



### Is it really a dirt spread?

For some Local 3 members working on Granite Construction's new auto mall project in Roseville, the term 'dirt spread' is a real misnomer. This job is rock hard through and through. (See page 8-9 for photo feature.)

### Important Notice

We call your attention to the following important information contained in this issue:

**Page 14** Rules for the 1989 Local 3 Scholarship Contest.

**Page 16** Schedule of meetings for the election of Geographical Market Area Committeemen.

**Page 16** Schedule of meetings for the election of district Grievance Committees.

# Engineers News

Vol. 47, No. 2

Operating Engineers Local Union #3, AFL-CIO

San Francisco, CA

February 1989



## 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 industry for more and more convict labor," and could result in jobs being taken away "from free labor."

Approximately 7,000 inmates already work, many of them making furniture for public institutions. The governor's proposal, accord-

ing to published reports, could result in private firms using inmate labor in a much wider range of 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 it 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 employers to take better care of the workers they already have.

In January, Assembly Speaker Willie Brown (D-San Francisco), introduced legislation 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)



Members of the Japanese delegation try on Local 3 jackets for size.

## 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 conferring 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 about 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)



## Looking at Labor

By Tom Stapleton  
Business Manager

(The following is excerpted from an article by Dan Smith, business agent, Roofers Local 95. Thanks to Lou Bratton, San Jose, for sending it our way.)

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 the non-union jobsite 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 that they couldn't do before.

When I challenged him on some of his statements and accusations, his replies were filled with "I don't know" and "That's what I was told." When I asked if he felt the union had negotiated changes simply because of employer pressure or more out of trying to survive in today's market, he didn't know.

How come when I think about the misinformation this guy was given and the person or persons who gave it to him, the definition of the word rat keeps popping into mind? Could a rat be someone who spreads misinformation about the union based on his own personal needs or emotions?

In my mind, this person is by far a bigger rat than a person who is not a union member simply because they don't understand.

Unions have it tough. It seems like every other day another court decision or law is passed that puts yet another stumbling block in our way. Our survival depends on all of us pulling together.

If you feel good about being a union member, spread the word. We can use all the organizing help we can get.

**What is a rat?  
Few nonunion  
workers really fit  
the definition.**



Business Manager Tom Stapleton (fourth from right) and Reese Hammond, Director of Education for the International (second from right) meet with Japanese delegation from Yamazaki Corp.

## Local 3 hosts Japanese delegation

(Continued from page 1)

who work under multi-employer agreements, Japanese operators usually work for just one company. Yamazaki employs about 500 operators full-time, and has ready access to another 400 through a wholly-owned subsidiary, Yamazaki Kenki Service, which serves as an employment agency for the parent company.

Having just one employer, Yamazaki operators tend to feel more closely tied to the company than U.S. operators do. The company health insurance program resembles Local 3's in that employer and employees both 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 act as temporary trainers for new hires, boosting the number of operator trainers 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 3:30 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.

## Engineers News

WIPA



**T.J. (Tom) Stapleton**  
Business Manager

**Don Doser**  
President

**Bob Skidgel**  
Vice President

**William Markus**  
Recording-Corresponding  
Secretary

**Wally Lean**  
Financial Secretary

**Don Luba**  
Treasurer

Managing Editor  
Asst. Editor

James Earp  
Eric Wolfe

Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 474 Valencia St., San Francisco, CA 94103. Second Class Postage Paid at San Francisco, CA. Engineers News is sent to all members of Operating Engineers Local in good standing. Subscription price is \$6 per year. POSTMASTER: Send address changes to Engineers News, 474 Valencia St., San Francisco, CA 94103.

## Crane license bill would control unskilled labor from out of state

Local 3 has fared much better than many other building trades locals around the nation in fending off the open shop.

But when open shop contractors come flooding into California because work opportunities are drying up in Montana or Wyoming or Idaho, other states' problems can quickly become Local 3's problems.

"The problem with out-of-state contractors, when they come to California they don't leave," says Local 3 Education and Research Director Ron Wood. "Everybody wants to live here."

One way to combat open shop encroachment, according to Wood, is to require that crane operators be licensed. Local 3 and its sister local in southern California, Local 12, are advocating that a licensing board be set up to determine the qualifications of crane operators. That committee, Wood says, would consist of one person appointed by the speaker of the assembly, one person appointed by the president *pro tem* of the senate, and one person appointed by the governor.

The make-up of the committee is critical, Wood notes, because the union doesn't want to put Local 3's crane operators "at the mercy of a state agency" that labor doesn't control.

But if a licensing board could be set up along the lines proposed by Local 3, it could serve as protection against the non-union.

# Battles brewing over workers' rights

(Continued from page 1)

sponsored system of health insurance for all citizens to be financed with a tax increase.

Some form of mandatory insurance, in the words of Cooney, "seems to be a plan whose time has come."

Although mandating insurance coverage would tend to undercut union insurance plans as a selling point in gaining new members, many unions support mandatory coverage. Philosophically, most unions believe they must support programs that will improve living standards for workers, whether unionized or not.

But unions also have practical reasons for supporting mandatory coverage. Under the current system, the costs of providing health care to those who can't afford to pay are shifted to everybody else. Union benefit plans are among those who end up paying more.

"If we could get universal health care, it would cut costs by 13 percent for the employers who already pay," said Local 3's Ron Wood. Lightening the burden on union contractors, who must pay into health and welfare funds, could improve their ability to compete with non-union contractors.

### Transportation

A number of bills have already surfaced to raise taxes for highway and mass transit construction. But most observers agree that extensive negotiations will be needed to reconcile the positions of various interest groups, including local governments, public agencies, transit officials, developers, and unions,

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 dif-

ficult 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.

## New strategies bring results

### 'Getting creative' after years of vetoes

Introducing bills isn't the only way to get things done in the California legislature.

Friends of labor, who have been in a virtual standoff with Gov. George Deukmejian, are "trying to get creative after six years of Republican vetoes," says Pat Henning, legislative aide to Assemblyman Tom Hayden (D-Santa Monica).

Instead of a bill, labor supporters will offer a resolution that would change the format in which bills are presented, requiring that every bill carry a "Job Impact Statement."

Patterned after the Environmental Impact Statement, a Job Impact Statement would state whether any particular bill is "job positive" or "job negative," Hen-

ning says.

Although the Job Impact Statement would not be nearly so complicated as its environmental counterpart, its backers believe that such a requirement would force legislators to confront the impact of their actions on the state's most important resource: workers.

Henning says he would like to see Job Impact Statements give projections not only on how many jobs would be created or lost, but on what types of jobs.

If successful, Henning believes this requirement can focus more legislative attention on the critical issue of employment...without ever having to hand Deukmejian something to veto.

## 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  
474 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)

My name is: \_\_\_\_\_

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 went to 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.



New Labor Secretary: Elizabeth Dole

### 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—now the Transportation • Communications Union. An AFL-CIO vice president, he was an organizer of the 1963 March on Washington, a milestone in the civil rights struggle.

Randolph, who died in 1979 at age 90, began the campaign to organize the Pullman Co. porters in 1925, battling fierce resistance from the company. In 1937, he won the first contract signed by a white employer with a black labor leader.

## 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 \$639 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 \$137.3 billion, down from the 1987 record of \$170.3 billion, but far from the manufactured goods surplus the nation maintained up

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 stressed.

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.

Jeff Faux, president 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.

## Developer targets Eureka site

## Proposed port facility would create 150 jobs

City-owned acreage on the Samoa peninsula is being eyed by an Oregon company for a \$25 million port facility that would create 150 jobs, Local 3 District Rep. Bill Burns reported from Eureka.

