‘Gratifying’ response on drug test questionnaire

By James Sharp
Managing Editor

Response to the questionnaire in the January issue of Engineers News on drug testing has been "very gratifying," reports Business Manager Tom Stapleton. The survey, which was placed on page 2 along with a return mail envelope, sought input from the membership on the use of testing to curtail drug and alcohol use in the workplace.

"It's been a long time since we've received such a large response from the membership on an issue we've sought their input on," Stapleton observed. "It's apparent that drug and alcohol use on the job is an issue our members are very concerned about."

Local 3 drew national attention two years ago when it negotiated provisions in the Northern California Master Construction Agreement that called for drug and alcohol programs to accommodate "in establishing a joint program which because of it..."

To date, we've received nearly a thousand responses," Stapleton said. "Regardless of the testing issue, it's fairly certain, based on our own feelings and input from the membership, that the program we ultimately settle on will emphasize helping our members to treat their addiction problems, not punish them because of it."

Stapleton pointed out that, as of press time, responses to the questionnaire were still coming in and that it would be several weeks before all the questionnaires could be tabulated. He encouraged those who haven't yet taken the opportunity to fill out the questionnaire to do so.

"To date, we've received nearly a thousand responses," Stapleton said. "Although I'm told this is considered an excellent response for a return mail survey, I'd like to see more of our members take a few minutes to express their views on this crucial issue. The direction we ultimately take on drug testing as a union will in large measure be based upon the input of those members who have taken the time to express their opinion on this subject."

Stapleton said he was particularly impressed with the wide variety of comments and suggestions given by the members. "Almost half of the surveys I've read thus far have the comments section filled out," he noted. "Some have written letters about their own personal experiences in dealing with alcohol and drug abuse in the workplace — whether it was their own addiction or that of coworkers. There's no question that it's an issue we have to deal with. Our own survival depends upon it."

Sometimes it just doesn't pay to work nonunion

We all know it's a drag at times to get paid when you work nonunion, but what if you get paid and no one will cash your check.

A backhoe operator in Nevada recently had this experience. He tried to get his pay at the cashier's booth when he returned in his backhoe. Smashing right through the glass doors, he tried to get the money.

A short while later, all heck broke loose when he returned in his backhoe. Smashing right through the glass doors, he tried to get the money. He was carrying a bag of tools and a tool belt, he could have made it over those steps.

O.C. Jones holds foreman class

Citing an acute shortage of qualified operating engineer foremen, O.C. Jones & Sons have begun a first of its kind instruction program for operators who would like to become foremen. Held in their office in Berkeley on Thursday evenings, 29 Local 3 members are participating in a 14 week course.

Tom Skelly, an official with O.C. Jones, says that the idea is one of Bob Pelascini's new projects since becoming the new general manager of the construction firm. The goal of the course is to train their own people to help the firm become more competitive in the industry and also to help their employees become more highly skilled.

The course is open to anybody employed as an operating engineer, regardless of who they work for. All but one of the 29 participants work for O.C. Jones.

The course includes classes on grade checking, surveying, plan reading, equipment care and the foreman's role, how to handle rock, asphalt paving, productivity and how to schedule subcontractors, equipment and men, safety and supervising and communicating with the employees.

Skelly says that of the 29 in the class, 2-3 will be able to move into a foreman's spot immediately and several others will be qualified by next construction season. He also expects to continue the program next year with another 14 week course.
Drug Testing: What the members have to say

I want to thank all the members who have taken the time to fill out last month's questionnaire on drug testing. There is still time for those of you who haven't. I was so impressed with the many comments and suggestions, pro and con, that I want to share some of them with you. This is just a very small sampling of what we've received to date. Although we've received responses from all ages and occupations, this space has been reserved for those still working.

T.J. "Tom" Stapleton

While I don't condone drug use, I have problems with drug testing because of the potential for abuse of a person's right to privacy. Somebody who is obviously impaired and a danger to himself and others is one thing, but assuming guilt before innocence is something else.

Preliminary drug testing is against personal rights. However, if the job use is to the point of obvious abuse, test should be made. It is a matter of intoxication. The guilty party should be suspended for a day and brought before a board of review by union and employer committee.

Drug abuse is so great now that drug testing should be made without question. The drug testing should be done twice to insure that a mistake is not made causing the employee problems that are not warranted.

No tests! Use steward and craft foreman for ability and competence at report on the job. Have recourse of going to union and employer committee.

Me too! When the tests are performed to see if we are under the influence when at work. People do get good jobs.

I have concerns about mistakes in testing procedures and confusion if a person is being taking prescribed medication. Treatment for the employees should be number 1.

If you have a drug or alcohol problem you should get help and use it under control. If you can't and it starts to affect your job and others, you should be let go.

I would be willing to undergo testing, but I feel that the union should be offered testing without the knowledge of the employer.

Testing should only be done following a request by the employer. The employer must cooperate and make sure there is no mistake in the test. Only after exhausting all other measures should the employer be told.

I believe the test results should not be given to the employer immediately. First, let an independent group counsel and make sure there is no mistake in the test. Only after exhausting all other measures should the employer be told.

The bottom line—if you can't do the job, go home. Let's get good job stewards. I believe management should also be tested. I believe all operating engineers should be tested on a regular basis for the protection of those people that work around our equipment.

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It's a judgment call for supervisors. I feel that the union should not hesitate to take some of their tests. Job safety should come first, then job productivity. As a laborer, I would feel safer knowing that the brothers on the iron are drug free.

I want to make sure that we are under the influence when at work. I would be willing to undergo testing, but I feel that the union should be offered testing without the knowledge of the employer.

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The next step after drug and alcohol testing could very well be employee maintained lists of possible abusers. If we allow testing, how can we control the further abuse of our rights? Our brothers should police our own. It makes it socially unacceptable for members of our craft to show up loaded.

It's a good idea. Also, it lets the employer know that the union cares.

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Drug testing is a serious problem that needs to be addressed. If testing can help, it needs to be used, not only the union to get back some safety, but to help those that suffer from this problem.

Drug testing is another step to commun. I would not submit to a test and if it became an industry policy, I would find employment in another field and go out of the union.

Some clear guidelines have to be written so that employees know what is expected. Must be equal enforcement for all, including supervisors.

