

Arena takes shape

The new Arco sports arena in Sacramento begins to take shape, and is keeping a lot of Local 3 members working (story page 6-7).

**Scholarship Contest
Information: page 9.
Grievance Committee
Election Schedule:
page 11.**

Engineers News



December 1987

Quick response dumps nonunion firm from job

By James Earp, Managing Editor

Quick action by Local 3 this month prevented a nonunion contractor out of Utah from getting a major water pipeline project in Stockton, after union representatives appeared before the Stockton City Council and provided documented evidence that the firm should not be considered a responsible low bidder.

Western Utilities Contractors (Westcon), based in Pleasant Grove, Utah had placed a bid on two phases of a water pipeline project for the City of Stockton. The project was divided into "A" and "B" phases. Contractors had the option of bidding on each separately or providing a single bid on both phases.

The 48-inch pipeline will allow the city to move fresh surface water from the Stockton East District Water treatment plant in east Stockton to the Hammer Way on the north side of town, which will alleviate the area's 90 percent dependence on groundwater.

Despite the fact that Westcon's bid of \$6.5 million was higher than separate bids for the A & B phases by union contractors, the City Council was leaning toward awarding the contract to Westcon, according to discussions that District Representative Ray Helmick had with city officials.

"The city appeared to be favoring Westcon because they were under the mistaken opinion that this firm had the best affirmative action program," said

Local 3 Business Manager Tom Stapleton. "We knew this wasn't true, so we acted quickly to turn the city council around."

On Nov. 16 Local 3 representatives appeared before the Stockton City Council and testified that Westcon

(Continued on page 3)



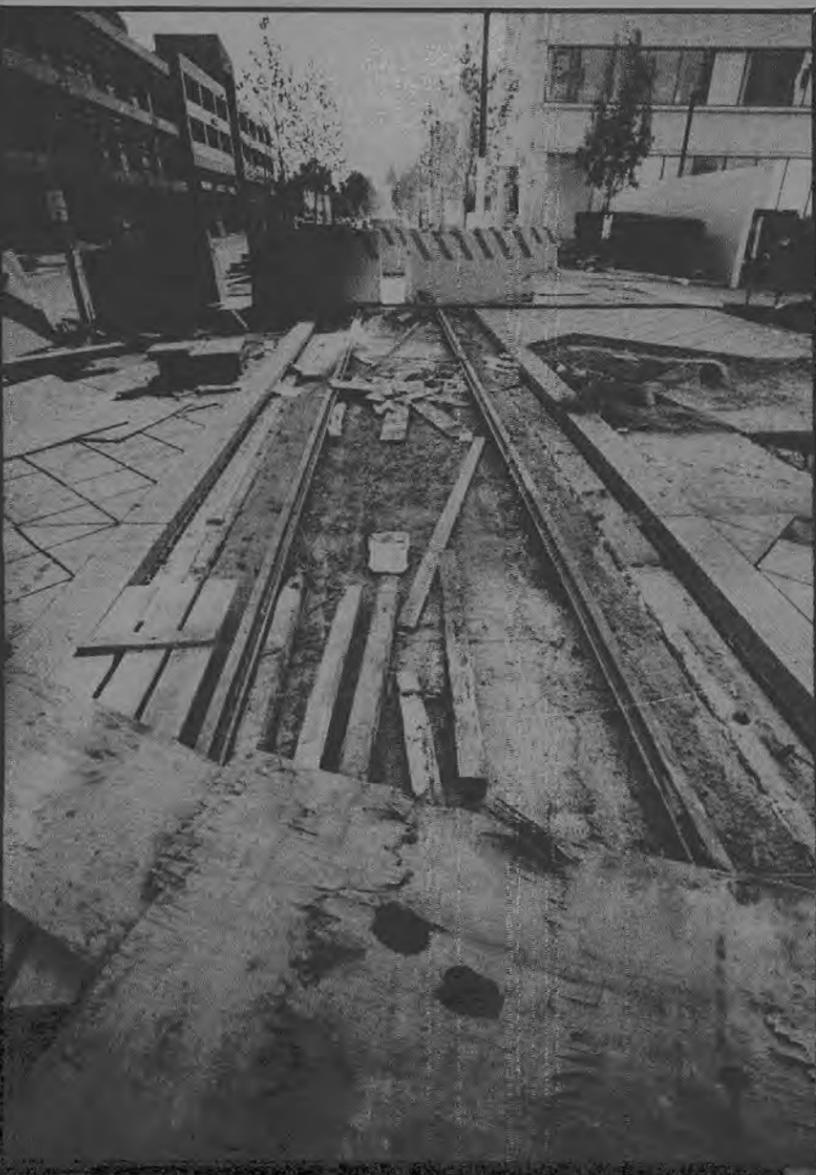
Job monitor Diana Faragher takes notes on Westcon project in Truckee, CA.

Cal-OSHA cases thrown out by state illegally

As the campaign to obtain signatures for a ballot initiative to revive Cal/OSHA gets started, charges are being made that in their zeal to shut down the agency, state officials have illegally thrown out hundreds of cases against employers.

The charges were made in testimony before a joint committee of the Assembly Labor Committee and the Senate Industrial Relations Committee. The hearing, held in Sacramento, revealed that the state illegally threw out cases against hundreds of employers already found guilty of safety violations and dismissed or greatly reduced fines that should have brought hundreds of thousands, perhaps millions, of

(Continued on page 2)



Ready for business?

Nonunion contractor Davis Weiss was supposed to have work completed on the San Jose Transit Mall project on Nov. 20. This photo, taken three days later, shows he didn't quite make it. Story and more photos on page 3.

Agnos racks up tremendous victory

By John McMahon

Racking up the largest victory margin in The City's history, State Assemblyman Art Agnos was elected San Francisco's Mayor earlier this month. Agnos, who was endorsed by Local 3, received almost 70 percent of the vote in a special run-off election against City Supervisor John Molinari.

In becoming The City's 37th Mayor, Agnos pledges to continue his personal style of politics in leading San Fran-

cisco. A firm believer in constituent service, Agnos has based his political career on protecting and helping "the little people, those without political connections or power."

After being sworn into office in early January, Agnos faces many tough decisions in a hurry. His biggest and most immediate decision will be trying to balance a city budget that is expected to be close to \$77 million in the red. How to balance the budget without angering the many

diverse voter blocks who supported him will require a very delicate approach.

Agnos is also faced with his personal promise of how to keep the Giants baseball team in town, the USS Missouri out of town and providing housing that is affordable to the middle class.

During the campaign, Agnos expressed his opposition to Proposition W, which would have authorized

(Continued on back page)



Looking at Labor

By T.J. (Tom) Stapleton
Business Manager

The Christmas season is a time to enjoy with our families and friends. Many take the opportunity to reach out and help those who are less fortunate. As we enter this particular season, I can't help but think of the many families throughout the state who face a difficult Christmas because someone they love was killed or injured on the job. I am outraged by a thoughtless and ignorant governor who would allow his administration to casually dismiss hundreds of Cal-OSHA violations just to clear the books (see article page 1).

We can do something about it. We are going to do something about it. As many Local 3 members take a little vacation this month, our presses will be generating several hundred thousand petitions to restore the Cal-OSHA program. These petitions will be circulated in jobsites all over the state to obtain the necessary signatures to place the initiative on the ballot next year. We hope we can count on your support.

The following comments are excerpted from an editorial that appeared in the Modesto Bee. I'd like to thank brother Roger Lewis of Murphy's, CA for calling it to our attention.

When a construction worker dies on the job, his companions inscribe his name on one of the beams going into the building and weld a wrench on below. That's happened twice in five days in San Jose, where previously only two people had died on construction in the entire period from 1980 to July 1, 1987, the day George Deukmejian shut down the state Occupational Safety and Health Administration office.

According to the latest labor statistics, in the first three months after the governor dismantled Cal-OSHA, safety inspections of California construction sites have been cut in half, fines for serious violations have dropped by two-thirds and citations are down by a fourth. Williams and Burrows, Inc., one of the state's largest general contractors, reports that accidents at its 20 construction sites in California have doubled since the state inspections stopped.

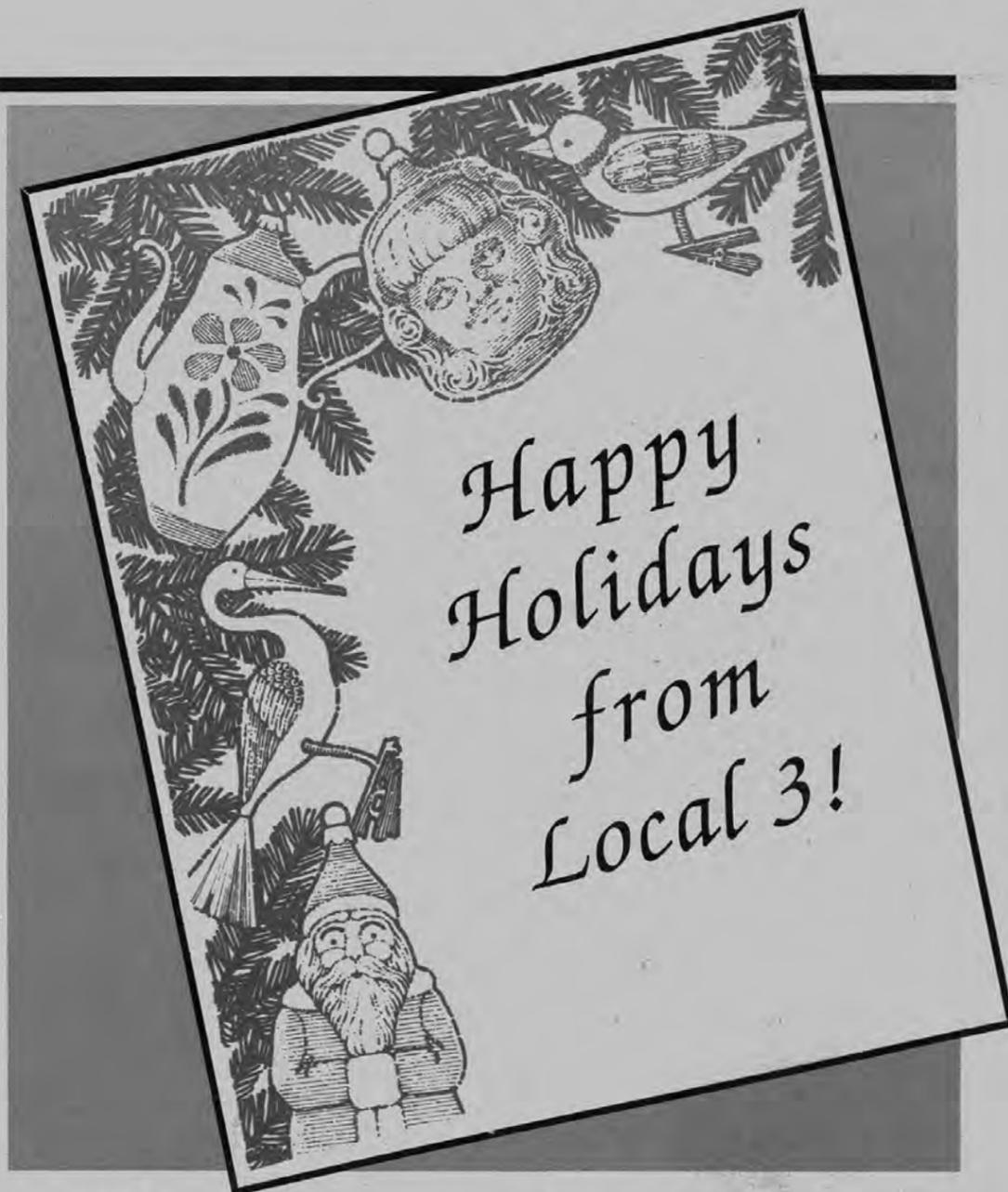
Meanwhile, the administration's been running a kind of going-out-of-business sale on all the claims for death and disabling injury that were still pending when Cal-OSHA shut down. According to an audit by the state controller, the governor's appointees have been offering to settle these cases with employers at an overall discount that works out to about 13 cents for every dollar a worker asked for.

