AGC Contract Ratification Meetings Underway

As Engineers News goes to press, ratification meetings for a new AGC Master Construction Agreement have been scheduled for each district in Northern California. A total of 13 meetings are scheduled from February 13 through March 1. All local 3 members working under this agreement should receive advance notification of the meeting or meetings to be held in their area.

Battles brewing in state legislature over workers’ rights

By Eric Wolfe, Assistant Editor

Major legislative gains by labor will be unlikely with George Deukmejian remaining in the governor's chair for two more years, but sparks are going to fly in Sacramento this year on several issues important to California's working people as political battle lines are drawn for 1990 and beyond.

Union representatives, as in years past, will tussle with employers and the governor over benefit levels for workers' compensation and unemployment insurance. But there will also be wider, philosophical conflicts, including a labor-backed effort to require employers to provide health insurance for workers and a Republican proposal to make inmate labor available to private employers.

And, of special concern to members of Local 3, there will be continuing efforts to come up with ways to finance highway and mass transit construction.

Deukmejian's effort to repeal the state's 110-year-old ban on the use of prison labor by private employers has already set off political fireworks in the state's labor community, which last year united to beat back the governor's attempt to axe Cal-OSHA, the state's worker safety program. California AFL-CIO chief John F. Henning warned that the prison labor proposal "would excite the appetite of private industries, including electronic assembly, garment manufacture and garbage sorting."

Ron Wood, director of education and research for Local 3, says that's going too far. "There's a lot of people on the outside making that stuff," Wood noted. Giving the work to inmates, he said, "impacts the free man trying to feed his family."

The governor's proposal is likely to find its tough going in the Democratic legislature. Steve Cooney, an aide to Senator David Roberti, said there was "no interest" among Senate Democrats in having prisoners displace California's regular workforce.

Health insurance

Democrats are apt to look more favorably, however, on proposals that would require most California employers to provide basic health insurance to their employees. According to Brown, an estimated three million Californians now without health insurance would gain coverage under his bill. Assemblyman Dan Hauser (D-Arcata) has gone a step further and introduced legislation that would create a government...

(Continued on page 3)

Seeing how it's done in the U.S. of A

Recruiting, training and deploying heavy equipment operators is an essential task for any major construction company, no matter where it's located.

To find out how the United States deals with these matters, management and union officials from Yamazaki Construction Co. of Japan spent two days conferencing with Local 3 officers and staff in San Francisco and at the union's Apprenticeship Training Center in Rancho Murieta. The delegation, which included the company's managing director, a training official and union representatives, learned about Local 3's approach to collective bargaining, job safety and fringe benefit administration.

But most of all they wanted to know how operators are recruited and trained in the United States and how they are referred out for work. In the course of exchanging information, many similarities between the two systems became apparent, along with many differences.

Unlike many Local 3 operators, (Continued on page 2)
A visit to a non-union jobsite recently brought to mind a question that has puzzled me for some time—What is a rat? Now that might seem like a stupid question coming from a business agent, but think about it for a minute. Many union members commonly refer to anyone who is not a union member as a rat, but does the term really apply to all non-union members? After a few minutes on a non-union job site, I told the guys who I was. They immediately started asking questions about the union. It became very apparent that they had little knowledge of what unions are, how they work, and how to get into one.

What they do have, however, is an understanding that unions are good and that, if possible, they would like to be in one. Their problem—like most non-union people I talk to—is that lack of knowledge breeds fear. There is widespread belief that just talking about the union could cost them their jobs. Unfortunately, despite the fact that it is illegal, it often does cost their jobs.

Are these non-union people rats? I don't think so.

What is a rat?
The American Heritage Dictionary defines a rat as “a sneaky person, especially one who betrays his associates; to desert or betray one's comrades.” People such as I have mentioned—and I have talked to a lot of them—haven’t betrayed anyone. They aren’t sneaky; they are ignorant. They don’t need to be called names. They need to be educated, encouraged, and supported.

Unfortunately, very few members talk about the benefits of the union anymore.

The other day I was talking to a small group of our members about what the union is and what it does when suddenly one of them said, “The union ain’t what it used to be.” He talked about the deterioration of the union; how we don’t get raises like we used to; how the union lets the companies do things for which we don’t make contributions to it. But Yamazaki does other things for its employees that would definitely seem foreign to Local 3 members, including company-provided recreation facilities and even company-provided housing.

Yamazaki operators belong to what is essentially a company union, which represents all employees, not just operators. Union and management tend to maintain cordial relations. Mr. Matsumoto, the company’s managing director, was himself a heavy equipment operator and held a position in the union earlier in his career.

Recruitment of new operators can be problematic for Yamazaki, just as it can be for U.S. contractors. According to Yamazaki officials, young people are not attracted to the trade in great numbers, perhaps because there are other work options that are less demanding physically. A complaint voiced by young Japanese men is that there are few opportunities to meet women in male-dominated construction work.

Yamazaki, recognizing that training is crucial to maintaining its labor pool, operates a company training center with a permanent staff of five. During early spring, the company calls on senior machine operators to 25. A key part of the delegation’s visit was a trip to Local 3’s Rancho Murieta Training Center, where the Japanese visitors received an extensive briefing on the union’s training program and were given a sample demonstration of a performance test.

Local 3 operators would probably not be willing to exchange positions with their Yamazaki counterparts when it comes to their wages and benefit package. While a Local 3 journeyman dozer operator earns about $30/hour in wages and fringes, Yamazaki operators make about $17/hour.

Although the Yamazaki visit was primarily just a get-acquainted visit, establishing good relations with the Japanese firm could mean practical benefits for Local 3 down the road. Company president Yoshihiro Yamazaki, quoted in a Yamazaki brochure on the subject of diversification and expansion, stated that the “enormous overseas markets in north America and China remain as sources of undeveloped potential for us.”

Marysville Blood Bank: An important reminder that the Sacramento Blood Bank has an office in Marysville at 326 “G” Street. The hours are: Monday, Wednesday and Thursday, 10 a.m. to 5 p.m. and on Fridays from 8:30 a.m. to 5:30 p.m.

The North Valley Blood Center, located at 285 Cohasset Road, Chico, is open for donors Monday through Thursday, 10 a.m. to 6 p.m., Fridays from 8 a.m. to 4 p.m., and on Saturdays from 8 a.m. to noon. This center serves the Butte, Glenn, and Colusa Counties area.

