



It's our 50th!

Beginning with this issue, *Engineers News* will publish a series of historical articles on the history of the Operating Engineers Local Union No. 3, in commemoration of the union's 50th Anniversary. See page 3 for the first installment.

Important Notice

We call your attention to the following important information contained in this issue:

- Page 6 Rules for the 1989 Local 3 Scholarship Contest
- Page 12 Schedule of meetings for the election of Geographical Market Area Committeemen
- Page 12 Schedule of meetings for the election of district Grievance Committees.

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Stapleton heralds 50 years of progress, pledges Local 3 will keep up the fight



Vice President Bob Skidgel (right) presents proclamation to Business Manager Tom Stapleton from San Francisco Mayor Art Agnos. The proclamation congratulated Local 3 on 50 years of progress and proclaimed Jan. 7, 1989 as Operating Engineers Local Union No. 3 Day in San Francisco.

Heralding a half-century of achievement by Operating Engineers Local 3, Business Manager Tom Stapleton pledged at the union's semi-annual meeting that Local 3 would continue the fight to protect the jobs of its members.

Stapleton warned some 300 members assembled at the Seafarers Hall in San Francisco on Jan. 7 that the non-union continues to threaten the jobs of union workers. But he pledged that Local 3 was "going to win the war" and outlined several fronts on which Local 3 is fighting back, including legislative action, organizing gains and public relations initiatives.

Despite the serious challenges ahead, the union's upcoming anniversary lent a festive note to the January meeting. With a 25-foot anniversary banner as backdrop, members shouted greetings to old acquaintances and crowded around boxes of specially designed anniversary jackets looking for the right size. And as members stood and cheered, Local 3 Vice President Bob Skidgel presented Stapleton with a proclamation from San Francisco Mayor Art Agnos recognizing "five decades of progressive labor activism" by Local 3 and proclaiming January 7, 1989, "as Operating Engineers Local Union No. 3 Day in San Francisco."

Local 3 also received congratulations in the form of proclamations issued by the San Francisco Board of Supervisors, the Alameda County Board of Supervisors and the California Assembly.

Stapleton lauded the role of Victor Swanson in fashioning Local 3 from 17 local unions 50 years ago. Calling the former business manager "one of the greatest labor leaders in this country," Stapleton credited Swanson with establishing the local's health and welfare plan

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Union renews advertising campaign

By James Earp
Managing Editor

Capitalizing on the success of a radio advertising program undertaken by Local 3 in 1986, the union will embark on a full scale radio campaign which will be underway in some areas by the time *Engineers News* goes to press.

"We've got a vital message to tell," Business Manager Tom Stapleton stressed at a business agent training meeting this month. "We've got to quit being second class citizens in the eyes of the public and show them that union workers are an asset to their communities."

"Our people are more skilled and because of that they make money for their employers and they make better wages and benefits for themselves and their families," Stapleton added. "There's a real story to tell about how much money gets circulated back into our communities because of the union wages and benefits that our members earn."

The radio campaign produced by the Local 3 Public Relations Department three years ago produced a very positive response, even though it was only done on a modest budget. Broadcasting primarily out of KRAK AM in Sacramento, the spots focused on the benefits of belonging to the union. One award-winning spot focused on how Local 3 members assisted their communities during the devastating floods of 1986.

The spots generated phone calls from people working in the industry interested in learning more about the union. One such

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Union favors drug testing based on reasonable cause

By Eric Wolfe
Assistant Editor

Local 3 is prepared to support employee drug-testing under certain limited circumstances, Business Manager Tom Stapleton announced.

Speaking to members at the semi-annual membership meeting Jan. 7, Stapleton said the union would agree to drug tests if there is cause to suspect particular individ-

uals of drug use or impairment on the jobsite. However, the union opposes random drug testing of employees and pre-hire testing.

A questionnaire to get Local 3 members' opinions on the issue of drug testing was sent out to the membership through the *Engineers News* last year. Those who responded to the survey were overwhelmingly in favor of the union

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Looking at Labor

By Tom Stapleton
Business Manager

Recently while I was reflecting on the significance of this year being the 50th anniversary of Local 3, I took some time to browse through some old volumes of the *Engineers News* dating back to the earliest days of our local union.

As I came to 1953, I read with great interest and recalled in my own mind the tremendous struggle we encountered in establishing our first health and welfare benefits. For over seven months our union stood toe to toe with the AGC as we fought to establish a health and welfare trust fund that would provide the first comprehensive medical benefits in the history of our union.

It was without doubt one of the toughest fights we've ever had. At one point, many of our people were thrown out of work when the AGC shut down its member employers over a dispute with the Laborers, who were also trying to institute a fringe benefit plan.

But when it was finally over, we had our health and welfare plan, and for the first time in the history of our industry Local 3 and other crafts were able to provide much needed medical benefits to our members and their families.

From that early struggle, our fringe benefit program grew steadily, adding vacation pay, pension and finally retiree medical benefits to the package. The health plan also became more valuable as major medical, prescription drug, dental, vision care and other features were added to the plan.

Today we have the best health and welfare plan in the country, bar none. In the last nine years alone, our Trust Fund has paid out over \$1.1 billion in pension and medical benefits to our active and retired members and their families. That is a mind boggling sum for one "little ole" local union like ours.

Unfortunately, there is another side to this picture that is rather sobering. And that is the tremendous cost of providing these benefits. Last month in this column, I gave a report on how the cost of providing health and welfare benefits has literally gone through the roof in the past year.

Despite the numerous cost containment programs we have initiated to keep medical costs down, the expenses keep rising at an alarming rate. Since my last report, we've been able to obtain some figures which reveal at least part of the picture.

In the fiscal year ending April 30, 1986, our health and welfare plan for Northern California received \$37.2 million in employer contributions and earned an additional \$5.8 million in interest, for a total of \$43 million. That year our expenses were \$41.6 million. This averaged out to \$272 per month per eligible household. As you can see, we came out in the black by a small margin, but only because of favorable interest rates. If we would have had to rely on employer contributions alone, we would have had to dip into our reserves to break even that year.

In fiscal 1987, we took in \$43 million total, but our expenses were \$45 million. The average cost per household was \$288 per month. Last year ending April 1988, the downward spiral got worse. We took in only \$40 million and paid out over \$47 million. The average cost per household was \$296 a month. Although the figures for the rest of 1988

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"In the last nine years alone, our Trust Fund has paid out over \$1.1 billion in pension and medical benefits."

Labor lobbyists take on new Congress

Despite the failed effort to put a Democrat in the White House, organized labor looked to the opening of the 101st Congress with cautious optimism.

Strengthened Democratic majorities in both houses of Congress could put fresh momentum behind pro-worker legislation like the proposed ban on double-breasting, and could also help "family issues" like child care and parental leave, which were major issues in the 1988 campaign.

But with Republicans retaining control of the White House, and sizeable influence in Congress, progress by labor will be piecemeal at best, and may leave workers across the country wishing they had tried a little harder during the fall elections.

"We don't have enough people in the Senate to break a filibuster and we don't have enough people in the House to override a veto," noted Deb Owens, who tracks legislation for the AFL-CIO in Washington, D.C.

"Part of it depends on the climate Bush sets," Owens said. If he remains true to his campaign vision of a "kinder, gentler America," it will significantly increase the chances of passing new social legislation, Owens said.

In the House of Representatives, where Democrats expanded their majority by three seats to 260-175, it takes 290 votes to override a presidential veto when all members are present and voting. In the Senate, where Democrats picked up one seat for a 55-45 advantage, 60 votes are required to halt a filibuster.

The ability to halt a filibuster can be crucial. In the last Congress, Republican-led filibusters killed labor-backed bills to raise the minimum wage, to provide child care and parental leave, and to require that workers be notified when they've been exposed to toxic substances in the workplace. Republican opposition also killed a bill that would have banned double-breasting in the construction industry.

Likewise, labor-backed highway construction and clean water bills became law in the last Congress only because there were enough votes in the House to override President Reagan's vetoes. The House failed to muster enough votes to override Reagan's veto of a bill to limit textile imports.

Other victories in the last Congress should serve as an inspiration to organized labor as the next Congress convenes. Despite opposition from the Reagan-Bush administration, labor helped win passage of several important bills, including the highly-publicized fight for plant closing notification, a ban on most workplace polygraph testing, and changes in federal bankruptcy law needed to protect the health and life insurance benefits of retired workers. Labor also beat back various efforts to gut Davis-Bacon prevailing wage protections.



Union lobbyists returning to Capitol Hill.

'Ignore law,' Chamber official recommends

If you don't like a law, ignore it.

That's the advice employers are getting from Mark A. de Bernardo of the U.S. Chamber of Commerce.

De Bernardo says employers have "the option of not complying" with the new law requiring 60-days' advance notice of plant closings. The penalty of paying workers a severance equal to the layoff notice may be preferable to dealing with the consequences of giving advance notice, he suggested.

Among those possible consequences, he believes, are "heated and vitriolic exchanges" with workers and an "explosive reaction" from the media and politicians. That, he warns, could do harm to a company's reputation.

De Bernardo is apparently happy to ignore one of the underlying reasons that Congress decided to require notice of major plant closings and layoffs: the 60-day notification period gives workers and their communities time to explore alternatives to plant closure and job loss. In some cases, for example, it might be feasible for the workers and their allies in the community to buy out the business themselves.

A final word of advice from de Bernardo to businesses contemplating plant closure: "Avoid making separation packages so attractive that they dissuade dislocated workers from aggressively seeking re-employment." Apparently "golden parachutes" are for management only.

How it all began: A 50th anniversary look at how Local 3 was established



(Editor's Note: The following is the first in a series of historical articles that will appear throughout the year in commemoration of Local 3's 50th anniversary.)

© By James Earp
Managing Editor

There's something about a 50th anniversary that makes you pause for a moment and think what an accomplishment it is to be able to say, "Hey, we've been around for 50 years and we're still going strong." You gain a sense of perspective in looking back over a half century to recall the challenges and heartaches, the achievements and victories, and even the setbacks and failures.

It's worthwhile to ask ourselves: "What have we learned after 50 years of experience? If we had it to do all over again, what would we do differently?" And perhaps, the most important question, "How will our experience over the past 50 years help us to tackle the years ahead?"

