

# METALETTER

Metal Trades Department • AFL-CIO

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## Union Coalition and NAVSEA Launch Formal Labor-Management Council Partnership Agreement

### *Action Signals Plans for Long-Term Cooperation*

**L**eaders from all six participating labor organizations—including the Metal Trades, the American Federation of Government Employees (AFGE), the International Federation of Professional & Technical Engineers (IFPTE), the National Federation of Federal Employees (NFFE),

the National Association of Government Employees (SEIU-NAGE), and the International Association of Machinists (IAM)—signed the agreement on behalf of workers along with NAVSEA Commander VADM Kevin McCoy and the command's top officials.

MTD President Ron Ault hailed the establishment of the Naval Sea Systems

"This is an opportunity for us to move ahead in key areas, such as training, safety and productivity...

—Ron Ault, MTD President



*A coalition of unions, including the Metal Trades Department formally signed a groundbreaking partnership agreement with NAVSEA (Naval Sea Systems Command) at ceremonies at the AFL-CIO Headquarters Building in Washington, D.C. on April 19th.*

Command Labor-Management Council—the first ever Title V partnership—as a natural outgrowth of the MTD's role as an umbrella organization of 20 unions. "This is an opportunity for us to move ahead in key areas, such as training, safety and productivity. Collaboration, consensus, cooperation is what we do, bringing our components together to improve the work life of union workers so this is a natural for the Metal Trades," Ault said.

**Continued on page 8**

### 2010 Annual Conference Set for October 27-28 in Las Vegas, NV

The Metal Trades Department will be hosting this year's Conference at Bally's Hotel & Conference Center, Las Vegas. The Conference will officially begin on the morning

of Wednesday, October 27th, and end on the afternoon of Thursday, October 28th.

AFL-CIO President Rich Trumka heads the list of scheduled speakers. Also on the agenda are NAVSEA commander, Admiral Kevin McCoy and general presidents from several affiliates. There will be representatives from ULLICO, AT&T and K&R Industries staffing information booths.

We have obtained a room rate of \$99/per night. We encourage all attendees to register at Bally's because the room rates the Department receives are contingent on the number of guests staying at the host hotel.

Registration and payment for the rooms are the individual responsibility of attendees, and room reservations must be received by Bally's before Friday, September 10, 2010. The hotel's Reservation Department can be reached by calling (800) 358-8777 and be sure to reference the group code SBACM0 to receive the group rate for the 2010 Metal Trades Department Conference.

The Conference Hotel Registration Form can be downloaded from the Department's website at [www.metaltrades.org](http://www.metaltrades.org). Copies of completed forms can be mailed or faxed to the Metal Trades Department at the same time as you make your hotel reservations.

# Why Don't the Smart Southerners Speak Up?



I happened to catch Congressman Stupack's hearing into the causes of BP's "accident" recently. Then I watched the CNN coverage with Gulf Coast

residents' responding from a local diner in Metairie, Louisiana. I kept thinking "I sure hope there is a 'silent majority' of Americans out there, otherwise we are in deep do-do."

I know the media sometimes deliberately picks the absolute dumbest "bubba" they can find to interview on the air to make inflammatory remarks, but come on... this guy sounded just like a Sarah Palin Tea Party nut case.

The man chosen by the media to be the public representative of the entire region's views was a perfect example of the old adage "a little bit of knowledge is a dangerous thing." He was lamenting the "fact" that the oil spill was worse than Hurricane Katrina. Duh! Thousands of human beings died in Katrina, dude, many after the storm passed because there was no planning or logistics prepositioned to get immediate assistance and supplies to the survivors! It took five days to get drinking water to the Superdome after the storm passed. There is a big difference in the federal response to this man-made disaster.

But, CNN chose to spotlight this guy who accused President Obama of caving in to unions because he won't waive the Jones Act and allow foreign vessels to come in and clean up the spill... Where do these people get this from? He must be watching "fair and balanced" Fox TV. Did he think a onetime cleanup was going to fix the millions of gallons of oil still spewing from the well? Did he think that there are millions of foreign built vessels lined up, just waiting to come in and clean up the oil?

This guy was saying that under former President Bush's leadership the Jones Act was waived for the oil industry. Yes, that is the one thing this guy said that was a fact. George W. Bush did that.

