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 City Paving and Grading, McGuire and Hester, and Foundation Contractors. The bid submitted by C.C. Myers was $11 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)

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% 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's instead of any tax changes to be "revenue-neutral."

A campaign that involved tens of thousands of union members at the national level had the most impact before making a judgment.

(Continued on back page)

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

"Our top goal has to be jobs. We are hammering 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 hosting 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.

Others are guilty of "smorgasbord 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
Looking Ahead

Protecting the future of our Retiree Health & Welfare Plan

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

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 300 eligible retirees. By the end of this year, there will be over 7,000 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 1963 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.

• Effective January 1, 1986, the present maximum contribution into the Retiree Health & Welfare Plan is 60 cents an hour.

• 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 60 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:

• Supporters of Local 3 retirees 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, 1986 must have worked a total of 1,000 hours for contributing employers from September 1, 1983 to August 31, 1986.

• A person retiring on April 30, 1986 must have worked a total of 1,500 hours for contributing employers from May 1, 1984 through April 30, 1986.

A person retiring on January 31, 1989 must have worked a total of 2,000 hours for contributing employers from January 1, 1985 through December 31, 1988.

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 to let members in good standing be paying money out of their own pockets to provide medical coverage for workers who chose to work for nonunion companies after they retired. These new eligibility requirements will prevent this 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 until they reach age 60. Those retiring before April 1, 1986 will be required to contribute $100 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 is 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.

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.

The 69-cents-an-hour contribution into the Retiree Health & Welfare Plan 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.

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

Those on Schedule II, the annual deductible has been increased from $100 to $200 each for the retiree and the spouse.

The annual reinstatement has also increased from $5,000 to $10,000.

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 rates.

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 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 our union to be sure that 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.
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 September 1, 1983, by the ALPA when the carrier filed for bankruptcy to restructure operations. They were joined by the Airline Pilots Association and the Teamsters to protest Continental's use of Chapter 11.

The striking pilots, whose salaries and benefits are protected under the bankruptcy court's order, will now return to the standard 50 percent pay raise provided by the company.

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, Calif., to the Oregon Border.

Since 1975, nonunion competition has reduced the number of hours worked annually by union carpenters in the region from 35 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 nonunion employers and largely gave up "Black Friday" — the traditional biweekly day off.

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.

Controlling 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 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."
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 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.

The Apprenticeship Act includes all of the statute law about apprenticeship. 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 classes was one of the best I have ever attended.

I believe the most important parts of the Conference were the many workshop sessions. The Craning — Tower Cranes and Mobile Cranes classes was one of the best I have ever attended. The instructor explained the Construction Safety Association of Ontario because interested in cranes about 13 years ago because of a very real and extremely serious situation they saw developing in their accident statistics. Through T.E.S.A. they have investigated 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 the last trusts to be considered by the statutes. There are more construction fatalities caused by cranes and hoisting equipment than by any other single cause.

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.

San Jose reports on election

After a few months of a somewhat intensive political campaign, the election took place for various city council, mayor, and school boards have been filled as a result of the recent election held on November 3. The candidates were chosen by the District Representative Don Luba reports. The Members of the San Jose Grievance Committee were 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 San Clara is of particular interest 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 opponent, Mr. Souza is also serving on several important boards of government such as the County Transportation Committee where he assists labor without hesitation.

San Jose reports on election

Mr. Souza was supported by the United Food and Commercial Workers Local 3 at one time but went nonunion in 1982. In 1984, J.F. Shea purchased employees ratified a three-year agreement with the employer in September, Aggregate Products is the largest employer in the City of Sunnyvale.

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, all of whom are skilled trade employees, the company currently operates a plant for aggregate production, gravel operation represented by Local 3 in the Redding area. The employees ratified a three-year agreement with the employer in September, following an NLRA election earlier this year. The plant had been a signatory to Local 3 at one time but went out of business in 1986. In 1984, J.F. Shea purchased the operation and this year the Local 3 organizing committee initiated an organizing drive on the plant. Pictured above are Business Manager Tom Stapleton; Gary Stern,Stapleton, Gary Stern, Local 3 Business Representative Don Dozer; also represented by Local 3 at the plant are David Kabusta, John McPherson, Larry O'Dell, Richard Stone, Billy Tanner, Red Wooton 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 to students who plan to attend 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 to any students who plan to attend 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 upon 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:

Students 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 death.

Students 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 the Fall Semester (beginning in 1985), or the Spring Semester (beginning in 1986), in public, private or parochial schools who are planning to attend 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 the 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 of the student, and the applicant 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 school board will announce the winners.

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.