We really do need your help to build up our reserve.
Battles brewing over workers' rights

(Continued from page ...)

among others. The situation is complicated further by the Gann limit on taxes, and by the recent passage of Proposition 98, which mandates that a portion of all taxes exceeding the Gann limit must go to public education.

Wood said that Local 3 had not yet declared support for any of the bills proposed this year and predicted that it would be 1990 before any sort of consensus could be achieved and a ballot initiative put to the voters.

Local 3 Business Manager Tom Stapleton was recently named to serve on a blue-ribbon task force to study the problem of transportation.

Workers Compensation

Hard bargaining will also be required to gain any improvements in Workers Compensation and Unemployment Insurance benefits.

With Deukmejian standing by to veto any bill that isn't acceptable to insurers and employers, gains in Workers Compensation will be difficult to achieve. But Pat Henning, aide to Assembly Labor Committee Chair Tom Hayden, predicted that Workers Compensation will be "right on the hot burner" nonetheless.

On Feb. 1, Senator Bill Greene, chairman of the Senate Committee on Industrial Relations, introduced a constitutional amendment to require the maximum weekly temporary disability benefit to be not less than the average weekly wage in the state. The current weekly maximum is $224, while the state average weekly wage in 1989 is projected to be $465.

Senator Roberti will carry the California AFL-CIO's bill on unemployment insurance benefits.

"We'll be coming in for more than a modest increase on that one," predicted Cooney, who speculated that employers may be open to some sort of compromise now rather than having to face even tougher legislation from a possible Democratic governor after 1990.

The Perfect Gift:

Local 3 50th Anniversary Commemorative Buckle

For a limited time only, Local 3 is offering special numbered commemorative belt buckles in honor of the 50th Anniversary of Local 3, to be celebrated in 1989.

These collector's items come in two styles. One is made of jeweler's bronze with .999 heavy silver and 22 karat gold plating for $50 each.

The other buckle, .999 solid silver with 22 karat gold plating for $300 each. Both buckles are meticulously finished by hand at Cumrine Mfg. Jewelers of Nevada. Orders can be placed through your District Office or the Local 3 Main office.

LOCAL 3 MEMBERS

Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:

ROSEMARY GARVEY
Operating Engineers Local Union No. 3
424 Valencia Street
San Francisco, CA. 94103

Please send me: A membership card for the Magic Kingdom Club (Please allow one week for returning by mail.)

(Please print all information)

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Address:
City State Zip_____
Phone (___) S.S.#
Heavy & Highway garners $1.3 billion in contracts in 1988

A project tracking program of the National Joint Heavy and Highway Committee helped pick up nearly 32 million hours of work for union craftsmen in 1988. The union-backed committee, which tracks public projects in 17 states, is answering the open shop challenge by encouraging union contractors to bid on public works projects. The program includes making adjustments in local agreements, primarily in the area of wages, when necessary to win contracts.

The committee successfully targeted $1.325 billion in public works construction last year, up from $895 million in 1987 and 1.1 billion in 1986. The 1988 figure included work on 44 projects in 15 states and the District of Columbia.

In the six-state southwestern region that includes California, 74 percent of public projects won by union contractors. The success rate was not nearly so high along parts of the eastern seaboard, where union builders in a five-state region picked up just 45 percent of the projects.

Overall, 62 percent of heavy and highway work went to union contractors in the 17 states monitored by the committee's Construction Industry Information Network.

The committee, which has been in operation since 1954, acts as an information clearing house and coordinator for union-sector bids on projects in the areas it monitors. If an open shop firm captures the bid on a targeted project, the committee evaluates how unions and union contractors can be more aggressive in future bidding.

This year the committee is significantly expanding its tracking system to cover all 50 states, according to its director, Terry Bumpers. In 23 states, bids of $5 million and over will be tracked, while in the remaining states, only those bids valued at more than $25 million will be tracked.

The committee hopes to lower the monitoring threshold to $5 million in all states once it has generated enough funding. The funding is provided by the Labor-Management Cooperation Trust, which requires participating contractors to contribute 2¢ per worker/hour under contracts negotiated with assistance from the committee.

Dole pledges better delivery of job services

Elizabeth Dole won unanimous Senate confirmation as the nation's new Secretary of Labor and promptly called for policies to better coordinate the delivery of job services to the public.

Testifying before the Senate Labor and Human Resources Committee the day after her Jan. 25 confirmation, Dole said she was prepared to use her department's resources to augment the current pace of job creation through a strategy she described as "growth plus." In addition to job growth, she said, policies are needed to help those who find jobs are out of reach due to family pressures, a lack of skills, or the absence of a support structure.

Dole, warning that the nation faced a "skills gap," said an estimated 30 million workers will be to be retrained during the next 12 years in order to function in a changing job market. She acknowledged the cost of training would be high, but said the "cost of not training will be higher."

Dole said the changing "culture of work" is forcing workers to take more responsibility for their own career development and employment security. No longer can loyalty, hard work, or union membership guarantee job security or promotions, she said.

Postage stamp honors black labor organizer A. Philip Randolph

A. Philip Randolph's contribution to the labor and civil rights movements has been commemorated in a new U.S. Postal Service stamp.

The 25-cent stamp, the 12th in the Black Heritage Series, was issued Feb. 3 in conjunction with Black History Month at a ceremony in New York. The stamp was originally unveiled in a previous ceremony at AFL-CIO headquarters.

Randolph was a founder and longtime president of the Sleeping Car Porters, which merged in 1978 with the Railway & Airline Clerks' Union to form the Transportation Union Communications Union. An AFL-CIO vice president, he was an organizer of the 1963 March on Washington, a milestone in the civil rights struggle.

Fresh tide of imports widens trade gap

The U.S. trade gap swelled to $12.5 billion in November, up nearly 22 percent over the previous month and the steepest one-month shortfall since June, the AFL-CIO News reported.

Commerce Dept. figures showed imports shooting up $1.6 billion, or 4.2 percent, to $39.7 billion, the second highest level ever, while exports dropped $369 million, or 2.3 percent, to $27.2 billion.

Leading the import surge was a jump in foreign capital equipment including steel products, airplanes and machinery and consumer goods. Exports of manufactured goods fell by $717 million to just under $18 billion. The widening deficit in manufactured goods exceeded November's total trade gap.

The 1988 trade deficit is running at an annual rate of $173.7 billion, down from the 1987 record of $170.3 billion, but far from the manufactured goods surplus the nation maintained until the 1980s.

