



ENGINEERS NEWS

VOL. 38, NO. 1

SAN FRANCISCO, CA



JANUARY 1986

Important Notice

Turn to page 7 for an important announcement regarding Local 3's annual scholarship contest. On the back page is the schedule of Grievance Committee Elections.

Workers comp. fight heats up on Capitol Hill

The long standing fight over California's workers' compensation laws is heating up once again, with an important hearing set for next month. With four different proposals introduced in the Legislature already, the issue promises to become more confusing as time goes by.

Last year, a major workers' compensation reform bill was passed by the Legislature, only to be vetoed by Governor George Deukmejian. The bill, introduced by State Senator Bill Lockyer, would have increased weekly compensation payments along with the death benefits paid in the event of an industrial accident. Bowing to pressure from the insurance companies and employers, the Governor vetoed the bill.

This year has "reform" measures being introduced from at least four different legislators. By far the most unacceptable bill was just recently reintroduced by Assemblyman Alister McAlister of San Jose. The bill, AB1000, has been carefully designed by the attorneys for employers and insurers to reduce or eliminate permanent disability benefits and replace it with an arbitrary wage-loss system.

According to the California Applicants' Attorneys Association, "passage of the measure would be an unmitigated disaster for the working men and women of California." Strongly opposed by organized labor, the bill would eliminate or reduce not only workers' compensation benefits for the industrially injured by also their eligibility for any benefits and their right to legal representation to contest the employers' and insurers' actions.

The key concept of this bill is the total elimination of the present permanent partial disability benefit system, to be replaced by an unwieldy, cumbersome wage-loss system and a restrictive schedule of impairment benefits.

The wage-loss proposal would restrict benefits to selected injured workers. The benefits would be based on a monthly comparison of earnings before and after the injury, and would terminate after ten years or after two years if the worker became temporarily ineligible for benefits.

Other provisions of the legislation would eliminate permanent disability recovery for lung damage, heart conditions, and psychiatric injuries. It would reduce or eliminate permanent disability benefits for most workers and particularly older employees who are forced to retire because of their injuries. In addition, it would restrict injured workers' rights to vocational rehabilitation. It would also allow employers to delay the first benefit payment up to 44 days.

McAlister's bill was first introduced last year. But because of overwhelming opposition from organized labor, he withdrew it from consideration. However, he reintroduced it last week when the Legislature reconvened.

Assemblymen Steve Peace and Dick Floyd, along with State Senator Bill Greene have also introduced bills related to the workers' compensation issue.

Heavy & Highway network reaps big dividends in jobs



Stapleton addresses semi-annual—Several hundred Local 3 members managed to tear themselves away from NFL playoff games long enough on January 4 to attend the union's semi-annual meeting in San Francisco. Stapleton announced to the membership that a week-long training seminar is being scheduled for all Local 3 business agents in February in an ongoing effort to increase the training and expertise of the staff. He also reviewed the union's cooperative efforts with other building trades crafts to help fair contractors compete against the nonunion sector.

Business Manager Tom Stapleton reported this month that a new information network established by the National Joint Heavy and Highway Construction Committee has helped union contractors successfully bid on \$908.3 million in new heavy construction and highway work during 1985.

This amounts to 17 million man-hours of work on 75 projects in 27 states and the District of Columbia. About 70 percent of the projects are in heavy construction.

Stapleton serves as Chairman of the Northern California chapter of the committee.

1985 was the first full year the committee has operated its national "Construction Industry Information Network," a data base developed to keep union contractors informed of major projects coming up for bid. About 265 contractors have entered their names in the computer system.

Network started in 1984

The Network was formed in October 1984 to monitor heavy and highway projects in all 50 states. Two representatives from each of the six basic trade unions making up the committee in each state are appointed to monitor the largest heavy and highway projects. As soon as solicitations for bids are announced, these representatives report to the committee which acts as an information clearing house and coordinator for large public projects.

Union contractors who plan to bid on
(Continued on back page)

Fighting 'fire with fire'

Local 3 embarks on radio campaign

By James Earp
Managing Editor

It used to be that the words "Made in America" stood for quality and craftsmanship. To members of the Operating Engineers Union, that's still true today.

You see us running bulldozers, backhoes and cranes. Digging trenches, building highways, dams and skyscrapers, dredging our waterways and doing the survey work for the new shopping mall in your hometown.

We're proud of our trade union heritage and we take pride in building a better future for you.

The next time you're driving to or from work, chances are you might hear this commercial and others produced by Local 3 on your AM radio — that is, if you listen to KRAK AM out of Sacramento.

After some preliminary testing on



several radio stations, Local 3 has embarked on a full fledged radio campaign with KRAK radio in an effort to increase public awareness of the contributions that our union and the labor movement in general has made for our country.

"We have a great need to get labor's message out to the public," says Local 3 Business Manager Tom Stapleton. "Big business has been using Madison Avenue for years to promote their interests. It's high time that trade unions fight fire with fire."

The American Labor Movement has done more to provide a good living for

workers than any other movement in history. The standard of living we enjoy today is the direct result of 150 years of struggle and growth of the labor movement.

"Today we are involved in literal guerilla warfare against those elements that seek to destroy us," Stapleton declared. "The fight to protect and preserve our wages, our working conditions and our jobs is very real. We stand to lose more now than at any time in the past 100 years if we don't use every resource at our command."

One very effective weapon in our arsenal of defense is public image. An informed public can be a strong ally or enemy, depending upon whose side it is on.

"We are embarking on this radio advertising campaign for three very important reasons," Stapleton ex-

(Continued on back page)



By T.J. (Tom) Stapleton, Business Manager

LOOKING AT LABOR

ENGINEERS NEWS

WIPA



PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL ENGINEERS AND THEIR FAMILIES

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ENGINEERS NEWS is published monthly by Local 3 of the International Union of Operating Engineers, 474 Valencia St., San Francisco, CA 94103. Second class postage paid at San Francisco, CA. USPS Publication Number 176-560. Subscription price \$6.

OPEIU-3-AFL-CIO (3)

Labor dinner for USS Potomac to honor Bill Ward

Bill Ward, secretary-treasurer of the California State Building Trades Council, will be honored February 21 at San Leandro's Blue Dolphin restaurant in a fundraiser to help restore Pres. Franklin D. Roosevelt's yacht Potomac.

Ward, now based in Sacramento, is former business representative and secretary-treasurer of the Alameda County Building Trades Council.

The presidential yacht, owned by the Port of Oakland, is currently in drydock while funds are being raised for restoration, scheduled to begin next spring. When completed, the vessel will be used primarily as an education facility for school-children and will make calls at the Bay and Delta ports.

The February 21, fundraiser is the third held by California labor for the Potomac project in the past year. An April 1985 event in Local Angeles honored Robert Georgine, president of the AFL-CIO's Building and Construction Trades Department. A May banquet in San Francisco toasted AFL-CIO Pres. Lane Kirkland.

Tickets for the Feb. 21 event, at \$100 each, can be ordered through Ed Mackin at the Sailor's Union of the Pacific, (415) 543-5937.

It's amazing what damage can be done by politicians with the stroke of a pen. Since the very beginning of the labor movement in America, we have fought for a 40-hour week. Closely allied with that battle in later years was the fight to provide overtime for shifts that exceeded eight hours.

Now we find that in the closing sessions of Congress, when the flurry of legislative activity makes it extremely difficult to monitor the movements of our enemies, an amendment was written into the Defense Authorization Act that eliminates daily overtime compensation.

Specifically, the new law states that contractors working on federally funded projects are no longer required to pay time-and-a-half for hours worked in excess of eight hours per day, effective January 1 of this year, unless they are bound by a collective bargaining agreement.

Employees who work under collective bargaining agreements that provide daily overtime compensation will still be protected.

The real damage of this bill is the tremendous advantage it gives to nonunion contractors, who no longer have to figure in daily overtime when bidding for federally funded contracts.

Under this law, it would be possible for a non-union firm to set up a multi-shift operation without ever having to pay a single dollar in overtime.

When we heard of this new law, we immediately got in contact with our representatives in Washington to find out how such an outrageous piece of legislation could ever have made it out of Congress.

We were told that the repeal of

"The fact that 50-year-old legislation protecting daily overtime pay could be quietly erased in the closing sessions of Congress is stark testimony of the need for us to mobilize in this election year."

daily overtime requirements was a compromise to avoid eliminating the Public Contract Act (PCA), which basically provides prevailing wage protection to non-construction industries.

In other words, the building trades unions took the fall on daily overtime so that the rest of labor could continue to be protected by prevailing wage requirements on federally assisted contracts.

Our concern is, where this issue came from. How did the opposition gain enough steam to even force Congress to make such a serious compromise of our rights? Why couldn't our friends in the House have made a firm stand against the entire issue?

To be frank, we have yet to receive any straight answers to these questions. No one on Capitol Hill seems to want to talk about it very much.

The fight for shorter hours was one of the very cornerstones of the American Labor movement. Back in the 1830s when the industrial revolution was gaining a full head of steam, workers typically followed the agricultural custom of "sun up to sun down."

The only problem was, there was no way you could compare the two kinds of work. Farmers could generally work at their own pace. Hard work and longer hours on the farm

generally translated to more money. None of this was true for industrial and construction workers. Furthermore, there was the very real concern that long hours in the factories had a damaging effect on one's health.

Of course, employers fought the movement for a shorter work week. The skilled trades were the first to win the fight for a 10-hour work day. The rest of the nation gradually followed suit over the next several decades, so that by the end of the Civil War, the 10-hour day was quite common.

The eight-hour day, was much longer in coming and did not gain significant support until the Great Depression, when the labor movement argued successfully that shorter workdays would create more employment.

Legislation providing overtime pay for daily overtime was passed originally in the Public Contracts Act of 1936. It has since been incorporated in numerous state and federal laws and has become a long accepted principle of collective bargaining agreements.

The fact that 50-year old legislation protecting daily overtime pay could be quietly erased in the closing sessions of Congress is stark testimony of the need for us to mobilize in this election year against our enemies.

Like army ants, the anti-union forces are eating away at us bit by bit, in the hope that eventually nothing will remain of us but bare bones. If we as individuals don't take a more active part in the political process, that's exactly what will happen.

Miller Brewing goes on boycott list

Miller Brewing Co. has surpassed Adolph Coors Co. as the number-one union buster in the brewery business as far as members of Operating Engineers Local 501 are concerned. They're fighting back with a consumer boycott of Miller Beers produced at the company's Irwindale, California brewery and marketed in the Western United States and Hawaii. The boycott targets are Miller Lite, Miller High Life, Lowenbrau, Meister Brau and Milwaukee's Best.

The story of the Miller boycott begins July 1, 1985 when members of the union refused to cross the picket lines of another AFL-CIO affiliate. Miller & Co. quickly upped the ante, filing a multi-million dollar lawsuit against Local 501 claiming that their refusal to work behind a picket line violated their collective bargaining agreement.

But according to IUEO Local 501 Business Manager R. H. Fox, Jr.,

"What it comes down to is they're suing because our members did what trade unionists are supposed to do. They don't cross picket lines and the company wants to punish them for that."

The union's contract with Miller expired on August 20. Miller's approach to negotiations, says Fox, was purely "surface bargaining" until management had the striking bargaining unit's issues settled. Then things really hit the fan.

Management brought in its first and "final" offer in late August. Proposals that read like a union buster's "how to" manual on contract gutting with emphasis on "divide and conquer." First to go were the job classifications negotiated over 35-years of collective bargaining between Miller and the unions.

Eliminating the job classification language would have paved the way for Miller's demand for an end to job security through a clause allowing them

to subcontract the Engineer's work to outside contractors. Management's scenario would have pitted older workers

(Continued on page 8)



**Lock Into
American-Made/Union-Made
Lock Out
Unemployment**

NLRB puts hammer on Armour Food in hiring discrimination lawsuit

The National Labor Relations Board has given ConAgra Inc. the choice between negotiating with the Food & Commercial Workers on the rehiring of 800 former employees of Armour Food Co., which the midwest conglomerate acquired two years ago, or facing one of the largest hiring discrimination suits in history.

NLRB General Counsel Rosemary Collyer informed union and management attorneys that she was prepared to issue an unfair labor practice complaint unless the company comes to terms with the UFCW for the workers at plants reaching from San Francisco to Charlotte, N.C.

At issue is some \$40 million in back wages, benefits and accrued interest — or about \$50,000 per worker — the union estimated.

UFCW President William H. Wynn hailed the board's action, declaring that "it sends a clear message to other employers that they cannot violate workers' rights with impunity."

ConAgra purchased 39 Armour meat-packing plants and distribution centers from Greyhound Corp. in December 1983. Among them were 13 plants covered by a UFCW master contract providing a base rate of \$10.69 an hour. When ConAgra reopened 12 of the plants two days later, it hired new non-union workers at between \$5.50 and \$6.50 an hour.

