



ENGINEERS NEWS

VOL. 37, NO. 12

SAN FRANCISCO, CA



DECEMBER 1985

Semi-annual Meeting

Recording-Corresponding Secretary William M. Markus has announced that the next semi-annual meeting of the membership will be held on Saturday, January 4 at 1:00 p.m., at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, CA.

IMPORTANT NOTICES: Please turn to page 5 for important information concerning the 1986 Local 3 Scholarship Contest. The schedule of Grievance Committee elections can be found on page 16.

Tax reform stripped of its worst elements

The House Ways & Means Committee stripped President Reagan's "tax reform" proposal of its worst elements — an attempt to slap an employment benefits tax on workers and elimination of the federal income tax deduction for taxes paid to state and local governments.

Spurred by a grass-roots campaign mounted by the trade union movement, 279 House members signed on as sponsors of a resolution by Rep. Augustus Hawkins (D-Calif) opposing taxation of employment benefits.

With such a big majority of the House clearly on record, the Democratic majority of the Ways & Means Committee looked to the corporation profits tax as the alternative to taxing worker benefits.

The bill it adopted would make the complex federal tax structure more equitable by requiring corporations that have paid little or no taxes to assume a fairer share of the burden.

Corporate tax

One of the committee's final actions was to move the corporate tax 1 percent higher than anticipated to offset elimination of proposed taxes on health insurance and other employer-provided job benefits.

In the end, the committee did succeed in the enormously difficult task of shaping a package that has a realistic chance of winning House approval.

That's the "first-look" impression from labor's point of view. But because of the complexity of tax legislation, the AFL-CIO will be taking a much more detailed look at the bill's probable impact before making a judgment.

The House committee passed up the opportunity to raise revenue and decrease the budget deficit by doing a more effective job of closing tax loopholes used by profitable corporations and wealthy individuals.

In view of President Reagan's declared intention to veto any form of "tax

increase," and aware of the election-year pressures on Congress, the committee abided by the Administration's insistence that any tax changes to be "revenue-neutral."

A campaign that involved tens of thousands of union members in a nation-

(Continued on back page)

IUOE Pres. Dugan lays it on the line at Western Conference

"Our top goal has to be jobs. We are hemorrhaging to death in terms of lost membership."

That was the hard hitting message given to delegates of the Western Conference of Operating Engineers last month in Palm Springs by General President Larry Dugan.

The three-day conference, which was comprised of representatives of hoisting and portable and stationary engineers from the 13 western states, held numerous workshops to tackle the issues of collective bargaining, arbitration and the need for more aggressive organizing.

The General President set the agenda for the international union in a "no holds barred" speech to the delegates.

"We must do a better job of organizing," Dugan stressed. Some locals are operating in a "country club" atmosphere, he charged. They are satisfied with the membership they have presently and show no desire to protect the jurisdiction of the union.

Other unions are guilty of "smorgas-board organizing," Dugan continued. These are locals who "pick and choose what they want to organize," and thus leave major areas of the union's jurisdiction open prey to nonunion contractors.

Dugan cited the efforts of Local 3 and others who have adopted an aggressive organizing program designed to prevent the growth of open shop.

A workshop on organizing at the Western Conference was led by Local 3 Organizing Director Ken Allen, who emphasized the need for all the locals in the Western Conference to pool their resources and information, so that more effective organizing campaigns can be mounted against those contractors who typically work in more than one local's jurisdiction.

Dugan chided those who operate

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Mining Nevada's invisible gold — is an Engineers News special report beginning on page 7. The four-page photo feature spotlights the more than 400 Local 3 members that work the gold mines of Northeastern Nevada.

Richmond freeway gets underway

Construction work has started on the second phase of the John T. Knox Freeway in the city of Richmond. The freeway, which will connect the eastern end of the Richmond/San Rafael Bridge with Interstate 80, will alleviate the heavy traffic congestion through residential areas of Richmond.

C.C. Myers, Inc. of Rancho Cordova began work on a \$29 million segment of the freeway in early November. A \$13 million segment from Bayview Avenue to 47th St. began work last February.

The section of the road being built by Myers extends from 47th St. to 19th St. Caltrans will divide the remaining part of the six mile freeway in four more phases.

The \$280 million freeway, officially known as Interstate 180 was first proposed over 20 years ago. The project is receiving 92% federal funding. It has been a high priority in Richmond for several years. It had been urged as a vital element of local development plans, particularly for the port and

marina as well as a key link in the regional highway network.

Subcontractors on the job include Bay Cities Paving and Grading, McGuire and Hestor, and Foundation Contractors.

The bid submitted by C.C. Myers was \$3 million under Caltrans' engineers estimates. A key ingredient to Myers winning the contract was a project agreement negotiated between the company and the building trades unions

(Continued on back page)



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

LOOKING AT LABOR

In our district meetings over the past month, many members have asked questions concerning the changes in the Retiree Health and Welfare Plan which were announced in a letter to all participants on October 20.

In an effort to provide as much information as possible on why these changes were necessary, I felt it would be beneficial to address this issue in my column this month.

The purpose of these changes was to help control the cost of the Retiree Health & Welfare fund, which has experienced a tremendous increase in recent years. The original concept of the Retiree Health & Welfare Plan when it was first negotiated into the benefit package in 1963 was to supplement Medicare coverage.

Since that time, a lot has changed.

- In 1963 when the Retiree Health & Welfare Plan was first implemented, there were only 390 eligible retirees. By the end of this year, there will be over 7,600 Local 3 retirees. With the tremendous increase in retirees has come a corresponding rise in medical costs.

- The cost of medical care has risen at an alarming rate. Between 1965 and 1982, hospitalization costs increased 444 percent, compared to the general inflation rate of 162 percent.

- Medicare coverage has been slashed 45 percent in recent years. Many of the reductions have come from the Reagan Administration.

Protecting the future of our Retiree Health & Welfare Plan

- Every \$1 cut in Medicare coverage costs the Retiree Health & Welfare Plan 80 cents.

- For the first 17 years of its existence, the Retiree Health & Welfare Plan averaged about \$4 million a year in costs. The costs in 1985 will exceed \$14.8 million.

- If current trends continue as they have, the plan will need a \$2 an hour contribution by 1992 in order to maintain the current level of benefits. The present maximum contribution into the Retiree Health & Welfare Plan is 69 cents an hour.

It is clear that we must take bold steps to maintain and protect health and welfare coverage for our retirees and at the same time keep the costs under control. As a result, the Board of Trustees approved the following changes:

Two new eligibility requirements have been added.

- Effective January 1, 1986, all retirees covered by the Retiree Health & Welfare Plan, regardless of when their retirement became effective, must either be dues paying members of Local 3 or must pay a service fee equal to the amount of dues retired members pay.

- Participants who retire on or after January 1, 1986 must have worked a specified number of hours for contributing employers during the 48 months immediately preceding their retirement date, according to the schedule outlined in the letter that all participants received.

A few examples of how the new eligibility requirement might be helpful at this point:

Suppose a participant retires on June 30, 1986. That means during the period from July 1, 1982 to June 30, 1986, he must have worked a total of 500 hours for contributing employers.

A person retiring on August 31, 1987 must have worked a total of 1,000 hours for contributing employers from September 1, 1983 to August 31, 1987.

A person retiring on April 30, 1988 must have worked a total of 1,500 hours for contributing employers

from May 1, 1984 through April 30, 1988.

A person retiring on January 31, 1989 must have worked a total of 2,000 hours for contributing employers from February 1, 1985 through January 31, 1989.

These eligibility requirements were added in order to prevent the abuse of the Retiree Health & Welfare Plan by a small minority of members.

It was found that some members who had vested their pension have been working for nonunion contractors prior to their retirement. Upon retirement they have been applying for Local 3 Retiree Health & Welfare benefits, and the Trust Fund had no choice but to provide those benefits.

We did not feel it was fair that members in good standing should be paying money out of their own wage/fringe package to provide medical coverage for workers who chose to work for nonunion companies once they were vested.

These new eligibility requirements will prevent that situation from happening.

Members who take early retirement must help pay for the cost of their health and welfare coverage.

Participants who retire on or after April 1, 1986 will be required to contribute \$150 per month toward the cost of their retiree coverage, until they reach age 62. Those who retire on a service pension before age 60 on or after April 1, 1986 will also be required to contribute \$150 per month until they reach age 60.

This monthly payment will be reviewed annually and adjusted as necessary to meet the cost of the plan.

Because of our excellent pension plan, more and more Local 3 members are opting for early retirement. This has placed a great deal of strain on the Retiree Health & Welfare Plan.

Medicare does not begin coverage until age 65. Therefore the retiree coverage must pay 80 percent of a retiree's medical bill until he becomes eligible for Medicare coverage.

The 69-cents-an-hour contribution into the Retiree Health & Welfare cannot cover those rising costs, therefore, it has become necessary for those who opt for early retirement to share in those costs.

Those who are on a disability pension will not be required to make self-payments.

The annual deductible has been increased, but so has the amount of lifetime coverage.

Effective January 1, 1986 an annual deductible of \$100 for the retiree and \$100 for the spouse will be required for all participants on Schedule I. However, lifetime coverage has also been increased from \$50,000 to \$100,000 for each eligible person. The annual reinstatement has also been increased from \$5,000 to \$10,000.

For those on Schedule II, the annual deductible has been increased from \$100 to \$200 each for the Retiree and the spouse. However, the lifetime maximum has been increased from \$25,000 to \$50,000 for each eligible person and the annual reinstatement has been increased to \$5,000 per person.

These were difficult decisions to make, but they were extremely necessary if we are to preserve the quality of the Retiree Health & Welfare Plan.

We are also examining other cost containment measures which will not cost the participants anything, but in fact will improve coverage. For example, we are negotiating with a number of hospitals for lower room charges.

Higher health care costs for the elderly is a national concern.

None of us likes to pay more for something we already have. But we must face up to realities and make wise choices that will protect our future security.

Local 3 has a large, thriving group of retirees who are living longer and healthier lives than ever before. Statistics show that the number of retirees will continue to grow and so will the cost of providing medical coverage.

At the same time, we are waging a very difficult war with nonunion contractors, who typically don't provide any medical coverage for their employees. Every cent that we negotiate into the fringe benefit package must be weighed carefully with the effect it will have on keeping our fair union contractors competitive.

It is therefore crucial that we all become more conscious of the cost of medical care and do all we can to avoid unnecessary expenditures and waste. We should examine our medical and dental bills before we send them in to be paid to make sure there are not any overcharges.

This is a very simple but effective measure we can take to help protect the future of our retiree health & welfare coverage.

ENGINEERS NEWS

WIPA



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

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ENGINEERS NEWS is published monthly by Local 3 of the International Union of Operating Engineers, 474 Valencia St., San Francisco, CA 94103. Second class postage paid at San Francisco, CA. USPS Publication Number 176-560. Subscription price \$6.

OPEIU-3-AFL-CIO (3)

Trustees make pension improvement

Business Manager Tom Stapleton has announced that the pension plan trustees have approved a proposal to eliminate the maximum of 35 pension credits on the Local 3 pension plan, effective January 1, 1986. This means that active participants can now earn more than 35 pension credits. This change does not apply to those who have already retired or whose retirement becomes effective prior to Jan. 1, 1986.

Continental Airlines boycott ends

Continental Airlines' boycott has been terminated by the Air Line Pilots Association, effective immediately, it was announced by Captain Henry Duffy, President, ALPA. A final and binding order issued by the U.S. Bankruptcy Court in Houston, Texas, ended one of the longest pilot strikes on record.

The International Association of Machinists walked out in August 1983 when Continental refused to bargain in good faith. They were followed on October 1, 1983, by the ALPA when the carrier filed for bankruptcy and reorganization and abolished existing union contracts under Chapter 11 of the federal bankruptcy law.

IAM employees, mechanics and

ground crew, returned to work in a move to force Continental to "live up to its obligations under the Railway Labor Act," said William Winpisinger, President, IAM, but continued to pursue litigation to overturn the bankruptcy court's approval of the contract abrogation.

Since the time Continental declared bankruptcy, there have been revisions of the bankruptcy code, initiated by the AFL-CIO, to prevent similar occurrences of exploitation of Chapter 11.

The striking pilots, when returned to work, will have seniority rights under the Court's order. Eligible pilots electing the severance option, who do not choose to go back to Continental, will receive up to \$4000 for each year of service.

Carpenters ratify new agreement

Union carpenters ratified an agreement this month that provides for a longer work-week and unprecedented cooperation with management.

"I think it's a historic agreement," said Jim Green, secretary of Bay Counties District Council of Carpenters in San Francisco. "It's the first time that management and the unions have sat down in a nonadversarial relationship to try to work out the problems of the industry."

Ratified by a ratio of 4 to 1, the agreement covers the 23,000 union carpenters who work from Bakersfield to the Oregon Border.

Since 1975, nonunion competition has reduced the number of hours worked annually by union carpenters in the region from 25 million to 15 million, despite an increase in construction, spending.

Under the three-year agreement with a new association of 50 union builders, the International Brotherhood of Carpenters and Joiners traded its 32-hour work week for the 40-hour schedule demanded by the employers and largely gave up "Black Friday" — the traditional biweekly day off.

Pay for apprentices, which has been set at 50 percent of the journeyman rate, was cut to 40 percent in the first three months of the contract. It will rise to 45 percent in the next three months and then return to the standard 50 percent.

The journeyman rate, currently \$21.21 an hour in San Francisco, was frozen during the first year of the agreement, but it will increase by \$2.25 an hour over the remaining two years of the pact.

Union builders, represented by the newly formed Construction Employers Association, agreed to award subcontracts to union firms whenever possible. In return, the carpenters promised to do "everything possible" to reduce work stoppages, according to a management consultant.

Finally, both sides formed a joint "work preservation" committee. The committee will have the power to alter the three-year agreement if employers plead for spot concessions that might help them underbid nonunion builders.

Double breasting bill makes more progress

Important legislation to bring an end to double-breasting in the construction industry has cleared the House Education and Labor Committee and is expected to reach the House floor soon.

With the tacit approval of the NLRB, union construction firms across the country are evading the Federal labor law by setting up non-union operations under the same corporate structure. These phony companies drain work away from the union operations and threaten to undermine the wages and benefits that construction workers have gained in security and income over the years.

