Commuter Relief
Reconstruction of the Walnut Creek Interchange will eliminate one of the Bay Area's worst traffic bottlenecks

Semi-annual meeting
See page 22 for details

Photo by Steve Moler
“We better learn to ride the wave of technology or we'll drown in the surf.”

The first computer developed in the 1950's was the size of a large room and had less processing power than a small palm-sized calculator that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.

This and much more can be done on a small computer that you can pick up at a drug store for five or six dollars. Today, I can sit at my laptop computer and with a few keystrokes, FAX a report to all our district offices in a few minutes, giving them instant access to information that used to take days to prepare and more days to send through the mail.

I can tap into online services that will make airline reservations and purchase the tickets. I can get hourly updates from the news straight off the AP wire, or obtain weather forecasts. I can pay bills electronically, tap into a huge network of consumer “electronic” catalogues and purchase just about any item I want.
Clinton gives $315 million for new Cypress freeway

Plans to rebuild the quake-ravaged Cypress Freeway received a boost last month when President Clinton, during an October 4 visit to the Bay Area, announced that he would request from Congress $315 million in additional appropriation for the 1.5 mile, six-lane freeway, which will replace the double-deck viaduct that collapsed during the 1989 Loma Prieta earthquake. Clinton's request, which must be approved by Congress, helps ensure that the Cypress replacement will be completed without interruption. Part of the money, which comes in addition to the $1.2 billion already appropriated for the project, would be used to help relocate 40 businesses that stand in the new freeway's proposed route.

Caltrans has already begun relocating sections of the Southern Pacific Railroad tracks that stand in the new freeway route. And last month Caltrans awarded the first major contract of the four-year project to a union demolition company, Livermore-based Evans Brothers, to razé a half-mile section of the old viaduct that's still standing. The demolition work is expected to begin this month.

Caltrans can contract out design work to private companies

A bill Local 3 fought long and hard for in the California Legislature was finally signed into law September 22 by Gov. Pete Wilson.

Senate Bill 1209 allows Caltrans to use outside engineering firms to design and survey highway projects, a law that will permit millions of dollars in highway work previously delayed because of litigation to move forward. About 12 percent of Caltrans' design work is farmed out to private engineering firms.

The contracting out problem began back in 1988, when a bill allowing Caltrans to contract out extra design and survey work to private firms was passed in the Legislature. But the Professional Engineers in California Government (PECOG), which represents Caltrans' in-house engineers, brought suit against Caltrans in 1990 in Sacramento Superior Court claiming the new law violated a provision of the state Constitution prohibiting private contractors from doing the work of civil servants.

Superior Court Judge Eugene Gualco agreed and ruled that Caltrans could contract out to private firms only under certain conditions. Caltrans responded by temporarily freezing design work performed by private companies, then issued a departmental directive that reduced the amount of such work available to private firms.

Meanwhile, a huge backlog of design work began piling up shortly after voters approved Proposition 111 in November 1990. The lawsuit potentially delayed some $1.5 billion in highway work, tied up another $150 million in seismic retrofit work and threatened some 30,000 construction jobs.

The construction trades, along with business and transportation groups, formed a coalition to push for legislation that would overturn the court ruling and speed delivery of the stalled projects. Local 3 Business Manager Tom Stapleton and Vice President Jack Baugh met with Caltrans Director James van Loben Sels and key state Assemblymen in early 1992 to help expedite the projects.

A new bill, SB 1209, was introduced earlier this year that gave Caltrans the authority to use outside engineering firms to design highway projects. The Legislature approved SB 1209 and Gov. Wilson signed the bill into law September 22 at an Orange County land surveying firm. SB 1209 supporters hailed the bill as necessary to prevent delays and job losses, and to spur the state's economy and provide business for minority-owned firms.

Caltrans, which has always relied heavily on its own staff to do the bulk of the department's work, will now have the freedom, when necessary, to contract out in order to keep highway projects moving forward on schedule.

Study finds high occupational deaths in construction

A new study conducted by the California Department of Industrial Relations shows that among major industries, construction, which employs 4 percent of the state's work force, accounted for 15 percent of California's fatal occupational injuries in 1992.

Among major industries, construction recorded the largest number of fatal work injuries at 108, followed by construction, 82, and retail trade at 78. In 1991, 1990, transportation and public utilities and retail trade registered the highest number of fatally injured workers.

Overall, the number of California workers who suffered fatal work-related injuries declined from 657 in 1991 to 651 in 1992. California's 1992 fatal work injury rate was four deaths per 100,000 workers, lower than the nationwide rate of five per 100,000.

Among other major findings, transportation accidents resulted in 39 percent of all traumatic work fatalities in 1992, half of which involved highway accidents. Homicides accounted for 25 percent of the work-place fatalities in California, up from 22 percent in 1991.

Ninety-three percent of the fatally injured workers were men, well above their 57 percent share of the California work force. The self-employed and those working in family businesses accounted for 22 percent of the fatally injured workers, double their percent share of the state's employed workers.

The occupation group "operators, fabricators and laborers," which includes such jobs as motor vehicle operators, machine operators and construction laborers, accounted for 20 percent of the occupational fatal injuries in 1992.

Semi-annual Membership Meeting

Recording-Corresponding Secretary Robert L. Wise has announced that the next semi-annual meeting of the membership will be held on Saturday, January 8, 1994, at 1 p.m. at the Seafarers International Union auditorium, 350 Fremont Street, San Francisco, California.
The North American Free (Aid) Agreement
NAFTA would enrich corporate treasuries while sending good union construction jobs south of the border

By Steve Moler
Assistant Editor

Until recently controversy surrounding the North American Free Trade Agreement has focused on the enormous loss of U.S. manufacturing jobs to Mexico. But as Congress prepares for a ratification vote this full evidence indicates that NAFTA would also have a profoundly negative impact on the construction trades.

Many economists predict that under NAFTA hundreds of U.S. companies now employing highly skilled, well-paid union workers won't resist the temptation to close shop in the United States and move to the border region of Mexico, where wages average less than a dollar an hour and environmental and labor laws hardly exist.

The expected surge in industrial development following full implementation of NAFTA means billions of dollars in construction investments normally spent in the United States would flow south of the Rio Grande. Scores of new industrial parks, warehouses, freight depots, rail lines, ports, and all the accompanying infrastructure, would be built mostly by North American and Pacific Rim companies using cheap Mexican labor.

"NAFTA most definitely will have a negative effect on construction, particularly in the short term," said Local 3 economist John Hendricks. "NAFTA will diminish the need for residential and commercial construction here and increase demand down there. It's not that our members will lose their jobs, they just won't go to work. The work that goes south are jobs for which operating engineers won't get a dispatch."

Construction already booming

Even before NAFTA took effect, construction projects along the U.S.-Mexico border are booming, including construction of the world's largest airline maintenance facility in Tijuana, a new deep-water port in Ensenada, a giant power plant in Piedras Negras, and water treatment and flood control projects near Tijuana.

The pace of development along the border would likely accelerate dramatically under NAFTA because most of the economic boundaries separating Canada, the United States and Mexico would disappear within a decade. As soon as NAFTA takes effect, almost half of all trade tariffs would be dropped and the rest phased out in five to 10 years. Almost anything manufactured in the three-nation trade zone could be shipped freely anywhere else in the zone.

U.S. companies, for example, would be permitted to use Mexican trucks and drivers, who earn as little as $7 per day, to move freight anywhere in the United States without having to meet U.S. safety standards. Mexican trucks, which are more than three times older than U.S. trucks, would be driven by Mexican drivers who wouldn't have to meet U.S. hazardous materials training requirements or limits on hours they can be on the road without a break. They also won't be listed on state and local police computers that provide information on past drunken driving and other safety violations.

How the nightmare began

The agreement Congress is now considering for ratification has its origins dating back to the mid-1980s, when the U.S. government began aventure with Mexico, called the Maquiladora Program, to encourage U.S. companies to establish assembly plants in Mexico by setting low tariffs on finished goods shipped back to the United States.

But by the late 1980s, most of these plants had been converted to full-scale manufacturing facilities performing the same type of work once done by American workers - but at much lower wages. Over the past decade, maquiladora plants have blossomed along a strip of land that stretches 1,500 miles from California to Texas.

All along the Mexican side of the border, in towns like Tijuana, Mexico, Juarez, Nuevo Laredo, Reynosa, Piedras Negras and Matamoros, exist some 2,000 maquiladora plants employing more than a half-million low-paid Mexican workers. They make everything from appliances and automotive parts to computers and consumer electronics, almost all of it shipped back to the United States for American consumption.

The number of U.S. maquiladora plants is growing by about 350 a year. By 1995, an estimated 2,800 plants employing some 800,000 workers will exist along the border. Companies long associated with the United States - General Motors, Fisher-Price, Trico, Parker-Hannifin, Xerox, Ford, Kimberly-Clark, IBM, Samsonite, GE and Smith-Corona - have replaced facilities that once provided good union jobs for Americans with factories paying Mexicans workers the equivalent of about 50 cents per hour.

More 'trickle-down' economics

What NAFTA really represents is free trade but classic "trickle-down" economics, another method of transferring enormous wealth from America's working class to the upper strata of U.S. society. While hundreds of thousands of American workers hit the unemployment lines or are forced into low-paying service jobs, U.S. multinational corporations and Wall Street investors would reap enormous profits and fees under the free trade agreement.

According to the American Chamber of Commerce in Mexico, the average difference between a Mexican worker's wages and benefits and those of the average American worker is $32,000 per year. In other words, for every U.S. worker fired in the United States and replaced in Mexico, a company saves on average of $32,000. Multiplied by 500,000 - the number of Mexican workers currently employed in maquiladora plants - that's a savings of about $16 billion per year.

