



ENGINEERS NEWS

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Semi-annual Meeting

Recording-Corresponding Secretary William M. Markus has announced that the next semi-annual meeting of the membership will be held on Saturday, January 10, 1987 at 1:00 p.m. at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, CA.

Caltrans tells firm to get back to work Rail Roadway/Hatch runs into hot water

By James Earp
Managing Editor

Caltrans officials may be wishing they had heeded labor's warnings on the non-union joint venture of Rail Roadway/Hatch after new developments this month which indicate that the I-580 project in Hayward may be in serious trouble.

State legislators have joined with labor to demand that the Oregon based anti-union joint venture of Rail-Roadway/R.A. Hatch be dismissed from the \$44 million I-580 project in Hayward, after it was learned the company had received over \$600,000 in overpayments from Caltrans and has been operating since last April without a contractor's license.

Work on the project has also come to a virtual standstill and an announcement by a company spokesman that Rail Roadway/Hatch won't resume construction for at least a month and a half has fueled speculation that the joint venture is in financial straits.

Caltrans spokesman Dan Parker told *Engineers News* at press time that William Schaefer, chief engineer over project development sent a letter to Rail Roadway/Hatch informing them that if an "appropriate level of construction" is not resumed within 10 days, their bonding company would be notified that the contract with the joint venture is no longer in effect.

A Caltrans official told *Engineers News* that the agency had overpaid the joint venture by \$640,000 and that about the same time this information

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IUOE General President Larry Dugan, Jr. addresses delegates at Western Conference.



Equipment stands idle at I-580/Route 238 Interchange project.

Murder attempts over Davis-Bacon hassle

By James Earp
Managing Editor

Efforts by the Operating Engineers Local 3 to enforce Davis-Bacon prevailing wage laws in Utah have been met with delays, red tape and even attempted murder of a Local 3 business agent.

Although government agencies in Utah have historically been uncooperative with the union in the enforcement of prevailing wages on public works jobs, the campaign took an ugly turn recently when two separate attempts were made on the life of Business Agent Jasper Delray while he was conducting an investigation on suspected prevailing wage violations.

In September, Delray was investigating complaints he had received that prevailing wages were not being paid on a Forest Service road improvement project in Sanpete County. Several employees had complained that they were only receiving \$10 an hour on the project and that they were having to give their fringe benefit money back to

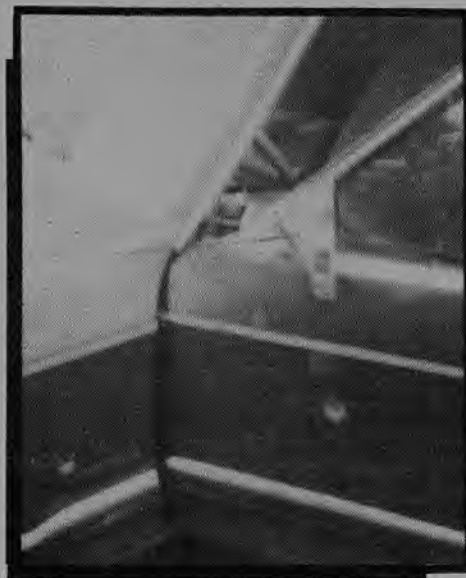


Photo taken of bullet holes in Jasper Delray's car after shooting.

the contractor after cashing their checks. On September 16, Delray drove up to the jobsite, which was located in a remote canyon in Sanpete County. After

discussing the case with several employees on the project, Delray was on his way back down the canyon road when "all of a sudden something hit my windshield," Delray recounts.

"At first I thought it was just a rock that had flipped up and hit my car. When I realized that someone was shooting a gun at me, I hit the brakes, opened the door and rolled out of the car and laid down in the ditch next to the car."

Four shots hit Delray's vehicle before he could get out of the car. One shot went through the windshield, lodging in the door on the opposite side of the car. The second shot hit the windshield wiper on the left side and glanced off. The third hit the quarter panel behind the left front wheel. The fourth shot hit the driver's door approximately waist high and would have hit Delray had it not been deflected by the door brace.

After about 10 minutes, Delray got out of the ditch and drove the car back up the hill to the trailer of one of the

(Continued on page 2)

Labor needs new agenda to help organizing efforts

"If the labor movement wishes to breathe new life into itself, it needs to stop belly aching about employers being anti-union. They always have been and they always will be."

That was the message given by General President Larry Dugan, Jr. to IUOE delegates who came to San Francisco this month from the 13 western states for the annual Western Conference of Operating Engineers.

The American workforce has undergone incredible changes in the past 40 to 50 years that have left a tremendous impact on the labor movement, Dugan explained. But the adversarial role that most employers choose to take against

(Continued on back page)

By T.J. (Tom) Stapleton, Business Manager



LOOKING AT LABOR

ENGINEERS NEWS

WIPA

PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL ENGINEERS AND THEIR FAMILIES

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Last month I made a trip back to Washington, D.C. to testify before a congressional committee on the need to strengthen enforcement of the Davis-Bacon prevailing wage law.

As we were testifying before a distinguished committee of congressmen sitting comfortably in their leather chairs, one of our business agents in Utah was getting shot at and run off the road by thugs who would commit murder in order to avoid facing prevailing wage violations (see front page story).

I couldn't help but think that if we could put these congressmen in our shoes for a couple of weeks and let them experience first hand the problems we are dealing with on the front lines, we would never have to worry about attempts to repeal the Davis-Bacon law again. They would become true believers.

If we could take the sheriffs and the district attorneys who have dragged their feet and basically refused to conduct an investigation of these criminal acts — and put them in the car that was riddled with slugs from a high powered rifle and run off the road into a ravine — I'm very confident they would be beating the bushes to apprehend the assailant.

Let there be no mistake about it. The Davis-Bacon prevailing wage law is serious business. It is the single most effective tool for protecting construction workers wages this nation has.

There are thousands of contractors who would sell their souls to the devil himself if they could only repeal Davis-

Bacon. Why? Because it is the only law that keeps them honest when it is enforced. When it is not enforced — which is precisely what is happening under the Reagan administration — the results can be unbelievable.

This year in Texas, for example, a fly-by-night contractor known as Williams Brothers Construction was actually paying wages as low as 15 cents an hour on a federally funded highway project in Harris County.

Workers were bringing home weekly checks for less than \$40. This information was found on a certified payroll required by the Davis-Bacon law. Who spotted these flagrant abuses? It wasn't the Labor Department or the contracting body. It was the Heavy and Highway Committee, of which our local is an active participant.

"Well, this is an extreme case," some people might respond. You bet it's an extreme case. So is attempted murder. The simple fact is, if the Davis-Bacon law didn't exist, it would be open season on construction workers. It would be the end of legitimate union contractors. Unfortunately, a law is only as good as the people who enforce it. Right now enforcement is lousy. Bureaucrats are getting away with total negligence.

Our union filed suit against two government agencies in Utah because they refused to enforce the law, even when we handed the evidence to them on a silver platter. Their attitude was demonstrated very clearly by one bureaucrat who said, "We have more important things to do than to check for compliance."

Then we have organizations like the Associated General Contractors who regularly troop up Capitol Hill to take another shot at repealing or weakening Davis-Bacon.

Their litany is the same every time. "The Davis-Bacon Act should be repealed because it is unnecessary. Detailed weekly payroll reports should be eliminated. The Davis-Bacon Act places an unnecessary burden of paperwork on contractors and awarding bodies."

Employer groups will never give up in their attempts to destroy this law, either through repeal or through administrative changes that would render it useless.

Is it any wonder then that we have expended considerable time, effort and money to establish organizations like the Foundation for Fair Contracting and the Heavy and Highway Committee to watchdog public works projects and spot wage and hour violations?

The work that is being accomplished is commendable. But the fact remains, it really isn't our job to monitor public works projects. That's what the government is supposed to do.

We're not operating under any illusions. We know that as long as we have people like Deukmejian and Reagan running the executive branches of our government, we can kiss off any program or law that is beneficial to union workers.

We'll take the time. We'll spend the money. We'll cram the evidence down their throats if we have to to get them to enforce the law. We have no alternative.

Murder attempts over wage dispute

(Continued from page 1)

employees on the job. After recounting the incident to him, Delray asked the employee where the nearest phone was.

The employee said there was a telephone about 12 miles down the road at a rural post office. He offered Delray a gun for protection, which Delray declined. Upon reaching the post office, Delray contacted the county sheriff and the Local 3 district office in Salt Lake.

Two slugs were eventually retrieved from Delray's vehicle, which were turned over to the sheriff for evidence.

On the week of November 10, Delray was taking a statement on prevailing wage violations at the home of an employee who works on the Forest Service road job where Delray was shot at.

As he was about ready to leave, the employee's father-in-law, who works for the trucking company that leases trucks to the contractor on the Forest Service project, came into the house. "Hope you didn't sign anything for that union SOB," he commented to his son-in-law upon seeing Delray.

Heated remarks were exchanged, at which point Delray decided it was time to leave. It was about 8 p.m. as Delray left town heading east on Route 6. About nine miles out of Goshen a pickup came up from behind and began to bear down on Delray's rear with his bright lights on.

Delray increased his speed but the pickup remained on his tail. Suddenly a second vehicle swung out around the pickup and came up to Delray's side as he began to slow down for an approaching blind curve.

As Delray glanced to the left, he saw a shotgun pointed at him from the other car's window and the assailant was motioning for him to pull over.

Realizing there would be a head-on collision if an oncoming car happened to be coming around the curve, Delray began to pull over to the shoulder when the other vehicle forced him off the road and into a 25-foot ravine.

The two vehicles then sped off in the dark.

Utah District Representative Don Strate reports that both incidents are under investigation. However, in the case of the September 16 shooting, "we are not getting nearly the cooperation we should from the Sanpete County Sheriff's Department."

Strate said tire prints found in a grove of trees near the scene of the shooting were not cast in plaster as possible evidence for the case by the sheriff's department, nor has the county district attorney filed for search warrants of possible suspects.

"If the victim didn't happen to be a union representative, I'm sure there would've been a lot better response," he said.



Stapleton testifies

Speaking at a Congressional hearing on Davis-Bacon abuses last month, Local 3 Business Manager Tom Stapleton pointed to the shooting incidents in Utah as an example of what the union is up against in its efforts to see that the prevailing wage laws are enforced.

Strate said there was no question in his mind that both incidents were directly connected with the prevailing wage violations that Delray had been investigating.

"Our business agents spend countless hours checking non-union jobs which fall under the Davis-Bacon Act to determine whether the contractors are paying the correct wage rates," Strate said. "Although the incidents involving Jasper (Delray) are extreme, they demonstrate the anti-union sentiment we encounter on a daily basis as we try to

get contracting agencies to enforce the law."

Local 3 currently has lawsuits filed against the Army Corps of Engineers and Hill Air Force Base in Utah for failure to enforce Davis-Bacon provisions against contractors who were awarded projects and who were found in violation of the prevailing wage laws.