H.R. 281, sponsored by Rep. William Clay (D-MO) would end these abuses and restore the original intent of Congress.

The bill came out of committee without alteration and has a good chance of getting full House approval before the end of this session. However, there is strong opposition from contractor associations and the perennial National Right to Work Committee.

Attempts will be made to amend or weaken the bill on the floor so workers should write their representative as soon as possible, stressing the importance of this legislation.



SAG President — Oscar and Emmy Award winner Patty Duke is the new president of the Screen Actors Guild. Duke tallied 58 percent of the vote in a four-way contest. She succeeds Ed Asner, who did not seek re-election.



Stuff it, Marvel — Operating Engineer President Larry Dugan walked the picket line with striking Marvel Poultry workers in Virginia's Shenandoah Valley. Members of UFCW Local 400 walked off the job in June 1984 to protest unsafe working conditions and inhumane management practices. The campaign also received help from television's Vickie "Mama" Lawrence (right) who reminds shoppers not to buy Marvel turkeys stamped "P-18" on the inspection seal.



Imported products don't cost less

Slowly but surely, the American buying public is getting the message: textile and apparel imports aren't the bargain the profiteering importers claim they are.

Countering arguments that legislation to curb imports would push up retail prices, Rep. Ed Jenkins (D-Ga.) released figures showing that foreign-made apparel last year cost 97 percent of the average retail price for U.S.-made goods.

At the same time, the Fiber, Fabric &

Apparel Coalition used Commerce Dept. figures to show that many imported blouses, shirts and shorts actually cost more than their American-produced counterparts.

"American consumers, who are also workers, know now that they get no bargain in buying imports," said President Sol C. Chaikin of the Ladies' Garment Workers. "All that they do is to place their own jobs in jeopardy" when they buy foreign-made goods.

Nonunion firms lose apprentice lawsuit

Non-union contractors in Washington State lost a suit claiming that state rules governing wage rates for apprentices constitute illegal price fixing. The suit was aimed at the State's Department of Labor and Industries and six current and former members of the Apprenticeship and Training Council.

The court ruled against the contractors on the grounds that authority for the rules "can be found within the council's broad authority to regulate."

The non-union contractors claim the rules require them to pay such high wage rates they are almost "completely excluded" from "effective competition for public works contracts in the state."



Make Your New Year's Resolution "Buy American—Buy Union"



By HAROLD HUSTON, President

A Personal Note From The President's Pen

The 22nd Annual Conference of the National Joint Apprenticeship and Training Committee for Operating Engineers held at Vancouver, B.C. was well attended by Labor and Management representatives from throughout the United States and Canada. The theme of the Conference was "Apprenticeship — Excellence In An Imperfect World."

The powers and duties of the Trustees of Training Plans in Canada was very interesting. Most noticeable in the powers and duties of Trustees of Training Plans, is the lack of any law in the area. This stands in sharp contrast to the United States and the Regulations that flow from ERISA. In British Columbia there are no statutes or regulations which deal directly with Trust Deed Training Plans.

In British Columbia there are two statutes which deal with the general area of law having first to do with apprentices (*Apprenticeship Act*) and secondly with the duties and powers of Trustees (*Trustees Act*).

The *Apprenticeship Act* includes all of the statute law that deals with apprentices, and secondly, with Training Plans or Trade Schools — now both known as "Private Training Institutions." The *Trustees Act* is the statute under which the duties and powers of Trustees are laid out. This Act evolved from the common law which was primarily concerned with the powers of the Trustees in the area of Wills and Estates. Training Plans, and business trusts in general, (this includes Health and Welfare and Pension Plans) were the last trusts to be considered by the statutes.

In regards to the Courts, no particular litigation in regards to Training Plans has been revealed with the sole exception of two cases which concerned the taxation of property on which training plans carried out their activities.

The existing Trade Schools and Trust Training Plans are by an amendment (Bill 42 [1985]) all now known as "Private Training Institutions." The *Apprenticeship Act* has set up a Director of Private Training Institutions. Every plan must, in each year, apply to the Director of private Training Institutions for a Certificate of Registration to operate in British Columbia. Registration expires at midnight on the date before the anniversary of the date of registration.

Secondly, the *Apprenticeship Act* establishes a Director of Apprenticeship and a Board of Apprenticeship. The Board, which reports to the Director, is responsible for setting the terms of apprenticeship, the registration and certification of apprentices, and finally, the development of curriculum and the establishment of examining boards.

The Apprenticeship Board, to assist itself in these duties has set up a series of Trade Advisory Committees —

committees consisting of individuals who are knowledgeable in a specific trade for which the committee is responsible.

Thirdly, the *Apprenticeship Act* sets out what are the designated trades, the definition of these designated trades, and what constitutes an apprenticeship trade.

Finally, the *Apprenticeship Act* governs the kinds of contracts to which an apprentice must enter into in order to qualify as an apprentice. These contracts are registered with the Director of Apprenticeship and contain the specific terms and conditions under which an apprentice is indentured to an employer or to a Trust Deed Training Plan.

I believe the most important parts of the Conference were the many workshop sessions. The Craning — Tower Cranes and Mobile Cranes class was one of the best I have ever attended. The instructor explained the Construction Safety Association of Ontario became interested in cranes about 13 years ago because of a very real and extremely serious situation they saw developing in their accident statistics. Through the late 1960's and early 1970's crane related fatalities started to increase until they accounted for approximately 20% of the total construction fatalities. He explained there was then and still is no other piece of equipment that has the potential of causing so much damage or harming so many people as does a crane in an accident.

Here are some of the facts he gave, and it is significant to note that the pattern is relatively constant from year-to-year and, from what they have been able to learn, is consistent throughout North America and Europe.

Cranes are involved in more serious accidents than any other type of construction equipment.

Crane accidents are the most costly in terms of insurance claims.

There are more construction fatalities caused by cranes and hoisting equipment than by any other single cause.

The instructor explained in a 10-year period in Ontario (1969-1978), there were 429 construction fatalities. Eighty-seven (87) were due to craning, representing 20% of the total. In other words, every fifth death in construction is somehow related to hoisting. The fatal accident breakdown is as follows:

- 39% Electrocution
- 23% Rigging Failures
- 14% Receiving and Handling Loads Signalling
- 12% Overload, Overturning and Boom Collapse
- 6% Operator Error (Misapplication of crane, letting boom drop, sudden braking, 2-blocking)

- 4% Tower Crane assembly and dismantling
- 2% Miscellaneous (Including crushed by Slewing Machine; crushed while dismantling boom; structural member falling off tower crane).

He stated, "a fatality of any kind causes people to worry about the system, and when they get as bad as this, most groups involved take action. That is why we are so interested in cranes, and it is also the reason that I wrote the "Crane Handbook and Rigging Manual"."

When discussing crane accidents, he said, or for that matter any kind of accident, it is very dangerous to generalize because every accident is unique. If, however, you investigate and analyze enough accidents then patterns begin to emerge and these patterns should concern everyone using mobile cranes.

The fatality statistics are certainly of interest since they do show certain areas where we must concentrate our efforts, but of more interest is the data that has been gathered in Canada, Britain and the United States, (all in separate tests) concerning the circumstances of *all* crane accidents that were investigated — not just those producing a fatality.

He said the most common crane accident is the overturn or stability failure. In Britain approximately one-quarter of all accidents result in the machine overturning and they have mandatory load indicating devices. In Canada and the United States the figure is significantly higher — roughly 35% of all accidents.

The "workshop" presentation was derived from and was built solely around the case histories of many actual mobile crane accidents.

The presentation lead us through the circumstances leading up to each accident, identified the results of the accident investigations and specified the steps that can be taken by the Construction Industry (both labor and management) to prevent recurrence of similar situations.

The "workshop" presentation on Tower Crane accidents causes and cures, used actual case histories of many of the major Tower Crane accidents that have occurred in Europe and North America in the last 15 years. The facts surrounding each accident, as well as the results of the accident investigations was discussed. The causes of these accidents show a number of significant patterns which facilitate development of programs that will help to ensure that recurrence will not take place.

To each of you, my very warmest holiday greetings for a Merry Christmas and a Happy New Year.

San Jose reports on election

After a few months of a somewhat intensive political campaign, several local posts for various city council, mayor, and school boards have been filled as a result of the recent election held on November 5th, San Jose District Representative Don Luba reports.

The Members of the San Jose Grievance Committee are very pleased, indeed, to see the results of said elections where all candidates who were supported by the Committee fared very well.

The election of Eddie Souza as Mayor of the City of Santa Clara is of particular importance, and we strongly feel that it will mark the beginning of a new era of communication between organized labor and the offices of the newly elected mayor," Luba said.

As a councilman, Mr. Souza totally supported organized labor and became an outspoken voice toward that end. He was quite instrumental in causing a large Bay Area contractor to finally meet, confer, and hammer out a project agreement between several crafts and the contractor's construction outfit. The contractor had refused to meet for

several months when he was named the successful low bidder on an important construction project.

In addition to his mayoral post, Mr. Souza is also seated on several important bodies of government such as the County Transportation Committee where he assists labor without hesitation.

Mr. Souza was supported by the Santa Clara and San Benito Counties Building & Construction Trades Council, the Teamsters Joint Council #7, United Food and Commercial Workers Local 428, Mountain View Carpenters, and the Santa Clara County Central Labor Council. He obtained a total of 3,647 votes on November 5th, with quite a high percentage of votes over his opponent.

Other candidates who were supported by District 9 and were elected:

1. Larry Stone, Sunnyvale City Councilman, who obtained 5,829 votes.
2. Bob Reese, Sunnyvale City Councilman, who obtained 5,185 votes.
3. Pete Valdez, Gilroy City Councilman, who obtained 1,708 votes.

(Continued on page 14)



New Local 3 unit — One of the organized units within Local 3's jurisdiction is J.F. Shea Aggregate Products, located in Redding. With 11 employees in the bargaining unit, Aggregate Products is the largest rock, sand and gravel operation represented by Local 3 in the Redding area. The employees ratified a three-year agreement with the employer in September, following an NLRB election earlier this year. The rock plant had been signatory to Local 3 at one time but went nonunion in 1982. In 1984, J.F. Shea purchased the operation and this year the Local 3 organizing department initiated an organizing drive on the plant. Pictured above are Business Manager Tom Stapleton, Gary Stern, Dan Marshall, John Randolph, Wayne Bullington and District Representative Don Dozer. Also represented by Local 3 at the plant are David Kabusta, Jim McCully, Doug Miessen, Larry O'Dell, Richard Stone, Billy Tanner, Red Westrip and Bob Woodfill.

Local 3 announces annual scholarship contest

GENERAL RULES & INSTRUCTIONS FOR LOCAL 3 COLLEGE SCHOLARSHIP AWARDS 1985 - 1986 SCHOOL YEAR

Two college scholarships of \$1,000.00 each will be awarded winners for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

Two college scholarships of \$500.00 each will be awarded 1st runners-up for study at any accredited college or university, one award to a daughter and one to a son of Members of Operating Engineers Local 3.

The Local 3 scholarships will impose no restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not in themselves rule out scholarship aid from other sources.

Who may apply:

Sons and daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a Member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of:

either: (1) the Fall Semester (beginning in 1985), or:

(2) the Spring Semester (beginning in 1986), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1986 and March 1, 1986.

Awarding scholarships:

Upon receipt of the application and required forms, Local No. 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced as soon as possible, probably in either May or June, and the checks will be deposited in each winning student's name at the college or university he/she plans to attend.

Instructions:

All of the following items must be received by MARCH 1, 1986:

1. **The Application** — to be filled out and returned by the Applicant.

2. **Report on Applicant and Transcript** — to be filled out by the high school principal or person he designates and returned directly to Local No. 3 by the officer completing it.

3. **Letters of Recommendation** — every Applicant should submit one to three letters of recommendation giving information about his character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.

4. **Photograph** — A recent photograph, preferably 2 inches by 3 inches with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

It is the responsibility of the Applicant to see to it that all the above items are received on time and that they are sent to:

William M. Markus
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA 94103

or to College Scholarships at the address shown above.

\$60 million Kaiser hospital complex dedicated in Hawaii

After four years of construction activity, the Kaiser Permanente Medical Center at Moanalua was dedicated on September 5th, reports Business Representative Herman Meek. This new medical complex grew from a \$20 million project to a facility of over \$60 million in construction cost when completed.

Also, on the Kaiser Permanente Shield Nursing Facility, work is proceeding on the roof level of this three story building, housing the power and communication rooms. A tunnel connecting the Shield Nursing Facility to the main facility is complete and a bridge to the Ancillary is under construction.

The Housing Department has had its hands full during the last three months, meeting construction deadlines for the Parade of Homes. Working seven days a week, they completed five model homes in Village Park and three in Hawaii Kai. They have also put up 30 to 40 homes a month in Village Park. The first three increments are completed and the fourth and fifth are presently under construction.

Another project that took four years to complete is the Sheraton Princeville Hotel. This 300 room luxury hotel on Kauai was completed on August 30th, five months before the contract completion date of January 30th, 1986. Even six and a half months of labor strikes and weather delays, the Princeville crew, working on an accelerated schedule, tunneled over the project in time for the opening.

Resort planned for Kauai

On Kauai, the Princeville Development Corps. plan to develop another north shore resort in the area. If this project is approved, the plan would consist of 855 homes, condominiums and offices on a 131 acre plateau. This, of course, would mean work for our brother members and the construction

laborers.

On the east end of Oahu, the Hawaii Kai Neighborhood Board has failed to stop the endorsement of the Queen's Beach project to develop a 2,400 unit resort. This resort would be located across from the Hawaii Kai Golf Course. The Kaiser Development Company's plans for the 212 acre Queen's Beach site require a change in the land use designation, from preservation to a combination of resort-commercial-public park facility uses. This would be a long term project which would benefit our members, as well as the other union trades.

In Kailua, the existing 16 inch water main will be replaced with a new 20 inch water main along Makapu Blvd., between Oneawa and Kaneohe Bay Drive. This project's cost is \$842,000 and is to be completed in August of 1986.