This potential wealth transfer explains why corporate executives, bankers, Wall Street brokers, corpo-
rate lawyers and wealthy Washington politicians who own stocks in many of these corporations love NAFTA. Groups representing these people are spending millions of dollars to lobby for and promote NAFTA in the United States. In private, they gleam over the magnificent profits to be earned but publicly tell American workers there's nothing to fear.

**Jobs at risk**

But evidence suggests blue-collar wage earners have plenty to be concerned about. According to a study by the Economic Policy Institute, nearly 400,000 jobs in California, or about 7.4 percent of the state's workforce, would be at risk of being lost to Mexico under the free trade agreement. About 14 percent of Michigan's workforce—roughly 500,000 workers—could vanish under NAFTA, and Texas, Ohio and New York each could lose up to 400,000 jobs. Most of the job losses would occur in the automotive, apparel, food processing, furniture, leather, and stone and glass industries. These job losses, by the way, would far exceed the number of new jobs generated by NAFTA, according to many economists who have studied the agreement's potential effects on the U.S. economy.

Other studies have found that at least 500,000 U.S. manufacturing jobs were shifted to Mexico during the 1980s, and that another half-million U.S. jobs would be lost during the 1990s under NAFTA. The Chicago area alone lost more than 47,000 jobs from plant closings and layoffs by corporations that moved to the Mexican border during the 1980s.

**Bad news for construction**

The agreement wouldn't decimate only the previously mentioned industries. As capital investment shifts to the border region, so would major construction projects and the jobs they create. Consider what's already happening at various locations along the border— even before NAFTA takes effect.

The Mexican government, with financial backing from a Hong Kong investment group and a wealthy Mexican industrialist with ties to the maquiladoras, is constructing the world's largest aircraft maintenance facility adjacent to Rodrigues International Airport in Tijuana, a complex designed to provide U.S. airlines with cheap maintenance and repair services.

The project, just a Corona beer bottle's throw from the U.S. border, involves constructing two huge aircraft hangars to accommodate wide-bodied jets, extending the airport's existing runway 3,000 feet and building a new 11,500-foot parallel runway. An industrial park and new passenger terminal are also planned.

Why was the facility built just inside Mexico instead of somewhere in San Diego County? Because the Bush administration in 1988 changed a Federal Aviation Administration rule— Federal Air Regulation 145—that allowed U.S. owned and registered aircraft operated in this country to be repaired at foreign repair stations.

Investors and airline companies immediately took advantage. They saw Tijuana, which already had a small international airport, as an ideal place to build a maquiladora-style maintenance facility so U.S. commercial passenger jets could be serviced and repaired for a fraction of the cost for the same work done by union machinists and aerospace workers in the United States. When the Tijuana deal was approved, open-water, dock facility complete with cranes for loading containers and, of course, extensive access to the port's channel. Containers used in maritime shipping are already being manufactured in Tijuana and shipped to Ensenada for delivery to the United States.

A huge 1,400-megawatt coal-fired power plant is currently under construction in Piedras Negras, a city located on the Mexican side of the Rio Grande about 150 miles southwest of San Antonio, Tex. The plant is part of a joint venture between the Mexican government and SCE Corp., which owns Southern California Edison. The plant, which does not meet U.S. environmental standards, has been the subject of protests by environmental groups that claim the plant would blow pollution over the U.S. border into ecologically fragile places like Amistad National Recreation Area and Big Bend National Park in Texas.

This kind of construction development inside Mexico would only proliferate under a free trade agreement and likely spread into other sectors as well. Steel fabrication for new bridges and high-rise buildings, for instance, would probably expand significantly in Mexico as transportation restrictions are eased. Companies that make reinforced steel would be well-positioned to exploit Mexico's low wages and easy access to U.S. markets.

Worse yet, pre-cast concrete companies would be able to take advantage of low wages and lax environmental standards to gain an advantage over companies that stay in the United States. With virtually no restrictions on transportation, what would keep rock, sand and gravel companies from moving portable plants to Mexican border sites and shipping material back to the United States by rail or truck?

**What you can do**

Over Labor Day, AFL-CIO President Lane Kirkland referred to NAFTA as "a poison pill left over from the previous administration, saying the agreement would be "deeply detrimental to the best interests of this country and the workers of America."

The AFL-CIO and its affiliates (Continued on page 10)
Sorting out Clinton’s health care reform

Under president’s new plan, union members won’t lose hard-won benefits nor have to continue giving up wages to cover skyrocketing health costs

By Steve Moler
Assistant Editor

Most analysis concerning Clinton’s national health plan has focused on how the new program would affect the millions of uninsured and underinsured Americans. But what impact will the president’s plan have on the nation’s 16.4 million union members who already have good health insurance?

The good news is that, under the plan unveiled before a joint session of Congress September 22, unions with a health care package more generous than the administration is proposing will not lose their hard-won benefits. Union members, for the most part, will be allowed to keep the plans they have negotiated so vigorously for over the years, and they are not

How the plan works

Under Clinton’s plan, called the American Health Security Act of 1993, every U.S. citizen and legal resident, regardless of income, health and employment status, would have access to a comprehensive range of health benefits, including doctor’s visits, hospital and emergency care, limited mental health benefits and preventative services such as periodic medical exams, prenatal and well-baby care.

All employers 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. If an employer meets the plan as is, a national health board, comprising seven members appointed by the president, would be established to monitor and oversee the program. The Federal Trade Commission would also have power to monitor and regulate health insurance.

Each state would then establish health and welfare plans such as Local 3’s and those of many large unions would fall into the “large employer” category. Taft-Hartley plans would have the option of either forming their own health alliance, like the corporate alliance, join a national Taft-Hartley alliance or join with other Taft-Hartley plans sponsored by the same union, or join with other Taft-Hartley plans sponsored by the same union or other unions in the same region to form a regional Taft-Hartley health alliance. Unions would also have the option—though unlikely—of releasing members to join a regional alliance and offer supplemental benefits.

Under these options, Local 3 most likely would form its own corporate alliance or join with other construction trade unions in forming a corporate alliance. In either case, Local 3’s health and welfare plans would continue functioning essentially as they are now.

It’s important for Local 3 members participating in any of the union’s health plans to know that corporate alliances must provide benefits at least as good as those of the regional alliances. However, plans would be able to negotiate with employers for benefits beyond the minimum federal package such as having employers pick up more than 80 percent of premiums and pay more of the deductibles and co-payments.

Families with two earners would have to make a choice. If one spouse’s employer joins a regional alliance and the other spouse’s employer establishes a corporate alliance, both spouses must enroll in the same alliance. Both employers must then make premium payments to whichever alliance they choose.

Medicare, early retirement

Retirees would also have choices. Medicare would be maintained as a separate program. However, the states would have the authority to integrate Medicare beneficiaries into the regional alliance, provided they guarantee the same Medicare benefits and don’t charge any additional costs to Medicare beneficiaries, who would also have the right to enroll in the regional alliance even if the state has not moved to integrate the two programs.

The federal government would also pick up the lion’s share of medical benefits for early retirees. For those between 65 and 69 who have worked sufficient quarters to qualify for Social Security, the federal government would pay 90 percent of the average premium for the benefit package.

Of utmost importance to union members is that workers would still be guaranteed health insurance coverage when they go on strike. It’s unclear at this point exactly how premiums would be paid—whether
the employer would have to continue paying premiums or whether the individual or union would pick up the tab — but for sure no American would ever be uninsured again. Even unemployed workers would continue to receive full coverage.

Easing labor strife
Organized labor has formally endorsed Clinton's plan because it not only meets labor's overall goal for health reform, but it also removes from the bargaining table one of the most contentious issues of the past decade.

Because of skyrocketing health care costs, employers have been giving workers the choice between wage hikes or increased hourly contributions to union medical plans — but not both. Workers, who feel they've already shared enough of the increases, have wanted to at least maintain their health coverage plus win enough wage increases to keep up with inflation. These differences have substantially increased the number of labor disputes regarding health care coverage over the past few years, from 18 percent of strikes in 1986 to 78 percent in 1989.

If the Clinton administration succeeds at pushing the plan through Congress, labor leaders believe unions will finally be able to concentrate anew on wages, pensions, child care, safety and a host of other issues long shoved beneath the bargaining table.

Cost containment
The reason labor feels so optimistic about Clinton's plan is because of what Washington health care analyst Robert Laszewski calls the "pivot point of the whole plan" — cost controls. Local 3's health and welfare plans have been losing money five out of the last six years, and most other union health plans are also losing money or are nearly bankrupt because of rapidly rising health care costs.

But under Clinton's plan health costs would be kept in check through increased purchasing power of health alliances and competition among health plans. To further ensure costs controls, the national health board would establish budgets for regional and corporate alliances that would limit health spending to no more than the growth of the economy. When health plans submit bids to regional or corporate health alliances, the alliance and the national board would review the bids to determine whether they fall within the budget targets. If the bids are excessive, the alliance and the national board would have the authority to impose an assessment on the plan and its providers to cover extra costs, thus putting pressure on insurance companies to hold down premiums and for health care providers to operate efficiently.

No taxation of benefits
The big concern for unions during the drafting of the Clinton plan was whether benefits would be taxed. To labor's delight, all benefits covered under the plan would remain exempt from taxation. This includes those benefits, such as dental coverage for adults and more extensive mental health and substance abuse benefits, that would be phased in after 2001. Employer payments for premiums, co-payments and deductibles would remain exempt from taxation as well.

However, benefits that exceed those in the federal package would be taxable for employees after 10 years. It is believed, though, that very few benefits — perhaps things like hearing aids and adult eyeglasses — would eventually be taxed. The employer's contribution would remain a tax-deductible business expense.

What next?
The Clinton administration introduced October 27 a complex package of legislation in Congress, where it will be chopped up into manageable pieces and doled out to as many as 16 House and Senate committees. The matter is expected to be debated at least through spring.

