

# Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA JANUARY 1993

## Corporate Catskinners

The crew of Maggiora & Ghilotti Inc. works on the Rowland Blvd. on-off ramps on U.S. 101 in Novato. See story page 10



Photo by Steve Moler



## FOR THE Good & Welfare

By Tom Stapleton  
Business Manager

## Adversarial bargaining: it's a 'lose- lose' situation.

I've been involved in union representation a long time, but I never cease to be amazed at how difficult it can be to get members and employers to work together to solve mutual problems. The sad thing is, unwillingness to try and understand the "other side's" point of view invariably leads to failure to solve the problem. Result - everybody gets hurt. Case in point:

Recently a large mining company represented by Local 3 approached the union with a problem. They needed to increase production. The solution: expand operations in the one area of the mine that was not yet working a 24-hour-a-day schedule.

Under the contract, management had a right to implement a round-the clock schedule without seeking the union's permission as long as they paid proper overtime and did not violate other sections of the contract dealing with starting times, etc. This was already being done in other areas of the mine.

However, the company had something a little more ambitious in mind. They wanted to establish a "crew-based" schedule that would keep each crew and supervisor together on the same shift schedule. Furthermore, they wanted to implement a 12-hour shift. This would mean working four 12-hour shifts one week and three 12-hour shifts the next. The advantage to the employer was more efficient scheduling. The advantage to the worker was an opportunity to have more days off lumped together.

There was a hitch, however. In a two-week pay period, 12-hour schedules have more built-in overtime, even though the employee actually works no more hours than on a traditional 8-hour shift. The company wanted to implement a 12-hour schedule without having to pay the additional overtime, since they would in reality not be getting any more work out of the employees.

Federal wage and hour laws mandate overtime pay after 40 hours a week, so the company couldn't solve its problem unless it could adjust the wage rate down. That would require a change in the contract, which couldn't occur unless the membership approved it by a ratification vote.

There appeared to be interest in a 12-hour shift from some of the members, so we agreed to the formation of a steering committee to study the issue and evaluate the company's proposal. The company hired an outside consultant to put together the plan. After many long weeks, Newmont finally issued its proposal for 12-hour shifts.

Key to their proposal was a "compensation neutral" program. That is, the wage rates had to be adjusted downward slightly to compensate for the extra built-in overtime. The company thought the members would approve it, because the employees' actual paychecks would remain the same.

It didn't work out that way. Management was so intent on getting what they wanted, they didn't listen to the objections of the rank-and-file members on the steering committee. The company basically said: "Either take the 12-hour shift with the compensation neutral package or we'll implement a 'rolling eight-hour' schedule which nobody likes."

The members voted the proposal down by a huge majority. Even though there were some good elements to the company's proposal, it went down in flames because the members resented the company's heavy-handed approach. By voting it down, the members realized the company would probably make good on its threat to implement a lousy "rolling-eight" schedule (which they did). Result - everyone got hurt. The company didn't get what it wanted and the members didn't get what they wanted.

The chapters to this story are still being written, but the moral is already clear: It's a "lose-lose" situation when management and em-

ployees become adversarial. The traditional theory behind adversarial or "power-play" collective bargaining is that, if you're bigger and tougher, your side wins and the other side loses.

In the long run, both sides lose. The employer cannot run a profitable business without productive and reasonably happy employees. Happiness on the job and productivity cannot occur in an atmosphere of hostility and contention.

In this day and age, one of the prime roles of the union is to help foster a more positive atmosphere between employees and employer. Don't get me wrong, Local 3's responsibility is ultimately to its members. We're very good at fighting for the membership. But a constant environment of hostility is bad for the company and for the employees. Ultimately companies go out of business if they cannot obtain a good working relationship with their employees. Then everybody loses.



At the January 9 semi-annual meeting in San Francisco, Recording-Corresponding Secretary Bill Markus, right, who is retiring January 31, says farewell to the members after an illustrious career with Local 3.



## Engineers News



WIPA

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## Dredging update

# EPA proposes new dredge disposal site

The Environmental Protection Agency has recommended that millions of tons of sediments dredged from the bottom of San Francisco Bay can be safely deposited in the ocean 57 miles west of the Golden Gate.

The EPA's plan is part of the Long Term Management Strategy, a program that's studying the bay dredging crisis and will propose a range of environmentally acceptable and economically and technically feasible disposal sites by December 1994. New dredge disposal sites are needed so bay ports can continue to dredge their channels to accommodate the new generation of cargo ships.

The proposed disposal site, one of three evaluated by the EPA as part of the Long Term Management Strategy, is nine miles beyond the Gulf of the Farallones National Marine Sanctuary and was at one time a military dumping ground for chemical and conventional weapons. The site is 9.5 square nautical miles with a depth of up to 9,000 feet. The two other sites being studied are farther south.

In a draft environmental impact review, the EPA said the deep-ocean site could handle 400 million cubic yards of dredge spoils over the next 50 years without posing a major threat to fish and other marine life. Final approval of the site could break the long stalemate between regulatory agencies over where to safely dispose of dredge materials from the bay.

Dredge spoils have been traditionally deposited inside the bay until state and federal regulatory agencies started restricting dumping near Alcatraz Island and elsewhere.

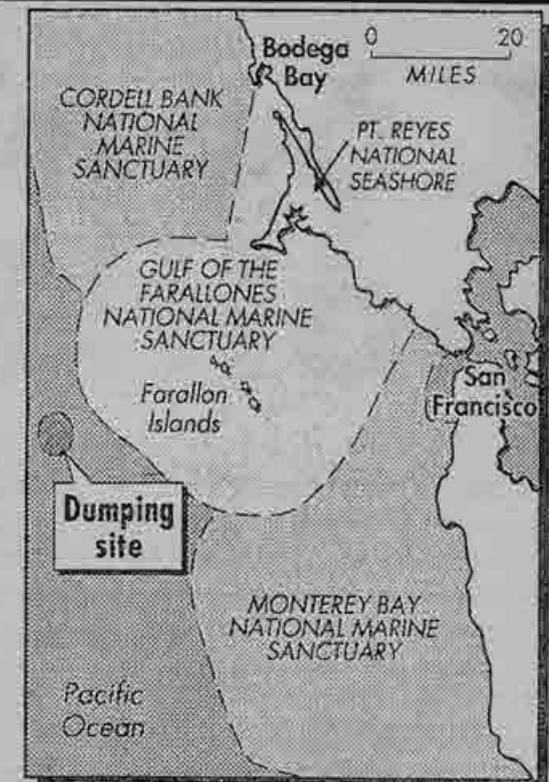
Some 30 million cubic yards of sediments need to be dredged and disposed of to maintain existing navigational channels, and nearly 8 million cubic yards must be dredged each year to keep bay ports and the region's maritime economy viable. Another 20 million cubic yards must be dredged on a one-time basis to deepen channels at the Port of Oakland, Richmond Harbor, U.S. Navy installations and to complete the last section of the San Francisco-Stockton channel.

The encouraging news about the

EPA's findings is that fishing and environmental groups are generally receptive to the proposed site. Cynthia Koehler, an attorney representing the Half Moon Bay Fishermen's Association, which filed suit in 1988 to block deep-ocean dumping in the area, told the *San Francisco Chronicle* that the new proposal is a vast improvement over previous plans. "I have some confidence that there's a

scientific basis to EPA's choice," she said.

But officials at the Farallones sanctuary, which supports some of the world's richest seabird colonies, said they would like to see stronger evidence supporting EPA's claim that the refuge would be safe.



## Study concludes union busting busts companies, shareholders

A new study by three City University of New York researchers on anti-union tactics concludes that union busting is bad for business. The study of companies that have adopted aggressive management strategies to attack unions and union wages show that such tactics have backfired, costing companies millions of dollars.

The study, titled "The Cost of Aggression," found that tactics used to force lockouts at Eastern Airlines, Greyhound, Ravenswood Aluminum Corp., Phelps Dodge Corp., Pittston Co., the *New York Daily News* and Caterpillar Inc. proved to be "very expensive for the company and for its stockholders" and exacted a "high toll on the entire country."

During the "all-out war" on unions by some companies, the study says, executives rolled up huge corporate expenditures for increased security, expensive union-busting lawyers and the hiring and training of permanent replacement workers. Added cost accumulates when the stock market devalues companies that attack their work forces.

One key to the high cost of union busting is the sophisticated response by organized labor, the study showed. In six of the seven situations cited by the authors, the AFL-CIO Strategic Approaches Committee was asked by the unions involved to coordinate and facilitate campaigns to force the companies to negotiate.

In the Eastern Airlines strike, the authors found that former CEO Frank Lorenzo's systematic dismantling of the company and attacks on the Machinists broke a long tradition of IAM cooperations with management that had kept the company afloat, including literally billions of dollars loaned to the company in the form of wages deferred by the IAM and other Eastern unions.

Before forcing all the Eastern unions to strike and effectively closing down the airlines in March 1989, Lorenzo set aside \$50 million to hire mechanics, security guards and airport service personnel to standby as replacements. The company lost \$853.2 million in 1989 and was forced to shut down operations completely in January 1991.

In the Greyhound strike, the company's owners set

aside \$54 million in a strike fund and borrowed another \$25 million. The first quarter losses amounted to \$56 million, and six months later the company filed for reorganization under bankruptcy protection. In the first nine months of the strike, the company lost more than \$105 million and spent up to \$100 million more on financial reorganization and defenses against the Amalgamated Transit Union, the study said.

Caterpillar's lockout of 12,600 workers in November 1991 and its subsequent decision to hire strikebreakers raised doubts about the company on Wall Street, the authors found. The doubts mainly were about how the company could replace so many workers and the years of cooperation that had been a key element in maintaining its competitive edge. The resulting drop in stock prices caused shareholders to lose \$330 million by July 1992.

During the lockout of newspaper employees, the *New York Daily News* and its parent Chicago Tribune Co. paid more than \$100 million to establish a secondary newsroom, maintain a strikebreaker force, pay legal fees and then to sell the paper. A massive corporate campaign drove the newspaper's circulation and advertising revenue down sharply. The Tribune's stock also lost value quickly as the strength of the unions became apparent, the study said. Eventually, stockholders lost some \$785 million in equity or \$261,000 per striker.

The study's authors - Stephen R. Sleigh, Michael Kapsa and Chris Hall - said a public policy response is desperately needed that will "rebalance the interests of employees and employers with reforms to the collective bargaining process." These reforms, they say, "will emanate... from the enlightened self-interest of executives who understand that cooperation with employees and their organization is more productive than confrontation."

Recent examples of labor-management cooperation suggest that "labor and management, working together, can come up with innovative solutions to competition," the authors said. "Public policy must encourage these cooperative endeavors and discourage the all-out war mentality that became all too familiar in the 1980s."

# Local 3's new political frontier

*A growing number of union members are furthering labor's cause by getting appointed to influential boards and commissions*

*By Steve Moler  
Assistant Editor*

First of a three-part series

Engineers News begins the new year with a series on how union members can, in addition to voting, take a more active role in determining their political and economic future.

The 1992 general election is history. For working men and women the outcome couldn't have been sweeter. Labor-endorsed candidates won impressive victories in all regions of the country at every level of government. Democrats not only captured the White House for the first time in 12 years, but maintained solid control of both houses of Congress. To add icing to the victory cake, a record number of Local 3-endorsed candidates won election to state and local offices.

With so many favorable political results to gloat over, you'd expect union campaigners to hang up their precinct walking shoes, unplug the phone banks and turn out the lights to the union hall until the next election. When so many labor candidates win, what else is there left to do?

The answer lies in a somewhat obscure and untapped arena of local politics. A growing number of Local 3 members aren't stopping at the ballot box; they're forging a new political frontier for Local 3 and organized labor. Rather than rely solely on high-level elected officials to represent working people, these union members are taking matters a step further by getting appointed to influential local government boards and commissions, which are responsible for advising the same politicians that union members elect, and which set policies that profoundly impact the livelihoods of working people.