"It is a sad commentary that federal laws can be openly and blatantly ignored by contractors and government agencies alike," Strate said.

"This makes competitive bidding impossible for legitimate contractors."

Workers file suit against Peterbilt

Four unions representing workers who produced hugh trucks at Newark until this month are suing Peterbilt Motors Co. and its parent PACCAR Corp. for \$57 million, charging they were defrauded in the plant closure.

The unions agreed to cut \$5.35 an hour out of labor costs by surrendering vacation, benefits and wages after the company told them it would close one of its three truck production plants and asked what they could do to make the Newark plant more profitable.

The complaint alleges that PACCAR already had decided to close the Newark plant and used the California workers' concessions to lever concessions out of workers at the Peterbilt plant in Nashville, Tenn., who are represented by the United Auto Workers. The third Peterbilt plant at Denton, Texas, is non-union.

"Ours was the best package management got from workers at any of the three plants, but they still closed us down," said Mike Day of Eastbay Automotive Machinists Local 1546.

The machinists represent about half of the workforce at the Newark Peterbilt plant. About 20 percent belong to Sheetmetal Local 355, 20 percent to

Teamsters Local 78 and 10 percent to Painters Local 1176.

"All four unions cooperated in employing an economist and shaping the concession package after the company announced one plant would be closed," Day said. In addition to the \$5.35 an hour givebacks, the unions offered to extend their contracts into 1990, Day said.

The lawsuit was announced at a press conference at Newark with the Oakland-based Plant Closures Project participating. The unions are represented by Jonathan Siegel of the Oakland firm of Bolutch and Siegel.

Siegel called the company's behavior outrageous and fraudulent.

"They ran a game on our members which put them through a lot of emotional distress," the attorney declared. "We also do not believe it is in California's interest to totally lose its manufacturing base, and Peterbilt is just the latest."

"I don't think you can have a state where everybody works in service industries. You've also got to make something. This plant was profitable. It should have stayed open."



On the march—Steelworkers led by the "Grim Reaper" parade through the streets of Lorraine, Ohio protesting the lockout of union members by the USX Corp. The march ended in a rally at the mill gates. The lockout has idled nearly 23,000 steelworkers at 25 USX plants across the country since August 1.

USX bid to cut off benefits rejected

A federal court judge in Harrisburg, Pa., rejected a petition by USX Corp. to cut off unemployment benefits for Pennsylvania Steelworkers locked out by the steelmaker since Aug. 1.

USX sought an injunction in the U. S. District Court for Middle Pennsylvania to halt the jobless benefits—averaging \$192 a week—awarded to 6,200 Steelworkers by the state Dept. of Labor & Industry. The agency had ruled that the USWA members were eligible for benefits because they had been locked out by USX.

In its petition, the giant steelmaker

contended that its constitutional right to due process was violated because benefits are being paid to the locked-out workers while the steelmaker appeals the ruling. USX also charged that because the state has no provision for recovering the payments if the award is overturned, the company could face higher premium payments to the state unemployment compensation fund.

But Judge William W. Caldwell rejected that argument, finding that USX will not suffer "irreparable harm" if a state court overturns the jobless benefit award.

"The public has an interest in seeing that unemployment payments are made so that the locked-out workers would not have to rely upon public assistance through the state system", he added.

Meanwhile, corporate raider Carl Icahn made USX an offer of \$31 a share, or \$7.2 billion, for its entire operation. Icahn called his bid "a friendly one" that would be withdrawn if USX could increase the value of its stock above the \$31-mark. Icahn owns about 11.4 percent of USX stock.

Earlier, USX announced it was considering a possible "restructuring" of its operation, with the results of that analysis due Oct. 22.

USWA President Lynn Williams said the union is neither endorsing nor opposing Icahn's takeover bid. "We're not in the business of picking among corporate raiders, encouraging raiders or anything like that," he said.

Williams noted that Icahn has said a USX under his control would consider exchanging a stock and profit-sharing plan for wage and benefit reductions or might sell the steel unit to its employees, a move the union "would not shy away from," Williams said. But he added that these scenarios were merely "speculation."

No new negotiations have been scheduled as the lockout continues into its third month.



On track — More than 600 locked out steelworkers cover the tracks at USX Fairless Hills plant outside Philadelphia, protesting the firm's attempt to move 30,000 tons of unfinished steel to a processing plant in California.



Shopper's Showcase

AFL-CIO President Lane Kirkland checks his "Union Label Shopper," a six-page mail order catalogue featuring union made products. The flier includes bargains on housewares, linens, clothing and other goods.

Kaiser strike continues in California

Notice was served on Kaiser Health Plan this month that organized labor will not idly stand on the sidelines and watch while institutions that profit from workers' funds attempt to bust unions.

Kaiser was warned that unions will urge members and their families to take their medical benefit dollars to other providers if the giant health maintenance organization continues on the course that has driven 10,000 of its employees out on strike this month.

The warning was sounded by the Bay Area Strike Defense Council, representing more than 600,000 union members in 13 counties around San Francisco Bay.

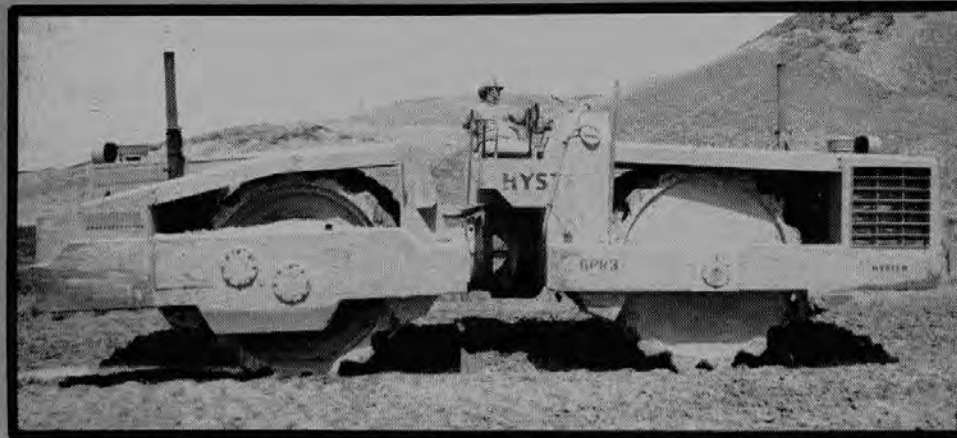
Members of Service Employee Locals 250 and 505 went on strike in October after management failed to budge from its demand for a two tier wage structure.

Kaiser has about 2 million health plan members in Northern California. Between 30 and 40 percent of these have their fees paid by union health plans, according to figures released by Kaiser.

That means from 600,000 to 800,000 Northern California Kaiser memberships are financed with union-negotiated funds.

"If Kaiser continues on this path, we will urge unions and union members to switch to other health care providers," California Labor Federation head Jack Henning declared at the news conference.

"We have a weapon. We have the boycott weapon that will go into effect as soon as Kaiser says it is declaring open war on the trade-union movement," Henning told an Oakland crowd.



G-P Construction moves 150,000 yards of dirt on realignment and overlay of Carlin Gold Mine Road. Apprentice Jess Nachrondo (above) operates a compactor while rubber tired loader operator Mark Mosely stops to discuss a problem with Business Agent Derlin Proctor.

Highway projects are rolling in Nevada

The summer of 1986 saw the beginning of four major reconstruction and overlay jobs on eastern Nevada highways. Covering close to 41 miles, over 70 operators have been busy most of the summer on \$13.5 million worth of road work.

The longest job is being done by Las Vegas Paving Company on Interstate 80 at the Emigrant Pass. Covering 11.82 miles, 24 operators are still at work constructing and applying a new as-

phalt overlay. The cost of the job is \$3.78 million.

Further to the east on Interstate 80, G-P Construction has a 3.5 mile overlay job at the Pequop Summit. At a cost of just under \$2.5 million, G-P has had seven members working.

Frehner Construction of Las Vegas has a \$2.35 million overlay job on Alternate Highway 50, south of Wenderover at the Nevada/Utah state line. The job, which extends slightly over 14

miles has had up to 18 operators working at one time.

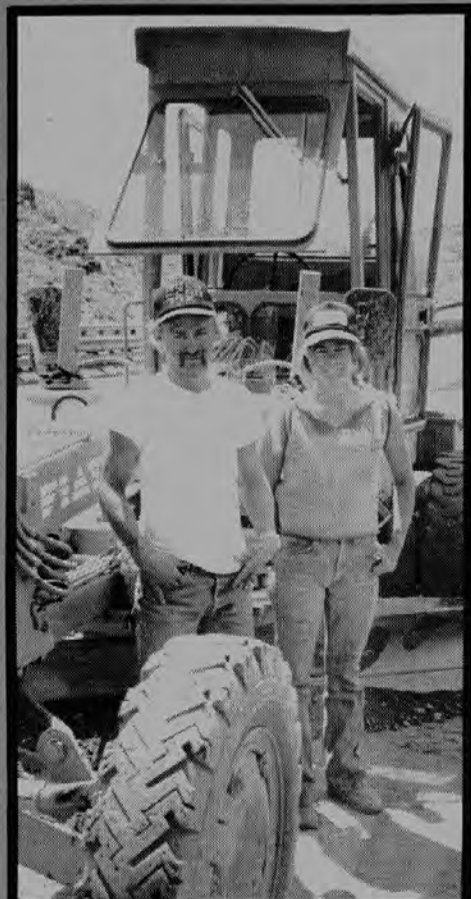
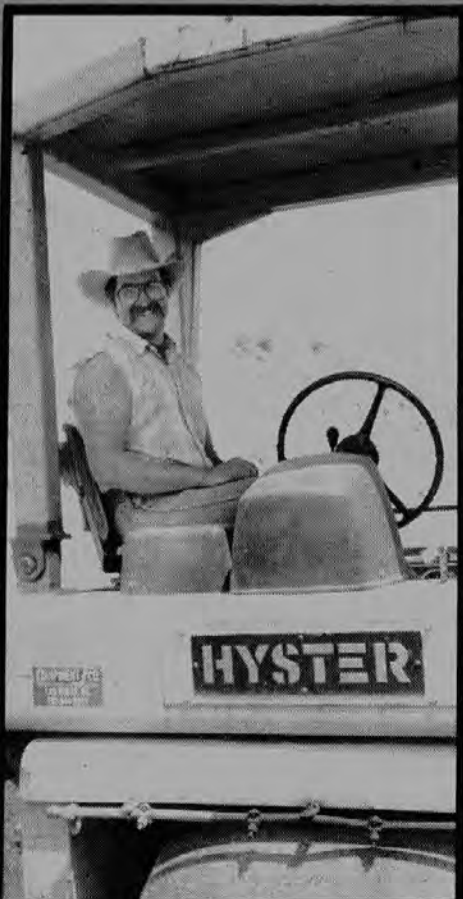
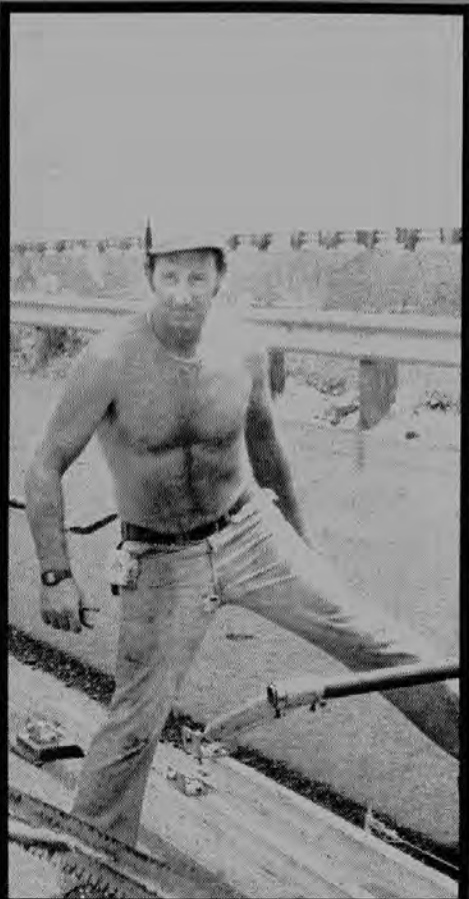
G-P Construction has another job outside Carlin. Covering 11.5 miles, the job includes two miles of new alignment on the Carlin Gold Mine Road, north of Carlin. At a cost of \$2.5 million, G-P had close to 150,000 yards of dirt to move on the new alignment and overlay of the remaining 9.5 miles. Seven operators were working when the dirt started to fly in mid-July.