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Testing wouldn't bother me. I have been around operators who sit on marijuana on the job and you can be across the job and tell the difference.

Get with it! Maintenance crews in County are either loaded, high or drunk in the workplace.

Everyone has to take the test. Everyone has to take the test. Everyone has to take the test.

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Work is at a standstill in Santa Rosa

Business agent Rob Wise reports that as of mid-January, most work in the Santa Rosa area is at a standstill. In looking forward to the new work season, Wise took a little time to examine the union strength in District 10. Although there was a fair amount of work last season, the growing non-union segment is a very real problem.

He noted several methods Local 3 is using to deal with the non-union element. The Foundation for Fair Contracting is used to help enforce prevailing wage laws and monitor public works job sites of the non-contracting side. The Foundation is used to help enforce the prevailing wage laws in the private sector. This non-union threat is very serious in the District 10 area of Mendocino, Lake, Napa and Sonoma counties.

In response to employer requests, the Market Area Committee has already granted private work addendums in Mendocino, Lake and Napa counties in an effort to generate more jobs in the private sector. This non-union threat is very serious in the District 10 area of Mendocino, Lake, Napa and Sonoma counties.

In response to employer requests, the Market Area Committee has already granted private work addendums in Mendocino, Lake and Napa counties. In the counties of Lake and Mendocino, the following percentages and amounts apply to private work only: 70 percent up to $100,000.00 and 85 percent for work from $100,000.00 to $300,000.00.

In Napa county, the rates are 80 percent up to $100,000.00 and 85 percent for work from $100,000.00 to $500,000.00.

These cuts in Napa, Lake and Mendocino counties were taken because of pressure from non-union contractors. Conditions are deteriorating in Sonoma county too, but at this time, no wage concessions have been granted.

The Organizing Department has been checking into the non-union companies and interviewing their operators to determine the attitude of the non-union in the area. The organizers have found that some of the non-union employees are pretty much company men and are relatively satisfied with their wages and working conditions.

As Wise's report indicates, the union representatives are trying many different ways to keep the work in the

(Continued on page 12)

Kiewit has $1.9 million project at Hamilton AFB

Kiewit-Pacific continues site work at Hamilton AFB housing project as the weather permits. This $1.9 million dollar job will provide 300 sites for military housing. Construction manager is Artus Sandt out of Napa. Kiewit-Pacific has the site work and underground. O.C. Jones will do the paving. North Point Surveyors out of Vallejo is doing the surveying on the project.

The work picture in Marin and Southern Sonoma Counties remains slow due to the recent rainy weather, reports Business Agent Bud Ketchum. Kiewit-Pacific continues site work at the Hamilton AFB housing project as the weather permits. This $1.9 million dollar job will provide 300 sites for military housing. Construction manager is Artus Sandt out of Napa. Kiewit-Pacific has the site work and underground. O.C. Jones will do the paving. North Point Surveyors out of Vallejo is doing the surveying on the project.

About twelve operators have been making the job. Ghilotti Bros. of San Rafael reports some activity on their projects around the Bay Area, but the local work picture is slow. Work continues at Marin Glen in Ignacio as the weather permits. Work at the Rowland shopping center awaits good weather. The Bridgeyard job in Sausalito is scheduled to start soon. The shop in San Rafael remains active with around ten Mechanic/Welders.

Gary Ghilotti of Maggiora-Ghilotti reports that the work picture for the company looks fairly bright for this year. They recently finished a bridge widening and paving job on Bel Marin Keys Boulevard where Rob Lee was the Foreman. Work is slow at the moment. Other local contractors such as W.R. Ford and W.K. McElhanie continue to pave on smaller projects as weather permits. As our Local contractors respond to questions regarding the work picture we are having the impression that there is a lot of work scheduled for this spring. This makes it important that our members keep current on the out-of-work list and on their dues, so that they are eligible for dispatch when the time comes.

Dispatcher Bob Cahill reminds our members who are currently out of work and paid up on their dues not to forget to make timely application for Unemployed Dues after the first month. If you have any questions do not hesitate to give him a call. Also, do not forget to do your 1-9 Forms so you can be dispatched.

San Rafael Rock Quarry reports that work is just slightly better now than this time last year. The plant continues with two shifts working as the rainy weather allows. There are currently 36 Operating Engineers on the plant payroll. Quarry Products in Petaluma is currently working a reduced work force after the Holidays. They are making some Asphalt Concrete and plant products as the weather allows. This plant usually keeps 6-7 Operating Engineers busy. Pomeroy Prestress has 3-4 Operators working at this time, depending on weather. This Petaluma plant recently put into effect a Market Geographic committee in order to secure a place in the competitive prestress piling producers market. Jay Shields is our representative on the Committee.

Pitcher Drilling had their track rig at Schollenberger Park doing soil samples for Tejima Engineers out of the South Bay. This area is slated for development as a Marina/Hotel complex by Marina Office Park Associates of Santa Rosa. A similar development is scheduled for Port Sonoma. Funding will be in part by grants and loans from the California Boating and Waterways Commission. Both Sonoma and Marin Building Trades will be observing the development of these projects to ensure our Union contractors have a fair and equal opportunity to bid these jobs competitively.

Thank you to the 20 retirees and their spouses who turned out for our recent retiree meeting at the Alvarado Inn. A special message to our long time friend Forrest Dalton who recently underwent surgery again. Get well soon!

Kiewit-Pacific continues site work on housing project at Hamilton AFB.
**Pickets up on Marysville power plant**

District Representative George Morgan reports that work is at a standstill in the Marysville district because of the strike. “When you have no set workweek and can do work on Sundays or on holidays without paying a premium, you can work all kinds of hours,” Morgan says.

In 1987, the building trades and all other crafts put an agreement together for the Greenleaf Power Project on Townsend Road. The project will run about $33 million. In December, Nord- by Construction of Santa Rosa broke ground and has since started the proj- ect. Checking into it further, Greenleaf Power Corporation sold out to Green- leaf Union One Associates which it is F.C. Power Systems Corporation of Portland. The contractor is Western Energy Corporation.

A building trades picket went up on January 25, which hopefully will do some good. Regardless of whether it does or not, the Unions can’t just stand idly by and let a project sit idle without showing some concern. There is no one that likes to see this go down without showing that union members in Marys- ville care.