The property was once set aside for a massive platform construction project that was scuttled in 1985.

The developer, who called the project a "win win win" proposal in terms of new industry and employment, said he is interested in leasing the 540 acre site to establish port and warehousing facilities to support import and export operations.

The facility would be aimed at trade with Pacific rim nations including Australia, Hong Kong, and Japan. Exxon Co., U.S.A. which had planned to build oil platforms on the property, abandoned the site

in favor of cheaper construction costs in South Korea.

The 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 ten firms have been lined up, including a logging operation, two Japanese auto makers, several grain producers, a cement company, and a electronic firm.

The port will be configured to ship out timber and other bulk products, handle remanufactured items like aircraft, electronics, wood products, import cars, and manufactured products.

The Eureka City Council is concerned that tying up the property for two years while the developer

conducts engineering studies and environmental reviews would lock the city into a project that might not work.

## Other developments

President Reagan before leaving office asked Congress to give the Army Corps of Engineers \$315,000 to study the deepening of the Humbolt Harbor and bay, plus \$2.36 million for harbor operation and maintenance.

The money, along with matching local funds, will be to improve shipping lanes in the bay and making harbor entrance safer. Currently the Corps is considering what changes, including widening and deepening main channels, can be made inside the bay to increase port traffic. A study is now in progress.

## Straight Talk

By Don Luba, Treasurer

Our active member health and welfare plan has experienced red ink for the first time ever in the year of 1988, as T. J. Stapleton reported at recent district meetings. This causes us trustees some major concerns about what changes should be made to the plan.

In years past, the remedy was quite simple: when merely approaching red ink, simply negotiate with the employers an increase in the hourly contribution rate and the problem was fixed. In today's market, that easy "fix" is 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 employers, 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 Contracting to guarantee enforcement of state prevailing wage laws. In the private market, we have no protection of our hourly package.

History teaches us 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 in the history of this country the absolute right to organize and bargain collectively.

By the mid-1950s over 70 percent 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

part of the remaining 30 percent non-union workforce also had at least minimal coverage in terms of health & welfare and pensions because management wanted to keep those employees from organizing into unions. Therefore, only a small percentage of the workers in this country were not covered by a health and welfare plan.

Professor of political economy at Princeton University, Uwe E. Reinhardt, wrote recently in the *Wall Street Journal*: "Those not covered by a health and welfare plan were never refused care in a nearby hospital, and if they could not pay the bill, the hospital would pass it on through increased premium costs to the employer-paid group insurance health insurance."

"This hidden tax system is now coming apart under the forces of a growing number of uninsured (now an estimated 37 million workers) in this country. A recent survey shows that 25 percent of those uninsured reported family incomes in excess of \$30,000 in 1986."

It is reasonable to assume that this latter group are health care users like other normal families. Therefore, it is also reasonable to assume that they are free-loading on the system and those are being passed on to existing plans.

How did we move from a society of over 70 percent covered by health care plans to a society of 37 million families without insurance coverage? One need only look at the decline in the union workforce of the last eight years to arrive at a logical conclusion: the union workforce now stands at something less than 30 percent overall and within Building Trades, something a little less than 20 percent.

The so-called Reaganomics of the past eight years has taken its toll and the impact is just now be-

ginning to be felt. Those of our members working in construction, in areas where the work is predominantly done union with 100 percent union wages and fringes, may have difficulty seeing the problem. Especially those working 1,800 hours or more per year. Those brothers and sisters working in outlying areas, at lesser wage rates under market area addendums know that there is a problem. They actually see the non-union all around them on a daily basis.

How did we, as union people arrive at this sad state of affairs. The answer has many aspects to it. One major factor is that the playing field on which we play has been drastically tilted and we, as unionists, are playing in the uphill direction.

When the Gipper (Ronald Reagan) fired 11,600 striking air traffic controllers, after only a few weeks in office, it was the first time a president had ever fired striking workers. This was a calculated move on his part to send a very clear message to management across the nation. That message was, "Take on this nation's unions and neither this president nor his administration will give you any problems in doing so." In fact the Gipper assisted management by rendering the National Labor Relations Board virtually useless to the needs of the unions by appointing those of anti-union sentiment.

It is my opinion that next to the Bill of Rights and the Constitution, the National Labor Relations Act and the National Railroad Act are the two most important pieces of legislation ever enacted on behalf of the citizens of this country.

In the years to come, history will record the real damage done to the wage earner during the Reagan years. The working men and women of this country have not yet begun to feel the full impact, as was proved in the November general election.

(Continued on page 15)



## Hawaii branch to open

We're happy to announce the opening of a new Credit Union branch in Hawaii. The new branch will be located in the same building as the union hall, to serve all Local 3 members

and your families. The address is: 1432 Middle Street, Honolulu.

In celebration of the new branch we are planning a Grand Opening to be held in the beginning of March. We



Bill Markus

will send an announcement on the opening to all members who live in Hawaii and the surrounding islands in February. Watch your mail for details

## Free checks in honor of new branch

In honor of our new Hawaii branch we are offering free checks to members who open a Credit Union checking account from March 6-31. You can choose your free checks from many attractive styles, including five special check designs that feature pictures of heavy equipment.

Stop by the branch nearest you to see a display of these checks and to open your checking account. A Credit Union checking account has no monthly fees or per check charges, and there is no minimum balance requirement. In addition, you earn dividends on balances over \$300.

You can also call any of our branches and ask for a checking application and a brochure of check styles available. Members in the Dublin area please call 415/829-4400 or 800/877-4444. Members in Sacramento call 916/381-0193, and in Utah 801/261-2223 or 800/733-0333.

## New toll-free number for Utah

Your Credit Union has now installed a toll-free "800" number for members to reach our branch in Murray, Utah. The new number is 800/733-0333 and is available to members Monday-Friday 8:30 a.m.-1 p.m. and 2 p.m. to 5 p.m.

Members can still use the original Utah branch number, 801/261-2223 to reach the Credit Union. We hope you enjoy the savings and convenience of our toll-free number.

# Fringe Benefit Forum

By Don Jones,  
Director of  
Fringe Benefits



## 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 hard-of-hearing, how often does he receive the compensation and medical treatment 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 experience may entitle you to Workers' Compensation.

### What is an industrial injury?

An operator who is injured on the job, or becomes ill as a result of work, is entitled to Workers' Compensation regardless 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

2. Other examples include damage to internal organs as a result of sustaining continuous vibrations while operating heavy machinery, the development of wrist problems as a result of repetitive use of the hands, or loss of hearing due to noise on the job.

3. An injury may be the result of diseases and illnesses that are produced, contributed to, or aggravated by the employment. For example, operating engineers getting San Joaquin Valley Fever from earth moving in the San Joaquin Valley.

4. An injury may be an incident which aggravates a previous injury or condition. For example, if

an employee has had prior back problems and re-injured the back while lifting on the job, the employee will be entitled to Workers' Compensation benefits. Or a worker exposed to stress on the job may accelerate the development of heart disease.

5. An employee may be entitled to Workers' Compensation benefits even though the injury did not occur while the employee was actually working. For example, an operator injured in the company parking lot on the way to or from work may possibly be considered to have incurred an injury on the job.

It is important to be aware of these potential work-related injuries and illnesses so that the valuable benefits to which you may be entitled are not lost.

### What benefits are injured workers entitled to?

**Medical expenses:** An employee is entitled to receive all medical care necessary to cure or relieve the injury or illness. This is the obligation of the employer's Workers' Compensation insurance company.

