Federal Mediation and Conciliation Services to hire Mike Gaffney, a consultant from Cornell University. Three model plans are now being developed: a project bid model, with gain developed by performing a job in fewer man-hours; a project goal model, with gain developed by meeting targets for each goal; and a hybrid model.

Speaking for the recruitment subcommittee, Thomas O'Connor, O'Connor Constructors, Inc., said we need apprentices of higher quality. The only problem is making sure we can get enough work to keep them.

Hickenbotham addresses Cement Employers meeting

INTL. VICE PRES. Jim Hickenbotham became the first labor leader to address the Cement Employers Association (CEA) conference, Sept. 24, 2003, in Hilton Head, S.C.

"The Boilermakers union is interested in creating a better working relationship in order that we all might survive," Hickenbotham said. He



MOTIVATIONAL SPEAKER Bruce

Wilkinson: "The main reason leaders lose respect is because they didn't do what they said they would do."

Scheduling subcommittee chairman Larry Wargo said we need to identify both high and low activity areas so we can move people to where the work is, allowing owners to schedule work to levelize manpower. Each section would utilize manpower spreadsheets and hold manpower meetings twice a year.

David Zach, Nooter Construction, said the project management subcommittee has overseen the development of training programs, which are scheduled to start in the spring of 2004.

For the respect in the workplace subcommittee, Ron Traxler, CBI Services, Inc., offered the hope to get Boilermakers, contractors, and owners involved in a training program.

Subcommittee reports were followed by reports from Construction Division Director Dale "Skipper" Branscum, BNAP Director Pat Smith, NACBE Executive Director John Erickson, and Executive Director for the Boilermakers National Funds Dave Hanson.

International President Jones ended the meetings with a call for more tripartite action.

"We need to expand our tripartite goals and initiatives on a more local and regional level, and the standing committees will continue moving forward," Jones promised. □

thanked those employers "who have taken the extra step and even gone outside the labor agreement at times to draw up language that would better benefit our members."

The Cement Employers Association is a nonprofit group dedicated to improving labor and employee relations in the cement industry. □

U.S. Boiler signs SE States Articles of Agreement

IN AUGUST, Boilermakers in the Southeast area added another company to their contractor directory when U.S. Boiler Services, Inc. signed the Southeastern States Articles of Agreement.

Jack Rankin, president, and Larry Palacio, operations manager, attended negotiations of the Southeastern States agreement in Tampa, Fla., on August 1, where they signed the new three-year agreement, making U.S. Boiler Services, Inc. a Boilermaker contractor in the Southeast area. Pictured at the signing, l. to r., are Asst. to the Intl. Pres. Dennis King, Rankin, Local 37



BM-ST David Hegeman, Palacio, and L-79 BM-ST Wil Granger.

Hegeman spoke on behalf of all Southeast members when he said they are "looking forward to U.S. Boiler bringing more work to our area."

Trevor Brisson earns top Canadian prize



L-146 member brings home the Whan-Banville award

TREVOR BRISSON of Local 146, Edmonton, Alberta, took first place at the 10th annual Canadian Apprenticeship Competition, June 22-25. As the winning apprentice, Brisson brings home the coveted Donald G. Whan-Paul Banville Award of Excellence for display at his home local until next year's contest.

Also participating in the contest were Jeff Lawson of Local 73, Halifax, Nova Scotia; Stephan Marion of Local 128, Toronto, Ontario; Lee Hickey of Local 203, St. John's, Newfoundland; Corey Marshall of Local 359, Vancouver, British Columbia; and Andrew Levesque of Local 555, Winnipeg, Manitoba. This was the first year that a graduate apprentice from Newfoundland participated in the annual contest.

Each year the competition is held in one of five jurisdictions across Canada. This year's contest was held at the Northern Alberta Institute of Technology's Souch Campus in Edmonton, where graduate apprentices from six lodges competed in job-related exercises. The competition tests the apprentices' knowledge of the union, as well as their skills in rigging, boiler tube installation, refinery tube installation, pressure vessel nozzle installation, welding, and signaling.

Bruce Ashton, Canadian national apprenticeship and training coordinator, said the best way to raise the profile of the

excellent work being done by the industry in the area of apprenticeship and training is to showcase the results at an annual graduate apprentice competition.

"I believe the success of this and preceding competitions reinforces the benefits to the industry," said Ashton. "I also believe that the individuals participating in these competitions will be the leaders of the future and will be better equipped to transfer their knowledge to the next generation."

Pictured above in the front row are contestants, l. to r., Lee Hickey, Local 203; Trevor Brisson, Local 146; Stephan Marion, Local 128; Corey Marshall, Local 359; Jeff Lawson, Local 73; and Andrew Levesque, Local 555.

Center row are Bruce Ashton, national coordinator; Marcel Losier, NBCC; Glen Gibson, NAIT; Harold Lillies, Red River College; Grant Jacobs, NAIT; Bob Shaw, Local 146; Bob MacKay, crane operator; Rudy Pollock, crane operator; Jack Brochu, BCA; Jerry Desjardins, TIW Steel Platework; Scott Gray, NAIT.

In the back row are Don Lezetc, Local 146 coordinator; Joe Kiwior, Local 359 coordinator; Ken Bachand, NAIT; Jan Goodhelpson, NAIT; Bob Banish, Local 359 business rep.; Ed Hoffmann, Humbler College; Gord Craig, Local 128 instructor; Richard MacIntosh, BCIT; Ron Groulx, Local 128 coordinator; Harold Peter, NAIT; Allan Belter, Local 146 instructor. □

Local 40 dedicates new training center

Local 40 names facility for lead apprentice instructor

ON JULY 30, the members of Local 40, Elizabethtown, Ky., dedicated their new 2,900-square-foot training facility. Named the L. D. Smith Training Center in honor of Local 40's lead apprentice instructor, it is twice the size of their old shop. It houses 20 welding booths, three classrooms, an instructor's preparation room, and accommodations for a future computer lab.

"Smith has been an apprentice instructor for Local 40 for over 17 years," reports Local 40 BM-ST James E. Porter. "He has Multiple Sclerosis and stays in a local motel during apprentice training. He rides his scooter to the center in all kinds of weather," said Porter. "He is never late or absent, and his dedication to our trade is an inspiration to all who know him."



Smith is pictured above at the dedication of Local 40's new training center. With him are his sister, Judy Ray (on scooter), wife, Margie, and two grandsons, Zach and Dylan Dodson. □

Apprentice competition

Continued from page 1

travels. They have seen a lot. It's amazing what you can get out of a guy and he doesn't even know he's telling you."

Paul Pendergast, Local 647 BM-ST, says Voigt is the epitome of a great apprentice: "He always wants to step in and be involved rather than stand back and watch somebody else do the work. He is a confident young man who knows he has the skills."

The 16th annual competition was held at the National Training Center in Kansas City, Kan., Sept. 28 to Oct. 2. Eight men participated in hands-on and written tests of their boilermaker skills and knowledge.

International President Newton B. Jones recognized the apprentices and their instructors at an awards dinner. "What we are celebrating are the skills that set us apart from other crafts and



Guest speaker, L-40 Apprentice

Instructor L. Dwain Smith said there's more to Boilermaking than welding.

that hold us together as a union," he said. "Those skills are passed down from journeyman to apprentice — year after year. In this way, we protect both our union's history and our future."

Competitors included the first- and second-place winners from four regional contests: Voigt and Imre from the Great Lakes; Christopher Darnell, Local 154, Pittsburgh, Pa., and David Addison, Local 28, Newark, N.J., from the Northeast; Patrick Lara, Local 500, Salem, Ore., and Nick Souders, Local 549, Pittsburg, Calif., from the Western States; and Harry "Bud" Yost, Local 667, Charleston, W. Va., and William "Corey" Link, Local 40, Elizabethtown, Ky., from the Southeast.

Bill Elrod, retired assistant to the Intl. president and Construction Division International representative, was the testing administrator. He said that in addition to judging individuals and teams in test modules, the competition is also an opportunity to evaluate how effective apprenticeship programs are.

"All of [the contestants] excelled," Elrod said. "There was no doubt in my mind at the end of competition: I was satisfied that we are producing outstanding boilermaker journeymen for the Brotherhood."

Lead judge Tony Jacobs, Local 169, Detroit, oversaw testing in the rigging yard and in reeving, ropes, and knot tying. Employer judge Rod Earnest of Babcock & Wilcox supervised judging in welding, stud welding, arc gouging, and safety. Jack Multere, Local 7, Buffalo, N.Y., administered testing in small boiler and tool identification, layout,



and CPR. Written testing included mechanical drawing and blueprints.

The awards banquet at Kansas City's Marriott Hotel featured inspiring words from guest speaker L. Dwain Smith, Local 40 apprenticeship lead instructor, who reminded everyone that "there is more to this boilermaking than just being behind a welding hood."

"It took a great deal of forethought, diligent work, and total focus on a goal for us to have the opportunity to have this kind of competition," Smith said. "It is about where [these men] are going, where they will carry this industry, and how they will make that road easier to travel."

Smith cited self-confidence, patience, flexibility, honesty, compassion, responsibility, enthusiasm, communication, and personal pride as essential tools to a Boilermaker's success.

Pat Smith, national apprenticeship coordinator, presented a National Recognition Award to co-nominees International President Newton B. Jones and J. Michael Carroll, national joint board and SAJAC chairman. The award honors those who have given unselfishly of their time and knowledge to future generations of Boilermakers.

Intl. President Emeritus Charles W. Jones also received an award. □

Pictured, clockwise, from top left: Christopher Darnell, L-154, Pittsburgh, Pa., and David Addison, L-28, Newark, N.J., lift a tank in the rigging yard.

Team winners Luke Voigt and Joe Imre remove and refit a tube in a boiler panel.

David Addison works on layout. **Nick Souders, L-549, Pittsburg, Calif., demonstrates his arc gouging skills.**

Patrick Lara, L-500, Salem, Ore., uses hand signals in the rigging yard.

Harry Yost, L-667, Charleston, W. Va., and William Link, L-40, Elizabethtown, Ky., reeve a block to rig a tank.

Gerry Kaelin presents IP Jones with the National Recognition Award he shared with ACom Power Inc.'s Mike Carroll.

Lara, Souders win Western States competition

Eight locals send top apprentices to 16th annual competition

PATRICK LARA of Local 500, Salem, Ore., won the James F. Precht Award as this year's top apprentice for the Western States area. Nicholas Souders of Local 549, Pittsburg, Calif., placed second. Winning the 16th annual area competition entitled Lara and Souders to compete in the national contest, Sept. 29, in Kansas City.

Also competing were Shane Morse of Local 11, Helena, Mont.; Patrick Ryan of Local 92, Los Angeles; Vernon Velasquez of Local 101, Denver; Aaron Weyant of Local 182, Salt Lake City;



Participants in the 16th annual Western States Joint Apprenticeship Committee James F. Precht award competition, June 22-26.

Casey Hollinger of Local 502, Tacoma, Wash.; and Matthew Chlarson of Local 627, Phoenix.

Sponsored by the Western States Joint Apprenticeship Committee (WSJAC), the annual competition was

held June 22-26 at the Local 627 training facilities. Union judges included Fred Borboa, Herman Garcia, and L. M. Tipping, all of Local 627. Three contractor judges also participated: Rudy Pariga

of Desert Fox, Tony Burns of E.E.S.I., and John Baletka of I.P.C.

The competition also included presentation of the Greg Streblov Scholastic Award to contestant Chlarson and recognition of service awards to retired L-502 BM-ST Ed Eixenberger and retired IVP and WSJAC Sec. Don Lacefield.

WSJAC Coordinator Rondy Crawford sends a special thanks to the judges who "contributed greatly by lending their time, knowledge, and expertise to the test scoring."