The conglomerate "deliberately failed to offer employment" to the unionized workers, said Jerry Mayer, NLRB

assistant general counsel, in order to "avoid incurring an obligation to bargain" with the UFCW. ConAgra's clear intent, he said, was to hire less than a majority of the former employees at each of the plants.

The union pointed out that in some plants information about job applications and interviews was not posted before the shutdown. In at least one plant, workers were told that they would not be rehired because the new owners did not want the union in their plants.

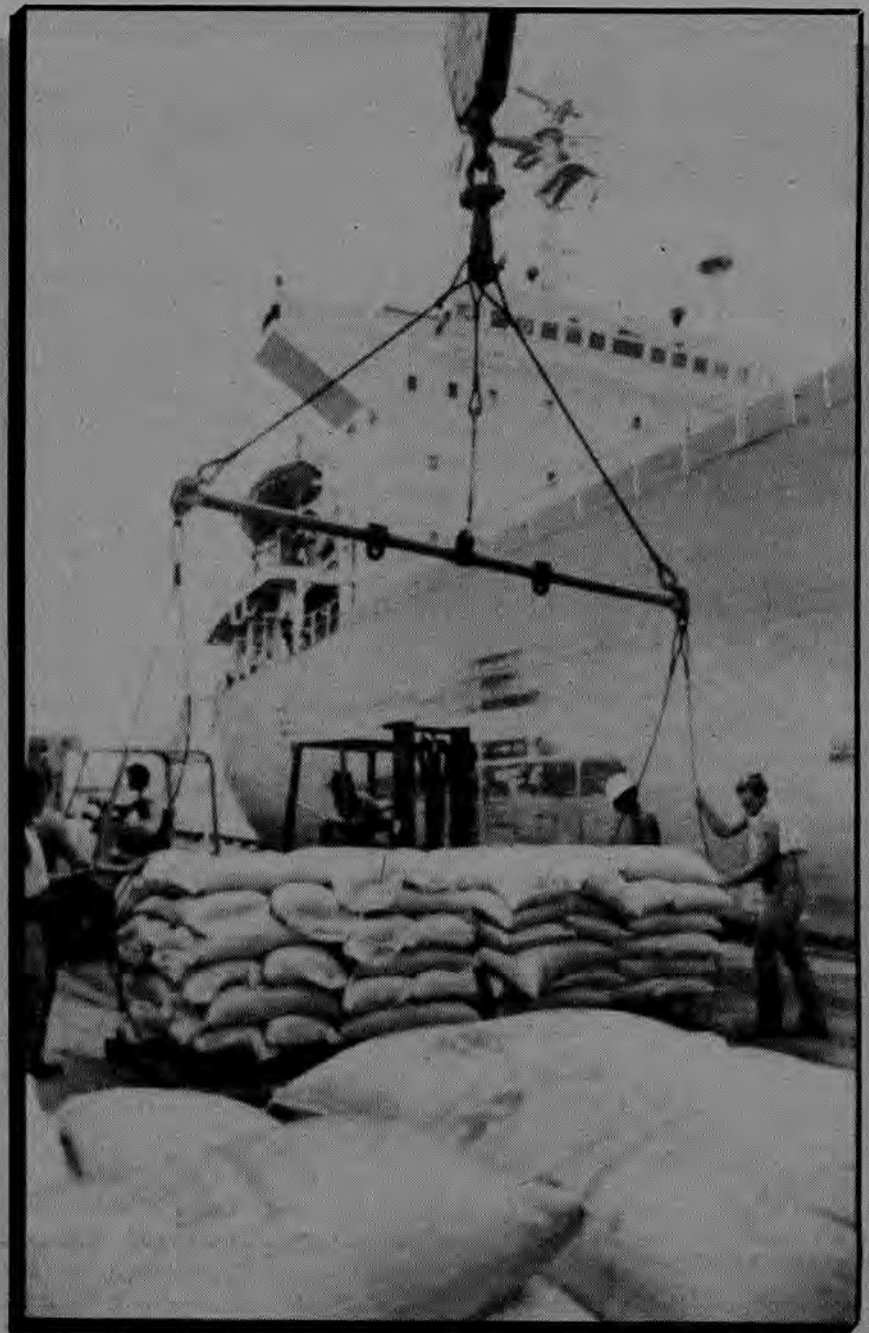
According to the NLRB, three of the plants hired none of the veteran workers and no more than 15 percent of the union members was rehired at any one installation. Company-wide, a board spokesman said, only 10 percent of the UFCW members got their jobs back.

League of Cities seeks to repeal Davis-Bacon Act

Seattle — The National League of Cities voted for the first time to seek repeal of the Davis-Bacon Act, which requires payment of prevailing area wages and benefit for workers on construction projects using federal funds.

Delegates to the league's annual meeting challenged and overturned the recommendations of the resolutions committee to seek "modifications" but not repeal of the 50 year-old labor standards law.

San Antonio Mayor Henry G. Cisneros, the newly elected league president, said he does not agree with the new policy but that it reflected the "frustrations" of city governments faced with new and severe cutbacks in federal funds while still required to meet federal standards in administering.



Famine Relief—A shipment of Texas grain and dried milk for famine victims in Africa is loaded in Corpus Christi by Longshoremen who volunteered their time. All the bags carry the Texas AFL-CIO logo. Labor, community groups and state officials joined forces to send 10 freighter loads of food from Texas ports.

Craft disputes plan called a success

A new plan to resolve jurisdictional disputes among building trades unions on construction jobs has worked well in its first 18 months of operation, said Dale Witcraft, the plan's administrator.

The Plan for the Settlement of Jurisdictional Disputes is an agreement by 15 building and construction trades unions and six employer groups to settle jurisdictional problems quickly, through arbitration if necessary.

Witcraft pointed out that none of the participating contractors has reported a jurisdictional strike since the program was launched. He said only five disputes reached the national level for arbitration during the plan's operation, in sharp contrast to previous years when 25 disputes a week might go unresolved.

Witcraft credited the improvement to union efforts to maintain productivity while disputes are settled and more careful consideration by contractors in setting work assignments.

Signatories to the plan include the AFL-CIO Building & Construction Trades Dept. on behalf of its affiliates; the National Constructors Association; National Electrical Contractors Association; Mechanical Contractors Association; Sheet Metal Air Conditioning Contractors Association, and the National Association of Plumbing-Heating-Cooling Contractors.

U.S. trade deficit continues to rise at record pace

The hemorrhaging U.S. trade deficit gushed red ink at an all-time record pace in the third quarter of 1985, the Commerce Dept. reported.

The Government conceded that the overvalued dollar was responsible for an increase in imports and a decrease in exports which left the trade balance \$33.1 billion in the hole, compared with

the second quarter's \$28.6-billion deficit.

Imports shot up 4 percent in the quarter to a staggering \$85.5 billion, largely as a result of price cutting by foreign competitors seeking to capture an ever-larger share of the U.S. domestic market.

At the same time, exports plunged 3 percent to \$52.3 billion — the lowest

level in two years — because of the continued barriers erected by foreign governments to keep American-made goods out of their markets. "Also, the high value of the dollar has restrained exports," the Commerce Dept. said. During the first nine months of this year, the government reported, the trade balance was in the red by \$113.6 billion.



Double Standard

Protesting the way Congress exempts itself from the labor laws it enacts for everyone else, 50 House of Representatives restaurant and cafeteria employees threw up an informational picket line at the Capitol last month. The workers chose the IAM to represent them, but Congress won't negotiate.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

The 31st Annual Educational Conference was held in Honolulu, Hawaii and was recorded as the largest Annual Conference in their history. They estimated that the total registration for the conference was 6,300 with the previous high in attendance of 5,987 posted in 1980.

"A Climate for Learning" was the conference theme. I appreciated the opportunity to attend the Pre-conference Institute sessions held on Saturday and Sunday. The institutes offered full-day courses in the following areas: communications, leadership skills, stress management, creative thinking and goal setting, managerial styles and effective techniques and motivation and performance coaching. In each subject area, basic sessions were conducted on Saturday and advanced sessions on Sunday.

Charles B. Jackson, an executive, nationally known in the employee benefits administration field, was elected Foundation president and Chairman of the Board for 1986. He is Executive Vice President of Administrative Services, Inc., La Canada, California.

Named President-Elect for the coming year was John E. Boyd, Vice President of the United Food and Commercial Workers International Union and Secretary-Treasurer of UFCW Local 546, Des Plaines, IL.

Elected Secretary for 1986 was David J. MacKenzie, Executive Director of the Textile Rental Services Association, Santa Monica, CA.

The newly elected Treasurer was Jerry Mele, President and Chief Executive officer, TEDRO and Associates, Inc., Wheeling, IL.

"Overview of Employee Benefit Legislation" was the topic for the Conference Welcome Session on Sunday night. The principal speaker was former Congressman John N. Erlenborn, one of the architects of legislation leading to enactment of ERISA and noted for his interest in and understanding of employee benefits and their role in the U.S. economy.

Two originators of books published by the Foundation during 1985 was accorded the honor of membership in the Academy of Authors. They were Madelon Lubin Hinkel and R. George Martorana.

Hinkel authored "Health Care Cost Management — A Basic Guide." This is her second Academy of Authors citation. In 1971 she was co-author of a book on second opinion surgery programs. Hinkel is Executive Director of Second Opinion consultants, Inc., and a clinical assistant professor of public health at Cornell University Medical College, NY.

Martorana's is "Your Pension and Your Spouse — The Joint and Survivor Dilemma." He is a consultant in retirement programs in New York.

"The Economic Outlook and Its Implications or Employee Benefit Plans" formed the substance for the Monday morning's Opening Session of the 31st Annual Educational Conference.

Principal speaker for the session was economist Lawrence A. Kudlow. Kudlow heads his own own economic and government relations consulting firm in Washington, D.C. and has a 22-year background in economics in both the public and private sectors.

From 1981 to 1983 Kudlow was associate director of the U.S. Office of Management and Budget and was responsible for development and coordination of economics policy and budget planning under OMB Director David Stockman.

He stated he felt that 1986 would be a better year for the economy than 1985. However, interest rates and inflation could start to creep back up next year and we could have some form of a recession in 1987.

On Tuesday morning Service Employees International Union President John J. Sweeney addressed the lead off general session. Sweeney's topic was "Health Care Cost Containment." This subject matter is very important to every member of the Operating Engineers Local #3 and your families. Our cost containment provisions will be going into effect on January 1, 1986. It's very important that we have your 100% cooperation to make this a success.

Wednesday morning the opening session was "The Role of Pension Funds as Institutional Shareholders." It was a topic of vital and timely interest. The speaker was Jesse M. Unruh, Treasurer of the State of California.

Unruh has been at the forefront in formation of the council of Institutional Shareholders, a national organization of public and private pension funds seeking to coordinate their shareholder voting to protect fund investments.

Jesse M. Unruh has served as Treasurer of the State of California since 1974. In the 11 years since his election, the Treasurer's responsibilities have grown enormously, particularly in the area of municipal financing. Today, California issues the greatest volume of general obligation and revenue bonds in the nation, next to the U.S. Treasury.

In 1983, Unruh was added by statute to the Board of Administration of the Public Employees' Retirement System and the State Teachers' Retirement System, two of the largest public pension funds in the country. He is a member of the investment committee of both funds, which have combined assets over \$38 billion.

During 1984 and 1985, Unruh observed the effect of corporate takeover battles on the assets held by the pension funds. Sensing a need for pension funds to combine their resources and information to protect their investments and meet their fiduciary obligations, he suggested pension funds organize a council of institutional investors.

Today, the council of Institutional Investors includes 20 public and private pension funds with combined assets of over \$100 billion. The council has attracted the attention of the National Financial Press and was highlighted in the NBC documentary "The Biggest Lump of Money in the World."

At each topic session, those present had an opportunity to hand in questions which the speakers answered. Also each speaker was evaluated on a form at the conclusion of the conference. It was requested that everyone fill out a Conference Evaluation Form and give their constructive comments and suggestions which will assist them in the planning, development and improvement of future conferences. Many of the recommendations submitted will be incorporated into the next year's program.

Marysville looks at a decent year

District Representative George Morgan reports that the year is past and "again I want to take this opportunity to thank the members and families that have supported District 6 this last year. I also want to say thanks to the Grievance Committee: Gene Garewal, Cy Shephard, Bill Hodges; and Executive Board Member Bob Christy, for their support.

He also reports that if all the work that is supposed to develop will come across then "we should have a decent work year in District 6."

Work in the Marysville area has been fairly good, reports Business Agent Dan Mostats. C.C. Myers from Sacramento is still moving along on the Oro Dam Blvd. Railroad Over-Crossing Project.

Robinson Construction from Oroville has had a fair amount of work in the Paradise and Oroville area and is presently back to work on the Oro Dam Blvd. project. Robinson was low bidder on the 5th Ave., project in Oroville for 361, 261.

M & M Electric from Sacramento was low bidder on a paving project on



Pictured above are employees of M & J Operations in Sparks, Nevada who joined Local 3 last month and ratified a union contract. The company builds pre-fabricated concrete forms.