Most health care experts believe the package that ultimately returns to the White House for the president's signature will likely be quite different from the one he outlined September 22. Democrats and Republicans are likely to bicker about the plan's financing, and the right wing will certainly challenge the requirement that health coverage include abortions.

The fiercest opposition, though, will probably come from special interest groups that stand to lose under the plan, such as small business that may have more difficulty paying for health benefits, insurance agents who will no longer be needed and medical specialists who may find themselves with fewer patients.

The AFL-CIO, which called the plan "a great leap forward for our society," has launched a major campaign to ensure Clinton's plan makes it out of Congress relatively intact.
A spirited crew of Local 3 operating engineers working for GS Roofing in Rancho Cordova makes the granules for asphalt shingles

If your roof is covered with asphalt shingles, chances are pretty good Local 3 operating engineers produced the tiny grains of sand imbedded in those shingles.

A crew of 23 operating engineers working for GS Roofing, one of the nation's major roofing materials manufacturers, produces the granules for the company's asphalt shingles at a plant in Rancho Cordova near Sacramento.

Operating engineers start with 3/8-minus rock purchased from Lone Star's adjacent rock plant. They feed that material into dryers that heat the sand to 250 degrees. After being screened, segregated and reduced to the proper size, the sand goes into a mixer where the material is coated with different colors. The tinted sand is then fed into a kiln and heated to about 1,000 degrees.

The final process—mixing the sand with ammonia chloride and water—makes the granules water resistant. About five rail cars and 40 to 60 trucks each week pull up to the plant's 14 loading bays, fill up and transport the finished granules to three GS Roofing manufacturing plants in Portland, Ore., and in Wilmington and South Gate near Los Angeles, as well as to other roofing manufacturers. Crews working four separate shifts keep the plant operating 24 hours a day, seven days a week.
Top left: Crusher operator Doug Williams makes sure the 3/8 minus sand gets separated down to the specified size.

Left: Mechanic/Welder Al Billgmier keeps the machinery in top shape.

Below: Jim Edwards adds color to the sand before it's dried and prepared for final production.

Bottom left: Granual Technologist Harry Tenhulzen makes sure the granules meet specifications.

Left: Loader operator Max Beeghley.
The North American Free (Aid) Agreement

(Continued from page 6)

have launched an all-out lobbying campaign to defeat NAFTA in Congress. According to a poll conducted by the Bureau of National Affairs in September, the vote on Capitol Hill will be close, particularly in the House, where 218 votes will be required to pass or kill NAFTA. The poll showed 89 Democrats and 22 Republicans in the House oppose NAFTA, while 79 Democrats and 60 Republicans would support it, with a total of 233 House members undecided. In the Senate, six Democrats and 22 Republicans would support the legislation, while 13 Democrats and two Republicans oppose it. Fifty-two Senators are undecided.

Local 3 is urging members to write or call the elected representatives listed in the box on this page and express your vigorous opposition to NAFTA. Even if you don't live in the representative's district, explain that NAFTA will have nationwide repercussions. Explain in some detail why you oppose it and the negative impact it could have on you and your family's livelihood.

Evening the score on NAFTA

October 7, 1993

Engineers News
1620 South Loop Rd.
Alameda, CA 94502-7090

Ref: NAFTA and a golf game lesson

Dear editor:

I went to play a game of golf and was teamed up with a man who wore a $300 pair of slacks and had a $1,200 set of Ping's resting on a $400 golf cart. He went back to his car, and there it was: a $45,000 one parked next to my 1986 Dodge D50 pickup.

This guy hit three practice shots with three new Ultras. I hit an old cut ball that I had owned for a year. This man was the owner of a large business, with seven factories here in the United States and one across the border in Mexico.

He wanted to know if I knew about NAFTA. I said I am split between the suggestion of yes or no. This man then said to me: "If one of my companies here goes on strike, I can bring my company from Mexico and just call it a transfer under this law. It is in the fine print, and people do not read." We were on the eighth hole, and I found his ball lying next to mine. I kicked it in a sprinkler hole and covered it with leaves and said to myself, "He's got Ultra balls to say that stuff about NAFTA to a union member." He came over and said, "Have you seen my ball?" I said it will cost you two strokes and helped him try to find it.

I beat this man by one stroke, and you should have seen his face. I then told him about the missing ball, and to my surprise, he said, "Never mind. I didn't even lose it; I just put it away." But for 10 holes he felt what it was like to have something taken away by rules, like the fine print of NAFTA. This is the game he plays well and will cheat us with. These people will never change their mind. We must out-number them and play good golf.

Call your senators and representatives and invite them to a game of golf. Let them understand we keep score and know where the sprinkler holes are.

Lawrence Scrivner,
Manteca, Calif.

Swaying the NAFTA undecided

Below is a list of five members of the California congressional delegation who, according to the Fair Trade Campaign, either support NAFTA but could be persuaded to change their minds or are undecided. Local 3 is urging members to telephone or write these elected officials urging them to vote against the free trade pact. The first telephone number listed is the representative's Washington D.C. number, the second is their local office number. Remember, writing a letter generally has more persuasive power than a telephone call.

District 3
Victor Fazio
U.S. House of Representatives
2113 Rayburn Bldg.
Washington, DC 20515
(202) 225-6716
(916) 478-4381

District 8
Nancy Pelosi
U.S. House of Representatives
240 Cannon Bldg.
Washington, DC 20515
(202) 225-4965
(415) 556-4882

District 14
Anna Eshoo
U.S. House of Representatives
1505 Longworth Bldg.
Washington, DC 20515
(202) 225-8104
(415) 323-2984

District 19
Richard Lehman
U.S. House of Representatives
1226 Longworth Bldg.
Washington, DC 20515
(202) 225-4540
(209) 487-5760

‘We Do The Work’ features NAFTA documentary

"We Do The Work," the independently produced national public television series, presents "Leaving Home," the highly-acclaimed documentary that investigates how free trade is already affecting workers on both sides of the U.S.-Mexico border through the maquiladora program.

The half-hour program will air Sunday, November 7, at 3:30 p.m. on KQED Channel 9, San Francisco, and Wednesday, November 10, at 6:30 p.m. on KCSM Channel 60, San Mateo.

"Leaving Home" reveals the tenuous lives of workers in Danville, Ill., and Union City, Ind., who have not only lost their jobs to moves offshore, but are now losing hope. We hear from them as they cope with unemployment or new low-wage jobs.

"Leaving Home" also travels to Juarez, one of several border towns where nearly half a million Mexicans work in U.S. Fortune 500 firms making products that were once made by the American middle class. It follows a coalition of religious, environmental and labor activists between the suggestion of yes or no. This man then said to me: "If one of my companies here goes on strike, I can bring my company from Mexico and just call it a transfer under this law. It is in the fine print, and people do not read."

We were on the eighth hole, and I found his ball lying next to mine. I kicked it in a sprinkler hole and covered it with leaves and said to myself, "He's got Ultra balls to say that stuff about NAFTA to a union member." He came over and said, "Have you seen my ball?" I said it will cost you two strokes and helped him try to find it.

I beat this man by one stroke, and you should have seen his face. I then told him about the missing ball, and to my surprise, he said, "Never mind. I didn't even lose it; I just put it away." But for 10 holes he felt what it was like to have something taken away by rules, like the fine print of NAFTA. This is the game he plays well and will cheat us with. These people will never change their mind. We must out-number them and play good golf.

Call your senators and representatives and invite them to a game of golf. Let them understand we keep score and know where the sprinkler holes are.

Lawrence Scrivner,
Manteca, Calif.
Long-time NCSJAC supporter remembered

Before the Northern California Surveyors Joint Apprenticeship program started, training was done but to a much lesser degree than today. The big difference between then and now was the lack of structured training. Rather than spending a certain percentage of your apprenticeship in the classroom, you learned in the old days from the ones with experience.

We regret to announce that on October 6 we lost one of those experienced trainers, Warren Bridwell, who was known to many oldtimers and to some of the new surveyors. Warren passed away peacefully in his sleep in Roseburg, Ore., where he and his wife, Gail, were living. Warren spent most of his years with two engineering firms, George S. Nolle and MacKay & Spoms. Warren had a way about him - you either learned or you were down the road. He was hard, but he was fair. Warren always supported education, and when the NCSJAC was founded it was fully supported by Warren and the firms he was employed by. Warren will be sorely missed.

ARP kicks off drunken driving prevention month

ARP joins a coalition of national organizations, among them the National Highway Traffic Safety Administration and the Center for Substance Abuse Prevention, as a sponsor of the campaign. A decade of combined efforts by NHTSA, the media and many public and private organizations and volunteers have demonstrated that prevention works to reduce impaired driving. Drunk and Drugged Driving Prevention Month (DD Month) and other strategies are credited with savings lives and reducing injury and property damage. In 1992, about 17,700 Americans died in crashes involving drivers and pedestrians impaired by alcohol and other drugs. This is the lowest figure in 30 years, but it is still unacceptably high.

ARP is taking part in this nationwide effort to emphasize the consequences of impaired driving and find ways to significantly reduce the number of alcohol-related crashes that claim thousands of innocent lives each year.

Alcohol impaired driving accounts for one death on U.S. highways about every half hour, adding up to about 17,700 lives lost in 1992.

That's almost 49 deaths per day, eight of them persons under 21. Over the past decade, about a quarter of a million Americans died in alcohol-related highway crashes, roughly the population of Norfolk, Va. And roughly another 1.4 million of our family members, friends and neighbors are injured in these kinds of crashes every year. Over the same 10 years, those injured - some of them permanently disabled - equal the population of San Diego, Calif. The image of everyone in a city like Norfolk dying, and every resident of San Diego suffering injury, suggests the scope of our problem.

