

Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

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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



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

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 device that costs less than \$2,000 and has more computing power than the expensive mainframe computers of a few years ago that used to handle all of the union's dispatching.

Is this a commercial for laptop computers? No. It's simply another way of pointing out how quickly technology is changing the way we work and live. It's saying that, no matter what we do for a living today or how long we have been doing it a certain way, tomorrow it will change. We better learn to ride the wave of technology or we'll drown in the surf.

Auto workers today work side by side with robots that do much of the work they used to do. These mechanical assembly line workers weld and bolt and inspect faster and better than their human counterparts of yester-year and they do it without lunch breaks, wage demands and vacation.

How has this affected the auto industry? American cars today are produced more efficiently, with higher quality – and with fewer workers than ever before.

The same thing has been happening in our industry. You oldtimers, dig out the old photos of the huge dam projects and highway jobs of 30 years ago. Do you remember how many equipment operators it took to do those jobs? Do you recall how small and inefficient those chunks of iron were compared to what we have today?

Did you ever think that you would have laser beams guiding your dozer or blade to cut a perfect grade? How many times did you wish for an air-cooled cab and hydraulic controls?

Our young operators today will have to expect far more changes in their lifetime than we did. They will have to be better at math and learn how to be proficient on computers and other electronic equipment – yes, even us dirt hands.

Those who learn to "surf" the rising wave of technology will be the ones who stay on top and keep a job in tomorrow's market.

"We better learn to ride the wave of technology or we'll drown in the surf."

Engineers News grabs honors

Engineers News has again won top honors in the International Labor Communications Association Journalism Awards Contest covering 1992 publications.

Local 3's official publication competed against all other local union publications throughout the AFL-CIO with circulations above 15,000.

Engineers News received first place for Best Use of Graphics for a story, by Managing Editor James Earp, on the construction by trades volunteers of a "super playground" in Sebastopol, Calif. "A splendid cover of union volunteers building a state-of-the-art playground announces the high value that the editors of this publication place on graphics," the judges' report said. "Interior pages deliver on the promise of the cover, with more photos and good graphic layout."

The newspaper also took second place for the prestigious General Excellence Award, which is given to papers for their overall quality. The judges called *Engineers News* "a superior publication with eye catching graphics and photos, always contains good original writing linked to the membership."

Engineers News also won third place for Best Series for a group of three articles, by Assistant Editor Steve Moler, covering the Reagan-Bush legacy. "If members of the Operating Engineers union had inclinations to vote for Bush," the judges' report said, "they would have changed their minds after reading this persuasive series, giving a long list of facts on the tragedies of the Bush years."

In the non-periodical, special publications category, Local 3 won third award for best use of graphics for an organizing brochure written and designed by James Earp, which outlines services Local 3 provides its members.

Judges for the 1992 competition were Marvin Caplan, Industrial Union Department, AFL-CIO (retired); Joseph Foote, independent writer and journalist lecturer; Ken Germanson, Allied Industrial Worker (retired); Mary Lord, *U.S. News & World Report*; David Perlman, *AFL-CIO News* (retired); Roger Sheldon, *The Carpenters* (retired); Frank Wallick, *UAW Washington Report* (retired); Dick Warden (retired); and Ken Young, *AFL-CIO* (retired).



The feature entitled "A dream comes true," written and designed by Managing Editor James Earp won first place for graphics.

Engineers News



T.J. (Tom) Stapleton	Business Manager
Don Doser	President
Jack Baugh	Vice President
Rob Wise	Recording-Corres. Secretary
Pat O'Connell	Financial Secretary
Don Luba	Treasurer
Managing Editor	James Earp
Asst. Editor	Steve Moler
Graphic Artist	Arlene Lum

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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 addi-

tion 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 raze 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 (PECG), 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.

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**

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, services recorded the largest number of fatal work injuries at 109, followed by construction, 82, and retail trade at 78. In 1991, services, 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 637 in 1991 to 551 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. Homicides were associated with 39 percent of the fatal injuries to women, down from 44 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 29 percent of the occupational fatal injuries in 1992.

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 fall 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 Mexico 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 takes 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 nor limits on hours they can be on the road without a break. They also won't be list-

ed 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-1960s, when the U.S. government began a venture 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, Mexicali, 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 60 cents per hour.

More 'trickle-down' economics

What NAFTA really represents is not 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-



BY DEERING FOR THE ARKANSAS DEMOCRAT-GAZETTE

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 gloat 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 840,000 jobs in California, or about 7.4 percent of the state's work force, would be at risk of being lost to Mexico under the free trade agreement. About 14 percent of Michigan's work force — 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

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, op-

water, dock facility complete with cranes for loading containers and, of course, extensive dredging of 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)



Erection crews place steel beams in place on one of the huge aircraft hangars at the new Tijuana maintenance facility. Under NAFTA, construction projects like this one will be built in Mexico rather than in the United States.

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 Admin-

erating engineers and other construction crafts in this country lost the work, and dozens of union machinists and aerospace workers will now be replaced by less-skilled and lower-paid Mexican technicians.

Ensenada's deep-water port



A scraper prepares to grab a load at construction of a huge aircraft maintenance complex in Tijuana.

istration rule — Federal Air Regulation 145 — that allowed U.S. owned and registered aircraft operated in this country to be repaired at foreign repair stations.

To accommodate the explosive industrial development in the Tijuana area, a new deep-water port is being built in Ensenada. Construction is currently under way on a new break

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 what 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 with the exception of some minor changes, most union health and welfare plans, including Local 3's, will be able to continue functioning as they are now.

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 Congress enacts 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

as early as January 1, 1995, but no later than January 1, 1998, at least one statewide health alliance or form a number of health alliances in different regions of the state. These alliances would then collect premiums from employers and individuals and contract with various organizations to provide health care benefits to individuals.