In this year of 1989, the Operating Engineers Local Union No. 3

"The Teamsters had one chair in the office that was designated as Local 3's. No desk, no phone, just a chair. That's where heavy equipment operators came if they wanted to get into the union."

celebrates this prestigious anniversary — our 50th. It's an accomplishment we can all take pride in. And even though much has changed — both in the union and throughout the industry — there are some things that have not changed and probably never will.

Foremost is the credo that transformed this union from a local of only 1,800 members to over 32,000: "Be the best. Organize the unorganized. And above all, fight for your union!"

There is no substitute for these "nuts and bolts" principles. There are other tools we can use to approach specific problems, but there is nothing we can do to build and preserve the strength of our union

that does not include sharpening our skills so that we remain the best in the industry. There is no way a union can grow if we do not organize. And none of this will happen if we don't have committed members who are willing to work for and even fight for their union.

Back in 1939, the International Union of Operating Engineers was in a state of chaos in California. There were too many small locals scattered throughout the state. It was a time when California was beginning to experience a great migration of people from the east and midwest. The depression years had brought bitter hardship throughout the nation. Many families packed up their belongings and headed

west in the hope they would find a new life of promise.

Many of them found work in the construction industry, building the roads and the first phase of dams and waterways that would eventually form the foundation of the state's great economy.

But there were problems for the heavy equipment operators. As they followed their employers from one end of the state to another, they would continually find themselves working in the jurisdiction of other local unions.

Back then these local unions were little feudal kingdoms. If the local business agent didn't like you, you didn't work in his area. There were also skirmishes between local unions. If you were a member of Local 208 in Oakland, it was darn hard to get a job in San Francisco where Local 59 was in charge — especially since these two locals didn't always get along really well.

The locals within the International Union were also fragmented along craft lines. Shovel runners out of Local 45 considered themselves a cut above the "catskinners" and dirt hands of other locals in the area and oftentimes would have nothing to do with them — even if they were technically in the same union.

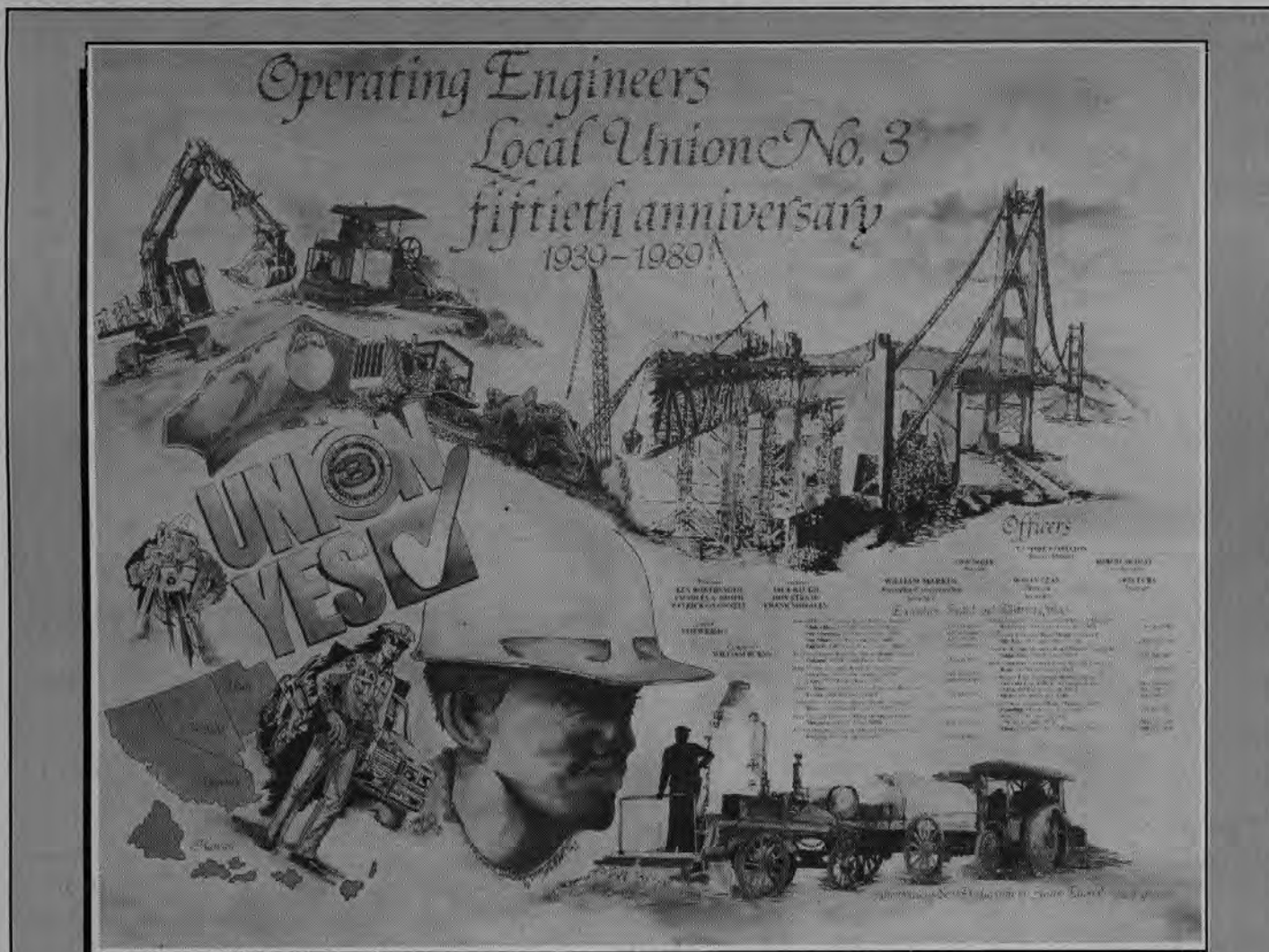
It was out of this state of affairs that the idea for two large local unions was conceived — one to govern the northern half of California and Nevada and the other to govern the southern end of both states.

In its meeting of January 30, 1939 in Miami, the IUOE Executive Board's main item on the agenda was to explore the possibility of creating two such local unions. Brothers J.H. LaForce and P.A. Judd — both business agents working for the international — presented the case for consolidation. They observed that there were at least 14 local unions in the area "constantly using opportunities to trespass upon one another's territorial jurisdiction" and that the varying wage scales and dues rates "had created a means through which unfair competition was constantly engendered."

After considerable discussion, General President John Possehl directed the local and international business agents working in California to reach agreement among themselves as to how this action might be accomplished.

On the following day, Jan. 31,

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Did you get your 50th Anniversary Calendar? A special commemorative Local 3 50th Anniversary Calendar has been produced and printed by the union's Public Relations Dept. and a copy mailed to every Local 3 member in good standing. If you did not receive yours, please call the main office at (415) 431-1568 and one will be mailed to you. Because of limited quantities, we ask that you do not request extra copies of the calendar.

How it all began: History of Local 3

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the representatives from California reported that the establishment of two local unions in California and Nevada as previously discussed "would not only be a progressive move, but it would also be the instituting of a policy that has been looked forward to for many years by the hoisting and portable membership whereby there could be a more free opportunity to follow the construction work."

Establishment of two local unions, it was agreed, would also "bring the unorganized worker into the fold." It was further recommended that once amalgamation was accomplished, both unions would remain under international supervision for at least two years until the locals could put themselves on firmer financial footing.

The next day, on Feb. 1, 1939, the General Executive Board passed a resolution calling for the General President to "immediately provide for the chartering of two Hoisting and Portable Unions, one to be located in San Francisco, Calif., and one to be located in Los Angeles, Calif., each to have territorial jurisdiction in the States of California and Nevada, with a territorial demarcation line agreed upon and duly established by the General President and that the said Local Unions so chartered be im-

mediately placed under International supervision until further order of the General President."

It was further resolved that all local unions currently chartered in the affected area relinquish their existing charters and amalgamate into Local 3 or Local 12, depending upon their location, by March 1, 1939. On Feb. 6, General President Possehl issued a directive to all operating engineers in California informing them of the Executive Board's action and asking their cooperation in accomplishing the task at hand.

But the mere creation of a local union on paper by no means insured its future success. That was left up to the members and those working for the union to take care of, and it was no easy task. And not every member was happy about being told that as of March 1, he was a member of Local 3.

The shovel runners were particularly unhappy that they would be carrying the same union card as catskinners and hoist operators from that day on. And in fact, there was at least one unsuccessful attempt to secede from the International and join the Seaman's Union in protest.

The existing local unions in Northern California were directed to transfer any funds in their respective treasuries on Feb. 28,

1939 to Local 3. But, as it turned out, none of the local unions had much money to give to Local 3 upon its amalgamation. In fact, the union had to borrow \$3,000 from the International just to get started.

Rube Corrie, originally a member of Local 59, was appointed as a District Representative to be paid directly by the International, as were J. H. LaFarce and John Fitzgerald. Other business agents, such as Victor Swanson, Pat Clancy, Red Hester and Tim Bynon, who had worked as business agents for the smaller local unions before the amalgamation, were hired on as business agents for Local 3.

There was a great deal of work to be done and only a shoestring to do it on. H. L. "Curly" Spence, a retired member living in Arcata was one of the first business agents hired by Local 3, and he recalls those early days working for the union:

"All they did was give you a bunch of receipt books and applications — a big stack of applications — applications were the main thing, so you could take in more members." Spence recalls.

"I came right off a tractor and didn't have much experience to be an agent — only helping out the agents at meetings or riding around with them once in a while. The union didn't have much money and if you didn't have a car you couldn't go to work as a business agent."

Just a chair

Spence was sent up to work in Sacramento. Local 3 had no office in the area at the time, he recalls, so they worked out of the Teamsters office. The Teamsters had one chair in the office that was designated as Local 3's. No desk, no phone, just a chair. That's where heavy equipment operators came if they wanted to get into the union.

In those early days of Local 3's amalgamation, there were only 1,800 union members. But there were many heavy equipment operators working nonunion throughout the jurisdiction of the local. Most of them recognized the benefits of working union and were willing to join when given the opportunity.

"Organize the unorganized" was truly the driving force behind the union in its fledgling days. Little did anyone know what lay ahead for the west and for Local 3. World War II would involve nearly every member of the union, whether they served on the front line, in the famed Seabees units or working in the shipyards back home.

