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

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

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

Keeping our work where it belongs

By James Earl, 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 $57 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 tough economic times.

Nonunion contractors are eating at the industry like cancer, Local 3 is fighting back--and we're winning.

Now travel 200 miles south on the Golden State Highway to the I-580/Route 237 interchange. It was a crushing blow to the many union craftsman 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.

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 train, 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 $550/Route 237 interchange. It was a crushing blow to the many union craftsmen who had looked forward to working on that project.

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.

(Continued on page 2)

Doing it right, doing it union on the Guadalupe

It wasn't long after this that the first portion of the Guadalupe Corridor was let out for bid. On the prebidders list were a number of nonunion firms, including one from Pennsylvania no one around here had ever heard of--Weisscal.

When Weisscal got the first contract, we protested the award at the city council three meetings in a row had been heard of--Weisscal. 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 (Continued on page 3)
"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. Many of what we've developed is working very effectively and in fact is being copied by 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 public works projects. We're speaking primarily of jobs in the $1 million or more category. By negotiating project agreements and by implementing several-year, five-craft agreement and 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.

We have taken and are taking an aggressive job monitoring program that has expanded to 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 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.

Small jobs are difficult to monitor because they don't have the resources to respond, "if all they can get is the small stuff, let'em have it!"

As this issue is turning our backs on. Some project agreements cover jobs that aren't even bothering to bid on them. They know they can't compete with the open shop competition. 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. Local 3's experience with prevailing wage laws on the huge Guadalupe Corridor project in Santa Clara County provides an alarming reason why the strategy is working.

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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.

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

"The key is to operate from a position of strength."
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 Weiss- \ncal and Rail Roadway and violations of the prevailing wage laws were doc- \umented. 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 con- \ntractor interested in bidding on a Guadalupe Corridor contract.

"We analyzed the major disadvan- \ntages 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 bid 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 isn't been a successful nonunion bidder on any Guadalupe Corridor contract since that time."

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 pay- \ning current Master Agreement wage rates, even though the project agree- \ment 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 portion 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 dealings with San Jose pub- \lic inspectors and city officials. The transit mall will not make its sched- \uled date of completion.

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

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

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 unacted 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 con- \struction safety and health. The re- \mainder of this first session, then, may very well determine the outcome of these critical measures. More than ever the time for all building and con- \struction 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 tradesmen 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 con- \tractors from using a non-union force to evade the responsibilities to which they voluntarily agree.

"One of the tough challenges now facing building and construction tradesmen is to duplicate that victory in the Senate."

As the focus shifts to the Senate, opponents of the BCCTD'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 to help the membership.

BCCTD already launched a grass roots campaign by which union members contacted their Senators during the summer recess to win support for S.492, the Senate version of the double-breasting bill. BCCTD 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 legis- \lation which would set up a new govern- \ment health board to monitor occup- \ational risks and direct employers to notify workers of immediate or poten- \tial dangers.

The BCCTD 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 returns for the second session.

**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 na- \tional 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 com- \mittee 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 job. 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. Land Construction is doing some work 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 Angeles, 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 Wagner, with Teichert working on three separate sites in the Western 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 Crane, and Golden State Erectors are all working together at the new Aree Acras Sports Center. The skeleton of the stadium is starting to take shape.

Victerr is about 5 operators working. W. H. Cram and Golden State Erectors are all working together at the new Arcas Sports Center. The skeleton of the stadium is starting to take shape.

Various situations at Newmont Gold in Carlin, Nevada have kept me quite busy during the last month. Because of the uncertainty of the board all classifications need the assurance 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.

New three-year contract for Carlin Gold

By Norris A. Casey

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.

Pension:

Weekley: Change from present formula of: $75.00 — $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 parties, assigns, transferees, successors, purchasers, lessees and assigns of the parties hereto. In the event of the sale or other transfer of the business of 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.

A letter of thanks

The San Francisco Retired Senior Volunteer Program (RSVP) is the recipient of an award of $200 from Local 4 Engineers News. This award is given in recognition of the hard work and dedication of the San Francisco Retired Senior Volunteer Program in supporting the community.

The purpose of the San Francisco Retired Senior Volunteer Program is to provide volunteers for various community service projects. The program is administered in cooperation with the San Francisco Non-Profit Agency, a non-profit agency that provides services to the elderly.