## **New brand of activism**

This brand of political activism is destined to dramatically increase labor's influence at the local

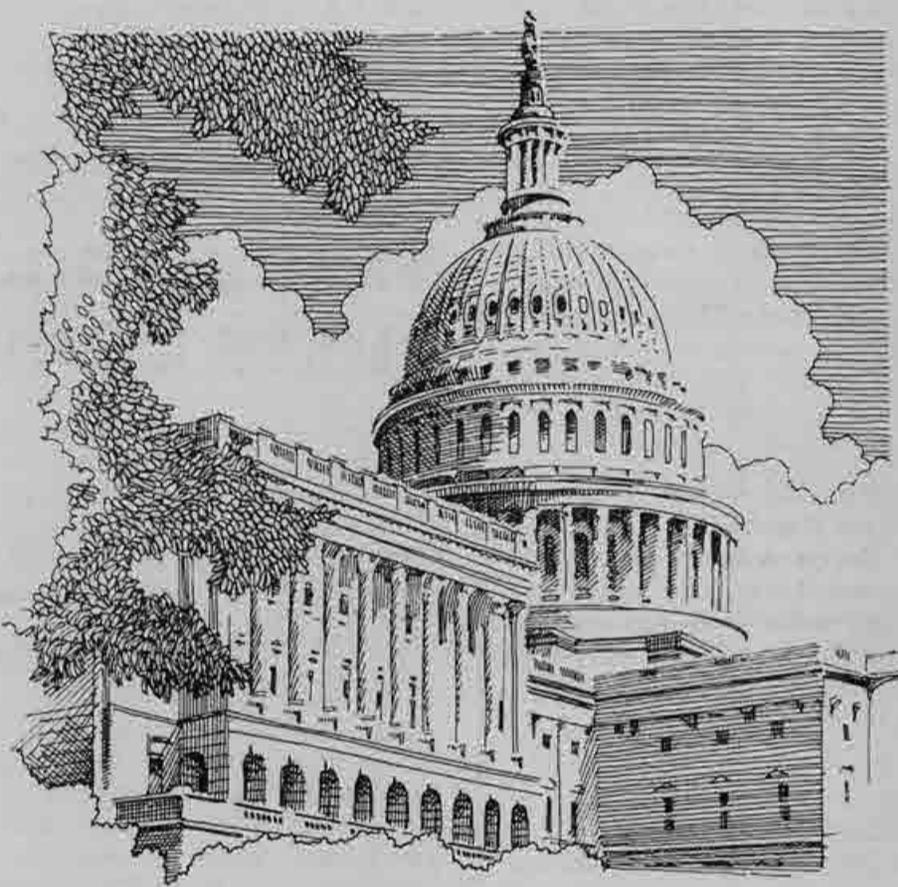
level and pave the way for union members to eventually serve at higher levels of state and federal government. The campaign isn't about having only a few union members serving on a board here and commission there; it's about using labor's existing political clout to get large numbers of union tradespeople appointed to as many local government bodies as possible, whether it's transit boards, highway commissions or citizens advisory boards.

The idea is for labor's new generation of government servants to first gain experience and influence at the board and commission level, then run, with union support, for higher office. Within time rank and file union members would be serving in enough elected offices and sitting on enough local government bodies to gain considerable control and influence over their own livelihoods, especially as it relates to jobs.

Environmental and no-growth groups have applied this kind of political strategy with daunting success over the past two decades, and as operating engineers know, the "greenies" have attained enormous power at the local level, successfully blocking numerous construction projects that would have given union tradespeople work. The environmentalists have managed to place their people on virtually every city council, county board of supervisors, advisory board and commission in California. Labor needs to do the same.

## **Opportunities abound**

Every union member's community, even the small ones, is loaded with opportunities for citizen participation. Each city and county department — whether it's public works, parks and recreation, social services — is overseen by a board or commission consisting of appointees from the community.



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***"The efforts of governments alone will never be enough. In the end, the people must choose and the people must help themselves."***

***- John F. Kennedy***

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These bodies, which are usually mandated by state law, help identify issues, develop policies and legislation, advocate for resources, and provide oversight for the department they represent.

Alameda County, for example, has over 50 county commissions, boards, oversight committees and task forces comprising over 900 appointed citizens who volunteer

their time to assist and advise the county on a wide range of issues. Without these volunteers the county would not only be unable to comply with state mandates, but would operate with an extremely limited perspective, not the prime ingredient of a thriving democracy.

Cities are also required to have boards and commissions. In Oakland, members of the Economic

Development Advisory Committee, who are appointed by the city council and serve three-year terms, are responsible for advising the city council on economic development and employment issues. The committee prepares plans for the city's industrial and commercial development, then submits the proposal to the city council for its consideration and approval.

Oakland's City Planning Commission is responsible for overseeing the city's Planning Department. The commission, whose seven members are appointed by the city council and serve four-year terms, develops policies for the Oakland General Plan and makes recommendations to the city council. The commission also certifies environmental impact reviews used to decide whether development projects should be approved. It also studies applications for construction of new buildings and has major responsibilities for adoption and administration of zoning ordinances and subdivision laws.

Despite their relative obscurity, board and commissions possess considerable power and influence. Though they don't usually make direct decisions on major issues and proposals — by law that's up to groups elected by the people — boards and commissions do lay the groundwork and make recommendation for higher officials to use in making the final decisions.

#### Taking control

Serving on a board or commission, therefore, places members in a position to gain influence and control over their own political and economic destiny — and that of their fellow union brothers and sisters. You give input, make recommendations and decisions, and ultimately have a major impact on issues vital to your community, such as which housing developments will get constructed, how wide streets are going to be, which areas of town will contain open space, which public works projects will the community pursue, which zoning laws will be changed.

What's encouraging about applying for a position on a board or commission is that you don't have to have any special qualifications, such as a law or engineering degree, just lots of enthusiasm and a sincere interest in the issues at hand. Local 3 member and partsmen Ken Foley, who served on several commissions and boards in his town before getting elected to the Sebastopol City Council in November, said that becoming involved in local politics is much easier than you'd imagine.

"Politics isn't anymore complicated than a 631 scraper," Foley said. "Any regular working stiff can do it. The same skills that go into maintaining or fixing a ma-

chine can be applied to politics. They're looking for someone with a lot of heart. The biggest way to fail, though, is to do nothing."

#### The ideal candidate

Operating engineers in construction are especially qualified to serve on boards and commissions that deal with planning, land use, zoning, building codes, housing and public works. Public employees are particularly well suited for planning, social services and public works. Retirees, with more spare time and vast experience, are a good match for just about any board or commission, especially those pertaining to senior citizens.

Utah retirees Hank Willesen and Glen Hardwick are perfect examples. When Glen retired, he joined the Utah Seniors Legislature and now serves on its board of directors. He's also secretary of the Utah Legislative Committee for the American Association of Retired Persons. Glen has represented labor for many years on the federally sponsored Job Training Partnership Act and served on the vocational college planning board in eastern Utah. He also served on the Mt. Pleasant City Council.

"Since everyone should believe in something, I'll tell you what I believe," Glen said. "All retirees should be involved in public service and seniors activities. I think it's a fine way to return to our society what we take out of it."

When Hank retired, he also joined the Utah Seniors Legislature and worked his way up to being on the board as well. Hank also served as a city council member in his community. "I urge all of you retirees to become active in local politics," Hank said. "Every retiree should get involved in social services and public and community services whenever possible. Our existence depends on our reliability."

#### How to get started

Boards and commissions are ideal venues for union members to get started in local politics. First, there are almost always vacancies. Of the nearly 900 board and commission positions in Alameda County, 107 are currently vacant, and since members serve three-year terms, more slots are likely to open up some time during the year. Second, because the positions are appointed, you don't have to run a campaign and get elected. The only cost is your time and effort. Finally, serving on a board or commission doesn't consume large amounts of time. Most of the groups meet either weekly, bi-monthly or monthly for a few hours. What does require time and effort, however, is studying the issues and networking with labor leaders and local government politicians and bureaucrats, all of which can be done mostly at home

in your spare time.

The largest obstacle to getting started is often making that all-important first step.

Local 3 or your central labor council can make the transition easier because they usually have alliances with local politicians who can either appoint you themselves or help you get your foot in the door. The best course of action is first contact your business agent and district representative and obtain advice and direction from them. With a little determination your journey into local government activism will be relatively easy and, of course, gratifying.

#### Term limit nemesis

This new movement couldn't have come at a better time. In four years, California's political landscape will change radically. Proposition 140, which California voters approved in 1990, will impose term limits on state legislators, which means some of labor's strongest supporters will be forced out of office by 1996. The leaders of both houses of the state Legislature, Senate President David Roberti and Assembly Speaker Willie Brown, both ardent labor supporters, will either have to leave their current positions or run for a different office in 1994 and 1996 respectively.

By decade's end, the high turnover of state legislators caused by term limits will make it much more difficult for the state's trade unions to build long-term political alliances that allow unions to introduce favorable bills and kill destructive ones. With state legislators guaranteed to be out of office in six to eight years, it's imperative that unions, if they intend to maintain their political strength, begin getting their own people involved in local politics, with the eventual goal of getting them elected to higher office.

"The future of the union is in the hands of the active members and retirees," said Local 3 Vice

## Other Alameda County Boards and Commissions

*Below are some additional examples of Alameda County boards and commissions that operating engineers would be qualified to serve on. The boards and commissions in your community have similar duties.*

#### PLANNING COMMISSION

**Established:** 1929 by state law  
**Membership:** 7 members appointed by board of supervisors

**Vacancies:** None

**Purpose:** Oversight and policy making for Planning Department. Makes recommendations to board of supervisors on land use, transportation and housing issues. Reviews amendments to zoning ordinances, sponsors public hearings on issues such as appeals of site development reviews and updates county General Plan.

#### AIRPORT LAND USE COMMISSION

**Established:** 1971 by state law  
**Membership:** appointments made jointly by various jurisdictions.

**Vacancies:** 1

**Purpose:** Makes recommendations regarding land use near airports located in the county, including runway expansions and passenger terminal expansion and construction.

#### PARKS AND RECREATION COMMISSION

**Established:** 1987, mandated by county

**Membership:** 15 members appointed by board of supervisors

**Vacancies:** 4

**Purpose:** Responsible for classification, funding, reviewing zoning requests, publicity, reviewing legislation, applications, and advises board on regional park districts to provide balanced park and recreation programs.

#### OTHER BOARDS AND COMMISSIONS

**Port Commission:** Governs activities of the port, including dredging and dock construction and upgrades.

**Metropolitan Transportation Commission:** Comprises 18 members appointed by various jurisdictions. The commission reviews and approves all proposed improvements to federal and state highways, transbay bridges and mass transit systems in the nine-county Bay Area.

**Bay Conservation and Development Commission:** Comprises 27 members appointed by Governor, state Legislature and other federal and state agencies. Regulates all filling, dredging and changes in existing uses of the San Francisco Bay and shoreline.

President Jack Baugh. "The staff can't do it alone. Politics is changing. With term limits Local 3 will no longer have the political influence it used to have. That's why members need to get involved. If we don't, we'll self-destruct."

# How to get appointed to a board or commission

- Begin by understanding that getting elected or appointed to a board or commission is relatively easy and requires no special qualifications or training. Any ordinary working stiff with enthusiasm and interest can do it.
  - Once you've made the decision to get involved, start educating yourself about local government. All the information you need can be obtained at your local library for free. Ask for literature that explains how city and county government functions. Continue to read your local newspaper, paying close attention to articles about the city council and county supervisors.
  - Attend your union's quarterly district meeting to find out what's going on in your area. Speak with your business agent and district representative about your interest in getting involved.
  - Start attending city council and county supervisor meetings. A copy of the agenda packet is normally available at your library a few days before the meeting. Review these materials so you can follow the proceedings, paying special attention to items labeled "public hearing." If you can't attend the meeting, your library will have a copy of the minutes a few days after the meeting.
  - As you gain knowledge, speak with council members and county supervisors that you like concerning an issue important to you. Get to know them and express your concerns. If you can't speak with them in person, write them a letter. They'll almost always respond, and more thoroughly than you'd expect.
  - Once you're more familiar with the inner workings of local government, focus on issues that are important to you and your livelihood. Start attending the board and commission meetings that deal specifically with these issues. Find out who the movers and shakers are and get acquainted with them.
  - After you familiarize yourself with these boards and commissions, choose one that most interests you and start attending its meetings. Next, find out if any vacancies exist. If so, your Local 3 district representative or central labor council may be able to help you apply and get appointed. If that's not possible, go back to those council members or supervisors you got to know and advise them of your interest in an appointment. They can give you suggestions, or they may even appoint you themselves. Be tactfully persistent and assertive.
  - Once you win an appointment, apply to your new position the same work ethic that made you a successful operating engineer. Start networking with government staffers and other board and commission members to gain knowledge and influence. Find out where other openings exist and encourage and help other union members seek appointments.
- Finally, if after awhile you truly enjoy what you're doing, seek higher office. Your union will support you.

# Three members who succeeded



Business Agent Don Incardona



Sacramento District Representative John Bonilla.

**W**hen Local 3 Business Agent Don Incardona decided he wanted to get more involved in local politics by getting appointed to a local government board or commission, he made all the right moves.

For years Don had been concerned about how construction and transportation issues were affecting the construction industry's work outlook in the San Jose area. Environmentalists and no-growthers dominated local boards and commissions and continually stifled major construction projects.