LaPorte Road and was also low on the Bullards Bar Dam Hydroelectric Project. Baldwin is still keeping a few of the Brothers busy operating and repairing the Rock Plant.

Badcock & Wilcox has begun work on the \$2.6 million 16.5 Megawatt Co-Generation Plant on Feather River Blvd. Dave Slack is on the 100 ton American Crane. Jaeger Construction

from Yuba City is doing the site work. This plant must be on line by December 1986 so it should keep a few employees from all craft working all winter.

Election year shaping up to be a real dogfight

By Bob Skidgel
Vice President

It's hard to believe, but it's true. Another election year is upon us, and already the activity on the political front is heating up.

This month, Business Manager Tom Stapleton and I met with Assembly Speaker Willie Brown and Senate President pro Tempore David Roberti to get a rundown on what we face this year in California.

It comes as no surprise that the anti-union element has targeted a number of our friends in the Legislature and we are no doubt in for a real dogfight.

In the Senate, 16 of the 20 seats that are open for election this year belong to Democrats. The GOP has accumulated a large war chest and with only four candidates to protect, they will be spending a lot of money to defeat Democratic incumbents.

A similar picture is shaping up in the Assembly.

As we test the political waters this year, I think it's very important that we recognize a few essential ideas:

- Local 3 can't afford to sit idly by and let others dictate our future. *We have to get more involved in taking a strong stand for or against the political candidates and ballot measures that will affect our livelihoods.*

- We need your input. Your officers do not believe in dictating to the membership who they should vote for. Our policy is to get your views in our district meetings and other union gather-



ings before we start making our endorsements. Now is the time to state your views, not after the election is over.

- We must register and vote! This is a very mobile industry and many of our members have relocated since the last election. If you have moved since the last election, you will have to re-register to vote.

We will be conducting a major voter registration effort this year in Local 3. Support this effort and make sure you are registered to vote.

Some members I talk to refuse to register because they are afraid it will place them in line to serve jury duty.

This belief is false. Prospective jurors are selected primarily from the Department of Motor Vehicle list, not from voter registration lists.

There are those in the labor movement who question the tendency of unions to support a Democratic slate in elections. In Local 3, we have preferred to examine candidates for their position on the issues that are crucial to our members.

Sometimes that means a Republican will get our support. Sometimes we can't support either Democrat or Republican candidate for a particular race. But our experience has been that in a majority of cases, it is the Democratic candidate who supports our cause and will fight for us when we need the help.

This has never been more apparent than in the past four years under the Deukmejian administration. Despite a majority in the California Legislature, we have been in a fight for our lives with Governor Deukmejian.

He has vetoed virtually every piece of legislation that we have carried through the Legislature. He has filled his state agencies with right wing bureaucrats who take every opportunity to give the nonunion employer a break.

Because he has failed to establish a decent working relationship with a Democratic Legislature, Deukmejian has accomplished almost nothing worthwhile in the last our years. The bottom line has been four years of stalemate.

We can't afford to let that happen again.

Several good jobs going in Fairfield

Napa and Solano counties are having their usual winter slump, but in spite of the weather, we still have a few good jobs going, reports Business Representative Cliff Wilkins. Amos & Andrews have full crews working, at the Vacaville prison job, a few hands at the new Travis Air Base hospital, and Solano Industrial Park.

The Bechtel job at the Vacaville prison is going full bore with about 10 operators on payroll, two of our old timers help keep things straight on the job namely Ed Burns & Earl Moore.

Newberg-Brenderson has the big job at Travis Air Force Base, only two cranes running on this job, a 4000 Manitowoc, Fred Sweet is the operator, Gary Reese doing the oiling, Bruce Roda on the 18 ton Grove. This is a three year job, we are hoping to clear a few more hands on this one. S.J. Amoroso still going good at Marine World, this has been a good O.T. job for some of the hands, especially for Roger Wilson, Backhoe operator, and his oiler Lorraine who works for M.J.B. Pipelines on this spread.

All the shops and quarries are still holding their own, especially Syars Quarry at Lake Herman, with Bob Burneson at the helm and his son Mike as foreman.

We are looking forward to a very good year in '86. So have a safe and happy one.

Hawaii contractors get \$23 million in local contracts

Financial Secretary Wally Lean reports that three local companies were awarded \$22.8 million worth of construction contracts for the first phase of Kakaako infrastructure improvements in Honolulu.

This is for the reconstruction and installation of roadways, drainage, sewers, and other utilities in the 70-acre, L-shaped district bounded by Ala Moana, Kapiolani, Punchbowl, King and Cooke Streets. In all, the state-created Hawaii Community Development Authority has budgeted \$35.3 million for the project. About 80 lot owners will pay for some \$8 million of the construction expenses for this first improvement district.

Those who tentatively have won contracts are:

- E. E. Black Ltd., with a \$5.72 million bid for work on South Street between Halekauwila and Ala Moana, and a \$3.81 million bid for Punchbowl Street;

- Okada Trucking Co., Ltd., with a \$8.29 million bid for work on South Street and for a portion of Kawaiahao and Queen Streets;

- Hawaiian Dredging and Construction Co., with a \$4.99 million bid for work on Ala Moana, Pohukaina and Auahi Streets, and Punchbowl Street.

Once the contracts are awarded, the companies will have 24 months to complete the work.

Six major Oahu residential and resort developments, which hope to get county development plan approval were rejected by the Honolulu's Chief Planning Officer, as being either premature or



Deep draft harbor nears completion

The Ewa Beach Deep Draft Harbor is nearing completion in Hawaii. This huge project entailed the removal of more material than any prior project in the islands.

During peak employment, the project had over 70 Operating Engineers removing 10.4 million yards of coral.

Peter Kiewit's giant 300-ton DeMag backhoe pictured at left did most of the heavy work.

requiring further study. The six are:

- Kaiser Development Co.'s proposed projects near the Hawaii Kai golf course and Queen's Beach.

- Campbell Estate's proposed 39,000 housing units near West Beach.

- Lear Siegler's planned residential development in Waiawa Ridge.

- Most of Mililani Towns proposed 6,000 housing units.

- Walter Zan Realty residential project on the slopes of Mt. Olomana.

- A planned youth sports complex at the former Hale Mohalu site in Pearl City.

Facts on the H-3 background

The National System of Interstate and Defense Highways were extended to the State of Hawaii on July 12, 1960 with

passage of the Hawaii Omnibus Bill. On August 20, 1960, the Federal Highway Administrator approved an interconnected system of Interstate and Defense routes H-1, H-2 and H-3 on the Island of Oahu in the State of Hawaii. The 51-mile system of (H-1, H-2 and H-3) was designed to provide an integrated transportation facility connecting the major population areas, employment centers and major defense installation on the island of Oahu. Routes H-1 and H-2 have been substantially completed and are in service. However, construction on Route H-3 has been stopped by a court imposed injunction, with 4.3 miles between Halekoa Interchange and the Halawa Interchange, yet to be completed.

When completed, the H-3 will provide

a fast and efficient transportation corridor for use by the military, between Pearl Harbor Naval Base and the Kaneohe Marine Corps Air Station. Also, when completed, the H-3 will provide the service for commuting needs of the Windward Oahu Communities, who presently use two primary highway routes which are operating at over capacity.

The H-3 will also provide a direct link between Windward Oahu and the rapidly developing South Central Coast of Oahu, where a secondary urban center is planned in Ewa. A new deep draft harbor has just been dredged at Barber's Point, where major industrial parks are located.

In December of 1971, Congress passed
(Continued on page 11)

The tight squeeze in state road funding

By John McMahon

California's transportation system, once the envy of the world, once called the most modern and efficient in the country, is finding itself slowly sinking into a giant pothole of disrepair. Throughout the state, roads, highways, and mass transit is slipping further and further into a system that can't handle the load.

Every day in San Francisco, streets crumble in 60 new places. Every week in the San Joaquin Valley, farmers risk driving heavy equipment over bridges built for lighter loads. Every day, commuters face miles and miles of stop and go traffic and hours of frustration as the once modern freeways begin to resemble giant parking lots.

The evidence of continued decay appears everywhere throughout California. Public roads of every kind—city streets, county roads, state highways—are deteriorating as needed, repairs, postponed for lack of money, grow increasingly more expensive.

Bridges in many counties are either too narrow or too weak for the demands of modern traffic requirements. New roads and freeways are being delayed longer and longer because the money needed to build these facilities just isn't there.

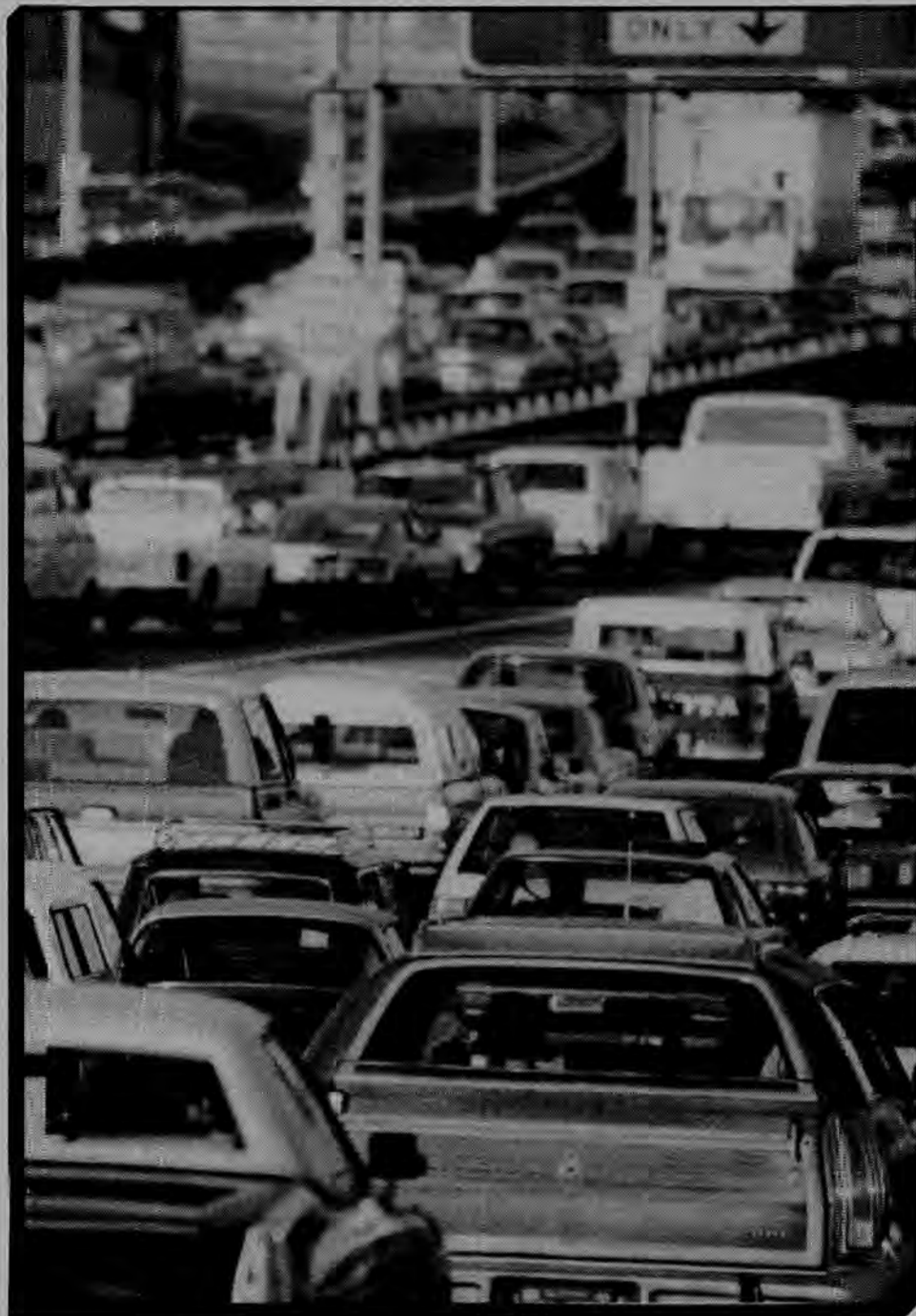
How did this happen? How did a state that once was a model for car-conscious America slip to number 49 among the 50 states in spending for roads?

The main reason for the steady slide towards inefficiency is lack of money and increased costs. In 1963 the state tax on each gallon of gasoline sold was six cents, the federal tax was four cents. In 1964, the state tax was increased one penny to seven cents per gallon, the federal tax remained the same. There was no change in the per gallon tax on gasoline from 1964 until 1983.

After several attempts in the legislature, State Senator John Foran was finally able to push through legislation which raised the state tax on gasoline by two cents to a total of nine cents. At the same time, legislation was slowly gaining support in the Congress to increase the federal tax by a nickel to a total of nine cents per gallon.

The surface Transportation Assistance Act of 1982 was passed and signed by a reluctant President Reagan. The new federal tax, which took effect in 1983, combined with the state increase, raised the total tax on each gallon to 18¢. Relief was on the way for a rapidly deteriorating system.