Little did any of the "east coast establishment" in the International Union realize that in a few short years, this Local 3 with a vast area and small, scattered membership of less than 1,800 would be transformed into the largest, most powerful local in the International with a membership that would swell more than tenfold. (Next month: Local 3 — the Early Years.)

Radio spots

(Continued from page 1)

phone call resulted in the union organizing a large wood products facility near Roseville that employs over 120 people — who are all now members of Local 3.

Stapleton stressed that the new radio campaign, along with a number of other programs that will soon be implemented, are only being made possible because of the Local 3 members who have voluntarily signed the 20-cent an hour check-off card.

"The funds that are being generated by the contributions of these faithful members are being used in this and other programs we are in the process of developing to fight the nonunion," Stapleton said. "It took several months before there was enough money to do something with. We've finally built up enough to get started and we're going to use that money as effectively as we can."

The current campaign will be carried out on a larger scale than anything the union has ever done before, and is designed to accomplish three objectives:

- To educate the public on the contribution that organized labor makes to our communities and the economy.

- To assist the union's organizing efforts by publicizing the benefits of union membership to nonunion segments of the industry.

- To unify our own membership and increase a feeling of pride in belonging to one of the best unions in the country.

Stapleton explained that in order to get the most impact for the dollar, the campaign strategy has been refined to focus heavily on one or two target areas at a time and then move on to another area.

"Studies show that the average listener needs to hear a radio spot three or four times before the message sinks in," Stapleton said. "The only way you can reach a large segment of the population three or four times is to advertise heavily, and we can't afford to do that everywhere in Local 3's jurisdiction at the same time."

Therefore, Local 3 has identified target geographical areas where the need appears to be greatest. The first area to be focused on will be the Sacramento-Marysville market.

Beginning Jan. 23, a total of 116 radio spots a week will be broadcast from eight top rated stations in the area, reaching a listening audience of almost 4 million people.

Local 3 members in the greater Sacramento area who would like to hear the spots can

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Straight Talk

By Don Luba, Treasurer

The November 1988 Election is over and already the attack against organized Building Trades Unions starts anew. The following article, taken from a January 1989 *Daily Pacific Builder*, is titled **ABC Urges Group To Push Reforms.**

In the course of a special meeting of the Coalition to Reform the Davis-Bacon Act held at its national headquarters here, the Associated Builders & Contractors urged other members of the group to actively support recommendations that the 18,000—members open shop group recently made to president-elect George Bush.

Comprised of more than 20 major organizations, the coalition includes such entities as the Associated General Contractors of America, the National Assn. of Home Builders, the American Subcontractors Assn., the National League of Cities and the U.S. Chamber of Commerce.

Early in December ABC told Bush that "it is possible to reform this outdated law (Davis-Bacon) to bring it into the procurement realities of the 1980's and 1990's and still provide wage standard

safeguards."

ABC is asking Bush to support measures such as those advocated in the last Congress by Representatives Charles Stenholm (D, Tex.) and Arlen Strangeland (R., Minn.). ABC contends their proposals—had they passed—would have saved as much as \$4.4 billion over a five-year period.

Other recommendations offered by ABC to the new president included wage survey improvements, federal preemption of higher state prevailing wage rates and restrictions of the Davis-Bacon Act to federally funded construction projects only.

In urging coalition members to actively make their views known to Bush's transition team, Barbara Beatty, who chairs the coalition's steering committee and is ABC assistant vice president for government relations, said, "we must act now. With the door opened on Davis-Bacon reform within the new administration, it is essential for other sectors of American industry to make voices heard on this most important topic."

It must be understood by ALL that the federal Davis-Bacon law is the lifeblood of Building and Construction Trade Unions. If anti-union foes are successful in weakening or destroying it, the State Prevailing Wage Laws will be attacked next.



Sacramento-area craft unions cut 15% right off the top

Building Trades lend hand to public TV station

Sacramento-based public television station KVIE Channel 6 will soon have a new home thanks in part to the efforts of area building trades workers and union contractors.

The assistance comes just in the nick of time, according to KVIE Capitol Fund Development Manager Billie Jansen. For 30 years the non-profit station has headquartered in a building that is best described as "worn out, obsolete, and tired," Jansen said. "There are plastic bags in the corners to collect the rainfall."

A leaky roof hasn't been the only problem. The building is simply too small to house a modern public television station serving a major metropolitan market. As a temporary solution part of the station's staff was moved to a second building about 5 miles away.

But for the long term, KVIE needed a new headquarters, one big enough to house the entire staff under a single, non-leaky roof. Figuring out the need, of course, was the easy part. Figuring out the financing came a little harder.

According to Operating Engineers Local 3 District Representative Bill Marshall, Sacramento area building trades leaders first learned of the station's predicament from a union contractor, Harbison-Mahony-Higgins, Inc. The contractor proposed that building trades unions discount their wages to enable contractors to perform the job more cheaply for the non-profit television station.

"We cut 15 percent right off the top," said Marshall. In exchange for offering discounted wage rates, Marshall said, the crafts won assurances "that every contractor that comes on that project will be union." A similar agreement was worked out for the construction of a new office building to house a number of Sacramento-area charitable groups, including the Red Cross and the United Way.

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Local 3 helps out

On Nov. 3 ground for the Channel 6 headquarters was broken on a parcel of land at Interstate 5 and El Camino in Sacramento donated by KCT Developers. Work began in earnest toward the end of November under the supervision of Project Manager Jan Toste of Harbison-Mahony-Higgins, Inc. According to Marshall, Local 3 had six to eight members working on the early phases of construction.

Other contractors working on the project include Campbell Construction, Holdener Construction, Murchison Construction, N.V.E. Constructors, John F. Otto, Unger

Construction and A. Teichert and Son. The contractors have been dubbed the "Channel 6 Constructors" by the station.

According to Jansen, each person involved in the actual construction is being presented with a baseball cap carrying the insignia: "I'm Building 6." The cap is not being made available to the general membership of the 75,000-member station, Jansen noted.

The project is slated to be completed in January 1990. The various contractors and trades will be honored with a "topping out" party once the roof is on, followed by a grand opening party for everyone when the 65,000-square foot building is finished.

Jansen said there was a "slim" possibility the station could have managed to build its new headquarters without special assistance from the "Channel 6 Constructors." But it wouldn't have been easy. For one thing, Jansen noted, a television headquarters is more complicated to build than a simple office building because it contains a technical studio with numerous special design requirements.

"Without the generous contributions by the trades and all it would have been a long way off," she said.

Labor Studies programs offer chance to learn

The first step on the road to empowerment is knowledge. Area colleges offer a variety of classes that can help you expand your knowledge and increase your skills as a trade unionist. Check out the offerings listed below for courses of interest to you.

San Francisco Community College

- L70—American Labor Movement
7-9:50 p.m., Wed., 800 Mission
 - L72—Labor Law
7-9:50 p.m., Tues., 800 Mission, or 11 a.m. - 12:30 p.m., Tues. & Thurs., Rm. 215
 - L73—Collective Bargaining
Mon., 7-9:50 p.m., 800 Mission
 - L74—Economics for Labor Leadership
Wed., 7-9:50 p.m., 800 Mission
 - L77—Grievance Handling & Arbitration
Thurs., 7-9:50 p.m., 800 Mission
 - L78A—Women's Employment Issues
7-9:50 p.m., Tues., (short-term course), 33 Gough
 - L78B—Women's Work Issues
12-1:30 p.m., Mon & Wed., Cloud Hall, Rm. 102
 - L80—Rights & Discrimination in the Workplace
7-9:50 p.m., Mon., 800 Mission
 - L81—Union Organizing
7-9:50 p.m., Tues., 800 Mission
 - L84—Labor Relations in the Building Trades
7-9:50 p.m., Thurs., 800 Mission
 - L90B—Advanced Steward Training
9:30 a.m.-3:30 p.m., March 3, 18 & Apr. 1, 33 Gough
 - L92—Unions Around the World
7-9:50 p.m., Thurs., Jan. 26-Apr. 20, 33 Gough
- Contact: Barbara Byrd, 415/239-3090

San Jose City College

- LS12B—Collective bargaining
6:30-9:20 p.m., Tues., Rm. GE 211
 - LS14—Grievance Handling & Arbitration
6:30-9:20 p.m., Mon., Santa Cruz
 - LS10—American Labor History
6:30-9:20 p.m., Wed., San Jose, ILWU
 - LS12A—Basic Labor Law
6:30-9:20, Mon., Rm. GE211
 - LS15—Effective Communication for Action
6:30-9:20 p.m., Thur., GE211
 - LS199—Psychology in the Workplace
9 a.m. - 3:30 p.m., 4 Saturdays, dates, place to be announced
 - LS199—Labor and the Media
6:30-9:20 p.m., Mon., Rm. to be announced
 - LS199—Public Speaking
Dates, times to be announced
- Contact: Jim Potterton, 408/288-3734

Merrit College

- LS011—Legal Foundations Labor Law and Minority Rights
7-10 p.m., Mon., Laney College, Rm. E254
 - LS012B—The Collective Bargaining Process
7-10 p.m., Thurs., Laney College, Rm. B261
 - LS014—Grievance Handling and Arbitration
7-10 p.m., Tues., Laney College, Rm. G207
 - LS028—Steward's Training
9 a.m. - 4 p.m., Sat. 2/25; 3/4; 3/11, Laney College, Rm. G206
- Contact: Al Browning, 436-2512 or Delores Benton, 436-2424



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won't cost you a cent.

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Bill Markus

Credit loan using the C.A.L.L. Service. All you need to use the C.A.L.L. Service is a touchtone phone and a Secret Access Code.

If you are not signed up for the C.A.L.L. Service call your Credit Union at (415) 829-4400 or (800) 877-4444 and ask for a C.A.L.L. Application.

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Are you looking at a stack of bills from the holiday season? Your Credit Union can help with a low cost Line of Credit Loan. A Credit Union Line of Credit is only 14 percent APR as opposed to the 17-21 percent that most banks and department store credit cards charge.

Our Phone-A-Loan Line of Credit Loan is easy to apply for, and once you have an application on file you simply call for an advance when you need cash. And a Credit Union Line of Credit has no annual fee or hidden charges. Call one of our Loan Specialists for a Phone-A-Loan Line of Credit application.

