

Engineers News

VOL. 51, NO 12

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

DECEMBER 1993

A drop in the bucket

**Birmingham works
ahead of schedule
on Vallejo's
upgrade of
Fleming Hill
treatment
plant**

See page 6-7

Semi-annual meeting

See page 18 for details

Photo by Steve Moler



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

Well, we've had our fill of Thanksgiving turkey and a long holiday weekend to let the disappointment of the NAFTA vote subside. Actually, there may be more connection to Thanksgiving and NAFTA than meets the eye. There are more than a few political observers who believe that Clinton stepped in on the American Airlines strike as a way of offering an olive branch to labor after the hot and heavy trench warfare preceding the NAFTA vote in Congress.

For those who have made their minds up to stay angry, I'm afraid it won't do the trick.

The fight between President Clinton and NAFTA offers some valuable insights and a lesson or two that both sides could stand to learn.

The NAFTA fight was like a serious disagreement between a married couple over raising the children. One spouse (in this case, labor) is basing her stand on principle and what is right. The other spouse (Clinton) appears to be disagreeing – also on moral grounds – but his tactics give him away. He seeks support for his side by currying favor with the kids (Congress), giving them treats and promising them gifts they don't deserve and which have no real bearing on the issue at hand.

So what's the lesson to be learned?

I think labor leaders who have vowed to carry on the NAFTA fight by vindictively seeking to oust those congressional representatives in the next elections who they feel were traitors to labor are making a mistake. Yes, we disagreed with Clinton over NAFTA – and we still disagree. Perhaps we should "agree to disagree" and move on to other issues which are equally if not more important to working men and women – i.e. health care.

Let's face it, if Clinton can come up with a workable solution to the health care nightmare that plagues every middle class American, he will have accomplished something more significant than the last couple of decades of presidents. He needs our help to get health care through and we want to make sure our views are incorporated in his plan.

That whole process stands could go down the toilet if we keep throwing NAFTA up in Clinton's face.

There's a lesson for Clinton to learn, too. He should quit approaching big issues like NAFTA as if he were cramming for some college test after having screwed around for most of the semester.

The President can't pull off a last minute full-court press without making a lot of deals. And that's the rub as far as labor is concerned. There are some issues based upon principle, based upon what is right and wrong in our world, that should not be whittled away with deals.

NAFTA was one of those issues. Labor lost that one to a president who pulled all the stops. But we didn't lose the argument. NAFTA is still wrong. Someday we'll look Clinton in the eye and say, "I told you so." Meanwhile, we've got other work to do.

NAFTA: the Aftermath

Note of gratitude from Credit Union employee

Ora Troxler, a Local 3 Federal Credit Union employee in Dublin, lost a daughter on October 21, leaving Ora's two grandsons, Rodney, 6, and David, 2, without parents. Ora has taken temporary legal custody of the children and is seeking full guardianship of the boys.

The credit union has established a trust account for the children. Local 3 members

have donated more than \$5,000 to the account. Contributions can be made at any of the branch offices and deposited in the Summerlin Children Trust Account.

In appreciation of the thoughtfulness and generosity of Local 3 members who have helped during this time of need, Ora and the family recently wrote the membership this letter of appreciation:

Operating Engineers Local 3
1620 South Loop Road
Alameda, CA 94502-7090

Dear Local 3 members,

On behalf of the entire Troxler family, I'd like to take this opportunity to express my deep appreciation to the members of Local 3 and the credit union for their outpouring of sympathy and overwhelming support during a very, very difficult time.

Additionally, the establishment of the trust fund for the boys has touched our hearts in ways you cannot imagine. Our thanks to all of you for your generous contributions and especially for your thoughtfulness, which will never be forgotten.

I must admit that, while I'm so grateful, I am not surprised that this union family would respond this way.

Again, from the bottoms of our hearts, we sincerely thank you all.

Ora Troxler and family



Engineers News

WIPA



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Bay Area highway projects win some, lose some

In the topsy-turvy business of highway and transit construction, the familiar axiom, "You win some and you lose some," certainly holds true for the Bay Area's current transportation work picture.

While two important proposed highway projects – the Mid-State Toll Road and the I-80 elevated carpool "flyover" lane leading to the Bay Bridge – have run into problems, another major project in San Francisco, the \$24.8 million earthquake retrofit of the U.S. 101/I-280 interchange, has been given the green light for a January start.

A fourth major project, the \$230 million Foothill Freeway in southern Alameda County is moving closer to final approval. The six-lane, 5.3-mile freeway, sometimes referred to as the Hwy. 238 bypass, would begin at the I-580/Hwy. 238 junction in Castro Valley, traverse the Hayward foothills and end at Industrial Parkway.

The Metropolitan Transportation Commission, the California Transportation Commission and the Hayward City Council have all approved the project. The remaining obstacles include completion of the environmental impact review and obtaining the project's funding, both of which could be accomplished as early as this spring.

For about the last year, several union contractors have been doing seismic retrofit work on San Francisco's Central Freeway Viaduct, I-280 that goes from U.S. 101 to downtown San Francisco, a project that has been keeping about a dozen or so operators busy.

Some time shortly after New Years, operating engineers, along with other construction crafts, will begin removing and replacing columns on two of the U.S. 101/I-280 interchange connector ramps, the one leading from northbound U.S. 101 to southbound I-280 and the one going from northbound I-280 to southbound U.S. 101. Although the project is expected to cause even worse traffic gridlock in and out of San Francisco, the job will keep a handful of operators busy for at least the next two years.

Toll road on hold

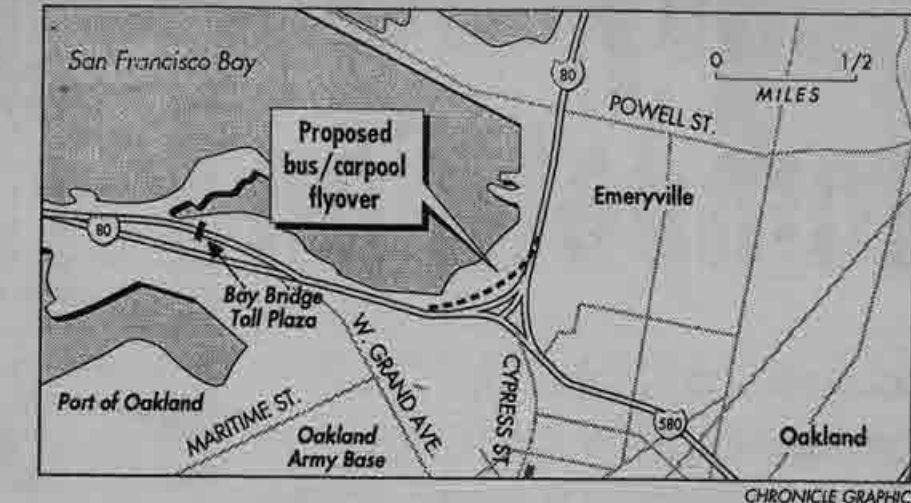
Meanwhile, the Contra Costa Board of Supervisors delivered a serious blow to the proposed 85-mile, \$1.2 billion Mid-State Toll Road, a pay-as-you-go freeway that would begin at I-680 in Sunol, cut through the Livermore Valley and connect with I-80 near Vacaville. The board

voted unanimously to reject the 23-mile Contra Costa County section of tollway because the project is "not in the best interest of the county."

The vote means the project, which already had been scaled down earlier this year from the original 85 miles to about 40 miles, will not be built any time soon. However, Dennis Parker, project manager for the California Toll Road Company, the private consortium sponsoring the project, said the toll road isn't dead yet.

The consortium's franchise agreement with Caltrans allows the toll road company until 2001 to finish the necessary environmental reviews. Parker told *Engineers News* that the company plans to proceed with an EIR beginning early next year. If the EIR turns out favorable and the toll road company changes some aspects of how the project will be managed – such as giving the three counties more control over the project – the toll road could be revived in a few years.

"These types of controversial projects are never as simple as you hope they will be," Parker said. "As a result of 2 1/2 years of work, the highway needs of these counties are now better understood. It will take



CHRONICLE GRAPHIC

awhile longer to build a public consensus on how to proceed."

I-80 carpool ramp stalled

In another setback for Bay Area highway construction, the San Francisco Bay Conservation and Development Commission, in a 12-to-12 vote in mid-November, denied Caltrans a building permit to construct a 33 1/2-foot-high, half-mile-long ramp that would carry San Francisco-bound buses and carpools from westbound I-80 to the right-hand carpool lane at the Bay Bridge toll plaza.

The flyover ramp was a key element in Caltrans' plans to relieve traffic congestion along I-80 by building a 16.5-mile carpool lane from the Hwy. 4 intersection at Hercules to the Bay Bridge toll plaza. Caltrans predicts the flyover would cut 20 minutes off the commute be-

cause the ramp would bypass the bottlenecks at the MacArthur maze and the toll plaza.

But environmentalists have opposed the ramp because they say the flyover would damage valuable wildlife habitat and block gorgeous bay views. Commission member Bill Maher, a San Francisco County supervisor, called the flyover "the Embarcadero Freeway of the East Bay."

Caltrans has the option of coming back to the commission by mid-February with a new, more acceptable proposal. If Caltrans submits the new proposal, the tie vote could change in Caltrans' favor, especially since a key supporter of the ramp, Contra Costa County Supervisor Jeff Smith, did not attend the commission meeting at which the vote was taken.

Transit tax in jeopardy

In a legal decision that could deal a fatal blow to numerous South Bay road and transit projects, the state Court of Appeals in San Jose ruled that a half-cent sales tax for transportation projects in Santa Clara County, approved by voters last year, violated the two-thirds majority requirement for tax increase measures under Prop. 13. The tax was to begin in April 1995 and continue for 20 years.

The tax was intended to pay for a 60-mile light-rail system, the widening of parts of Hwy. 85 and U.S. 101, the conversion of Hwy. 87 to a freeway through downtown San Jose and changes to the county transit system required by the new Americans With Disabilities Act.

