New immigration law will affect hiring halls

By James Earp, Managing Editor

The recent passage of the Immigration Reform and Control Act of 1986 will help to accomplish a goal of the AFL-CIO to reduce the flow of illegal immigration that has depressed wages in many parts of the United States, but it also places new burdens on employers, unions and workers to verify U.S. Citizenship when seeking employment for a new job.

These new requirements promise to have a significant impact on the construction industry because of the mobility of the workforce. Some contractors who have collective bargaining agreements with Local 3 have already issued notices to the union outlining their intent to refuse employment to anyone dispatched to a job without sufficient documentation verifying U.S. citizenship.

For the most part, these notifications by employers are premature, since the INS has yet to issue final regulations on the new law.

California Labor Federation head John F. Henning confers with members of the Assembly Workers Compensation Subcommittee, following a hearing on the proposal to dump Cal-OSHA.

First hearing on Cal-OSHA plan

A one percent increase in workers’ compensation claims caused by elimination of Cal-OSHA would raise employers’ insurance premiums by $20 million a year, California legislators and even business leaders pointed out that all are covered by Cal-OSHA standards.

The testimony came from a spokesperson for the insurance industry as members of the Workers’ Compensation Subcommittee of the Assembly Committee on Finance and Insurance convened at the Capitol to hear testimony on what impact the governor’s plan to kill Cal-OSHA might have upon workers’ compensation in California. The committee members heard an earful.

Spokespersons for labor, the medical and legal professions and the insurance industry warned that increases in on-the-job injuries and deaths will be inevitable if the worker health and safety watchdog agency is eliminated as Gov. Deukmejian proposed.

The committee members heard an earful.

Sala Burton dies

Congresswoman Sala Burton died this month, ending 24 years of representation for San Francisco (see page 4).

In Sympathy

It is with deep regret that we report the deaths this month of the wives of two prominent Local 3 members.

Margaret Casey, wife of Treasurer Norris Casey passed away Feb. 6 after an extended illness. Services were held Feb 12 at the Oakmont Memorial Park.

Mrs. Casey helped establish the Shaladanks School for cerebral palsy victims in Concord. Friends may send donations in her name to the Mt. Diablo Hospital Medical Center Pulmonary Rehabilitation Program or a favorite charity.

We also extend our condolences to Jerry Dowd, whose wife, Irene, passed away Feb. 8. A funeral Mass was held at St. Brigid Church. Dowd retires this month as director of Region 10 of the UOE.

Battle over scuttling Cal-OSHA heats up

The battle over Governor Deukmejian’s proposal to eliminate funding for Cal-OSHA, the state’s highly respected occupational safety program, reached the boiling point this month as labor, legislators and even business leaders provided convincing testimony of the damage that would result if the program were scuttled.

In a series of conferences with newspapers and broadcast reporters held at Sacramento, San Francisco and Los Angeles, labor leaders pointed out that: • Because federal OSHA, to which Gov. Deukmejian wants to shift responsibility for worker health and safety, has standards substantially less protective of workers than the Cal-OSHA standards; elimination of Cal-OSHA will mean new jeopardy for workers.

There are 172 toxic substances found at worksites that federal OSHA makes no attempt to control, although all are covered by Cal-OSHA standards. • Cal-OSHA has much more stringent exposure standards for 95 toxic substances that are covered by federal OSHA—including as many as five times stricter.

California’s hazardous construction site permit system, which is credited with dramatically reducing the accident death rate among building and construction workers, would also be eliminated.

(Continued on page 11)
Looking at Labor

By T.J. (Tom) Stapleton
Business Manager

The world is full of armchair economists these days who have all figured out that the destiny of the United States is to become the "information center" of the world. They lean back on their academically fed rear ends and calmly predict that the manufacturing base that built this great nation will continue to be shipped overseas, only to be replaced by jobs in the service sector.

What these great thinkers don't point out is that, if this is the direction we are truly headed in, it won't be long before the average income family will be living a life of poverty.

A study just released by the Congressional Joint Economic Committee illustrates dramatically that the service sector is a poor substitute for a manufacturing base when it comes to our standard of living.

The study prepared for the Congressional Committee by two professors from MIT shows that nearly 60 percent of the new jobs created from 1979 through 1984 paid less than $7,000 a year, compared to fewer than 20 percent of the new jobs in the previous six-year period.

The study showed that since 1981, the total number of jobs in the U.S. has expanded by nearly 10 million. But the rate of job creation since 1981 is 200,000 fewer per year than during the years 1976 through 1980. This slowdown during the Reagan years has contributed to the much higher rate of unemployment during the 1980's.

Moreover, the study shows that job growth in the 1980's has been confined to the lower paid service sector "with literally no expansion whatsoever in employment in goods production. In fact, since 1981, the number of people employed in manufacturing and construction has declined by more than 500,000." There has also been a trend from full-time to part-time jobs which generally offer lower wages, and little or no benefits.

It's not too difficult to translate this bunch of dry statistics into what is happening to real people. Every week we can read in the newspaper of another steel plant shutting down or some factory pulling up stakes and heading for Taiwan or Mexico or Malaysia. Those who had factory jobs that paid union wages of $30,000 or more a year with medical benefits and a pension now enjoy less satisfaction for the owner and driver, but does she react to having all those construction guys around the world. Only to be replaced by jobs in the service sector.

We can finger Reagan squarely with the blame for this development. His policies have undermined our heavy industries. His politically appointed bureaucrats are engaged in a wholesale sellout of American jobs to cheap foreign labor.

Last month, for example, we ran an item in this newspaper about a brochure, published by the U.S. Department of Commerce at taxpayers' expense. In the brochure which was sent to thousands of U.S. firms, was an invitation to an exposition in Acupulco, intended to encourage companies to move work and jobs to Mexico. The invitations were sent primarily to manufacturers of textile and clothing products, electronic equipment, auto parts, toys, etc. The brochure describes "a way of utilizing the low cost of foreign labor in the assembly of products for re-export" to the U.S.