But was it too little too late to stem the tide? In the twenty years from 1963 to 1983 when the increase took effect, the population of California grew by leaps



and bounces. The costs of materials, costs of labor and the costs of purchasing rights of way for new facilities escalated exponentially.

And then came the OPEC oil embargo of 1973. With lines at the gas pump taking as long as two hours, consumers cut their driving dramatically. With the cost of gasoline rising from 40¢ per gallon to over \$1.00, drivers began driving more efficient automobiles. They did less driving, and the total sale of gasoline dropped. As the sale of gasoline dropped so did the revenue from gas taxes, public agencies had less money to spend and more projects to spend it on. At the same time the price of petroleum based products, needed to make the necessary road repairs went up dramatically.

The increases which went into effect in 1983, enabled the state and local road departments to play catch up on past deferred projects. But they are still falling behind.

In a study compiled by the Road Information Project, a Washington, D.C. group which evaluates and distributes economic and technical data on transportation issues, the state and local systems continue to fall apart.

An estimated 40,264 miles of California's 52,448 miles of paved county roads are in either "fair" or "poor" condition (substandard categories). All 40,264 miles need to be resurfaced or rebuilt. Included are 11,830 miles in poor condition that need rebuilding.

If these poor roads had been resurfaced prior to deteriorating to the point of needing rebuilding, they could have been repaired at less than one-fourth of the cost. The cost to rebuild a mile of roadway is four to five times as much as the cost to resurface.

Throughout the state, the various counties maintain a total of 15,874 bridges. An estimated 4,974, or 31.3

percent of all county bridges are either structurally weak or of obsolete design. These bridges need replacement or reinforcing repairs, road-surface renewal or realignment of approaches. Some 838 of these county bridges in California are posted for reduced vehicle weight limits because of structural weaknesses. Unless these bridges are rehabilitated, they will continue to be posted for progressively lower weight limits.

Another 38 county bridges have been closed to traffic. Bridge closings often necessitate long, circuitous detours by farmers, school buses and emergency vehicles.

The lack of adequately maintained roads bring hidden costs to the consumer. Poor pavement conditions can mean both out-of-pocket expense and danger to drivers in the form of traffic accidents, blowouts, decreased fuel efficiency, front-end realignments, shock absorber replacement and increased travel time. It also can mean higher bills at the supermarket. The cracks and potholes beat up the trucks and farming equipment and becomes an added cost to the consumer.

Because of the obvious need for increased funding, support has begun to grow for an additional increase in state gasoline taxes. The state's newspapers began calling for legislative help to solve the problem. Various polls throughout the state indicated the public was becoming more and more concerned with an inadequate road system. The Bay Area Council, in its annual poll of issues in the Bay Area showed, for the third year in a row, that transportation was named as the most important problem facing the region.

Answering the need for additional revenue, Senator John Foran once again introduced legislation to increase the state tax. Senate Bill 290 was introduced last spring which called for an

increase of five cents per gallon in the state tax. Hearings were held before the Senate Transportation Committee where wide support was indicated.

However, California's Governor Deukmejian opposed the bill. Facing what looks like a tough reelection campaign, Deukmejian did not want to support a tax increase, even if it was needed. Foran's bill, while never voted on, is being held in limbo. With a state-wide election being held next year, 1986 does not appear to be a year for revenue relief for this problem.

Because of the political realities of a tax increase, other innovative means are being attempted to finance needed projects. Senate Bill 300 was introduced by Senator Foran and passed by the legislature this year. The statute provided for a two year, \$340 million revenue package intended to provide short-term assistance to cities and counties for long-delayed street repairs and near-term stability in operating subsidies for public transit agencies.

The money, which comes out of the state's general fund, provides for \$125 million divided among the cities and counties for local road repair. The remaining money is divided between the Governor, the Assembly and the Senate to obligate as they saw fit. Although it will help, the money package will not even begin to pay for the estimated \$5 billion backlog in road repairs needed by local government.

Other attempts to solve the problem have been tried, and some cases, may be successful. Last November, the residents of Santa Clara County approved an increase in their sales tax of one-half of one percent to finance three specific road projects.

The increased tax is expected to raise \$1.1 billion over the next ten years to finance the widening of the Bayshore Freeway from Palo Alto to south San Jose from six to eight lanes, turning Highway 237 into a full freeway and completing Highway 85 through Cupertino and other west valley communities.

At the same election, the people of Orange County rejected a similar proposal by a margin of 70% to 30%. As a result of the overwhelming rejection at the polls, Orange County officials have tried a different attempt to solve their problems. Working with developers, ten cities within the County and the local Transportation Commission, have begun a system of developer funded projects. As a new housing development or commercial project is built, the developer is assessed a fee to pay for needed services. Needless to say, the cost of the assessment is eventually passed onto the customer.

Another means of coming to grips with the problem is being discussed at the state level. With a hiring freeze in effect at Caltrans, the state is falling further and further behind in the design and engineering of new road ways. As an answer to that problem, the state is considering using private industry to do the design and engineering work for new freeways.

In spite of the attempts to deal with the decaying roads of California, a long term solution does not appear to be probable. The road system is suffering from the same problem that faces other state needs. The entire foundation of modern society—the infrastructure—is falling apart. State sewer systems, water systems, schools, and jails are simply getting old and falling apart. Add that to the increased demands for additional social programs and it is easy to see that the transportation system of California must compete with everything else for a limited supply of funds.

Local 3 announces annual scholarship contest

GENERAL RULES & INSTRUCTIONS FOR LOCAL 3 COLLEGE SCHOLARSHIP AWARDS 1985 - 1986 SCHOOL YEAR

Two college scholarships of \$1,000.00 each will be awarded winners for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

Two college scholarships of \$500.00 each will be awarded 1st runners-up for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

The Local 3 scholarships will impose no restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not in themselves rule out scholarship aid from other sources.

Who may apply:

Sons and daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a Member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of:

either: (1) the Fall Semester (beginning in 1985), or:

(2) the Spring Semester (beginning in 1986), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1986 and March 1, 1986.

Awarding scholarships:

Upon receipt of the application and required forms, Local No. 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced as soon as possible, probably in either May or June, and the checks will be deposited in each winning student's name at the college or university he/she plans to attend.

Instructions:

All of the following items must be received by MARCH 1, 1986:

1. **The Application** — to be filled out and returned by the Applicant.

2. **Report on Applicant and Transcript** — to be filled out by the high school principal or person he designates and returned directly to Local No. 3 by the officer completing it.

3. **Letters of Recommendation** — every Applicant should submit one to three letters of recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.

4. **Photograph** — A recent photograph, preferably 2 inches by 3 inches with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

It is the responsibility of the Applicant to see to it that all the above items are received on time and that they are sent to:

William M. Markus
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA 94103

or to College Scholarships at the address shown above.

More new equipment available

RMTC expands 1986 program

By Sandra Hilbert

Rancho Murieta Training Center will start off its 1986 training season with ten additional training slots available this year! We are glad to announce the purchase of the following pieces of equipment: two Self Loading Scrapers, one Tandem Steel Roller, two 12G Blades, one 80 to 100 ton Conventional Crane with 180 feet of boom, one 30 ton Rough Terrain Crane, and one Dragline. This increase to the training equipment inventory, along with purchases in 1984 and 1985 has taken us from fifty six available training slots in 1983, to sixty six in 1986.

Continually upgrading equipment being used at RMTC for training in order to keep our membership competitive in today's industry is only one of the reasons Rancho Murieta Training Center has become the number one training facility in the nation. The new training techniques developed over the past two years have established Local 3's Operating Engineers training program as the model apprenticeship program for the construction industry today!

This administration has had the unique ability to focus in on the significance, and act, on new and innovative ideas in training. The restructured classes now offered at RMTC, ensure sufficient seat time for trainees to acquire marketable job skills in each training classification. An elaborate radio system makes it

possible for instructors to communicate with trainees while in the seat of the equipment. And, in addition, instructional materials are annually updated and kept current with today's technology. For these reasons, and many more the Operating Engineers J.A.C., will be recognized at a ceremony given by the national magazine *Engineers News-Record* on February 12, 1986 in New York City, honoring those who served the best interest of the construction industry in 1985. Also honored at the ceremony will be "Construction's Man of the Year" for which Paul R. Headings, J.A.C. Administrator, is a candidate.

March 3, 1986 is the scheduled opening date of the 1986 training season at Rancho Murieta Training Center, weather permitting. Interested Journeymen should contact the dispatchers in their districts. Apprentices can contact their area coordinators.

Rancho Murieta Training Center has the following job opening for interested members looking for a challenge, as a Dozer Instructor. Only those who have a deep interest in training need apply.

Applicants must have a high school diploma or the equivalent, have a minimum of six years experience in the appropriate classification and the ability to work as a "team player." Communication skills will be a strong consideration. Individuals hired will have to attend school for 3 hours one night a week for 20 weeks in order to obtain a community college limited service credential. Job duties will include, but are not limited to, developing curricula, instructing, and group presentation.

To obtain an application contact: Rancho Murieta Training Center, Operating Engineers J.A.C., 7388 Murieta Drive, Rancho Murieta, CA 95683; or call (916) 354-2029.



Pictured above, the first star performers at Marine World in Vallejo, left to right, Party Chief and 12 year member Tom Falconer and Pat Newman a 7 year member, from Brelje and Race Engineering of Santa Rosa.

Talking to Techs

Eligibility for unemployed dues

The rainy season is here again. And again, we want to remind our members that to be eligible for unemployed dues at one-half of your dues rate, you must:

- Apply at your nearest Job Placement Center within (10) ten days following the month that you were on the out-of-work list.
- Be registered on the out-of-work list for the entire month except for employment at the trade of 24 hours or less.
- Be a current dues paying member each month you apply.
- You cannot refuse more than two dispatches in a month.
- You will be allowed to pay unemployed dues for all months after the first month that you were not employed for more than 24 hours in the fiscal year, October 1 through the following September 30.

For any of our members that would like to get more involved in the labor movement San Francisco Community College is offering a Labor Studies

Program, starting January 13, 1986 from 7:00 — 9:50 p.m.

Let's face it, a lot of union members have misconceptions about labor; they need a better appreciation of what the labor movement has accomplished in this country and at what sacrifice. They need to hear that there are no easy answers when you're dealing with antagonistic employers, unresponsive legal and political institutions, and a public misinformed about the basic goals and operations of organized labor.

Your Officers and staff can't carry the burden alone, we need good strong union members. For more information phone or write to: Labor Studies Program, San Francisco Community College District, 33 Gough St., S.F., CA 94103. Or phone (415) 239-3090.

The Tech Department would like to give the following members recognition for their many years in Local #3: George Lema, 25 years; John Anthony, 25 years. Both employed by Geo. Nolte in San Jose.

Are You Registered To Vote?

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



We have written here for several months about how your Boards of Trustees are cutting costs without cutting benefits to you or reducing the quality of medical care. The Boards have now contracted with several hospitals throughout Northern California for discounts for active engineers and their families and retirees and their spouses. The hospitals are the same ones most of you and your families have been using.

Use of a contract hospital will save the Trust Funds and you substantial money. The program will save as much as 15 percent of the hospital charges when a hospital room is needed. Effective April 1, 1986, you will save too because the Funds will pay 100 percent of covered charges for room and board and hospital miscellaneous charges. You will only have to pay for the personal convenience items as you do now. Doctors', surgeons' and other providers' bills will continue to be paid as they are now — 90 percent of covered charges (Active Plan); 80 percent of covered charges (Schedule 1 Retiree Plan); 75 percent of covered charges (Schedule 2 Retiree Plan).

Here are a few frequently asked questions about how this contract arrangement will work.

Will my doctor be able to treat me in a contract hospital?

If a regular doctor does not have staff privileges at one of the contracting hospitals, the contract provides that all licensed doctors will have open privileges at contracting hospitals.

What do we do when there is an emergency?

The Plans will continue to pay their regular benefits when you are hospitalized for an emergency or receive outpatient emergency treatment at any hospital anywhere.

Why isn't the hospital I use included? Why isn't the area I live in included? Will there be other hospitals added?

Miller Brewing goes on boycott list

(Continued from page 2)

The dispute has been a war of nerves since then. Miller's has kept the plant running, at levels below pre-strike capacity, with supervisory personnel with more seniority against younger, less experienced workers allowing management to determine who stayed on the job and who was laid off in the inevitable staff reductions to follow. And, Miller targeted the only woman in the Engineers' bargaining unit for a 12½% pay cut, writing her job title out of the contract.

The unions' health and welfare programs were also on management's hit list. They demanded that the unions give up their control over administration of the plans.

The bargaining units voted overwhelmingly to reject the concession demands.

In order to obtain good rates in some areas it is necessary to contract with only a few hospitals in these areas. We did choose the ones you most frequently used for the last several years. Some hospitals in rural areas cannot discount their charges because they cannot afford to and would not receive any more patients by contracting. Your Funds will continue to pay for charges by these hospitals at the current level of benefits. We will notify you of changes in contract hospitals in this section of *Engineers News* as they occur.