During the first 30 days after the industrial injury is reported, the Workers' Compensation carrier has control over the medical treatment to be furnished to the injured employee. If the injured employee does not want to be treated by the doctor chosen by the insurance company he is entitled to demand a panel of five doctors from which he may select a doctor for treatment. Then, after 30 days, the employee is entitled to seek medical care from a physician of the employee's own choice.

However, if an employee has notified the employer in writing of the name of his personal physician *before* his injury, the employee has the right to be treated by his physician from the date of the injury. Therefore, it is advisable to let your employer know *now* who your physician is for purposes of future potential injury.

**Temporary disability:** When the injured employee is unable to work because of an injury or ill-

(Continued on page 11)

## 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 the enthusiasm and support you have shown in our first Voluntary Organizing Committee meetings, not to mention the great turnout 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 frontlines.

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 thoughts, 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 7 p.m. in the Marysville Operating Engineers Hall.

## Retiree Meeting Schedule

### Auburn: Epsilon Chapter

Tues. Feb. 21, 1989 10 a.m.  
Auburn Recreation Center  
123 Recreation Dr. Auburn, Ca.

### Sacramento: Zeta Chapter

Tues. Feb. 21, 1989 2 p.m.  
Laborers Hall  
6545 Stockton Blvd.  
Sacramento, Ca.

### Concord: Mu Chapter

Weds. Feb. 22, 1989 10 a.m.  
Concord Elks Lodge # 1994  
3994 Willow Pass Rd.  
Concord, Ca.

### Oakland: Nu Chapter

Thurs. Feb. 23, 1989 10 a.m.  
Oakland Zoo - Snow Bldg.  
9777 Golf Link Rd. Oakland, Ca.

### Salt Lake City: Pi Chapter

Wed. Mar. 8, 1989 2 p.m.  
Operating Engineers Bldg.  
1958 W. N. Temple.  
Salt Lake City, Utah

### Reno: Xi Chapter

Thurs. Mar. 9, 1989 2 p.m.  
Carpenters Hall  
1150 Terminal Way. Reno, Nv.

### Ukiah

Thurs. Mar. 23, 1989 10 a.m.  
Discovery Inn  
1340 N. State St. Ukiah, Ca.

### Santa Rosa: Chi Beta Chapter

Thurs. Mar. 23, 1989 2 p.m.  
Veterans Memorial Bldg.  
1351 Maple St. Santa Rosa, Ca.

### San Jose: Kappa Chapter

Tues. Mar. 28, 1989 2 p.m.  
Holiday Inn Park Center Plaza  
282 Almaden Blvd. San Jose, Ca.

### Watsonville: Iota Chapter

Wed. Mar. 29, 1989 10 a.m.  
V.F.W. Post 1716  
1960 Freedom Blvd.  
Freedom, Ca.

## 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 Mostats reported.

Morrison-Knudson is keeping a few operators working long hours on the Tunnel Project in Plumas County.

Shasta 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 20.

McGuire & Hester from Oakland has moved into Colusa to begin work on the Sewer System Expansion project which should keep 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 Onstott in Yuba City for \$677,920.

## Non-union bid award prompts protest



Reno Mayor Pete Sprazza speaks with protesting operators, ironworkers, carpenters, and cement finishers at ground-breaking ceremony. Photo by Chuck Billings

Members of local crafts in the Reno area protested the awarding of a bid to a non-union, out-of-state contractor during the ground-breaking of the McCarren extension.

Nevadans are becoming increasingly concerned about just exactly who is being funded with their tax dollars, said Local 3 Business Rep. Chuck Billings.

"We know from past experience that these non-union, out-of-state contractors do not use local labor," said Billings. Workers come into the state just for the work and leave when the job is done; they are not the ones buying the new houses, cars and other items "that keep our local economy healthy," said Billings.

He noted that some states provide protection to resident contractors by awarding them jobs if their bids are close to the lower out-of-state bidders. Billings advised Local 3 members to contact their dispatch office for 1989 legislators' addresses and telephone numbers.

"It does help to write or call and give your views," he said.

### Recent takeover bid pinches Newmont Gold

## Proposal to hike tax on mines stirs controversy in Nevada

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 sprung up around mining production then folded up 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."

But 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.

## 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.

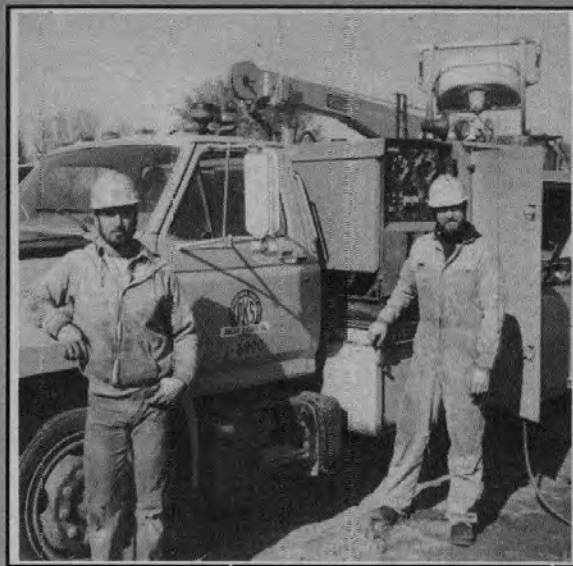
The ultimate losers in these transactions are workers and their communities. Thousands of jobs have been eliminated, and hundreds of communities have been harmed as the direct results of

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 heavy 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 raided 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 control 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.



Far left: Steve Cooper (left) & Mike Geerts, for C.C. Myers. Above left: Gary Wisniewski, Tom McGinty & Ken Pickett for Granite Construction. Immediate left: Roger Stoddard (left) & Stu Cook for Kiewit Pacific. Immediate below: Gary Wagnon, business rep. (left) & Benny Schallberger, steward.

Story and photos by E-

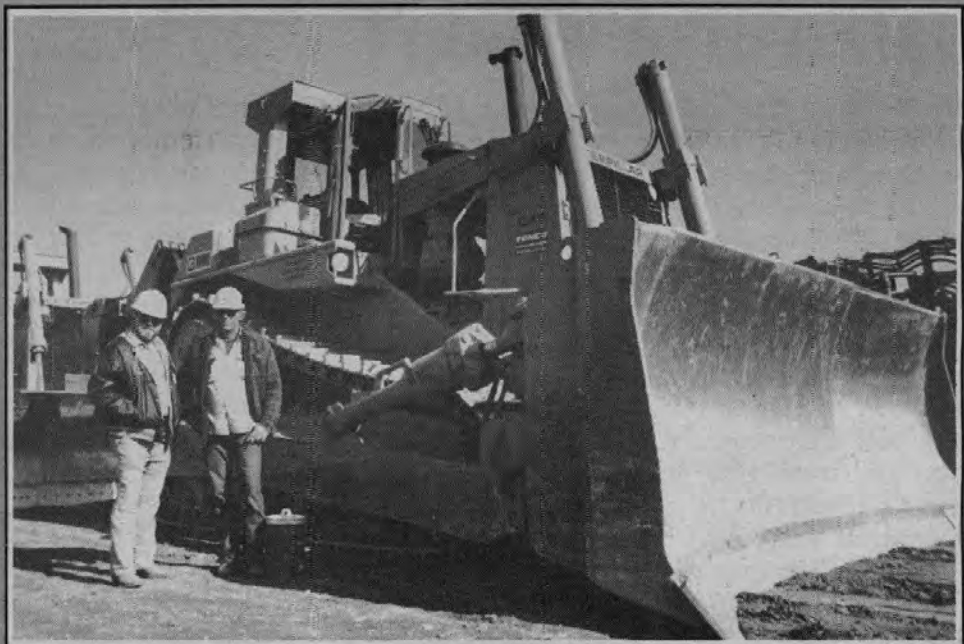
## Change

It used to be known as the son Ranch.