Deukmejian says Cal-OSHA was just a wasteful duplication of efforts that can be performed just as well by federal inspectors. But that's not true for the people who are building the new office towers and pouring the concrete in California. Cal-OSHA could run an inspection whenever it was tipped off by an anonymous phone call that something might be amiss. Federal inspectors only act on the basis of written and signed complaints.

Cal-OSHA kept track of every stage of a construction job by requiring safety permits for the especially hazardous work involved in trenching, demolition and high construction. Today the permit system has virtually collapsed, and federal inspectors routinely investigate a work site only if there's been an accident in which somebody actually got killed or at least five people were seriously injured.

For the men and women whose health is at risk, Deukmejian's stubbornness on this issue is a matter of life and death. Maybe from now on they ought to send the wrenches to the governor.

Amen. And Merry Christmas to you Deukmejian.



Cal-OSHA cases dismissed by state

(Continued from page 1)

dollars into the state treasury.

Witnesses testified that:

- Since last July 1, convictions of Cal-OSHA violators are being needlessly dismissed, costing the state uncounted sums of money in fines.

- Injured workers and survivors of many killed on the job have lost up to half their potential benefits because Cal-OSHA officials have dismissed charges against employers already found guilty.

- County district attorneys have successfully prosecuted employers in cases where Cal-OSHA has dismissed charges on the grounds that evidence was weak or witnesses unavailable.

The session ended with Assemblywoman Doris Allen (R-Cypress) expressing "grave concern" about Cal-OSHA's handling of convictions on appeal and calling for legislative action to see that officials carry out their duties.

Assembly Committee Chairman Dick Floyd declared that he would seek investigations by the attorney general and auditor general. Floyd opened the hearing with a statement that his staff had "identified over 200 cases totaling more than \$300,000 worth of fines that have been dropped or settled for ridiculously low amounts."

He noted that although the governor had retained \$1 million in the devastated Cal-OSHA budget to keep the appeals process operating, the state controller found two months ago that prosecution had faltered and large sums of penalty revenue were in jeopardy.

The initiative drive, which is being sponsored by the California Labor Federation, AFL-CIO, begins this month in its attempt to obtain over 800,000 signatures. The State Federation hopes to have the initiative appear on the November, 1988 ballot. The initiative would guarantee the exis-

tence of Cal-OSHA.

At least 409,396 valid signatures must be obtained, with initials, addresses and all other particulars conforming precisely to the signers' signatures on voter rolls, in order to qualify the initiative for the November ballot. Proponents have 150 days to gather the necessary signatures.

Members who wish to volunteer to gather signatures should contact either their district representative, business agent or Central Labor Council.

Engineers News



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Mall deadline comes and goes: Weisscal fights felony charges

There was no celebration or fanfare this month in San Jose on November 20. That was the scheduled completion date of the controversial downtown transit mall project. Nonunion contractor David Weiss was supposed to have everything done on that Friday, but he probably had other things on his mind.

Just the day before, he was arrested on charges of bribing city officials, violating tax codes and embezzling money from the pension fund.

The 37-count complaint filed by the Santa Clara County District Attorney's office centered on gifts given to San Jose building inspectors and on allegations that Weiss repeatedly failed to forward taxes withheld from employees' checks.

Weiss was also accused of having improperly transferred more than \$225,000 from health and welfare and pension plans to his own business accounts and that of a subcontractor.

This latest development capped a rising tide of controversy that has surrounded the Weisscal project since its inception. The company drew criticism from San Jose residents and city officials in October when Weiss declared he could not complete the project unless he received at least \$42 million for the job, instead of the \$32 million he was awarded. He blamed city engineers and designers for the delays and cost overruns.

Weiss' current troubles began earlier this year when it was disclosed that five inspectors on the mall had taken a houseboat trip at Weiss' expense on the San Joaquin River Delta in September 1986. That investigation broadened to include Christmas gifts given by Weiss to city public works employees and inspectors, including public works director Kent Dewell.

After an investigation by San Jose police, two public works employees were fired in July. A third resigned and six others were disciplined. The bribery counts against Weiss allege that his gifts to Dewell and eight others included Christmas gift baskets from Neiman-Marcus worth \$360 apiece, a \$530 briefcase, a \$600 clock, three Apple computer systems worth \$1,871 apiece and a \$260 telephone answering machine.

City Manager Gerald Newfarmer said all the gifts were either given to charity, returned to Weiss or turned over to the police department. However, several of the employees did not return their gifts until police began their investigation.

However, William Larsen, the deputy DA handling the case, said investigators uncovered no evidence to suggest that city employees solicited the gifts or were in any way influenced in carrying out their duties on the project.

"All of these nine city employees were put upon by Weiss," Larsen said. "All of these nine city employees who were going about their jobs to the best of their ability all of a sudden were confronted with receiving this array of gratuities from the contractor. They had absolutely no control over it. They (the gifts) arrived at their doorstep."

Weiss faces a maximum penalty of 12 years in state prison if he is convicted of all nine felony counts of bribery. The other 20 allegations — 20 of them felonies — center primarily on

charges that he withheld money from employees checks to pay various taxes but failed to forward the payments to the state government in a timely way. Those charges cover a period from November 1986 through October 1987.

Westcon

(Continued from page 1)

should not be awarded the contract on the grounds that the firm did not meet the requirements of lowest responsible bidder. The union questioned the wisdom of awarding the contract to a firm that (1) was not the lowest bidder and (2) did not have the kind of affirmative action program they claimed to have.

After extended debate the City Council reached a 4-4 stalemate vote and approved a motion to reconsider the issue the following week when the full city council would be present.

"It was crucial that we take Westcon on at this juncture," Stapleton observed. "Over the past couple of years they have cornered over \$22 million in various pipeline projects in Northern California. That's a lot of work our members didn't get."

Among the projects either completed or currently in progress by Westcon are:

- Two pipeline jobs totalling \$7 million in the Kings Canyon/Sequoia National Park area.
- A \$2.5 million sewer project for the Truckee-Donner Public Utilities District.
- A \$7 million sewer line for the Contra Costa County Sanitation District.
- A \$3 million pipeline project for the City of Vallejo.
- A \$3 million pipeline project for a private development in Fairfield.

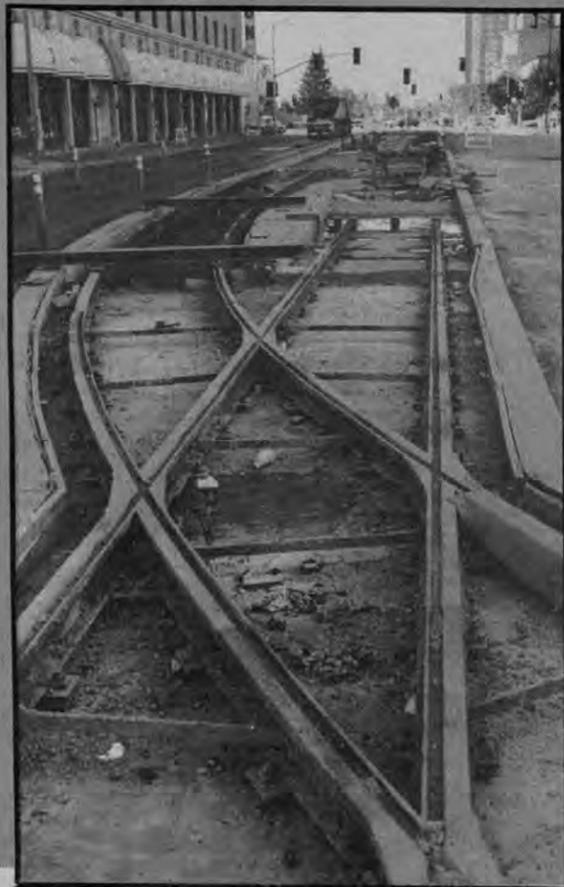
Most of these jobs are being monitored by the Foundation for Fair Contracting. In fact it was information gathered by FFC job monitors that was instrumental in proving to the Stockton City Council that Westcon's affirmative action program didn't measure up to the company's claims.

In addition, the Foundation Westcon has agreed to make restitution of \$300,000 in back wages for violations of the Davis-Bacon prevailing wage law that were documented on the Truckee project. Investigations are also underway for safety violations and noncompliance on apprenticeship standards that have been documented by job monitors, according to FFC administrator Chuck Center.

At the following meeting on Nov. 23, Local 3 representatives successfully countered Westcon's claims that they should be awarded the contract for the project. The final vote was 7-2 against awarding to Westcon.

As a result union contractors T&S Construction and Hood Corporation were each awarded a contract for separate phases of the project.

"This victory shows what it takes to beat the nonunion," Stapleton said. "Political involvement, job monitoring and close cooperation within our organization are all strategic weapons that will help us win."



A tour of the Mall

Nonunion contractor David Weiss conceded last month that he is at least 80 days behind schedule on the San Jose Transit Mall. These photos, taken three days after the Nov. 20 deadline, cast doubt that he will even be finished by then.