If these numbers are awesome, what is the impact on our economy? The NHTSA puts the cost for highway crashes involving a driver or pedestrian impaired by alcohol or other drugs at $46.1 billion, or $133 annually for every man, woman and child in the United States. NHTSA estimates total medical costs per critical injury at an average of more than $250,000 and concludes that every alcohol-related highway death costs society nearly $800,000. This is an enormous bill the U.S. economy can ill afford.

A decade-plus of public and private sector efforts to prevent alcohol and other drug problems generally - and impaired driving specifically - underscore the obvious: prevention works. Prevention targeting under-21 drivers, for instance, has resulted in a declining proportion of 15- to 20-year-old driver involved in crashes who were intoxicated, down from 31 percent in 1982 to 17.1 percent in 1992. Similarly, alcohol prevalence data reveal that 3.5 million of today's young people under 18, who would have used alcohol if the norms of 1979 prevailed, will not drink now, thanks to prevention.

By now, everyone has heard "don't drink and drive" messages. Unfortunately, decisions to refrain from driving can also be impaired by drinking, especially when risk-taking use of alcohol is modeled by some of the same messengers. "Say no" slogans aimed by youth may not work as well if kids see parents and others they look up to saying "Yes." The occasional classroom hour and late-night public service message may not offset the constant barrage of positive images linking alcohol with pleasure and success.

Impaired driving crashes can be prevented. Communities can change, just as laws and individuals behavior can change. We can change the grim statistics. We can save precious health care dollars and over-burdened law enforcement resources. We can save lives. We can make prevention work for everyone.

ARP can be reached at 1-800-562-3277. Hawaii members call 1-800-842-4624.
The $318 million recon Creek Interchange will traffic bottlenecks

Driving through the I-680/Hwy. 24 interchange during rush hour can be a sweet experience for thousands of Contra Costa County commuters. On the one hand, since construction began in the late 1950s to improve the interchange to accommodate 70,000 vehicles it now houses about 280,000 vehicles per day, which is more than double its capacity. On the other hand, motorists know deep down inside that all the work will eventually be well worth their trouble.

When construction is completed on the $318 million, seven-phase interchange reconstruction project, motorists will get a whole new experience for their way through detours and passed construction work. The interchange was designed to carry up to 70,000 vehicles per hour, but now handles about 280,000 vehicles per day, which is more than double its capacity. On the other hand, motorists know deep down inside that all the work will eventually be well worth their trouble.

The interchange is Caltrans’ largest reconstruction project in Northern California and is expected to take eight years to complete. The entire project will involve widening both north and southbound lanes, completely rebuilding the interchange, and raising the capacity to handle future demands. The interchange was designed to carry up to 70,000 vehicles per hour, but now handles about 280,000 vehicles per day, which is more than double its capacity. On the other hand, motorists know deep down inside that all the work will eventually be well worth their trouble.

Operating engineer are currently working on the fifth phase, a $48 million segment that involves widening both north and southbound lanes, completely rebuilding the interchange, and raising the capacity to handle future demands. The interchange was designed to carry up to 70,000 vehicles per hour, but now handles about 280,000 vehicles per day, which is more than double its capacity. On the other hand, motorists know deep down inside that all the work will eventually be well worth their trouble.

The interchange is Caltrans’ largest reconstruction project in Northern California and is expected to take eight years to complete. The entire project will involve widening both north and southbound lanes, completely rebuilding the interchange, and raising the capacity to handle future demands. The interchange was designed to carry up to 70,000 vehicles per hour, but now handles about 280,000 vehicles per day, which is more than double its capacity. On the other hand, motorists know deep down inside that all the work will eventually be well worth their trouble.

Operating engineer are currently working on the fifth phase, a $48 million segment that involves widening both north and southbound lanes, completely rebuilding the interchange, and raising the capacity to handle future demands. The interchange was designed to carry up to 70,000 vehicles per hour, but now handles about 280,000 vehicles per day, which is more than double its capacity. On the other hand, motorists know deep down inside that all the work will eventually be well worth their trouble.
てる relief

Construction of the I-680/Hwy. 24 Walnut eliminate one of the Bay Area’s worst

24 Walnut Creek has become a bitter-s of Contra Costa

San Mateo communities have had to inch construction barricades to those same irate the suffering will

interchange in several narrow will have been

connector ramps, off-ramps. Built in the 600 cars per day, the throttle daily. The new day's traffic, but will

construction project in more than seven to get only involves of I-680 and coming to entails extensive change's periphery, timing and improving

ng on the project's five widening south-

Drive, constructing edges, one connector project, a temporary above the existing and descends to

rejoin the permanent roadway near Olympic Boulevard.

MCM Construction Inc. out of Sacramento is the prime contractor on this phase and has kept about eight to 10 operators working six, 10-hour shifts. MCM has subcontracted Ghilotti Bros. Contractors out of San Rafael to do the I-680 widening and construct on- and off-ramps, a portion of work that has employed up to 14 operators.

As you'd expect from a project of this type, the major challenge confronting construction crews has been working around traffic. Caltrans has required contractors to keep the freeway open and traffic flowing at all times. As a result, much of the work has to be done at night in extremely cramped space behind K-rails. Also, most of the work has to be done in small segments of 100 to 150 yards at a time. In addition to traffic problems, the project also has undergone some 150 change orders.

The entire project was scheduled to be completed by 1995, but the combination of an environmental lawsuit in 1992, last winter's heavy rains and difficulties relocating utilities could push up the completion date to 1996 or later. As the rainy season approaching, crews are working swiftly to accelerate construction as much as possible.

The sixth phase, due to start next year, is by far the most extensive. It will involve reconstructing all the I-680 and Hwy.

24 connector ramps, plus the reconstruction of an overcrossing and on- and off-ramps at several locations. Once this phase is completed, the temporary bypass that's become the project's trademark will be removed and the material recycled for use on the Olympic Boulevard off-ramp.
By Charlie Warren, Fringe Benefits Director

Hawaii retirees learn about health, pension plans

Many thanks to all the Hawaii retirees for their attendance and participation at the recent round of retiree meetings. At each of the five meetings, Chapter Chairman Wilfred Brown welcomed the retirees. Wilfred spoke about what a great opportunity it was for the retirees to meet and share with each other that special retiree energy and spirit. Wilfred praised Local 3 Business Manager Tom Stapleton and all the officers for their diligence in carefully monitoring the progress of the pension fund and the retiree medical fund.

Wilfred also said he had already begun to gather valuable information regarding various programs in Hawaii that all retirees could use to their advantage, including information on lower car insurance rates, help for seniors who are home bound, and so on. These would be in addition to the benefit plans already provided by Local 3.

President Don Doser, Financial Secretary Patrick O'Connell and District Representative Joe Treheen attended the meetings and spoke about the present work picture for operating engineers in the mainland and in Hawaii. There was lively discussion about many issues, such as the North American Free Trade Agreement and President Clinton's national health plan.

At the conclusion of the meeting, Wilfred thanked all for attending and asked that all retirees continue to offer their assistance to fellow retirees and families in whatever way they can.

Hawaii pre-retirement meetings

In the recent round of pre-retirement meetings in Hawaii, members who attended received valuable information on how the pension plan, the Hawaii annuity plan and the retiree medical plan work for them. Questions from the members were thoughtful and the subsequent discussion spirited.

Regarding the pension plan, members were most interested in finding out such basics as when are pensions payable and how much will they receive?

The answer to the how-much question fortunately appears on your pension statement, which is sent to you each April. The statement you received last April was for plan year ending December 31, 1992. Your statement for the plan year ending December 31, 1993, will be sent to you in April 1994.

Whenever you receive a statement regarding your pension plan or your annuity, look the statement over carefully and let the trust fund office know in writing if you find any discrepancies between the trust record and your personal work record. Remember, statements are not due to be mailed at the present time. When they do arrive, look over them carefully.

More Health Examinetics testing:

Health Examinetics Mobile Health Testing Program, for active members and spouses (Schedule A), only will be at the locations below. You will be notified when the program is in your area. Call for an appointment toll free at 1-800-542-6233, between 8 a.m. and 8 p.m., Monday through Friday. The list below of locations and dates are all in California and in 1993.

- Stockton - Nov. 4
- Rescue - Nov. 5
- Manteca - Nov. 9
- Lathrop - Nov. 10
- Turlock - Nov. 11

Children need help after losing parents

Ora Troxler, a fellow credit union employee, lost a daughter on October 21, leaving Ora's two grandsons, Rodney, 6, and David, 2, without parents.

The Local 3 Federal Credit Union has established a trust account for the children. Contributions to the trust account can be made at any of our branch offices and should be deposited to the "Summerlin Children Trust Account."
**Refineries begin renovations soon**

OAKLAND - In October we received our first rains, just a little warning of things to come. Soon the dirt jobs will be shut down. Fortunately, we have a few refinery jobs that are due to start within a few months. I realize I have been telling you about these jobs for so long, but it always seems that there are unforeseen problems that pop up, problems with permits or a citizens' group that has some concerns about one thing or another that allows the process.

Everything seems to be in order now for Chevron in Richmond, Pacific Refinery in Hercules and the Co. Gen. in Crockett next to C&H Sugar. I encourage members that live in Richmond and West County to call Sal Vacca, employment representative with the city of Richmond, at (510) 307-9006 for work at Chevron. You must have BATT training.

While we are on the subject of refineries, I would like to tell you how difficult it is for a business agent to get in. Every time I want to visit a place, I have to get approval from the refinery manager, and then I have to go through a set of procedures to get in. It's not a simple process. But at least we are making progress.

Just a reminder: in order to be able to work in the refineries, a person is required to have taken an eight-hour BATT class. You cannot work in a refinery without this training. Please contact the union hall and let your name be added to the list for this training.

Until next time, have a nice Thanksgiving!