It's no wonder we are fighting for our livelihoods when we are being told that something is wrong with destroying the livelihoods of the working men and women that built this nation.

Unity gives racer's edge

By Floyd Tucker
California AFL-CIO News

"Union is emblazoned on the hood of modified sprint car No. 22, and for good reason. The driver is Rod Spencer, a member of Carpenters Local 316 of San Jose. The owner is John Neece, a member of Ironworkers Local 377 of San Francisco, who happens also to be executive secretary of the Santa Clara and San Benito Counties Building and Construction Trades Council.

The car's sponsors include Budweiser, K&C Drywall and Ceilings, Misco Construction and Quaker State Oil - all solid union employees. Spencer and Neece did very well in 1986, and are involved in auto and motorcycle racing.

Neece sees an extra reward in the car's success besides the pleasure of competition. "The car is very well accepted, not only by union members but by the public at large," he says. "It shows the union movement in a very positive light."

Car 22 was the center of attention during the World of Motors Sports Show last month at the Santa Clara Convention Center. "There was a crowd around the car all the time and the visitors carried away loads of bumper stickers and printed material about the labor movement as well as about our sponsors," Neece said.

Spencer and Neece also have a race-ready sprint car that they want to put on the track in 1987 for the World of Outlaw tour in California. Their pit crew, Neece says, shows what the labor movement can accomplish with unity and teamwork.

The crew includes bricklayers, machinists, carpenters and even a plumber.

"There's usually a group of guys around, mostly from the building trades, helping or watching," Neece noted. "It's a big help to me because it enables me to keep in touch with what union members are talking about on the job sites."

And what about his wife, Barbara? How does she react to having all those construction guys around the premises? "It's no big deal to her," Neece says. "She was raised in a family that includes 16 ironworkers."
Court throws book at company lockout

Management violated federal labor law when it locked out 1,100 auto workers last year arbitrarily deciding that their contract had expired, the U.S. District Court for the Northern District of Illinois ruled.

The agreement between UAW Local 592 and Sundstrand Corp. provided that the contract would be automatically renewed unless either party gave notice to amend or terminate it at least 60 days prior to its expiration date. In such an event, the contract stated all provisions would continue in effect except those specific sections subject to negotiation.

The court held that in terminating the entire contract after the union gave notice that it wanted to negotiate only some of its clauses, it amounted to "selective reading" by management that "wholly ignores" the other provisions in the contract.

In March 1986, 80 days before the contract's scheduled May 26th expiration date, the UAW notified management that it wanted to amend provisions dealing with wages, health insurance and other selected items. No mention was made by the union of any intent to reopen the no-strike and no-lockout provision.

Over the next two months, the two sides held some 20 bargaining sessions, but failed to come to terms on any charges. Just prior to the contract deadline, the UAW delivered a letter to Sundstrand, withdrawing its notice to amend the contract. Under those circumstances, the union said in its letter, the agreement would be "automatically renewed" for another year and the UAW members would report to work on their normal shifts.

Lockout followed

Sundstrand responded by declaring that the agreement was terminated and locked out UAW members for 45 days. In its court suit, the UAW argued that withdrawal of its proposed amendments before the contract's termination date meant that the entire agreement should have been renewed automatically. Alternatively, the union insisted that since it did not propose to alter the no-strike and no-lockout provision, at least that section automatically renewed on May 26.

Writing for the court, Judge Stanley J. Roszkowski rejected management's claim that the union's withdrawal of its notice to amend the agreement was not legally effective and that the entire contract was void. Such a narrow interpretation of the language, he said, was "untenable."

Concluding that the contract should have been renewed "in some form" and that such renewal should have embraced the no-lockout provision, Roszkowski ordered both parties to appear before the court Jan. 16 for a settlement conference.

Company learns two scabs can't do job of one union worker

When management replaced striking union workers with scabs at Wyle Labs, a Sunnyvale electronics distribution firm, they discovered it took twice as many employees to get the job done. Sixteen union workers were replaced with 33 scabs, says Al Lannon, president of ILWU Local 6, the worker's union.

Wyle workers went on strike October 22 when the company refused to rescind paper and benefit cuts they had unilaterally imposed. Wyle moved to "permanently replace" strikers and was behind a decertification attempt, the union said, but the decertification has been blocked by the National Labor Relations Board until unfair labor practice charges are decided.

Wyle's motive is to "get rid of Silicon Valley's one union pocket of decent wages, benefits and dignity," Lannon says.

Meanwhile, on another front, Local 6's call for customers to boycott Arvey Paper of San Francisco until its current labor dispute is settled continues to bear fruit.

"Hundreds of customers have been boycotting Arvey. To keep alive, they've had to run sale after sale after sale. But unions are among their best customers, and unions should shop elsewhere until they settle with their workers," says Local 6's Lannon.

Arvey "permanently replaced" striking Local 6 members October 30. The union offered an unconditional return to work, and the company refused. Local 6 has filed unfair labor practice charges with the National Labor Relations Board.

The original dispute with Arvey centered on company plans to use non-union workers at checkout counters, traditionally union jobs.

Funeral for an astronaut

Teachers and bricklayers finish the trowel work on an all-union memorial to Christa McAuliffe, the teacher and astronaut who was killed Jan. 28, 1986 in the explosion of the NASA space shuttle Challenger. The display case, which will contain McAuliffe's astronaut flag and other momentos, is a project of McAuliffe's friends and co-workers at Thomas Johnson Middle School in Concord, N.H., where she taught from 1971 to 1978 and was a member of AFT Local 2150.

