

Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

OCTOBER 1993

Taking off

Reno's airport, like many others in U.S., has embarked on a major expansion and modernization program

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Photo by Steve Moler



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

It's no secret that California's state and local governments are running in crisis mode. In fact, it's probably more accurate to say they have reached a state of "cannibalism." Witness the \$2.6 billion in property taxes that Governor Wilson siphoned from local governments last year just so he could balance the state's ailing budget. Yes, it was a clever way for him to lay hands on a lot of quick cash – and thereby get out from under the terrible beating he and the Legislature took last year when they were two months late getting a budget passed. But eating off the flesh of local government to fatten the state budget did nothing to help California.

Some serious thoughts on Propositions 172 & 174

That's why we have Proposition 172 is on the ballot. Proposition 172 seeks to extend a half-cent sales tax that Californians have been paying since 1990. The original legislation that enabled the extra half-cent tax is slated to expire Dec. 31.

County governments are hoping that voters will approve 172 to extend the half-cent tax measure so they can get back some of the money that Governor Wilson robbed from them.

Counties all over the state have already cut way back on fire and police protection because of the loss of funds – due to the poor economy and Wilson's raid. Without the approval of Proposition 172, they will suffer even deeper cuts that will pierce the vital organs of local government that keep it alive.

We need adequate police and fire protection. We need decent schools for our children. We need to protect the public works funds that fuel jobs for our members – funds that will inevitably get spent on other areas if Proposition 172 fails to pass.

...

It's a shame – and downright scary – that two of the most important initiatives to be placed on California's ballot in a long time are being voted on in an off-election year. Proposition 172 will have a tremendous impact on the quality of living in the state. But Proposition 174 has equally dire consequences.

Proposition 174 is the school voucher initiative which seeks to make half of our school tax dollars available to private schools in the form of a voucher that could be used to pay tuition and fees at these schools.

Don't be fooled. This measure is a sham. Private schools don't have any business receiving our tax dollars to spend any way they see fit. Secondly, the voucher system would not provide parents enough money to pay for a private education for their children. All it would do is deal a death blow to our public schools. Thirdly, Proposition 174 provides no safeguards to insure what kind of education these private schools would provide. I care about my grandchildren and the education they deserve. I'm voting "No" on 174.

Members ratify Newmont Gold pact

By James Earp
Managing Editor

A five-month long battle at the bargaining table finally came to an end September 28 when Local 3 members employed by Newmont Gold Co. ratified a new three-year agreement.

The new contract, which becomes effective October 1, was accepted by 82 percent of the members in attendance at four ratification meetings held on Sept. 27-28. The large margin of acceptance on this vote stood in sharp contrast to the 80 percent vote to reject a "Last and Final Offer" by Newmont last July.

The overwhelming rejection of Newmont's proposal in July prompted the company to return to the bargaining table in August. After several more weeks of negotiating, a tentative settlement was hammered out the final week of September.

"In light of the economy and what other unions are currently settling for, we feel we have a very solid agreement," Local 3 Treasurer Don Luba said. "We obtained a very reasonable economic package and significant language changes that should bring about improvements in working conditions."

The agreement provides for wage increases of 24 cents an hour the first year, 35 cents the second year and 40 cents the third year. Employees also received a significant increase in their 401K retirement savings plan and improvements in the medical plan. Job classifications were revised and tool replacement policies were improved.

Luba noted that one of the most important facets of the new agreement will probably not even be noticed by most members.

"We completely revamped the grievance language which should streamline the logjams we have experienced in the past in processing member complaints," he explained. "Hopefully, we won't have to use it too much, but when you deal with a unit the size of Newmont, you're going to have some grievances."

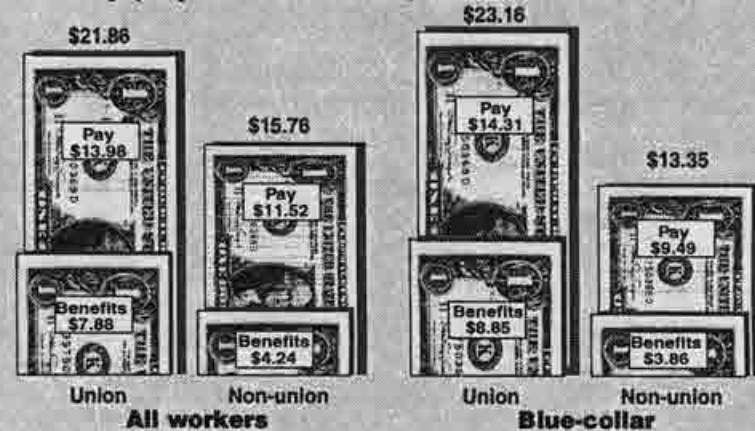
In ratifying the agreement, members also accepted new shift arrangements which provide for 12-hour shifts for some employees. Employees will vote by department on which shift arrangement they want.

The contract covers approximately 1,200 production and maintenance employees. The Newmont Gold Mine, located at Carlin, Nevada, is the largest open pit gold mine in the United States.

Significant statistics

Union pay advantage

Hourly pay and benefits, March 1993



Wages and benefits of unionized workers ranged from \$6 to nearly \$10 an hour higher in March than the total compensation of non-union workers, according to the Bureau of Labor Statistics. Union workers maintained their significant advantage in total compensation even though wage contract settlements came in at just under 3 percent in the first half of 1993. Overall, hourly union wages and benefits averaged \$6.10 higher in March. For union blue-collar workers the advantage in total compensation averaged \$9.81 an hour.

Contract settlements
Wage gains — first year 2.8 percent

Gross domestic product
Second quarter +1.6 percent

Leading indicators
June +0.1 percent

Construction spending
June +1.6 percent

Durable goods orders
June +3.8 percent

Initial UI claims
Week of July 24 394,000
Change +43,000

AFL-CIO NEWSGRAPHIC

Engineers News

WIPA



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How Clinton's health plan will affect you

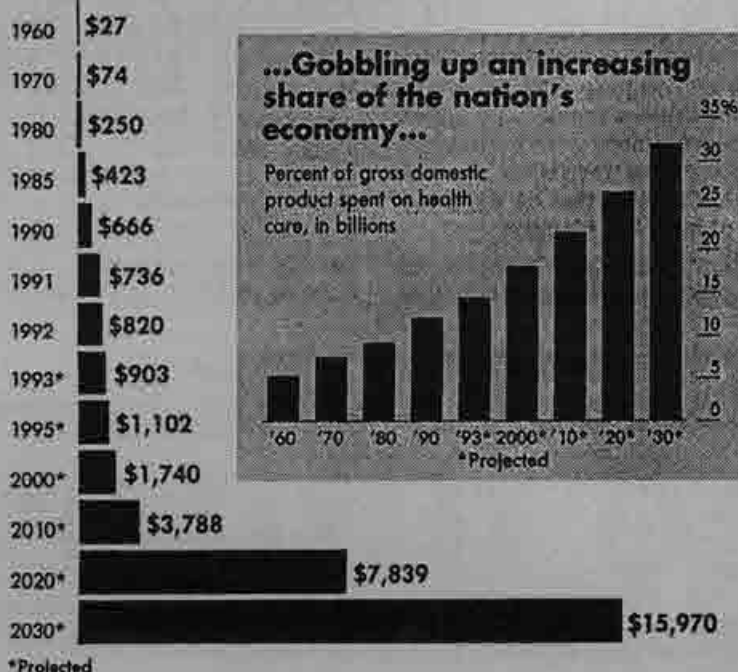


HEALTH CARE:

Behind a fiscal emergency

■ National health spending is soaring...

Annual expenditures, in billions of dollars



...Gobbling up an increasing share of the nation's economy...

Percent of gross domestic product spent on health care, in billions

Clinton plan would be required to pay at least 80 percent of the cost of each employee's health insurance, but not in excess of 7.9 percent of payroll. For small firms with lower-wage workers and fewer than 50 employees, the government would issue subsidies and employer contributions would be capped as low as 3.5 percent of payroll.

From what's now known of Clinton's plan, if enacted in its

current state, Local 3 members participating in any of the union's health and welfare plans won't be immediately affected because the union's plans for actives and retirees would probably fall into the "large employer" category. Groups and businesses with more than 5,000 members or employees with existing health plans would be able to

continue as they have been as long as the coverage at least equals the basic benefits offered under the Clinton plan.

Local 3's health coverage fortunately exceeds that of the Clinton plan in many aspects. For example, Clinton's plan would only cover eye glasses for children, while Local 3's plan covers most vision care for members, spouses and dependents. Also, Clinton's plan would not cover adult dental care, which Local 3 covers at 85 percent for members, spouses and dependents.

Another extremely important part of Clinton's plan is cost controls, which, according to Washington health care analyst Robert Laszewski, represent the "pivot point of the whole plan." The White House plan would attempt to bring down

costs through competition among health plans, operating under an overall budget that would limit health spending to no more than the growth of the economy.

Two of the main cost control features are limits on health insurance premiums, which would be set by a new National Health Board and "global budgets," which would require states to limit total public and private spending on health care. Limiting insurance premiums would force health plans to save money and provide incentives to spend resources more effectively.

Local 3 members would eventually see tremendous returns from cost controls

because the amount of money required to fund the union's plan would stabilize. And with the resulting gradual elimination of cost shifting — when doctors and hospitals charge insured patients more to make up for the uninsured and lower reimbursements from Medicare and Medicaid — members would wind up paying less of their wage package for fringe benefits than if the nation's health care system remained the same.

Under our current system, national health care spending this year is expected to reach \$903 billion or roughly 15 percent of the nation's gross domestic product. By the end of the century, health expenditures will soar to nearly \$1.7 trillion or 18 percent of our GDP, and by 2030, the figure is expected to reach a staggering \$16 trillion or 32 percent of our GDP.

Keep in mind that Clinton's plan at this stage is merely a proposal, a blueprint for national health care reform. This month the Clinton administration will send a detailed package of legislation to Congress. The task of initially reviewing the plan will be doled out to as many as 16 Senate and House committees, with the likelihood the plan will be debated at least through the spring.

Most health care experts believe the package that ultimately returns to the White House for the president's signature is likely to be quite different from the one he outlined September 22. Republicans, for example, have presented two plans of their own and surely will be reluctant to help a Democratic president succeed.

Democrats have been supportive, but a third of House Democrats have signed a petition calling for a more socialized plan modeled after the Canadian system, the so-called "single payer" plan. Whatever the controversies, Clinton's plan is likely to shape the political landscape for years to come.

As the Clinton plan winds its way through Congress, *Engineers News* will keep you informed on the latest developments. Meanwhile, if you have any questions concerning how the Clinton plan might affect you, feel free to call the Fringe Benefits Service Center at (510) 748-7450.

The question many Local 3 members have been asking since President Clinton unveiled his national health care plan September 22 is what impact will the plan have on people like me who already have good coverage?

Local 3 officers and union health and welfare consultants have been examining the plan, and from what they know now, Local 3 active and retired members participating in any of the union's health and welfare plans would not initially experience any major impact if the Clinton plan were enacted by Congress as is. Local 3 members, for the most part, would be able to keep what they have fought so hard for over the past 40 years.

Before discussing in more detail the impact of Clinton's plan on Local 3 members, let's first look at the highlights of the package. Under the White House plan, every American citizen and legal resident would have coverage comparable to that provided today by many of the nation's largest corporations.

Every employer — and every insurance plan sold through new health alliances — would have to offer at least the following benefits: doctor's services, inpatient and outpatient hospital care, emergency care, limited mental health benefits, and preventative services such as periodic medical exams, prenatal and well-baby care. The plan would also cover prescription drugs, limited eye care and health education.

All employers participating in the

International Health Care Spending, 1990

	% of GDP	Per Capita
Australia	7.5%	\$1,151
Canada	9.0%	\$1,795
France	8.9%	\$1,379
Germany	8.1%	\$1,287
Japan	6.5%	\$1,145
Sweden	8.7%	\$1,421
United Kingdom	6.2%	\$ 932
United States	12.4%	\$2,566

Source: OECD Health Data, Organization for Economic Cooperation & Development, 1993



Local 3 hands prepare south end of general aviation runway to be extended 2,300 feet next summer.

Flying into the future

Reno's airport has embarked on a major expansion and modernization program to keep pace with the region's emerging tourism and economic development

By Steve Moler
Assistant Editor

Reno Cannon International Airport, through which more than 4 million passengers travel annually on their way to such destinations as Lake Tahoe's recreation sites and Reno's casinos and convention centers, finds itself in a similar predicament as many other medium-size U.S. commercial airports. Built primarily in the late 1960s at the onset of the jet age, the airport today desperately needs to expand and modernize to keep pace with the region's emerging tourism and economic development.

To put Reno's growth in perspective, only three regularly scheduled airlines flew in and out of Reno Cannon in 1977. Today 14 airlines lease gates at the airport's passenger terminal. In 1985, about 2.8 million passengers passed through Reno Cannon, with 54 daily airline departures. Eight years later, those figures exploded to nearly 4 million passengers and over 100 daily departures. Two years ago, the airport recorded 160,000 takeoffs and landing, and by 2010 that number is expected to exceed 250,000.

Reno Cannon's dramatic increase in passenger volume over the past decade is part of a nationwide trend.

The number of passengers boarding planes at U.S. airports rose from 300 million in 1980 to 462 million in 1990, and the Federal Aviation Administration forecasts a 4.7 percent annual increase in passenger volume until 2000, when an estimated 738 million passengers will be flying in this country.

To handle the enormous volume many airports are scrambling to expand and upgrade. The Washoe County Airport Authority, which owns and operates Reno Cannon, has known for years that without major improvements flight delays will increase dramatically around 2005.

So the airport authority recently completed a master plan calling for the facility to undergo a major three-stage capital improvement project that will provide for the airport's needs through 2010, and keep operating engineers working at the site for years to come.

