



Operating engineers are putting in lots of time on the \$268 million on the North Fork Stanislaus hydroelectric project (pg. 7).

**See pages 12-13 for important information regarding the IUOE Convention Delegate Election.**



The largest highway contract in state history buttons down for the winter after a second successful year (pg. 10).

# Engineers News

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Operating Engineers Local Union #3, AFL-CIO San Francisco, CA



October 1987

## Keeping our work where it belongs

By James Earp, Managing Editor

High up in the Sierra Mountains on the north fork of the Stanislaus River, over 120 Local 3 members are putting in better than 50 hours a week on a hydroelectric project for the Calaveras County Water District (see page 7). This \$268 million project came within a hair's breadth of going nonunion.

It was a project agreement initiated by Local 3 with Sierra Constructors, a joint venture of Guy F. Atkinson and Harrison Western, that will insure over 600,000 manhours of work will go to Local 3 members at union wage rates and full benefits by the time the job is completed.

About an hour's drive north of Eureka, another 120 or so operating engineers have just wrapped up their second year on the \$87 million Redwood Bypass project (see page 10). The largest single highway contract ever let in the state of California, this rugged job will put 12 miles of freeway around some of the nation's most prized stands of redwood trees.

It has already provided over 4 million manhours of work at union wages to building tradesmen in a region that has seen some very

**At a time when nonunion contractors are eating at the industry like cancer, Local 3 is fighting back--and we're winning.**

tough economic times. Now travel 200 miles south on Highway 101. Another 110 Local 3 members are carving out the long awaited Cloverdale Bypass (see pages 8-9). Local 3 worked hard in the political arena to make this project a real-

ity, but had it not been for a project agreement hammered out with Guy F. Atkinson, it is highly questionable whether or not the \$26 million first phase of this job would have been done by members of Local 3.

These three projects tell a very important story that every Local 3 member needs to learn by heart. In a nutshell, it's this: At a time when nonunion contractors are eating at the industry like cancer, Local 3 is fighting back--and we're winning. Members throughout Local 3 are benefiting from hundreds of millions of dollars in work that otherwise would have gone nonunion.

We've found there is no simple antidote that will make everything better, but there is a way to stay healthy. Just as an athlete relies on a series of programs to stay in top shape--proper diet, exercise, training and discipline--so we

(Continued on page 2)



The first phase of the Cloverdale Bypass (above) is part of over \$1 billion of work that has gone to Local 3 members as a result of project agreements.

## Doing it right, doing it union on the Guadalupe

About three years ago a wonderful thing happened in Santa Clara County. The green light was finally given on the long awaited Guadalupe Corridor project.

Local 3 had fought hard for this job in the political arena. This major urban transit project called for a 20-mile light rail system, nine miles of freeway through the most densely populated sections of the South Bay and a 14-block transit mall in downtown San Jose. It promised to provide nearly \$400 million of work to operating engineers and other building tradesmen.

Then, seemingly without warning, things began to go sour. A few miles

north in Hayward, a joint venture of the nonunion firms of Rail-Roadway and R.A. Hatch landed a prized \$43 million contract for the I-580/Route 237 interchange. It was a crushing blow to the many union craftsmen who had looked forward to working on that project.

Despite the fact that at the time it was the largest single highway contract ever let by Caltrans, many construction workers didn't realize that the tide was changing in California. Nonunion firms from all over the country were coming to roost in the Golden State.



It wasn't long after this that the first portion of the Guadalupe Corridor was let out for bid. On the planholders list were a number of nonunion firms, including one from Pennsylvania no one around here had ever heard of--Weiss Brothers. When the last bid was opened, this was the firm that was the low bidder and they were awarded the job.

From there things went from bad to worse. The next two sections of the project were awarded to Rail-Roadway. Almost overnight, over \$50 million of long awaited work in the South Bay had been lost to nonunion

contractors. The flood gates had suddenly opened.

Nonunion firms were pouring into California from everywhere and they were getting our work. San Jose District Representative Don Luba recalls those early days.

"When Weisscal got the first contract, we protested the award at the city council three meetings in a row prior to the award," he states. "Our protest was based on the California contract code regarding lowest responsible bidder."

Local 3 maintained Weisscal--as they now called themselves--were not responsible bidders, based on research

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## Looking at Labor

By T.J. (Tom) Stapleton  
Business Manager

"To fail to plan is to plan to fail." It's an old saying and maybe the reason you still hear it once in a while is because it's true.

There's a prevailing attitude among many unions--particularly in construction--that if you ignore the problems facing the industry today, maybe they will go away. It's safe to say that over the past several years, almost all the energies of this administration have been devoted to developing ways of combating the growth of nonunion employers.

Much of what we've developed is working very effectively, and in fact is being copied in one form or another by other unions throughout the country.

But we would definitely be guilty of being among those who "plan to fail" if we sat down now to take a rest.

We feel that we have turned the tide--at least for the moment--on major sized public works projects. We're speaking primarily of jobs in the \$1 million or more category. By negotiating project agreements and by implementing several new concepts in our last master construction agreement that enhance productivity, we've helped the union contractor to stay in business. That means we've saved a lot of jobs for our members.

When you add to this an aggressive job monitoring program that has expanded into a fully operational Heavy and Highway program, we've sent a clear message to every nonunion contractor that they've got their work cut out for them if they plan to make a living in California. It's not going to be as easy as it was a couple of years ago for them to make it here.

But our work is far from over. An honest evaluation of where we stand today would show that nonunion firms are still capturing a major portion of our work on private or public funded projects of less than \$1 million. Some might respond, "if all they can get is the small stuff, let'em have it."

That would be a very serious mistake. We've been crunching a lot of numbers through our computer lately and the results are startling. At least 30 percent of all contracts let in our jurisdiction are under \$1 million. That's a lot of work we can't afford to turn our backs on.

Smaller jobs are difficult to monitor because they don't last very long. They're hard to organize for the same reason. Nonunion contractors that manage to land this size of job eventually get enough money and experience together to go after the big ones. No, we can't afford to ignore this part of the industry.

There are other problems. Our district in Utah is struggling hard against very tough odds. This is a state that has always been right-to-work. That was something we've always been able to cope with. But in recent years there has been no state prevailing wage law. The economy has also suffered from foreign competition in the copper market.

In this adverse climate, out-of-state, nonunion firms have flourished to the point that the traditional AGC master agreement has been rendered almost inoperable. We are working hard to face these problems head on. As this issue goes to press, our members in Utah will be voting on a new three-year, five-craft agreement we believe will give our union employers a sharper edge to work with.

The picture is not much brighter in Nevada, where we are doing all we can to keep our people working, both in the mines and on the construction jobsite.

Although it may seem like it occasionally, we're not taking a doom and gloom approach. But we've taken a good hard look at other local unions who have failed to plan ahead and come to a very clear conclusion that what they're going through is not for us.

It's much wiser to take a "preventative medicine" approach to avoid the damage that comes from a disease diagnosed too late.

**"We've sent a clear message to every nonunion contractor that they've got their work cut out for them..."**

## Keeping the open shop at bay

(Continued from page 1)

must develop a balanced attack if we are to win the fight.

"Over the past several years, we've seen what happens to other construction unions who failed to develop a strategy against the open shop," Local 3 Business Manager Tom Stapleton explains. "Many of them are dying. They are hanging on desperately to a small fraction of what they used to have. We're determined that's not going to happen to our people."

"The key is to operate from a position of strength," Stapleton observes. "We are working with union employers to force the nonunion element to deal with our deck of cards. If we waited until the enemy got a foothold like they have in other areas of the country, it would be too late."

### Project Agreements: A key weapon

A key weapon in the union's arsenal against the open shop is the negotiation of project agreements, which are equipping the fair union employer with the ability to compete more effectively with the open shop competition. There are many reasons why the strategy is working.

Local 3's experience with prevailing wage laws on the huge Guadalupe Corridor project in Santa Clara County provides a compelling reason (see page 1 article) why project agreements are so essential.

Local 3 contracts director Bob Clark points to another reason why project agreements are so vital to our survival today:

"The reason we are using project agreements on many of our major projects is that these jobs are being bid by national size contractors and these companies will not sign local agreements," Clark says. "They perform work across the board in the United States and have developed a policy of not signing local agreements other than project agreements, because they don't want to be tied into unfunded pension liability problems."

Unlike Local 3's pension fund, many multi-employer pension funds throughout the country don't have enough funds to cover the guaranteed pensions of all their vested participants and potential retirees. Employers signed to collective bargaining agreements that contribute to these funds are liable for this "unfunded liability," according to the law.

This requirement has forced many employers to shy away from master agreements in order to avoid a potential financial nightmare down the road.

Perhaps the most compelling argument for the effective use of project agreements is the "scare factor" it creates for open shop contractors.

"Working with the union contractor on project agreements is doing what we hoped it would do," Stapleton says. "It's driving the nonunion employer away. They know they can't compete when the union contractor is put on more equal footing, so they are not even bothering to bid on some projects where a project agreement has been made available. That is the highest form of success."

Obviously no strategy is without its drawbacks. Some project agreements cover jobs that will last several years, occasionally resulting in a frozen wage rate for workers employed on these jobs. Although no one welcomes this prospect with open arms, most realize that the alternative is no job at all.

However, Local 3's experience on the



Many nonunion firms who had their eye on getting the Redwood Bypass project bailed out after Local 3 put together a project agreement.

Guadalupe Corridor shows that this is not always the case. "Most of the successful low bidders have chosen to pay the current Master Agreement rates anyway," Don Luba points out. "They said the flexible work rules we gave them in the corridor agreement were enough to make them competitive. They chose to pay the higher rates of the new agreement because as one contractor stated, we know that to keep good men we've got to pay them the top dollar."

"There are some local unions who brag that they have never given up anything," Stapleton comments. "What they're refusing to face up to is that they are giving up their most valuable resource--their own membership."

The project agreements negotiated by Local 3 over the past three years have resulted in "over \$1 billion worth of work that would have otherwise ended up on the other side of the ledger (i.e., ended up nonunion)," contracts director Bob Clark observes.

A billion dollars translates to a lot of jobs for operating engineers. It means a lot of families have been able to continue their medical coverage, put money away in their vacation and holiday pay plan and keep their pensions growing.

**Engineers News**

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# Doing it union on Guadalupe Corridor

the union had done on the company which showed they had numerous tax liens against them back east. Despite the evidence provided by Local 3, the City Council voted 6-4 to award contract.

Although we continued to work in the political arena, it was during this time period that Local 3 escalated the job monitoring program it had begun in 1984. Monitors were put on Weisscal and Rail Roadway and violations of the prevailing wage laws were documented. The monitoring proved to be particularly effective against Rail Roadway, which eventually had to file for bankruptcy.

But it was clear that job monitoring alone was not going to win the war.

"Stapleton was the first to realize the problems we were facing," Luba recalls. "Our union contractors were not even bidding the work (on the Guadalupe Corridor). Their reasoning was that it cost big bucks to bid a job and they saw their chances of being successful low bidder as slim to none against the nonunion firms from out of state."

Working with John Neece of the Santa Clara Building Trades Council, Local 3 called a meeting of the basic crafts to discuss the possibility of drafting a project agreement that would be offered to any union contractor interested in bidding on a Guadalupe Corridor contract.

"We analyzed the major disadvantages the union employer was working under," Luba says. "The most major was the fact that all the basic crafts' master agreements expired in mid 1986 and prevailing wage laws only require the successful low bidder to pay the prevailing wages and fringes posted on the day of the bid award."

"Those wages and fringes would remain in effect for the entire duration of the job."

"Basically what we agreed on was that prevailing wage rates at the time the job was bid would remain in effect throughout the length of the job," Luba says. "We also worked out some flexibility in the work rules to allow for more competitiveness--keeping in mind that the nonunion employer has no work rules at all."

"It was total success for our people from that time forward," Luba recalls. "There hasn't been a successful nonunion bidder on any Guadalupe contract since that time. Raisch, Granite, O'Grady, Grade-Way, Piazza and other union firms have utilized the agreement to successfully win portion of the project."

