Taking off

Reno's airport, like many others in U.S., has embarked on a major expansion and modernization program
(See story pages 4-5)

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Photo by Steve Moler
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 62 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, 25 cents the second year and 40 cents the third year. Employees also received a significant increase in their 401 K 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.
How Clinton's health plan will affect you

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 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 80 percent of the coverage that the Clinton 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 own 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 $895 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 $4 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.

### International Health Care Spending, 1990

<table>
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<tr>
<th>Country</th>
<th>% of GDP</th>
<th>Per Capita</th>
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<tr>
<td>Australia</td>
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<td>France</td>
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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 190,000 takeoffs and landings, 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 underway last year. It involves extending 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 culvert with a concrete lined channel. To mitigate the wetlands, 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 air travelers.
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

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<td>Concord City Council - Michael Pastrick</td>
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#### 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!**

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**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. Supervised probation officers whom are convicted felons — have to work with criminals who are hoping you lose your job so they won’t be supervised,” probation officer Linda Patch 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.

If you don’t vote, don’t complain!!

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 50 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 finally 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.

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 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 plastic device that holds an aerosol paint can on your belt much like a gun holster holds a pistol.

Quick Spray contains a drip cup 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 when 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 access 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 cup.

"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 Spin- natto, 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 prototype 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 gradesetters to try out the prototype 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.

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In her letter to Aervoe Products, Nancy Quintel, CEO of Lewis Rents Inc., a construction equipment rental company and dealer of Aervoe products, 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) 886-4921.
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.

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.

NAFTA proponents contend that the trade agreement would generate demand for U.S. products back to the United States. However, 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

Pension trustees report successful 1992

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 $689 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 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

- 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.
By Art Mc Ardle, 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-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 the party. After completing the NCSSIAC program, he obtained this year the necessary hours to be certified in light construction, heavy construction 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 benefits 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 finds this is what he wants to continue to do. Prior to this, he worked for Mark Thomas & Co. and MacKay & Somps, 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 Bob Wilburn says Hector is doing an outstanding job.

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

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

Labor

September

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

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.

3 Patrick E. Gorman, former president of the Amalgamated Meat Cutters and Butter 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 packinghouse employers’ exploitation of workers. The shocking conditions revealed in the book brought about corrective actions including legislation for stricter inspection laws.
Mechanics
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, service personnel who work for Diesel Allison in San Leandro, distributes, services and repairs such wealth products as Detroit Diesel engines, Allison transmissions, Perkins and Waukesha power systems. Spectrum generators.

There's another unique group of Local 3 mechanics, all the places, at a truck dealership normally the kind of business you'd find engineers. Nevertheless, since 1986 Local 3 has been present at Mission Valley Ford on E. San Edie Road, a Ford truck dealership that sells and services 1-ton F350 pickups all the way up to 12-ton F7000.

The Service Department mechanics are three teams of 10 technicians each. Two working days, the other evenings - working lighter, such as Aerostars, Explorers, Bronco Rangers. They do everything from 15-mhp engine and transmission overhauls. The works days, is assigned to servicing and repairing trucks like the 12-ton F7000 and CP7000.

Mission Valley sells about 150 trucks a month. Service Department does about 170 major repair orders each month. Some of these reliable customers are private union companies, the Granite Construction Company and Raisi, which buy fleet service trucks and pick up trucks at Mission Valley and bring them to the Service Department work and maintenance and repairs.

These highly-skilled service technicians, latest computerized diagnostic testing equipment, have an unusual problem, for instance, at Mission Valley can link up via computerized diagnostic testing equipment. To maintain superior quality, the Service Department does almost all its...
mission Valley Ford in San Jose service
heavy Ford trucks commonly used in the

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

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

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

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

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

Donahu/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 was unable to recover from bankruptcy after losing a reported $50,000 a month. The decline of Muese's business began abruptly in April 1991, when it was revealed that two of Muese's businesses, Hako & 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 8'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 covered 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 Killean to Rohnert Park in Petaluma on September 6. Dave Young, Business Agent, made the presentation.

Our office would like to welcome new Business Agent, Jim Killean to District 10. Jim has served Local 3 for nine years on the Executive Board and will take over my old job June 1, 1995. 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 $130 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 be made up.

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

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.

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Dave Young,
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.

T. Robert (Bob) Miller,
District Rep.
'Roadeo' bridges gap between construction operators, Unit 12

MARYSVILLE - It was really great to see all the contestants competing in the Caltrans Equipment "Roadeo" 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 "Roadeos" 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 "Roadeos" in next month's issue, so stay tuned.

I would like to personally thank each of the Caltrans 'Roadeo' 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 Houten, Bill Webb (Chairman), Dennis Henderson, Kurt Kaiser, Mike Monaghan, Joe Schmidt, Mike Laprazioso, 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.