In 1981, the United States experienced a $15 billion surplus in manufacturing, but that edge has given way to a deficit that is expected to exceed $131 billion for 1988.

From January-November, imports increased $32 billion over the year-ago period to $418.5 billion. Exports grew by $62.7 billion to $292.6 billion over that same period.

AFL-CIO international economist Mark Anderson said the November trade report indicates that efforts to eliminate the trade deficit by relying solely on a lower dollar exchange rate value cannot succeed.

The report demonstrates that "the willingness of our trading partners to purchase American goods has limits and underscores the need for policies designed to limit import growth if there is to be any hope of bringing trade into balance," Anderson said.

While some economists continue to press for a still lower dollar exchange rate, "such a policy is not costless and will have the effect of allowing foreign interests to continue to buy America on the cheap," he said.

The AFL-CIO is pressing for vigorous enforcement of trade legislation passed last year. The goal is to balance high levels of foreign imports against limits on U.S. exports.

President James J. Hoffa of the Economic Policy Institute, declared that the November trade numbers demonstrate "the bankruptcy" of the nation's current economic strategies. "High interest rates have driven the dollar back up, making U.S. goods less competitive," he said.

"Add the fact that the Administration has refused to defend America's markets against foreign government-business export strategies and you have a recipe for trade disaster," he added.

Faux called the increase in capital goods imports particularly troublesome, noting that much of any rise in business investment is going for the purchase of machinery and equipment from foreign producers.

"Once again, in November 1988, the major U.S. export was jobs," he said.
City-owned acreage on the Samoa peninsula is being eyed by an Oregon company. Appleton reported in a recent district meetings that trade unions and by the early 1960s passage of the Wagner Act of health care plans to a society of 37 and pension coverage. The largest toll all had health and welfare coverage the past eight years has taken its wage laws. In the private market, on enforcement of state prevailing assume that they are free-loading ers, of course, have to compete in uninsured reported family incomes 1935, and the National Labor Rela- million families without insurance today's market, that easy "fix" is group insurance health insurance.

In the public works' market, we part of the remaining 30 percent non-union workforce also had at least minimal coverage in terms of health & welfare and pensions on the state with the em- ployers an increase in the hourly contribution rate and the problem was fixed. In today's market, the "hidden tax" no longer acceptable to the union employer, as most union employers are paying a larger total hourly fringe package today than most non-union employers are paying in hourly wages. Our union employ- ers, of course, have to compete in that vicious marketplace.

In the public works' market, we are reasonably protected, especially since we formed the Foundation for Fair Contracts. The guarantees of hourly enforcement of state prevailing wage laws. In the private market, we have no protection of our hourly package. It is reasonable to assume that with the passage of the Wagner Act of 1935, and the National Labor Relations Act of 1936, unions were given for the first time the history of this country the absolute right to organize and bargain collective- ly.

By the mid-1950s over 70 per- cent of the blue collar workers of this nation were organized into trade unions and by the early 1960s all had health and welfare coverage and pension coverage. The largest in favor of cheaper construction costs in South Korea.

Another city was to lease the property to Exxon for one dollar a year. The developer is seeking a similar deal and plans to take advantage of the site's inclusion in the Eureka Enterprise Zone.

The developer said that he is interested in leasing the 540 acre site to establish port and warehousing facilities to support import and export opera- tions.

The facility would be aimed at trade with Pacific rim nations including Australia, Hong Kong, and Japan. Exxon Co., which had planned to build oil platforms on the property, abandoned the site in favor of cheaper construction costs in South Korea.

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Thousands of dollars in Worker’s Compensation may be passing you by

When an operator is injured in a fall at a construction site, his or her right to receive Workers’ Compensation benefits is well known. However, if after years in the trade, an operator retires, hardships of work often do he receive the compensation and medical care to which he is entitled? Not often enough.

It is important for you and your family to be aware that almost any medical condition that you or your family may suffer will entitle you to Workers’ Compensation.

What is an industrial injury?

An injury which is suffered on the job, or which results in a loss of work, is entitled to Workers’ Compensation regardless of who is at fault. An injury which is the result of a single incident, such as dropping an object on the foot, or being thrown from a piece of heavy equipment, is quite clearly work-related.

It is the many other types of work-related injuries that often go unidentified and uncompensated:

1. An injury may be the result of work activities extending over a period of time. For example, one who has lifted heavy weights and eventually develops pain in the back or knees may have suffered an industrial injury.

2. Other examples include damage to internal organs as a result of continuous vibrations while operating heavy machinery, the development of wrist problems as a result of operating heavy equipment, the development of hearing due to noise on the job, injuries to the spine from carrying heavy loads, and damage to internal organs as a result of injuries which may have suffered an industrial injury.

Retiree take note

Retiree Association meetings are in progress. Please note the schedule on this page. We’ll see you at the meeting in your area.

The Annual Retirees’ Picnic will be held June 3, 1989, at Rancho Murieta. Mark your calendars. Details forthcoming.

Marysville operators launch Voluntary Organizing Committee

By Darrell Steele District Representative

I would like to extend my appreciation to our members in the Marysville District, thanking you for your enthusiasm and support you have shown in our first Voluntary Organizing Committee meetings, not to mention the great turn out for the district and special-called meetings.

This kind of involvement is going to be a vital ingredient for our success as we begin to rebuild our local. No one person can do it all. Instead, we are encouraging all of our members to pull together as a team, educating ourselves so that we can become more effective when given the opportunity to tell our story to the non-union employees, (revealing “the rest of the story”), correcting the misconceptions many people have of organized labor.

To have the input of so many brothers and sisters who are seriously concerned with what the future holds for them and their families is really gratifying. The ability to work together, sharing ideas and work assignments has become evident almost immediately, leaving very little doubt in my mind that we will succeed in our endeavors.

Being part of a winning team is a good feeling, and so far, I like the spirit that the members in District 60 have displayed.

We are looking forward to your continued input and support on every 2nd and 4th Tuesday of the month at 5 p.m. in the Marysville Operating Engineers Hall.

Picnic slated for April 29 in Marysville

The Marysville Picnic is scheduled for Saturday, April 29, beginning at noon at Yuba-Sutter Fairgrounds, 442 Franklin Avenue, Yuba City, CA.

Tickets for the picnic will soon be available in the Marysville Hall. More information will follow in the next issue of Engineers News.