Members of the Bricklayers, Painters and other unions also joined the effort.
Get a load of them apples — When a big rig loaded with apples overturns in the middle of San Francisco's busy Central Freeway, it takes more than your local low truck to get things moving again. This mishap occurred during early morning commute and tied up traffic for over seven hours. Thanks to Local 3 operators Jeff Smith and Eric Anderson of Sheedy Crane, the badly damaged trailer was finally lifted onto a flatbed and hauled away.

Winter keeps Nevada work at slow pace

District Representative Les Lassiter reports that work has been extremely slow in the Reno area which, of course, impacts the funding needed to continue the work. It's a little too soon to make any predictions as to what kind of year 1987 is going to be. Most of the current work involves highway related work. But more needs to be done. Recently a coalition of highway groups urged Congress to quickly approve additional money for road construction as some states are running out of funds.

On the bright side, the Nevada DOT recently advertised a $7 million resurfacing project in Lander and Eureka counties near the Battle Mountain interchange. Bids are due on February 12th.

New Health and Welfare booklets for covered inpatient services. "We must all do our part to keep the Trust Fund maintain its current benefit level in the face of rising costs," Lassiter said.

The next regular district meeting will also be held March 5th at the Carpenter's Hall. Lassiter mentioned that he would again like to encourage both active members and retirees to use St. Mary's Hospital whenever possible. Remember that 100 percent coverage will be provided for covered inpatient services. "We must all do our part to help the Trust Fund maintain its current benefit level in the face of rising costs," Lassiter said.

The next regular district meeting will also be held March 5th, at the Musician's Hall, at 8:00 P.M. To encourage membership attendance, Local 3 plans on holding a door prize drawing. Mark your calendar and make a special effort to attend. We need your input, ideas, suggestions, pleads whatever. Get involved. Remember, this is your union!" Lassiter said.

Newmont Gold Co. (formerly Carlin Gold Mining Co.) recently finished a feasibility study on the Rain Gold deposit located about 8.5 miles southeast of Carlin in Elko County, which they hope to begin mining in late 1988, according to Robert L. Zerga, vice president and general manager. It is anticipated that 650,000 ounces of gold can be recovered from the known reserves. Environment permitting, access road development, as well as leach pad and tailing pond construction, should take place in 1987. Newmont Gold has operated since 1965 in the Carlin area, when the first of its mines was opened some 25 miles north of the Rain deposit.

Since that time, Newmont Gold has produced 4.38 million ounces of gold. Newmont Mining has invested approximately $168 million in the subsidiary.

Congresswoman Sala Burton dies

San Francisco's Congresswoman, Sala Burton, died earlier this month, ending an era of Burton representation in the Congress that has lasted since 1963. Mrs. Burton was 61 years old.

First elected in 1983 to replace her departed husband, Phil Burton, Mrs. Burton continued the liberal tradition of Congressional service that was typical of the Burton family. She was a member of the House Rules Committee and the House Labor Committee. She served on the House Select Committee on Hunger, along with several House policy groups.

During her short period in Congress, Mrs. Burton had achieved an almost perfect, 100 percent rating from the AFL-CIO.

Mrs. Burton, a lifelong political worker, was elected to the Fifth District seat that her husband had held for 20 years. Her district included all of San Francisco with the exception of the Haight, Fillmore and Richmond neighborhoods.

Praying Mrs. Burton as a "powerful voice" for the city in Congress, San Francisco Mayor Diane Feinstein said that "San Francisco had suffered a great loss. Sala Burton, who followed her husband Phil into Congress, has now followed him in death, and the entire city mourns her passing. Sala was a real friend and a true New Yorker who clung to her commitment to serve the city even as death neared."

A special election will be held in San Francisco April 7th to fill the remaining part of the term. Already, several members of the San Francisco Board of Supervisors have announced intentions to run.

Congresswoman Sala Burton
More from your Credit Union

Real estate loan rates

Real estate loan interest rates are the lowest since 1979! If you are in the market for a home, 1987 is a good time to buy. Your Credit Union offers First Deed of Trust mortgages at 8.5 percent plus two points, or nine percent and no points. These are fixed rate loans, which means you are guaranteed this low rate for the duration of the loan. Our loans carry no prepayment penalty and no call clauses.

We will finance up to 80 percent of the purchase price or appraisal on a home, whichever is less. Fifteen or thirty year terms are available, depending on the amount you want to borrow. To qualify you must have a minimum of one year continuous membership with the Credit Union.

Please note the following:

Other costs you are responsible for: Fire / Hailstorm Insurance, Escrow fees, Tax Service, Loan Processing fees, Title Insurance, Appraisal fees, points (if applicable), and recording fees.

The Annual Percentage Rate: It is greater than the quoted or Contract rate. Real estate loan rates and fees are considered part of the interest rate under the Federal Truth in Lending Law.

Approval: The Credit Committee evaluates all loan requests and determines ability to repay based on income, current debt structure and credit history. The home offered as security is also evaluated. It is possible you could be approved for a loan, but your home might not qualify based on age, condition, type of foundation, structure and marketability.

Please call one of our Real Estate Loan Specialists at (415) 829-4400 for more information on a low interest loan from your Credit Union. Utah members should call (801) 261-2201 or send the request by mail to take advantage of these low rates!

Tax rate changes and your pension

Pension checks reflect Federal Income Tax withholding in accordance with instructions received from the retiree. As you know, Federal Income Tax tables were revised as of January 1, 1987. These changes may increase your monthly deductions because of this. If you wish to make a change, please contact the form provided by New York Life with your recent check and submit to the Trust Fund Office.

Private construction is up 52 percent from $139.7 million to $409.5 million, while public construction contracts are awarded raw reductions. Private building authorizations for Oahu, Hawaii and Kauai also showed improvement. The report also predicts residential construction for 1986 will top out at $217.8 and climb to $240 million in 1987; commercial construction will close out 1986 at $175.1 million and rise to $197.5 million in 1987; and government construction will reach $180 million for 1986 and remain unchanged through 1987.