Transportation agencies were also counting on the tax to help finance a San Jose-to-Fremont BART extension. The court's decision also puts the county in jeopardy of losing hard-won federal money set aside for the Tasman light-rail line from east San Jose to Mountain View.

Although transit agencies and the building trades expect to win on appeal, there's concern that if the decision is upheld, other transit sales tax measures in Alameda and San Francisco counties will be vulnerable to legal challenges.

Maui trucking firm joins Local 3 ranks

Hawaii District representative Joe Trehern reports that employees of Rojac Trucking, Inc. of Kahului, Maui voted on December 2 to be represented by the Operating Engineers Local 3.

The election was conducted by the National Labor Relations Board (NLRB) and will be certified within seven days, Trehern said. He did not anticipate the election to be challenged by the company.

Rojac Trucking specializes in construction hauling and is one of the larger construction trucking firms on the Island of Maui, Trehern said.

Employees of the company contacted the union and expressed interest in Local 3

representation approximately three months ago. Maui Business Agent Harry Hueu and Organizer STan McCormick worked with the employees and filed for the election.

"The employees were drawn to Local 3 for reasons of job security, better wages and benefits they believed would be available to them as members of the union," Trehern explained.

"We're very pleased that Rojac employees have chosen Local 3 representation," Trehern added. "We are confident we can work together with the company to negotiate a good contract that will benefit both the company and the employees."

Heavy competition

Private construction operators join Caltrans counterparts in competing in Equipment 'Rodeos'

*By Steve Moler
Assistant Editor*

When cowboys back in the late 1800s came up with the idea of demonstrating ranch skills in some kind of organized event, they conceived what has become perhaps the most genuinely American sport — the rodeo.

When Caltrans' Craft and Maintenance Division (Unit 12) wanted to stage a competition so its operators could demonstrate their talents on heavy equipment, it invented the Equipment "Rodeo," a competition in which heavy equipment operators, not cowboys, demonstrate safety and operator skills on various pieces of equipment through a series of six events.

The competition begins with the Pre-Trip Event, a truck safety inspection in which the contestants must find certain safety and maintenance deficiencies on a Caltrans truck. Once competitors successfully complete this event, they can compete in the five remaining events: Chain-on/Chain-off, which involves taking snow chains on and off a Caltrans truck, Motorgrader, Truck Plow, Loader and Backhoe Bowling.

Contestants in general are judged on their ability to complete the events safely and accurately within the specified time limit. Since Local 3 began representing Unit 12 in May 1991, the union has taken an active role in the "Rodeos," providing trophies and plaques and sponsoring barbecues and awards ceremonies following each competition. Local 3 also sponsors the two top regional finishers at the national competition in Colorado.

Last summer, Local 3 took participation in the "Rodeos" a step further. For the first time since Caltrans began holding these events in fall 1990, the competition was formally open to Local 3 operators in

private construction, with the first competition held August 14 in conjunction with the Marysville District picnic at Riverfront Park.

District Representative Darell Steele saw the event as an opportunity to bridge the gap between private construction operators and Unit 12. "I felt it was time to bring these two groups together for some fun and to let them show off their skills," Steele said. "I think we succeeded beyond our original goals. Everyone I spoke to agreed the picnic and competition were first rate."

While picnickers observed from beneath a pavilion, the competitors — 13 from Caltrans' District 3 and 10 from the private construction sector — began with the Pre-Trip Event. The contestants, using a 3-axle truck with a 10-cubic-yard dump body, had to find six of 20 possible truck safety and maintenance deficiencies in 15 minutes or less. Defects included a possible unlatched tailgate, loose air cleaner clamp, low hydraulic oil, loose lug nut, low engine oil, loose nut on a rear U-bolt or air leak, to name a few. Contestants won 50 points for identifying all six deficiencies. Once the Pre-Trip Event was successfully completed, contestants were free to compete in the other five events.



A contestant competes in the Backhoe Bowling Event.



An operator zigzags his way through the loader course.

Three private construction operators, all of whom competed without any previous knowledge of or practice in the events, wound up finishing in the top ten overall. Brad Foster, who works for Gabe Mendez Inc. out of Auburn, finished third; Bob Phillips, a blade operator for Oliver de Silva, finished seventh; and Walt Moore, who's currently working for Tutor-Saliba Corp. on the Concord-West Pittsburg BART extension in Contra Costa County, finished tenth overall.

All three men were unbeatable in Backhoe Bowling, finishing one-two-three. Foster also finished first in Pre-Trip and second in Motorgrader, while Moore finished third in the loader competition and Phillips third in the grader event.

When Phillips arrived at River-

front Park the Saturday morning of the picnic, he had no idea the Equipment "Rodeo" was going to be part of the picnic. But he didn't let unfamiliarity with the event stop him from competing anyway.

"Not just any Tom, Dick or Harry can walk into this event and do it well," Phillips said. "It's not easy by any means. You have to be alert because the courses are a lot narrower than what you encounter on the job site, plus you're being timed. It makes you more conscious about safety and alert about the machine."

Like Phillips, Moore arrived at the park expecting a traditional District 60 picnic. But when he saw all the courses outlined in bright safety orange cones, he couldn't resist.

"I just went in cold turkey," Moore said. "It turned out to be a fun thing

to do on a Saturday. It was definitely a challenge. The grader event was the hardest because I wasn't familiar with the John Deere. You don't see too many of them in construction. The backhoe event was the easiest for me."

Unit 12 conceived the Equipment "Rodeo" three years ago, when the Sacramento Chapter of the American Public Works Association, a group of managers and engineers from various city, county and state public works agencies, including Caltrans, decided to have a local snow conference. The conference goal was to provide an opportunity for public and private-sector employees throughout California and Nevada to gain exposure to the newest equipment and products in the fields of street maintenance and snow removal.

To stimulate interest in the conference — and to allow conferees to demonstrate equipment safety and skills — organizers decided to include some kind of equipment competition. Using other equipment competitions as a model, the Sacramento Chapter set out to tailor a contest around its own needs. A "Rodeo" committee decided on the six events and drew up contest specifications and rules.

Caltrans decided it would hold a series of smaller Equipment "Rodeos" in each of its 12 districts, with the top two competitors from each district "Rodeo" invited to represent Caltrans at the regional competition. The top two finishers in that contest would then go on to compete at the APWA's national finals in Estes Park, Colo.

The first Equipment "Rodeo" season took place between the fall of 1990 and spring 1991, with seven of Caltrans' 12 districts participating. By the second season all twelve districts were staging "Rodeos."

Last year, Caltrans held the "Rodeo" state finals at its Motor Equipment Training Center in San Luis Obispo. At that event, Mark Vukich, who works out of the Quincy Maintenance Station in Butte County, set the state record in Chain-on/Chain-off, completing the event in 1 minute, 58 seconds. Local 3 paid the two top finishers' way to the national finals in Colorado.

The next "Rodeo" season will begin some time in the spring, and Local 3 members in private construction not only can compete in the district "Rodeos" in their area, but can compete in the regional and national finals if they qualify. *Engineers News* will publish the new "Rodeo" schedule when it becomes available so operating engineers can plan ahead.

As in previous seasons, the top two contestants from each of Caltrans' 12 district "Rodeos" will be invited to compete at the regional finals, tentatively scheduled to be held next fall in the parking lot at Heavenly Valley ski resort, with the top two finishers going on to Estes Park, all expenses paid by Local 3.

When asked if he recommended that other private-sector operators join their Caltrans brothers and sisters in competing in the "Rodeos," Phillips said, "Go for it and see how talented you are. It's a hell of a lot of fun."

Equipment "Rodeo" Events

PRE-TRIP

Equipment: 3-axle truck, with 10-cubic-yard dump body

Course: This event is like a safety inspection. Contestant has to find six of 20 possible safety and maintenance deficiencies in truck in 15 minutes or less. Possible deficiencies include unlatched tailgate, loose air cleaner clamp, low hydraulic oil, loose lug nut, low engine oil, loose nut on rear U-bolt, air leak, and so on.

Scoring: Operator wins 50 points for identifying all six deficiencies. Disqualified if competitor takes more than 20 minutes.

CHAIN-ON/CHAIN-OFF

Course: Competitor puts tire chains on 4-ton dump truck, drives forward passed a 20-foot limit line, stops the truck and dismounts. At this point, clock is stopped and judge measures slack in side chain. After the measurement, time resumes when contestant either touches the tire chain or feet leave ground to get back into truck. Chains are taken off and returned to racks at side of truck.

Scoring: Lose points for slack tire chains, improper installation, not being in contact with 12-foot starting line at completion and exceeding 4-minute course time limit. Gain points for finishing under 4 minutes.

MOTORGRADER

Equipment: Choice of John Deere, Cat 14, Champion or Dresser motorgraders.

Course: Competitor has to negotiate 8-station obstacle course in 8 minutes or less. In one station, for example, operator has to pick up a Nerf ball with toe of the moldboard, carry it a short distance, and place it into a chute with heel on the opposite side of grader. At another station, the competitor has to remove from their base a set of wooden blocks arranged in numerical order without hitting the base.

Scoring: Competitor wins points for knocking down or contacting cones when appropriate, removing blocks properly, removing Nerf balls properly. Points are lost when contestants hits cones they aren't supposed to or exceeds 8-minute time limit.

LOADER

Equipment: 2 1/2 to 3-cubic-yard articulated loader, either John Deere or Fiat Allis.

Course: Competitor must negotiate 7-station obstacle course as quickly as possible while accruing the least amount of penalties, starting with loading four Nerf balls into simulated dump bed without hitting simulated bunker or truck, then back into simulated loading dock, and finally move through a series of tight turns and narrow spaces.

Scoring: Win points for proper placement of bucket when appropriate, coming within specified distances and avoiding cones. Lose points for hitting simulated objects and cones.

TRUCK PLOW

Course: Operator has to negotiate 8-station course in which contestants have to first knock down a series of four cones, then enter a simulated alley dock, pass a group of simulated parked cars, through two offset alleys, along a straight line with right wheels between row of tennis balls, and finally through a series of tight turns in extremely confined space.

