Local 3 takes aim at non-union contractors

Union monitoring program puts heat on open shop jobs

By James Earp

Local 3 escalated its campaign against non-union contractors this month with the formation of the Foundation for Fair Contracting, a joint Labor-Managemen
t board which will begin formal operation April 1.

Establishment of the foundation will allow Local 3 to "expand our monitor-
ing of non-union contractors on public works projects," Local 3 Business Manager Tom Stapleton announced.

During the past few years, the number of state and federal compliance officers, an increasing number of prevailing wage and job safety violations have gone unreported throughout the state.

"Refusal of the Reagan and Deukme-
ian administrations to enforce the law in the area of job standards has created an open season for non-union and out-
of-state contractors," Stapleton declared.

"Projects that we have fought years for being handed over to non-union firms—are done by out-of-state, who bring absolutely no economic benefit to our members or to the state.

Workers we are trying to organize find themselves in the most difficult situations possible, and the workplace practices are ones that would shock the most jaded of the non-union labor movement."

In response to this trend, Local 3, in cooperation with a number of fair union contractors and other unions, spearheaded a job monitoring program last fall. Monitors were posted on designated public works projects which had been awarded to non-union contractors.

Monitors are assigned to document how many workers worked on each project and under which classifications they were working. Safety practices are observed. Certified payroll records are obtained, when necessary to verify whether or not employers are cheating workers out of wages and benefits.

The results of the program have already brought significant results, according to program director, Chuck Davis Work on Caltrans projects, the area has been much improved, he said. With the monitors on the jobs, employees are more likely to report violations of state and federal law.

"Refusal of the Reagan and Deukme-
ian administrations to enforce the law in the area of job standards has created an open season for non-union and out-
of-state contractors," Stapleton declared.

"Projects that we have fought years for being handed over to non-union firms—are done by out-of-state, who bring absolutely no economic benefit to our members or to the state.

Workers we are trying to organize find themselves in the most difficult situations possible, and the workplace practices are ones that would shock the most jaded of the non-union labor movement."

In response to this trend, Local 3, in cooperation with a number of fair union contractors and other unions, spearheaded a job monitoring program last fall. Monitors were posted on designated public works projects which had been awarded to non-union contractors.

Monitors are assigned to document how many workers worked on each project and under which classifications they were working. Safety practices are observed. Certified payroll records are obtained, when necessary to verify whether or not employers are cheating workers out of wages and benefits.

The results of the program have already brought significant results, according to program director, Chuck Davis Work on Caltrans projects, the area has been much improved, he said. With the monitors on the jobs, employees are more likely to report violations of state and federal law.

"Refusal of the Reagan and Deukme-
ian administrations to enforce the law in the area of job standards has created an open season for non-union and out-
of-state contractors," Stapleton declared.

"Projects that we have fought years for being handed over to non-union firms—are done by out-of-state, who bring absolutely no economic benefit to our members or to the state.

Workers we are trying to organize find themselves in the most difficult situations possible, and the workplace practices are ones that would shock the most jaded of the non-union labor movement."

In response to this trend, Local 3, in cooperation with a number of fair union contractors and other unions, spearheaded a job monitoring program last fall. Monitors were posted on designated public works projects which had been awarded to non-union contractors.

Monitors are assigned to document how many workers worked on each project and under which classifications they were working. Safety practices are observed. Certified payroll records are obtained, when necessary to verify whether or not employers are cheating workers out of wages and benefits.

The results of the program have already brought significant results, according to program director, Chuck Davis Work on Caltrans projects, the area has been much improved, he said. With the monitors on the jobs, employees are more likely to report violations of state and federal law.

"Refusal of the Reagan and Deukme-
ian administrations to enforce the law in the area of job standards has created an open season for non-union and out-
of-state contractors," Stapleton declared.

"Projects that we have fought years for being handed over to non-union firms—are done by out-of-state, who bring absolutely no economic benefit to our members or to the state.

Workers we are trying to organize find themselves in the most difficult situations possible, and the workplace practices are ones that would shock the most jaded of the non-union labor movement."

