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 to the nonunion sector.

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 business has been using Madison Avenue's arsenal of defense to promote their interests. But this time around, business has been using Madison Avenue's arsenal of defense to promote their interests.

KRAK 1140 AM in 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. "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 guerrilla 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 explained.

(Continued on back page)

Important Notice

Turn to page 7 for an important announcement regarding Local 3's annual scholarships 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 new workers' compensation reform bill was passed by the Legislature, only to be vetoed by Governor George Deukmejian. The bill, introduced by State Senator Bob 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 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 component of this bill is the total elimination of the present permanent partial disability benefit system. By 1985 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 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 Senator for Bill Greene have also introduced bills related to the workers' compensation issue.
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 work 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 non-union 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 amendment to a piece of legislation could ever have made it out of Congress. We were told that the repeal of 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 federal 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 had a firmer 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 light 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 a 10-hour day over six days. But according to IUOE Local 501 Miller's demand for an end to job classifications negated the 10-hour day. Now, the 18-hour day is back again.

The story of the Miller boycott begins July 1, 1985 when members of the union at the company's Irwindale, California brewery and packaging facility walked off the job. Management's strategy was to maintain production and to make their point in the negotiations.

The Lock Out

"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."

It wasn't long before the company's counter-offer was rejected and the union went on strike again.

"What it comes down to is that they're suing us 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 "surfaces screening" and the striking bargaining unit's issue was settled. Then things really hit the fan.

Miller Brewing Co. has surpassed Adolph Coors Co. as the number-one union brewer 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 Beer produced at the company's Irwindale, California brewery and marketed in the Western United States and Hawaii. Their target companies include Miller Lite, Miller High Life, Lowenbrau, Miller 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 by 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 IUOE Local 501 Business Manager R. H. Fox, Jr., "The only problem was, there was no way you could even make such a point from the ground up. Our members did what trade unionists are supposed to do."

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**Labor Roundup**

**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 a 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 bar-
gain" with the UFCW. ConAgra's clear intent, he said, was to hire less than a majority and force workers not to 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 were 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 benefits for workers on construction projects using federal funds.

Delegates to the league's annual meeting challenged and overturned the $6.50 an hour. ... wages, benefits and accrued interest — spokesman said, only 10 percent of the UFCW members got their jobs back.

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.

*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.

**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.
**A Personal Note From The President's Pen**

By HAROLD HUSTON, President

The 31st Annual Educational Conference was held in Honolulu, Hawaii and was recorded as the largest Annual Educational Conference in its 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 seminars 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, Ill.

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 knowledge 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 publication. 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.

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"The Economic Outlook and It's 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 two of the largest public pension funds in the country. He was member of the investment committee of both funds, which have combined assets over $37 billion.

During 1984 and 1985, Kudlow observed the effect of corporate takeovers 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 30 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.

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 $37 billion.

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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 Sheppard, 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 backing work on the Oro Dam Blvd. project. Robinson was low bidder on Old 99 Ave., project in Oroville for 361, 261.

M & M Electric from Sacramento was low bidder on a paving project on LaPorte Road and was also low on the Bullocks Bar Dam Hydroelectric Project. Baldwin is still keeping a few of the Brothers busy operating and repairing the Rock Plant.

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.

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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 Tem, Don Deal, 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 looking over the 20 proposals 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 get your views in our register because they are afraid it will stand for or against the political candidates and ballot measures that will affect our livelihood.

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

Several good jobs going in Fairfield

Napa and Solano counties are having their usual winter slump, but in spite of this, there will be a few good jobs going, reports Business Representative Cliff Wilkins. Amos de Andrews has full news 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 named Ed Burns & Earl Moore. Newberg-Brendberson has the big job at Travis Air Force Base, only two cranes running on this job, a 4000 Maniwoc, Fred Sweet is the operator. Gary Rees 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. Amorosso still going good at Marine World, this has been a good O.T. job for some of the hands. Ed Wilson, Backhoe operator, and his son Loraine who works for M.B. Pomeroy.

All the shops and quarries are still holding their own, especially Syar Quarry at Lake Herman, with Bob Bicknig running the trucks and his son Mike as foreman.

We are looking forward to a very good year in 1986. So have a safe and happy one.

Florida contractors go $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, Kapolei, 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;
- Skada Trucking Co., Ltd., with a $8.29 million bid for work on South Street and for a portion of Kawahao and Queen Streets;
- Hawaii Dredging and Construction Co., with a $4.99 million bid for work on Ala Moana, Pohukaina and Auahi Streets, and a $2.45 million bid for work on Waikiki.

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 County Planning Officer, as being either premature or 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 Wai'ale Ridge;
- Most of Midlawn 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-4 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 Haleiwa Interchange and the Waimanalo 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 necessary for commuting needs of the Windward Oahu Communities, who presently use two primary highways 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 Harbor'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 in the country, is finding itself slowly sinking into a giant pothole of disrepair. Throughout the state, the roadways that once carried traffic is slipping further and further into a system that can't handle the load.