Prudential to build resort on Oahu's north shore

Business Representative Joseph Trehern reports that Prudential Insurance Company of America hopes to begin construction next summer of its major resort project on Oahu's North Shore.

Now apparently confident it will obtain all the necessary government approvals, the company announced last year its plan to add — during a 20 year period — several hotels, condominiums, golf courses, and other resort amenities to its 800 acre site, which already features the company's Turtle Bay Hilton and Country Club.

The company said pending receipt of the approvals, it will begin work in mid 1986 on the first phase of the project, which will include a luxury hotel, condominium, commercial center, golf courses, and equestrian facility.

The design for the 350 room luxury hotel will be different from anything in the Islands.

The oceanfront hotel will be developed



ONE OF THE CATERPILLAR DEALERS represented by Local 3 in District 17 is Pacific Machinery's shop in Waipahu (top photo). Working for Nordic Construction on the Kaiser project are (left to right) Herbert Pauline, front end driver; Abel Moniz, crane operator and Ronald Souza, Loader operator.

on a point jutting oceanward between Kawala Bay and Turtle Bay. Adjacent to the hotel will be a 4.8 acre park that will be dedicated as a public beach park, along with a 37 acre park located at Kahuku Point.

A 40,000 square feet commercial center, done in the plantation style architecture as the new hotel, will be developed at the base of the new access road that will run for four miles through

(Continued on page 14)

South Fork Dam problems ironed out in Nevada

Reno District Representative Les Lassiter reports that the prevailing wage problems on the \$13.4 million South Fork Dam project near Elko have been ironed out and construction on the job could begin as early as February.

The project, which had been awarded to Frehner Construction Co., ran into problems when the county refused to honor the Area 4 pay scale that the job's location called for. The Area 4 pay

comes to \$3 an hour more than Area 1 pay.

According to Lassiter, the County Engineer failed to include the higher pay rate into the job specifications. When the error was brought to the County's attention, they took it to the State Attorney General requesting permission to drop the area pay from the job specs.

Several state legislators got into the

act to undermine the prevailing wage standards on the project by trying to convince the residents of Elko that the area pay would add another \$500,000 to \$1 million to the cost of the job.

Lassiter responded to the action with a blistering letter which was published in the Elko newspaper, accusing the state legislators of "dereliction of duty, failure to represent the best interests of their constituents and a cover-up of the county engineer's failure to correctly follow the wage rates established by the State Labor Commissioner."

The state ultimately upheld the area pay wage standard, which means that the county will probably have to come up with the additional money to cover its error.

In other developments, bids for the Oxbow Geothermal Project in Dixie Valley should be opened by January 1, Lassiter reports. There are three contractors in the running for the \$80 million project, two of them union and one nonunion.

The state building trades negotiated a project agreement with Dravo and Bechtel, the two union firms, in the hopes it would enable one of them to get the award for the project.

The project agreement calls for 85 percent wages, full fringes and a \$16 per day subsistence for those who travel to work or choose to live in the RV camp. A mancamp is also in the project agreement. Southern Cal Edison is the developer of the project.

G.P. Construction out of Elko has captured the bid on a \$4.9 million widening and overlay job on I-80 east of Elko. The project is scheduled to get underway as soon as possible.

Local 3's job monitoring program has expanded into the Silver State. Lassiter reports that several job monitors have been hired to watchdog Wes Construction, a nonunion firm out of Reno.

The contractor is currently working on the new County Sheriff's jail. "We have met considerable resistance from the county in trying to get certified payrolls for the job," Lassiter added.

"We are also in the process of obtaining an injunction against the county so that a private company can make a compaction test of the soil on the project."

The union is also monitoring a \$2 million sewer job in Lemon Valley, as well as a pipeline project which has been awarded to Stover Construction, another nonunion outfit.

"Our intent in monitoring these jobs is to make sure our tax dollars are being spent wisely," Lassiter explained. "We don't think any contractor should get away with substandard work, which will come back to haunt us later."

Lassiter reminds the District 11 membership that the prevailing wage battle in the state is still being waged. "We won some key rounds in the last session of the legislature, but you can bet that our enemies will be back. We must all register and vote to support representatives who will give us a fair shake."

Western Conference

(Continued from page 1)

under the belief that politicians will save our unions for us.

"Politics is very important to us," he stressed, "but I've never seen one single politician that has put the first member into the Operating Engineers. That's our job. Nobody is going to be concerned about our membership except us."

Dugan outlined his intent to establish a program of goals and objectives that will be presented to the General Executive Board in the near future, designed to help the locals to mount more effective organizing campaigns.

"There is no need for us to reinvent the wheel," he commented. The international must look at the success other unions are having, draw from their experience and design its own organizing program.

Dugan outlined several points that he would like the international to develop to assist the locals:

- Develop a corps of instructors and educators to train locals on the latest techniques in organizing.
- Teach the techniques of targeting, by helping local organizers to determine which firms are most susceptible to organizing efforts.
- Teach locals how to conduct surveys of the marketplace and of the membership to determine needs and priorities in organizing and collective bargaining.

Dugan concluded his keynote address with a reflection on how changes in the economic and social fabric of America have worked against trade union members.

We live in a credit society, Dugan noted. "In the old days we were taught you don't buy anything on credit except your house," he said. Workers kept a reserve in the bank in the event it was needed to weather a strike during contract negotiations.

Now most workers — union and nonunion alike — carry a significant amount of debt. This puts severe pressure on the worker to accept company demands in order to avoid a contract dispute and keep a paycheck coming in.

Sticking it to 'em

A construction worker has the right to put a union sticker on his hardhat during an organizing campaign, the National Labor Relations Board ruled.

NLRB Chairman Donald L. Dotson dissented from the ruling by a three-member labor board panel ordering the Malta Construction Co. of Conley, Ga., to reinstate Johnny Lambert with back pay and interest.

Lambert was working as a crane operator on a highway construction job during an organizing campaign by Local 926 of the Operating Engineers. He was fired when he refused to remove two union stickers from his company-issued hardhat.

That was OK with Dotson, who said Lambert could have chosen to wear a union T-shirt as an alternative means of expressing his union support. But NLRB members Patricia Diaz Dennis and Wilford W. Johansen said any work rule curtailing the right to wear a union insignia is invalid unless based on legitimate production or safety reasons.



It took a president in a wheelchair to teach a nation how to walk again

He served longer than any other president of the United States. He led us out of our deepest depression and he kept us going during the bloodiest war this world has ever known. More than any other president, he is the hero of the working men and women that made this nation great.

His name was Franklin Delano Roosevelt.

Now, 40 years after his death, we have a rare opportunity to show our gratitude to the man who gave us a "new deal."

That token of thanks is called the restoration of F.D.R.'s favorite retreat, the U.S.S. Potomac. The presidential yacht was often referred to as the "floating White House," because it was on the decks of this ship that F.D.R. often took refuge to write his speeches and make the plans that shaped the New Deal and brought us victory in World War II.

Plans are now underway to restore the Potomac to her former glory and create a floating museum of labor history, showing F.D.R.'s contribution to working men and women to an estimated half million school children at ports-of-call each year.

All that is needed to make this project a reality is a lot of money and hard work.

As labor union members, we owe a great debt, not only to Roosevelt but to our children and grandchildren who may have very little idea who made such things as Social Security, the Wagner Act and the National Labor Relations Act possible.

We, more than any other group, should be the ones to help create a living monument to this great president. This is not a project to simply restore a ship. It's a vision to help shape the lives of a future America. It's worth every dollar we can give.

YES, I want to help restore the U.S.S. Potomac, so that future generations will remember how F.D.R. helped the American Labor Movement to protect the rights of working men and women. Enclosed is my check for:

- \$5
- \$15 (and receive an Operating Engineers T-Shirt).
- \$50 (and receive an Operating Engineers Jacket).

Please insert your contribution in a stamped envelope and address to: **RESTORE THE POTOMAC, c/o Operating Engineers Local 3, 474 Valencia St., San Francisco, CA 94103.**

Include your NAME, ADDRESS and T-Shirt or jacket SIZE if applicable.

SUPPORT YOUR LOCAL BLOOD BANK



An aerial view of the Battle Mountain Gold Mine.

Twenty years of Local 3 representation Mining Nevada's 'invisible gold'

Articles & Photos
By James Earp,
Managing Editor

About 250 miles east of Reno in the sparsely populated, rugged mountains of northeastern Nevada is a group of Local 3 members that have never seemed to draw a lot of attention to themselves. But they form a vital part of the union's membership in District 11.

They're miners. And if the growth of mining in this area continues, there may come a time in the not too distant future when Local 3 will represent more miners in Nevada than construction workers.

Mining in Nevada has a long and colorful history, going back 120 years or more. That old "wild west" flavor has never really left this rugged area. Even though Interstate 80 carries a constant stream of truckers and weekend gamblers, you don't have to turn too far off the beaten track before you're transported back in time.

Stretching hundreds of miles in the clear mountain air is one range of rugged peaks after another, separated by mile-high valleys that support more sheep, cattle and deer than human beings. Except for an

occasional open pit mine that will dot the landscape, little else has changed in decades.

Small towns like Elko, Carlin and Battle Mountain are the biggest cities around. Everything else is not much more than an outpost from a city slicker's point of view.

The pace is slow and steady. People don't talk as fast. As one miner put it, "What don't get mined today will be there tomorrow." It's an attitude that prevails in just about everything that goes on, unless of course, you happen to be losing at the blackjack tables. Those pretty little dealers will take all your money and make you feel like they're doing you a favor.

There can be little question that mining and ranching are the mainstays of the local economy. You're either sleeping in the Stockman's Hotel or drinking in the Prospector's Lounge or eating in the Gold Room.

Prospectors trade publications are free for the taking at cash register counters and just about anywhere you go you'll bump into someone with mud caked jeans and boots.

For the past 20 years, the Operating Engineers Local 3 has played a key role in upgrading the wages and working conditions for the mines in

eastern Nevada. Back in 1966 as District Representative of Nevada, Norris Casey conducted an organizing drive on the Carlin Gold Mine, which was just getting its operations underway.

Shortly thereafter Duval began construction of a new mine in Copper Basin about 20 miles south of Battle Mountain, and Local 3 was there to spearhead an organizing drive.

By Christmas of 1966 Duval had granted Local 3 complete bargaining rights when the union proved it had authorization cards for 75 percent of the employees. On January 11, 1967 the first contract was signed and ratified by the members.

A subsidiary of Pennzoil Corp., Duval in December 1984 changed its name to Battle Mountain Gold Mine.

In 1968 a third mine was organized by Local 3. Cortez Gold Mine, situated 8,300 feet high up on Mt. Tenabo, signed an agreement with Local 3 in August 1968, shortly after it began operation.

The contracts negotiated by Local 3 over the past 20 years for the workers at these three mines have set the pace for the rest of the mining industry in the region. Even the non-union workers are forced to admit

"The contracts negotiated by Local 3 over the past 20 years for the workers at these mines have set the pace for the rest of the mining industry in the region."

that without the presence of Local 3, wages and working conditions would not be what they are now.

Nevada is a right-to-work state, which means that there is no union security provisions for workers covered by a collective bargaining agreement.

This is a constant challenge to the union — particularly at bargaining time — but a majority of the workers at the three mines continue to maintain their membership with Local 3. They know that they need the strength of the union behind them. If the union doesn't maintain majority representation, you might as well forget the next contract.

Although you can never make everyone happy all the time, it can be said that Local 3 has maintained a good working relationship with Battle Mountain, Cortez and Carlin Gold Mines.

The union has managed to negotiate very competitive contracts for the employees and has helped the companies to promote safety on the job. Labor disputes during contract negotiations have been few and far between and a good solid grievance procedure has promoted job security for the workers.

Under the leadership of Business Manager Tom Stapleton, a business agent has been assigned to exclusively service the mines. Steve Willis, a former employee of Carlin Gold Mine, has worked in the industry all his life and knows the needs and concerns of the employees working in the mines.

Northeastern Nevada is a long way from the district office in Reno. District Representative Les Lassiter holds area meetings in Elko so that Local 3 members in the area can keep in touch with what is happening in the union.

As Local 3 Treasurer, Norris Casey has been assigned by Stapleton to the Nevada District, because of his knowledge and experience as a former district representative in Nevada.

His experience organizing the mines 20 years ago has helped him develop a good working relationship with the men who manage the mines, which comes in very handy during contract negotiations.