Does anyone out there know anything about the Jones Act? Ignorance is bliss but once in a while the networks should do a little bit of fact checking before they broadcast what they hear someone else say. Everyone is entitled to their opinions, but broadcasters have an obligation to at least refrain from spreading misinformation, especially if the source is a man-on-the-street.

"Ditto heads" simply repeating what shock jocks Rush Limbaugh or Glenn Beck say on a national TV interview gives an entire region a bad name. The Jones Act is an 80-year-old law designed to insure that America has a shipbuilding industry and a merchant marine to build and crew supply vessels in time of war. It requires that vessels engaged in US, port-to-port trade, be built and assembled entirely in US Shipyards, crewed by US crews and owned by US citizens.

Bush gave his friends in the oil and gas industry a pass from the requirements of the Jones Act. That is why the Deepwater Horizon wasn't built in a shipyard in Louisiana or Mississippi. The drilling platform was built in South Korea and owned by Transocean, a Swiss company, not an American Company that would observe U.S. law... And that is why British Petroleum could "drill baby, drill" with little or no oversight.

Jones Act waivers, once given, are difficult—if not impossible to retrieve. President Obama had little to do with anything associated with the Deepwater Horizon disaster except to try to hold BP accountable. The Jones Act does permit foreign vessels to operate in coastwise trade if there are insufficient US domestic vessels available for the needs. There is no need to grant additional waivers under the Jones Act. They already exist, but "Fair and Balanced" Fox TV and CNN didn't tell you that, did they?

Not one Gulf Coast job was generated in the building of the Deep Water Horizon even though the largest private employers in Mississippi and Louisiana are the Ingalls Shipyard in Pascagoula, Mississippi and the Avondale Shipyard just outside New Orleans, Louisiana. Both shipyards (and many more Gulf Coast shipbuilding facilities) could have easily built this rig, but why give American

folks jobs when you can build it cheaper in South Korea as long as you don't have to follow US Jones Act laws? Cheaper, faster, cut corners to save money. Isn't that BP's track record in this disaster. Save money even if it costs lives, ruins the environment and kills American jobs?

The people on the Gulf Coast don't know what they want President Obama to do about BP's mess. They criticize him for not showing up on day one after the explosion. They criticize him for not meeting with every man, woman and child in the area when he does come down to the Gulf Coast to survey what the Coast Guard and BP crews are doing about the tar balls and oil washing up on the beaches and in the marshes. They criticize him for not getting money to reimburse residents who have lost their jobs and livelihood in the region fast enough. Then they accuse him of an illegal "shakedown" for making BP put up a \$20 billion "slush fund," as Congressman Joe Barton put in the congressional hearing as he apologized to BP saying he was "ashamed." (And, Joe Barton should be ashamed!)

You hear these folks (and the Tea Partiers) say that they are opposed to the President's policies and they are going to "take our country back" in the next election... That's an incomplete sentence. Who are these folks going to take the country back from? There are some in the South who are still fighting the Civil War and still sore about desegregation.

What they are really saying is, no matter what President Obama does or doesn't do, they are not going to support him. Obama didn't carry the states of Texas, Louisiana, Mississippi or Alabama in the 2008 Presidential election and it would be difficult for him to have much support there today no matter what he does about the oil in the Gulf.

Boy, I sure hope that there is a big, silent majority of Americans that are out there thoughtful and making intelligent decisions, and not a majority of "ditto heads" blindly following the talk radio hate jocks and the flame throwing race baiters.

## Collective Bargaining Department Hosts Metal & Atomic Trades Training at the W3 Center

The IAM Collective Bargaining Department in conjunction with the W3 Center held its annual Metal & Atomic Trades Training May 2-7, 2010. This year's class was very special as it was opened up to other affiliates of Metal Trades Councils across the country. Twenty Metal Trades Council Leaders from Sheet Metal Workers, United Association, International Brotherhood of Electrical Workers, Laborers and the International Association of Machinists were involved in very intense training dealing with Coalition Building, Strategic Planning, and Communications.

International and General Representatives from the IBEW, Metal Trades Department and the IAM supported the great staff at the W3 Center by participating in question and answer sessions dealing with the Metal Trades Constitution and Jurisdictional dispute process. Ron Ault, President of the Metal Trades Department, capped off the week with an open forum with class participants answering any questions or concerns participants may have had as well as updating them on current issues facing the MTD.