Scoring: Win points for knocking down proper cones, avoiding simulated obstacles. Lose points for hitting simulated obstacles.

BACKHOE BOWLING

Course: Using a bowling ball hanging from bucket, the operator has to take ball out of tire, knock down eight bowling pins in proper order, then place ball back inside tire located at extreme right.

Scoring: Lose points if tire is moved out of circle by ball or bucket, if ball touches ground after starting, if pins are knocked down out of sequence, or for exceeding 3-minute course time limit. Gain points for finishing under three minutes.



A Caltrans District 3 employee backs into simulated alley dock during Truck Plow competition

Better than bottled water?



Dillingham's upgrade and expansion of the Fleming Hill Water Treatment Plant in Vallejo will bring the city's water quality up to new, stricter standards

Water treatment has come a long way since the City of Vallejo's Fleming Hill Water Treatment Plant was built 50 years ago. And along with all the technological advances have come much stricter state and federal water quality standards.

With an aging plant and tough regulations to comply with, Vallejo decided it was time to completely rebuild the Fleming Hill plant. Dillingham Construction NA Inc. won the \$35 million contract to upgrade and expand the plant. Construction crews, including about 14 operating engineers, began construction last February.

Plans call for construction of an entirely new treatment plant around the existing plant. Dillingham's crews are currently working on building additional flocculation, sedimentation, preozonation and intermediate ozone basins, along with a new chemical storage and handling building and even a new administration building, to name some of the main structures.

When the plant is completed in February 1996, the plant will not only be able to meet the stricter water quality standards, but will have nearly twice the capacity of the existing plant, from its current 23 million gallons per day to about 43 mgd.

The major challenge confronting construction crews, besides working in extremely confined space, is the requirement that all construction be completed without interrupting the plant's operation. As a result, Dillingham is building the new plant in two major phases: first, the structures on the east side of the existing plant will be built and put into operation, then structures on the west side will be built and made operational.

Operating engineers have nearly completed the project's 60,000 cubic yards of excavation. In fact, at the end of November, equipment supervisor Frank Hile said the hands had



Top: Operators have nearly completed the project's 60,000 yards of excavation.

Center: A portion of Dillingham's crew at the treatment plant.

Bottom: An artist's rendering of what the plant will look like when it's completed in February 1996.

already moved about 50,000 yards.

Dillingham is using at least three cranes to move heavy material around the project site — a 100-ton Link Belt with 200 feet of boom, a 125-ton Link Belt with 235 feet of boom and a 60-ton Grove. Brother Don Goode is operating the 100-ton Link Belt with help from his oiler, apprentice Mike Taylor. On the 125-ton Link Belt is operator and 35-year member Bill Post and oiler and 30-year member Russell Pierzina. Vern Diaz is at the controls of the 60-ton Grove.

According to Hile, construction is progressing fast enough that the job could be completed six months ahead of schedule.



Above: Oiler Russ Pierzina signals to crane operator Bill Post where to put the load.

Top center: Crane operator Don Goode, right, and apprentice Mike Taylor.

Top right: Crane operator Bill Post, right, and oiler Russ Pierzina.

Center right: Fork lift operators Gustavo Moreno, right, and Brian Eubanks.

Bottom: Operators work on some of the plant's many new basins.



FRINGE BENEFITS FORUM

By Charlie Warren, Fringe Benefits Director

Union announces passing of former fringe director Garofalo



It is with deep regret that Local 3 Business Manager Tom Stapleton and officers report the death of brother Art Garofalo on October 25 following a long illness.

A Local 3 member since 1946, Art held the office of director of fringe benefits during two periods: from 1973 to 1977 and from 1980 to 1983. During his tenures as director, Art and his staff shaped the two operations of the Fringe Benefits Service Center into what it is today — a prompt, responsive service to Local 3 members regarding every aspect of fringe benefits.

Art also encouraged retirees and active members to educate themselves on their benefits by reading the plan books and all trust fund literature. Al Dalton, one of Art's longtime friends and current chairman of the Auburn Chapter of the Retirees Association, remembers, "Art would say to a member, 'This is the way I read the book; now we'll both read it together.'"

Art's skill and patience with the members met with some success. He was fond of recounting to friends that many members got to be "quick as lightning" with their calculators and were able to figure out just how much they were building towards their pensions and the amount they would actually draw in their retirement years if they lived to a ripe old age.

Art's manner also paid off for the members when it came to health and welfare. He saw how complicated the paperwork was, everything from Medicare to coordination of benefits. Under his leadership, Art's staff was able to help many members with these problems. He was proud the office could provide an almost instant response to members' questions regarding eligibility, vacation pay, claims status, and so on.

By working closely with the Trust Fund Service Center, he made sure claims and pension applications were processed timely. He was never hesitant to remind the trust fund office that they worked for the members. Art always asked questions directly and demanded no more than a straight, to-the-point answer.

"One thing about Art," Dalton recalled,

"When he told you anything, he was firm about it, and maybe it didn't sound too good to the guy, but Art would tell it like it was, and he'd back it up, and we all liked him for that."

But Art was not all work. He loved a good party, and he knew how to put one on. He was instrumental in putting together the retiree picnic at Rancho Murieta, an event that today has grown to be one of the premier Local 3 yearly activities. This past year, despite inclement weather, the picnic drew almost 3,000 retirees and guests.

Before Art was fringe benefits director, he worked as a Local 3 business agent. Hired by Business Manager Al Clem in 1964, Art was assigned to the Sacramento District. He would walk the jobs, many days long after quitting time, to make sure he knew the names and faces of everyone in the area.

Art also worked at the Rancho Murieta Training Center and helped set up the crushing plant. As a retiree, Art was an active member of the Auburn Chapter of the Retirees Association.

During recent visits to Art's home, Art and his friends recounted many stories about their days in Local 3. Art, of course, recalled all the



Art Garofalo during his years as fringe benefits director.

"Those days were rough," Dalton said. "But we had a great team. Art had a great memory. He knew everybody, and he wasn't afraid to get his shoes dirty. Art took real good care of the members."

There were also humorous moments. One such occasion occurred when an operator, described as heavy-set, was climbing the inside ladder on a crane and got stuck. "We couldn't get him up or down, so we sent one of our mechanics up with a torch to cut the iron and free the man."

Art, a native of Oakland, was born on November 8. He served

in the U.S. Army during World War II and had been a resident of Colfax for the past 24 years.

Barbara, his wife of 47 years, recalls: "When his dad retired, he turned the business over to Art. Art didn't stay in business very long. I think it was shortly after that he joined the union, the best move he ever made."

Art is survived by his wife Barbara, son Steve, daughter Sue, brother Bert, sisters Florence and Olive, and three grandchildren.



Art Garofalo, far left, relaxes with longtime Local 3 brothers, from left, Buck Darewit, Al Dalton and Marton Erickson at the 1991 retiree picnic.

details, like the account of shutting down the Hellhole job for 18 different violations and the daring resolve it took for the agents to accomplish such a feat. Completely stunned by the swiftness of the action, the employer saw fit to clear those violations immediately so the job could be restarted.

There were the recollection of action in the White Rock Tunnel, when Art and Al would go in to resolve a dispute and wonder if they were going to make it out in one piece.

TEACHING TECHS

By Art McArdle, Administrator



Apprenticeship: the last freebee

The Northern California Surveyors Joint Apprenticeship Committee program is set up by the employers through the collective bargaining agreement with Local 3 to provide a continuous educational program. The objective of Local 3 is to supply the employers with a trained work force.

There have been many hours and dollars spent to establish a curricula, and it is there for the journey upgrades for the asking; it is there for the apprentices to learn. All of this is free with two exceptions: the cost of books (average \$12 per period) and class attendance. The latter has become a grave concern.

Due to economic constraints that have hit the whole state of Califor-

nia, the construction trades have been hit hard. The NCSJAC has had to limit its classes but expect the students - apprentices or journey upgrades - to take up the slack.

Since the 1950s, we have seen three-person crews become two person crews. We have seen technology move faster than the speed of light - or at least it seems that way. This has caused a decrease in the number of surveyors in Local 3 and an increase in the need for knowledge, especially as it relates to technology.

The NCSJAC had made available special classes, with the help of vendors, to keep current with technology. We have also decreased classes during these tough economic times, which we commonly hear complaints about. Why then has attendance at fewer classes become such a problem?

We offer a free education, a mini-

mal amount of time on the student's part to obtain this free education, and convenient locations to study with instructors who are "the cream of the crop" in their field. Why must we fight for attendance? Why, when dealing with an adult work force, must we push so hard?

Class attendance is not just mandatory, it is advantageous to the individual student. You have the employers of Bay Counties and the independent firms sponsoring you and offering you jobs and the union co-sponsoring you by furnishing classrooms and supporting you as a member.

Let's get with the best program in town. Call and sign-up and then attend classes for a better education and a more competitive work force for tomorrow.

Happy holidays - a New Year is coming!

LEGAL PROBLEMS?

Contract review
Warranty concerns
Credit problems
Auto accidents
Personal injury
Property damage
Victim compensation
Separation and divorce
Guardianship and adoption
Estate planning
Trusts and bequests
Living wills
Powers of attorney
Home buying, selling or refinancing
Landlord/tenant matters
Security deposits

UNION PRIVILEGE LEGAL SERVICE

1-800-452-9425

YOUR CREDIT UNION

By Rob Wise, Credit Union Treasurer



Special holiday loan offer

Your credit union has done it again. A special holiday loan is now being offered to members through December 31 of this year.

You don't want to miss this loan offer. Members can borrow up to \$1,000 at an 8 percent annual rate for a 12-month term. With the low interest rate the payment can easily fit into your budget.

Need more money for the holidays? Let your credit union representatives know. They will work with you to obtain the

amount you need at the lowest interest rate. But hurry, apply today so you will have the funds you need before the holidays.

Why have checking elsewhere?