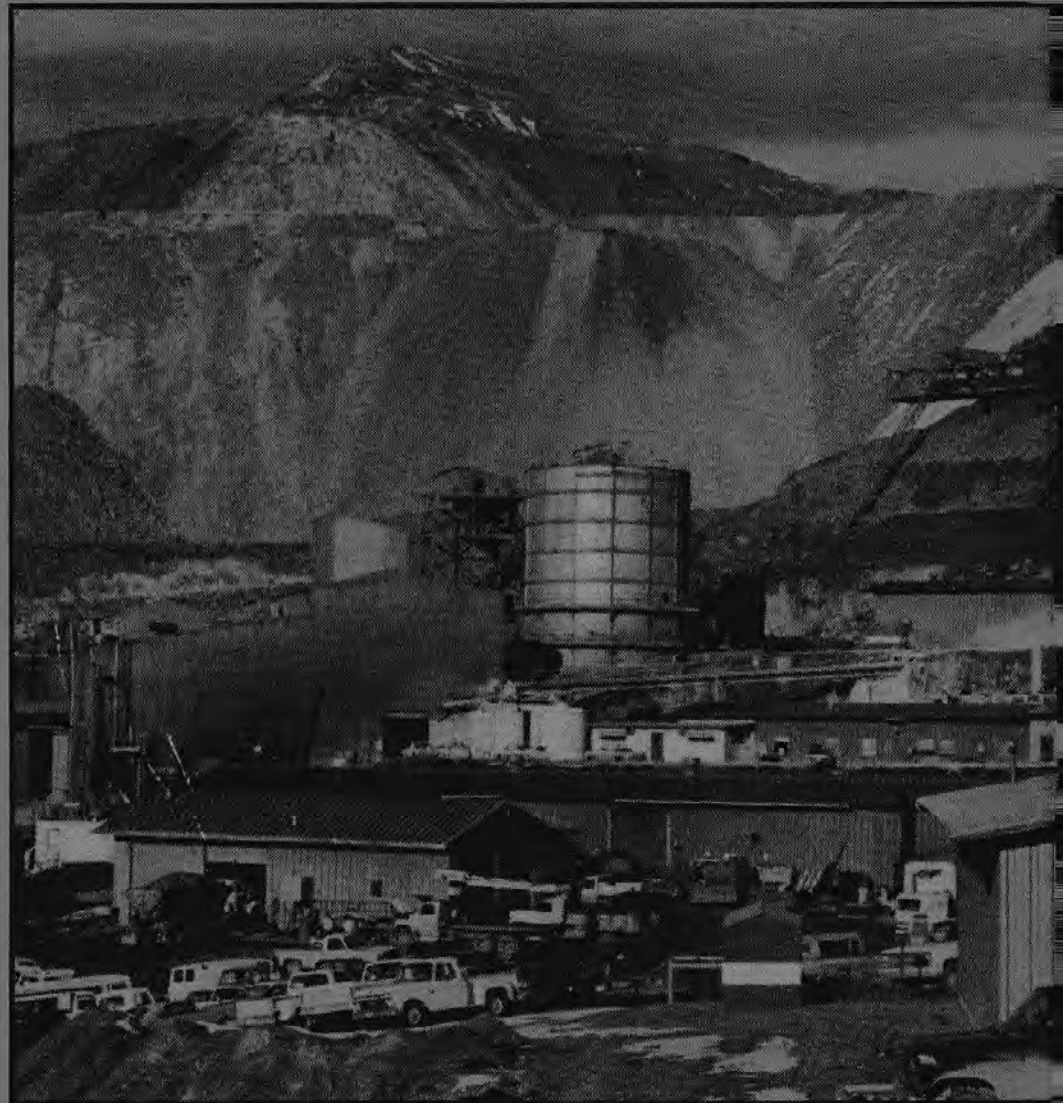
Everyone — even those working at nonunion mines — have benefited from Local 3's presence in the mines.

Just as the American Labor movement has generated good wages, working conditions, better education, better medical coverage and better pension plans for all workers, so has Local 3 done the same on a smaller scale for the mine workers in northeastern Nevada.

It's something working men and women can be thankful for and it's something the union can be proud of.



TOP CENTER PHOTO shows the mill operation at Battle Mountain Gold Mine. Working in the Mill Maintenance dept. are Spike Morgan (top left) and Del Norman. Pictured above is part of the electrician crew (left to right): Charles Bates, Jim Freeman, Rich Carter and Nilus Carlson. Pictured below are (left to right) Rhonda Morrison, Jim Freeman, and Alvin Smith. In the bottom photo are Robert Fernandez and Tommy Carter.



Putting safety first

Battle Mountain Gold

There's a lot of good things you can say about Battle Mountain Gold Mine. To begin with, the people there are pretty darn friendly. They make a visitor feel right at home. That's more than you can say for some employers when the union comes around.

Secondly, Battle Mountain doesn't put profits before people — and because of that, they manage to make a good profit. Safety comes first. They know that a healthy worker makes a lot more money for the company than a disabled one.

Last year Battle Mountain Gold Mine accrued the best record for mine safety over all mine operations in the country. In fact, the company had the best safety record in the entire history of the mine industry in the United States. That's a record you can be proud of.

Lou Chamblis and Ron Zumwalt, safety and training supervisors for Battle Mountain are proud of that record. Last year the company received the Sentinels of Safety Award, presented by the Mine Safety and Health Administration and the American Mining Congress, for operating more than 400,900 employee hours without a lost workday accident.

But Chamblis and Zumwalt won't take the credit. "You can give all the credit to the workers," Zumwalt says. "They're the ones who've made it possible, because they are out in the pit and in the mill doing the work."

Like the other mining operations in Northeastern Nevada, Battle Mountain Gold Mine is an open pit mine. This kind of mining bears no resemblance to the old "gold fever" pros-

pector who panned for gold in the mountain streams or dug it out of the mountain with pick and shovel.

The gold being mined out of the open pits of northeastern Nevada is invisible, unless you've got a 1,000-power microscope in your pocket. It takes highly trained geologists and exploration drillers to locate the prized mineral.

Once an ore body is located through exploration drilling, the overburden must be stripped away with heavy construction equipment until the ore body is uncovered.

Drilling equipment is then brought in and blast holes are drilled in a pattern that eventually creates the familiar terraced benches of open pit mines.

After drilling is complete, the pattern is loaded with the explosive ANFO, which is a combination of ammonium nitrate and fuel oil. The charge is then detonated and the broken ore transported to the mill with a fleet of loaders and dump trucks. The process of drilling, blasting and hauling is repeated again and again until an area is mined out.

Ore from the mine is first crushed and then fed to the primary ball grinding mill which reduces the material to about six inches in diameter. From there, the ore is transported to the secondary mill where it is further crushed to the consistency of table salt.

For the non technically minded, things get complicated from this point on. Unfortunately, you can't just sift out the gold from the crushed ore.

It has to be mixed with water, lime and other chemicals and the resulting "mud" is run through a



Old Mine

process of leaching, absorption, desorption, electrowinning and refining before the prized yellow gold comes out.

The Fortitude pit is considered a relatively high grade ore, yet you only get about a fifth of an ounce or less of gold for every ton of ore mined. That's a lot of blasting, crushing and refining for a little bit of gold. No wonder it costs so much.

You can trace Duval's roots to 1864 when the Battle Mountain Mining District was formed.

The Little Giant Mine in Copper Basin was the first steady producer at that time, producing low grade copper, gold, silver, lead and turquoise. Mining in Copper basin peaked during World War I.

Mining of Copper Ore in Copper Canyon began in 1871, with an English mining company shipping over 40,000 tons of ore around Cape Horn to smelters in Wales.

This gave way to the establishment of a placer gold operation at the mouth of Copper Canyon in 1909, which continued through the Depression years.

During the mid-1950's, a leaching operation was set up in Copper Canyon which involved the American Smelting and Refining Company. Duval eventually joined this enterprise and paved the way for the present day operation when the company discovered an important copper deposit.

Duval began copper mining operations at its Copper Canyon facility in 1967, located about 14 miles southwest of the town of Battle Mountain. Many Local 3 hands helped construct the original mine and subsequently played an important part

in organizing the mine when it began operation in 1967.

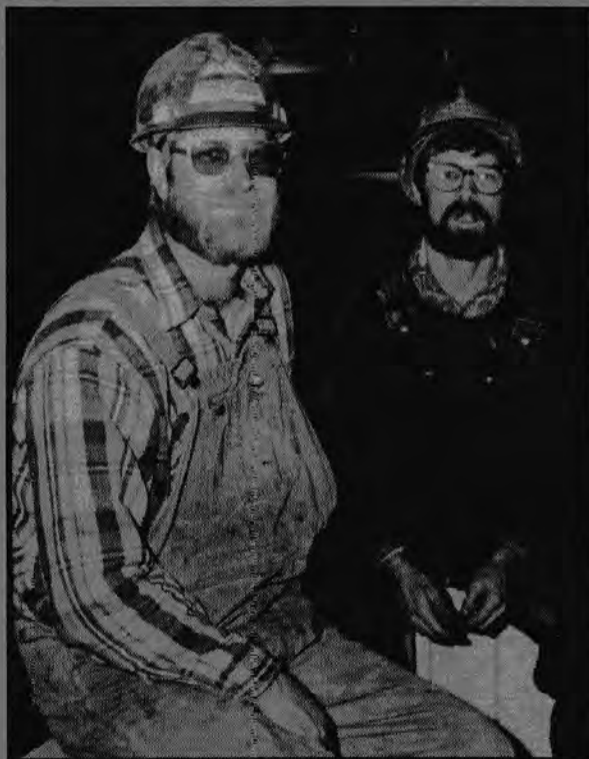
The copper mining operation remained profitable until 1977 when falling copper prices finally made it impossible for the mine to compete with cheap foreign copper.

At about the same time, Duval discovered several million tons of low grade gold and silver ore. The mill which had served as a concentrator for copper was subsequently converted to a gold and silver recovery mill and production of gold and silver commenced in January 1979.

In 1981 a much more significant deposit was discovered, which became known as the Fortitude mine. This pit commenced operation in December 1984 and continues today. During the first quarter of 1985, nearly 335,000 tons of ore were milled, from which 53,392 ounces of gold and 124,354 ounces of silver were recovered.

It looks like the Fortitude pit will yield approximately 1.6 million ounces of gold and nearly 10 million ounces of silver.

On December 31, 1984, Duval Corporation, which was a wholly owned subsidiary of Pennzoil Corp., was reorganized into the Battle Mountain Gold Company.



STARTING AT THE TOP photos are mill operator Kevin Tooley and crusher operator Richard Godin. Safety and training supervisors Lou Chamblis and Ron Zumwalt display the Sentinels of Safety Award given to the company for its outstanding safety record. Next photo is of welder Jake Chavez. Mike Bahl and Chief Steward Chris Ehlert take a breather in the Mill Maintenance shop. Pictured above are Larry Yepez, Job Steward; Business Agent Steve Willis and Lavern Proctor, Job Steward. To the right (above) are sub operator John Soto and (below) foreman Mickey Yarbro.

Cortez: Hauling gold off Tenabo

If the Battle Mountain Gold Mine seems remote, wait until you come to the Cortez Gold Mine. Situated 8,300 feet up on Mt. Tenabo, Cortez Gold Mine is a long way from anywhere.

In the winter it's windy, bitter cold and snowbound — but the view is incredible. Whereas at Battle Mountain the mining pits are located near the mills, at Cortez the workers must haul the ore 13 miles down the road to the mill.

The Cortez mine has one of the oldest histories of any current operation in the region. The Cortez mining District was discovered in 1862 by prospectors from Austin, Nevada.

The most productive period was from 1864 to 1895 when much of the ore that was mined ran into the hundreds of ounces of silver per ton. In 1922 a gold deposit was located about eight miles northwest of Cortez Gold Mines, which subsequently became known as Gold Acres.

Both districts were mined by various companies until Placer Amex, Inc. entered an exploration program south of the now existing mill. In 1968, the Cortez Joint Venture, consisting of Placer Amex, Inc., Kennecott and Vernon F. Taylor began actively mining the area.

The Cortez deposit was mined until 1973, when mining operations were switched to Gold Acres and continued until 1976. The mill shut down on February 6, 1976.

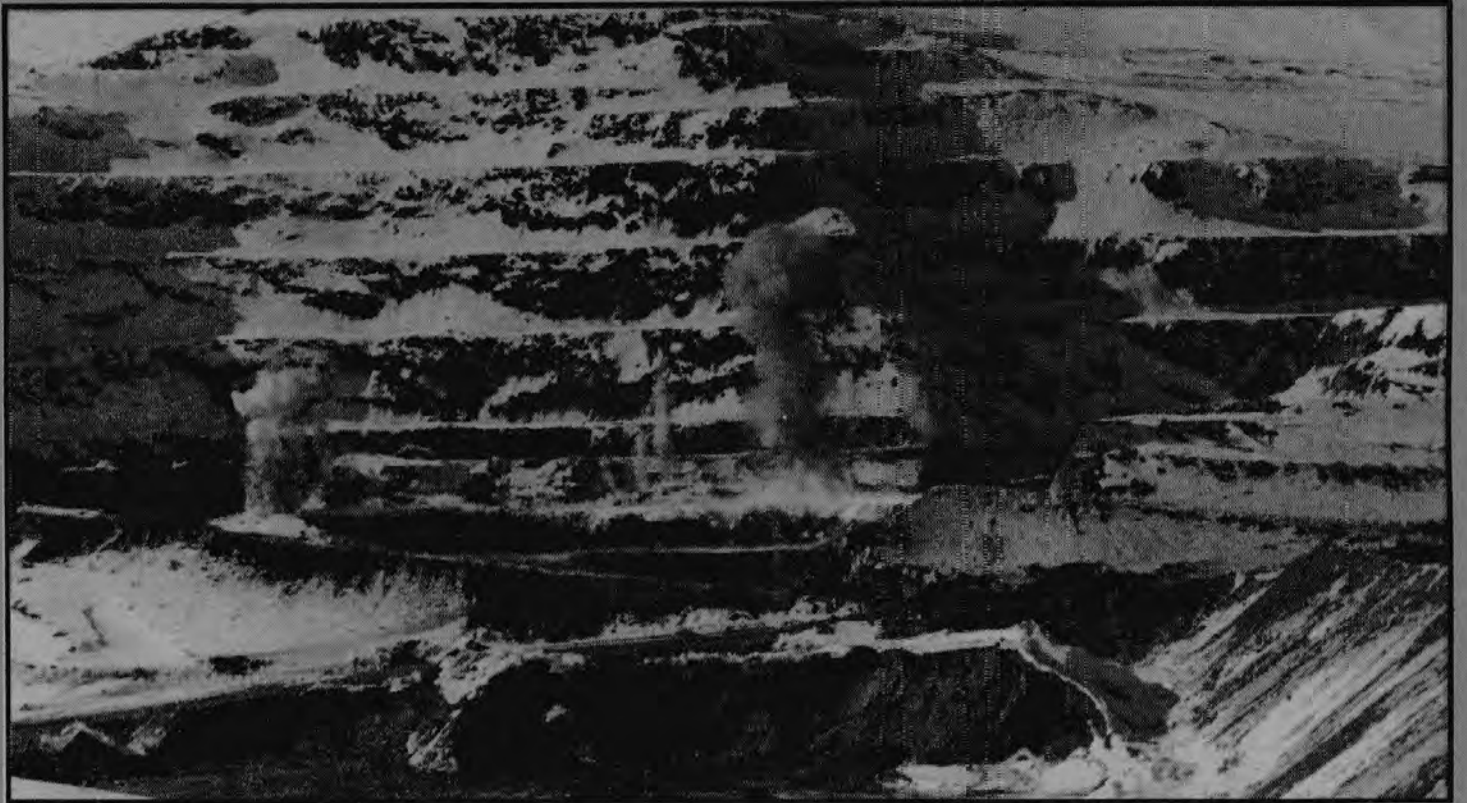
The only activity until 1980 was the leaching of existing heaps at Gold Acres and Cortez. In 1980 mining began on Cortez and Gold Acres dumps. Cortez material was hauled to the leach pads and Gold Acres ore was stockpiled at the mill.