Hawaii Dredging & Construction gets $1.2 million condo project

Hawaiian Dredging & Construction was awarded $1.2 million for a fee simple condominium to be called the Liholiho Townhouse. Financial Secretary Wallace K. Lean reports. It will consist of 20 exclusive split level homes, ranging in price from $145,000 to $151,000.

The Liholiho will be five stories constructed of concrete with ground floor parking. It will also have a silent alarm system and security gates. The project should be finished in about 7 months. A $7 million face lift for Hotel Street in downtown Honolulu that will include less roadways and wider sidewalks will start in January 1988. Royal Contracting Company Ltd. won the contract with the low bid. Work will be done night and day to cut about three months of the project. The street has long been targeted for an overhaul because of its deteriorated condition. The project will make a major contribution to the downtown and Chinatown areas. Most of the funding, about 78 percent is to come from the Federal Government. An additional $2 million will be requested from the City Council in next year's City budget.

Work on the island of Kauai is going smoothly. Hawaiian Dredging and Kuga Engineer's project on the Kauai Surf is moving steadily along, with about 31 members working. Also on that job is Kenneth Shioz, doing three smaller buildings.

Highway Construction has two small subdivisions in Waikiki, behind a mountain called the Sleeping Giant. The larger project cost about $500,000, which consists of one acre lots with roads, drain lines and water lines to be installed. It is called Mountain View Estates. Brothers work on both jobs are Arthur Keale, Sandy Obrero, Fred Ramos, Solomon Potts and Bernard Perreira. The smaller second project has a cost of about $70,000 which has a small road called Nannon Estates with installation of pipe lines.

Naval shipyard continues

It's full speed ahead for the $12 million Naval Shipyard Facility. Work on a 120,000 sq. ft. tilt-up shop facility and a 26,000 sq. ft. steel shed began recently at Pearl Harbor Naval Shipyard in what Navy officials say is part of a face-lift at the 355 acre yard.

Pacific Construction Co., Ltd. has the $12.2 million bid. The new building will house a rigging shop, sign shop, paint shop and three other repair departments. The building is one story with a partial second floor with 30,000 sq. ft. and a partial 10,000 sq. ft. mezzanine.

Pacific Construction is familiar with tilt-up work, having used it for portions of Pioneer Plaza and the 1001 Bishop Street office building, both in downtown Honolulu, and at the Navy's Intelligence Center at Pearl Harbor. Pacific plans to use 10,000 cubic yard of concrete to erect the structure. Some of the panels will range in various sizes: small slabs will weigh 17,000 to 18,000 pounds, and larger slabs will weigh as much as 53,000 pounds, and will be 6 to 12 in. thick. The cost of all that concrete is $700,000.

The State's construction industry is making a reborn, according to preliminary information released by the State Department of Planning and Economic Development.
Baldwin builds new dredge for Hallwood plant

Baldwin Contracting Inc.'s Hallwood rock plant will soon be utilizing a state of the art dredge to harvest their products. The dredge, which is being assembled as Engineers News goes to press will be fully computerized and should increase production by as much as one third over their current process.

The dredge, which will travel around the quarry pond is 70 feet long and 40 feet wide. The clamshell bucket has an eight cubic yard capacity. It is capable of going 205 feet under the water level at a rate of 335 feet per minute. With a full load, the bucket can be raised at a rate of 235 feet per minute.

The new dredge will empty onto a conveyor belt system which will transport the material on to the shore for separation. In addition to increasing production by a third, the new dredge will also harvest the material at a greatly reduced cost from present methods.

Pictured left to right are: job steward Jim Cole, welders Ray Walters and Chuck Stewart and Richard Zerkovich. At far right is Pat Rice who operates the crane (top photo) assembling the dredge.

Plant manager Jim Frost (above left) and District Representative George Morgan discuss the operation of the new rig. Pictured right are Rubin Benting, Frank Munar, Harry Holland, Otto Samuel and Wilber Brown.
Applications being accepted for scholarship contest

General Rules & Instructions For Local 3 College Scholarship Awards 1986-1987 School Year

Two college scholarships of $1,000.00 each will be awarded to two sons or daughters of Members of Operating Engineers Local 3. Two college scholarships of $500.00 each will be awarded to one daughter and one to a son of Members of Operating Engineers Local 3.

The Local 3 Scholarships will impose no restrictions on race, religion, or any community leaders, family relations or in any way that one applicant be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Committee, outside group composed entirely of professional educators.

Applications will be accepted between January 1, 1987 and March 1, 1987.

Awarding scholarships:

Upon receipt of the application and required forms, Local 3 will verify the membership of the applicant. The application will then be submitted for judging to a University Scholarship Selection Committee, which will determine the winners.

It is the responsibility of the Applicant to submit all the above items in receipt and that they are sent to:

William R. Markham
Recording Corresponding Secretary Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA 94103

or to College Scholarships at the address shown above.

Congress overrides veto of Clean Water bill

In the first legislative battle of the new Congress, both the House of Representatives and the U.S. Senate overwhelmingly voted to override President Reagan's veto of the $2 billion Clean Water Act. The vote represented only the seventh time in Reagan's six year presidency that the Congress override a veto. The Senate voted 86-14 in favor of an override. The House Representatives had earlier voted 401-26 in favor of an override. The legislation had passed both houses of Congress in late January. The bill had also passed last year, but was vetoed by the President.

The funds will be used to phase-out construction, grants funds while approving a program to phase-out federal participation in several new programs, focusing particularly on non-point sources of water pollution. The measure authorizes $18 billion through fiscal 1994 for the construction of local sewage systems. But direct grants to communities drop from $2.4 billion a year to $2.2 billion for Local 3 for at least one (1) year immediately preceding the date of the application.

