


# BOILERMAKER LOCAL 108

RECRUITING 2015



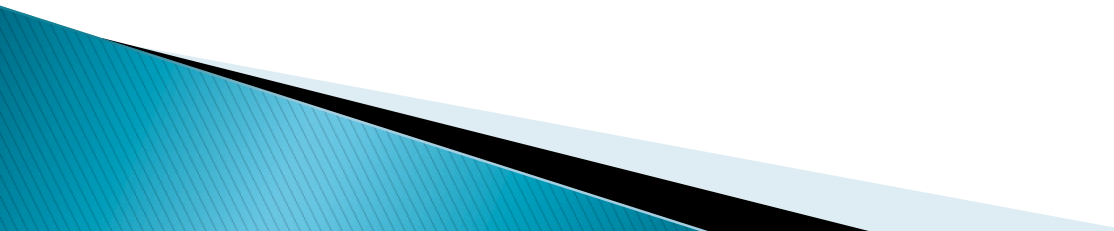
# Quick Questions:

- ▶ **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?**
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## 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.**
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# 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**

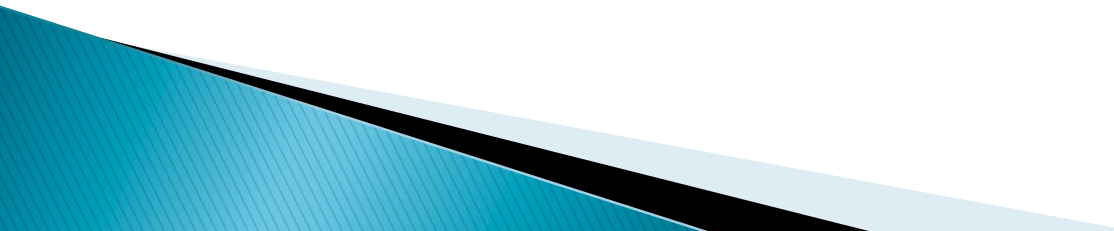
If I would have been able to supply fifty (50) additional tube welders for a 6-10 job for 6 weeks...

- ▶ 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:  $50 \times \$70 = \textbf{\$3,500}$
  - ▶ Annuity:  $6 \text{ wks} \times \$3,500 = \textbf{\$21,000}$
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# Weekly Health & Welfare Lost:

▶ H & W: **\$494.90** lost per person

▶ H & W: **50 X \$494.90 = \$24,745**

H & W: **6 wks X \$24,745 =  
\$148,470**

# Weekly Apprenticeship Funds Lost:

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

**App: 50 X \$42 = \$2,100**

**App: 6 wks X \$2,100 = \$12,600**





# Weekly MOST Programs Lost:

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

**MOST: 50 X \$23.80 = \$1,190**

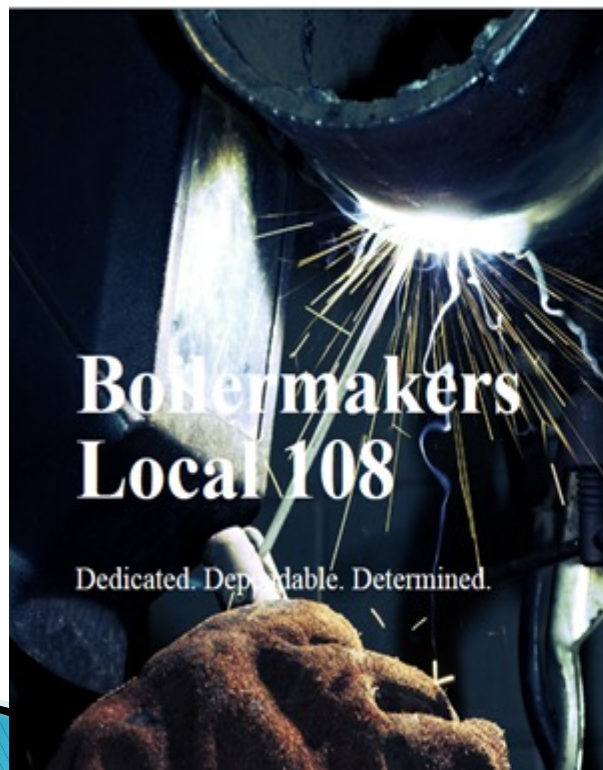
**MOST: 6 wks X \$2,100 = \$7,140**



# Total Lost:

- ▶ **Total Wages and Benefits:**
  - ▶ **\$3,569.30** per week per person
- ▶ **50 X \$3,569.30 = \$178,465** per week
- ▶ **6 wks X \$178,465 = \$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](#)