## Metal Trades Urges Appropriations Amendments to Revise Ship Leasing Practices, Add \$60 Million for Title XI Shipbuilding Guarantees

Once again, the Metal Trades Department is encouraging Congress to end DOD's long-term ship leasing policy and to fund the Maritime Administration's Title XI shipbuilding guarantees by amending the FY 2011 Defense Appropriations bill.

A letter signed by more than a dozen international unions which was sent to all members of the House and Senate Appropriations Committees points out that DOD's abusive practice of long-term leasing of foreign vessels undermines the U.S. shipbuilding industry. "The long-term sealift needs of U.S. armed forces should be met through the construction and purchase of U.S. made vessels rather than through long-term leases of foreign built ships," the letter asserted.

The change could be accomplished with an amendment to the FY 2011 Defense Appropriations bill.

According to Metal Trades Department President Ron Ault, ending long-term leases would be a great opportunity to begin the rebuilding of the U.S. manufacturing base and help commercial shipyards stay afloat.

A second letter dealing with the Title XI program has become even more important in the current tight credit market.

The letter notes that commercial ship construction is a job generator.

"Commercial ship construction creates domestic jobs for highly-skilled, highly-trained craftsmen in addition to lowering the cost of ships built for the Department of Defense. Ships built with Title XI are also available to serve as a defense auxiliary fleet in times of war or national emergency. However, without access to affordable financing provided by Title XI, America's commercial ship owners will not be able to place orders for American-built ships, and jobs throughout the shipbuilding industrial base will be in jeopardy."

The letter describes the Title XI program as "a sound investment of taxpayer dollars" that will "stimulate economic growth across the country."

### Trumka Attends Union Sportsmen's Event

*AFL-CIO President Rich Trumka (Left) and Fred Myers, Executive Director of the Union Sportsmen's Alliance attended the 2nd Annual Capital Area Sporting Clays Event at Pintail Point in Queenstown, MD in early June.*



## 40 Days Before BP Gusher—8 Unions & the MTD Urged OMB to Apply Jones Act

A March 9, 2010 letter signed by the Metal Trades and eight other unions—Boilermakers, UA, IAM, Insulators, Steelworkers, UAW Operating Engineers and Iron Workers—urged OMB to apply the Jones Act to the offshore drilling industry. The letter was written in support of a position taken by U.S. Customs and Border Protection (CPB) in July 2009.

CPB wanted to reverse policy letters written under the Bush Administration that waived Jones Act rules for the industry, a position that had "the cumulative effect of undermining the Jones Act and congressional intent by creating a regulatory loophole" enabling foreign vessels to transport "a significant amount of cargo" in coastwise trade. The oil industry objected to CPB's efforts, snarling the rule change. The oil industry raised cost concerns and procedural issues to block the change.

"The very purpose of our coastwise laws is to ensure that such jobs go to Americans instead of to foreigners and that higher safety and environmental standards are set for those who wish to profit from operating commercially in US. Waters. The law aside, domestic preference should certainly resonate in the foreseeable job climate" the letter asserted.

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## DOE Management Decisions Strain Relations With MTD

Relations between the Metal Trades Department and the U.S. Department of Energy have become frayed as top-level decisions continue to shortchange MTD-represented workers and hammer their unions.

For over a year, DOE and MTD have been at odds over the decision to implement controversial DOE regulation 351.1 that effectively forbids the negotiation of defined benefit pension plans for DOE contract workers. The directive says that contractors will not be reimbursed for the costs of defined benefit plans for new hires, or for post-retirement health care. In fact, any benefits that exceed the value of a market based index by 5 percent or more will get a DOE contractor in trouble. Consequently, contractors in five collective bargaining agreements over the past year used the regulation as an excuse for discontinuing their defined benefit plans.

The value index is set by a formula measuring the value of employee benefits provided by a list of comparator companies. It's a complicated formula but the practical impact on collective bargaining is deadly. It puts the DOE squarely at the bargaining table as a management presence in violation of federal labor law.