The first stage, an \$80 million runway improvement project, one of northern Nevada's largest public works projects, got under way last spring. It involves upgrading the 5,800-foot parallel general aviation runway to air-carrier standards (9,000 feet long by 150 feet wide)

and constructing new taxiways and aprons. When this phase is completed next summer, the 10,000-foot primary runway, built 20 years ago and rapidly deteriorating, will be closed and completely rebuilt during the summer of 1995.

To give you an idea of the project's magnitude, there will be enough dirt moved during the three-year project to fill Pasadena's Rose Bowl 50 feet deep and enough concrete poured to build a four-lane highway from Reno to Carson City, a distance of about 40 miles.

Granite Construction Company, the prime contractor for Phase 1, started work in March with the removal of the old general aviation runway, followed by underground work for extensive drainage improvements on the north end of the runway. After that, Local 3 members placed asphalt treated permeable base (ATPB) over imported material brought in from the company's Lockwood and Patrick pits.

Crews also had to fill a 1,200-foot section of the Boynton Slough, a waterway recently designated as wetlands by the U.S. Army Corps of Engineers, and re-route it using a box culvert with a concrete lined channel. To mitigate the wetlands, the

airport will establish another wetlands more than twice the area of the impacted site along the Steamboat Canal on University of Nevada-Reno property.

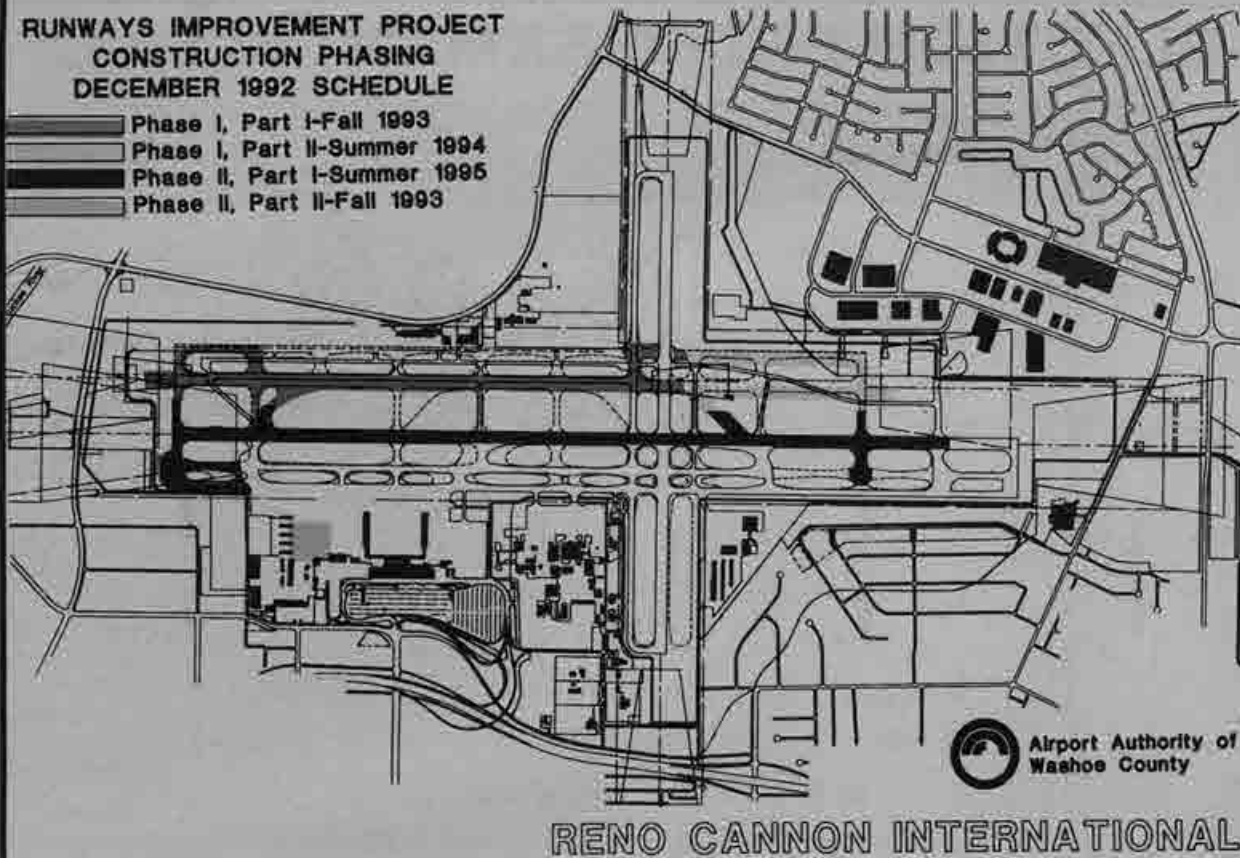
Walt's Concrete Paving Company out of Springfield, Ore., has been subcontracted to produce and pour the concrete for the 17-inch-thick concrete runway, work that's being done primarily at night. To minimize disruption to the surrounding neighborhoods and enhance traffic safety on local streets, Walt's set up an on-site batch plant to produce material for the runway.

Granite's crews are also doing underground work at the south end of the general aviation runway in preparation for extending it another 3,200 feet beginning next summer. This work includes building concrete pipe and box culvert drainage structures and underground electrical conduits.

What's made this project so attractive to area residents, in addition to its economic asset, is that the runway upgrade won't cost taxpayers a penny. Much of the funding for the program is coming from the Airport Improvement Program, a federal program administered by the FAA in which user fees are collected from

RUNWAYS IMPROVEMENT PROJECT CONSTRUCTION PHASING DECEMBER 1992 SCHEDULE

- Phase I, Part I-Fall 1993
- Phase I, Part II-Summer 1994
- Phase II, Part I-Summer 1995
- Phase II, Part II-Fall 1993



RENO CANNON INTERNATIONAL

various segments of the aviation community and placed in the Airport and Airway Trust Fund. Grants are then made to public agencies for the planning and development of public airports.

The FAA informed Washoe County in January that the agency would provide \$71 million in payments over the next 10 years for the airport's improvement project. The remainder of the \$80 million will come from discretionary funds. The airport will sell revenue bonds to fund the project now and use the grant proceeds to retire the revenue bonds.

When both runways are completed, the airport will be able to use a parallel runway system that will allow commercial jets to make simultaneous takeoffs and landings, thus dramatically increasing the airport's capacity. These improvements will help Reno continue to keep pace with the region's expanding tourism and industrial growth.



Top right: Business Agent Pete Cox, left, with scraper operator Jerry Olson.

Center left: Gradesetter Dwayne Killgove.

Center right: While a jet prepares to land on main runway, operators rebuild and lengthen parallel general aviation runway.

Bottom left: Drainage improvements such as this box culvert, are a major component of Reno's runway upgrade.

Bottom right: Some of Granite's crew members are from left: Michael Ryle, blade, Jerry Olson, scraper, and Sean Erb, compactor.



NOVEMBER 2 ELECTION ENDORSEMENTS

DISTRICT ENDORSEMENTS

District 01 - San Francisco

Millbrae Elementary School District

Board of Trustees - Richard Holober

Measure Z - Vote No

District 04 - Fairfield

Fairfield/Suisun Unified School District

Trustee - Mike Helms

Fairfield City Council - Jennifer Barter

District 10 - Santa Rosa

State Senate Dist. 4 - Montana Podva

District 20 - Oakland

Contra Costa Water District - Ron Butler

Contra Costa Water District - Peter Langley

Richmond City Council - John Marquez

Concord City Council - Michael Pastrick

Concord City Council - Lou Rosas

District 30 - Stockton

Modesto Irrigation District

Board of Directors - Pete Dutton

Modesto City Council - Peter Kolf

District 60 - Marysville

State Senate Dist. 4 - Montana Podva

District 70 - Redding

State Senate Dist. 4 - Montana Podva

District 80 - Sacramento

Roseville City Council - Hilary Crabb Jr.

Roseville City Council - Mel Hamel

District 90 - San Jose

State Assembly Dist. 25 - Mike Graves

CALIFORNIA PROPOSITIONS

Prop. 168 - A constitutional amendment that would do away with the mandate that local government approve every public housing project in an election but also allows residents to put the election before voters through the petition process. **Vote Yes!**

Prop. 169 - A constitutional amendment that would allow the governor to eliminate one or more changes in law enacted in the budget bill and requires that the eliminated changes be separately reconsidered to be passed over the governor's veto in the same manner as bills. **Vote Yes!**

Prop. 170 - A constitutional amendment that would reduce the popular vote required for passing local general obligation bonds for schools from a two-thirds to a simple majority by specifying that property taxes imposed for bonded indebtedness incurred for school facilities are not special taxes. **Vote Yes!**

Prop. 171 - A constitutional amendment that would authorize the Legislature to authorize a board of supervisors to adopt an ordinance transferring the base-year value of property substantially damaged or destroyed by disaster, as declared by the governor, to comparable replacement property of equal or lesser value acquired within three years of the disaster. **Vote Yes!**

Prop. 172 - A constitutional amendment that would impose a half-cent sales tax beginning Jan. 1, 1994, and requires transfer of the revenue from the tax to the Local Public Safety Fund for allocation by the legislature to counties. **Vote Yes!**

Prop. 173 - A bond measure that authorizes the sale of \$185 million in bonds to provide mortgage insurance to qualified first-time home buyers. **Vote Yes!**

Prop. 174 - An initiative constitutional amendment, referred to as the school voucher initiative, that would allow parents to choose a child's school. It would require the state to provide a scholarship for every school-age child equal to at least 50 percent of the prior fiscal year per-pupil state and local government spending for K-12 education, redeemable by public or private schools. **Vote No!**



Why Should I Vote?

- ★ 1 million American construction workers are unemployed
- ★ 2,500 construction workers die each year from unsafe work sites
- ★ 37 million Americans have no health insurance
- ★ 1 in 10 Americans are on food stamps
- ★ 41 percent of U.S. bridges are deficient or obsolete

**Change starts with a vote.
Your vote!**

Criminals hope you'll reject 1/2-cent sales tax initiative

Local 3 members concerned about their personal safety and the security of their family and community should know about Prop. 172, the half-cent sales tax initiative that will appear on the November election ballot.

Law enforcement agencies throughout California have been decimated over the past several

years by massive budget cuts. While violent crime — especially those committed by juveniles — spirals out of control, law enforcement agencies are losing resources and staff so extensively that the criminal justice system, according to many law enforcement leaders, is teetering on the brink of collapse.

Citizens living in unincorporated Alameda County, for example, aren't feeling too secure about what's happening to their police protection. Since 1990, the Alameda County Sheriff's Department has lost 155 deputies to budget reductions even though aggravated assault in unincorporated areas of the county has risen 179 percent, robbery 44 percent, rape 21 percent, burglary 17 percent, homicide 14 percent and grand theft 8 percent. The county's jails are so understaffed that inmates — many of whom are convicted felons — have to be released early to relieve overcrowding.

Prop. 172 would permanently extend the current temporary half-cent sales tax, which the Legislature enacted two years ago and recently extended to December 1, and earmarks \$1.5 billion annually to local law enforcement and fire protection. The money would be deposited into the Local Public Safety Fund to be used to keep officers and deputy sheriffs on the streets fighting crime, fund anti-crime education programs, fight gangs, drugs and drug-related crime, and guarantee

funds for fire protection.

If Prop. 172 is defeated, and counties don't approve their own backup half-cent sale tax measures, budgets for firefighters, sheriffs, police and district attorneys will suffer enormous cuts. Contra Costa County, for example, which has a \$29 million budget deficit, would likely have to eliminate 1,050 jobs, cut homeless

shelters and programs for abused and neglected children, and close the West County Jail.

The Alameda County Probation Department would likely lose 250 of its 500 employees, who supervise and counsel criminals, conduct extensive background investigations and assist victims.

"You are working with criminals who are hoping you

lose your job so they won't be supervised," probation officer Linda Mutch told the *San Francisco Chronicle* in early August. "And believe me, the word spreads fast in the criminal world, and many, many clients — we call them clients — are aware of the budget constraints."

Alameda County Sheriff Charles Plummer warned that if the county doesn't get the revenue from the half-cent sales tax, there will be an "absolute total breakdown in the criminal justice system." Under proposed cuts expected following a defeat of the tax measure,

the Sheriff's Department, in addition to losing more than 200 deputy sheriff positions, would have to eliminate its misdemeanor crime investigation unit, youth drug and crime prevention program D.A.R.E., school resource officer unit and narcotic and gang suppression special enforcement team.

At Alameda County's Santa Rita Jail in Dublin, half of the jail's housing units would be closed and 460 inmates would be crammed into housing units designed for 196. Such an arrangement, says Bill Rhodes, a deputy sheriff at the jail and president of the Deputy Sheriff's Association, would create total chaos in the housing units, a "totally unworkable

situation."

Local 3's Executive Board is so concerned about the public safety crisis plaguing our state that it endorsed Prop. 172 at board's August 8 meeting. Union members are urged to cast a "yes" vote for this essential proposition.

Thirteen Northern California counties have placed backup half-cent sales tax initiatives on their ballots in case Prop. 172 fails. These counties are Alameda, Colusa, Glenn, Lassen, Marin, Plumas, Sacramento, San Francisco, Santa Clara, Santa Cruz, Sonoma, Tehama and Tulare. Members living in these counties are urged to support these backup sales tax measures as well.

If Prop. 172 is defeated, budgets for firefighters, sheriffs, police and district attorneys will suffer enormous cuts.

Prop. 170 will help schools, create jobs

Today there are more than 5 million children attending California's public schools, more than the combined populations of Arizona and Nevada, and an estimated 189,000 new youngsters enter the school system each year.

One would expect, considering these enormous enrollment figures, that our schools would have adequate facilities for these children to learn in. Unfortunately, in many cases they don't. One half of the buildings making up these schools were built over 30 years ago, which means that we are housing today's school children in many of the same facilities we sat in as children, or that we sent our children to.

It's clear these children need adequate facilities if they are to enjoy the kind of high quality education that California has come to be known for. We need a well educated work force in order to compete in the next century and beyond. Proposition 170, which will appear on the November election ballot, would help rebuild dilapidated school buildings and ease overcrowding.