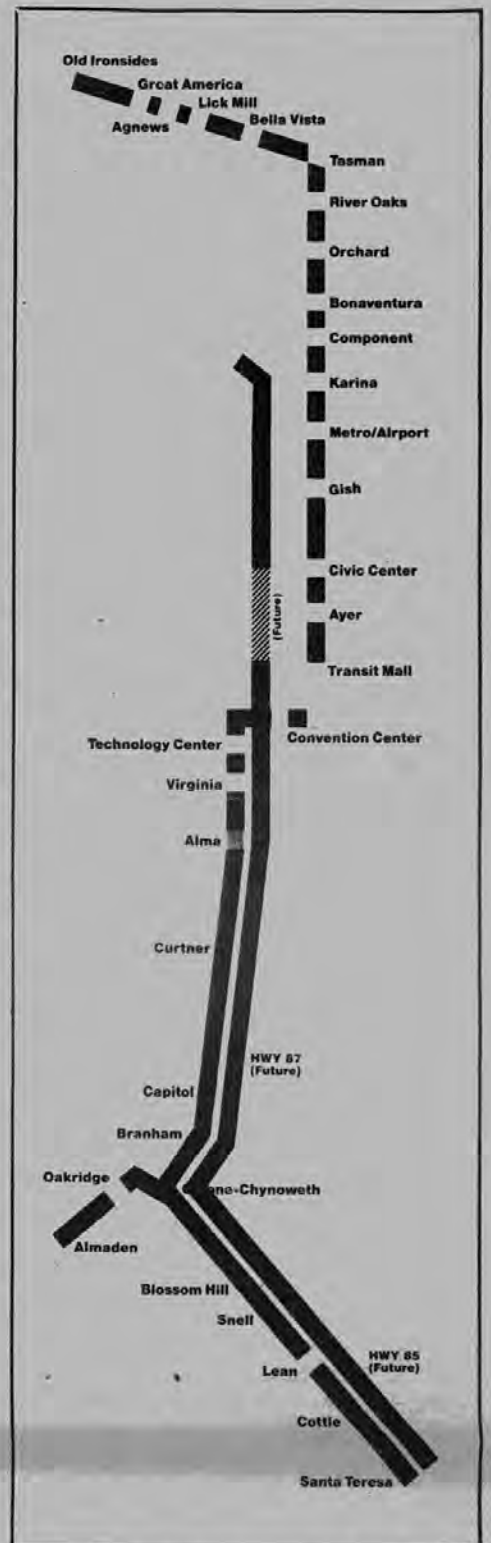
The real positive, Luba points out, is that most of these contractors are paying current Master Agreement wage rates, even though the project agreement doesn't require it. The flexible work rules provided in the Guadalupe agreement "were enough to make them competitive," Luba explains. "They chose to pay the higher rates of the new agreement because, as one contractor stated, 'we know that to keep good men we've got to pay them the top dollar.'"

Because of Local 3's leadership, the future looks bright for the rest of the Guadalupe projects. Few nonunion contractors are even submitting bids, because they know they can't compete against superior union skill when they are forced to play on more equal footing.

It's interesting to compare the work done by the union firms to the first contracts which were awarded nonunion. Rail Roadway ran behind schedule on both their jobs and finally had to turn over the last portions to Granite Construction for completion when Rail Roadway went bankrupt.

Weisscal has had one delay after another. They have racked up an impressive list of prevailing wage violations and allegations of bribery and other shady doings with San Jose public inspectors and city officials. The transit mall will not make its scheduled date of completion.

By contrast, the union contracts are going much smoother. Granite Construction is just one firm which has completed its portions of the project within budget and considerably ahead of schedule.



Above is a diagram of the Guadalupe Corridor project.

Perhaps one day our public officials will wake up to the fact that if you want to do it right, you've got to do it union.



Granite Construction (above) is one of several union contractors that has benefited from the Guadalupe Corridor agreement.

# Building trades issues await action in Congress

As the 100th Congress begins the final months of its 1987 session, the fate of several issues that critically affect building and construction tradesmen is at stake.

Even though unenacted legislation introduced this year carries over into the second session, as a practical matter, the pressures of the election year in 1988 probably would mean that Congress would not tackle such bills as double-breasting, Davis-Bacon, and construction safety and health. The remainder of this first session, then, may very well determine the outcome of these critical measures. More than ever the time for all building and construction tradesmen to be active on the legislative front is now.

At this juncture, here is a synopsis of where we have been, where we stand, and where we may be headed in the 100th Congress.

## Double Breasting

The high point of the session to date for building and construction trades-

men was House passage of H.R. 281, a bill to eliminate double-breasting in the construction industry. In June, the House voted 227-197 to prevent contractors from using a non-union force to evade the responsibilities to which they voluntarily agree.

The tough challenge now facing building and construction tradesmen is to duplicate that victory in the Senate.

As the focus shifts to the Senate, opponents of the BCTD's position have made it clear they intend to pull out all the stops in an attempt to reverse their defeat in the House. The Department must respond by pulling out its own big guns—the membership.

BCTD already launched a grass roots campaign by which union members contracted their Senators during the summer recess to win support for S.492, the Senate version of the double-breasting bill. BCTD President Robert A. Georgine continues to urge all members to do their utmost to ensure that the earlier victories on this crucial

legislation are not nullified by the Senate.

## High risk notification—

The Labor Committees in both the House and Senate have passed legislation which would set up a new government health board to monitor occupational risks and direct employers to notify workers of immediate or potential dangers.

The BCTD and all of organized labor support the bills (H.R. 162 in the House; S.79 in the Senate), and several major industry groups also back the measures. But many business factions oppose the bills, and floor fights are expected in both chambers when Congress reconvenes.

## Trade

Both the House and Senate took action to reduce the \$170 billion trade deficit facing the United States which has cost jobs and threatened our national economy.

The House bill is stronger in that it

requires countries whose unfair trading practices have caused trade imbalances with the U.S. to reduce the total imbalance. The Senate bill requires such countries to reduce only the portion of the imbalance caused by the unfair practices and gives the president authority to determine how the remedies would be applied. Both bills provide increased job training and assistance to workers whose jobs have been lost due to imports.

The Reagan Administration strongly opposes the bill, and veto threats have repeatedly been made. Nevertheless, Congress has resisted such pressure thus far. A House-Senate conference committee will craft a final bill this fall.

## Davis-Bacon

Another major issue that Congress will face after it reconvenes is Davis-Bacon. In August, the House Education and Labor Committee approved H.R. 2216, a bill that revises the Davis-Bacon Act. The bill will go to the House floor this fall.

(Continued on page 16)



## M-K gets Auburn freeway job

Business Representative John Bonilla reports that Morrison-Knudsen is the apparent low bidder on the Auburn freeway. The engineer's estimate was \$26 million. M-K was the low bidder at \$30 million. In talking with Cal-Trans, they figure the job will be awarded within the next couple of weeks.

R. C. Collet is still running two shifts at their Rocklin plant. They have approximately 25 Operating Engineers working at this time. Mallory/Greenhalgh is busy at Stanford Ranch. They have 30 Operating Engineers working. Lund Construction is busy in the Roseville area. They are working on four different subdivisions at this time.

Bohemia, Inc., is still working around the clock in Rocklin with 120 Operating Engineers. Next month we'll be in a round of pre-negotiation meetings. I would like to take this opportunity to thank my job stewards at Bohemia: Bob Billington, Jerry Stannard, Pete Angelos, and Betty Bradley. They have worked very hard in helping me with the plant.

Work on the west side is going well according to business agent Gary Wagon, with Teichert working on three separate sites in the Winters area, mostly subdivisions. R. C. Collet and Rebel Construction are both doing some underground and street work in the same vicinity.

Hoffman Construction at Bryte Bend is setting up their tower crane on the waste water treatment plant. They have about 5 operators working. W. H. Ebert Corp. is winding down on their work in West Sacramento, and the underground crew will be heading home. Hardrock-Cox is just getting

underway with their underground project employing about 5 operators.

T & S Construction is stretched out from West Sacramento to Del Paso Heights with about 6 operators putting in sewer line. Lukenbill Construction, Granite Construction, Sacramento Valley Crane, and Golden State Erectors are all working together at the new Arco Arena Sports Center. The skeleton of the stadium is starting to take shape.

Granite Construction picked up the Hwy. 70/99 job between Sacramento and Marysville. They are presently busy paving runways at Metro Airport. They are also doing subdivision work alongside of Teichert behind Roseville in the Antelope Road area.

All operators, oilers, and iron workers will miss crane operator Roy Bell, a legend to all members of organized labor. When Roy was on a project, it ran "union" or it didn't run at all. He will not soon be forgotten.

## A letter of thanks

The San Francisco Retired Senior Volunteer Program (RSVP) is the recipient of an award of \$200 from Local Union No. 3 in honor of its retired employee, Jean Warnock, who was Executive Secretary to the Recording-Corresponding Secretary for 18 years.

Ms. Warnock performs a highly valued and valuable service at the Richmond District YMCA in San Francisco. The Union's generous donation to RSVP helps assure that Ms. Warnock and the more than 700 other RSVP volunteers will be able to remain actively and meaningfully involved in their community and, at the same time, San Francisco's many low-budget non-profit agencies will benefit from their help. RSVP appreciates this recognition of their efforts.

## New three-year contract for Carlin Gold

By Norris A. Casey  
Treasurer

Various situations at Newmont Gold in Carlin, Nevada have kept me quite busy during the last month.

Because of the uncertainty of the future of Newmont Mining Company, we felt it beneficial to try to re-negotiate our agreement with them and make some changes in the current agreement to protect our members working there in the event of a sale of the company.



Norris Casey

The company is going to start a major expansion of the Gold Quarry operation and also develop another Mill operation on the Rain Properties south of Carlin, so it was advantageous to the company to extend the agreement also. We met with management and worked out the following which was then ratified by the members, 119 YES to 27 NO.

### Three Year Agreement October 1, 1987 through September 30, 1990

#### October 1, 1987

1. New increase due on April 1, 1988, to be implemented on October 1, 1987. No one to receive less than twenty-five cents (\$.25) per hour. Includes all classifications.
2. Add Electrician/Welder classification in Electrical Department.
3. Expand Chief Stewards to eight.

#### April 15, 1988

Bonus of value of 1-1/4 oz. of gold to all employees on company payroll January 1, 1988, and still on payroll April 15, 1988. Based on March 1988 Index.

#### October 1, 1988

Three percent increase across the board: all classifications.

#### April 15, 1989

Bonus of value of 1-1/4 oz. of gold to all employees on company payroll January 1, 1989, and still on payroll April 15, 1989. Based on March 1989 Index.

#### October 1, 1989

Three percent increase across the board: all classifications.

#### April 15, 1990

Bonus of value of 1-1/4 oz. of gold to all employees on company payroll January 1, 1990, and still on payroll April 15, 1990. Based on March 1990 Index.

Expires: September 30, 1990

#### Weekly Indemnity:

January 1, 1988 \$205 per wk to \$210  
January 1, 1989 \$210 per wk to \$215  
January 1, 1990 \$215 per wk to \$225

#### Pension:

Change from present formula of:  
\$19.00 — \$20.50 — \$22.00

to:  
\$24.00 per month per year all employees.

Vesting: Five years.

#### Successors Clause:

This agreement shall be binding upon the heirs, executors, administrators, successors, purchasers, lessees and assigns of the parties hereto. In the event of the

sale or other transfer of the business by the company, the company shall provide that this agreement shall continue in full force and effect and that the transferee shall continue to recognize the union as the proper bargaining representative of the employees at the facility.

In days when everyone in the mining industry is taking cuts this is an exceptional settlement that gives our members security for three more years.

As we finished this negotiation and ratification, I was contacted by Bechtel Corp. in regard to a Project Agreement for the expansion work. We don't know how extensive this will be, but rumor has it that it will be in the \$140 million dollar range.

We met in Reno with Bechtel and the Nevada Building Trades and all agreed to extend the Project Agreement used to build Gold Quarry and Freeze the wages through December 31, 1988. We hope this will allow Bechtel or some other union contractor to get the job as all the mine expansion work in Nevada is being done non-union at this time except at Carlin. Our members need the work.

## Honorary Members

At the Executive Board meeting on September 20, 1987, it was reported that the following retirees have 35 or more years of membership in the Local Union as of September 1987 and have been determined eligible for Honorary Membership, effective October 1, 1987:

Clyde Baird	#0698310
James Bolbos	#0643528
David Byrd	#0738811
Donald Clark	#0745399
Clyde Cunnison	#0745010
Roland DiGuilio	#0643028
Joseph Gill	#0549407
Alexander Graham	#0738738
Richard Hallett	#0745331
George Jacobs	#0660965
Berl Johnson	#0657664
Donald Joseph	#0711873
Russell Kincade	#0603335
George Knight	#0745211
Norman Martin	#0618056
Oliver McDowell	#0496017
David McNeilly	#0612814
Dan Olmstead	#0592925
Edward Ortiz	#0380595
Patrick Peters	#0745235
Eugene Ross	#0736627
Sidney Rowland	#0290879
Roscoe Searcy	#0702402
Frank Shipe	#0745112
Harvey Stancil	#0663955
W. N. Stanley	#0630845
Edward Swan	#0603463
Hugh Webb	#0745133
James Zumwalt	#0736431



Local 3 job stewards working at the Carlin Gold Mine in Nevada are meeting monthly for training and to view films and hold discussions on organizing. Pictured left to right are Bob Michna, Harold Close, Harold Baugh, Business Agent Derlin Proctor (standing), Gil Sargeant and Dave Feathers.