So Don decided to act. Through his connections as a business agent, he learned of an opening on the Santa Clara County General Plan Review Board, which is responsible for developing the county's 10-year general plan. At the time, nearly half the board was stacked with environmentalists and no-growthers.

Don next began networking with people in the labor movement. He knew that the building trades was allowed at least one appointment on

the general plan board, so he called the local building trades council, which he had a good relationship with, and let it know he was interested in the appointment.

After some wrangling and maneuvering, Don was appointed to the general plan review board in May 1991. The board has three years to complete the county's general plan, make its recommendations to the county board of supervisors, and prepare for public hearings.

Don has a few suggestions for members interested in getting appointed to a board or commission. "Anyone can do it," he said. "But you have to get off your butt and make the effort. You've got to find out who the players are in your area. You just have to get involved and don't take no for an answer."

When Sacramento District Representative John Bonilla decided he wanted to get appointed to a board or commission in his community of West Sacramento, he approached the task in a slightly different — though effective — way. He went straight to West Sacramento Mayor Greg Potnick, a personal friend and union supporter, and asked for help in getting appointed to the code of appeals board, which sets construction code policies, reviews codes that contractors feel are inappropriate and settles code violation disputes between contractors and the city.

John had to apply for the position, then convince the city council that he was qualified for the job. In late January, the city council approved John's appointment by a 5-0 vote.

John recommends that members who want to get involved in local politics start by attending city council and county board of supervisor meetings, then go to board and commission meetings. In general, he said, start finding out what's going on in your area.

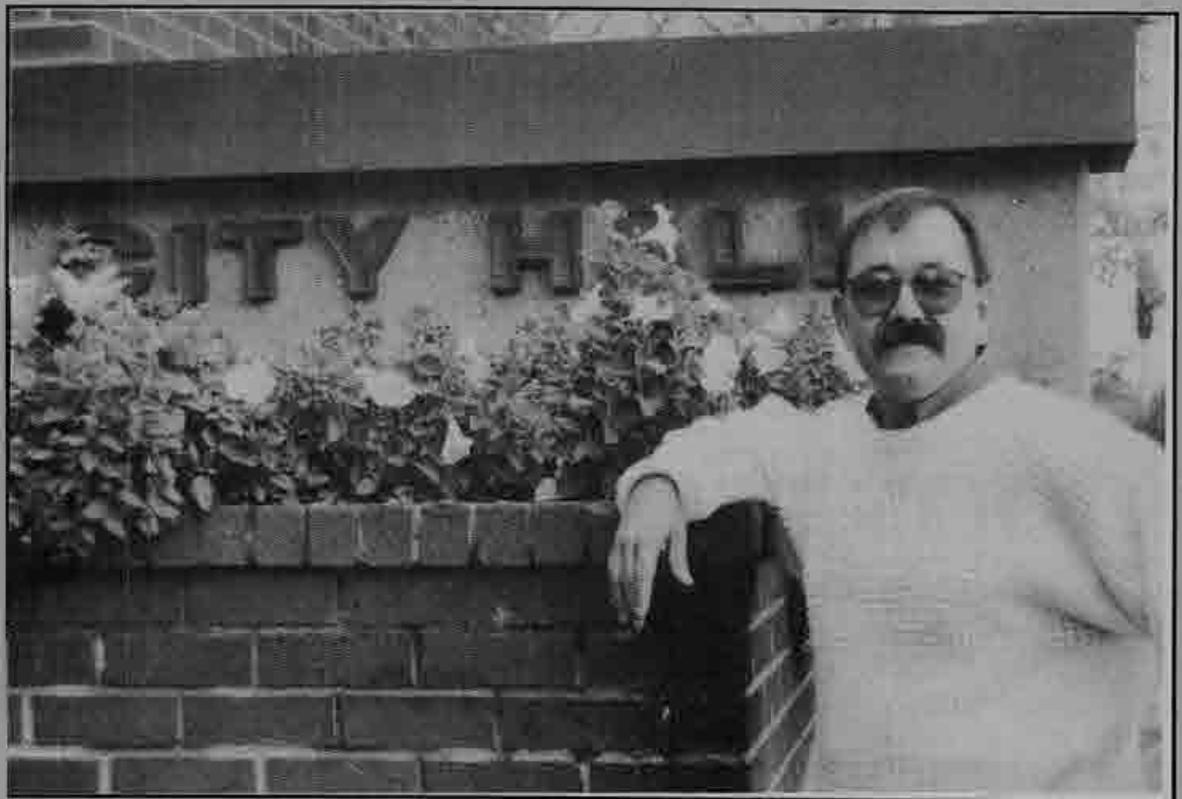
"You don't necessarily start out at the city council level," John said. "It starts even lower than that, at the planning board and school board level. What helped me was that I knew all the members of my city council. I was able to call them for help when I wanted to get involved. Members should try to do the same."

Since John's appointment, another business agent in the Sacramento District office, Frank Herrera, recently got appointed to the code of appeals board in Sacramento. Slowly but steadily the appointments keep adding up, and eventually the construction trades will match the environmentalists member for member on many local government boards and commissions.

# Member takes the prize

With a little help from his union and a lot of work, Local 3 member Ken Foley wins his bid for a City Council seat.

By James Earp  
Managing Editor



**A**T FIRST GLANCE, LOCAL 3 MEMBER KEN FOLEY doesn't really fit the image of a successful political candidate. He's never had experience in an elected office, he's a union member, a dedicated family man — and he's unemployed.

But the reality is, Foley just won election on the city council of his hometown, Sebastopol, CA. How did he do it? Why did he run? Can his experience help other Local 3 members become more politically active in their own communities? Foley is the first to say that if he can do it, anybody can.

"Growing up in the 'Sixties, I was very much politically active," Foley said in an interview with *Engineers News* recently. "A native of Vallejo, CA, Foley lived in Colorado for several years where he started his family.

"We came back to California and dealt first hand with the effects of Proposition 13," he says. "The kids started going to school and we realized that the schools did not have the staffing or the funding that the schools in Colorado did.

"In 1990 we elected some folks to our city council and it became very apparent that the tone of the town had changed. We were now going to have much more of an environmental agenda. The deferred maintenance that the city put on the infrastructure was starting to catch up to us."

Foley made a conscious decision to get involved with his community. He started attending city council meetings. He made friends with a couple of people on the city council. He wrote letters to the City Council on issues that concerned him. He soon learned that not everyone on the City Council was responsive to

the concerns of the community.

"We hadn't done any street repair in three years," Foley recalls. "We were not able to attract new business to this town. The fees we were leveling seemed to be designed to prevent people from providing housing and new business development.

"It became very clear to me that I needed to run for the City Council." Foley received encouragement from his friends in Local 3, his neighbors and his own family.

## Union activity key to success

Foley is convinced his active involvement in Local 3 was key to his decision to run for political office and his ability to win.

"When I joined the Operating Engineers in 1984, I became almost immediately active at Empire Tractor where I worked" Foley says. "I became shop steward.

I was picked to serve on the rank and file negotiating team for our 1986 contract. I got involved with the Voluntary Organizing Committee (VOC) in Santa Rosa through the encouragement of Business Agent Rob Wise and the District Representative. I was chair of the VOC at one point. I learned a tremendous amount through Rob and the other folks at the union.

Working in the union "gave me some real practical kinds of experience of how to organize a campaign," Foley says. "It also helped me build my confidence. I learned I could stand up and tell people what I thought and realize that I would still be functioning."

The active involvement of the Business Agents and staff in the Santa Rosa District set a good example for the rank-and-file membership to follow, Foley says. "In District 10, our members have sort of propelled everything that we've done.

"There isn't a district out there that has put more people on the phone banks or walking precincts. We've got guys that say, 'I've never done this before, but I'm willing to give it a shot,' and they end up walking more precincts than even some of the campaign staff.

"District 10 has found a way to get guys really involved," Foley says. "Whether it's dishing out

beans at the picnic or showing up as support on a picket line or walking precincts for an endorsed candidate. We turn out more members at our meetings than

anybody else. We give people ways to participate and that's the experience I took with me to my campaign."

## Local 3 first to help

When Foley decided to run for City Council, Local 3 was beside him all the way. The Local 3 Political Action Committee in Santa Rosa was the first organization to endorse him and contribute money.

"Early money is like yeast," Foley says, quoting the slogan of a national women's political action group. "One dollar turned into two which turned into five because other people then wanted to help. It was just terrific."

"I am very proud of the fact that I am the only candidate in my election that had a union bug on his campaign literature. The engineers provided me with 5,000 of my original flyers.

"We had a very simple campaign," Foley explains. "It was based on the idea that we would use the same themes throughout and walk neighborhoods. I walked every Saturday and Sunday. On October 1st, I also began walking either on Wednesday or Friday afternoons.

It was at this point that Foley began to receive a lot of help from his friends. "I gave them a little script and told them about things to answer."

Foley knew there was no substitute to good, hard work when it comes to winning an election.

"There are a little over 3,000 homes in Sebastopol and I personally knocked on 2,000 doors," he says. "We were in every neighborhood in Sebastopol, most of them twice. We went on a number of forums, we spoke before the Sebastopol Board of Realtors, the Fircrest Mobile Home Park where the big issue was rent and vacancy control. We spoke before the Latino Alliance.

Things really began to roll the last three weeks of the campaign. "By then my name was plastered all over town," Foley recalls. "Everyone had seen me walking and I was getting some real good press. I was beginning to separate myself from the rest of the pack, partly because I kept my message simple.

"On Monday, a day before the election, (Business Agent) Greg Gunheim, (Local 3 members) Ted Lyman and Marshal Bancard

(Continued on page 12)

**"You don't have to be a brain surgeon to get into this ..."**



Above: Richmond police officer William Lewis, left, directs peace officers into the Veteran's Memorial Auditorium for memorial services for officers Leonard Garcia and David Haynes.

Right: As more than 2,000 peace officers from throughout California lined the outside of the Richmond Civic Center Plaza, the caskets of officers Leonard Garcia and David Haynes are carried into the Veteran's Memorial Auditorium.



# Two Richmond police officers are mourned

*They were fatally shot after responding to a domestic dispute*

Most police officers fear them more than any other call. Just before dawn on December 28 Richmond Police officers David Haynes and Leonard Garcia responded to a report of a domestic dispute on the 4900 block of Hartnett Avenue. On the phone with a Richmond police dispatcher begging for help was 16-year-old Amy Choe, whose father, Jae Chul Choe, 52, was threatening the family with a gun.

The officers, hearing noise of things being knocked around on the second floor of the duplex, decided to enter the apartment. Following Richmond Police Department procedures, the two officers proceeded up a blind stairway with their guns drawn. But as Garcia and Haynes reached the top, Jae Choe shot each of the officers in the head with a high-powered rifle, then shot his ex-wife, Yon Soon Choe, three times and their 14-year-old son, Joon Choe, once. Then Jae Choe turned the gun on himself and put a bullet through his head.

A third officer, Kendall Baggett, who was headed in behind Haynes and Garcia, grabbed Amy Choe when he heard the shots and both escaped out the front door unhurt.

While Yoon Choe and her son lay bleeding inside, about 50 police off-

icers from throughout the East Bay, fearing they had a hostage situation, evacuated the surrounding apartments and staked out the duplex to await a SWAT team. Ninety minutes later, Joon Choe, bleeding heavily from the abdomen, crawled to the door and told police that everyone except his mother was dead. Police then rushed inside to find the carnage.

The shooting happened so fast that Haynes and Garcia, who were wearing protective vests, did not have a chance to fire back. They were apparently killed instantly. It was the first death by gunfire of a Richmond police officer since 1964.

Both officers were Local 3 members and veterans of the force. They both had received numerous commendations for their police work. Garcia, 31, handled criminal investigations, served on the anti-drug team and participated in joint operations with the Contra Costa County Sheriff's Department. He received four letters of commendation for his work in arresting drug dealers and seizing illegal guns.

Haynes, 30, served as a patrol officer for more than five years before becoming a crime scene evidence technician. He was scheduled to transfer to juvenile investigations

the following week. Haynes received two letters of commendation for locating and identifying the fingerprints of suspects in two felony cases.

Garcia became interested in law enforcement after graduating in 1980 from DeAnza High School in Richmond. After earning a bachelors degree from Sacramento State University in 1985 in criminal law, Garcia worked for the FBI for two and half years before joining the Richmond Police Department in July 1986. Garcia's parents, Walter and Veronica Garcia of San Pablo, said their son loved his work. He had firm convictions about his beliefs and his religion and he stood by them in all his actions.