Under Prop. 170, local voters could pass local school bond initiatives by a simple majority vote instead of the current two-thirds majority requirement. California is one of only four states in this country that requires a two-thirds vote on local school bonds. A simple majority — fair and democratic — is

financially responsible and gives local voters greater control over local school bond issues. Local voters know best what they need for their children; they should be the ones to have greater control. These general obligation bonds, in turn, can be used to build new schools, upgrade old schools and improve the safety of existing schools.



VOTE YES ON PROP 170

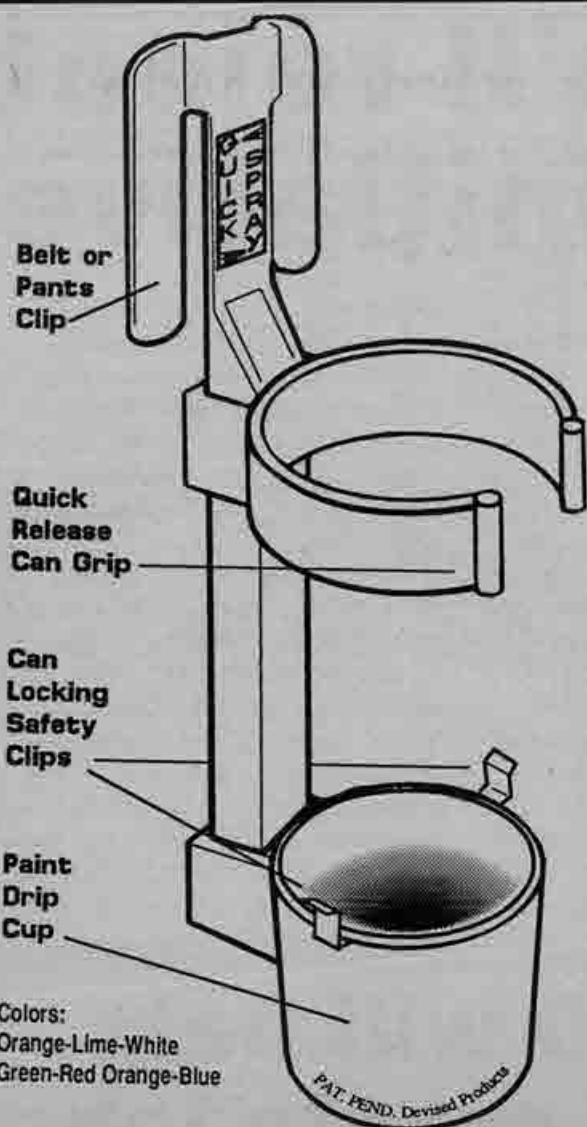
In addition to helping schools, Prop. 170 would provide a boost to the state's depressed economy. Study have shown that for every 120 schools built in California, as many as 50,000 jobs are created. Prop. 170 is a good deal. School children get the new classrooms

they need while good jobs are produced for thousands of Californians, including the Local 3 members who will do some of the construction.

Local 3's Executive Board formally endorsed Prop. 170 at its August 8 meeting. The proposition is also being supported by such diverse groups and individuals as the California Labor Federation, the California Chamber of Commerce, the Congress of California Seniors, League of Women Voters, Gov. Pete Wilson and Assembly Speaker Willie Brown.

Local 3 urges union members to **Vote Yes on Prop. 170.**





Local 3 member Mark Devine, left, and Teamster Robert Spinnato display their company's products.

Gradesetter's delight

Local 3 member invents holster that allows construction workers to wear aerosol spray paint cans on their belt

Local 3 member Scott Allen has always taken great pride in his work as a gradesetter for Oliver de Silva Inc. But one aspect of his work, until recently, constantly frustrated him — and lots of other gradesetters — until a Local 3 member recently came up with a brilliant solution.

Those who use marking paint are constantly confronted with the problem of where to put the paint can when it's not being used. If they place it on the ground, the can could get run over. If they put it in their pocket or behind their belt, the cap often pops off, spraying paint all over their clothes. Scott has plenty of orange painted shirts and blue jeans to prove it.

Much to Scott's delight, one of his own colleagues, Local 3 gradesetter Mark Devine, a 10-year member who also works for Oliver de Silva, has found a solution to the paint can frustration. He has invented — and patented — the Quick Spray Holster, a hard plastic device that holds an aerosol paint can on your belt much like a gun holster holds a pistol.

Quick Spray contains a drip cap at the bottom and a quick-release circular grip in the middle so the can fits upside down in the holster. Two locking safety clips keep the can from separating from the drip cup while fastened to your belt or placed in a tool box or other container. The belt clip allows you to attach the holster anywhere on your waist for quick and easy ac-

cess to the can.

Mark conceived the Quick Spray Holster after years of frustration with having to use one hand to pull the aerosol can out of his pocket and the other hand to take the cap off. With Quick Spray, the cap is discarded and the can placed facing down in the drip cap.

"When I was setting grade and started walking to the next station," Mark said, "I kept wondering if there was a way to put the paint can away so the nozzle is facing down and positioned with the natural swing of the arm. That way you wouldn't have to put your eye level away every time you had to pull out your paint can."

In early 1989, Mark started using a hydraulic o-ring seal with hooks attached to it to hold the paint can on his belt. Then about a year later he made a crude version of the Quick Spray Holster using a piece of 2 1/2-inch PVC. He showed the device to a friend on the job site, Teamster Robert Spinnato, a water truck owner-operator who was so impressed with the idea he suggested the two men form a partnership to produce and market the holster. They named their new company Devised Products, with Mark supplying the ideas and Robert providing business savvy and financial support.

After initiating the arduous patent process, Mark and Robert began working with a company that makes plastic molds, and by summer 1991, had their first pro-

totype ready for field testing. They took a batch of Quick Spray Holsters to an Oliver de Silva job site and asked gradesetters to try out the invention.

The response was so overwhelmingly positive that Mark and Robert, after making a few minor improvements, approached several companies for help in producing and marketing the holster, but none showed much interest. So Mark and Robert decided to go into full production themselves. In their spare time they solicited highway safety shops, hardware stores, lumber yards and surveyor supply outlets that might want to carry Quick Spray.

Lewis Rents Inc., a construction equipment rental company and dealer of Aerovoe paint and marking products in the East Bay, was so impressed with Quick Spray the company asked Aerovoe Products to endorse the holster.

In her letter to Aerovoe Products, Nancy Quintel, CEO of Lewis Rents, wrote: "We are very impressed with how useful this product is, and we would be very interested in adding this item to our inventory to sell along with your paint products. We feel that there is a great sale potential for this product throughout the country in all rental stores."

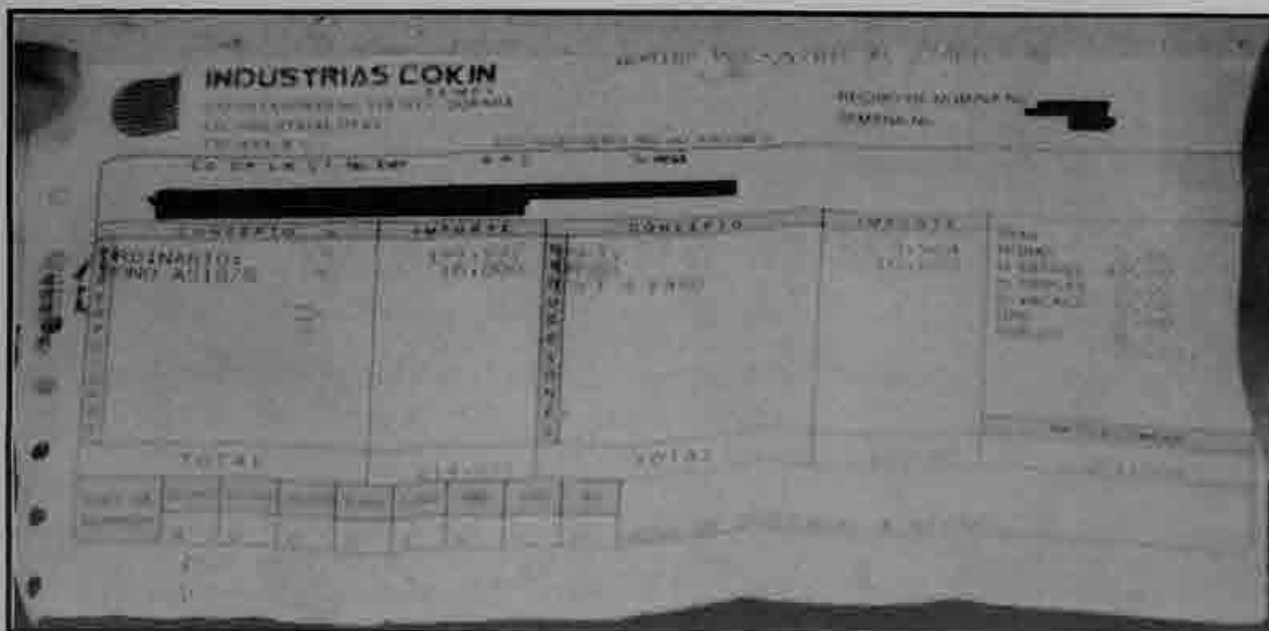
Another company, Highway Safety Products, which manufactures construction safety products such as cones, vests and signs, is marketing and distributing Quick Spray nationwide. "We've had a

lot of positive response," said Ray Wetterlund of Highway Safety Products. "A lot of people think it's just a wonderful idea. They keep asking why it hasn't been done before."

Now that Quick Spray has succeeded, Mark and Robert have taken the concept a step further. They've taken the circular quick release grip portion of Quick Spray and attached a magnet to the base so that aerosol spray cans can be mounted on any metal surface, such as service truck tool boxes and metal cabinets in mechanic shops. Called Mag-Grip, the product allows operating engineers easier access to and safer organization of aerosol spray can products.

Mark and Robert's Devised Products also has designed and marketed a new type of paving ski, a device used on paving machines that controls automatic grade control. When conventional paving skis break, the entire unit, costing about \$250, has to be replaced. Mark and Robert have designed a ski so the part that tends to break can be easily replaced for as little as \$25.

If you'd like to order Quick Spray, call Highway Safety Products at 1-800-358-9130. The company will refer you to the distributor in your area. If you want more information about any of Mark and Robert's products, you can reach Devised Products at (510) 886-8921.



Above: This paycheck is from a better-paying maquiladora plant in Tijuana, Mexico. For a six-day, 54-hour workweek, the worker at Cokin Industries furniture factory earned 199,997 Mexican pesos -- \$62.50 or about \$1.15 an hour.

Right: This ad by a U.S. broker was displayed during Senate hearings on the North American Free Trade Agreement showing how runaway American manufacturers can exploit Mexican workers at poverty pay levels of less than \$1 an hour.

NAFTA 'deeply detrimental' to interests of working people

During the 1992 presidential campaign, President Clinton supported the North American Free Trade Agreement provided that favorable side accords on labor and environmental issues could be negotiated.

Those side agreements have been signed, but the AFL-CIO has found them woefully inadequate. As a result, organized labor is going all out to defeat the agreement in Congress.

"No NAFTA" was the message organized labor sent to Capitol Hill over Labor Day as Congress began hearings on NAFTA a few weeks earlier. Union members nationwide stepped up an all-out campaign to convince Congress to reject the agreement altogether.

If the United States hopes to lead the world into the next century with a high-skill, high-tech economy, this country cannot afford to take the no-brain, low-wage road paved by the trade agreement, said AFL-CIO Secretary-Treasurer Thomas R. Donahue in a September 12 *Baltimore Sun* editorial.

By reducing or eliminating trade barriers among Mexico, Canada and the United States, the agreement would help U.S. companies invest more freely in Mexico, essentially allowing multinational corporations to exploit Mexico's cheap labor and lax environmental and safety enforcement.

Donahue called NAFTA an investment agreement, not a trade agreement. It would destroy jobs and depress wages in the industrialized United States and Canada while doing nothing to advance the poverty-level wages paid by U.S. employers to workers in Mexico.

Domingo Gonzalez, of the Coalition for Justice in the Maquiladoras, may have said it best: "If NAFTA passes, Mexicans will be eating beans and rice, Americans will be flipping burgers, and a few folks on Wall Street will be trading on our sweat and blood."

So far, that has been the experience in the development of these so-called "maquiladora" plants owned by U.S. companies along the border with Mexico, where more than a half-million Mexican workers often earn less than a dollar per hour, live in shacks made of packing material and draw their drinking water from streams polluted by the plants.

Not only does NAFTA promise to turn all of Mexico into a huge maquiladora, it would be the

death knell for U.S. manufacturing, moving more U.S. workers into low-wage service industries. More companies would follow Zenith, General Motors, Ford, AT&T and others to invest in Mexican plants, including some Japanese and European multinationals that would use Mexico as an "export platform" to ship goods to the United States, further undercutting U.S. jobs, Donahue said.

The problem with NAFTA is that it represents an unprecedented high-risk experiment in which countries at far different stages of economic development and democratic rights attempt to merge their economies. Mexico's poverty rate is at 40 percent, its unemployment rate exceeds 20 percent, and its gross domestic product is one-twentieth that of the United States. The average Mexican family simply cannot afford to purchase the products they make themselves, much less buy goods made in the United States.

Although President Clinton has chosen to pursue NAFTA with the negotiation of side accords on labor and the environment, AFL-CIO President Lane Kirkland said the trade proposition remains the same: "It is deeply detrimental to the best interest of this country and to working people generally. We will oppose it with everything we have."

An analysis by the AFL-CIO Task Force on Trade found that the labor provisions in the side agreements would undercut existing remedies under U.S. trade law on the rights of workers to organize and bargain collectively. The side accords completely ignore forced labor, freedom of association and the right to organize and bargain while addressing only child labor, occupational safety and health and minimum wages. The task force report warned that NAFTA would cause the loss of hundreds of thousands of American jobs and depress U.S. wages.

NAFTA is facing strong opposition from top-ranking Democrats in the House, including Majority Leader Richard A. Gephardt (Mo.) and Majority Whip David Bonior (Mich.). While the measure has a better chance of approval in the Senate with fairly solid Republican support, Bonior said that two-thirds to three-fourths of House Democrats oppose it.