Meanwhile, operators have been staying relatively busy in the Marysville area. Local 3 Business Rep Dan Mortes reported.

Morrison-Knudsen is keeping a few operators working long hours on the Tunnel Project in Plumas County.棱斯塔 Construction was low bidder on the bridge job in Mohawk and should begin as soon as it warms up.

Madonna Construction is still moving along the Highway 20 project with just a few operators working and should be ready to pave as soon as it warms up.

Ghilotti Brothers has a few operators finishing up work on Highway 43 South. McGuire & Hester from Oakland has moved into Colusa to begin work on the Sewer System Expansion project which should keep just a few operators going for about 60 days.

Tenco Tractor in Pleasant Grove and Peterson Tractor in Chico are both busy for this time of year.

Baldwin Contracting and Jaeger Construction were low bidders on the construction of water lines, sewer lines, street improvement and signal modification on Orstown in Yuba City for $677,920.
Non-union bid award prompts protest

February 1989

A proposal by Nevada Gov. Bob Miller to increase the tax on Nevada mining operations has Local 3 officials worried that more taxes could kill the goose that is laying golden eggs for union miners. When Miller was elected governor of Nevada in November, the debate over how much to tax the mines was already well underway. A joint resolution approved last year by the Nevada legislature, SJR 22, would permit an increase in mining taxes of $52 million over a two-year period and would cap the tax at 5 percent.

Because the tax measure would amend the state's constitution, a second vote in the legislature is required this year before the proposal can go to Nevada voters for final approval. But Miller, a Democrat, has stirred the pot by proposing an additional mining tax amounting to $32 million annually in order to increase funding for public education.

Local 3 Business Rep. Delmar Nickeson said that the union had supported SJR22 last year and that the mining companies had generally agreed to it as well. But the union fears that further tax increases could lead to layoffs, and could even force some smaller mines to "close their doors," Nickeson said.

Nickeson thinks state policy reflects the "boom and bust" mentality of an earlier era, when communities sprang up around mining production and were torn down when the resource was exhausted. The state, in its hurry to "get money before the gold runs out," could bring the gold boom to a premature end, Nickeson warned.

"We in the boom areas want to be here in 30 years or longer," said Nickeson. "The mines help the community with water tanks, teachers, police cars, and much more. They are building housing in Elko, Battle Mountain, and Gabbs, which in turn brings more stores and businesses, which generate taxes for the state."

Larry Henry, the governor's press secretary, didn't dispute the fact that the state was trying to cash in on mining revenues while mining business was good, noting that "You can't tax them when there's no more ore in the ground."

He does dispute the idea that increased taxes will lead to mine closures. Nevada mines, Henry said, produce a majority of the gold now being mined in the United States. Newmont Gold, thanks to its Nevada holdings, is one of the largest gold producers in North America. "Where else are they going to go?" Henry asked.

Even if Miller's proposed tax hike wins approval, Nevada mines "will still be the lowest taxed mines in the country," Henry claimed.

Corporate debt

Nickeson disagrees with that rosy picture, at least as it applies to Newmont Gold. The company, Nickeson said, recently incurred a large debt burden while fighting off a corporate takeover attempt. "That makes everything kind of short," Nickeson said.

Newmont's debt may indeed create some short-term financial problems for the company, according to Larry Edginton, a researcher for Local 3. But the larger problem, in Edginton's view, is the current rash of corporate takeover attempts, of which Newmont Gold is but one example.

While some economists and politicians argue that takeovers are healthy for the economy, workers are the ones who get hit with the "downside" of such deals, Edginton said. Companies like Newmont, burdened with debt resulting from takeover attempts, usually try to finance that debt "out of workers' hides," he said.

Recent takeover bid pinches Newmont Gold

Proposal to hike tax on mines stirs controversy in Nevada

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Workers come out big losers in corporate takeover game

Corporate takeovers ain't what they used to be. Or so it would seem from a recent examination of the takeover game by the AFL-CIO News.

In the past, tender offers were initiated by financially secure, stable companies desiring to grow or to enter a new market by acquiring and operating some existing business. "What is completely different now," as Business Week puts it, "is that corporate restructuring is completely finance-driven."

Today's raiders, seeking to take over a firm, often have neither financial strength nor managerial achievement; they are stock market operators. Their associated highly compensated arbitrators, financial advisers, and investment bankers generate and work out deals to profit from the deal itself.

The ultimate losers in these transactions are workers and the communities. Thousands of jobs have been eliminated, and hundreds of communities have been harmed as the direct results of raids, costly defenses against raids, or leveraged buyouts in response to raids.

Thousands of workers have been forced to accept a reduction of wages and fringe benefits in order to enable their employers to meet the high debt assumed as the result of a takeover, takeover attempt, or restructuring designed to prevent a takeover attempt.

In some instances pension funds have been raids and future pension benefits jeopardized in order to finance takeover activity.

But just as there are big losers, there are also a number of big winners in the corporate takeover game. When the Campeau Corp. of Canada and R.H. Macy & Co. took over controls of Federated Department Stores for $6.6 billion in April 1988, the bill for 200 investment bankers and lawyers who had worked on it for 11 weeks was $200 million in fees. More than 130 lawyers charged hourly rates of $350 for seniors and $100 for junior associates.
It used to be known as Son Ranch.

But a crew of Locals—engineers working for Kiewit Pacific Construction—is quickening this expanse of rural countryside near Roseville into a vast auto mall. Goodbye horsepower.

Quick, of course, is relative. To the passing observer, the Roseville Auto Mall rises almost overnight, but to those engineers working to reshape the earth’s surface, it’s a different matter for them. Push Cats, Ripper Caterpillar, Slope Board Caterpillar, blade motor grader. Before construction can begin, the half-million yards of dirt must go.

That’s rock, not dirt, people. That’s rock. Local 3 Business Manager Gary Wagnon, watching from close to where metal meets earth.
As the John-3 operating Granite transforming California–Roseville into haye horses, as the John-3 operating Granite transforming California–Roseville into haye horses, and reverberates through bones, it's an important distinction.

"It's real rough," Tom McGinty, a Granite Construction foreman, says of the rock. "There's no give to it."

According to McGinty, there are five ripper cats on the job, where normally only one would be required. Each shift, operators remove 10 to 12 thousand yards of rock from the site. The scrapers will be on the job through the end of February, McGinty estimates, with cat backhoes soon beginning work on the underground.