**Local 3 seeks Hazmat cleanup**

FAIRFIELD - Work in District 04 is still holding up, and there have been some recent bid activities, with more to come in October at Travis AFB. We are attending meetings to secure Hazmat cleanup work. We were able to get a contract to sign a maintenance agreement that would have covered Hazmat cleanup with a non-union company. But Reps. George Miller and Dan Hamburg, state Senator Mike Thompson and Assemblywoman Valerie Brown helped prevent this action.

We are presently negotiating with Pacific Power Corp. for wages and fringe benefits. We are hoping for a fair outcome. Contract negotiations with ASTA for oil field construction terms are complete. We agreed to a one-year agreement with a 45-cent per hour increase, 40 cents of which was allocated to health and welfare.

We have been notified of recent jobs awarded:

- Ghilotti, $483,720, for the Suisun City rail plaza
- D.W. Young, $385,760, for 3,150 feet of 12-inch pipeline pavement over the Suisun-Solano Water Authority
- Oliver de Silva, $949,491, for roadway rehabilitation east of Slough Island Road
- Teichert, $493,771, for two overlays, one in Dixon ($215,123) and the other in Fairfield ($278,558) on Woolner Avenue

Dave Young District Rep.

**Member's daughter with Hodgkin's needs help**

RENO - Local 3 member Kim Olivas, who works for Granite Construction in Reno, has a 16-year-old daughter, Sunshine Olivas, a junior at Reed High School in Sparks, Nev. Sunshine considers herself an average teenager: she likes to shop, talk on the phone and hang out with friends. She wants to continue doing what the average teenager does.

But that might be more difficult for Sunshine than for other 16 year olds. She learned last August that for the second time her Hodgkin's disease has come out of remission. Since learning she had the disease three years ago, Sunshine has undergone chemotherapy, radiation treatment and a bone marrow transplant. But this time her options are limited. Doctors have only given her a 10- to 20-percent chance of recovery with chemotherapy.

Her only option is treatments that are considered experimental and won't be covered by medical insurance. Sunshine has decided she wants to use laetrile, a chemical treatment that in theory releases cyanide in the cancer cells. She is also looking into shark cartilage treatments. The family would like to pay for the treatments, but at $5,000 per week for at least four to six weeks, the cost is more than the family can afford.

A fund has been established to assist with Sunshine's treatment. Anyone interested in helping with a contribution, please make a check payable to:

The Sunshine Olivas Fund
C/O Bank of America
1795 Glendale Avenue
Sparks, Nev. 89431

**Lots of overlays make good headway**

MARYSVILLE - Work in our district is still looking fair. Teichert Construction from Woodland is moving in high gear on the Hwy. 20 reconstruction and overlay project, which starts in Colusa and goes west on Hwy. 20 to Hopkin Road.

Yuba-Sierra Constructors from Marysville is moving along on the A/C overlay projects at various locations throughout the Marysville District. The company is also working on an overlay project at the end of Bagus Road in Yuba City.

W. Jason Baker out of Chico is moving along on the I-5 overlay west of Orland and on various other road reconstruction projects in Butte County. This is keeping a lot of our members working long hours.

Granite Construction from Sacramento has moved in to start work on a $7 million project at the municipal airport in Orville. This project involves reconstructing and extending Runway 1-19, constructing aircraft tie-down aprons, building access roads and extending the utilities.

Baldwin Contracting of Chico is busy with the pavement overlay of various roads in Butte County. They are also working hard on the Bucks Lake Road job in Orville. It has a portable crusher working on top of Walker Ridge with a full crew supplying road base for the Bucks Lake Road job.

Baldwin is also supplying A/C to W. Jason Baker's overlay on I-5 in Orland from their Stoney Creek Plant, which is keeping that crew busy. The Chester Plant is running to supply A/C to the paving crew working south of Susanville on U.S. 395.

Guy F. Atkinson is still working on the Bucks Lake Tunnel project just out of Quincy and should be out of there in the next few weeks. This has been a real good project for this district.

We still have a picket line on Robinson Construction in Orville and, at press time, have not seen any movement in negotiations. For the members in the Marysville District, if you have a few hours, step by the picket line and give the brothers your support. It looks to be a long picket.

I would like to take a moment to wish you and your loved ones a very safe and happy Thanksgiving.

Dan Mostats, Business Rep.
Folsom Dam begins earthquake work on 45th anniversary

SACRAMENTO - Work in our area is finally gearing up. The contractors can feel the cold bite of fall weather and have seen some intermittent rain, and now winter is just around the corner.

Negotiations with Granite Lab have been completed and the employees are happy with the three-year contract. The agreement was negotiated by District Rep. John Bonilla and rank-and-file member Bob Schmidt.

Mustang Construction signed an agreement with Local 3 and will be performing $1.2 million worth of reinforcement at Folsom Dam's Mormon Island. Hayward Baker is the prime contractor, and it is working two shifts, six to seven days a week. Mormon Island is being reinforced because it was built on gold mine tailings in the 1940s.

The Bureau of Reclamation has strong fears that if an earthquake struck it's possible the whole area could liquefy and flood Sacramento, causing tremendous loss of life and property.

Folsom celebrated its 45th birthday October 16, and many operating engineers, their families and fellow construction trade unionists visited. They were taken on a guided tour through the dam and powerhouse. Old friends met each other, and a lot of dirt and construction took place in those few hours. In reality, it took eight years to build the dam, and amazingly it was built all over again from start to finish in one day of reminiscing.

R.C. Colet is selling more aggregate from its Stanford plant than it can make. Granite Construction is finishing Hazel Avenue. Douglas Boulevard is just breaking ground on the road widening and renovation at Green Valley Road at the El Dorado County line and at Bidwell Street in Folsom.

Granite Construction is paving on I-80 near Farad at the Nevada line. Teichert Construction is working on Blue Ravin Road and finishing up overlays and streets throughout oldtown Folsom.

Lorang Bros. is working in El Dorado Hills between Bass Lake Road and Cambridge on a small subdivision. M/K Company Inc. is loading out its equipment from the underground water line it just completed on Deer Creek in Cameron Park.

Vicini Construction is working throughout El Dorado County from the county line to South Lake Tahoe. The company is putting in building pads for Payless Stores in Pollock and Cambridge on a small subdivision. M/K Company Inc. is loading out its equipment from the underground water line it just completed on Deer Creek in Cameron Park.

SALT LAKE CITY - Work in the southern third of the state has been slow this year.

The Kaibab Lumber Mill at Pangnitch shut down its planer October 14. That leaves only Kaibab's sawmill in operation. Kaibab picked up three or four timber sales, and the company is optimistic that it can restart the planer next summer.

W. W. Clyde finished its project at Cisco but is still working in Carbon and Utah counties and has a good-size paving job at Huntington.

Local 3 was successful with its organizing job at East Carbon Constructors in Carbon County, and we're about to begin negotiations with the company. Special thanks go to Sweede Olsen. He and his helpers did all the leg work on this election and deserve a big pat on the back for their efforts.

H.C. Price Pipeline Construction Company has a small five-mile pipeline repair job in Vernal that may last four or five weeks.

Wheeler Machinery shops in Vernal and Salina and Smith Detroit Diesel-Allison in Vernal experienced good work seasons. For the most part, members in these shops were able to work lots of hours. Gibbons & Reed started a job moving tailings at Mayflower near the Jordanelle Dam.

We hope Utah will get more of the needed highway work next year.

Vernon K. Shumway
Business Rep.

Unions ratify three-year contract with Kennecott

SALT LAKE CITY - After more than five months of laborious and protracted negotiations, I'm pleased to report the membership has ratified the Kennecott Utah Copper Agreement.

Kennecott's contract covers seven international unions and 17 local unions that represent almost 2,000 employees at the largest open-pit copper mine in the world.

The ratification vote was close: 715 in favor, 682 against. This vote represents a very clear and strong message that each member's vote counts, and it is important for every member to be involved.

The agreement includes an average of $1.80 per hour in wage increases during the three-year contract period. Most of Local 3's members did a little better than that because most members are at the highest pay levels.

Pension multipliers were increased by $4 over the contract term. In addition, the unions negotiated an enhanced pension program that allows employees who are at least 50 years old with 25 years of service to be eligible for early retirement. These employees will receive an additional five years of service added to their pensions and also receive a $400 per month supplement payable to age 62.

Effective April 1, 1994, the contract will reflect a 401K savings plan in which the first 6 percent of an employee's contribution will be matched by a 50 percent company contribution. Life insurance and accidental death and disability were increased by $5,000. Sickness and accident benefits were also increased for all pay levels.

All local union supplements have been negotiated, with Local 3 retaining the most provisions from the 1990 agreement.

The union negotiating team consisted of District Rep. Kay Leishman, Business Rep. George Stavros and chief steward Richard Nespoli, dozer steward Jess Jacobsen, and department stewards Terry Coy and Byron Timothy. Thanks to all our members for their patience and support during these lengthy negotiations.

Local 3 is currently in negotiations with Pioneer Sand and Gravel. I hope we will be able to increase wages and benefits substantially for members working at Pioneer. Alfred Aragon is our stewards involved in negotiations.

Finally, I'm pleased to report Local 3 held and won a National Labor Relations Board election with Meadow Valley Constructors. The company is the contractor on the Salt Lake International Airport runway expansion. This is one of Salt Lake's major construction projects.

I want to thank all our members working on this project who gave us their support: Murray Christiansen, Bill Christensen, Jim Woolstenhulme, Cory Bowers, Terry Young and Ralph Daniels. Also, I want to thank Gary Sterner for his continued support.

We hope we will be able to get a contract, although it won't be easy because of forceful resistance against our efforts.

George Stavros,
Business Rep.
Gravel mining dispute drags on

SANTA ROSA – Another showdown is brewing over mining on the Russian River, where Syar Industries is planning to remove 3.8 million tons of sand and gravel from the river bed and flood plains.

The mining is supported by most of the local farmers because it controls flooding and stream bank erosion. Over 40 Local 3 members who work for Syar also strongly support the gravel extraction because it provides them with their livelihood and greatly benefits the local economy.