### Consolidating Y-12 Threatens Successorship Hiring

Beyond the issue of pensions and health care for DOE contractor personnel, MTD has found itself at odds with DOE over the agency's ambitious proposal to consolidate the National Nuclear Security Agency Y-12 contracts covering workers in Oak Ridge and Amarillo (and possibly Savannah River)—and dispense with the practice of hiring incumbent workers. The announcement includes an explicit instruction giving the winning bidder "flexibility" in hiring. The announcement explicitly says that the winning bidder may choose not to hire incumbent employees.

And, that is precisely the point, Ault says. "If they don't have to, they won't. We'll see our members replaced by inexperienced, minimum wage, non-union personnel. I suppose if you were talking about some kind of unskilled, casual

labor occupations, that approach might seem rational. But, in this case, we're talking working with nuclear materials and nuclear weapons! Not exactly the task you'd want to entrust to a minimum wage worker."

However, it was recently reported that NNSA will extend current management contracts at Pantex and Y-12 in Oak Ridge for one year beyond their current October 1, 2010 expirations. The action is probably only a stay of execution rather than a complete change.

### Democratic Administration Implements Republican Policies

DOE officials have admitted that the intent of 351.1 is to phase out DB plans for union-represented workers altogether. Suspicions were raised further when the MTD reviewed DOE's proposed budget that includes a section recommending extensive changes to DOE's accounting of contractor pension costs. The chapter in the DOE budget dealing with pension changes is virtually indecipherable by anyone outside the agency, which is apparently exactly what DOE bean counters intended.

For years, Metal Trades councils have suspected that DOE and big contractors have colluded to enable management personnel to spend a few years covered by a DOE pension plan and get credit for a much higher level of benefits than they would otherwise earn. The contractor uses the benefits package to lure managers to these locations and rank and file personnel get hit with the costs, according to council presidents at several DOE sites. They charge that DOE knows that this practice exists and turns a blind eye to it.

## Philadelphia Council Recovers \$95,000 for Aker Workers

Some 173 workers at the Aker Shipyard in Philadelphia have won more than \$95,000 in back pay grievances filed by the Philadelphia Metal Trades Council through May 2010, involving overtime and other contract violations. The Council won more than \$350,000 in back pay grievances in 2006 in two major settlements, reports Council President Gary Gaydosh.

Congratulating the Council and Gaydosh, MTD President Ron Ault noted that "every grievance processed by our Metal Trades Councils affects everyone in the bargaining unit. It is enforcing the agreement that protects every member and unit employee."

"DOE denies that they are meddling in collective bargaining with their edicts from Washington, but they can't deny the practical effect of 351.1: It effectively kills defined benefit plans for contract personnel. It severely limits health care coverage. It doesn't tell contractors they can't negotiate these benefits; simply that if they do, they won't be allowed to charge the government for the cost," explains MTD President Ron Ault.

Despite DOE's claims, the transition actually will end up costing DOE more to start up defined contribution plans which require matching contributions by the employer. In each case, the defined benefit plans that are being replaced were overfunded, meaning that the employer did not have to contribute additional funds to cover expected benefits.

"This policy derails more than 60 years of collective bargaining precedents. We were able to persuade a Republican Administration that it was a bad idea. We enjoyed bipartisan support from Congress in getting this regulation set aside in the Bush Administration, now we're blindsided by what is supposed to be a family-friendly, union-friendly administration. This does not compute," says Ault.

DOE has literally stonewalled the union's complaints about policy changes and their impact on workers. It took six months for DOE to respond to a letter from Ault requesting a meeting with DOE Secretary Stephen Chu. The terse response, when it finally arrived, said the Secretary simply did not have the time.

# Sandia Council Registers Complaints

**M**embers of the Metal Trades Council in Albuquerque, New Mexico continue to be assaulted by economic threats to our collective livelihood and well-being.

Although our leadership, with the support of the membership, has maintained many protections and benefits in our current contract, the assault by management on health care benefits, pension benefits and job security for working men and women employed at Sandia National Laboratories in Albuquerque, New Mexico continues unabated.

For example, new employees will cease to be covered by a pension plan at Sandia National Laboratories starting at the end of July 2010. This enormous change is being made even though the Pension Security Plan for Represented Employees continues to enjoy a healthy funding level that recently was stated to be at 170%. Neither Sandia National Laboratories nor NNSA have been required to make any contributions to this plan since 1985!

Instead, the management at Sandia National Laboratories insisted on a risky 401K (6% company contribution) scheme to replace the security provided by the defined benefit Pension Security Plan, a solid time proven stable defined benefit pension plan.