If you still have your checking account with a bank or savings and loan, you know how costly it can be. Remember, with monthly service fees you are paying \$8 to \$10 a month. Don't continue to pay monthly fees for a checking account.

Let's explore the advantages of a checking account with your credit union:

- There is no monthly service charge or per-check charge, and there is no minimum balance required in order to receive this benefit.
- You can have most payroll or government checks deposited automatically into your checking account the day you are paid by signing up for direct deposit.
- With overdraft protection from savings or VISA you have fewer worries of returned checks.
- Get your ATM card and have access to cash 24 hours a day. Use your ATM card to make purchases

without having to write a check.

• Use C.A.L.L., our 24-hour phone service, to inquire about your balances, see what checks have cleared and obtain the amount of your last deposit. You can even transfer funds to your checking account from savings or VISA.

Now, what is your reason for not taking advantage of your credit union's checking account? Call your local branch office for an application so you too may enjoy the benefits of a checking account with your credit union.



Operating Engineers Local Union No. 3
Federal Credit Union
(510) 829-4400

Mortgage Loans!

- Fixed and adjustable rates
- 15 and 30 year term

Call our Real Estate
Department for
information and current rates.



NEWS FROM THE DISTRICTS

Northern Nevada concludes best season in years

RENO – The work in northern Nevada has started to slow down after one of the best seasons we have had in years. We were able to put the majority of our members to work and even a few California hands.

The majority of our work in Nevada this year has been resurfacing jobs. But we were also continuously dispatching members to Carlin, Nev., where Ames Construction is working on various jobs, including a \$250 million mill and water treatment plant for Newmont Gold Company. There are currently four contractors working in Carlin under the direction of Bechtel Corp., and the work should continue through 1994.

We look forward to three highway construction jobs coming up next year. Granite Construction won a bid, worth \$53 million, for a job on U.S. 395 from near the Mt. Rose Highway to South Virginia Street.

Frehner Construction will start off the season with an overlay job, worth about \$4 million, on U.S. 50 near the Lander-Eureka County line. Match Construction won a \$16.4 million contract for white paving near the Valmy interchange in Humboldt County.

We anticipate the new Project C to start the first of the year. This is a new resort planned for downtown Reno and will be a joint venture involving Circus Circus En-

terprises and the El Dorado Hotel Casino. We expect 20 to 30 operators to be put to work on this project.

In addition to Project C, there are other casinos that plan expansions, including a new hotel tower for the Clarion Hotel Casino in Reno. Still on the horizon are the second phase of the Reno Cannon International Airport upgrade and the Chalk Bluff Water Treatment Plant. We expect bids shortly on these two projects.

On behalf of the staff at the Reno office, we would like to wish you all a happy holiday season.

*Chuck Billings,
Dispatcher*

Four Cossairt brothers honored for 146 years of union service

SACRAMENTO – Local 3 recently honored the four Cossairt brothers, Lloyd, Gene, Norman and Larry, for their years of outstanding service in the union. The Cossairts have a combined membership in Local 3 of 146 years.

Local 3 Business Manager Tom Stapleton, President Don Doser, Recording-Corresponding Secretary Rob Wise and District Representative John Bonilla presented the Cossairt brothers with service pins at the Sacramento District November 16 quarterly meeting. Lloyd received his 25-, 30-, 35- and 40-year pins, Gene and Norman received their 25-, 30- and 35-year pins, and Larry received his 25- and 30-year pins. Lloyd has applied for his pension.

The Cossairt brothers have spent most of their careers working in the Sacramento District. In 1962, seven Cossairts were employed by Erickson Construction at the same time. Lloyd has spent the last 20 years working as a foreman for Douglas Seaber Inc. Gene is employed by Teichert Construction as a finish scraper opera-

tor, and Norman and Larry both work for Granite Construction running finishing equipment.

We would also like to acknowledge that Lloyd H. Cossairt, father of the four brothers, initiated into Local 3 in 1946 and is also a lifelong member. We would like to thank the



entire Cossairt family for its many years of service and support to Local 3.

John Bonilla, District Rep.

Local 3 pushing for approval of new co-generation plant

SACRAMENTO – With the holiday season upon us, an already slow work year is starting to wind down.

One bright spot on the horizon is a co-generation plant in the Rio Linda area scheduled to start in August. Business Agent Troy Ruff has been spending countless hours attending evening meetings to get this project through the preliminary stages.

Business Agent Frank Herrera and District Representative John Bonilla recently negotiated a tentative agreement with Layne Western and will have taken it to the members for ratification by press time.

We recently ratified agreements with the following companies: Case Power, Teichert Small Tools, Viking Drilling and RMC Lonestar. Business Agent Gary Wagnon and I are starting negotiations with Rancho Murieta Country Club. Rank-and-file members Dave Brown and Bill Hoover are also working on the nego-

tiations.

By the time you read this we should be moved into our new office at 4044 North Freeway Blvd., Suite 200, in Sacramento, (916) 565-6170. The Caltrans Unit 12 office will be located at the same site but next door in suite 250. Our new office is off of Northgate Blvd. Come by and check out our new office.

So many times we take for granted the people who help make our jobs a little easier. I'd like to take this opportunity to thank all the dispatchers and secretaries in the district offices, along with everyone at the Alameda headquarters. I'd like to especially say thanks to mailroom clerk Richard Walters, without whom the whole organization would come to a standstill. Thanks!

Twelve members received service pins at our last district meeting November 11. They were Billie Bartlett, James Cooper, Gene Cossairt, Larry Cossairt, Lloyd Cossairt, Norman Cossairt, Tony Guzman, William Hatch, Paul Knappenberger, Tony Lopez, Jack Reynolds and Glen Winterrowd Jr.

*Andy Mullen,
Business Rep.*

At the Cossairt brothers' pinning ceremony are from left: Business Manager Tom Stapleton, Norm Cossairt, Recording-Corresponding Secretary Rob Wise, Gene Cossairt, Larry Cossairt, Lloyd Cossairt, District Rep. John Bonilla and President Don Doser.

NEWS FROM THE DISTRICTS

Contractors rush jobs before rains come

SANTA ROSA – The late fall, last-of-season burst of work is in full swing here in the Santa Rosa District. We had 3 inches of rain several weeks ago, and all the contractors are hustling before winter begins in earnest.

C.A. Rasmussen is charging along on the \$25 million Cloverdale Bypass. Local 3 hands are working Saturdays and Sundays as they race against the weather trying to complete the project by year's end. The \$12 million Fountaingrove Parkway project, with Rasmussen the low bidder, has been put on hold until March, and controversy is raging over whether the job should be rebid or awarded to Rasmussen.

Parnum Paving is ahead of schedule on the \$6 million Hwy. 101 job south of Willits. Project foreman and Local 3 member Mark Graves said he's very pleased with the project's progress.

Syar Industries is winding down operations because it can no longer haul material from the mine site to the crusher. Regulations require that the Russian River haul road bridge must be removed by November 1. However, a significant stockpile has been accumulated and should keep the plant busy during the winter months.

Argonaut has picked up some late season work and has crews busy as far north as Fort Bragg,

where the company is building the Glass Beach project.

Big error delays finish

Dutra Construction has had problems with the \$11.4 million Stony Point Road interchange. Someone mistook the numeral "7" for a "1," and as a result, three, 25-foot bridge pillars were built 6 feet off center. The error was recently discovered, and it was cheaper and quicker to demolish and rebuild the pillars rather than re-design the bridge. The steel and concrete pillars must be removed with a jackhammer and probably will delay the project by two months.

The 96-foot-wide, 206-foot-long bridge is being built on level ground, while the heavy Hwy. 12 traffic is detoured around it. When the bridge is done, the material underneath will be excavated and the four lanes of Hwy. 12 that run under the bridge will be completed.

Hazmat training

Business agent Jim Killeen will be responsible for scheduling all District 10 Hazmat eight-hour refresher courses. He will send your company a notice to post as classes are scheduled, and Local 3 Safety Director Brian Bishop will notify each member in-

dividually and directly as they become due.

Please call the hall at (707) 546-2487 to reserve your spot after you have been contacted.

Gradesetting class

George Steffensen will be starting a new gradechecking class in January 1994. Please come into the hall and sign up if you're interested. Classes will be on Monday evenings.

Sonoma Express Cards

It is that time of year again. We have available to our members the Sonoma Express Books. We have Marin, Napa, and Sonoma County available for purchase in the Santa Rosa District Office. Please give our office a call at 707-546-2487 if you are interested in buying one. They are still \$20 each and make terrific Christmas gifts.

We would like to extend our Merry Christmas and happy New Year wishes to all the brothers and sisters in California, Hawaii, Utah, Nevada and Guam. May the 1994 year bring the very best to all of you. As they say in Hawaii, *meli kalikimaka*.

*T. Robert (Bob) Miller,
District Rep.*

Fund-raiser sought for injured woman operating engineer

About a baker's dozen enjoyed good company and food at the latest Local 3 Women's Support Group meeting October 24 in Roseville.

Local 3 member Richard Taliferro gave an informative presentation on the North American Free Trade Agreement, and those present signed a petition, taken from the IUOE magazine, protesting NAFTA.

Beth Youhn reported that she had called Golden State Rehabilitation Center to get an update on sister Tammy Castillo, who was seriously burned when the crane she was working near came too close to some power lines. Tammy is doing well in the long painful process of recovery. Everyone signed a card to send to Tammy, and we encourage all of her brother and sister operators to do the same.

Her address is:

**Golden State
Rehabilitation Center
7777 Norris Canyon Road
San Ramon, CA 94583**

A fund-raiser is being consid-

ered to increase the fund established for Tammy at the Local 3 credit union. Any ideas out there for a fund-raiser? If you'd like to help Tammy, you can make a contribution through any of the credit union branches. Just say it's for the Tammy Castillo Fund.

Also, a reminder to everyone that there is a fund set up for the grandchildren of Ora Troxler, who's an employee of the Local 3 credit union.

