

MEETING MINUTES

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OCTOBER 4, 2017

ALLIANCE PARTNERS RECOUNT TORRANCE REFINERY SUCCESS

“THE STAR PARTNER IN THIS PROJECT WAS THE BOILERMAKERS”

CONFERENCE PARTICIPANTS HEARD a fascinating success story on the closing day of the conference about a recently completed shutdown of the PBF Energy refinery in Torrance, California. PBF, which purchased the facility from ExxonMobil in 2015, needed to overhaul and update the facility, which had not been through a turnaround in some 25 years.

To complicate the project, neither the PBF project leadership nor the building trades was familiar with the refinery. Moreover, the project was to become

a test case for union crafts in California as the first major turnaround since the passage of SB54, a state law that requires at least 60 percent of crews to have approved apprenticeship training to work in refineries.

International Vice President Tom Baca led the discussion group, which included PBF Senior Vice President of Refining Herman Seedorf, Construction & Turnaround Services President Alan Black, Assistant to the International President Jim Cooksey and Local 92 (Los Angeles) Business Manager Mark Thomas.

“I’m happy to tell you folks that the star partner in this project was the Boilermakers,” Seedorf said.

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MOST
The Boilermaker Advantage

*PHOTO: PBF Energy refinery,
Torrance, California*



Pictured left to right: AIP Jim Cooksey, Construction & Turnaround Services President Alan Black, IP Newton B. Jones, PBF Senior Vice President of Refining Herman Seedorf and IVP Tom Baca.

He stressed that IBB leadership made the turnaround's success its primary mission, visiting the site often and communicating with tripartite partners frequently. He added that the IBB leadership refused to allow minor issues to interfere with the turnaround's progress.

"I truly believe [the Boilermakers] are setting a standard that if followed by the other craft unions will allow the building trades to become the labor of choice throughout the country in North America," Seedorf said.

Black echoed Seedorf's comments about communications and added that early coordination with tripartite partners helped to head off potential issues like the availability of qualified craftsmen and women. He added that in his meetings across the country with other Owners, there was broad interest about how SB54 would impact the industry.

"This turnaround had a bigger perspective than just one location," he said.

Cooksey recalled the four-year effort by the Boilermakers and other trades to help push SB54 through

the legislative process and said the Torrance Refinery "is where we were to prove our metal to the refiners." He said the union is already preparing for the next major shutdown in the state.

Baca praised the effort of California Locals 92 and 549 as well as the many Boilermaker travelers who brought their skills to the Torrance Refinery project.

"We had the best hands on this job. We had Boilermakers from New York City and Tampa Florida, from Georgia and from New Orleans. You couldn't tell where they were from [because they meshed well on the project and did their jobs], whether they were from LA or Tennessee."

CAUCUS GROUPS REAFFIRM TRIPARTITE COOPERATION

CAUCUS CHAIRMEN REPORTED the results of their meetings, focusing on three primary points of discussion: a zero-injury policy, MOST programs and relationship building.

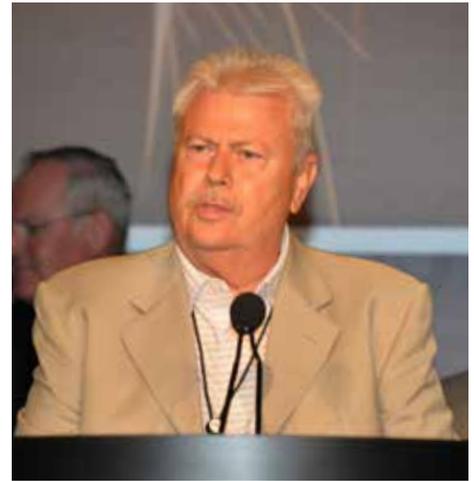
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Michael Bray, VP and CEO, Shelby Mechanical, Inc. and co-chair of the Contractor caucus.



Bob Gabrysiak, SVP, Hayes Mechanical and co-chair of the Contractor's caucus.

the forefront of importance to Owners and that Owners are committed to finding “new and innovative ways to make our worksites safer for all.” He added, “Our efforts will not waver until we reach a zero-injury culture.”