Each regional alliance would have to offer a choice of at least three basic plans:

- **Health maintenance organization (HMO)** - Person pays no deductible and a \$10 per visit co-payment for most services at HMO facility. However, no co-payment would be required for inpatient hospital care or preventative and well-baby services.

- **Fee-for-service (hybrid)** - Patient gets to choose care provider and pays \$200 annual deductible (\$400 for families) plus 20 percent co-payment on most services, including hospitalization and physician services. Total out-of-pocket payment limit per year would be \$1,500 for individuals and \$3,000 for families.

- **Preferred provider organization (PPO)** - If the patient uses a provider contracted with the PPO, the cost sharing would be similar to the HMO. If the person uses providers outside the PPO network, cost sharing would be similar to fee-for-service. Out-of-pocket expenses would be limited to \$1,500 for individuals and \$3,000 for families.

The reason why most union members won't see big changes in their health coverage under Clinton's plan is because large employers with over 5,000 employees would be able to form their own "corporate alliances" if they decide not to join the regional alliance. Corporate alliances could be self-funded or could purchase insurance from approved health plans as long as they provide at least what the federal package offers and choice of the three different plans.

Regional and corporate alliances
Taft-Hartley, multi-employer



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 much like the corporate alliance, join a national Taft-Hartley alliance 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 to 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 55 and 65 who have worked sufficient quarters to qualify for Social Security, the federal government would pay 80 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 out 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

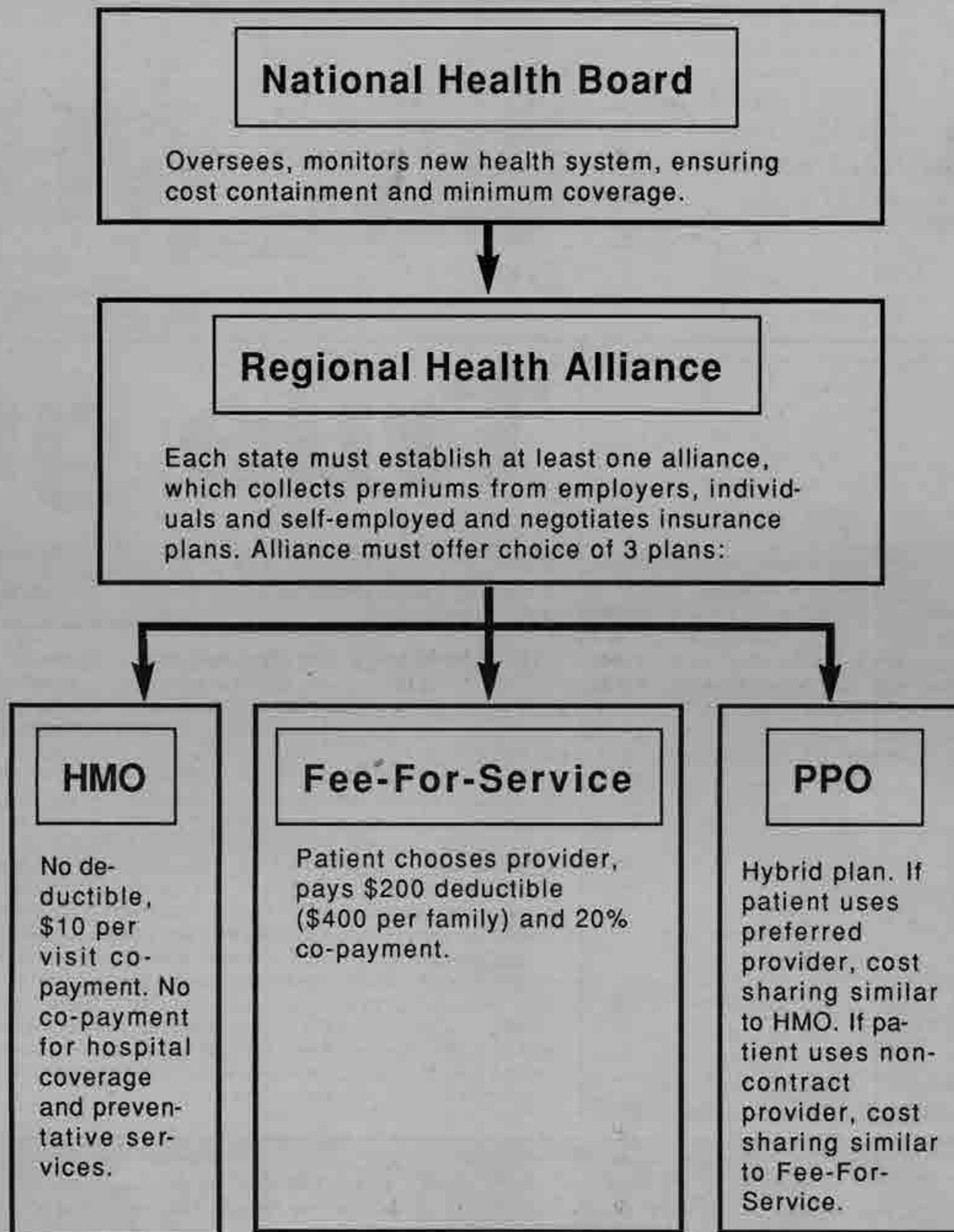
The reason labor feels so optimistic about Clinton's plan is because of what Washington health care analyst Robert Laszewski calls the "pivot point of the whole plan" – cost controls. Local 3's health and

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.

al 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

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.

How Clinton's health plan works



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 nation-

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

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 eye glasses – 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 interests

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.

Right: GS Roofing's plant in Rancho Cordova employs 23 operating engineers who make the granules that are found on asphalt roofing shingles.

Below:
Inside GS Roofing's plant.



Right: GS Roofing's crew works four separate shifts to keep the plant operating 24 hours, seven days a week.