The group spent some time networking on issues related to the trade and to the particular needs of women in the trade. After the semi-annual meeting January 8 in San Francisco the group will once again gather at a local eating establishment to contemplate the new year. We look forward to seeing you there.

All of us in the Women's Support Group wish the members a bright and beautiful holiday season and hope for a peaceful and prosperous 1994.



Flag flying honors departed members

REDDING – As a small token of remembrance of those who have helped make our union what it is today, the Redding District is flying the American flag of departed members or a deceased immediate family member. We also have a plaque in the entrance to our hall with the current flag donor's name and person being honored.

If anyone would like to have their loved one's flag flown, please contact Dispatcher Bill Horan at the Redding office, and we will fly your flag and place your name on our plaque. Flags will be returned to their owners after three months.

Top: This plaque, displayed in the Redding District office, honors departed members or deceased immediate family members.

NEWS FROM THE DISTRICTS

Castle air base may get huge repair facility

FRESNO - Pegasus Technologies Inc. is pursuing an agreement to build the world's largest aircraft maintenance facility at Castle Air Force Base.

If the venture is approved and Pegasus has the capacity to follow through, the company will build a 1.61-million-square-foot hangar that will give the company the ability to repair and service up to 24 Boeing 747s at one time. Ann Eisenhower of Pegasus says the facility could employ 8,000 to 10,000 workers within five years. Castle AFB now employs about 6,000 workers.

In Livingston, the bypass is nearly completed, with about three months of demolition and some soils mitigation to take place. The second stage of Unit 1 and Unit 2 of the project will be bid in March, a project worth \$28 million.

An environmental review is now underway for a 4,535 acre housing project at I-5 and Hwy. 152 called

Villages of Laguna San Luis. It will consist of 16,000 residential units, 2 million square feet of commercial space and 4.5 million square feet of office and light industrial space.

An amendment to the Merced County general plan has been approved for the Fox Hills area, located near I-5 southwest of Los Banos, for a golf course and 400 units on 390 acres.

The Las Mariposa resort project is back on track. The developers have put up the money for the final environmental impact report. The proposal is for 1,000 acres at Agua Fria Road and Hwy. 49 North. It will include a 420 unit hotel, 520 residences and a world-class 18-hole golf course. The board of supervisors is not opposing the project, though the it has some concerns, the worst of which is the hydrogeologic report spelling out the projects impact on nearby water wells.

When in need, Local 3's a friend indeed

STOCKTON - These days pride seems to be passe to most folks, but no other word fits the feeling I have when I speak of my membership in Local 3. I joined in 1942 and have never regretted it for a minute.

With the medical problems my wife and I have had - she with three heart surgeries and me with hip surgery - our Local 3 health insurance has been a godsend. Not only does Local 3 have excellent benefits in these difficult economic times, but has the staff to match.

My wife, Winifred, and I especially want to express our heartfelt thanks to Stockton District Dispatcher Joyce Skeen and secretary Kathi Westlake, who is now in the Sacramento District office. Without their personal caring beyond the call of duty in answering our questions and patient assistance in resolving any problems arising with our medical claims, we would have found it extremely difficult to keep up with all of our bills.

I urge all young people today to continue their education, to seek a craft to which they can give their all and in which they can have the satisfaction and pride that I have of being an operating engineer.

It is my prayer that if the good



Bud Jensen

lord sees fit that some day I may have the wherewithal to give back to operating engineers the financial and personal support that Winifred and I have received.

I.B. 'Bud' Jensen

Subdivision work shows signs of life

OAKLAND - Before I start talking about work in my area I would like to take this opportunity to welcome our new District Representative Robert Delaney to the Oakland Office. Bob has replaced retired District Representative Tom Butterfield.

Bob is in no way new to the Oakland area. This is where he began his career on the payroll with Local 3 working as a dispatcher. After several years as a business agent in the San Jose District, Bob was transferred to San Francisco as district representative and from that position transferred back to his beginnings here in Oakland.

At a get-together recently in Concord, many of the staff and members showed their thanks to Tom Butterfield for his many years of service as an operator and his service to the membership as both a business agent and district representative here in Oakland. At the celebration, Tom was roasted in jest and praised and thanked in earnest.

I personally have had the pleasure of having Tom as my agent in the field, as a coworker when I started as a dispatcher and agent in Oakland and as my boss when he became district representative. I hope all of you will join with me in congratulating Tom on a job well done and wishing him all the best on his upcoming retirement.

Concerning work in my area, downtown Pleasanton has a new look on Main Street thanks

to the crews of Redgwick Construction, along with some good subcontractors who basically reworked the entire infrastructure of the area, including water, sewer and street lighting. Redgwick also has been keeping some operators busy on its project for BART and some other small jobs.

The many phases of the BART extension are continuing pretty much on schedule through the Dublin grade into the Tri Valley area. Amelco Electric will soon be finishing with the help of subcontractors Stanley Horizontal Boring, Redgwick Construction's owner operators and the few crane rental rigs to move K-rail. Some bids have been let to widen I-580 to accommodate the BART tracks down the right of way in the median. It is hoped this work will begin soon and give us some winter work.

The work in my area thankfully has been a little more varied this year than last, which is a good sign, as some of our housing work seems to be on the upturn. Small subdivision work has shown an improvement, such as the Ruby Hills subdivision. Buzz Haskins finally started moving dirt this fall on Ruby Hills after what seems to have been years of haggling with the planning commissions, city councils, politicians and environmentalists. This project will mean a lot to many of our hands as it will be phased over a good length of time.

In southern Alameda County, I also have six

quarry sites: CALMAT in Pleasanton, Dumbarton Quarry in Fremont, Kaiser Sand and Gravel in Pleasanton, Mission Valley Rock in Sunol and RMC Lonestar in both Pleasanton and Sunol. These sites provide most of the sand and aggregate for our area, be it road work, building sites, concrete or asphalt. This year their work has been up and down. Some operations are working overtime while others are struggling to keep the hands working 40 hours a week.

I would like to thank all the brothers and sisters who made the effort to join us at our last district meeting in Concord. The meeting was very informative, and the hands had a chance to meet new District Representative Bob Delaney and the new agent for the surveyors, Paul Schissler.

I would also like to congratulate all of the winners of jackets, hats and T-shirts from our raffle. These prizes were purchased from SELEC by the business representatives, district representative and the district's grievance committee. SELEC is Local 3's way of raising funds for federal political candidates.

The outlook for next year seems good, as there are some fair-size projects coming up in both the public works area and private construction. In closing, I wish all of our members a safe and happy holiday season.

*Mark August,
Business Rep.*

NEWS FROM THE DISTRICTS

Local 3 lobbies city council for new convention center

HONOLULU – On August 18, the Honolulu City Council had to make a major decision: whether to build a new convention center and, if so, where. The council voted to build the convention center at the Aloha Motors site. The final vote came after years of fighting by various political, business factions and many building and construction trades unions, including Local 3.

Local 3's lobbying campaign was led by sister Dolly Ching and brothers Isaac Hatori, Stephen

Garcia, Billy Ching and Dick Walling. Stabilization Administrator Willy Crozier and Business Agent Stan McCormick were very influential in accomplishing the goal of having the project built – and built union.

I would like to extend my appreciation to all the brothers and sisters that came out to help get this project passed. This is an example of what we can accomplish if we work together.

Joe Trehern, District Rep.

Left: Business Agent Stan McCormick testifying before the city council.

Bottom left: Local 3 participants at public hearing from left: Organizer Stan McCormick, and Local 13 members Billy

Ching, Dolly Ching, Dick Walling, Steve Garcia.

Bottom right: At the city council meeting are from left in back row: Steve Garcia, Dick Walling and Billy Ching.



Mare Island workers may get retraining grant

FAIRFIELD – Federal grants of up to \$750,000 may soon be available for the retraining of employees at Mare Island Naval Shipyard who will lose their jobs when the base closes beginning in 1994. Local 3 represents about 50 Mare Island workers.

As we find out more about the grants, we will keep our members advised. We are also working with the Mare Island Futures Group to ensure that future plans for combining a seaport, heavy industry or possibly an educational center include union workers.

Mare Island Naval Shipyard rests on 5,000 acres in Vallejo and employs more than 9,000 workers. There are over 7,500 workers in Napa and Solano counties that are directly affected by the shipyard and its scheduled closure.

Suisun City's 150-berth municipal marina is taking shape on the old-town waterfront. Dutra Construction and Ghilotti Construction are dredging and excavating for two parking lots and placing rip-rap to stabilize the shoreline.

D.W. Young's 3,000-foot water line project may be delayed until next year due to protests from local business owners because of the holiday season.

Ball, Ball & Brossamer announced it will be doing several million dollars worth of runway repair and improvements at Travis AFB starting January 1994. Teichert Construction was awarded \$3 million worth of road construction and repairs at Travis.

Syar crew wins safety award

Local 3 members from Syar Industries Lake

Herman Quarry were once again recognized for their outstanding safety record at a special safety awards meeting held November 11 at the Lake Herman shop. Among those present were District Representative Dave Young, Business Agent Roger Wilson, and Ron Puls and Bob Reynolds of the Laborers Union Local 326.

Dave Ross, assistant to the president, Ladd Stephenson, operations manager and John Walker, safety director from Syar Industries, then rewarded every member of the crew with Syar sweatshirts for working from August 1992 to August 1993 without a lost-time accident.

Syar Industries safety awards program was



Syar Industries crew that received recognition for its outstanding safety record at the Lake Herman Shop.

Willie Davis, field office superintendent from the Federal Mine Safety and Health Administration, along with Jason Hass, representative from Argonaut Insurance Company, both presented certificates of excellence to Mike Burneson on behalf of the employees of the Lake Herman Quarry.

started in 1990, and every year since then the crew has achieved its goal of no more than one lost-time accident in a year. As of November 11, 456 days have passed since the last lost-time accident took place at Lake Herman Quarry.

Dave Young, District Rep.

NEWS FROM THE DISTRICTS



Top: At Kona picnic are from left: Jesse Manlapit, Stabilization; Joe Trehern, District Rep., "Vasco" Vasconcellous, Steve Uemur, Abraham Kihe, and Harvey Delaries.