But a crew of Local 3 engineers working for Granite Construction is quickly changing this expanse of Sonoma countryside near Los Gatos into a vast auto mall. Goodbye hello horsepower.

Quick, of course, is a relative term. To the passing of the Roseville Auto Mall, a new one is springing up almost overnight. A different matter for reshaping the earth's surface. Push Cats, Ripper Cats, Slope Board Cats, blade motorgrader. Before construction can begin, the half-million yards of rock.

"That's rock, not dirt," says Local 3 Business Rep. Gary Wagnon, watching from the project's perimeter. Inside, close to where metal re-





Immediate left: Tolliver Smith (background) & Warren Jackson for Sage Construction, with Gary Wagnon, business rep. Above: Granite Construction crew takes a break. Right: Gus Carillo, 4-step apprentice, runs juice rig for C.C. Myers.

ic Wolfe

## ing horses to horsepower

as the John-  
13 operating  
Granite  
y transform-  
ling Califor-  
Roseville into  
bye horses,

a relative  
observer, the  
may appear to  
right. But it's  
he operators  
surface with  
s, Cat Scrap-  
and a 14-  
fore any con-  
ey've got a  
rock to move.  
t," empha-  
Rep. Gary  
m the pro-  
the cabs,  
neets rock

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."



Far left: Dave Leonard operates crane for C.C. Myers. Immediate left: Operators for Granite Construction taking a break from pushing rock are (from left) Ralph Willis, Ed Steward, Ted Wherry, Jacque Bowerman, and Larry Graves, who collectively have 123 years of membership in Local 3. Immediate above: Charles Long (left) and Harold Bergren, also with Granite, pause for lunch. Left: Wes Lewis, lube engineer (left) & Bob Stoddard, heavy duty repairman, for Kiewit Pacific.



## Special Meeting Notice

**Pre-Negotiation Meetings  
1989 Utah Master Agreement**

**ALSO**

**Informational Meetings on  
Projected 1989 Work**

**Please bring an acquaintance with you, or a friend who works at our trade, regardless of whether he or she is presently a member.**

**These meetings will help people to understand unionism and be more informed regarding their options on construction in Utah.**

### Area Town Meetings Township Date/Time/Place

#### February

- 21st Tremonton/Brigham City**  
Community Center  
150 So. Tremonton Avenue  
8:00 p.m. (Tuesday)
- 23rd Ogden**  
Labor Center  
2986 Washington Blvd.  
8:00 p.m. (Thursday)
- 25th Roosevelt**  
Roosevelt Library  
70 W. Lagoon  
10:00 a.m. (Saturday)

#### March

- 2nd Provo**  
Carpenters Hall  
605 E. Sixth So.  
8:00 p.m. (Thursday)
- 6th Moab**  
County Courthouse  
Commission Chambers  
125 E. Center Street  
8:00 p.m. (Monday)
- 8th Salt Lake City**  
Salt Lake Union Hall  
1958 West North Temple  
8:00 p.m. (Wednesday)
- 13th Price**  
United Mine Workers Halle  
525 E. First So.  
8:00 p.m. (Monday)
- 15th Cedar City**  
Job Service  
176 E. 200 No.  
8:00 p.m. (Wednesday)
- 16th Richfield**  
Job Service  
115 E. 100 So.  
8:00 p.m. (Thursday)
- 21st Salt Lake City**  
Salt Lake Union Hall  
1958 West North Temple  
8:00 p.m. (Tuesday)

## Rescue teams will be long remembered

# Algom Mining Corp. closes up shop

**R**io 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 last 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

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 out 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.

*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.*

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.

### Courage and expertise

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

Rio Algom Mining Corporation received praise from all areas of

## 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, pensions, insurance coverage, overtime pay and Davis-Bacon compliance. And staff can also gain access to the names and addresses of employees, who may well become the union members of the future.

"A continuous organizing program is the lifeblood of any construction union because it's the

only way to maintain a labor pool," said Stavros.

"It is vital that members on non-union jobs form the nucleus of our Internal Organizing Committee to supply the needed link for success in organizing. This committee becomes the eyes, ears and mouthpiece for the union on non-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 a 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 bid 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 Jordanella Dam Stage Two, should employ many operators over the next two to three years. Worth about \$40 million, the job 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 Reed's Salt Lake shop called back several mechanics around the sec-

ond 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.

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

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

"Local 3 is looking forward to working with this contractor again," Blair noted.



### DON'T FORGET

to pick up your Magic Kingdom Club card and Membership Guide

**TODAY!**

Contact:

**Rosemary Garvey  
415/431-1568**

©1988 The Walt Disney Company

## Repairs, dry weather keep members busy in Sacramento area

Work in the Yolo County area is starting to pick up due to the absence of rain, Local 3 Business Rep. John Bonilla reported from the Sacramento office.

A. Teichert & Son has two projects going in West Sacramento. Their shop in Davis is busy with winter repairs.

R. C. Collet is working a couple of crews in the West Sacramento area and hopes to attain the permits it needs to get its rock plant going in Capay Valley in time for summer.

The rock plants on Cache Creek are working on winter repairs to get ready for a big year.

Syar Industries has about 15 operators on two shifts; second shift is repair.

Solano Concrete has about 10 operators busy. They're also working repairs.

A. Teichert & Son has also been working repairs and was preparing to start its scrapers up in early February.

Granite Construction is starting up its plant in Yolo. Granite will be furnishing material to P.K.S.'s Highway 113 project.

Kiewit Pacific is the apparent

low bidder on the first phase of the Lighthouse Marina project. Work could start by April. Kiewit is well on the way on its freeway project between Davis and Woodland. If the weather stays clear, Kiewit should soon get back to full force. Work is winding down on the sewer treatment plant in Woodland.

Layne-Western in Woodland is keeping everybody busy this winter, including about 25 operators.

Tenco Tractor in West Sacramento is also keeping everyone busy this winter. Tenco has hired a couple of 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 Opdyke 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 ratification 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. *Engineers News* will carry more information at a later date.

## Fringe Benefit Forum

(Continued from page 6)

ness which was caused by his employment, he is entitled to temporary disability compensation payments at the rate of two-thirds of his weekly earnings, up to a current maximum of \$224 per week.

Benefits continue until you return to work, are unable to return to work, or have recovered to a point where your condition isn't expected to get better or worse.

**Permanent Disability:** "Permanent Disability" can be defined as that disability or impairment that remains after the employee has reached the maximum point of healing.

Permanent disability ratings are established by law in the form of money payments, the amount of which depends on a number of items, including the injured's age and occupation, as well as the extent of disability or impairment. The rating can range from 1 percent to 100 percent depending on how much the permanent disability interfered with the ability to

engage in work. A total disability for any type of work carries a 100 percent rating. Some of the more obvious examples of total disability would be the loss of both arms and legs, or loss of sight. Lesser disabilities produce lower ratings.

The number of weeks payable will depend on the extent of the disability. The weekly rate is two-thirds of the average weekly earnings with a current maximum of \$140.00 per week. Permanent disabilities of 70 percent or more in pay, in addition to normal payments, a life pension.

**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.

## 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 to 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.

Attorneys' fees are only paid

when the claim is resolved, and only if compensation is awarded. The amount of the fee is between 9 and 15 percent of the benefits obtained, and must be approved by a Workers' Compensation 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 Health and Welfare Trust Fund) while your claim is being processed. Without such a claim these other benefits may be delayed or denied altogether.