In response to this trend, Local 3, in cooperation with a number of fair union contractors and other unions, spearheaded a job monitoring program last fall. Monitors were posted on designated public works projects which had been awarded to non-union contractors.

Monitors are assigned to document how many workers worked on each project and under which classifications they were working. Safety practices are observed. Certified payroll records are obtained, when necessary to verify whether or not employers are cheating workers out of wages and benefits.

The results of the program have already brought significant results, according to program director, Chuck Davis Work on Caltrans projects, the area has been much improved, he said. With the monitors on the jobs, employees are more likely to report violations of state and federal law.
Taking action against open shop movement

ENGINEERS NEWS

By T.J. (Tom) Stapleton, Business Manager

Clearing on the $12 million Pacheco Stapleton charged.

“We are confident that as we are paying the piper.”

“Well, we have established a very effective job monitoring program to watch dog non-union contractors working on public funded projects. Next month this program will be expanded formally into the Foundation for Fair Contracting (see page 1).”

“We may not succeed in canceling this contract in its tracks. We do not want non-union contractors.”

Local 3 Business Manager Tom Stapleton stated after the hearing that the actions taken by the Building Trades against the I-580 project will “serve notice to Caltrans and other state agencies that we do not intend to let them undermine our own economy by encouraging out-of-state, non-union employers.”

“We may not succeed in cancelling this particular contract,” Stapleton added, “but we have won a key battle anyway. Hatch Construction is going to have to shell out a lot more money to employ legitimate subcontractors.”

“This establishment of the Foundation for Fair Contracting will enlarge our working budget and allow us to monitor a greater number of job sites,” Stapleton added.

“Just as contractors are more willing today to employ management consultants to help them deal with unions, so should we take advantage of the best training available for our people.”

“I-580 lawsuit

(Continued from page 1)

this contract in its tracks. We do not want non-union contractors.” The county board has formally protested the Caltrans action.

Local 3 Business Manager Tom Stapleton stated after the hearing that the actions taken by the Building Trades against the I-580 project will “serve notice to Caltrans and other state agencies that we do not intend to let them undermine our own economy by encouraging out-of-state, non-union employers.”

“We may not succeed in cancelling this particular contract,” Stapleton added, “but we have won a key battle anyway. Hatch Construction is going to have to shell out a lot more money to employ legitimate subcontractors.”

“This establishment of the Foundation for Fair Contracting will enlarge our working budget and allow us to monitor a greater number of job sites,” Stapleton added.

“Just as contractors are more willing today to employ management consultants to help them deal with unions, so should we take advantage of the best training available for our people.”

“I-580 lawsuit

(Continued from page 1)

this contract in its tracks. We do not want non-union contractors.”

Local 3 Business Manager Tom Stapleton stated after the hearing that the actions taken by the Building Trades against the I-580 project will “serve notice to Caltrans and other state agencies that we do not intend to let them undermine our own economy by encouraging out-of-state, non-union employers.”

“We may not succeed in cancelling this particular contract,” Stapleton added, “but we have won a key battle anyway. Hatch Construction is going to have to shell out a lot more money to employ legitimate subcontractors.”

“This establishment of the Foundation for Fair Contracting will enlarge our working budget and allow us to monitor a greater number of job sites,” Stapleton added.

“Just as contractors are more willing today to employ management consultants to help them deal with unions, so should we take advantage of the best training available for our people.”
AFL-CIO Executive Council maps out proposal for rebuilding union strength

The broad scope of new strategies proposed for the AFL-CIO became apparent to union members this past month as discussions of the Executive Council's action at its annual winter meeting in Bal Harbour, Florida, reached into local unions. The council, after reviewing a self-assessment based upon a 2½ year study of the problems union workers face in a changed economy, approved sweeping recommendations including such innovations as more use of the electronic media and experiments with new forms of collective bargaining.

National leaders made it clear that they considered many of the recommendations to be far-reaching departures from union tradition. Putting most of the program into effect would require approval of individual unions, giving added importance to debate beginning on the local level.

"The report offers guidelines to help the labor movement fulfill its historic mission in this new, complex and changing era," said AFL-CIO President Lane Kirkland.