Top: At Maui picnic are from left: District Rep. Joe Trehern, Maui Mayor Linda Crockett Lingle, Maui Bus. Rep. Harry Hueu and stabilization administrator Willy Crozier.

Below left: District 17 Executive Board member Speedy Kama receiving the first free blood pressure screening from Karen Crozier.

Below right: Honolulu apple boozing.



6 little picnics better than one big one

HONOLULU - Not one, not two, not even three or four, but six, yes, six picnics for the Hawaii District. For geographic reasons, we decided to schedule six separate picnics for our district.

Over four consecutive weekends, staff and I traveled to the islands of Kauai, Maui, Hawaii, Molokai and Oahu to participate in these fun-filled events with the members, their families and guests.

Renewing old friendships and making new ones was the theme of all the picnics. It was fun watching and listening and simply enjoying the activities as they occurred. Bingo was a big hit for young and old, as well as playing cards and dice with the ingenious idea of using play money to add to the rush of excitement.

Prizes - dinner certificates, gift certificates, hotel accommodations, inter-island travel tickets, picnic coolers and more - were given to winners at various picnic raffles.

Seeing the big tent drop made an all-fun day come to an end. We thank all who participated in making our picnics successful, and we look forward to next year. We will be notifying you once the dates are selected and booked.

Joe Trehern, District Rep.



Below: Hilo sings closing song.

Below: Honolulu card players.



NEWS FROM Rancho Murieta Training Center



By Larry Uhde,
RMTC administrator

PEACE ON EARTH GOOD WILL TOWARD HUMANITY

From the Administrator, Staff,
and Coordinators at the Training Center



Scholarship Contest Rules for 1994

General rules & instructions for Local 3 College Scholarship Awards 1993-1994 school year

Four college scholarships will be awarded to sons and daughters of Local 3 members. Two scholarships of \$3,000 each will be awarded to the first place female and male applicants. Two scholarships of \$2,000 each will be awarded to the runner-up female and male applicants.

These scholarships must be used for study at any accredited U.S. college or university. The Local 3 Federal Credit Union will contribute half the amount of each of the four scholarships.

The Local 3 scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not rule out scholarship aid from other sources.

Who may apply:

Sons and daughters of members of Local 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 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 1993),

or (2) the spring semester (beginning in 1994), 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, 1994 and March 1, 1994.

Awarding scholarships:

Upon receipt of the application and required forms, Local 3 will verify the membership of the parent. The application will then be submitted for judging to the University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local 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 at the July semi-annual meeting of Operating Engineers Local 3. The checks will be deposited in the win-

ning students' names at the college or university they plan to attend.

Instructions:

All of the following items must be received by March 1, 1994.

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 or she designates and returned directly to Local 3 by the official completing it.
3. Letters of recommendation: applicants should submit one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.

4. Photograph: a recent photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The 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:

Robert L. Wise
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Road
Alameda, CA 94502-7090

NEWS FROM PUBLIC EMPLOYEES

Working hard in paradise

On the shores of Lake Tahoe, Incline Village Improvement District employees keep the resort's utilities flowing

First of a two-part series



IVGID's Utility Department maintenance yard.

Some would argue, especially those living in heavily populated, congested urban areas, that employees of the Incline Village General Improvement District (IVGID) have the ideal setup.

The district's 80 full-time and 220 seasonal employees – about 30 in the Utility Department are represented by Local 3 – not only work in one of the most attractive environments in the world, but receive good pay and benefits for doing it. They perform their duties amid the lush pine forests and sublime mountain slopes of Lake Tahoe.

Incline Village, an unincorporated town on the Nevada side of Tahoe's north shore about 40 miles southwest of Reno, is one of the lake's less touristy yet charming resorts. While there are several major hotels at Incline Village, most of the town consists of a small commercial district surrounded by quiet residential neighborhoods lined with posh summer and winter cabins.

Though Incline Village doesn't have the fame of such Tahoe heavyweights as Heavenly Valley, Stateline and Squaw Valley, it has some of the finest public recreational facilities in the Tahoe basin. IVGID owns and operates two 18-hole golf courses, two beaches, a boat launch, a swimming pool, tennis complex, softball and soccer fields, and the Diamond Peak ski area. The district also supplies water and sewer services to those recreation sites and to the community.

IVGID's Utility Department, which is divided into the Plant, Pipeline and Vehicle Maintenance divisions, is responsible for maintaining and servicing the community's water distribution and sewage collection systems.

The Pipeline Division is primarily responsible for repairing and maintaining the water and sewage lines, while the Plant Department operates the water and sewage treatment plant and the district's 32 pump stations.

During the winter, the department is also re-

sponsible for snow removal of its administrative buildings, pump stations and recreational facilities, including the Diamond Peak ski area.

What's impressive about this bargaining unit is the employees' upbeat work attitude. Everywhere you turn at the main maintenance yard on Sweetwater Road you can't help but notice the signs posted above doorways that contain motivational slogans like, "Just good enough – isn't," "There's no such thing as one way, except in our parking lot," and "Hey you! Do you know who your customer is today?"

During the day, the maintenance yard appears nearly abandoned, not because no one decided to show up for work, but because most of the employees are out in the field working on their assignments rather than hanging out at the yard waiting for the next emergency call.

Over the past several years, the Utility Department has undergone a renaissance of sorts. Since 1987, the department has been slowly implemented innovative work strategies such as worker empowerment, team building and peer evaluation to improve morale and efficiency. Front-line employees have received on-going training on self-improvement, teamwork, problem solving, conflict resolution and how to make decisions on their own.

This proactive rather than reactive approach to work has produced impressive results. The department, for example, has reduced its average sick leave to just a half-day per employee per year. The district has also reduced its sewer line cleaning costs from 29 cents per lineal foot to around 3 cents per lineal foot, decreased the average main water leak repair from \$1,200 each to about \$450 per repair, and snow removal costs have plummeted 50 percent.

IVGID can now perform most of its maintenance and repairs for less than what any private company can bid on the same work. The improvements have come about primarily because of

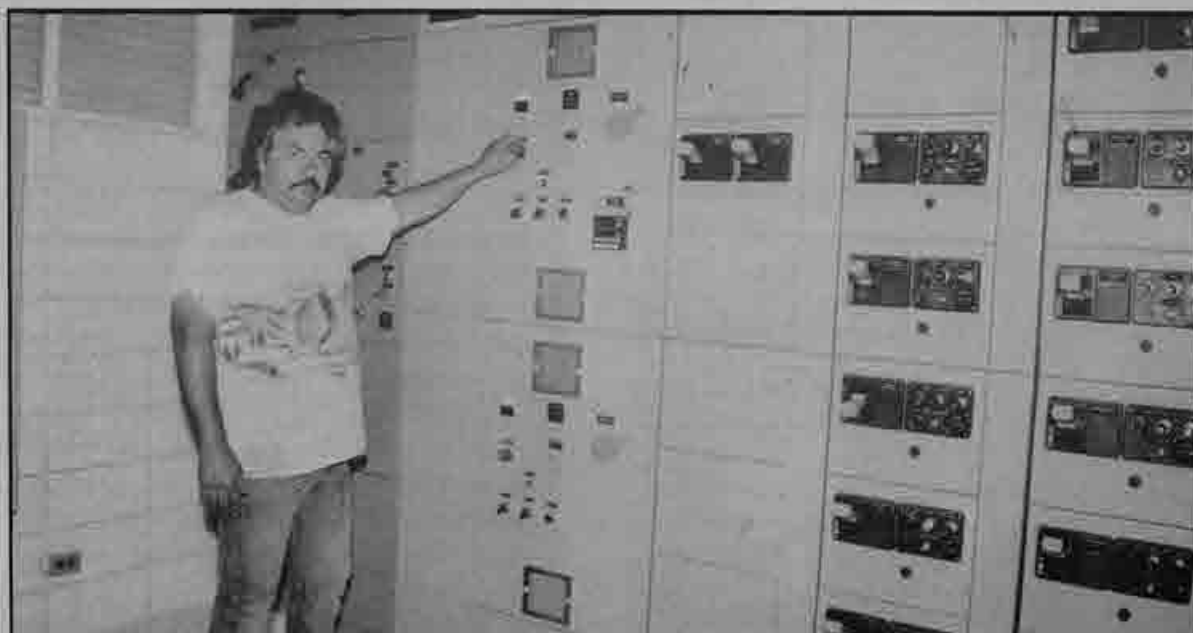
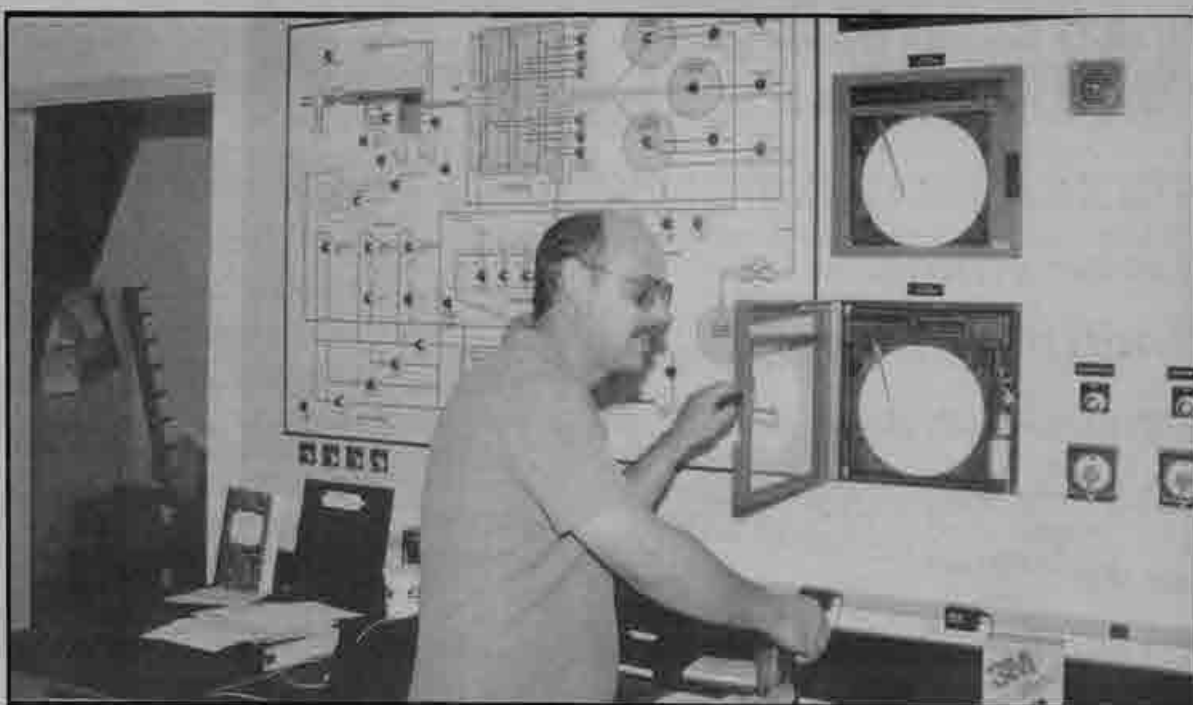
higher employee morale, better teamwork, improved communications and because employees in the field now make decisions on their own rather than wait for instructions from headquarters.