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. The phone number is (916) 773-5488. 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.

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

Middle: Backhoe Bowling.

Left: Bob Houten announces raffle winners.
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. Chiton 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.


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.
Members get ‘blast’ out of Reno picnic

RENO - You couldn't have asked 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 Wildereck. 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.

Marysville combines picnic with Caltrans Equipment ‘Roadeo’

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 “Roadeo.”

For the past few years, Local 3 Unit 12 members have been competing in these heavy equipment contests throughout California. The “Roadeo” 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, motorgrader and truck plow. Each year the two top point winners from each “Roadeo” qualify to represent their Caltrans district at a statewide “Roadeo.”

The Marysville “Roadeo” 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 “Roadeo” 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 pavilion at Riverfront Park.
Bottom: An operator competes in the loader competition.
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, crane, 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 following courses: 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

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 stopped 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 550 million 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 55 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: Partsmen 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
- Garthon Atkinson
- Edward Blandi
- Leonard Byl
- Richard Bousch
- James Bowden
- Novello Corso
- Jared Clayton
- Dennis Davis
- Glen Duncan
- Therese Enea
- Harold Farmer
- Charles Foote
- James Francis
- James Frost
- Cecile Gaskin
- Richard Goodwin
- Leon Hetch
- Veryl Haverly
- Richard Hayden
- James Holstein
- Milton Jackson
- William Kapiko
- Robert Kearns
- Verl Keisel
- Louis Kocha
- Richard Lopez
- Lawrence McDonald
- Robert Miller
- John Minke
- Frank Morales
- John Nash
- Wayne Poole
- Raul Sanchez
- Gene Scarberry
- Owen Snyder
- Stanley Sol
- Thomas Tanaka
- Leonard Taylor
- Carl Torgersen
- Oscar Walker
- Philip Wall
- Leon Welon
- David Williams
- Harold Yancey
- Richard Z insol
- Gary Zinski

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

RETIREES ASOCIATION MEETINGS FOR HAWAII

OCTOBER

- 18th District 17: Kauai - 2pm
  - Lihue Plantation
- 19th District 17: Kona - 2pm
  - Old Airport Pavilion
- 20th District 17: Hilo - 2pm
  - Hilo ILWU Hall
- 21st District 17: Honolulu - 2pm
  - Kamehameha Library
- 22nd District 17: Maui - 2pm
  - Celebration Center

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 important dates and locations.

Sacramento District Election

Recording-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.

HONORARY MEMBERS

- Harold Yancey
- David Williams
- Philip Wall
- Oscar Walker
- Carl Torgersen
- Stanley Soito
- Gene Scarberry
- Owen Snyder
- Stanley Sol
- Thomas Tanaka
- Leonard Taylor
- Carl Torgersen
- Oscar Walker
- Philip Wall
- Leon Welon
- David Williams
- Harold Yancey

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

District Meectings

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

OCTOBER

- 12th District 1: Marin - 6909 Redwood Blvd., Novato, CA
- 14th District 30: Stockton - 1916 North Broadway
- 18th District 17: Kauai - Kauai High School
- 19th District 17: Kona - Kamehameha Int./High School
- 20th District 17: Hilo - Hilo ILWU Hall
- 21st District 17: Honolulu - Farrington High School
- 22nd District 17: Maui - Waikapu Community Ctr.

NOVEMBER

- 2nd District 40: Eureka - Engineers Bldg.
- 3rd District 70: Redding - Engineers Bldg.
- 4th District 60: Marysville - Cannery Local 849
- 11th District 2: Concord - Elks Lodge No. 1994
- 16th District 6: Sacramento - Cannery Local 849
- 18th District 5: Fresno - Laborer's Hall

DECEASED DEPENDENTS

- Christopher Johnson, step-son of James, Richard, 4/19.
FOR SALE: Tools for job or local or small. Cost $10 to $20. K. Some tools are $3 each. Call (305)931-3386. Reg.#F123154.

FOR SALE: '79 Dodge Van X 80 mi., 270-6 cyl auto/air, rear window defrost, power steering, AM/FM radio, new tires, $2,500. Call (202)593-6385. Reg.#0558767. 9/93

FOR SALE: Boat 17' aluminum. $175. 5 hp outboard motor. $250. For parts or restoration. Call (510)583-6385. Reg.#F089766.

FOR SALE: '82 Motor home 35'. For parts or repair. $1,000. For parts or restoration. Call (707)241-1399. 9/93

FOR SALE: Puppies German short hair pointer pups. $75 each. Call (408)336-2301. Reg.#0991025.

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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 workplace 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 tests 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 accurately 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 is tracked, 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.

Immunoreassay 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 immunoreassay 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 “true” 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 1-800-542-6524.

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 condemned 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 roll 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 86,000. 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.