Your Unions and the Boards of Trustees are concerned with saving money for your health and welfare plans. By doing so they are, as Tom Stapleton said in his column last month, helping to make union contractors more competitive. They are also helping to lower costs to you and to eliminate unnecessary medical care.

You comments will help

You are encouraged to call or send in your comments on this cost containment effort. With your assistance we can continue to improve the programs to make them better for all of us.

The following is a list of contract hospitals for active operating engineers and their families. We are preparing a separate list for the retirees and their spouses and we will soon make that list available. The retirees use different hospitals than the actives do in some areas so we want to make sure we cover the ones most used by retirees.

HUMBOLDT: St. Joseph's Eureka, Redwood Memorial; **MENDOCINO:** Frank Howard Memorial, Ukiah Adventist; **BUTTE:** N. T. Enlow, Feather River; **PLACER:** Auburn Faith, Roseville Community; **SACRAMENTO:** Mercy San Juan, Mercy Folsom, Sutter Memorial, Sutter General, Methodist; **SANTA CLARA:** El Camino, Good Samaritan, an Jose, Wheeler; **SAN JOAQUIN:** Lodi Memorial, St. Joseph's Stockton, Tracy; **STANISLAUS:** Memorial, Modesto, Memorial, Ceres, Oak Valley; **TUOLUMNE:** Sonora Community, Sierra Community; **MERCED:** Merced Community; **FRESNO:** Fresno Community, Clovis, Sierra, Valley Childrens, Selma District; **SANTA CRUZ:** Dominican; **YOLO:** Woodland Memorial; **SONOMA:** Santa Rosa Memorial, Healdsburg General, Petaluma Valley; **MARIN COUNTY:** Marin General, Novato, Kentfield; **NAPA:** Queen of the Valley; **CONTRA COSTA:** Mt. Diablo, Delta Memorial, Doctors Pinole; **ALAMEDA:** Alta Bates, Herrick, Children's Oakland, Samuel Merritt, Peralta, Alameda, Valley Memorial, Washington, Eden, Vesper Memorial, St. Rose; **SAN FRANCISCO:** UCSF, St. Mary's, St. Luke's, St. Francis; **SAN MATEO:** Peninsula, Mills, Sequoia

brought in from its six other breweries across the nation and has hired scabs to replace the skilled-trade workers.

The union members, without paychecks for nearly five months, have stuck together in the face of a constant rumor campaign by management.

A division of the multi-national conglomerate Philip Morris, Inc., Miller Brewing Co. is not an easy boycott target. With the second and third-best selling domestic beers in the country, Miller's 1984 income was \$116 million; Philip Morris posted earnings of \$888.5 million last year and recently acquired another, food-based conglomerate, General Foods Corp.

The Miller strikers are doing their part in this fight. They're refusing to bow to concessionary demands from a vastly profitable corporation.

What they need from their brothers

Expanded telephone hours

Update on Trust Fund changes

The Trustees of the Pension Trust Fund have recently Amended the Plan to allow pension effective on or after January 1, 1986 to be based on *all years of earned credited service*. Pensions of Engineers retiring on or after January 1, 1986, will no longer be limited to 35 years of credit for which a benefit is payable. All earned credit will be used in figuring pensions.

Pensions of Engineers who retired with pension effective dates before January 1, 1986, are not affected. The prior rule — 35 years maximum credits for which a benefit is payable — still applies to retired Engineers with pension effective dates before January 1, 1986.

The change will only effect pension amounts of Engineers who retire on or after January 1, 1986, and who have accumulated more than 35 years of Credited Service.

New Kaiser facilities in Stockton

Kaiser has announced the opening of its new medical offices in Stockton. All active and retired Engineers covered by the Health and Welfare Programs have recently been given the opportunity to join Kaiser.

If you are a covered member living in San Joaquin County in one of the following zip codes — 95201-12, 95320, 95330-31, 95234, 95336, 95236, 95366, 95304, or 95385 — and you wish to sign up with Kaiser, please contact the Trust Fund Office or the Fringe Benefit Center immediately. Coverage under Kaiser will begin February 1, 1986, for those who sign up during this special open enrollment period.

The next regularly scheduled open enrollment period will be October, 1986. Any election you make (Kaiser or Comprehensive Insured Plan) remains in effect until this next regularly scheduled open enrollment period and it does not affect coverage other than Hospital/Medical/Surgical you may have under the Plan.

Special thanks

We hope that all of you had a very Merry Christmas and that this new year will be a prosperous one.

Also, a very special thanks to all of the following Retiree Chapter Chairman for a job well done in 1985: San Mateo - John Gardner; Oakland-Hayward - Jess Parsons; Concord - Charlie

Hansen; Stockton - Butch Lafferty; Eureka - Pete Ekberg; Oroville-Marysville - Merle Shellenbarger; Fresno - Art Lance; Redding - Fred Crandall; Auburn - Bud Dalton; Sacramento - Ernie Sutton; Watsonville - Harley Davidson; San Jose - Al Perry; Santa Rosa - Jim Grant; Reno - Sid Turner; Salt Lake City - Henry Willeesen; and Hawaii - Yoshio Azuma.

Trust Fund telephone hours

Effective January 6, 1986, new telephone hours for the Trust Fund Office are as follows:

Monday through Friday
8 a.m. — 5 p.m.

(Phones open during the noon hour)

Retiree Mtg. Schedule

Napa-Fairfield - Chi Gamma Chapter	Tues., January 21, 1986	10:00 AM
Elks Lodge #832 2840 Soscol Ave., Napa CA		
Ignacio - Chi Chapter	Tues., January 21, 1986	2:00 PM
Nave Bowling Lanes 5800 Redwood Hwy., Ignacio CA		
San Mateo-San Francisco - Kappa	Thurs., January 23, 1986	10:00 AM
IAM Air Transport Workers 1511 Rollins Rd., Burlingame CA		
Ceres	Wed., February 12, 1986	10:00 AM
Teamsters Hall 1225 13th St., Modesto CA		
Stockton - Eta Chapter	Wed., February 12, 1986	2:00 PM
Operating Engineers Bldg. 1916 North Broadway, Stockton CA		
Concord - Mu Chapter	Thurs., February 13, 1986	2:00 PM
Elks Lodge #1994 3994 Willow Pass Rd., Concord CA		
Fresno - Theta Chapter	Tues., February 25, 1986	2:00 PM
Laborers Hall 5431 E. Hedges, Fresno CA		
Auburn - Epsilon Chapter	Wed., February 26, 1986	10:00 AM
Auburn Recreation Center 123 Recreation Dr., Auburn CA		
Sacramento - Zeta Chapter	Wed., February 26, 1986	2:00 PM
Laborers Hall 6545 Stockton Blvd., Sacramento CA		
Oakland - Nu Chapter	Thurs., February 27, 1986	10:00 AM
Oakland Zoo Snow Bldg. 9777 Golf Links Rd., Oakland CA		
Salt Lake City - Pi Chapter	Wed., March 5, 1986	2:00 PM
Operating Engineers Bldg. 1958 W.N. Temple, Salt Lake City UT		
Reno - Xi Chapter	Thurs., March 6, 1986	2:00 PM
Carpenters Hall 1150 Terminal Way, Reno NV		

Please, do your part to let them know that as far as the union worker is concerned, union busting isn't part of the American Way.

And if you're looking for a good, truly "Union Made" beer, we suggest Budweiser, Bud Light, Michelob, Michelob Light or Stroh's: they're made 100% the "Union Way."

Kennecott to modernize Bingham Mine

By Norris Casey
Treasurer

Kennecott will undertake a \$400 million modernization project at its Utah Copper Division and initiate negotiations the first of the year with its unions, anticipating the June 30 expiration of its labor contracts.

Whether the Utah Copper Division will resume copper production before the modernization project is scheduled to be completed in late 1988, will largely depend on the outcome of the negotiations with the unions.

Kennecott Copper's decision to modernize the Utah Property comes as no surprise to me. I was in attendance at the meetings held in Albuquerque, New Mexico in January 1985. We met for a full week and gained virtually nothing.

The company wanted what amounted to a \$6.00 per hour reduction in wages and benefits and a two year extension of the agreement. The Unions offered a \$2.50 per hour wage cut to be fully repaid in increments by January 1987. No settlement was reached.

When the Unions and the company get together again early this year, I am sure the company will come on even stronger than before. They are already shut down and have everyone laid off, so now they will argue to eliminate seniority (they have over 7,000 laid off and are only going to need 2,000 to run the operation).

I am sure they will want at least the \$6.00 cut proposed before, plus other concessions in working rules. They are also eliminating some Unions entirely when they eliminate the railroad.

Last January the Unions were not in the mood to make any concessions, but finally did agree to the \$2.50 cut to be repaid to the employees. If the attitude of the company is the same, the meetings will be short, and wind up as in January 1985, no agreement. The next move will have to wait until the agreement expires in June. At that point, with no agreement in effect, and the plant shut down, what will happen is anybody's guess.

Unless some real cool heads prevail it will be an open war and one that will be difficult for the Unions to win, with a proposed date for full production not until 1988.



In the meantime, while the new construction is going on, it will be another big fight for all the Unions. All of the major construction companies will be looking at this project and will be competing with non-union companies for the work. Major concessions will have to be made by all if we are to maintain a Union contract.

Kennecott, whose Utah Copper Division was losing \$25 million a quarter before it shut down in March, received approval to undertake the modernization project from the board of directors of its parent company Cleveland-based Standard Oil Co. (Ohio).

When the modernization is completed, the Utah Copper Division's annual production will amount to 185,000 tons of refined copper, according to a fact sheet drafted by Kennecott.

According to Kennecott, Utah Copper Division employment upon completion of the modernization project will amount to 2,100 hourly and salaried workers, compared to more than 7,000 four years ago. The Kennecott fact sheet shows as many as 1,200 workers will be employed by 1987 during construction of the modernization project.

Two-thirds of the \$400 million cost of the modernization project will be devoted to removing "the principal bottleneck to (copper) production in the past:

antiquated ore reduction facilities at the Magna, Arthur and Bonneville concentrators."

Ground ore from the new mill will be transported to the floatation facilities at the Magna and Arthur concentrators through a slurry pipeline replacing the existing high-cost rail operations.

A new 72-inch belt conveyor, which is five miles long, will be built to move the ore from the Bingham Canyon Mine to the new grinding plant. The conveyor will exit the mine through an existing railroad tunnel at the 5,490 foot level.

The grinding plant will consist of a coarse ore stockpile and grinding building, which will house three grinding lines. Each line will consist of a semi-autogenous grinding mill.

The modernization project is supposed to save Kennecott in excess of 20 cents per pound of copper. The reasons for the division's shutdown in March were extremely low copper prices resulting in the \$25 million-a-quarter loss to the company and failure of the company and the unions to come to an agreement.

Asked if Kennecott would resume operations at its Utah Copper Division upon completion of its modernization program if its unions do not agree to concessions, Mr. Joklik, President of Kennecott said, "The facilities certainly will be operated once they are completed."

But, later when pressed whether Kennecott would consider using non-union labor if an agreement with its unions is not reached, the Kennecott president said, "I'm in no position to comment on that at this time . . . I go back to what I said before. We plan to commence negotiations with our unions early in the new year and to negotiate in good faith toward concessions we feel we have to obtain."

Robert Petris, chairman of the Kennecott Non-Ferrous Industry Council, contract bargaining group comprised of leaders of unions whose members work for the copper producer, said for some time there have been discussions by both the unions and Kennecott about the possibility of meeting. "We both would like to get a settlement," he said.

Winter weather slows work in Santa Rosa area

Work in the area is real slow at present due to the weather, reports District Representative Chuck Smith. The 1986 season looks good, however, the heavy work that is scheduled to go has not been advertised as of yet. "We would like to see some of this work bid soon to insure an early start this year so as not to repeat last year's late start. Even with the late start, most of the brothers and sisters worked some pretty good hours," Smith said.

Bob Cheli and George Young, doing business as C&Y Construction are really doing great. These two guys started business in mid-summer of last year. Marv Soiland, of Soiland Construction, decided he wanted to semi-retire. He decided to finish up his underground operations and since Bob and George have worked for Soiland quite a few years, they took over some of Marv's work and have been bidding more on their own.

Before they started their new venture, they signed a contract with Local #3 and have worked as a fair contractor from day one. "Good luck guys and we look forward to the same good working relations with you as we have had over the years with Marv Soiland," Smith said. Even though Marv is getting out of the underground business, he will keep his gravel operations on Airport Blvd. and in Healdsburg.

The date has already been set for the 2nd Annual District #10 Barbeque. It will again be held at Founders Grove inside the Sonoma County Fairgrounds. It will be on the 28th of June. Be sure and mark that day on your calendar. "We will try to keep the price the same as last year. It was a huge success in '85 and let's all make it even more successful in '86. See you all there!" Smith commented.