Vote counters on Capitol Hill predicted that it would be a struggle to get 110 House Republicans to support the bill. Most of the Republican oppo-

"I can't find good, loyal workers for a dollar an hour within a thousand miles of here."



YES YOU CAN
YUCATAN



When the U.S. is too expensive and the Far East too full
"Yes You Can In Yucatan"

nents are employing the same reasoning as Democrats, that NAFTA would encourage American firms to move U.S. factory jobs to Mexico for cheaper wages and weaker environmental regulations. Senate Minority Leader Bob Dole (R-Kan.) has suggested that action on the bill be taken first in the Senate, where opposition is softer.

In San Francisco, a 10-member delegation of U.S. and Canadian workers who just returned from a fact-finding trip to Mexico reported that NAFTA would do nothing to improve the wages and living standards of Mexican workers. The delegation included displaced workers from the Pillsbury Green Giant food processing plant in Watsonville, Calif., who lost their jobs when the company relocated to Irapuato in El Bajio.

Nearly 2,000 workers, who had been represented by Teamsters Local 912, were abandoned by the Green Giant move. Today the company pays its Mexican workers \$4.50 to \$6 a day in the same jobs in which the Watsonville workers earned \$8.10 an hour. Teamster Yolanda Navarro, who worked at the Watsonville plant for 20 years before she lost her job to the runaway plant, asked: "How can people making \$4 to \$6 a day buy U.S. consumer goods?"

NAFTA proponents contend that the trade agreement would generate demand for U.S. products in Mexico while creating more American jobs. But most of the current "trade" with Mexico involves U.S.-owned multinational corporations shipping plant equipment to Mexico and finished products back to the United States.

Consideration of workers was not part of NAFTA when it was drawn up by the Bush administration to help the rich get richer, and the resulting side agreements almost certainly would make the poor much poorer.

Local 3 urges members to write their congressional representatives and express vigorous opposition to NAFTA.

FRINGE BENEFITS FORUM

By Charlie Warren, Fringe Benefits Director

**Retiree Association Meetings**

Many thanks to all retirees and spouses for their attendance and participation in the current round of Retiree Association

meetings. We are looking forward to the upcoming retiree association meetings in Hawaii. Check the new schedule on page 22 for dates and times.

There is no better way to strengthen our union than to meet with each other, as the opening remarks in the Retiree Association's area chapter meeting agenda says, "...to keep alive the spirit of union unity, compassion and brotherhood that our long membership in Local 3 has stood for."

Many thanks to all for the constructive criticism concerning the benefit plans and other issues. Without your help we would be unable to keep the plans fine-tuned to meet the needs of operating engineers and their families. A special thanks to all the chapter chairmen for their diligent work.

Pre-retirement meetings in Hawaii

Active operating engineers in Hawaii please note that pre-retirement meetings will be held at 6 p.m., one hour before the start of each of the Hawaii District membership meetings, at the same district meeting location. Please see the district meeting, schedule on page 22 for these dates and locations.

All active engineers and their spouses are encouraged to attend to learn more about your pension plan, your annuity plan and your retiree medical plan. Come to the pre-retirement meeting to find out how these retirement plans can work for you. Hope to see you there.

At its recent meeting the board of trustees of the pension trust fund reviewed the 1992 plan year valuation with the actuary. This report shows the standing of the pension fund as of Jan. 1, 1993. Once again the pension trust fund had a very successful year. Here are a few highlights from the report:

- 651 new pension awards for 1992
- 9,271 pensioners on the pension rolls receiving a total of over \$8 million per month
- Investment results over the

past 10 years showed an average annual return rate of 10.65 percent

• Actuarial value of the fund reached \$1.7 billion by the end of 1992

• Since the start of the plan, the fund has spent \$889 million in benefits or annuity purchases for retired members

The actuary is giving further study to pension fund data, including a review of the amount of pension surplus. Any pension surplus might be needed to help maintain the overall financial stability of the retiree health and welfare plan. It has always been union policy to maintain a financially sound health and welfare program for the retirees, not just for today, but for the future.

Pension checks

Q: When can I expect my check?

A: Monthly benefit checks are mailed so that they arrive at your home or bank by the first of the month. As you know, monthly checks are dated the first of the month and represent benefits due for the month in which they are dated. The check is not negotiable until the first day of the month even

if received prior to the first.

Q: What should I do if I don't receive my check?

A: If you don't receive your pension check by the 10th of the month, contact the fringe benefit office or trust fund office to request a replacement check. A stop-payment order will be placed on the lost check and a replacement check issued.

Q: If I move, who should be notified of my new address?

A: Let the trust fund office and the union office know your new address as soon as you know it. Please include your social security number when you write. Every effort will be made to expedite address changes for your pension check. Be sure to have a forwarding address on file with your local post office, so you have no interruption in your mail.

If you have a direct deposit and want to change banks, be sure to request new direct deposit agreement forms from the trust fund office. And remember, even if you have a direct deposit, the trust fund office must always know your home address to be able to send you your 1099-R form and important notices concerning your benefits.

YOUR CREDIT UNION

By Rob Wise, Credit Union Treasurer

**Our VISA card offers you the best rates**

Your credit union's VISA card is another service designed to save you money. When you compare our card's low interest rate, 25-day grace period and no annual fee with other cards, you will see that our VISA is one of the best deals you will find.

With your credit union's VISA card you can enjoy an interest rate of 13.90 percent APR, which is lower than what other financial institutions offer. And our 25-day grace period will give you 25 days from your statement date to pay off any purchases without accruing interest.

As one of our VISA card holders, you are issued a personal identification number (PIN), which enables you to take cash advances through any ATM displaying the VISA logo. Think of the convenience of having 24-hour access to cash.

Shop around and compare. You will find that your credit union's VISA card, with its low interest rate, no annual fee and 25-day grace period, will top the rest of the competition. If you haven't already applied for your VISA card, we urge you to do so now. Just call or visit your local credit union branch office and request an application.

Protect your card against fraud

Carrying your VISA card is a lot safer than carrying a lot of cash. If you lose your card, it can always be replaced. Even so, you should take precautions to protect your card from theft and fraud. Follow these simple rules:

- Report any lost or stolen VISA cards immediately.
- Never leave your card in a glove compartment, grocery cart or hotel room.

Your Credit Union VISA goes where you go and you benefit from its:

- * Worldwide acceptance
- * No annual fee
- * Credit limits to \$10,000
- * Low interest rate
- * 25 day grace periods on purchases
- * Cash advances at ATM machines and financial institutions displaying the VISA logo



Operating Engineers Local Union No. 3
Federal Credit Union
(510) 829-4400

- When shopping, keep an eye on your card as the clerk completes the transaction. Make sure your card is returned to you before leaving.
 - Always check the total on your charge slip before you sign it. Draw a line through any blank spaces above the total. Tear up any carbons.
 - Keep all charge slips and check them against your monthly statements for accuracy.
 - Be careful of phone calls offering special deals or prizes, especially when your credit card number is involved. Don't give your VISA card number to a person who has called you.
- By following these tips, you can help beat credit card thieves at their own game.

TEACHING TECHS

By Art McArdle,
Administrator

The making of a successful surveyor

We occasionally like to recognize our outstanding apprentices and their accomplishments. This month we feature Certified Party Chief Hector Estrada and examine the path he has taken to success.

In 1979, Hector began his training at Local 3's Job Corps program for surveyors. This gave him the theoretical training and enough hands-on to enter the Northern California Joint Apprenticeship program in early 1980 as a second-step apprentice.

In late 1981, after completing the fourth period of training in our program, Hector graduated to journey chain-level. At this point he took a temporary leave of absence to further his education at San Francisco City College and Evergreen College.

In 1984, Hector returned to complete periods five through eight and graduated in 1991 as a chief of party. After completing the NCSJAC program, he obtained this year the necessary hours to be certified in light construction, heavy construc-

tion and topographic surveying.

Like most apprentices, Hector had to dedicate himself to a course of study that took lots of evening hours over a long period of time. But if an individual sticks it out, it pays big profits in the number of hours a person works, and in Hector's case, he works most of the time.

Hector got into heavy construction and feels this is what he wants to continue to do. Prior to this, he worked for Mark Thomas & Co. and MacKay & Soms, both firms known for their Civil Engineering and Land Surveying. He is currently working for Rudolph and Sletten on the Monterey Aquarium project and has also worked on the Apple Computer complex in Cupertino for Rudolph & Sletten.

The Monterey Aquarium project is unique because it involves working with tidal conditions, varying concrete pours at many different elevations, reviewing plans and generally making sure everything fits where it belongs. This is a very different job, but superintendent Rob Wilburn says Hector is doing an outstanding job.

Hector got his start at Job Corps and the NCSJAC, and he has applied his learning well. Most of



Above: Hector Estrada working for Rudolph & Sletten at the \$62 million Monterey Bay Aquarium expansion.

Below: Monterey Bay Aquarium expansion.



his success is due to his own hard work. Hector has passed his LSIT and looks forward to passing his LS

soon.

Good luck Hector and keep up the good work.

Labor

CALENDAR

September



1 The 20,000-member Barbers, Beauticians, and Allied Industries Union merged with the UFCW in 1980.

1 Walter Reuther, president of the United Auto Workers from 1946 until his death in 1970, was born in 1907. President of the Congress of Industrial Organizations (CIO) prior to its merger with the AFL, Reuther was a strong supporter of union political action. He said, "There's a direct relationship between the breadbox and the ballot box, and what the union fights for and wins at the bargaining table can be taken away in the legislative halls."

2 Twenty-five workers at the nonunion Imperial Foods poultry processing plant were killed in a

1991 fire. The Hamlet, N.C. plant's fire exit doors were illegally locked and blocked, leaving the workers no escape. The 11-year-old plant had never once been inspected by federal or state safety and health inspectors before the fire.

2 Patrick E. Gorman, former president of the Amalgamated Meat Cutters and Butcher Workmen of North America, died at age 88 in 1980. He said, "... without organization, education, and unity, nothing else matters for labor. And since labor is the leaven of democracy, without labor, vigorous, alert, united, and intelligent, the nation and democracy perish."

6-12 Union Label Week. Buying American-made products helps our economy by providing jobs. Buying union helps even more by providing good jobs with fair wages, benefits, and working conditions. Get the word out this week: Look for the Union Label.

6 Jane Addams was born in 1860. A co-winner of the Nobel Prize in 1931, she worked for peace, social welfare, and women's rights. Her so-called settlement houses served many

workers, including immigrant families who labored in Chicago's packinghouses. She also was one of the founders of the Women's Trade Union League (WTUL). The WTUL was formed to educate women about the advantages of union membership, to support women's demands for better working conditions, and to raise awareness about the exploitation of the rising number of women workers.

7 Labor Day. The first Monday in September was established as a legal holiday on June 28, 1894 when President Grover Cleveland signed an act proclaiming it into law.

19 In 1981, 400,000 union members marched in labor's first Solidarity Day demonstration in Washington, D.C. to protest Reagan Administration policies.

20 Upton Sinclair was born in 1878 in Baltimore, Md. Sinclair was the author of the 1906 novel *The Jungle*, an indictment of packing-house employers' exploitation of workers. The shocking conditions revealed in the book brought about corrective actions including legislation for stricter inspection laws.

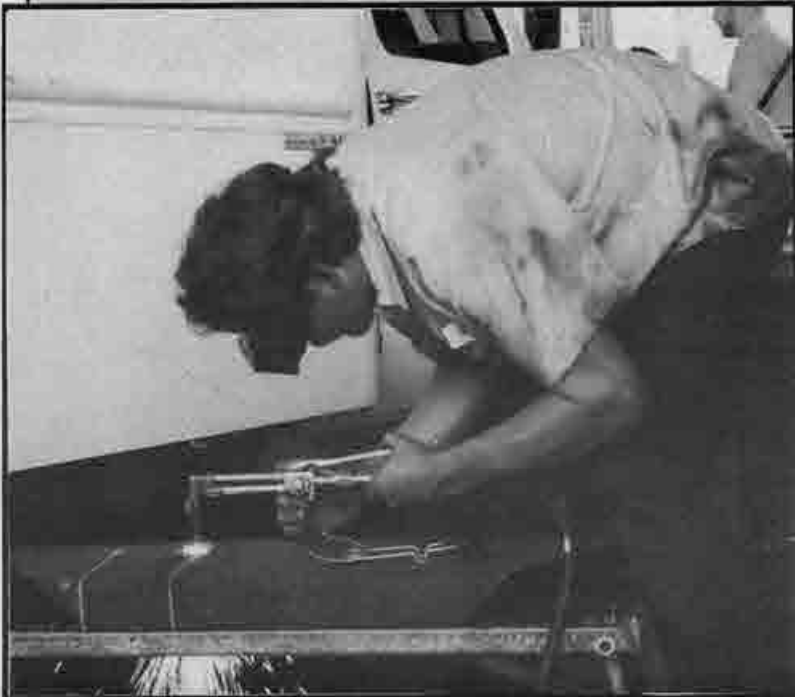
BUY UNION



Where to Find the Union Label

Gloves—inside upper edge
Neckties—small end
Coats—lining of inside pocket
Pajamas—front hem of coat
Rainwear, Sportswear, Heavy Outerwear—lower pocket
Shirts—bottom of front tail
Snow Wear, Boys' Wear—inside pocket
Suits—inside right breast pocket
Trousers—inside right hip pocket
Bathing Suits—with size on bra
Blouses—neckline or side seam
Children's Wear—neckline
Dresses—above hem in side seam or in waistband or neckline
Skirts—waistband or below zipper of inside seam
Slips, Sleepwear and Robes—neckline or side seam
Sweaters and Knitwear—seam in shoulder
Suits—waistband of skirt or right inside seam below sleeve or jacket
Coats and Jackets—below right arm hole in lining
Shoes—inside the shoe

Union Label and
Service Trades Department, AFL-CIO



Top left: Service Technician Jim Prouty.