“One thing is certain,” Morgan says. “We need all the help we can get, so if the dispatcher or anyone else calls and asks you to walk a picket, just re- member, this is your union, and if we all did not give a damn, there would not be a union and then there would not be a Davis-Bacon. Then we would all be working for the “RAT” company that works seven days a week with no premium or pay other benefits.”

The work picture for the upcoming year is not that bright, but we have to see how this turns out. We have nothing but Re- phony politicians and all their promises, we should be in fair condition.

M&K should have the work in the Canyon, but at this writing, they have not gotten an agreement with Union Pacific. This project is around $27 million and runs from Livermore to Elko, NV. This project is to redo every tunnel and will be a good job if it goes. Morgan reminds all members to re- gister to vote. This is one important year coming up. We had better keep what few Democratic friends we have in there, and hopefully put some more in the notch. We have nothing but Rep- publicans in office, and it sure does not do much good to ask them to do anything.

The Brothers working for Peterson Tractor in Willows have a lot of work and so do the Brothers working for Tenco Tractor in Williams and Yuba City, reports Business Representative Vern Hughes.

Kiewit Pacific is trying to get started on its Highway 99 job and has several Brothers working.

Baldwin Contracting has not started.

(Continued on page 9)

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**Applications being accepted for 1988 Scholarship Contest**

**General Rules & Instructions For Local 3 College Scholarship Awards 1987-1988 School Year**

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

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

The Local 3 Scholarships will impose no re- strictions of any kind on the course of study. Recipients may accept any other grants or awards which do not in themselves rule out scholarship and from other sources.

Who may apply:

Sons and Daughters of Members of Local No.3 may apply for the scholarships. The parent of the applicant must be a Member of Operating Engineers Local 3, and he must have worked at least one (1) year immediately preceding the date of the application.

Sons and Daughters of deceased Members of Local No.3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Operating Engineers Local 3 for at least one (1) year immediately preceding the date of death. The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1987), or (2) the Spring Semester (beginning in 1988), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work. Applications will be accepted between January 1, 1988 and March 1, 1988.

**Awarding scholarships:**

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

Upon verification of the eligibility of the applicant. Local No.3 will not exercise any choice by the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in award- ing college scholarships, showing that Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of acceptable applicants and their quali- fications will be reviewed and studied by the Executive Board and the scholarship winners selected.

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

**Instructions:**

All of the following items must be received by MARCH 1, 1988:

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

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

3. Letters of Recommendation—every Applicant should submit one to three letters of recommen- dation giving information about his/her char- acter and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writer to Local No. 3.

4. Photograph—A recent photograph, preferably 2 inches by 3 inches with the Applicant's name printed on the back. This photo should be large enough to reproduce in the Engineers News.

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

William L. Markus
Recording—Corresponding Secretary
Operating Engineers Local Union No. 3
174 Valencia St.
San Francisco, CA 94103

or to: College Scholarships at the address shown above.

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**Important Notice**

**Election of Geographical Market Area Addendum Committee Member**

Business Manager T. J. Stapp has announced the election of Geographical Market Area Ad- dendum Committee members at each of the Northern California regularly scheduled district meet- ings and/or at specially called meetings to be scheduled during the first quarter of 1988, with eligibility rules as follows:

(a) Unless he/she is living in the Committee’s Geographical area.

(b) Unless he/she is employed in the industry in the area.

(c) Must be a member in good standing.

(e) Must be an owner-operator.

The member shall be nominated unless he/she is present at the meeting and will accept the nomination and the position, if elected.

**Meeting Schedule**

Mar. 8, 8 p.m. Mar. 15, 8 p.m. Apr. 17, 7 p.m.
Santa Rosa Labor Temple Freedom Veterans of Foreign Wars Hall
1351 Maple Street 2102 Almaden Rd.
9100 Freedom Blvd.

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**Former Local 3 BA Jack Bullard dies**

Memorial services for former San Jose business agent Jack Bullard II were held recently in Santa Cruz. Bullard was 59.

Born in Page, N.D. in 1926, Bullard was a member of the third generation to farm the same land since the 1980s. He volunteered for the U.S. Army Reserve at age 17 and a year later reported for duty with the U.S. Army 42nd Rainbow Division during World War II. He received a combat commendation for service in Europe.

After the war, Bullard attended the University of Minnesota, majoring in economics. In his senior year, he volunteered for duty in the Korean War. After he returned from service, he began his career in construction. He worked on water locks on the Mississippi River, turnpikes in Kansas, oil pipelines and chemical plants in Texas, as well as projects in Mexico, the Dominican Rep- ublic and Guantanamo Naval Base in Cuba.

Bullard moved to California in 1957 and joined Local 3 in 1958. In 1964 he was hired by Local 3 as a business agent and assigned to Nevada. While there he conducted union organizing campaigns at several of the mines. Bullard spent his last years on the union payroll in the San Jose office, working in the Santa Cruz coastal area. He served as Assis- tant District Representative from 1978 to 1982 when he left the payroll.

He is survived by his wife Shirley and three children, John W. Bullard III, Philip Bullard and daughter Gail Bullard.

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Both the Contra Costa and Alameda counties look fair, reported District Representative William Dorresteyn. "I have just gone through some very heavy construction on projected projects and it looks good," Dorresteyn said. There are roughly five million dollars in bids coming up this month; this will get us going as jobs are small to fairly large in all varieties of construction.

Work has slowed down the work, but it looks as though we are getting back on line.

U.S. Steel is still being picketed with very good results. Economically we are hurting them; we have law suits filed against them that look very favorable for our members. The workmanship in the plant stinks; the safety is very poor. They have had a lot of accidents and some have been very serious. The underground work was done very shoddily.

We have had a hearing with the City of Pittsburg regarding safety and had testimony of a case of general construction violations which included failing to wrap a membrane around pipe, poor backfill, and concrete that's going into the ground. We will keep up the pressure on this scab job.

We also had a problem at Louisiana Pacific, which has a scab operator back on the equipment. This company lost a lot of money by going scab as they are not trained and is a real dangerous job. This area is a reality and it's very time consuming trying to combat.