He also thanked Local 627 BM-ST Allen Meyers, ABM Dave Caudill, Pres. Tank Peterson, and office manager Dora Loomis "for their assistance throughout the competition." □

Yost, Link earn top prizes in Southeast area

Apprentices from 10 locals compete for 35th annual Paul D. Wedge trophy

HARRY L. "BUD" YOST of Local 667, Charleston, W.Va., walked away with the first-place trophy at the annual Paul D. Wedge Outstanding Apprenticeship Award Competition, August 4-6. But he didn't walk away alone. With him was William "Corey" Link of Local 40, Elizabethtown, Ky., who placed second.

Yost and Link earned the right to represent the Southeast at the national competition in Kansas City, Sept. 29.

Sponsored by the Southeastern Area Joint Apprenticeship Committee (SAJAC), the annual area competition tests the skills of fourth-year apprentices in rigging, welding, tube rolling, tube milling, block reeving, knot tying, rope splicing, and crane signals, as well as their knowledge of the Boilermakers' Constitution, local bylaws, related studies, and blueprint reading.

Also participating in this year's annual area competition were Jimmy M. Rowell Jr., of Local 26,



Harry 'Bud' Yost (r.) accepts the first-place trophy at the annual Paul D. Wedge Apprenticeship Award Competition. William 'Corey' Link (l.) placed second.

Savannah, Ga.; Christopher M. Kattou of Local 83, Kansas City, Mo.; Michael A. Ward of Local 108, Birmingham, Ala.; Scott D. Griffin of Local 112, Mobile, Ala.; William A. Kelly of Local 199, Jacksonville, Fla.; James A. Lindsey of Local 453, Knoxville, Tenn.; Kenneth St. Germain of Local 531, Amarillo, Texas; and Timothy D. Roach of Local 687, Charleston, S.C.

Director Mike Peterson extends thanks to Local 433 for hosting the contest and sponsoring a barbecue for the contestants, judges, committee members, and their families.

Voigt, Imre win Great Lakes



The Great Lakes Area Apprentice Competition, l. to r., Co-Coordinator

Larry McManamon Jr., Brian Dipenti of L-744, Joe Imre of L-85, Luke Voigt of L-647, Ed Downs of L-1, David Willis of L-374, Aaron Santhuff of L-27, and Co-Coordinator Mark Gustafson.

LUKE VOIGT OF LOCAL 647, Minneapolis, and Joseph Imre of Local 85, Toledo, Ohio, placed first and second in the annual Great Lakes Area Boilermaker Apprentice Program (GLABAP) competition. They went on to represent their area at the national competition.

Also competing at the GLABAP contest May 12-15 were Edward Downs of Local 1, Chicago; Aaron Santhuff of Local 27, St. Louis; David Willis of Local 374, Hammond, Ind.; and Bryan Dipenti of Local 744, Cleveland.

The participants take a written exam on related study lessons from 13 different test areas and demonstrate their skills in rigging, air-carbon arc cutting (new this year), layout, tube rolling, reeving, welding, tools, scaffolding, layout, and hitches. This year they added the OSHA-10 safety quiz.

The Great Lakes and Northeast areas hold their annual competitions together, with each area providing their own judges. This year's contests were held at Local 154, Pittsburgh, Pa. Judges representing the Great Lakes area included L-374 Training Director / Instructor Sean Burke, Ron Homer of the RCM Corp., L-169 ABM Tony Jacobs, L-27 Instructor Mark Lester, L-85 ABM Bill Melcher, L-1 ABM Robert Schwartz, and L-647 Training Director / Instructor Tom Will.

According to Great Lakes Area Coordinators Mark Gustafson and Larry McManamon Jr., "The camaraderie, good sportsmanship, and brotherhood exhibited by the contestants at all levels of the competition is a true testament that unionism and apprenticeship go hand-in-hand."

Local 154 hosted the competition. □

Darnell, Addison win in Northeast

Seven lodges send top apprentices to competition

CHRISTOPHER DARNELL, L-154, Pittsburgh, Pa., placed first in the Boilermakers Northeast Area Apprenticeship Committee's (BNAAC) 2003 Apprentice of the Year Competition, May 12-15. David Addison, L-28, Newark, N.J., placed second. Both went on to represent the Northeast area at the national competition in September.

Also participating in the BNAAC competition were Roy Bruno of Local 5, New York; Timothy Jones of Local 7, Buffalo, N.Y.; Francis McGovern of Local 13, Philadelphia; Michael Pierce of Local 237, Hartford, Conn.; and Edwin Taylor of Local 29, Boston.

Northeast area judges included Matt Schmitt of the Simakas Brothers



Addison (l.) and Darnell finish second and first, respectively, in the Northeast competition. (Photo: Dynamic Video Prod.)

Company, L-13 BM-ST Jim Banford, L-5 ABM Tom Cook, L-28 Apprentice Coord. Jack Doherty, Intl. Rep. Bob Heine, Contest Coord. James Horkay,

L-154 Instructor Jerry Klimo, and L-29 Apprentice Coord. Paul Meade.

Contestants were judged on their knowledge of the International Constitution, referral procedures, agreements, and local by-laws. Hands-on testing checked the competitors' skills in rope and knot splicing, rigging and signaling, burning, carbon arc cutting, welding, tube rolling, equipment use, and tool identification.

"This year's contest was particularly exciting because of the many improvements that were incorporated into all aspects of testing," commented Area Coordinator David Dupuis. "We're trying to raise the standards by which all apprentices are measured."

Local 154 hosted the competition. □

A Welcome Visitor



Everyone was happy to see retired Intl. Rep. Dick Hardin (l.) at the apprentice competition banquet, especially Intl. Pres. Jones. (Photo: Dynamic Video Prod.)

Local 549's political action earns them victory even in defeat

Phone banks, precinct walks, mailings prove to be effective tactics in nine California counties

WITH ARNOLD SCHWARZENEGGER installed as governor of California, it may seem difficult to feel positive about the recall election results.

Not for Fred Fields and Tom Baca. The business manager-secretary treasurer and political director of Local 549, Pittsburg, Calif., see their efforts in defeating the recall as a victory.

"We really want to put that point forward that we did our best," Fields says. "Our union voted to secure the rights of the working people."

Fields and Baca understand staying positive is a major factor to success in political movements.

"We are cheerleaders. We have to motivate our members and keep them motivated. We have to look at it as a victory. We can't look at it, ever, as losing," Baca says.

"Even if we didn't win, if we turned out our people, we have more people registered, more people involved, then we still haven't lost. We are building our base and it is getting larger and larger."

Baca and Fields are strong leaders, but they both agree that without the commitment of the membership, there would be no political action. Members Brian Burrow and John

Wilson, for example, volunteered many hours on phone banks and in precinct walks, organizing and motivating other members and the community.

"The success comes from our membership," Baca says. "If they aren't involved, we don't do anything."

Walk, talk, leaflet, phone

IN EARLY AUGUST, Contra Costa County's Central Labor Council and Building and Trades Council approved a motion to deliver the message to their members: "No on the Recall, Yes on Bustamante, No on Proposition 54." The groups agreed that the most effective way to win the election would be to Get Out the Vote (GOTV): walk and talk to supporters and potential supporters about the importance of their voice in this election.

Local 549's program for getting the vote out is a model program that any local can learn from. It includes several approaches for reaching voters, and

recruiting volunteers from membership, the Democratic Party, and other community organizations. Phone banks, precinct walks, door hangers, voter registration, mailings, and work site programs are the focus of each political drive. According to Fields, the varied approaches to reaching voters are necessary.

"By doing different things you contact different people," Fields says. "Some are home, some come home later. Some people, unless you contact them and talk to them, are not interested. Some you end up contacting three ways and some only one way."

Talking to your family members, neighbors, friends, and others who know you is one of the best ways, Fields says, to get the vote out.

"Rally your members," he says. "Get them to talk to their brothers, sisters, friends, and neighbors and try to get them fired up about why the election is important. Tell them how this [nominee] is going to possibly affect their way of life."

Join forces

ONE OF THE MOST significant aspects of such a successful voter mobilization is the focus on the issue, rather than on individual agendas, Baca says. This technique allowed the Labor Council to join forces with such varied groups as NAACP, the Sierra Club, Peace Action, the Filipino-American Democratic Caucus, and local Democratic clubs.

Voter results in the San Francisco Bay area were opposite the trends in the rest of the state. The nine counties of the state's second most populated area — Contra Costa, Napa, Solano, Alameda, Marin, San Francisco, San Mateo, Santa Clara, and Sonoma — rejected the recall.

Baca credits labor and the Democratic Party's cooperative grassroots work for the success of their agenda in the Bay area. In all nine counties, more votes were cast against the recall than for Gray Davis in his reelection bid in November 2002. In the area's most liberal county, San Francisco, 80 percent of voters opposed the recall. Yet even in the area's most conservative county, Solano, the "no" vote captured 51 percent of the voters.

Size doesn't matter

"WE ARE PROBABLY one of the smallest unions of the 100 affiliated unions in this area, and yet we have taken the lead politically in the building trades," Baca says.

The area's Democratic Party approached Local 549 and their leaders to organize the GOTV campaign not because they have the most warm bodies, but because they know what to do with the volunteers they have.

In the five-week voter contact campaign in Contra Costa County, where Local 549 resides, a record number of 1,437 volunteers worked on phone banks, precinct walks, and mailings. During the last four days, 434 volunteer shifts were reported.

"We really expanded our reach and did more than we have ever done with other groups," Baca



During the recall election campaign, union members renamed Schwarzenegger 'The Wimpinator.' Clockwise from left, Local 549 members Tom Baca, Dave Berger, Brian Burrow, apprentice Edith Pastor, and John Wilson.

says. "As a result, we came out much stronger in the Bay area."

Money is necessary

LOCAL 549 did not have a political action committee (PAC) fund when Fields became BM-ST seven years ago. Since, according to Fields, "we live and die by politics out here," he decided to change that.

"We could see the other unions were more influential with all the politicians even though we were involved," Fields says. "We realized the difference was money."

"Politically you can support these people but you don't get the response until you start giving them large checks," Baca says.

Local 549's PAC is funded by contributions of one-half of a percent from field dues, which averages about 17 cents per man-hour. When the fund reaches \$50,000, contributions cease until the executive board decides the fund is depleted. Additional funding is put to a membership vote. Fields says this method allows members to have greater oversight over the funds they are contributing.

The money is used to fund programs like GOTV and to pay for mailings, door hangers, and phone lines. And for some campaign contributions.

Baca says, "They (politicians) do respond to people who contribute money."

From their seven years of experience managing their PAC, Fields and Baca can tell you, it isn't easy. In order to use PAC funds properly, you must be a stickler for following the state regulations.

"It is a hassle to send in all that paperwork and it drives our secretary crazy," Fields says, "but we are able to respond."

Add equal parts of action

EVEN WITH BARRELS OF MONEY, Fields says, political action is nothing without, well, *action*. Fields recommends starting by forming a LEAP committee and contacting the International's LEAP office for guidance and suggestions. Ask for volunteers from your membership. As Fields says, you'll probably be surprised who wants to participate.

Business managers and interested members should start by attending political functions and fundraisers and creating informational material for their locals. Post flyers at the job site and get stewards and apprentices involved to remind workers about registering to vote by absentee ballot. Contact other unions' locals in your area to see if you can offer volunteers.

Both the Democratic and the Republican National Committees list contacts for local area political groups (www.rnc.org/stateparties and www.democrats.org/states).

Every election, every piece of anti-worker, anti-family legislation is a battle, Fields says, and it isn't easy. But without participating in the battle, Fields says we will never have a chance.

"Unfortunately, [we] sometimes have a tendency to think 'My vote won't make any difference.' That is definitely wrong. You have to vote." □



Learn from your losses

LOCAL 549'S POLITICAL efforts surrounding the recall election provide a learning opportunity worth sharing with other LEAP programs.