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Your Credit Union has lowered the rates on mobile homes from 13.25 percent ARP to 12-13.25 percent APR. The rates depend on the term of the loan and the age of the model home. Upon approval, we can finance up to 80 percent of the loan.

Please call one of our Loan Specialists for details at (415) 829-4400 or (800) 877-4444. Members in the Utah area should call (801) 261-2223. Members in Sacramento should call (916) 381-0193.

Members approve market-area agreement in Santa Rosa

Local 3 members in Santa Rosa have approved a market-area agreement that will freeze wages until June 16, 1989, in order to encourage union contractors to bid on more jobs.

Local 3 Business Rep. Greg Gunheim said the vote, taken during an emergency meeting on Nov. 6, "delivered into the hands of union leadership another tool with which to fight the non-union contractor." The action, Gunheim said, "revealed once again the extraordinary power latent in united labor." The temporary wage freeze "will eliminate the uncertainties as to wage rates which often deter union

contractors from spending money on bids they fear to lose," he said.

Some contractors "are still working between rains," Gunheim reported. Ghilotti Bros. is doing a lot of slide repair for the state on the Highway 101 job in Cloverdale. Ghilotti will start work on the northbound lane as soon as weather permits.

Pete Barretta and crew were able to finish the subgrade on 2.5 miles of Rockpile Rd. before winter rains set in, according to Business Rep. Stew Orchard. That section was paved by Hermsmeyer Paving. That leaves about 18,000 tons of asphalt concrete to be put down

next year, Orchard said.

Bob Hermsmeyer's paving crew, under the direction of foreman Paul Buttke, kept busy in 1988 with overlays in Napa County, Novato, Rohnert Park, Santa Rosa and various roads in Sonoma County. In addition to city and county overlays, Orchard noted, they pave their own jobs. About one million tons were put down by the paving crew in 1988.

Argonaut Construction has finished the paving on the Wilfred Ave. job, and also finished the first phase of a subdivision at Starr Rd. and Windsor River Rd.

Pacific Mechanical Corp. of

Concord picked up a job at the Santa Rosa sewer treatment plant for \$5.8 million. Valley Engineers of Fresno picked up the Windsor Rd. irrigation project job for \$347,000. Ghilotti Bros. will do Phase I of the Monte Rio School for \$1.3 million, Orchard said.

Gunheim noted that members who want unemployed dues rate "must have been registered on the first day of the month, be paid in good standing, and not work over 24 hours during the month." Then, in following months, members should come in or call in between the first and the tenth, he said.

District Rep. Chuck Smith reported that CalTrans' funds will not be available to Sonoma County to add lanes to Highway 101. As a result, the traffic gridlock problems that currently frustrate area motorists can be expected to continue, Smith noted.



Twenty eight people completed the 40-hour HAZMAT training conducted in Santa Rosa on Dec. 5-9. Weeks Drilling, Parnum Paving and Don Dowd were contractors represented. Local 3 members participating in the training were: John J. Ahlf, Marshall Bankert, Dennis Becker, Tom Card,

Frank Cortez, William Coyle, Daniel Elwell, James Guerlin, Tanya Howell, Gary Lombard, John Lombard, Ronald Lyons, Michael Martinez, James Miller, Chester Parker, Jr., Jeff Pearson, Robert Reynolds, Richard Vaughn, Paul Wayman, Don Williams, and Charles Wright.

Volunteer Organizers Plan celebration

V.O.C. opens its second year's activities on Saturday, March 4, with a celebration for union and non-union workers and their families at the Veterans building in Santa Rosa beginning at 1:30 p.m.

The V.O.C.'s main goal is to increase workers' awareness of the advantages of working under union protection. Norris Casey, retired treasurer of Local 3, will be guest speaker.

V.O.C. Chairman Kenneth Foley invites you and your family to join the celebration.

Scholarship Contest Rules Announced for 1989

General Rules & Instructions for Local 3 College Scholarship Awards 1988-1989 School Year

Two college scholarships of \$1,000 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 each will be awarded to the 1st runners-up for study at any accredited college or university, one awarded 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 a 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 1988, or (2) the Spring Semester (beginning in 1989, 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, 1989 and March 1, 1989.

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, 1989.

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.

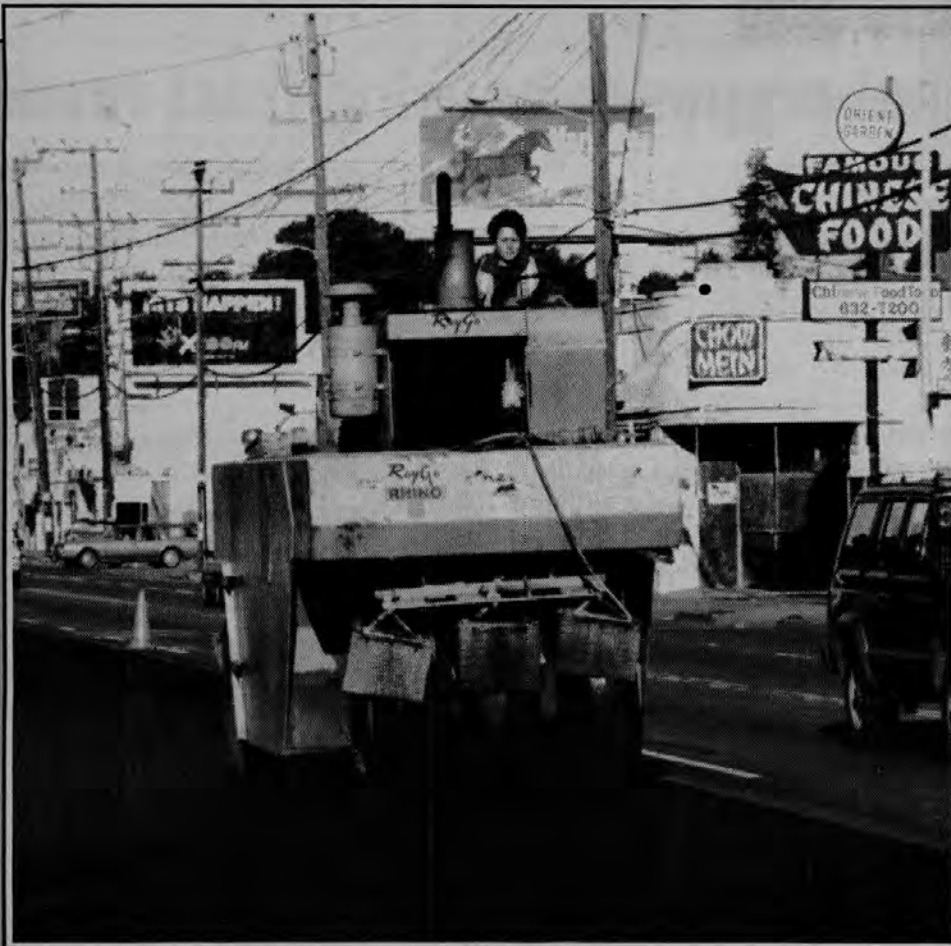
3. **Letters of Recommendation**—every Applicant should submit one to three letters of recommendation giving information about his/her character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the applications, or 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 Scholarship at the address shown above.



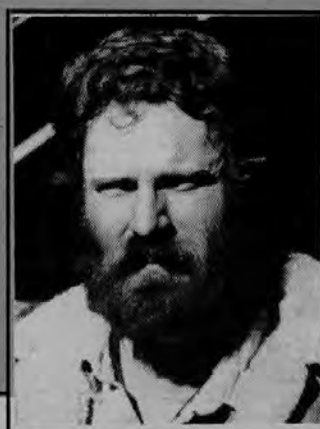
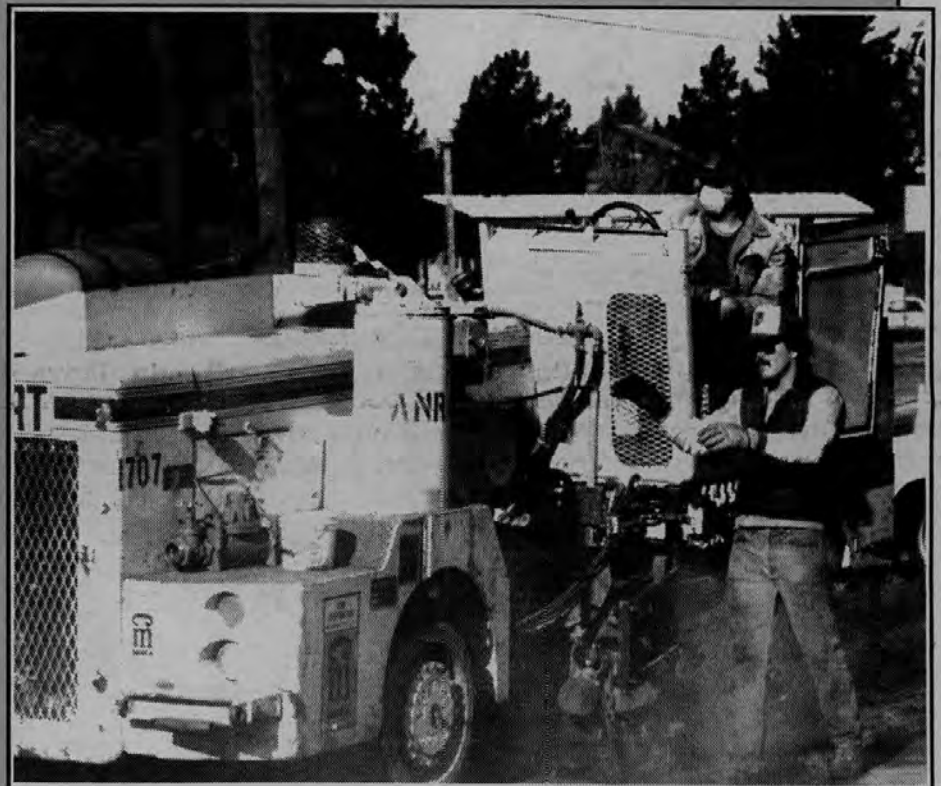
Bay Cities Paving playing tag with rain

Bay Cities Paving and Grading of Richmond has been playing tag with the rain in Alameda County, Business Representative Brian Bishop reports from Oakland.