$60 million Kaiser hospital complex dedicated in Hawaii

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

The Kaiser Permanente Shield Nursing Facility, work is proceeding on the roof level of this three-story building, housing the power and communication room. The new facility has a total of 120 beds and is to be dedicated in the near future.

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 Prudential Village. Working seven days a week, 30 homes in Village Park and three in Prudential Village will be completed in August of 1986.

Prudential to build resort on Oahu's north shore

Business Representative Joseph Trefren 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 Resort and Country Club.

One of the major obstacles in the way has been the project's proposed entirely of professional educators.
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 trouble 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 underline the prevailing wage problem 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 “denying the State’s right to do the job properly.”

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

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 hope of enabling one of them to get the award for the project.

The project agreement calls for 85 percent wages, full fringes and 6.5 percent 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 come in with a $41 million project. A $5 million widening and overlay job on I-80 east of Elko. The project is scheduled to get underway soon as possible.

Local 7’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.

He noted that the new jail is in the process of obtaining an injunction against the county so that a private company can make a compact with the soil on the company’s deep fill.

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

“Our intent in monitoring these jobs is to make sure our tax dollars are being spent wisely,” Lassiter explained. “I 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 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.”

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 living 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 make this nation great.

His name was Franklin Delano Roosevelt, Now, 40 years after his death, we have a rare opportunity to show gratitude to a 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 vision to help shape the lives of a future generation.

It took a president in a wheelchair to show how F.D.R. helped the country get out of a depression and carry us through the darkest days of World War II.

>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

Western Conference

(Continued from page 1)

under the belief that politicians will give our members what we need and want. “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 for 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 leaders in 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 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 taught you don’t buy anything on credit except your house,” he said. “Workers kept a reserve in the bank in the event it needed to weather a strike during contract negotiations.

Now most workers — union and nonunion alike — are forever in debt with a significant amount of debt. This puts severe pressure on the worker to accept a contract 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 disavowed the ruling by a three-member board that during the organizing 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 or other union merchandise expressing his union support. But NLRB members Patricia Diaz Dennis and Welford W. Johansen said any work rule curtailling the right to wear a union insignia is invalid unless based on legitimate production or safety reasons.

ENGINEERS NEWS
Twenty years of Local 3 representation

Mining Nevada’s ‘invisible gold’

By James Earl, Managing Editor

Twenty years of Local 3 representation

Mining Nevada’s ‘invisible gold’

An aerial view of the Battle Mountain Gold Mine.

"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."
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.

Lea 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" prospector 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...
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 63,392 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.
If the Battle Mountain Gold Mine seems remote, wait until you come to the Cortez Gold Mine. Situated 9,300 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 1865 when much of the ore that was mined ran into 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.
I would like to make a few comments about the changes in the Retiree 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 pay any of our wages fringe package toward the Plan?"

When the Plan was first set up, 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 not 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, you, is to take the opportunity to become either dues paying members or pay some type of service fee.

Contribute to our retiree contributions - as you know, last year the Retiree Welfare Plan paid out more money than it took in. The main reason: the soaring medical costs and the contributions. 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 85%. Ever increasing portion of the bill because of recent cutbacks in the amount of payments Medicare makes.

Retiree contributions will help ensure that the Plan will continue to take care of the health care needs of retirees. And recent studies of medical care rates are charging $1.50 per month for health care benefit services 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 plus deductible for Schedule II).

Retirees throughout the jurisdiction believe 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 eligible expenses 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 are still 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.

* * *

Old Man Winter' hits Utah

Old Man Winter has just about shut down the work state of Utah. However, the sand and gravel industry is still running fairly well, plus we're staying busy with organizing efforts.

The Utah Building & Construction Trades Council has produced a pamphlet to be circulated to all employers 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 while employed in Utah. Following are the names of the men who were grievance and abused for working behind a picket line after a strike had been declared on Krawler's project in Nephi earlier this year. Claude Alsup, Denny Arnold, C.James Jarrett, William Baker, Marlow Blackett, Rod Butterfield, Tom Dew, Forrest J. Durkee, Eugene R. Jensen, Steve Garcia, Michael Houghton, Kim Kuma, James L. Parrel, 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 most influential in apprenticeship and training in the International System.

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

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.