True grit

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 Billigmler 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 5)

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 20 Republicans in the House oppose NAFTA, while 29 Democrats and 60 Republicans would support it, with a total of 223 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 Pings 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 of employees under NAFTA. My company can bid on jobs here and I only have the requirement to pay the wages of Mexico 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 I had to buy my own lunch and except second place. 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

Vic Fazio
U.S. House of
Representatives
2113 Rayburn Bldg.
Washington, DC 20515
(202) 225-5716
(916) 978-4381

1505 Longworth Bldg.
Washington, DC 20515
(202) 225-8104
(415) 323-2984

District 8

Nancy Pelosi
U.S. House of
Representatives
240 Cannon Bldg.
Washington, DC 20515
(202) 225-4965
(415) 556-4862

District 15

Norman Mineta
U.S. House of
Representatives
2221 Rayburn Bldg.
U.S. House of
Representatives
(202) 225-2631
(408) 984-6676

District 14

Anna Eshoo
U.S. House of
Representatives

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 from the United States and Mexico as they tour a shanty town neighborhood where maquiladora workers live. Inside homes with dirt floors, they describe the dangerous conditions they face at work. They earn an average wage of \$7 per day.

"Leaving Home" also features interviews with journalists Donald Barlett and James Steele, authors of *America, What Went Wrong?* and Judge Morris with the National Association of Manufacturers.

TEACHING TECHS

By Art McArdle, Administrator

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. Nolte and MacKay & Soms. 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.

Education is a continuing process. When apprentices comes into the survey program, they begin a long, hard climb, but at the finish there is reward.

In the survey program, a second-step apprentice can help a first-step apprentice and on up the ladder to graduation as party chief. This is where the real help comes: knowledge passed down the line through on-the-job training along with our classroom related training are the survival of the industry.

Even when apprentices graduate, they still have to keep their skills sharp. The competition is very tough for jobs and one needs to stay on top of the ever-changing work system.

When a person has not been in the apprenticeship program, there is still available education through our journey-upgrade program. An experienced chain person or party chief can come into our upgrade program and start in any of the periods they

can test.

This makes the program available to all of the Local 3 surveyors in Northern California. A journey upgrade, after reaching fifth period, can enter the apprentice program, complete the last four periods and graduate as a chief of party with 1,000 hours of on-the-job party chief training. This makes a party chief available for our certification program, which means money in the pocket.

At present, there are five certifications: land and boundary, topographic, light construction, heavy construction and hydrographic surveys. There are plans to bring in some additional certifications in the future.

Some under consideration are data collection and GPS.

We have room in most of our related training classes for all levels of experienced surveyors – journey up-



Warren Bridwell

grades. Please give us a call at (510) 635-3255, and we will be happy to get you started on a more continuous employment mode.



**ADDICTION
RECOVERY
PROGRAM**

1-800-562-3277

"Let's Take a Stand! Friends Don't Let Friends Drive Drunk," is the theme of this December's National Drunk and Drugged 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 (3D 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.



**Friends Don't Let
Friends Drive Drunk**

friends and neighbors are injured in these kinds of crashes every year. Over the same 10 years, those injured – some of them permanently disabled – individuals 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 \$183 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

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,

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 at 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.



Top: Blade operator John Cameron works on widening a section of I-680.



Center: The I-680/Hwy. 24 interchange temporary bypass being constructed.



Right: A temporary bypass that has become the project's trademark rises above the I-680/Hwy. 24 interchange.

Center right: Ghilotti Bros. has been sub-contracted to build nearly two miles of sound wall along southbound I-680.



Bottom: Ghilotti's crew working on one of the many on-and off-ramp reconstructions.



Comm

The \$318 million recons Creek Interchange will traffic bottlenecks

Driving through the I-680/Hwy. Interchange during rush hour sweet experience for thousand County commuters.

On the one hand, since construction began seven-phase, \$310 million interchange re frustrated motorists commuting from suburbs like Concord, Pleasant Hill and Walnut Creek their way through detours and passed congested to and from work. On the other hand, motorists know deep down inside that all eventually be well worth their trouble.

When construction is completed on the years, one of the Bay Area's worst bottlenecks transformed into a maze of smooth-flowing overcrossings, undercrossing and on- and off-ramps. The interchange, built in the late 1950s and designed to carry up to 70,000 vehicles a day, now handles about 280,000 vehicles a day. The interchange will not only accommodate today's traffic but have the capacity to handle future demands.

The interchange is Caltrans' largest reconstruction project in Northern California and is expected to take eight years to complete. The entire project involves widening both north and southbound lanes, completely rebuilding the interchange, but it also includes a reconstruction of infrastructure on the interchanges, such as widening of on- and off-ramp and realigning streets feeding into the interchange.

Operating engineers are currently working on the fifth phase, a \$48 million segment that involves widening I-680 from Rudge Road to Parkside Road, two miles of soundwalls, constructing 12 bridges and perhaps the most visible structure of the project: a temporary concrete and steel bypass that now rises above the roadway at the Oakvale overcrossing, curve



as it appeared last spring when false work on the

Inter relief

struction 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

gan in 1989 on a major
construction project,
urban communities
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struction barricades to
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more than seven to
not only involves
of I-680 and com-
so entails extensive
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gning and improving

ng on the project's
lves widening south-
Drive, constructing
edges, one connector
e project, a tempo-
es above the existing
s 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 contrac-
tors 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 sched-
uled to be completed by 1995,
but the combination of an envi-
ronmental lawsuit in 1991, last
winter's heavy rains and difficul-
ties relocating utilities could push up the completion date to
1996 or later. As the rainy season approaching, crews are work-
ing 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.



Top right: MCM crew working on overcrossing near Olympic Blvd.
Center right: How the interchange will look when completed.
Bottom right: Backhoe operator Marque Heinz.



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.

FRINGE BENEFITS FORUM

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 Trehern attended the meetings and spoke about the present work picture for operating engineers on 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 them over carefully.