Your Credit Union



Bill Markus

Are you in the market for a new car or truck? Would you like to save hundreds, maybe even thousands of dollars on your next purchase? Then call your Credit Union's S-O-S Car Line for help! Your Credit Union has started a unique new Vehicle Purchase Service that helps you get the best possible deal with the least possible hassle.

We now have an In-house automobile consultant that really knows the car industry. When you combine a low cost Credit Union loan with our automobile consultant you WIN THREE WAYS.

First, our consultant gives you a computer printout that compares the dealer invoice price of the car with the suggested retail price. The printout also lists the choices and prices of all options available. This knowledge gives you an advantage when car shopping since you're a more educated consumer. There is a \$10 fee for the printout, but it is refundable when you finance the loan through your Credit Union.

Second, if you wish, our consultant can actually negotiate the deal for you. Just think of the time and expense you'll save by not having to travel all over town to shop for the best deal. Our consultant has over 10 years experience in the car industry, and has the expertise to arrange an excellent deal for you. He has already saved other Operating Engineers Credit Union members THOUSANDS OF DOLLARS.

Third, and best of all, when you finance your loan with your Credit Union you win in all ways. A pre-approved Credit Union loan saves you money, saves you headaches, and gives you the extra bargaining power of a cash customer. Rates range from 7.75 percent to 10 percent depending on the term, and 100 percent financing is available. Terms up to 72 months means your MONTHLY PAYMENTS CAN BE EXTREMELY LOW. Your Credit Union also offers the convenience of payroll deduction for your payments.

Call our S-O-S Car Line Today. You have everything to gain (money) and nothing to lose (the hassle of haggling with dealers) For a limited time only our Vehicle Purchase Service is FREE, so don't delay if you're in the market for a new vehicle. Call (415) 829-4400 and ask for our automobile consultant. Utah members should call (801) 261-2223.

Life insurance benefits

Operating Engineers Local Union No. 3 Federal Credit Union provides up to \$2,000 in Life Insurance to eligible members at no cost. The amount of coverage depends on your age and insurability at the time you make deposits to your savings account. (Continued on page 10)



Local 3 operators look like they're about ready to lift some blue whales right out of an aquarium, but actually they're working next to a huge mural painted

by artist Robert Wyland on the side of the Ilikai Marina Theater. The cranes are setting pile on the old Kaiser Hospital site for the new Hawaii Prince Hotel.

Hawaii initiates grader training program

After months of planning, the Grader Training/Retraining program finally got started this fall. Financial Secretary Wallace K. Lean and J.A.C. State Administrator Francis Borges report that this is the first of its kind for the Operating Engineers in District 17. The class consisted of three students and two instructors. The class lasted three weeks with the use of a CAT Grader 14F.

Those selected for the class were fourteen-year member Grant Davidson, currently with Hawaiian Dredging and Construction Company, 6th period apprentice Lesner Ng of Walker Moody Construction and 3rd period apprentice Jeffery Siaris of Oahu Construction Company.

Journeyman Grant Davidson volunteered for the class to "better qualify and broaden my knowledge in the field of operating heavy machinery." Both apprentices were selected because they have good coordination and excellence in operating equipment. All three students selected had a knowledge and understanding of grader operation.

Instructors selected were John Hookano and James Smith, both 23-year veterans with Operating Engineers. Both have many years experience in operating graders and are considered by many as two of the best around.

The first day was spent going over the machine, its functions and familiarization with the machine. With such a small class, the trainees would have about an hour of seat time and rotate off and on. With imaginary roadways and houselots staked out by Hawaiian Dredging's survey crew, the second day began with actual cutting of up to 18 inches in some areas.

With this large amount of grading, the trainees would become better acquainted with the controls of the grader. Once down to grade instructors Hookano and Smith insisted that a close tolerance of within 1/4 inch be held on the final grade. While one trainee was on the machine, the other two would be briefed by the instructors or were busy setting and checking grades.

During the course of the three week program, all three trainees were under close supervision by both instructors. If a mistake was made, it would be corrected immediately. After the roadway

was done, sidewalk, curb and gutters were also noted.

The second week saw the making of a 100 by 100 parking lot that required about an inch cutting in some areas and fill in others. Again, the instructors insisted that a close tolerance to grade be done. The second and third week involved the cutting of a water tank area. This circular project consisted of cutting and filing.

On this particular project, Hookano displayed many "tricks of the trade" and passed them on to the trainees who didn't realize such things could be done with a grader. The last days of the class, the trainees would practice up on what they had learned in the three weeks, some of which included cutting their own haul road and shaving a well traveled roadway that had many rocks and potholes.

There was much positive feedback from both the trainees and the instructors after the completion of the class. Grant Davidson said, "I'm glad that I took the class. I feel much more confident that I can operate any grader and

get the job done." Both apprentices remarked that they are able to return to their respective employers and operate with more confidence after being taught the right and proper way to get the job done.

Hookano and Smith remarked that at the end of the second week, the trainees had learned a lot and were operating with confidence. With the program being successful, it appears that Hawaii is gearing up for a permanent training site to better train both journeymen and apprentices. And with instructors like Hookano and Smith, and trainees like Davidson, Ng, and Siaris, it is with these people and the help from various contractors that a program such as this can and will be a total success, both now and in the near future.

Local 3 signs 5 year pact in Hawaii

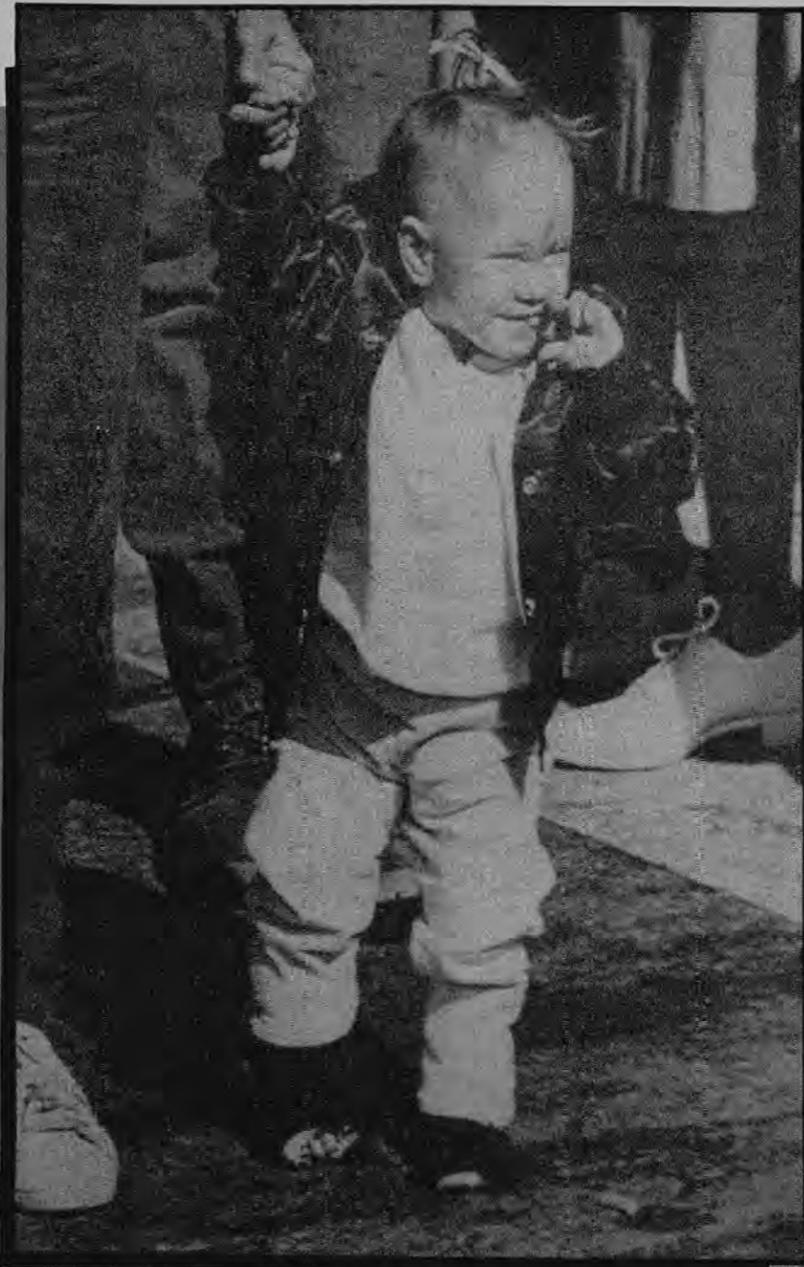
Financial Secretary Wally Lean also reports that after months of on again, off again negotiations, Local 3 recently ratified a 5 year agreement. Thanks to the Negotiating Committeemen made

(Continued on page 9)



Instructor Hookano demonstrates the finer points of operating a blade to apprentice trainee Lesner Ng.

Labor Roundup



Grandpa's union rallies to Jessica

A beaming Jessica McClure headed home from the hospital five weeks after her dramatic rescue from an abandoned water well with the help of her grandfather's union — the Communications Workers. The 19-month old toddler, who sang songs and talked to her mother during her 58-hour ordeal is the granddaughter of Harold McClure, former president of CWA Local 6127.

Scores of CWA members joined in the rescue effort and kept the round-the-clock vigil at the well. Other CWA members staffed the telephones used to get equipment and experts to the scene to save baby Jessica. CWA members also raised more than \$1,000 for Jessica and her family.

Union-buster decides to come clean

Martin Levitt, a twenty-year veteran in the anti-union consulting business operating out of Cleveland, Ohio has renounced his choice of work and labels it "a dirty business." He promises to tell all in a book he plans to have published next year.

"I am taking a position now that management consulting is a disgusting field—although I helped to pioneer it. It is a dirty business, that enables a person to come into a company which is facing a union threat and prey on management's feeling of crisis. The consultant manipulates people to believe that they don't need what in fact they do need," Levitt said.

Levitt explained that often the only winners in an organizing campaign were the union-busting consultants, leaving the union and the company-client in tatters.

"A lot of people have been injured by

this—not just the bargaining unit people, but also supervisors, and the companies themselves. The consultants rip off the employer for in excess of \$1,000 a day, and put him in the position of doing his own company harm," he charged.

Levitt said: "when I started to discover the fatalities that occurred, I got disgusted. No dollar amount was worth the hurt."

He started out as a consultant in 1970 with John Sheridan & Associates, later joined Modern Management Methods, and finally branched out on his own.

"I plan to make amends for the harm I have done as a management consultant—not just to the AFL-CIO, but far beyond," he stated. He says now he wants to expose the whole profession—"not only to neutralize them, but to put them out of business."