- **Foster education.** Labor needs to educate members immediately and make it ongoing, not just an election-time push.

- **Promote constructive action.** Members need to know when their politicians do good things, not just when they are not doing what we'd like. "That practice hurt Gray Davis with our folks," Baca said.

- **Take responsibility in your party.** It is Labor's job to drive the working peoples' programs, val-

ues, and agenda, no matter what party you are affiliated with.

- **Avoid clichés.** When talking to members and other groups, find new slogans and terms that resonate with your members and working people, including their concerns outside of work life.

- **Get busy in the local.** Although participating with outside groups is necessary, internal communications with members is the number one most effective form of education. "Those concerted efforts made a clear difference in Contra Costa county, where we definitely got out the vote," Baca says.

Why did we endorse Gephardt *so early*?

Early support helps us shape the campaign, earns candidate's loyalty

MANY OF OUR MEMBERS are asking why the Boilermakers have endorsed Gephardt so early. Most of our politically-active members realize that Gephardt has supported workers during his entire political career, but many still don't understand why we endorsed him so soon.

"The conventions are still months away," they say. "Shouldn't we wait to see who gets nominated?"

Well, as the saying goes, "He who hesitates is lost." The Boilermakers don't plan on getting lost in the crowd.

Candidates begin asking groups to support them months before they officially announce their candidacy. Congressman Gephardt first approached the Boilermakers in January 2003. No other candidate was talking to us at that time. He asked for our support, but more importantly, he asked us what we wanted the next president to do.

Early backers influence how candidates view some issues

OUR LEGISLATIVE OFFICE gave Gephardt a list of our most important issues. A few weeks later, he told an audience that he was committed to using smokestack scrubbers to keep our air clean. That is an important issue for Boilermakers. Not only do we want our families to be able to breathe the healthy air, but our construction Boilermakers build those scrubbers.

With that speech, Gephardt showed he was not only talking to us, he heard what we had to say.

"It was clear to us that Dick Gephardt was listening to us," says Boilermaker Director of Governmental Affairs Bridget Martin. "That's the biggest reason to endorse a candidate early — because if you're there for him early on, he will listen to you throughout the campaign and after he is in office. You can help shape his stance on the issues."

In April 2003, the Building and Construction Trades Department of the AFL-CIO brought all of their affiliated unions together for a forum at which candidates for president spoke.

At this forum, Gephardt was able to point to his long track record of 26 years of supporting workers. He has been on our side on nearly every vote ever taken in the House, including his very vocal opposition to the North American Free Trade Agreement (NAFTA) and other such agreements that send U.S. jobs overseas and put our members out of work.

The other candidates did not have such good records. Many of them are Johnny-come-latelies who say they're on our side now, but their voting records tell another story.

One more reason to back Gephardt.

But the clincher came in June, when the Brotherhood's Government Affairs Office sent questionnaires to each Boilermaker local asking which presidential candidate their members wanted the International to endorse. Gephardt was the winner by a large margin, with 57 percent of the vote. Second place was John Kerry, with 18 percent, and six more candidates shared the rest.



On hearing these results, the International Executive Council voted unanimously to endorse Gephardt. We were the fifth union to do so.

Endorsing early helps us build our base of support

"BY GETTING IN EARLY like we did," Martin says, "we not only develop a strong relationship with our candidate, but we also raise our visibility with other unions. Gephardt now has 16 unions backing him, with a total of five million members. And they all understand that the Boilermakers are a very important part of that team."

An early start will help us build our base of support for our candidate. The first primary — the Iowa caucuses — are more than a month away, but Boilermakers have been in Iowa for a month already, walking the precincts, talking to the public, and motivating members to stand up for Gephardt on January 19.

Most voters don't realize how important the primaries are. Right now, anyone can be a candidate who wants to be one. But on Nov. 2, 2004, the only names on the ballot will be candidates who have been nominated by their parties. And to get that nomination, you have to win in the primaries.

Voters who skip the primaries allow someone else to decide who they can vote for in the general election. No wonder so many of them complain about the candidates in November. It's like letting someone else choose the restaurant, then expecting to be able to order a steak. Well, if you let the fish eaters and vegetarians choose the restaurant, your steak probably won't be on the menu.

By building our base early and getting our members to vote in the primaries, we have a better chance of ensuring that Gephardt wins the Democratic nomination. Since fewer people vote in the primaries, we have the opportunity to have a bigger impact.

That impact is important for putting Gephardt in the White House, but it is even more important for state, city, and county offices. In many of these races, only one party puts up a candidate, so the winner of the primary wins the general election without opposition. In those cases, failing to vote in the primary leaves you with no choice in the matter at all.

Early results shape how the media portray a candidate

THE MOST IMPORTANT reason to get behind a candidate early is to attract media attention. The media have an enormous influence on the voting public. If they say a candidate doesn't have a chance, millions of voters will stop watching him and start looking at the other candidates. If they say a candidate is gaining momentum, millions of voters will start thinking he is the one they should support.

Just as in a horse race, the ones with fast starts are more likely to win. By endorsing early and working hard during the primaries, we can influence how the media talk about our candidate. With eight candidates, Gephardt could



IP Newton Jones shows Gephardt the 'Boilermakers for Gephardt' van.

get lost in the crowd. Early on, the media focused on Dean and Kerry, the two Democrats who have spent the most money. If Gephardt does well in the Iowa caucuses, the media will begin talking more positively about him, improving his chances in the next primary — New Hampshire — and other primaries.

See GEPHARDT, page 9



Organizing for Gephardt — A redecorated Boilermakers organizing van will be rented to the Gephardt campaign on an occasional basis and will be used for Boilermaker Get Out The Vote activities and other actions.

Gephardt

Continued from page 8

Few of the men elected president in the past 60 years were clear front runners this early in the race.

Nationwide, Gephardt is a comfortable second. That's a good position, but he needs to keep building his support in order to win the nomination.

And grassroots political action by union members and workers can help him get the support he needs.

You should never forget that the main reason we support Gephardt is that he has a lifetime record of supporting working people. In fact, he's one of us, the son of a Teamster who has never forgotten where he came from.

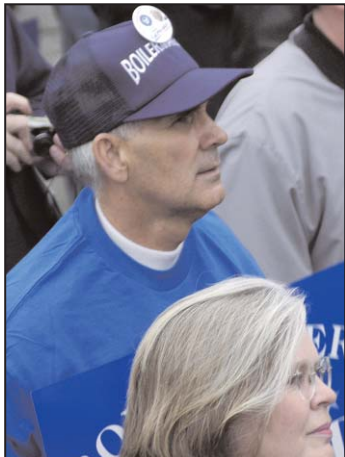
We know that, as president, he will do more for workers than any president in recent memory.

But to help us, he has to get elected; to get elected, he has to get nominated; and to get nominated, he has to do well in the early primaries so he begins getting good media coverage.

Now that we have endorsed him, we need to give Gephardt our full support through all of the primaries.

That means registering to vote and voting in the primary in your state.

It is never too early to begin working for a candidate who is willing to stand up for workers. □



Rally

Continued from page 1

he intended to do about trade issues, jobs, and health care.

"My administration will have three goals," he told the crowd, "jobs, jobs, and jobs. My health care plan makes health care available to all workers. Full-time workers. Part-time workers. Retired workers. Disabled workers. And it will boost the economy."

Boilermakers Intl. President Newton Jones gave a rousing speech at the rally, eliciting a cheer with the words, "I am reminded of George W. Bush's phrase when he started the war in Iraq, and I am 'shocked and awed' by what this administration is doing to working families, to unions, and to this economy. It has to stop." □

2004 Presidential Primaries

- Jan. 19 Iowa Caucuses
- Jan. 27 New Hampshire
- Feb. 3 Arizona
Delaware
Missouri
Oklahoma
South Carolina
New Mexico Caucuses
North Dakota Caucuses
- Feb. 7 Michigan Caucuses
Washington Caucuses
- Feb. 8 Maine Caucuses
- Feb. 10 Tennessee
Virginia
- Feb. 17 Wisconsin
- Feb. 24 Hawaii Caucuses
Idaho Caucuses
Utah
- March 2 California
Connecticut
Georgia
Maryland
Massachusetts
Minnesota Caucuses
New York
Ohio
Rhode Island
Vermont
- March 9 Florida
Louisiana
Mississippi
Texas
- March 13 Kansas Caucuses
- March 16 Illinois
- April 13 Colorado Caucuses
- April 27 Pennsylvania
- May 4 Indiana
North Carolina
- May 11 Michigan
West Virginia
- May 18 Arkansas
- May 25 Oregon
- May 25 Kentucky
- June 1 Alabama
South Dakota
- June 8 Montana
New Jersey

Three states have not announced primaries in 2004 — Alaska, Nebraska, and Nevada.

ON THE ISSUES

Bush vs. Gephardt

Jobs and the economy

WHEN HE WAS promoting his tax cuts in February, George W. Bush said they would create 344,000 new jobs per month beginning in July 2003. But on October 21, Treasury Secretary John Snow revised that projection down to only about 200,000 jobs per month for the next year, according to a report in *The New York Times*.

American workers would probably be happy with a gain of 200,000 jobs a month. That is not as many as President Clinton averaged during his eight years in office, but it is better than the 81,000 jobs lost every month under Bush.

Any gain is better than a loss. But creating 200,000 new jobs a month is barely enough to keep the unemployment rate at its already high six percent level.

It takes 170,000 new jobs each month just to provide jobs for our expanding population and workforce, and 300,000 new jobs each month to lower the unemployment rate by one percentage point over the course of a year.

The Bush Administration called its most recent tax-cut package, which took effect in July, its "Jobs and Growth Plan."

When the economy showed a slight upturn in the third quarter, he declared victory.

Bush ignored the fact that the tax cuts are not creating jobs, as he had

promised. Instead, job losses are growing in every region.

Only one state has a lower unemployment rate than when the Bush recession started in March 2001.

In 33 states, the rate is higher, and in 10 of them, it is two percent or more higher.

Yet on November 8, Bush told an audience in North Carolina that "things are beginning to brighten up for people looking for work."

He discounted negative effects from his economic plans, which include expanding NAFTA to the entire hemisphere with the Free Trade Area of the Americas.

He also ignored the fact that 24,000 manufacturing jobs were lost during the third quarter even as the economy was supposed to be improving.

Richard Gephardt has a much better record on trade and job creation. He has opposed unfair trade laws like NAFTA during his entire 26-year career in the House.

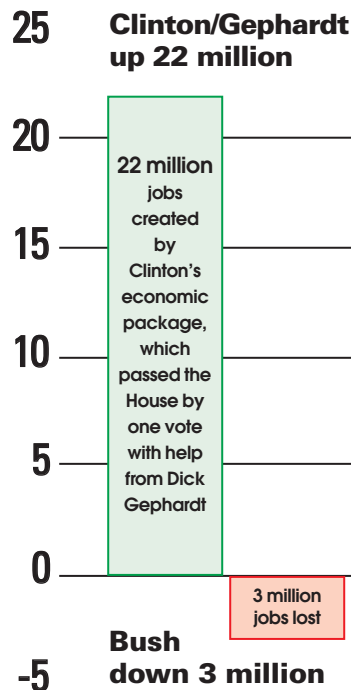
While House Democratic leader in 1993, he pushed through the Clinton economic package that preceded the economic boom of the late 1990s, which created 22 million jobs.

On NBC's "Hardball with Chris Matthews," he said, "We've had a president who has been there for big business. We need a president who will be there for workers."