Concerning MOST programs, Michael Bray, VP and CEO, Shelby Mechanical, Inc. and co-chair of the Contractor caucus, said that Boilermakers excel in training. “They continue to be the front runner in all the building trades.” Hegendeff noted the Owners fully support MOST programs, emphasizing the importance of leadership training and Code training.

Mark Vandiver, Executive Director — Construction Sector Operations and chair of the Boilermakers caucus, said business managers have reported improvements in a number of key areas such as a willingness by some Contractors to request riggers and mechanics and not focus solely on welders, and cooperation from some Owners in rescheduling outages to accommodate manpower availability.

Bob Gabrysiak, SVP, Hayes Mechanical and co-chair of the Contractor’s caucus, said having strong work-



Mark Vandiver, Executive Director — Construction Sector Operations and chair of the Boilermakers caucus.

ing relationships means the tripartite partners must communicate. “If we don’t communicate with each other, we fail.”

LABOR MOVEMENT NEEDS TO AGGREGATE ITS MONEY, SAYS BOL’S SNOWDEN

BANK OF LABOR Market President Mike Snowden talked about the decline of the Labor Movement and how the Bank of Labor is striving to help reverse the decline by aggregating labor’s money.

He said the president of the United States can’t make America great again, but people in the Labor Movement can. “Every one of us has the opportunity to make America great again, and we do that jointly by putting our shoulders to the wheel and doing the things to make that happen.”

Snowden said organized labor has several strong points: rank and file solidarity; trained and dedicated workers; committed leaders; and \$4-\$5 trillion in assets. To turn around the decline of organized labor, Snowden encourages people to look at the money.

“One of our most important strengths is our money. You can change everything with that money.”

However, he said the money is spread thin and it’s going to banks that work against the causes of labor. Snowden called for unions to “aggregate your funds. Bring them to organized labor to work with. Get them out of the enemy’s bank.”

Snowden said it’s also imperative to influence developers. He called for business managers to open their training centers to Owners and Contractors to demonstrate the rigorous training Boilermakers go through. “As we bring them to your training centers,

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Market President for Labor Banking Mike Snowden

some of them are shocked at the [impressive investment you make].” He said that BOL staff also talks with developers about growing the middle class and doing the right thing for families who want to afford a home.

Making organized labor great again takes a commitment. “Do everything you do with integrity,” said Snowden. “Our Contractors and Owners deserve that. And we can deliver it.”

MOST ADMINISTRATOR REVIEWS PROGRAMS, REPORTS ON CODE TRAINING

MOST ADMINISTRATOR DALE “Skipper” Branscum gave an overview of each MOST program and reported on the progress of the newest program, the Boilermaker Code. Since the Code’s inception in 2015, 176 classes have been held, including four on job sites and one at the Boilermaker National Funds office.

The majority of U.S. local lodges – 91 percent – have held Code training, with over 20 percent of all Boilermakers voluntarily attending. Branscum said the results in the first two years of the Code “exemplifies the commitment of our business managers.”

Numerous Owner and Contractor representatives have attended Code training throughout the country, he added, with many offering to help with future



MOST Administrator Dale “Skipper” Branscum

training. Branscum said that feedback from the Owner and Contractor communities have been “extremely positive.”

With the decision to make Code training mandatory, and to ensure that every construction Boilermaker completes the class within three years, MOST is enlisting additional instructors.

IP JONES PROVIDES INSPIRATIONAL CLOSING

IN HIS CLOSING remarks, MOST Conference Chairman and International President Newton B. Jones said tripartite partners face a new reality where the traditional work opportunities have undergone major changes.

Jones stressed that the alliance offers a powerful means to respond to the new reality. He pointed to major initiatives in recruiting, skills training, the Boilermaker Code, the Texas Gulf Coast market planning and the refinery work enabled by SB54 as evidence that the alliance is working and helping alliance partners adapt.

He said these initiatives will help ensure the workforce remains ready, capable, competitive and available.

“I have often said that the tripartite alliance is an engine for change. We are revving up that engine, and we are driving forward.” ▲

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— MOST Tripartite Conference Chairman Newton B. Jones