More Health Examinations testing:

Health Examinations 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, 8
Manteca - Nov. 9
Lathrop - Nov. 10
Turlock - Nov. 11

YOUR CREDIT UNION

By Rob Wise, Credit Union Treasurer

Save big on your next car purchase

With the new model cars at the dealerships and the holidays around the corner, you may find it's time to purchase an automobile. Be prepared by obtaining pricing information and a pre-approved auto loan from your credit union.

Although dealer financing may sound attractive, most of the time it's linked to gim-

micks and hidden costs. If you're not careful, you'll pay too much for your car. By financing with your credit union, you can eliminate large down payments, short repayment terms, inflated sticker prices and other costs associated with most dealer financing.

With a pre-approved auto loan, you'll gain bargaining power. You'll know how much you're approved for and what your monthly payments and terms will be before you even set foot in the dealer's showroom. A pre-approved loan is good for 90 days, allowing you plenty of time to shop.

Your credit union's Vehicle Information and Purchasing (VIP) Center will help cut through the confusion of an automobile purchase. Obtain negotiating tips and pricing on new and used vehicles. Receive information on new vehicles concerning safety, maintenance and fuel economy. The VIP Center is located at all credit union branch offices. Call or visit the VIP Center for the information you need before you shop.

An extended warranty is an "option" sold on new and used vehicles by dealers. Like other options, it is a negotiable item. Before purchasing

the price inflated policy the dealer offers, compare it to your credit union's mechanical breakdown insurance. The price is better and the coverage is comparable.

For members who have already purchased a vehicle and accepted dealer financing, check into refinancing through your credit union. With our newly reduced interest rates on car loans, it could save you a great deal in finance charges.

Take the confusion out of car buying by seeing your credit union before you shop. Obtain your financing with a pre-approved loan. Then request the pricing information on the automobile you want to purchase. It will put you in a better negotiating position and you will get the fair deal you deserve.

Fairfield branch opens

The Fairfield branch of the credit union, located in the new Fairfield District office, is ready to assist with all your credit union business. Sharon Atkinson, our branch supervisor, is in the office Monday through Friday, 8:30 a.m. to 1 p.m., and from 2 p.m. to 5 p.m.



Branch Supervisor Sharon Atkinson and Vice President of Member Services Nancy Walker at the Fairfield credit union branch grand opening.

Visit your newest branch office for all your credit union needs.

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."

NEWS FROM THE DISTRICTS

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 slows 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 Vaca, employment representative with the city of Richmond, at (510) 307-8006 for work at Chevron. You must have BATT training.

While we are on the subject of refineries, I would like to let you know how difficult it is for a business agent to get in. Every time I want to visit a job, that particular contractor has to get approval from the refinery manager. Once I get in, I can only go where my escort takes me. Therefore, in order to catch violators I am going to need your help. If you see things that are not in order, please be sure to call the Oakland union hall and let us know so that we can get the problem taken care of.

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 get your name on a list for this training.

Until next time, have a nice Thanksgiving!

Joe Tarin, Business Rep.

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 clean up work. We were able to derail a scheme 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 overlay for the Suisun-Solano Water Authority
- Oliver de Silva, \$949,491, for roadway rehabilitation east of Skaggs Island Road
- Teichert, \$493,711, for two overlays, one in Dixon (\$215,123) and the other in Fairfield (\$278,588) 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 1- to 5-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 \$1,500 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 Bogue Road in Yuba City.

W. Jaxon 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 Oroville. This project involves reconstructing and extending Runway I-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 Oroville. 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. Jaxon 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 Su-

sanville 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 Oroville and, at press time, have not seen any movement in negotiations. For the members in the Marysville District, if you have a few hours, stop 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.

NEWS FROM THE DISTRICTS

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. Collet 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 old-town 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

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.

creased 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 each 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 Napolis, 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.*

East Carbon Constructors joins Local 3

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

The Kaibab Lumber Mill at Panguitch 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 Swede 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 much needed highway work next year.

*Verlyn K. Shumway
Business Rep.*

Pines and for sites for libraries in Cameron Park.

We hope our rains will hold off long enough to enable many operating engineers to complete their pension credit.

*Gary Wagon
Business Rep.*

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 in-

NEWS FROM THE DISTRICTS

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 affect. 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.

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 C.A. Rasmussen on an evening shift rolling behind a shoulder backing machine. The roller ap-

after 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 reach 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 31. They 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.



Map courtesy of the Press Democrat

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

parently hit a slight depression and tipped onto its right side, crushing our 61-year-old member's head. He was not wearing a seat belt, although there is speculation that he unclipped it and tried to jump.

Bill was recently married and had planned to retire at the end of this season. He had years of experience. A preliminary investigation indicates his death was truly accidental; it was an unforeseen and unplanned event.

Business Agent Greg Gunheim was on the accident scene shortly

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 on 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 strived to:

- 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 Phillip S. Foner.

This holiday season make sure it's union made

Even if we wanted to, few of us could fail to be aware that the Christmas holidays are fast approaching. Aided and abetted by the advertising industry, the nation's retailer—from catalog houses to department stores and specialty shops—won't let us forget.

They're counting on the season's gift-giving spirit being rekindled in each of us, and they being able to persuade us that their wares should become our presents to our loved ones or should grace our holiday table.

There is, however, a question or two that few of the holiday ads will answer, questions that we might want to take

extra pains to get answered as we shop and buy for the holidays. The questions are short and sweet: Is it union made? Is it American made?

If, in the holiday rush, we are tempted to overlook those questions, or the answers, maybe we should remind ourselves of a few things.

- We should remember the toy factory fire in Bangkok, Thailand, early last summer that killed some 240 workers, most of them young women, and injured some 500 more employees. Many of the 500 leaped from windows because the doors were locked to prevent stealing. There were no fire alarms, no fire escapes, no sprinklers.

The factory, owned by Kader Enterprises of Hong Kong, was a direct supplier to more than a dozen U.S. firms, including Tyco, Fisher-Price, Hasbro, Gund and J.C. Penney. More than 20 other U.S. companies buy goods in other Kader factories in Thailand and mainland China, including Toys R Us and Wal-Mart.