Jobs created or lost under Presidents Clinton and Bush



Bush has the worst job-creation record of any president since the Great Depression



Boilermakers pension funds drop Putnam Investments

SEC charges cause board to sever relationship

IN NOVEMBER, the Board of Trustees of the Boilermaker-Blacksmiths Pension voted unanimously to drop Putnam Investments as a money manager. The global money management firm, with \$277 billion in assets under management, faced criminal charges from the state of Massachusetts and the Securities and Exchange Commission (SEC) for questionable trading practices involving its mutual funds.

Before the board voted to drop them, Putnam managed about \$100 million of the Boilermakers-Blacksmiths pension funds, less than two percent of the total.

In October, reports began to surface that the firm was being charged for allowing a small group of mutual funds investors to trade quickly in and out of their funds. Known as "arbitrage" or "market-timing," this practice is not illegal but is discouraged because it raises costs and lowers investment returns for other shareholders. In Putnam's case, it also violated language in their mutual fund brochures.

Damage done by this type of trading is likely to be minor for the individuals

harmed, according to Terrence O'Dean, a business professor at the University of California, Berkeley. Because the loss is spread over so many investors, it "will cost a lot of people a little bit of money, [but] it's not the sort of thing where one person loses their retirement savings." However, he said, it is "shocking from an ethical perspective."

The SEC charges alleged that Putnam allowed some members of the retirement plans of Boilermakers Local 5, New York, the Joint Industry Board of Electrical Industry, and Fluor Hanford Inc. to take part in market timing.

Some news reports tried to suggest a connection between Putnam's involvement with the Local 5 retirement plan and its contract with the Boilermakers-Blacksmiths fund. Local 5's retirement plan, separate from the Boilermakers-Blacksmiths fund, allows individuals to direct their own investments.

Since revelations of Putnam's questionable trades surfaced, dozens of other mutual fund companies have come under investigation, including some of the nation's largest — Bank of America's Nations Funds, PHBG, AllianceBernstein, Janus Capital Group and Strong Mutual Funds. □



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 will be available from your local lodge at the end of this year and will be accepted from January 1 to March 31, 2004. Applications postmarked 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.

Annual summary reports of national funds

Boilermaker-Blacksmith National Pension Trust summary annual report

THIS IS A SUMMARY of the annual report of the Boilermaker-Blacksmith National Pension Trust, Employer Identification Number 48-6168020, for January 1 through December 31, 2002.

The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE PLAN are provided by the trust fund directly to participants or their beneficiaries. Plan expenses were \$381,349,448. These expenses included \$23,856,035 in administrative expenses and \$357,493,413 in benefits paid to participants and beneficiaries.

A total of 72,853 persons were participants in or beneficiaries of the plan at the end of the plan year, although not all of these persons had yet earned the right to receive benefits.

The value of plan assets, after subtracting liabilities of the plan, was \$5,536,160,357 as of December 31, 2002, compared to \$5,960,745,347 as of December 31, 2001. During the plan year, the plan experienced a decrease in its net assets of \$424,584,990.

This decrease includes unrealized depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had a negative income of \$43,235,542. This includes employer contributions of \$213,402,223, losses of \$253,934,675 from the sale of assets, investment losses of \$7,594,716, and other income of \$4,891,626.

Minimum funding standards

AN ACTUARY'S STATEMENT shows that enough money was contributed to the plan to keep it funded in accordance with the minimum funding standards of ERISA.

Boilermakers National Health & Welfare Fund summary annual report

THIS IS A SUMMARY of the annual report of the Boilermakers National Health and Welfare

Fund, Employer Identification Number 36-6090694, for the fiscal year ending December 31, 2002. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

The Boilermakers National Health and Welfare Fund has committed itself to pay certain medical, dental, vision, and prescription drug claims incurred under the terms of the plan.

Insurance information

THE PLAN HAS an experience-rated contract with Provident Life and Accident Insurance Company to pay all life and accidental death and dismemberment claims.

Because it is an experience-rated contract, the premium costs are affected by, among other things, the number and size of claims. Of the total insurance premiums paid during the contract year which ended within the plan year ending December 31, 2002, the premiums paid under such experience-rated contract were \$2,174,113 and the total of all benefit claims paid under this experience-rated contract during the plan year was \$2,012,079.

Basic financial statement

THE VALUE OF PLAN ASSETS, after subtracting liabilities of the plan, was \$160,969,252 as of December 31, 2002, compared to \$180,762,260 as of December 31, 2001. During the plan year, the plan experienced a decrease in its net assets of \$19,793,008. This decrease includes unrealized appreciation or depreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year. During the plan year, the plan had total income of \$171,890,901 (including employer contributions of \$156,822,450, employee and retiree contributions of \$13,852,077, realized losses from the sale of assets of \$7,757,428, earnings from investments of \$7,426,499, and other income of \$1,547,303).

Plan expenses were \$191,683,909. These expenses included \$10,499,048 in administrative expenses and \$181,184,861 in benefits paid to participants and beneficiaries.

Boilermakers National Annuity Trust summary annual report

THIS IS A SUMMARY of the annual report of the Boilermakers National Annuity Trust, Employer Identification Number 48-1029345, for January 1 through December 31, 2002. The annual report has been filed with the Pension and Welfare Benefits Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

Basic financial statement

BENEFITS UNDER THE PLAN are provided from trust assets or through insurance or annuity contracts. Plan expenses were \$34,563,329. These expenses include \$2,739,360 in administrative expenses and \$31,823,969 in benefits paid to participants and beneficiaries. A total of 64,345 persons were participants in the plan at the end of the plan year.

The value of plan assets, after subtracting liabilities of the plan, was \$660,917,438 as of December 31, 2002, compared to \$599,444,741 as of January 1, 2002. During the plan year, the plan experienced an increase in its net assets of \$61,472,697. This increase includes unrealized appreciation in the value of plan assets; that is, the difference between the value of the plan's assets at the end of the year and the value of the assets at the beginning of the year, or the cost of assets acquired during the year.

The plan had total income of \$96,036,026 (including employer contributions of \$102,392,255, realized losses of \$4,378,439 from the sale of assets, and earnings from investments of \$2,053,033).

You may request a complete copy...

YOU HAVE THE RIGHT to receive a copy of the full annual report, or any part thereof, for each of these funds on request. The items listed below are included in each report:

1. An accountant's report;
2. Financial information and information on payments to service providers;
3. Assets held for investment;
4. Transactions in excess of five percent of plan assets.

In addition, the Boilermaker-Blacksmith National Pension Trust summary annual report will include the following:

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

6. Actuarial information regarding the funding of the plan.

The Boilermakers National Health & Welfare Fund summary report will include the following:

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

To obtain a copy of the full annual report, or any part thereof, of each of these reports write or call the office of the plan executive administrator at 754 Minnesota Avenue, Suite 522 (Suite 400 and Zip Code 66101-2762 for the Annuity report), Kansas City, KS 66101-2766, phone — 1-866-342-6555 (913-342-6555 in the Kansas City area).

The charge to cover copying costs of the Boilermaker-Blacksmith National Pension Trust Summary Annual Report will be \$125.50 for the full annual report, or \$0.25 per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Health & Welfare Fund Summary Annual Report will be \$15.75 for the full annual report, or \$0.25 per page for any part thereof.

The charge to cover copying costs of the Boilermakers National Annuity Trust Summary Annual Report will be \$24.25 for the full annual report, or \$0.25 per page for any part thereof.

You also have the right to receive from the plan executive administrator, on request and at no charge, a statement of the assets and liabilities of each plan and accompanying notes, or a statement of income and expenses of each plan and accompanying notes, or both.

If you request a copy of the full annual report from the plan executive administrator, these two statements and accompanying notes will be included as part of that report. The charge to cover copying costs given above does not include a charge for the copying of these portions of the report because these portions are furnished without charge.

You also have the legally protected right to examine the annual reports at the main office of the plan, 754 Minnesota Avenue, Suite 522 (Suite 400 and Zip Code 66101-2762 for the Annuity report), Kansas City, KS 66101-2766, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, N5638, Pension and Welfare Benefit Administration, U.S. Department of Labor, 200 Constitution Avenue, NW, Washington, D.C. 20210.

International announces promotions, new hire

IN OCTOBER and November, International President Newton B. Jones announced several staff changes. "These promotions reflect my vision for the future of this organization," he explained. "In today's competitive world, we need experienced, intelligent, and caring leaders, and we also need talent and energy. These people have all those virtues."

Jim McCormick named director of Tripartite Alliance Programs

AT THE TRIPARTITE conference in Myrtle Beach, S.C., Intl. President Newton B. Jones announced that he was appointing Jim McCormick director of National Tripartite Alliance Programs.

The Tripartite Alliance is an award-winning alliance between the Boilermakers union, contractors, and owners.

It brings these groups together to help them deal efficiently with workplace concerns.

Our Tripartite Alliance is responsible for such accomplishments as the Mobilization, Optimization, Stabilization, and Training (MOST) program, mandatory drug testing, recruitment, Common Arc, and the nationwide referral network. McCormick has been involved in Tripartite Alliance for more than a decade.

In 1966, directly out of high school, McCormick started working as a probationary member of Local Lodge 667, Charleston, W. Va., as a mechanic and welder. He was initiated into the National Transient Lodge in 1969. In 1970, he transferred into Local 667 and still remains a member of this local.

In 1977, he was appointed assistant business manager of Local 667 and served through 1979.

In 1984, he was elected business manager and secretary/treasurer, serving four terms. He was appointed International representative to the Construction Division in 1994.

In 1995, then-International President Charles W. Jones appointed McCormick assistant to the International president (AIP).

As AIP, McCormick represents District 57 on the Tennessee Valley Trades and Labor Council. Other duties include conference coordinator for the national Tripartite Alliance conference, secretary of the Ohio Valley Articles of Agreement, chairman of the Ohio Valley Manpower Committee, chairman of the MOST-Tripartite subcommittee on absenteeism, and International representative for Local Lodges 40 in Elizabethtown, Ky., and 105 in Piketon, Ohio.

McCormick lives in Soddy Daisy, Tenn., with his wife. He has one daughter, a senior at West Virginia University, and two sons, one of whom is a Boilermaker. The other is self-employed.



JIM McCORMICK

developing grassroots education and lobbying programs for Boilermaker locals.

Martin has been with the Brotherhood since 1995 as assistant to the director of legislative affairs.

In 1999, she was selected by the American Council of Young Political Leaders (ACYPL) to serve as a delegate on a U.S. mission to Romania.

In 2000, Martin completed a one-year term as the Director of Labor Affairs for the Democratic National Committee (DNC). In this position, she served as political liaison for more than 30 labor unions and was responsible for the labor component of the Presidential Tribute and DNC convention.

Last spring, she represented the ACYPL at a Harvard training program.

Martin completed her Master's degree in Government Affairs at Johns Hopkins University. She earned her Bachelor's in Agricultural and Applied Economics at Virginia Tech.

Warren Fairley named deputy director of shipbuilding

INTERNATIONAL REP Warren Fairley has been named assistant to the International president and deputy director of shipbuilding.

Fairley joined Boilermakers Local 693, Pascagoula, Miss., in 1990 as a rigger for Ingalls Shipbuilding. Soon after, he was appointed area steward by Local 693 President J.J. Criddell.

In 1996, he was elected business manager and served on the shipbuilding committee at the 1996 Consolidated Convention.

That same year he attended the Collective Bargaining Institute Basic and Advanced classes at the School for Workers in Madison, Wis.

In 1999, then-International President Charles Jones appointed Fairley International representative.

During the last four years he has continued his education, studying at the George Meany Center for Labor Studies in Silver Springs, Md.

He served as lead negotiator for the Metal Trades Council in both Pascagoula and New Orleans, representing nearly 12,000 workers in all.

Fairley credits International President Newton Jones, President Emeritus Charles Jones, AIP/DS Ande Abbott, and retired AIP J.W. Moore for his development as both business manager and International representative.