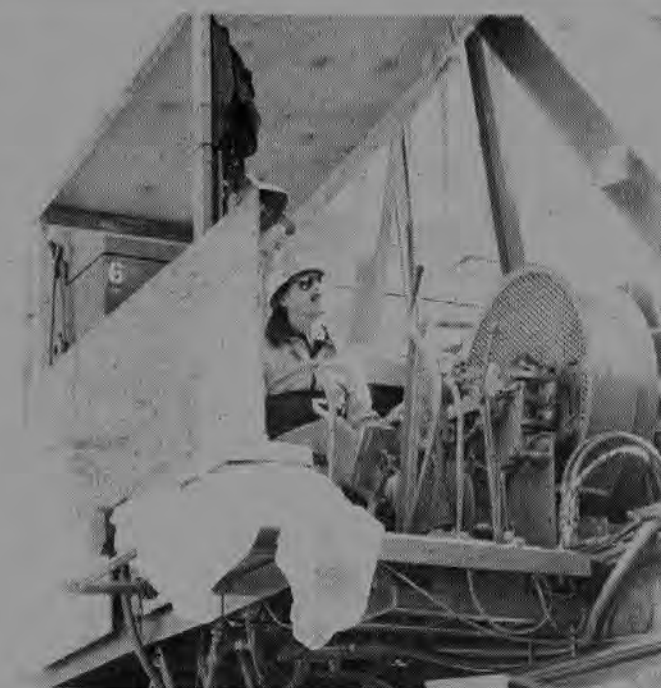


Engineers News Photos by John McMahon



Pictured left is Las Vegas Paving crew working on an overlay job on Emigrant Pass. Starting with far left photo and moving counter clockwise are: Glen Jones taking short brake on his new Cat paving machine; Dave Capron on a Roto-Mill grinder; screedman Pete Aiazzi; Hyster Roller operator Bruce Whalen and blade operator Bernie Hicks (right) with loader operator Brett Larson at her side.





Bring in the ringer — It took a specially designed roof-mount ringer crane to make the heavy lifts on Dinwiddie Construction's First and Market Street project in downtown San Francisco. Made by Sheedy Crane, the ringer is mounted on top of the 28-story building. Because the weight of the stone panels were heavier than the normal lifting capacity of tower cranes, Sheedy had to design this special rig. The crane is equipped with a 46,200 lb. counterweight, 100-foot boom and 30-foot mast. It is capable of lifting 52,700 pounds at a 20-foot radius. Crane operator Bruce Maes is pictured at the controls.

Engineers finish up I-15 project in Utah

Business Representative Jasper Delray reports that James Cape & Sons of Racine, Wisconsin, is presently finishing up the last half of a section of I-15 (8.7 miles) north of Beaver, Utah. This job employs about 40 people, of which 30 are Operating Engineers. The hands worked six, twelve-hour shifts and were pushing quite hard to complete this job by the end of October.

Project Superintendent Arlan Castner has been doing great keeping this job on schedule for the company. The bid on this job was approximately \$12 million.

James Cape & Sons purchased a new Guntert and Zimmerman Model S-1500 four-track machine to do this job with, but it was the first time this type of machine had been used and Cape had to work some of the bugs out of it. Cape estimates the machine will put down 520 yards or more per hour. Cape was able to put down as much as 500 yards per hour and pave up to 50 feet of width at one time. The cost of the new type of four track paver is around \$1 million.

James Cape has a new Erie Strayer batch plant with two, 12-yard mixers that are supplying the concrete for the Guntert-Zimmerman paver in use. This new batch plant mixes 64 loads per hour.

Delray also reported W. W. Clyde & Company has submitted the low bid on a section of Interstate Highway I-15 from Baker Canyon to Meadow, which is south of Fillmore in Millard County, Utah. W. W. Clyde's bid was in the amount of \$2,838,477, with the next closest bid being \$2,838,660.50 by a non-union company, LeGrand Johnson Construction.

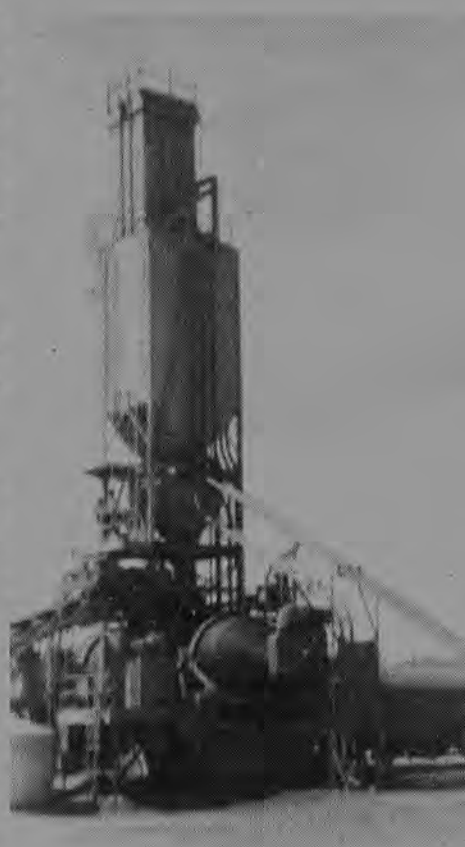
Work on this job consists of roto milling 15.344 miles. Principal items of work are 5,670 tons of bit material,



Operator Jim Woolstenhulm (above) moves the Guntert & Zimmerman paver on the I-15 job for James Cape & Sons near Beaver, Utah. To the right is a batch plant with two 12-yard mixers. Going full bore the crew was able to crank out 6,120 yards in a 12-hour shift.

grade AC-20R viscosity graded asphalt, 38,840 tons of plant mix bit seal coat type "A", and 40,200 tons of bit surface coarse 3/4-inch maximum.

W. W. Clyde has also landed the last section of Interstate I-70 from north Richfield to Sigurd in Sevier County. W. W. Clyde has submitted the low bid of \$11,048,730.48; also, again with the next closest bid by LeGrand Johnson Construction in the amount of \$11,396,172.02. This job consists of 8.97 miles. Principal items of work include 2,480,000 cubic feet of borrow, 2,002, 400 cubic yards of roadway excavating and 1,203 tons of bit material, grade AC-5 or AC-10 viscosity graded asphalt.



Departed Members

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

MAY

Louis Alire of Salt Lake City, Utah, Apr. 5, 1986; Edward Baker of Daly City CA, Apr. 27, 1986; Everett Bennett of Ceres, CA, May 15, 1986; Phil Bordessa of Petaluma, CA, Apr. 23, 1986; Felix Coronado of Livermore, CA, May 7, 1986; William Deamaral of Marina, CA, Apr. 26, 1986; Joseph Gonsalves of Pukalani, HI, Apr. 25, 1986; H. A. Faison of Claypool, AZ, Apr. 28, 1986; Arthur Germann of Stockton, CA, Apr. 23, 1986; Ed H. Hart of Hayward, CA, Apr. 27, 1986; Horace James of Stockton, CA, Apr. 25, 1986; Marvin Jacques of Muse, Okla, Apr. 29, 1986; George Kates of Draytown, CA, Jan. 13, 1986; Ludwig Krupa of Eureka, CA, May 7, 1986; Henry Lane of Visalia, CA, May 5, 1986; A. Lato of Belmont, CA, Apr. 20, 1986; Norman Leach of Merced, CA, May 2, 1986; Mervin McClurg of Meadow Vista, CA, May 10, 1986; Sammie Moore of Woodland, CA, Mar. 30, 1986; James Paleka of Honolulu, HI, Mar. 25, 1986; Carl Pirtle of Rio Linda, CA, Apr. 27, 1986; Chas E. Plumb of Corning, CA, Apr. 4, 1986; J. G. Renteria of Livermore, CA, May 2, 1986; James Roach of Modesto, CA, May 4, 1986; Chas A. Shields of Modesto, CA, Apr. 16, 1986; Delno Smith of San Leandro, CA, May 1, 1986; Frank K. Sutton of Fresno, CA, Apr. 9, 1986; Buddie Trisdale of Project City, CA, Apr. 19, 1986; Boyd T. Walker of Summit, Utah, May 3, 1986; Antone Zimmerman of San Francisco, CA, Apr. 29, 1986;

DECEASED DEPENDENTS

Janet T. Tanaka wife of Itsuo Tanaka Apr. 26, 1986; Eleanore Bertalla wife of Paul Bertalla Oct. 18, 1986; Esther L. Brooks wife of Robert Brooks May 1, 1986;