Building Trades unions call on Congress to establish separate job safety program

Building trades unions this month called on Congress to set up a separate worker safety and health agency for the construction industry, citing the failure of the Occupational Safety & Health Administration to adequately protect their members on the job.

The AFL-CIO Building & Construction Trades Dept. told the House Education & Labor subcommittee of the need for a new agency to address the specific safety and health needs of the construction industry, which ranks as the second most hazardous behind mining.

The BCTD testimony, presented by Safety Director Jim Lapping, called the current occupational safety and health record in the construction "horrendous." It pointed out that the Construction Safety Act of 1969 was enacted because more than 2,800 building trades workers were killed on the job in 1968. That figure is even higher today, as construction deaths account for 26 percent of all on-the-job fatalities compared to 15 percent in 1968.

The construction trades testimony centered on last April's building collapse in Bridgeport, Conn., that killed 28 union craftsmen.

The BCTD testimony called for legislation requiring that a project owner or the prime contractor be responsible for coordinating safety among all employers and workers on a project. Any inspection targeting programs by OSHA should be directed at those employers with higher than average accident rates, the department said. But OSHA's inadequate record-keeping and

reporting requirements and the lack of a centralized records location make it impossible to target such employers, the BCTD pointed out.

OSHA has been short-changed by the Reagan Administration which cut the number of inspectors nearly in half, leaving just 1,000 to cover the nation, the testimony noted. To remedy this, the BCTD urged creation of the Construction Industry Safety & Health Administration in the Labor Dept., with its director an assistant secretary. In addition, it called for establishment of an academy to train jobsite inspectors.

Other proposals of the BCTD urged:

- A broader scope for the Advisory Committee on Construction Safety & Health, including certification of inspectors, research activities and review and approval of policy directives.

- Authority for agency inspectors to enter a worksite without a warrant and to shut down a worksite after a fatality or catastrophic accident.

- Stiffer penalties for willful and serious violations, ranging up to \$100,000, and for willful or repeat violations resulting in a worker death, a \$25,000 fine and two years imprisonment.

- A right for workers to refuse to perform hazardous work.

- A requirement for a licensed construction safety supervisor on most projects and permits for certain high-hazard projects.

The BCTD said the request for a separate job safety agency for a hazardous industry is "not a novel idea." It noted that Congress created the Mine Safety & Health Administration in 1977 to cover an industry with one-tenth the employment of the building trades.

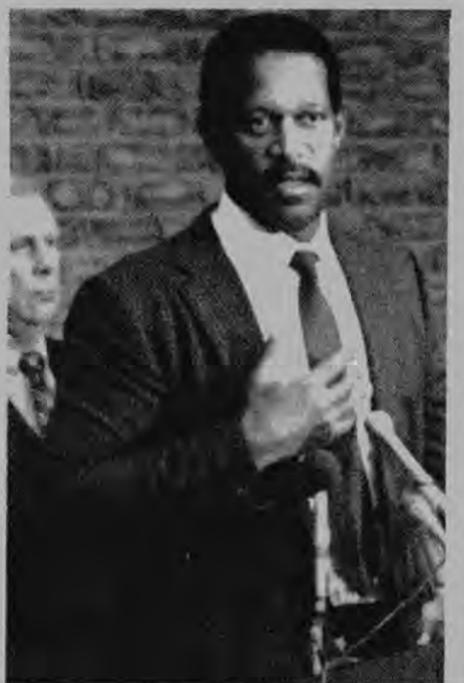
Record fine levied on Bridgeport case

The Occupational Safety & Health Administration proposed a record \$5.11-million fine against five companies involved in the tragic building collapse in Bridgeport, Conn., last April that killed 28 union workers, the worst human toll in a construction accident this decade.

OSHA's investigation of the Bridgeport accident revealed "a serious disregard for basic fundamental engineering practices, and an overall sense of employer complacency for essential workplace safety considerations," said OSHA Administrator John A. Pendergrass.

OSHA, joined by the National Bureau of Standards, determined that the Bridgeport building collapse was most likely caused by the failure of a shearhead, a key component in the lift-slab construction method being used on the 13-story L'Ambiance building.

OSHA's requirement that only accidents resulting in a fatality or more than four injuries need be reported was criticized by building trades unions, which noted the Bridgeport contractor had a similar incident in March 1986 at a building site in Stamford, Conn. A concrete floor slab fell 15 inches when a shearhead failed and a worker lost two fingers. If it had been reported, it might have saved the lives of the Bridgeport workers, union leaders said.



The Game Plan: Executive Director Gene Upshaw of the National Football League Players details the union's antitrust suit against team owners at a Washington press conference. The suit challenges the college draft, right of first refusal/draft choice compensation system and the NFL standard player contract.



Apprentice Phil Flathers



Granite Construction crew (above) excavates trench for storm drain.



Operators for Valley Crane a



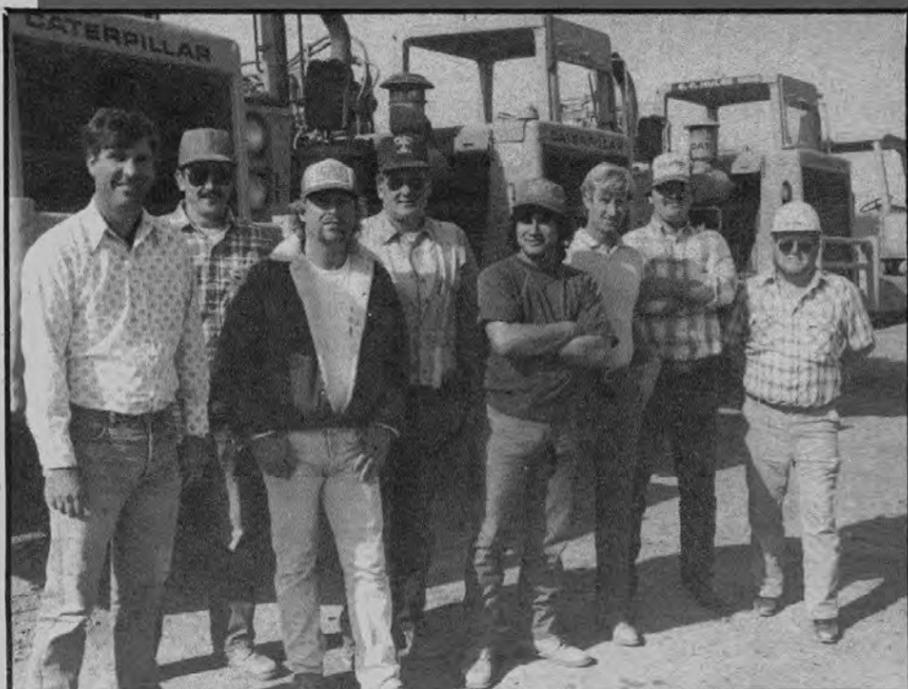
Cutting trenches for Granite is backhoe operator Clark Wagon.



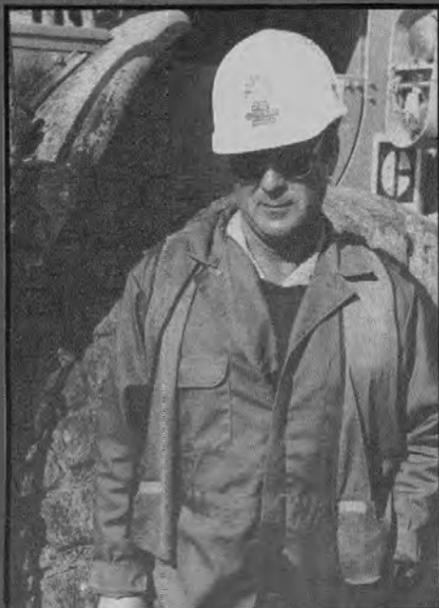
Blade operator Al Caporale



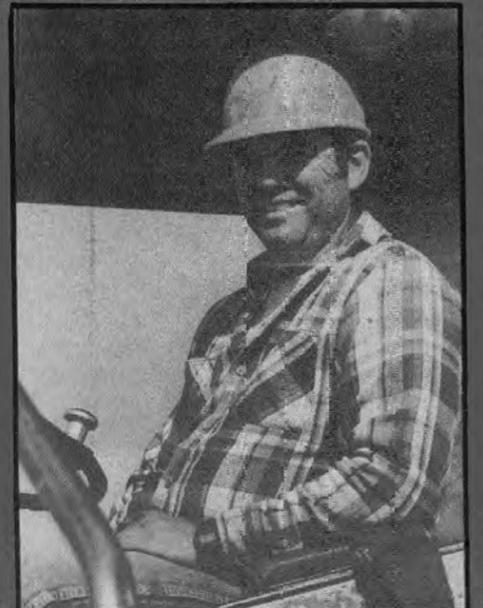
D-6 Dozer operator Randy Kibbe



Dirt Crew working for S.C. Hulse are (left to right) Terry Bahr, Dale Weldy, foreman Ken Caldwell, Walt Davis, Frank Ramirez, Bill Pike, Dave Leslie and Business Agent Gary Wagon.



Loader operator 'Little Jon' Hawley



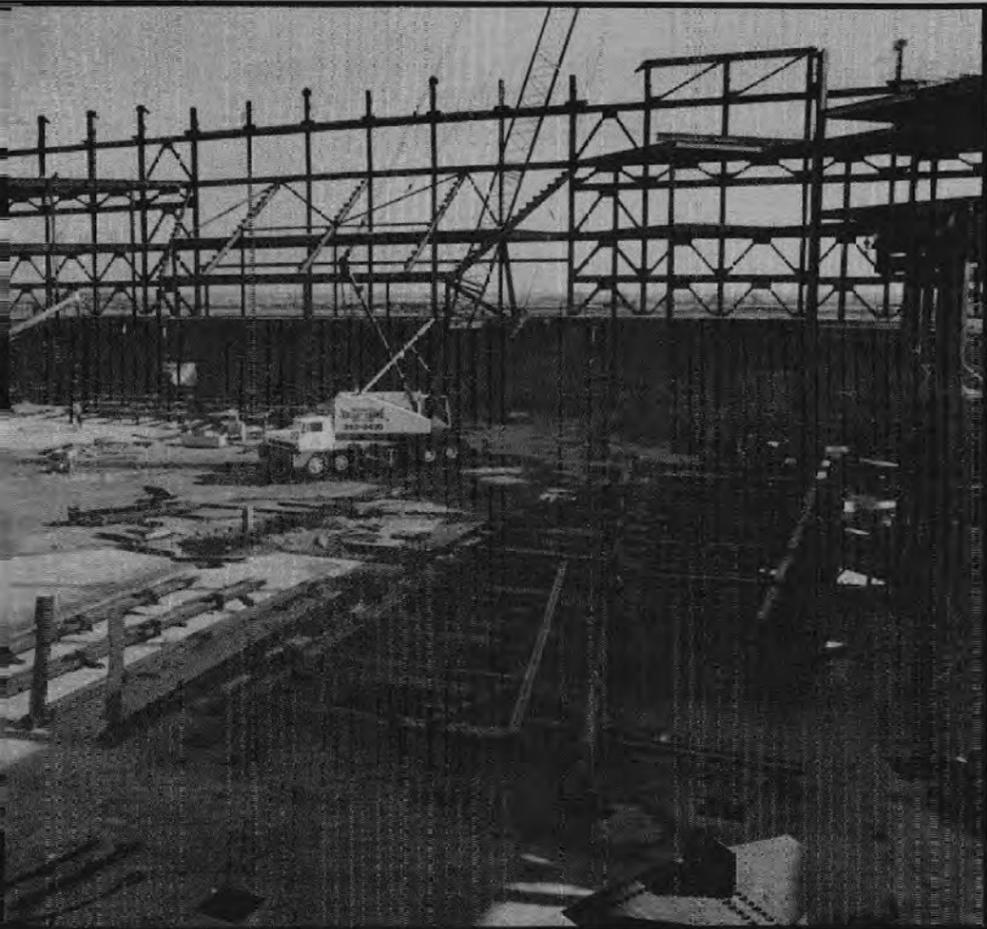
Loader Operator Verron Haley

Arc-take

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S.C. H tion, Gol putting u ley Crane contract t tem.



and Golden State Erectors help ironworkers put up the iron on the Arco Arena.



