The Boilermaker Code

Ending the Red Ass Era

MOST®

The Boilermaker Advantage

Training objectives

Create a culture of excellence within the Boilermaker construction industry

Educate Boilermakers on the realities of our marketplace

Examine economical and reputational impacts of negative actions on all parties

Training objectives

Promote the positive attributes of Living the Code

Obtain buy-in and commitment from all Boilermakers attending the training

Ultimately change the culture and human performance of our Boilermakers on the job

Overview

Developed 10 unique modules

Each module devoted to a single subject

Unique format/design for each module

Instructional format

Using industry leaders to facilitate training

Surveys to capture impact of film and training

Instructional slides, supportive video, realistic scenarios & engaging discussions

Instructional tools

Use of recorded video from industry leaders

Thought provoking questions and quotations

Specific economical impact examples

MODULE 1
Introduction to concept of The Boilermaker Code & Creed

MODULE 2
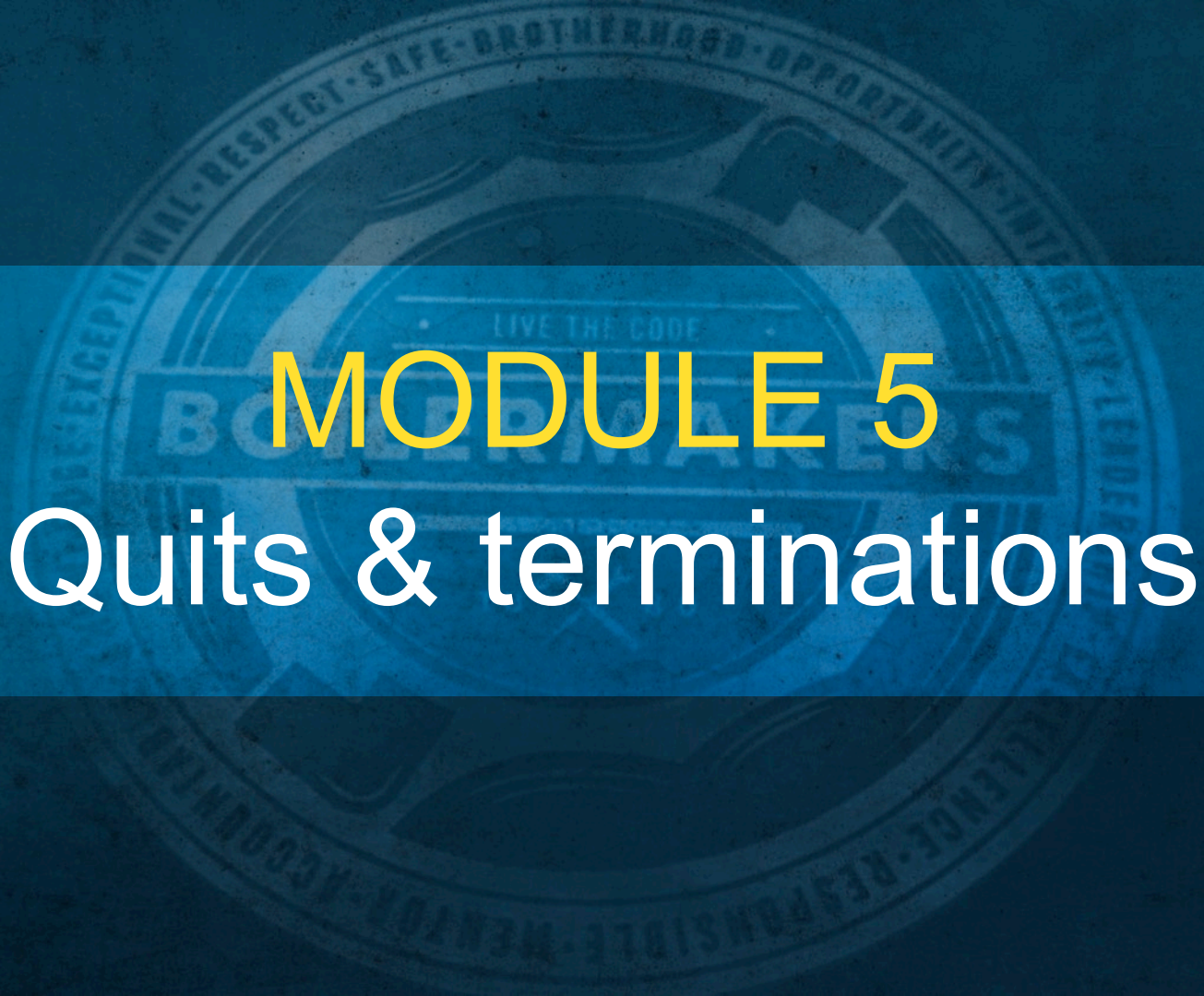How negative actions from our past impact our present & future work opportunities

MODULE 3
IMPACT of Absenteeism on our present and future work opportunities

MODULE 4
Quality of work & attitude

MODULE 5
Quits & terminations

MODULE 6
Workplace theft & fraud

MODULE 7
Wobbles, walk-offs, strikes & pickets

MODULE 8
Sabotage

MODULE 9
Live the code & adhere to the creed

MODULE 10
Summary & conclusions

TEACHING the code

• As part of the Code effort, 21 hours of interviews were gathered

• This entire project used nearly 2 hours of that footage – the length of a feature film

• The Code Training modules features 27 distinct video segments – 45+ min. of video

Absenteeism (excerpt)

Absenteeism costs our families hundreds of thousands of dollars in lost earnings each year

Absenteeism steals millions of dollars from our families in lost earnings over our working careers

Absenteeism robs our retirees of benefits that would provide them a higher standard of living in their retirement years

Workplace Theft & Fraud (Excerpt)

"A reputation once broken may possibly be repaired, but the world will always keep their eyes on the spot where the crack was."

-Joseph Hall (British Clergyman, Writer)

Live the code & creed (excerpt)

"If you are going to achieve excellence in big things, you need to first develop the habit in little things."

-Colin Powell (former Chairman of the US Joint Chiefs of Staff)

TEACHING the code

- During the training lunch break, we will play a 15 minute film with additonal interview clips

- This film is intended to entertain and to inspire.   Here's one example.

Status update

Completed the Training Program

Selected 1st set of Instructors

Held 1st Train-the-trainer session

Finalized Instructor & Student Manuals

Conducting training with Local Lodges

Demonstrating Our Commitment

Introduction of our BOILERMAKER CODE Trainers

Jim Banford, Retired L-13 BM

Joe Brown, Retired L-7 BM

Ron Bush, Retired L-667 BM

Chuck Clancy, Retired L-83 BM

Mike DiCicco, Retired AIP, Former L-13 BM

Ernie Dorsey, Retired L-193 BM

Pat Gallagher, Retired L-744 BM

Ed Hebert, Retired L-60 BM

Bob Heine, Retired CD Int'l Rep

Tom Klein, Retired L-5 BM

Ray Parrott, Retired L-40 BM

Jim Porter, Retired L-40 BM

John Roeber, Retired L-11 BM

John Skermont, Retired L-1 BM

Steve Speed, Retired SAIP, Former L-108 BM

Roman Alaniz, MOST Training Representative

Jay Brophy, MOST Training Representative

Mark Garrett, Dir. Health & Safety Services IBB/MOST

Tony Smarra, MOST Training Representative

Unified Support by the MOST Board of Trustees

Who are Committed to The Boilermaker Code Program