Business Representative, Bill Burns, reports that the clear weather in the latter part of December put a few Operating Engineers back to work in the Santa Rosa area. It gave Argonaut a chance to finish paving some of their sub-division jobs as well as Arthur B. Siri being able to work on some of their sub-divisions.

Brother Benny Benzonelli reports that Parnum Paving has had a relatively busy year doing the ground work on a large shopping center in Ukiah, an overlay on Highway 128 near Navarro, a small road job on Highway 1 at Point Arena and developing a rock pit for their Sand and Gravel operation on Highway 20, just east of the Lake County line.

The big rain in the first week of December has pretty well shut most operations down in the low lying areas, reports Business Agent Rob Wise. There is still a bit of underground, baserock and paving work to be completed. At the Geysers Project Agreement meeting on December 10th, Wise learned that PG&E is planning on letting out to bid the site work on Unit 21 in mid-January. This should mean a good early spring start. This will be a pretty good dirt job.

Pestana is moving right along on their Clearlake Sewer Assessment job. Superintendent, Ken French, is keeping a crew of 10-12 Operating Engineers right through the winter if possible.

\$25,000 in lottery

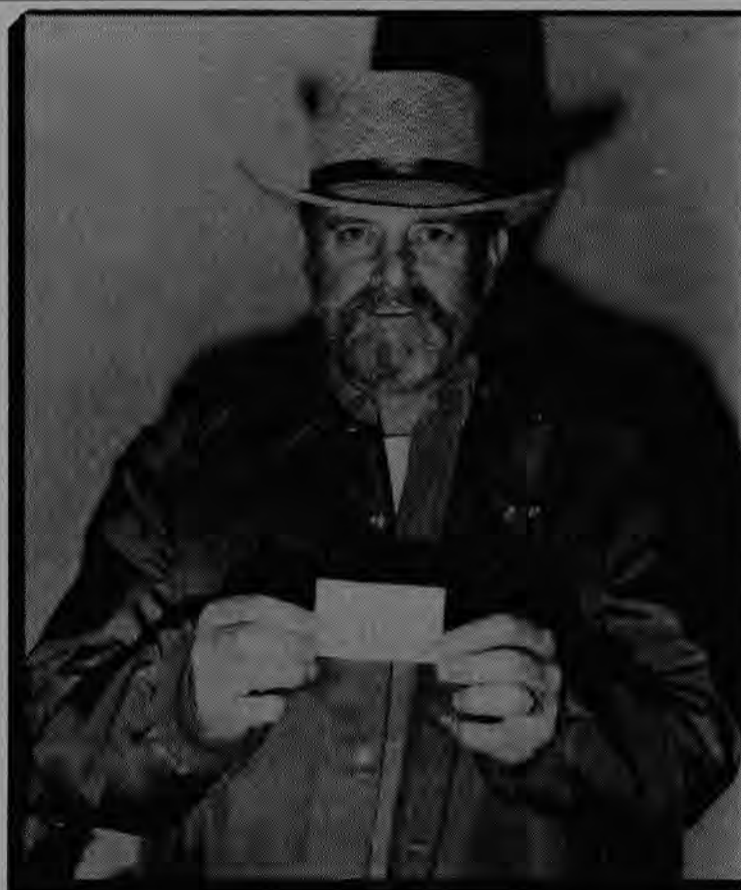
Local 3 man wins big

Local 3 member Mike McPoland of Brentwood received a nice Christmas gift. It's a winning California Lottery Ticket totaling \$25,000.

McPoland, 44, bought 10 tickets on a whim last month at the Mt. View Market without his wife Sharon's knowledge. "The funny thing is, I would not have bought those tickets if I didn't have my checkbook," he says.

McPoland did not tell his wife about the purchase of the tickets until after he scraped off the winning ticket. Three aces showed he had won \$25,000.

"I let out a big holler," says McPoland, a Connecticut native who changed his name from Novak in honor of his natural father. "I didn't care what she would think. I knew she'd be happy with the \$25,000."



ARP provides effective help

Chemical abuse or dependency is a growing problem. The cost of chemical abuse or dependency is staggering: lost productivity, lost jobs, broken homes, emotional suffering and lost lives can be the result of problems with drugs and alcohol. The Trustees of the Operating Engineers Health and Welfare Fund are very concerned with this problem. To help employees and their spouses who may have a problem with drugs and/or alcohol, the Plan has developed a new benefit, effective *October 1, 1985*, that makes professional treatment available.

Where can I get help?

The Fund has contracted with several programs to provide effective treatment for chemical dependency for employees and their spouses. If you or your spouse needs help, or just as a question, you should call the Addiction Recovery Program (ARP), located at the office of Local No. 3 in San Francisco. Their toll free phone numbers are:

In California call: 800/LOC-3ARP; in Hawaii, Utah and Nevada call: 800/LOC-ARP3.

What will happen?

The ARP Program will provide referrals evaluation and/or treatment. If treatment is indicated, the ARP Program will verify eligibility for you or your spouse, and make a referral to the most appropriate treatment resource.

What happens in treatment?

An employee or spouse will be evaluated and given an individual treatment plan for a rehabilitation program of up to thirty (30) days residential treatment, plus after-care, or out-patient care, if appropriate.

Treatment programs provide individual and group counseling, family counseling, detoxification (if necessary), physical and/or psychiatric evaluation, referral services, medical and emotional support.

How much will it cost?

The Fund will provide 100% coverage for the program's contractual charges for the first admission. Should subsequent admissions become necessary, the Fund will provide benefit coverage for contractual charges as follows: second admission — 90%; third admission — 80%; fourth admission — 70%. No more than four lifetime admissions will qualify for benefit coverage from the Fund.

What happens afterward?

All treatment programs provide after-care—which helps the participant to maintain a lifestyle free from drugs and alcohol through counseling and support groups.

What about confidentiality?

Your privacy is protected by law, and will be totally respected. No one can receive information about your participation in the chemical dependency treatment program, unless you give written permission to release such information.

These programs will not identify you to your employer, or any one else, unless requested by you.

Questions:

For more information concerning claims benefits, please contact:

Addiction Recovery Program (ARP)
Operating Engineers Local No. 3
474 Valencia Street
San Francisco, California 94103

WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

If you have an injury or illness resulting from your employment, you may be entitled to workers' compensation benefits, provided for you at your employer's expense. The injury or illness may result from a single incident or from repeated or prolonged exposure to activities of substances at work. With only a few exceptions, all California employers are subject to State



workers' compensation laws. More than four out of five workers receive workers' compensation benefits from insurance carriers who cover their employers' liability. The remainder receive benefits directly from employers who are self-insured.

Federal employees and persons covered under federal legislation have other benefit programs and should contact the United States Department of Labor.

What happens if my employer has no insurance?

If your employer does not have workers' compensation insurance and is not self-insured your benefits may be paid by the Uninsured Employers Fund of the State Department of Industrial Relations. It is important that you contact an information and assistance officer immediately if you suspect that your employer is illegally uninsured.

What are workers' compensation benefits?

You may be entitled to one or more of the following benefits depending upon your individual situation.

Medical care: You will receive all medical treatment necessary to cure or relieve you from the effects of a work-caused injury or illness. This includes physician's services, hospitalization, physical restoration, dental care, prescriptions, x-rays, laboratory studies

and all other necessary and reasonable care ordered by your physician. There are no deductibles — the total cost of medical care is paid directly by the employer or its insurance carrier as a workers' compensation benefit.

Temporary disability: If your physician confirms that you cannot work because of your work-caused injury or illness, you are eligible for disability benefits. You will not be paid for the first three full days off work after injury unless you are off more than twenty-one days or you are hospitalized overnight. Payments continue until your physician releases you to return to work or decides that your condition has reached a point of maximum improvement.

The weekly rate for temporary disability payments is usually based on two-thirds of your gross weekly wages. For injuries on or after January 1, 1984, the minimum paid is \$112 per week and the maximum paid is \$224 per week. These payments are based on a 7-day week, and one day's compensation is equal to one-seventh of the weekly rate.

Permanent Disability Benefits: If your injury or illness results in a permanent impairment that reduces your ability to compete in the labor market, you may be entitled to permanent disability benefits. If you believe that this applies to you, you should first discuss the nature of your disability with your physician; and then your eligibility for permanent disability benefits with your employer or the insurance carrier.

Permanent disability can be evaluated only after your physician determines that your condition has reached maximum improvement and further change is not likely. At that time your condition has become "permanent and stationary" and can be evaluated. Your employer or insurance carrier will send a request for a determination of the extent of permanent disability along with all of your doctor's reports to the disability evaluation bureau of the State Division of Industrial Accidents. A determination of how much permanent disability exists will be made and you will be advised of the amount of the benefit.

Workers Compensation benefits: When are you eligible for them?

Weekly rates of payments for permanent disability of less than 100 percent are set in the same manner as temporary disability, except that the maximum weekly rate is \$140 and the minimum weekly rate is \$70. A 100 percent permanent disability rating is paid at the same rate as temporary disability indemnity and continues for life.

Vocation Rehabilitation: If you are not likely to be able to return to your usual job duties because of your injury, you may be entitled to rehabilitation benefits to assist you in returning to work. While you are enrolled in a rehabilitation plan approved by the State Division of Industrial Accidents rehabilitation bureau, the total cost of services and temporary disability is paid as part of your workers' compensation benefits.

A publication explaining rehabilitation benefits and a form on which you can request consideration can be obtained from the rehabilitation bureau or an information and assistance officer (see listing).

Transportation

You should be reimbursed by the insurance carrier or your self-insured employer for the reasonable costs of transportation to secure medical care and rehabilitation. We suggest you keep a record of the date and purpose of your trips, round trip mileage or public transportation costs, bridge tolls and parking costs, and send it to the insurance carrier or self-insured employer.

What should I do if I am injured or become ill as a result of my job?

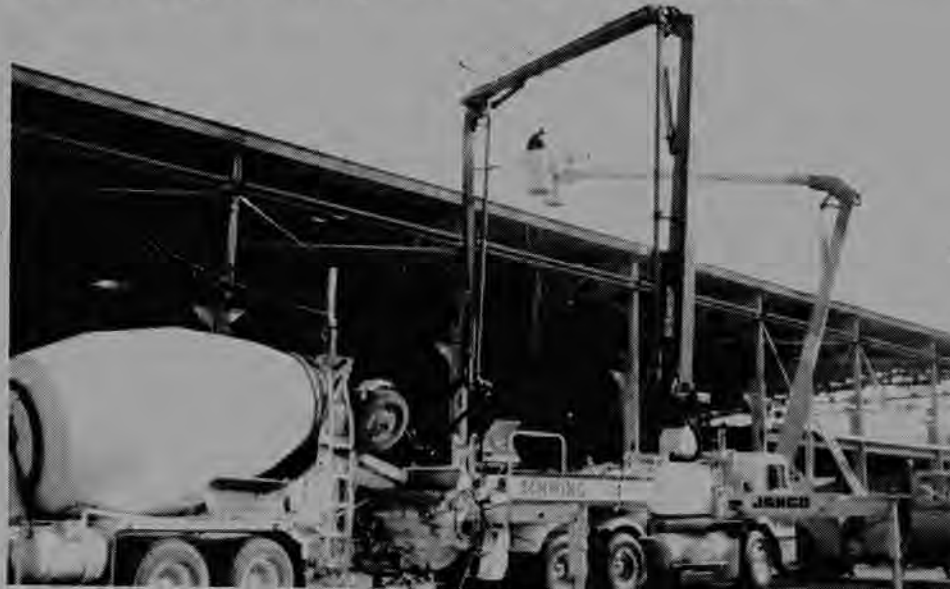
If you believe you have suffered an industrial injury or illness, you should:

1. Report it immediately to your supervisor so that you can receive appropriate medical care and proper reports can be made;
2. Contact your doctor to find out if a report was sent to the workers' compensation insurance carrier or your self-insured employer;
3. If you encounter any difficulty or delay with the above, contact the information and assistance officer nearest to your home.

Members in Nevada, Utah and Hawaii contact your Local 3 District Offices for assistance.

District Offices

Division of Industrial Accidents (Information and Assistance Officer)	
EUREKA	707/443-4003 619 Second St., Rm. 108
FRESNO	209/445-5355 2550 Mariposa St., Rm. 4092
OAKLAND	415/464-1358 1111 Jackson St., Rm. 3002
REDDING	916/246-6551 2115 Akard, Rm. 15
SACRAMENTO	916/322-9114 1006 Fourth St., 2nd Floor
SALINAS	408/443-3058 21 West Laurel Drive, Ste. 69
SAN FRANCISCO	415/557-1954 525 Golden Gate Avenue, Rm. 100-C
SAN JOSE	408/277-1292 100 Paseo de San Antonio, Rm. 240
SANTA ROSA	707/576-2391 500 D Street, Rm. 420
STOCKTON	209/948-3862 31 East Channel St., Rm. 344



Fatalities in San Francisco—A Teamster and a Laborer were electrocuted this month when the operator of a non-union concrete pump truck got tangled up in a 12,000 volt overhead power line. The accident occurred in San Francisco's Potrero District on a building renovation project. Carlos Burbano, an employee of Kaiser Sand and Gravel was at the controls of the cement truck when the boom struck the high powered lines overhead. Burbano and Louis Bayless, an employee of Berkeley Cement Company, who was on the other side handling the pump truck's hose, were both electrocuted and pronounced dead at the scene. A CAL/OSHA investigation is being called for by Local 3 and the San Francisco Building Trades.