## Labor Roundup

### National Building Trades to start new COSMOS job monitoring program

A nationwide program patterned after Local 3's job monitoring program will enable building trade unions to target projects from the date of bid solicitations and give them an early opportunity to maneuver to make the job a union project.

The project is being developed by the AFL-CIO Building and Construction Trades Department, according to union sources.

The program, the Construction Organizing and Monitoring System (COSMOS), should be in operation before the end of the year. Union sources said the program will be a new component in BCTD's Market

### Warning issued to Japanese builders

Without progress toward opening the Japanese construction market—particularly the Kansai Airport project—to U.S. construction firms, the United States will take action, Deputy U.S. Trade Representative Alan Woods said Sept. 10.

"The time will arrive that the U.S. government will take action in that arena," Woods said during a Conference Board luncheon. He declined to spell out what moves the United States would take against Japan when he spoke to reporters after his speech, saying only that the Administration will consider actions if no progress is made "soon."

Woods is expected to leave USTR soon to become head of the Agency for International Development.

Last month, Undersecretary of Commerce Bruce Smart, speaking at the Foreign Correspondents Club of Japan in Tokyo, warned Japan of the possible consequences of refusing to open bidding on the \$8 billion Kansai Airport project and said the Administration may not be able to forestall retaliatory measures being considered in Congress.

Earlier this year, Sen. Warren Rudman (R-NH) said legislation banning Japanese construction firms from operating in the U.S. market undoubtedly would pass Congress.

Recovery Program and will strengthen the department's organizing campaign. No formal announcement of the program has been made.

COSMOS is described as a computer-based program containing construction project bid data supplied by the F.W. Dodge Co. that will give unions early notification of projects coming up for bid and allow interested unions to give what one union source called "special attention."

How this "special attention" will be given will be addressed on a case-by-case basis. In the case of owners, especially large owners, a union official said labor "will work with owners and emphasize to them that is in their best interests to build union."

For example, the Bricklayers may be interested in a relatively small project that calls for a large amount of brick and block in its specifications. Mechanical trades may desire call up data on the system for projects containing large amounts of work in which their members specialize.

In other cases, there could be a unified effort among a group of crafts to put together a project agreement early or to modify local agreements to assure an owner that unions are ready and willing to work and cooperate on the project. The system will be a vehicle for pinpointing Davis-Bacon projects and state-funded projects, according to a union official.

The data will be provided by BCTD at no expense to all international unions, state building trade councils, and local unions on a selective basis.

COSMOS is similar in some respects to a program started in 1984 by the National Joint Heavy and Highway Committee to monitor the awarding of bids on heavy and highway projects nationwide. The committee's Construction Industry Information Network (CIIN) program has been highly successful in bringing increasingly large amounts of federally funded work under union agreements.

Since October 1984, CIIN has landed well over \$2 billion in work for union builders and made available more than 40 million hours of work for union building trades employees.



**Union and proud:** Young Jesse Koritz joins building trades craftsmen picketing USX Corp. offices in San Francisco for bringing in scabs to rebuild a Contra Costa steel plant. The \$350 million facility will be used for a joint American-Korean venture finishing imported steel for the U.S. market.

### Safety policies blamed for worker deaths

The National Safe Workplace Institute has criticized current government policies for creating a "rising wave" of work-related deaths, and has promised to make workplace safety a more visible public issue.

Some 5,790 workers in high-risk occupations who died in work-related accidents in the first half of the 1980s would still be alive if the workplace

safety trends of the 1970s had been continued by government, labor, and management, NSWI said.

Workers in high-risk jobs such as construction "have been rendered expendable by a failed public policy, and the inability of regulators and public leaders to make safety a priority," NSWI said.

NSWI, founded by Joseph A. Kinney, who lost a brother in a work-related accident, criticized the Justice Department earlier this year for alleged failure to prosecute cases involving worker deaths.

NSWI charged the federal government and local agencies with failing to respond vigorously to "senseless accidents." This has created "a form of legalized butchery and homicide resulting in thousands more unnecessary deaths and injuries each year," NSWI said.

The report was particularly critical of the Occupational Safety and Health Administration. In 1983, NSWI said, an OSHA study determined that the average fine for a violation resulting in a death or hospitalization of more than four workers came to \$284.

Moreover, a draft report from the Department of Labor's Office of Inspector General, reviewing enforcement and abatement in two regions, found that in 35 percent of the cases examined, there was insufficient or no evidence showing that hazards cited by OSHA has been corrected.

### Solidarity March

Unions in Coshocton, Ohio show their support for 200 striking members of the Operating Engineers after a Labor Day attack by sheriff's deputies using tear gas and rubber bullets on a strike rally.

Two IUOE locals struck the Stone Container Corp. paper mill in August over a contract dispute. A historical plaque in this strong union community identifies the town as the birthplace of William Green, who headed the AFL from 1924 to 1952.





## Your Credit Union



Bill Markus

Interest rates are once again moving in an upward direction. The prime rate, which had declined from 9 percent on March 10, 1986 to 7.5 percent on March 31, 1987 has increased five times since and presently stands at 9.25 percent. To give the advantage of these rising rates to our members, the Credit Union finds it necessary to raise the certificate rates again, faster than we can print advertising information.

For example, our newsletter sent with the September 30, 1987 statements reflects the following rates:

3 month certificate-\$2500 Minimum-7 percent; 6 month certificate-\$2500 Minimum-7.25 percent and 1 year certificate-\$5000 Minimum-7.50 percent

All rates have been increased .25 percent since the printing of the newsletter to the following:

3 month certificate earns 7.25 percent; 6 month certificate earns 7.50 percent and 1 year certificate earns 7.75 percent

In addition, it is likely these rates will increase by another .25 percent by the time you read this article. Operating Engineers Local Union No. 3 Federal Credit Union has always attempted to keep our interest rates equal to or higher than rates offered at most institutions. Therefore, be sure to call your Credit Union first when looking for a place to deposit your savings. Also, Golden Three Accounts can elect to have interest mailed monthly on all savings accounts—even certificates. Call one of our member service representatives today at (415) 829-4400 for more information on our high yielding certificates. Utah members should call (801) 261-2223.

**Select-Order-Save on your next vehicle purchase:** Your Credit Union has a new S.O.S. Car Line program that takes the confusion out of buying a new vehicle, and can save you substantial dollars.

Simply call or visit your Credit Union and give us the make and model of the car you want and any options. We'll give you a computer printout showing the suggested retail price, as well as the dealer invoice price. The printout is a useful tool when car-shopping; you'll be in a better position to bargain if you know what the car should cost, and the true price of all the options. There is a \$10.00 fee for the price quote, but it is refundable if you finance your car through the Credit Union.

The S.O.S. Car Line can also provide you with an experienced car agent who will negotiate the vehicle deal for you. Our agent has many years of experience in the car industry and may be able to save you hundreds, even thousands of dollars on

# Utah eyes unused federal hwy. money

By the cold feel in the air, winter is not too far away from Utah. However, there are a few bright spots, according to District Representative Don Strate. The Utah Department of Transportation has applied for 73 million dollars in highway funds for projects, which remains unused by other states. Utah would then be looking at a 200 million dollar highway construction program next year, which would finish our highway program two years ahead of schedule. Utah state highway officials are heading for Washington, D. C., in October to talk to representatives of the Federal Highway Administration.

When this task is accomplished, it will mean pushing up the starting dates on the Tremonton-Plymouth Section of I-15, costing 28 million dollars, and the Richfield to Sigurd surfacing on I-70, costing 25 million. This would also include the I-215 Twentieth East-Wasatch Boulevard Section.

Gibbons & Reed came in as low bidder on the I-215 section from 2100 South to Salt Lake International Airport at a cost of about 19 million dollars. Gibbons Company really needed this job, because their Utah projects are about finished.

The coal stripping project at the Alton coal field near Kanab is becoming more of a reality this month. Utah International, the company owning the property, has issued a press release stating they have refiled for permits with the Utah State Division of Oil, Gas and Mining. The proposed mine and an associated pipeline will create nearly 1,500 jobs in Southern Utah and generate 190 million dollars in property taxes for Kane County and 1.3 billion dollars in royalties for federal, state and private lease holders. Utah International is also seeking authority to pump 4,000 acre feet of water annually from the upper Navajo sandstone aquifer for use at the mine to transport coal in a buried slurry pipeline to Nevada Power Company's proposed Harry Allen Generating Station near Las Vegas. If the permits are granted, construction could begin between 1991 and 1993.

L. A. Young Construction Company, already facing criminal fraud charges, has been named defendants in a 4.4 million dollar civil lawsuit, according to *The Deseret News*. These charges have been brought by Valley Bank and Trust Company, Salt Lake City, and Valley Central Bank, Richfield, Utah.

Alan Young, Sue Marie Young and Sue Marie's son Steven are scheduled to go to court November 12, 1987, on multiple fraud charges relating to an employee profit-sharing plan on which they were trustees through their former company.

Alan Young has also been charged with failure to remit sales tax. An amount of 2.76 million dollars in principal and \$226,442 in interest is being sought from the former construction company.

L. A. Young Construction is also being sued by Local No. 3 for back fringes due members employed by them.

The odor of fall is in the air once again, and the trees are sending out their signals through their red and orange leaves to start preparing for colder weather. It seems Utah's jobs just started rolling, and already we're looking at bad weather coming our way.

Business agent Virgil Blair reports that asphalt work in the Ogden District for Gibbons & Reed has been pretty good for the crews, as they have been kept on the move, and the crusher crew

has also been busy.

G. P. Construction, Trapper's Loop road job, is making good progress with the fine crew employed by them. The last section bid on the Trapper's Loop went to an unfair contractor, and Local 3's hands are putting extra effort into making that contractor look inadequate. Carlson Construction is already behind schedule and has only a scraper, a dozer, a compactor and a blade working where there should be fifteen or twenty pieces of equipment.

The Jordanelle Dam project is moving forward with W. W. Clyde and Company having started the bypass road around the project. This is just the first section of highway to be bid, and Clyde is making progress on the clearing and start up. Clyde has four scrapers and backup equipment working, and will be moving in their crusher the week of September 15. Everyone is looking for this to be a good project.

The M. H. Cook Pipeline Construction Company has the relocating of the gasline on this project. This is a tough job due to steep grades and gullies.

Torno-America is having their problems getting the first phase of the dam going, and it has not been the fault of

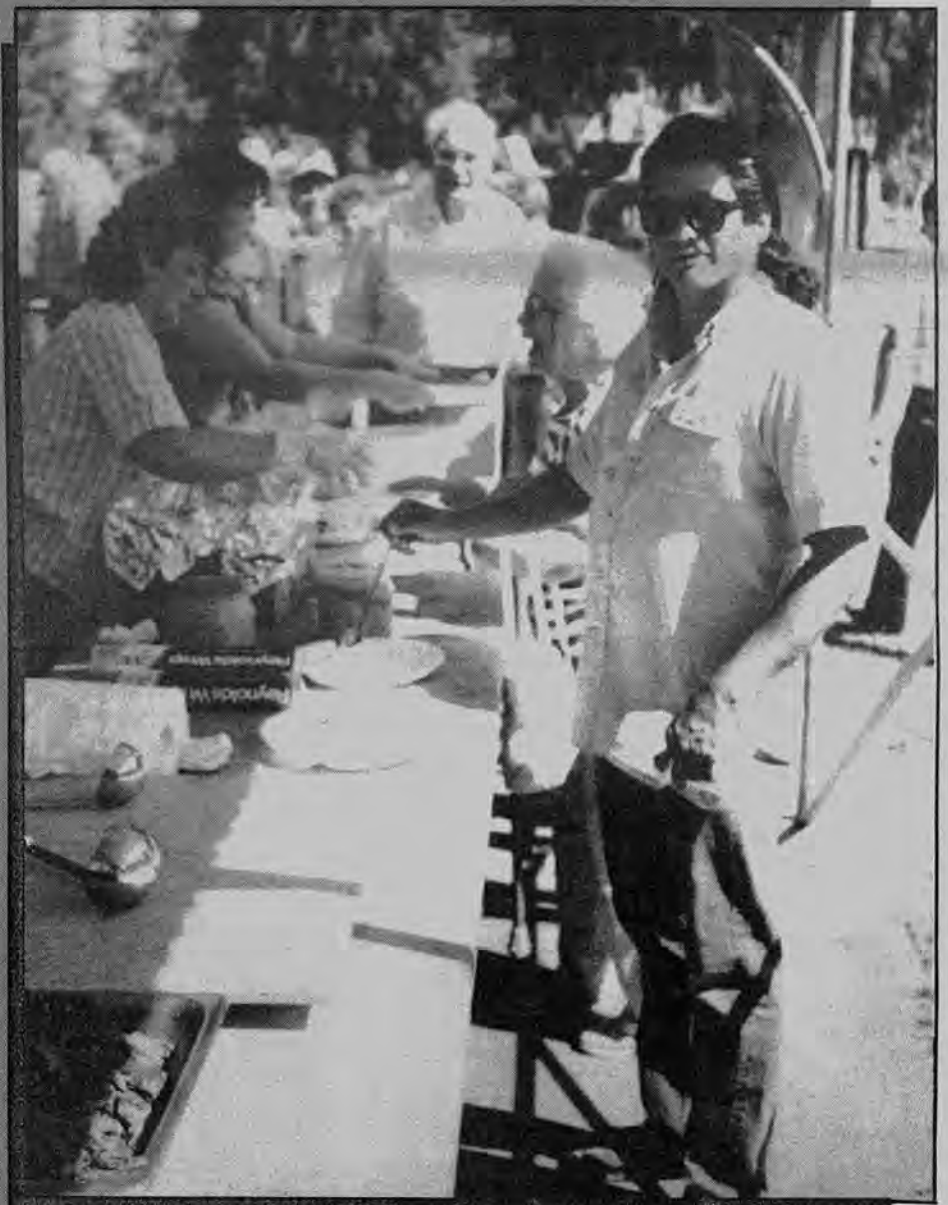
the company. Some of the few hands sent off the list had their own limitations. An operator missed a turn with a scraper and ran it off the mountain and totaled it. This hand is very lucky to have survived this incident and still be alive. One teamster ran a 65-ton rock truck off the mountain and totaled the truck, also.