Center: About 30 mechanics represented by Local 3 work at this truck dealership in San Jose.



Center left: Mechanics work with state-of-the-art computerized diagnostic equipment like this Rotunda analyzer.

Bottom left: Service Technician Carl Florendo working on a transmission.

Center right: In the alignment pit is "Frank 'Hollywood' Chlodo.

Bottom right: Transmission Instructor Rich Diaz.

Mech

Local 3 technicians at Mission Valley Ford and repair light and heavy construction industry

Last month, *Engineers News* featured a unit of Local 3 mechanics, part of the Service Department who work for Diesel Allison in San Leandro. Diesel Allison distributes, services and repairs such well-known products as Detroit Diesel engines, Allison, Perkins and Waukesha power systems, and Spectrum generators.

There's another unique group of Local 3 workers, of all places, at a truck dealership, normally the kind of business you'd find in the city. Nevertheless, since 1986, Local 3 has been sending about 30 mechanics — called service technicians — to Mission Valley Ford on Erockaw Road, a Ford truck dealership that sells and services 1-ton F350 pickups all the way up to L-Series.

The Service Department mechanics are divided into three teams of 10 technicians each. Two teams work on weekdays, the other evenings — working on lighter, such as Aerostars, Explorers, Broncos and Rangers. They do everything from 15-mile engine and transmission overhauls. The third team, which works on weekends, is assigned to servicing and repairing trucks like the 12-ton F700 and CF7000.

Mission Valley sells about 150 trucks a month. The Service Department does about 700 major repair orders each month. Some of the most reliable customers are private union contractors like Granite Construction Company and Raisin, which buy fleet service trucks and pickup trucks from Mission Valley and bring them to the Service Department for work and maintenance and repairs.

These highly-skilled service technicians use the latest computerized diagnostic testing equipment. If a vehicle has an unusual problem, for instance, the mechanics at Mission Valley can link up via computer with engineers in Detroit and together do trouble-shoot the phone. To maintain superior quality, the Service Department does almost all its own



Above: Members of the day shift team who work on heavy trucks.

anics with a mission

Mission Valley Ford in San Jose service heavy Ford trucks commonly used in the

featured a special
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ell-known industri-
lison transmis-
tems and

13 mechanics who
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vice technicians—
a full-service
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of the teams—one
on 1-ton trucks a
ancos and
nute lube jobs to
third team, which
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wn machine work

in-house, everything from grinding valves to boring cylinders.

The story of how the Service Department became a Local 3 bargaining unit began in 1986, when the previous owner of Mission Valley Ford went bankrupt. After a new owner was found and the dealership reopened a few months later, the mechanics, who had been represented by the Machinists Local 1101 under the previous owner, worked non-union for awhile. But they soon realized they needed union representation and late in 1986 chose Local 3.

"Local 3 has real world business people," said Service Department Manager John Lewis. "Local 3 is realistic about what employees and employers need. When workers need to negotiate a contract, the union is fair and honest. The members couldn't have it better. The union makes my job a lot easier. When I have a safety problem, I can call the union. As management I get help, not hindrance."

Union-management cooperation is rapidly becoming a key part of the relationship between Local 3 and Mission Valley management. Both parties are currently working on establishing a technicians' council, which would consist of several service technicians who would meet regularly with management to iron out problems and improve the Service Department.

"Local 3 is very aware of the need to be efficient, productive and competitive," Lewis said. "How well you do your work determines whether you'll have a job. The service technicians are the most important people around here because if you can't get it fixed, you walk."



Above: Members of the day-shift crew who work on light trucks.

Below: Members of the swing-shift who work on light trucks.



NEWS FROM THE DISTRICTS



Newly elected Executive Board member, Reynolds "Speedy" Kama, center, with Business Manager Tom Stapleton, left, and President Don Doser, during recent swearing-in ceremony in Hawaii.

New drug policy includes every operating engineer

HONOLULU – The recently negotiated Addendum 1 to the Hawaii Master Agreement brings all Hawaii Local 3 members into a uniform substance abuse policy. Hawaii's commercial drivers (CDL), regulated by the Department of Transportation, had seen earlier implementation of substance abuse testing programs in the motor carrier industry. Now all Local 3 members are on a level playing field.

The new substance abuse testing policy provides for "time of dispatch", "for cause", "random" and "periodic" testing. All persons the construction company employs, including management and supervisory personnel, shall be subject to the same substance abuse testing. The costs for testing is to be paid for by the employer.

The primary goal of this testing is to refer employees who have substance abuse problems to professional counseling. Assistance is available through the Addiction Recovery Program (ARP) in Hawaii (808) 842-4624. Employees will be referred to ARP for evaluation and referral to the appropriate treatment.



Above left: Local 3 members working for Delta Construction at Barbers Point Naval Air Station are, clockwise, Glenn Kekahuna, James Kupihea, Scott Palpatoc, "Lobo" Labasan, Richard Panui Jr., Willie Hoohuli and Modesto Oasay.

Above right: At the same job site are, clockwise, Local 3 members Erwin Arquette, Constantino Soriano, Paul Sarmiento, Peter Kaawaaa, Clarence Huihui and Alex Ramos. The identities of the two men in the upper right corner are unknown.



Left: Hawaii District members working for Hawaiian Cement are from left: Spike Cordero, Elvin Hao, Zachary Aranaydo, Harold Keye and Annalynn Greig.

NEWS FROM THE DISTRICTS

Santa Rosa approves big shopping center

SANTA ROSA – Santa Rosa's political leaders, who saw their city lose \$130 million in business to Rohnert Park and Petaluma last year, recently gave approval to construct another regional shopping center.

"The Marketplace," which will be built where the financially troubled El Rancho Tropicana Hotel now stands, will comprise a 50-acre complex that will include a Target, Montgomery Wards and a dozen smaller stores. The 270-room El Rancho Tropicana, a Santa Rosa fixture for the past 44 years, will be razed.

Donahue/Schriber, a Newport Beach firm, is proposing to build the center, with construction expected to start in November. The building trades and our office have scheduled meetings with the contractor, both to help the permit process along and to secure jobs for our members.

Petroleum Engineering to be liquidated

Harrell Musco has abandoned attempts to save his flagship company, Petroleum Engineering, and will allow the firm to be liquidated. Petroleum Engineering is familiar to many Local 3 members through-

out the Bay Area as a major non-union builder of service stations.

Petroleum Engineering was unable to recover from bankruptcy after losing a reported \$50,000 a month. The decline of Musco's business began abruptly in April 1991, when it was revealed that two of Musco's businesses, Halco & BKH excavating, were overdrawn at the bank by more than \$400,000.

Labor Day celebration

The Sonoma, Lake and Mendocino Building Trades again hosted the largest Labor Day celebration west of the Mississippi River at Behren's Park in Petaluma on September 6. Over 6,000 tickets were sold, and all the trades unions were present in force, with Local 3's booth in the forefront. Both Dave Browning, building trades president, and I handled introductions to over a dozen political speakers ranging from city council members to congressional representatives Lynn Woolsey.

Kathleen Brown flew in from San Diego, and during her speech announced her opposition to the North American Free Trade Agreement.

Several television stations cov-

Pre-job slated for large Exxon refinery project

FAIRFIELD – Work in the Fairfield District has leveled off some but looks good in other areas. A good example is the rock, sand and gravel industry, which is working Saturdays and multiple shifts. The hiring hall is in better shape than in 1992. At this time a year ago we had about 120 people on the out-of-work list; we now have about 50 on our list.

We are attending meetings regarding the widening of Hwy. 37. This is a \$60 million project, with a projected start date in 1994. We will meet with Parsons Construction on September 28 regarding its \$300 million-plus Exxon oil refinery project in Benicia.

On September 14, we held our retirees meeting, where there were 73 retirees present at what turned out to be an enjoyable meeting. We were proud to present Henry Schmidtpott with his 50-year membership watch. Travis Stover and Wendell Crossland will receive pens. If we have missed presenting a 50-year watch or pen to any qualified member, please contact your nearest Local 3 district union hall so it can make the proper presentation.

Our political action committee has interviewed and endorsed Mike Helms, candidate for Fairfield/Suisun Unified School District Trustee. The committee has also interviewed and endorsed Jennifer Barter for Fairfield City Council. We will be interviewing other candidates in the near future. We urge you to vote and support these people for office in November 2.

*Dave Young,
District Rep*

ered the event, and the celebration made the front page of the Santa Rosa Press Democrat the next day. Thanks to all the Local 3 members who attended and helped out. Labor really got noticed.

New business agent

Our office would like to welcome new Business Agent Jim Killeen to District 10. Jim has served Local 3 for nine years on the Executive

Board and will take over my old area of Mendocino County and the airport area of Sonoma County. Jim worked for many years as an operator for Piombo and recently for C.A. Rasmussen. He lives in Geyersville and is widely known and much respected in District 10. Welcome Jim.

*T. Robert (Bob) Miller,
District Rep.*

Building trades negotiates pact for Carson Project

SACRAMENTO – Work in the Sacramento area is not what we had expected this season. We had hoped the economy would grow, and that we would see all members getting more hours. Nevertheless, let's stick together and keep our union strong.

We are currently in negotiations with Case Power and Equipment, Granite Lab, Viking Drillers, Teichert Small Tools and Layne-Western. We are looking forward to good negotiations.

The Sacramento-Sierra's Building and Construction Trades Council has negotiated a project agreement with Century Contractors West

Inc. on the co-generation project at the water treatment plant known as the Carson Project, which should start by the end of the year at a cost of \$130 million. The Sacramento Municipal Utility District hopes to construct and operate four of these plants, and it appears that we could see more contracts let in early 1995.

SMUD is in the process of gaining right-of-way for about 64 miles of gas pipeline, known as SMUDGAS. This pipeline will run from north of Winters to various co-generation plants in the area. It is hoped that all obstacles can be easily overcome and the project let soon.

This seems to have been a pretty good year

for paving crews, with Granite, Teichert, Yuba-Sierra and Baldwin getting overlay jobs in the high country around Auburn, Grass Valley, Truckee and other locations.

I hope the remainder of this year, and the future, is better for all of you. When you get through reading these articles, look in the back for the date and time of the next union and retirement meeting in your area. I encourage you to attend so you can stay informed on what's going on politically and economically in your area and in the union.

*Troy Ruff,
Business Rep.*

NEWS FROM THE DISTRICT

'Rodeo' bridges gap between construction operators, Unit 12

MARYSVILLE — It was really great to see all the contestants competing in the Caltrans Equipment "Rodeo" August 14, which was held in conjunction with our annual district picnic.

The participation of Local 3's private construction members and Caltrans Unit 12 operating engineers will help build a bridge between the two groups. Everyone that I have spoken to agreed that the barbecue was first-rate and the music and beverages outstanding.

I would like to congratulate the three top point winners from Unit 12: Ed Suggs, Bobby Hutson and Donna Owens. The top two place winners will be sent to San Luis Obispo to represent Caltrans District 3 in the statewide competition.

Brad Foster took first honors from the private sector, followed by Bob Phillips and Walt Moore. Brad did an exceptional job. Of course, his lovely wife Rosie should get all the credit, as she had to show him what to do.

These Equipment "Rodeos" are designed to promote safety and test the skills of equipment operators throughout the state. And coupled with our District 60 picnic, it made for a great fun-filled family event. *Engineers News* will be featuring

Caltrans "Rodeos" in next month's issue, so stay tuned.

I would like to personally thank each of the Caltrans "Rodeo" and Marysville Picnic Committee members for the excellent job done on our event. The hard work and preparation really paid off, as everyone I talked to had a good time. Without these individuals this would not have been the success it was.

The committee consists of Cathy Bohannon, Carol Bosch, Bob Hotson, Bill Webb (Co-Chairman), Dennis Henderson, Kurt Kaiser, Mike Monaghan, Joe Schmidt, Mike Lapreziolo, Theresa Cagle, Bill Biggs and Ernie Thompson.

As I mentioned earlier in this article on bridging the gap, I would like to extend my thanks and appreciation to the Unit 12 members for their support.

*Darell Steele,
District Rep.*



Top: At the Caltrans Equipment "Rodeo" awards ceremony are from left: Bob Phillips, Brad Foster, District Rep. Darell Steele, Ed Suggs, John Estrada and Dick Mellium.



Middle: Backhoe Bowling.



Left: Bob Hutson announces raffle winners.

Women's group raises spirits of injured operator

The Operating Engineers Women's Support Group continues to support sister Tammy Castillo, who was burned over 45 percent of her body August 2 when a crane she was standing near at the Walnut Creek Interchange project struck a power line. A fireball of high-voltage electrical current traveled swiftly down the boom, through the cab and exploded beneath the crane, setting Tammy's clothes on fire.

Since the accident, Tammy has been receiving treatment at Alta Bates Hospital in Berkeley. Tammy has undergone skin graft operations and faces several more painful procedures. Because the most extensive burns were on her legs, she must begin following treatment months of physical rehabilitation so she can regain use of her legs.

Several of us in the women's group have been visiting Tammy, spending a few minutes at her bedside and bringing her little things to cheer her up, like cards, videos, fresh fruit and

homemade treats. We realize what happened to Tammy could happen to any of us working in heavy construction, and we're glad Local 3's female members are organized in a support group that can respond to a sister in need after such a tragic accident.

Tammy is a strong person with a wonderful family and friends supporting her, but the intense pain and agonizingly long recovery time associated with burns are taking their toll. You can help raise Tammy's spirits by sending a card or note to let her know her union brothers and sisters care and are rooting for her recovery.

You can also help by making a contribution to the Tammy Castillo Fund through Local 3's credit union. Please contact Cheryl Posthuma at the Fairfield District office, (707) 429-5008, regarding donations and messages to Tammy.

Our next Women's Support Group potluck meeting will be Saturday, October 24, at 12 noon, at Janelle Spencer's home in Roseville.

We'll discuss support for Tammy, crane safety and other current issues of interest to women operators. We'll share food, friendship and have lots of fun. Our previous Sacramento-area get-together was a great success, and we hope to see many old friends and new faces this time.