Swap Shop: Free Want Ads for Engineers

FOR SALE: Swartz Tilt flat bed w/winch on 2 ton Ford cab over truck \$3,000. Tandem Apel equip. trailer 7'50-20 tires, electric brakes, \$500. 3 1/2 yd. dump box and hoist \$500. Erwin R. Anderson (408) 225-0803, P.O. Box 5672, San Jose CA 95150. Reg. # 1230043. 11/85

FOR SALE: 11' cabover camper self con., sleeps 5. Stove, oven, gas & elec., refrig., cooler; well insulated. Good Cond. \$2500 or b.o. B.F. Edelman (415) 674-1094, 104 A. Elder Dr., Pacheco CA 94553. Reg. # 0689209. 11/85

FOR SALE: 1976 V.W. Rabbit, low mile., gd. motor. 30+ mpg, clean, 2-dr., 4 spd. Likes to run, gd. tires, B.F. Edelman (415) 674-1094, 104A Elder Dr., Pacheco CA 94553, Reg. #0689209 11/85

FOR SALE: 3 bdrms., 2 bath home on island of Kauai, HI. Located near town. Close to shopping, hosp., etc. Lot is 8,348'. Asking \$160,000. Joseph Akita (808) 245-9600, 4064 Puale St., Lihue HI 96766. Reg. # 1296017. 11/85

FOR SALE: 29.7 acres nr. Jacksonville, OR. Trees and a spring. Beaut. home site. Hunting & fishing nearby. \$41,000 or b.o. James V. Cupp (707) 446-0698, 7459 Vacaville CA 95688. Reg. # 1737318. 11/85

FOR SALE: Miller Shop Welder on roll around cart. Model #SRH-222 230/460 Volt, 3 Phase, 2 current ranges, rem. amp control plug, w/leads. \$800. James T. Kochan (916) 587-6236, 10325 Shore Pine Rd., Truckee CA 95734, Reg. # 1661052. 11/85

FOR SALE: Used tires 14", some half down \$5 - \$10 ea. Truck tires 8.25 x 20, 9.00 x 20, 10.00 x 20, \$10 & up. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City, CA 94014. Reg. # 154371. 11/85

FOR SALE: Electric motors \$12.50 & up. 1/4, 1/2 H.P. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City CA 94014. Reg. # 154371. 11/85

FOR SALE: Phone Mate Answering Ser. \$50, elec. adding mach. \$20, lawnmower \$10, Kenmore auto. wash. mach. in gd. working cond., used daily \$40, G.E. auto. under counter dishwasher, \$45 in working cond. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City CA 94014. Reg. # 154371. 11/85

FOR SALE: Cummings V555 late mod. truck block & all parts for short block except crankshaft. Pump for 580 case backhoe, 1/2 price. Front end bucket for 933 Catloader \$150 or b.o. 1974 walking beam for Eaton Hendrickson \$50 ea. International 13" pressure plate & disk, new \$25. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City CA 94014. Reg. # 154371. 11/85

FOR SALE: 1/2 acre, San Joaquin river, 1980 mobile, 1760 sq. ft., 2 bdrms., 2 bath, frpl., sep. gar., wrkshop, elec. dr., sprinklers. Dock pilings & much more. \$130,000 terms. Robt. Dalton 589 Brannan Rd., Isleton CA 95641. Reg. # 1562903. 11/85

FOR SALE: 5+ acres east of Fresno nr. Kings Canyon. Part built pad. HD5 Allis Chalmers dozer. \$21,500. W. L. Maddox (209) 826-0684, 173115 Mercy Springs, Los Banos CA 93635. Reg. # 1043556. 11/85

FOR SALE OR TRADE: 1972 Ford Econoline van, nds. body wrk. Mech. gd., R. W. Mansfield (209) 748-5516, 12869 Hobbay Rd., Galt CA 95632. Reg. # 486182. 11/85

FOR SALE: 1972 Ford Backhoe 545 w/1968 Ford truck. \$12,000. Gene Van Tassel (916) 652-6269, 6517 Dell Place, Loomis CA 95650. Reg. # 1446959. 11/85

FOR SALE: 1977 Ford Backhoe 4 + 1 Loader w/digmore 550 w/Chev. Truck \$26,000. Gene Van Tassel (916) 652-6269, 6517 Dell Place, Loomis CA 95650. Reg. # 1446959. 11/85

FOR SALE: 1981 El Dorado Cadillac. 2 dr. hardtop, white w/tan int. \$9,500. Gene Van Tassel (916) 652-6269, 6517 Dell Place, Loomis CA 95650. Reg. # 1446959. 11/85

FOR SALE: 4 1/2 acres, 3 bdrms., 2 bath ranch. 37 mi. from Sacto. Office & home bus. space, outldgs., garden, trees. \$127,000. J. C. Wunschel (916) 622-9185, 2775 Cold Springs Rd., Placerville, CA 95667. Reg. #0382333. 11/85

FOR SALE: 1A+ lrg. 3 bdrms., 1 bath, dining rm C/H/A. All elec. kit w/micro Wd. stove. Attached brz. way to 2 car gar. w/rm & ba. Lg. shop, trees; on Feather River and Hwy 99. 20 min. north of Sacto. \$95,000 terms. J. D. Landis, 12770 McKenzie Rd., Galt CA 95632 (209) 745-1726 or (916) 656-2535. Reg. # 037668. 11/85

FOR SALE: Great starter home. 2 bdrms., 1 bath, 2 car gar. on quiet cul-de-sac. Close to schools, shops and freeways \$85,000 by owner. Manuel E. Flores (408) 251-2715, 661 Fenton St., San Jose, CA 95127. Reg. # 0848239. 11/85

FOR SALE: Flat bed chevy truck w/or w/out Miller Tilted Trailer. Exc. cond., exc. for Trencher or Bk Hoe. Ned Stojkovich (408) 984-4848, 489 Doma Dr., San Jose CA 95117. Reg. # 1584408. 11/85

FOR SALE: 1948 Willlys Jeep. reblt. 4 cyl eng., new tires, stock, gd. cond., \$1,500 or trade. Michael Dudley (209) 532-2150, 14405 Algerine Ward Ferry Rd., Sonora CA 95370. Reg. #1697151. 11/85

FOR SALE: Tools and lrg. tool chest, Sears, on homemade rollaway \$600. Valued over \$1,400. Many ex. pieces not priced. Martin O. Gilbertson (415) 793-3145, 1046 Bonner Ave., Fremont CA 94563. Reg. # 1196343. 11/85

FOR SALE: 1966 Corvair eng., turbo-charged, 180 h.p. w/transaxle, 2,000 mi. on overhaul. \$1,100 or b.o. Martin O. Gilbertson (415) 793-3145, 1046 Bonner Ave., Fremont CA 94536. Reg. # 1196343. 11/85

WANTED: Motor Grader, lrg. case of JD Extend A-Hoe & equip, trailer. Michael Dudley (209) 532-2150, 14405 Algerine Wards Ferry Rd., Sonora CA 95370. Reg. #1697151. 11/85

FOR SALE: Rebuilt 453 diesel eng., \$4,000. Jake brakes for 6V92; 12 used 400 Cumins pistons, dismantled 453 eng. \$1,200 or b.o.; 351 W. Ford eng. 5,000 mi. or rebuilt \$650. Charles Crane (916) 587-4072 or (916) 587-7487, P.O. Box 773, Truckee CA 95734. Reg. # 0908527. 12/85

FOR SALE: 4 yr. old, 2 story, 4 bdrms., 2 bath home, 18 x 24 garage. Bay windows, tiled kitchen, bath, forced air gas heat. Airtight wood heater. Very economical. Appraised at \$130,000 will sell for \$99,500. Charles Crane (916) 587-4072 or (916) 587-7487, P.O. Box 773, Truckee CA 95734. Reg. # 0908527. 12/85

FOR SALE: Mobile home, N. Lake Tahoe, 2 bdrms., 2 bath, sacrifice for amount of loan \$9,500. Guido Massone (415) 682-9392, 1685 Roseland Drive, Concord CA 94519. Reg. # 1075443. 12/85

FOR SALE: Furnace, basement type, new still in box, 80,000 BTU \$450. Furnace new out of box 150,000 BTU \$350. Both have dual flame fuel saver. Electric ignition. Miguel Pantoja, 542 Irving Ave., San Jose CA 95128, (408) 286-9178. Reg. # 0750523. 12/85

FOR SALE: Lumber rack, factory blt. for full size Ford \$150. Bruce Dougherty (415) 685-8089, 1870 Granada Dr., Concord CA 94519. Reg. # 1967834. 12/85

FOR SALE: Calculator cases. Leather cases for HP 11 & 15, \$20. HP 41 \$25; black or brown. Bill Jordan, 9164 Lazon Circle, Sandy UT 84070. Reg. # 1511575. 12/85

FOR SALE: 73 Bronco 4x4, new wide tires and shocks. Beautiful shape \$3,800. Trade up or down for good MPG rig OBO. Dave Reed, 4117 Hwy. 20, Marysville CA 95901. (916) 742-4193. 12/85

FOR SALE: 1958 Ford flat bed dump, \$700. 14' reefer box w/220 plug ins.; 2 compressors \$700. 1-1974 Toyota

long bed P.U. \$50. 1-1972 Toyota Corona \$50; 1 pull type hard bed \$100. 1-1956 Chevrolet P.U. bed made into utility trailer \$50. Pat McFarlane (702) 867-3444, 6500 Workman Road, Fallon NV 89406. Reg. #1609838. 12/85

FOR SALE: 1960 Chevrolet Corvair, 2 dr. coupe. Motor & transaxle in gd. shape. Body fair, good for rejuvenation. Needs 2 wheels. B.O. of \$250. Tim Lairby (209) 688-8772, 1435 Salome St., Tulare CA 93274. Reg. # 636228. 12/85

FOR SALE: 1979 Ford Supercab F250, 4x4. Consider trade for '72-'75 Man. Trans. Bronco. Dave Johnson, 41841 Rd. 144, Orosi CA 93647, (209) 528-6454. Reg. # 1229853. 1/86

FOR SALE: 12' Atlas Drag scraper, 8yds. Ateco carryall. Make offer! Dave Johnson, 41841 Rd. 144, Orosi CA 93647, (209) 528-6454. Reg. # 1229853. 1/86

FOR SALE: Lake Tahoe A-Frmo, 3 bdrms., 1 bath, frpl, dk. Located Kingsbeach, CA, close to ski resorts. 2 mi. from Nevada state line. Gary Radcliffe, P.O. Box 577, Santa Rosa CA 95402, (707) 792-1097. Reg. # 1973998. 1/86

FOR SALE: 4 imp. comm. lots. Fronts New City Park, City Offices, Hwy 40 Frontage. Exc. potential. Owner fin. or trade. No reasonable offer refused! Giles Chivers, 130 South 1500 West #21, Vernal UT 84078, (801) 781-1237, Reg. # 1386839. 1/86

FOR SALE: 1976 Dodge Ramcharger, 4x4, 3/4 ton, A/C, cruise cont., auto. 70,000 mi. \$2,200 or b.o. Warren J. Wallers, 970 6th St., Meeker CO 81641, (303) 878-4193, Reg. # 0848982. 1/86

FOR SALE OR TRADE: 2 houses on 2 lots in Meeker CO. (gd. deer and elk hunting) for Utah property. Warren J. Wallers, 970 6th St., Meeker CO 81641, (303) 878-4193, Reg. # 0848982. 1/86

FOR SALE: Backhoe buckets, Case 12" - \$300, 24" - \$350, Ford 36" - \$350, Ford Jubilee Tractor w/cutter \$2,250, W.L. Maddox, 17311 S. Mercy Springs, Los Banos CA 93635, (209) 826-0684, Reg. # 1043556. 1/86

FOR SALE: 10 ft. Killifer offset disc 22" blades, 16 ft Equip. tilt trailer singl. axel; Misc. Cat 28 parts; Used Cat D-2 rollers; Antique iron wheel, wood tank spray rig, George Slinson, 3051 Browns Valley Rd., Napa CA 94558, (707) 226-9762. Reg. # 0811384. 1/86

FOR SALE: 60 X 12 Nushua Mobile Home; 2 bdrms., 1 bath, Storage shed; in nice park. No children. Leon Petty, 1055 South Main, Space 15, Fallon NV 89406, (702) 423-3119, Reg. # 1178193. 1/86

FOR SALE: 1978 Ford Courier P.U., lng. bd., Canopy; new tires. Exc. Cond. \$3,000 or b.o. Vernon Voss, Box 505, Lucerne CA 95458, (707) 274-8584. Reg. # 0625912. 1/86