Legal Representation can be obtained from Van Bourg, Weinberg, Roger and Rosenfeld, in San Francisco and in Oakland:

**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



Fresno Dispatcher Chuck Williams, left, and Apprentice Coordinator Lefty Fagundes display the 82-inch, 108 lb. sturgeon that Williams caught Dec. 27. He was using ghost shrimp in 55 feet of water.

## 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

John W. Aherne of San Francisco, Ca. Nov. 28, 1988; Fred A. Autran of Sutter, Ca. Nov. 4, 1988; Lawrence Cooper of Fremont, Ca. Nov. 21, 1988; Clark Doyle of Phoenix, Az. Nov. 9, 1988; Winton Dowler of Freedom, Ca. Nov. 25, 1988; James B. Dunn Jr. of Prineville, Or. Nov. 26, 1988; John M. Eckstein of Sparks, Nev. Nov. 1, 1988; Chester Fine of Napa, Ca. Nov. 5, 1988; Icsom Forrester of Home, Ark. Nov. 9, 1988; John C. Gilbert of Oroville, Ca. Nov. 28, 1988; James H. Harris of Citrus Hgts, Ca. Nov. 18, 1988; Oliver Jagger of San Jose, Ca. Nov. 8, 1988; C. M. McCorkle of Marysville, Ca. Nov. 3, 1988; Joseph Mendenhall of Sebastopol, Ca. Nov. 28, 1988; Ned D. Miller of Calpella, Ca. Nov. 24, 1988; John Millora of Waiiauae, Hi Nov. 3, 1988; Harry Nakatani of Honolulu, Hi. Nov. 22, 1988; Waldo E. Ogan of Riverbank, Ca. Nov. 9, 1988; Jack T. Palmer of Salinas, Ca. Nov. 9, 1988; Ray Purdy of Enterprise, Ala. Nov. 6, 1988; Paul Rice of Gilroy, Ca. Nov. 12, 1988; James Silva of Honolulu, Hi. Nov. 16, 1988; Eugene Spagnoli of Rohnert Park, Ca. Nov. 21, 1988; Tsutomu Takashima of Aiea, Hi Nov. 12, 1988; Norman Tipton of Springville, Utah. Nov. 10, 1988; Charles Webb of Sacramento, Ca. Nov. 8, 1988; L. H. Wilcox of Martinez, Ca. Nov. 16, 1988; Henry Zigelhofer of Redding, Ca. Nov. 5, 1988.

### DECEMBER

Arthur Azevedo of Petaluma, Ca. Dec. 9, 1988; Paul Barlow of Bountiful, Utah Dec. 20, 1988; Jack S. Boyd of Concord, Ca. Dec. 24, 1988; Sterling Carrigan of Sacramento, Ca. Dec. 6, 1988; Milo Geyer of San Leandro, Ca. Dec. 13, 1988; Fred R. Hall of Sanger, Ca. Dec. 15, 1988; Mark J. Hansen of Sandy, Utah, Dec. 4, 1988; Pat Harris of San Jose, Ca. Dec. 14, 1988; James Hartup of Oakdale, Ca. Dec. 14, 1988; Robert Henley of Buson, Ca. Dec. 15, 1988; Thomas C. Hing of Capt. Cook, Hi. Dec. 9, 1988; Paul N. Ihrig of Ogden, Utah. Dec. 15, 1988; Guy W. Johnson of Oroville, Ca. Dec. 1, 1988; Leland Kerns of Coarsegold, Ca. Dec. 17, 1988; Gerald Lewis of Fresno, Ca. Dec. 6, 1988; Gilbert Lohner of Hamilton City, Ca. Dec. 19, 1988; Bill D. Looper of Seaside, Ca. Dec. 20, 1988; Arthur Parker of Grass Valley, Ca. Dec. 18, 1988; William H. Parks of Yuba City, Ca. Dec. 21, 1988; Joseph Puliz of Sacramento, Ca. Dec. 20, 1988; L. H. Stone of Oroville, Ca. Dec. 26, 1988; Harold Wenzel of Carson City, Nev. Dec. 18, 1988; Otto Willing of Kaunakakai, Hi. Dec. 4, 1988.

### DECEASED DEPENDENTS

Lucille Cantere wife of Richard Cantere; Marjorie Downing, wife of Bob Downing; Melba Dunn wife of James Dunn; Leona Tiffany wife of Ivan Tiffany; Carol Clark, wife of Donald Clark; Deana Chandler, wife of Leonard Chandler; Anna McKague, wife of Frank McKague; Peggy Powers, wife of Delbert Powers; Josephine Rea, wife of David C. Rea; Shirley Stevenson, wife of Stanley Stevenson.



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

## 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 late this year. The Cloverdale by-pass, estimated to cost from \$33 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 unusually dry weather is helping to keep Local 3 operators on the job in the Santa Rosa area.

If workable weather conditions continue, Shasta Constructors may finish the Highway 20 bridge job over Cashe Creek up to a month ahead of schedule, Gunheim reported. Shasta started the job last September and could be done by the beginning of April. Shasta has kept at least one and usually three or more operators busy fulltime during construction.

Piombo has about \$6 million worth of work on the books but is cautious about opening it up too early. Gunheim said that Ghilotti Bros. is finishing up a lot of work in Santa Rosa and Cotati.

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 10 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 volleyball 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 our 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.



Last month *Engineers News* ran this photo of Local 3 Operating Engineers participating in the HAZMAT class in Redding on Nov. 28-Dec. 2, but listed the wrong names. The names of those who participated in the Redding class are: John A. Dever, Scott Hill, Joe McGowan, Ralph Nyhus, Lee R. Telford, Derrel Fish, Quentin Kelley, Les McWilliams, Ken Splithof, Neel T. White, Oliver Gomes, Wendell King, Dennis M. Nichols, Carl N. Stone and Gerald E. Carpenter. Local 3 Technical Engineers participating were: Steven N. Bell, Sandra K. Larsen, Jim Horan, Roe E. Huling, James R. Fran. Several members of Laborers Local 185 also participated.

### Correction

## 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 booze. 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 has just got to be an alcoholic."*

*"Jerry 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—may be an alcoholic. The one with the low alcoholic threshold, the person who is always being kidded about not being able to "hold his liquor," is as strong a candidate for alcoholism as all the others.

Even the most experienced professionals in the alcoholism field are reluctant to finalize 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 mechanism 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 in 1987 or the 2.9 percent increase in 1986. The figures are based on data from collective bargaining agreements.

The slow wage growth means

that most construction workers are not keeping up with inflation, but construction executives had no such problems. According to a recently published survey, construction firm executives enjoyed a 6.5 percent pay increase in 1988 and anticipate additional increases of over 6 percent in 1989.

## Training classes for handling hazardous materials

### Eureka District

The Eureka District of Local 3 will conduct a 40-hour Hazmat training program March 13-17. Those interested in attending, please call the union hall at 707/443-7328.

The class will run daily from 7:30 a.m. to 5 p.m., Monday through Thursday. On Friday it will start at 7:30 a.m. and adjourn at 2:30 p.m.

Among the things that will be in the training are eight hours of toxicology, eight hours of respiratory protection, the laws that govern the Super Fund Act, and protective clothing.

### Marysville District

The first HAZMAT class in the Marysville District will be held the week of April 3 at the Yuba-Sutter Fairgrounds, 442 Franklin Ave. Yuba City, in Franklin Hall Conference Room. If you have not signed up yet and wish to enroll, call Bing in our Marysville Office as soon as possible.