JUNE

Bill Abel of Williams, CA, June 9, 1986; Ronald Armstrong of Vacaville, CA, June 3, 1986; Jacob Bachman of Anderson, CA, May 24, 1986; Richard Barrie of Yuba City, CA, May 15, 1986; Everett Bennett of Ceres, CA, May 15, 1986; George Bjorson of Grass Valley, CA, May 29, 1986; Russell Blackett of Springville, Utah, May 7, 1986; George Bonville Jr. of Dunsuir, CA, May 9, 1986; Frank Cabral of Sacramento, CA, May 13, 1986; Denton Cash of Auburn, CA, May 25, 1986; George Casselberry of Chisago City, Minn. June 9, 1986; Thurman Chastain of Rio Linda, CA, June 3, 1986; Steve Demoff of San Francisco, CA, June 4, 1986; W. C. Easley of Colfax, CA, May 29, 1986; Lloyd E. Dixon of Carlsbad, CA, June 9, 1986; Frank Famera of Santa Rosa, CA, May 20, 1986; William Farris of Sonora, CA, May 12, 1986; Alvie Friend of Modesto, CA, May 24, 1986; George Gibson of Lodi, CA, May 25, 1986; Kenneth Gooch of Vasalia, CA, June 9, 1986; Gregory Goss of Livermore, CA, May 18, 1986; Frank Grissom of San Jose, CA, June 2, 1986; B. F. Helling of Fresno, CA, June 3, 1986; Howard Hutton of Santa Clara, CA, May 10, 1986; William Kester of Stockton, CA, May 29, 1986; Robert Knapp of Oakland, CA, May 17, 1986; E. E. Marvin of Salt Lake City, Utah, June 4, 1986; John Matus of Saratoga, CA, May 24, 1986; Karl Maxwell of Gulfport, Miss. Apr. 29, 1986; Elmer Meekins of Elverta, CA, May 13, 1986; Edward Minnear of Winnemucca, Nev. June 9, 1986; Richard Molina of Watsonville, CA, June 5, 1986; Chas C. Naeole of Waianae, HI, June 6, 1986; Fred L. Owens of Anderson, CA, May 12, 1986; Milburn Pickner of Ukiah, CA, May 20, 1986; Raymond Rodarte of San Jose, CA, May 20, 1986; Owens Sickels of Oroville, CA, June 15, 1986; Rex Stanbery of Lafayette, CA, May 26, 1986; Ralph Stout of Deland, CA, Apr. 21, 1986; Laurence Swain of Livermore, CA, June 3, 1986; Woodrow Teague of Oakland, CA, May 31, 1986; James Walker of San Francisco, CA, May 18, 1986; William White of Fresno, CA, June 6, 1986; Masavoshi Yamamoto of Honolulu, HI, May 17, 1986; Herbert Clark May 15, 1986;

DECEASED DEPENDENTS

Faye Kellner wife of D. Kellner Apr. 20, 1986; Beverly Reagan wife of James Reagan May 16, 1986; Theresa F. Schwartz wife of Roger Schwartz May 24, 1986; Sarah Thomas Wife of George Thomas May 23, 1986; Imogene Bostick wife of J. V. Bostick May 29, 1986; Norma F. Bronson wife of Victor Bronson May 3, 1986; Maurine Jensen wife of Frank Jensen May 8, 1986; Juanita Niihau mother of Benjamin Niihau Jr., May 21, 1986

A report on Congress

By Lane Kirkland

THE SECOND session of the 99th Congress was a near carbon copy of 1985. Again the focus of congressional attention was economics—the federal budget deficit, tax reform and the foreign trade crisis. As Congress moved toward adjournment and the '86 elections, its agenda of accomplishment remained decidedly mixed in each of these three key areas.

On each of the key fights that we did win—many of which are detailed in the following pages—hard-nosed grass-roots lobbying by union members made the difference. The AFL-CIO network of Legislative Action Committees combined with the back-home lobbying by state and local federation officers share much of the credit for labor's successes.

This report on Congress is a measure of how closely your elected representatives listened and responded to those voices from back home. As a voting record, it is clear and unequivocal in defining which lawmakers are the allies or foes of working Americans.

Major issues in the Senate

1. Union-Busting by Federal Law

In 1986 the National Right to Work Committee renewed its attack on basic labor rights by pushing legislation to return to the days when the federal government policed strikes and busted unions for the benefit of employers. This was the intent of legislation introduced by Sen. Charles Grassley (R-Iowa) that would have repealed a Supreme Court decision relating to the federal anti-extortion law—the Hobbs Act—and apply its penalties of up to \$10,000 in fines and a maximum sentence of up to 20 years in prison to incidents of picket-line violence. In contrast to its harsh treatment of people on strike to protect or improve their wages and working conditions, the Grassley bill would not have subjected to federal prosecution an employer or his agents who committed the same offenses during the same labor dispute. By imposing intimidating sanctions on the side of employers, the bill would have undermined the collective bargaining process and jeopardized the basic right to strike. The AFL-CIO strongly opposed the Grassley bill, calling it unnecessary since strikes are few and picket-line violence is even rarer. Furthermore, such incidents are covered by state or local laws and their enforcement agencies. Therefore, no union member or official is immune if he or she commits illegal acts during a labor dispute.

Although Grassley had failed in 1985 to get the approval of the Republican-controlled Senate Judiciary Committee for his Hobbs Act legislation, an "end run" was devised in 1986 with the cooperation of Senate Republican Majority Leader Robert Dole (R-Kan.). After Grassley had introduced his new Hobbs Act proposal, the bill was "held at the desk" and not referred to a committee for hearings. In April, Dole tried to move the bill directly before the Senate for its consideration. However, labor's allies succeeded in defeating Dole's strategy by initiating a filibuster (unlimited debate) against the Grassley bill. A motion by Dole on Apr. 14 to invoke cloture (and thus end the filibuster) failed 44-54—16 votes short of the 60 votes needed.

2. Protecting Fair Wages for Construction Workers

The 1931 Davis-Bacon Act insures that workers on federally financed construction projects will be paid at wage rates that prevail in their area of the country. For over 50 years this law has assured that contractors who uphold community labor standards have a fair chance to compete for government projects without being underbid by firms using cut-rate labor. It has also protected the government and taxpayers from fly-by-night operators seeking to win federal contracts



by paying wages too low to attract competent craftsmen. During 1986 debate on a Defense Dept. authorization bill, Sen. Edward Kennedy (D-Mass.) offered an amendment to delete from the bill a committee-approved provision sponsored by Sen. Phil Gramm (R-Tex.) to exempt 80 percent of all military construction from the fair-wage standards of the Davis-Bacon law. Gramm's provision manages this by increasing the \$2,000 contract threshold to \$250,000. By a 44-51 vote on July 8, the Republican-controlled Senate rejected the Kennedy amendment, leaving in place Gramm's anti-Davis-Bacon provision.

3. Gramm-Rudman-Hollings Budget Amendment

Reagan budgetary policies of big tax cuts for the wealthy and corporations, combined with large military funding increases, continued to haunt the federal government in 1986 in the form of record budget deficits. As a result, economic growth slowed to a standstill by mid-1986. To cope with the deficits, conservatives in late 1985 had taken advantage of a growing congressional panic to push through the so-called Gramm-Rudman-Hollings budget constraint. Their mechanism arbitrarily required the end of deficit spending by FY 1991, forcing huge annual cuts in domestic spending programs and threatening scores of federal programs.

However, by early 1986, just as Gramm-Rudman-Hollings began to take its toll, the Supreme Court—ruling on a lawsuit filed by several House Democrats and joined by the AFL-CIO—found parts of it to be unconstitutional. This caused the Republican-controlled Senate to go back to the drawing board and in a matter of weeks a revised, reinforced version emerged. Although the AFL-CIO continued to oppose this meat-ax approach to budget balancing, the Senate added the new version of Gramm-Rudman to a public debt limit bill by a 63-36 vote, July 30.

4. Keeping Radical Economics Out of the Constitution

After his budget policies had produced the largest deficits in U.S. history, President Reagan demanded that Congress pass a constitutional amendment to make him do what his policies had not accomplished—namely, balance the federal budget. The Reagan-backed amendment would have required the federal government to balance its books annually, regardless of economic conditions. Furthermore, this constitutional restraint could be waived only for a national emergency or by a three-fifths vote. The AFL-CIO again led a broad-based coalition effort against the amendment; more than 500 nationally known economists and constitutional scholars announced their opposition to this constitutional mischief. The coalition opposed the amendment for several reasons: such a constitutional straitjacket would prevent Congress

from using its taxing and spending authority to cope with depression, natural disaster or other emergencies; the three-fifths majority required by the amendment to allow a deficit would undermine the principle of majority rule by handing over the congressional power of the purse to a two-fifths minority, and finally, the budgetary fallout of the amendment would wipe out most federal programs that help working Americans.

Although the Senate had passed the amendment in 1982, an intensive AFL-CIO lobbying campaign aided by the bipartisan floor leadership of Senators Dan Evans (R-Wash.) and Alan Cranston (D-Calif.) led to Senate rejection of the amendment by a 34-66 vote on Mar. 25. (A two-thirds majority—67 votes—is required to pass a constitutional amendment.)

5. Tax Reform

Tax legislation passed by Congress over the last two decades has seriously eroded the fairness of the federal tax code. For example, the corporate share of tax revenues which operate our federal government has fallen steadily from 25 percent in 1960 to around 8.5 percent by 1985. As a result, individuals—mostly working families—have been forced to make up the difference. The deepest plunge in tax intake came as a result of the 1981 Reagan tax bill, which cut corporate taxes in half (by \$170 billion) over five years. In 1984, nearly 90,000 corporations paid no taxes at all. In fact, many corporations earning billions of dollars in profits in 1984 not only paid no taxes, but received hundreds of millions of dollars in handouts or in future write-offs from the federal government.

During floor deliberations on House-passed tax reform, Senators had a chance to significantly improve the tax bill that had emerged from the Finance Committee. Sen. George Mitchell (D-Me.) led a labor-backed effort to add a third tax bracket to the committee bill, which had collapsed the 14 existing tax brackets (ranging from 14 percent to 50 percent) to two brackets of 15 percent and 27 percent. While 80 percent of all taxpayers would be at the new 15 percent rate, the lower rate for wealthy taxpayers gave them a disproportionate share of the total tax savings. The Mitchell amendment was designed to shift more of the burden back onto the rich by setting the highest rate at 35 percent. By a 71-29 vote on June 18 the Senate rejected the Mitchell amendment by agreeing to a tabling motion by Sen. Robert Packwood (R-Ore.).

6. Community Development and Jobs Programs

Revenue sharing, first enacted in 1972, provides federal grants to local governments for use on locally controlled programs based on local priorities. These grants have been used in a wide variety of projects ranging from pothole repair on local streets to health screening and immunization, and improved police and fire services. Revenue sharing has provided jobs and helped soften the blow of the economic recession which continued to batter more than 30 states and hundreds of communities throughout 1986. In 1984, Reagan budget cutters had succeeded in convincing the Congress to phase out revenue sharing by the end of fiscal year 1986. During debate on the federal budget bill, Sen. Daniel Moynihan (D-N.Y.) offered an amendment to restore \$4.6 billion to keep the program alive. However, on Apr. 24 the Senate by a 54-41 vote approved a tabling motion offered by Budget Committee Chairman Peter Domenici (R-N.M.) to kill the amendment.

7. Education

President Reagan's five-year crusade to slash federal aid to public schools has worsened education problems at the very time that many states have sought to resolve serious deficiencies in their educational systems. Although federal funding for education has increased in dollar amount, after adjustment for inflation it has actually declined by about 16 percent since fiscal year 1980. As a percentage of total federal expenditures, education receives only 1.6 percent today, compared to 2.3 percent in 1980. Budget reductions have forced the cancellation of special teaching programs and tightened the squeeze on school districts, leaving many teaching posts unfilled.