The award was presented to Ms. Warnock, the program director, who has been instrumental in the success of the program. She is a retired RN and has been with the program for several years.

The program serves over 100 clients each week, providing a wide range of services such as grocery shopping, meal delivery, and companionship. The program is funded by a variety of sources, including local businesses and foundations.

We would like to take this opportunity to thank Ms. Warnock for her hard work and dedication to the community. We hope this recognition will encourage others to support the program and continue to help our community.

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 and have been determined eligible for Honorary Membership, effective October 1, 1987:

- Clyde Ballard
- James Behen
- Dave Byrd
- Donald Clark
- Clyde Cummison
- Roland DeGuilio
- Joseph Gill
- Alexander Graham
- Richard Hallett
- George Jacobs
- Bari Johnson
- Donald Joseph
- Russell Kincade
- George Knight
- Norman Martin
- Oliver McDowell
- David McNeill
- Dan Omstead
- Edward Ortiz
- Patrick Peters
- Eugene Ross
- Sidney Rowland
- Frank Shipe
- Harvey Stancil
- Oliver McDowell
- W. N. Stanley
- Eugene Swensson
- Hugh Webb
- James Zumwalt

Honorary Members, effective October 1, 1987:

- Alexander Graham
- Richard Hallett
- George Jacobs
- Bari Johnson
- Donald Joseph
- Russell Kincade
- George Knight
- Norman Martin
- Oliver McDowell
- David McNeill
- Dan Omstead
- Edward Ortiz
- Patrick Peters
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- Sidney Rowland
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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 trades 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 Committee to monitor the awarding of foreign contracts on heavy and highway projects 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 actions by government, labor, and business.

AFL-CIO Building and Construction Trades Department, according to union sources, is working with owners and employers to make workplace safety a more visible concern. The program will allow interested unions to give data on the system for projects containing large amounts of work in which their members participate. 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 program spokesman.

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 (CIN) program has been highly successful in bringing increasingly large amounts of federally funded work under union agreements.

Since October 1984, CIN 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.

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.

The National Safe Workplace Institute, founded by Joseph A. Kinney, charged the federal government with failure 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 instability of regulators and public leaders 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 25 percent of the cases examined, there was insufficient or no evidence showing that hazards cited by OSHA have been corrected.

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 $560 million facility will be used for a joint American-Korean venture finishing imported steel for the U.S. market.

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 ILPE 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.
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 will then be looking for 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 represent the state at the Federal Highway Administration.

When this task is accomplished, it will mean pushing up the starting dates on the Monet-Plymouth Section of 1-15, costing 28 million dollars, and the Richfield to Sigurd surfacing on 1-70, costing 25 million. This would also include the 1-215 Twentieth East-Wasatch Boulevard Section.

Gibbons & Reed came in as low bidder on the 1-215 section from 2100 South to Salt Lake International Airport at a cost of about 19 million dollars. Gibbons Company needed this job, because their Utah projects are about finished. The coal striping projects for the Alton coal field near Karab 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 many 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 fringe dues members employed by them. The order of fall is in progress, 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 returning 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 gas line 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 team 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.
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 its 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 boils down to:
- a diversion dam on the North Fork of the Stanislaus immediately downstream from the confluence of Silver and Ducey Creeks;
- diversion tunnel leading to Spicer Meadows reservoir;
- Spicer Meadows 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 canal reaching McKays Point diversion dam below Calaveras Big Trees State Park.

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 hydropower produced by the system.

(Continued on page 15)
After a political fizzle, Cloverdale Bypassing is a reality. For years about 90 minutes delay to make their way to Cloverdale Bypass on the north which began last April four million yards of up until this month 100 Local 3 members. However, according to the swing shift was more rock than the theory, the dirt crews are  

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

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

ght of almost 20 years, the
an Hwy. 101 is finally becom-
ars this section of highway five north of San Francisco
bottleneck for motorists trying to the Redwood Empire.
was awarded the first phase of 25.5 million contract that calls for a half miles of the side of town. Construction, which involves moving over 100,000 yards of dirt by December 1988, involved nearly busy working two shifts, just laid off, due to hitting company had anticipated.
and in this part of the coun-
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 Eisenberger.
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 Commissary 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 but- toned 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 pro- vided over 120 operating engineers with plenty of work.