- We should think of the nine women Teamsters who are on a

rotating liquids-only fast in an effort to persuade Diamond Walnut Company to agree to a fair contract and end a two-year strike and lockout by the women and some 500 colleagues.

- We should consider the thousands of laborers from China, the Philippines and other Asian nations who, according to the *New York Times*, work six-day weeks in unbelievably squalid conditions in the U.S. commonwealth city of Saipan for half the U.S. minimum wage. Their work is sewing together U.S. brand-name clothing like Arrow, Liz Claiborne, The Gap, Montgomery Ward, Geoffrey Beene, Eddie Bauer and Levi's, which also carry the label, "Made in the U.S.A."

On second thought, we need to remember only one question as we do our Christmas shopping: Is it union made? Union-made is American made?

Richard Perry,
Union Label & Services Trades Dept., AFL-CIO

NEWS FROM Rancho Murieta Training Center

Training season winds down

By Larry Uhde, RMTC administrator

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 feasible, 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.

Below: HDR Instructor Stove Garafolo works on a diesel engine at the training center.



Below left: HDR Instructor Stove Gaylord, left, and HDR Instructor Steve Garafolo. Below right: Instructor Gary Herron. Bottom left: Master Mechanic Darwin Betteridge.



NEWS FROM PUBLIC EMPLOYEES

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 etched in the citizen's mind? Certainly not one that reflects the crew's hard work and commitment, but probably one of a bunch of idled 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 fa-

miliar 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 rather than management and consultants handing down a program for the rank and file to implement, the opposite is actually taking place. City management recruited volunteers from every major city department to serve on a task force that would evaluate the city's problems, determine needs and make recommendations on how to implement a public relations campaign.

Susan Krietemeyer 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 stems from bad customer relations and how we are then perceived by the public." In October 1992, the Stockton City Coun-



Local 3 members who are part of the task force are from left: Maintenance Worker Steve Castanon, Environmental Control Officer Rhonda Archbold, parks and recreation crew member John Gwinnup, Collection Systems Operator Donald Saha, Welder/Fabricator Jack Hoagland, Senior Tree Surgeon Charles Willis, Water Systems Supervisor Ralph Ruiz, public works bull gang member Glenn Matthews, and Solid Waste Inspector Susan Krietemeyer.

cil 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 demand-

'City management recruited volunteers from every major city department to serve on a task force ...'

ing 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 public 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 employ-

ees 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

NEWS FROM PUBLIC EMPLOYEES

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.

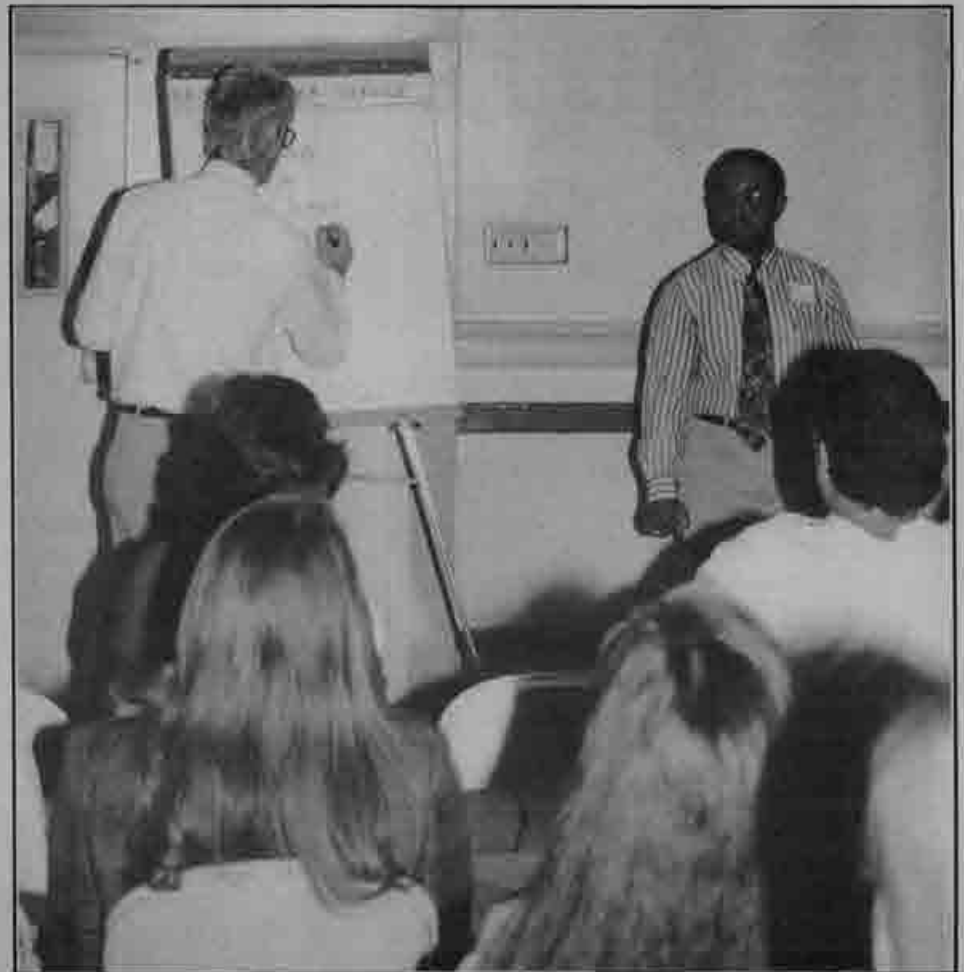
The reason TQM would fit nicely into Stockton's program is because its techniques emphasize treating customers as an integral part of the organization rather than seeing them simply as those whom you serve or sell a product to. TQM also emphasizes improving city government by focusing on quantifying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

ment, 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 brainpower 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.

tion and contracting out.