During the battle of the budget (FY 1987), the Senate Budget Committee had cut federal aid to edu-

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(Continued from page 6)

cation by some \$800 million below 1986 levels. During floor debate Sen. Ernest Hollings (D-S.C.) teamed up with Sen. Mark Andrews (R-N.D.) to offer an amendment to put \$1.2 billion back into the budget for education. This, in effect, would keep the education budget for fiscal year 1987 at 1986 levels (adjusted for inflation). By a 60-38 vote on Apr. 23 the Senate agreed to the Hollings-Andrews amendment.

Major issues in the House

1. Textile and Apparel Import Limits

During the 99th Congress the public outcry over record-level U.S. trade deficits and the loss of American jobs to imports thrust the trade issue onto the political center-stage. Congress responded by passing legislation in 1985 to deal with an economic sector badly battered by the flood of low-wage imports—the textile and apparel industry. Despite 1974 international trade agreements to provide for the orderly growth of textile and apparel imports, these imports mushroomed from 12 percent of the U.S. market in the early 1970s to 43 percent by 1985. The result: 300,000 jobless American textile workers.

The textile trade bill would have forced compliance with existing trade agreements for textiles, while also providing relief for the import-stricken shoe and copper industries. President Reagan vetoed the bill late in 1985. An override vote was scheduled for 1986. During the first six months of 1986, the crisis in textiles and apparel worsened. Imports grew to control over 50 percent of the U.S. market and an additional 88,000 workers joined the ranks of the unemployed. On Aug. 6, the House attempted to override the President's veto of the textile bill. The 276-149 tally fell just eight votes short of the necessary two-thirds majority needed to override.

2. Trade Law Reform—I

Besides record-level budget deficits, the Reagan Administration's "do nothing" trade policies bear direct responsibility for record-level U.S. trade deficits—projected to be approaching a staggering \$170 billion for 1986. During the first four years of Reagan's presidency, 11.5 million American workers were displaced, many due to the tidal wave of imports. Because of the mounting trade deficit and the export of American dollars, by early spring of 1986 the United States became a debtor nation for the first time in this century. By summer the U.S. had become the world's largest debtor nation.

The House considered trade law reform to help deal with economic realities of today's global marketplace. The trade bill was designed to enforce fair trade by imposing sanctions (quotas, tariffs, etc.) on countries which trade unfairly with the U.S. and have excessive trade surpluses. It would provide quicker relief for U.S. industries damaged by foreign industrial targeting—"dumping"—and define the exploitation of labor overseas as an unfair trade practice under U.S. trade law. It would authorize remedial action against countries that subsidize the price of natural resources used in manufacturing exports, and force the opening of foreign markets to U.S. telecommunications products. During House floor debate, Rep. Phil Crane (R-Ill.) attempted to cripple the trade bill through an amendment to strike most of its key provisions. The amendment was defeated on May 21 by a vote of 137-276.

3. Trade Law Reform—II

Following the defeat of the Crane amendment, the House—despite the strong opposition of the Reagan Administration—adopted the AFL-CIO-backed omnibus trade bill by a vote of 295-115 on May 22.

4. Buy American

With the nation's security at risk if the needs of the military cannot be met domestically, the AFL-CIO supported an amendment to the House defense authorization bill to require the armed forces to buy American-made goods. The "Buy American" amend-



Speaker for America — With the close of the 99th Congress, House Speaker Thomas "Tip" O'Neil, Jr. tapped his gavel for the last time and concluded a remarkable half century in public office.

ment, sponsored by Rep. James Traficant (D-Ohio), insists that the Pentagon buy U.S. products if the price is not more than 5 percent higher than competing foreign products. The House approved the amendment by a vote of 241-163 on Aug. 5.

5. Polygraph Protection—I

Many employers think management has a right to pry into the personal lives of their employees through the indiscriminate use of the lie detector. Although proven unreliable, polygraph tests have been used to interrogate individuals about their union sympathies, political beliefs, lifestyles, financial status and other private matters. A 1983 study by the Congressional Office of Technology Assessment (OTA) estimated that up to 1 million polygraph tests are administered annually. The OTA estimated that 50,000 workers are wrongfully denied employment either because of the polygraph's inaccuracies or because they refuse to submit to the tests. Polygraph abuse was one of the major causes of the ongoing dispute with the Coors Brewing Co.

To put an end to this abuse of workers' rights, the AFL-CIO supported bipartisan legislation introduced by Reps. Pat Williams (D-Mont.) and Jack Kemp (R-N.Y.) which would outlaw the use of polygraphs in private-sector workplaces. When the bill came to the House floor, Representatives George Darden (D-Ga.) and C.W. Young (R-Fla.) led efforts to cripple the bill by offering a substitute amendment to allow private employers to use polygraph tests as long as they told employees it was voluntary and followed specific guidelines. Despite a lobbying blitz by big business, the House on Mar. 12 by a vote of 173-241 rejected the substitute amendment.

6. Construction Industry Contract Protections

In 1959, the federal laws governing the rights of workers to join a union and bargain with an employer were amended to recognize the unique nature of work in the construction industry. Congress enacted Section 8(f) of the National Labor Relations Act (NLRA) to allow construction unions to enter into pre-hire agreements with their employers. In return for access to a pool of skilled employees, a construction contractor agrees that work will be performed in accordance with a union contract.

In recent years, however, construction industry employers have been engaging in a practice known as "double-breasting," whereby contractors with collective bargaining agreements establish a second, non-union company which is not covered by the contract. The employer then transfers work from its union company to its non-union alter ego, circumventing federal labor law. To stop this deceit the AFL-CIO supported an amendment to the NLRA by Rep. Bill Clay (D-Mo.) to ban double-breasting. On Apr. 17,

despite strong opposition from the U.S. Chamber of Commerce, building contractors and other business groups, the House passed the legislation by a 229 to 173 vote.

7. Protecting Fair Wages for Construction Workers

The 1931 Davis-Bacon Act insures that workers on federally financed construction projects will be paid at wage rates that prevail in their area of the country. For over 50 years this law has assured that contractors who uphold community labor standards have a fair chance to compete for government projects without being underbid by firms using cut-rate labor. It has also protected the government and taxpayers from fly-by-night operators seeking to win federal contracts by paying wages too low to attract competent craftsmen. During debate on a Defense Dept. authorization bill, Rep. William Dickinson (R-Ala.) offered an amendment to exempt 80 percent of military construction contracts from the fair-wage standards of the Davis-Bacon law by raising the \$2,000 contract threshold to \$250,000. By a 167-244 vote on Aug. 15, the House rejected the Dickinson amendment.

8. Union Members' Rights

In recent years, the Supreme Court has handed down labor law rulings (stemming from lawsuits filed by the anti-union National Right to Work Committee) which severely limit the expenditure of union dues for certain activities. These activities include such legitimate functions as lobbying, political action, judicial redress and organizing. In 1986, conservative Republicans tried to expand the scope of these Supreme Court decisions.

During House consideration of a Treasury and Postal appropriations bill, Rep. William Cobey (R-N.C.) offered an amendment to force the Federal Elections Commission (FEC) to implement these Supreme Court decisions. Cobey's proposal ignored the fact that the FEC does not have the authority to interpret labor law decisions rendered under the Railway Labor Act or a state collective bargaining law, nor does it have the authority to determine what a union may or may not do with regard to state and local legislative and political activities. For these reasons the House agreed to a procedural motion by Rep. Edward Roybal (D-Calif.) which sidetracked the amendment as being non-germane. The Roybal motion was approved by a 249-168 vote on Aug. 6.

9. Health, Education and Labor Funding

House Republicans, fearing the 1986 election-year political consequences of a staggering budget deficit, swung their budgetary meat ax at the appropriations bill providing funding for the Departments of Education, Labor, and Health & Human Services. Conservatives, led by Rep. Bob Michel (R-Ill.), offered an amendment to cut funding for the three agencies by a whopping \$1.6 billion. With nearly 9 million Americans still out of work, the amendment would have cut job-training monies, along with funds for education programs for handicapped children, and erased \$735 million from medical research. The House rejected this labor-opposed amendment by a 164-253 vote on July 31.

10. Low-Income Housing

While Reagan's economic policies are keeping unemployment high and swelling the ranks of the poor, conservatives in Congress continue their assault on the so-called safety net programs to help the poor and disadvantaged. Since the 1960s, federally subsidized housing has been one of the government's key anti-poverty programs. Today, 4 million poor Americans are dependent on public housing programs to provide their shelter. In some areas of the country, even this housing is scarce and new construction is desperately needed to provide shelter for the poor and jobs for the unemployed.

Despite this, Rep. Steve Bartlett (R-Tex.) introduced an amendment to a major housing reauthorization bill which would redirect badly needed federal funds for the construction of new housing units into the repair and renovation of existing units. This amendment represented a major shift in government housing policy. Although the AFL-CIO and anti-poverty lobbying groups strongly opposed the Bartlett proposal, it was adopted by a vote of 223-180 on June 5.

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



We have just concluded another round of visits to each of the district offices. We are glad to have had the opportunity to meet some of you for the first time.

Our purpose was to help you with any questions you had about the benefit programs. As you are well aware, some claims filings can become pretty confusing.

Follow this simple procedure and if you have any questions or if we can be of any assistance, contact the district office and let them know your question. They will immediately be in touch with us at the Fringe Benefit Center, and we will make every attempt to answer your question as quickly as possible. Of course, you may phone the Fringe Benefit Center direct if you wish.

The following are a few key rules to follow regarding medical claims. If you are submitting a bill to the Trust Fund Office, be sure to attach a completed claim form.

If you are retired and you are on Medicare, submit bills first to Medicare, then to the Trust Fund Office (the Trust Fund Office will file with Medicare for you, if you wish—just let them know). Be sure to make copies of all paperwork you submit. And remember that all-important form we talk about from time to time—the Medicare Explanation of Benefits form. Treat it as if it were gold. The Trust Fund Office will in every instance need a copy of that form before a claim can be processed for an Engineer who is retired and on Medicare.

These are just the basics, but in our travels we find that following the basics can help everyone avoid complications which sometimes surface in processing medical claims.

We would also like to thank all of you for letting us know your concerns about the benefit programs. It is with this essential 'input' that we are able to ensure that each of the programs will continue to meet the varying needs of engineers and their families.

Hawaii Visit

Many thanks once again to our Hawaii brothers and sisters for their gracious hospitality on our recent visit.

The District Office in Hawaii would be happy to assist you with any questions you may have about the programs. They will contact the Fringe Benefit Center for you if need arises.

