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INDUSTRIAL • SIGN • PICTORIAL •
COACH • AUTOMOBILE • AIRCRAFT •
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S. FRANK RAFTERY
General President
1750 New York Avenue, N.W.
Washington, D.C. 20006

ROBERT J. PETERSDORF
General Secretary-Treasurer
1750 New York Avenue, N.W.
Washington, D.C. 20006

General Vice Presidents
BERNARD SNIEGOWSKI
1st District
1443 Westchester Boulevard
Westchester, Ill. 60153

A. L. MONROE, 2nd District
7909 Bayberry Drive
Alexandria, Va. 22306

JAMES WOLFORD, 3rd District
100 Devon Lane
Williamsville, N.Y. 14221

JACK T. COX, 4th District
2212 DuPont Drive
Irvine, Calif. 92715

GUY LEBER, 5th District
1930 Bishop Lane
Louisville, Ky. 40218

JAMES B. COX, 6th District
8800 Blue Ridge Ext. No. 10
Kansas City, Mo. 64138

WILLIAM A. DUVAL, 7th District
1750 New York Avenue, N.W.
Washington, D.C. 20006

DEFENDANT'S
EXHIBIT

UCC Case 7-87-1

General President Raftery Retires

Our General President, S. Frank "Bud" Raftery, announced his resignation and retirement at the General Executive Board meeting in Washington, D.C. in March, 1984. He is retiring because of ill health. His resignation is effective June 3, 1984. The Board elected Seventh General Vice-President Bill Duval to hold the position of General President through Raftery's unexpired term.

When Bud Raftery was elected our General President at the 21st General Convention in Minneapolis in 1964, he promised "Deeds not Words." Looking back over the past twenty years you can see he has stood by that promise.

Restructuring Our Brotherhood

General President Raftery's first action was to boldly restructure our Brotherhood and design innovative programs and policies. Before Raftery's election, there was no clear-cut organization to efficiently service the membership. He immediately set about reorganizing the office of the General President. Through a Department of Organization; a Department of Jurisdiction; a Department of Education, Apprenticeship and Training; a Department of Research and Legislation; and, a Department of Health and Safety, Raftery created a departmental structure that enables us to serve the specific needs of our Local Unions and District Councils.

As he was accomplishing this, he looked to the field operations to see how they could be made more efficient. By realigning geographical districts and establishing a Seventh General Vice-President, Raftery provided a voice for special branches members, such as glazing, glass-working, paintmaking, floorcovering, sign painting, and our Canadian members.

He expanded our representation by establishing District offices and by appointing District Directors of Organizing and General Representatives in all areas of our Brotherhood.

With great foresight, Raftery merged weaker locals, creating stronger, self-sufficient Local Unions. He reduced their numbers from 1200 to 710. Raftery also encouraged the chartering of District Councils in large areas around



the country in order to stabilize the administration of the Brotherhood's affairs.

Brother Raftery provided our District Councils and Local Unions with greater financial stability by developing an Administrative Dues check-off program.

When Raftery became General President, our International's offices were spread all over the nation. He established a corporation for a new building, The United Unions, Inc., and put together plans for the land purchase, design and construction of our United Unions Building. In 1972 our General President Bud Raftery succeeded in bringing the offices of the General President and the General Secretary-Treasurer under the same roof just two blocks from the White House in Washington, D.C.

Programs and Policies For Our Future

Bud Raftery's programs and policies have provided our members with the best benefits and wages.

In 1969, he established our Brotherhood's National Pension Plan for you which today has assets of \$355 million, providing security to our members that we never knew under local plans. The National Pension Fund Plan now covers 40,000 participants in 360 participating Local Unions and District Councils in both the United States and Canada. The plan covers over 8,000 participating employers and pays out benefits to members at over \$2 million a month.

For Business Representatives and full-time employees of Local Unions and District Councils, General President Raftery established a Local Union and District Council Pension Plan. Today we have almost 239 Business Representatives and staff receiving these benefits. This fund now has assets of over \$15 million.

Education and training has always been foremost on the list of General President Raftery's priorities. He promoted education by providing leadership seminars and education materials. He encouraged participation in various trade union programs such as the Brookings Institute, The George Meany Center for Labor Studies and The Harvard Trade Union Program, as well as other AFL-CIO and Building Trades educational conferences.