We now have some non-union firms who move in after securing a large job and they use thirty percent or more union sub-contractors and operators, they don't need union practice with some companies.

Merit shops are on the move and are growing membership. The common labor usually is non-union and the more highly skilled work is union so they get the best of both worlds and the jobs usually makes money. The large Davis Bacon jobs that are non-union are being monitored for the prevailing wages and this keeps pressure on them.

The year is a good time for all engineers and please work safely on and off the job.

A lot of members don't like the fact that the agents in Oakland make recommendations and advise as to which political candidates our members should back. The real fact is we spend too much time and money on politics; that's too bad because we are going to keep on making recommendations. As a matter of fact, I'd like to make two recommendations on who NOT to vote for. To begin with, Jim Busker, a Hayward City Council candidate. The members working for East Bay Excavating would probably like to know he urged the LaVerity Quarry permit to be terminated at a recent planning commission hearing.

Another candidate we'd like to recommend that you DON'T vote for is Bob Tucknott, a candidate for the Alameda Board of Supervisors seat vacated by Robert Knox. Why not vote for Mr. Tucknott? He's a scab operator and is against prevailing wages, and is a "mucky-muck" with the union-busting companies.

We do have some pro-labor candidates out there. In the City of San Leandro we are backing Del Willburn, District 2, incumbents Anthony Santos, District 6 and Robert Glaze, District 4. As to date in Hayward, Local No. 3 is backing Barbra Bray and Wanda Bray for City Council seats.

It's important that members and their families familiarize themselves with labor voting registration forms are available at your district office.

We are circulating petitions with the A.F.L.-C.I.O., Central Labor Council, and the Building Trades to gather enough signatures on the initiative to bring in Cal OSHA. If any of you wish to circulate petitions or help in any other capacity, please contact Brian Bishop, our Office representative.

On February 3, 1988, in a random survey, ten contractors in Alameda County were questioned on the rental price of the home equity loans and operator needs for 1988. Following are their responses:

Harold Burk, Gallagher & Burk, Inc., "I'm optimistic; it looks at least as good as 1987. As usual, finish blade operators and paving machine operators are at the premium.

Gary Holtzinger, Bridge Bay Engineering, "Doesn't appear to be much work; but due to the nature of our work it is really too early to get a good grasp on the work picture for 1988."

Kurt Mertfeld, C.F.T. Available Concrete Pumping, "My customers say it looks like it will be a good year. If we end up looking for any operators, it will be qualified concrete pump operators." Jim Silva, Silva's Pipeline, "Appears currently that we will have an average day. In the past it's looked terrible but we do have work."

Frank Freeze, Oliver deSilva, Inc., "Public work is up, and with the quarter drop in the prime rate yesterday it should boost the work in the private sector, will be a lot of overalls. We'll probably be looking for good paying people and finish blade operators."

Debbie Griffin, Fanfa Engineering, "We still have a couple of good jobs to go on; looks like it will be a good year. We will probably be looking for qualified scrapers and dozer operators."

Jim Harris, Independent Construction, "We are starting to put some of our scraper operators back to work. Aren't looking for any new operators presently. It's too early to tell about 1988."

Mel Lutz, McGuire & Hester, "We're bidding on a lot of work a couple in Alameda, one in the Port, a couple in Berkeley. Like I said, we're bidding but it's still too early to predict 1988."

Shawn McDonald, Lee & Donald Construction, "The bidding has come alive; could be a good one but it's still too early to predict 1988."

John DeFreitas, M.J.B. Pipeline, "We're running out of work. Lots of small jobs. We look to be in better shape than a year ago but there is less work than 1986 and 1987 and it looks to be on the decline. There is more public work now than there are a couple of years ago. The prime rate just dropped so my gut feeling is a pick-up in the private field."

"We do have a problem with the union-busting operators back to work. Aren't checking account when your month-"

"I would use a union printer."CAT HOPPINS

February 1988

Quality, safety problems at POSCO

ATMs are coming!

Starting in March, Credit Union members will be able to use Automatic Teller Machines at over 6,000 locations all over the United States. With POSCO's operating Engineers' ATM card you can withdraw up to $200 in cash, day or night, 7 days a week.

To be eligible for an ATM card you need only be a member of the Credit Union checking account. A Credit Union checking account is FREE - there are no monthly fees or pesky charge adjustments. In addition, you earn interest on your checking account when your monthly balance is $500 or greater.

Apply today for the POSCO Engineers Checking Account and ATM card. You'll find the combination of the checking account and an ATM card gives you the best access to your funds at YOUR convenience. Call your Credit Union at (415) 829-4400 and we'll be happy to send you a checking and ATM application. Utah members should call (801) 261-2223.

All your family members can join

Did you know that all your family members—parents, sister, brothers, grandchildren, aunts, uncles, nieces, nephews, and even in-laws—are eligible to join the Credit Union? We offer many great services, from high-yielding savings accounts to low cost loans. A Credit Union car loan or Line member, we can help your folks starting out by providing loans for a new car or their first home.

Home Equity loans—still tax deductible

Your Credit Union offers a Home Equity Line of Credit Loan especially for Local 3 members. Home Equity loan rates are usually lower than other types of loans because the loan is secured by the equity you have accumulated in your home.

In addition, under the new tax laws, taxpayers may deduct interest on home equity loans up to the purchase price of the home. Credit Union members are eligible for these tax breaks. For loans over this amount, you may still deduct the interest if the loan proceeds are used for medical purposes, home improvements, or tuition.

Your Credit Union can lend you up to 75 percent of the equity in your home, minus any outstanding mortgage. A Home Equity loan is a great financial option. However, because it is secured by your home it is important you understand all the facts.

If you are interested in a Home Equity Loan please call your Credit Union for the information brochure, or ask for our Real Estate Loan Specialist. She'll be happy to answer any questions you may have.
Pictured above are (left to right) mechanic Ken Smeltzer, Business Agent John Bonilla and backhoe operator Ernie Lopoz. Pictured top right is boom truck operator Sheridan Atkinson. At right is Paul Yeoman on hydraulic crane.

Morrison-Knudsen at the helm
I-80 widening at Auburn fi

The project has been on the books for many years, but now the widening of Interstate 80 at Auburn is finally becoming a reality. Morrison-Knudsen broke ground last November on a $30 million project that will transform the narrow, windy section of freeway through Auburn into a spacious six-lane freeway with a seventh lane devoted to truck traffic.