"Their willingness to share their vast knowledge has been invaluable and is the single most important factor that contributed to any success I may have had helping this membership," Fairley says.



WARREN FAIRLEY

Bryan King named administrative assistant to International president

BRYAN KING has been named director of internal auditing and administrative assistant to the International president.

The department of internal auditing audits and verifies expenditures of the International and acts as liaison with local lodges, reviewing their quarterly audits and assisting them in preparing and filing financial reports with the International, the U.S. Department of Labor, and the Internal Revenue Service. King's duties as administrative assistant to the International president (AAIP) include coordinating the day-to-day business of the International president's office.

King is a member of Local 112, Mobile, Ala., and a fourth-generation Boilermaker. He received his Bachelor's degree in Commerce and Business Administration from the University of Alabama in 1999. He spent two years at the management level of the retail industry before returning to his Boilermaker heritage. He has served the International as internal auditor since February of 2001.



BRYAN KING

Elizabeth Howard joins publications staff as editorial assistant

ELIZABETH HOWARD has been hired to assist with all Boilermaker publications, including *the Boilermaker Reporter*, the Web site, and training and support materials.

Howard graduated in May with a Master's in English Rhetoric and Composition from the University of Missouri-Kansas City.

In 1993, she earned her degree in Journalism from Iowa State University and worked as director of a television news show at WDAF-TV in Kansas City, Mo.

She left to develop her writing and editing skills as a freelance writer for *The Kansas City Business Journal*, *The Kansas City Star*, *Review*, and *Squire Publications*.

She also worked as a research associate and editor for Rose Research in Kansas City.

A native of Davenport, Iowa, she has lived in Kansas City for nine years. □



ELIZABETH HOWARD

Bridget Martin named director of governmental affairs

BRIDGET MARTIN has been named director of governmental affairs and assistant to the International president.

In her new position, Martin expands her political role for the Boilermakers, lobbying U.S. Congress and executive branch agency officials on labor, maritime, and construction issues.

She collaborates on national political activity and assists with the Boilermakers federal political action committee, known as the Campaign Assistance Fund (CAF). Most recently she has been organizing national legislative conferences and



BRIDGET MARTIN

L-169's Marek named to head Michigan Building and Construction Trades Council

LOCAL 169 Business Manager John Marek has been named to fill the two years remaining in the term of Michigan Building and Construction Trades Council (MBTC) President Sam T. Hart, who retired in September.

Marek's appointment was made by unanimous vote of the MBTC's Executive Board at the council's 46th convention.

The appointment was announced to delegates July 31.

The MBTC president chairs and appoints committees, moderates conferences, and

offers input on the operations of the council.

Marek will remain business manager of Local 169.

"I consider it a real honor to take over as president of the Michigan Building and Construction Trades Council," Marek said.

"I think we've had a lot of success at the Boilermakers in the last 10 years. We've worked hard to improve how we operate, and we've worked well with the other crafts. I hope to be an asset to the Michigan building trades by representing all the affiliates."



New contract summaries

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

DNCL – St. Louis

INTL. REP. MICHAEL ATCHISON reports contract ratification, effective Sept. 1, 2003 to Aug. 31, 2009, for 10 members of the National Cement Lodge, St. Louis, who work at **Monarch Cement of Iowa, Inc.**

Local 1 – Chicago

JOHN SKERMONT, BM-ST of Local 1, Chicago, reports contract ratification, effective July 1, 2003 to June 30, 2006, for Local 1 members working at **Boiler and Tank Contractors of Illinois and Hudson Boiler and Tank Co.**

M18 – Buffalo, N.Y.

INTL. REP. ROCCO DEROLLO reports a one-year contract extension, effective July 1, 2003 to June 30, 2004, for members of Local M18, Buffalo, N.Y., who work at **Marlette National.**

M24 – Kokomo, Ind.

INTL. REP. DAVID LAWRENCE reports contract ratification, effective June 21, 2003 to June 20, 2007, for 100 members of Local M24, Kokomo, Ind., who process corn dogs and potpies at **Olympic Foods.**

L-28 – Newark, N.J.

INTL. REP. BOB HEINE JR. reports contract ratification, effective Aug. 1, 2003 to Feb. 28, 2005, for members of Local 28, Newark, N.J., who perform boiler repair for **Bradley-Sciocchetti, Inc.**

D99 – Salinas, Calif.

IR MICHAEL ATCHISON reports contract ratification, effective July 1, 2003 to Dec. 31, 2006, for 25 members of Local D99, Salinas, Calif., who work at **Chemical Lime of Arizona.**

D106 – Mason City, Iowa

CAREY ALLEN, acting director of the CLGAW Division, reports contract ratification, effective May 1, 2003 to April 30, 2007, for 106 members of Local D106, Mason City, Iowa, who make Portland Cement at **Lehigh Cement.**

L-117 – Superior, Wis.

INTL. REP. LEN GUNDERSON reports contract ratification, effective July 15, 2003 to July 15, 2007, for 15 members of Local 117, Superior, Wis., who perform fabrication work at **Barko Hydraulics.**

L-182 – Salt Lake City

BRAD JOHN, BM-ST of Local 182, Salt Lake City, reports contract ratification, effective May 1, 2003 to April 30, 2005, for Local 182 members at **Harris Tube Services**, and effective May 1, 2003 to April 30, 2004, for nine Local 182 members who work with structural steel at **Western Steel Mfg.**

S185 – Belleville, Ill.

INTL. REP. JAMES PRESSLEY reports contract ratification, effective June 20, 2003 to June 19, 2008, for 103 members of Local S185, Belleville, Ill., who manufacture boxboard at the **Weyerhaeuser Co.**

D342 – Plattsburgh, N.Y.

INTL. REP. ROCCO DEROLLO reports contract ratification, effective June 3, 2003 to June 2, 2007, for members of Local

D342, Plattsburgh, N.Y., who work at **Graymont Materials – Potsdam Stone & Concrete.**

D449 – West Windsor, Vt.

INTL. REP. ROCCO DEROLLO reports contract ratification, effective May 12, 2003 to May 11, 2008, for members of Local D449, West Windsor, Vt., who work at **Luzenac America, Inc.**

D465 – Oklahoma City

INTL. REP. NICK ADAMS reports contract ratification, effective May 31, 2003 to May 25, 2007, for 90 members of Local D465, Oklahoma City, who make plastic electrical boxes and conduits at the **Lamson & Sessions Co.**

D480 – Charlevoix, Mich.

INTL. REP. MARK KELLY reports contract ratification, effective May 1, 2003 to April 30, 2009, for 120 members of Local D480, Charlevoix, Mich., who make Portland Cement at **Cemex.**

D500 – Rogers City, Mich.

INTL. REP. MARK KELLY reports contract ratification, effective Aug. 1, 2003 to July 31, 2008, for 128 members of Local D500, Rogers City, Mich., who produce crushed limestone at **Michigan Limestone Operations**, a division of the Oglesby Norton Co.

D508 – Darlington, Pa.

INTL. REP. MARK KELLY reports contract ratification, effective June 1, 2003 to June 1, 2006, for 54 members of Local D508, Darlington, Pa., who manufacture clay bricks at **General Shale Products LLC.**

L-608 – Baltimore

INTL. REP. STEVEN BEAL reports contract ratification, effective Jan. 13, 2003 to Jan. 13, 2007, for 25 members of L-608, Baltimore, who work in the warehouse and as material expeditors for the **U.S. Coast Guard Engineering Logistics Center.**

L-697 – Marshfield, Wis.

INTL. REP. LEN GUNDERSON reports contract ratification, effective Aug. 2, 2003 to Aug. 2, 2006, for 135 members of Local 697, Marshfield, Wis., who fabricate pipe and fittings for the **Felker Brothers.**

L-1255 – Chicago

INTL. REP. HOWARD COLE reports a three-year contract extension, effective in February 2004, for members of Local 1255, Chicago, who work at **Klein Tools.**

L-1600 – St. Charles, Ill.

INTL. REP. HOWARD COLE reports contract ratification, effective May 5, 2003 to May 5, 2006, for 160 members of Local 1600, St. Charles, Ill., who make overhead garage doors at **General American Door**, and effective July 1, 2003 to June 30, 2006, for 200 Local 1600 members who work with metal tubing at **National Metalwares, LP.**

L-1603 – Alliance, Ohio

INTL. REP. RON LYON reports contract ratification, effective July 1, 2003 to June 30, 2006, for 11 members of Local 1603, Alliance, Ohio, who work at **T & W Forge.**

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 for Local D106 members at Lehigh Cement are, l. to r., Ted DeLong, Chris Larsen, Sandi Wyborny, John Bailey, Ron Gurthrie, Denny Fuller, Verne Stuessy, and Carey Allen.



NEGOTIATING for Local D480 members at Cemex are, l. to r., Shawn Putman, Paul Parrish, Jim Zietler, and Tony Resch.



NEGOTIATING for members of Local 1255 at Klein Tools are, l. to r., Juan Hernandez, Allen Johnston, Roger Moore, Ed Wilson, Howard Cole, Mike Killian, Robert Ayea, and Matt Marenovitch.



NEGOTIATING for L-1600 members at General American Door are, l. to r., Anselmo Arrellano, Howard Cole, Gumercindo Cuevas, Miguel Solis, Marcella Anooshah, Ron Brazener, and Jose Purido.



NEGOTIATING for L-1600 members at National Metalwares are, seated, l. to r., Marietta Ryan-Hendricks, Ana Garcia, Mark Wood, and standing, l. to r., Howard Cole, George Johnson, Mike Sullivan, Gary Hill, and Pat Joy.

A Summary Analysis of these Contract Settlements

THIS ANALYSIS of the 23 agreements above, covering about 1,682 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	3.29% or \$0.54/hr.	(19 facilities)
2004	2.89% or \$0.45/hr.	(17 facilities)
2005	2.86% or \$0.44/hr.	(16 facilities)
2006	2.93% or \$0.46/hr.	(12 facilities)

Shift Differential

2nd Shift – 20 of 23 Total	17 use cents-per-hour (\$0.41 avg.)
	3 use percent of wage (6.67% avg.)
3rd Shift – 20 of 23 Total	17 use cents-per hour (\$0.49 avg.)
	3 use percentage of wage (13.33%)

Paid Holidays

22 of 23	Provide average of 10.05 days
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Vacation

19 of 23	1 Week Paid
22 of 23	2 Weeks Paid
21 of 23	3 Weeks Paid
20 of 23	4 Weeks Paid
12 of 23	5 Weeks Paid
2 of 23	6 Weeks Paid
2 of 23	7 Weeks Paid

Sickness and Accident

16 of 23	Provide sickness/accident indemnity
13 of 23	Set dollar amount – \$358.07 avg., with 26 weeks avg. time off
3 of 23	Use percentage – 60% is most common

Life Insurance/AD&D

20 of 23	Provide Life Insurance
14 of 23	Fixed - \$19,392.86 avg. first year
6 of 23	Based on annual salary
17 of 23	Provide AD&D Insurance
11 of 23	Fixed - \$19,090.91 avg. first year
6 of 23	Based on annual salary

Pensions

22 of 23	Offer some kind of pension plan
11 of 23	Offer 401(k)
10 of 23	Company plan (defined benefit)
9 of 23	Offer Boilermakers-Blacksmith National Pension Trust
1 of 23	Offer profit sharing

1 of 23	Offer savings plan
1 of 23	Federal employees retirement
1 of 23	Boilermakers-Blacksmiths National Annuity Plan
7 of 23	Contribute cents-per-hour, averaging \$1.34/hr. in first year

Other Provisions

22 of 23	Paid Funeral Leave
20 of 23	Paid Jury Duty Leave
8 of 23	Paid Military Leave (2 weeks)
15 of 23	Safety Shoe Reimbursement
18 of 23	Prescription Safety Glasses Reimbursement
2 of 23	Severance Pay Packages

Health care costs rise sharply

Out-of-pocket costs for workers have more than doubled since 1998

THE 90,000 GROCERY WORKERS on strike at Vons, Albertsons, and Ralphs are fighting a battle that many workers may face soon. These Safeway-owned companies are insisting on eliminating health care benefits for new hires and cutting back on benefits to current employees. The companies' proposal would eventually eliminate health care benefits for 70,000 workers.