Environmental groups argue that the mining threatens the Sonoma County water supply and the river itself, even though their arguments are based on incomplete data. They say Syar will remove more material than is replenished naturally by the river. But a Syar spokesman said the company has no intention of taking any more sediments than are moving through the stream bed.

Five of the six mining sites are in the river channel, where Syar wants to “skim” gravel bars above the water level. Syar has the right to mine all the sites except one because mining was allowed at those sites before California’s 1975 mining law took effect. No permits are needed.

However, Marty Griffin and the Friends of the Russian River are trying to stop the project, and Local 3 will be attending the first of many public hearings on October 21 to help Syar save our members’ jobs.

U.S. 101 widening

The project to widen Hwy. 101 to four lanes between Squaw Rock and the Hopland Bridge is finally scheduled to go forward, a year late and $600,000 over budget.

Caltrans had been planning the $22 million project for 10 years and had scheduled the contract to bid last June. But the U.S. Army Corps of Engineers said there were environmental problems, primarily with peregrine falcon nesting.

State Senator Mike Thompson and Rep. Dan Hamburg sent representatives to a recent meeting to solve the problem. They proved instrumental in achieving a resolution.

Thompson said, “There are many promising signs that this intolerable logjam has finally begun to be broken.” The meeting resulted in the drafting of a two-page document with nine separate agreements concerning mitigation and environmental monitoring.

The project should start by June 1994, in time to allow the falcon spring nesting season to pass. But crews may end up working 24-hour shifts if the project gets a late start.

Wearing seat belts

Please, please, remember to work safely and wear your seat belts every minute. It only takes a second for a machine to roll and injure or kill the operator. This is exactly what happened in September on the Hwy. 101 overlay job in Petaluma. Local 3 member William Holtzinger was operating a vibratory roller for CA Rasmussen on an evening shift rolling behind a shoulder backing machine. The roller tipped and accompanied the coroner to inform Bill’s wife of the death. Greg didn’t get home until 3 a.m. and was severely shaken for weeks afterwards. Our office and Local 3 offer sincere condolences to Bill’s wife and family. Bill was our friend and brother.

If we can’t find you, we can’t help you

There’s nothing quite so frustrating for a dispatcher in these days of a slow economy than while phoning a work order to hear the dreaded “you’ve reached a disconnected number” recording or to reach someone who’s never even heard of operating engineers.

This is a reminder to all of you who have moved recently or changed a phone number or got a new zip code or area code. Call your dispatcher and make it known.

While I’m at it, I would like to remind you that your out-of-work list registration only has a 12-week life span in the computer. After that, you are no longer registered. And you know what that means: no job calls and no unemployed dues. That’s because you have to be registered in order to qualify for half dues.

My message can be summed up by the saying, “The squeaky wheel gets the grease.” We can only help you if you keep us up to speed with the changes in your lives, and that means calling your district office and telling your union staff where you are.

I wish all you a good Thanksgiving!

Correction

In last month’s Engineers News, we mistakenly stated in a photo caption that Aaron and Terry Hall were married on August 1. We apologize for the mistake and regret any inconvenience this error may have caused.

T. Robert (Bob) Miller
District Rep.
Women's trade union groups date back to early 1900s

The Local 3 Women's Support Group isn't the first organization that has helped women in the trades. The first national body dedicated to organizing women workers was the National Women's Trade Union League formed in 1903. The organization was formed because of the need to improve the miserable working conditions under which women worked during that era.

Formation of the NWTUL can be traced back to 1877, when the British Women's Trade Union League was formed. Its constitution stated that the organization's objective "shall be to assist in the organization of women workers into trade unions...and thereby to help secure conditions necessary for healthful and efficient work and to obtain a just return for such work."

American activists were becoming convinced that the trade union was the most promising vehicle for improving the economic status of working women. A major problem was winning the cooperation of male unionists in recruiting women into existing unions. As it was, most unions emphasized skilled trades or garment workers, and failed to reach the women who needed assistance most.

Women were involved in unions and settlement houses organized by employers. The league's primary objective was to encourage women to join existing unions, then affiliate with the appropriate American Federation of Labor national union.

But AFL principles and practices repeatedly frustrated the organization's efforts to achieve that objective. At the 1903 AFL convention of 496 delegates, only five were women. The AFL seemed to largely ignore the needs of 5 million female workers.

As early as 1901, the concept of equal pay for equal work was the negotiating table. However, most union leaders reasoned it would be a waste of time and money to attempt to organize women. More recently, though, many female workers had demonstrated they were receptive to unionization, and the militancy of the women in strikes proved that they could teach the male unionists a thing or two about struggle.

Anyone was eligible to be a WTUL member upon declaring "himself or herself willing to assist those trade unions already existing, which have union members, and to aid in the formation of new unions of women wage workers."

At the first annual meeting of the NWTUL in October 1904, the organization reaffirmed its determination to cooperate with existing trade unions in organizing women and to attempt to organize workers in trades not yet organized. The working platform stressed:

- Work for an eight-hour, 58-hour week.
- Help displaced workers find new jobs.
- Achieve legislation preventing the hiring of workers with false promises.
- And finally they planned to establish a bureau of information that would offer members ready access to data and statistics on investigation of factory conditions.

While the WTUL had been working for the organizing of women into trade unions, it also recognized that the direct work of the organization itself was largely educational.

Information for this article was obtained from "Women and the American Labor Movement," by Philip S. Foner.
As the 1993 season comes to a close, the Rancho Murieta Training Center is preparing to shut down for the season November 5.

In the past, we have reopened for training in March of each year and, as of this writing, that is the date we are shooting for in 1994. The Joint Apprenticeship Committee is conducting an evaluation of the training program, focusing on the development of methods, concepts and schedules that will provide training year-round.

In all my columns I try to provide a better understanding of the apprenticeship program and the training center's activities. Although it is true we are shutting down November 5, there will be some activity at the training center. To provide the type and quality of training necessary to meet the needs of the industry we must have the tools to train.

The training program has about 65 pieces of equipment and, like most employers, we take advantage of the winter slow down to take care of equipment repairs. Whenever possible, we try to use this time to provide training for HDR apprentices that can be scheduled to do their supplemental related training classes.

At this time, I would like to focus on the hard work and dedication of our mechanics. Without their skills and commitment we could not operate this program. The mechanics at the training center are like those in the field — they are always in the background working behind the scenes keeping the iron maintained and repaired, allowing us to maintain a training schedule with minimum down time.

With the number of individuals interested in receiving training it is extremely important that our equipment is up and running. I want to take this opportunity to recognize the contribution mechanics make to our industry and especially to commend our mechanics for a job well done.

As in the past, we may have the opportunity to provide some training during the off season, or we might reopen for training earlier in 1994 than originally anticipated. If there are any changes in the training schedule, we will notify your district dispatch hall. Once again, I would like to encourage the members to notify us if they have an interest in a particular area of training. If at all possible, we will try to accommodate you.
Image is everything

Stockton begins new campaign to improve image and services

Final of a two-part series

Almost every city and county in the United States has this problem. Citizens perceive the quality of local government services to be worse than they actually are. No matter how efficiently public employees work, the public tends to perceive them as lazy and inefficient.

Consider how easy it is for these inaccurate perceptions to emerge. Imagine a public works crew that has just worked through the night repairing a broken water main downtown. Upon finishing their emergency repairs at daybreak, the exhausted crew decides to stop at a coffee shop for breakfast. Meanwhile, residents on their way to work pass by the restaurant and observe several city utility trucks parked out front, their brightly painted logos clearly visible from the street.

What kind of image remains in the citizen's mind? Certainly not one that reflects the crew's hard work and commitment, but probably one of a bunch of idle city workers wasting taxpayers' money.

It is this gap between what citizens see and interpret in their minds versus what actually is taking place that frustrates public employees and causes local governments to develop undeserving image problems, which can ultimately hinder government's ability to accomplish its mission.

The City of Stockton, whose public works, parks and recreation and municipal utilities departments are represented by Local 3, has embarked on an ambitious new campaign to reverse this trend. The city recently began a program aimed at enhancing the city's image and improving the services it provides Stockton's 220,000 residents.

Though this may sound like a familiar solution to an old problem, keep in mind that until recently local governments have had far less experience than the private sector dealing with public relations problems. While manufacturers and retailers over the past 50 years or so have essentially written the book on image building, local government is just now catching up.

What's interesting about Stockton's public relations campaign is that it is nothing like a typical one. Instead of marketing the city's superior qualities, the task force identified areas that needed improvement, and then focused on showing how well the city services its customers. The group identified four broad areas of improvement: communications, employee recognition, internal communications and employee responsibility.

Susan Kristemeyer volunteered because she works extensively with the public in her job as a solid waste inspector. "What motivated me to join the task force was the fact that I do a lot of customer service," she said.

"I have found that most of the problems with image stem from bad customer relations and how we are perceived by the public," she continues. In October 1992, the Stockton City Council approved the establishment of the task force, which met for the first time last May and spent the entire day brainstorming ideas.

In a conference room adjacent to Civic Auditorium, 46 city employees, nine from Local 3, began by answering such important questions as what is good and bad public service, what are the barriers to good public service and what are the public service problems plaguing Stockton? After lunch the task force divided into groups and began the demanding task of finding solutions to the city's image problems.

What the task force quickly discovered was that Stockton couldn't begin to project a positive image if the city wasn't healthy within.

Over the course of several meetings, the group spent considerable time brainstorming problems that exist within city government that could be impeding good public service. The group identified four broad areas that needed attention:

1. Training and education - More management training for supervisors and managers, especially those who have been recently promoted; more training of city employees on where to find other city services for their customers; improve new employee orientation so they know from the beginning where to find services throughout the city.

