

BOILERMAKER LOCAL 108

RECRUITING 2015

Quick Questions:

- ▶ How many in this room have an excess of tube welders right now?
- ▶ How many in this room could have used more tube welders than they had on their books?
- ▶ If a new Contractor came into your area and needed twenty-five (25) welders tomorrow, could you staff it?

Quick Questions, cont...

- ▶ How many expect this upcoming fall and spring outage season to need as many or more experienced Boilermakers than they used in this outage season?

Welder Statistics:

- ▶ According to Bloomberg Business.com™,
 - The number of U.S. welders dropped from 570,000 in 1988 to fewer than 360,000 in 2012.
 - Their average age is 55.
 - The American Welding Society estimates that by 2020 there will be a shortage of 290,000 professionals, including inspectors, engineers, and teachers.

Why is recruiting important?

- ▶ During this past outage season, Boilermaker Local 108 could have easily used 50 (fifty) more tube welders for various jobs.

How much was lost by being one (1) tube welder short?

- ▶ One tube welder on dayshift makes \$30.02 per straight time hour and \$45.03 per overtime hour.
- ▶ So on a 6-10 schedule, one tube welder would have earned in one week:
 - 40 hrs (ST) X \$30.02 = \$1200.80
 - 20 hrs (OT) X \$45.03 = \$ 900.60
 - Total wages lost for one week = \$2101.40
 - Field lost dues at 6.25% = \$131.34

If I would have been able to supply
fifty (50) additional tube welders for
a 6-10 job for 6 weeks...

- ▶ The field dues would have been:
- ▶ 50 welders X \$131.34 per week =
 - ▶ **\$6,567 per week**
- ▶ Field dues lost on a six-week job =
\$39,402

Weekly Benefits Lost:

- ▶ Pension: **\$837.20** lost per person
- ▶ Pension: $50 \times \$837.20 = \underline{\$41,860}$
- ▶ Pension: $6 \text{ wks} \times \$41,860 =$
 - ▶ **$\$251,160$**

Weekly Annuity Hours Lost:

- ▶ Annuity: **\$70.00** lost per person
- ▶ Annuity: $50 \times \$70 = \$3,500$
- ▶ Annuity: $6 \text{ wks} \times \$3,500 = \$21,000$

Weekly Health & Welfare Lost:

- ▶ H & W: \$494.90 lost per person
- ▶ H & W: $50 \times \$494.90 = \$24,745$

H & W: $6 \text{ wks} \times \$24,745 =$
\$148,470

Weekly Apprenticeship Funds Lost:

App: **\$42** lost per person

App: $50 \times \$42 = \$2,100$

App: $6 \text{ wks} \times \$2,100 = \$12,600$

Weekly MOST Programs Lost:

MOST: **\$23.80** lost per person

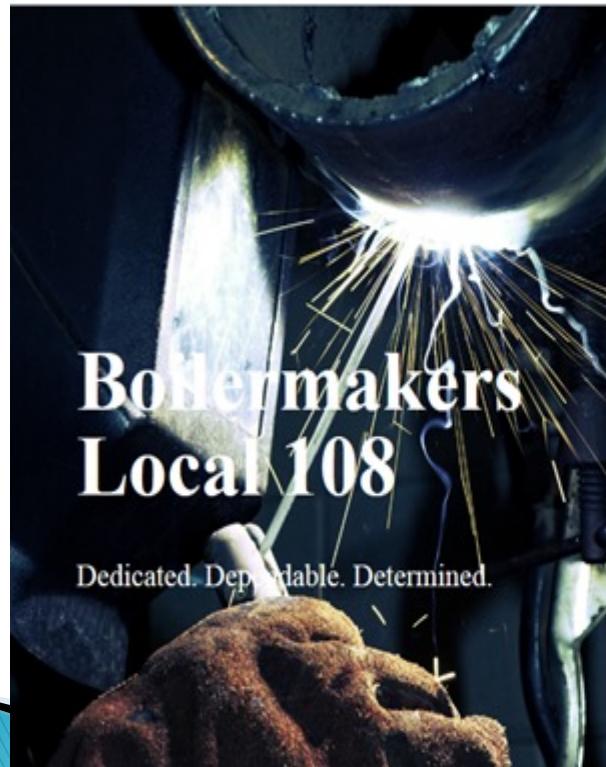
MOST: $50 \times \$23.80 = \$1,190$

MOST: $6 \text{ wks} \times \$2,100 = \$7,140$

Total Lost:

- ▶ Total Wages and Benefits:
 - ▶ \$3,569.30 per week per person
 - ▶ $50 \times \$3,569.30 = \underline{\$178,465}$ per week
 - ▶ $6 \text{ wks} \times \$178,465 = \underline{\$1,070,790}$

Since October 4, 2014, the
Boilermaker Local 108 website:
ibb108.org
has generated over 430+ Applications.



[HOME](#) [WE NEED YOU!](#) [ABOUT](#) [CONTACT](#)



We need you!

Are you a construction worker who wants to make a good wage with excellent benefits? Do you worry about losing insurance when changing Contractors when following outages? Do you want to be able to have a retirement that follows you from job-to-job? Then we are perfect for you!