How to get to the potluck: Take I-80 to Riverside/Roseville exit, veer left over the freeway to Cirby, the second light, then turn left. Proceed to the dead-end at Foothill Boulevard, turn right, and go over two railroad bridges to the first light (no street sign) and turn right. Go to the dead-end at Atkinson Road, turn right, and go a half-mile to the second street, Neva Lane. Janelle's house is at 1618 Neva Lane. We will post Local 3's sign and arrows to make this easier to find. Janelle's phone number is (916) 773-5488.

You can contact the Women's Support Group at P.O. Box 444, Alameda, CA 94501, or call us at (510) 769-0340 or (510) 835-2511.

PICNICS • PICNICS • PICNICS •

Clinton tells union members, 'I'll remember you as president'

SANTA ROSA – Our third annual Wet & Wild picnic at the Windsor water slides held August 1 drew a sellout crowd. Over 700 tickets were sold, and with temperatures reaching 106 on the day of the barbecue, the pools and four slides

were very busy. We drank six kegs of beer, 70 cases of soda (It took over 600 pounds of ice to cool everything), and ate \$1,700 worth of steak and chicken.

Many politicians spoke during the political hour, including state Senator Mike Thompson, state Senate candidate Bev Hanson, Assemblyman Dan Hauser, Sebastopol Councilman and Local 3 member Ken Foley, Assemblywoman Valerie Brown, Sheriff Mark Ihde and Rep. Dan Hamburg.

I spoke with Dan three weeks after the barbecue, at the Sonoma County Democratic Central Committee Trowbridge Dinner. I'm Dan's alternate on the Central Committee and chair of the Public Relations Committee.

Dan said: "After attending your barbecue I flew to Washington D.C. and met the next day in the Oval Office with the President and a small group of congressmen. Clinton asked each of us what we had done on Saturday, and I said that we attended a large picnic of the Operating Engineers in Santa Rosa, Calif., where I spoke briefly. I told Clinton that I got the largest round of applause of anyone when I mentioned jobs, and specifically my work with a large Hwy. 101 improvement project at Squaw Rock."

Dan went on to say that Clinton listened to each of the other congressmen but didn't make any further comments. At the end of the meeting, Clinton shook hands with everyone and said good-bye. Then he pulled Dan aside and told him: "What you said earlier about the Operating Engineers and jobs really stuck in my mind, and you can tell the Operating Engineers that I'll remember your comment and their union as President."

Funny how life is – from our little barbecue one day, to the inner sanctum of the White House the next.

T. Robert (Bob) Miller, District Rep.



Top: District Rep. Bob Miller, left, hands the microphone to Rep. Dan Hamburg, who was one of several politicians to speak at the picnic.

Second from top: About 700 people attended the Santa Rosa District picnic August 1 at the Windsor Water Works.

Center: Aaron Hall, left, and Terri Hall were married on August 31. Aaron was the 1990 District 10 apprentice of the year.

Bottom: Sebastopol City Councilman and Local 3 member Ken Foley also spoke at the picnic.

PICNICS • PICNICS • PICNICS •

Members get 'blast' out of Reno picnic

RENO — You couldn't have ask for a better weather day for the Reno picnic, which was held July 17 at Deer Park in Sparks. About 500 members and their families and guests feasted on the usual steak, salad, garlic bread, corn and those famous Bob Blagg "boomer" beans.

In addition to all the other picnic activities, we held a raffle with prizes and gifts donated by local casinos and businesses. We want to thank all those sponsors who help make the raffle a huge success.

The kids enjoyed taking swings at several pinatas, and the adults were entertained with live music from Local 3 member Steve Davis and his band Wildcreek. Retirees had their meeting before the regular festivities began, and we sponsored a drawing for the retirees and their spouses.

We want to thank all the people who helped plan and carry out the picnic. We look forward to seeing everyone next year.

Top left: Retiree Martin Azparren.

Left: A child takes a shot at one of four pinatas served up at the picnic.



Top right: A group of proud retirees.

Center right: On the serving line are from left: Chris Proctor, wife of organizer Derlin Proctor; Linda Cox, wife of Business Agent Pete Cox; and Business Agent Dick Glead.



Marysville combines picnic with Caltrans Equipment 'Rodeo'

MARYSVILLE — This year District 60 took a step beyond Local 3 tradition and held its annual district picnic August 14 in conjunction with a Caltrans Equipment "Rodeo."

For the past few years, Local 3 Unit 12 members have been competing in these heavy equipment contests throughout California. The "Rodeo" promotes safety and tests the skills of equipment operators through a series of events: pre-trip safety check, chain-on/chain-off, backhoe bowling, loader, motor-grader and truck plow. Each year the two top point winners from each "Rodeo" qualify to represent their Caltrans district at a statewide "Rodeo."

The Marysville "Rodeo" was the first time operating engineers from the private construction sector formally joined their brother Unit 12 members in showing off their operating skills. This event will help build a bridge between the two groups.

After the competition, several hundred Local 3 members, their families and guests gathered under a pavilion at Riverfront Park for the usual steak, salad, beans and garlic bread. After lunch, live music was provided by the band Uptown Country, and an awards ceremony honored the "Rodeo" winners.



Top left: Dispatcher Bing Pennington, right, serves members and guests on the serving line.

Top right: Travis Hassler takes aim at horse shoes.

Center left: The picnic was held under a pavillion at Riverfront Park.

Bottom: An operator competes in the loader competition.

NEWS FROM Rancho Murieta Training Center

A commitment to teaching

By Larry Uhde, RMTC administrator

In my last few columns I have tried to answer some of the many questions asked by members about the Local 3 apprenticeship program and the Rancho Murieta Training Center. In this article I want to familiarize you with our instructors and the challenging task they face as they pass along the skills of our trade to apprentices, or assist members in upgrading their skills on classifications they may not be familiar with.

Some of the classifications we train for at RMTC are dozer, loader, blade, scraper, self-loading scraper, paver, cranes, heavy-duty repair and welding. We also assist in Hazmat training, and when possible, we try to provide training in such specialized areas as automatic blade controls.

Our instructors are competent, qualified journey upgrades who have chosen to enter a new career field—teaching. Instructing, like any other skilled occupation, requires some natural abilities and a commitment to enroll in training classes to acquire the additional special skills necessary to become a competent teacher.

At the training center the instructors not only teach in classifications that they are very familiar with, but also become proficient in other classifications to provide the membership with as much diversity in training as possible.

In addition to the actual "in-the-seat" training provided by the instructors in the field, they are also responsible for classroom assignments and counseling students who are experiencing difficulties in their course. The instructors also work with the administrative staff and the representative from the school district to assure that our curriculum meets state, federal and industry requirements.

The minimum requirements to become an instructor are a high school diploma or GED and a minimum of six years of verifiable work experience within the past 10 years in the subject or classification. At least one of the required six years must have been within the past three years.

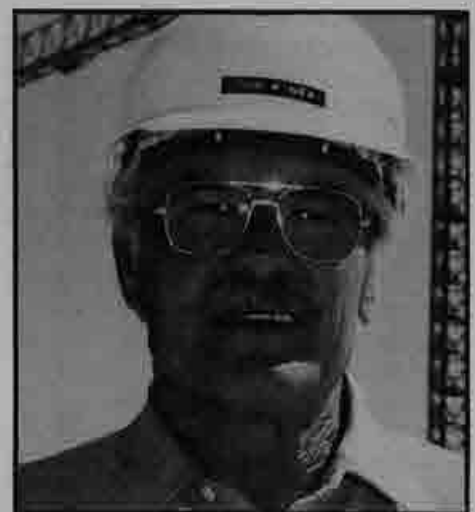
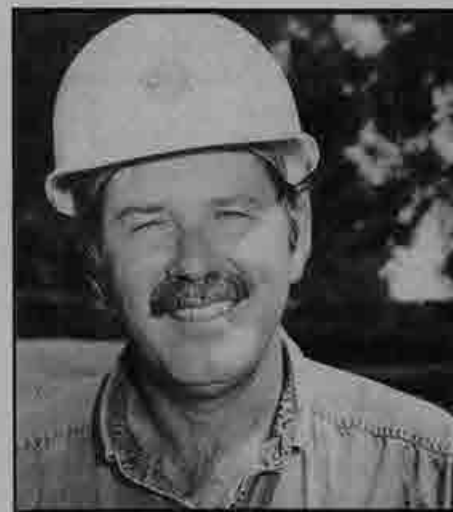
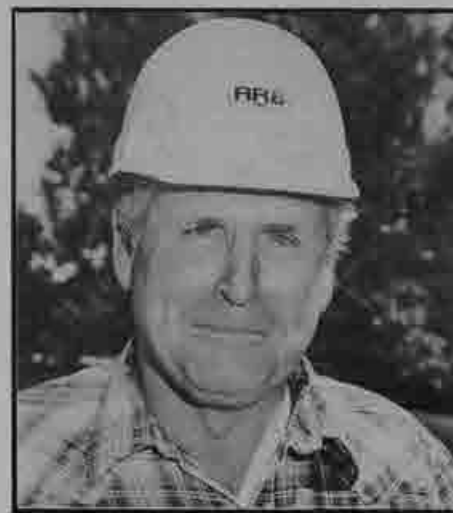
Each instructor must obtain a teaching credential that requires successful completion of the follow-

ing: health education course, current CPR certification, U.S. Constitution requirement, and teaching courses in principles and curriculum, methods/media/evaluation, and special problems of the adult learner. Additionally, the instructors are required to have two years of full-time teaching experience, which can be credited while working on the other

course requirements.

We are very proud of the instructors at RMTC. Their skills and commitment to training are what make the Local 3 apprenticeship and training program one of the best—if not the very best—in the country. Once again, I want to encourage the members to use the training center whenever possible. If

there are particular areas of training you are interested in, let us know, and we will try to accommodate you.



Top: Jack Kraft
Center: Deane Sweet
Bottom: Bruce MacMillan

Top: Dave DeWilde
Center: Tommy Thomason
Bottom: Tom Mullahey

Top: Carl Powell
Center: Cedric McCauley
Bottom: John New

NEWS FROM PUBLIC EMPLOYEES

Innovative programs help prepare City of Stockton members for future



Left: At the treatment plant's generator are from left: Michael McDonald, Bill Cree and Dick Jobe.

Below: Instrument Technician Steve Campoy.

First of a two-part series

The City of Stockton has a Local 3 public employee bargaining unit that goes back a lot of years, and all the experience is helping these employees prepare for a future that's certain to experience dramatic change in the public sector.

Today about 300 Stockton employees, primarily in the Public Works, Parks and Recreation and Municipal Utilities departments, make up this diverse bargaining unit, which serves more than 220,000 Stockton residents.

The employees have been represented by Local 3 for the better part of two decades. Most of the unit works out of the city's main maintenance yard on South Lincoln in classifications ranging from maintenance technicians and mechanics to gardeners and tree trimmers. About one-fourth of the unit works at the city's water treatment plant on Navy Drive, and a few others work at smaller facilities throughout the city.

What's unique about this unit, apart from its high skill and motivation level, is involvement in recent campaigns to improve customer service, enhance the city's image, and transform certain city functions into self-funded enterprises.

Three years ago, for example, the city was about to eliminate the Garden Refuse Department, which was responsible for the monthly curbside pickup of residents' leaves, weeds, lawn clippings and other discarded organic yard rubbish. But

when the budget axe began to fall in the late 1980s, the city saw garden refuse as an easy target for cuts.

Because garden refuse received its money from the city's general funds, the department had to compete with vital services such as police and fire for dwindling resources. But Local 3 members, with help from the union, convinced the city council in 1990 to fund the department through a small utility tax levied on home owners, thus making garden refuse completely self-funded. The campaign ultimately saved the department from extinction and the loss of up to 60 positions, not to mention the service residents wanted to keep.

And the quest for improvement hasn't stop there. In this age of vanishing public resources and the trend towards privatization of government services, Stockton has embarked on an ambitious campaign to improve its image.

In October 1992, the city council approved the establishment of a task force, consisting of employees from every city department, to examine how the city can improve public relations and train city workers to provide top-of-the-line customer service rivaling that of any full-service retail store.

Nine Local 3 members are part of the 46-member task force that has been meeting regularly since April to brainstorm and develop the framework for the new customer service program, which is expected

to be implemented beginning early next year.

About 80 employees of the bargaining unit work at the city's treatment plant, which is administered by Municipal Utilities. This department is also responsible for the delivery of some 505 billion gallons of potable water to consumers each year. Local 3 classifications at the treatment plant include plant operators, maintenance workers, mechanics and technicians responsible for processing some 35 million gallons of sewage per day.

Becoming actively involved in these new programs, coupled with a strong stewards program, has helped the unit better prepare for a future that already has arrived.

Next month: an in-depth look at Stockton's new campaign to enhance its public image and improve customer service.



NEWS FROM PUBLIC EMPLOYEES



Left: Sign shop crew is from left: Debbie Emery, Steve Castanon, Ed Tofanelli and Rich Kessler.