Local No. 3 is a member of the San Francisco Gomplete ter Board of Supervisors, Bill Schu- cious pollution, use innovative methods, treat waste problems or protect groundwater. The bill establishes a new permitting system to control point sources of pollution and municipal discharges as well. Cities with populations greater than 250,000 apply must apply for a State Water Quality Permit within three years, and the EPA has a year to issue or deny them. The control

Supervisor, Sheriff top list

Special elections scheduled in San Mateo County

A special election is being held in San Mateo County on March 3 to fill the unexpired term for Supervisor and for Sheriff. There is also a Bond Election being held in the city of San Mateo County. A special election will authorize $6.5 million in general obligations for improvements in several local parks and the construction of a senior center.

Supervisor Jackie Speier will be elected to fill the seat for the District 3 Supervisor. If the seat is not filled, the seat will be left open.

The Bond Election in the city of San Mateo will provide improvements in several parks, including Berkeley Park, Laurin Meadows/Casavina Parks and the Bayside joint Park. It will also provide for the construction of an 11,000 square foot facility for recreational and educational programs for the city's 20,000 senior citizens. Local 3's Executive Board recommends a YES vote on Measure A.

Rains dampen work picture in Santa Rosa

Business Agent Rob Wise, reports that the wet weather we received in late January has most of the local contractors shut down. One contractor continuing to keep busy is C&Y's aggressive company who signed a contract with Local 3 in the summer of 1985. They have done well from the start and Local 3 employees working for them got good news last year - another good year. "I understand C&Y just picked up two good jobs and are looking forward to another good year," Wise said.

As most members know, at this time of the year the dirt jobs are shut down, however, the rock and gravel plants are still going strong, reports Business Agent Stew Orchard. Plants such as Syar, Kaiser, Piemonte, Seattle Co. and Stony Point Quarry are all working, but with reduced crews. The employees working at these plants have had some pretty good hours this past season. The shops in the area are keeping some of our brothers busy during the winter. These shops include Home Equipment in Santa Rosa and Ukiah, Ber- glund Inc. in Willits and Berglund's new truck shop on Airport Blvd in Santa Rosa.

Most of the local contractors in the area are trying to keep busy as much as possible to get the equipment ready for the coming season. Again, members should be reminded about the grading classes being held at the Santa Rosa Office beginning March 5th. These classes are designed to help the students become more aware of what is going on around them or her out in the field by being able to read gradestakes and understand them. "You need to sign up with a phone call if you are interested to ensure a place in the class," Orchard said.
In our recent round of Retiree Association meetings, we have been discussing in depth the current financial status of the Pensioned Operating Engineers Health and Welfare Trust Fund and recent action taken by the Board of Trustees to place the Fund back on firmer footing. At each of the meetings a letter has been distributed along with an Election and Authorization form. The letter reads:

Dear Local 3 Retiree:

In a time when very few company or union retirement plans offer medical coverage, the Local 3 Pensioned Health and Welfare Plan with its major medical, vision care and prescription drug program continues to provide outstanding medical benefits for our retirees. However, during the last several rounds of retiree meetings, your officers and Trust Fund representatives have expressed their concern that the Pensioned Health & Welfare Plan is experiencing increasing operating deficits. For example, from the period of 1982 through 1986, these deficits exceeded $3.6 million. If no steps are taken to bring income in line with the projected deficit would reach $24 million by 1992, which would effectively bankrupt the Plan.

The primary reason for this situation is that Medicare coverage has been cut drastically in recent years, which has forced the Pensioned Health & Welfare Plan to provide an increasingly higher percentage of the medical coverage for our retirees. In addition, the number of Local 3 retirees receiving health and welfare benefits continues to grow, as does the overall cost of medical care.

Since 1982, your officers have negotiated increases totaling 79 percent into the Pensioned Health & Welfare fund to help keep pace with increasing retiree medical costs. Unfortunately, with today's collective bargaining climate, it is unreasonable to expect that we can negotiate increases in the hourly contribution to the Pensioned Health & Welfare Plan that will cover all these deficits. Therefore, the Board of Trustees has implemented the following changes, which will put the Pensioned Health and Welfare Plan back on firmer footing without creating any additional financial burden for the retirees.

Due to the excellent financial condition of your Pension Trust Fund, the Board of Trustees has announced that all pensions effective on or before May 1, 1987 will be increased by $80 per month. Retirees who wish to continue their health and welfare coverage must fill out the enclosed Election and Authorization form which authorizes an automatic deduction of $50 per month from their monthly pension check.

Because of the $80 pension increase, retirees will still realize a net gain of $30 a month on their monthly pension check, even after the $50 deduction to continue health and welfare coverage. This is a permanent increase which will begin with the May 1, 1987 payment. This increase will be applied across-the-board to all pensioners and spouses of deceased pensioners who are still receiving pension checks under the 60-month guarantee period. This increase will not apply to pensions which are based on less than 10 years of credited service.

Early Pensioners under age 62 and Service Pensioners under age 60 who have retired after May 1, 1986 will be required to continue their current $150 per month contribution in addition to the new $50 payment, for a total of $200 per month. The Election and Authorization Form must be filled out and returned to the Trust Fund Office before Feb. 15, 1987. Those who fail to return the Election and Authorization form will no longer have health and welfare coverage after April 30, 1987. Please write or call the Fringe Benefits Service Center at 415-431-1568 or the Trust Fund Office at 415-777-1770 if you have any questions concerning this letter.

Sincerely,

Trust Fund Office

Retirees who attended the meetings overwhelmingly responded to have their Health and Welfare Plan benefits continue. The letter and Election form are being mailed to all Retirees who were unable to attend one of the meetings. All Retirees must complete and return an Election and Authorization form by no later than March 10, 1987. Retirees who do not return a form will no longer have coverage under the Plan after April 30, 1987. Any Retiree who terminates his coverage must make a special application to the Board of Trustees for review of evidence of insurability under the Plan Rules if he wishes coverage at a later date.