The operators take it in stride, rock and all. With the job currently running six–ten days, the hours are good, the weather’s cooperative and the job’s a challenge.

"No matter how long you've been around it seems like there's always something new," says Ron Worthington, a union member since 1973, during lunchbreak.

Charles Long, a Local 3 member since 1951, kicks back in a lawn–chair to ease some of the shake, rattle and roll out of his bones and catch some noontime sun. "They got some rough rigs out here for a rough job," he observes. But Long believes that operators’ work has a way of getting into your system and not letting go. "When you go away from this stuff for a while you get lonesome," he says.

A member of Local 3 for going on 38 years, Long apparently doesn’t like that sort of lonesome. In fact, there are a lot of old hands turning Johnson’s Ranch into the Roseville Auto Mall. Many of these operators have spent a quarter–century or more in the union, helping to change the face of California. Says Business Rep. Wagnon: "They're craftsmen from the get–go."
Rescue teams will be long remembered
Algomo Mining Corp. closes up shop

Rio Algom Mining Corporation has ceased operations at the LaSal Mine near Moab, Local 3 Business Rep. Lynn Barlow reported from Utah.

Due to a depressed uranium market and a diminishing ore body, a decision was made in September to discontinue mining.

Shortly after, the mine was closed and allowed to flood. The mill remained open until January, processing the remaining stockpile of ore.

Rio Algom first began construction of the mill and underground mine in 1969. The first production of "yellow cake" from the mine and mill production was in July 1972. Production and maintenance employees were organized by the Operating Engineers Local No. 3 in 1973.

At the height of operations and production, there were 210 bargaining unit employees and 58 staff employees. At present, there are a total of only 16 employees, who remain for security and maintenance reasons.

The Rio Algom Mine was originally an eight-year project. In spite of a depressed uranium market, management was able through the productivity of the employees, to extend the life of the project to 16 years.

Barlow called the Rio Algom management-labor team "the finest in the Four Corners area." The skills of the Rio Algom workforce was reflected in the success of its mine rescue teams. In 1980, a mine rescue team consisting of five members of Local 3 and three members of Rio Algom's staff won first place in the National Metal and Non-Metal Rescue Contest in Dallas.

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Courage and expertise

The courage and expertise of the Rio Algom mine rescue teams were utilized at the 1984 Wilber Coal Mine fire which took the lives of 27 miners.

Rio Algom Mining Corporation received praise from all areas of government and local coal mines for the efforts of its mine rescue teams. Of the 15 team members at Wilberg, nine were members of Local 3 and the remaining were Rio Algom staff members.

Unfortunately, Barlow said, the economy of southeast Utah will suffer because of the closure of the mine, and the community will lose access to a mine rescue team with superior abilities.

Local 3 and Rio Algom management took the initiative in setting up training classes and in seeking our job opportunities for employees when the decision was made to close the mine. A labor-management committee was formed to maximize these efforts.

Twenty-six Rio Algom employees have completed the first HAZMAT training class in Utah. Others have been trained on Heavy equipment at the Operating Engineers' Spanish Fork Training Site.

"With the combined efforts of Local 3 and Rio Algom, we hope to make job opportunities available for all these unemployed workers," said Barlow.

Members can play key role on non-union jobs

What do you call a Local 3 member working non-union in Utah? A key element in the union's organizing program, according to Business Rep. George Stavros.

Through members working on non-union jobs, Local 3's staff can gain access to a wealth of information about wages, insurance, personal union jobs. Stavros said, "The ability of these people to answer and respond to questions will determine whether an organizing campaign is won or lost."

Business Rep. Virgil Blair said Local 3 wants to get enough union members and their non-union comrades together "to make it feasible to set up meetings throughout the state giving information on unionism and informing people of the value of union makes in the scale of living for people." "We need everyone's help in making this new program work. It would help members and organizing agents fill the jobs which may be filled by union this year," Blair said.

Stavros said all Local 3 members should let the district office know when they're working non-union jobs because "this small piece of information will help an organizer secure more work for you and other Local 3 members in the future."

Dams expected to generate work

Several good contractors are expected to bid on the Little Dell Dam project in Utah on March 22, according to Local 3 Business Rep. Virgil A. Blair.

This job, along with the Jordanelle Dam Stage Two, should employ the headlines in the next two to three years. Worth about $40 million, the project will begin as soon as weather permits.

All the jobs around Heber and Park City are still working small crews, as are the jobs in the north end of the state, Blair reported.

Jim Sullivan at Gibbons and Reid's Salt Lake shop called back several mechanics around the second week of January--a little shorter shutdown than expected. G & R's shop in Ogden has been down through January, and is expecting callbacks the first part of February.

Braytger Construction was low bidder last month on a job at Roy, Utah, and is looking at bidding work at Bountiful and in the Ogden area.

Johnson Construction Co. was awarded work on the Benson Marina Bridge near Logan at a little over $300,000.

"Local 3 is looking forward to working with this contractor again," Blair noted.
Their shop in Davis is busy with sewer treatment plant in Woodland. They hope to know when projects going in West Sacramento. Work is winding down on the office. We will contact members to let them know when and where these meetings will take place.

Syar Industries has about 15 operators on two shifts; second shift Port of Woodland. They are working on sewer repairs. They're also working on extra shop mechanics and expects to have a busy year.

Union activities: Business Rep. Bill Marshall reported the following activities in the Sacramento area:
- Local 3 will hold grade-setting classes on Tuesdays and Thursdays at 6:30 p.m. at the union hall beginning in February. Once again, Whitey Odpyke will be the instructor. Whitey says he will hold classes for six to eight weeks. Those interested in signing up for a class should call Andy, our dispatcher, at 916/383-8480.
- The Sacramento office is planning a meeting to answer questions from members and their spouses relating to health and welfare coverage, pension, and anything else pertaining to the union. A Trust Fund representative will conduct these meetings and respond to members' questions. The District office will contact members to let them know when and where these meetings will take place.

Agents in the Sacramento area are busy with grievances, negotiations, and other meetings.

The annual picnic will be Aug. 26 so mark your calendar and plan on coming out for a fun day with your fellow engineers, their spouses, and families. Engineer News will carry more information at a later date.

Fringe Benefit Forum:

(Continued from page 6)

Health and Welfare Trust Fund (a fund provided through the Operating Engineers Union)
- Payments, and medical coverage through other sources (weekly State Disability benefits, Health and Welfare Trust Fund) obtained from Van Bourg, Weinberg, Roger and Rosenfeld
- Vocational rehabilitation benefits, which include temporary compensation, schooling, and necessary living expenses.