Next month *Engineers News* will devote an entire segment on how IVGID's empowered workers have begun to transform the district into one of the leanest, most efficient public agencies in the region.



Foreman Bob Lockridge, left, and Operator 2 Brad Jorgensen work together on repairing a broken water main.

NEWS FROM PUBLIC EMPLOYEES



Top left: Cleaning a water main is Russ Hepp.

Bottom left: Warehouseman Don Quandt, right, and warehouse assistant Frank Cowden, left, help Pipeline Division Foreman Bob Lockridge find repair parts.

Top right: Plant operator Chris Garretson.

Center right: Plant operator Merle Brandon.

Bottom right: Treatment plant chemist and job steward Ed Pollock.



HONORARY MEMBERS

As approved at the Executive Board Meeting on November 7, 1993, the following retirees have 35 or more years of membership in the Local Union, as of November 1993, and have been determined to be eligible for Honorary Membership effective January 1, 1994.

Sam Aguirre *	0977709
Stanley E. Bjorge *	0931214
Frank Brajkovich	0683251
Boyd L. Brown	0990989
Findley Brown *	0645907
Harold S. Burk	0326990
Dewey A. Davis	0915789
Charles Deberry	0892773
Daryl Doyle	0509652
Earnest D. Foster *	0947055
Merle Goeglein	0987196
Frank Goulette	0959372
Allen R. Greenhaw	0987345
Richard E. Grenon	0841475
Jack W. Griffin	0568178
Paul P. Guisti	0674734
Lester Gunn	0848252
Werner E. Hauso	0976103
Wesley L. Hay	0982957
Charles S. Holzen	0931142
Duane Hope	0991041
Milford Inglet *	0935630
Donald R. Keith	0515934
Joseph J. Klein	0839486
Allan L. Kotrc	0987360
Alfred Larsen	0987219
Rex W. Matthews *	0612815
Donald Moses	0863910
Robert K. Parish	0638394
Elden R. Peery	0828792
Cyril R. Petersen	0640489
Leonard Peterson	0983138
Daniel Quadros	0983010
Robert Raef	0863919
Robert Reynolds	0971439
John W. Rhodes	0693170
Blair G. Rose	0977674
Joseph Ryan	1030428
Walter S. Serikaku	0983075
Larry J. Smith *	0977749
Sam Sunseri	0987284
Phillip F. Taormino	0976155
Gene T. Telford	0854700
V. B. Thomas *	0869245
William B. Weldon	0987295
Howard Wilhite	0977696
John Willingham	0899650
Delmar Wise	0652547
Harold P. Withers	0873261
Lester L. Young *	0698451
William L. Zundel	0879808

* Effective October 1, 1993.

Departed Members

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

AUGUST

A. J. Perez of Reno, Nv., 8/17.

SEPTEMBER

Ray Addison of Carmichael, Ca., 9/26; Woodrow Anderson of Sanger, Ca., 9/23; Claude Brock of San Jose, Ca., 9/28; Ronald Mueller of Stockton, Ca., 9/15; James Parker of Monte Rio, Ca., 9/28; Ward Pitchford of Fremont, Ca., 9/29; Warren Velina of Wailuku, Haw., 9/26.

OCTOBER

Lewis Bair of Esparto, Ca., 10/7; Chas. P. Bastian of San Jose, Ca., 10/3; M. W. Batt of Crescent City, Ca., 10/2; Horace Bell of Acampo, Ca., 10/1; Edna Brackett of Valley Springs, Ca., 10/16; Marvin Clark of Napa, Ca., 10/17; Lester Clark of Merced, Ca., 10/14; B. L. Clem of Folsom, Ca., 10/15; W. J. Clydesdale of Citrus Hights, Ca., 10/12; Albert Denning of Anderson, Ca., 10/9; George Ennis of San Rafael, Ca., 10/1; William Foster Sr. of Waianae, Haw., 10/2; George Frazee of Santa Rosa, Ca., 10/4; Arthur Garofalo of Colfax, Ca., 10/24; David Gentry of Mt. Vernon, Ill., 10/18; C. A. Gilstrap of Goshen, Ca., 10/14; P. M. Herbert of Jamestown, Ca., 10/8; Jas. A. Hubbell of Fresno, Ca., 10/9; John Lloyd of Stockton, Ca., 10/19; E. E. Miles of Winton, Ca., 10/2; Lawrence Nottingham of Billings, Mt., 10/25; Joe Pereira Jr. of Elk Grove, Ca., 10/9; Harold Schultz of Sacramento, Ca., 10/1; H. V. Shipley of Petaluma, Ca., 10/18; Stanley Silva of Fallon, Nv., 10/9; Yoneo Suhama of Lodi, Ca., 10/25; Arthur Tiedtke of Twain Harte, Ca., 10/10; Clarence Waeltz of Gridley, Ca., 10/9.

DECEASED DEPENDENTS

Joan Diodati, wife of Alfred, 10/15.

District Meetings

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

DECEMBER

- 1st District 12: Ogden
Ogden Hotel
247 24th. Street
- 2nd District 11: Reno
Carpenters Hall
1150 Terminal Way
- 7th District 04: Fairfield
Engineers Bldg.
2540 N. Watney Way
- 14th District 10: Lakeport
Senior Citizens Center
527 Konocti
- 16th District 9: Freedom
Veterans of Foreign Wars Hall
1960 Freedom Blvd.

JANUARY 1994

- 11th District 40: Eureka
Engineers Bldg.
2806 Broadway
- 12th District 70: Redding
Engineers Bldg.
20308 Engineers Lane
- 13th District 60: Marysville
Cannery Workers
3557 Oro Dam Blvd.
Oroville, CA
- 25th District 17: Hilo
Hilo ILWU Hall
100 W. Lanikaula Street
- 26th District 17: Maui
Waikapu Comm. Ctr.
22 Waiko Place
Wailuku, Hawaii
- 27th District 17: Honolulu
Farrington High School Library
1564 King Street

Santa Rosa District Election

Recording-Corresponding Secretary Robert L. Wise announces that at the regular quarterly Santa Rosa membership meeting there will be an election for one District 10 Executive Board member and one Grievance Committee member to fill unexpired terms left vacant by resignation. The meeting will be held December 14, 8 p.m., at the Senior Citizens Center, 527 Konocti, Lakeport.

semi-annual meeting

Recording-Corresponding Secretary Robert L. Wise has announced that the next semi-annual meeting of the membership will be held on Saturday, January 8, 1994, at 1 p.m. at the:

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

**Your union
Your voice**



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

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

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

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

FOR SALE: Home 3bd/1-3/4ba on 2.53 acres. 2,300' elevation 6 miles to Lake Oroville boat ramp. Beautifully treed, private & secluded on paved rd., Spa, 2 springs, deck on 3 sides, 22'x36' 2 story barn w/room for RV & boat storage below and rec room above. \$149,950. Call (916)533-2422 for more information Reg.#2162882. 10/93

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

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

FOR SALE: Lot 110'x100' water front fenced lot on wide canal. Minutes from the

Gulf of Mexico on quiet cul-de-sac. Paved road, city water, septic system and electric. Boat dock, Hudson, Florida. \$40K negotiable. Pictures on request. Call (813)869-8018. Reg.#1088465 11/93

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

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

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

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

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

FOR SALE: Home 2bd/1-1/2ba w/FP on level 2.5/Ac. w/16'x30'

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

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

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

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

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

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

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

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

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

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

FOR SALE: R.V. Membership for Waco & Thousand trails, cash sale paid \$4,900. Best offer. Unable to use. Has security reservations guarantying a safe place at resorts + scenic attractions & planned activities. Happy to schedule courtesy tour for a day to a perspective buyer. Call (510)782-5798. Reg.#928047 11/93

FOR SALE: '78 Me Too Cab-over camper, roof cooler, antenna, jacks. Self-contained, located in Woodland storage \$1,500. Also, '91 Alfa Sun, 30' located in Isleton. Slide out L/R rear kitchen, lg. awning, Q-size couch/bed. Lg A/C. Stereo w/back-front speakers, like new. Books at \$27K. Loan w/credit union, take over balance of \$25K. Call (916)777-5968. Reg.#2012260 12/93

Personal Notes.....

Oakland: The Oakland office would like to extend its deepest sympathy and condolences to the family and friends of Alvin McDonald who died as the result of a work related accident in the Oakland area.

Santa Rosa: Congratulations to Ron and Joanne Derrico on the birth of their twin sons, Geno and Gary, on 6/7.

We in the Santa Rosa District wish to extend our sincere condolences to the family and friends of Stewart Orchard, who passed away on 10/27.