In February 1983 production began on the Horse Canyon ore body where production continues today.

Safety training also plays an important role at Cortez, according to Gordon Johnson, director of safety and security. The mine has operated since May 1984 without a lost time work injury.

In addition to safety meetings and regular training films, the company operates a safety incentive program. The incentive program includes an annual \$150 bonus plus \$15 for every service year for every worker who completes the year without a lost time accident.

A lost time accident or property damage in excess of \$1,500 will result in the loss of the bonus for the employee plus a partial loss of the bonus of the rest of the employees in that department.



A PUFF OF SMOKE and a loud boom loosen up several thousand more tons of ore (above) for shovel operator Gary Wintle (left). Next photo down is of job steward Johny Wright and Business Agent Steve Willis. Bottom photo is the Cortez maintenance shop.



Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



I would like to make a few comments about the changes in the Retiree Health and Welfare Plan which were announced on October 20 in a letter to the membership. (See Tom Stapleton's column, Page 2).

On the topic of retiree dues and/or equivalent service fees; in negotiations and in our travels to the District Offices, the question asked time and time again by active members:

"Why should we put any of our wage/fringe package toward the Retiree Welfare Plan when so many of the people covered by the Plan are no longer dues paying members?"

Active and retired members realize that if active members were not willing to allow contributions for Retiree Welfare, the Retiree Plan would cease to exist. The Active members pay for the Plan. Through their elected officials, they have seen to it over the years that the health care needs of retired Engineers were provided.

The least the retirees can do for us, say the active members, is to continue to be either dues paying members or pay some type of service fee.

Concerning Retiree contributions — as you know, last year the Retiree Welfare Plan paid out more money than it took in. The main reason: the soaring cost of medical care benefits. For those not yet on Medicare, the Plan pays a percentage of benefits based on the total bill. And even for those on Medicare, the Plan has been paying an ever increasing portion of the bill because of recent cutbacks in the amount of payments Medicare makes.

Retiree contributions will help insure that the Plan will continue to take care of the health care needs of retirees. And recent studies of medical care rates indicate that \$150 per month for health care benefits similar to the Retiree Welfare Plan is a very low rate to pay. Rates for similar benefits in many instances are well in excess of \$500 per month!

Concerning new lifetime maximums, etc. — some retirees were quickly approaching the \$50,000 lifetime maximum. Since today's medical costs are soaring, the Board of Trustees approved a doubling of the lifetime maximums for both Schedule I and Schedule II. To do this, a once a year \$100 deductible per eligible person was added for Schedule I benefits (deductible increase from \$100 to \$200 per eligible for Schedule II).

Retirees throughout the jurisdiction have told us that they would gladly accept such a deductible for a doubling of the lifetime maximum. (And remember how the deductible works — if you have medical and hospital expenses, the Plan will pay its percentage of covered charges beginning after the first \$100 (or \$200, Schedule II) of covered charges.

Taxes and your fringe benefits

Taxation of fringe benefits? Medicare still on the chopping block? Social Security cutbacks?

Recent articles in *Engineers News* have attempted to shed light on the above issues and other political matters. Remember the headlines in the newspaper about one year ago? "Four more years of Reagan." Pages in preceding issues had been devoted to political candidates' views regarding labor and other issues of interest to our members. Information vital to making an 'informed' choice at the polls.

As of this printing, it appears there will be no taxation of fringe benefits in the pending tax reform package in Congress. Further Medicare cuts and other items affecting our own fringe benefits? It remains to be seen.

The point — fringe benefits may be at

stake. None of us can afford to be without health care and many other benefits the Union has secured.

Vote your conscience, of course. Watch these pages before you make decisions on how to vote. Read up on all the issues. Learn some of the inside story before making a decision on how to vote.

Pension report coming

W-2P's, the 1985 year end summary of your pension payments from New York Life, including the detail of any withholding you may have authorized, will be mailed to you by the end of January 1986.

If you note any discrepancies with your personal records, contact the Trust Fund Office or the Fringe Benefit Center.

'Old Man Winter' hits Utah

Old Man Winter has just about shut the work down in the state of Utah. However, the sand and gravel industry is still holding up fairly well, plus we're staying busy with organizing efforts. District Representative Don Strate reports.

"I've finally accepted the fact there are many unscrupulous nonunion contractors in the state of Utah who are cheating their workers on hourly wage rates, overtime provisions, and forcing kickbacks from employees if those employees are going to keep their jobs," Strate said.

The Utah Building & Construction Trades Council has produced a hand bill to be circulated to all employees working on federally-funded Davis-Bacon projects, and a sample is included with this article.

If anybody knows of a fellow worker being exploited in any way, please encourage that individual to get in touch with Local No. 3 so these gross infractions of the law can be investigated and the employers forced to live with the same rules as the fair contractors, which in turn would put the fair contractors on an equal, competitive basis.

Strate forwards an update for the

members on the grievances filed on union members for crossing the Kasler picket line as well as not paying do by to Local No. 3 while employed in Utah. Following are the names of the men who were grieved and assessed for working behind a picket line after a strike had been declared on Kasler's project in Nephi earlier this year: Claude Alsop, Denny Arnold, C. James Jarrett, William Baker, Marlow Blackett, Rod Butterfield, Tom Dews, Forrest J. Durkee, Eugene R. Jensen, Steve Garcia, Michael Houghton, Kim Kuma, James L. Parfet, James Rogers, and James Sutton.

During the National Joint Apprenticeship & Training Conference held this year in British Columbia, Canada, John G. Thornton, retired administrator of the Utah Joint Apprenticeship Program, was given an International award by Tony Tennessee, administrator for the program operating in B.C. It is termed the "Steel, Rock and Dirt Award" and is given each year to the individual felt most influential in apprenticeship and training in the International System.

Mr. Thornton was the administrator in Utah from 1974 to his retirement in

(Continued on page 12)

Award for retired JAC administrator

John Thornton, retired administrator of the Utah Joint Apprenticeship program (right), was presented with an award recently by Tony Tennessee, who runs the JAC program in British Columbia. The "Steel, Rock and Dirt" award is given each year to the individual felt to be most influential in apprenticeship and training. John was the administrator in Utah from 1974 until his retirement earlier this year.



Retiree Mtg. Schedule

Eureka - Alpha Chapter	Tues., January 14, 1986	2:00 PM
Operating Engineers Bldg. 2806 Broadway, Eureka CA		
Redding - Beta Chapter	Wed., January 15, 1986	2:00 PM
Moose Lodge 320 Lake Blvd., Redding CA		
Marysville - Gamma Chapter	Thurs., January 16, 1986	2:00 PM
Veterans Memorial Bldg. 249 Sycamore at Hwy. 99, Gridley CA		
Napa-Fairfield - Chi Gamma Chapter	Tues., January 21, 1986	10:00 AM
Elks Lodge #832 2840 Soscol Ave., Napa CA		
Ignacio - Chi Chapter	Tues., January 21, 1986	2:00 PM
Nave Bowling Lanes 5800 Redwood Hwy., Ignacio CA		
San Mateo-San Francisco - Kappa	Thurs., January 23, 1986	10:00 AM
IAM Air Transport Workers 1511 Rollins Rd., Burlingame CA		
Ceres	Wed., February 12, 1986	10:00 AM
Teamsters Hall 1225 13th St., Modesto CA		
Stockton - Eta Chapter	Wed., February 12, 1986	2:00 PM
Operating Engineers Bldg. 1916 North Broadway, Stockton CA		
Fresno - Theta Chapter	Tues., February 18, 1986	2:00 PM
Laborers Hall 5431 E. Hedges, Fresno CA		
Concord - Mu Chapter	Thurs., February 20, 1986	10:00 AM
Elks Lodge #1994 3994 Willow Pass Rd., Concord CA		
Auburn - Epsilon Chapter	Wed., February 26, 1986	10:00 AM
Auburn Recreation Center 123 Recreation Dr., Auburn CA		
Sacramento - Zeta Chapter	Wed., February 26, 1986	2:00 PM
Laborers Hall 6545 Stockton Blvd., Sacramento CA		
Oakland - Nu Chapter	Thurs., February 27, 1986	10:00 AM
Oakland Zoo Snow Bldg. 9777 Golf Links Rd., Oakland CA		

Health Examinetics Testing Schedule

The Health Examinetics mobile testing unit will be in the following areas as listed below.

Eligible participants will receive detailed information and appointment procedures, by mail, prior to the unit's arrival in their area.

JANUARY 1986

2 - 4	.....	Martinez
7	.....	San Pablo
8 - 10	.....	Oakland
11 & 14	.....	Pleasanton
15 & 16	.....	Hayward
17	.....	Burlingame
18 & 21	.....	San Francisco
22	.....	Novato
23 & 24	.....	Santa Rosa
25 & 28	.....	Yuba City
29	.....	Redding



Your Credit Union

By Bill Markus
Secretary-Treasurer

Happy holidays — Your Credit Union's Board of Directors, staff and management wish you and your family a very Merry Christmas and a healthy and prosperous 1986

Bay area members — We are sorry you received your invitations to the special new car sale held the first weekend in November so late. The invitations were printed by the company that arranged the sale and failed to reach our mailing house until a few days before the sale. Be assured this won't happen again and we are sorry if this caused you any problems.

MoneyWise car program — Our early experience thus far on the MoneyWise Car Program shows that it is proving beneficial to members who use the buying services. They are saving money on the cost of new and used cars and are reporting back to us favorably on their buying experiences.

We want members who use the buying services to report their experiences so we can monitor the program. If a buying service doesn't live up to its promises we will discontinue it.

Auto Insider is one of the buying services of the MoneyWise Car program. Using it can save you hundreds, even thousands, of dollars off the window sticker price that the general public sees.

On most new cars, trucks and vans you pay 5% to 10% over actual dealer cost. Some cars and models may not be available at the general discount but may be available at prices below what you'd normally pay if you just walked on a dealer's lot.

To use Auto Insider, you must make an appointment with the Insider Representative at the dealership before you visit the dealer. The names of the Insider Representatives are available in the latest issue of the special Auto Insider list of dealers. Call your Credit Union for the name of the representative at a dealership near your home.

You won't be able to get the fleet discount price on your new car, truck or van if you just visit the dealership instead of making an appointment with the Insider representative.

There may be several Auto Insider dealerships near your home offering the same makes and models of

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Utah

(Continued from page 11)

1985, and was instrumental in helping the program to develop and produce trained and competent journeymen for the benefit of the fair contractors and the union in Utah.

"I would like to wish you and all your families a very warm and Merry Christmas and a Happy New Year. I know a lot of the brothers and their families may not be having a very Merry Christmas this year due to economic hardship and the heavy national movement against the unions.

"However, I sincerely believe if we all do what we must to survive this period and stick together and keep our union alive, we can come out stronger than ever. As I have said many times before, if we let others break the back of organized labor, every wage earner in the United States can kiss all his or her rights goodbye," Strate said.

W.W. Clyde gets I-70 job

Business Agent Jasper Delray reported that W. W. Clyde & Company submitted the low bid in the amount of \$2,471,522 on a section of Interstate I-70 in Grand County. The job begins at Crescent Junction and runs east 22 miles to Whitehouse. The next closest bid was \$2,485,331 by Gibbons & Reed Company, also union.

W. W. Clyde & Company is currently doing work on the Dewey Bridge over the Colorado River on State Route 128, also in Grand County.

Northwestern Engineering and Western Construction have completed their work on a 13-mile section of I-15 from the Sevier River to Scipio in Millard County.

Also, Valley Asphalt has completed 22 miles of overlay on the Brush Wellman Road out past I.P.P. on Highway 272 in Millard County.

Delray also reported that W. W. Clyde was low bidder of \$1,852,088 on a 6.9 mile section of Forest Service land in Wayne and Sevier Counties called the Hogan Pass Road. Although with winter slowly moving in, the job will be winding down for the winter months.

Dedication for Moon Lake

On September 17, Business Agent Virgil Blair attended the dedication of the Deseret Power Plant at Bonanza, Utah, which was called the Moon Lake Power Plant during its construction.

There were several prominent people attending the dedication, including the Governor of Utah, Norman Bangerter. Governor Bangerter gave a short speech, and also turned the switch that started the generators for the power. The start-up was only temporary, as there is still some follow-up work before the generators will be ready for full power.

Jelco has four operators on the payroll and working on some of the problems trying to get everything ready to start producing the needed power.

There were over 1,000 people on hand for the dedication, which included lunch and a tour of the power plant. Many people were very interested in the tour, because they had never been through a power plant.

"I was a dispatcher at the time this plant was built and cleared the operators to the job and followed its construction to its completion, so it was very satisfying for me to see the different departments," Blair said.

Since the inception of the construction



A 1982 photo of the Moon Lake power plant under construction.

in mid-1981, there were hundreds of operators from Local No. 3 that helped in building this plant, which included wells to supply water to the site and plant, along with the lines running from the pump-house to the plant, which were about ten miles apart.

Also, 35 miles of railroad was put in by W.W. Clyde from the plant to the Deserado Coal Mine in Colorado that furnished the coal to operate the plant. Deseret Power has their own coal hauling system and train that will deliver around 4,000 ton of coal per day to the 400,000 kilowatt power plant.

Rock, and gravel remains bright spot

According to Business Agent Lynn Barlow, one bright spot for Local No. 3 members in Utah has been in the rock, sand and gravel industry. With few exceptions, this industry has been booming throughout the state, and most companies have been able to keep their long duration employees busy. Many companies have increased their work force to keep up with increased production.

Pioneer Sand & Gravel Company in Salt Lake City is having an exceptionally good year. Job Steward Alf Aragon reports that most of the members are working more hours than they want. This will make up for when it slows down in the winter.

Heckett's crushing operation at Geneva has provided steady year round work for many years. Heckett has recently been successful in bidding on the blast furnace slag removal for U.S. Steel and is presently bidding on other projects at Geneva. If successful, this will mean expansion of their work force, and more opportunities for our members.