Following are some of the recommendations:

- Experimenting with new forms of collective bargaining. Citing surveys that indicate workers often do not want traditional adversarial bargaining and formal contracts, the report suggests that unions could provide "advocacy for individuals" and could "negotiate minimum guarantees that will serve as a floor for individual bargaining."•

- Promoting the use of "corporate campaigns." It was pointed out that recalcitrant employers have been brought to the bargaining table and contracts have been achieved through such tactics as withdrawing union pension fund investments and disclosing publication of corporate wrongdoing.

- Putting more effort into organizing small companies. More that a third of the labor force is employed by companies employing fewer than 25 workers, and in such workplaces conditions often are inferior and need for union representation greater, the report noted.

- Establishing new categories of union members at workplaces where no contract has been achieved. Kirkland said that too often pro-union workers against government contractor in a dispute fails to win a representation election. Even without contracts, he said, unions could offer job training, supplemental insurance and other benefits that could encourage workers to join.

- New guidelines to encourage mergers as a means of improving workers' clout.

- New procedures for hearing off wasteful competition between unions seeking to organize the same groups of workers.

- More use of radio and television to enforce the Davis-Bacon Act and overcome near invisibility of the union movement and its goals on those media.

- Establishment of better orientation programs for new members who number up to a million a year.

Criminal charges filed against contractors

The United States Attorney's Office in San Diego has filed criminal charges against construction workers who in 1983 and 1984 were accused of stealing money from the Department of Labor investigation under the Davis-Bacon Act which found the companies failed to pay prevailing wages.

The Davis-Bacon law requires that construction workers be paid prevailing wages and must comply with prevailing wages. The Department of Labor's Wage and Hour Division sets prevailing wage rates and monitors compliance by contracting agencies.

Assistant U.S. Attorney Eve Bermingham said that in all cases except one the contractors will be able to pay back the wages owed. She explained the federal agencies that contracted the work withheld final payment on the contracts until the investigation was completed.

Bermingham said that the legal action underscores the government's intent to enforce the Davis-Bacon law to protect construction workers who are paid less than the prevailing rates. The law was signed in 1931 to protect the work. The federal government has established a system of local labor boards that determine the prevailing rates. The federal grand jury, Bermingham said, also indicted a welding firm on five counts of filing false payroll reports and 10 counts of taking kickbacks from public works employees.

Idaho is not a good place to work

Contractors are looking forward to paying lower wages and providing fewer benefits in the aftermath of the Idaho legislature's repeal of the state's prevailing wage law.

The repeal became law without the governor's signature when it became apparent that the Republican-dominated legislature would override a veto just as it did a week earlier on a "right to work" bill outlawing union shops.

An official of the state contractors association said that in developing new and lower wage scales for state-funded construction, "we'll have to find the magic number that the guys will go to work for."

Idaho Public Works Director Brian Chase said he anticipated a 20 percent cut in payrolls on state construction projects.

Davis-Bacon face a test in Colorado

Denver — A bill that would repeal Colorado's prevailing wage law for construction workers on state projects was passed by the Colorado state senate last month.

Senator Bill 112 was approved by a vote of 24-4. The bill repeals Colorado's version of the Davis-Bacon Act and will apply to state projects costing $150,000 or more.

Joe Donlon, a spokesman for the Building and Construction Trades Council of Colorado disputes claims by opponents that the law will be good for the industry.

The argument that contractors are fair to their people is ludicrous," Donlon asserted. "The prevailing wage law makes workers more productive. Without it, wages will be lower and less skilled workers will be hired." The state senators voted to override a governor's veto of the bill.

Donlon said the prevailing wage law has a "stabilizing effect in maintaining a good quality labor force." He also questioned the notion that budgetary considerations prompted passage of the bill in the senate. "We asked the legislators if the question is really to lower construction costs in state buildings, why were they thinking only wages, why didn't they put a cap on contractor's profits?"

A companion measure has been introduced in the Colorado House and hearings are scheduled to begin soon. Supporters of the bill said they are confident the measure will pass in the House as well.