Although they've had some difficulty mak- ing 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 sea- son.

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.

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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 a little note about Medicare: best notes are 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 on, 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, 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.

The increased percentage will boost pension earnings by 4.76 percent for 1987, and after. For an Engineer working 140 hour shift six days per week, 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, this new Retiree Medical Program is now on a firmer footing. After reviewing the latest 5-year projection of Plan costs, the Trustees have determined that new Retiree 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 $3.00 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 Review procedure in their Plan booklet, 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 Jan 1, 1987 and after, will still continue to pay the current $50.00 per month contribution, plus the basic $50.00 on their total contribution $200.00 per month.

This charge will drop to the basic $50.00, 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, self-contributions are due when a member has continuing coverage under an "hour bank".

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 predeceased by a stepson, Jim Tate.

Del worked as an Operating Engineer for 47 years during which time on many Northern California and Utah locations. Del got his first taste for horseback riding when as a seven year old he watched an old steam shovel move through his home town. He never did get the feel for 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 of various for some of our large employers such as H. Earl Parker, Granite Construction, Gordon H. Ball, and M.K. Del 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 saying that everyone took heed to and that was "Ride with open book and never rake 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 Mostas. 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 a street overlay project in Oroville, Lamon Construction was a 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 Way, the Retired 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 Iver 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.

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.

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 Teamster locals.

The seven labor organizations have unanimously endorsed the $48 million goal, urging their affiliated local union members to give generously to fund 1987 health and human service agencies affiliated with the United Way of the Bay Area.

The AFL-CIO Community Services Department's slogan - "Working-Service" emphasizes the "Working States" theme, "It Brings Out the Best in All of Us.

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

The 1987 campaign includes the first United Way commitment insight AIDS in the nation. The pledge card includes an option wherein donors can pledge a supplement gift to the AIDS Crisis Fund, or help the San Francisco AIDS Found

An early photo of Del Hoyt.
MEETING SCHEDULE

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

<table>
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<tr>
<th>District No. / Location</th>
<th>Meeting Place</th>
<th>Date &amp; Time</th>
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<tbody>
<tr>
<td>40—Eureka (Special Called)</td>
<td>Engineers Bldg. 2090 Broadway</td>
<td>Dec. 1, 8 p.m.</td>
</tr>
<tr>
<td>01—San Francisco (Special Called)</td>
<td>Sedearers Int. Aud. 350 Fremont St.</td>
<td>Dec. 1, 8 p.m.</td>
</tr>
<tr>
<td>17—Honolulu (Special Called)</td>
<td>Kahului Waia School, 1240 Quick Ave.</td>
<td>Dec. 1, 7 p.m.</td>
</tr>
<tr>
<td>12—Garden, Utah (Quarterly Mtg.)</td>
<td>Ogden Hilton (Un. Rm.) 247 24th Street</td>
<td>Dec. 2, 8 p.m.</td>
</tr>
<tr>
<td>70—Pedding (Special Called)</td>
<td>Engineers Bldg. 100 Lake Blvd.</td>
<td>Dec. 2, 9 p.m.</td>
</tr>
<tr>
<td>17—Hilo (Special Called)</td>
<td>Kapalani School 960 Kitaue Ave.</td>
<td>Dec. 2, 7 p.m.</td>
</tr>
<tr>
<td>11—Peno (Quarterly Mtg.)</td>
<td>Musicians Hall 124 West Taylor</td>
<td>Dec. 2, 8 p.m.</td>
</tr>
<tr>
<td>17—Maui (Special Called)</td>
<td>Kahului Elem. School 410 S. Hina Ave.</td>
<td>Dec. 3, 7 p.m.</td>
</tr>
<tr>
<td>60—Marysville (Special Called)</td>
<td>Engineers Bldg. 1010 'T' St.</td>
<td>Dec. 3, 8 p.m.</td>
</tr>
<tr>
<td>10—Santa Rosa (Special Called)</td>
<td>Veterans Bldg. 1351 Maple St.</td>
<td>Dec. 4, 8 p.m.</td>
</tr>
<tr>
<td>20—Oakland (Special Called)</td>
<td>Point Marina Inn (Rch.) 915 W cutting Blvd.</td>
<td>Dec. 4, 8 p.m.</td>
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<tr>
<td>80—Sacramento (Special Called)</td>
<td>Laborers Hall 645 Stockton Blvd.</td>
<td>Dec. 4, 9 p.m.</td>
</tr>
<tr>
<td>50—Fresno (Special Called)</td>
<td>Building Trades 4831 E. Shields</td>
<td>Dec. 7, 8 p.m.</td>
</tr>
<tr>
<td>30—Stockton (Special Called)</td>
<td>Engineers Bldg. 1916 No. Broadway</td>
<td>Dec. 7, 8 p.m.</td>
</tr>
<tr>
<td>90—San Jose (Quarterly Mtg.)</td>
<td>Labor Temple 2102 Almaden Rd.</td>
<td>Dec. 7, 8 p.m.</td>
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(Continued on page 13)
Notice of Right to Nominate