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Stockton Regional Representative Ray Helmick reports that Sierra Constructors is working in Calaveras County on the Calaveras Water District Project. This project is a $262,000,000 power generating and dam complex located along a thirty mile span of the North Fork of the Stanislaus River above New Melones Dam. Some of the sites that are still working to date are Spier Meadow Tunnel, Kaiser Steel has taken over the Plat-
I-15, Jordanelle Dam to be bid this month in Utah

Winter and the new year finally arrived in Utah, bringing snow, cold weather and fog, all of which most Utahns looked forward to. The new year looks to be a good one with a lot of work on the books and boards to be bid this spring.

Anchorage Shire of Fort W. Clyde on the Dead Horse Point job, W. W. Clyde is also working on the Jordanelle Dam, which is south of Fillmore in Millard County. Working two, eight-hour shifts into the winter, weather permitting. The job will complete the Malad River Crossing portion of I-15 towards Idaho, and the Opportunity State, as Blair called it. "It's said in Idaho if you get an opportunity to move to Utah, you'll be happy."

Speaking of moving, some of our good members have moved out of this beautiful state to California and Nevada to find work. Blair wished these members luck in 1987 and in the years to come. "It's difficult to see our friends leave Utah to find work, but maybe one day soon things will change here. I would like to say hello to these members Mike, Max, Marty, Lurry, Roger, and all others who have moved, and hope California is treating you well," Blair said.

While in the holiday spirit Blair called attention to the fine office help the Operating Engineers has in Utah, including dispatchers Jim and Osgood, H.K. in Salt Lake and Velvin in the Provo dispatch area. These three dispatchers do an exceptional job, and our hands should know and let the dispatchers know it's appreciated.

At the Salt Lake office, Kachlyn works with the district representative, and takes care of the retirees' insurance and pension problems.

Juli worked up front in the dispatch office helping H.K. on the phones and with dispatching, along with taking care of the retirees' members' insurance problems. Virginia helps Rick in the apprenticeship office, trying to keep Utah's apprenticeship line all three help the agents and members all the time and we appreciate their professional work.

Since Don Strate is attending the Harvard Labor College in Cambridge, Massachusetts for the next three months, Blair has been assigned to one of the companies, will be seeing him on the jobs soon, if they haven't already done so.

Utah is looking forward to spring and a goodly amount of new work.

Business agent Virgil Blair reports that bad weather slowed the work in Utah, as always, but some of the union jobs are still going strong. W. W. Clyde on the Dead Horse Point job is getting near the end of the fill portion of the dam with approximately two miles left to haul fill on.

The active members' insurance office is trying to keep on the crusher will keep about twelve of our members working on this job.

All three help with dispatching, and along with taking care of the members of the active members' insurance office helping H.K. on the phones and on the section of Interstate 1-15 from the Arizona state line to south St. George in Washington County about one mile north of the Bonneville Dam. This will keep a few hands working a few months this winter.

W. W. Clyde & Company of Springville is presently setting up their crusher on the section of Interstate Highway 1-15 from Baker Canyon to Meadow, which is south of Fillmore in Millard County. Working two, eight-hour shifts on the cruiser will keep about twelve of our Utah brothers working all winter. In the southeast corner of Utah on the Dead Horse Point job, W. W. Clyde is working two, eight-hour shifts on the cruiser and one, eight-hour shift on the dirt crew. There are eighteen brothers employed on this job, and with the good weather they have experienced, all is running according to schedule.

In November 1986, W. W. Clyde also broke ground on an $11,048,780.48 section of I-170 Interstate Highway with fifty operators working two eight-hour shifts. The last section to finish will join a completed section to make a complete 8.97 miles, even with winter trying to sneak in and slow things down. It just goes to show how much good union hands can accomplish in a short time.
**TECH ENGINEERS**

**Talking to Techs**

By Frank Morales

The Master Agreement for Technical Engineers will soon be open for negotiations on wages and fringes. We have scheduled four meetings to discuss the forthcoming negotiations, please take time to write down the date of the meeting nearest you. Your participation at these meetings is extremely important. We will also be sending cards out.

**April**

15th 7:00 P.M. North Room, Veterans Bldg. 1351 Maple Street San Jose, CA
16th 7:00 P.M. Engineers Bldg. 8580 Elder Creek Road Sacramento, CA
29th 7:00 P.M. Teamsters Local #653 8055 Collins Drive Oakland, CA
30th 7:00 P.M. Engineers Bldg. 760 Emory Street San Jose, CA

We are very pleased to announce three extra-curricular courses that will be available to members (through the N.C.S.J.A.C.) the Red Cross Multi-Media First Aid course, the Red Cross CPR, and the First Aid and CPR course. Specific dates and times for these courses have not yet been arranged because the NCAJAC is unsure of the number of interested parties wanting to take these courses. If you are interested contact the NCSJAC Office at 401 Roland Way, Suite #202 Oakland, CA 94621. Phone (415) 635-3255.

At this time the Tech Department would like to congratulate some of our members who have received their service pins.

**For 25 years service**

Robert Clifton; John Gardnershire; William Garrett; John Lopez; George Lema; Don Long; Robert Reynaud

**For 30 years service**

Norman Ash; Ron H. Bryan; Dave DeBoer; Thor Engelson; William S. Henn; Donald Henderson

**For 35 years service**

Geo. S. Bartlett; Donald Davis; Wes Froy; Dave Lyndell; Owen Snyder; Lawrence (Sonny) Daly

**Plans move forward on Mission Bay project**

**Development would give facelift to China Basin**

San Francisco's creative concepts for the China Basin area was the development could get Santa Fe Pacific Realty Corp's Mission Bay project off bureaucratic hold and into development this year. With $1.4 million in financial backing from the private development company, Director Dean MacRae Office of City Planning suggests creating Bay and China Basin shorelines that could challenge the former shoreline of the Mission Bay project.