Death benefits: When an injury or illness causes or contributes to the death of the employee, the surviving dependents are entitled to death benefits.

Rehabilitation: If the injured employee is unable to return to his usual employment because of the injury, he may be entitled to vocational rehabilitation benefits, which may include temporary compensation, schooling, and necessary living expenses.

Legal Representation can be obtained from Van Bourg, Weinberg, Roger and Rosenfeld:
- 875 Battery Street
  San Francisco, CA 94111
  (415) 864-4000
- Van Bourg, Weinberg, Roger and Rosenfeld
  450 Hegenberger Road
  Oakland, CA 94621
  (415) 562-2854

What do you do if you think you have a work-related injury or illness?

If you have been injured on the job, or think you have:
- Immediately report the injury to someone in a position of authority, as failure or delay could result in a denial of benefits.
- Request medical care from your foreman, supervisor or leadman who should refer you to a doctor. If he doesn’t, see one of your own choice.

If your employer refuses to pay...

An employer or insurance carrier who decides not to provide you with your Workers' Compensation benefits may be costing you thousands of dollars in benefits as described above. Fortunately, neither your employer, nor its insurance company has the last word.

You have the right to file a claim with the Workers' Compensation Appeals Board, and be represented by an attorney. A claim should be filed immediately, as there are strict time limits, when compensation is not provided. Even when benefits are paid, a claim should be filed if the injury or illness is serious.

Appeal procedures are provided in the Workers' Compensation Code. Legal Representation can be obtained from Van Bourg, Weinberg, Roger and Rosenfeld. You are entitled to appeal the decision of the Workmen's Compensation Appeals Board, and to have an attorney represent you in the appeal process. You are entitled to a hearing before a Workers' Compensation Appeals Board judge. The immediate filing of a claim will also allow you to receive disability benefits and medical coverage through other sources (weekly State Disability payments, and medical coverage through the Operating Engineers Union).
**Departed Members**

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

**NOVEMBER**


**DECEMBER**


**DECEASED DEPENDENTS**


**Projects will generate jobs in Sonoma County**

Two major highway projects in Sonoma County could mean a lot of work in coming years for Local 3 operators, District Rep. Chuck Smith reported from the Santa Rosa office.

Work on Highway 12 in front of the Sonoma County Fairgrounds, estimated at almost $10 million, should begin later this year. The Cloverdale by-pass, estimated to cost from $335 million to $55 million, is scheduled to begin in 1991, with completion in 1993.

"I know it has looked as if this project was "Go" on quite a few different occasions, only to be delayed, Smith said. "However, I do believe this time it is for real. Time will tell."

Noting there has been recent talk of a one-cent sales tax increase in Sonoma County to help finance highway work, Smith acknowledged that it wouldn't be easy to convince people "to vote themselves a tax increase."

"However, if we wait for the state to improve our highway systems it will never get done. When and if it ever does get passed," Smith added, "it will sure put a lot of our members to work for quite some time."

Meanwhile, Business Rep. Greg Gunheim reported that the unusual dry weather is helping to keep Local 3 operators on the job in the Santa Rosa area.

Two major highway projects in Sonoma County could mean a lot of work in coming years for Local 3 operators, District Rep. Chuck Smith reported from the Santa Rosa office.

Projects will generate jobs in Sonoma County

Twenty eight people completed the 40-hour HAZMAT training conducted in Santa Rosa on Dec. 5-9. Weeks Drilling, Parnum Paving and Don Dowd were contractors represented. Local 3 members participating in the training were: John J. Ahlf, Marshall Bankert, Dennis Becker, Tom Card, Frank Cortez, William Coyle, Daniel Elwell, James Guerin, Tanya Howell, Gary Lombard, John Lombard, Ronald Lyons, Michael Martinez, James Miller, Chester Parker, Jr., Jeff Pearson, Robert Reynolds, Richard Vaughn, Paul Wayman, Don Williams, and Charles Wright.

**Santa Rosa HAZMAT Training**

Don Dowd was apparent low bidder on the Alexander Valley Road job and could get started in March. Dowd is also finishing up a lot of jobs during this unseasonable weather.

**Santa Rosa Picnic**

The Santa Rosa District: 50 Picnic will be June 24 at the Warm Springs Dam. What better place to celebrate our 50th Anniversary than at a monument built by the members of Local 3?

We plan a very special day with a bus to take you on a tour of the dam. The fish hatchery, just across the street, is one of the most modern in the country. There volleys and nets available. And the same great music as last year.

We will start early this year with a bus tour from 10 a.m. to 2 p.m. and music from 11 a.m. to 3 p.m. We will begin to serve food at noon. Tickets are $10 each, and include the bar, hot dogs and sodas. If you want to pull a trailer or drive your motorhome or camper, we are arranging to get an area for your group.

Make plans to bring the whole family. Friends are also welcome. Let's make Local 3's 50th Anniversary something that will be talked about when we celebrate our 100th.
Defining ‘alcoholic’ poses many contradictions

“Ted has been plastered at every company affair I’ve ever been to, and I’ve been to a lot of them. He’s an alcoholic all right.”

“I don’t have any problems with body. I give it up for Lent every year just to prove to myself that I can.”

“Anybody who downs two martinis at lunch every day as Lois does hasn’t just got to be an alcoholic.”

“Jerrv an alcoholic? Gosh no. Two or three beers and he’s into his John Wayne imitation.”

Each of the above assessments could be true or false. The fact is that the “obvious” drunks may not be alcoholics. The person who is absolutely certain that he can handle alcohol—even abstain for weeks or months—may be an alcoholic. The individual with the low alcohol threshold, the person who is always being kidded about not being able to “hold his liquor,” is as standard a candidate for alcoholism as all the others.

Even the most experienced professionals in the alcoholism field are reluctant to define a description of the alcoholic or what makes an alcoholic, because ongoing studies result in all kinds of contradictions. For instance, while there is strong evidence that alcoholism is hereditary, some sons and daughters of alcoholics are among the most vehement anti-drinking crusaders. Social environment is generally accepted as a factor in alcohol abuse, yet many bartenders and others constantly exposed to liquor are teetotalers.