Haynes made his home in Woodland with his wife, Kyle, and their 4-year-old daughter and 1-year-old son. After graduating from Woodland High School in 1980, Haynes served an 18-month mission in Chile for his church, the Church of Jesus Christ of Latter-day Saints. Upon returning from South America, Haynes decided to go into law enforcement, graduating from the Sacramento Sheriff's Academy in 1983 before joining the Richmond Police Department in February 1985.

Memorial services for Garcia and Haynes were held December 31 at the Veteran's Memorial Auditorium at the Richmond Civic Center Plaza. It took almost an hour for the more than 2,000 peace officers from throughout California to solemnly march into the auditorium to honor Garcia and Haynes. The occasion was a sad reminder of the price law enforcement is paying to protect the public against an increasingly violent society.

Rep. Dianne Feinstein, who was so moved by the tragedy she canceled her day's plans to attend the service, said the officers' death was a tragic example of why America needs stiffer control of high-powered guns.

Richmond Police Chief Earnest Clements told the gathering: "I wish I had the eloquence to minimize the grief, still the pain and heal the wounds. Tears are not signs of weakness but are symbols of love. We will miss you, David and Leonard."

Memorial funds have been established to help the families and relatives of the slain officers.

**Leonard Garcia Memorial Fund**  
**David Haynes Memorial Fund**  
**C/O Mechanics Bank**  
**2200 MacDonald Avenue**  
**Richmond, CA 94801**

## FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

## Important income tax information



Your 1992 year-end IRS form 1099-R, for both pension payments and lump-sum annuity payments, including the details of any federal

or state income tax withholding you may have authorized, will be mailed to you by the end of January. If you note any discrepancies with your personal records, contact the Trust Fund Service Center or the Fringe Benefits Service Center. Pensioners take note: the IRS requires the trust fund office to mail a 1099-R instead of a W-2P. The trust fund office will no longer be mailing W-2Ps. Use the 1099-R when filing your tax return.

#### Health care update

As you know, the Clinton administration is going to place a high priority on health care reform. We all welcome the focus on this vital issue. No one knows what shape health care reform may take, but we all know something must be done to slow rising health care costs.

Health Access, a coalition dedicated to affordable health care for all Californians, has recently distributed a survey that summarizes a few of the national plan proposals along with California Insurance Commissioner John Garamendi's plan. Here is a brief word about three different plans.

#### 1. McDermott Single Payor Plan

Rep. Jim McDermott, D-Wash., will be introducing a single payor plan in the 103rd Congress, which opened January 5. The plan, not yet in legislative form, will be similar to HR 1300 sponsored last session by Rep. Marty Russo, D-Ill. The plan would implement universal access and comprehensive coverage.

#### 2. Clinton Campaign Health Proposal

President-elect Clinton appears to support the concepts of employer-based coverage and "managed competition." There would be a core benefits package consisting of doctor and hospital care, prescription drugs, prenatal care, mammograms, routine health screening and basic mental health services. Every American would be guaranteed this package, determined by the Health Standards Board. A na-



Fresno District retirees got together October 8 for a potluck at the Police Officers Pistol Range.

tional health care board would establish an annual budget.

#### 3. John Garamendi's California Plan

According to Garamendi's executive summary, "All Californians would obtain coverage from one health care system, managed by a public-private partnership, rather than through multiple employer systems that deliver coverage inefficiently and distribute it inequitably. The Health Insurance Purchasing Corporation (HIPC) would certify private health plans to offer coverage. The plans would compete for enrollees on the basis of quality of service and price. The health care components of all private insurance policies — workers compensation, auto, and health — would be consolidated into a single, unified health care system. Individuals would receive the same protection and the same care regardless of when, where or why an injury or illness occurred..."

#### Retiree Meetings

The first round of Retiree Association meetings has begun (see schedule page 18). This is an open invitation to all retirees and their spouses to please join us at the meetings in your area. This is your opportunity to hear about the latest goings-on of the union, credit union and trust fund. Your input at these meetings is vital. And as many of you know, you will meet some friends you may have worked with and haven't seen for some time, and you'll make some new friends. As always, your questions and comments are welcome. We're looking forward to seeing you in your area.

#### Prescription drugs

You may have read that the U.S. Food and Drug Administration recently approved two new drugs: Taxol (Bristol-Myers Squibb), for advanced ovarian cancer, and Imitrex (Glaxo), for migraine headaches. I mention this small bit of news just as a reminder that new prescription drugs come onto

the market all the time, and that operating engineers and their family members should consult carefully with their doctor regarding use of any prescriptions. And by all means, if you have more than one doctor, let each know of all prescriptions you are taking. We are not offering medical advice here, only good common sense.

#### Direct deposit

The National Automated Clearing House Association recently reported that Thursday, December 31, 1992, was a record \$75 billion payday for those who received salaries, benefits or other payments by direct deposit.

Pensioners take note. If you have not yet joined those who have taken advantage of direct deposit services for your monthly pension check, you may do so by completing a simple form, available from the trust fund office or the fringe benefit center. You may have your monthly pension check deposited direct to any financial institution you wish.

Operating Engineers Federal Credit Union members may wish to have a direct deposit to your credit union savings or checking account. No more worrying about whether your pension check will be delivered on time by the U.S. mail. Your monthly pension check will be available to you on the first working day of the month. Give the trust fund office, the fringe benefit center or the credit union a call to obtain the form for pension check direct deposit. You'll be glad you did.

## Local 3 member wins city council election

(Continued from page 7)

showed up at my house and said, 'Let's do it.' We spent Monday morning scrounging for streets we hadn't been on.

"The whole experience was very moving," Foley said with obvious emotion in his voice. "Aside from all the nuts and bolts, it was the people who made it happen. I owe them respect and a debt of gratitude and it couldn't have been done without Local 3."

The hard work and generous help paid off. On election day, out of the seven candidates running for two open seats, Foley drew the most votes by a large margin. He has been serving on the City Council for about six weeks and is excited about his

assignments on the Sonoma County Transportation Authority and the Drug and Alcohol Advisory Committee.

What are his plans now?

"I spend part of each day trying to find work," Foley says.

"What I'd really like to do? I'd like to have a job where I can use my voice and I don't mean just talk. I think I have an ability to communicate, not only with rank and file members' views, but to the business community, to elected officials.

"Public Service to me is a high calling," Foley says "Campaigns are one thing. Getting elected is one thing, but I have a high regard for people who are willing to get out there and try and take care of busi-

ness."

What advice would Foley give to other union members who would like to be more involved politically, but don't know where to start?

"The message I want folks in my union to know is, you don't have to be a brain surgeon to get into this," he advises. "I got elected because I'm a regular working guy. People respond to just plain folks.

"It started with my union involvement and got more political as it went along. I picked up some skills. I went out to a job site with the VOC to talk to some nonunion guys. I was scared to death, but the more I did it, the easier it got. That paid off. I'm no longer afraid to knock on a door.

That is real basic stuff."



Top: Blade operator George Hawkins.

Top center: Overview of a portion of Maggiora & Ghilotti job at Rowland Blvd. and U.S. 101 in Novato.



Above: From left are Caltrans Inspector George Schaefer, operators Dick Engelke, Dave Morgan, Kirby Bobo, Dennis Albini, Mike Sciacca, Jim Reagan Jr. and Greg Ghilotti.

Below: A blade works the fill area on one of the on-off ramps.



# A holic

*Maggiora & Ghilotti Inc. completed the Rowland Boulevard ramps leading to the Vintage Oaks Shopping Center in time for the year's busiest shopping season.*

**Y**ou've heard about how retailers have to order and stock their inventory in time for the Christmas holiday shopping rush. Well, Local 3 members working for Maggiora & Ghilotti, Inc. based in San Rafael found themselves in a similar situation last November, the principal difference being the crew had to move dirt instead of merchandise.

After the Vintage Oaks Shopping Center in Novato was completed last fall, the developer, the Hahn Corp., in cooperation with Caltrans, agreed to upgrade the on- and off-ramps at U.S. 101 and Rowland Boulevard. But there was one very important objective. The Hahn Corp. wanted the \$3 million project completed in time for the shopping center, which has a Costco, Target, Macys Home Store and Marshalls, to accommodate the onslaught of holiday shoppers the day after Thanksgiving.

Maggiora & Ghilotti was definitely the right company for the fast-paced job. The project, which began in early September, consisted of replacing the old on- and off-ramps with newly designed and upgraded ones. The highly motivated and cohesive crew of about 16 operators jumped right in and attacked the project from the outset, working six, 10- to 12-hour days - even some Sundays when necessary - to get the job done before the holiday rush.

The first task was to rip out the old 4-inch and 15-inch-thick AC. Dozer operator Dennis Albini, on a D9, did a lot of the ripping, while excavator operator James Reagan Sr. on a Cat 235 loaded the stuff into bottom dumps. Once the old ramps were stripped of their old skin, the grading crew came in and prepared the ramps for the base material.

Because the soil beneath the ramps consisted of bay

mud, Maggiora & Ghilotti used a super lightweight road base material after the AC was removed. The base material, manufactured by PCM, is a mixture of sand and cement, close to melting point, which allows for spreading and grading by a paver operator George Hawkins.

Once the base material was laid down a layer of 1.5-inch permeable base course was placed. The crew of paver operator George Hawkins and screedman Mike Sciacca laid down a 3-inch asphalt. Three days later, Dave Morgan, a 30-year-old Novato resident and lubeman Dave Morgan, finished the job in shape.

All of the lightweight materials proved ideal for the job. Even after heavy rains Gene Hahn, president of Maggiora & Ghilotti, was performing. The ramp was designed.

The crew's hard work and dedication to the deadline made the project a success. It challenged the operators and supervisors at Maggiora & Ghilotti. Hahn Corp., the ramp was completed on November 21, three days before



Photos by Business Rep. Greg Gunheim



# Bay gift

## The Rowland Orange Oaks Shopping Shopping day

Ghilotti had to use extremely lightweight materials to prevent the ramps from settling. The company used a base material called Baypor F70 manufactured by PCM. This material is a type of shale heated to 1,000 degrees and then injected with air. The job of spreading the Baypor went primarily to blade operator George Hawkins and roller operator Tim Slevin. When the material was down, Maggiora & Ghilotti laid down a layer of lightweight AC called asphalt treated portland cement (ATPB). This material allows water to drain and run into subdrains. The paving was done by operator Dennis Albini and apprentice operator Sciacca laid down the final layer of 3/4-inch asphalt. Throughout the project, mechanic Bill Sciacca, member, master mechanic Bill Autler and foreman Kirby Bobo kept the machinery running in top

condition. The lightweight products used to build the ramps were a key to the job. Last week, in fact, during the busiest shopping day of the year, General Superintendent Glen Ghilotti stopped by the project site to see how the ramps were doing. He said, "The water, he said, was draining exactly as

planned. The work and determination to meet a tight deadline was a key to the job's success. The tight deadlines challenged the workers, and they rose to the occasion. To the credit of the workers, and to the delight of the community, the ramps were ready for traffic November 15, 1992. This was the busiest shopping day of the year.



Top right: A load of light weight material, Baypor F70 by PCM, is delivered at the job site.

Center left: From left are Blademan George Hawkins, General Superintendent Glen Ghilotti and Foreman Kirby Bobo.

Center right: Project Superintendent and Vice President Greg Ghilotti.

Left: Caltrans Inspector George Schaefer, left, and General Superintendent Glen Ghilotti check project plans.

## YOUR CREDIT UNION

By Bill Markus, Treasurer

# Some helpful hints about home loans



When you start thinking of buying a new home or refinancing your present one, you should keep your credit union in mind; it offers a full

line of variable and fixed rate mortgages. Every effort is made to accommodate your needs, because it's very important to get the right mortgage loan.

Your credit union has loans for both 15- and 30-year terms. The credit union's Real Estate Department staff can talk to you about both. They'll answer your questions,

figure payments, and tell you how to qualify for a real estate loan. They will point out the benefits of a fixed rate and adjustable rate mortgage loan. Your home is a big investment. When taking out a loan on it, you want to understand all aspects of the loan agreement.

When refinancing a mortgage, you should watch out for some traps. If the loan sounds too good to be true, it may very well be. "Low interest" loans advertised on television may promote a low fixed rate, but read the fine print as it flashes across the screen. You will find the rate quoted is for a "balloon payment," meaning the entire loan balance would have to be paid off in one lump sum after three years. This type of loan is widely available and, if you want such a loan, make sure you shop for a good rate.

Negative amortization loans — ones in which the payment does not cover the interest and principal due, so the loan balance increases instead of decreases — can be attractive because of their low monthly payments.

However, they have some unpleasant surprises. On a \$100,000 loan, at 8 percent, payments would be about \$734 per month. But with negative amortization loans the payment might be \$650. The \$84 difference is added to your loan balance so after five years your principal balance would be \$5,300 more than when you started.