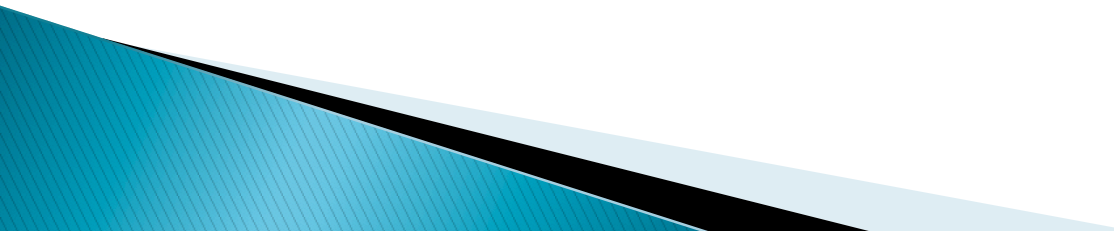
## We need you!

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)

[Add new comment](#)

# **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.**
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## **ibb108.org Website**

- ▶ **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?

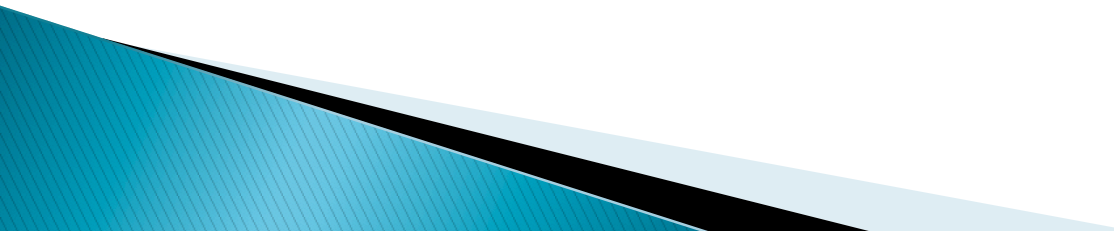
## Boilermaker Local 108

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



# **WELDERS**

- **GOOD WAGES**
- **EXCELLENT RETIREMENT**
- **HEALTH INSURANCE**

**CONTACT LOCAL 108:**  
**205-836-4277**  
**[ibb108.org](http://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.**
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# **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.**
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## 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**

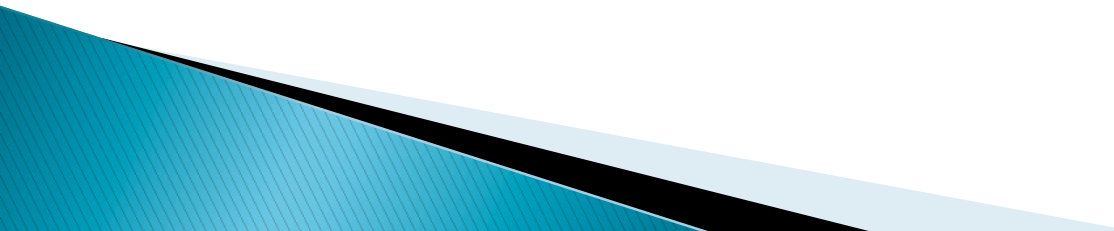
## **Apprenticeship Program**

- ▶ **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.**

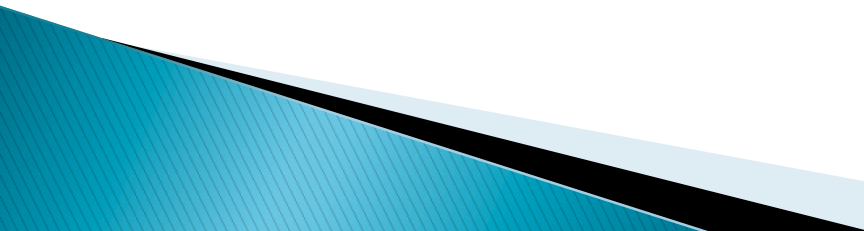


# **Boilermaker Local 108**

## **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.**
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# **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**
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## Discussion Points, cont...

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