The Metal Trades Council proposal to provide new employees the benefit of the IAM National Pension Plan was rejected even though the Plan would have provided huge savings to DOE by eliminating all management overhead costs required to administer the Plan.

This year the National Laboratories will experience a mass exodus of highly skilled long-service employees, both represented and non-represented, due to an unconscionable increase in charges to the employee for health care.

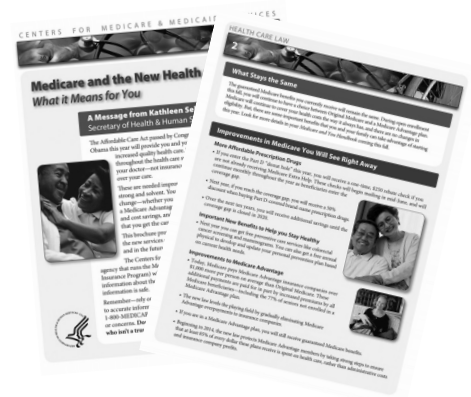
Most of these employees have said they are leaving to avoid excessive premiums which are scheduled to take effect by January of 2011 for the non-represented population and are expected to be huge bargaining issues for the MTC contract bargaining in 2011.

Subcontracting of work which had been performed by our Council members continues to threaten our job security. Recently an organization which provided machining and measurements capability at Sandia National Laboratories for more than 40 years with more than 100 employees, most of whom were bargaining unit personnel, were displaced or forced to find jobs outside of Sandia National Laboratories and outside their scope of training and expertise. The work is now subcontracted out to local companies which in many cases do not meet the stringent and critical requirements of the Nuclear Weapons Complex. In addition, the cost for machining and services now being received are greatly exceeding those previously experienced.

Union busting by management in the form of encroachment on job descriptions clearly identified as represented work through the reassignment of the work to non represented technicians (Technologists) has resulted in the decline of union represented jobs to the lowest in the history of Sandia National Laboratories. In addition, there are approximately 10,000 contractors on site, most of whom do our work.

The combined union represented population at Sandia National Laboratories, in three bargaining units, is currently approximately 900-1000 members.

## “Medicare and the New Health Law—What it Means for You”



At the end of May, Medicare beneficiaries across the country received copies of a brochure “Medicare and the New Health Law – What it Means for You” in their mailboxes. The mailing from CMS outlines key provisions of the Affordable Care Act for people with Medicare as well as members of their families. The mailing is being sent in both English and Spanish.

Because Medicare is a trusted resource for beneficiaries and their family members, the mailing encourages them to log on to [www.medicare.gov](http://www.medicare.gov) or call 1-800-MEDICARE to get their questions about Medicare or the Affordable Care Act answered and reminds them to be on the alert for possible scams.

The first benefit that many people with Medicare will receive as a result of the passage of the Health Care reform law is a one-time check for \$250, if they enter the Part D donut hole and are not eligible for Medicare Extra Help. Beginning next year, the Affordable Care Act ensures that Medicare beneficiaries will get free preventive care services like colorectal cancer screening and mammograms, in addition to a free annual wellness visit. The law also includes new tools to help fight fraud by helping Medicare crack down on criminals who are seeking to scam seniors and steal taxpayer dollars.

The brochures can also be found at: <http://www.medicare.gov/Publications/Pubs/pdf/11467.pdf> (English) and [http://www.medicare.gov/Publications/Pubs/pdf/11467\\_S.pdf](http://www.medicare.gov/Publications/Pubs/pdf/11467_S.pdf) (Spanish).

# Op-Ed: Over-Taxed? Not By The Numbers

By Sam Pizzigati, Editor, *Too Much Special to PAI*

Conservatives in the United States and Great Britain marched in lockstep for over three decades, pushing a variety of almost identical comfort-the-comfortable policies that made their nations two of the most unequal in the world. But the two countries' marchers may now be headed in somewhat different directions.

In the UK, the Conservative Party gained a parliamentary majority through a coalition with the third-place Liberal Democrats, but only after agreeing, as one analyst notes, "to ditch a few of their ugliest policies—like giant inheritance tax cuts for double-millionaires." British conservatives are even swallowing "considerably higher taxes" on capital gains, the income the wealthy reap from selling stocks and other assets.