Work is currently proceeding on the City of Oakland's annual street resurfacing contract. This project, which bid for about \$3.5 million, was divided into three phases. Phase I: dig-outs and resurfacing; Phase II: heater-remix and rejuvenation; Phase III: resurfacing and petromat.

The project will include 20,000 tons of dig-outs and approximately 70,000 tons of asphalt. The grooving and grinding work is being sub-contracted by ANRAK Corporation. While the rain in Alameda County is creating a lot of havoc on most construction jobs "it is good to see some of our members getting in their licks," Bishop said.

Pictured above is apprentice Tammy Castillo operating a wheel roller for Bay Cities. Roger MacDermont, foreman for Anrak is pictured to the right with grinder machine operator Craig Blum. Sam Leaks (below) runs break-down roller for Bay Cities.



Adrian Wagner (far left) mans a finish roller for Bay Cities. Pictured to the immediate left is Martin Kaslin, Athey Loader operator for Anrak Corp. Pictured above are Bay Cities employees (left to right): Ronald Raulston, screen man; Donald Grace, paver operator and Leland Brown, finish roller operator.

Report from Sacramento

Hwy. 99 funding approved; panel proposes housing trust fund

The California Transportation Commission has approved \$19.3 million for the State Department of Transportation to complete the widening of the 13 mile section of Hwy. 99 just north of Sacramento.

That's good news for Operating Engineers, said Local 3 Business Rep. Dave Young in Sacramento. The project will widen the highway to four lanes from I-5 near Sacra-

mento metropolitan airport to highways 99/70. It is expected to take two years to complete.

Young reported that a community task force for Sacramento County is recommending a housing trust fund to underwrite 1,000 new low-rent units each year.

"The state as a whole is experiencing an annual net growth of 600,000 people," Young said. "Sacramento is growing as a lower-priced option for people and

companies already in the state."

One national title company forecasts Sacramento will have an 11 percent rise in housing starts this year. California is ahead in the nation, and Sacramento is ahead of all other areas of California. The 11 percent rise is equal to 21,000 housing starts, which nationally ranks the area 14th in residential construction, according to Young.

The task force and Sacramento's City Council are hoping for a busi-

ness tax of \$10 per employee and a new fee on commercial development to raise funds for the low-cost housing.

School bond

A growing population, Young noted, means a growing demand on schools. In March, voters in the Sacramento City Unified School District may have a \$102 million general obligation bond measure put to them for school construction projects.

Windcrest Homes has paid \$7.5 million to purchase 150 acres for development at Rancho Murieta from John Anderson. Windcrest Homes has used union excavating and paving companies for their projects, Young said.

Roseville expects to receive \$253,000 in transportation funds in March to build a new Amtrak train station. These monies are to come from a petroleum violation escrow account, consisting of some \$29 million the federal government owes the state as its share collected from companies that violated environmental standards in the production of petroleum products.

As of Jan. 9, area building permits added up to a grand total of over \$52 million, Young noted.

Retiree Meeting Schedule

Ceres

Tues. Feb. 7, 1989 10 a.m.
Tuolumne River Lodge
2429 River Rd., Modesto, Ca.

Stockton: Eta Chapter

Tues. Feb. 7, 1989 2 p.m.
Operating Engineers Bldg.
1916 N. Broadway
Stockton, Ca.

Fresno: Theta Chapter

Tues. Feb. 14, 1989 2 p.m.
Laborers Hall
5431 E. Hedges. Fresno, Ca.

Auburn: Epsilon Chapter

Tues. Feb. 21, 1989 10 a.m.
Auburn Recreation Center
123 Recreation Dr. Auburn, Ca.

Sacramento: Zeta Chapter

Tues. Feb. 21, 1989 2 p.m.
Laborers Hall
6545 Stockton Blvd.
Sacramento, Ca.

Concord: Mu Chapter

Weds. Feb. 22, 1989 10 a.m.
Concord Elks Lodge # 1994
3994 Willow Pass Rd.
Concord, Ca.

Oakland: Nu Chapter

Thurs. Feb. 23, 1989 10 a.m.
Oakland Zoo - Snow Bldg.
9777 Golf Link Rd. Oakland, Ca.

Salt Lake City: Pi Chapter

Wed. Mar. 8, 1989 2 p.m.
Operating Engineers Bldg.
1958 W. N. Temple.
Salt Lake City, Utah

Reno: Xi Chapter

Thurs. Mar. 9, 1989 2 p.m.
Carpenters Hall
1150 Terminal Way. Reno, Nev.

Ukiah

Thurs. Mar. 23, 1989 10 a.m.
Discovery Inn
1340 N. State St. Ukiah, Ca.

Santa Rosa: Chi Beta Chapter

Thurs. Mar. 23, 1989 2 p.m.
Veterans Memorial Bldg.
1351 Maple St. Santa Rosa, Ca.

San Jose: Kappa Chapter

Tues. Mar. 28, 1989 2 p.m.
Holiday Inn Park Center Plaza
282 Almaden Blvd. San Jose, Ca.

Watsonville: Iota Chapter

Wed. Mar. 29, 1989 10 a.m.
V.F.W. Post 1716
1960 Freedom Blvd.
Freedom, Ca.

Marysville plans HAZMAT training

The Marysville District is now trying to schedule a HAZMAT Training Seminar, reported Marysville District Business Rep. Dan Mostats.

The 40-hour seminar provides the training needed to qualify operators to work in the area of hazardous waste materials disposal, Mostats said. Mostats noted that the district "would like to have as many members as possible attend the class sessions and receive certification."

Members who are interested in receiving the training should con-

tact the Marysville office.

Work has slowed down some in the Marysville District due mostly to badly-needed rain and snow, Mostats said. A major jobs expected to go to bid early this year is the Highway 99-70 widening, which is estimated at \$19.3 million. Highway 70 south of Olivehurst coming into Marysville will generate some work, as will Highway 20 just east of Marysville, Mostats noted.

"Along with the jobs that the county has, it should work into a fair work season this year," Mostats said.

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



Retiree Association Meetings

We're off to a good start in the new year with another round of Retiree Association Meetings. Hope to see all of the Retirees and their spouses at the meeting in your area. It is important for each of you to keep up with the latest news regarding your union. So come on out to the meeting in your area. And remember, you'll be able to renew acquaintances with some friends you probably don't see too often. Join us. We'd like to see you there.

Income Tax Information for Retirees

1988 year-end summaries (W-2P form for pension payments, 1099-R form for lump-sum annuity payments), including the detail of any federal and/or state income tax withholding you may have authorized, will be mailed to you by the end of January 1989.

If you note any discrepancies with your personal work records, contact the Trust Fund Office or the Fringe Benefit Center.

Medicare enrollment

If you are approaching age 65, whether you are working or retired, be sure to sign up for Medicare Part B. Failure to do so may result in your paying higher premiums later and may lead to your being responsible for a much greater part of Retiree Medical claims once you are retired. So be sure to get all the facts from your local Social Security office regarding the proper time to sign up for Medicare. Give them a call. You'll be glad you did.

For Active Members and Spouses ONLY—

Health Examinetics Mobile Health Testing Program

The Mobile Health testing program for eligible *active* members, provided by Health Examinetics, has returned. Eligible members will be notified by mail. You may call for appointments now. Call toll free 1-800-542-6233 between 8:00 a.m. and 9:00 p.m. Monday through Friday to make an appointment.

Health Examinetics Locations

- January 16, 1989:
Vallejo, Ca.
- January 17, 1989:
San Rafael, Ca.
- January 18, 1989:
San Pablo, Ca.
- January 19, & 20, 1989:
Martinez, Ca.
- January 21, & 24, 1989:
Oakland, Ca.
- January 25, 26, & 27, 1989:
Hayward, Ca.
- January 28, & 31, 1989:
Pleasanton, Ca.
- February 1, 1989:
Fremont, Ca.
- February 2, 3, & 4, 1989:
San Jose, Ca.
- February 7, 1989:
Mt. View, Ca.
- February 8, 1989:
Redwood City, Ca.
- February 9, & 10, 1989:
Burlingame, Ca.
- February 11, & 13, 1989:
San Francisco, Ca.
- February 14, & 15, 1989:
San Jose, Ca.
- February 16, 17, 20, 21, 22, & 23, 1989:
Santa Cruz, Ca.
- February 24, 1989:
Watsonville, Ca.
- February 27, 28 & March 1, 2, & 3, 1989:
Salinas, Ca.
- March 6, 1989:
Carmel, Ca.
- March 7, 8 & 9, 1989:
Monterey, Ca.
- March 10, 13, 14, & 15, 1989:
San Jose, Ca.

Local 3 Operators participating in the HAZMAT Training at the Rancho Murleta Training Center Oct. 31-Nov. 4 were: Milton Smith, Fred Williams, Jean McFarland, Joe Klein, Eugene L. Vaughn, Robert A. Marsh, Boyd R. McBride, Larry Minor, Leroy L. Peterson, Bill Rylee, Bernie L. Rivera, Mark Richards, Roger A. Welton, James Byrd, N. L. Montgomery, Bruce MacMillan, Virgil McCurley, Jim Bryant, Richard Owens, David W. Harris, Don M. Orman, Francis R. Rocha, Valente Garza, Tim DeRosler, Glenn Lingjerde, Macario Hernandez, James McKenzie, George H. Hamilton, Richard Vroubel, Isaac Canty, Joe Yim, Ronald M. Webster, and Fred Chacon.



Local 3 scores organizing gains in Nevada mines

With the new heap leach method in Gold Mining and the high price gold is bringing on the world market, Local 3 is representing more and more miners in Northern Nevada, according to Business Rep. Delmar Nickeson.

In a recent 90 day membership drive at Newmont Gold Co., whose employees are represented by Local 3, members and job stewards signed up 185 new union members at the Newmont's Carlin, Nevada property, Nickeson reported. Newmont now employs about 1,100 hourly employees, 700 of whom are union members.

"We are trying to reach a goal of 1,000 union members at Newmont within the next six months," said Nickeson.

There has been a marked jump in interest in union meetings and what's going on in the work place in the last 90 days.