- An end to the use of prisoners and military forces to perform public sector work.

- Lifting pay caps on blue-collar federal employees.

- 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 Employee Department, 36.7 percent of the workers in the public are union members.

Nearly 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.

Labor

CALENDAR

November



5 Labor leader and socialist Eugene V. Debs was born in Terre Haute, Ind. in 1855. "The strike is a weapon of the oppressed, of men capable of appreciating justice and having the courage to resist wrong and contend for principle," he said.

9 The Congress of Industrial Organizations (CIO) was formed in 1935 to expand industrial unionism. It merged with the American Federation of Labor (AFL) in 1955 to form the AFL-CIO.

11 Veterans Day. World War I ended on this day in 1918.

19 In 1903, the Women's Trade Union League was formed to educate women about the advantages of union membership, to support women's demands for better working conditions, and to raise awareness about the exploitation of women workers.

19 Industrial Workers of the World (IWW) labor organizer and balladeer Joe Hill was executed by a Salt Lake City, Utah firing squad in 1915. Hill was arrested and condemned to death for a murder, though supporters claim no clear evidence existed to convict him. The IWW and others rushed to defend Hill, believing he was unfairly prosecuted because of his labor background. Hill died a martyr and has been celebrated in song and

legend ever since. On the eve of his death, he wrote, "Don't waste any time in mourning. Organize." His words remain a rallying cry to this day.

29 Birthday, in 1832, of author, abolitionist, and nurse Louisa May Alcott. Known for her fictional work *Little Women*, Alcott also wrote *Work*, an autobiographical novel exposing the exploitation of women workers and the evils of industrialization in 1873.

30 "Fighting Mary" Eliza McDowell was born in 1854. A social worker, McDowell helped organize the first women's local union of the Amalgamated Meat Cutters in 1902. Comprised predominantly of the low-paid women working in packinghouse canning and labeling operations, membership grew to more than 1,000.

HONORARY MEMBERS

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

G. R. Anderson *	0772764
Prentice Andrews *	1006676
Russel Babcock	0977617
Gilbert Bailey	0908671
Robert L. Bates	0977713
Marvin Blakely	0797932
Fred Capote *	0879699
Bill Dalton *	0983175
Clifton Daniel	0977631
Edward Daniels *	0879708
Fred Davis	0707197
Gerald Doering	0643249
Oscar Carlson *	0726672
Victor Egbert	0939630
Alfred Gonsalves	0987197
Charles Grubaugh	0947073
Robert Huffman	0833883
Clyde Husted	0899370
Felix Iturraran	0977730
Omer Lambert	0963600
Gary Lanterman	0983227
Frank Mello	0854272
Charles Moller	0977666
Clarence Orr	0987249
Don Pierce	0848501
Jerry Taylor *	0883797
William Tyler	0987290
Gerhart Walker	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 Yanz of San Jose, Ca., 3/18.

JUNE

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

JULY

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

AUGUST

James Anderson of Eureka, Ca., 8/12; Walter Besser of Durham, Ca., 8/19; David Curtis of Rohnert Park, Ca., 8/23; G. Eastwood of Beaverton, Ca., 8/29; P. Gaudino of Napa, Ca., 8/24; Richard Gordon of Fresno, Ca., 8/24; William Jones of San Ramon, Ca., 8/11; Dan R. Loewen of Fresno, Ca., 8/27; L. Riordan of San Leandro, Ca., 8/30; Leroy Scovel of Fall River Mil, Ca., 8/7; Robert G. Shannon of Placerville, Ca., 8/29; Roger Vandenbroeke of Fair Oaks, Ca., 8/12.

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., 9/1; J. C. Bonner of San Diego, Ca., 9/22; Robert Buck of Chateau, Mont., 9/1; G. A. Burns of Nevada City, Ca., 9/19; Howard Copeland of Gridley, Ca., 9/12; Silva Costa Jr. of Hayward, Ca., 9/6; Dwight Courtney of San Leandro, Ca., 9/28; Emmett Falconer of Truckee, Ca., 9/26; John Hall of Visalia, Ca., 9/2; William Holtzinger of Novato, Ca., 9/15; Ray E. Husted of Salinas, Ca., 9/20; H. B. Lawley of Woodland, Ca., 9/5; Dan R. Loewen of Fresno, Ca., 9/12; Robert Newvine 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 Coquille, 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 at the regular quarterly Sacramento District membership meeting there will be an election for an Executive Board member and a Grievance Committee member to fill unexpired terms left vacant by resignation.

The meeting will be held

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

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

DECEMBER

- 1st District 12: Ogden
Ogden Hotel
247 24th. Street
- 2nd District 11: Reno
Carpenters Hall
1150 Terminal Way
- 7th District 04: 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.

KNOW YOUR CONTRACT



Your local union
representative can help.

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 1 p.m. at the:

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

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

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

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

Personal Notes.....

Marysville: The Marysville District office staff extend its sincerest condolences to the families and friends of the following deceased retired: Clarence Waeltz and Howard Copeland, both of Gridley. Also to retired James R. Muller of Marysville on the death of his wife Norma May.

Correction: In last month's *Engineers News* we incorrectly listed our condolences regarding the death of Robert Besser of Durham. It was not Bob who passed away, rather his brother Walter Besser. We regret any confusion or inconvenience this may have caused.

Reno: Congratulations to Renee and Rebecca Bousquet on the birth of their daughter on 9/20.

Santa Rosa: We wish to express our deepest condolences to the families and friends of the following departed: James A. Parker 9/28 and George Frazee 10/4.