Both Fife Rock Products Company, with crushing and asphalt operations in the northern part of the state, and Valley Asphalt Company, with crushing and asphalt operations in central Utah, are not only having good years, but also their construction divisions have been able to pick up some good jobs.

Concrete Products Company has four operations in Salt Lake County producing rock, sand and gravel, ready mix concrete, and asphalt.

REWARD \$1,000

To anyone furnishing information leading to the conviction and debarment of contractors found guilty of non-compliance with regulations as outlined in the Davis-Bacon statutes for public construction projects:

The Davis-Bacon Act, adopted in 1931, and amended on several occasions, requires contractors to pay prevailing wages for work on construction financed in whole or in part by Federal funds. This measure was enacted to ensure that the federal government, through the bidding for its construction contracts, would not drive down wages and subvert local wage rates.

The Utah Building and Construction Trades Council does not believe that unscrupulous contractors should be allowed to exploit the working men and women of this state by not paying them the proper wages on public works projects.

Are you, or do you know of anyone on this project not earning the wages listed below for your craft?

Are you, or do you know of anyone on this project having to give back a portion of wages listed below to a contractor as a condition of employment?

Are you, or do you know of anyone on this project working hours which are not reflected on employers weekly certified payrolls?

Are you, or do you know of anyone on this project having to do piece work as a condition of employment?

All information will be held in strictest confidence. Reward will be paid to the first person furnishing information which leads to conviction and debarment of a contractor from public works projects.

If you have any questions, please contact:

Utah Building and Construction
Trades Council
973-2039

Wage rates should be posted on the job site.

Talking to Techs

By Frank Morales & Wally Schissler

The Tech Department would like to wish all our members and their families a Merry Christmas and a prosperous New Year.

1985 got off to a slow start and ended up with a roar. It was the first time in many years the out-of-work list was empty and we had a hard time filling the orders. We hope that 1986 is a repeat of 1985 or even better.

For all the members who know Pete Kaltoff, you are aware of the fact that Pete's hobby for over twenty years has been sky diving. In those many years of jumping (3,500 jumps), Pete has never broken a bone. Recently, Pete was in a car accident and received a broken ankle! Hope you have a fast and complete recovery, Pete!

The Tech Department would like to extend congratulations to Barney Barnes who has just recently retired. Barney has been a member of Local #3 since 1952. He also has a son, Mark, who is working as a surveyor in Contra Costa County. Barney says he doesn't have any big plans as yet; maybe a little fishing and getting caught up on the work around the house that has piled up. Because he is such a good carpenter, he does plan to help his two boys remodel and add on to their homes.

Barney has made many friends over the years in the survey world and we know that they all wish, as well as the Tech Department, a long and happy retirement.

The Tech Department would like also to give the following members recognition for their many years in Local #3.

Darrel Davis	35 years
Donald E. Davis	30 years
Patrick Day	30 years

Working for Duff Surveys in Placerville.



Pictured above working in Alameda are Dave Ahern, 35-year member and Bob Day, 15-year member. Wally Schissler is pictured below receiving his 35-year pin from Business Manager Tom Stapleton and President Harold Huston.

I. O. (Eud) Lawson	30 years
Working for Jack Johnson Engineers, Fairfield.	
Donald Davis	35 years
Working for P.R.C. Toups Corp., Lafayette.	
Gene Machado	25 years
Administrator, Surveyors JAC.	

Teaching Techs

By Gene Machado,
Administrator, Surveyors JAC

The NCSJAC is in the process of writing a programming course for the HP41C field calculator. Several programs are available with this course. These programs and others that we receive will be made available to Local 3 members. We are presently writing a booklet of instructions with these programs.

In the future it will be possible for any member interested in acquiring survey programs to write or visit our office with blank cards and have them programmed along with the instruction booklet. This is much more sensible than putting each step in yourself since some programs are quite lengthy.

We are asking you to help in increasing our catalog of programs by sending a copy of your favorite program to the NCSJAC, 401 Roland Way, Suite 202, Oakland, California 94621 or phone (415) 635-3255. We will then add to or improve on the programs available and make them available to you.

We are hoping to be able to make these classes available to Local 3 members during 1986. This new material will also be incorporated into the new 7th period curricula material.

A new slope staking book is now available. This material has been rewritten entirely and is now book "B" of the 4th period. If you have an old book or have not taken advantage of the slope staking classes held this year contact our office for a copy. It is self teaching and will help if you are having problems with slope stakes.

Book "C" of fourth period is almost complete and will complete the entire fourth period curricula material. Book "C" will cover the care and use of the Field Calculator, the HP41C. Since the

users manual that comes with your calculator is difficult to comprehend, we have undertaken the writing of a course that with instructors help and step by step procedures will help simplify your understanding of the HP41C.

Programming will not be included in this course, but from this point on, the use of your calculator will be allowed in working through your topics in the fifth through eighth periods.

Because we will be teaching methods and the construction of formulas to work survey problems, the use of pre-programmed calculators will not be allowed. The apprentice must understand and be able to work steps, procedures and formulas by hand just in case your battery goes dead or you don't have that handy dandy calculator to tell you where you are going.

Apprentices are reminded that class attendance is enforced with vigor now and if you have missed a class lately and it has not been excused by this office then perfect attendance is mandatory or you may be removed from work and the apprenticeship program.

Remember that you are allowed only one unexcused absence in a three month period. Also you must attend class a full three hours or no credit is received. If you are working out of town and attending class is impossible or a hardship, then you must contact the NCSJAC and make other arrangements.

Soon all apprentices will be receiving new time cards that must be filled out by you and your employer. As your hours get close to moving you into another step and an increase in pay, these time cards will help speed up your promotion. These new time cards, signed by the employer, will also help 5th through 8th period apprentices keep track of their Party Chief hours needed for graduation to Party Chief, Certified Chief hours in their prospective work categories will still have to be verified by the employer.

Santa Rosa's sewer woes

Santa Rosa's waste water disposal problem was resolved earlier this year, however, it is only a temporary solution, this according to District Representative Chuck Smith.

Within the next few years, the system will have to be expanded or there will be a moratorium on building in the cities that use the Santa Rosa septum. These other cities are Rohnert Park, Cotati and Sebastopol. Congressman Doug Bosco, who has been a friend of labor organizations since he was put into public office as Assemblyman in the 2nd District, has been working hard to promote the Tolay Lake Project.

The project will consist of an earth filled dam, southeast of Petaluma, in the Tolay Valley. The cost of the entire job is estimated at \$150 million. With Congressman Bosco's hard work, the House passed the Omnibus Water Resource Bill, HR6, by a vote of 358 to 60. The president has hinted that he would sign the bill if it reached his desk. If everything goes well, work will probably begin in the year 1987.

Bosco has also been spending time trying to improve Stoney Point Road from Highway 12 in Santa Rosa to Petaluma. This looks promising and

should also start in 1987, providing everything goes well. Bosco is optimistic that this project will also be a reality.

Remember, brothers and sisters who are registered to vote, next year our Congressman needs your vote. For the brothers and sisters who are not registered, do so right away. "It is your duty as a citizen, as well as a member of Local 3, to vote. This is our way of letting our politicians know we like what they are doing and if they do not work in our behalf, then vote them out," Smith said.

Business Representative Bill Burns, reports that the rains in early November slowed things down a great deal in Sonoma and Mendocino counties.

Underground Construction is all but finished on their power plant at Lake Mendocino as well as their road job on the west side of the Geysers.

The brothers and sisters in District 10 enjoyed a fairly busy year with just about all of the work being done with private money. There was very little public funded work let this year in this district.

A three megawatt hydroelectric generating plant appears to be on the hori-



BACK WHEN THE WEATHER was a little warmer, this photo was taken of Plombo's crew working on the \$1.4 million Geysers Road project. Pictured from left to right are: Jerry Nelson, John Davis, Richard Lawson, "Rollover" Steve Allen, Art Wisterman, Bob Martin, Dan Morton and John Valera.

zon at Warm Springs Dam. The Sonoma County Water Agency is currently reviewing bids submitted by five companies interested in supplying the turbine and generator for the \$5 million project. If all goes according to plan, the generating equipment will be retrofitted into the dam design, and power lines will be tied into PG&E's

system to accommodate power production by mid-1987.

The project should generate about \$1 million worth of electricity each year for sale to PG&E. The hydro plant is expected to increase the summer outflow from Warm Springs into Dry Creek, making the waterway accessible

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Credit Union

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vehicles. One of these dealers may offer the fleet discount price on all the new models while the second dealer excludes diesels or high demand vehicles from the discount. Call the Insider representative to see if he or she offers the make and model you want. Insider representatives won't quote prices over the phone, however.

For more information on the MoneyWise Car Program, call Michelle or Cyndi, MoneyWise Specialists, at (415) 829-4400. Utah members should call Diane or Wilma at (801) 261-2223.

Christmas credit — If you charged your Christmas on VISA or MASTERCARD this year at 19% to 21%, payoff your balances with an advance on your Phone A Loan signature line of credit and save money. Your Phone A Loan signature rate is only 18% Annual Percentage Rate.

If you have an established line of credit, all you have to do is call (415) 829-4400 and ask for the loan department. Utah members should call (801) 261-2223.

Don't pay your 1985 taxes until you see how your Credit Union can help you lower your federal tax bill with an Individual Retirement Account. If you're wage earner, you can put up to \$2000 or 100% of your 1985 income, whichever is less, into an IRA. If you're in a 30% tax bracket, putting \$2000 into an IRA means you send Uncle Sam \$600 less in taxes for 1985.

In a two income family, each spouse can shelter up to \$2000 in an IRA. Spouses of Credit Union members can open their IRAs at the Credit Union.

In a one income marriage, the working spouse can shelter up to \$2250 or 100% of 1985's income by opening IRAs for both spouses. No more than \$2000 can go into one IRA and a joint tax return is required.

Your 1986 IRA — You can make your 1986 tax-deductible contribution as early as January 1, 1986. If you sign up for automatic transfer your Credit Union will transfer money from your share savings account to your IRA with an effective date of January 1, 1986. Thursday, January 2, will be our first day of business in 1986.

Making your IRA contribution as early as you can in the tax year means you'll have a lot more money in your account when you retire.

Waiting until April 1987 to make your 1986 deposit means you lose more than 15 months of tax-deferred dividend earnings on your 1986 deposit.

For information on signing up for automatic transfer of your 1986 IRA contribution, call Diane O'Keefe at (415) 829-4400. Utah members can call Diane Sorensen at (801) 261-2223.

Tax forms — You'll receive a 1099-INT from your Credit Union by the middle of January 1986. This form shows all the dividends paid to you in 1985 that must be claimed as income on your 1985 tax return. The IRS requires all financial institutions to send a 1099-INT under separate cover to everyone who earns dividends or interest.

San Jose member wins lottery

By Leland Joachim
Mercury News Staff Writer

Steve Komorowski gassed up his car at the Rotten Robbie at Piedmont and Sierra roads Oct. 19, bought five lottery tickets and set off to see his wife, Jeanna, and their new daughter, Roxanna, in Santa Teresa Hospital.

He stopped at Eastridge and bought some flowers and a 2-pound box of chocolates, some cigars and a teddy bear. He put the lottery tickets in the candy box.

He detoured again to buy some tacos at a Jack in The Box at Blossom Hill and Snell roads Jeanna Komorowski had said she'd like some 'tacos.

The lottery tickets were "just to give her something to do," he said.

Sitting up in bed, his wife began rubbing the spots off the five attached tickets, using the cap of a thermometer case. She started at the bottom because she says that's easier for a left-hander.

"Steve," she said working on the second ticket of the string, "I only need one more \$5,000."

Then, "We won!"

"What?"

"We won \$5,000."

Steve Komorowski thought she would choke on her taco.

"I jumped out of bed and grabbed my robe. I didn't care about food or nothing. I wanted to put my robe on and run down the hall," Jeanna Komorowski said the next day as her husband paced excitedly from the couch to the baby crib in their living room.

"I couldn't get out of the bed fast enough to tell everybody."

Steve Komorowski, 34, an operating engineer, has been off work for minor surgery. His wife, 26, gave birth Oct. 18.

"She was a celebrity baby, Little Miss Lucky," she said.

The Berryessa couple — who have two other children, Mandy, 10 and Steven Jr., 14 months — called everyone they know.

"We're gonna pay off a few bills," said Steve Komorowski, who returned to work last week. "Then we'll take a few friends and my Mom and Dad out to a steak and lobster dinner."

And we'll probably have a real nice Christmas."

San Jose

(Continued from page 4)

In addition District 9 supported Ms. Mary Ruth Gross, in her candidacy for Member of the Governing Board for San Jose Community College District, which she won. Mary Ruth is presently the Director of Research for the local Building and Construction Trades Council where she's doing an outstanding job for labor.

District 9 Grievance Committee sincerely congratulates Mayor Eddie Souza, Councilman Larry Stone, Councilman Bob Reese, Councilman Pete Valdez, and Mary Ruth Gross on their victory and looks forward to working with them for a better and a pro-union community.

Santa Rosa

(Continued from page 13)

as-a recreational resource throughout most of the summer.

In talking to the Army Corps of Engineers, the seven miles of rock pile road should be ready to go to bid in early spring.

Millview Water Company, in Mendocino County, has announced plans to construct a water treatment plant in Northeast Ukiah. Bids are now open for the facility, which is expected to handle about three million gallons of water each day.

Business Agent Rob Wise, reports that business is very slow in the Geysers area. Wise said, "most of the operators on the hill will be kicking their feet up to a fire this winter." However, next spring there will be a lot of stream line to string. Also, the dirt will go on Unit 21. When next spring rolls around, things should be looking pretty good in the Geysers area.

Parnum is finishing up a job in Clearlake. They are laying base and paving streets. Edward J. Pestana Construction, Inc. is coming right along on the Clearlake Sewer assessment district. Ken French says he hopes to keep 10-12 operators busy right on through the winter.

The work around the Santa Rosa and Napa areas is winding down, but some of the key men are still going.