To all Local 3's hands, be sure you are qualified for the equipment to which you're dispatched. The only thing the members of Local No. 3 can offer our contractors is experience and quality. Presently, the work on Torno's job has improved and the job is going very well.

Gibbons & Reed was low bidder on another section of I-215 from 21st South to Fifth South in Salt Lake City. Gibbons Company beat out Gilbert-Western by a few thousand dollars, and everyone is delighted to see a union bid pick up the work.

Fair contractors, keep up the fight! Negotiations in the rock, sand and gravel, and asphalt industries are proceeding well at this time, business agent Lynn Barlow reports. Contracts have been negotiated and ratified with Concrete Products Company, Geneva Rock Products, Inc., and MONROC.

(Continued on page 14)



**Fresno Picnic:** Did you miss it? Let's hope not! 'Twas a grand ole picnic. We had a turn-out of 285 members and friends. Food was "out of this world" and nature provided a beautiful day—not too hot this year! Ever want to see your name in print? Well here's a list of winners at the Fresno raffle: Leon Hatcher, Jeffrey Faris, Troy Johnson, Mrs. Vallejo, Salok Singhs, Ladd Smith, Lois Roberts, John DeBrum, Ted Ross, Henry Church, Margie Bernett, Mrs. Drestin, Don Wells, Olen Ragsdale, April Hutchins. Grand prize winners: Marin Vallejo, Bill Foust, Imogene Flanagan and Marge Seward. A big **Thank You** to our helpers who made this one of our best picnics ever and a big Thank You to all of you who attended for "making our day".



Engineers News photos by James Earp



## Harnessing the Stanislaus River

Tucked away in the High Sierras is a project that has drawn little fanfare but is providing a lot of work for over 120 operating engineers. It's called the North Fork Stanislaus River Hydroelectric Project, although most of the hands simply refer to it as the Spicer Meadows job.

Stretching out over approximately 40 miles of the North Fork of the Stanislaus and related tributaries, the \$268 million project is currently at peak activity. Sierra Constructors, a joint venture of Guy F. Atkinson and Harrison Western Corp. has been working on various phases of the job since the spring of 1985.

The project calls for the construction of:

- \* a diversion dam on the North Fork of the Stanislaus immedi-

ately downstream from the confluence of Silver and Duck Creeks;

- \* diversion tunnel leading to Spicer Meadows reservoir;

- \* Spicer Meadow Dam located on Highland Creek with related diversion tunnels and powerhouse;

- \* McKays Point and Beaver diversion dams and tunnels;

- \* Collierville Powerhouse at Clark Flat on the Stanislaus with an afterbay dam below the powerhouse.

Once construction is complete, the North Fork Diversion Dam and tunnel will divert flow from the Stanislaus and Highland Creek into Spicer Meadow reservoir. From there water will be released through a powerhouse located at the base of Spicer Meadow Dam.

The water will then flow in the natural channels of Highland creek and the

North Fork of the Stanislaus until reaching McKays Point diversion dam below Calaveras Big Trees State Park. Flows into McKays Point reservoir will be supplemented by a small diversion from Beaver Creek.

At McKays Point, water will be diverted into the Collierville Tunnel and penstock for power generation at the Collierville powerhouse. An afterbay dam below the powerhouse will regulate the discharge so that a controlled flow can be maintained downstream.

The project is being financed by the Calaveras County Water District in conjunction with the Northern California Power Agency, which will purchase the hydroelectric power generated by the system.

*(Continued on page 15)*



General Manager Gary Davey (left) and District Representative Ray Helmick display the Contractor of the Year award presented to Sierra Constructors by the Local 3 JAC.



Working at Spicer Meadows are (front to back) foreman Ron Coulson, Tommy Thompson, Don Mitchell, Eddie Villarreal, Jim Jenkins, Eddie Salanski and Paul Holt.



District Representative Ray Helmick (far left) and Business Agent Bob Blagg (far right) take a quick lunch break with part of the crew working on the Spicer Meadows site. Pictured left to right with them are (back row) Nick Milinkovich, Hank Wilby, Mike Arnold, Larry Graves, Sam Whitley and Dick Benson. In the front row are Brian Rowley, Hugh Thompson, Kelley Marshall and Clayton Fillmore.





Working on the dirt spread for Guy F. Atkinson are left to right (front row) Dennis Douglas, Roxanne Kerber, Lane Lowe, George Lennon,

'Cowboy' Davis, Alex Hill, Earl Vogt, Gordon Hassett and Sam Pacini. In front row are Steve Salisbury, Bill Salisbury and Jim Clark.



At left is mechanic Tony Cerna. Dozer operator Randy Alexander (above) assists workers in laying reinforced wire mats.

# Clover

After a political f... Cloverdale Bypass... ing a reality. For ye... about 90 minutes d... has been the worst... to make their way t...

Guy F. Atkinson w... the project with a \$... for completing thre... bypass on the north... which began last A... four million yards c...

Up until this mon... 100 Local 3 membe... However, according... the swing shift was... more rock than the...

As might be expe... try, the dirt crews a...



Local 3 operator (above) make one of many large cuts on Guy F. Atkinson's portion of the job. At right is mechanic Ralph Warts.







Local 3 crew working for Ghilotti Brothers (above) clears overburden on another phase of the Cloverdale Bypass, where it is being trucked (below) to Atkinson's spread.

# Cloverdale Bypass finally a reality

After a fight of almost 20 years, the Cloverdale Bypass on Hwy. 101 is finally becoming a reality. This section of highway is a major bottleneck for motorists trying to reach the Redwood Empire. The project was awarded the first phase of a \$25.5 million contract that calls for a one and a half mile bypass on the west side of town. Construction will involve moving over 1 million cubic yards of dirt by December 1988. At the time, the job was keeping nearly 20 crews busy working two shifts. Local 3 Business Agent Rob Wise, who was just laid off, due to hitting a rough patch, says his company had anticipated a lot of hard

work in ripping with a fair amount of drill and shoot operation.

Ghilotti Brothers of Marin County has recently started the Squaw Rock project which connects to the north end of Atkinson's job. This \$12 million job is keeping another 20 operators busy until the rains come, according to Project engineer and Local 3 member Jerry Eienberger.

Fortunately for Atkinson, Ghilotti has more dirt than they need, so the excess material is being trucked over to them for much needed fill. The Squaw Rock job will connect to the north end of Atkinson's section and provide an additional four miles of four-lane freeway on Hwy. 101.

At the time *Engineers News* was on the scene, crews were working five eights to move about 700,000 yards of dirt and complete the construction of a viaduct at Commisky Road within the scheduled 340 working days.



Above is journeyman Donna Lake. At left is mechanic Jim Graham.





## Wrapping up another year on Redwood Bypass job

The state's biggest highway job has buttoned down for another year in anticipation of the north coast rainy season, if it ever comes. Working according to a May 15 through October 15 season, the job has provided over 120 operating engineers with plenty of work.

Although they've had some difficulty making compaction in some sections, due to the moisture content, the crews expected to finish off ahead of the 5.5 million yards of dirt scheduled to be moved by the end of the season.

Crews working for Phillips and Jordan have cleared about 70 percent of the redwood tree stumps and undergrowth. It's amazing how much water one of those redwood stumps can hold. Local 3 member Buster Lee says a stump will sometimes gush several gallons of water when it's hit with a splitter ram.



Buster Lee shows off his splitter ram.



Tutor-Saliba's \$67 million portion of the Redwood Bypass begins to take shape as they wrap up their second year on the job.

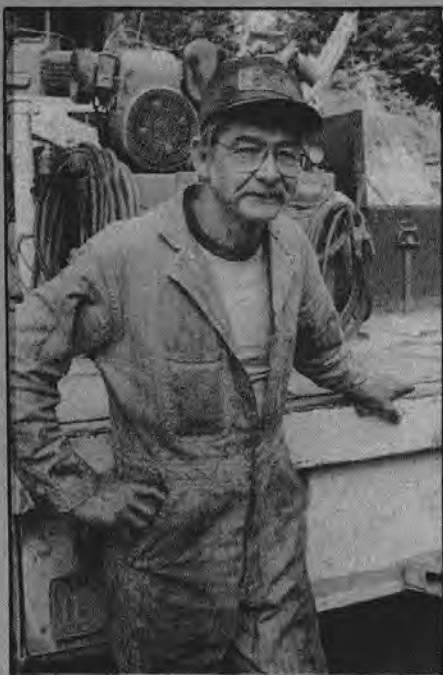
*Engineers News photos by James Earp*



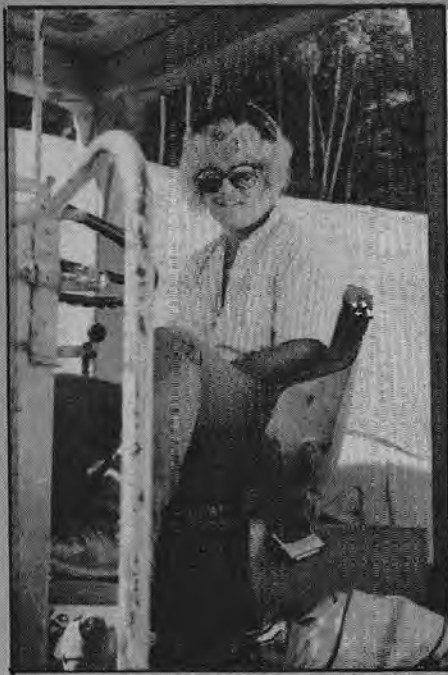
Pictured above are left to right District Representative Bill Burns and backhoe operators John Jensen and Rick Seeley.



Taking a well earned lunch break on one of the dirt spreads at the north end of the project are Ginger Beus, Garth Ungerman, District Representative Bill Burns, Larry Nichols, Pat Quinn, Berk Murray and Roy Blake.



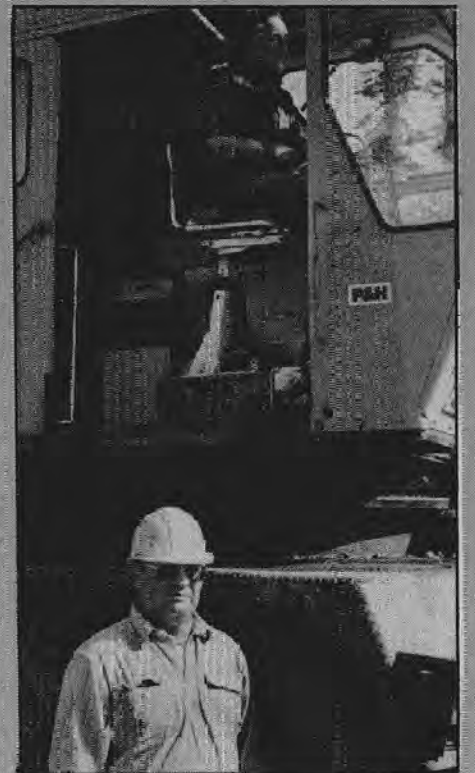
Jack Huffsmith, mechanic



B6 operator Ginger Beus



D-9 operator Marvin Seal



Operator Cliff Percy and oiler John Wilkinson



# Fringe Benefit Forum

By Don Jones,  
Director of  
Fringe Benefits



I've been spending some time in the district offices, offering whatever assistance I can to members who have problems or questions relating to the Benefit Programs.