Financial institutions advertising mortgage loans with "no points or fees" may sound good, but you may end up paying for it in higher interest rates. It can be difficult to make a loan choice when there are so

many different combinations of interest rates and points. When comparing loans, be sure to compare the same kinds of loans — 30-year fixed to 30-year fixed, adjustable to adjustable, and so on.

To help you figure which loan would be best, use the following formula: take the interest rate quoted to you and add the number of points, divided by 6 (an 8 percent loan with two points comes out to  $8 + [2/6 = .33]$  or 8.33). By using this formula, you can see that an 8 percent loan with 2 points is actually a better deal than an 8.5 percent loan with no points. On a \$100,000 loan the savings would be over \$150 per year.

The credit union would like to help you with your home loan needs. Contact our Real Estate Department with your questions. Let them help you into the home loan that's right for you.

## TEACHING TECHS

By Art McArdle, Administrator

### Now's the time to upgrade skills

Here we go again, the start of a new year, 1993. For most of us 1992 turned out to be a real bummer because work hours were way down. With the new Clinton administration let's hope the economy turns the corner to a better construction year.

Our hands-on training is still moving along. The data collection and GPS course, however, have been completed. A big thanks goes out to Marc Severson of California Surveying & Drafting of Sacramento and Hans Haselbach of Haselbach Instruments Co. of Burlingame for their dedication to the surveying industry and also thanks to the Northern California Surveyors Joint Apprenticeship Committee for putting together our Saturday hands-on program.

Due to low work hours our classes have dropped in size and attendance. Now is the time to be making headway on curricula items. Yes, there will be an increase in work hours so you need to keep your studies up. The employer pays for your education and expects you to



A group of apprentices and journey upgrades from the Santa Rosa area.

use the class availability. Where else can you get a free education? Your classes are just like going to college. The NCSJAC encourage you to take advantage of these classes as technology in the survey industry is advancing at a very rapid pace.

If there are specific classes or subjects you would like to cover, please contact the NCSJAC at (510) 635-3255, and we will make every effort to accommodate new ideas.

Let's get moving with 1993 and make it the best ever.

## SAFETY

By Brian Bishop, Safety Director

### Important tips on Hazmat recertification



Many students who took the original 24- or 40-hour Hazmat course have surpassed their anniversary dates.

OSHA requires an annual refresher course for students who have taken these classes. OSHA regulations stipulate that these refreshers have to be completed by the anniversary date or, if that date has passed, the class must be made up at the next available training date.

In the past, Local 3 has allowed students to go 45 days past their anniversary date, and for those more delinquent than that, we required the initial 40-hour class to be retaken. Other IUOE locals make their students retake the initial training if they are one day delinquent. We will continue to allow students the 45-day grace period, but OSHA has given us the opportunity to recertify those students who did not take their eight-hour refresher within the required time.

Delinquent students will be individually interviewed at their respective district office by the Haz-

mat instructor, or they may contact the Safety Department at the main office in Alameda. After the interviews, the students will be advised as to the amount of refresher training hours needed to bring their training skills up to date. The makeup time may require from eight to 40 hours of training, depending on the skill level demonstrated. The number of requests for makeup refreshers will determine the number of classes scheduled as well as the training locations. Students are advised to contact the Safety Department in Alameda at (510) 748-7400 to set up an appointment. The initial interviews and class schedules will be arranged.

We are trying to keep our members current on all required training. We realize that many students were prevented from attending classes for various reasons. We hope this flexible schedule will accommodate more of you and allow you to get back on track without the additional weeks of training.

It should be noted, however, that some awarding agencies will not allow anyone on their job sites without up-to-date cards. You would be well advised to make all of your scheduled classes. This makeup refresher training may not be available in the future.

## NEWS FROM THE DISTRICTS



## Granite crew sets paving record

MARYSVILLE — As you would expect, work in the district has slowed down due to the winter weather.

Guy F. Atkinson has closed its job down for the winter and will start up after the snow melts. Baldwin Contracting has started work on the Oroville-Quincy Highway project and will have to finish up next spring due to the weather. Work is very slow around Baldwin's plants.

W. Jaxon Baker has moved in to begin work on East 20th Street in Chico and will work when weather permits. Hardrock Construction has been busy on Hwy. 20 working every day. The company moved some 195,000 yards of material and hoped to hit the 300,000 yard mark by the end of the year.

Swinerton & Walberg is still moving along in between rain storms on the compressor station at Delevan, a project that's keeping a few operators working.

Granite Construction was low bidder

on an overlay on I-5 from Arbuckle to Williams this past season. Granite initially had set the hot plant up in the Arbuckle area next to the job site. Granite then moved the hot plant east of Marysville, which unfortunately increased hauling travel time by 45 minutes each way.

However, the hot plant and paving crews, in an effort to help Granite make the job profitable, set new tonnage records, according to Caltrans inspectors. The hot plant crew, on its best day, put out 550 tons per hour and an overall average of 540 tons per hour. The paving crew also set some records when it ran 55 days and laid down combined total of 254,683 tons of 3/4 inch and 1 1/2 inch. The best day of 1 1/2 inch was 5,433 tons in 12 hours. They averaged 4,630 tons per day. This is what working together is all about.

*Dan Mostats,  
Business Rep.*



Pictured top left: Paver operator John Bisher and screedman Mike Jacobsen.

Top right: Granite's paving crew from left: Cliff Haynes, Tim Bunch, Mike Jacobsen, Lucky Collins, John Bisher, Pat Ellsworth, Ralph Willis and Business Agent Dan Mostats.

Center: Granite's hot plant crew from left: Robert Schmidt, oiler Dan Dumlao, loader operator Scott Crittenden, plant operator Wayne Renaud. Not shown is plant superintendent Bob McDonald, a 40-year member.

Bottom: Mechanic John Miller, a 31-year member.

## NEWS FROM THE DISTRICTS

### Caltrans to study new Carquinez Bridge

**FAIRFIELD** – With the arrival of the rainy season, most construction excavation has come to a complete halt.

We are presently arranging for pre-job meetings with recent low bidders on various projects in the district, and we are servicing our shop agreement employers and settling grievances for Caltrans Unit 12 employees.

Cherrington Corp's Sacramento River Crossing for the PGT-PG&E gas pipeline has been plagued with problems. The first pilot hole was off by about 20 feet, and the drilling has been slow. Then, while making the 60-inch bore attempt, the bit twisted off under the Sacramento River. It took about two and a half weeks to recover it. Cherrington will be set back considerably by this loss of time.

Syar's rock, sand and gravel plants have continued to operate, in spite of the weather, with reduced crews. Production is expected to pick up as soon as the weather improves.

Caltrans, in cooperation with the Federal Highway Administration, will be the lead agency in preparing the environmental impact report for the proposal to build a new bridge and approaches across the Carquinez Strait on I-80 in Crockett and Vallejo. The project would replace the existing west Carquinez Bridge.

Public meetings will be held during the course of the EIR so people can give input. We will be calling upon you when these meetings take place with times, dates and locations. We urgently need your help because there are many organizations opposing this project, so your participation will have an impact.

*Dave Young,  
District Rep.*

### When seeking treatment, first call your ARP

Request are repeatedly received from non-ARP authorized treatment centers seeking ARP approval to keep clients in their programs. Often clients will go to the facility because they heard about it from a friend or family member or from an advertisement. These providers often make it difficult, if not impossible, for an ARP counselor to speak directly with the client. Therefore, clients are unaware of the treatment options available to them, as well as the cost savings available. Once a "Therapeutic Alliance" is formed between the client and the provider of services, the provider will often try to turn the ARP client to their program without regard to established ARP procedures and to the substantial costs that the client will have to bear if the client stays in the non-authorized facility.

Your ARP has worked on behalf of Local 3 members and their spouses for over 10 years. We believe we can provide the best chemical dependency treatment available to our members at the lowest possible cost. For example, first-time treatment for 28

days at our preferred provider is covered 100 percent by your health and welfare plan with no cost to the client. This is not true at non-ARP authorized facilities. Refer to your health and welfare booklet prior to seeking treatment for chemical dependency. Keep in mind the following trust fund requirements:

- Only ARP-authorized programs are covered.
- Prior to seeking treatment, an eligible individual must contact the ARP office at the ARP's toll-free number: 1-800-562-3277.

If you need medical detoxification or psychological evaluation, your ARP will you find a competent contract hospital if available in your area to help you save medical costs. All of our preferred providers will provide transportation to their facilities at no cost.

Remember to save yourself and your ARP both money and effort – call your ARP first. We will assist you in getting the help you or your loved ones need. We are here on your behalf, and we remain committed to putting your interests first.



## Scholarship Contest Rules Announced for 1993

### General rules & instructions for Local 3 College Scholarship Awards 1992-1993 school year

Four college scholarships will be awarded to sons and daughters of members of Operating Engineers Local No. 3. Two college scholarships of \$2,000 each will be awarded to the male and female winners, and \$1,000 each will be awarded to the first male and first female runner-ups, for study at any accredited college or university. The Operating Engineers Federal Credit Union contributed \$1,000 to each of the first-place awards and \$500 to each of the runner-up awards.

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 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 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 1992), or (2) the spring semester (beginning in 1993),

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, 1993 and March 1, 1993.

#### Awarding scholarships:

Upon receipt of the application and required forms, Local 3 will verify the membership of the parent. The application will then be submit-

ted for judging to a University Scholarship Selection Committee, an independent, outside group.

Apart from verifying the eligibility of the applicant, Local 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, 1993**.

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 design-

ates and returned directly to Local 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 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  
1620 South Loop Road  
Alameda, CA 94501  
or to College Scholarships at the address above.

## NEWS FROM THE DISTRICTS

### Winter storms put jobs on ice

RENO - Last month Northern Nevada was full of autumn colors. What a pretty sight. We received our first and welcomed winter storms, which shut work down almost completely for a couple of days. And after this latest round of storms at the end of December, things are looking a lot better as far as the six-year drought is concerned.

Helms Construction has started the Pyramid Highway job, which will be able to continue right into winter because there's lots of dirt to move. This should keep a few hands busy. Helm's work on the Mt. Rose Highway is on schedule, again keeping some hands working for the winter.

Granite Construction is opening up the Robb Drive Interchange project on I-80 west of Reno. This should also be a winter job. T.W. Construction is putting the final touches on its Fourth Street sewer interceptor as well as its work on the Chalk Bluff Water Treatment Plant.

Earl Games Construction has some work in the private sector doing site work in Sun Valley, Sparks and Reno. Ames Construction has started the first phase of dirt work on the \$250 million ROT plant for Newmont gold near Carlin. Frehner Construction is also out near Carlin preparing the detour and getting its crushing and concrete plants set up on the Carlin Tunnel job. The work at that site will proceed as weather permits.

Syblon Reid is working on the effluent water dams in Gardnerville and work is going well, according to project superintendent Mike Dahle. There are about 20 operators working at his project. In addition to Syblon Reid, Tri State Surveying is keeping a crew of hands busy on the site.

Harker and Harker Construction has been fairly busy with installation of intersection signals in Reno, Sparks and Carson City, along with other electrical work in the area.

### \$63 million in road work slated for early 1993

RENO - The Nevada Department of Transportation has proposed \$63 million worth of work for northern Nevada in the first quarter of 1993. If projections materialize, this should be a good year for highway work.

For the past two weeks virtually every job has shut down due to the heavy snows in Reno and the surrounding mountains. Just about every piece of equipment available was used for snow removal. All of our contractors have work to carry them through the winter and will have an early spring start. Overall, 1992 was a good year. We'll keep you posted on new jobs advertised and bid.

We were glad 1993 rolled around because there's a sense of good things to come for the working men and women of this great country. The Reno office would like to wish everyone a healthy, happy and prosperous New Year.

*Chuck Billings,  
Dispatcher*

Below is a note from the family of recently deceased member Marion Crane.

*The family of Marion H. Crane wish to express our thanks to all of his friends and coworkers. We appreciate your support and concern, and we know you will miss him just as we do.*

*Thanks Guys,  
Edith, Shirley, Susie and Kathy*

*Bob Miller, District Rep.*

### Piombo Pit mining to resume

SANTA ROSA - Kaiser Sand and Gravel's Russian River mining operations, although severely scaled down, should resume this month. The Sonoma County Supervisors agreed, in a 5-0 straw vote, to allow extraction to resume in the Piombo Pit.

Mining by Kaiser has been shut down since last March, when county leaders ruled that the firms didn't have a valid plan to reclaim the property. The county's action idled about 40 Local 3 members.

A coalition of environmentalists and agricultural interests continue to oppose the project, saying there aren't enough environmental safeguards. They have forced a series of restriction to be adopted, including a requirement that Kaiser protect county supervisors from any lawsuits stemming from the board's decision. This means Kaiser would have to pay its own legal fees in a gravel lawsuit plus pay attorneys fees for the side suing them. Kaiser has protested a requirement that limits mining near wells of the Windsor Water District but had to agree to drop this objection.