The city's plan would expand development from the current 193-acre Mission Bay project to include some 300 acres, partly owned by the Port of San Francisco and Union Pacific Railroad.

The San Francisco plan calls for 3,000 feet of open-space greenery and pedestrian access to the waterfront. To accomplish this, the Port of San Francisco would have to move a proposed cargo container terminal farther south, nearer the Army Street terminal. In addition to the shoreline parks, playing fields and bird-watching estuary, the city plan would add an elaborate system of walkways, courts and streets linking offices, apartments, a hotel, shops and a baseball stadium with the Marina Bay project.

An Environmental Impact Report and public hearings will be required prior to the submission of a final version to the Planning Commission and the Board of Supervisors for Approval. Although the proposal would reduce commercial space and increase public amenities in the Mission Bay area, according to Susan Saltzter, a representative of Santa Fe Pacific Realty, says she is confident the development company and the city can work out differences in the two plans.

San Francisco, with not enough housing and dwindling industrial land uses, existence of desolate railroad yards and abandoned warehouses along the Bay, China Basin shorelines should be eliminated.

**Battle heats up on Cal-OSHA**

(Continued from page 1)

caused by a good program.

"Of the 29 states with federal OSHA programs, 20 have worse fatality averages than California." Cremins spoke again of the impact upon "our union contractors, all of whom have told us that the Cal-OSHA program is important in keeping these programs in operation." "Our union contractors will continue to pay for a good safety program. Their competitors won't. The decision to turn private sector enforcement to federal OSHA means that good contractors will have to pick up the slack in more deaths and serious injuries that will occur among those not protected by a union contract.

**Important Notice**

**Election of Geographical market Area addendum committee**

In compliance with the Northern California Master Construction Agreement, the NCAJAC Executive Board at its January 10th meeting approved the election of Geographical Market Area Addendum Committee members. The election of the Northern California regularly scheduled district meetings and/or at specially called meetings during the first quarter of 1987 as scheduled below:

- **A.** Live in the Committee's geographical area
- **B.** Be employed in the industry in that area
- **C.** Be an "A" Journeyman
- **D.** Be in good standing
- **E.** Not be an owner-operator

No member shall be nominated unless he or she is present at the meeting and will accept the position if nominated and elected.

**Meeting Schedule**

Feb. 17, 8 p.m. Fresno Laborer's Hall 5431 East Hedges
Feb. 24, 7 p.m. Auburn Recreation Center 123 Recreation Dr.
Feb. 25, 8 p.m. Sacramento Laborer's Hall 6545 Stockton Blvd.
Feb. 26, 8 p.m. Oakland Warehousemen Local # 6 50 Hegenberger Rd.
Mar. 11, 8 p.m. Santa Rosa Veterans Building 1351 Maple Street
Mar. 18, 8 p.m. San Jose Labor Temple 2100 Alum Rock Rd.
Mar. 19, 7 p.m. Watsonville Veterans Memorial Building 215 East Beach Street
Mar. 24, 7 p.m. Sunol Sunol Valley Country Club Hwy. 680 & Andrade Rd.
Mar. 26, 7 p.m. Fairfield Holiday Inn-Vineyard West Rd. 1350 Holiday Lane
In order to determine whether or not a chemical dependency or alcoholism problem exists in your family, answer the following questions. Answer each YES or NO.

1. Do you sometimes worry about a family member's drinking or drug usage?
   - Yes
   - No

2. Have you ever been embarrassed by a family member's drinking or drug usage?
   - Yes
   - No

3. Are there holidays more of a nightmare than a celebration because of a family member's behavior while drinking or using drugs?
   - Yes
   - No

4. Are you a member of his or her friends heavy drinkers or drug users?
   - Yes
   - No

5. Does your family member offer promises to quit without success?
   - Yes
   - No

6. Does his or her drinking or drug usage make the atmosphere in your home tense and anxious?
   - Yes
   - No

7. Do they deny a drinking or drug problem because they drink beer only or smoke only pot?
   - Yes
   - No

8. Do you find it necessary to lie to an employer, relatives or friends in order to hide a family member's drinking or drug usage?
   - Yes
   - No

9. Have they ever failed to remember what occurred during their drinking or drug usage period?
   - Yes
   - No

10. Do they avoid conversations pertaining to alcohol or drugs?
    - Yes
    - No

11. Does he or she justify the drinking or drug using problem?
    - Yes
    - No

12. Does he or she avoid social situations where alcohol beverages will not be served?
    - Yes
    - No

13. Do you ever feel guilty about someone else's drinking or drug using?
    - Yes
    - No

14. Has this person driven a vehicle while under the influence of alcohol or drugs?
    - Yes
    - No

15. Are you afraid of this person while he or she is drinking or using drugs?
    - Yes
    - No

16. Are you afraid of physical or verbal abuse when this person is drinking or using drugs?
    - Yes
    - No

17. Has another person mentioned your family member's unusual drinking behavior?
    - Yes
    - No

18. Do you fear riding with a family member when he or she is drinking?
    - Yes
    - No

19. Does your family member have periods of remorse after drinking or becoming angry, and apologize for behavior?
    - Yes
    - No

20. Does your family member require alcohol to get the same effect?
    - Yes
    - No

If you have answered yes to any three of these questions, there is a definite warning that a drinking or drug abuse problem exists in your family. If you have answered yes to any four of these questions, the chances are that a drinking or drug abuse problem does exist in your family. If you answered yes to five or more, there definitely is a drug problem or alcohol problem in your family.