I have a few more stops to make, so come by the district office when I am in your area. I'll be sure to help you get your questions answered.

And retirees on Medicare take special note—often there is a claims "problem" because the Trust Fund Office has not yet received a copy of the *Medicare Explanation of Benefits*. When you receive this form from Medicare, be sure to make a copy for your records and then send it at once, with a claim form, to the Trust Fund Office. Following this procedure will eliminate many delays.

Just a reminder about Contract Hospitals. Our claims statistics show that Engineers in some areas are not using

Contract Hospitals. Be sure to check for a Contract Hospital in your area. And tell your doctor about the Utilization Review procedure (outlined in your Plan booklet). You will save yourself and the Plan some money!

The Board of Trustees has recently increased the percentage of contributions Engineers earn toward their monthly pension benefit, from 2.1 to 2.2 percent effective January 1, 1987 for Active participants (at least 350 hours worked in one Plan year.)

The increased percentage will boost pension earnings by 4.76 percent for 1987 and after. For an engineer working a 1400 hour year at a \$3.75 contribution rate, the increase will mean an extra \$5.25 earned towards the monthly pension benefit.

The increase will be reflected on annual Pension statements for the 1987 Plan year, to be mailed to participants

in April 1988.

## New provision - retiree medical plan

In the recently concluded round of Retiree Association meetings, we informed you that due to the Retirees' overwhelming response, the Retiree Medical Program is now on a firmer footing. After review of the latest 5-year projection of Plan costs, the Trustees have concluded that *new* Retirees with Pension Effective dates of June 1, 1987 through May 1, 1989, who want to have Retiree Medical coverage, will be required to make self-contributions at the basic \$50.00 per month rate effective November 1, 1987.

Effective November 1, 1987, Retirees with Pension Effective dates of June 1, 1987 through May 1, 1989 will receive a \$50.00 raise on their Pension check, thereby assuring that it will not be necessary for them to tap their own pocket book should they wish to continue their Retiree Medical coverage.

Early Pensioners under age 62 and Service Pensioners under age 60, whose retirement dates are May 1, 1986 and after, will still continue to pay the current \$150.00 per month contribution, plus the basic \$50.00, making their total contribution \$200.00 per month.

This charge will drop to the basic charge, now \$50.00 per month, at age 62 (Early) or age 60 (Service). Disability Pensioners pay only the basic charge, now \$50.00 per month. As always, no self-contributions are due when a member has continuing coverage under an "hour bank".

## November 15 is date for transfer of vacation pay.

In accordance with various Collective Bargaining Agreements, vacation pay for hours worked from March 1987 through August, and reported to the Fund Manager by employers prior to September 30, 1987, will be transferred to the Credit Union by the Fund Manager on November 15, 1987, and will be available for withdrawal at the Credit Union on November 30, 1987.

If you prefer to have your vacation pay issued directly to you instead of to the Credit Union, you may do so by filing a Semi-Annual Payment Request with the Trust Fund Office. You may obtain a request card at any district office or the Fringe Benefit Center.

The Trust Fund Office must receive your completed request card no later than October 31, 1987. Checks will be issued November 15, 1987. Accounts for members on monthly transfer or time payment option are not affected by this transfer.

## Attend your Union Mtgs.

## Marysville saddened by loss of Del Hoyt

Marysville District Representative George Morgan is sorry to report that Delos (Del) Hoyt, retiree and former Business Representative and Safety Representative for Operating Engineers Local Union No. 3, passed away on August 18, 1987. Del is survived by his wife Allison, daughter Denise, and a step-daughter Linda Smith. He was preceded in death by a step-son, Jim Tate.

Del worked as an Operating Engineer for 47 years during which he worked on many Northern California and Utah locations. Del got his first taste for heavy equipment at age six when he watched an old steamshovel move through his home town. He never did get the feel of the power of a roaring engine out of his veins. Del first began working in construction at the age of 17 grading the passageway through Truckee. Most of his employment under the jurisdiction of Local 3 was in supervision for many of our large employers such as H. Earl Parker, Granite Construction, Gordon H. Ball, and M&K. He worked on many large projects, too, some of which were Camp Beale (Beale Air Force Base), Highway 99, Interstate 80, and the California Aqueduct (several reaches).

Morgan spent a great deal of time with Del, starting back in 1966 when he was General Foreman on the Huron Reach, and Morgan was a Foreman on the Kettleman City Reach of the California Aqueduct. Every Monday morning, Morgan would have to take his Grade Checker and Blade Hand and journey north up the Canal until they found the equipment on his spread. Del and Morgan also worked together in the Marysville area when he was a Safety Representative.

The thing that made Del stand out was his desire to do a good job, his

fairness with his men, and his concern over the needs and welfare of those around him.

Del served in the U.S. Marine Corps during the war years and was discharged on Midway Island.

When he found time, Del enjoyed such activities as horseback riding, hunting, fishing, roping, rodeo riding, and "fighting".

Del was a strong dedicated Union man, a wonderful father and family man, and a dear friend to me.

Del always had a famous saying that everyone took heed to and that was "Never judge women and never move dirt uphill." "We will miss him," Morgan said.

The work picture on the East Side still looks fair for the this time of year, reports Business Representative Dan Mostats. The area contractors are busy trying to finish up the jobs they are on before bad weather comes in. The equipment dealers are starting to slow down just a little.

Granite Construction was a low bidder on the Highway 99 project for \$9,920,693, and there should be a little work from this project before bad weather sets in. Baldwin Contracting was low bidder on a street overlay project in Oroville. Lamon Construction was low bidder on some work at Beale Air Force Base.

There are a few projects coming up for bid next month which will help begin the next year's work season. Sutter County has some levee work on the Feather River and a pipeline water system improvement project.

At the time of this writing, things are still looking good on the West Side of the area, says Marysville District Business Representative Vern Hughes. Mel Weir of Rent Me, Inc. has about 55 Operating Engineers working two, ten

hour shifts six days per week.

M.C.M. Construction is going full bore on Highway 99 in Chico. Baldwin Contracting is still working on their portion of the Highway 99 job in Chico. West Valley Construction has picked up a good sized job in Chico for the telephone company.

Kiewit-Pacific is moving on their job between Live Oak and Gridley on Highway 99. This job is about half completed and should keep several Brothers working until about May or June of next year.

## Labor supports the United Way

"Giving to the United Way of the Bay Area for their 1987 fund raising drive is the most cost-effective way to help people", says the five Bay Area AFL-CIO Labor councils, the International Longshoremen's and Warehousemen's Union and the Joint Council of Teamsters.

The seven labor organizations have unanimously endorsed the \$48 million goal, urging their affiliated local union members to give generously to fund 287 health and human service agencies affiliated with the United Way of the Bay Area.

The AFL-CIO Community Services Department's slogan—"Working—Serving—Giving"—emphasizes the United Ways theme, "It Brings Out the Best in All of Us."

Last year one out of every three residents in the Bay Area received help from a UWBA agency. More than 2000 other non-profit organizations received funding through the donor option program.

The 1987 campaign includes the first United Way commitment to fight AIDS in the nation. The pledge card includes



An early photo of Del Hoyt.



an option wherein donors can pledge a supplement gift to the AIDS Crisis Fund. Substantial new funding has also been committed to the Shanti Project and the San Francisco AIDS Foundation.

The campaign is the most cost-effective fund raiser in the Bay Area. Only 10 cents of every dollar raised goes to the administration and campaign function of the organization.

Organized labor joins together again to help the UWBA reach its 1987 goal in their Centennial year.



# Official Notice: IUOE Convention Delegate Election

Recording-Corresponding Secretary William Markus, in compliance with the Local Union By-Laws, Article XII, Section 2(b), publishes the following notice of the Election of Delegates and Alternate Delegates to the 33rd Convention of the International Union of Operating Engineers. Included are the requirements set forth in the Local Union By-Laws that apply to this election, Executive Board rules for Delegate Election, and a schedule of Regular and Specially Called District Meetings to be held for the nomination of Delegates and Alternate Delegates.

## Requirements for Delegate Election

### 1. Eligibility.

(a) No Member shall be eligible for election, be elected nor hold the position of Delegate or Alternate Delegate unless he shall have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, be elected, nor hold office unless he shall also have been a member of the Local Union for two years immediately prior to election (subject to [b] below), and nominated by at least 1/10th of 1% of the Members of the Local Union and its Subdivisions (except the Registered Apprentice Subdivision), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in No.2, Nominations. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Union as of the last day of August preceding the election.

### Number of Nominators required.

The minimum number of eligible nominators required for a candidate for Delegate and Alternate Delegate based on the Local Union membership (excluding Registered Apprentices) on August 31, 1987, of 31,070 members, is (32).

(b) If sufficient Members do not fulfill the foregoing conditions of eligibility, any Member currently in good standing in the Local Union, and otherwise eligible, shall, upon the filing of an Affidavit that he meets the requirements of Section 504 of the Labor Management Reporting and Disclosure Act of 1959 and Article XII Section 1(a) of the By-Laws be eligible to be nominated and elected.

(c) Members of the Registered Apprentice Subdivision and Members who are retired or who do not meet the age requirements of the International Constitution shall not be eligible for nomination or election.

(d) No Member retired from work at the trade shall be eligible for election, be elected nor hold office in this Local Union. This restriction, however, shall not be applicable to any member so retired who, commencing in 1985, at least one (1) year, immediately prior to the month of nominations, has ceased to accept retirement benefits and returned, or actively and continuously sought to return, to full-time work at the trade.  
(Constitutional Amendment, 1984 Convention)

(e) Commencing in 1985, no member shall be eligible for election, be elected nor hold office who has not during the year, immediately prior to the month of nominations, been continuously employed at the trade, or who has not actively sought continuous employment at the trade. This restriction, however, shall not apply to any member serving or acting in any capacity for the Local Union or the International Union, or who has been assigned by the Local Union or the International Union to perform work in furtherance of the interests of organized labor.  
(Constitutional Amendment, 1984 Convention)

(f) No Member shall be eligible for election, or be elected, who has been convicted of any crime involving moral turpitude, offensive to trade union morality, or who has been found after trial by the Union or by Civil Court to have been false

## MEETING SCHEDULE

### Nomination of Delegates and Alternates to 33rd I.U.O.E. Convention

District No./Location	Meeting Place	Date & Time
40—Eureka (Special Called)	Engineers Bldg. 2806 Broadway	Dec. 1, 8 p.m.
01—San Francisco (Special Called)	Seafarers Int. Aud. 350 Fremont St.	Dec. 1, 8 p.m.
17—Honolulu (Special Called)	Kalihi Waena School, 1240 Gulick Ave.	Dec. 1, 7 p.m.
12—Ogden, Utah (Quarterly Mtg.)	Ogden Hilton (Juni. Rm) 247 24th Street	Dec. 2, 8 p.m.
70—Redding (Special Called)	Engineers Bldg. 100 Lake Blvd.	Dec. 2, 8 p.m.
17—Hilo (Special Called)	Kapiolani School 966 Kilauea Ave.	Dec. 2, 7 p.m.
11—Reno (Quarterly Mtg.)	Musicians Hall 124 West Taylor	Dec. 2, 8 p.m.
17—Maui (Special Called)	Kahului Elem. School 410 S. Hina Ave.	Dec. 3, 7 p.m.
60—Marysville (Special Called)	Engineers Bldg. 1010 "I" St.	Dec. 3, 8 p.m.
10—Santa Rosa (Special Called)	Veterans Bldg. 1351 Maple St.	Dec. 4, 8 p.m.
20—Oakland (Special Called)	Point Marina Inn (Rich.) 915 W Cutting Blvd.	Dec. 4, 8 p.m.
80—Sacramento (Special Called)	Laborers Hall 6545 Stockton Blvd.	Dec. 4, 8 p.m.
50—Fresno (Special Called)	Building Trades 4831 E. Shields	Dec. 7, 8 p.m.
30—Stockton (Special Called)	Engineers Bldg. 1916 No. Broadway	Dec. 7, 8 p.m.
90—San Jose (Quarterly Mtg.)	Labor Temple 2102 Almaden Rd.	Dec. 7, 8 p.m.

to his trust or misappropriated Union Funds or property or who is commonly known to be a crook or racketeer preying on the labor movement and its good name for corrupt purposes, whether or not previously convicted for such nefarious activities.