Working for Valley Crane are operator Tim Simonsa and oiler Tim Ballel.

arena es shape

...e recent acquisition of the
...ketball team, Sacramento
...g it can support profession-
... Local 3 members are log-
...ty of hours on a new
...na which will be the home
...gs.

...vately funded project by
...l Construction was origi-
...nded to be built nonunion,
... Local 3 set up a picket line
...er crafts, the building trades
...successful in getting the firm
...n agreement. The project is
...about 30 operators busy
...for several different con-

...lse is doing the excava-
...den State Erectors is
...o the iron along with Val-
... Granite has a sizable
...o install the drainage sys-



Running compactors for Granite are apprentices Delores Martinez and Dan Griggs.



Running dozers for Granite are (topside) Carl Weiss and (below) Floyd Gray.



Below are operator Larry Dyer and ironworker crew George Van Lone, David Samas, Mike Thurman, Troy Rice and inspector Tom Smith.



Elevator operator Gale Madsen



Crane operator Fred Loya



RETIREE MTGS.

- Eureka** Jan 12, 2 p.m.
Operating Eng. Bldg
2806 Broadway
Eureka, CA.
- Redding** Jan 13, 2 p.m.
Moose Lodge
320 Lake Blvd.
Redding, CA.
- Marysville** Jan 14, 2 p.m.
Veterans Memorial Bldg.
249 Sycamore
Gridley, CA.
- San Mateo** Jan 20, 10 a.m.
I.A.M. Air Transport Employees
1511 Rollins Rd.
Burlingame, CA.
- Napa-Fairfield** Jan 21, 10 a.m.
Elks Lodge #839
2840 Soscol Ave.
Napa, CA.
- Ignacio** Jan 21, 2 p.m.
Alvarado Inn
6045 Redwood Hwy.
Novato, CA.
- Ceres** Feb 9, 10 a.m.
Community Service Center
800 E. Morris
Modesto, CA.
- Stockton** Feb 9, 2 p.m.
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA.
- Fresno** Feb 16, 2 p.m.
Laborers Hall
5431 E. Hedges
Fresno, CA.
- Auburn** Feb 23, 10 a.m.
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA.
- Sacramento** Feb 23, 2 p.m.
Laborers Hall
6545 Stockton Blvd.
Sacramento, CA.
- Concord** Feb 24, 10 a.m.
Concord Elks Lodge #1994
3994 Willow Pass Rd.
Concord, CA.
- Oakland** Feb 25, 10 a.m.
Oakland Zoo-Snow Bldg.
9777 Golf Links Rd.
Oakland, CA.
- Salt Lake City** Mar. 2, 2 p.m.
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, Utah
- Reno** Mar. 3, 2 p.m.
Carpenters Hall
1150 Terminal Way
Reno, NV.
- Ukiah** Mar. 8, 10 a.m.
Discovery Inn
1340 N. State Street
Ukiah, CA.
- Santa Rosa** Mar. 8, 2 p.m.
Veterans Memorial Building
1351 Maple Street
Santa Rosa, CA.
- San Jose** Mar. 15, 2 p.m.
Holiday Inn Park Center Plaza
282 Almaden Blvd.
San Jose, CA.
- Watsonville** Mar. 17, 10 a.m.
V.F.W. Post 1716
1960 Freedom Blvd
Freedom, CA.

Redding sees best work picture in years

The work in the Redding District is the best it has been in the past five years, according to District Representative Don Doser. "Of course, the Interstate 5 jobs have helped tremendously," Doser says.

Stimpel-Wiebelhaus is working approximately 40 members on their job on I-5 near Lakehead. Buck McConnell, the foreman on the job says they are going to try to work through the winter, if possible. Kiewit Pacific has approximately 25 members working on their portion of the I-5 reconstruction.

Work on the Corning Sewer Project is winding down. C.W. Roen has had six operators on the projects all season. They are currently putting the finishing touches on the job. Kiewit Pacific is also working on the project and building sewer ponds. Their portion of the job should also be ending soon.

The J. F. Shea tunnel project at Black Butte Dam is winding down for the members who have been working there

Rains begin their toll on work in Santa Rosa area

The recent rains are beginning to take their toll on work in the Santa Rosa district, reports business agent Rob Wise. Most of the jobs going now are "dirt work" and they cannot take many more soakings until they are closed down for the winter.

Argonaut Constructors picked up several subdivisions toward the end of the season and are working long hours to get the work completed before winter. Jeanne Titsworth said she was rolling base rock by the light from a foreman's pickup truck and expects there will still be some long days ahead.

North Bay Construction has also picked up a lot of subdivision work recently. Wise talked with Jack and Roy Spears, who are blade and grader partners. They are both approaching the 2,000 hour mark and don't see things slowing down yet.

Business agent Stew Orchard reports that even though the rains are shutting several jobs down for the winter, there are still a few companies working with reduced crews. Maggiora and Ghilotti has finished the boat ramp and deposited two feet of sand at the beach area at Yorty Creek at Lake Sonoma. They will be back in the spring to finish the road and parking lot and should finish the job near the end of next summer.

Last month, Orchard identified Lawrence Jolliff as working for Mendocino Paving, placing rip-rap on Maggiora and Ghilotti's job. Most members would know him as Allen Joffiff.

Pete Barretas' crew got their job winterized and shut down for the season. Hopefully, they will be able to get an early start next season. North Bay Construction has been working on quite a few jobs in the Petaluma and Cotati area. Many of the operators have put in a lot of hours working for North Bay. In fact, some think that they have been working too many hours.

Many members have been inquiring about the date for the next grade checking class. Right now, it looks like the first class will start the second week of January. Interested members should call the Santa Rosa office for the exact date and time.

for over a year. The job is scheduled for completion this winter. In another job at Black Butte, F & H Construction is building a power plant and has kept a couple crane operators busy.

North Valley Construction is ending up a very good year in the chip seal business in the north state. They have also been doing some private work in Redding. Tullis and Associates has had a fairly good year, especially in the far north portion of the state, such as Siskiyou County, on overlay jobs and new road construction.

Doser says that the outlook for highway construction in the district is very good. There are three projects north of Redding on I-5 that will be let in the next two years totaling approximately \$50,000,000. Doser has also been busy negotiating project agreements on two power plant projects, one in Redding and the other in Burney. Although official word from General Electric, hasn't been received, if the projects go union, over 300 building tradesmen will be employed.

Business agent Tom Hester reports that the union was successful in signing Elting, Inc. from Oregon for their project for General Electric. The job is site-preparation for a radar back scatter for the Air Force. The job is 35 miles southeast of Tulelake. There are 21 operators on the job now and it is expected to run through the winter.

Completion is scheduled for March, 1988. The second stage of the project went to bid November 19.

In the southwest part of the district, R.D. Robison Construction from Trinity Center is doing land clearing for the Stimpel-Wiebelhaus project on Hwy. 36 at Forest Glen. This is another recent signatory contractor who has brought in new members. The clearing is expected to be completed sometime in December with Stimpel-Wiebelhaus starting to move dirt this spring.

Wolin and Sons, Inc. of Sutter Creek, has two jobs going in the Redding area. They are a sub-contractor to C.W. Roen on the Corning Sewer Treatment Plant. Foreman Bob Callaway has the following brothers on the project: Art Loron, operator/foreman; Eric Mooney, dozer; Mike Backovich, Jr., scraper; Jeff Meyers, grader; Sterling York, blade; Jarmo Isotalo, 235 excavator; Ken Presba, operator and Jim D'Agostini, HDR.

On the Black Butte Dam project west of Orland, foreman Damion Wolin has Bob Vandepol on dozer, Chris Daniels on scraper, Milt Wolford on excavator, Carl Polston on loader, Ken Presba as an operator and Ed Lawson and Joe Matthews on scrapers.

Because of a current dispute, District Representative Don Doser asks that members boycott Camp's Surplus and do their shopping elsewhere.

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



Seasons Greetings! All the best to you, your family and your friends during this holiday season.

It is amazing that we have seen another year go by already. My special thanks to all of you for your help during the year. You have shown such tremendous interest in the benefit programs that it has made it easier for us to keep the programs fine tuned to meet the varying needs of all engineers and their families.

Thanks also to the officers and to all the district representatives and staff. And a special thanks to all the Chapter Chairmen of the Retiree Association—John Gardner, Bill Seeman, Butch Lafferty, Pete Ekberg, Merle Shellenbarger, Art Lance, Fred Crandall, Bud Dalton, Ernie Sutton, Joe Travers, Jim Grant, Sid Turner, Henry Willeesen, Yoshio Azuma. Our deepest sympathy to the family and friends of Chairman Al Perry, passed away this year. Thanks to Gil Hager for his acceptance as Al's replacement.

Please be sure to read your mail and the Engineers News in the upcoming year for important information about your benefit programs. Retirees—please note the schedule of Retiree Association meetings on this page.

Best wishes to you for a prosperous New Year.

Pension W-2P Form on its way

A W-2P form, the 1987 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 1988.

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

Mandatory auto insurance law—a reminder

Due to a recent California State Supreme Court ruling, the mandatory automobile insurance law will now be enforced.