In Memoriam

Our deepest sympathy to our Chapter Chairman in San Mateo, John Gardner, whose wife died recently. We always enjoyed going to the Retiree Association meetings in Burlingame and talking with Mrs. Gardner, a person who was always interested in all the goings on of the Union. We know, of course, that John will miss her very much, as will all the brothers and sisters.

Holiday season difficult time for alcoholics

By Nate Davidson

Uh-oh. They're starting to deck the halls already. Stores across the nation are loading their shelves with the tinsel and glitter of the upcoming season. Folks are starting to plan holiday get-togethers. There's something in the air.

And for the alcoholic who's still drinking, it really is the season to be jolly.

From just before Thanksgiving, all the way through Christmas, right up to the Super Bowl, society throws all its rules about acceptable drinking behavior to the wind. And for the alcoholic family, this season usually means one disaster after another!

We invent more and more occasions to drink and set virtually no limits. For the alcoholic this means more experiences of out-of-control drinking and more incidents of inappropriate or unacceptable behavior.

And for the spouse it means threats, anger and countless frustrating attempts to control the alcoholic's drinking.

There is a real lack of understanding about the disease. Most people believe alcoholics can use willpower to control their drinking. So when the drinking behavior gets out of hand, as it's bound to do during the excesses of the holidays, the non-alcoholic spouse demands the alcoholic to "get it together."

Of course, willpower doesn't work on the disease of alcoholism any more than it does on any other disease. There might be a few vain attempts, but in the end, the alcoholic simply can't control his or her drinking.

The spouse gets even more angry. There are threats. Often bitter arguments ensue, sometimes violence. Of course, none of this makes for a happy holiday season.

What can be done?

Threats, pleas and anger can't control drinking anymore than they can control cancer. And attempting to limit the occasion where liquor is present isn't going to work either.

If there's concern that a drinking problem might exist, then a drinking problem does exist. It won't go away by itself and it will continue to get worse. That's the nature of this disease.

During the holiday season when there are bound to be more problems associated with alcoholic drinking, I urge people to get all the information they can. It could save them heartache, pain and suffering. And, it might even save a life.

Information about alcoholism and drug abuse, and HELP is available through the Addiction Recovery Program (ARP). Please call us at the toll free numbers listed below. WE CARE!

Surviving Spouse Benefit available for spouses of deceased retirees

This is a special reminder regarding a benefit that has been in place for you since April 1, 1985.

The Surviving Spouse Benefit is available to the spouse of a deceased Retiree who was eligible for benefits from the Pensioned Operating Engineers Health and Welfare Trust Fund.

The spouse may purchase the same hospital, medical and surgical benefits that the spouse had when covered under the pensioned Operating Engineers Health and Welfare Trust Fund. There are no prescription drug, vision care or hearing aid benefits under the Plan. The Plan will pay 80% of covered charges under Schedule I and 75% of covered charges under Schedule II.

At the time of the retiree's death the spouse will receive notice from the Trust

Fund Office describing the benefits available once Retiree Medical Plan eligibility ceases.

The monthly cost at the present time is: Schedule I—\$120 (spouse under age 65), \$60 (spouse age 65 or older); Schedule II—\$87 (spouse under age 65), \$43 (spouse age 65 or older).

The Board of Trustees will review these rates each year and will determine whether any increases are required.

Surviving spouses who have Kaiser coverage may convert to an individual plan with Kaiser. The rates are reasonable, the coverage excellent. Please contact the Kaiser office for information about the monthly rates.

If you have any questions, please call the Fringe Benefit Center.

Addiction Recovery Program



For information, confidential inquiries or referral please call:
California (800) 562-3277
Outside California (800) 562-2773

HONORARY MEMBERS

At the Executive Board meeting on October 19, 1986, it was reported that the following retirees have 35 or more years of membership in the Local Union, as of October 1986, and have been determined eligible for Honorary Membership, effective January 1987:

George Adler	.....	#0479812
Leslie Arnett	.....	#0698458
Oliver Ashworth	.....	#0693605
L. R. Barnes	.....	#0674700
Leo Beers	.....	#0679084
Woodrow Behank	.....	#0674800
H. O. Blackwelder	.....	#0702222
Ralph Brizzee	.....	#0361160
Clarence Bruner	.....	#0698324
William Bunting	.....	#0702227
Don Christensen	.....	#0702444
Woodrow Copsy	.....	#0679198
Robert Cox	.....	#0373488
Travis Crain	.....	#0679094
Charles Cunningham	.....	#0702238
James Durkee	.....	#0657782
Edward Elswood	.....	#0679212
James Fisher	.....	#0698484
Harry Gansberger	.....	#0702248
Norman Gotberg	.....	#0702457
Marion Halterman	.....	#0702251
Raymond Iman	.....	#0630506
James Ivy	.....	#0471894
C. C. Jordan	.....	#0702261
Lawrence Kite	.....	#0698386
Frank Knuedler	.....	#0702266
George Lantsberger	.....	#0702267
Ray Martin	.....	#0683278
Donald Nairn	.....	#0698516
Ray Oliver	.....	#0702292
Orvid Olson	.....	#0338760
Floyd Patterson	.....	#0671407
Elmer Powell	.....	#0598622
Ray Purdy	.....	#0373063
Manuel Romero	.....	#0310699
Bill Stone	.....	#0702408
Raymond Talbot	.....	#0652634
Martin Tull	.....	#0693722
Charles Varner	.....	#0632519
Joseph Widdison	.....	#0524755
Norman Wing	.....	#0569550

On Dancer, on Prancer, on Donner,
on Blitzen, on Christmas:

If union Santas don't look for
a gift with the union label, who
will?

INT'L LADIES GARMENT WORKERS UNION, AFL-CIO



Your Credit Union

By Bill Markus
Secretary-Treasurer

We have **LOWERED CAR LOAN RATES TO 8.9% APR** and extended the terms up to 72 months. This means **LOWER PAYMENTS** for you that are guaranteed for the life of the loan. When you consider all the factors, you will find a loan with your Credit Union is a better deal than dealer financing.

Although the dealers advertise low rates, there are several things you should consider. First, the dealer rate usually only applies to selected models; the ones they have overstocked and are trying to unload before the 1987 cars arrive. When you finance through your Credit Union, you buy the car **YOU WANT** and, we will help you get the best price by supplying you with fleet brokers who offer real savings.

Second, if you opt for the dealers low rate, you generally find the overall cost of the car is higher than if you financed through your Credit Union. It is very important that you negotiate a deal **BEFORE** talking about financing. If you show an interest in the 2.9% financing, you will **PAY MORE FOR THE AUTO**. Make your best deal on the auto without the 2.9% and have it accepted by the sales manager.

Then ask about the dealer financing. The salesman will probably come back with some excuse why the **PRICE WOULD HAVE TO BE INCREASED FOR THE 2.9% FINANCING**. This is because the dealer's low rate is usually subsidized, which means he will make up for the low rate by padding the deal somewhere else, whether in extras or dealer markup.

The bottom line is that anytime you are offered an unusually low interest rate, someone is paying for it. More than likely, that someone is going to be **YOU**. This higher price the dealer charges you also means you pay more sales tax, which can be substantial when dealers increase the price by \$1,000 or more. And about the cash rebate? If you take the rebate and apply it to a Credit Union loan you win both ways. With the rebate subtracted from the purchase price, after you have negotiated your best price, you probably will come out ahead on monthly payments because you will be financing a smaller loan.

Your Credit Union can **Preapprove** your loan and offers the convenience of payroll deduction for automatic loan payments. We also provide mechanical breakdown insurance at a greatly reduced cost. Call or come by

(Continued on page 12)

Major parking lots being built on 'Big Island'

People in Hawaii are requesting more parking areas in Honolulu. So, the State Department of Transportation has decided to build a five-story parking structure which is being constructed to meet the heavy demand for public parking in that area, reports Financial Secretary Wallace Lean.

The start of construction was timed to coincide with the September opening of the new parking structure at Halekaiwila and South Street, behind the State Courthouse. Half of the 429 stalls are for public use. A certain number of public parking stalls will be provided for new buildings, even when the new parking structure is completed.

Another project in the Honolulu area for our Brother Engineers is renovation of the Reef Hotel at the Outrigger. Hawaii plans to begin a \$5 million exterior renovation of the 31-year old Reef Hotel on October 1, 1986. Work on the 18-story hotel's main entrance lobbies and surrounding grounds will include construction of a new arrival area, landscaping and complete refurbishment of the lobby, shop and restaurants.

On the Leeward side of Oahu, a few more union contractors have been awarded projects to create work for our members.

Hawaiian Bitumuls & Paving Co. has been awarded a \$1.3 million dollar project in Barber's Point. S & M Sakamoto, Inc. was awarded a \$2.8 million dollar project in Wheeler Air Force Base and Tower Construction was awarded a project at the Aliamanu Military Reservation.

One of the few notices of up-coming construction projects that have been advertised is a \$1 million dollar project in Pearl Harbor. This work includes removal and road work and providing of office enclosures.

Another project is Kaneohe Marine Corp. Air Station which will cost \$5 million for 25-one and two story buildings, with floors ranging from 10,000 to 27,000 square feet. Functional areas include offices, administrative areas, gear storages and conference rooms.

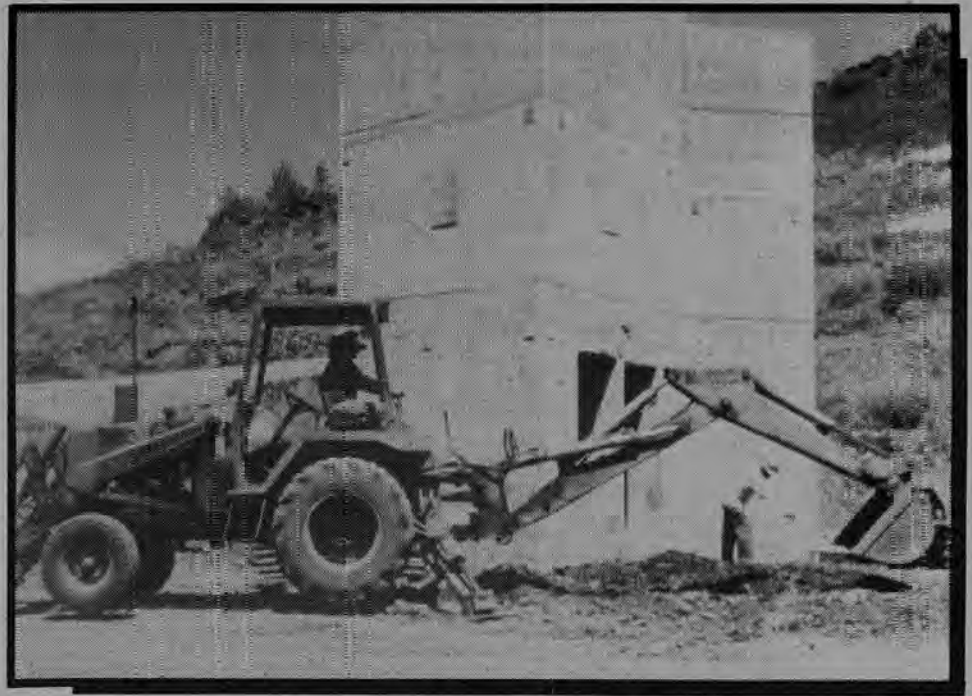
In Pearl Harbor, a project will go to bid for a \$1 million dollar dredging job on Wharf S-21 at the sub-base to accommodate new submarines. Another \$5 million dollar project in Pearl Harbor to be built is a single story missile maintenance facility of reinforced concrete. The facility will include electronic interference, shielding and an emergency power generator. This project will include access roads, parking areas, water and sewage system. It will go to bid by October 14, 1986.