(g) No member shall be in good standing unless he has paid all current dues to the Local Union within thirty (30) days after they shall have become due and payable, as evidenced by his dues book stamps. No Member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to nominate, to vote or be a candidate solely by reason of alleged delay or default in the payment of dues.

(h) No candidate (including a prospective candidate) for Local Union office, and no supporter of a candidate for Local Union office, may solicit or accept any direct or indirect financial support from any non-member of the International Union of Operating Engineers or from any foundation, corporation or other entity whose funds are derived in whole or in part from any person not a member of this International Union.  
(Constitutional Amendment, 1984 Convention)

### 2. Nominations

(a) **Nominations:** Nominations shall be made in the month of December at the regularly scheduled District Meetings as directed by the Local Union Executive Board as a special order of business, or at specially called meetings in that month in Districts in which there is no regularly scheduled meeting.

(b) **Nomination Committee:** There shall be a Nomination Committee in each District, composed of the District Election Committeeman and not less than two (2) Members from the District appointed by the Presiding Officer just prior to nominations. In the event the District Election Committeeman is absent, the Presiding Officer shall appoint one (1) additional Member from the District to the Committee.

(c) It shall be the duty of the Nomination Committee to receive the written nomination when delivered by a nominator, count the nominations of each Member nominated and deliver the nominations prior to the close of each meeting to the Presiding Officer who shall announce the number of nominators nominating each nominee. The Presiding Officer shall have the responsibility of delivering the nominations to the Recording-Corresponding Secretary who shall cause them to be delivered to the Secretary of the Election Committee.

(d) **Form in which nominations will be made.**

Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the form following:

If by a single nominator:

### NOMINATION

I hereby nominate \_\_\_\_\_  
 Register No. \_\_\_\_\_ For \_\_\_\_\_  
 Signature \_\_\_\_\_  
 Social Security No. \_\_\_\_\_  
 Register No. \_\_\_\_\_

If by more than one nominator:

### NOMINATION

We hereby nominate \_\_\_\_\_  
 Register No. \_\_\_\_\_ For \_\_\_\_\_  
 Signature Social Security No. Register No.  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

(e) When nominations are called for by the Presiding Officer, if a single nominator, he shall address the Presiding Officer reciting his name and Register Number and the name of the Member, and deliver his written nomination to the Nomination Committee. If there is more than one nominator, one of the nominators shall address the Presiding Officer reciting his name and Register Number and the names and Register Numbers of the other nominators and the name of the Member, and deliver the written nomination to the Nomination Committee.

(f) All Members nominated, otherwise eligible, in order to continue to be eligible shall have filed with the Recording-Corresponding Secretary of the Local Union within ten (10) days after having been notified in writing by the Recording-Corresponding Secretary of his nomination as Delegates or Alternate Delegates, Section 504 of the Labor-Management Reporting and Dis-

(Continued on page 13)



**Official Election Notice**

*(Continued from page 12)*

closure Act of 1959 Affidavit, and a written acceptance of his nomination, and in addition, shall have been in regular attendance at all regularly scheduled Local Union Membership Meetings and home District Membership Meetings held after nominations and before election, subject, however, to a reasonable excuse based upon good cause such as physical incapacity, or death in family. Within five (5) days after the nominations have been concluded, the Recording-Corresponding Secretary shall mail to each Member nominated, at his last known home address, notice of his nomination.

(g) No Member may accept nomination for both Delegate and Alternate Delegate.

**DECLINATION OF NOMINEE**

The Undersigned states that he declines all nominations:

(Name) \_\_\_\_\_ (Signature) \_\_\_\_\_  
 (Register No.) \_\_\_\_\_ (Social Security No.) \_\_\_\_\_  
 (Date) \_\_\_\_\_

**ACCEPTANCE OF NOMINEE**

The Undersigned states that he will accept nominations for \_\_\_\_\_  
 (Delegate or Alternate Delegate)

I desire my name and office, position or contract classification to appear on the ballot as follows:

(Name) \_\_\_\_\_  
 (Signature) \_\_\_\_\_  
 (Office, Position or Contract Classification) \_\_\_\_\_  
 (Register No.) \_\_\_\_\_ (Social Security No.) \_\_\_\_\_  
 (Date) \_\_\_\_\_ (Print Name) \_\_\_\_\_

In the event no statement is received by the Recording-Corresponding Secretary on or before twenty (20) days from the date of mailing of the notice provided for in Article XII, Section 2(g) of the By-Laws, the nominee shall be deemed for all purposes to have declined all nominations.

(h) All Members nominated who are more than one hundred (100) miles from San Francisco on the day prior to and the day of the Semi-Annual Meeting in San Francisco are excused from attending for good cause, as are all who are more than one hundred (100) miles from their regular District Meetings the day before and the day of the Meeting. However, a Member nominated who claims to be excused for this reason shall notify the Recording-Corresponding Secretary in writing, by letter or telegram, not later than 5:00 p.m., Local San Francisco Time, within five (5) days after such Meeting.

*Notice of Right to Nominate*

*(1) Eligibility of Members to Nominate.*

**Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-Division), who is not suspended for nonpayment of dues preceding the first nominating meeting shall have the right to nominate.**

**3. Elections.**

(a) The election shall be held during the month of February by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The Election Committee shall determine whether or not each candidate nominated is eligible. Any candidate found not to be eligible shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall

govern, and the ballots shall be prepared accordingly.

(c) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the nominees in alphabetical order by their last name (the candidate's name and his office, his position or his collective bargaining agreement classification, if any, given by him being printed as it appears on Acceptance of Nominee Form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Election Committee shall cause a sample ballot to be published in the January edition of the *Engineers News* preceding the election, and to be promptly posted in the District Job Placement Centers.

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

(d) The certified public accountants shall mail the ballots and return envelopes to the eligible voters between February 10th and 16th preceding the election, and shall open the post office box for the first and last time on February 26, at 10 o'clock a.m. of that day.

The certified public accountants shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee, or a sub-committee thereof, shall be present at the mailing of the ballots, the opening of the post office box, and the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

(e) The Election Committee shall declare the candidates receiving a plurality of the votes elected. The certificate of the certified public accountant shall be published in the March edition of the *Engineers News* following the election.

(f) Every Member who is not suspended for nonpayment of dues as of February 11th, 1988, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his Employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his employer to the Local Union.

**4. Observers.**

Each candidate shall have the right to have an observer at the polls and at the counting of the ballots; that is, each candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination as to their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

**5. Right of Expression.**

(a) Every Member shall have the right to express his views and opinions with respect to the candidates; provided, however, that no Member shall libel or slander the Local Union, its Members, its Officers, District Members, or any candidate, and all Members shall avoid all personalities and indecorous language in any expression of view and opinions with respect to candidates.

(b) Any Member found guilty of violating Paragraph (a) shall be subject to discipline in accordance with the applicable procedures of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in addition to any fine, suspension or expulsion, suffer the loss of the Position for which he is a candidate, if elected thereto.

**6. Campaign Literature**

The Recording-Corresponding Secretary, upon request of any bona fide candidate, shall distribute such candidate's campaign literature, by mail or otherwise; provided the candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the type mailing, or other form of distribution desired, pays all costs involved, and delivers the literature, if it is to be mailed, to the Recording-Corresponding Secretary in a sealed and stamped envelope, with two (2) copies of the literature, the contents of the sealed and stamped envelope and two (2) of the envelopes in which the literature was enclosed. Two (2) copies of the literature are to be delivered to the Recording-Corresponding Secretary if it is to be distributed other than by mail.

No such request shall be honored if made on or after 5:00 p.m., Local Time, the 5th day of February, 1988.

**7. Unopposed Candidates**

Where there are no more candidates nominated for Delegates and Alternate Delegates than are authorized by the Local Union Executive Board, the secret ballot election shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for all the unopposed candidates for Delegates and Alternate Delegates, who shall then be declared duly elected.

**Rules Adopted By  
The Local No. 3  
Executive Board**

In addition to the Business Manager, President, Vice President, Recording-Corresponding Secretary, Financial Secretary and Treasurer who are Delegates by virtue of Article XIII, Section 1 of the By-Laws, there shall be 33 Delegates and 2 Alternate Delegates elected.

The names of the Candidates shall be arranged in descending order based on the total number of votes received by each of them. The Candidate receiving the highest number of votes shall be at the top of the list, the Candidate receiving the least number of votes at the bottom of the list, and they shall be numbered in descending order, one (1) through the total number nominated and eligible for Delegate or Alternate Delegate.

In the event that two (2) or more Candidates receive the same number of votes, their names shall be arranged in descending order based on the length of membership in Operating Engineers Local Union No. 3. The tied Candidate who has been a member of Operating Engineers Local Union No. 3 for the longest period of time shall be listed above the tied Candidate who has been a member for a shorter period of time, and they shall then be numbered as in this Section provided, and the Candidate with the next highest number of votes shall receive the number next following the number assigned the tied Candidate who has been a member of Operating Engineers Local Union No. 3 for the shortest period of time.

The Candidates for Delegates, numbered one (1) through thirty-three (33), shall be declared elected as Delegates. The Candidates for Alternate Delegates, numbered one (1) through two (2), shall be declared elected as Alternate Delegates.

Each Alternate shall serve as necessary. The Alternate with the highest number first, and the Alternate with the lowest number last.

In the event the average number of members on which the Local Union has paid per capita tax for the year ending September 30, 1987, has increased sufficiently to entitle the Local Union to an additional Delegate, the Alternate with the highest number of votes shall be designated as Delegate, and likewise if the average membership has decreased to the point the Union is entitled to a lesser number of Delegates, the Delegate with the lowest number of votes would become first (1st) Alternate.



## Working to fight open shop

District Bill Dorresteyn reports that work in the Oakland District is fair. There are jobs that are pending permits, etc. There are approximately 250 members on the out of work list but dispatching is steady. The out of work list is a bit inaccurate as some of the Brothers are back to work and are still on the list; if you return to work, please let the dispatcher know.

As most members know by now, the union is at war with the Open Shop; they are very active in all areas, including Oakland. Most of the problem is in the private work; it is a very hard situation to combat. An Agent will locate the job and then has to get a contract signed; he has no way to force the issue and trying to organize units this small is very difficult. If he decides to picket or use an economic or political approach it takes time. By now the job is completed and it could be months before you will see this contractor again; by then he has enlarged the company and is more solidly established.

The best time to sign the contractor is when the job is first located but by the time we get pickets and a plan established he may be 80 percent done. Until we have a way to mass picket within hours of the start-up we are less effective in signing these contractors.

If we could mass demonstrate on the site as soon as possible it would be of greater help and we would be able to

sign up a few of them. Putting up immediate pickets will always be tough.

The USS-Posco war is still raging. The Plant is being built and is gaining in this area. The Cement Masons are picketing again but the company has gained momentum and have solidified the new hires, thus producing more work and better quality.

Our law suits and grievances are still being challenged. We will probably fair well in this fight with a little luck. We have also been mass demonstrating at the Louisiana Pacific Plant in Antioch; this has been very effective as it has kept the "scabs" on edge and the Superintendent very busy trying to keep order.

There were a few of the demonstrators arrested and booked. The police had to use a bus and dogs. The police who brought the dogs tried to incite us but failed as the dogs were of no real scare; I believe the dogs were in more danger than us.

As the Open Shop movement brings in the \$6.00, \$8.00 and \$10.00 scabs, we will be at war and it will definitely get more and more effective. It will take all of us, not just "the few." If you're asked to help, please try and help. If we can beat this attack on our work and wage standards the rest of America can go back to work and we may survive.

Please work safe on the job and attend our Union meetings.



## With Safety In Mind

By JACK SHORT  
Director of Safety

## Safety doesn't just happen

Management in industry and business have long recognized the importance of stressing safety principles in the per-



Jack Short

formance of job tasks. And most employees, as well, realize the inherent dangers of their jobs and take the necessary precautions against accident and injury.

Management also realizes that an employee injured at home, on the highway, or while on vacation can interrupt production schedules and increase operating costs as much as if injured on the job. Off the job injuries, in addition to those sustained on the job, have a direct bearing on the company's competitive position.

Companies can often measure their losses but the personal costs to the injured employee are sometimes beyond measure. The employee alone must endure the suffering brought on by the injury.

When employees check out at the end of their shifts, they become members of the general public, and as such, face hazards on the streets and highways, in the home and at play.

Individuals who have been exposed to a carefully constructed and consistently maintained safety network will carry this attitude into their personal lives.

This should result in a decrease of accidents in all phases of life.

Speaking to employees of Gradeway

Construction at their monthly safety meeting, was the President of the firm Dan Lowry.

Dan expressed that prevention of accidents is a full-time job for everybody, now more than ever. That reason being attributed to the introduction of new equipment, new work procedures, new employees in new environmental conditions and the changing attitudes of our times.