These workers are not alone. As health care costs continue to rise faster than inflation, companies continue to adjust their insurance plans to keep pace, raising premiums, deductibles, and co-pays, while limiting benefits.

Recently *The New York Times* reported that the annual out-of-pocket costs for employees of large companies have more than doubled since 1998. Employers have seen similar rises.

The Kaiser/HRET survey of employer-sponsored health benefits reports that average insurance premiums have risen from \$6,438 in 2000 to \$9,068 in 2003. The average percentage paid by workers has risen nearly 50 percent, from \$1,619 to \$2,412. Employers are paying 38 percent more — \$6,656 compared to \$4,819 in 2000.

Consumers report avoiding necessary health care because they cannot afford the deductibles and co-pays. And many employers have stopped providing health care insurance and many households have dropped their elective coverage. More than 15 percent of Americans now have no health care insurance — 43.6 million people.

Boilermakers Health & Welfare Fund can't escape the trend

STATISTICS FOR ALL workers represented by the Boilermakers union are not available, but those covered by the Boilermakers Health & Welfare Fund

are feeling the pain of higher costs for medical care.

Rapidly rising expenditures caused the board of trustees to announce changes in three of their plans, including increases in deductibles, higher self-pay contributions, and higher copays for prescription drugs.

Though in line with other funds, these increases are difficult to bear in an economy that offers no new jobs. □

CLARIFICATION

A STATEMENT in an article on Americans buying prescription drugs from Canada that ran in the *Jul-Sep Reporter* wrongly implied that Canadians do not pay out-of-pocket for drugs. They do. The only difference between the U.S. and Canada is that the Canadian government takes an active role in keeping drug costs down by negotiating prices with pharmaceutical firms.

Prescription Savings and more

Significant Savings on Your Family's Out-of-Pocket Expenses for Prescription Drugs and Other Health Care Services

Union members, retirees, and their families get substantial savings on prescriptions and more.

Enroll in the Union Plus Health Savings Program and you can save an average of 17 percent at over 29,000 retail pharmacies. Even greater savings when you use the programs mail order service.

With a free 30-day trial enrollment period, you've got nothing to lose.

Call and start saving today on prescriptions, vision care, foot and ankle care, hearing care, and diabetic supplies.

www.unionplus.org

1-800-228-3532

Monday-Friday, 9 am - 6 pm (ET) *Se habla Espanol*

Health Savings



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.

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

Intl.	Thoures, Thadeus T.	40	Jemigan, Donnie	105	Taylor, James E.	304	Pace, Henry	549	Heob, Ernest A.
NTL	Guyon, John R.	40	Marsh Jr., Edgar	106	Hawkinson, Carl	314	Craig, Thomas L.	549	McDowell, Stanford
NTL	Kueber, Orville E.	40	Noe Jr., Newton	D106	Prestholt, Paul E.	329	Calascibetta, Reanato	587	Haunschild, Otho H.
NTL	Nava, Joseph	40	Weatherford, Frank	107	Kurowski, Roy	359	Curtis, Colin	592	Fisher, Joseph C.
NTL	Peck, Michael	40	Wilson, Douglas	112	Loper, Melvin Lee	359	Dawson, James R.	592	Morgan, Robert F.
1	Shue Sr., John	D46	Young, Harry A.	112	Whitten, John E.	359	Greengrove, Dean D.	614	Wagstaff, Dolph E.
5	Chasse, Felix	54	Burke, Jerry A.	128	Boyer, Euclid	359	Johnson, Venanti E.	647	Jereseck, Edward D.
6	Anderson, Otha D.	69	Cruz, Jose A.	128	Brown, Joseph	359	Koivisto, Craig	647	Santi, Eino W.
6	Brazell, Byno I.	69	Byrd, Braxton Ralph	128	Cyncora, Steve Ray	359	Maddock, Andrew	651	Grant, James Frederick
6	Nieve, Frank	69	Patterson, Tommy L.	128	Van Sickle, John A.	359	Maughan, Norman	656	Cooper, Melvin M.
6	Smith, Howard	73	York, John Elmer	128	Wilcocks, Ron	359	McDermott, George E.	656	McCallister, William
7	Danks, Dale	79	Fraser, J. V.	132	Mancuso, Stephen D.	374	Weaving, Howard	667	Benson, Wilbert
10	Powers, Louis E.	83	Poncho, Jerome Robert	146	Glaubitz, Gary H.	374	Brown, Harry	667	Hale, Charles Lloyd
11	Nelson, Clint E.	83	Childress, Ralph J.	146	Ormstrup, Orla	374	Griffin, Frank L.	667	Halterman, Morton
13	Bidlingmaier, Clifford	83	Creech, Austin	154	Ambrosini, Anthony J.	374	Chapin, Neil	667	Hollingsworth, Roger
26	Beasley, J. Carl	83	Moore, Leroy A.	154	Colt, Robert	374	Coslet, Michael D.	667	Keefover, John
26	Coppage, Derrell E.	83	Phoenix, Robert	154	Karenbauer, Timothy	374	Harrison, Darwin	667	Love Jr., Wayne H.
26	Kessler, Joseph	83	Stimple, William G.	154	Lowman Jr., Paul T.	374	Hetterscheidt, C. W.	667	Maxwell, Gene T.
26	Robertson Jr., Dyke G.	87	Watts, Richard A.	154	Malik, Joseph Mark	374	Higginbotham, James	667	Nowlin Jr., Robert L.
26	Smith, Charles	92	Daluisio, Richard J.	158	Philhower, Douglas A.	374	Horne, Clifford L.	667	Sampson, Curtis C.
27	Eschmann, Paul	92	Barron, Charlie R.	158	Zessin, Alfred F.	374	Nye, Joseph	687	Judy, Willard N.
28	Lecy, Lawrence	92	Henry, Leland	169	Hempfling, Theodore	374	Polito, Frank Paul	696	Marcek, William H.
28	Van Hest, George	92	Jones, William D.	169	Mercier, Alphonse A.	408	Skaar, Dave	697	Salisbury, James H.
29	Cibotti, Joseph W.	92	Kragten, William	169	Snell, Joseph A.	433	Summers, Gene	801	Carman, John
29	Keefe, William A.	92	Matthews, F. E.	169	Vincent, Clarence E.	453	Decker, H. Robert	801	Delrossi, Ralph
29	Schmidt, William	92	Ramirez, Antonio G.	177	Olejniczak, Max Frank	454	Perron, Floyd	902	Cunny, John
30	Jensen, Cyril K.	104	Winey, Henry C.	182	Ingram, Thomas D.	454	Richards, Carol Wayne	903	Conner, Terry L.
30	Morris, Arthur	104	Gladstone, Wallace J.	193	Hambleton, Starr W.	454	Thompson, Ricky H.	1239	Lavan, Edward
D33	Shank, Dair	104	Newton, Ralph Russell	199	Loveridge Sr., Robert	469	Fitts, Scott K.	1243	Boyd, Edward E.
37	Jacob Jr., Felix J.	104	Thomasson, Egil S.	199	Vesley, William J.	483	Lequire, Clifford H.	1393	Stacey, Daniel E.
37	Vegas, Eddie T.	104	Walker, Donald	203	Barnes Jr., Francis	500	Wilson, Thomas P.	1491	Capoferri, George
37	Zimmerman, Jacob J.	105	Whitehead, Glen D.	203	Costello, Ignatius	502	Douglas, Robert	1509	Janicek, John J.
			Jensen, Glen D.	204	Tanaka, Paul Yoshio	531	Ash, Lee	1622	Beckett, David J.
							Rollo, John D.	1851	Renaudette, Carol
							Johanson, John Folke		
							Gibbons, Julius D.		