2. Policies and procedures - Some of the city's own rules are too inflexible and actually hinder good public service. A new policy or procedure may benefit one department but create problems for others. The task force will review these policies to see if some need to be changed or eliminated.

3. Employee recognition and participation - If employees aren't happy and don't work as a team, how can they go the extra mile to satisfy customers. Some kind of employee recognition program, such as an employee recognition week, could help boost morale and improve customer service.

4. Communication and image - Improve external communications by using public access cable channels more, sending promotional flyers in billing statements, setting up city booths at local festivals, and contacting the media more often when positive events occur in the city. Improve internal communications by providing better information for employees through newsletters and internal communications.

Now that the task force has identified the major problems, the next step will be to come up with ways to implement the program. The task
force must now look at what customer service training city employees already have and what additional training they will need.

“If the city wants to get voters to approve a bond issue,” said Jack Hoagland, a welder/fabricator and chief steward at the maintenance yard on South Lincoln, “It has to show it can provide the service. We have to be proactive rather than just sitting around. By training city workers in public relations, we improve our image and our chances of passing these bond measures.”

The public relations program has gotten off to such a good start that city managers are considering taking the campaign a step further. They’re looking into the possibility of incorporating into the overall program the new business philosophy of Total Quality Management, which helps organizations improve the quality of products and services by thinking of work as an integrated process rather than a series of events.

The reason TQM would fit nicely into Stockton’s program is because its techniques emphasize treating customers as an integral part of the organization rather than seeing them simply as those whom you serve or sell a product to. TQM also emphasizes improving city government by focusing on quantifying soft concepts such as quality, customer satisfaction and employee involvement. It also focuses on measuring intangibles like employee commitment, dependability and caring.

Better yet, TQM relies heavily on employee empowerment, that is, giving much of the day-to-day decision making to front line employees. Involving employees is something the public relations program has already done effectively to accomplish much in a short time. Front line city employees – the solid waste inspectors, maintenance workers, environmental control officers, tree surgeons, public works people, to name a few – have provided most of the enthusiasm and brainstorming for the new program.

If all goes well, the public relations program could be fully implemented by early next year. Meanwhile, the task force continues to meet and lay the ground work for an improved Stockton image and better public service.

Personnel specialist Terry Parker (right) acts as a facilitator during the first meeting in May.

Public employee rights reaffirmed

San Francisco – AFL-CIO Convention delegates condemned the scapegoating of public employees in state and local government budget fights, calling for full collective bargaining rights for these employees and opposing privatization efforts.

In approving the resolutions, the convention also called for:
• Continued public education, improved management techniques and strategies, and labor participation in the decision-making process as a positive means of avoiding privatization and contracting out.
• An end to the use of prisoners and military forces to perform public sector work.
• Prompt implementation of the Federal Employees Pay Comparability Act, making federal employees’ pay comparable to the private sector.
• Public employees are the largest group of U.S. workers without the federally protected right to organize and bargain collectively over wages and benefits. State and local employees must rely on states to pass laws to guarantee collective bargaining rights.

Only 24 states have passed collective bargaining laws that cover all public employees, although they usually exempt managers and confidential and legislative employees.

Still, a relatively high percentage of public sector employees are organized. According to the AFL-CIO Public Employees Department, 36.7 percent of the workers in the public are union members.

Nearby 60 percent of state and local public employees with rights to bargain collectively are covered by a contract. Only 8 percent of public employees not covered by collective bargaining laws are protected by a contract.
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, and have been determined to be eligible for Honorary Membership effective October 1, 1993.

G. R. Anderson * 0772764
Prentice Andrews * 1006676
Russel Babcock 0777617
Gilbert Bailey 0908671
Robert L. Bates 0977713
Marvin Blakeley 0797932
Fred Capita * 0879696
Bill Dalton * 0983175
Clifton Daniel 0977631
Edward Daniels * 0879756
Fred Davis 0707157
Gerald Downing 0645349
Oscar Carlson * 0726672
Victor Egbert 0939650
Alfred Gonsalves 0587167
Charles Grubaque 0470793
Robert Huffman 0833883
Oyle Husted 0797732
Felix Burranan 0972700
Omer Lambert 0583027
Gary Lantman 0545272
Frank Mello 0977668
Charles Miller 0977656
Clarence Orr 0972749
Don Pierce 0648501
Jerry Taylor * 0937997
William Tyler 0982790
Gene Walter 0918904

* Effective October 1, 1993 - Recently determined to have been eligible in September 1993.

Departed Members

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

MARCH

Ronald Zane of San Jose, Ca., 3/18.

JUNE

Edward Sousa of Hayward, Ca., 6/5.

JULY

Edwin Siroshton of Coeur Dalene, Id., 7/27.

AUGUST

James Anderson of Eureka, Ca., 8/12; Walter Besser of Durham, Ca., 8/19; David Curtis of Redwood Park, Ca., 8/23; G. Eastwood of Beaverton, Ca., 8/29; P. Gaudino of Napa, Ca., 8/31; Richard Gordon of Fresno, Ca., 8/24; William Jones of San Ramon, Ca., 8/11; Dan R. Loewen of Fresno, Ca., 8/27; L. Riondo of San Leandro, Ca., 8/30; Leroy Scolvic of Fall River Mill, Ca., 8/7; Robert G. Shannon of Placerville, Ca., 8/29; Ronald Yanz of San Jose, Ca., 8/29; Howard Copeland of Gridley, Ca., 9/12; Walter Tonawanda, N.Y., 9/16; Clyde Williams of Oakland, Ca., 9/2.

SEPTEMBER

T. E. Abshire of Redwood Valley, Ca., 9/1; Daniel Allen of San Jose, Ca., 9/5; James K. Apao of Turlock, Ca., 9/8; Delbert Bird of Hughson, Ca., 9/11; J. C. Benner of San Diego, Ca., 9/22; Robert Buck of Choteau, Mont., 9/1; G. A. Burns of Nevada City, Ca., 9/19; Howard Copeland of Gridley, Ca., 9/12; Silvia Costa of Hayward, Ca., 9/6; Dwight Courtney of San Leandro, Ca., 9/28; Emmett Falcor of Truckee, Ca., 9/26; John Hall of Visalia, Ca., 9/2; William Holzinger of Novato, Ca., 9/15; Ray A. Husted of Salinas, Ca., 9/20; H. B. Lawley of Woodland, Ca., 9/5; Dan R. Loewen of Fresno, Ca., 9/12; Robert Newwine of Orland, Ca., 9/4; Robert Nichols of Lafayette, Ca., 9/16; Paul F. O'Connor of San Jose, Ca., 9/10; Don C. Payne of Concord, Ca., 9/12; Richard Plombo of San Francisco, Ca., 9/7; Lloyd Pugh of Coquil, Or., 9/2; Sal Rinauro of San Jose, Ca., 9/8; Herbert Sterrenburg of Sacramento, Ca., 9/7; Melvin White of Lemoore, Ca., 9/10; Robert Williams of N. Tonawanda, N.Y., 9/16; Clyde Williams of Oakland, Ca., 9/28.

DECEASED DEPENDENTS

Mary Prater, wife of Ernest, 8/23.

Sacramento District Election

Recording-Corresponding Secretary Robert L. Wise announces that the regular quarterly Sacramento District membership meeting will be held on Saturday, January 8, 1994, at 9 a.m. at the:

Seafarers International Union auditorium,
350 Fremont Street,
San Francisco.

District Meetings

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

NOVEMBER

2nd District 40: Eureka Engineers Bldg.
2806 Broadway

3rd District 70: Redding Engineers Bldg.
20000 Engineers Lane

4th District 60: Marysville Cannery Local 8-49
3957 Oro Dam Blvd.
Oroville, CA

11th District 2: Reno Elks Lodge No. 1994
3994 Willow Pass Rd.

16th District 8: Sacramento Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova, CA

18th District 5: Fresno Laborer's Hall
5431 East Hedges

DECEMBER

1st District 12: Ogden Ogden Hotel
247 24th. Street

2nd District 11: Reno Carpenters Hall
1150 Terminal Way

7th District 4: Fairfield Engineers Bldg.
2540 N. Watney Way

14th District 10: Lakeport Senior Citizens Center
527 Konocti

16th District 9: Freedom Veterans of Foreign Wars Hall
1960 Freedom Blvd.

semi-annual meeting

Recording-Corresponding Secretary Robert L. Wise has announced that the next semi-annual meeting of the membership will be held on Saturday, January 8, 1994, at 9 a.m. at the:

Seafarers International Union auditorium,
350 Fremont Street,
San Francisco.