'Humdinger' picnic for Fresno retirees

Fresno District Representative Ron Wilson reports that Fresno had its 'retiree picnic and it was a humdinger! "We had a potluck and all the gals brought their favorite dish. The desserts were completely out of this world. Dale Hannan and Don Jones went back to San Francisco ten pounds heavier!" Wilson said. "At this time I would like to compliment all the ladies and suggest that we continue having these picnics. Art Lance should be given a big hand for all the time and effort that he donates to the retirees and for coming into the office Monday, Wednesday and Friday to be of assistance. He has been a tremendous help to our office staff and retirees. Thanks from all of us, Art!" Wilson commented.

Also, thanks are extended to the committee on a job well done for setting up the tables and all the cleanup work: Walt and Mazie Schmidt, John and Maxine De-Brum, Bob and Dorothy Cowger, Sonny and Eunice Woods, Harry and Eula Smith, Al Cummings and a host of others. "We also had two newcomers, Dirk (Okie Bill) Bell and Al Constance. Our thanks to all the other retirees as well. We couldn't list the names of everyone but we thank you just the same — you are appreciated!" Wilson said.

The Fresno office has been working very close with Kings River Conservation District for the Dinkey Creek powerhouse and tunnels. Wilson said a Project Agreement should be completed within the next month. The job should start June 1986. Discussions have been held with the Corps of Engineers on raising the Dry Creek Dam. Also, Red Bank Dam, plus a whole new lake on East Bullard behind the Friant-Kern Canal. This total earthwork and some minor concrete, will be \$61 million. Highway 41 should start in 1986 at \$41 million. So we should have a promising year ahead.

Hawaii

(Continued from page 5)

the project.

The 180 unit condominium project, located on the mauka (mountain side of the access road) will be built with golf course frontage.

The existing 18 hole golf course is being redone under the direction of golf professional, Arnold Palmer, who is also overseeing the construction of a new 18 hole golf course at the resort.

Also planned is a golf club with all the trappings and the establishment of a 100 acre bird sanctuary at the Puna-hoolapa Marsh. The resort's current equestrian facilities also will be expanded.

The first phase is scheduled for completion in mid 1988 and the resort eventually will house 4,000 hotel and condominium rooms.

It is expected that the complex will create direct and indirect employment for about 6,300 persons.

New Honolulu clinic

Business Representative Hilarion Gascon reports that Nordic Construction has been awarded a \$28 million contract for the new Honolulu Clinic, which is scheduled for completion in June 1986.

The Kaiser Permanente Medical Center presently located at 1697 Ala Moana Blvd., will relocate to its new facility upon completion. The present Medical Center was built by the late Henry J. Kaiser in 1958, and started with a health plan membership of 5,000. Today it now has a membership that exceeds 137,000 members, and one-third of that membership resides within the Honolulu city limits.

One Waterfront Plaza: At the site of the once Honolulu Iron Works, construction is under way on this \$105 million complex. Demolition has been completed and foundation work commenced with 30 Local 3 members. Developer, Bruce Stark, in partnership with American Telephone and Telegraph (AT&T) and Dillingham Construction Pacific, Ltd., will be the first mix-use development within the Kakaako District.

The One Waterfront Plaza project is to be built on approximately nine acres of land. The planned office and retail building complex will have approximately 90,000 square feet on ground level, 420,000 square feet of office space and 1,150 parking stalls. Open space landscaping shall cover about four acres.

Board of Water Supply

The Honolulu Board of Water Supply recently issued water project contracts for installation of water mains, facility improvements and renovations, and new wells.

Chief Engineer, Kazu Hayshida, said the contracts were awarded to the following firms:

- Highway Construction Co., LTD: a \$1.6 million contract to install a 42-inch water main along the Cane Haul Road, from the Waiawa Interchange to Mahoe Street.

- Hardesty Associated, LTD: a \$603,900 contract to install a 12-inch water main on Kaneohe Bay Drive, from Malae Place to Mokapu Blvd.

- Prime Construction, Inc.: a \$138,993 contract to repair and renovate the Kaimuki Station.

- Okada Trucking, LTD.: a \$1.8 million contract to construct Waimanalo Well II and the 364 reservoir at the rear of Kaulukuanu Street in Waimanalo.

Swap Shop: Free Want Ads for Engineers

FOR SALE: 3 bdrm., 1 bath on 1.9 acres. cnr. lot. Fenced, irr. pasture. Lrg. shop and outbldgs. Close to Redding and Anderson. Off Hwy. 273. \$78,900. Thomas E. Gilbert, (916) 243-4169, 7220 Lloyd Lane, Anderson CA 96007. Reg. #0813772. 10/85

FOR SALE: 1,100 ft. of 8" vitraulic pipe. Couplers, T's & L's. Nice cond. \$2,500. Ron Sindorf, 8470 Ranchette Dr., Redding CA 96001 (916) 243-3270. Reg. #0858020. 10/85

EQUIPMENT FOR SALE: 1980 Peterbilt w/65 ton cozad expando, \$71,500; Cat 12F blade, \$29,000; Cat 953 Locader M/P bucket & ripper (1500 hrs), \$85,000; 815 Compactor w/tilt 91P1939, \$95,000. Bill Hamilton (408) 779-5783, 15960 Bucher Dr., Morgan Hill CA 95037. Reg. #1102001. 10/85

FOR SALE: 1979 Ford super cab F250, 4X4, 3 gas tanks. \$7,000 or b.o. Consider trade for '72-'75 man. trans. Bronco. Dave Johnson, (209) 528-6454, 41841 Rd. 144, Orosi CA 93647. Reg. #1229853. 10/85

FOR SALE: 12 ft. Atlas Drag scraper. \$2,500 or b.o.; 8 yds. Ateco Carryall, \$4,000 or b.o. Dave Johnson (209) 528-6454, 41841 Rd. 144, Orosi CA 93647. Reg. #1229853. 10/85

FOR SALE: 3 bdrm., 1 bath house. lrg. lot, fruit & nut trees, elec. and wood heat. Low int. assum. loan, \$21,700. Jesse R. Carter, 409 Powell St., Paris TN 38242. (901) 642-0649. Reg. #0826796. 10/85

FOR SALE: Cat road grader. 12 ft. blade, \$2,250. C. W. Gardner (801) 527-4245, 195 N. 2 W. Monroe UT 84754. Reg. #351398. 10/85

FOR SALE: 2 bdrm., 1 bath older home. 1.4 acres, fenced, 3 stall horse barn attached, tack and feed rm., goat rm. C. W. Gardner (801) 527-4245, 195 N. 2 W., Monroe UT 84754. Reg. #351398. 10/85

FOR SALE: 1975 8 - 12 ton Hyster Roller, new rebuilt gas eng. & sunstrand pumps, \$12,500. Clifford Gouker, 101 Buena Vista Dr., Freedom CA 95019. Reg. #0657788. 10/85

FOR SALE: 8 ft. camper shell. Like new. \$295 w/out jacks or \$350 with. B. F. Edelman (415) 674-1094, 104A Elder Dr., Pacheco CA 94553. Reg. #0689209. 10/85

FOR SALE: Boat 17'6" Sabersat Fiberglass v. hull, 100 h.p. Evinrude Tr. Fully equip. \$2,595. B.F. Edelman (415) 674-1094, 104A Elder Dr., Pacheco CA 94553. Reg. #0689209. 10/85

FOR SALE: 1980 Ford 1 ton pickup: Invader 5th wheel w/lrg. onan, gen. Both Clean. 1980 Diesel chev. 1/2 ton long bed. Sell or trade w/pink slip toward larger/newer model. Travel-eze trailer (25-26 ft.). J. Basham (415) 439-9056, morn. or even. 223 MacArthur, Pittsburg CA 94565. Reg. #0413422. 10/85

FOR SALE: Model 255A truck crane, gd. cond. w/ 3/4 yd. dragline, clam shell & concrete buckets. Trade for John Deere 350 Hoe, 450 dozer or 570 grader, Harry Binder (916) 389-2631; P.O. Box 611, Alta CA 95701. Reg. #0678286. 10/85

FOR SALE: 5 acres, doub. wide, mobile home. Trees Sunroom, lrg. patio w/adj. store rm. 3 mi. from town. O.W.C. w/fair down paymt., \$59,500. Boyd Barney (702) 463-3257; 14 Yermo Lane, Yerington NV 89477. Reg. #0977712. 10/85

FOR SALE: Old bottles (Jim Beam, Avon), magazines & books. Boyd Barney (702) 463-3257; 14 Yermo Lane, Yerington NV 89477. Reg. #0977712. 10/85

FOR SALE: 1965 Mustang 611 Gd. Cond., needs paint. \$1,850 or b.o. J. D. Furber (415) 344-1321 54 Ninth Ave, San Mateo CA 94401. Reg. #0330845. 10/85

WANTED: Undeveloped property in N. Calif. (Napa Co., Sonoma Co., Lake Co., Mendocino Co., Humboldt Co.) suitable for future homesite(s). S. J. Brummett (415) 826-9233; 771-27th St. San Francisco CA 94131. Reg. #1490348. 10/85

FOR SALE: Swartz Tilt flat bed w/winch on 2 ton Ford cab over truck \$3,000. Tandem: Apel equip, trailer 7.50-20 tires, electric brakes, \$500. 3 1/2 yd. dump box and hoist \$500. Erwin R. Anderson (408) 225-0803, P.O. Box 5672, San Jose CA 95150. Reg. #1230043. 11/85

FOR SALE: 11' cabover camper self con., sleeps 5. Stove, oven, gas & elec., refrig., cooler; well insulated. Good Cond. \$2500 or b.o. B.F. Edelman (415) 674-1094, 104 A. Elder Dr., Pacheco CA 94553. Reg. #0689209. 11/85

FOR SALE: 1976 V.W. Rabbit, low mile., gd. motor, 30+ mpg, clean, 2-dr., 4 spd. Likes to run, gd. tires. B.F. Edelman (415) 674-1094, 104A Elder Dr., Pacheco CA 94553. Reg. #0689209. 11/85

FOR SALE: 3 bdrm., 2 bath home on island of Kauai, HI. Located near town. Close to shopping, hosp., etc. Lot is 8,348'. Asking \$160,000. Joseph Akita (808) 245-9600, 4064 Puaole St., Lihue HI 96766. Reg. #1296017. 11/85

FOR SALE: 29.7 acres nr. Jacksonville, OR. Trees and a spring. Beaut. home site. Hunting & fishing nearby. \$41,000 or b.o. James V. Cupp (707) 446-0698, 7459 Vacaville CA 95688. Reg. #1737318. 11/85

FOR SALE: Miller Shop Welder on roll around cart. Model #SRH-222 230/460 Volt, 3 Phase, 2 current ranges, rem. amp control plug, w/leads. \$800. James T. Kochan (916) 587-6236, 10325 Shore Pine Rd., Truckee CA 95734. Reg. #1661052. 11/85

FOR SALE: Used Ilras 14", some half down \$5 - \$10 ea. Truck tires 8:25 x 20, 9:00 x 20, 10:00 x 20, \$10 & up. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City, CA 94014. Reg. #154371. 11/85

FOR SALE: Electric motors \$12.50 & up. 1/2, 3/4 H.P. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City CA 94014. Reg. #154371. 11/85

FOR SALE: Phone Mate Answering Ser. \$50, elec. adding mach. \$20, lawnmower \$10, Kenmore auto. wash. mach. in gd. working cond., used daily \$40, G.E. auto. under counter dishwasher, \$45 in working cond. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City CA 94014. Reg. #154371. 11/85

FOR SALE: Cummings V555 late mod. truck block & all parts for short block except crankshaft. Pump for 580 case backhoe, 1/2 price. Front end bucket for 933 Catloader \$150 or b.o. 1974 walking beam for Eaton Hendrickson \$50 ea. International 13" pressure plate & disk, new \$25. Leslie E. Mulhair (415) 333-9006, 97 Southridge Wy., Daly City CA 94014. Reg. #154371. 11/85

FOR SALE: 1/2 acre, San Joaquin river, 1980 mobile, 1760 sq. ft., 2 bdrm., 2 bath, frpl., sep. gar., wrkshop, elec. dr., sprinklers. Dock pilings & much more. \$130,000 terms. Robt. Dalton 589 Brannan Rd., Isleton CA 95641. Reg. #1562903. 11/85

FOR SALE: 6+ acres east of Fresno nr. Kings Canyon. Part. built pad. HD5 Allis Chalmers dozer. \$21,500. W. L. Maddox (209) 826-0684, 173115 Mercy Springs, Los Banos CA 93635. Reg. #1043556. 11/85

FOR SALE OR TRADE: 1972 Ford Econoline van, nds. body wrk. Mech. gd., R. W. Mansfield (209) 748-5516, 12869 Hobday Rd., Galt CA 95632. Reg. #486182. 11/85

FOR SALE: 1972 Ford Backhoe 545 w/1968 Ford truck. \$12,000. Gene Van Tassel (916) 652-6269, 6517 Dell Place, Loomis CA 95650. Reg. #1446959. 11/85

FOR SALE: 1977 Ford Backhoe 4 + 1 Loader w/digmore 550 w/Chev. Truck \$26,000. Gene Van Tassel (916) 652-

6269, 6517 Dell Place, Loomis CA 95650. Reg. #1446959. 11/85

FOR SALE: 1981 El Dorado Cadillac, 2 dr. hardtop, white w/tan int. \$9,500. Gene Van Tassel (916) 652-6269, 6517 Dell Place, Loomis CA 95650. Reg. #1446959. 11/85

FOR SALE: 4 1/2 acres, 3 bdrm., 2 bath ranch. 37 mi. from Sacto. Office & home bus. space, outbldgs., garden, trees \$127,000. J. C. Wunschel (916) 622-9185, 2775 Cold Springs Rd., Placerville, CA 95667. Reg. #0382333. 11/85

FOR SALE: 1A+ lrg. 3 bdrm., 1 bath, dining rm C/H/A. All elec. Kit. w/ micro. Wd. stove. Attached brz. way to 2 car gar. w/rm & ba. Lg. shop, trees; on Feather River and Hwy. 99. 20 min. north of Sacto. \$95,000 terms. J. D. Landis, 12770 McKenzie Rd., Galt CA 95632 (209) 745-1726 or (916) 656-2535. Reg. #037668. 11/85