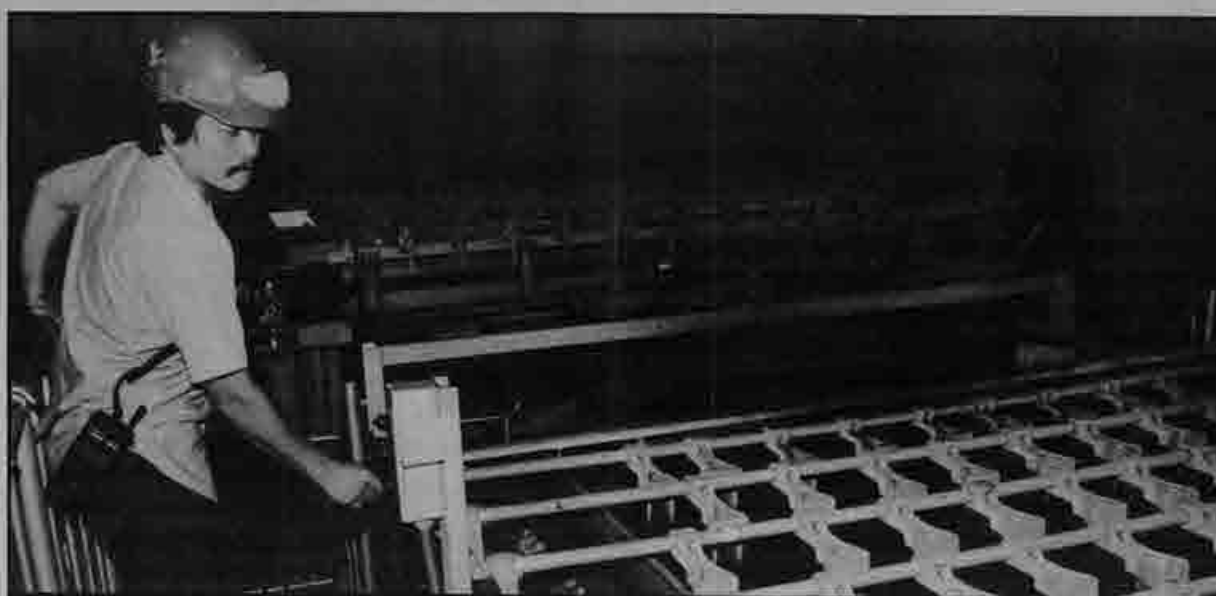
Center: In the electric shop are from left: Tim Hewitt, Francis Koenig and Bill Watson.



Bottom left: Parking meter repairman Al Cervantes.

Center right: Apprentice Leland Gee.

Bottom right: Partsman are from left: Rodney Newson, Wayne Miller and Rick Birrueta.



HONORARY MEMBERS

As approved at the Executive Board Meeting on September 12, 1993, the following retirees have 35 or more years of membership in the Local Union, as of September 1993, and have been determined to be eligible for Honorary Membership effective October 1, 1993.

Neal Andrade	0758334
Sheridan Atkinson	0830858
Edward Biondi	0976074
Lenard Bly	0976178
Richard Boune	0971501
James Bowen	0649645
Nowello Cursi	0982931
Jerold Clayton	0863715
Darrell Davis	0736600
Glen Duncan	0908690
Thor Engelsen	0758527
Harold Farmer	0745022
Charles Foote	0899555
James Francis	0707421
James Frost	0821445
Cecil Gaskin	0983100
Richard Goodwin	0750480
Leon Hatch	0982955
Veryl Haverly	0987206
Richard Hayden	0947271
James Holstine	0640861
Milton Jackson	0983116
William Kapiko	0983070
Robert Kearns	0615125
Verl Keisel	0971417
Louis Kuchta	0750321
Richard Lopez	0899673
Lawrence McDonald	0707337
Robert Miller	0983000
John Minke	0971428
Frank Morales *	0841603
John Nash	0947152
Wayne Poole	0983233
Raul Sanchez	0983164
Gene Scarberry	0983236
Owen Snyder	0711703
Stanley Soito	0782732
Thomas Tanaka	0955174
Leonard Taylor	0915650
Carl Torgersen	0671453
Oscar Walker *	0429422
Philip Wall	0935727
Lon Welton	0666921
David Williams	0803978
Harold Yancey	0830884

* Effective July 1, 1993 - Recently determined to have been eligible during the 3rd quarter of 1993.

RETIREES ASSOCIATION MEETINGS FOR HAWAII

OCTOBER

- 18th District 17: Kauai - 2pm
Lihue Plantation
2nd Floor, Conference Room
Lihue
- 19th District 17: Kona - 2pm
Old Airport Pavillion
- 20th District 17: Hilo - 2pm
Hilo ILWU Hall
100 W. Lanikaula Street
- 21st District 17: Honolulu - 2pm
Jikeon Temple
1731 N. School Street
- 22nd District 17: Maui - 2pm
Cameron Center
95 Mahalani Street
Wailuku

Hawaii District Pre-Retirement Meetings

Active operating engineers in Hawaii please note that pre-retirement meetings will be held at 6 p.m., one hour before the start of each of the Hawaii District membership meetings. These meetings will be held at the same location of the district meeting. Please see the district meeting schedule on this page for these important dates and locations.

District Meetings

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

OCTOBER

- 12th District 1: Marin
Cattleman's Restaurant
6090 Redwood Blvd.
Novato, CA
- 14th District 30: Stockton
Engineers Bldg.
1916 North Broadway
- 18th District 17: Kauai
Kauai High School
Cafeteria
Lihue
- 19th District 17: Kona
Konawaena Int./High School
Cafeteria
Kealahou
- 20th District 17: Hilo
Hilo ILWU Hall
100 W. Lanikaula St.
- 21st District 17: Honolulu
Farrington High School
Library
1564 King Street
- 22nd District 17: Maui
Waikapu Community Ctr.
22 Waiko Place
Wailuku

NOVEMBER

- 2nd District 40: Eureka
Engineers Bldg.
2806 Broadway
- 3rd District 70: Redding
Engineers Bldg.
20308 Engineers Lane
- 4th District 60: Marysville
Cannery Local 849
3557 Oro Dam Blvd.
Oroville, CA
- 11th District 2: Concord
Elks Lodge No. 1994
3994 Willow Pass Rd.
- 16th District 8: Sacramento
Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova, CA
- 18th District 5: Fresno
Laborer's Hall
5431 East Hedges

Sacramento District Election

Recording-Corresponding Secretary Robert L. Wise announces that at the regular quarterly Sacramento District membership meeting there will be an election for a District 80 Executive Board member to fill the unexpired term left vacant by resignation.

The meeting will be held as follows:

November 16, at 8 p.m., Machinists Hall, 2749 Sunrise Blvd., in Rancho Cordova.

Departed Members

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

JULY

Jack E. Allen of Red Bluff, Ca., 7/30; Willie Covington of Yuba City, Ca., 7/31; Melvin Ferguson of Albany, Or., 7/27; Melvin Howell of Stockton, Ca., 7/27; L. F. Jackson of Kingsburg, Ca., 7/25; Samuel Kalaokamalle of Wailuku, Hi., 7/16; A. R. Kelley of

Pleasanton, Ca., 7/29; Harold Keltner of Sparks, Nv., 7/27; Cecil Preston of Redding, Ca., 7/17.

AUGUST

W. Adams of Hemet, Ca., 8/13; Jerry Akasaki of Mililani Twn, Hi., 8/18; Edmund Ayau of Ewa Beach, Hi., 8/6; Gray Azparren of Sparks, Nv., 8/5;

Paul Betz of Calistoga, Ca., 8/16; Floyd O. Briggs of Sacramento, Ca., 8/5; James Brock of Stockton, Ca., 8/19; R. M. Dooley Jr. of Fallon, Nv., 8/14; Henry Goodwin of Sacramento, Ca., 8/15; George Johnston of Tahoe Paradise, Ca., 8/4; N. H. Kumashiro of Honolulu, Hi., 8/10; Walter Leffingwell of Sacramento, Ca., 8/10; Steve

Marten of Woodland, Ca., 8/2; Donald Messner of Sacramento, Ca., 8/10; Wm. Mullins of Empire, Ca., 8/15; Nilo F. Pesetti of Sacramento, Ca., 8/15; Hubert Power of Sacramento, Ca., 8/10; William Puha of Waianae, Hi., 8/8; A. Rivera of Kailua Kona, Hi., 8/1; Gerald Rogers of Orofino, Id., 8/7; Lester Schumacher of Coeur Dalene, Id., 8/17; Leonard Smith of Antioch, Ca., 8/15; Oletis Taylor of Fresno, Ca., 8/8; Kam Tin Yee of Waimanalo, Hi., 8/4.

DECEASED DEPENDENTS

Christopher Johnson, step-son of James, Richard, 4/19.

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

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

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

FOR SALE: Tools for any job large or small. Cost \$12 to \$15 K. Many special items all for \$3 K. Plus 3/4 ton truck w/utility bed free. Call (209)931-3398. Reg.#1712543. 9/93

FOR SALE: '79 Dodge Trans Van, 80K mi., 270-6 cyl. auto/air, rear swamp cooler, stove, refrig, sink, new tires, CB, AM/FM cassette \$6K OBO. '54 Chevy Step Van conversion, stove, shower, toilet, propane heat, 6 new tires, converted to 12 volt, needs some inter. TLC, great/hunting, fishing, camping or living. \$1,750 OBO. And, '85 Aljo Aly alliance travel trailer, 28-1/2 ft., fully self-contained, gas/electric, good cond. \$6K OBO. Call (702)882-6442. Reg.#2023316 9/93

FOR SALE: '60 Truck Int. flatbed, 2-1/2 ton and '63 Miller tilt trailer, electric brakes, \$2K each. Call (707)942-9266. Reg.#0552995 9/93

FOR SALE: 2 - Homes Both 3bd/2ba. One with 1bdm cottage (rental) on 2-1/2 acres. For info. call (916)842-3089. Reg.#1932872 9/93

FOR SALE: 140-6-Blade Serial #72V7024 approx 6,700 hr. \$75K. Call (510)785-3752. Reg.#702409 9/93

FOR SALE: '89 Dodge Ram full size p/u-37K orig. miles, 3/4 ton, 360 eng., air cond., power windows, cruise cont, automatic. Two tone blue. Due to illness must sell. Call (510)794-5203 or 651-1090. Reg.#1697158 9/93

FOR SALE: Houseboat 50X24, 8 cyln. Ford engine. Moored at Lake McClure. 3 fiberglass pontoons, 650 W generator, solar, full kitchen/bath/bumpers. Merc outdrive, full iron railings/staircase, carpet, drapes, fully furnished, \$55K. Call (408)356-0575. Reg.#2077175 9/93

FOR SALE: Acres 4 beautiful 7+ acre parcels, bound by a creek, 1/2 meadow 1/2 trees, all utilities avail. Near Fort Smith, Ark. Only \$14,500/terms. Beautiful 1.78 acre lot in Calaveras Co. foothills. Hwy. frontage. Lots of pine & oak trees. Great for retirement, relocation or cabin. \$23,900/terms. Call (209)223-3473. Reg.#1984886 9/93

FOR SALE: '86 Chev Chinook motorhome, fully self contained, new/clean, 46K mi. good gas mileage, awning not used. \$15K OBO. Call (408)475-3937. Reg.#0991025 9/93

FOR SALE: Home Beautiful year-round vacation area. Located off Hwy. 4 above Arnold, Ca., 2bd+loft/1.5ba. furnished, pellet stove, FP, 2 decks, lg. lot, elev. 5,200'. Mins. from Mt. Reba ski resort, boating/fishing, \$134,900. Call (916)781-7567 for more info. Reg.#2118631 9/93

FOR QUICK SALE: '91 28X48 MH clean 3bd/2ba., heat pump, all appliances, mini & curtains, sky light, carport, shed, adult park 55+ w/pool, club house. Reduced to \$37,500. Call (503)535-7767.

Reg.#0899766 9/93

FOR SALE: Boat 12' alum. \$175, 5 Hp outboard motor w/2-1/2 gas tank \$75, Edie electric boat loader w/remot control cap to 16' \$850. Boat seat upholstered \$20. Back cab glass for '70 Ford trk \$20. 2 rear coil springs for '64 Chev wagon \$20 ea., 1 air conditioner compressor #0W-200TI Agura Wankel \$100. Peterbuilt radiator winter canvas shield for Pete model #362-377-378-357 \$25 ea. Call (415)593-6385. Reg.#0558767 9/93

FOR SALE: Case Backhoe Buckets 36", 24" 18" & 12". All 4 buckets will go for \$1K. Price firm! Call (707)528-1730. Reg.#1606597 9/93

FOR SALE: 1/2 Acre 4 mi. north of Lakeport, Ca., w/lg. double wide mobile. Shade trees, pool, putting green, city sewer & water w. well, 100 yds. to lake and boat ramp. Near Lakeside hospital. \$78,500. \$22,500 dn. to assumable loan of \$56K OAC. Owner may carry small 2nd. Call (707)263-5047. Reg.#0889055 9/93

FOR SALE: Mobil home '81 Madison 24'X60' upgraded 3bd/2ba. Large living room, formal dining room, nice size kitchen, laundry room, lg. shed, 2 car carport, lg. front porch, RV parking close to shopping. Citrus Hts. adult park, 20 mi. out of Sacramento. \$60K. Call (916)723-2362. Reg.#1058704 9/93

FOR SALE: Dog AKC miniature poodle, white male, 8 mo. Has all shots. \$125 OBO. Call (916)451-4634. Reg.#1804464 9/93

FOR SALE: '63 Chevy 1/2 ton pick-up, 4 sp., 6 cyl., \$1,200. Lumber rack for 3/4 - 1 ton GMC pick-up, wide bed, \$150. Call (209)852-2515. Reg.#2044279 9/93

FOR SALE: 5th Wheel '91, Alfa Suno located in Isleton with slide out L/R. Rear Kitchen. Lg. awning. Mauve colors. Gen ready. Stand up bedroom, tub/shower, Queen size studio couch, A/C stereo w/speakers in L/R-B/R. Books out at \$27K. Take over bal. of \$26K with credit union. Call (916)777-5968 - please don't leave message. Reg.#2012260 9/93

FOR SALE: Furnishings 3/4 violin, like new \$275. '73 Cadillac, current registration \$800, black lacquer wall unit/entertainment center \$300, pine modular wall unit \$150, chest of drawers & dresser \$50 ea., maple matching night stands \$10 ea., single mattress/box spring \$50, brass & glass w/black trim end tables & coffee tables \$125. Will accept best offer. Call (916)673-4969 or view at 772 Taber Av. Yuba City. Reg.#1795855 9/93

FOR SALE: Home 3bd/2ba in the city of San Bernardino, Ca., with 1,285 sq. ft. CAC-plush carpets over wood/hardwood floors, on a deep lot 50'X265'. Asking \$98K. Details call (909)862-3101. Reg.#0977712 9/93