Dennis Ripple, Kaisers manager, explained, "This decision will allow Kaiser to mine only 250,000 tons each year...about one month's work for two shifts at our plant."

The pit contains a total of 600,00 tons of gravel and will be made into a lake and recreation area when finished. Local 3 members have worked closely with Kaiser and union officials to get much needed aggregate production going again. The 250,000 tons is not much, but after the delays, blocks and frustrations in 1992, it's a start. We need all the aggregate we can get for 1993, so we'll begin our new year the right way - with jobs!

### 2 major subdivisions OK'd in Santa Rosa area

SANTA ROSA - As we enter into a new year, there's a tendency to reflect on the things that happened in the past year.

In this district, we started 1992 with organizing as our number one goal. We worked on that goal and was able to get Oak Grove, Green Right of Way, Ghilotti Construction and Piazza Construction to sign contracts. These four companies signed in the middle of a recession, which wasn't bad. This next year we will be setting new goals, and I can almost guarantee that organizing will be our number one goal again.

A company that we signed in 1991, Davast Construction, has done very well this past year. I talked with owner Dave Soiland, and he told me that he has over \$2 million worth of work on his books. He's

happy being an underground subcontractor for C.A. Rasmussen on the Cloverdale Bypass job and for Wright Contracting on the Southwest High School job in Santa Rosa. Those jobs alone amount to \$2 million, not to mention all the other jobs he has picked up. I would also like to thank Dave for helping us sign Jim Piazza's company. Dave talked with Jim about the union.

I would like to thank everyone who attended our district meeting in Lakeport last month. Again, we had a record turnout, members who were interested in what's happening with their union.

I look for some improvement in the work picture this next year. Both the City of Santa Rosa and the Town of Windsor have approved major subdivisions, a 500-home subdivi-

sion in Santa Rosa and a 600-home subdivision in Windsor. Also in Santa Rosa, the Southwest High School project was awarded to Ghilotti Construction, with the underground going to Davast. There is, however, a little problem with permits. According to the *Press Democrat*, the school is to be built on some wetlands, and the school board needs to get a permit from the Army Corps of Engineers.

It will be interesting to see what happens with the county and city jobs when the state runs out of money this spring. It's that old trickle down theory: the state has no money to give to the counties and cities, which in turn cut projects so they can fund their general operating expenses.

Some reminders from the office.

Donna says don't forget to renew your registration for the out-of-work list, which is only good for 84 days. You must be on the out-of-work list for the entire month to be eligible for unemployed dues (half dues). You can work up to 24 hours (three, eight-hour days) and still be eligible. Call between the 1st and the 10th of the following month.

Cathie would like to remind you that there are still some Sonoma Express Books for sale at our office for \$20. I will be starting my gradechecking class on January 25. If you are interested, please call the hall. There are a few spaces left on our 40-hour Hazmat list in March. Let us know if you want to reserve a spot.

*George Steffensen,  
Business Rep.*

**NEWS FROM PUBLIC EMPLOYEES**

# One big union family

*Small-town unity motivates Marysville school district employees to strive for excellence and good results*

**T**he Marysville Unified School District is "unified" for more than legal and administrative purposes. Close community alliances make the district's 1,100 employees one huge family.

The bargaining unit Local 3 represents, which numbers about 220, is divided into four major sections: nutrition services, transportation, clerical and maintenance. The bar-

gaining unit is one of the oldest in Local 3's Public Employee Division, dating back to the late 1960s.

In this relatively small urban area of about 40,000 people, which includes the towns of Marysville and Yuba City, the district's employees strive for excellence not just for a paycheck but because of community pride and a bit of self-interest. You see, many of the district's employees, unlike school district workers in large metropolitan areas, attended school here when they were growing up, and now, as parents, their children are attending the same schools.

Working for the district, in many respects, is like owning a family business.

What motivates and satisfies these employees is knowing that their hard work directly benefits their families and indirectly benefits

generations to come.

Local 3 Business Agent Bob Criddle, who services the bargaining unit, mirrors the employees he represents. He too grew up in Marysville, attended local schools and has known many of the district's employees since elementary and high school.

"What makes this such a special group is that most of the employees are here for the duration," Criddle said. "They're here until retirement. Because many of our members attended school here as children, there's this tie-in, this connection between them and the district. The better the school district, the better off their children are going to be. They're helping themselves and their families along the way."

Because of this alliance, the district has achieved much over the years, producing some of the most capable and productive students in Northern California. Many of the school district's programs match, even surpass, those in larger, more affluent school districts in the San Francisco and Sacramento metropolitan areas.

The district's success isn't surprising. When an organization is like family, good results are bound to occur.



Left: Mao Vue serves one of the day's 740 lunches at Cedar Lane Elementary School.

Right: Bus driver Bonnie Engle safely deposits two students on her noon route through sections of Marysville.



Top: Grounds keepers Henry Ramus, left, and Benny Gonzales.

Center left: Attendance clerks Cheryl Asher, left, and JoAnn Daniel.

Center right: Business Agent Bob Criddle, left, with custodian Bob Stedman.

Bottom right: Maintenance employees are from left: Ric Lim, Tony Okroi, Pat LaChappa, Lou Brookins, Rick Patrick, Bob Korwin and Jeff Wright.



## NEWS FROM PUBLIC EMPLOYEES

# Marysville's ER Committee

## *It builds trust between workers, management*

Four years ago the working relationship between the Marysville Unified School District administration and the Local 3 rank-and-file had sunk into the "strained" category. Pent-up hostility, poor communication and low worker morale held the bargaining unit down like bricks in a hot air balloon. Problems weren't getting solved, new ideas weren't being discussed and productivity had stagnated. If remedies weren't found soon, the district stood destined for mediocrity.

The subject of poor employee-management relations was raised during contract negotiations in 1988. No one on either side disputed the fact that some problems existed, especially in the clerical and transportation areas. It didn't take a human resources expert to realize that a mechanism needed to be established to clear the lines of communication between employees and the administration. With the problem clearly identified, the challenge became how to find the ideal approach to getting things fixed.

The negotiating committee fortunately had some precedents to work from. In the past decade or so, various union-management cooperation programs have become popular and successful in the private sector. These programs have been called such names as worker involvement programs, quality circles and team building. Whatever the label, many large companies, like Motorola, AT&T, Xerox and the big three American automakers, view these programs as vital to competing in the global marketplace.

A similar phenomenon is also taking place in the public sector. Since losing substantial federal funding during the Reagan-Bush era, combined with today's economic malaise, the public sector is under intense pressure to become leaner and meaner. State and local governments, also have turned to union-management cooperation programs to find more efficient ways to provide taxpayers with more and better services for less money. A growing body of research has shown that these programs — those that involve employees in decision making and problem solving

with union participation — have dramatically improved quality and productivity.

After some discussion and negotiations, the rank-and-file and school district administration decided to develop a union-management cooperation program of their own. They agreed to establish the Employer-Employee Relations Committee, a group consisting of representatives from the rank and file, Local 3 and the administration who would meet once a month during work hours to discuss and solve problems. Since then, the committee has become an integral part of the school district, and everyone involved agrees that the committee has proved a huge success.

The rank-and-file portion of the committee is made up of two representatives from each of the four major sections of the bargaining unit: clerical, transportation, nutrition services and maintenance. At least two high-level administrators and Local 3 Business Agent Bob Criddle also serve on the committee.

Any employee in the bargaining unit with a problem can drop in and present his or her ideas to the committee, and any employee can attend a meeting just to observe and learn more about the committee's activities. Almost any issue is fair game, although the committee tries to avoid dealing directly with contract negotiations and formal grievances, which have their own established procedures.

"There was a time when we had lots of problems," said Personnel Director Dave Favro, one of two committee members who represents the administration. "But the committee has served as an opportunity to deal with these potential problems before the problem arises. A lot of the problems are nickel and dime stuff because we catch them before they turn into big problems."

Over the past four years the committee has confronted an assortment of problems and found satisfactory solutions to many of them. Before the committee formed, for example, the district had no formal policy concerning in-house promotions. A custodian working nights at one school, for



At the December 3 meeting of the Employee-Employer Relations Committee are from lockwise around the table: Local 3 Business Agent Bob Criddle, Clerk Librarian Valerie Ross, Electrician Tony Okrol, Attendance Clerk Maryann Moore, Director of Facilities and Operations Ror Ward, Food Services Representative Marian Ajuria, Bus Driver Jim Malcuit, Custodian Richard Peach and Director of Personnel Dave Favro.

instance, couldn't transfer to a day shift position at another school, or could an employee transfer from one department to another. When positions opened up, they were generally filled from the outside.

The issue was brought to the committee and the group soon hammered out a transfer procedure that everyone could live with. Now the rank and file wants to negotiate a promotion and transfer policy into the next contract. Other types of problems the committee has addressed include overtime policy, tool allowance, staffing shortages updating job description, disability benefits and coverage, even smoking rules and regulations.

Another major committee accomplishment has been the establishment of the Reclassification Committee. Some employees have found themselves, knowingly or unknowingly, performing the duties of a higher classification without receiving the higher pay. The Reclassification Committee, which also consisted of two employees from each of the four major job areas, meets each year to review cases in which employees may be working in a higher classification. The committee then presents its findings to the administration for consideration and eventual action.

"I think the employee relations committee has been very productive," said custodian Richard Peach, who's been on the committee since its inception. "I'd hate to lose it. We used to be afraid to talk to management. If we had a problem, we used to have to make an appointment with personnel, but now we can talk directly with the administration through the committee."

Another rank-and-file committee member, clerk librarian Valerie Ross, agreed with Peach: "If it weren't for the committee, we wouldn't have professional growth or incentives for continuing education. We still wouldn't be talking about it to management under the old system. There's been a lot of trust built up between management and the union."

Business Agent Bob Criddle, who has serviced the bargaining unit for over 15 years, has seen a lot of progress since the committee was formed. Besides better communication and more trust, Bob has noticed that employee morale and self-esteem have risen higher than ever before. As a result, the bargaining unit functions more efficiently. "and when we don't get what we want, we at least know why," Criddle said.

## 1993 Grievance Committee Elections

Recording-Corresponding Secretary William Markus has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district or sub-district meeting of 1993. The schedule of these meetings appears below (see "District Meetings").

## District Meetings

District meetings convene at 8 PM with the exception of District 17 meetings, which convene at 7 PM

### January 1993

- 5th District 4: Eureka  
Engineers Bldg.  
2806 Broadway
- 6th District 7: Redding  
Engineers Bldg.  
20308 Engineers Lane
- 7th District 6: Marysville  
Cannery Workers Local 849  
3557 Oro Dam Blvd. Oroville
- 25th District 17: Kona  
Konawaena School  
Kona
- 26th District 17: Honolulu  
Farrington High School  
1564 N. King St. Oahu
- 27th District 17: Hilo  
Hilo I.L.W.U. Hall  
100 W. Lanikaula St.
- 28th District 17: Maui  
Mauwaena School  
795 Onehu St.  
Kahului
- 29th District 17: Kaula  
Wilcox School - Cafeteria  
4319 Hardy Street  
Lihue

### February 1993

- 2nd District 3: Stockton  
Engineers Bldg.  
1916 North Broadway
- 4th District 8: Auburn  
Auburn Recreation Center  
123 Recreation Drive
- 16th District 1: San Francisco  
Seafarers Int. Aud.  
350 Fremont Street
- 18th District 5: Fresno  
Laborer's Hall  
5431 East Hedges
- 25th District 2: Oakland  
Holiday Inn Airport  
880 Fwy/Hegenberger

## 1993 RETIREE ASSOCIATION MEETINGS

- \*CERES - February 2, 10AM  
Tuolumne River Lodge  
2429 River Rd. Modesto, CA
- \*STOCKTON - February 2, 2PM  
Operating Engineers Bldg.  
1916 N. Broadway Stockton, CA
- AUBURN - February 11, 10 AM  
Auburn Rec. Center  
123 Recreation Dr. Auburn, CA
- SACRAMENTO - February 11, 2 PM  
Machinists Hall  
2749 Sunrise Blvd. Rancho Cordova, CA
- S.F./SAN MATEO - February 16, 10 AM  
IAM Air Transport Employees  
1511 Rollins Rd. Burlingame, CA
- IGNACIO - February 16, 2 PM  
Alvarado Inn  
250 Entrada Dr. Novato, CA
- FRESNO - February 18, 2 PM  
Laborers Hall  
5431 E. Hedges Fresno, CA
- CONCORD - February 24, 10 AM  
Concord Elks Lodge #1994  
3994 Willow Pass Rd. Concord, CA
- OAKLAND - February 25, 10 AM  
Oakland Zoo - Snow Bldg.  
9777 Golf Links Rd. Oakland, CA
- SALT LAKE CITY - March 3, 2PM  
Operating Engineers Bldg.  
1958 W. N. Temple Salt Lake City, Utah
- RENO - March 4, 2PM  
Carpenters Hall  
1150 Terminal Way Reno, Nevada
- FAIRFIELD - March 9, 2PM  
Holiday Inn Fairfield  
1350 Holiday Lane Fairfield, CA
- UKIAH - March 18, 10AM  
Discovery Inn  
1340 N. State St. Ukiah, CA
- SANTA ROSA - March 18, 2PM  
Luther Burbank Center  
50 Mark West Springs Rd. Santa Rosa, CA
- SAN JOSE - March 23, 2PM  
Holiday Inn Park Center Plaza  
282 Almaden San Jose, CA
- WATSONVILLE - March 24, 10AM  
V.F.W. Post #1716  
1960 Freedom Blvd. Freedom, CA

\* Please note date change

## Bring Your Dues Card

All members are reminded to carry your paid up Local 3 dues card with you when attending a semi-annual, quarterly district or specially called meeting of the union.