To comply with the law, you must be able to provide a police officer, when and if you are asked, with the name of your insurance company and your policy number.

If you do not have an insurance I.D. card in your glove compartment, you should write the appropriate information on the back of your car registration certificate.

If you have questions, you should call the Department of Motor Vehicles or your insurance company representative.

Applications being accepted for 1988 Scholarship Contest

General Rules & Instructions For Local 3 College Scholarship Awards 1987-1988 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 awarded 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 1987), or, (2) the Spring Semester (beginning in 1988), 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, 1988 and March 1, 1988

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, 1988:

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/her 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.

More from Hawaii district

(Continued from page 4)

up of Maitland Akau (Kona), Richard "Dado" Shiigi (Hilo), Danny Roland (Maui), Jimmy Toguchi (Oahu), Wilfred Palawa (Kauai), and Nathan Yasso (Molikai), the contract was ratified overwhelmingly with 99 percent on all islands.

In the early stages of negotiations, the intent was to standardize as much as possible the language between the four crafts. It was hard going, but through the patience of the Business Manager and our Negotiating Team, a lot was resolved.

To highlight the changes in the new agreement:

1. Apprenticeship Training's new ratio:

- A. 7-19 1 Apprentice
- B. 20-29 2 Apprentices
- C. 30-39 3 Apprentices
- D. 40-60 4 Apprentices

\$75.00 a day penalty for not being in the ratio.

2. Makeup day:

- A. Delete Holiday
- B. At the employee's option
- C. Equal pay in language (Anyone receiving premium pay, the Operating Engineers will receive same on a make-up day.)
- D. Receive overtime by the quarter hour.

3. Holidays:

- A. All 1 1/2 time
- B. Holidays falling on a Sunday to be observed on Monday.
- C. Holidays falling on a Saturday to be observed on Friday.

4. Subsistence in travel. Contract as follows:

- A. \$1.00-1987 upon ratification
- B. \$1.00-1989
- C. \$.75-1990
- D. \$.75-1991

5. Divers:

New language inhouse divers up to 30 ft. depth

6. Meal period

Running overtime after the 5th hour.

7. Application to Sub-contractors:

It is agreed that the sub-contracting clause shall also apply to the hauling of job material, excavated material, and clear and grub material, to and from job sites but shall not apply to contracted containerized rubbish disposal. (To explain the above, it simply means that all of the hauling of the general contractors is the work of the Operating Engineers.)

8. Field survey work:

Licensed surveyors and the setting of control points, bench marks or property lines shall not be covered by this agreement. All other on-site surveying work, except for building layout, performed by the Contractor shall be performed by crews made up by employees covered by this agreement. (To explain the above, this is the initial step in organizing the surveyors).

Wage and fringe allocation

Wage

Effective 9-1-87; \$1.00.

Effective 9-1-88; \$1.00.

Health/Welfare

Effective 9-1-88; 10 ¢

Pension

Effective 9-1-87; 4 ¢

Effective 9-1-88; 15 ¢

Affirmative Action

Effective 9-1-87; 6 ¢

Land Acquisition

(Affirmative Action)
Effective 9-1-87; 10 ¢

TOTAL

Effective 9-1-87; \$1.30

Effective 9-1-88; \$1.25

Effective 9-1-89; *\$1.20

Effective 9-1-90; *\$1.35

Effective 9-1-91; *\$1.40

*Wages and fringe allocation for 1989, 1990 and 1991 to be distributed by the 1987 negotiating committeemen. To be ratified by membership at a later date.

The above wage and fringe allocation represents \$6.50. The above agreement



Apprentice trainee Jefferey Siaris learns the finer points of a blade.

should give us laborers peace for the next 5 years in the State of Hawaii, as the laborers, machinists, electricians, carpenters also have signed 5 year labor agreements.

From the staff of the Operating Engineers on Oahu, Hilo and Maui, we would like to extend to you, your families and friends, a very Merry Christmas and a most prosperous New Year.

Time running out for unlicensed firms

Time is running short for unlicensed contractors to take advantage of a state amnesty offer and become legitimate without paying harsh penalties.

"Through this one-time program, unlicensed contractors may use self-employed experience to meet licensing requirements," said John Maloney, registrar of the Contractors State Licensing Board. "However, as of January 1, 1988, the experience can't be used and stricter penalties will be in effect.

Organized labor has joined employers and government officials in support of

the crackdown on unlicensed contractors.

The unlicensed "underground economy" operators undercut legitimate contractors by avoiding payroll taxes for unemployment and disability insurance by skipping workers' compensation insurance and by cutting wages and denying workers medical insurance, vacation credits and other benefits.

Workers are cheated, legitimate employers are put at a disadvantage, and the state loses tax revenues.

Devil's Slide suit tossed out

One of two major lawsuits blocking construction of the Devil's Slide Bypass has been rejected by a Sacramento County Judge. Superior Court Judge John Boskovich denied a request sought by the Sierra Club and the Committee for Green Foothills which would have blocked the project.

They had challenged the adequacy of the final environmental impact report for the 4.5 mile bypass. The project has been on the drawing boards for over twenty years and has been the subject of intense lobbying by Local 3 for the past several years. With the current bypass plan approved nearly two years ago, the dismissal of the superior court suit is a major victory for the proponents.

San Mateo County Board of Supervisors President Tom Nolan said, "I'm

just thrilled; I think it's wonderful."

Tom Casey, chief civil deputy for the San Mateo County District Attorney's office, said the lawsuit is one of four challenging the bypass project but this was one of only two active ones. The county was an intervenor in the state court lawsuit against the Department of Transportation, which was argued in Sacramento last July.

The other lawsuit, in federal court was to go to trial in November, Casey said. "We need to win all these, but obviously this is a major step." Casey also speculated that the plaintiffs would appeal the Sacramento ruling.

In his decision, Judge Boskovich said the most serious challenge to the environmental impact report that had been made in the lawsuit was failure to adequately acknowledge the visual impact of the bypass. But "while the visual impacts from the construction of this highway cannot totally be alleviated," the judge wrote, "the FEIR does sufficiently inform the public and decision makers of the visual impacts and why the project is being proposed, not withstanding the effects of the impact."

"To completely avoid adverse visual impacts would render the project unfeasible. The construction of a highway necessarily leads to a change in landscape."

On a number of points, the judge found that the plaintiffs' criticisms of the EIR were substantially covered by the document itself, including allegations about the loss of plants, drainage and erosion concerns and the alleged growth-inducing impact of the road.

Boskovich said that CalTrans had, contrary to the plaintiffs' claims, considered all feasible alternatives and that if the agency had to consider every combination of routes and widths, it would be "beyond the reasonable and practical limits of an EIR."

Environmental groups offered their own alternative to the inland bypass, the so-called Marine Disposal alternative, which would replace the old road by pushing some 14 million cubic yards of rock and dirt into the ocean below and putting the roadway on bedrock.

Judge Boskovich said there is substantial evidence to support the findings of the EIR that the alternative is "imprudent" carrying with it greater geological risks than the approved route and offering the same erosion problems that now force closures of the road.

Supervisor Nolan called upon the plaintiffs to accept the judgment of the court and not file an appeal. He noted that \$50 million has been set aside by the federal government for the bypass, money that any locality would love to have.

At issue in the federal lawsuit is whether the highway planners were required to prepare a study to determine that there is no other "prudent or feasible alternative" to going through the parkland.

Nolan said the Sacramento judge's opinion on the viability of the Marine Disposal alternative "kills it as a viable possibility" and he hoped that the opinion will be taken into account in the federal court case.



'MATE' for job safety

Make A Thoughtful Effort for safety is a positive approach to involve the line supervisor—and indirectly the individual worker.



Jack Short

A curious title? Perhaps, but to Make A Thoughtful Effort for safety is a positive action that must be made to eliminate accidents. Thorough could be substituted for Thoughtful, but if the effort is a thoughtful one, it has been planned, and if well planned, it should be a thorough action. The extent of the planning will depend upon the job to be analyzed. A major shutdown or over-haul, for example, should have safety included at each step of the job and deserves considerable thought. Or, if operators are to be checked to see how safely they do a portion of their job, it should be known what they are expected to do, considering ways the task was done in the past that resulted in near-misses or accidents. In these two cases (shut-down and operator check) several levels of management are involved, and a number of employees should be affected. The real heart of a successful accident prevention is the individual employee.

Get each employee involved—get each one on the TEAM (Theory, Enthusiasm, Advise, Motivate).

Theory

Since those closest to the job are the ones actually doing it, their theories or ideas are often worthwhile. In expressing them to a supervisor, the employee may feel more committed to safe performance—by expressing his ideas on how to act. The idea or discussion may lead to a more workable and safer method. If the supervisor has listened, other ideas will be forthcoming, and some of them may be valuable. Listening is important in itself.

All the advice and information is of

little value if it does not result in desirable action. Motivation is the subject matter of hundreds of books and theories and years of research; it will be only lightly touched upon here. Each supervisor has a way that works best to motivate.

The following reminders may aid in improving motivation:

- Being a good example is important, because actions do speak louder than words;
- Using a positive approach is more effective than depending on anxiety or fears;
- If the only time an employee is talked to is to be corrected, he/she will soon put up a wall when the supervisor starts talking.
- Be sure that many contacts with employees bring good news, so that they are receptive listeners.
- Everyone wants to feel "needed," and praise is a powerful incentive to improve safety performance.
- If discipline is needed, it should be positive so as to help the employee rather than to punish.

Remember, motivation is an appeal to the emotions, rather than to the reasoning. All of us rate what is important to us or to our job in various ways. Several recent studies show that pay is several steps down in the factors listed by most workers. To motivate effectively, it must be known what the person we are dealing with considers most important—such as social approval, security, achievement, and likes and dislikes.

Here, again, the first-line supervisor is usually the one who knows the person best. Every effective supervisor should periodically read material on motivation. Most safety supervisors have enough experience to look at the employee—machine—environment interaction and evaluate what can happen to cause an accident. The contact with the worker should concern the job, have a positive approach, and be made with a "prevent" idea rather than a hasty correction.



Safety Director Jack Short conducts a safety training meeting with mechanics working for Guy F. Atkinson at the Cloverdale Bypass.

Credit Union

(Continued from page 4)

If you are insurable you can earn the full \$2,000 by having \$2,000 or more in your Credit Union savings account before your 55th birthday. If you don't have \$2,000 on deposit by your 55th birthday you can still earn a percentage of the life insurance on your savings.

Please keep in mind that when you transfer money from savings to a Certificate of Deposit that you may affect your insurance if your savings fall below \$2,000. If you want to protect the maximum life insurance earned, you shouldn't withdraw your savings account below \$2,000 after your 55th birthday.