FOR SALE: 1972 11' P.U. Cab over camper, Real Clean, \$1,200. Vernon Voss, Box 505, Lucerne CA 95458, (707) 274-8584. Reg. # 0625912. 1/86

FOR SALE: 1986-16' trailer, New, 2 axle, 4-wheel brake; ramps, fenders; designed to haul cars, etc. \$2,500 or b.o. Vernon Voss, Box 505, Lucerne CA 95458, (707) 274-8584. Reg. # 0625912. 1/86

FOR SALE: Modern 3 bdrms., 2 bath house, 2 car gar. & Indry. 16x23 Rec. Rm., well hse. & barn. RV parking. Fenced, \$76,500. Clayton Fulton, 7611 Butte House Rd., Sutter CA 95982, (916) 755-1038 or (916) 674-7304. Reg. # 1046727. 1/86

FOR SALE: 3 bdrms., 1 bath house on 2.29 acres, cnr. lot. Fenced irr. pasture. Lrg. shop, out bldgs. Close to Redding & Anderson off Hwy 273. \$78,900. Thomas E. Gilbert, 7220 Lloyd Ln., Anderson CA 96007, (916) 243-4169. Reg. # 0813772. 1/86

FOR SALE: 3 bdrms. home, 1 2 acres, pasture; Horse colt & cow calf, chicken coup, pig pen, garden. Utah county. \$53,000. Harold Johnson, Box 187, Goshen UT 84633. Reg. 386054. 1/86

FOR SALE: Two 6.6 rec. lots at Acord Lake, 30 mi. east of Salina UT. Access to lots yr. round. Gd. hunting, fishing & winter sports. \$13,000 for both. Terms. Verl Keisel, P.O. Box 423, Castle Dale UT 84513, (801) 381-2532. Reg. # 0971417. 1/86

FOR SALE: Wang 720 B Computer, \$200; IBM Selectric w/interface, \$300; Topcon AT-D2 Auto Level \$550; Topcon TL-20E Theodolite, \$1,800 - w/bracket for electronic measuring. Floyd Harley, 112 Shoreline Dr., Pittsburg CA 94565, (415) 439-0623. Reg. # 1419455. 1/86

WANTED: Watch jobs, old and new, Caterpillar International, Euclid Terex, John Deere, Case & any others. Will pay cash. Mike McGinty, 832 5th St. West, Sonoma CA 95476, (707) 996-1987. Reg. # 1768903. 1/86

RULES FOR SUBMITTING ADS
• Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap, or purchase. Ads will not be accepted for rentals, personal services or sidelines.
• PRINT OR TYPE the wording you want in your advertising on a separate sheet of paper, limiting yourself to 30 words or less, including your NAME, complete ADDRESS and REGISTER NUMBER.
• Allow for a time lapse of several weeks between the posting of letters and receipts of your ad by our readers.
• Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.
• Address all ads to Engineers News Swap Shop, 474 Valencia Street, San Francisco, Ca. 94103. Be sure to include your register number. No ad will be published without this information.

Deep draft harbor nears completion in Hawaii

(Continued from page 5)

the Flood Central Act of 1970. This authorized construction of the Flood Central in Kaneohe. In 1973 and again in 1974, the park limits were expanded until the park and highway boundaries became interchangeable. This expansion was to prevent urbanization of the strip of land between the park and the H-3 highway. The park today is known as Ho'omaluhia.

There has been twenty years of planning between Federal, State and County Agencies to collect Federal-Aid for the H-3 project. However, until further discussions and court hearings are set, the H-3 will continue to be at a stand still.

Aloha Tower Plaza

The developer of Aloha Tower Plaza hopes to double and possibly triple the amount of space allotted for maritime activities.

Aloha Tower Plaza has 13 acres to be developed, which will include several hundred room hotels, commercial and office space, parks, promenades and parking. The developer envisions the Honolulu Harbor Project as being a major asset to the Community, with the maritime plaza achieving world wide recognition.

According to the project development team, the economic viability of Aloha Tower Plaza depends on the ability to use revenue bonds to cover the entire project which is estimated to cost up to \$200 million.

Pacific Construction Co., Ltd. has completed the Kuapa-Kai office building in Hawaii-Kai at a cost of \$1.2 million. The Athlete's Foot has leased 850 square feet. Saucy's Pizza will open

an outlet in 880 square feet. Venin Diving Ventures has signed up for 880 square feet.

City Bank enlisted a partner to help build its office tower. The firm is called BETA-WEST Properties, Inc. The building will be at least 23 stories tall. It will be designed by Minoru Yamasaki and Associates, the same firm that designed the World Trade Center in New York City and the Queen Emma Gardens in Honolulu.

Deep Draft Harbor completion

The Ewa Beach Deep Draft Harbor is nearing completion in Hawaii. The project which began in July of 1982, saw some of the largest construction equipment put to use. This project was responsible for the largest material removal in the islands, an estimated 10,400,000 yards of coral. During the peak of its project, contractor Peter Kiewit and Sons employed some 70 Operating Engineers working in two, nine hour shifts in the land crew alone. The deck hands were working three shifts, with six Operating Engineers per shift, six days a week.

The Heavy Equipment used for this project was some of the largest to hit these islands. There were two Cat D-9's that worked two, nine hour shifts. Two Cat 992 loaders equipped with 12 yard buckets loaded an estimated one million yards of coral into 50 yard capacity Euclids. The loaders would work the day shift. The land area was then down to three feet above sea level, which accounted for the removal of an estimated one million yards.

After drilling and blasting to soften the coral, the DeMag, one of the largest made backhoes weighing over 300 tons

with a bucket capacity of 15 yards began digging out the 38 feet deep harbor from inland. A 4600 Manitowoc with a nine yard dragline then completed the final touches.

The sea channel was dug using barges equipped with clam shells and drills, thus creating a channel with an overall depth of 42 feet, 3,300 feet long and 450 feet wide. An estimated 1,400,000 yards of material were removed to create this channel. The material was then loaded onto a barge which was then brought onto a special makeshift area inland and dumped. The DeMag then loaded the material onto the Euclids which was then stockpiled.

Project Manager, Joe Hall, related that one of the major problems where heavy equipment was concerned, was the salt corrosion on the electrical components. Hydraulic hoses would weaken from corrosion, causing them to burst under pressure.

During March of 1983, an accident occurred in which the DeMag fell into the ocean. The ground which the DeMag was on, gave way under the tremendous weight, causing it to topple over into about 30 feet of water. Luckily, the operator and the oiler escaped uninjured. The DeMag lay on its side for several weeks until a ramp was made. Divers hooked hydraulic hoses into the DeMag's pumps with the other end connected to the 992 loaders. The steel monster was then walked put of the ocean with a diver at the controls. The final repair was completed with an estimated cost of about \$300,000.

Now, with the job nearing completion, most of the heavy equipment has been either been sold or sent back to the mainland.

ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of District 17 (Hawaii) meetings, which convene at 7:00 p.m.

January 1986

- 21st District 17: Kona**
Konawaena School
Kealahou
- 22nd District 1: San Francisco**
Seafarers Int'l Union Aud.
350 Fremont Street, S.F.*
- 28th District 17: Honolulu**
Kalihi Waena School
1240 Gulick Ave.
- 29th District 17: Hilo**
Kapiolani School
966 Kilauea Ave.
- 30th District 17: Maui**
Kahului Elementary School
410 S. Hina Ave.
Kahului, Maui

*Please note location change.

February

- 12th District 3: Stockton**
Engineers Building
1916 N. Broadway
- 25th District 5: Fresno**
Laborer's Hall
5431 E. Hedges*

- 26th District 8: Sacramento**
Laborer's Hall
6545 Stockton Blvd.
- 27th District 2: Oakland**
Warehousemen Local #6
99 Hegenberger Rd.

*Please note date change.

March

- 5th District 12: Salt Lake City**
Engineers Building
1958 W.N. Temple
- 6th District 11: Reno:**
Musicians Hall
124 West Taylor
- 12th District 10: Santa Rosa**
Veterans Building
1351 Maple Street
- 19th District 9: San Jose**
Labor Temple
2102 Almaden Rd.

Local 3 starts radio campaign

(Continued from page 1)

plained:

- To educate the public on the contributions that labor unions have made.
- To unify our own membership and increase the feeling of pride in belonging to one of the best unions in the country.
- To assist our organizing efforts by targeting radio spots in areas where Local 3 is conducting organizing campaigns.

After a careful examination of the market place, it was determined that radio would give Local 3 the most impact for the dollar.

"We took a close look at television, newspapers and radio," Stapleton explained, "and found that for our needs, radio is the most cost effective way to reach people."

Further research and testing was then carried out to find the most effective stations. KRAK AM in Sacramento quickly surfaced as a front runner because of its huge broadcast area and popular format.

Over 1.5 million adults living in an

area bordered by Red Bluff, Merced, Monterey and Ukiah listen to the country music programming of KRAK AM.

Local 3's initial campaign, which began airing on January 13, makes use of three different commercials. The current schedule calls for one spot during the morning commute period, one in the evening commute and three additional commercials spread out over each week from Monday through Friday during the midday hours.

Local 3 members who would like to hear the commercials should tune into 1140 on their AM dial.

All commercials are being written and produced by the union's public relations department in order to keep costs down.

"From our earlier target efforts, we are confident that this radio campaign will be extremely effective," Stapleton commented. "In the future we will no doubt be utilizing additional radio stations to reach other market areas, in which case we will keep our membership fully informed through the *Engineers News*."

LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:

Attn: M. Kelly, Operating Engineers Local Union No. 3,
474 Valencia Street, San Francisco, California 94103

Please send me: A Membership card for the Magic Kingdom Club

My name is: _____
(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City, State & Zip Code _____ Social Security Number _____

CREDIT UNION INFORMATION

Dear Credit Union:
Send me the following brochures, kits or applications.

- | | |
|--|---|
| <input type="checkbox"/> Phone-A-Loan Application | <input type="checkbox"/> Membership Card |
| <input type="checkbox"/> Individual Retirement Account (IRA) | <input type="checkbox"/> Homeowner Loan |
| <input type="checkbox"/> Vacation Pay Kit | <input type="checkbox"/> Save From Home Kit |
| <input type="checkbox"/> Easy Way Transfer | <input type="checkbox"/> Loan Plus |

(my name)

(social security number)

(address)

(city) _____ (state) _____ (zip) _____

Operating Engineers Local Union No. 3 CREDIT UNION
P.O. Box 2082, Dublin, CA 94568

IMPORTANT

Detailed completion of this form will not only assure you of receiving your *ENGINEERS NEWS* each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

CITY & STATE _____ ZIP _____

Clip and mail to *Engineers News*, 474 Valencia St., San Francisco, CA 94103
Incomplete forms will not be processed



Heavy & Highway

(Continued from page 1)

a project targeted by the committee work with committee representatives to discuss what if any labor agreement adjustments they need locally in order to place a competitive bid on the project. The Committee succeeds in getting 60-65 percent of the projects bid on through the network, according to Terry Bumpers, committee director.

Labor agreement changes can be made under a project agreement on the committee Highway Construction Agreement.

If a union contractor loses a targeted project to an open shop firm, the committee will assess what the union contractor and the unions needed to do to win the project and be more aggressive in future bidding.

The most common contract adjustment is in wages, which are necessary when locally negotiated wages are higher than the Davis-Bacon rate for the area or the open shop labor rate. Other local contract adjustments needed to bid competitively may be considered.

Members of the committee are Operating Engineers, Bricklayers, Carpenters, Cement Masons, Laborers, and Teamsters. In the past year, the Iron Workers have been included on some projects not covered by the union's own national bridge maintenance and repair agreement.

Bumpers is pleased with the results of the committee's program this year but looks forward to improving the bid award record next year. "With such an anti-union Administration, an anti-labor NLRB, and open shop and double-breasted contractors becoming more and more prevalent, we have no choice," he said.

Part of the reason for the committee's success may be that it is not a sanctioned division of the AFL-CIO Building and Construction Trades Department and does not have to submit agreements to the Department's project agreement review committee for approval. For this reason, it can respond more quickly to local situations and awarding authorities who will not wait for the BCTD project review procedures to run their course.

GRIEVANCE COMMITTEE ELECTIONS

Recording-Corresponding Secretary William Markus has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committee members shall take place at the first regular quarterly district or sub-district meeting of 1986. The schedule of such meetings at which the Grievance Committee members will be elected, is as follows:

January

- 22nd District 1: San Francisco**
Seafarers Int'l. Union Aud.
350 Fremont Street
- 28th District 17: Honolulu**
Kalihi Waena School
1240 Gulick Avenue
- 29th District 17: Hilo**
Kapiolani School
966 Kilauea Avenue
- 30th District 17: Maui**
Kahului Elementary School
410 S. Hina Ave., Kahului

February

- 12th District 3: Stockton**
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- 26th District 8: Sacramento**
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- 27th District 2: Oakland**
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99 Hegenberger Rd.

March

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