Meanwhile, in the United States, conservatives are busily blasting any move to end former GOP President George W. Bush's tax cuts for America's richest. The nation, they're warning, remains weighed down by a horrific tax burden that threatens to beggar us all. There's just one problem with the GOP's claim: It's wrong. The British may be stepping into a new era, while we still have a way to go.

Taxes on the wealthy in the United States run low. Many wealthy Americans want these taxes to run even lower. But the American people, for some strange reason, have never rallied around candidates who champion tax cuts for the richest among us. So rich people-friendly politicians do the next best thing. They champion tax cuts for all.

But this approach can prove problematic, too. Across-the-board tax cuts for everybody, the rich included, can quickly end up gutting the revenues that fund the public services average Americans depend upon and appreciate.

How do friends of the fortunate sidestep this inconvenient reality? They wildly exaggerate the tax burden that falls on average Americans. They endeavor to convince America's non-rich majority that we're deeply and terribly "overtaxed."

Now, two new data sources challenge this "overtaxed" claim. One compares what U.S. taxpayers pay now to what they used to pay in years gone by. The other compares tax bills in the United States to tax bills elsewhere in the developed world.

The two analyses, in the end, tell the

same tale: Any candidate or lawmaker who calls the United States "overtaxed" is running interference for America's rich. He or she is also flat wrong.

The first new analysis—from the U.S. Commerce Department—shows that total income, property, sales, and various other taxes together equaled 9.2% of all U.S. personal income in 2009. That's the lowest such rate since 1950.

The second, an analysis from the industrial world's official economic research agency, found the average married couple with two kids in the United States has a tax burden one-half the size of the comparable average family in the developed world as a whole.

This second analysis zeroes in on what the Paris-based Organization for Economic Cooperation and Development, or OECD, calls the "tax wedge," the difference between what an employer has to spend to employ someone—both in wages and the employer's share of social security taxes—and what that employed person actually nets, after taxes, in take-home pay.

In 2009, for the developed world as a whole, the "tax wedge"—or, more simply put, the tax burden—stood at 26% of employment costs for average-wage couples with two children. In the United States last year, that average tax burden ran 13.7%.

Only five of the nations the OECD tracks had a lower average tax burden than this U.S. rate. Twenty-four had a higher rate.

The bottom line? By any rational historical or global standard, we don't have an "overtaxation" problem in the United States.

Our problem lies elsewhere. We have an under-taxed rich. Under current U.S. tax law, the wealthy in the United States don't have to pay much in taxes. Even worse, they don't even pay what they owe.

Another reminder of this systematic shortchanging of Uncle Sam emerged from the independent panel Congress created in 1998 to monitor the IRS. According to the latest available figures, this IRS Oversight Board notes in its new annual report, \$290 billion a year in taxes due is going uncollected.

Not all of that, to be sure, reflects tax evasion by the rich. But tax evasion by the wealthy represents an oversized share

of that gap. In 2008, one study broke the IRS "tax gap" data down by income level. It found that Americans making between \$500,000 and \$1 million a year were underreporting their incomes at triple the "misreport" rate of taxpayers making between \$30,000 and \$50,000.

What's the IRS doing about all this? The Oversight Board sees some promise in recent IRS action. The agency, notes the board, "initiated a major effort in 2009 to identify taxpayers who were hiding money in offshore tax jurisdictions."

As part of that effort, the UBS Swiss banking giant agreed to turn over the names of 4,450 U.S. taxpayers who had been stashing dollars in secret Alpine accounts. And 14,700 U.S. taxpayers agreed to reveal details on their own offshore accounts after the IRS set up a voluntary disclosure program.

Data from these 14,700 affluent taxpayers, says the Oversight Board, will hand the IRS "a wealth of information to mine for future enforcement efforts."

Unfortunately, on the audit front, the IRS doesn't seem to be moving with the same sense of urgency. Close examinations of high-income returns remain relatively rare. The exam rate for taxpayers making over \$200,000 a year has essentially remained flat for the past three years, hovering around 2.9%.

And the IRS still lacks an up-to-date sense of how much in taxes America's rich are evading. The \$290 billion "tax gap" estimate the IRS Oversight Board cited comes from data collected way back in 2001.