FOR SALE: Great starter home, 2 bdrm, 1 bath, 2 car gar. on quiet cul-de-sac. Close to schools, shops and freeways \$85,000 by owner. Manuel E. Flores (408) 251-2715, 661 Fenton St., San Jose, CA 95127. Reg. #0848239. 11/85

FOR SALE: Flat bed chevy truck w/or w/out Miller Tilted Trailer, Exc. cond., exc. for Trencher or Bk Hoe. Ned Stojkovich (408) 984-4848, 489 Doma Dr., San Jose CA 95117. Reg. #1584408. 11/85

FOR SALE: 1948 Willys jeep, rebilt. 4 cyl eng., new tires, stock, gd. cond., \$1,500 or trade. Michael Dudney (209) 532-2150, 14405 Algerine Ward Ferry Rd., Sonora CA 95370. Reg. #1697151. 11/85

FOR SALE: Tools and irga. tool chest, Sears, on homemade rollaway \$600. Valued over \$1,400. Many ex. pieces not priced. Martin O. Gilbertson (415) 793-3145, 1046 Bonner Ave., Fremont CA 94563. Reg. #1196343. 11/85

FOR SALE: 1966 Corvair eng., turbo-charged, 180 h.p. w/transaxle, 2,000 mi. on overhaul. \$1,100 or b.o. Martin O. Gilbertson (415) 793-3145, 1046 Bonner Ave., Fremont CA 94536. Reg. #1196343. 11/85

WANTED: Motor Grader, lrg. case of JD Extend A-Hoe & equip, trailer. Michael Dudney (209) 532-2150, 14405 Algerine Wards Ferry Rd., Sonora CA 95370. Reg. #1697151. 11/85

FOR SALE: Rebuilt 453 diesel eng., \$4,000. Jake brakes for 6V92: 12 used 400 Cumins pistons, dismantled 453 eng. \$1,200 or b.o.; 351 W. Ford eng. 5,000 mi. or rebuilt \$650. Charles Crane (916) 587-4072 or (916) 587-7487, P.O. Box 773, Truckee CA 95734. Reg. #0908527. 12/85

FOR SALE: 4 yr. old, 2 story, 4 bdrm., 2 bath home. 18 x 24 garage. Bay windows, tiled kitchen, bath, forced air gas heat. Airtight wood heater. Very economical. Appraised at \$130,000 will sell for \$99,500. Charles Crane (916) 587-4072 or (916) 587-7487, P.O. Box 773, Truckee CA 93734. Reg. #0908527. 12/85

FOR SALE: Mobile home, N. Lake Tahoe. 2 bdrm, 2 bath, sacrifice for amount of loan \$9,500. Guido Massone (415) 682-9392, 1685 Roseland Drive, Concord CA 94519. Reg. #1075443. 12/85

FOR SALE: Furnace, basement type, new still in box. 80,000 BTU \$450. Furnace new out of box 150,000 BTU \$350. Both have dual flame fuel saver. Electric ignition. Miguel Pantoja, 542 Irving Ave., San Jose CA 95128, (408) 286-9178. Reg. #0750523. 12/85

FOR SALE: Lumber rack, factory blt. for full size Ford \$150. Bruce Dougherty (415) 685-8089, 1870 Granada Dr., Concord CA 94519. Reg. #1967834. 12/85

FOR SALE: Calculator cases. Leather cases for HP 11 & 15, \$20, HP 41 \$25; black or brown. Bill Jordan, 9164 Lazon Circle, Sandy UT 84070. Reg. #1511575. 12/85

FOR SALE: 73 Bronco 4X4, new wide tires and shocks. Beautiful shape \$3,800. Trade up or down for good MPG rig OBO. Dave Reed, 4117 Hwy. 20, Marysville CA 95901. (916) 742-4193. 12/85

FOR SALE: 1958 Ford flat bed dump, \$700. 14' reefer box w/220 plug ins.; 2 compressors \$700. 1-1974 Toyota long bed P.U. \$50. 1-1972 Toyota Corona \$50; 1 pull type hard bed \$100. 1-1956 Chevrolet P.U. bed made into utility trailer \$50. Pat McFarlane (702) 867-3444, 6500 Workman Road, Fallon NV 89406. Reg. #1609838. 12/85

FOR SALE: 1960 Chevrolet Corvair, 2 dr. coupe. Motor & transaxel in gd. shape. Body fair, good for rejuvenation. Needs 2 wheels. B.O. of \$250. Tim Lairby (209) 688-8772, 1435 Salome St., Tulare CA 93274. Reg. #636228. 12/85

RULES FOR SUBMITTING ADS

- Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap, or purchase. Ads will not be accepted for rentals, personal services or sidelines.
- PRINT OR TYPE the wording you want in your advertising on a separate sheet of paper, limiting yourself to 30 words or less, including your NAME, complete ADDRESS and REGISTER NUMBER.
- Allow for a time lapse of several weeks between the posting of letters and receipts of your ad by our readers.
- Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.
- Address all ads to Engineers News Swap Shop, 474 Valencia Street, San Francisco, Ca. 94103. Be sure to include your register number. No ad will be published without this information.

Interest at all time high for JAC program

By Paul R. Headings, Administrator

November 15th officially ended another highly successful training season at Rancho Murieta Training Center. Interest in our program is at an all time high as we strive to turn out the best possible Journeymen. More than 2,000 requests for applications have been received in 1985. The many new ideas implemented at RMTTC have generated interest throughout the nation, and inquiries about our program have come from as far away as Japan. In July a group of businessmen toured our facility. In addition, a team of Seabees from the Navy and a consultant hired by the federal government toured the training center in June to compare and contrast our program to other programs in the country.

1985 was the first full year of indenturing apprentices into the program through the new selection procedures. The procedures enable us to select those individuals who are most likely to succeed in the industry.

During the '85 training season 177 trainees began the Probationary/Orientation Program. Of those, 139 successfully completed training, reflecting an 80 percent success rate. Although 80 percent is highly commendable, we are confident that the rate will increase as the screening process is perfected. Over one thousand trainees utilized the training center this year, including many Journeymen trainees who took the opportunity to upgrade their job skills.

Changes result in growth

The implementation of various new policies and training procedures encom-

passed the '85 training season. Briefly, they include:

1) The award plaque which is given to the outstanding Construction Equipment Operator (CEO), and Heavy Duty Repairman (HDR) apprentice from each POP graduating

2) Expansion of training aides available in the RMTTC Learning Center. Trainees are now able to view personalized video tapes of their actual training, which has proven to be an exceptionally valuable tool in the learning process.

3) The establishment of a drug policy, which has created a safer working environment both at the training center, and in the industry, and, in addition, the availability of a Drug Awareness Workshop at RMTTC twice a week.

4) A more effective and efficient record keeping system as a result of the new computer system now in place. Trainees are now issued up to date records of their training grades in the form of a computerized transcript.

5) Quality Control in the form of Journeyman Minimum Competency Testing is now standard procedure for all apprentices in the Operating Engineers Apprenticeship Program. The testing ensures that only those apprentices who have acquired journeyman level skills will go to the industry as journeymen operators and mechanics.

These changes are directly aimed at reaching the goal of the apprenticeship program which is "to provide the industry with qualified competent journeymen operating engineers."

Retirees picnic at RMTTC

The Training Center was the host site again for Local 3's Retirees Picnic. Reports are that everyone enjoyed themselves and are looking forward to next year's picnic. One of the highlights at the retirees picnic this year, was the first competition held between apprentices who were nominated from each district as "Apprentice of the Year." The candidates from each district competed with each other for the title of all around "Apprentice of the Year" for 1984.

Graduation ceremony at RMTTC

The ceremony for the 1984 graduate apprentices was held at the training center in June. The ceremony featured a picnic style celebration honoring 51 graduate apprentices and their guests, and was enjoyed by all who attended. Among those honored at the graduation ceremony were Linda Rosenberg, "Apprentice of the Year" in the Construction equipment Operator classification and Jesse Vasquez, "Apprentice of the Year" in the Heavy Duty Repairman classification, both from the Sacramento area. Also honored at the ceremony was the "Employer of the Year," Grade-Way Construction out of Fremont, California.

All in all 1985 was a very productive year. We look forward to the 1986 training season being even more so.

I would like to take this opportunity to wish all our members a Merry Christmas and a very Happy and Prosperous New Year from the administration and staff at Rancho Murieta Training Center.

ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of District 17 (Hawaii) meetings, which convene at 7:00 p.m.

January 1986

- 14th District 1: Eureka**
Engineers Bldg.
2806 Broadway
- 14th District 17: Kauai**
Wilcox Elementary School
4319 Hardy Street
- 15th District 7: Redding**
Engineers Bldg.
100 Lake Blvd.
- 16th District 6: Marysville**
Engineers Bldg.
1010 "I" Street
- 21st District 17: Kona**
Konawaena School
Kealahou
- 22nd District 1: San Francisco**
Seafarers Int'l Union Aud.
350 Fremont Street, S.F.*
- 28th District 17: Honolulu**
Kalihi Waena School
1240 Gulick Ave.
- 29th District 17: Hilo**
Kapiolani School
966 Kilauea Ave.

- 30th District 17: Maui**
Kahului Elementary School
410 S. Hina Ave.
Kahului, Maui

February

- 12th District 3: Stockton**
Engineers Building
1916 N. Broadway
- 18th District 5: Fresno**
Laborer's Hall
5431 E. Hedges
- 26th District 8: Sacramento**
laborer's Hall
6545 Stockton Blvd.
- 27th District 2: Oakland**
Warehousemen Local #6
99 Hegenberger Rd.

*Please note change of meeting location.

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474 Valencia Street, San Francisco, California 94103
Please send me: A Membership card for the Magic Kingdom Club

My name is: _____
(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City, State & Zip Code _____ Social Security Number _____

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- Vacation Pay Kit Save From Home Kit
- Easy Way Transfer Loan Plus

(my name) _____

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P.O. Box 2082, Dublin, CA 94568

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Tax reform problems over?

(Continued from page 1)

wide grass-roots lobbying effort is largely responsible for the decision of the House Ways & Means Committee to scrap proposals to tax the employment benefits of America's workers.

The decision to look to corporate taxes instead of worker's life support benefits didn't just happen.

AFL-CIO President Lane Kirkland sounded the alarm a year ago when the Treasury Dept. came out with its "first draft" of a long-promised tax reform plan. It was touted as cutting taxes for everyone, but the AFL-CIO warned that many workers would be worse off. Lots worse off in some cases.

Workers penalized

Comprehensive health insurance benefits, group legal services and educational benefits provided by employers would all be taxed as if they were cash wages to workers. State and local taxes would no longer be deductible on federal tax returns, threatening a disastrous cut-back of public services. Workers' compensation and black lung benefits would for the first time be counted as taxable income.

The network of union lobbyists that meets at the AFL-CIO headquarters nearly every Monday that Congress is in session canvassed members of the House Ways & Means Committee and a cross-section of House members before the new Congress convened in January.

The reports were not encouraging. It would take more than conventional lobbying to protect the paychecks of workers in the shaping of tax legislation.

The AFL-CIO turned to its state and local federations — and to rank-and-file union members,

The first concentration was in the districts of Ways & Means Committee members. Union members in each of these key districts were mailed a brochure on the issues, postcards to be sent to both senators as well as the House member and one to be returned to the AFL-CIO. A letter signed either by Kirkland or the president of the worker's own union stressed the impor-

Freeway

(Continued from page 1)

affiliated with the Heavy and Highway Committee.

The agreement, which will be in effect for the duration of the project, calls for all sub-contractors working on a portion of the job to be signatory to the agreement. All employees in the construction phase will be union members.

The project agreement also provides for all wages and fringe benefits to be in accordance with federal and state prevailing wage laws. In the event of a disagreement over the terms or enforcement of the contract, the issue will be decided by an arbitrator chosen from the Federal Conciliation Service.

Local 3 Business Manager T. J. Stapleton congratulated C.C. Myers on being awarded the huge construction contract and said that with cooperation and mutual trust between labor and management, union members can be assured of maintaining their edge against open shop contractors. "This project agreement, which guaranteed that the entire job will be completed with union labor, shows what can happen when the concerned parties cooperate with each other in order to promote their mutual interest."

tance of the issue and urged that the postcards be completed.

"Don't tax or reduce my employee benefits," the postcards urged. "I'd like to know how you stand on this issue. Please let me know."

Meanwhile, union papers across the country, including *Engineers News*, highlighted the threat to worker benefits. Television and radio spot ads were scheduled in key districts, and polls showing opposition to taxing worker benefits were publicized.

More than million postcards were distributed, along with some 650,000 brochures, 10,000 posters and 60,000 legislative fact sheets. The Building & Construction Trades Dept. and many individual unions mounted additional massive efforts of their own.

GRIEVANCE COMMITTEE ELECTIONS

Recording-Corresponding Secretary William Markus has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committee members shall take place at the first regular quarterly district or sub-district meeting of 1986. The schedule of such meetings at which the Grievance Committee members will be elected, is as follows:

January

- 14th District 4: Eureka**
Engineers Building
2806 Broadway
- 15th District 7: Redding**
Engineers Building
100 Lake Blvd.
- 16th District 6: Marysville**
Engineers Building
1010 "I" Street
- 22nd District 1: San Francisco**
Seafarers Int'l. Union Aud.
350 Fremont Street
- 28th District 17: Honolulu**
Kalihi Waena School
1240 Gulick Avenue
- 29th District 17: Hilo**
Kapiolani School
966 Kilauea Avenue
- 30th District 17: Maui**
Kahului Elementary School
410 S. Hina Ave., Kahului

February

- 12th District 3: Stockton**
Engineers Building
1916 N. Broadway
- 18th District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 26th District 8: Sacramento**
Laborer's Hall
6545 Stockton Blvd.
- 27th District 2: Oakland**
Warehousemen Local #6
99 Hegenberger Rd.

March

- 5th District 12: Salt Lake City**
Engineers Building
1958 W. N. Temple
- 6th District 11: Reno**
Musicians Hall
124 West Taylor
- 12th District 10: Santa Rosa**
Veterans Building
1351 Maple Street
- 19th District 9: San Jose**
Labor Temple
2102 Almaden Road