Plans to expand the 2.1-mile strip date back to 1966. Studies indicate that the present four-lane bottleneck is riddled with twice as many accidents as the statewide average for similar freeways. Although agreements between Caltrans and city and county officials were signed before 1969, a draft proposal circulated in 1973 was rejected by Auburn.

Fifteen years later, the project manager says he was in the local office being run in will be the "...".

There are... There are... on the... cone the... with comple...
nally on line

ars and many more accidents later, as finally begun. Ray Weiser, project the job, is a Local 3 member and the first apprentice to be indentured on back when the program was Santa Rosa. Managing the traffic was not the difficult aspect of the project, since all work must be completed the flow. This includes removal of bridges and replacement without of traffic flow.

presents about 30 operating engi-jobs, including those working for it is broken down into three phases, ion scheduled by the end of 1989.

New contract for $30 million library

Work on the west side of the Sacramento Valley has been slow recently due to the wet weather, business agent Gary Wagon reports. The new jail in Woodland though is beginning to take shape. The water treatment plant was just let for $10 million, and Kiewit is the apparent low-bidder. Bechtel is waiting for the weather to clear on Road 102 in Woodland for their solar plant construction.

Campbell Construction of Sacramento is the low bidder on the $30 million library at U.C. Davis. All the gravel plants, Syar, Sokano and Teichert are working small crews throughout the winter on Cache Creek. R.C. Collet has removed their plant from Cache Creek and has moved it to their woodland yard.

T & S Construction is progressing well on the underground work in West Sacramento keeping about six operators working. Hoffman Construction of Oregon is keeping 2-3 operators busy on the Byte Bend sewer plant.

Lukenbill Construction, Golden Gate Erectors, Sacramento Valley Crane and DCM have been working, weather permitting, at the new Arco Arena Sports Stadium in Natomas.

Granite has been waiting for better weather for the Highway 99 job between Sacramento and Marysville. R.C. Collet has started some small building pad work as weather permits.

In the shops, Cal State, Morgan Equipment and Tenco Tractor have all been busy, with Tenco working two shifts. Cardinal Scale has been keeping 18 welders and helpers busy all winter. Levin Metals keeps two cranes working in the scrap yard, rain or shine, usually for ten hours a day.

The concrete plants have worked fairly steady on the west side with Teichert in Woodland having a great year and expecting the same in 1988. Layne-Western has renewed their contract for three years, and the hands are looking forward to having Operating Engineers insurance for the first time instead of the company plan. This is an item most take for granted, but like everything else, it must be negotiated into the contract. This is an added cost to the company but even they admitted, as a fair employer, "money well spent for a crew as good as we have."

Dan Hack, superintendent for Bigge Crane, has been keeping his pencil sharp. Wagon reports that he sees more and more of Bigge's cranes working every side of the Sacramento Valley.

Norm Montgomery of Montgomery Contractors is here, there and everywhere. A man could drive by a location in the morning and see his rig-setting spans and stop by in the afternoon only to discover that he is finished and set up 30 miles away.

For those operators who have been out of work and on the out-of-work list, remember to put in for half dues and renew registration before the 84th day.

R.C. Collet's rock plant in Rocklin is down. They are relocating on their property employing about 15 operators. Granite has picked up $1 million worth of work at Stanford Ranch. Terry Waddell's crew is there with approximately ten operators. Malloy-Greenhalgh is beginning to recall their guys and have plenty of work at Stanford Ranch this year.

A. Teichert and Son has a $3 million project on Sunset Blvd. in Rocklin for the Herman Miller Furniture Warehouse. They are doing the underground, grading and paving.
Cocaine has a biphasic effect. When c,one of these events occur. you should stop using. If you continue using, you may experience symptoms such as: (Abuse Stage): Treachery (Use Stage). (Recovery Stage): Last Judgment. The amount you would be charged for the benefit package is limited to 20 percent of the cost of the Programs with the COBRA. The new COBRA law applies to future events, and most likely it is not applicable to you at this time. It will be applicable for Retirees in the event of a divorce even if you work to earn minimum wage. It is considered a status drug among young, affluent professionals. It is taken because of the feeling of well being and self-confidence. It is a drug you shouldn't take. The Trust Fund Office will inform you if you should have any questions or referral please call: (Outside California) (800) 562-2773. Cocaine Anonymous Groups. psychotherapy, counseling, and/or Cocaine Anonymous Groups. If you or anyone you know is having a problem with cocaine, please call A.R.P. office for absolute CONFIDENTIAL help. Remember, Cocaine is a very tricky drug that leads you into a false sense of security. Don't let it ruin your life. Don't be snow blind! Fringe Benefit Forum by Don Jones, Director of Fringe Benefits Operating Engineers covered by the California Health and Welfare Trust and Retirees covered by the Pioneered Operating Engineers Health and Welfare Trust recently received a notice regarding legislation about health coverage, the Consolidated Omnibus Budget Reconciliation Act or COBRA. This legislation was passed by Congress in April 1986 and its effective date for Operating Engineers working under California agreements was September 15, 1987. The new law has an ominous title and even more ominous acronym (COBRA). But the gist of the law is simple—Congress wanted to make sure that participants who lose group health coverage would be able to make reasonable self-payments to continue the basics of that coverage for a certain period of time. Take a look at the major provisions of the law and what effect it may have on you and your family. First, a section addressed only to Active Operating Engineers, then a section for Retirees only: For Active Operating Engineers (Retirees, skip this section. You have your own section below.) Q: Does the new law affect my family and me at the present time? A: Most likely not. The new COBRA Law applies to future events, which we will detail in a moment. So, if you are working as usual the law has no affect on you at this time. Q: What about these 'future events'? A: The provisions of the new law will affect you and your family when one of the following 'events' occur: Your death, divorce, or a dependent reaching age 19. When one of these events occur, you (or your beneficiary) are responsible for notifying the Trust Fund Office within 60 days of that event. The Trust Fund Office will then send you notice of what continuing coverage is available and its costs to you or your spouse or dependent who has reached age 19. Q: What if my eligibility expires after a layoff? A: The Trust Fund Office will automatically notify you if you should lose eligibility because of voluntary quit, layoff, termination, or a reduction in work hours below the number required for your employer to make a contribution for you. At that time you can elect to purchase temporary coverage from the Plan at group rate costs. Q: If I were to purchase coverage under COBRA, would the coverage be the same as I have now? A: Not exactly the same. Here's what is covered: hospital, medical, prescription drug, vision and dental benefits. Here's what is not covered: life insurance (you may convert to an individual policy), accidental death coverage, burial coverage, weekly disability and Medicare reimbursement coverage. Q: How much will I have to pay for the coverage? A: As the law puts it, the maximum self-pay rate will be 102 percent of the Plan's cost for the benefit package for the group. The Trustees are, of course, continually monitoring the costs of the Programs with the Cost Containment Committee arrangement. The amount you would be charged will reflect the current group rate cost, a rate which will reflect any additional costs due to Cost Containment. The Trust Fund Office will inform you of the actual dollars and cents at the time a notice is sent informing you that your coverage has terminated and offering you continuation coverage. Q: When the Trust Fund Office sends me notice that my coverage is terminating, how long do I have to notify the Trust Fund Office that I would like my benefits to continue? A: Within 60 days after you receive notice from the Trust Fund Office or 60 days after your coverage terminated, whichever is later. Q: How long can I pay for coverage under COBRA? A: 18 months, if your coverage is terminated due to layoff, etc. If you die, your spouse can pay for coverage for 36 months. You may also pay for 36 months' coverage if you become divorced. And your dependents can pay for 36 months' coverage if they reach age 19. Q: Can COBRA coverage be lost once it starts? A: You will lose continuation coverage if you do not pay on time. You become covered under a new group plan when your employer no longer provides group health coverage to any of its employees. You qualify for Medicare. Okay, Retirees. Remember, the above Section did not apply to you. This Section does. Retirees lake note The new COBRA law applies to future events and it is not applicable to you at this time. 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Talking to Techs