The construction industry has helped edge the state's jobless rate to its lowest level in about six years.

Unemployment fell from 4.9 percent in July to 4.7 percent in August, the best it has been since 1980. Construction led in job gains, adding 800 more positions to its payroll, to bring the industry job count to about 18,300.

Here, on the island of Oahu, the Operating Engineers' bench has about 45 men out of work. While on the outside islands, Hawaii has about 19 A-Engs., Maui has 2 A-Engs., Kauai has 5 A-Engs. and Molokai has 4 A-Engs. out of work.

(Continued on page 10)



Apprentice Robin Drolet works at the Halawa Correctional Center for Hawaiian Dredging.

TECH ENGINEERS

'Teaching Techs' By Gene Machado

In the past the Surveyors Apprentice Program was able to offer Red Cross First Aid Multimedia courses to all members. Over six hundred (600) members took advantage of the offer at that time. Since that time apprentices have been the only persons required to have a current Red Cross card. Many members do not have a current card in their possession as the Red Cross card is only good for three (3) years.

State and Federal laws still require that crews working more than twenty-five (25) miles distance from any hospital have one or more members of that crew with a current Red Cross Multimedia First Aid card. Some job sites under construction may require the employer to prove this before working on the job site.

First aid could save the life of a fellow worker or yourself. It is important that knowledge of first aid is held by you and other crew members so that you could save his/her life or they could save yours.

The NCSJAC has made arrangements with the Hayward Unified School District to give First Aid courses free of charge to those members interested. This time, a 4 hour or 8 hour CPR course is also being offered. Classes will be held on Saturdays. Some evening courses could be arranged, but will take more than one session. The First Aid Multimedia course is still an eight (8) hour course.

In order to schedule classes we need to have those of you and your family that are interested (18 years or older) sign up by writing our office at 401 Roland Way, Suite 202, Oakland, CA 94621, (415) 635-3255. We need a class size of 10 to 12, or 20 to 24 in order to hold a class. When enough responses are received a class will be scheduled and your appointment will be made.

These courses in First Aid and CPR are more often used at home than on the job site. It may well be that the life you save because of this training would be of a loved one instead of a fellow worker, so bring your wife, and both of you will feel much safer when an accident occurs at work or at home.

Notices will be sent by this office to the members and their employers with a form to fill out, but don't wait, — write

now before an accident does happen. It is still better to be safe than sorry.

All apprentices who have expired First Aid cards should write for an appointment now.

The First Aid course is good for three (3) years, the CPR course is good for one (1) year, and the knowledge is good forever.

This year, six (6) party chiefs became certified in one or more categories ending many years of training. It takes 8000 on the job training hours to complete as party chief, 1000 of which must be worked as party chief. To become certified one must have been employed 4500 hours as a chief of party as verified by employers approved by the NCSJAC.

Those who complete as certified chief of party earn every penny they get. They have worked hard to achieve this status. Many of those who graduate are concerned enough about their work that they would have taken extra courses at college (and many have) to make themselves a better surveyor. There are many that have gone through the apprentice program who now hold an L.S. card and many have passed the LSIT.

Every year a few more party chiefs join the ranks of certified and L.S. status making Local Union No. 3 members the best trained and highest respected survey work force of all the other states combined. We can be proud of those that put out the extra effort to be the best.

Three apprentices graduated as party chiefs and five apprentices graduated to rodman/chainman status. Six more apprentices will graduate to rodman/chainman status before the year is out. All of these people have worked hard to increase their knowledge and to become a part of a survey work force that will not take a back seat to anyone.

The non-union sector and other states dream of what we have. They are not ready to pay the price in money or effort, nor do they have a union to back them up and put the working parts together needed to get the results Local 3 has.

The surveyor's and the operator's apprentice program has given a trained edge to the young people coming into our work force that cannot be beat.

Congratulations to those apprentices who have proven themselves.

Work in Sacramento area going full bore *Future work looks good for Hawaii*

Work in the Sacramento District is still going full bore, reports District Representative Ken Bowersmith. Teichert, Granite, Collet, and Lund, as well as the small contractors in the district, are working long hours trying to get as much done as they can before the rains.

S. J. Groves was awarded a P G & E tunnel repair job near Newcastle. They only have two months to complete the work, so they will be going some hours on this one.

Kiewit has another rush job for P G & E at Alta and is going long hours. This one is cleaning out the after bay at the Drum Powerhouse. Guy F. Atkinson also picked up a job on the Drum Powerhouse Forebay Spillway. So at the present time we have several of the brothers working up in the Alta area.

"We are still waiting to hear when SOFAR will get started," Bowersmith said. "They are putting the final touches on the contract with the financial people in New York, and they are suppose to have this completed some time in the middle of December. Depending on the weather conditions, Groves would like to get started as soon as they get the go ahead on the money."

The Zeta Chapter of Retirees held a get acquainted potluck dinner on October 4 at the Elk Grange Hall to make up for the picnic that was cancelled in September because of rain.

The gourmet cooks did an outstanding job, serving a wide assortment of hot dishes, salads and desserts. Not only was it good, there was plenty of it!

"As usual when you get a bunch of engineers together, a lot of dirt was moved, some heavy picks were made, old acquaintances renewed and new friendships were made," Bowersmith commented.

To top the event off, a raffle was held in which some nice prizes were won by some lucky people.

Special thanks go to retiree Ernie Sutton and Dotty Meisner who organized the event and put a great committee together. Ernie serves as president of the Zeta Chapter and is devoting a lot of his time to get the chapter more active.

Any of you oldtimers who would like more information, or can volunteer some time to help with the next event can contact Ernie Sutton at (916) 989-2895 or Dotty Meisner at (916) 961-0273.

Business Representative Dave Young reports that work in the south area has improved by ten-fold. T & S has two large jobs going at full tilt, both are industrial subdivisions. One is off White Rock Road and the other at Elk Grove Blvd. near Bruceville Road.

Granite and Teichert have the greatest volume of work with large subdivisions in Sacramento and the Elk Grove areas with their manpower needs at an all time high.

CFB has started a new industrial subdivision on Stockton Blvd. in Elk Grove near Hwy. 99 and Grant Line Road with DSS as a subcontractor.

Granite Construction has a full excavating crew at their Bradshaw pit preparing to move their plant there from Power Inn Road.

The District office has filed several consumer complaints regarding payment of wages and apprentice training against several non-union employers such as, Environmental, Dirt Movers, Keyava, Valley Ranches, Dockter-Santana, and others resulting in monies being collected in behalf of the apprentice training and correct wages being paid and fines imposed. Any help the brothers and sisters can give us in these areas will be greatly appreciated.

The Folsom Prison job is nearing completion. Tutor-Saliba, Bryant Paving, Ford Construction, Teichert, Owl Crane, Zamora, Tilford Bros., and several others having provided many hours of employment for our mem-

bership.

Business Representative Gary Wagon reports that the Sacramento and Stockton offices are in the process of signing a 3-year Agreement with the Levin Metals scrap yards in Sacramento and Stockton.

The contract with Morgan Equipment in West Sacramento has just been ratified by the membership for three years.

Teichert, under the supervision of Les Duffy, has completed the paving of the runways at Metro Airport.

R. C. Collet is deepening the Cache Creek Water Channel in Capay Valley and hopes to have the permits to set up their Cache Creek pit on the new site in Esparto.

Ken Walters from Santa Rosa has completed one portion of levee repair at the Yolo weir for the Army Corps of Engineers.

Jim Ferry has resigned a contract with local 3 and is breaking ground on his portion of levee repair on the west end of Elkhorn bridge.

Many of the members are working more hours than they want and expect to until the rains arrive. The Sacramento area is expecting another good year in 1987 and are hoping for an early spring.



Really tipping the scales — Some of the finest welders in the industry are Local 3 members at Cardinal Scales. This firm builds large truck scales which are shipped around the world. Pictured above is the biggest platform scale in the world, a 950,000 lb. monster recently completed by the company. The photo of a Cat tandem bottom dump perched on the scale was taken at the San Juan Coal Company in La Platta, New Mexico. The load on the rig weighed in at 840,000 lbs. The operator of the truck is a Navajo Indian woman. Business Representative Gary Wagon, who services Cardinal Scales, says the plant is represented totally by Local 3. Pre-negotiations for a new contract have just begun with the company.

New benefits for Magic Kingdom Club members

The Magic Kingdom Club is pleased to announce several exciting new Magic Kingdom Club benefits for 1987.

• **Hilton Hotels Corporation:** Hilton is the new "Official Hotel" of the Magic Kingdom Club, offering Club members and their families a 10% discount on accommodations at most Hiltons nationwide. Advance reservations are suggested and can be made by calling, toll-free, 1-800-HILTONS. Although the Howard Johnson Company will no longer be affiliated with the Magic Kingdom Club, participating Howard Johnson Lodges and Hotels will continue to honor the Club membership through the end of 1987.

• **National Car Rental:** We have simplified the Club benefit at National Car Rental locations nationwide. Club members now receive a 15% discount on daily rates and a 10% discount on already low weekly, weekend and holiday rates. These discounts are available on most car sizes and only certain promotional rates are excluded.

• **Vail, Colorado:** is now the "Official Ski Resort" of the Magic Kingdom Club, providing reduced rates on accommodations, skiing and other activities year-round. A brochure listing all the particulars of this new benefit will be mailed to you soon. We

are very excited about offering our Club members this outstanding benefit at not only Colorado's largest ski resort, but one of the world's great mountain resorts.

• **Pacific Southwest Airlines:** PSA, the Official Airline of Disneyland and the Magic Kingdom Club now offers Club members an exclusive 10% discount on 30-day advance purchase round-trip airfares between the more than 30 cities PSA serves. This new discount is a great way to catch PSA's smile—and save additional money—on your next vacation at Disneyland or any other exciting destination.

Future work looks good for Hawaii

(Continued from page 9)

Work on the Big Island looks very good for the next 10 years. August contracts for future construction in Hawaii more than doubled from a year earlier, to \$140.1 million.

Three categories—residential, non-residential and non-building showed increases. The total for eight months through August was \$826 million, up 57 percent from a year earlier.

E. E. Black will start work soon in Mililani Town on a \$17 million regional shopping center to be built in Central Oahu. The shopping center is being built on a 45 acre site across from Mililani High School. The first phase, which should be completed next October will have a drug store, a market, retail shops, restaurants, medical and office spaces.