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

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

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

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

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

FOR SALE: '64 Boat Crafton 26', Chrysler Marine eng., 440hp, forward and reverse trans. outrigger, all steel hull, ribbed winch included, L.O.A. is 25' 11", beam 8'13", draft 2' 0", displacement 6,500 lbs., includes trailer-4wheels, brakes, anchor, compass. Make offer. Call (916)622-7078. Reg.#0494247. 12/93

FOR SALE: 1 acre + level lot on Van Parker Ln. North Calt \$87,500. Call (209)333-2449. Reg.#0763947 12/93

FOR SALE: '63 Buick Skylark conv. alum. V8, auto all power all org. 4K OBO. Also, German Shepard pups, AKC, OFA, champion sire, repeat breeding lg. heavy bone, show quality. \$400-450. Call (209)835-3004. Reg.#2151595. 12/93

FOR SALE: '65 Chev. P.U. Parting out, long bed, \$25-\$250. Lincoln, CA Call (916)645-6001. Reg.#2093139 12/93

FOR SALE: '89 Motor home 27' Tioga Arrow w/Ford 460 fuel injected, less than 10K mi., loaded w/lots of extras, beautiful, priced to sell \$26K. Contact: Tony Winton, P.O. Box 7169, So. Lake Tahoe, CA

96158. Reg.#1720566 12/93
FOR SALE: 3 Acres Shingle town area, 4K foot elev. on Hwy. 44, 24 mi. from Redding, 10 mi. to Lassen Park. All black top rds. small airport bldg. site cleared. Well & septic tank in beautifully treed, exclusive homes, 54 strict building code. 50K. Call (916)533-7474. Reg.#1006613. 12/93

FOR SALE: '72 Mobile home 12'x40' full length patio awning, storage shed, country living in small senior park, above fog & below snow, 100 mi. from Reno, between Auburn & Newcastle, CA. \$8,500 OBO. Call (916)823-2983 or (702)867-4569. Reg.#0863763 12/93

FOR SALE: '78 Ford C700-391, V8, 5 & 2 speed axle, power steering, juice brakes, dual tanks, 20 ft. flatbed completely gone thru. \$2,500. Also, '51 Ford F5, 2-1/2 ton flatbed. Flathead V8, 4 and 2 speed axle. Extra motor for parts. \$500. Call (916)878-7208. Reg.#750462 12/93

FOR SALE: Mobile home 55+ adult pk., Concord 24'x64' - 2bd/2ba. new carpets/linoleum/roof/stove. Central heat washer/dryer, microwave, wet bar, lg. family room, dining room. Club house, saunas-games-mystery trips. Close to Bart-security patrolled, screened porch, 2 electric sheds. Call (510)689-4932. Reg.#0921384. 12/93

FOR SALE: '74 Diesel Pusher Newell Coach w/new remanufactured 3208 CAT engine w/1200 mi., still under warranty. Complete interior upgrade in 91.3 roof air and 7 kw Koeller generator. Too many amenities to list. \$79K. Call (707)275-2496. Reg.#1126182 12/93

FOR SALE: '79 Lincoln Continental Mark V, all white, very clean, fine collector car, 45K mi., \$5,500. Call (408)238-4248. Reg.#0467674 12/93

FOR SALE: '63 Olds Cutless F85, 215 cu. in., aluminum eng. w/4 barrel carb. (1) 4 door wagon w/factor air & (2) 2 dr. Sedans D.M.V. name op. not driveable, make good project cars. Good restorable cond. one has floor consul. All 3 for \$950. Call (916)344-7916. Reg.#1091182 12/93

FOR SALE: Rabbits & Cages Mini Rex-Holland Lops & Dwarfs, also goats and Appaloosa Gelding. Call (209)823-5863. Reg.#1584166 12/93

FOR SALE: '82 Travel trailer 35' Fleetwood, Wilderness. Very clean, everything works, A/C, roof mounted TV antenna. Good shape, great floorplan includes living room. \$6,500. Call (801)798-1242. Reg.#2161232 12/93

FOR SALE: Timeshare 6 full weeks in Puerto Vallarta. 5 star luxury unit paid over \$25K. Must sacrifice for \$6K. Deeded ownership. Call (707)823-4667. Reg.#924959 12/93

1994 RETIREE ASSOCIATION MEETINGS

JANUARY

- 11th EUREKA - 2 PM
Operating Engineers Bldg.
2806 Broadway
- 12th REDDING - 2 PM
Moose Lodge
320 Lake Blvd.
- 13th MARYSVILLE - 2 PM
Veterans Memorial Bldg.
249 Sycamore
Gridley, CA

Alcohol most dangerous drug for youth

In all the talk about the health and safety of today's children, one ugly fact stands out: The number one killer of teens and young adults in the United States is alcohol-related highway accidents. During 1992, a young American died every three hours in an alcohol-related highway crash.

That this happened less often in 1992 than in earlier years in no way lessens either the personal tragedy or the economic loss. Even the progress of more than a decade of national efforts to reduce all harm from underage drinking may be only temporary, fleeting gains.

These years offer a lesson we can't afford to ignore: prevention works for everybody, if everybody works for prevention. From 1982 to 1992, the percentage of drinking drivers 15 to 20 years of age involved in fatal crashes declined from about 43 percent to 26 percent. And 3.5 million underage youth, who would have drunk alcohol had they lived in the pre-prevention environment of 1979, won't do so today.

But more than 4 million young people under 18 still drink. Prevention hasn't reached them yet. And fewer eighth graders in 1992 perceived alcohol as harmful than in 1989. This may reflect an overall lessening of prevention messages reaching a new generation, suggesting that more of them may drink this year, and next, and the year after – if they survive.

Why are our kids still drinking? According to a 1991 report by the Office of the Inspector General, two-thirds of drinking teens – almost 7 million – buy their own alcohol. A conclusion of the report: parents and the public at large remain indifferent to under-



ADDICTION RECOVERY PROGRAM

1-800-562-3277

age drinking. "At least they're not on drugs," is how some adults rationalize tolerating, even facilitating adolescent drinking, unaware that alcohol is the most dangerous drug for youth.

While we tell children to say no to some drugs, and not to drink and drive, they are barraged with pro-drinking messages coming from many directions. These messages, coupled with lack of enforcement of drinking age laws, may lead some

kids to think drinking, even heavy drinking, is okay as long as they don't drive. But even small amounts of alcohol can impair judgement and skills. Drinkers can "forget" a sober decision to let someone else drive. And the mixture of youth and alcohol is too often a recipe for tragedy in any setting.

As individuals, communities and a nation, we can

be firm, clear, and consistent in support of 21 minimum drinking age laws. And we can increase our commitment to prevention to save young lives, eight of them each and every day. But will we?



Friends Don't Let Friends Drive Drunk

Union Briefs

Home-building rate hits 3-year high

The Commerce Department reported that construction of new homes and apartments jumped to the highest levels in more than 3 1/2 years in September. Apartment construction shot up 52 percent, including a 40 percent gain in buildings with five or more units.

Overall, housing starts rose 2.8 percent in September, to a 1.35 million annual rate, highest since a 1.44 million rate in February 1990. That helped push starts so far this year 3.9 percent above those of the first nine months of 1992.

The housing industry, particularly the single-family sector, has been one of the strongest sectors of the economy. Home builders are forecasting starts will total 1.24 million this year, up from 1.20 million in 1992 and 1.01 million in 1991.

Highway accidents leading cause of work fatalities

Highway accidents were the leading cause of fatal work injuries, accounting for 18 percent of all work-place fatalities in 1992, according to the first national occupational fatalities census released by the Labor Department. Homicides were a close second with 17 percent of the total deaths.

Occupations with the largest number of worker fatalities are transportation equipment operators, farm workers, construction workers, and handlers, helpers and laborers. Construction accidents accounted for 903, or 15 percent, of all fatalities. Under that heading, employees of general contractors numbers 169, or 3 percent, heavy construction was 240, or 4 percent, and specialty trades were 494, or 8 percent.

Senate committee approves NLRB nominee

The Senate Labor and Human Resources Committee approved October 20 President Clinton's choice of Stanford University Professor William Gould as chairman of the National Labor Relations Board.

Although the committee voted 10 to 5 in favor of approving Gould, Republicans criticized Gould's nomination because of his support for replacing secret ballot elections for union representation with authorization cards, expanding unions' ability to punish workers who want to continue working during a strike and prohibiting permanent replacement workers during an economic strike.

Gould's endorsement of double and triple back pay awards to remedy unfair labor practice violations and increased access to private property for non-employee union organizers also came under Republican fire during hearings. Gould's nomination now goes to the full Senate for confirmation.

Decline in U.S. drug use

The percentage of U.S. workers and job applicants testing positive for illegal drugs declined for the sixth straight year to 8.5 percent in 1993 from 8.8 percent in 1992, according to a survey released October 12 by SmithKline Beecham Clinical Laboratories.

The drug-positive percentage peaked at 18.1 percent in 1987 when large-scale testing began. More than 1.5 million workers and job applicants were tested from January to June of 1993. Although positive drug tests for the general work force fell slightly, drug use among transportation workers rose from 2.5 percent in 1992 to 2.73 percent in 1993.

Marijuana and cocaine remain the most commonly detected drugs, though their use has declined slightly since last year, the study found. Use of amphetamines, opiates and tranquilizers such as Valium and Librium rose slightly among tested employees and applicants, the report said.

Study finds conservative slant by PBS

A recent study of Public Broadcast System programming reveals a strong conservative tilt in public affairs talk shows and refutes the oft-cited claim of liberal bias in PBS general programming. Among the findings of the six-week study released by the media watch group Fairness and Accuracy in Reporting (FAIR) were:

- Labor accounted for just 0.9 percent of sources.
- Racial and ethnic groups were 1.6 percent of sources.
- Republicans outweigh Democratic sources 53 percent to 43 percent.
- While public interest representatives or citizen activists accounted for 6 percent of sources, corporate representatives comprised 19 percent and government officials made up 23 percent.