## San Leandro HAZMAT

Pictured right, Local 3 Brothers Fred Pitschner (left) and Robert Moore (middle) listen to a point made by Mine Safety Appliance Rep. R. Winn about respiratory protection during the 40-hour HAZMAT training conducted recently in San Leandro. Members completing the training are pictured below.



## Vigilance protects jobs

Local 3 Business Rep. Gary Wagnon brought his car to an abrupt stop next 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 employees 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 over the dispute, the contractor filed complaints against both unions with the NLRB.

According to *Construction Labor Report*, both the employer and Laborers Local 1006 argued that Laborers-represented workers should be assigned the task based on employer preference and past practice and economy and efficiency of operations. The employer also argued that the work belonged to Laborers based on area practice.

Not so, said the Operating Engineers, who argued that the work belonged to them based on an applicable collective bargaining agreement, area and industry practice, and skills, training and safety.

But the NLRB found the Laborers' argument more compelling and awarded the work to employees represented by the Laborers. The factors cited by the NLRB in making its decision were economy and efficiency of operations, employer preference and past practice.

"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, 100% nylon lining, matching ribnit trim on waistband, cuffs and pocket, slash pockets, epaulets on shoulders and stand-up collar that snaps closed. They're stylish and warm and they're only \$35 each.

- |                                   |                        |
|-----------------------------------|------------------------|
| <input type="checkbox"/> Small    | Name _____             |
| <input type="checkbox"/> Medium   | Street _____           |
| <input type="checkbox"/> Large    | City _____             |
| <input type="checkbox"/> X Large  | State _____ Zip _____  |
| <input type="checkbox"/> XX Large | Telephone (____) _____ |

- ☐ Black  
☐ Silver

Checks should be made out to SELEC, \$35 for each jacket. Mail completed form and check or money order to: Operating Engineers Local 3, 474 Valencia St., San Francisco, CA 94103; ATTN: Public Relations. Please do not send cash.

## 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 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 each will be awarded 1st runners-up for study at any accredited college or university, one awarded to a daughter and one to a son of Members of Operating Engineers Local 3.

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

#### Who May Apply:

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

Sons and Daughters of deceased Members of Local No. 3 are eligible to apply for the scholarships. The parent of the applicant must have been a Member of Local 3 for a 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 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 for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

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

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

#### Instructions:

All of the following items must be received by MARCH 1, 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 applications, or sent directly by the writers to Local No. 3.

4. **Photograph**—A recent photograph, preferably 2 inches by 3 inches with the Applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

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

William M. Markus  
Recording-Corresponding Secretary  
Operating Engineers Local Union No. 3  
474 Valencia Street  
San Francisco, CA. 94103

or to: College Scholarship at the address shown above.

# Swap Shop: Free Want Ads for Engineers

**FOR SALE: 1 1/2 acres in Dayton, Nev.** within the Comstock Historic dist. zoned NRI (7,000 sq. ft. lots) All util. are in street adjacent to lot. \$62,500 Ray Walmsley 175 Tyler St. P.O. Box 123 Dayton, Nev. 89403 (702) 246-0482 Reg. # 0803976 1/89

**FOR SALE: 2.02 Acres** w/one of the nicest homes you'll see, for the price. Features incl. quality construction, thick shake roof, lovely views, quiet seclusion, pasture & garden areas, spring water. Near a picturesque Oregon hamlet. If you want something different, take a look at this \$79,500 w/owner terms. Lawrence H. Freeman, 203 Gateway Lane Glendale, Or. 97442 (503) 832-2687 S.S. # 555-16-2530 1/89

**FOR SALE: Pheasants.** David Kennedy 8371 Norris Canyon Rd. Castro Valley, Ca. 94552 (415) 537-2594 Reg. # 1768889 1/89

**FOR SALE: 1937 Chev.** 6 cyl. 1 1/2 ton duel wheels flat bed 12'X 6" long 4 spd. good paint runs exc. low mi. good show truck or work horse. \$3,800 Ladd Smith 2218 N. DeWolf Fresno, Ca. (209) 291-1481 Reg. # 1192152 1/89

**FOR SALE: 1966 Mustang** Everything new \$ 5,500 Pony interior. All orig. NO rust. **1976 300 D Mercedes** Low mi. perfect condit. \$7,200 D. Bunnell 625 Diagonal. St. George, Utah 84770 (801) 628-4082 Reg. # 0714903 1/89

**FOR SALE: 1977 Mark V** 69,000 mi. Loaded \$3,200. **1963 Olds convertible** NO rust, new orig. black paint, new orig. interior, new tires etc. \$3,400 D. Bunnell 625 Diagonal. St. George, Utah 84770 (801) 628-4082 Reg. # 0714903 1/89

**FOR SALE: 4 lots in nice Lake County.** 2 separate w/elect. & water \$3,000 ea. 2 side by side w/elect. water & sewer. \$4,500. ea. can put M.H. on them. May trade for small tractor like J.D. 350 or 450 No Junk. Bob Ferreira 11030 Hwy 116 Forestville, Ca. 95436 (707) 869-2349 Reg. # 0993927 1/89

**FOR SALE: Galion Blade, Model 503,** Gas eng. fair rubber, ROPS. 10 Ft. blade, \$5,500 **Small Crawler Crane,** believed to be an Austin-Western 30 Ft. boom, w/IHC, diesel eng. good condit. \$3,500. **Mercedes-Benz, 1963 190D,** for parts or restoration, hasn't run in 10 yrs. good interior, \$1,500. **Belsaw Sawmill,** mounted on truck frame, 50 in. saw blade, and saw dust conveyer, no power, \$750. **Antique cars,** 1 cyl. gas eng. disassembled, but complete except for gas tank. H.P. unknown, but has 6" Bore, 27" Flywheels, fairbanks model Z, \$200. **Antique cars,** 1941 Chev. 4 Dr. \$500. **1949 Plymouth 4 Dr.** \$100. Jim Harper Box B. Davenport, Ca. 95017 (415) 879-0386 Reg. # 0652480 1/89

**FOR SALE: Retiree Heavy Duty Mechanic Tools** Call Bob at (415) 692-2615 1/89

**FOR SALE: 15 minutes to Lake Oroville.** 3 bdrm. 2 ba. 1,900 Sq. Ft. home. Has 2 large cov. decks, underground sprinklers, large patio, concrete walks, and a 2 bdrm. 1 ba. 1,400 Sq. Ft. home, all on 34 acres. Olives, fenced, out-buildings, 3 wells, stream, gold. Good income plus tax shelter. Owner will carry. Price reduced to \$168,500. Leslie Owens 2779 Hwy 70 Oroville, Ca. 95965 (916) 532-9327 S.S. # 572-60-3636 1/89

**FOR SALE: 1956 Pontiac Starchief 4-Dr.** Hardtop Good Condit. \$3,000. O.B.O. **1941 Studebaker Commander,** Straight. Runs good. For restoring. Parts Car \$1,500 O.B.O. Various Stude. Pickups. Jim Berlin 455 Midway Ranch Rd. Boulder Creek, Ca. 95006 S.S. # 489-48-6423 1/89

**FOR SALE: Welders** (about 50 or so) Rectifier type & wire feeders. A.C. & D.C. 220-440 up to 1200 amp. Lincoln-Hobart-Linde. G.E. Westinghouse, Miller guaranteed to be O.K. Single Phase & 3 Phase. Have 3 wire feed units. Most of these welders are wired up so wire feed will hook up to them. The welders are \$250. Each wire feed unit is \$150. L.A. Dresden. 055 Rall Avenue Clovis, Ca. (209) 291-7611 Reg. # 0928038 1/89