E. E. Black is also working on a \$2.5 million renovation project in downtown Honolulu. The project, when finished, will be for the city's property-tax office and employees of the housing department. The building was the old District Courthouse at Merchant and Bethel Streets.

Waikiki is to get an 18 months, \$10.6 million facelift, which will be done by Royal Contracting. Widened sidewalks taking over outside lanes, one on each side on the avenue, covered with non-slip tiles. Eye-level landscaping to screen street traffic from pedestrians and planting are some of the things to be done.

Big Isle assets are size and diversity. Roses, Protea, cattle, coffee, macadamia nuts, sheep, avocados, lettuce, citrus, taro, and fresh fish are a small sampling of what's being produced in Kohala and Kona on the Big Island. But all of them combined can't compare with the real cash crop—tourists. Most of them stay in the high priced resort hotels or condos. They're growing in numbers at a healthy clip and may soon lift the Big Island out of its low hotel occupancy rating. West Hawaii partisans are speculating that the "Old Maui Crowd" is tiring of the newly developed congestion and seeking refuge in the wide-open spaces found between Kailua and Kawaihae or in the uplands of Waimea and Kohala.

Tourism is also becoming the catalyst for some of the agricultural diversification. This has been the subject of research and discussion since World War II. Millions of dollars flow yearly from hotels to the farmers at Waimea and elsewhere.

Along Kona's uplands, coffee growers and Millers are thriving on the current high price and there seems to be no let up in the market for macadamia nuts.

These are obvious assets contributing to what may soon become sizzling growth. But the less obvious assets are pushing the Big Island towards a major economic boom that's expected to be in full sway, through the turn of the century. Chief among those assets is the four letter word: Land!

The Big Island's 4,035 square miles provides wide-open spaces for development. Twice the size of all our other populated islands combined, it offers an opportunity to market week long, even months long, stays by visitors who can be induced to explore the incredible variety of climate, scenery, life-styles and activity. Fishing, hunting, golfing, horseback riding, hiking, swimming, even skiing, are available and ready to be promoted!

Schedule of District Mtgs.

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

December

- 3rd District 12: Ogden
Ogden Hilton
247 24th Street
- 4th District 11: Reno
Musicians Hall,
124 West Taylor
- 10th District 9: Freedom
Veterans of Foreign
Wars Hall
1960 Freedom Blvd.

January

- 13th District 4: Eureka
Engineers Building,
2806 Broadway
- 13th District 17: Kauai
Wilcox Elementary School
4319 Hardy Street
- 14th District 7: Redding
Engineers Building,
100 Lake Blvd.
- 15th District 6: Marysville
Engineers Building,
1010 "I" Sreet
- 20th District 17: Kona
Konawaena School,
Kealahou
- 21st District 1: San Francisco
Seafarers Int. Aud.
350 Fremont St.
- 27th District 17: Honolulu
Kalihi Waena School,
1240 Gulick Avenue
- 28th District 17: Hilo
Kapiolani School,
966 Kilauea Avenue
- 29th District 17: Maui
Kahului Elem. School,
410 S. Hina Avenue
Kahului, Maui

Local 3 endorsed candidates do well in election

By John McMahon

With one of the lowest turnouts in recent elections, voters across the country returned the U. S. Senate to the control of the Democratic Party for President Reagan's final two years in office.

Marking a net gain of eight seats in the Senate, the Democrats will assume control for the first time since the Reagan landslide of 1980. Included in the Senate wins were newcomer Harry Reid in Nevada, replacing the retiring Senator Paul Laxalt, and the re-election of Senators Alan Cranston, in California and Daniel Inouye in Hawaii. Utah returned Republican Jake Garn to the Senate for his third term.

The major significance to the labor movement by the Democratic victory is that Utah's Senator Orrin Hatch will no longer be the Chairman of the Senate Labor Committee. Hatch has been responsible for delaying Committee action on several labor sponsored laws, including one which would outlaw double-breasted contractors.

Although the Democrats had reason to celebrate with their victory in the Senate, control of the nation's statehouses had a different outcome. With a net gain of eight governor's races, the Republicans can set the tone of government at the state level. The state of Nevada reelected Democratic Governor Richard Bryan to a second term, while Hawaii replaced retiring George Ariyoshi with Democrat Waihee.

Nevada also elected Bob Miller as their Lt. Governor and Frankie Sue Del Papa as Secretary of State. Miller's election is significant because Governor Bryan is expected to challenge Republican Senator Chic Hecht in 1988. If Bryan was to win that race, Bob Miller would take over the office of Governor. Nevada Democrats also made substantial gains in the legislature, taking majority control of the State Assembly.

In California, voters overwhelmingly reelected Governor Deukmejian for four

more years. Defeating labor endorsed Tom Bradley by over 1 1/2 million votes, Deukmejian was the only Republican to win a state-wide election in California. Showing that ticket splitting is alive and well in California, voters reelected Lt. Governor Leo McCarthy, Attorney General John Van de Kamp, Secretary of State March Fong Eu and Treasurer Jesse Unruh. Elected to his first term as Controller was Assemblyman Gray Davis.

Democrats even did surprisingly well in the state of Utah. With three Congressional seats up for election, the Democrats won in District 2 with the election of former Congressman Wayne Owens. In District 1, former Congressman Gunn McKay was narrowly defeated in a comeback attempt. Democrats also won several seats in the State Senate and the State House of Representatives.

The California Legislature will remain substantially the same as it was before the election with Democrats in control of both the Assembly and the State Senate. Local 3 supported candidates for the Assembly had mixed results. Jack Dugan, was defeated in District 5 in the Sacramento area, as was Mary Jadiker in District 8 and JoHanna Willmann in District 9.

In the State Senate, a major defeat for

Labor needs new strategies to prosper

(Continued from page 1)

unions has not changed. Only the methods.

Representatives from stationary and portable and hoisting unions attended two days of seminars on a wide range of topics including organizing, employee assistance programs, prevailing wage surveys and Local 3's job monitoring program.

The program was designed to help the locals develop tools that will enable them to compete more effectively in a rapidly changing labor relations environment.

"In the last 75 years, more changes have taken place in the technologies that affect work than in all previous recorded history," General President Dugan declared in his opening remarks. It is up to labor to keep abreast so that the services we offer will appeal to a changing membership.

The bottom line to this development is that organizing has become more challenging than ever, because many times we are dealing with employees who have been lulled into a false sense of security by management.

To further complicate matters, many dues paying union members are "divorced from any sense of genuine involvement," Dugan said. "They stay away in droves from union meetings. The picket line, once a sacrosanct symbol of union solidarity has become so porous that many employees provoke strikes with confidence that walkouts will work to their advantage, not unions."

We must revive our own membership first if we are to successfully tackle the 80 percent of the workforce that does not belong to unions.

Unfortunately, today's workers know and care little or nothing about what George Meany or Eugene Debs may have done for labor years ago. "To appeal to this new worker, unions will have to develop a whole new agenda," Dugan pointed out.

the labor movement came in District 8 where Assemblyman Lou Papan was narrowly defeated by San Francisco Quentin Kopp. Kopp ran as an independent in the district which includes northern San Mateo and southern San Francisco counties. Other Senate districts where the Republican Party had targeted incumbent friends of labor all returned the Democrats to office.

California voters approved several bond issues totalling \$1.8 billion in construction projects. The measures will provide money for school, prison and water system construction. The city of San Francisco approved \$186 million in bond measures for expansion of the Moscone Convention Center and waste water treatment facilities.

Voters in Alameda County decided that they could not wait for the State of California to solve their transportation problems. By approving Measure B, Alameda County sales taxes will rise 1/2¢ to pay off \$1.37 billion in construction bonds for transportation improvements.

The bonds will finance \$170 million in BART improvements, extending the line to the Livermore Valley, \$220 million for Nimitz freeway work, \$183 million for local streets and road improvements and \$169 million for new and improved freeway interchanges throughout the county.

While Alameda County was approving their transportation measure, voters in Contra Costa County defeated a similar measure. Measure C would have increased sales taxes 1/2¢ for their local transit needs, but it went down to a sound defeat.

San Mateo County voters approved a controversial measure which prohibits offshore oil drilling or the construction of support facilities on the San Mateo Coast. The measure also puts severe restrictions on any type of development on the coast. It is thought that measure A will have an impact on the proposed Devil's Slide bypass which has finally been approved by local, state and federal authorities.

Credit Union

(Continued from page 9)

the Credit Union today and a Loan Specialist will gladly give you a breakdown of interest, principal and monthly payments of a Credit Union loan so that you can compare for yourself which is the better deal. You will find a loan with your Credit Union is fast, convenient and saves you money.

Real Estate Loans 9.5%—10%

Real Estate loan interest rates have hit the lowest levels in years! If you are in the market for a new home, now is the time to act. Your Credit Union offers First Deed of Trust Mortgages at 9.5% plus 2 points, or 10% and no points. These are fixed rate loans, which means you are guaranteed this low rate for the duration of the loan. Our loans carry no prepayment penalty and no call clauses.

We will finance up to 80% of the purchase price or appraisal on a new home, whichever is less. Fifteen or thirty-year terms are available, depending on the amount you want to borrow. To qualify, you must have a minimum of 1 year continuous membership with the Credit Union.

Santa Rosa District Report

Lots of overtime in October

District Representative Chuck Smith reports that local contractors in the area were working a lot of overtime in the month of October trying to beat the rains. "I spoke with Janero on the jobsite, and he said almost all of the North Bay's employees are working 11 hours a day, 6 days a week, with some of them even working Sundays," Smith said. The only reason they were not working more hours was that there was no more daylight left in the day." North Bay was strictly underground until this year when they moved into excavation and most of their work is now site work.

The Cloverdale By-Pass is almost a reality. Cal Trans has advertised for bids and will be opening the bids this month. The job will be starting in the spring of 1987, as soon as the ground is dry enough. "I do not expect the job to use a lot of hands until summer as there will be quite a bit of clearing to do before they can start moving dirt," Smith commented. There will be three structures on the job and approximately 3.8 million yards of dirt. Cal Trans is allowing 800 working days to complete it.

Don Dowd is also real busy as of this

writing, trying to complete several projects. Brother Ray Cathy, Supervisor for Dowd, hit a Lottery Ticket for \$100,000! His wife bought him three tickets and herself three. The first one he scratched was the lucky one. Way to go Ray! I trust he gave his wife her share.

We would like to thank all the brothers and sisters who helped us in our recent survey of the recent November election. A special thanks to the Grievance Committee members Dave Spain, Paul Heater, Dennis Harlan, Danny Spain (dave's son), Cathy Heater (Paul's wife) and Executive Board member Jim Killean. We truly appreciate the many hours you spent on the phones.

The representatives and staff in the Santa Rosa office wish you and your families a very happy Thanksgiving Holiday. Watch your diet.

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