Our Brotherhood's apprenticeship and training program has brought the skills of our trades to over 30,000 apprentices since Bud Raftery became President. He negotiated Government Reimbursement Contracts for expanded apprenticeship and journeyworker retraining programs in MDTA, CETA and Job Corps.

In an effort to protect and expand our work opportunities National Apprenticeship and Training Trust Funds were established in the painting, drywall, glazing and sign industries.

General President Raftery developed National Agreements that recognize the specialized changes and

(Continued next page)

General President Raftery Retires (Cont'd.)

technical advancements in our industry, and the importance of keeping our contractors competitive in an increasingly anti-union marketplace. Brother Raftery promoted and developed our National Tank; Bridge; Marine; Military Repaint; Steam Generating; Specialized Coatings; and Waterblast Agreements, and numerous maintenance repaint project agreements.

Raftery's Research and Legislative Department has provided our union with its voice in Congress. He established a Political Action Fund for promoting federal candidates and a Legislative and Educational Fund to promote local candidates and local labor issues. Brother Raftery also established a PAT check-off procedure for District Councils and Local Unions to negotiate out of hourly wages or to check-off out of vacation funds.

This Department was also responsible for protecting our wages and benefits during periods of wage and price controls in the early 1970s when Raftery served on the Construction Industry Stabilization Committee.

Under Raftery, IBPAT set a precedent by being the first and only union to ever win a successful appeal of a wage decision in a Tennessee Valley Authority case that provided an additional \$1 million in pay for 800 of our members.

Dedication to Your Health and Safety

If you ask our General President what contribution to labor he would most care to be remembered for, he would immediately respond "Health and Safety."

In 1974, Bud Raftery declared a "Decade of Job Safety." But his efforts to provide safe and healthy workplaces for our membership go back to 1969 when, prior to the National Safety and Health Act, he established the National Joint Safety and Health Committee, a joint labor and management committee dedicated to improving the health and safety of our members on the job.

In 1973, before asbestos was banned in consumer products, Raftery led a crusade that resulted in the banning of asbestos for use in drywall compounds.

In 1974 and 1975 Brother Raftery brought Dr. Irving Selikoff from the Mt. Sinai School of Medicine to investigate health hazards specific to the paint trades.

In 1976 our Brotherhood, under General President Raftery, was the first union in history to receive a Department of Labor grant to develop hazard training materials for our members. Our success was a direct factor in the establishment of New Directions Grants which allow other unions, universities and organizations to help their members as Bud Raftery has helped ours.

In 1979, Raftery's occupational safety and health project, IBPAT/OSH, reached international acclaim as a leader in occupational safety and health training. The same year, Brother Raftery established the Health and Safety Department to handle legislative and regulation

of the effectiveness of IBPAT/OSH programs to prepare guidelines for federal and state regulations and legislation to reduce occupational hazards in our trades.

Few labor leaders, if there are any others, have been as involved and a part of the national organized labor movement as has Bud Raftery. As our General President he was recognized for his leadership qualities and elected by other labor leaders to serve as a Vice President and Executive Council member of the AFL-CIO; Vice President and on the Board of Presidents of the Building and Construction Trades Dept.; an Executive Council member of the Metal Trades Dept.; The Maritime Trades Dept.; the Public Employees Dept.; The Union Label and Service Trades Dept.; and the Industrial Union Dept.

Says General Secretary-Treasurer Robert Petersdorf, "The list of General President Raftery's contributions to our Brotherhood and the American labor movement is endless. He began as a sign painter in St. Louis Local 774 at the age of 16. At 18 he transferred to St. Louis Glaziers Local 513. In 1953, he joined St. Louis mixed Local 1199, his present Local Union.

"Saying good-bye to Bud is going to be one of the hardest things we will ever have to do. When you say Painters, you are saying Bud Raftery. He has dedicated the past 48 years of his life to our Brotherhood, 31 years in representative roles such as General Organizer, General Representative and Director of Jurisdiction, and the last twenty years as our General President.

"Even though Bud is retiring, he will always be an active participant in our future. He is leaving because of physical illness, but he is giving us a powerful organization. We are prepared to defend ourselves against our foes and provide with the standard of living, security and safe and healthy work places. Our General President, S. Frank 'Bud' Raftery has made possible



concerns, to assist the membership and to establish rights standards.

Recently the IBPAT/OSH Project successfully integrated its programs into the standard apprenticeship curriculum. And, last year, the Project received a prestigious research grant from the National Cancer Institute which provides a projected three quarters of a million dollars for a three-year investigation