Your paid up dues card is proof of your good standing status as a member of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

## 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, regularly scheduled district meetings and/or at Specially Called Meetings to be scheduled during the first quarter of 1993, with eligibility rules as follows. The schedule of the meetings in which these elections will be held appears below (see "District Meetings").

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.

## Election of Geographical Market Area Meetings

### February

- 2nd District 30: Stockton 8pm  
Engineers Building  
1916 North Broadway
- 4th District 80: Auburn 8pm  
Auburn Recreation Center  
123 Recreation Drive
- 16th District 01: San Francisco 8pm  
Seafarers Int. Auditorium  
350 Fremont Street
- 18th District 50: Fresno 8pm  
Laborer's Hall  
5431 East Hedges
- 23rd District 80: Sacramento 7pm  
Machinists Hall  
2749 Sunrise Blvd., Rancho Cordova
- 25th District 20: Oakland 8pm  
Holiday Inn - Airport  
880 Fwy & Hegenberger

### March

- 4th District 11: Reno 8pm  
Carpenters Hall  
1150 Terminal Way
- 9th District 4: Fairfield 8pm  
Holiday Inn  
1350 Holiday Lane
- 18th District 10: Santa Rosa 8pm  
Luther Burbank Center  
50 Mark West Spring Road
- 23rd District 90: San Jose 8pm  
Labor Temple  
2102 Almaden Road
- 25th District 90: Freedom 7pm  
VFW Hall, 1960 Freedom Blvd.

## Departed Members

Business Manager Tom Stapleton and the officers of Local 3 extend their condolences to the families and friends of the following

### OCTOBER

Emanuel Archibald of Redwood City, Ca., 10/26.

### NOVEMBER

Wendall Batt of Santa Cruz, Ca., 11/23; Martin Bollinger of Walnut Creek, Ca., 11/11; Alfred Deferrari of Dutch Flat, Ca., 11/17; R. D. Emry of Pinole, Ca., 11/28; Robert Harrison of Marysville, Ca., 11/25; Lloyd Herring of Stockton, Ca., 11/14; Hubert Jessee of Oroville, Ca., 11/22; Hoyt Logan of Orland, Ca., 11/30; Paul Lukasko of Rio Linda, Ca., 11/21; B. L. Mayfield of Belmont, Ca., 11/25; Edward Monroe of Modesto, Ca., 11/27; John Schreckendgus of Waipahu, Hi., 11/20; Glen Shaner of San Leandro, Ca., 11/25; J. Shaw of Fresno, Ca., 11/26; Elmer Utley of Camden, Tenn., 11/27.

### DECEMBER

F. Abista of Vallejo, Ca., 12/14; Ray J. Azevedo of Sacramento, Ca., 12/3; Melvin Babcock of Middletown, Ca., 12/19; James E.

Brown of Chico, Ca., 12/2; M. Bussman of Santa Rosa, Ca., 12/5; Marion Crane of Fernley, Nev., 12/6; John P. Flinn of Carmichael, Ca., 12/16; Francis Fuentes of Kealahou, Hi., 12/9; Cecil Gonzales of Perris, Ca., 12/4; John Hopkins of Pope Valley, Ca., 12/9; Ronnie King of Wells, Nev., 12/19; Tony Levy of Turlock, Ca., 12/6; Earl Lewis of San Antonio, Tx., 12/15; Paul Lindsay of Springville, Ut., 12/1; Clarence Matlack of Badger, Ca., 12/14; Joseph McFarland of Stroud, Ok., 12/15; Roy McKibben of Santa Rosa, Ca., 12/21; Donald McKie of Stockton, Ca., 12/3; L. A. Morrison of Stockton, Ca., 12/8; Mitsuo Nakamura of Honolulu, Hi., 12/19; Samuel Nettles of Tucson, Az., 12/7; Olaf Olson of Redding, Ca., 12/11; C. Sheldon of Shingle Sp., Ca., 12/5; J. B. Steward of Sacramento, Ca., 12/4; Earl L. Winterhalder of Modesto, Ca., 12/1.

### DECEASED DEPENDENTS

Ruth Casale, wife of Anthony, 11/6.

Swap shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to Operating Engineers Local 3, 1620 S. Loop Rd., Alameda, CA 94501, ATTN: Swap Shop.\* Ads are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in Swap Shop.

\*All ads must include Member Registration Number. Social security numbers not accepted.

\*\* All ads should be no longer than 50 words in length. 3/31/91

# Swap Shop

FREE WANT ADS FOR ENGINEERS

**FOR SALE: Membership** Hamony Ridge Resort campground, Nevada City, sister resort Yosemite south coast gold, affiliated w/Camp Coast of Coast. Swimming pool, recreation hall, picnic area, etc. Both campgrounds \$2,500. Call (209)476-8713. Reg.#0925016 10/92

**FOR SALE: Membership** Naco Charter, all resorts East & West. Home resort "Snow flower" Emigrant Gap, Ca. \$3,500. '85 Chevy Lazer turbo, 3 door hatch back,

## HONORARY MEMBERS

As approved at the Executive Board Meeting on December 20, 1992, the following retirees have 35 or more years of membership in the Local Union, as of December 1992, and have been determined to be eligible for Honorary Membership effective January 1, 1993.

Julius Anderson	0959436
Raymond Basquez	0915548
Andrew Belli	0950778
Ralph Carr	0805953
Iver Clausen	0955268
Gilbert Gillispie	0959419
Eddie Hendrickson	0745203
Adrian Hensen	0883755
Fred Hicks	0689502
Paul Holthouse	0833882
J. D. Humphrey	0955086
Warren Lackey	0959296
Robert Morgan	0754326
William Muller	0925042
W. L. Nations	0950711
Raymond Neely	0931066
Leonard Palmitier	0541024
Donald Robertson	0848307
Rulon Rudd	0959325
Guy Sawtelle	0909191
John Smith	0873293
Keith Timms	0928103
William Trost	0959345
Gus Vezaldenos	0959347
H. W. Ward	0826909
Aster Whitaker	0947205
Leonard Young	0939827
Robert Yturiaga	0848328

AC.P.S. A.T. C.C. AM/FM cassette, posture seat-power locks, windows. Body interior, engine, trans, very good cond. 76K miles. \$2,500. Call (916)496-3625. Reg.#2164044 10/92

**FOR SALE: Motor home** '88 Pace Arrow Eleganza, 34' fully loaded, 37K mi., mint cond. \$39,500 or \$12,500 down & take over payments of \$350. mo. if financed w/ Good Sam, a 2nd home tax write off. Call (209)826-1425. Reg.#1837482 10/92

**FOR SALE: '87 Ford** F350 double cab, dually, roll-along package. Fully loaded, excel. cond., low miles \$16,500. Also construction straw, located in Livermore. Call Dick Balaam (209)545-3453. Reg.#2069769 10/92

**FOR SALE: 5th Wheel** '89 Holiday Crown Imperial, 34', built in VCR, TV, bake and broil microwave oven, queen bed, 2 a/c. Also XLF 250, '88 Ford Centurion 460 EFI, 3 quarter ton club cab pick up. Towing, special built in-CB, radio & tape - A/C bucket seats. Reminder of 60K mile warranty. \$43K. Call (209)772-2207. Reg.#1178198 10/92

**FOR SALE: Ref-Freezer** GE 17.2 cu. ft. frost free, ice maker, almond, \$200. Call (707)542-3399. Reg.#1265088 10/92

**FOR SALE: '89 Chevy** Astro LT (luxury touring) excell. cond., loaded, seats 8, 6 high back reclining seats, 4.3 V6, tinted windows, front & rear heat & air cond, cruise, tilt, power windows & locks, roof rack, custom wheels. \$10K OBO. Must see. Call (415)363-0277. Reg.#1840398 10/92

**FOR SALE: Oak firewood** 16" split and seasoned \$175 per cord. Honda generator E.M.S. 4000 low hours \$800. Call (916)361-8333. Reg.#1447143 11/92

**FOR SALE: Membership** Holiday Adventure Resorts of America. \$800 plus transfer fee. William Rosamond P.O. Box 164 Haines, Or. 97833 or call (503)856-3645. Reg.#0994102 11/92

**FOR SALE: '87 Husqvarna** 430 c.c. Cross Country dirt bike in excellent condition. Asking \$2,500 OBO. Call (510)606-5738. Reg.#1975444 11/92

**FOR SALE: E-Z-Go** Golf car, has new brakes and front end good tires and batteries. Has top and windshield. Included is a \$200 battery charger. Asking \$950. Call Sacto area (916)482-1969. Reg.#1058503 11/92

**FOR SALE: Tires** BF Goodrich mud terrain -1 pair, 31-10.5-15 \$180. OBO. Hot tub w/new cover \$600. OBO. Rival food slicer \$40. OBO. Call (408)248-3971. Reg.#1797668 11/92

**FOR SALE: Beer & Wine Bar** in Tehama Co., 2400 + sq. ft. cement block bldg. w/2bdm-1ba. apt. on 3 level acres under irrigation. 125' well w/1 year old submersible. New compressor, shop bldg., large cement patio. Trailer pad w/all utili-

ties. Plenty of parking & room for expansion. Only \$69,950. Call (916)243-4302 evenings. Also

**FOR SALE: 8 unit complex** 6-2bd, 2-3bd, apts, coin operated laundry, private office, 8 covered parking, garbage area, 6 city lots, room for 8 more apts., \$290K, negotiable. Call Michael (916)459-3160 evenings. Reg.#865537 11/92

**FOR SALE: '76 Travel Trailer** Aljo 24' Tandem axle air, fully self contained tub and shower, many extras, very clean and good condition \$3,800 or trade for smaller travel trailer 18 or 19 foot equal value. Call (209)537-0921. Reg.#1148387 11/92

**FOR SALE/TRADE: House** 3bdm/2ba w/pool in W. Clovis, close to grade school & bus line. Recently painted in/out, excel. clean area. consider trade for E. Clovis w/large lot. No assumable loans, buyer to arrange max. loan, asking \$90K. Call (209)292-8392. Reg.#592866 12/92

**FOR SALE: '81 Jeep** CJ5 \$4,500 or will trade for 70-77 Ford F-150-F250. Ask for Mark (510)791-8124. Reg.#1993851 12/92

**FOR SALE: Motor home** '81 Holiday Rambler Presidential 30', \$28,595 or your \$6K trade down. Forklift, AC 2000 LP CAP, PN. tires rebuilt MTR & new paint \$2,500. 16' 1/0 Boat, 120 HP ski or fish elect. anchor. 5sp remote troll MTR. troll plate swim deck, canvas trailer has new tires and paint \$3,500. Call (415)484-4094. Reg.#1945393 12/92

**FOR SALE: Boat** 24' Dorsett, twin eng, twin drive and trailer very nice. \$6K. Call (510)799-9190. Reg.#1523011 12/92

**FOR SALE: Mobile home** '91 Redman 24'x56', on one acre, double detached garage, well and septic, 2bdm/2ba, air cond., all elect, dry wall interior. 2 blocks from paved road. \$70,500. Call (707)727-0576. Reg.#519755 12/92

**FOR SALE: 3bdm/2ba**, 2 car garage/door opener, fenced back yard, dishwasher, kitchen/dining area, FHA assumable or refinance. So. Sacto area. (Carlin St.). Reduced \$115K negotiable. Call (916)689-4061. Reg.#1238702 12/92

**FOR SALE: House** 3bdm/1-3/4ba west side of San Bernardino. Double garage, fenced rear yard (block) w/fruit trees. Has 1,350 sq. ft. on tree lined street, large family room. Asking \$98,500 and very anxious. Also Evinrude motor - 10HP, \$300. Rack for pick-up S-10 long bed. \$50. Call (909)862-3101. Reg.#0977712 12/92

**FOR SALE: Jet Boat** '76 Tahiti w/trailer, 460 Ford eng., set up for skiing. Current lic. \$3,500 OBO. Call (209)532-5979. Reg.#1157835 12/92

**FOR SALE: '71 Pick-up** International on ly 75,300 mi. Reg. paint, one owner, good shape, runs like new. Asking \$1,800. See at 4106 Alvarado St. Pleasanton, Ca. Reg.#826971 12/92

# Personal Notes....

**Marysville:** The Marysville district office staff extends sincerest condolences to the families and friends of the following deceased members: Retired Hoyt Logan of Orland, Ca., Robert Harrison of Marysville, Ca. and James E. Brown of Chico, Ca. We will miss all three of these long time members.