It becomes more and more apparent that there can be no relaxation of safety effort—new programs must be devised and introduced; steps must be taken to instill safety awareness into those who are entering the workforce for the first time, and the older hands must be reminded of the inherent dangers of their occupations and of the existing safeguards. It is a never-ending process of research, training, education, investigation, correction and most importantly management responsibility.

It has been said that work accidents are a reflection of:

- Management's capacity to manage;
- The Supervisor's capacity to supervise;
- The capacity, ability, or desire of the employee to work in a safe manner.

No one can honestly argue that higher degrees of safety cannot be attained—that accidents cannot be prevented. There is too much irrefutable evidence to the contrary. But safety just doesn't happen! It's the end result of concerted, cooperative action—on the part of Management, Supervisor and employee. Everyone has their own part to play.

## Credit Union

(Continued from page 6)

your next vehicle purchase. For a limited time only, there is no fee when you use our negotiating agent.

And make sure to have your loan PREAPPROVED by your Credit Union so you'll have the extra bargaining power of a cash customer. Our rates on new cars range from 7.75 to 10 percent, depending on the term. We offer 100 percent financing and terms up to 72 months. This means LOW MONTHLY PAYMENTS for you.

Although the dealer's low financing rates sound attractive, you'll find there are several catches. The low rate usually only applies to selected models and for the shorter 24 to 36 month terms. With terms this short it is difficult for most people to meet the high monthly payments.

**14 Percent line of credit:** How can a loan save you money? Chances are you are paying 16 to 21 percent interest on your charge accounts, and maybe even an annual fee. A Credit Union loan, on the other hand, charges only 14 percent interest and has no annual fee or processing costs. When you use a 14 percent Line of Credit loan to pay off those high rate loans you'll save interest charges.

For example, a \$5,000 loan at 21 percent for a 12 month term would cost you \$586.14 in interest. That same loan at your Credit Union at our 14 percent rate would cost \$386.79 - a savings of \$199.35!

In addition, establishing a Line of Credit is good preparation for the coming holiday season. Christmas is coming and you have presents to buy, parties to give and bills, bills, bills. Upon approval, Credit Lines up to \$10,000 are available. You simply call the Credit Union when you need funds, and only pay interest on the outstanding balance.

### OPEN HOUSE

Oakland District Office  
8105 Capwell Drive

November 14, 1987  
10:30-4:30 P.M.

## More from Utah

(Continued from page 6)

INC. Earlier this year, the Fife Rock Products' contract was extended for one year.

Currently contracts are being negotiated with Valley Asphalt, Inc., and Pioneer Sand and Gravel Company. These negotiations should be completed soon and taken to the members for ratification.

Basically, the completed contracts resulted in three-year agreements with a wage freeze the first year. Health and welfare contributions were increased to a rate needed to maintain current benefits. The contracts can be opened for wage and/or fringe negotiations during the remainder of the contract terms.

In spite of a poor Utah economy resulting in greatly reduced production by the companies this year, the various negotiating committees were satisfied with the results. All of the contracts were ratified by substantial majorities. Hopefully, the first year's wage freeze will keep the companies competitive with the non-union element.

Concrete Products' Negotiating Committee included job stewards Ron McCleery, Tom Peterson and Larry Michel. In the difficult Geneva Rock negotiations were job stewards Paul Gottfredson, John Averitt, Craig Allred and Wayne Buchanan. And on MON-ROC's committee were job stewards Lynn Little, Lee Ostler and Mark Wright.



Local 3 members working at Gradeway Construction recently attended a safety meeting put on by Safety Director Jack Short. In attendance were President Dan Lowry, Vice President Bill Gates, Safety Engineer Mark Cohen and Local 3 members Dennis Batye, Clay Butler, Manny Costa, Jerry Dosier, Jose Duran, Gene Feliciano, Dave Hearn, Colleen Incardona, Gil Jurado, Dane Lowry, Chris Marines, Larry McCoid, Bill Meseke, John Meusel, Keith Navarro, Manuel Nunes, Lee O'Connell, Michael Olney, David Quinn, Neil Reamann, Chuck Saugen, Jay Segura, George Stidham, Jeff Vanier, James Whitaker and Keith Williamson.



# Swap Shop: Free Want Ads for Engineers

**FOR SALE: Building site at Wild Meadows.** 5 mi. N. of Spirit Lake, Idaho. 3 1/2 acres lightly treed. Water, electricity, 650 ft. from paved road. State land adjoins the back. \$10,500 cash or will trade part or all for pick-up or motor home. Norman Clemens 7709 Cotton Lane, Elk Grove, CA. 95624 (916) 689-4061 Reg #1238702 9/87

**FOR SALE: Tractor, Farmall Super-A.** \$2,000 Yamaha TT500 1980. 25 mi. \$500 Two, 72 Bin nut & bolt cabinet & 1/4" to 3/4" coarse and fine new Lawson nuts, bolts, washers, \$425 Alemite & Lincoln 1/4 BBL pumps grease & oil \$125 ea. Walk behind paint stripping machine new B&S engine binks compressor \$250 8D 220 Amp. Batt by Carco \$75.00 Gerry Jones 1649 Mary Dr. Pleasant Hill, CA. 94523 days (415) 682-8734 Reg #1514853 9/87

**FOR SALE: Ideal retirement area** McKinleyville, CA. Older 2 Bdrm house-fenced yd, on large lot. Can be split. Good investment-live in house-build on, or sell other lot. 2 mi. from ocean-good salmon, steelhead, trout fishing, also within driving distance from Redwood Park bypass work. \$49,000 cash Earl Vogt 230 Triplett Dr. Cloverdale, CA. 95425 (707) 894-2753 SS #546-42-6837 9/87

**FOR SALE: 175 International 4-in-one loader bucket** \$1,200 Tandem Tractor trailer for back hoe or tractor loader \$2,500, storage tanks for water in case of fire, will lower your insurance. Bath tubs for water troughs comodotes, & lavatory, barn wood, & other materials. Lee W. Mansker 1969 Faxon Avenue Los Altos, CA. 94022 call p.m. (415) 967-8660 Reg #1067423 9/87

**FOR SALE: Fishing Boat.** 1979 Wellcraft 24' airsift. V-8 Chevy, I/O with less than 250 Hrs. 1987 Commercial Salmon Stamp. depth finder, hand gurdies. VHF and CB radio, roadrunner trailer. \$18,500 Victor Newfield, 1730 Dutton Avenue, Santa Rosa, CA. 95407 (707) 546-8119 Reg #1079769 9/87

**FOR SALE: Custom built 4 Bdrm 2 tile baths,** 2040 sq. ft. livingroom, family room, double fireplace in between laundry room etc. Beautiful wood panelling in all rms. 18' X 35' gunitite pool, patio B'que pit and much more. on 2 acres of large pines. A quiet peaceful retreat. City of Redding water \$115,500 Joe McPaulazzo 3945 Alma Avenue Redding, CA. 96002 (916) 223-1026 or (916) 243-4302 Reg #0865537 9/87

**FOR SALE: Complete box of tools** plus many more misc. Henry Morales 15575 Quita Rd. Monte Sereno, CA. 95030 SS #571-28-4523 9/87

**FOR SALE: Boat** 17ft Deep V, fiberglass, safe for family, fish/sky, big wheel trailer. 100 H.P. Mercury Motor. Runs

like new. Many extras \$2,895 w/negot. B.F. Edelman 104-A Elder Dr. Pacheco, CA. 94553 (415) 674-1094 Reg #0689209 9/87

**FOR SALE: Membership** in Ponderosa R.V. Park, several sister parks, plus coast to coast \$3,995 or b/o Bud Moore 6779 Bodine Circle, Sacramento, CA. 95823 (916) 689-4103 SS#519-24-7836 9/87

**FOR SALE: 3 Bdrm, 2 Ba. home** on 2.2 acres. Many trees, car-port, R.V. hook-up, detached garage. possible guest-house, partially fenced, horses O.K. close to schools, shopping, Lake Tahoe & Reno. Will carry 2nd. \$112,500 Charles Brown P.O. Box 844 Gardnerville, Nevada 89410 (702) 782-4852 Reg #931123 9/87

**FOR SALE: 1973 Dodge Californian Motorhome** 18ft. 56K Ex. Mech. Roof Air, New Carpets. \$5,700.00 O.B.O. Charles F Bay 1402 Costa Ave. Richmond, CA. 94804 (415) 228-0949 Reg# 1644228 9/87

**FOR SALE: 1946 Cessna 120, C-85-12 Engine,** total time aircraft & eng. 1191.01 Hr, 30 Hr STO, NARCO ESCORT 110 Radio, extended landing gear, McCauley wheels & brakes, Maule Tail Wheel, S.T.C. Automotive fuel, new wind shield, sound barrier in fuselage, fresh annual. \$6,000.00 Bob Chenoweth, 959 Country Hill Rd., Santa Maria, CA. 93455 (805) 937-8169 Reg. #0925759 9/87

**FOR SALE: 40 acres. Delta, Utah** 3 miles So. I.P.P. Plant \$3,500 down O/W/C 7 1/2 % 10 yrs. \$20,000 Norman Clemens 7709 Cotton Lane, Elk Grove, CA. 95624 (916) 689-4061 Reg # 1238702 9/87

**FOR SALE: 1979 Case 480C Loader-Scraper** 1425 hrs. 90% tires, exc. condit. \$13,000 O.B.O. James L. Jensen, 7111 E. Fairchild Rd. Stockton, CA. 95205 (209) 931-4766 Reg # 1144813 9/87

**FOR SALE: 1977 31ft. Komfort Travel Trailer** self-contained, air cond. awning-exc. condit. Paul Potter 1851 Park Cir. Marysville, CA. 95901 (916) 741-1821 9/87

**FOR SALE: Planning retirement?** Here's the place. 60 acres, mostly pasture, creek, stock pond, 1985 American Family Mobile, 14 X 70, farm tractor with brush hog and box blade, shed, well, septic system, Pecan trees, quail and dove for the hunter, large lake nearby for the fisherman \$80,000. For more information call: (405) 295-3413 or write to: Claude F. McIntosh Rte. 1, Box 172 Bokchito, OK, 74726 Reg # 1063796 9/87

**FOR SALE: 1986 Alfa Bold 40'** 5th wheel with 12' slideout. 2 air conditioners, washer/dryer, stereo, 2 phone jacks, TV antenna, awning, fully loaded-all extras, like new, \$27-

000. Jim Dalazzo (707) 463-3761 9/87

**FOR SALE: Tour the U.S.A.** Via Thousand Trails Unlimited Membership. 42 campsites to date. \$4,500 plus transfer fee. Neg. Martin J. Ericson 21715 Trotter Rd. Grass Valley, CA. 95949 (415) 268-2691 Reg # 0449707 9/87

**FOR SALE: 50 NEW Dayton Squirrel Cage Blowers,** 100 CFM also 60 CFM. Take all for \$10 each. Glen Sasser 2964 Holly Dr. Tracy, CA. 95376 (209) 835-3113 SS #561-26-9455 9/87

**FOR SALE OR TRADE: Houseboat 31'** Yukon Delta Sleeps 6. 190 H.P. I.O. Volvo Mtr. Fly Bridge J. Phillips 333 Cascade Road San Leandro, CA. 94577 (415) 635-0808 9/87

**FOR SALE: Camp Coast to Coast Membership** \$4,500 incl-transfer fee, must sell, death of spouse. Mrs. P. Godfrey 3710 Yucca Dr. Lake Havasu City, Az. 86403 SS #602-453-3770 10/87

**FOR SALE: Beautiful Mountain Bar & Restaurant** seats 100 plus, Mobilehome, 1.5 acres, large meadow, trout stream, Pine trees. Room for additional business or?.. 30 mi. N. of Grass Valley, many lakes, streams nearby. Good family business or semi-retirement. Asking \$225,000 Will trade for home or land plus part cash. John M. Herceg P.O. Box 99, Challenge, CA. 95925 (916) 675-2832 SS # 568-28-3404 10/87

**FOR SALE: Airco Welding Machine** with generator, also trailer incl. Completely overhauled, \$1,200 or B.O. Robert Sheppard 1443 Serra Dr. Pacifica, CA. 94044 (415) 359-4174 Reg #1006715 10/87

**FOR SALE: G.M.C. Coach V 6** Detroit Diesel less than 5,000 all fixtures new Holer light Pl. 2 air cond. large A.E.S. Ref. 20 M.B.T.V. Fur 4 bur stove W. Oven water heater sure flow pump toilet bathtub Q-size bed Double Pro. tank needs finishing. Lewis McAfee 4392 Emerald Ridge Ln. Suisun, CA. 94585 (707) 864-2111 SS # 555-10-8918 Reg # 0388528 10/87