By Frank Morales

The twentieth century technology has put digital watches on our wrists and calculators in our pockets, and has turned our rec-
rooms into personal computer centers.

This technology that renovates our lifestyles and urges us to look ahead in anticipation of new de- developments that will, hopefully, improve the quality of our lives.

For some others, a few of these developments are hand-held elec- trance surveying instruments and wireless use of global posi- tioning satellites. These products of technology have made life a little easier for surveyors.

It would appear our basic work in much the same way that indoor plumbing altered the life- style of our great-grandparents.

Put simply, one doesn’t have to go out in the field as often. Along with every technological advance- ment, the image of the surveyor evolves, a complex process, expectations grow.

Increased knowledge and use of electronics and computers have

Granite gets some jobs

Winter hits Reno work scene

Winter hit the Reno and Northern Nevada area hard in January, reports District Representative Ray Morgan, and because of this, there are approxi- mately 350 members on the out of work list. This is not unusual for this time of year though.

However, Granite Construction recently recalled approximately 20 operators, and weather permitting, will start the $11.7 million resurfacing job. Bechtel Construction on the site

A portion of Carson City’s $3.3 mil- lion to improve nine miles of I-80 running west from Elko.

A portion of Carson City’s $3.3 mil- lion to be used to reconstruct U.S. 50 east of the city, extending into Lyon County at the Virginia City turnoff. The Department reported, however, that nearly $10 million repaving pro- ject on I-80 near Valmy has been delayed, due to the federal government cutting Nevada’s share of highway construction money.

Agent Pete Cox reports that Las Vegas Paving has maintained both a crusher and ball mill and are doing a good job. They have worked so hard to achieve.

Power Anderson of Santa Crui has a meeting and will accept thenomi- nation to the public for the betterment of the American people. Labor unions continue their efforts in education by establishing apprenticeship programs to train and retrain journeymen in the trades.

While it not been for labor unions, the United States would not have the trained work force we have today. This vast crew of the people who have worked so hard to achieve the U.S. Army Corps of Engineers has brought the United States to the forefront of manufacturing, science, engineering, and a trained work force that no other country has been able to top.

Additionally, had it not been for labor unions, the living standards of today would not exist. Were it not for labor unions, you would not have the skill and knowledge to perform the work that earns a decent living for you and your family.

Apprenticeship provided by labor and management, promoted by labor unions for the past 150 years, is the key to survival for our country and working men and women in the trades. The nonunion sector has seen the benefits of training and profits that can be made with

Marysville

(Continued from page 4)

on its part of Highway 99 because it is too wet.

Power Anderson of Santa Cruz has a power plant job in Orland and is working non-union. The non-union is mov- ing in and getting a lot of the private work.

With all the work coming up this year, I hope the union contractor can sharpen his pencil and get most of it.

The work picture on the East Side is very slow which is normal for this time of year, says Business Representative Dan Weis.

Truco Tractor in Pleasant Grove and Peterson Tractor in Chico are both busy.

Edwin Contracting has most of its rock plants shut down for the winter, with some mechanics working in the shop.

Calle C. Woods is back to work at Parks Bar.

We presently have a picket on Northern Nevada at the power plant on Township Road, Yuba City, and I would like to thank everyone who is helping walk the picket line.

Teaching Techs

Labor promotes education education

In the late 1800’s, the American Federation of Labor, in trying to abol-ish child labor and improve the living standards of American people, was promoting quality, free public educa- tion.

The fact that children eight to twelve years of age were forced to work ten to twelve hours a day for impossible for low income families to send their children to any school at all. Labor unions were the backbone of any movement that at time in achiev- ing laws to force children into a public school system.

Labor unions since the late 1800’s have continuously been the forerunner in promoting higher schools and educa- tion to the public for the betterment of the American people. Labor unions continued their efforts in education by establishing apprenticeship programs to train and retrain journeymen in the trades.

If it not been for labor unions, the United States would not have the trained work force we have today. This vast crew of the people who have worked so hard to achieve

In the movement they are making into apprenticeship, we are seeing our standards being tom down, our curricu- la being copied, and regulations in the state and federal governments being challenged to the point the union pro- grams will be greatly affected in the near future.