The insurance chart below shows how much insurance coverage you may have on your savings account:

0 to 6 months—	25 percent
6 months to 54 years—	100 percent
55 through 59 years—	75 percent
60 through 64 years—	50 percent
65 through 69 years—	25 percent

For example, you have \$1,000 on deposit in your Credit Union savings account before age 55. At age 58 you deposit another \$1,000. You'd have \$1,750 worth of insurance coverage, 100 percent on the \$1,000 deposited before age 55, and 75 percent on the \$1,000 deposited at age 58.

If you have any questions on life insurance or any other Credit union service please call one of our Member Services Representatives at (415) 829-4400. Utah members should call (801) 261-2223.

The holidays are here and some of us need a little extra cash. Your Credit Union can help. We offer a 14 percent Line of Credit that takes the sting out of those holiday bills. Why charge gifts at department stores for 18-21 percent interest when your Credit Union's rate is only 14 percent? You'll save money!

You can use a Line of Credit for almost any purpose: home furnishings, bill consolidation or even a vacation. Credit Lines up to \$10,000 are available, and you only pay interest on the outstanding balance.

Call TODAY for a convenient Phone-A-Loan application. Simply complete an application once and thereafter, you just call to get a cash advance. Call (415) 829-4400 today and make your holiday shopping a little easier. Utah members should call (801) 261-2223.

Attend Your Union Mtgs.

Swap Shop: Free Want Ads for Engineers

FOR SALE: Oroville Foothills 7 1/2 acres with 12 X 64 Mobil home. Storage trailer, well septic & power & case tractor & Disc. \$55,000 will take as down late model pick-up A/TD/T. Alex Cellini 1521 Valley View Dr. Yuba City, CA. 95991 (916) 674-3927 Reg #1013084 11/87

FOR SALE: 1983 GMC 2 ton truck (former Ryder Truck) 18' Box 5 speed trans. Perfect cond. \$10,000 Ray Morgan 21 Littleway Lane Watsonville, CA. 95076 (408) 722-6738 11/87

FOR SALE: New Onan Generator Model 4.0 CCK-3CR/8389V 120/240 PHI Wire 4 Cycle 60 RPM. 1800 Bat. 12V KW 4 KVA 4 AMPS. 33.3 AMPS. 16.7 Gas and Propane \$1,800.00 SS #728-14-1187 H. Sahr 1029 Holly Street Alameda, CA 94501 (415) 865-4643 11/87

FOR SALE: Custom 3 Bdrm. 3 Ba. very good cond. energy efficient home on approx. 48 acres. cozy rock hearth & spacious kitchen. Satellite, TV dish, dble gar. & landscape 2 wells, 2 springs. Some meadow, more woods, short walk to Lake Selmac. \$138,000. Jacinth Brun 635 McMullen Crk. Rd. Selma, Oregon 97538 (503) 597-2445 SS #575-07-3953 11/87

FOR SALE: HD5 tractor with blade \$5,000 very good cond. Jacinth Brun 635 McMullen Crk. Rd. Selma, Oregon 97538 (503) 597-2445 SS #575-07-3953 11/87

FOR SALE: Calahan lill bed trailer 1952 22X8 deck, 8-18 ply \$6,000. Ford F600 4X4 1975, Pitman Crane, auger, 4 outriggers \$12,000. Wench (heavy duty) with headache rack \$1,200. Graco air powered commercial airless paint sprayer \$1,000. Oilers, air compressors, welder, mortar mixer, 525 gal. fuel and 4000 gal. fuel/water tank, 5 duplex wheels & tires, 4 new Bridgestone SLM 11-24.5 tires, PUC Highway contract carrier permit, more. Call (408) 438-4488 Charlie or Ray 605 Amesti Road Watsonville, CA 95076 SS #545-36-3252 11/87

FOR SALE: Classic 1969 Mach I Mustang Exc. body & paint. New dash, front & rear spoilers. Very nice original muscle car. \$5,000 or best offer. Richard or Christine Godin P.O. Box 1013 Battle Mtn, Nev. 89820 (702) 635-2701 #SS540-76-4633 Reg #1908023 11/87

FOR SALE: 34 Acres w/ a newer 3 bdrm. 2 ba. Custom manufactured home, (plus a 2 bdrm, 1 ba. older home.) Olive orchard, fenced for livestock, plenty water, out buildings, gold found on property. 15 min. from Lake Oroville. Good income plus tax shelter. Owner will carry. Leslie Owens 2779 Hwy 70 Oroville, CA 95965 (916) 532-9327. SS# 572-60-3636 11/87

FOR SALE: 21 Acres Olive orchard fenced, plenty water, deep loamy soil 15 min. from Lake Oroville, good income plus shelter. Owner will carry. Leslie Owens 2779 Hwy 70 Oroville, CA 95965 (916) 532-9327. SS# 572-60-3636

FOR SALE: D4-7U Caterpillar Tractor with hydraulic dozer. Good Cond. Mervin Wiley 1442 Paloma, Stockton, CA. 95209 (209) 477-5734 Reg. 1143062 11/87

FOR SALE: 31 ft. Boles Area Trailer and Cabana, complete snow roof. In trailer park. Pollock Pines, CA. Richard L. Coster (209) 957-2533 #571-42-0770 11/87

FOR SALE: Retired Mechanic, complete box of tools, plus many misc. Henry Morales 15575 Quito Road Monte Semo, CA. 95030 SS (408) 354-3007 #571-28-4523 11/87

FOR SALE: Ring Neck Pheasants Castro Valley Game Birds 8371 Norris Canyon Rd. Castro Valley, CA. 94552 David Kennedy (415) 537-2594 Reg. # 1768889 11/87

FOR SALE: 1954 5 window Chev. 1/2 ton P.V. 6 cyc. runs good. \$1,000 2-Reg. Quarter Horse Mares 1-9 yrs. 3-bars, good calf horse bred to paint stud \$1,200 1-6 yrs. Leo bred \$800.00 T-D 24 angle dozer, ROPS Double Cable unit \$1,000. A.C. D-14 row-crop Tractor 3-pNT, Live HYD. S \$1,500 Pat McFarlane 6500 Workman Road, Fallon, NEV. 89406 Reg #1609838 11/87

FOR SALE: 1987 Fireball 5th wheel, w/ 6ft. electric pop-out, like new, less than 200 miles. Fully self-contained, air cond. many extras. \$30,000 or \$10,000 and take over pmts. Kevin Benson 32880 Palomares Rd. Castro Valley, CA. 94552 (415) 582-8229 11/87

FOR SALE: El Dorado County, 5 plus acres. Separate pastures, sprinkler system, plenty of water. Fruit trees 3 bdrm. home 2 1/2 Ba. 2 story barn all 8 yrs. old. school buses at gate, ajoins fishing. Ideal living for appt: 888-6222 J.E. Bushman. Reg #0413422 11/87

WANTED: Tractohoe attachment for H.D. 6-G. or H.D. -G. (209) 296-4364 Jim Browning P.O. Box 24 Pine Grove, CA. 95665 11/87

FOR SALE: Luxurious Fishing Boat 1987 Boston Whaler Outrage 20'. 175 Johnson Outboard W/VRO, has 200 hrs., Center Console, OMC Controls, I-COM VHF M-55 with Antenna and Base, Furuno Sounder FMV-601, Ritchie Compass, Leaning Post with Rocket Launchers, Stern and Side Rail Kit, Fiberglass Gunwales, Console Rod Holders with Seat Cushions, 20 gallon bait tank, "EZ Loader" THD 21 4000 Galvanized Trailer, Transferable 10 year warranty. Plus many extras. Asking \$23,500 or B./O. David Osorio (415) 986-1355 or Julie Garing (415) 431-1568 11/87

FOR SALE: by owner Quality built, like new 3 bdrm. 2 1/2 ba. Ranch-style home, 6 yrs. old, full basement completely finished, with 1 bdrm. and 1/2 ba. sump pump and storage, living rm. carpeted, kitchen & dining area, on sewer, gar. door opener, large lot landscaped, utility bldg. in small town of Adrian MO. Ideal for young family or retired, in quiet community. \$52,000 cash Tony Levy Call (816) 297-2544 or write to P.O. Box 60 Rt. 2 Adrian, MO. 64720 Reg # 0600835 11/87

FOR SALE: 1974 Ford LN-750 16' Box with Liftgate new 391-V-8 new clutch. 5 Speed/w 2 speed power steering also Pallet Jack. in great cond. Bill Fullmer (801) 489-4423 or (801) 489-9036 11/87

FOR SALE: 1974 Chev P-30 Step Van 350, V-8 P.S. P.B. dual wheels-16" ft. body in great cond. Bill Fullmer (801) 489-4423 or (801) 489-9036 11/87

FOR SALE: Reduced for quick sale 3 Bdrm, 2 Ba. mobile home on 6/10th acre in Lake County. Lots of room for RV, Boat and Garden. Close to fishing and boating. Must sell. \$59,500 Darell Steele (916) 272-2225 Reg #1467145 11/87

FOR SALE: K & E 1" Theodolite \$1,000, Zeiss Level \$300, Ted Madson Elementary Survey Law Tapes \$50, plus more. Tom Milton 15720 Ranchero Dr. Morgan Hill, CA. 95037 (408) 779-6422 Reg #1143077 11/87

FOR SALE: Acre lots for sale on Arizona Strip, 5 miles from Mesquite Nev. Power, water & phones avail. Lewis Peterson 290 N. 100 E. Lehi, Ut. 84043 (801) 768-9536 Reg # 0828760 11/87

FOR SALE: Corvette Stingray 1969, 427 4 speed, T-top, one of a kind. \$14,000 Peter T. Giordano 6171 Old Olive Hwy Oroville, CA. 95966 (916) 589-2646 Reg #1754890 12/87

FOR SALE: House, and 17 plus acres 5-years old, living & dining rm. kitchen 2 bdrms. 2 1/2 ba. house trailer 2 1/2 ba. 2 bdrms, kitchen living rm. Large pole barn, 2 shop buildings, 3 space carport. 1 acre fish pond, lots of fish. 2 1/2 acres pasture under sprinklers 11 acres open land all fenced good for cattle or horses. Tractor dic crush more. \$180,000 Howard Laney 3849 S. Usry Reedy, CA. 93654 (209) 638-3487 SS. #557-16-1283 12/87

FOR SALE: Indiana Trailer New car hauler 16'x8' wide 4 wh. elec brakes \$1,200 Lewis McAfee 4392 Emerald Ridge Lane Suisun, CA. 94585 (707) 864-2111 SS#655-10-8918 12/87

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 Committeemen shall take place at the first regular quarterly district or sub-district meeting of 1988. The schedule of such meetings at which the Grievance Committee members will be elected, is as follows:

January

- 12th District 4: Eureka Engineers Building, 2806 Broadway
- 13th District 7: Redding Engineers Building, 100 Lake Blvd.
- 14th District 6: Marysville Engineers Building, 1010 "I" Sreet
- 20th District 1: San Francisco Seafarers Int. Aud. 350 Fremont St.
- 27th District 17: Honolulu Kalihi Waena School, 1240 Gulick Avenue
- 28th District 17: Maui Kahului Elem. School, 410 S. Hina Avenue Kahului, Maui
- 29th District 17: Hilo Kapiolani School, 966 Kilauea Avenue Hilo

February

- 9th District 3: Stockton Engineers Building, 1916 N. Broadway
- 16th District 5: Fresno Laborer's Hall, 5431 East Hedges
- 23th District 8: Sacramento Laborer's Hall 6545 Stockton Blvd.
- 25th District 2: Oakland Warehousemen Local #6 99 Hegenberger Rd.