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.	Kincaid, Bertha P.	\$6,000.00	6	Somers, Nick	6,000.00	37	Laffargue Sr., L. W.	6,000.00	92	Larson, Wayne B.	6,000.00
Natl.	Phillipe, M. Carolyn	6,000.00	6	Surgest, Edward J.	6,000.00	37	McQueen, Charles F.	6,000.00	92	Maddock, Gaiel C.	6,000.00
NTL	Anderson, Ralph S.	12,669.11	6	Szmidt, Adam	4,500.00	37	Morgan, Fred	6,000.00	92	Martinez, Charles	6,000.00
NTL	Daricek, Lawrence E.	6,000.00	6	Tanner, Paul F.	3,000.00	37	Strickland, Edwin A.	6,000.00	92	Meyers, Roy	6,000.00
NTL	Davis, J. W.	6,000.00	6	Tinberg, George A.	3,000.00	40	Young, Harry A.	6,000.00	92	Niccum, L. C. "Red"	6,000.00
NTL	Elliott, Gordon L.	6,000.00	7	Keller, Robert A.	987.50	45	Surber, Charles W.	6,000.00	92	Ramirez, Antonio G.	6,000.00
NTL	Goins, Gene A.	6,000.00	10	Glos, Donald E.	6,000.00	60	Dean, John J.	6,000.00	92	Sargent, Delbert D.	6,000.00
NTL	Granger, Paul J.	1,839.95	10	Grossi, August	6,000.00	69	Byrd, Braxton	6,000.00	92	Winey, Henry C.	6,000.00
NTL	Guyon Sr., John R.	6,000.00	10	Powers, Louis E.	6,000.00	69	Wooten, Jeff L.	6,000.00	95	Willingham, Johnny	6,016.60
NTL	Harkins, Robert J.	6,000.00	10	Sandoval, Deciderio	6,000.00	72	Armstrong, Dennis	10,256.64	101	Barker, Robert A.	1,875.13
NTL	Holcomb, Paul R.	6,000.00	10	Shields, Donald L.	6,000.00	72	Barney Sr., Robert L.	6,000.00	101	Casados, Mike P.	6,000.00
NTL	Howell, Raymond L.	6,000.00	10	Stevens, Boyd A.	6,000.00	72	Brown, Robert R.	6,000.00	101	Steele, Larry F.	3,000.00
NTL	Johnson, Billy W.	6,000.00	13	Black, Dean R.	681.10	72	Coleman, Arthur W.	6,000.00	104	Barnett, William B.	6,000.00
NTL	Jones, James W.	6,000.00	13	Costigan, John F.	6,000.00	72	Dunaway, Charles R.	6,000.00	104	Clemans, Robert G.	6,000.00
NTL	Kellis, Edsel C.	6,000.00	13	Darrah, Steven R.	8,664.94	72	Matthews, Cardell	6,000.00	104	Comstock, Gardner L.	6,000.00
NTL	McGee, Bob C.	6,000.00	13	Flannery, Gregory	2,295.44	72	Meader, Delmer L.	6,000.00	104	Favro, Aldo	6,000.00
NTL	McHarris, William	4,000.00	13	Uzialko, Anthony J.	6,000.00	72	Nichols, Wilbur I.	6,000.00	104	Gladstone, Wallace J.	6,000.00
NTL	Mitchell, James H.	6,000.00	26	Beasley, J. Carl	6,000.00	72	Parmeter, Stan	6,000.00	104	Hedman, Lester J.	6,000.00
NTL	Orange, Jack E.	6,000.00	26	Chance, Charles W.	6,000.00	72	Phillips, Earl L.	6,000.00	104	Jackson, Edgar R.	6,000.00
NTL	Pierce, Albert L.	6,000.00	26	Parrish, Gene	6,000.00	72	Rinehart, Orville P.	6,000.00	104	Johnson, Myron W.	6,000.00
NTL	Thompson, Chester L.	6,000.00	26	Robertson, Dyke G.	6,000.00	72	Roby, Gerald V.	6,000.00	104	Kim, James S.	6,000.00
NTL	Vick, Wymon E.	6,000.00	26	Wasdin, Joseph L.	6,000.00	72	Schultz, W. Frank	6,000.00	104	Kimberlin, Don H.	7,409.74
NTL	Webb, Harley H.	6,000.00	27	Barker, Fred A.	6,000.00	74	Alford, Angus Elene	6,000.00	104	LaFontaine, Frank	6,000.00
1	Angelo, Dominic	6,000.00	27	Ebner, Charles S.	6,000.00	74	Chambers, Alton O.	6,000.00	104	McKillop, Victor E.	6,000.00
1	Keefner, Thomas J.	6,000.00	27	Hubbard, James D.	1,944.00	79	Wall, Arthur L.	6,000.00	104	Milligan, James P.	6,000.00
1	Wasko, Edward S.	6,000.00	27	Jones, Donald E.	6,000.00	83	Allen, Claude I.	6,000.00	104	Morrissey, James E.	6,000.00
4	Lane, Kee T.	14,074.86	27	Lehmbeck, Lyle E.	6,000.00	83	Eastbridge Sr., Charles	6,000.00	104	Ogden, Ford D.	6,000.00
5	Chasse, Felix	6,000.00	27	Morrisseau Jr., Daniel	6,000.00	83	Kimbrough, Rick E.	5.19	104	Patterson, Richard A.	6,000.00
5	Croteau, Robert H.	6,000.00	27	Parker, Ray G.	6,000.00	83	Mendez, Cotarino M.	6,000.00	104	Pederson, Charles P.	6,000.00
6	Anderson, Otha D.	6,000.00	27	Vavak, Christopher	6,000.00	83	Moore, Leroy A.	6,000.00	104	Slotnick, Bernard M.	4,500.00
6	Blaylock, Brice G.	6,000.00	28	Brown, John H.	11,000.00	83	Post, Jack D.	6,000.00	104	Stanley, Gary W.	6,000.00
6	Castaneda, Lorenzo	6,000.00	28	Kraus, Jonathan	1,502.96	83	Ricketts, Louis J.	6,000.00	104	Stokes, Donald R.	13,250.45
6	Castleberry, Louis C.	6,000.00	28	Leafy Sr., John J.	5,000.00	83	Tillotson, Rodney E.	108.94	104	Thomasson, Egill S.	6,000.00
6	Cope, A. C. Francis	6,000.00	28	Lukas, Julian	507.88	83	Weitzenkamp, Alan	2,438.55	104	White Eagle, Ted	6,000.00
6	DaValle, Fred J.	6,000.00	28	Quinn, Thomas J.	11,000.00	85	Canale, Jack L.	491.23	104	Zseni, Laszlo	6,000.00
6	Escamilla, Charles	6,000.00	29	Cibotti, Joseph W.	6,000.00	85	Wilson, Franics	6,000.00	105	Ellis, Marvin L.	1,500.00
6	Fennell, Timothy	6,000.00	29	Farr, John P.	6,000.00	88	Hayden, John E.	6,000.00	105	Flatt, Willie C.	6,000.00
6	Hankins, Donald Ray	6,000.00	29	Garrity, Charles L.	6,000.00	92	Aguilar, Magdalena S.	6,000.00	105	Horton, Homer C.	7,077.97
6	Kayser, Donald R.	2,751.24	29	Schmidt, William A.	6,000.00	92	Barry Jr., John A.	6,000.00	105	Kunkel, Edward J.	6,000.00
6	Moore, Robert L.	6,000.00	30	Lowe, Willie L.	6,000.00	92	Dennis, Kenneth R.	6,000.00	105	Malloy, John T.	6,000.00
6	Nieve Sr., Frank	6,000.00	30	Maxwell, Gene T.	6,000.00	92	Dewar, James C.	6,000.00	106	Shepard, Russell G.	6,000.00
6	Palazol, Mike	6,000.00	30	Pennington, Robert	6,000.00	92	Flood, Lewis R.	6,000.00	107	Collins, Martin H.	6,000.00
6	Pittaluga, Paul L.	6,000.00	30	Sledge, Harold E.	6,000.00	92	George, Harold E.	6,000.00	107	Cross, Daniel J.	98.00
6	Smith, Isaiah W.	6,000.00	37	Alford, Jacob H.	6,000.00	92	Kragten, William	6,000.00			
			37	Gallegos, Oscar M.	6,000.00	92	Kucera, Clarence	2,000.00			
			37	Jones, Larry Wayne	6,000.00						

Continued on page 15

DEATH BENEFITS

Continued from page 14

107	Hughes, Roderick J.	6,000.00	479	Shoulders, Fred	6,000.00
107	Magerowski, Michael	6,000.00	487	Bisel, Bernard A.	6,000.00
107	Murphy, Larry E.	15,000.00	487	Schunke, Harold R.	6,000.00
108	Self, Joseph Thomas	6,000.00	500	Rollo, John D.	6,000.00
110	Josey, Lloyd G.	6,000.00	502	Burkhamer, Timothy	12,053.76
112	Coley, Jack N.	6,000.00	502	Hendrickson, John C.	6,000.00
112	Jones, Michael J.	120.30	502	Lyerly, Kenneth H.	6,000.00
112	Kelly, Charles R.	6,000.00	502	Snow, Zoel E.	6,000.00
112	Turner, Wendell W.	6,000.00	503	Hosea, William C.	6,000.00
113	Garner, Wyatt O.	6,000.00	549	Baty, William H.	6,000.00
113	Green, Ishmael H.	6,000.00	549	Bell, Hardy H.	6,000.00
113	Phillips, Johnie	6,000.00	549	Blacklock, Leonard J.	6,000.00
113	Smith, Morene	6,000.00	549	Homer, Raymond L.	6,000.00
117	Mansky, Robert B.	6,000.00	549	McDowell, Stanford	6,000.00
124	Edwards, William	6,000.00	549	Miller Jr., Jack	5,069.47
132	Nutter, Lyle C.	6,000.00	549	Morris, Fred	6,000.00
132	Salinas, Remigio	6,000.00	549	Nichols, Warren R.	6,000.00
132	Savage, Hubert D.	6,000.00	549	Phillips, Obery L.	2,940.00
132	Sterner, James E.	6,000.00	549	Postelle, Kenneth L.	6,000.00
154	Hoffmaster II, George	6,000.00	549	Rodriguez, Donald	6,000.00
154	Karenbauer, Timothy	15,000.00	549	Tallent, Ralph	6,000.00
154	Malik, Joseph Mark	6,000.00	549	Willard, Cecil D.	6,000.00
154	McKenna, Richard E.	6,000.00	568	McClintock, Clayton	87.01
154	Silcox, Thomas E.	6,000.00	568	Templin, Thomas N.	6,000.00
154	Swezey II, Robert L.	6,000.00	574	Simoulidis, George	6,000.00
154	Thomnton, William W.	6,000.00	577	Crump, James C.	6,000.00
167	Monti, Joseph	6,000.00	582	Baggett, Jake F.	6,000.00
169	Byrd, Otis	6,000.00	582	Coon, William J.	6,000.00
169	Ferebee, Clyde W.	6,000.00	582	Ross, Alton E.	6,000.00
169	Hempfling, Theodore	6,000.00	582	Stewart, Charles	6,000.00
169	Snell, Joseph A.	6,000.00	582	Taylor, Charles H.	6,000.00
177	Baenen, Jeffrey T.	2,782.49	583	Carlson, Roy E.	6,000.00
182	Ingram, Thomas D.	6,000.00	587	Biddell, James E.	6,000.00
182	Martin, Thomas G.	6,000.00	587	Brister, John N.	6,000.00
182	Rankin, John D.	6,000.00	587	Collier, Henry G.	6,000.00
193	Beagel, Joseph D.	6,000.00	587	Fontenot, Otis	6,000.00
193	McNamee, William L.	6,000.00	587	Gholson, Fred D.	6,000.00
193	Mullican, Russell	6,000.00	587	LeBouef, Abraham	6,000.00
193	Portera III, Joseph	6,000.00	587	McQuerry, Ersel R.	6,000.00
193	Wilder, Thomas V.	6,000.00	587	Sanders, Johnnie	6,000.00
199	Ganske, Archie W.	6,000.00	587	Smith, Astor A.	6,000.00
199	Lanier, James E.	6,000.00	587	Snell, Walter L.	6,000.00
203	Costello, Ignatius	886.98	587	Tims, Joseph	6,000.00
231	Booth, Raymond J.	6,000.00	587	Washkevich, Peter	6,000.00
237	Brown, Walter E.	6,000.00	587	Whitton, Harold C.	6,000.00
237	Huard, Alcide	6,000.00	590	Butts, Edna L.	6,000.00
242	Barton, Harry K.	6,000.00	590	Waid, Ivan L.	6,000.00
242	Chamberlain, Jesse L.	1,296.75	592	Banks, Bob M.	6,000.00
242	Gammom, Harry	6,000.00	592	Bullett, Namon	3,000.00
242	Smigaj, Ray V.	6,000.00	592	Fisher, Joseph C.	6,000.00
263	Lewis, Martin L.	6,000.00	592	Knox, George R.	234.00
300	Wilson Sr., Richard H.	6,000.00	627	Hayes, Charles W.	6,000.00
305	Vidrine Sr., Joseph D.	6,000.00	627	Jacquez, Leroy	3,191.38
316	Brown, Peter D.	6,000.00	627	McCorkle, Charles H.	6,000.00
316	Gianandrea, John	6,000.00	627	Morris, Wiley W.	6,000.00
316	Mickens, Frank E.	6,000.00	627	Page, Johnny Thomas	6,000.00
327	Plocharz, Waclaw J.	6,000.00	627	Perez, Raymond M.	2,000.00
327	Reynolds, Donald C.	6,000.00	627	Wormdahl, Mike J.	6,000.00
357	Grandstaff, Ralph	6,000.00	647	Breitung Jr., Albert G.	6,000.00
363	Brown, Harry C.	6,000.00	647	Hilla, Eric J.	1,004.12
363	Haywood Sr., Marvin	6,000.00	647	Holcomb, Richard	6,000.00
363	Longnecker, Jesse R.	6,000.00	647	Jensen, Cyril K.	6,000.00
363	Strauch, Merle L.	1,346.40	647	Lecy, Lawrence O.	6,000.00
363	Swenney, Carl C.	6,000.00	647	Santi, Eino W.	6,000.00
374	Hamilton, Robert E.	6,000.00	647	Unger, Carl W.	6,000.00
374	Tucker, Jerry L.	956.50	651	Grant, James F.	6,000.00
374	Weber, Charles A.	6,000.00	651	Russell, Lloyd H.	6,000.00
374	Weber, Charles D.	6,000.00	651	Ventresco, Benedetto	6,000.00
433	Brock, Joe V.	3,000.00	667	Board, Charles O.	6,000.00
433	Hendry, James T.	6,000.00	667	Boyer, Clarence E.	6,000.00
433	Hopes, Harry E.	6,000.00	667	Brown, Robert C.	6,000.00
433	Jones, Claude E.	6,000.00			
449	Hewitt, Gary	6,000.00			
449	Mikels, George	6,000.00			
453	Schlicher, Lewis R.	6,000.00			
454	Bright, Paul J.	6,000.00			
454	Fitts, Scott K.	6,000.00			
454	Johnson, Edward D.	2,328.65			
454	Lequire, Clifford H.	6,000.00			
454	Sitz, George J.	6,000.00			
454	Warnick, Walter P.	6,000.00			
454	Wilson, Thomas P.	6,000.00			
454	Young, Oswald W.	6,000.00			
455	Ensey, Enoch N.	6,000.00			
455	Pendergrast, Harvey	6,000.00			

OBITUARIES

Thomas Chastain, 55

INTL. REP. THOMAS CHASTAIN passed away November 13 at his home in Copperhill, Tenn.