"We have found that with the boom at Newmont, we are having new and more complex problems. We have started training classes for our on-site job stewards and chief stewards to better represent the miners," Nickeson said.

Local 3 also represents the miners at Battle Mountain Gold. It is a smaller operation than Newmont, and has fewer problems. Local 3 members at Battle Mountain Gold have just recently signed a new contract, with good gains in most areas.

Battle Mountain Gold is growing, but at a slower rate than other mines. They have recently come on line with a new placer project that will bring a few more employees on line in the near future.

"I always enjoy my trips to Battle Mountain, partly because we don't have a lot of problems at the mine," Nickeson said. "When you work with someone as honest and up front as George Ancho, head of personal relations, it is always a refreshing change."

In June, Local 3 has negotiations coming up with C. E. Basic in Gabbs. Local 3 started talks at the employee level last month on what gains the members want to see in the new contract.

"We hope to make some gains since the company is doing better now than it was during the last contract," Nickeson said. But he noted that the company will be taken over by new owners "some time early this year" and said that

Local 3 didn't know "how receptive they will be" their first time at the table. "We don't anticipate any big problems," Nickeson added.

All in all, Nickeson believes the future looks very bright for the union members in northern Nevada. "We are starting to get inquiries from miners at non-union mines. That is to be expected when they see what we have and they don't," Nickeson said. "You're bound to get calls."

Wet weather slows work in Reno

The arrival of wet and cold weather has slowed work down in the Reno District, reported Local 3 Dispatcher Chuck Billings.

From Dec. 8 to Jan. 10 the out of work list increased from 234 to 334. Of these 100, many will be recalled, weather permitting. In December, 17 members were dispatched; nine were dispatched the first 10 days of January.

A member must keep his registration active to hold and move up in position on the out of work list. A person without an active regis-

tration is not eligible for unemployed dues. Members tend to forget to watch the expiration date on the registration slip, Billings noted.

"This is the biggest problem we have this time of year," he said.

At the agent/dispatcher meeting held in San Francisco on Jan. 6, instructions were given on dispatching and registering procedures for members with hazardous material training. Anyone with certification should inform their dispatcher when registering.

'Looking at Labor' continued

(Continued from page 2)

aren't completely in, it looks like the plan will be paying out an average of at least \$320 a month per household.

It doesn't take a math genius to figure out that we can't go on like this for too long.

In 1988, the average participant worked 119 hours per month. If you multiply that by the hourly contribution rate of \$2.00, you get \$238. When you add income from other sources, such as owner operators and interest, the average income is \$255 per household. That means for 1988, the plan lost about \$41 per month per member! It's obvious we will have to take some

very decisive action to protect the security of the plan and still provide the top rate benefits our members rely on.

We are now looking at every possible option. There is no single remedy that will solve the problem. For example, we can't increase the contribution into the health and welfare fund enough to cover all the shortfall. The cost would be too great and the result would create a fringe package too high for our union employers to remain competitive against the nonunion. We'll have to use every reasonable means at our disposal to bring the costs in line with the contribution level.

Report from the President

By Don Dozer

I just finished up negotiating Peterson Tractor, Willows Shop Agreement. The members ratified the agreement by 100 percent. The members for the first year will receive a 20 + percent raise on wage's the first year and an average of 5 percent increase the second and third year. The reason for the large percentage raise the first year is that the Willows Shop is behind the other caterpillar shops in the



north state and we are working on catching up with the wages in the other north state caterpillar shops.

We just had our District meetings in Utah and Nevada. The meetings had good turnouts. I ran into members that I worked with 20 years ago. It was really a great feeling to see and talk to members that I have not seen for a long time.

Brothers and Sisters, we have some of the building and trades crafts trying to move in on our jurisdiction such as small scraper tractors, bobcats, loaders, etc. Be sure and report the violation to your local Business Agents, so we can get the problem corrected as soon as possible. The longer we allow them to run the equipment that is rightfully Operating Engineers work, the chances are greater in a Jurisdictional Dispute. An Arbitrator will award the work to another craft. So let's stay on top of the problem. Be sure and attend your next union meetings and I'll see you there.

Utah Legislative Alert

The Utah State Legislature is in session. The legislation being discussed could have important consequences for Local 3 members. The information below is provided by Local 3 District Rep. Donald Strate.

1989 Session Senate Bills

Senate Bill # 14: Fair Housing Act: A good bill in that it prohibits discriminatory practices and defines terms, exemptions & enforcement procedures.

Senate Bill # 29: Governor's Task Force on the Bear River: This task force would investigate and recommend procedures for developing the Bear River for water usage, which I favor.

Senate Bill # 34: Sales Tax—Ski Resort Capital Investment Incentive: This bill would give ski resorts tax credits for purchasing equipment. I'm against this bill because all businesses purchase equipment and goods to operate. Why should Utah's taxpayers support this industry and not others?

Senate Bill # 35: Employment Security Act Amendments: Watch this one. Utah wants to cut seasonal workers out of unemployment benefits. This is a deceptive maneuver so no one can understand what's happening until it's too late.

Senate Bill # 39: Utah Minimum Wage Act: Keep an eye on this one. It could help us, and could also hurt us in certain areas. Wages in Utah are low enough and I'm against any legislation that will do further harm.

1989 Session House Bills

House Bill # 9: Utah Industrial Rehabilitation Act: This bill would provide rehabilitation for workers' compensation and occupational disease claimants.

House Bill # 12: Sales Tax Food Exemption: This is a good bill that would help all of Utah.

House Bill # 30: Economic Development Planning: This is a good bill. Sensible strategic planning is needed in Utah.

House Bill # 35: Legislative Committee Meeting Amendments: Will force legislative committee meetings to comply with the open and public meeting law.

House Bill # 44: Limitation on Transportation Fund Monies: Needs to be studied further. If the legislature is talking about the gasoline tax, I think all should go toward highway construction and maintenance.

House Bill # 64: Utah Hatch Act Amendments: Keep a watchful eye on this one. It could reduce the right of public employees to become involved in politics.

House Joint Resolution (HJR #2): Unemployment Insurance Resolution: Attempt to lower the weekly unemployment benefit. I'm sure everyone understands why I'm against this one.

Utah presents tough environment for organizing

Members' help needed in battling the non-union

We haven't had much success organizing the nonunion in Utah.

That is the sober assessment of Local 3's current situation in the state offered by District Rep. Donald R. Strate. Strate and Business Rep. George Stavros have been giving the matter some serious thought lately, and they both come up with a similar conclusion:

Turning the situation around will require renewed commitment on the part of the membership.

"Organized labor is a minority in this state," observed Strate. "Over the past few years, work hasn't been plentiful and working people are reluctant to make waves with employers for fear of losing their jobs."

Union organizing in the construction industry, said Stavros, must be directed toward controlling a "meaningful majority of operators who make up the construction industry labor pool" from which contractors hire their employees.

"The union which controls this majority of qualified construction manpower in its geographic area or craft jurisdiction will, obviously, control the work," Stavros said. "The goal, then, in union organization of construction is the organization and maintenance of a loose monopoly of the manpower pool."

"One thing every member should keep in mind," noted Strate, "is that wages and fringes paid on federally funded jobs" are estab-

lished because of the union. "Members should remind their friends—union and nonunion—of this. These wages and fringes weren't just given to you because the government thought you were great guys."

In the private sector, Strate pointed out, non-union jobs don't pay well. "Just imagine what independent contractors would pay if

leave us in terms of our loose monopoly of manpower?"

Stavros believes part of the solution to the non-union problem lies in a return to "bottom-up organizing." Echoing the views of IBEW Director of Organizing Mike Lucas, Stavros said unions must measure workers' qualifications for membership by their ability to get work in the industry.

"We must encourage non-union people to join," said Stavros. Unions should place members on non-union jobs in order to sell the union idea to others, he said.

Once members get non-members interested in the union, Strate said, a representative will come out and "talk to people individually or hold a general meeting, inviting members as well as non-members, and educate everybody on the importance and benefits of the union."

"Please become involved and help Local 3 spread the word so all may benefit," Strate said.

When members find people interested in the union, the members should call any of the numbers listed in the box below and give the dispatcher or agent the information.

Salt Lake WATS:

1-800-662-3630

Salt Lake Dispatch Office:

596-2677

Ogden Dispatch Office:

399-1139

Provo Dispatch Office:

373-8237

Part of the solution to the non-union problem lies in a return to the concept of "bottom-up organizing."

there was no union contract influence," he said.

What Local 3 is asking its members to do, Strate said, is "talk to your friends and acquaintances working nonunion construction that pertains to our craft. Encourage them to sit down and talk to representatives of Local 3 and let us explain the benefits of unionism for them." Getting non-members to understand the advantage of being union "will benefit you as an operating engineer tenfold," Strate said.

"Local No. 3 cannot afford to have a 'country club' attitude and deny admission to qualified trades people," said Stavros. The attitude of some people, he said, is "Don't take in any new members because we don't have work enough for the members we have!"

"That attitude isn't universal, but it's becoming more common," Stavros said. "Where does that

The Perfect Gift: Local 3 50th Anniversary Commemorative Buckle

For a limited time only, Local 3 is offering special numbered commemorative belt buckles in honor of the 50th Anniversary of Local 3, to be celebrated in 1989.

These collector's items come in two styles. One is made of jeweler's bronze with .999 heavy silver and 22 karat gold plating for \$50 each.

The other buckle .999 solid silver with 22 karat gold plating for \$300 each.

Both buckles are meticulously finished by hand at Cumrine Mfg. Jewelers of Nevada. Orders can be placed through your District Office or the Local 3 Main office.



Utah work slows

Old Man Winter has hit Utah hard this year, with lots of snow and cold weather, Local 3 Business Rep. Virgil Blair reported.

"Some of our contractors were hoping to work through the winter on portions of their jobs, but the weather slowed everything down," he said.

W. W. Clyde on Highway 40 and 189 is still crushing and doing a little drilling. G. P. Construction north of Tremonton is also crushing and hopes to be back on the grade as soon as some of the snow melts.

J. J. Welcome has a small crew working between storms, and should keep these few hands through the winter. Torno-America, Inc., is working a few hands on cleanup, and a few mechanics on repair work in the shop.

Blair said "a few good projects" are coming up for bid this year. The second phase of Jordanelle will be bid Feb. 6 and awarded around May. The second phase of Little Dell Dam will be bid this spring, but no specific bid date is available yet.