Every day in San Francisco, streets crumble under the weight of cars. Every week in the San Joaquin Valley, farmers risk driving heavy equipment over bridges 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 spends $1.1 billion over the next ten years to repair, road-surface renewal or realignment of approaches. Some 38 of these county bridges in California are posted for reduced vehicle weight limits because of structural weaknesses. Unless these bridges are rehabiliated, 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 vehicles, 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 fuel costs.

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 12,874 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 realignments. Road Surface Renewal or realignment of approaches. Some 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 vehicles, 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 been given to a new local road system. As the design and engineering work for new freeways and the state's highways are being built, the developer is assessed a fee to pay for the transportation system of Los Angeles and 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, the county's Transportation Authority and the local Transportation Commission, have begun a system of developer funded transportation projects. A plan for a new freeway or commercial project is built, the developer is assessed a fee to pay for the transportation system.

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 roadways. As an answer to that problem, the state is considering using private industry to 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 failing at a pace that spells economic and social disaster.
Local 3 announces annual scholarship contest

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

Two college scholarships of $1,000.00 each will be awarded. One to a youth currently attending any accredited college or university, one award to a daughter or son of a Member of Operating Engineers Local 3.

Two college scholarships of $500.00 each will be awarded. One runner-up for study at any accredited college or university, one award to a daughter or 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 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: (1) the Fall Semester (beginning in 1985), or:

(2) the Spring Semester (beginning in 1986), in a public, private or parochial school 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 to a college or university 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.

Awards:

Upon receipt of the application and required forms, Local No. 3 will verify the membership of the applicant. The application must then be submitted to the University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators. Applications will be accepted between January 1, 1986 and March 1, 1986.

Awards for 1986:

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

Awards for 1986:

The list of potential winners and qualifications will be reviewed and studied by the Executive Board and scholarship winners will be announced as soon as possible, preferably 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.

Eligibility for unemployed dues:

To obtain an application contact: Rancho Murieta Training Center, 474 Valencia Street, San Francisco, CA 94103 or to College Scholarships at the address shown above.

Eligibility for unemployed dues:

The rainy season is here again. And again, we want to remind our members that to be eligible for unemployment 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.

2. Register on the out-of-work list for the entire month except for employment at the trade of 24 hours or less.

3. Be current dues paying member each month you apply.

4. You cannot refuse more than two interviews in a month.

5. You will be allowed to pay unemployed dues for all months of the first two months 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 misinformation 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) 339-8999.

The Tech Department would like to give the following members recognition in Local #3:


Talking to Techs

Are You Registered To Vote?

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Talking to Techs

Are You Registered To Vote?
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, but the unions have maintained a strong, constant presence at the plant, with pickets forming three lines at the gates.

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. This is the last several years most hospitals in rural areas cannot always charge because they cannot act upon and would not receive any notice. If you are in one of the covered areas, please continue to pay for charges by these hospitals, as indicated by the current level of benefits.

We will notify you of any changes in the covered hospitals in this section of Engineers News as they occur.

Your Union and the Boards of Directors of the respective contractors for your money and welfare plans. By doing so, they are, as Tom Finkow, President of the Union, 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 can help us by encouraging your brothers to buy Miller's and its products. In fact, it is the Miller's Health and Welfare Plan that helps us to compete with non-union contractors. The Miller's plan is a comprehensive, all-inclusive plan that provides medical, dental, and prescription benefits for active and retired engineers.

We encourage you to continue to support Miller's and its products, as it is the Miller's Union Contract that helps us to compete with non-union contractors. The Miller's plan is a comprehensive, all-inclusive plan that provides medical, dental, and prescription benefits for active and retired engineers.

Miller's has made a commitment to its members and to the community at large to provide the best possible health care coverage. We encourage you to continue to support Miller's and its products, as it is the Miller's Union Contract that helps us to compete with non-union contractors. The Miller's plan is a comprehensive, all-inclusive plan that provides medical, dental, and prescription benefits for active and retired engineers.

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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'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 $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 gave up hope of an agreement last year, I am sure the company will come on even stronger then before. They are already short on January 1st and the company paid 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 $2.00 cut proposed before, plus other concessions. They are also eliminating some unions entirely when they eliminate the railroad.

Last year 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 settlement.

The next move will have to be to ask the company to agree to a 10% pay rise in each quarter starting 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 complete, 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 the construction of the Magna, Arthur and Bonneville concentrators.

Ground ore from the new mill will be transported to the floatation facilities at the Magna, Arthur and Bonneville concentrators.

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.

Winter weather slows work in Santa Rosa area

Work in the Santa Rosa area is still slow at present due to the weather, reports District Representative Chuck Smith. The 1986 season looks good, however, the heavy work that is not completed has not been advertised as of yet. "We would like to see some of this work bid soon to ensure 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 a contract with Local 43 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 Mars.Soiland," Smith said. Even though Mars is getting out of the underground business, he will keep his gravel operations on Airport Blvd. and in Healdsburg.

