

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



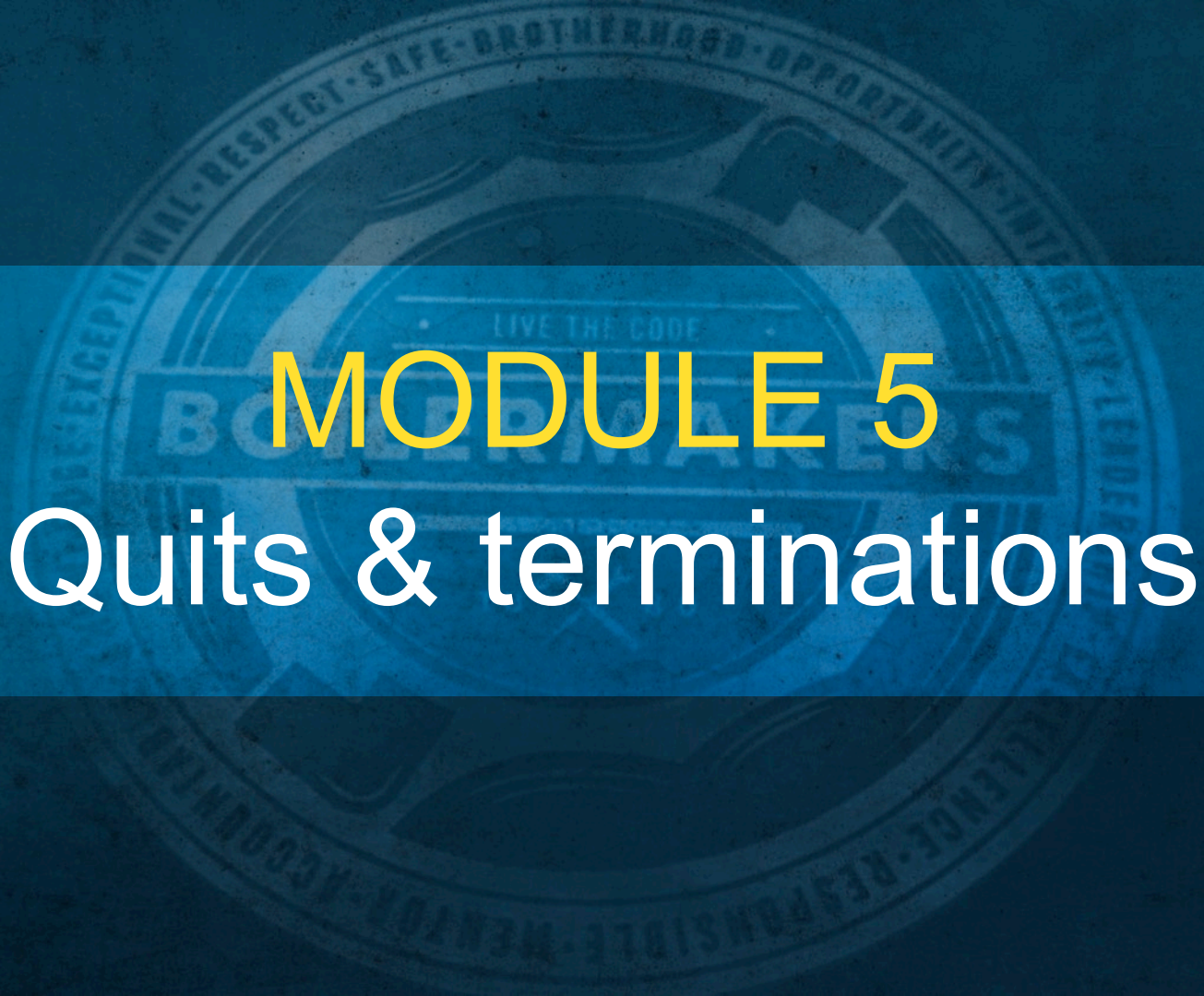
MODULE 3

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

The background features a large, faint, circular seal of the Boiler Makers Guild. The seal contains the text 'EXCEPTIONAL - RESPECT - SAFE - BROTHERHOOD - OPPORTUNITY - LEADERSHIP' around the top edge and 'LIVE THE CODE' above the central 'BOILERMAKERS' text. The seal also depicts crossed tools, a hammer and a wrench, and the year '1860' at the bottom.

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 additional 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

A large, faint watermark of the Boilermakers logo is centered in the background. The logo is circular and contains the text 'BOILERMAKERS' in the center. The outer ring of the logo lists the values: 'PROFESSIONAL - RESPECT - SAFE - BROTHERHOOD - OPPORTUNITY - INTELLIGENCE'.

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

The background features a large, faint, circular seal of the Boilermakers Union. The seal contains the text "BOILERMAKERS" in the center, with "LIVE THE CODE" above it. The outer ring of the seal lists various values: "EXCEPTIONAL", "SAFETY", "BROTHERHOOD", "OPPORTUNITY", "INTEGRITY", "LEADERSHIP", "RESPECT", "KNOWLEDGE", "DIVERSITY", "PROFESSIONALISM", "COURAGE", "COMMITMENT", "TEAMWORK", "INTEGRITY", "LEADERSHIP", "RESPECT", "KNOWLEDGE", "DIVERSITY", "PROFESSIONALISM", "COURAGE", "COMMITMENT", "TEAMWORK".

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

A large, semi-transparent watermark of the Boiler Makers logo is centered in the background. The logo is circular and contains the text 'BOILERMAKERS' in the center, 'LIVE THE CODE' below it, and various values around the perimeter: 'ACCEPTANCE', 'RESPECT', 'SAFE', 'BROTHERHOOD', 'OPPORTUNITY', 'INTEGRITY', 'SKILL', 'KNOWLEDGE', 'COURAGE', 'CONFIDENCE', 'RESPONSIBILITY', 'MEMBERSHIP', 'ACCOUNTABILITY', 'INTELLIGENCE', 'RESPECT', 'SAFE', 'BROTHERHOOD', 'OPPORTUNITY', 'INTEGRITY'.

Roman Alaniz, MOST Training Representative

Jay Brophy, MOST Training Representative

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

Tony Smarra, MOST Training Representative



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Who are Committed to The
Boilermaker Code Program