For CONFIDENTIAL inquiries or help with alcohol or chemical dependency please call the Addiction Recovery Program (A.R.P.) Inc. at the toll free numbers listed.

Addiction Recovery Program
A.R.P.
For information, confidential inquiries or referrals please call: 800-562-3277
Outside California 800-562-2773
ATTEND YOUR DISTRICT MEETINGS
District Meetings convene at 8 p.m. with the exception of District 17 (Hawaii) meetings, which convene at 7 p.m.

February
25th District 8: Sacramento
Laborer's Hall
6545 Stockton Blvd.

26th District 2: Oakland
Warehousemen Local 46
474 Valencia St.
Hegenberger Rd.

March
4th District 12: Salt Lake City
Engineers Bldg.
1958 W. N. Temple

5th District 11: Reno
Musicians Hall.
124 West Taylor

11th District 10: Santa Rosa
Veterans Bldgs.
1351 Maple St.

16th District 9: San Jose
Labor Temple
2102 Almaden Rd.

April
7th District 4: Eureka
Engineers Building.
2806 Broadway

7th District 17: Kauai
Whale Elementary School
4319 Hardy Street

8th District 6: Redding
Engineers Building.
100 Lake Blvd.

9th District 6: Marysville
Engineers Building.
1010 I Street

14th District 17: Kona
Konawaena School.
Keakalua

APRIL—CONTINUED
15th District 1: San Mateo
Laborer’s Hall
300-7th Avenue

21st District 17: Honolulu
Kalihi Waena School
1240 Gluck Ave.

22nd District 17: Hilo
Kapiolani School
966 Kiluaea Ave.

23rd District 17: Maui
Kahului Elem. School
410 S. Hina Ave.

25th District 3: Stockton
Engineers Bldg.
1916 North Broadway

7th District 2: Richmond
Point Marina Inn
915 W. Cutting Blvd.

13th District 6: Fresno
Laborer’s Hall
5431 East Hedges

20th District 8: Auburn
Auburn Recreation Center
123 Recreation Drive

UTAH AFL-CIO HEAD CHAIRS AIRPORT COMMITTEE
Ed Mayne, President of the Utah AFL-CIO was elected Board Chairman of the Salt Lake City Airport Authority last month. The election in which Salt Lake business- man Donald Mackey was elected vice- chairman came during the nine member Board’s regularly scheduled meeting.

Mayne, who was vice-chairman, succeeds M.D. Boritch, an officer of the Continental Bank and Trust. Before handing over the gavel to Mayne, Boritch said this will likely be the most significant year for the airport authority.

In an interview, Mayne explained the airport master plan shows that growth will require construction of a third terminal and another runway. He added, “What planning we do this year will set the stage for that expansion.”

Mayne said his election not only honors him and his family, but organized labor in Utah as well. He said that he was not aware of any other labor leader who has held the position.

This shows my peers that the business community, government and labor can work together,” the labor leader said.

CHANGES IN IMMIGRATION LAW
(Continued from page 1)

United States citizenship or naturalization, or an expired foreign passport carrying an appropriate work permit from the INS. As an alternative, the applicant may submit one document showing identity and another showing work authorization. The identification document may be a driver’s license bearing a photograph of the applicant, a state- issued ID card or a notice of discharge from the armed forces of the United States. The work authorization document may be a Social Security card or a birth certificate from any state. It is still not clear how employers and workers covered by collective bargaining agreements that provide for job dispatches through hiring halls, are supposed to comply with the law.

The preliminary working draft of the new regulations states that a labor union hiring hall “must conduct the employment verification process and issue a certification on Form I-9 as part of the referral process.” The regulations also state: “The labor union hiring hall shall attach a photograph of the prospective employee to the Form I-9. The labor union hiring hall must retain a photocopy of the Form I-9 for three years past the date of referral. The original document will be given to the prospective employee to present to the employer upon hiring.”

It must be emphasized that these draft regulations are not yet in effect. Engineers News will publish specific guidelines for complying with the law when the final regulations are published by the INS.

Local 3 Business Manager Tom Stapleton stated that the union is currently trying to work out an agreement with the INS that would help streamline the procedure for the hiring hall.

“Of course that once the hiring hall verifies the member is in compliance with the law, we should be able to enter that information directly on the member’s permanent record in the computer,” Stapleton commented. Then, each time the member is dispatched, it would indicate right on the dispatch that he or she is in compliance with the immigration law.

This would eliminate unnecessary duplication of paperwork,” Stapleton added. “It would also eliminate the need for the job applicant to keep an I-9 Form with him every time he is dispatched to a new job.

“At this time, we don’t know if we will be able to implement such a system,” Stapleton said.

“But if we can, it would help ease the burden of complying with the law for our signatory contractors as well.”

The main thing, Stapleton emphasized, is that employers bound by collective bargaining agreements with Local 3 should not try to implement the law until the government issues final regulations, which will not occur for at least two more months.

“We are hopeful that we can arrive at a procedure that will work smoothly within our existing hiring hall system,” he said.

GRIEVANCE COMMITTEE MEETINGS
Recording—Corresponding Secretary William Markus, has announced that in accordance with Local 3 By-Laws, Article X Section 10, the election of Grievance Committee members shall take place at the first regular quarterly district or sub-district meeting of 1987. The schedule of such meetings at which the Grievance Committee members will be elected, is as follows:

February
25th District 8: Sacramento
Laborer’s Hall
6545 Stockton Blvd.

26th District 2: Oakland
Warehousemen Local 46
99 Hegenberger Rd.

March
4th District 12: Salt Lake City
Engineers Bldg.
1958 W. N. Temple

5th District 11: Reno
Musicians Hall.
124 West Taylor

11th District 10: Santa Rosa
Veterans Bldg.
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18th District 9: San Jose
Labor Temple
2102 Almaden Rd.