This failure to update the tax evasion stats, notes the Oversight Board, makes it "difficult, if not impossible, for the Oversight Board, the IRS, or any other member of the tax administration community to determine with any degree of certainty that the IRS is making progress in reducing the tax gap."

We need that progress. In troubled economic times, we need that money.

###

Veteran labor journalist Sam Pizzigati edits *Too Much Online*, a newsletter about wealth and income sponsored by the Institute for Policy Studies, a Washington research group.

## Hit the Water in a New Triton Bass Boat



**T**he Union Sportsmen's Alliance and Triton Boats want to cast away your shore-bound blues with a new U.S. made TR-18 SE bass boat powered by a Mercury engine and a day of fishing with Triton Founder and CEO Earl Bentz on his private lake in Tennessee. That's a prize worth approximately \$24,000.

All active and retired AFL-CIO members can enter to win this special package. Current USA members are automatically entered in the promotion.

If you don't take home the new boat, there are 55 additional ways to win, thanks to our phenomenal partners. Fifteen first prize winners will receive an Ardent Outdoors C400 baitcasting reel valued at \$189.99. Fifteen second prize winners will receive Vicious Fishing apparel and line valued at up to \$80. And twenty-five third prize winners will receive a Plano 4642 Liqua-Bait Locker worth \$25.

### REGISTER TO WIN

Widely acknowledged as one of the most creative individuals in the fiercely competitive sports-fishing boat industry, Earl Bentz is equally as patriotic. That's one of the reasons he partnered with the USA to award a member with a Triton boat in 2008 and why he is supporting a second USA promotion.

"USA members are our customer base, and we're proud of this association," Bentz said. "Our boats are made in America, the Mercury engine is made in America and these union members are here in North America."

In addition to this new promotion, Triton developed a union appreciation program for any member who purchases a Triton boat package. The package includes a free 1-year USA membership or 1-year extension of an existing membership, a custom engine cover featuring the USA logo and a gift certificate of up to \$300 to spend on Triton merchandise.

"Union members have made concessions to keep American companies competitive within the international market. They have made sacrifices and fought hard to keep jobs in this country," Bentz said. "Last year was one of the most difficult economic environments, so we asked ourselves what we could do to help those who give so much."

Donating a boat and offering union members a special package with a boat purchase is one more way Triton is giving back and showing its American commitment.

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## NAVSEA LMC Partnership Agreement

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NAVSEA Commander Kevin McCoy explained his perspective on the Council's role: "We're cognizant that all collective bargaining agreements are local. Our goal in the Council is to set the tone, to send the message that this is important to us. The partnership agreement is fully consistent with where the President wants us to be," McCoy said, adding: "but we

would have done it even without the Executive Order."

The daylong meeting called to launch the program included extensive discussions on NAVSEA's plans for an expanded recruitment effort for wounded warriors, extricating the command from NSPS and concepts for improving efficiency within the shipyards. Attendees included top leadership from NAVSEA

management and national unions as well as local union leaders.

The importance of recruiting and retention was a recurring theme among participants. Expressing concern over the loss of high-skill jobs in the nation, McCoy said NAVSEA provides "the best blue collar jobs left in America." NAVSEA employs 60,000 workers, one-third of the entire civilian Navy workforce.

## OBITUARIES

### GA Metal Trades Council President Hughes Dies

Grady "Chip" Hughes, president of the Columbus, GA Metal Trades Council at Ft. Benning, died on May 24, 2010 of an apparent heart attack. A member of the Laborers International Union (LIUNA), Brother Hughes had previously served as president of the Wiregrass Metal Trades Council at Ft. Rucker, Alabama.

### Longtime MTD Representative B.W. Hensley

B.W. Hensley, longtime Metal Trades Representative and Oak Ridge union leader, died on May 13, 2010. Hensley, a Machinist by trade, was an elected official at Oak Ridge, Tennessee when he was tapped as a representative. He is survived by his daughter, Michelle, sons Gregory and Barnum and two grandchildren.

## Did You Know?

Did you know that evaluations of arbitrators are available on the Bargaining@Work website? If you're heading into arbitration, you can use the "Arbitrator Evaluation Database" to find out the types of cases an arbitrator has handled, as well as speak to union lawyers and representatives who have worked with that arbitrator in the past. Simply click on "AFL-CIO Research Tools" and then "Arbitration Database."

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