Many parallel programs are being recognized by the state and federal governments that will greatly effect apprenticeship as it know today. The nonunion wants to insert two classifications (helper and trainee) that will destroy the continuity of on-the-job training. Because of these two or even one classification with no restrictions on range to journeyman or to type of work, the nonunion is being, such as operator of equipment, labor, plumber, steel erector, surveyor, etc., on the same project. Nonunion training of apprentices becomes mute.

The union apprenticeship programs are in the biggest battle of their history to fend off new strides of this nature by the nonunion sector, Reagan and the Dukakis regime.

If wages and fringe are eroded far enough and the nonunion wages and fringe rise high enough, the nonunion will take advantage of the union and signatory employer trained work force, and we won’t have the wages, fringe and working conditions that all of us have worked so hard to achieve.

Important Notice

Election of Geographical Market Area Addendum Committee Member

Business Manager T. J. Stapleton has announced the election of Geographical Market Area Ad- dendum Committee members at each of the Northern California regularly scheduled district meet- ings and/or at Specially called meetings to be scheduled during the first quarter of 1988, with eligibility rules as follows:

No member shall be eligible for elec- tion, be elected or held the position of Geographical Market Area Addendum Committee mem- ber (a). Unless he/she is living in the Committee’s Geographical area.

(b). Unless he/she is being employed in the industry in the area.

(c). Must be an "A" Journeyman.

(d). Must be a member in good standing.

(e). Must not be an owner-operator.

No member shall be nominated unless he or she is present at the meeting where the nomination and the position, if elected.

Mar. 8, 8 p.m. Veterans of Foreign Wars Hall, 2102 Almaden Rd.

Mar. 17, 7 p.m. Freedom Veterans of Foreign Wars Hall 1960 Freedom Blvd.
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**Ever had a Day like this?**

**Dear Sir:**

I am writing in response to your request for additional information, in block No. 3 of the accident report. I put it to you that I was working alone on the roof of a new six-story building. When I completed my work, I discovered that I had about 500 pounds of bricks left over. Rather than carry the bricks down by hand, I decided to lower them in a barrel using a pulley, which was attached to the side of the building. Securing the rope at ground level, I stepped up to the third floor, swung the barrel out and loaded the bricks into it. Then I went back to the ground floor and unlinked the rope, heightening it to ensure a slow descent of the bricks. You will note in block No. 11 of the accident report form that I weigh 145 pounds. To my surprise, the barrel was not intact but was knocked two knuckles deep into the pulley. By this time, I had regained my presence and was able to hold on to the rope in spite of the pain. At about the same time, however, the barrel of bricks hit the ground and the bottom fell out of the barrel. Davof the weight of the bricks, the barrel now weighed 50 pounds. As you might imagine, I began a rapid descent down the side of the building, in the vicinity of the third floor, I met the barrel coming up. That accounts for the two fractured ankles and the lacerations of my legs and lower body.

The encounter with the barrel slowed me enough to lessen my injuries when I fell onto the pile of bricks and only three of my fingers were broken. I am sorry to report, however, that as I lay there on the bricks, unable to stand and watching the empty barrel, my presence was lost.

I am a bricklayer by trade. On the day of the accident, I was working alone on the roof of a new six-story building. When I completed my work, I discovered that I had about 500 pounds of bricks left over. Rather than carry the bricks down by hand, I decided to lower them in a barrel using a pulley, which was attached to the side of the building. Securing the rope at ground level, I stepped up to the third floor, swung the barrel out and loaded the bricks into it. Then I went back to the ground floor and unlinked the rope, heightening it to ensure a slow descent of the bricks. You will note in block No. 11 of the accident report form that I weigh 145 pounds. To my surprise, the barrel was not intact but was knocked two knuckles deep into the pulley. By this time, I had regained my presence and was able to hold on to the rope in spite of the pain. At about the same time, however, the barrel of bricks hit the ground and the bottom fell out of the barrel. Davof the weight of the bricks, the barrel now weighed 50 pounds. As you might imagine, I began a rapid descent down the side of the building, in the vicinity of the third floor, I met the barrel coming up. That accounts for the two fractured ankles and the lacerations of my legs and lower body.

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FOR SALE: 76 Ford F 7000 Service Truck D.C. P/S P/B (209) 369-3936 SS. #572-50-3715 1/88
FOR SALE: 1978 GMC 2000 gal Water Truck new tank, PTO, No. 3 point hitch $30,000. C.W. Smith 146 Mayten Way Fremont, CA. 94539 Phone:916-342 56483 or (415) 754-5825 Reg #4732073 2/88
FOR SALE: 850 Case Trackloader w/detachable backhoe, 4 in 1 loader bucket, exc cond. $14,000.00 with 20 ton rm. and dining rm. w/cedar interior. Front/back decks. All bdrms, den. family rm, fireplace. dining rm, kit., & 2 full baths. Owner will consider carrying loan. Frank Dorr, 4901 Alum Rock Rd. San Jose, CA. 95121 (408) 238-7355 S.S. #573-46-9023 1/88
FOR SALE: Oriental Temple Chair Teakwood, inlaid with Mother of Pearl, marble seat and back. $1,500. Ed McRae, P.O. Box 190, Forest Ranch, CA. 95942 Phone:916-342 56483 or (415) 754-5825 Reg #4732073 2/88
FOR SALE: 1986 Jayco "J" Sth Wheel Travel Trailer. "Delux Model" with dinette, full & outside kitchen, bath w/shower, & double bunks. $1,950.00. Mercedes & tommie. 760-1727 La Jolla, CA. 92037 (619) 459-2328 1/88
FOR SALE: Home theater receiver, clean, excel cond. $10,000.00 B. Oglesby Anderson 14004 Inverness Rd. Red Bluff, B.C. 96067 (530) 557-3199 Reg #0100759 1/88
FOR SALE: Commercial mower in beautiful Coeur D'Alene, Idaho. Newly renovated, 2 story, formerly tavern, on busy street, large 9,000 sq ft lot. $94,900.00. M. Gottlieb E. Arnold, Lester Wright. Our sincere condolences to the families and friends of the following retired Brothers:
- Charles F. Sargent, Walter L. Fisher
- Donald Roberts
- John E. Scott
- John Benson
- James Bowden
- Rene Chaix
- Charles R. Wilkerson
- Charles P. Reschke
- Richard E. Berlin
- Charles W. Krenn
- Robert W. Linn
- Robert B. Jordan
- William Shelton
- Richard B. White
- Donald J. Bowerman
- Edward J. White
- David L. Bedrossian
- Donald J. Burns
- James T. Williams
- Frank Dorr
- S. Jenkins
- Charles Sargent
- William R. Herrick
- Charles E. Sargent