Name: First, Middle, Last (required)

A B C D E F G H I J K L M N O P Q R S T U V W X Y Z

ibb108.org Website

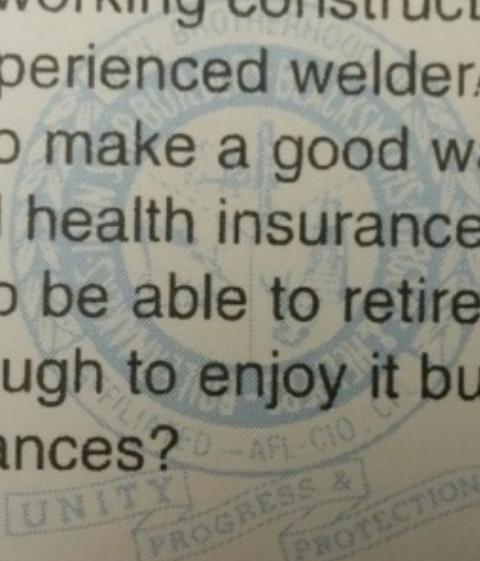
- ▶ Since Saturday March 28, 2015, thirteen (13) new additional applications have been sent in.
- ▶ The website is fully functional and is an easy way for recruits to sign up.
- ▶ The website is also mobile-phone friendly which assists in recruiting non-Union applicants.

[ibb108.org Website](http://ibb108.org)

- ▶ All applicants are contacted for their social security numbers which gives them an opportunity to ask questions and lets the applicant know that their application was processed.
- ▶ The online application also assists in reducing the number of applicants applying in person and telephone calls.

Recruiting Business Cards

- 1) Do you enjoy working construction?
- 2) Are you an experienced welder/rigger?
- 3) Do you want to make a good wage with excellent retirement and health insurance benefits?
- 4) Do you want to be able to retire while you are still young enough to enjoy it but without worrying about your finances?



Boilermaker Local 108

Apply online: ibb108.org or call (205) 836-4277



Recruiting Business Cards

- ▶ Turn your membership into a recruiting force
- ▶ Cards are better for non-Union welders to put in their pockets and write numbers on
- ▶ They are easy to pass around

Recruiting Signs



The image shows a rectangular recruiting sign for welders. At the top left is the International Brotherhood of Boilermakers logo, which features a circular emblem with a shield containing various tools and the text "INTERNATIONAL BROTHERHOOD OF BOILERMAKERS AND FOUNDRY WORKERS ORGANIZED 1881". To the right of the word "WELDERS" is another identical logo. The word "WELDERS" is written in large, bold, red capital letters with a black outline. Below it, there is a bulleted list of benefits in red text: "• GOOD WAGES", "• EXCELLENT RETIREMENT", and "• HEALTH INSURANCE". At the bottom, there is contact information in black text: "CONTACT LOCAL 108:", the phone number "205-836-4277", and the website "ibb108.org".

WELDERS

- GOOD WAGES
- EXCELLENT RETIREMENT
- HEALTH INSURANCE

CONTACT LOCAL 108:
205-836-4277
ibb108.org

Where do I recruit?

- ▶ **Hotsheets**
 - **Industrial Projects Reports Magazines**
 - **Industrial Tradesmen Magazine**

Websites:

Simply hired.com

College and Career Centers

Weekend Weld Testing



Weekend Weld Testing

- ▶ **Common Arc Weld Testing is necessary for Local Lodge growth.**
- ▶ **By having weld tests on a bi-monthly or even a monthly schedule, we have increased the number of welders for our Apprenticeship and current jobs.**
- ▶ **Many Contractors have shown an interest in sending a Quality Control person for a one-day test rather than bear the expense for a test that lasts for an entire week.**

Testing Results from Jan. 1, 2015 to Present:

- ▶ We have given two hundred and two (202) welding tests.
- ▶ We have fifty-two (52) weld coupons that have passed the bend test.
 - Of those who have passed, forty-three (43) are new recruits and nine (9) are Journeyman upgrades.
 - Sixteen (16) of the new recruits who have tested are currently working solely due to the weld testing.

Cont...

- ▶ After a person passes the weld testing, he/she fills out an application and a MOST drug test form is immediately given to them or mailed to the individuals home.

Boilermaker Local 108

Apprenticeship Program

- ▶ Boilermaker Local 108 currently has 96 active apprentices.
- ▶ Since August 15, 2014 the Local Lodge has indentured 84, cancelled 23, and graduated 6 for a net gain of 55.
- ▶ Thanks to Eric Olson and staff, the process of indenturing Apprentices has been extremely easy and successful.
- ▶ With a constant flow of Apprentices in weld training, our numbers should continue to grow.

Boilermaker Local 108

Apprenticeship Program

- ▶ After speaking with our Apprentices on a long-term project, twenty-six (26) have volunteered to do Apprenticeship classes on every other weekend to be able to complete the Program at a faster rate.

Discussion Points with Non-union Recruits:

- ▶ Show the difference between getting per diem and a defined benefit package
- ▶ How the recruit builds his/her own pension and how benefits follow them from Union Contractor to Union Contractor
- ▶ How they will be able to retire and if something happens to them that their families will be taken care of

Discussion Points, cont...

- ▶ Boilermaker insurance benefits and how they can “bank” hours
- ▶ The death benefit

In conclusion:

- ▶ **Non-Union recruits and college level recruits are willing to listen to our proposals.**
- ▶ **Whoever controls the welders in the very near future will control the construction industry.**