

## Boilermakers Program Geared To Training For All Locals

The International Brotherhood of Boilermakers, Iron Shipbuilders, Blacksmiths, Forgers and Helpers initiated an organized education program three years ago under the direction of International Vice President Charles W. Jones. This program, as it has developed, has included training for staff representatives, full-time Subordinate Lodge Officers and shop stewards and grievance committeemen.

Since September 1957, union staff representatives have attended a number of institutes and seminars sponsored by the AFL-CIO Department of Research, AFL-CIO Industrial Union Department, and the University of Wisconsin School for Workers. Training has been provided in the following areas: arbitration, collective bargaining and the law, economics, health and welfare bargaining, and industrial engineering.

A one-week Steward Training Institute for 18 staff representatives was held in January 1959, at the University of Wisconsin. Its purpose was to provide certain techniques and tools for teaching steward training.

In August, 1958, the International Brotherhood sponsored its first Collective Bargaining Training Institute for subordinate lodge officers. This institute, which has been held annually at the University of Wisconsin, consists of two separate but related curricula. One, designed for those officers who have never before attended an educational institute, provides instruction in collective bargaining, the labor movement, speech and parliamentary procedure, and steward training.

The other, designed for full-time officers (business managers) and those who have attended a previous institute, has concentrated on arbitration, collective bargaining agreement provisions and labor law. The subject matter of this advanced curriculum is modified yearly to meet current union needs. The Brotherhood's Annual Collective Bargaining Training Institute has been and will continue to be geared to training for more effective administration of the subordinate lodge and its collective bargaining agreements.

The Research and Education Unit at international headquarters in April, 1960, initiated an educational program for 25 business managers of essentially construction lodges. They attended a three-day labor law institute held at Phoenix, Arizona. Institute discussions centered around the organizing, picketing and secondary boycott provisions of Taft-Hartley and the basic provisions of Landrum-Griffin. One day of the institute was devoted to arbitration of labor disputes. This institute was organized with the assistance of Russell Allen, Education Director, Industrial Union Department.

Similar institutes are contemplated at regular intervals in all areas of the country. Their purpose will be to discuss labor law provisions and interpretations, jurisdictional problems, steward training and arbitration.

The International Brotherhood, in the spring of 1960, organized a Forge Workers International Council and an Industrial and Utility Boiler Manufacturing Conference. Both of these industrial groups recommended that the Research and Education Unit expand existing education and training facilities for lodge officers, shop stewards and grievance committeemen. In accordance with these recommendations a continuing officers and stewards training program has been devised.

Staff and time limitations have forced this training program for forging and boiler manufacturing lodges to take the form of one-day institutes. In cooperation with the council and conference coordinators, 15 officers and stewards training institutes have been scheduled; 8 in the forging industry and 7 in the boiler manufacturing industry. The forging institutes will cover several lodges and agreements while the boiler manufacturing institutes will cover only one lodge and one agreement. Six and one-half hours of instruction will be provided by each institute. Institute attendance will be limited to 30 to permit discussion by the group.

The objective of this officers and stewards training program is to provide information and understanding essential to the development of effective local union leadership. At present primary attention is given to the steward's or committeeman's responsibility in building understanding of, and support for, the union and effectively administering the collective bargaining agreement.

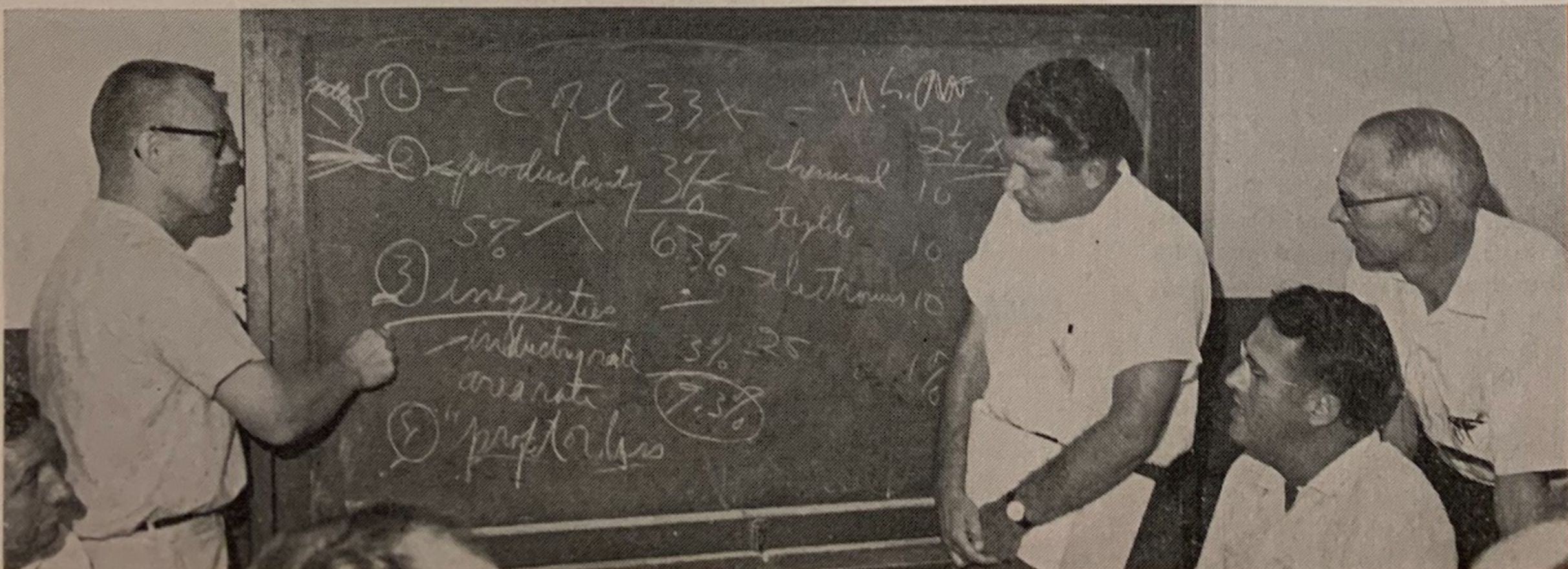
To facilitate constructive discussion an institute workbook is distributed to all participants. Included in it are the following discussion questions: what are a steward's responsibilities, what should a steward know, what is a grievance, what is the grievance procedure, what steps should a steward follow in handling a grievance and what information should be contained in a written grievance.

The workbook, in addition, includes an agreement quiz and role playing problems which are utilized in the discussion of investigating a complaint-grievance and presenting a grievance.

The council and conference coordinators and the staff men assigned to service the lodges are responsible for institute follow-up. They are to organize, at least monthly on a regular basis, steward meetings which have an educational nature and purpose. It is further contemplated that such officers and stewards training institutes will be repeated yearly.

While the Research and Education Unit views these one-day officers and stewards training institutes as an experiment in labor education, the benefits derived from those already held would more than justify their continuation. The need for such leadership training is great and must be met if local union leadership is to rise to the challenges of the future and provide effective representation for their memberships.

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Research and Education Director



(Left) Boilermakers' Vice-President, Charles W. Jones, conducts a course on collective bargaining and economics at one of the recent week-long training institutes sponsored by the union.