**FOR SALE: T. 9 Swing Crane** almost new tracks, sprockets, rollers, & front idlers. Engine has few hrs. since rebuilt. roll bars, back-up horn. A bargain. D. M. Canciamilla 2106 Roenoke Way San Jose, Ca. 95128 (408) 292-0579 Reg. # 0668681 1/89

**FOR SALE: 1080 Sq. ft. double wide .14 acre lot,** 2 hrs. from Vegas. Lrg master bdrm. Lrg dressing rm, walk-in closet, 2 bdrms, 2 ba. washer/dryer, dishwasher, gar. disp. Gas Furn, space heater, elec. fireplace, cent. cooling, new blinds & sunscreens, double roof w/insulation cov. patio, nuts, fruits, dble carport, 2 sheds, RV hook-up, adults St. George, Utah. \$39,900. Carrol Stott (801) 628-2927 1/89

**FOR SALE OR TRADE: 3 lots, 2 houses.** A nice place to retire/hunting lodge. Has B.L.M. access. Lots of deer/elk. Garden spot. Quiet, clean, friendly town. Close to hosp., schools, churches, stores. \$62,000 Warren J. Wallers 970 6th Street Meeker, Co. 81641 (303) 878-4193 Reg. # 0848982 1/89

**FOR SALE: Two Burial Plots.** Must sacrifice. Skylawn Memorial Park, Milbrae. Located in George Washington area. Today's worth \$4,990. Will accept \$1,800 for both. Joyce A. Chapman 145 Bella Vista San Francisco, Ca. (415) 584-5001 Reg. # 0303231 2/89

**FOR SALE: Corner lot on Clear Lake** about 1/4 mi from Lake \$4,950. Doug Furber 54 - 9th Ave., 4 San Mateo, Ca. 94401 (415) 344-1321 Reg. # 0330845 1/89

**FOR SALE: Hul-It Walnut Huller.** Like new. 24 in. wire brush extra 24 in. wire brush. never used. Capacity 6-8 tons per day. Washer 18"X 60" inside spray pipe where walnuts are washed & passed through cylinder onto conveyor to be dried. Very good buy. D. R. Kinchloe (415) 837-7418 Reg. # 329145 2/89

**FOR SALE: Custom built 4 bdrm home.** 2050 Sq. Ft. 2 tile ba. living rm. family rm. double fireplace in wall between. Laundry rm. etc. Beautiful wood paneling in all rooms. 18 ft. X 35 ft. granite pool. new filter system, patio, BBQ. pit & much more on 2 acres of large pines & oaks. A quiet peaceful retreat. City of Redding water. \$120,500. Call evenings Joe M. Paulazzo 3342 Melwood Lane Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg. # 0865537 2/89

**FOR SALE: Beer & Wine Tavern** in Tehama County nr Red Bluff, Ca. Cement block bldg. 2120 Sq. Ft. incl. 2 bdrm apt. Patio in rear. Deep well w/submersible pump also trailer pad w/all util. only \$65,900 Joe M. Paulazzo 3342 Melwood Ln. Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg. # 0865537 2/89

**FOR SALE: Oroville foothills** 7 1/2 acres w/12 X 64 ft mobile home. Storage trailer, well septic & power & case tractor & Disc. \$55,000 will take as down a late model pickup A/T/D. Alex Cellini 1521 Valley View Dr. Yuba City, Ca. 95991 (916) 674-3927 Reg. # 1013084 2/89

**FOR SALE: 1982 double wide, 24'X60'** mobile home w/added enclosed sun porch, centr. a/c, dishwasher, gar. disp. refrig. NEW gas range/self cleaning oven, breakfast bar, 2 bdrm, 2 ba., fully fenced back yd, elec. watering system, cov. car port w/side awning, in beautiful seniors park (over 50) featuring swimming pool, jacuzzi, clubhouse, shared fruit trees. Hilmar, Ca. near Modesto/Turlock. Bob Malley (209) 667-2481 19960 American Ave. Sp # 6 Hilmar, Ca. 95324 Reg. # 1440430 2/89

**FOR SALE: Night Club in fastest growing community** in northern Nevada. Large/expanding Naval Air Base in area, setup for live music w/dance area, rm. for small restaurant, new bar w/video poker machines, C2 commercial zoning with 350' highway frontage on 1.67 acres at 1800's famous historical crossing. Bus. incl. furniture, fixtures, inventory, equip. & 12'X 65' mobile home. Must sell due to health. Call or write: Ed Mincer 8355 Reno Highway, Fallon, Nev. 89406

(702) 867-2406 or (702) 867-3464. Reg. # 1235201 2/89

**RETIRED SALE: LN 8000 Ford Truck** w/1160,225 Re-manufactured Cat Engine or **1983 Ford Dully Pick-up** w/6.9 Diesel Eng. Your choice w/1977 35' Boles Arrow 5th wheel RV Fully self-contained \$25,000. **Weekender Cab over Camper,** 2 way Refrig, double stainless steel sink, roof water cooler-water storage tank, porta potty, new swing out Hyd. jacks. \$1,500 **Race Bred Q. Horses-also 41 acre farm** all or part nr. Valley Springs. Jim Parrish 5404 Pettinger Rd. Linden, Ca. 95236 Reg. # 336937 2/89

**FOR SALE: 1966 Chrysler Imperial.** Road-ready, new tires, clean machine, must see. \$3,000. Call Ira Bashaw (916) 533-5104 Reg. # 0266776 2/89

**FOR SALE: 4 1/2 acres.** Level. New shop 26'X49' w/cement floor. Economical ditch irrigation. An area of custom built homes. Nr. schools, downtown. Beautiful home site w/view of 3 mountain ranges. \$39,500. cash. Howard Copeland 1495 Spruce Street P.O. Box 368 Gridley, Ca. 95948 (916) 846-2129 2/89

**FOR SALE: Conn Organ** Like new. 2 keyboards, Leslie Speakers, bench & music. Originally \$3,500 a real bargain. \$900. Harold Cooper 6239 Main Ave # 13 A. Orangevale, Ca 95662 (916) 988-5172 or (916) 988-8934 Reg. # 292566 2/89

**FOR SALE: 1977 Komfort 31' Travel Trailer,** self contained, awning, air cond. terms can be made. Also, **Mountain Cabin** at Tolegate Oregon. Approx. 1 acre 20'X24'. Electricity. \$15,000. Make offer. Paul Potter 1900 Park Circle Marysville, Ca. 95901 (916) 741-1821 2/89

**FOR SALE: Reese Load Leveler Hitch.** Complete except receiver tube. \$100 Robert W. Grant 1422 Dawes St. Novato, Ca. 94947 (415) 898-7120 Reg. # 0716361 2/89

**FOR SALE: 1964 Mercedes Benz,** 4 dr. 190 gas eng. runs good. auto-trans. (209) 685-8267 John D. Foster, Tulare, Ca. 2/89

**FOR SALE: Seniors Inexpensive country living** near Reno. Double wide mobile home 3 Bdrm. 1 1/2 Ba. excell. condit. Mrs. G.M. Vega 186 Muir Street # 103 Woodland, Ca. 95695 (916) 666-4103 Reg. # 0288935 2/89

**FOR SALE: 1979 GMC Pick-up** Step side. \$3,500 Ismael Gonzalez (408) 298-2383 SS. # 549-98-7219 2/89

**FOR SALE: 3 Bdrm 1 Ba. House** in San Jose \$145,000 Ismael Gonzalez (408) 298-2383 SS. # 549-98-7219 2/89

**FOR SALE: 20 lots** side by side in Outing Dale Ca. About 20 mi. South of Placerville. Excel. retirement area. Asking \$18,000 O.B.O. Donald A. Wolf 4660 Burgundy Dr. Oakley, Ca. 94561 (415) 625-2997 SS. # 502-60-9972 2/89