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

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

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

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

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

WANTED: Old bottles paying over 1.000 for pre 1900 whiskey/bitters bottles. Also need beer, soda and medicines. Buying old advertising signs, metal, paper, glass, old coin operated machines-gum, peanut, slot etc. Write Richard Siri, P.O. Box 3818, Santa Rosa, Ca., 95402. Reg.#1025301 10/93

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

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

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

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

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

10/93

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

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

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

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

FOR SALE: '83 Trailer Aljo Alliance, 33' pull, full rear bath, center bedroom kitchen & dinette. Living room A/C. Like new inside & out. Must see. Located in Lake Co. \$8,800. Call (707)994-3015. Reg.#21643119. 10/93

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

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

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

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

Reg.#2162882. 10/93

FOR SALE: Home 3bd/2ba, So. Sacramento, 2 car garage-door opener, fireplace, dishwasher, C/H/A, garbage disposal, fenced back yard. New Coleman central heat and air conditioner. \$105K. Also, 14' Klamath boat w/trailer \$475. Rolo-bin, 8 tier for bolts, nuts. \$150. Butcher block 30'x30'x13'-make offer. Rack for long bed pick-up, \$50. Roro-tiller, 8hp, JC Penneys, \$150. Call (916)689-4061. Reg.#1238702. 10/93

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

FOR SALE: Lot 110'x100' water front fenced lot on wide canal. Minutes from the Gulf of Mexico on quiet cul-de-sac. Paved road, city water, septic system and electric. Boat dock, Hudson, Florida. \$40K negotiable. Pictures on request. Call (813)869-8018. Reg.#1088465 11/93

FOR SALE: Motor home '78- 33 ft. Vogue Classic duel air, cab air, hydraulic levelers, microwave, TV, ice maker, 6.5 kw onan generator, new carpet, 62K miles, one-time owner, very clean, \$28K. Call (209)296-7237. Reg.#0838815 11/93

FOR SALE: '78 Corvette Silver Anniversary, fully loaded including 700R.H transmission & new tires \$8K. Also, 50 GMC project PU, late model running gear, 7 window, extra parts, \$3,500. Call (408)757-5614. Reg.#1192168 11/93

FOR SALE: Tractor International track-layer, TD 14K3A Liader w/4-way Drott bucket. Other international machines for parting out included & additional parts. \$13K. Call (916)622-6737 or (916)621-1747. Reg.#1679710 11/93

FOR SALE: 2 Acres beautifully treed in Swansboro/EI Dorado Co. 9 mi. from downtown Placerville. Private community w/paved roads, stocked ponds and airstrip. Parcel located next to Nat'l forest for great-horse back riding, motorcycling & nature walks. Must sell \$25K/OBO. Call (916)987-9307. Reg.#2123219 11/93

FOR SALE: '80 Mobile home 2bd/1ba. on 1/3 acre. 2 sheds, patio carport, lawn, fenced trees, roses, pecan trees, satellite, Silver Springs Nev. Call (702)577-2155. Reg.#1178193 11/93

FOR SALE: Home 2bd/1-1/2ba w/FP on level 2.5/Ac. w/16'x30' shed, 220' well. Tall pines & cedar trees. Year-round Co. rd. 3,500 El. Clipper Mills, Butte Co., 44mi. NE of Marysville, Ca., \$90K. Call (510)229-3170. Reg.#0822680 11/93

FOR SALE: '90 5th Wheel 27' Alpenlite DL top of the line, lots of extras, air built in microwave, stereo, awnings and more. Must sell. Call (209)852-2420. Reg.#0982939 11/93

FOR SALE: 13 Acres bordered by dry

creek, nice 2bd w/auto sprinklers for lawn + older house turned into a shop, 20'x40' metal shed, 8'x20' wood shed, 37 olive trees, some fruit trees on end of road. Very quiet w/no traffic. \$150K. Call (916)824-4822. Reg.#0854095 11/93

FOR SALE: '71 Motor home 24' Catalina w/Dodge motor, 318 cu. in. runs good. New tires front/good tires rear. Asking \$4,900. Reg.#1178350 11/93

FOR SALE: 3 Acres approx. between Lake Don Pedro and Lake McClure - 2 best fishing lakes in Ca., 2bd. w/g.built on living room. Nice deck, 2 car garage w/l.g. shop at huge discount. \$105K. Call (209)852-2420. Reg.#0982939 11/93

FOR SALE: Welder/Generator, '86 Lincoln DC225AMP, onan gas engine twin cyl. w/50 ft. welding cables. \$1,200/OBO. Call (209)245-4060. Reg.#1511183 11/93

FOR SALE: 1 Lot Lake Tahoe area, 10 mi. to state line, 99'x110'. \$20K cash. Call (702)871-1749. Reg.#892415 11/93

FOR SALE: '89 Trail trailer Alumina Lite XL, good cond. 31', \$14K. Call (209)575-1819 or (209)575-2456. Reg.#904634 11/93

FOR SALE: '28 Ford Coupe w/rumble seat, \$10K. '36 Ford Coupe w/rumble seat \$12K. Both beautiful. Call (510)846-4080. Reg.#0342660 11/93

FOR SALE: Dragline 15 Bucyrus Erie, Cat motor 5/8 yd Hendricks bucket, 35' boom + 5' & 10' extensions, \$5K. Call (916)674-3325. Reg.#289241 11/93

FOR SALE: '69 Mercury Cougar classic, racing eng, new 351 Cleveland, Trans and paint, quick shift, Kenwood stereo, \$7,800/OBO. Call (209)367-8699. Reg.#1965563 11/93

FOR SALE: Backhoe 580 K phase 3, '90 Jacobson Goose neck trailer. '89 F 250 Heavy duty Ford pick-up. Lots of extras included. 3 piece package \$53K. '35 John Deere tractor plus other antiques including bottles, milk cans, pumps, beer signs. \$2,900. Call (209)334-1846. Reg.#1346226 11/93

FOR SALE: R.V. Membership for Waco & Thousand trails, cash sale paid \$4,900. Best offer. Unable to use. Has security reservations guaranting a safe place at re-

sorts + scenic attractions & planned activities. Happy to schedule courtsey tour for a day to a perspective buyer. Call (510)782-5798. Reg.#928047 11/93