"With the work going on and the jobs being bid, Local 3 could have a good year," Blair said.

Swap Shop: Free Want Ads for Engineers

FOR SALE: DT466 International Diesel Engine. 1982 complete eng., completely overhauled w/zero hrs on it. Many extras, can hear it run. 210 H.P. Turbo charged & aftercooled. Ideal to repower small truck or large motor home. \$5,000 Charles E. Brand P.O. Box 130 Ahwahnee, Ca. 93601 (209) 683-4467 Reg. # 0661027 12/88

FOR SALE: 1978 24 Ft. Terry Travel Trailer. New brakes, New converter, new battery, air cond. large Ref. Elect or propane, furnace heat, self contained. \$4,650. Jess Cloud 165 Oscar Dr. Grass Valley, Ca. 95949 (916) 272-5965 Reg # 0928024. 12/88

FOR SALE: Professionally equipped mechanic's truck. 1979 Ford-F-350-in ex. condit. Includes 200 AMP 1984 AC-DC Welder, Air Compressor, Hand & Air Tools & Cutting Torch. Member disabled must sell. Contact Floyd Dwiggin 2715 W. 2935 So., West Valley City, Utah 84119 (801) 973-2869 12/88

FOR SALE: 1974 Ford Mustang II. Automatic Trans. Runs great; body in good condit. 93K mi. \$1,600 O.B.O. **Kenmore 13 cu. ft. Freezer.** Won in contest. Still in shipping box. \$300. O.B.O. Call Steve or Benny (415) 883-6627 Reg # 1993073 12/88

FOR SALE: Oroville foothills 7 1/2 acres w/12 X 64 ft mobile home. Storage trailer, well septic & power & case tractor & Disc. \$55,000 will take as down a late model pick-up A/T/D/T. Alex Cellini 1521 Valley View Dr. Yuba City, CA. 95991 (916) 674-3927 Reg #1013084 1/89

FOR SALE: 1 1/2 acres in Dayton, Nev. within the Com-

stock Historic District zoned NRI (7,000 sq. ft. lots) All utilities are in the street adjacent to the lot. \$62,500 Ray Walmsley 175 Tyler St. P.O. Box 123 Dayton, Nev. 89403 (702) 246-0482 Reg. # 0803976 1/89

FOR SALE: 2.02 Acres with one of the nicest homes you'll see for the price. features incl. quality construction, thick shake roof, lovely views, quiet seclusion, pasture & garden areas, spring water. Near a picturesque Oregon hamlet. If you want something different, take a look at this \$79,500 w/owner terms. Lawrence H. Freeman 203 Gateway Lane Glendale, Or. 97442 (503) 832-2687 SS# 555-16-2530 1/89

FOR SALE: Hul-it Walnut Huller. Like New. 24 in. wire brush extra 24 in. wire brush. never used. Capacity 6-8 tons per day. Washer 18" X 60" inside spray pipe where walnuts are washed & passed through cylinder onto conveyor to be dried. Very good buy. D. R. Kinchloe (415) 837-7418 Reg # 329145 1/89

FOR SALE: Pheasants. David Kennedy 8371 Norris Cyn. Rd. Castro Valley, Ca. 94552 (415) 537-2594 Reg. No. 1768889 1/89

FOR SALE: 1937 Chev. 6 cyl. 1 1/2 ton dual wheels flat bed 12' X 6" long 4 spd. good paint runs excellent. low mi. good show truck or work horse. \$3,800 Ladd Smith 2218 N. Dewolf Fresno, Ca. (209) 291-1481 Reg. # 1192152 1/89

FOR SALE: Corner lot on Clear Lake about 1/4 mi from from Lake \$4,950. Doug Furber 54- 9th Ave. San Mateo, Ca. 94401 (415) 344-1321 Reg. # 0330845 1/89

WANTED: Slide-in camper for pick-up truck. 10 ft. or longer. Doug Furber 54- 9th Ave. San Mateo, Ca. 94401 (415) 344-1321 Reg. # 0330845 1/89

FOR SALE: 1966 Mustang Everthing new \$ 5,500 Pony interior. All original. No rust. **1976 300 D Mercedes** Low mi. perfect condit. \$7,200 D. Bunnell 625 Diagonal. St. George, Utah 84770 (801) 628-4082 Reg # 0714903 1/89

FOR SALE: 1977 Mark V 69,000 mi. Loaded \$3,200. **1963 Olds convertible** no rust, new original black paint, new original interior, new tires etc. \$3,400 D. Bunnell 625 Diagonal. St. George, Utah 84770 (801) 628-4082 Reg # 0714903 1/89

FOR SALE: Conn Organ Like new. 2 keyboards, Leslie Speakers, bench & music. Originally \$3,500 a real bargain. \$900. Harold Cooper 6239 Main Ave # 13 A Orangevale, Ca 95662 (916) 989-5172 Reg. # 292566 1/89

FOR SALE: 4 lots in nice Lake County. 2 separate w/elect. & water \$3,000 ea. 2 side by side w/elect. water & sewer. \$4,500. ea. can put M.H. on them. May trade for small tractor like J.D. 350 or 450 No Junk. Bob Ferreira 11030 Hwy 116 Forestville, Ca. 95436 (707) 869-2349 Reg. # 0993927 1/89

FOR SALE: Custom built 4 bdrm home. 2050 Sq. Ft. 2 tile ba. living rm. family rm. double fireplace in wall between. Laundry rm. etc. Beautiful wood paneling in all rooms. 18 ft. X 35 ft. gunit pool. new filter system, patio, BBQ. pit & much more on 2 acres of large pines & oaks. A quiet peaceful retreat. City of Redding water. \$120,500. Call evenings

Joe M. Paulazzo 3342 Melwood Lane Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg. #0865537 1/89

FOR SALE: Beer & Wine Tavern in Tehama County nr Red Bluff, Ca.. Cement block bldg. 2120 Sq. Ft. incl. 2 bdrm apt. Patio in rear. Deep well w/submersible pump also trailer pad w/all util. only \$65,900 Joe M. Paulazzo 3342 Melwood Ln. Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg # 0865537 1/89

FOR SALE: Gallion Blade, Model 503, Gas eng. fair rubber, ROPS. 10 Ft. blade, \$5,500 **Small Crawler Crane,** believed to be an Austin-Western 30 Ft. boom, w/IHC, diesel eng. good condit. \$3,500. **Mercedes-Benz, 1963 190D,** for parts or/restoration, hasn't run in 10 yrs. good interior, \$1,500. **Belsaw Sawmill,** mounted on truck frame, 50 in. saw blade, and saw dust conveyer, no power, \$750. **Antique cars,** 1 cyl. gas eng. disassembled, but complete except for gas tank, H.P. unknown, but has 6" Bore, 27"Flywheels, fair-banks model Z, \$200. **Antique cars,** 1941 Chev. 4 Dr. \$500. **1949 Plymouth 4 Dr.** \$100. Jim Harper. Box B. Davenport, Ca. 95017 (415) 879-0386 Reg. # 0652480 1/89

FOR SALE: Retires Heavy Duty Mechanic Tools Call Bob at (415) 692-2615 1/89

FOR SALE: 15 minutes to Lake Oroville. 3 bdrm. 2 ba. 1,900 Sq. Ft. home. Has 2 large covered decks, underground sprinklers, large patio, concrete walks, and a 2 bdrm, 1 ba. 1,400 Sq Ft. home, all on 34 acres. Olives fenced, out-buildings, 3 wells, stream, gold. Good income plus tax shelter. Owner will carry. Price reduced to \$168,500. Leslie Owens 2779 Hwy 70 Oroville, Ca. 95965 (916) 532-9327 SS. # 572-60-3636 1/89

FOR SALE: 1956 Pontiac Starchief 4-Dr. Hardtop Good Condit. \$3,000. O.B.O. **1941 Studebaker Commander,** Straight, Runs good. For restoring, Parts Car \$1,500 O.B.O. Various Stude. Pickups. Jim Berlin 455 Midway Ranch Rd. Boulder Creek, Ca. 95006 SS # 489-48-6423 1/89

FOR SALE: Two Burial Plots. Must sacrifice. Skylawn Memorial Park, Milbrae. Located in George Washington area. Today's worth \$4,990. Will accept \$1,800 for both. Joyce A. Chapman 145 Bella Vista San Francisco CA. (415) 584-5001 Reg # 0303231 1/89

FOR SALE: Welders (about 50 or so) Rectifier type & wire feeders. A.C. & D.C. 220-440 up to 1200 amp. Lincoln-Hobart-Linde. G.E. Westinghouse, Miller guaranteed to be O.K. Single Phase & 3 Phase. Have 3 wire feed units. Most of these welders are wired up so wire feed will hook up to them. The welders are \$250. Each wire feed unit is \$150. L.A. Dresden. 055 Rall Avenue Clovis, Ca. (209) 291-7611 Reg No. 0928038 1/89

FOR SALE: T. 9 Swing Crane almost new tracks, sprockets, rollers, & front idlers. Engine has few hrs. since rebuilt. roll bars, back-up horn. A bargain. D. M. Canciamilla 2106 Roenoke Way San Jose, Ca. 95128 (408) 292-0579 Reg # 0668681 1/89

FOR SALE: 1080 Sq. ft. double wide .14 acre lot, 2 hrs. from Vegas. Lrge master bdrm. Lrge dressing rm, walk-in closet, 2 bdrms, 2 ba. washer/dryer, dishwasher, garbage disp. Gas Furn, space heater, elec. fireplace, central cooling, new blinds & sunscreens, double roof w/insulation cov. patio, nuts, fruits, dble carport, 2 sheds, RV. hook-up, adults St. George, Utah. \$39,900. Carrol Stott (801) 628-2927 1/89

FOR SALE OR TRADE: 3 lots, 2 houses. Would make a nice place to retire or hunting lodge. Has B.L.M. access. Lots of deer and elk. Garden spot. Quiet, clean & friendly town. Close to hosp., schools, churches & stores. \$62,000 Warren J. Wallers 970 6th Street, Meeker, Co. 81641 (303) 878-4193 Reg # 0848982 1/89

Union favors 'reasonable cause' drug testing

(Continued from page 1)

and employer working to insure a clean worksite, Stapleton observed. Most of the returned questionnaires were in favor of some form of drug testing where there was reasonable cause.