March

- 2nd District 12: Salt Lake City Engineers Bldg. 1958 W. N. Temple
- 3rd District 11: Reno Musicians Hall, 124 West Taylor
- 8th District 10: Santa Rosa Veterans Bldg. 1351 Maple St.
- 15th District 9: San Jose Labor Temple 2102 Almaden Rd.

How alcohol affects the system

LIVER: About 1 in 3 heavy drinkers will develop scars on the liver associated with cirrhosis—a disease in which cells are destroyed and the organ no longer is able to process nutrients in food. The disease is usually painless until the damage is too far advanced to be treated. About half of those who develop cirrhosis will die within five years. Although the disease is generally associated with very heavy drinking—the average patient in one survey had consumed 13 drinks a day for 20 years—a recent French study suggests that men who have as little as three drinks a day, and women who take 1 1/2 drinks a day may be at increased risk of developing cirrhosis.

BRAIN: Heavy abuse of alcohol

causes a loss of cells in different regions of the brain and also disrupts connections between nerve cells. That leads to permanent damage of the brain and nervous system. Among such chronic effects are polyneuropathy (the loss of sensation) and Wernicke's disease, typified by paralysis of eye movement and rapid mental deterioration. In severe cases, alcohol withdrawal can also trigger hallucinations and tremors, the condition known as delirium tremens.

STOMACH: Wine, and to a lesser degree beer and diluted whiskey, stimulate the stomach to secrete gastric acid. The lining of the stomach becomes inflamed, leading to the formation of painful peptic ulcers. Heavy drinkers also frequently suffer from diarrhea and impaired ability to absorb nutrients through the intestines.

HEART: Chronic abuse of alcohol frequently causes hypertension, or high blood pressure, increasing the risk of strokes and heart attacks. It can also damage the muscles of the heart directly, causing a condition known as cardiomyopathy. In addition, alcohol inhibits the manufacture of red and white blood cells which may result in anemia and weakened resistance to infection.

REPRODUCTIVE SYSTEM: A significant rise in sex hormones occurs shortly after alcohol enters the blood system. But at high doses, the level of the hormones falls. With heavy alcohol use, both sexes may fail to reach a climax, and men may lose the ability to sustain an erection. Alcohol is in fact a major cause of male impotence. And drinking by women during pregnancy carries the serious risk of harming the fetus.

*Have A Happy, Safe Holiday.
Don't Drink And Drive.*



Sacramento: We would like to extend our sympathies to the families and friends of departed Brothers Henry Deering, John L. Hinote, Sr., Hugh Jessee, Donald Kearney, Jack Livingston, Thomas Montague, Rollin Morgan, Harvard Robinson, Lacey Trimmell and Arthur Williams.

Our sincerest condolences go to Brother Roy Stoddard on the death of his wife, Meredith.

Marysville: Our sincerest sympathy is extended to the family and friends of retired Brothers: Hubert Hyden; Kenneth Larum 9/11/87; Orvil Sapp 9/26/87. Our sincerest condolences go to Brother Salvatore Monticello on the death of his wife, Dorothy.

\$100 million allocated for highway work

The California Transportation Commission recently allocated more than \$100 million for statewide highway construction projects.

The Bay Area's biggest project was a \$10 million allocation for another leg of Interstate 80 with the Richmond-San Rafael Bridge. The funds will pay for a six lane freeway from the West Cutting Boulevard overcrossing to Canal Boulevard.

The San Francisco-Oakland Bay Bridge came in second place. The Commission has allowed \$2,750,000 to construct a canopy over the toll booths.

The commission also approved almost \$2.7 million to reconstruct the approaches in Benicia to the Benicia-Martinez Bridge and improve the toll plaza.

Other Bay Area projects include:

- Rehabilitation of the roadway on state Route 84 near Livermore from Arroyo Del Valle Bridge to Alden Lane for \$240,000.
- Installation of bridge netting on the bus ramp in San Francisco at the Transbay Transit Terminal, \$77,000.
- Installation of traffic signals and lighting in Half Moon Bay on state Highway 1 at North Junction Main Street at \$80,000.

A spokesperson for the California Department of Transportation says the allocations will allow Caltrans to call for competitive bids on 33 highway projects throughout the state in the near future.

Sacramento report Teichert still going strong

Teichert Construction is still going strong in their cat. plant and electrical shops, according to business agent Hugh Rogan. They're keeping everybody working with overtime here and there.

Teichert's rock plant is still operating two shifts, five days a week, with repairs on Saturdays and graveyard shift. Ron Eversden said that they will be down for about a month for changes and repairs on the rock plant. The asphalt plant has been going real good this year with Azteca helping out when they have really busy days.

Healy Tibbitts has one of their old steam rigs in Sacramento at Miller Park driving piling for additional boat docking. They should be finished this month. J.A. Jones is working on the Hyatt Hotel in downtown Sacramento. They are ahead of schedule and should be out of there by March 1988.

Campbell Construction is working at 6th & I Streets on their 14-story senior citizens residence.

Business agent Gary Wagnon reports that work on the west side is steady with two shifts and extra hours in all the rock plants. Work will continue on this schedule until the rains come.

Hoffman Construction in West Sacramento is progressing well with the structure on the new Bryte Bend water treatment plant. Granite Construction is working six days a week on the underground portion of the Arco Arena Sports Complex.

Lukenbill Construction is moving dirt and pouring the concrete on the new basketball stadium at Arco Arena. Gold-

en State Erectors is setting the iron on the structure with Sacramento Valley Crane doing the hoisting.

District Representative Ken Bowersmith and Wagnon are progressing with negotiations with Cardinal Scale "the old Murphy Scale" and with Layne-Western Water Well Drilling. The out-of-work list in Sacramento is slowing down on work orders as most of the companies have their crews.

Honorary Members

At the Executive Board meeting on October 11, 1987, it was reported that the following retirees have 35 or more years of membership in the Local Union as of October 1987 and have been determined eligible for Honorary Membership, effective January 1, 1988:

- Joseph Andrade#0287968
- Ronald Buchholz#0632452
- Fred Comarsh#0750460
- Boyd Deaton#0750260
- Weldon Denham#0750262
- William Dyer#0750469
- Clarke Eikenbary#0750266
- Earl Faria#0750269
- Leslie Geer#0723755
- Nathan George#0738736
- Michael Gibney#0738737
- Cecil Hector Jr.#0711809
- Albert Henson#0683184
- Victor Johnson#0724272
- Donald Kidman#0750312
- R.L. Madieros#0750339
- Merritt Ostlund#0738770
- Joel Roth#0657717
- Manuel Simas#0707363
- Ed Stubblefield#0589284
- Leslie Sullivan#0661011
- Jackson Triplett#0738873
- Charles Walsh#0723793
- William Wilde#0750565

District Mtg. Schedule

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

January

- 12th District 4: Eureka Engineers Bldg. 2806 Broadway
- 12th District 17: Kona Konawaena School Kealakekua
- 13th District 7: Redding Engineers Bldg. 100 Lake Blvd.
- 14th District 6: Marysville Engineers Bldg. 1010 "I" Street
- 19th District 17: Kauai Wilcox Elem. School 4319 Hardy Street
- 20th District 1: San Francisco Seafarers Int. Aud. 350 Fremont St.
- 27th District 17: Honolulu Kalihi Waena School 1240 Gulick Ave.
- 28th District 17: Maui Kahului Elem. School 410 S. Hina Ave. Kahului, Maui
- 29th District 17: Hilo Kapiolani School 966 Kilauea Ave.

February

- 9th District 3: Stockton Engineers Bldg. 1916 North Broadway
- 16th District 5: Fresno Laborer's Hall 5431 East Hedges
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- 25th District 2: Oakland Warehousemen Local # 6 99 Hegenberger Rd.

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Agnos racks up great victory

(Continued from page 1)

a study for the construction of a new baseball stadium at 7th and Townsend, a stadium that the Giants say must be built if they are to stay in San Francisco. Agnos favors a stadium at 3rd and Mission instead. The proposition was defeated in November.

Agnos also opposes the home porting of the USS Missouri in San Francisco. He says that rather than expend \$5 million in City funds in the initial year and \$2 million annually after that, the City should attempt to recruit other small businesses to locate in San Francisco. The loss of small business, blue collar jobs is a primary concern to Agnos.

Agnos is also concerned about the lack of affordable housing in San Francisco. He says that the most crucial question that San Francisco has to decide in the next decade is whether it will continue to be a place where average people can afford to live.

Agnos' victory was a stunning reversal of popular opinion earlier this year. For the past two years, John Molinari was considered the front runner in the campaign to replace Mayor Feinstein. Agnos was troubled by a lack of name recognition in the west-

ern, conservative part of the City. This summer, he was also troubled about revelations concerning his personal finances.

But as the campaign progressed, his neighborhood grass roots approach took hold and his support increased steadily. After receiving the endorsement of the Police Officers Association, voters began to see Agnos as a legitimate candidate, not simply a liberal politician. Agnos stressed the issues facing the City, rather than run a negative campaign like Molinari. The constant attacks on opponents in the primary eventually backfired on Molinari and the voters began to see him as a negative politician undeserving of their votes.

As the Feinstein era ends in San Francisco and the Agnos years begin Operating Engineers face the future with a long time friend in the Mayor's office. The only building trades union in the City to support Agnos, Local 3 now has the opportunity to work closely with the new mayor. Business Manager Tom Stapleton congratulated the Mayor-elect and offered "our support and help in governing San Francisco. Mr. Agnos has a tough job ahead of him and Local 3 is more than willing to help wherever possible."