October 1987

Notice of Right to Nominate
(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.

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

DECLARATION OF NOMINEE

The undersigned states that he declines all nominations.

salaries and his office, his position or his collective bargaining agreement classification, if any, given by him appearing in the list of disabled includes:

(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 all are 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.

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

3. Elections.

(a) The election shall be held during the month of February, 1988, beginning at 8:00 a.m., at the place of business of the Local Union.

(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 notified 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 in the records of this Local Union; the preparation and printing of the ballots, listing the nominees in alphabetical order by their last names, and a list of each member's name and office, his position or his collective bargaining agreement classification, if any, given by him appearing in the list of disabled includes:

(d) Every Member who is not suspended for non-payment of dues as of February 11th, 1988, through the total number nominated and eligible to receive the same number of votes, their names shall be arranged in descending order based on the length of the candidates' names. Where there are no more candidates nominated than the number of votes at the bottom of the list, and they shall be numbered in descending order, one (1) ballot for all the unopposed candidates for Delegate and Alternate Delegate, who shall then be declared duly elected.

3. Unopposed Candidates

Where there are no more candidates nominated for Delegates and Alternate Delegates than are authorized by the Local Union, in accordance with the By-Laws, the secret ballot election shall be dispensed with and the Recording- Corresponding Secretary shall cast one (1) ballot for all the unopposed candidates for Delegate and Alternate Delegate, 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 shall receive 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 or more Candidates should 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 of Operating Engineers Local Union No. 3 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, shall serve as necessary.

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 Delegates, and the Alternate with the highest number of votes, if the average number of members on which the Local Union has paid per capita tax 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, is elected to a lesser number of votes, the Delegate with the lowest number of votes would become first (1st) Alternate.
Working to fight open shop

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

A few months ago 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 concrete business, which 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.

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 have moved or are still on the list. If you return to work, please let the dispatcher know.

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 has solidified their hires, this producing more work and better quality.

Our law suits and grievances are still being challenged. We will probably fare 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 they keep the "scabs" on edge and the Superintendent very busy trying to keep the work safe and the job going.

There were a few of the demonstrators arrested and booked. The police had to use a ban 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.

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 be 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 job meetings.

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. With 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 14 percent rate would cost you $386.79—a savings of $199.35.

In addition, establishing a Line of Credit is a good investment for the coming holiday season. Christmas is coming and you have presents to buy. You will need 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.

Safety doesn't just happen

Management in industry and business have long recognized the importance of stress safety principles in the performance 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 work, on the highway or at home, while on vacation can interrupt production schedules and increase operating costs as much as if injured on the job. Of 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, this becomes part 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 install 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 maintaining a safety performance of quality.

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

- Management's capacity to manage;
- The Supervisor's capacity to super-
- 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 result of concerted, cooperative action—on the part of Management, Supervisor and employee. Every- one has their own part to play.