Research into the influence of such technical factors as metabolism, nutrition, endocrine balance, and neurological mechanisms continues. Yet, at the same time, a look at all this biological research suggests that, although a number of possible contributing factors have been identified, there is not as yet conclusive evidence as to cause and effect.

Psychological studies that define a typical alcoholic personality and particular personality traits are more easily understood. They generally depict the alcoholic as an escapist, with alcohol serving as the escape mechanism. These studies view the alcoholic as a dependent personality who turns to alcohol to escape from internal or external pressures such as job stress, marital problems, debts, illness in the family, or sexual anxieties.

When you look at it this way, it becomes evident that in many cases, if an alcoholic is to be helped, the root cause of his or her alcoholism has to be addressed, too. As we will see, many of today’s rehabilitation programs are geared to that objective.

Of course, not all alcoholics drink to escape. They drink to achieve social acceptance or confidence in business confrontations, to be “one of the gang,” or for any of a hundred other reasons. What all of them have in common is that they don’t intend to become alcoholics. It’s a progression that over time catches up with them.

Bill W., co-founder of Alcoholics Anonymous, has called it the “progression from normal social drinking to symptomatic drinking to the addictive (alcoholic) state.”

- Social Drinking usually begins in adolescence, motivated by peer pressure and/or curiosity about alcohol’s effects. It continues through most adult lives as part of the social ritual—promoting relaxation, decreasing inhibitions, and “having fun.”

- Symptomatic drinking is described by Bill W. as when “the sought-for sensation becomes more important than the social ritual,” either for individuals or groups.

There are no addiction or withdrawal problems at the symptomatic stage. However, over a period of time there is a decrease in the effects of alcohol. More must be consumed to achieve the same relaxing effect. For biological or other reasons that science has yet to determine, some people can increase their consumption of alcohol without becoming addicted. However, with many symptomatic drinkers the process advances into the danger zone.

- Addictive drinking is often the physical result of prolonged symptomatic drinking. After a period of alcohol ingestion (decades for some people, only a few months for others) the body develops a need for alcohol that the body’s owner can no longer control. While drinking doesn’t produce the good feelings it once did, the alcoholic just can’t live without it. Eventually, attempts to withdraw will have dire consequences—delirium tremens, convulsions, even death.

This alcoholic progression makes clear the importance of early alcoholism detection and treatment. For one thing, there is an increased possibility of treatment success. From a pragmatic point of view, early action is a “must” in the light of the huge cost to business and society of allowing the alcoholic tragedy to run its course.

Wage hikes in construction fall short

First-year wage hikes for construction workers increased by just 1.5 percent, or 25¢/hour, in 1988. That rate is slower than the 2.5 percent increase over the same period in 1987.

According to a recent published survey, construction firm executives enjoyed a 6.5 percent pay increase in 1988 and anticipate additional increases of over 6 percent in 1989.
Local 3 Business Rep. Gary Wagnon brought his car to an almost stop near to a paving crew working road construction in the Roseville area. The man on the paving roller didn’t look familiar.

"Better be an operator," Wagnon muttered, then stepped outside and demanded to see the worker’s union card. He was a laborer.

Wagnon asked him to get off the machine, then informed the foreman if he wanted to use a paving roller on the job, he needed to get an operating engineer to run it.

It’s the sort of situation business agents run into all the time. While such episodes may strike outsiders as petty, protecting jurisdiction is serious business to craft unions. Crafts that don’t protect their work may one day find that it’s considered their work no longer.

This point was impressed upon Operating Engineers Local 150 in a big way recently when the National Labor Relations Board ruled that operation of skid steer loaders, or "bobcats," should be assigned to operating engineers represented by Laborers Local 1006 instead of those represented by Local 150.

The dispute arose in April 1987 in Illinois when the employer assigned "bobcat" operation to a laborer, prompting an operating engineer to stop working. When both unions threatened work stoppages reasoning the NLRB used in reaching its decision to the Illinois jobsite.

"Past practice" is a phrase that should ring loud and long in the ears of operating engineers. If a rival craft performs work that operating engineers consider their own, a precedent is set. Repeated over a period of time, that precedent can become "past practice," undercutting the Engineers’ claim to jurisdiction over the work.

In this case, the NLRB limited its decision to the Illinois jobsite where the dispute arose. But the reasoning the NLRB used in reaching its decision is something Local 3 members might want to keep in mind.

New ‘Members Only’ jackets for our 50th Anniversary
These are terrific jackets! They have a 75% Fortrel polyester/25% combed cotton shell, 55% nylon lining, matching ribbit trim on waistband, cuffs and pockets, slash pockets, epaulets on shoulders and stand-up collar that snaps closed. They’re stylish and warm and they’re only $35 each.

School Scholarship Contest Rules Announced for 1989

General Rules & Instructions for Local 3 College Scholarship Awards 1988-1989 School Year

Two college scholarships of $1,000 each will be awarded, students 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 each will be awarded 1st 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 restrictions of any kind on the course of study. Recipients may accept any other grants or awards, which do not in themselves rule out scholarship aid from other sources.

Who May Apply:
Sons and Daughters of Members of Local No. 3 may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and Daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for at least one (1) year immediately preceding the date of the application.

The applicants must be high school students who have, or will be, graduated at the end of either: (1) the Fall Semester (beginning in 1988, or (2) the Spring Semester (beginning in 1989, 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, 1989 and March 1, 1989.

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 to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local No. 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the Scholarship winners selected.

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

Instructions:
All of the following items must be received by MARCH 1, 1989.

1. The Application—to be filled out and returned by the applicant.
2. Report on Applicant and Transcript—to be filled out by the high school principal or person he designates and returned directly to Local No. 3 by the officer completing it.
3. Letters of Recommendation—every Applicant should submit one to three letters of recommendation giving information about his/her character and ability. These may be from teachers, community leaders, family friends or others who know the Applicant. These may be submitted with the application, or sent directly by the writers to Local No. 3.
4. Photograph—A recent photograph, preferably 2 inches by 3 inches with the Applicant’s name written on the back. (Photo should be clear enough to reproduce in the Engineers News.)

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

William M. Markus
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA, 94103
The President believes that Bush is more a moderate persuasion than his predecessor.

Yet, we have already had our first disappointment when Bush appointed Elizabeth Dole as secretary of transportation. She is a Presbyterian by marriage, a conservative, an ideologue, and a Federalist. She is a woman who is well liked by her colleagues and is a woman of quiet personal qualities. She is a woman who is well respected by her colleagues and is a woman of quiet personal qualities. She is a woman who is well respected by her colleagues and is a woman of quiet personal qualities.
San Francisco Community College offers labor leadership workshops

The Labor Studies Program of the San Francisco Community College district will offer the following non-credit workshops designed to improve the leadership and representation skills of union members and officers. Classes are free and open to all.