FOR SALE: Travel trailer '91 Coach-

man, 29-1/2 ft. totally self contained, good cond., take over pymts. w/credit union \$209 month. Call (510)447-7408. Reg.#2126867 9/93

FOR SALE: '82 Motor home 35' For travel, every option, new carpet w/par ka in kitchen area. New tires \$28K. '89 Dodge Omni tow vehicle w/fold up auto tow bar. \$4,200. Call (702)741-1359 evening & week-ends. Reg.#0908550 9/93

FOR SALE: Puppies German short hair pointer pups. Welped 7/6. Field and show champion stock. Litter reg. Males \$250/Females \$300. Call (916)385-1129 eve. Reg.#0950837 9/93

FOR SALE: Charter membership Holiday Adventure Resorts of America. Home resort, beautiful Sierra Springs by Rollins Lake. Clubhouse, spa, sports courts, activities, privileges, many others. \$3,500. Call (916)645-2560. Reg.#0848501 10/93

WANTED: Old bottles paying over 1,000 for pre 1900 whiskey/bitters bottles. Also need beer, soda and medicines. Buying old advertising signs, metal, paper, glass, old coin operated machines-gum, peanut, slot etc. Write Richard Siri, P.O. Box 3818, Santa Rosa, Ca., 95402. Reg.#1025301 10/93

FOR SALE: Mobil home in Lake Havasu City, Az. 16'x70' w/9'x36' Arizona room. 3bd/2ba. water softener, 8'x10' storage shed. Producing citrus trees on bubblers, mins. to boat launch, in park w/lg. pool avail., near Laughlin, Nev. casinos. \$37K. Call (602)764-3557. Reg.#0888970. 10/93

FOR SALE: Burial plots 2 in Rolling Hills Memorial Park in the Richmond Ca., area. Prime location of park, bargain priced at \$1,995. Call (916)246-2597 let it ring. Reg.#0531562 10/93

FOR SALE: Lots 2 level 50'x95'. One w/1bd. mobile, good rental. The other is cleared, flat, ready for building. Near shopping, lake, Clearlake, Ca. \$40K. Call (707)995-7031. Ask for Earl or Elaine. Reg.#1196400 10/93

FOR SALE: Travel Trailer Airstream, Argosy, 26', fully self contained, roof air-forced air heat w/thermostate, full rear bath, awning, microwave, many extras. \$5,500. Call (510)687-1997. Reg.#798028. 10/93

FOR SALE: Mobil home Far West, 60'x24', double wide, one mile south of Orville Dam after bay, in East Biggs, Ca., 2bd/2ba on 0.53 acres. New alum roof (20 yr. guar.) new car port, new wood stove & hearth, new washer/dryer, 1-16'x10' storage shed & loft, one metal shed. \$70K. Call (916)868-1644. Reg.#0822741 10/93

FOR SALE: '91 Ford Bronco XLT, good cond., low miles, tow included, \$17K OBO. Call (209)833-0214. Reg.#2072131. 10/93

Personal Notes.....

Marysville: The Marysville District Office staff extends its sincerest condolences to the families and friends of Robert Newvine of Orland, Robert Besser of Durham, Willie Covington of Yuba City, Gerald Rogers, of Chico, and Lawrence Meador of Oroville.

Sacramento: The Sacramento District staff would like to convey its condolences to the families of the following deceased members: George Johnson 8/4, Floyd Briggs 8/5, Donald Messner 8/10, Henry Goodwin 8/15, H. C. Power 8/10, Nilo Pesetti 8/15, Michael Vucurevich 7/26.

Santa Rosa: Congratulations goes to Dan Vormelker, who married Carolyn on 7/31. They will reside in Petaluma. Also to Valerie Shideler, the field representative for the Foundation for Fair Contracting. Valerie was married to John Esterovich on 3/27.

We are happy to announce the birth of Macy Kay to Local 3 member John Mannix and his wife Tanya on 9/4. Also, to Joe Meza and his wife Yvonne on the birth of their daughter Mariah Raquel on 5/31. Congratulations to all!

We wish to send our condolences and prayers to the families and friends of the following deceased: Donald Mowat 8/5; Mary Jo Prater, wife of Ernest Prater 8/23; David Curtis 8/23; Terrell Abshire 9/1 and William (Bill) Holtzinger 9/15.

Stockton: Stockton/Ceres District offices would like to extend their sincerest condolences to the families and friends of the following deceased members: Clyde Dunsing Sr. 6/26, Melvin Howell 7/27, William Mullins 8/15 and James Brock 8/19. Also to Merl Clark on the death of his wife Opal 6/16 and to Robert Muir on the death of his wife Bertha 5/23.

FOR SALE: '87 Boat 25' SeaRay Sundowner, full Delta canvas, 350 OMC outdrive, 110V dockside sys, elect. hyd. trim tabs, alcohol/elect. 2-burner stove, depth finder, 100 gal. gas tank, self-cont. cooling, inboard Halon fire ext. sys, dual voltage refer, radios, full canvas cover, aft state, removable carpet, head, low hrs. \$25,500. Call (209)833-0774. Reg.#1046810. 10/93

FOR SALE: Motor home 20' Harvest Class C Ford engine, new tires, roof and dash air cond., awning. Runs well \$4,800. OBO. Lincoln welder, trlr. mount, needs work. \$300. OBO. Call (408)336-2301. Reg.#1155490 10/93

FOR SALE: '91 Jeep Cherokee Limited Edition, 4.0 lt. high output eng., auto trans., special low package, white w/gray interior, loaded w/extras, incl. cell phone, ext warranty 35K mi. below low blue book. \$17,900. Call (209)523-6844. Reg.#1800440 10/93

FOR SALE: '83 Trailer Aljo Alliance, 33' pull, full rear bath, center bedroom kitchen & dinette. Living room A/C. Like new inside & out. Must see. Located in Lake Co. \$8,800. Call (707)994-3015. Reg.#2164319. 10/93

FOR SALE: Mobile home 1 or a couple - 55 years or older, nice 10'x45' on Bethel Island in Delta. 1 hour from San Jose or San Francisco. Wired workshop or storage shed. Lawn and patio, elec. kitchen, air cond., to many extras to list \$8,500. Space rent \$213.50 per mo. Incl. water/garbage. Call (510)684-2505 10/93

FOR SALE: '84 Pontiac Fiero Sport Coupe, 4spd., PW, PDL, CC, TW flip up sunroof, candy apple red. \$1,600 OBO. '68 - 33ft. Columbia Sail Boat. Extra equip. Call (510)531-7036. Reg.#2081049 10/93

FOR SALE: Tavern Tehema Co., 2100 sq. ft. cement block bldg and 2 bdrm apt. 3 acres under irrigation. Deep well w/submersible pump. Sep. trailer pad, all utilities, plenty of parking & room for expansion. \$69,950. Call (916)243-4302. Also 8 unit apt. 6-2 bdrm. and 2-3 bdrm units. Laundry room and covered parking. Plenty of room for 8 more. Low vacancy factor. \$290K negotiable. Call manager (916)459-3160. Reg.#865537 10/93

FOR SALE: Home 3bd/1-3/4ba on 2.53 acres. 2,300' elevation 6 miles to Lake Oroville boat ramp. Beautifully treed, private & secluded on paved rd., Spa, 2 springs, deck on 3 sides, 22'x36' 2 story barn w/room for RV & boat storage below and rec. room above. \$149,950. Call (916)533-2422 for more information Reg.#2162882. 10/93

FOR SALE: Home 3bd/2ba, So. Sacramento, 2 car garage-door opener, fire-place, dishwasher, C/H/A, garbage disposal, fenced back yard. New Coleman central heat and air conditioner. \$105K. Call (916)689-4061. Reg.#1238702. 10/93

FOR SALE: '91 Van Aerostar XL, V6, AT, PS, PB, CC, tilt, AM/FM cass, Excel. cond. \$11,850. Queen water bed \$35, Wing back overstuffed chair \$25. Call (916)758-7035. Reg.#1691152 10/93



How federal drug testing program maintains accuracy

The federal government, in ordering drug testing for all its workers in safety sensitive positions, has also directed that the drug tests for

these workers be as accurate and reliable as possible. This is also true for workers being tested under federal regulations, such as transportation workers. What makes the federal drug testing program so special?

At a recent conference in Washington D.C., Donna Bush, chief of the drug testing section of the Substance Abuse and Mental Health Administration's Division of Workplace Programs, explained why the federal program is the "gold standard" of work-place urine drug testing.

First of all, only labs certified by the Substance Abuse and Mental Health Services Administration (SAMHSA) may conduct these tests, said Bush, who is also in charge of the National Laboratory Certification Program. Second, the entire testing procedure, from collection to reporting of results, must be done pursuant to the Health and Human Services (HHS) mandatory guidelines for drug testing.

Certified labs

The National Laboratory Certification Program was "established to assure the accuracy and reliability of urine drug test results of federal and federally regulated employees," explained Bush. The NLCP challenges labs on two levels: proficiency testing and on-site inspections.

Proficiency testing involves testing the analytical capabilities – both qualitatively and quantitatively – of the lab. Proficiency testing urine specimens are submitted to labs to analyze. The NLCP regulators know exactly what is in the proficiency testing specimens and expect the lab to accurately report the results. As for inspections, every six months, three HHS-trained inspectors visit a lab to determine the lab's compliance with mandatory guidelines, said Bush.

The mandatory guidelines

The HHS mandatory guidelines were released over five years ago and contained explicit instructions for the testing process, beginning before the lab even gets the urine specimen and continuing through to the medical review officer, the doctor, who actually gets the test result and is responsible for making sure that, if the test result is positive, there is no medical reason for the positive.

The most important part of a drug-free work place program, in fact, is the urine donor, said Bush. Therefore, it is vital that collection of the urine be done properly. Under the federal program, donors must be given privacy in providing the urine sample; however, there are many safeguards to prevent tampering, including measuring the temperature of the sample.

Chain of custody

A chain of custody form is initiated when the sample is provided and is a crucial part of the process. If it is not appropriately filled out, the entire test is suspect. The chain of custody form accompanies the specimen to the lab, where all testing is performed under chain of custody, meaning that the location of the specimen, who has it, and for what purpose, is known at all times.

After collection, the specimen goes from the collection site, together with its chain of custody form, via secured transport to a lab. If the specimen is forensically sound – if the seal is intact and the chain of custody form is properly filled out – the specimen is placed into a secured limited access storage area, where it remains until it is to be tested. When the lab is ready to test the specimen, it takes a small portion, known as an aliquot, and conducts an initial test.

Initial and confirmation tests

The initial test is an immunoassay. If this test is negative, the result is reported back to the medical review officer. If the result is presumptively positive, it's too soon to say if it's definitely positive because only the initial test has been done. The lab must go back to the original specimen bottle, take a fresh aliquot, and conduct a confirmation test, which must be gas chromatography coupled with mass spectrometry (GC/MS). If the confirmation test proves the drug is present, the lab reports the result as positive to the medical review officer. The specimen is then secured and placed in frozen storage.

Immunoassay is "simple but elegant," said Bush. It is based on the concept of immunology, relying on antibody reactions. For example, an antibody that's "tailor made" for a metabolite of cannabinoids will recognize that metabolite and bind to it. The immunoassay is "good for rapid analysis," said Bush, but it is not good enough. Immunoassay recognizes the "three-dimensional chemical structure" of a drug, but does not give a "fingerprint" the way GC/MS does. "Immunoassay is a good screen," she said, "but we need to fingerprint that drug." To change a presumptively positive result to a "for-sure" positive result – or to a negative result – GC/MS is needed.

Part of the GC/MS analysis is a selective extraction and isolation of whatever particular analyte is being looked for – a metabolite of cocaine, for example. The actual drug molecules are extracted out from all of the other waste in the urine and separated by the chromatography. The "fingerprint" is provided by the mass spectrometer, making sure that there is no possibility of a false positive – an erroneously positive result.

The same scrutiny must be given to new testing techniques, such as hair, saliva and sweat, as has been given to urine testing, concluded Bush. This means that the applicability and interpretation concerns as well as analytical ones must be carefully considered with the same degree of care for accuracy and reliability.

Reprinted from "Drugs in the Workplace"

You can reach ARP at 1-800-562-3277.
Hawaii members call 1-800-842-4624.

Union Briefs

Labor won't compromise on NAFTA

AFL-CIO President Lane Kirkland early last month ruled out any compromise with the White House over the North American Free Trade Agreement and warned that labor would "go for broke" to defeat the treaty in Congress.

Organized labor delayed taking a position on NAFTA until the Clinton administration completed negotiating side agreements on labor and environmental issues, but the AFL-CIO found them woefully inadequate, calling them a "bad joke...a Rube Goldberg structure of committees all leading nowhere."

Kirkland called NAFTA "a poison pill left over from the previous administration." He called the treaty "deeply detrimental to the best interests of this country and the workers of America," and accused the White House of "not taking our views very seriously" on the trade issue.

California will push for better prevailing wage enforcement

The California Division of Labor Standards Enforcement will soon begin tracking by computer contractors who are cited for not complying with state prevailing wage laws. The agency will continue its role in a multi-agency task force that targets employers, including contractors, who do not pay employment taxes, California Labor Commissioner Victoria Bradshaw told a group of union contractors August 26 during a public works conference.

Several contractors called on Bradshaw to provide a "level playing field" for all contractors by bringing an end to unfair bidding practices, including falsified certified payrolls. Union contractors asked the agency to simply enforce the laws already on the books. Such enforcement, the contractors said, would benefit the economy because workers who are paid prevailing wages will increase tax revenues for local, state and federal government.

Accidental deaths declined last year

Accidental deaths in the United States declined in 1992 to 84,000. The last year a lower accidental death total was recorded was in 1922. According to the National Safety Council's recently released 1993 preliminary condensed edition of *Accident Facts*, the 1992 accidental death total represents a 5 percent decrease from the 1991 total of 88,000. Decreases also were recorded in the motor vehicle, work and home categories.

American workers out-produce the Japanese

According to Harper's Magazine, the average value of goods and services produced each year by a full-time Japanese worker is \$38,200 compared with \$49,600 for American workers.