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 McCherry, Tom Peterson and Larry Michel. In the difficult Geneva Rock negotiations were job stewards Paul Gottfriedson, John Averitt, Craig Alfredson, Tony Bach, and Wayne Buchanan. And on MONROC'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 Baty, Clay Butler, Manny Costa, Jerry Dosier, Jose Duran, Gene Feliciano, Dave Heam, Colleen Incardona, Gil Jurado, Dane Lowry, Chris Marinos, Larry McCoid, Bill Mesave, John Meusel, Keith Navarro, Manuel Nunes, Lee O'Connell, Michael O'neley, David Quinn, Neil Reamann, Chuck Saugeen, Jay Segura, George Sulticham, Jeff Vanier, James Whitaker and Keith Williamson.
Harnesing the Stanislaus

(Continued from page 7)

By the time its completed the project will have generated nearly 2.4 million manhours of labor. The 64-acre South Pond was completed in 1985 and is located between State Route 49 and State Route 120 on the east side of the town.

No matter how you look at it, that's a lot of work for those construction tradesmen. Operating engineers will benefit more than any other group of workers, however, had it not been for their efforts, the project would not have been completed.

Atkinson, a large construction firm that does work throughout the world, has won the contract for the construction of the Stanislaus Dam.

For appointments on Saturday call (916) 743-1042. For appointments on Sunday call (916) 743-1042. For appointments 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 Saturday from 8:30 a.m. until 4:00 p.m. For appointments on Saturday call (916) 743-1042.

Sacramento: We extend our condolences to the family and friends of our late friend and colleague, Robert L. Bell, who died on September 30th.

Fresno: Our sympathy is extended to the family and friends of our late friend and colleague, Louise J. Green, who passed away on October 1st.

Marysville: We extend our condolences to the family and friends of the following deceased: Robert T. Smith, who passed away on October 2nd.

The Greenville Times • October 1987

FOR SALE: Building site at Wild Meadow, 525 S. of N. Yolo Lake. 3 1/2 acres lightly wooded; electricity, water, 650 ft. from paved road. State land adjoins the 525 acres and could be purchased as a whole. $59,900. 707-444-7942.

FOR SALE: Trendler, Frederic E. #4 1/2 Acker Yuba Tract 1800. Excellent 100 yr. old Fagus tree, large meadow, N. Yolo Lake. $95,000.00. Reg. #2631088 11/87.

FOR SALE: Mobile trailer for sale. 31 ft Mobilehome #571-28-4523. 9/87.

FOR SALE: Perfectly maintained 2 1/2 Acres. 7707 Bodine, Sacramento, CA. 95823. (916) 454-2035 or (916) 454-2036 or (916) 454-2037. For Sale by Owner, Reg. #1902541 11/87.

FOR SALE: A choice book of San Joaquin River birds. 240 v. (9/24/87) and his wife. Fern Robinett (9/17/87) and his wife. The book is for sale at the price of $30.00.

FOR SALE: 1968 Acura 120. $445.00. Exc. cond. $595.00. 

FOR SALE: Frees Want Ads for Engineers

FOR SALE: Operating boathouse at Spencer Meadows is Pat Shanksin.

FOR SALE: Beautiful Mountain Bar & Restaurant seats 100. Close to entrance deck, 4 1/2 ba enclosed entry 9 bdrm. home for subdivision. Own financing. Write D. E. Barnes 16755 Frontage Road, Berkeley, M. 5174 or call (415) 368-4105 or 816-363-3630.

FOR SALE: Mobile home, 1.5 acres, large meadow, trout stream, many trees, central heating and air conditioning, central water system, NO COVE- NANTS. $220,000. Must have own financing. Write D. E. Barnes 16755 Frontage Road, Berkeley, M. 5174 or call (415) 368-4105 or 816-363-3630.

Atkinson lays off swing shift at Cloverdale

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 cleaned 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 most of the Brothers and Sisters to attend.

Business Agent Rob Wise reports that work in his area is going full-out as of today. The work on the job in 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 1987 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 an Ames Brothers Business 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, with includes steep terrain, in the 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. Magiora & Ghilotti's job at Yorty Creek is also moving right along. They have few on the number of operators and starting to do some of the finish work. Paramount Paving moved in at CCPA #1 with a small crew to make the substrate base rock and pave around the plant. There will be a lot of hand work on this one.

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

Legislative agenda for Building Trades

(Continued from page 3)

In the Committee vote, the BCTD Legislative Task Force, headed by Legislative Director Lewis Coletti, 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 protection continued in the Act were defeated.

The BCTD will move 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, conferences are attempting to craft a final version that stays within certain spending limits and defers other new initiatives. It is quite 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 100,000 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 appeal.