Workplace drug use confronts labor unions with a problem that has no easy solution: how to maintain a safe, drug-free work environment without infringing on workers' constitutional rights. The issue is especially pressing in the building trades, a hazardous industry even under the best circumstances.

"When you're dropping off one of those hills with one of those rigs, or you get a crane up there hoisting above people's heads, you can't be floating around in left field," Stapleton said. If a worker poses "a danger to our people, he should be straightened out. We cannot afford to put our operators at risk."

Congress recently upped the ante by passing a drug bill that, among other things, bars a contractor from bidding on public works projects if the contractor has serious problems with employee drug abuse. The pressure on contractors to do something about drugs is already being translated into a more aggressive posture at the bargaining table.

The Laborers union in northern California reached agreement last fall with the Associated General Contractors on new contract language requiring employees to submit to tests of "bodily fluids" at the "sole discretion" of the employer. The AGC executive director in northern California, Tom Holsman,

"We're going to fight drugs... We're going to have a clean worksite."

told Construction Labor Report that the contractors' goal is to get a universal testing program for all the basic trades, with a central negotiated funding mechanism.

Random testing opposed

Local 3, however, is not ready to grant contractors such wide discretion in testing for employee drug use. With that kind of latitude, employers could use drug tests as a way to harass individual employees, or even as a tool for punishing union activists.

"Random testing," Stapleton warned Local 3's membership, "can be used to get rid of anybody."

AFL-Random drug testing has been strongly opposed by the national AFL-CIO. In November, AFL-CIO President Lane Kirkland criticized a new federal regulation requiring more than 4 million transportation workers to submit to random drug tests by their employers. The mass program, Kirkland charged, fails to protect workers against unreliable test results and makes no provisions for worker rehabilitation.

However, at about the same time, the AFL-CIO Building and Construction Trades Dept. appeared to move closer to the position of many contractors when it approved a policy that would allow testing of pre-hires for illegal drug use when required by owners or the government. That policy, which is not binding upon the 16 affiliated construction unions, drew opposition from at least one general president, Edward J. Carlough of the Sheet Metal Workers, on the grounds that pre-hire testing is a form of discrimination.

Stapleton questioned the policy of pre-hire testing on practical grounds, claiming they are of limited value in proving that a person is drug-free. "Today you can test out [clean] and two weeks later you

can be higher than a kite," he noted.

Local 3 maintains the debate should be focused more on treatment than punishment. The northern California Laborers' agreement adopts a similar approach by providing for counseling programs for employees with drug or alcohol abuse problems. Local 3 was one of the first to establish an in-house program to help members with such problems: the Addiction Recovery Program (ARP).

With such important issues as safety and individual liberty weighing in the balance, drug testing is bound to generate heated debate for some time to come. But as Stapleton told the membership at the recent semi-annual meeting, Local 3 doesn't intend to take a back seat in the battle against drug abuse.

"We're going to fight drugs," Stapleton pledged. "We're going to fight alcohol on the job ... We're going to have a clean worksite."

Union renews radio ad campaign

(Continued from page 4)

tune into any of the following stations: KRAK AM 1140 and KRAK FM 105 (Country and Western), KFBK AM 1530 (News Talk), KQPT FM 100 (Jazz and New Age), KCTC FM 96.1 (Easy Listening), KGNR AM 1320 (Oldies-Sports), KHYL FM 101.1 (Oldies) and KRXQ FM 93.5 (Rock).

Each of these stations is scheduled to air from three to twelve spots a week in each of the following time slots: 5am to 10 am, 10am to 3pm, 3pm to 8pm and 8pm to 12 midnight.

"Within the next eight months, we anticipate that every area in

Local 3 will have received at least four weeks of concentrated advertising," Stapleton said. At press time, scheduling was also underway for the San Jose and North Bay areas.

"It costs a lot of money to really fight the nonunion effectively," Stapleton observed. "We have to use every weapon at our disposal. We have to understand that in order for our union to grow and to remain strong, we have to bring the nonunion worker into the fold and we have to change people's attitudes on what unions are all about."

"It's a tremendous task and we really need the support of our membership," Stapleton added.

District Meetings

District meetings convene at 8 p.m., with the exception of District 17 meetings, which convene at 7 p.m.

February

- 7th District 3: Stockton**
Engineers Bldg.
1916 North Broadway
- 14th District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 21st District 8: Sacramento**
Laborer's Hall
6545 Stockton Blvd.
- 23rd District 2: Sunol**
Sunol Valley Country Club
Hwy. 680 & Andrade Rd.
Sunol, Ca.

March

- 8th District 12: Salt Lake City**
Engineers Bldg.
1958 W.N. Temple
- 9th District 11 Reno**
Musicians Hall
124 West Taylor
- 23rd District 10 Santa Rosa**
Veterans Bldg.
1351 Maple St.
- 28th District 9: San Jose**
Labor Temple
2102 Almaden Rd.

Stapleton heralds 50 years of progress, pledges Local 3 will keep up the fight

(Continued from page one)

and pension plan, among other achievements. "He got the job done," Stapleton declared.

Since Swanson's time, the union has grown from 1800 members to its present membership of 32,000. Noting that "we'd have 10,000 more" if it weren't for the non-union, Stapleton described two recent legislative victories in California that could help the union cause.

First, labor successfully pushed a bill requiring that subcontractors be listed on job bids. As a result, contractors "can no longer shop," Stapleton said, which will help protect wages and fringes in the construction industry.

'Back-dooring' Deukmejian

A second bill passed by the legislature requires that prevailing wages be paid on certain types of private work. "It was slipped through on a Republican's bill that the Duke [Calif. Gov. Deukmejian] wanted, so we got it signed," Stapleton said, his smile betraying a bit of mischief. "We back-doored him."

"As long as we get what we're after to help our brothers, I don't care whether it's back door or front

door or what door it is, we're going to do it," he added.

Local 3 also helped reverse a move by the franchise tax board to tax health and welfare benefits. If the tax had gone ahead as planned, the Local would have faced an assessment in excess of \$6 million. "Through our friends," Stapleton said, "we were able to turn that around."

Stapleton reported "great improvement" in efforts by the Foundation for Fair Contracting to make sure that public works jobs go to union contractors. Even though some of those jobs are small, it is important for union contractors to get them, Stapleton said, because "tomorrow those guys in these small categories are big operators."

Members were treated to a preview of new radio spots featuring Local 3 members talking about their union. The spots are designed to increase the public's awareness of the contribution made by Local 3 to its members and to their communities.

Something to be proud of

"We're going to show them that Operating Engineers Local 3 is an asset to each one of these counties and communities," Stapleton promised. "And brothers and sisters, we are."

Stapleton said the union's contribution to local economies could be seen in the dollar value of the pension and health and welfare payments disbursed by the union during the past 11 years. Including payments in Local 3's public employee sector, the union has paid out benefits in excess of \$1.1 billion.

"That's something you can be proud of, because without you we wouldn't have that," Stapleton told the members. "It's a tremendous thing for our members and this local."

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 Committeemen shall take place at the first regular quarterly district or sub-district meeting of 1989. The schedule of such meetings at which the Grievance Committee members will be elected, is as follows:

February

- 7th District 3: Stockton**
Engineers Bldg.
1916 North Broadway
- 14th District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 21st District 8: Sacramento**
Laborer's Hall
6545 Stockton Blvd.
- 23rd District 2: Sunol**
Sunol Valley Country Club
Hwy 680 & Andrade Rd.

March

- 8th District 12: Salt Lake City**
Engineers Bldg.
1958 W. N. Temple
- 9th District 11: Reno**
Musicians Hall,
124 West Taylor
- 23rd District 10: Santa Rosa**
Veterans Bldg.,
1351 Maple St.
- 28th District 9: San Jose**
Labor Temple
2102 Almaden Rd.

Gradechecking classes

Local 3's San Jose office will conduct gradechecking classes (basic and advanced levels) at the office beginning the first Thursday in February and every Thursday evening thereafter.

To sign up and to obtain more information, please contact the San Jose office staff at (408) 295-8788.

Local 3's Oakland office will conduct gradechecking classes beginning in March at 8105 Capwell Dr. Classes last one month, one night a week. Classes are free but there will be a fee for the instruction book. Please contact the dispatchers (415) 638-7273 for further information. There will only be 30 openings for this class.

Election of Geographical Market Area Addendum Committeemen

Business Manager T. J. Stapleton has announced the election of Geographical Market Area Addendum committeemen to each of the Northern California and Reno, regular scheduled district meetings and/or at Specially called meeting to be scheduled during the first quarter of 1989, with eligibility rules as follows:

No member shall be eligible for election, be elected or hold the position, of Geographical Market Area Addendum Committeemen.

(a) Unless he is living in the Committee's Geographical Market area.

(b) Unless he is employed in the industry in the area

(c) He must be an "A" Journeyman

(d) He must be a member in good standing

(e) Must not be an owner-operator.

No members shall be nominated unless he or she is present at the meeting and will accept the nomination and the position, if elected.

No member is allowed to serve more than two (2) consecutive terms on the Geographical Market Area Committee.

February 1989

- 7th District 3: Stockton**
8:00 p.m.
Engineers Bldg.
1916 North Broadway
- 14th District 5: Fresno**
8:00 p.m.
Laborer's Hall
5431 East Hedges
- 16th District 8: Auburn**
7:00 p.m. (Special called)
123 Recreation Dr.
Auburn, Ca.
- 21st District 8: Sacramento**
8:00 p.m.
Laborer's Hall
6545 Stockton Blvd.

- 23rd District 2: Sunol**
8:00 p.m.
Sunol Valley Country Club
Hwy 690 & Andrade Rd.
Sunol, Ca.

- 28th District 9: Freedom**
7:00 p.m. (Special Called)
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
Freedom, Ca.

March 1989

- 9th District 11: Reno**
8:00 p.m.
Musicians Hall,
124 West Taylor
- 23rd District 10: Santa Rosa**
8:00 p.m.
Veterans Bldg.,
1351 Maple St.
- 28th District 9: San Jose**
8:00 p.m.
Labor Temple
2102 Almaden Rd.

Engineers News

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