Sacramento: We would like to express our sympathies to the families and friends of departed brothers:
- Russel A. Young & Bena D. George
- Benson, James Bowden, Rene Chap
- Gerald Clov, James Davrel
- Charles Dunford
- Sam Ferguson
- Arnold Johnson
- Homer Lanes
- Jack Micser
- Ragnor Molmen
- Franklin Osgood, W. V. Owens
- Donnie Bulow & betwee Fred & Sydney Smith
- Herbert Waliez
- Lester Walker
- Homer J. Williams

Maryville: Since sympathy extended to the families and friends of retired brothers Van Paul Thompson, Gottlieb E. Arnold, Edward Wright, Charles McCready, Jack Greenwood and George Freeland. Also to Brother Ray Prouty on the death of his wife, Mary, and to Brother Douglas Green on the death of his wife, Lois.

Reno: Congratulations to all of the following parents on their new arrivals:
- Francis & Krista Lane on the birth of their twin girls. Andrea & Audery, born Oct. 17th. Ron & Karyn Murray, a baby girl born on Nov. 6th. Matt & Sarah Sharpe of Minersville, their first baby girl, Angela Nicole, born in Eko on New Year's Day, and the Kevin & Lisa Board twins girls. Andrew & Audrey, born on Sept. 29th. However, we were saddened to hear that baby Andrea did not survive. We would like to report that Audrey is doing fine.

Utah: Congratulations to Mr. and Mrs. Doug Anderson on becoming parents to Mathew, born Dec. 10. Dad is in good health, but we are not sure what sex the baby boy named Bruce, born January 11. He weighs seven pounds, fourteen ounces. Bruce was 21 inches long at birth.

Santa Rosa: Congratulations in order to Tom Palmer, Jr. and his wife on the birth of their firstborn, a baby boy named Zachary. He was a healthy 7 lbs. 4 oz. new baby, the baby girl named Sara, 17½ weeks pregnant, four ounces. Bruce is a big baby, 21 inches long at birth.

Costa Mesa: We would like to express our sympathies to the families and friends of departed brothers:
- Russel A. Young & Bena D. George
- Benson, James Bowden, Rene Chap
- Gerald Clov, James Davrel
- Charles Dunford
- Sam Ferguson
- Arnold Johnson
- Homer Lanes
- Jack Micser
- Ragnor Molmen
- Franklin Osgood, W. V. Owens
- Donnie Bulow & betwee Fred & Sydney Smith
- Herbert Waliez
- Lester Walker
- Homer J. Williams

Sycamore: Since sympathy extended to the families and friends of retired brothers Van Paul Thompson, Gottlieb E. Arnold, Edward Wright, Charles McCready, Jack Greenwood and George Freeland. Also to Brother Ray Prouty on the death of his wife, Mary, and to Brother Douglas Green on the death of his wife, Lois.

Vallejo: Since sympathy extended to the families and friends of retired brothers Van Paul Thompson, Gottlieb E. Arnold, Edward Wright, Charles McCready, Jack Greenwood and George Freeland. Also to Brother Ray Prouty on the death of his wife, Mary, and to Brother Douglas Green on the death of his wife, Lois.

March:
- 2nd District: 12 Salt Lake City Engineers Bdg. 1956 W. N. Temple
- 3rd District: Orchestra Musicians Hall, 242 West Taylor
- 10th District: 8 Santa Rosa Veterans Elders Bdg. 1351 Maple St.
- 15th District: 9 San Jose Veterans Elders Bdg. 2102 Almaden Rd.
Santa Rosa

(Continued from page 3)

area union. It is a tough battle. He also said that he hopes most members are not only assured you of receiving your things are going and that they will have a better future.

The Committee hopes to target some of the non-union companies in the area by mid-summer and begin organizing campaigns. "Help your union and help yourself by becoming a part of this effort," Wise added. Wise added that if the area is to continue to have lots of good jobs, the non-union threat must be recognized. It should also be realized that Local 3 is a very powerful union. The members in the area also have the power to create a stronger union climate if they take hard work and action. Call the district office at (707) 546-2487 and set up an appointment to see the district organizing committee. He also issued a reminder to attend the district meeting on March 8th at 8:00 p.m. at the Vets in Santa Rosa.

Business agent Stew Orchard reports that there is not a great deal of work in the area. Kaiser Sand and Gravel has been keeping some members working right on through the winter with the exception of the holidays. The member working for Syar, Inc. in Healdsburg has been working almost as many hours. Other than a few shops in the area such as Berglund, Inc., Hogue Equipment Company and the well drillers such as Weeks Drilling, Peterson Drilling and Bartley Pump, there is not much work going in the area.

District Representative Chuck Smith has announced that June 25 will be held at the first regular district meeting by the next District Meeting in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the month of August, 1988.

Article XII, Section 3, Elections:

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the membership of the Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose names are known, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each Member of the Election Committee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate, for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the next highest number of votes, and, if he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

Meetings to elect Election Committee:

March 1988

2nd............SALT LAKE CITY—Engineers Bldg. 1958 W. Temple 3rd...........RENO—Musicians Hall, 124 West Taylor 8th........SANTA ROSA—Veterans Bldg. 2806 Broadway 15th........SAN JOSE—Labor Temple, 2102 Almaden Rd.

April 1988


May 1988

3rd............District 3: Stockton Engineers Bldg. 1916 North Broadway 5th............District 2: Richmond Point Marina Inn 915 W. Cutting Blvd. 10th............District 5: Fresno Laborer’s Hall 5431 East Hedges 8th............District 8: Sacramento Laborer’s Hall 6545 Stockton Blvd.

17th............SACRAMENTO—Laborer’s Hall, 6545 Stockton Blvd.

IMPORTANT

Detailed completion of this form will not only assure you of receiving your ENGINEERS NEWS each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

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Electors Committee Notice

William M. Markus, Recording—Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting beginning in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the month of August, 1988.

Engineers News

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