**FOR SALE: 1979 Coachman 23 ft.** fully self-contained Travel Trailer. Exc. Cond. \$4,995 Joseph W. Phillips 2425 Diablo Place, Union City, CA. 94587 Call (415) 471-1382 SS #546-58-0130 10/87

**FOR SALE: 1968 Jeep Wagon** asking \$1,800 new paint job Exc. Condit. Manuel Romero 1885 E. Bayshore Rd. # 5 Palo Alto, CA 94303 (415) 326-4218 Reg #310699 10/87

**FOR SALE: 31 ft. House Boat** sleeps six, ice box, gas stove/hot water heater C.B. Radio \$6,500 Tony Hegel P.O. Box 1124 Alameda, CA 94501 (209) 523-8627 Reg#

0531523 10/87

**FOR SALE: Water Truck Crane Carrier,** Jimmy V53-6 Cylinder eng 4 & 5 truck, trans., pr steering, heavy-duty suspension, 12" I-beam frame, New Paul's 3,800 gal. water tank, with Lister air-cooled diesel pump eng. & Berkeley 4" pump, 2 front & 2 rear sprays w/hose connection for hydrant fill. \$23,000 E. L. Warren (415) 341-6048 SS #566-50-2940 10/87

**FOR SALE: S.A. 200 Lincoln Welder** low hrs. w/leads \$1,500 Harold W. Home 15220 Kivett Ln. Reno, Nev. 89511 (702) 852-1607 Reg #1058429 10/87

**FOR SALE: House for sale** nearly 7,000 sq. ft. to incl. 2 car gar. open living/dining rm. lg. kitchen, sun deck, & entrance deck, 4 1/2 ba. enclosed entry, 9 bdrm. home w/6 above ground & 3 basement rms. Lg. family rm. & meat cutting rm. Nestled in the heart of Montana's beautiful Gallatin Valley 5 mi. from Bozeman Airport. Close to ex. hunting, fishing & skiing at Big Sky or Bridger Bowl. A beautiful home or could be an excellent Sportsman's lodge on 3 acres nicely landscaped has many large trees Private well and own sewer system. NO COVENANTS. \$220,000 Must have own financing. Write D. E. Barnes 16755 Frontage Road Belgrade, Mt. 59714 or call (406) 388-4495 10/87

**FOR SALE: 2 plus acres** with all improvements no Covenants \$15,000 no owner financing. Write D. E. Barnes 16755 Frontage Road Belgrade, Mt. 59714 or call (406) 388-4495 10/87

**FOR SALE: 80 acres** surveyed into 20 acre parcels \$1,800 per acre, NO COVENANTS good for hay, pasture, farming or subdivision. Own financing. Write D. E. Barnes 16755 Frontage Road Belgrade, Mt. 59714 or call (406) 388-4495 10/87

**FOR SALE: 31 ft Boles Area Trailer** in park, with Cabana, Furnished fenced yard, snow roof, 3 larger sheds location-Pollock Pines, CA (209) 957-2533 (916) 644-1204 SS # 571-42-0770 10/87



**Sacramento:** We extend our condolences to the family and friends of honorary member Roy F. Bell who died 9/14/87.

We would like to express our sympathies to the families and friends of departed Brothers John M. Brown, Padie Dunn, Kenneth Ellis, Russell McKinnon, and Ray Ward.

Our sincerest condolences go to Brother Joseph Andis on the death of his wife, Nadine.

**Fresno:** Our sympathy is extended to the family and friends of deceased members, William Smith (8/22/87); Gary Robinett (9/17/87) and his wife, Fern (9/21/87); Darlene Eaton (8/17/87) wife of Marvin Eaton.

**Marysville:** Our condolences to the families and friends of the following deceased members: Retired Brothers John Vandevier, Horace Haraughty, Ken Larum, Carl Syvertsen, Darrell McEnspy, Al Gonse and Gerard Stuart.

A new satellite doner center has been opened in the Marysville-Yuba City area. The center is located in Marysville at 326 "G" Street. Blood can be given at the center on Monday, Wednesday, and Thursday from 10:30 a.m. until 5:15 p.m., Friday from 8:30 a.m. until 3:30 p.m. and on Saturdays by appointment. For appointments on Saturday call (916) 743-1042.

Anyone who can is urged to make a donation at our new center. We need to build up a reserve supply, as we never know when one of us may need it! Thanks to Brother Dennis Hively and Brother Conrad Sylvia who gave donations in May, 1987.

**Santa Rosa:** The Santa Rosa office extends its condolences to the family and friends of the following deceased: Everett Lawson, Clemente Figueroa, Ivan Meyers and Oliver Fiedler.

## Harnessing the Stanislaus

(Continued from page 7)

By the time it's completed the project will have generated nearly 2.4 million manhours of work for building and construction tradesmen. Operating engineers will benefit more than any other craft with approximately 570,000 manhours of work.

No matter how you look at it, that's a lot of work for our people. The jobs would never have been a reality for our people, however, had it not been for a project agreement initiated by Local 3 with the joint venture.

Atkinson, a large construction firm that does work throughout the world has a firm policy of not entering into local union agreements. At the time this project was given the green light, Local 3 was also having difficulty with Harrison Western, which was running another job in the area nonunion with out-of-state workers.

It was only by hammering out a project agreement with Sierra Constructors that work on this project became a reality for many operating engineers and other crafts.

How is it working? Pretty well, to say the least. Operators on the Spicer Meadows Dam have been putting in two ten-hour shifts throughout most of the season with mechanics logging three shifts around the clock.

"We've received a few complaints because the wages are fixed at the 1985 rate," Stockton District Representative Ray Helmick comments. "But what many people didn't realize at first was that Atkinson bid this job on a nonunion basis. They had no intention early on of doing this job union. It was up to Local 3 to come up



Operating backhoe at Spicer Meadows is Pat Shanklin.

with an agreement that they could live with."

Once this was understood, "the members have responded very well to the agreement," Helmick added.

General Manager Gary Davey of Sierra Constructors said "the results of the agreement have been very gratifying." The safety program, which encourages joint participation of workers and management has also "improved the relationship between the crafts," Davey observed. "This has been the best job I've seen as far as the relationship between management and the workers."

Max Teuton, labor relations manager pointed out that "Local 3 was very instrumental in getting this agreement together. I've received many calls from

contractors wanting to know how the agreement is working."

There have been very few problems on the job that have even resulted in grievances being filed, Teuton noted. "I can think of only one Local 3 grievance that has gone to step two," he said.

Davey expressed total satisfaction with the general quality of the union craftsmen working on the project, noting that in today's industry, the pressure of doing a job nonunion is very strong.

"These kind of jobs are getting fewer and fewer and farther between," he said. "The contractor has to be flexible to the pressures of the marketplace when you consider that 35 percent of the cost of a job like this is labor."



# Atkinson lays off swing shift at Cloverdale Legislative agenda for Building Trades

Winter is slowly approaching and the Hall was cleared out for a short time, reports District Representative Chuck Smith. However, Guy F. Atkinson knocked off the swing shift due to hitting more rock than they had anticipated. It's doubtful the swing shift will go back this year, however the day shift will probably work six days a week until it rains.

P.K.S. is doing the clean-up on the Railroad Tunnel Fire in Cloverdale. They will only be there a couple of weeks, however, they will be working two 10 hour shifts, 7 days a week until they get it cleared up.

The joint meeting that was held with the Laborers and Teamsters on September 12 was a well attended meeting with standing room only. We are going

to try to have another joint meeting in the near future. Hope we can get more of the Brothers and Sisters to attend.

Business Agent Rob Wise reports that work in his area is going full-out as of mid-September. The work on Hwy. 101 at Cloverdale has done a lot to help empty out our hall. Ghilotti has about 20 members busy and Atkinson/Ostrander has close to 100 Operating Engineers working.

"Our members waited a long time for these projects to get cranked up this season and it is good to know that both projects will go full bore throughout the 1988 work season," Wise said.

Our local contractors are busy too. It is disappointing to see out "Good" contractors missing out on a lot of the smaller private jobs to the non-union.

Pete Barretta's job on Rockpile Road is moving right along and starting to look like a road, reports Business Agent Stew Orchard. But, a job like this could not come together as well as it has if it was not for the skills of the 12 operators on the job.

The conditions the Brothers have to work under are less than desirable, which includes steep terrain, narrow right of ways and dust conditions brought on by the fact that the water trucks have to haul water from Lake Sonoma which is about 3 miles, one way and getting further and further away each day.

The job is approximately 7 miles long. Maggiora & Ghilotti's job at Yorty Creek is also moving right along. They have cut back on the number of operators and starting to do some of the finish work. Parnum Paving moved in at CCPA #1 with a small crew to make the sub-grade, base rock and pave around the plant. There will be a lot of hand work on this one.

Argonaut Const. is keeping quite a few Brothers & Sisters busy finishing up some of their work in the area. There has not been as much work this year, but almost everywhere you look around Santa Rosa you see Argonaut Const. doing another subdivision.

(Continued from page 3)

In the Committee vote, the BCTD Legislative Task Force, headed by Legislative Director Leo Zeferetti, worked closely with panel members to reach compromises on several key points. Several amendments that would have severely weakened—or even eliminated—the time-tested wage protections continued in the Act were defeated.

The BCTD will monitor the bill closely on the House floor to guard against passage of any amendments that do violence to the basic principles of Davis-Bacon.

### Housing legislation

For the first time since 1980, Congress renewed authorization for a variety of housing and development programs that could mean more jobs in the building and construction trades.

The House and Senate each passed housing bills which are now under consideration by a conference committee. While both bills are similar, conferees are attempting to craft a final version that stays within certain spending limits and defers other new initiatives, if possible, to avoid a veto by the president.

The conference committee will resume its deliberations when Congress reconvenes.

### Highway authorization—

Recognizing the need to protect construction jobs and the American economy, both houses of Congress voted to override the President's veto of the \$87.5 billion highway authorization act. The Act, the BCTD's first important issue of 1987, saves as many as 800,000 construction jobs.

The Senate at first sustained the veto; but, thanks to the legislative skill of Majority Leader Robert C. Byrd (D-W.Va.), the Senate voted for the override despite President Reagan's last-minute appeals.

## Attend Your District Meetings

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

### October

- 20th District 1: Mill Valley  
Howard Johnson's  
160 Shoreline Hwy.
- 20th District 17: Kona  
Konawaena School  
Kealahou
- 27th District 17: Hilo  
Kapiolani School  
966 Kilauea Ave.
- 28th District 17: Maui  
Kahului Elem. School  
410 S. Hina Ave.  
Kahului, Maui
- 29th District 17: Honolulu  
Kalihi Waena School  
1240 Gulick Ave.

### November

- 4th District 3: Stockton  
Engineers Bldg.  
1916 North Broadway

- 10th District 5: Fresno  
Laborer's Hall  
5431 East Hedges
- 12th District 10: Clearlake  
Senior Citizens Center  
14773 Lakeshore Dr.
- 17th District 8: Auburn  
Auburn Recreation Center  
123 Recreation Drive
- 19th District 2: Concord  
Elks Lodge No. 1994  
3994 Willow Pass Road

### December

- 2nd District 12: Ogden  
Ogden Hilton  
247 24th Street
- 3rd District 11: Reno  
Musicians Hall  
124 West Taylor
- 7th District 9: San Jose  
Labor Temple  
2102 Almaden Road  
San Jose, CA.

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### Election Notice: Election Committee 33rd International Convention Delegates & Alternate Delegates

Recording-Corresponding Secretary William M. Markus has announced that in accordance with Article XII, Section 3 (b) and Article XIII, Section 1 (b) of the Local Union By-Laws, relative to the election of International Convention Delegates and Alternate Delegates, Election Committee Members shall be nominated and elected at regular scheduled district meetings during the months of September, October and November 1987 preceding the election.

There will be one Election Committee Member elected from each district by secret ballot of those members present whose last known address as shown on the records of the Local Union 10 days prior to the first such district meeting in September, 1987, was within the area covered by the district.

Nominees for the Election Committee must be registered voters within their respective districts; must have been members of Operating Engineers Local Union No. 3 for one year next preceding their nomination and shall not be a candidate or nominator of a candidate for Delegate or Alternate Delegate to the 33rd International Convention.

### Meeting Schedule

#### November 1987

- 4th .... STOCKTON—Engineers Building, 1916 North Broadway
- 10th ..... FRESNO—Laborer's Hall, 5431 East Hedges
- 17th ... AUBURN—Auburn Recreation Ctr., 123 Recreation Drive
- 19th ..... CONCORD—Elks Lodge #1994, 3994 Willow Pass Rd.