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          San Pablo
7 - 10            San Francisco
11 & 14           Pleasanton
15 & 16           Hayward
18 & 21           San Francisco
22                Novato
23 & 24           Santa Rosa
27 & 29           Yuba City

Reducing - Bela Chapter
Wed, January 15, 1986
2000 Broadway, Eureka CA

Marysville - Gamma Chapter
Thurs, January 16, 1986
2000 Broadway, Eureka CA

Napa-Fairfield - Chi Gamma Chapter
Tues, January 21, 1986
10:00 AM
2840 Soscol Ave, Napa CA

Ignacio - Chi Chapter
Tues, January 21, 1986
2:00 PM
5800 Redwood Hwy, Ignacio CA

San Mateo-San Francisco - Kappa
Thurs, January 23, 1986
10:00 AM
1311 Rollins Rd, Burlingame CA

Eureka - Alpha Chapter
Tues, January 22, 1986
2:00 PM
2000 Broadway, Eureka CA

Redding - Beta Chapter
Wed, January 23, 1986
2:00 PM
Moose Lodge
320 Lake Blvd, Redding CA

Concord - Mu Chapter
Thurs, February 20, 1986
10:00 AM
9899 Willow Pass Rd, Concord CA

Sacramento - Zeta Chapter
Eureka - Alpha Chapter
Wed, February 26, 1986
10:00 AM
Auburn Recreation Center
123 Recreation Dr, Auburn CA

SAN FRANCISCO: 9:00 AM
Labors Hall
6545 Stockton Blvd, Sacramento CA

Oakland - Nu Chapter
Eureka - Alpha Chapter
Thurs, February 27, 1986
10:00 AM
Oakland Zoo Snow Bldg.
9777 Golf Links Rd, Oakland CA

Concord - Mu Chapter
Thurs, February 27, 1986
2:00 PM
Eureka - Alpha Chapter
2000 Broadway, Eureka CA

Brooks - Sigma Chapter
Wed, March 3, 1986
2:00 PM
Moose Lodge 320 Lake Blvd, Redding CA

Oakland - Nu Chapter
Wed, March 12, 1986
10:00 AM
1511 Rollins Rd, Burlingame CA

Eureka - Alpha Chapter
Thurs, March 13, 1986
2:00 PM
2000 Broadway, Eureka CA

Redding - Beta Chapter
Wed, March 19, 1986
2:00 PM
Moose Lodge
320 Lake Blvd, Redding CA

Marysville - Gamma Chapter
Thurs, March 20, 1986
2:00 PM
Veteran's Memorial Building
249 Sycamore at Hwy. 99, Gridley CA

Napa-Fairfield - Chi Gamma Chapter
Tues, January 21, 1986
10:00 AM
2840 Soscol Ave, Napa CA
Ever. As I have said many times before.

Are you, or do you know of anyone

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satisfying for me to see the different operations in Salt Lake County pro-

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Talking to Techs
By Frank Morales & Wally Schissier

The Tech Department would like to extend congratulations to Barney Barnes on his work being done. Barnes 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. Barnes 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 he will get close to moving you into another district. With everything going well, work will probably begin in the year 1987.

The brothers and sisters in District 10 Sonoma County Water Agency is trying to improve Stoney Point Road district. 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!

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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 Bohemian Park, Cotati and Sebastopol. Congressman Doug Bosco, who has been a friend of labor organizations since he was put into public office as Assembyman 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 project is estimated to be $150 million. With Congressman Bosco's hard work, the House passed the Omnibus Water Resources Bill HR6, by a vote of 338 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 get the state route 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.

Remmer, 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," Smit 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.

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 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 the third 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 this year are due to be counted, this is another step and an increase in pay, these time cards will help speed you up promotion. These new time cards, signed by your employer, will also help 5th and 6th period apprentices keep tract 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.

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Credit Union  (Continued from page 12)

vehicles. One of these dealers may offer the fleet discount price on all the new models while the second dealer can offer you a high demand vehicle. It is up to you to figure out which one is right for you. An inside representative to see if he or she offers the make and model you want may allow you to quote prices over the phone, however.

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

Christmas credit — If you charged your Christmas on VISA or MASTERCARD this year at 19% to 21%, pay off 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 at your Credit Union, 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 a non-wage earner, putting $2000 into an IRA means you send Uncle Sam 600 less in taxes.

In a two income family, each spouse can put up to $2000 in an IRA. Spouses of Credit Union members can open their own IRA’s at the Credit Union.

In 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 IRA contributions as early as January 1, 1986. If you sign up for automatic transfer your Credit Union will transfer money from your 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.

Washed-up April 1987 to make your 1986 deposits, you may lose more than 15 months of tax-deferred dividend earnings on your 1986 deposits.

For information on signing up for automatic transfer of your 1986 IRA contribution, call Diane Sorensen at the Credit Union (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 the interest earned on your 1985 tax return. The IRS requires that all financial institutions send a 1099-INT to everyone who earns dividends or interest.