FOR SALE: '78 Me Too Cab-over camper, roof cooler, antenna, jacks. Self-contained, located in Woodland storage \$1,500. Also, '91 Alfa Sun, 30' located in Isleton. Slide out L/R rear kitchen, lg. awning, Q-size couch/bed. Lg A/C. Stereo w/back-front speakers., like new. Books at \$27K. Loan w/credit union, take over balance of \$25K. Call (916)777-5968. Reg.#2012260 11/93

FOR SALE: '91 Mobile home 14'x56', 2bd/1ba, 2 acres landscaped, 37,500 Dolan Springs Az., 70 mi. from Kingman-60 mi. from Henderson, Nv. Call 1(800)626-2527 ask for Bobbi. Reg.#0711825 11/93

FOR SALE: Welder Miller AEAD 200 LE, like new on heavy duty trailer, bottle racks, vise, 140' leads, extra 300 amp stinger, cutting torch assembly, 60# 7018 rod, welding hood, \$2,900. Call (209)274-4808. Reg.#1017830 11/93

FOR SALE: Int'l engine DV550, less than 40 hrs. since factory rebuilt, w/MT42 Allison transmission, complete w/air compressor, strater, alternator. \$3K/OBO. 2-6V71, 4 valve heads w/new valve jobs. \$1K/OBO. Call (916)743-3389 eves. Reg.#1855418. 11/93

FOR SALE: '87 SeaRay 25' Sundancer, full Delta canvas, 350 OMC outdrive, 110V dockside sys, electric hyd trim tabs, alcohol/electric 2-burner stove, depth finder, 100 gal gas tank, self-contained cooling, inboard Halon fire ext. sys, dual voltage refer, radios, full canvas cover, aft state, removable carpet, head, low hours. \$19K. Call (209)833-0774. Reg.#1046810 11/93

FOR SALE: Boat Renault 16' I/O less 80 hrs since new. Ex. cond. full canvas/extras, \$7K. '88 classic kit companion 29' 5th. wheel. Fully loaded w/extras. Non smoker, travel less than 40 hrs, new cond. \$17K. And 12-1/2 acres in Kalamata Nat'l Forest, approx. 20 mi. w. of Yreka, Ca., in good deer hunting/fishing area. All year spring/well. Good building site \$20K. Call (916)626-3223. Reg.#879730. 11/93

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.
- Sweatshirt is made of a white 50/50 blend with a five-color imprint of a Cat D-8L on the front.
- OE3 "Proud to be UNION" t-shirt is made of 100% pre-shrunk cotton and has been printed with the same stylized Local 3 logo that's on the black and

green poplin jackets. Beneath the logo is the phrase "Proud to be UNION." • Local 3 orange safety T-shirt with pocket or a 14-pocket vest with a large Local 3 logo on the back. • Hats available in black, neon green, neon yellow and neon pink featuring the stylized Local 3 logo.

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 Christmas.

S.E.L.E.C. (Supporters of Engineers Local 3 Endorsed Candidates) is Local 3's political action committee for federal candidates. Acting in concert with the International's EPEC (Engineers Political Education Committee) 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.

Operating Engineers Local Union No. 3

S. E. L. E. C.

(Supporter of Engineers Local 3 Endorsed Candidates)

1620 South Loop Road • Alameda, CA 94501 • (510) 748-7400

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.

ITEM	Unit Price	S	M	L	X L	X X L	Line Total
Black Poplin Jacket w/ stylized Local 3 logo	\$40						
Green Poplin Jacket w/ stylized Local 3 logo	\$40						
Black Hooded Jacket w/ Local 3 logo	\$40						
Green Hooded Jacket w/ Local 3 logo	\$40						
Adult Local 3 Sweatshirt	\$15						
Orange 14 Pocket vest w/ Local 3 logo	\$15						
Adult Orange Pocket T-shirt w/ Local 3 logo	\$10						
Adult OE3 "Proud to be UNION" T-shirt	\$10						
Child's "Dad" T-shirt -- Dozer	\$8					N/A	
Child's "Dad" T-shirt -- Backhoe	\$8					N/A	
Child's "Grandpa" T-shirt -- Dozer	\$8					N/A	
Child's "Mom" T-shirt -- Dozer	\$8					N/A	
Black Summer Cap w/ stylized Local 3 logo	\$8	One size fits all					
Neon Green Cap w/ stylized Local 3 logo	\$8	One size fits all					
Neon Yellow Cap w/ stylized Local 3 logo	\$8	One size fits all					
Neon Pink Cap w/ stylized Local 3 logo	\$8	One size fits all					
Local 3 Patch CA NV HI UT	\$5						
Local 3 Lapel Pin Active Retired	\$3						
Make checks payable to: S.E.L.E.C.	Sub Total						
Contributions to S.E.L.E.C. are NOT deductible as charitable contributions for income tax purposes.	Shipping and Handling						\$3.00
	Total						

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 239-190.

Union membership pays off

Paying union dues appears to be a terrific investment for 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

According to a 1993 Federal Highway Administration report, 118,500 of the nation's 575,000 bridges, or 21 percent, were rated as structurally deficient. Add those bridges that are defined as functionally obsolete and the figure jumps to 37.6 percent, says The Road Information Program's report, *1993 State Highway Funding Methods*. Both annual reports cover data from 1991, the latest year information was available.

Bridge deterioration seems to be an indirect product of population growth, location and the economy. Some highly populated, accelerated-growth states such as California and Florida have relatively few structurally deficient bridges but suffer a high number of functionally obsolete bridges. This is largely due to historically explosive population growth — more and more people crowd into the state before the structures can be modified to accommodate them.

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 80 percent of construction projects could potentially be categorized as low priority through registration and program certification. If all lost work-day cases were reported to OSHA, the agency could inspect at least half the projects with the highest priority, according to the report, which was given to the Advisory Committee on Construction Safety and Health, a panel investigating ways OSHA targets inspections for the construction industry.

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 \$660 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.