Know Your Contract

Your local union representative can help.
FOR SALE: Home 2bd/lb, 2 acres landscaped, 37,500 $ price. Call (916)426-4730. Reg.#0711825

FOR SALE: Mobile home Far West, 2 bedroom mobile on 2.5 acres. $10,000. Call (916)345-3456. Reg.#1196400

FOR SALE: Motorcycle Boss Hoss, model year 1995. 30000 miles. $3000. OBO. Call (408)336-2301. Gulf of Mexico on quiet cul-de-sac. Paved roads, stocked ponds and Reg.#0711825

FOR SALE: Backhoe 580 K phaze 3, '90 Call (209)833-0774. Reg.#1046810

FOR SALE: '91 Van Aerostar XL, V6, AT, 35,000 miles. $6000. Call (916)987-9307. Reg.#2123219 11/93

FOR SALE: '91 Jeep Cherokee Limited Edition, 4.0L V6, automatic, special tow package, white w/gray interior, loaded w/extras, incl. cell phone, runs well $4,800. FOR SALE: Lot 110'x110' with 2bd room for 8 more. Low vacancy factor. level 2.5/Ac. w/16'x30' shed, 220' well. Jacobson Goose neck trailer. '89 F 250 11/93

FOR SALE: Home 2bd/1 1/2ba, 2600 sq ft. $149,950. Call (209)621-2326. Reg.#0982939 11/93

FOR SALE: Home 2bd/1 1/2ba, 2600 sq ft. $149,950. Call (209)621-2326. Reg.#0982939 11/93

FOR SALE: Motor home '78- 33 ft. $12,500. Call (916)246-2597 let it - 33ft Columbia Sail Boat. Extra equip. w/paved roads, stocked ponds and Reg.#0342660

FOR SALE: '91 Ford Bronco XLT, good cond., low miles, incl. a/c, power windows, cruise, $11,999. Call (916)233-0774. Reg.#0711825

FOR SALE: Home 3bd/1-3/4ba on 2.53 44mi. NE of Marusville, Ca., $90,000. Call Deeretractor plus other antiques including tractors, $7K. '88 classic kit companion 29' trailer, model year 1988. Runs good. '91 Alla Sun, 30' located in Isleton. Slide out, low profile, king, 0, O/1 couch/bed. Lg A/C. Stereo w/fan-frt speakers, like new. Bought at $27K. Loan can/will work, take over balance of $25K. Call (611)777-5768. For Reg.#0212900

FOR SALE: '91 Mobile home 14'x60', 2 bd., 1 bath. $79,000. OBO. Call (209)246-4730. Reg.#1046810

FOR SALE: '79 Mercury Cougar classic, org. new, 351 Cleveland. Trans, and paint, good cond. Wooded stereo, $7,800.00. Call (916)367-8699 Reg.#1196400

FOR SALE: '91 Ford Bronco XL, good cond., low miles, incl. a/c, power windows, cruise, $11,999. Call (916)233-0774. Reg.#0711825

FOR SALE: Home 2bd/1 1/2ba, 2600 sq ft. $149,950. Call (209)621-2326. Reg.#0982939 11/93

FOR SALE: '80 Mobile home 2bd/1ba, 16'x72'. $6000. Call (916)345-3456. Reg.#1196400

FOR SALE: '86 Sylvia house Trailer Silve Aniversary, fully loaded including 700H H transmission & new tires & new A/C. Also. 50 GMC 16'x30'. Call (916)246-2597 let it - 33ft Columbia Sail Boat. Extra equip. w/paved roads, stocked ponds and Reg.#0342660

FOR SALE: '78 Corvette Silve Aniversary, fully loaded including 700H H transmission & new tires & new A/C. Also. 50 GMC 16'x30'. Call (916)246-2597 let it - 33ft Columbia Sail Boat. Extra equip. w/paved roads, stocked ponds and Reg.#0342660

FOR SALE: '90 Yamaha golf car, new $4500. Call (916)246-2597 let it - 33ft Columbia Sail Boat. Extra equip. w/paved roads, stocked ponds and Reg.#0342660

FOR SALE: '91 Mobile home 14'x60', 2 bd., 1 bath. $79,000. OBO. Call (209)246-4730. Reg.#1046810

FOR SALE: '79 Mercury Cougar classic, org. new, 351 Cleveland. Trans, and paint, good cond. Wooded stereo, $7,800.00. Call (916)367-8699 Reg.#1196400

FOR SALE: '90 Ford Bronco XLT, good cond., low miles, incl. a/c, power windows, cruise, $11,999. Call (916)233-0774. Reg.#0711825

FOR SALE: '90 Ford Bronco XL, good cond., low miles, incl. a/c, power windows, cruise, $11,999. Call (916)233-0774. Reg.#0711825
GIVE A GIFT OF LOCAL 3

The holiday season brings with it many opportunities for friends and relatives to gather. Why not give a gift of Local 3 this year? We have something for everyone on your shopping list.

- Black poplin jacket featuring a polyester plaid-flannel red and black lining with full-front zipper, slash pockets and collar that snaps closed and a three-color stylized Local 3 logo embroidered on the front.
- Green poplin jacket with a plaid lining, double-entry flap pockets with woodtone buttons, sculpted back yoke and a three-color stylized Local 3 logo embroidered on the front.
- Green hooded jacket and black hooded jacket, each with a large Local 3 logo, in silver, on the back. These jackets have a nylon shell and lining with polyester batting fill, a full-front snap closure, zippered front insert and drawstring hood of grey fleece plus slash pockets with snap closures. The sweatshirt is made of a white 50/50 blend with a five-color imprint of a Cat D-8L on the front.
- Adult Local 3 Sweatshirt
- Adult Orange Pocket T-shirt w/ Local 3 logo
- Adult OE3 "Proud to be UNION" T-shirt
- Child's "Dad" T-shirt -- Dozer
- Child's "Grandpa" T-shirt -- Dozer
- Child's "Mom" T-shirt -- Dozer
- Black Summer Cap w/ stylized Local 3 logo
- Neon Green Cap w/ stylized Local 3 logo
- Neon Yellow Cap w/ stylized Local 3 logo
- Neon Pink Cap w/ stylized Local 3 logo
- Local 3 Patch
- Local 3 Lapel Pin

Whichever item you choose will show everyone you are proud to be union and proud to be a Local 3 Operating Engineer. All orders received by December 10 will be shipped in time for Chrismas.

S.E.L.E.C. (Supporter of Engineers Local 3 Endorsed Candidates) fund, Local 3 contributes to U.S. congressional and presidential campaigns. The only means of raising money for this fund is through contributions received on the above merchandise and from raffles. Many advances in the labor movement have been made through politics, and your support of S.E.L.E.C. will help Local 3 continue to contribute to candidates who are friends of labor.

Order Form

Name:
Address:
City, State, Zip:
Date:

Select items you are ordering and where necessary indicate the STATE and/or STYLE by circling your choices. ALLOW 2-3 WEEKS FOR DELIVERY. All orders are sent by UPS, please include street address.

<table>
<thead>
<tr>
<th>ITEM</th>
<th>Unit Price</th>
<th>S</th>
<th>M</th>
<th>L</th>
<th>X</th>
<th>XL</th>
<th>XXL</th>
<th>Line Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Black Poplin Jacket w/ stylized Local 3 logo</td>
<td>$40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Green Poplin Jacket w/ stylized Local 3 logo</td>
<td>$40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black Hooded Jacket w/ Local 3 logo</td>
<td>$40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Green Hooded Jacket w/ Local 3 logo</td>
<td>$40</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult Local 3 Sweatshirt</td>
<td>$15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Orange 14 Pocket vest w/ Local 3 logo</td>
<td>$15</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult Orange Pocket T-shirt w/ Local 3 logo</td>
<td>$10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult OE3 &quot;Proud to be UNION&quot; T-shirt</td>
<td>$10</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child's &quot;Dad&quot; T-shirt -- Dozer</td>
<td>$8</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child's &quot;Grandpa&quot; T-shirt -- Backhoe</td>
<td>$8</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Child's &quot;Mom&quot; T-shirt -- Dozer</td>
<td>$8</td>
<td>N/A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Black Summer Cap w/ stylized Local 3 logo</td>
<td>$8</td>
<td>One size fits all</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neon Green Cap w/ stylized Local 3 logo</td>
<td>$8</td>
<td>One size fits all</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neon Yellow Cap w/ stylized Local 3 logo</td>
<td>$8</td>
<td>One size fits all</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Neon Pink Cap w/ stylized Local 3 logo</td>
<td>$8</td>
<td>One size fits all</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local 3 Patch</td>
<td>$5</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Local 3 Lapel Pin Active Retired</td>
<td>$3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Make checks payable to: S.E.L.E.C.

Sub Total: $180.00
Shipping and Handling: $3.00
Total: $183.00

Contributions to S.E.L.E.C. are NOT deductible as charitable contributions for income tax purposes.

UNION Briefs

Striker replacement bill still 60 votes short

The AFL-CIO and its Senate allies are hopeful that striker replacement legislation, S. 55, renamed the Cesar Chavez Workplace Fairness Act, will move to the Senate floor this fall. The major roadblock, unfortunately, is the promised Republican filibuster against the bill, which would ban the permanent replacement of striking workers.

The key is finding the 60 votes that Senate rules require to kill the filibuster and bring S. 55 to the floor for a vote. The legislation died in the last Congress when the filibuster could not be broken. The House approved its version of the bill June 15 by a vote of 258-150.

Union membership pays off

According to a 1993 Federal Highway Administration report, 115,500 of the nation's 16 million union members because unionized workers earn $5.20 more an hour in total compensation than other workers, according to a study by Raymond Hilgert, an industrial relations expert at Washington University in St. Louis. Based on a 40-hour week, this puts an extra $800 a month in the union member's pocket, more than $9,000 a year or a $30 return for every dollar paid in dues.

Nation's bridges in bad shape

AFL-CIO political action committee (PAC) fund, Local 3 contributes to House campaigning. The only means of raising money for this fund is through contributions received on the above merchandise and from raffles. Many advances in the labor movement have been made through politics, and your support of S.E.L.E.C. will help Local 3 continue to contribute to candidates who are friends of labor.

Construction safety

The AFL-CIO Building and Construction Trades Department has issued a report suggesting the federal government could improve construction safety by initiating fewer inspections of contractors who voluntarily notify OSHA of their projects and injuries and who maintain approved safety programs. This way, OSHA could target for inspection the industry's "bad apples," those contractors with high workers' compensation rates and past worker safety violations.

BCTD estimates that 90 percent of construction projects could potentially be categorized as low priority through the industry's "bad apples," those contractors with high workers' compensation rates and past worker safety violations.

Union pension funds to help cities

The AFL-CIO Housing Investment Trust, which pools money from union pension funds across the country, is now promising to invest $600 million and leverage those dollars into $1.2 billion for urban America in next five years.

The money is scheduled to finance homeless shelters, apartment buildings with one-third of units set aside for lower-income people, some single-family housing, and job-generating commercial projects. Between 15,000 and 20,000 union construction jobs will be created in target cities.