The date of this year's Spring Barbecue has not been determined for the 2nd Annual District #10 Barbeque. It will again be held at Founder's 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!"

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. He gave argument 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 Benzoni tells reports that Farnum 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 operations 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, backhoe 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-February and all that will be needed then is 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 holter," 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

By JACK SHORT, Director of Safety

Chemical abuse or dependency is a growing problem. The cost of chemical abuse or dependency is staggering: lost productivity, lowered morale, emotional suffering and lost lives can be the result of problems with drugs and alcohol. The Trustees of the Operating Engineers Local 3 of San Francisco have taken a strong position on this problem. The Fund has developed a new benefit, effective October 1, 1983, 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 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:

- California call: 800 LOC-ARP3
- Hawaii, Utah and Nevada call: 800 LOC-ARP3

What will happen?

The ARP Program will provide referrals evaluation and 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. This rehabilitation program will last for up to 30 days, depending on the needs of the participant. The program will cost $1,200.00 for employees and $600.00 for spouses, for up to 30 days of care.

Treatment programs provide individual and group counseling, family counseling, detoxification (if necessary), physical 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 80% of the program's contractual charges for each subsequent admission. The minimum paid is $1,200 for the first admission, $960 for the second admission, $864 for the third admission, and $768 for the fourth admission. This does not include the cost of transportation to and from treatment centers.

For workers who have been employed by their employer for at least one year, the Fund will provide benefit coverage for the program's contractual charges as follows:

- First admission: 100%
- Second admission: 90%
- Third admission: 80%
- Fourth admission: 70%

The weekly rate for temporary disability, except that the temporary disability is paid as part of workers' compensation benefits.

What happens if my employer has no insurance?

If your employer does not have workers' compensation insurance or is not self-insured, your benefits may be paid by the Insured Employers Fund. The Insured Employers Fund provides benefit coverage for the program's contractual charges as follows:

- First admission: 100%
- Second admission: 90%
- Third admission: 80%
- Fourth admission: 70%

The weekly rate for temporary disability is paid as part of workers' compensation benefits.

Workers Compensation benefits: When are you eligible for them?

If you have an injury or illness resulting from your employment, you may be entitled to workers' compensation benefits. If you are not covered by workers' compensation benefits, you may be entitled to benefits through the Uninsured Employers Fund. Your employer or its insurance carrier as a workers' compensation carrier.

Temporary disability is an injury or illness for which you have been certified to be temporarily disabled from work. Your disability will continue until you are released to return to work or you are advised of your permanent disability.

Permanent Disability is a permanent and stationary condition from which you will not be discharged by any reasonable means. Your employer or the Uninsured Employers Fund will release you to your employer or its insurance carrier as a workers' compensation carrier.

How much will it cost?

The Fund will provide up to five workers' compensation benefits for employees who are covered by workers' compensation insurance and are not self-insured. More than four out of five workers receive workers' compensation benefits through workers' compensation insurance. The weekly rate for temporary disability is paid as part of workers' compensation benefits.

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 Insured Employers Fund. The Insured Employers Fund provides benefit coverage for the program's contractual charges as follows:

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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
Kealakeku

22nd District 1: San Francisco
Seafarers Int'l Union Aud.
350 Fremont Street, S.F.*

28th District 17: Honolulu
Kalali Waena School
1240 Guilick Ave.

29th District 17: Hilo
Kapilo School
966 Kilauea Ave.

30th District 17: Maui
Kaluli Elementary School
410 S. Hina Ave.
Kaluli, 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*

LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon belo
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.
□ Phone-A-Loan Application □ Membership Card
□ Individual Retirement Account (IRA) □ Homeowner Loan
□ Vacation Pay Kit □ Save From Home Kit
□ Easy Way Transfer □ Loan Plus

(name)

(city)
(street)
(zip)

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

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
Kalali Waena School
1240 Guilick Ave.

29th District 17: Hilo
Kapilo School
966 Kilauea Ave.

30th District 17: Maui
Kaluli Elementary School

February

12th District 3: Stockton
Engineers Building
1916 N. Broadway

25th District 5: Fresno
Laborer's Hall
5431 East Hedges

26th District 8: Sacramento
Laborer's Hall
6545 Stockton Blvd.

27th District 2: Oakland
Warehousemen Local #6
99 Hegenberger Rd.

Local 3 starts radio campaign

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Heavy & Highway

(Continued from page 1)

GRIEVANCE COMMITTEE ELECTIONS

January

22nd District 1: San Francisco
Seafarers Int'l Union Aud.
350 Fremont Street

28th District 17: Honolulu
Kalali Waena School
1240 Guilick Ave.

29th District 17: Hilo
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(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.

Heavy & Highway

(Continued from page 1)

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