THOMAS CHASTAIN (1948-2003) Intl. Representative

Chastain joined Local 586, Copperhill, Tenn., in 1967. Shortly after, he left to serve in the United States Army in Vietnam. He became Tennessee's most decorated Vietnam veteran, receiving the National Defense Service Medal, the Combat Infantryman's Badge, the Purple Heart, the Bronze Star Medal, the Air Medal, the Army Commendations Medal, the Vietnam Service Medal, and the Vietnam Campaign Medal.

At Local 586, Chastain served first as union steward from 1970 through 1978, and then as vice president of the lodge from 1978 to 1984. In 1984, his members elected him lodge president. He served until 1986, when then-International President Charles W. Jones appointed him International representative, serving under then-International Vice President Henry Hardin in the Southeast section.

Chastain completed the Harvard University Trade Union Program in 1992. He served as president of the

Tennessee Employment Relations Research Association last year.

Chastain is survived by his wife, Debra, and children, Trent and Adrian.

Richard Lester, 69

RICHARD "DICK" LESTER, 69, retired president of RMF Industrial Contracting and member of Local 85, Toledo, Ohio, passed away August 23.



RICHARD LESTER (1934-2003) RMF Industrial Contracting

Lester joined Local 85 in 1951. In 1970, he became a boilermaker superintendent for William Ferrel, Inc., becoming vice president in 1972, and president in 1974. In 1986, he and other investors started Great Lakes Industrial Contracting, with Lester serving as president.

When the company was sold and renamed RMF Industrial Contracting, Lester remained as president until his 1998 retirement.

Lester also served as chairman of Local 85's training and educational fund, trustee for their supplemental welfare plan, and local coordinator for the Boilermakers' Great Lakes area apprenticeship program. He was a member of Local 85's committees for joint referral rules and savings plan.

667	Cheuvront, James A.	6,000.00	802	Grazier, William T.	6,000.00
667	Erickson, Norman C.	6,000.00	802	Hallof, John P.	6,000.00
667	Heaberlin, William	6,000.00	802	Johnson, Phillip E.	3,000.00
667	Jarrell, Kermel H.	6,000.00	802	Macuk, Stanley	6,000.00
667	Keefover, John A.	15,000.00	802	Reardon, John J.	6,000.00
667	Nance, Michael J.	923.10	802	Zabilowicz, Edwin J.	6,000.00
667	Oliver, William K.	6,000.00	1230	Craven, Jessie L.	6,000.00
667	Shiflet, Robert Lee	6,000.00	1234	Bannon, Lee J.	6,000.00
667	Smith, Michael E.	6,000.00	1234	Trojan, Jan	6,000.00
667	Stonestreet, Garel D.	34.88	1240	Ireland, Paul H.	1,500.00
677	Jones, Herbert	6,000.00	1248	Olsen, Rose	6,000.00
677	Kambies, Ewald J.	6,000.00	1509	Carlson, Benjamin R.	6,000.00
679	Adams, Roy	6,000.00	1509	Michals, Marvil M.	6,000.00
679	Bennett, David W.	6,000.00	1509	Owen, Warren E.	6,000.00
679	Tinker, Charles W.	6,000.00	1509	Walker, Delbert E.	6,000.00
687	Judy, Willard N.	6,000.00	1240	Ireland, Paul H.	4,500.00
687	Sommerfeldt, Robert	6,000.00	1600	Maxstadt, Leo J.	6,000.00
687	Whittemore, Robert	6,000.00	1600	Tanner, James E.	3,000.00
688	Cuevas, Melton J.	6,000.00	1622	Beckett, David J.	6,000.00
693	Barber, Oscar P.	6,000.00	1622	Kirk, Gerald	2,370.45
696	Anderson, Clarence	6,000.00	1627	Fulton, Alexander	1,452.68
696	Cionne, Vernon F.	6,000.00	1637	Crawford, Richard D.	6,000.00
696	Remington, Gary D.	6,000.00	1670	DeBord, Howard W.	6,000.00
744	Giorgio, Guy S.	6,000.00	1670	Hawkins, Willie L.	6,000.00
744	Meriac, Don J.	6,000.00	1670	Journell, Allen	6,000.00
744	Tingler, Jeff H.	211.28	1999	Ridley, Rickey L.	2,313.29
752	Coates, Robert O.	6,000.00	2000	Campbell, Clarence	1,287.03

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.)

It's up to you — register and vote

Political action can protect our jobs, but only if we vote — and you can't vote unless you register

WHEN I SEE what has happened to working families in the United States since George W. Bush became president, I am reminded of one of his own sound bites: "Shock and awe."

I am shocked and awed by how much damage this president has done to the lives of working families in fewer than three years in office.

Since Bush took the oath of office, our nation has lost more than three million jobs.

That's over 2,700 jobs lost every day of the week — two jobs a minute. Bush has the worst job-creation record of any president since Herbert Hoover.

Millions more will lose their jobs if Bush's Free Trade Area of the Americas goes through. It will expand NAFTA to cover all of North and South America.

And it isn't just jobs that workers have lost under Bush. Millions have lost their health care insurance because Bush will not do anything about rising health care costs and insurance premiums.

Millions of workers' pensions have been devastated by corporate abuses that the White House ignores. The Pension Benefit Guaranty Corporation says more than half of the 32,500 company-sponsored pensions are underfunded to the tune of \$400 billion, threatening the retirement income of 44 million workers.

Eight million workers will lose their overtime pay because of Bush's rule changes. Both houses of Congress voted to stop them, but Bush vowed to veto the labor appropriations bill if it protects overtime pay for workers.

Hundreds of thousands of federal workers have lost their right to union representation because Bush convinced a terrorized Congress that union work-

ers threaten national security. Millions more have lost their voice in the Department of Labor because Bush packed the National Labor Relations Board (NLRB), Occupational Safety and Health Administration (OSHA), the Office of Workers' Compensation Programs, and other key positions with anti-worker zealots.

Millions of workers have lost federal safety protections because Bush has cut funding for enforcement of federal safety laws, preferring to allow companies to regulate themselves.

Millions of retirees will eventually lose their guaranteed Medicare coverage if Bush's prescription drug benefit plan becomes law. It includes provisions that turn Medicare over to private insurance companies in 2010.

And our federal budget lost \$3 trillion when he passed his tax cuts for the rich and politically connected.

The only way to stop Bush is to vote him out of office in 2004

THIS LAST IS THE WORST loss of all, because it threatens not just today's workers, but tomorrow's workers: our children. Over the next 10 years, the Bush tax cuts will add \$2.3 trillion to our national debt. And that is the *best case scenario*, according to the Congressional Budget Office.

Even as Congress slashes spending on much-needed programs such as college grants, public health care, and construction of housing for military families, the debt continues to grow.

Our nation cannot afford another four years of George W. Bush. We must vote him out of office in 2004.

And we can do it, if all working families register and vote.

Working people outnumber the wealthy. Corporations employ more hourly wage workers than managers. More Americans work for a living and rely on their wages to pay their bills than live off investments or own businesses.

No matter how you stack it, workers have a clear advantage when it comes to sheer numbers of votes.

If all working families vote for candidates who will look out for our interests, we can have a powerful impact on the laws that come out of Washington and our state legislatures.

But if you're not registered, you can't vote, and a recent survey of all Boilermakers shows that thousands of our members are not registered to vote.

Voting is a responsibility to your community, not just a right

THE NUMBERS ARE discouraging. In at least eight states, fewer than one in three members is registered to vote. With participation that low, we cannot influence elections.

Only 10 states can boast that more than half of their Boilermaker members are registered to vote. That's not good enough. We need all our members registered in every state.

Living in a democracy means taking responsibility for the government we live under. Our votes determine who makes the laws, who enforces them, and who judges whether they are being created and enforced according to the rights granted in the Constitution.

Union members take more responsibility on their jobs than most other workers. We are the ones who stand up together and demand a fair deal from the boss, who sit down and negotiate the terms under which we work.

We need to stand up and be counted on election day, too. We need to take responsibility for who is in the White



NEWTON B. JONES
INTERNATIONAL PRESIDENT

House, who is in Congress, and who holds all those local seats that affect our lives every day.

Over the next few weeks, I will send a letter to every member explaining why I believe we should be an important part of this next election and explaining how you can help. I urge you to read that letter carefully and take appropriate action.

If you think your vote makes no difference, think about this: Florida's official count in 2000 gave Bush that state — and the presidency — by only 930 votes.

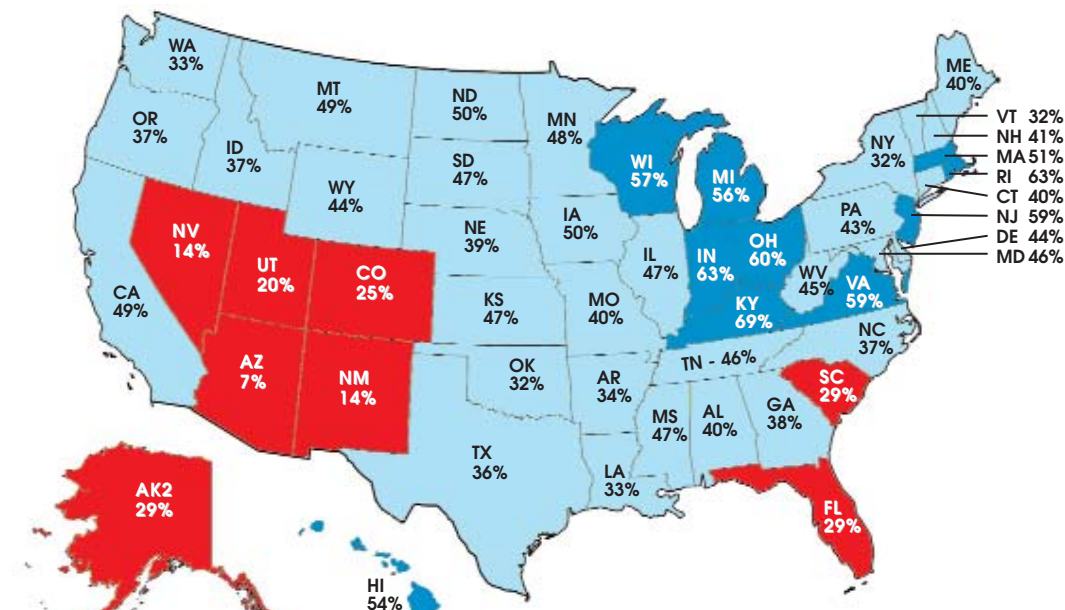
Now, only 29 percent of Florida's Boilermakers are registered to vote.

Would the outcome of the election have been different if all of them had been registered and took their families with them to the polls?

We will never know. But when the winner of the fourth largest state in the nation is decided by fewer than 1,000 votes, I have to believe that a strong showing by our members and their families can make a world of difference for American working families. And for the future of America.

Register and vote. □

Percentage of Boilermaker Members Registered to Vote



Over 50% Registered

Kentucky	69%
Indiana	63%
Rhode Island	63%
Ohio	60%
New Jersey	59%
Virginia	59%
Wisconsin	57%
Michigan	56%
Hawaii	54%
Massachusetts	51%

Under 30% Registered

Arizona	7%
Nevada	14%
New Mexico	14%
Utah	20%
Colorado	25%
Florida	29%
Alaska	29%
South Carolina	29%

Based on state voter registration records; compiled by the AFL-CIO Political Affairs Department