Parliamentary Procedure: How to conduct and participate in union meetings. Paul Chown, Chair Emeritus, UCB Labor Center, Saturday, May 6, 9 a.m.-5 p.m., 33 Gough St.

Public Speaking for Union Leaders: Developing effective speaking techniques for use in union meetings and other public forums. Miriam Chown, Friday, Feb. 24, 6-9 p.m. and continuing on Saturday, Feb. 25, 9 a.m.-5 p.m., 33 Gough St.

Assortiveness Training for the Workplace: Communicating effectively and standing up for your rights. Aliyah Stein, Friday, April 7, 6-9 p.m. and continuing on Saturday, April 8, 9 a.m.-5 p.m., 33 Gough St.

Grievance Committee Elections

Recording—Corresponding Secretary William Markus, has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committee members will take place at the first regular quarterly district or sub-district meeting of 1989. The schedule of such meetings at which the Grievance Committee members will be elected, is as follows:

February
21st District 8: Sacramento
Laborer's Hall
6645 Stockton Blvd.
23rd District 2: Sunol
Sunol Valley Country Club
Hwy 680 & Andrade Rd.

March
8th District 12: Salt Lake City
Engineers Bldg.
1955 W. N. Temple
9th District 11: Reno
Musicians Hall,
124 West Taylor
23rd District 10: Santa Rosa
Veterans Bldg.,
1351 Maple St.
28th District 9: San Jose
Labor Temple
2102 Almaden Rd.

District 17 elections

On April 25, 26 and 27, 1989, at 7 p.m., at the regular quarterly District 17 membership meetings there will be an election for a District 17 Executive Board Member to fill the balance of the unexpired term left vacant by resignation. The meetings will be held at the following addresses:

April 25: Kahului Elementary School
410 S. Hina Ave.
Kahului, Maui

April 26: Kapiolani School
966 Kilauea Ave.
Hilo

April 27: Kalani Waena School
1240 Gulick Ave.
Honolulu

A parting slash from the Gipper

President George Bush has given little indication what priority he will give to worker safety in his new administration, but it's clear what direction former President Reagan would like him to go.

Reagan's final budget, submitted just before leaving office, calls for deep cuts in the National Institute for Occupational Safety and Health. Unless reversed by Bush, the cuts would eliminate a variety of NIOSH programs designed to improve safety on the job.

While Reagan's budget would increase the Occupational Safety and Health Administration budget by about 2 percent, or $5 million, the cuts at NIOSH more than offset that gain by slashing $26 million out of NIOSH's current budget of $70 million.

According to Construction Labor Report, the cuts would:
- Eliminate a NIOSH pilot program on notifying workers of serious health risks from past exposure to hazardous substances on the job;
- Eliminate the institute's small grants program for health and safety training;
- Reduce the number of health hazard evaluations that the institute would be able to conduct; and
- Eliminate research grants.

The cuts would severely curtail research on major health and safety issues, including construction, indoor air contamination, reproductive hazards and toxicology, according to a NIOSH spokesperson.

The OSHA budget proposed by Reagan would slightly increase funding for compiling safety and health statistics, federal enforcement, and compliance assistance.

District Meetings

District meetings convene at 8 p.m., with the exception of District 17 meetings, which convene at 7 p.m.

February
21st District 8: Sacramento
Laborer's Hall
6645 Stockton Blvd.
23rd District 2: Sunol
Sunol Valley Country Club
Hwy 680 & Andrade Rd.

March
8th District 12: Salt Lake City
Engineers Bldg.
1955 W. N. Temple
9th District 11: Reno
Musicians Hall
124 West Taylor
23rd District 10: Santa Rosa
Veterans Bldg.
1351 Maple St.
28th District 9: San Jose
Labor Temple
2102 Almaden Rd.

April
4th District 1: San Mateo
Laborer's Hall
300 - 7th Ave.
11th District 4: Eureka
Engineers Bldg.
2806 Broadway
11th District 17: Kauai
Wilcox Elementary School
4319 Hairy Street
12th District 17: Kona
Kona Elementary School
Kona, Kauai
12th District 7: Redding
Engineers Bldg.
100 Lake Blvd.
13th District 6: Marysville
Engineers Bldg.
1010 "T" Street
25th District 17: Maui
Kahului Elem, School
410 S. Hina Ave.
Kahului, Maui
26th District 17: Hilo
Kapiolani School
966 Kilauea Ave.
27th District 17: Honolulu
Kalani Waena School
1240 Gulick Ave.

Election of Geographical Market Area Addendum Committeemen

Business Manager T. J. Stapleton has announced the election of Geographical Market Area Addendum committeemen to each of the Northern California and Reno, regular scheduled district meetings and/or at Specially called meeting to be scheduled during the first quarter of 1989, with eligibility rules as follows:

No member shall be eligible for election, be elected or hold the position, of Geographical Market Area Addendum Committeemen unless he is living in the Committee’s Geographical Market area.

(a) Unless he is employed in the industry in the area
(b) He must be an "A" Journeyman
(c) Must not be an owner-operator.
(d) No members shall be nominated unless he or she is present at the meeting and will accept the nomination, if elected.

No member is allowed to serve more than two (2) consecutive terms on the Geographical Market Area Committee.

February 1989
16th District 8: Auburn
7:00 p.m. (Special called)
123 Recreation Dr
Auburn, Ca

21st District 8: Sacramento
8:00 p.m.
Laborer’s Hall
6645 Stockton Blvd.

23rd District 2: Sunol
8:00 p.m.
Sunol Valley Country Club
Hwy 680 & Andrade Rd.
Sunol, Ca.

28th District 9: Freedom
7:00 p.m. (Special Called)
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
Freedom Ca.

March 1989
9th District 11: Reno
8:00 p.m.
Musicians Hall,
124 West Taylor

23rd District 10: Santa Rosa
8:00 p.m.
Veterans Bldg.,
1351 Maple St.

28th District 9: San Jose
8:00 p.m.
Labor Temple
2102 Almaden Rd.

16th District 8: Auburn
7:00 p.m. (Special called)
123 Recreation Dr
Auburn, Ca．