San Jose  (Continued from page 4)

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

District 9 Grievance Committee sincerely congratulates Mayor Eddie Souza, Councilman Larry Stone, Councilman Bob Nestore, Councilman Pete Valder, 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 the summer.

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

Milliview Water Company, in Mendocino County, has announced plans to construct a water treatment plant in Northeast Ukiah. Bids are now open for the contracts were awarded to the following companies:

Okada Trucking, LTD: a $1.8 million contract to install a 42-inch water main along the Cane Haul Road, from the Waiwai interchange to Harbor Road.

Hardesty Associated, LTD: a $600,900 contract to install a 12-inch water main on Kancheo Bay Drive, from Malofer Road.

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

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

San Jose member wins lottery

By Leland Joachim

Mercury News Staff Writer

Steve Komorowski gassed up his car at the gas station at Robb’s Place in Sierra roads Oct. 19, bought five lottery tickets and set off to see his wife, Jeanna, and their new daughter, Kaili, at the Santa Teresa Hospital.

He stopped at Eastridge and bought some flowers and a 2-pound box of chocolates for his wife. He also picked up some cigarettes and a beer. He put the lottery tickets in the candy box.

He planned to again try 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 ease. She started at the bottom because she thinks that’s easier for a left-hander. She said she was working on the second ticket of the string. “I only need one more $5,000.”

Then, “We won!”

‘Humdingers’ picnic for Fresno retirees

Fresno District Representative Ron Wilson reports that Fresno had its ‘retirement picnic of the century’ on October 19th.

“We had a potluck and all the gals brought their favorite dishes. The dessert was limited to Watermelon because of a worldwide shortage. Dale Hanneman 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 such 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 on Wednesdays and Fridays to be of assistance. He has been a tremendous help to our office staff and retirees.

Also, thanks are extended to the committee on a job well done for setting up the tables and all the cleaning work: Wait and Maize Schmitz, John and Maxine DeBridge, Bob and Dorothy Cowger, Sonny and Eula Smith, Al Cummings and a host of others. ‘We also had two newcomers, Dirk (Oke 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 project and save money. They know, the spot was a humdinger!’ Wilson commented.

Also, thanks are extended to the committee on a job well done for setting up the tables and all the cleaning work: Wait and Maize Schmitz, John and Maxine DeBridge, Bob and Dorothy Cowger, Sonny and Eula Smith, Al Cummings and a host of others. ‘We also had two newcomers, Dirk (Oke 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 project. It is expected that the complex will be constructed and foundation work completed in mid 1986.

The 180 unit condominium project, located on the hill will be kicking their feet up to preciated!” Wilson said. "We had a potluck and all the gals brought their favorite dishes. The dessert was limited to Watermelon because of a worldwide shortage. Dale Hanneman 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 such 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 on Wednesdays and Fridays to be of assistance. He has been a tremendous help to our office staff and retirees. Thanks from all of us, Art!” Wilson commented.

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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 "T" Street

21st District 17: Kona
Kona School
Kealakekua

22nd District 1: San Francisco
Seafarers Intl Union Aud.
350 Fremont Street, S.F.

26th District 1: San Francisco
Seafarers Intl Union Aud.
99 Hegenberger Rd.

February

12th District 3: Stockton
Engineers Building
1916 N. Broadway

18th District 5: Fresno
Laborers' Hall
5431 E. Hedges

26th District 8: Sacramento
Laborers' Hall
6545 Stockton Blvd.

27th District 2: Oakland
Warehousemen Local #6
99 Hegenerberger Rd.

*Please note change of meeting location.

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Tax reform problems over?

(Continued from page 1)

wide grass-roots lobbying effort is likely to be responsible for the decisions 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. Local workers 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 the workers. State and local taxes would no longer be deductible on federal tax returns, threatening a disastrous cutback 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 federal 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 importance of the issue and urged that the postcards be completed.

"Don’t tax away 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 Engineering 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.

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 "T" Street

22nd District 1: San Francisco
Seafarers Intl Union Aud.
99 Hegenberger Rd.

February

12th District 3: Stockton
Engineers Building
1916 N. Broadway

18th District 5: Fresno
Laborers’ Hall
5431 E. Hedges

26th District 8: Sacramento
Laborers’ Hall
6545 Stockton Blvd.

27th District 2: Oakland
Warehousemen Local # 6
99 Hegenerberger Rd.

March

5th District 12: Salt Lake City
Engineers Building
1955 E. H. Temple

6th District 11: Reno
Musicians Hall
124 West Taylor

12th District 16: Santa Rosa
Veterans Building
1301 Maple Street

15th District 7: Redding
2102 Almaden Road