**Reno:** Congratulations go to Ted and Shannon Pardick on the birth of their boy, Taylor, 10/17, and Kim and Darcy Perry on the birth of Kace Daniel, born 12/8, and last to Jim and Paulett Holsclaws' new granddaughter, born 12/17.

Our sympathy goes out to the families of these members, who recently passed away, Bob Militante, Frank Sbriglia and Oscar Johnson

**FOR SALE: Mobile Home** Double wide 2 bdrm in Kelseyville. Park close to lake. Great vacation or full time home. Move right in. Large covered patio, 2 storage sheds and more. \$24,950. Will carry. Call (707)263-3313. Reg.#496052 12/92

**WANTED: Operating Engineers Constitution** Pre 1960 copy with original preamble. Call (707)226-9158. Reg.#1064123 12/92

**FOR SALE: Furniture** Governor Winthrop desk, oriental style mahogany & black lacquer, excell. \$500. Pecan french provincial bedroom set, chest, dresser w/mirror, night stand, headboard w/full mattress, good quality, excell. \$800. Lane cedar chest, antiques, \$400. Victorian style sofa, gold, excell. \$300. '73 Cullass, hit rear, privable, for parts, 350 automatic etc. 81K, \$500. Call (707)448-4499 5-9pm. Reg.#1892380 12/92

**FOR SALE: 2.7 Acres** in Tehama Co. Lots of oak and pine trees, good building site, secluded & quiet. \$5K down, owner will carry balance. Call (916)585-2420. Reg.#1189004 12/92

**FOR SALE/TRADE:** 6.09 acres. Located on Lake Ray Hubbard, east of Dallas in Rockwall Co., Texas, 20 min from Dallas. City water/sewage, park, school, hospital, boating, good fishing, nice brick homes in area. Good building site. Call Tom (510)634-2880 for more information. Reg.#0898233 1/93

**FOR SALE: Boat** 17-1/2 ft. Glas Sparr, model Sea Fair sedan w/cabin, 75HP. Evinrude motor & trailer, \$2,500. Call (209)745-2517. Reg.#0854101 1/93

**FOR SALE: City Lots** 2 adjoining located in beautiful Klamath Falls, Or. View of lake Ewana, 1/2 mi. to golfing, 3 golf courses near, 1 block to bus line/groceries, utilities at the street, home or mobilhome. \$14K or trade for motorhome of equal value. Additional lot available across street. Call (503)798-1073. Reg.#0728471 1/93

**FOR SALE: Mobile Home** '90 - 16'x70', 3bdm/2ba, attached 9'x35' covered & screened patio. Water softener, 10'x12' storage shed. lg. lot in park w/5 producing citrus trees w/large pool available. 3 miles to boat launch. \$37K. Call (602)764-3557. Reg.#0888970 1/93

**FOR SALE: Home** Beautiful victorian, 1 year old, 2,000 sq. ft. 3bdm/2-1/2 ba Fiddletown, Ca., w/2 car garage, possible 400 sq. ft. room over garage, 20 acres. Many upgrades, panoramic views, 900 sq. ft. covered porches, 200+ GMP well, possi-

bility endless for horses or vineyard/tree farm, year round creek, 30 min Rancho Murieta, 45 min Sacramento, between Jackson/Placerville. \$260K. Call (510)797-4126 Reg.#1225541 1/93

**FOR SALE: '90 Ford** Pick-up 150 Tow package AC cruise control PS auto 4 speed, heavy duty coolant, shell, running boards, 18K orig. miles. \$12,950. Call (408)267-4001. Reg.#0708804 1/93

**FOR SALE: '82 Chevy** Suburban 4WD, 6.2 diesel, 4 speed auto. AM/FM cass, cruise control, AC, tinted windows, heavy duty tow package. Tool boxes set over rear wheels. Scottsdale package. Used but not abused. Fair to good cond. \$6,200 OBO. Call (209)293-4800 Reg.#1989873 1/93

**FOR SALE: '79 Ford** Diesel Backhoe, low hours runs good. Xtra tires/parts, repair manuals. \$6,995. Call (415)692-1932. Reg.#0865499 1/93

**FOR SALE: Modulars** 1, 3bdm/2ba, 1, 2bdm/2ba, and 1 2bdm/1ba and 2+ acres w/2 wells and 3 satellites in Leggett, Ca.. \$165K. Call (707)925-6440. Reg.#698482 1/93

**FOR SALE: '27 Harley** JD Parts, tanks & rear fender, also for sale, '63 Bel Air parts, complete front end hood fenders, grill, front & rear bumper, trunk lid. call (707)542-6305. Reg.#1551036 1/93

**FOR SALE: '88 Boston** Whaler 17' like new, Loran fish finder #2830, loaded w/xtras, 90 hp Johnson OB under 200 hrs., s/a galvanized trailer, a must see. Only \$10,500. Call (510)582-8741. Reg.#1359556 1/93

**FOR SALE: Contractors Model** De-Walt, 16" radial Arw Saw-Trailer mounted, 110 or 220 voltage-brand new bearings-excell cond., will do compound miters-perfect for home building-very powerful \$2,500 Call (510)370-8789. Reg.#1504641 1/93

**FOR SALE: '87 Jeep** Wagoneer, fully loaded, \$11K, Ford 351 cleve V8 completely rebuilt for Jet boat \$2,500, 17' cheeta Jet boat w/trailer & Berkly pump \$1K. Call (916)378-2033 after 6pm. Reg.#1166644 1/93

**FOR SALE: Boat trailer** tilt and extendable to fit 12'x14'x16' alum. boat. 1400 lb. cap. w/5.30-12 Goodyear tires '93 lic. like new. \$400 OBO. Call (510)684-3148. Reg.#0863917 1/93

**FOR SALE: Duplex** 2 years new, Lake Tahoe South Shore, immaculate in every way. Both units rented. Priced to sell at only \$109K. Call (510)846-5503. Reg.#0559769 1/93

## Union Briefs

### Labor pleased with appointment of Reich as labor secretary

Robert B. Reich, a Harvard University political economist at the John F. Kennedy School of Government and longtime adviser to President-elect Bill Clinton, was named by Clinton to become secretary of labor. Organized labor was generally pleased with the appointment.

Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, said that although he did not know Reich personally, "I am familiar with his outstanding background. If he is half as good a labor secretary as was another distinguished Harvard professor, John Dunlop, he will be great."

AFL-CIO President Lane Kirkland said Reich's "experience and writing in the field of work-place economics marks him as exceptionally well qualified to participate as a full partner in the economic decision-making of the new administration. In naming Reich, President-elect Clinton has chosen someone who recognizes the primary role of the labor of human beings in economic progress."

Rep. William D. Ford, D-Mich., chairman of the House Education and Labor Committee, called Reich an excellent choice. "For the last dozen years, past administrations have tried to eliminate or reduce every "people" program the Department of Labor oversees, including trade adjustment assistance, job training, unemployment insurance, and work-place safety standards. I will help him repair the damage," Ford said.

### Cal-OSHA's serious violations lowest in nation

According to a Fed-OSHA study that ranks the effectiveness of state programs nationwide, Cal-OSHA was dead last in percentage of serious violations issued - 10 percent versus Fed-OSHA's 64 percent. Most state programs cite serious violations in 25 to 40 percent of cases.

As a result of the study, OSHA sent a letter to Cal-OSHA saying that "although sound in purpose and intent, Cal-OSHA has structural and operational difficulties. The percentage of violations your state plan cites as serious has declined and remains the lowest in the nation." To avoid federal intervention, OSHA said, there must be improvement by Cal-OSHA in these areas.

### Filibuster possible on striker replacement bill

Senate Minority Leader Robert Dole, R-Kansas, said that a successful filibuster of legislation to prohibit the permanent replacement of strikers might be in the cards in the 103rd Congress. On ABC's *This Week With David Brinkley* November 29, Dole said that with only 43 GOP senators, it would be difficult to muster the 41 votes necessary to prevent cloture and thereby prevent legislation from being considered by the Senate.

Legislation to ban the permanent replacement of strikers passed the House last year by a 247-182 vote in the face of a veto threat by President Bush. The bill was blocked in the Senate when Democratic proponents failed to get the 60 votes necessary to end a GOP filibuster.

### Public pension rip-off approved

The U.S. Supreme Court approved California Gov. Pete Wilson's plan to use \$1.9 billion in public pension funds to help reduce the state's estimated \$2.5 billion budget deficit, but the ballot initiative voters approved November 3, Proposition 162, will prohibit future diversions.

The Supreme Court, without comment, rejected arguments from the Public Employees Retirement System that Wilson and the state Legislature acted unconstitutionally last year when they tapped excess pension funds to bridge a record \$14.3 billion budget shortage. With assets of about \$70 billion, the California system is the world's largest public pension fund. The high court agreed with the lower courts that the state could make "reasonable changes" in the retirement system and that retirees' benefits were not "absolute or immutable."

Prop. 162, however, blocks lawmakers and the governor from using pension funds to help resolve a new budget shortage this year, projected at \$7.5 billion to \$9.3 billion through June 1994.

# Out with the old, in with the new!

As the new year begins SELEC has decided to reduce the price on a few of our older items to make room for some new items.

We are knocking 20% off the price of the black jackets with patches and the silver jackets with patches. We've reduced the price on "Union Yes" t-shirts and green summer and winter hats with patches by 25%. There is also a 25% discount on the green jacket with patch. These items will no longer be available once they are sold out. Quantities and sizes are limited so orders will be handled on a first-in, first-out basis.

We are having this sale to clear the shelves and make room for items that you, the members, have requested.

One of the most frequently requested item is an orange t-shirt. Well, do we have one for you! Our orange t-shirt comes with a pocket on the front and a

large diameter Local 3 steam gauge logo on the back.

Also requested by you and new for '93 is an orange vest with a Local 3 steam gauge logo on the back and a total of 14 pockets so you can keep everything you need close at hand. When you wear one of these items on the job, everyone will know that you're a Local 3 member.

Last year we introduced four new hats in limited supply but now we have the shelves stocked and are ready to get these hats to you. They all have the stylized Local 3 logo embroidered on them and are available in black, neon green, neon yellow and neon pink.

Use the form below to order any of these Local 3 items, mailing to the address shown. If you would like to receive an order form containing all of the Local 3 items available, please write and request one.



Operating Engineers Local Union No. 3

**S. E. L. E. C.**

(Supporter of Engineers Local 3 Endorsed Candidates)

1620 South Loop Road • Alameda, CA 94501 • (510) 748-7400

### Order Form

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Select items you are ordering and where necessary indicate the STATE and/or STYLE by circling your choices. ALLOW 2-3 WEEKS FOR DELIVERY. All orders are sent by UPS, please include street address.

ITEM	Unit Price	S	M	L	X		Line Total
					L	L	
Black Jacket w/ patch CA NV HI UT	\$32						
Silver Jacket w/ patch CA NV HI UT	\$32						
Green Jacket w/ patch CA NV HI UT	\$22						
Orange 14 Pocket vest w/ Local 3 logo	\$15						
Orange Pocket T-shirt w/ Local 3 logo	\$10						
Adult "Union Yes" T-shirt	\$6						
Green Summer Cap w/ patch CA NV UT	\$6						
Green Winter Cap w/ patch CA NV UT	\$6						
Black Summer Cap w/ stylized Local 3 logo	\$8						
Neon Green Cap w/ stylized Local 3 logo	\$8						
Neon Yellow Cap w/ stylized Local 3 logo	\$8						
Neon Pink Cap w/ stylized Local 3 logo	\$8						
Make checks payable to: <b>S.E.L.E.C.</b>	Sub Total						
Contributions to S.E.L.E.C. are NOT deductible as charitable contributions for income tax purposes.	Shipping and Handling						\$3.00
						Total	