**FOR SALE: 1965 B-Model Mack** 10 yard dump, w/PUC Permit \$5,500 (707) 485-0639 Karen L. Smith 2/89

**FOR SALE: 1950 "Willis" Jeep Pickup** 4X4 Tilt. P.S. New Trans. & Paint. Excel. Condit. Must see to appreciate. \$7,500 (707) 485-0639 Karen L. Smith 2/89

**FOR SALE: 1978 Grumman Van,** 25' Ford chassis, 390 Auto. Parker Hannifair hose machine Dies for 1/4" to 2" hyd. hose-1, 2 & 4 spiral wire. Many hose ends incl., Lincoln 225 AMP AC-DC Welder w/constant volt. circuit for wirefeed. Bench grinder, Vise, drill press, cabinets 600 GPM hyd flow meter, Digital hyd. pressure testers, Multi-circuit testers many extras, O'ring, other repair parts & case. Other tools also available. Excel. for field repairs, total hyd. repair capabilities \$13,000. O.B.O. Will finance (415) 825-8919 Reg. # 1644228 2/89

**FOR SALE: PKI hose end machine,** 1/4-1 1/4, 1 & 2 Spiral Wire Hyd hose-\$1,496. new \$1,000. hose same, scalloped blade-\$1,500. new \$500. B & D hose saw, composite blade-\$125. (415) 825-8919 Reg. #1644228 2/89

**FOR SALE: 1975 Lincoln Cont. MK IV,** runs/looks great. Need to sell soon \$2,000. O.B.O. (415) 825-8919 Reg. #

1644228 2/89

**FOR SALE: 1973 1 ton Ford** flat bed new 390 Eng. Auto. \$2,500. (415) 825-8919 Reg. # 1644228 2/89

**FOR SALE: 1965 Olds** F-85 2 Dr. Cutless. 53,000 org. mi.-V8 Auto, imm. interior, stock paint **10 acres (zoned Re-5)** 1 1/2 mi. off Hwy 50 in Shingle Springs, Ca. Gently rolling, seasonal creek, multiple build sites. Barn pad & roads cut. \$70,000 or trade for No or Central Ca. waterfront prop. **Camper tie-downs** for Fleetside Chev. P.V. \$50. **Grill guard** for Chev. H.D. \$60. **Saddle tank,** 75 gal. steel **Ford, with straps** \$85. **1930's Hotpoint Automatic Electric stove** w/oven \$100. **Double drum** easy washer w/spin rinse restore or use as classic planter. \$125. Bob Torni (415) 593-4571 Reg. # 1522813 2/89



**Marysville:** We would like to express our sympathy to the families and friends of the following: To retired Brother F. W. McKague on the death of his wife Anna. To retired Brother Leonard Chandler on the death of his wife Deana. Also to the family and friends of retired Brothers Guy W. Johnson, a member since 1956; Brother Henry Kimerer, a member since 1965; Brother Gilbert D. Lohner, a member since 1955; Brother L. H. Stone, a member since 1956; Brother William H. Parks, a member since 1958; Brother Donald Blasdel; Brother William Parks; Retired Brothers Guy W. Johnson, L.H. Stone, Henry Kimerer, John C. Rorie, Gilbert D. Lohner; Retired Public Employee Brother Donald D. Smith; and to Brother Leonard F. Chandler on the death of his wife Deana.

**Sacramento:** We would like to express our sympathies to the families and friends of departed retired Brothers Sterling Carrigan, Arthur Parker, and Joseph Puliz.

Brother Don Dupriest is home now after undergoing surgery for an appendectomy. We wish him a speedy recovery.

**Utah:** Member Virginia Begay delivered a baby girl November 20, 1988. Her name is Chelsea. Also, member Lorina Antonio gave birth to a baby girl January 14, 1989, whose name is Chastity Florina.

Our sincere sympathy is extended to the family and friends of the following; Russell J. Jacobson 9/2/88; Welden Jesson 9/6/88; James L. Mathis 8/25/88; Grant S. Thorpe 10/18/88; Leeland W. Anderson 10/10/88; Dale J. Brown 11/14/88; Norman Tipton 11/10/88; Mark J. Hansen 12/4/88; Paul N. Ihrig 12/15/88; Paul W. Barlow 12/27/88; Merlin F. Bowman 12/27/88; Bud W. Averett 1/9/89; Howard L. Anderson 1/22/89; Joseph R. Case 1/28/89.

## Straight Talk - continued

(Continued from page 5)

I believe that President Bush is of a more moderate persuasion than his predecessor.

Yet, we have already had our first disappointment when Bush appointed Elizabeth Dole as secretary of labor. It should be remembered that she was appointed by Reagan as secretary of transportation and resigned that post late in the summer of 1987 under a heavy cloud of criticism and fire from within the Reagan Administration. The Transportation Dept. was said to be in a state of total chaos. We cannot expect anything more than

the same within the Labor Dept. in the near future.

The second major disappointment is that Bush is already talking in terms of user fees. Remember his campaign promise—"Read my lips, no new taxes"? Where I come from user fees are synonymous with taxes. What is even worse is that they are considering imposing these so-called user fees on fringe benefits—your fringe benefits.

It was only a few months ago that the state of California was trying to do the same under heavy lobbying on the part of the insurance companies. Business Manager

T. J. Stapleton worked long and hard lobbying to turn that threat around as it would cause a drain on our health and welfare plan to the tune of \$6 million. Stapleton's efforts were successful and now it appears we may have to go through the same fight again at the federal level and that would be ten times more difficult.

We are caught between a rock and a hard spot. We are exploring all possible avenues for putting a fix on the red ink situation, and changes to the existing plan are inevitable in the not-too-distant future. Your personal input is most valued by your officers.

## 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.

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.

**Assertiveness 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 Committeemen shall 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  
6545 Stockton Blvd.

##### 23rd District 2: Sunol

Sunol Valley Country Club  
Hwy 680 & Andrade Rd.

#### March

##### 8th District 12: Salt Lake City

Engineers Bldg.  
1958 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.

## 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 increase 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  
6545 Stockton Blvd.

##### 23rd District 2: Sunol

Sunol Valley Country Club  
Hwy. 680 & Andrade Rd.

#### March

##### 8th District 12: Salt Lake City

Engineers Bldg.  
1958 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 Hardy Street

##### 12th District 17: Kona

Konawaena School  
Kealahou

##### 12th District 7: Redding

Engineers Bldg.  
100 Lake Blvd.

##### 13th District 6: Marysville

Engineers Bldg.  
1010 "I" Street

##### 25th District 17: Maui

Kahului Elem. School  
410 S. Hina Ave.

##### 26th District 17: Hilo

Kapiolani School  
966 Kilauea Ave.

##### 27th District 17: Honolulu

Kalihi Waena School  
1240 Gulick Ave.

### District 17 election

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: Kalihi Waena School

1240 Gulick Ave.  
Honolulu

### 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.

(a) Unless he is living in the Committee's Geographical Market area.

(b) Unless he is employed in the industry in the area

(c) He must be an "A" Journeyman

(d) He must be a member in good standing

(e) Must not be an owner-operator.

No members shall be nominated unless he or she is present at the meeting and will accept the nomination and the position, 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  
6545 Stockton Blvd.

##### 23rd District 2: Sunol

8:00 p.m.

Sunol Valley Country Club  
Hwy 690 & 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.