Turning a good deed

Details for the refurbishing of the National Boy Scout Memorial by union volunteers are worked out by Hubert Stockhausen, business representative of the Ironworkers Local 31, Ted Reed, president of the Operating Engineers, and Jack Chase of the Masons Local 2, and Ted Reed, president of the Operating Engineers. The restoration effort is a project of the BSA National Advisory Committee in marking the 75th anniversary of scouting.
Return of good weather

Two jobs start up in Redding area

Tom Hester, Business Representative from Redding, reports that with the good weather in the north state since the first of the year, two jobs have started back up. Hartrock Construction has a few members working on their Canby Avenue job. They are getting ready to put sewer materials down. Also, West Valley Construction started up on their water line job at the Redding Airport. Bids were to be opened on the Deschutes Road over-crossing over last month. There are quite a few plans out on this one. It is hoped a good union contractor will nail this $4.6 million job. It consists of 40% on the structures and 60% on the dirt. There is a $2.5 million overlay job that was advertised in February, plus a $2.5 million truck climbing lane on southbound I-5 past the million truck climbing lane on southbound I-5 just past the million job. They should start this contract in the spring. It is hoped a good union Local 3 is in the process of organizing this plant.

We just concluded our round of Retirees Association and District meetings which were well attended, and want to express our appreciation to those that attended. I would also like to extend a personal invitation to all the brothers and sisters who did not attend, it your responsibility to attend these important meetings. Your constructive criticisms and suggestions are always welcome.

I had the opportunity to attend the California Labor Federation, AFL-CIO Worker's Compensation Conference in Sacramento on March 5 to receive an update on this important issue. The conference was the major labor issue before the 1985 session of the State Legislature. The conference focused on how the current laws work and what legislative reforms are urgent to the needs of California's workers. The state system remains inadequate and inequitable 15 years after the National Commission on State Workers Compensation Laws reached the same conclusion. Occupational disease is simply not compensated by the state system. Exposed workers do not know they are at risk of occupational disease. As bad as it is the court system is the only real alternative for occupational disease compensation.

The proposed Federal Reforms are:
1. Minimum federal workers compensation standards.
2. Federal occupational disease compensation program.
3. High risk occupational disease notification and prevention act.

State programs are inadequate and inequitable in 19 essential respects. The national average level of reform is 12 out of 19. The highest level of reform is Wisconsin who has all 19 of 19. The lowest level of reform is Mississippi who has only 7 out of 19. California's level of reform is 12 out of 19.

The highest weekly wage benefit is Alaska with $1,080. The lowest weekly wage benefit is Mississippi with $112. The California weekly benefit is $228.

In occupational disease less than 10 percent of all cases are compensated although almost 90 percent are litigated. The basic issue is compensate "arising out of and in the course of employment." Artificial barriers in state law to occupational disease compensation are ordinary disease of life, time limitations and peculiar to the workplace.

I feel the workers have the right to know the hazards and the right to know the risks. To be told several months or years later is not a fair practice. There are approximately 100,000 persons a year dying from occupational diseases. In workers cases only approximately 11 percent of the cases go to court of which 50 percent of the awards are mostly injury.

Asbestos legal gridlocks in some 25,000 to 30,000 cases where Marville has spent $49.5 million of which only 30 percent went to claimants. Most occupational disease cases are settled for small amounts. It's very difficult to bring occupational disease third party suits because of uncertainty and cost. High risk occupational disease notification and prevention act (HR 1399) identifies workers populations at high or increased risk.

- High risk — 100 percent increased disease test.
- Increased risk — 30 percent increased disease test.

Workers are notified at high or increased risk and provided information. Occupation and environmental health centers for medical monitoring, strong worker discrimination protections and disease treatment with subrogation rights. State court laws vary from California and New Jersey to Mississippi and Alabama. The Kasten Bill weakens the strongest standards, it's a strict liability. Labor is presently drafting a strong alternative to Kasten.

On any new bills under consideration you have many interested groups lobbying. The insurance industry, government, labor, defense attorneys representing employers and applicants' attorneys representing the injured employee. Applicants' attorneys are on the side of labor 70 percent of the time.

The California Workers' Compensation law was designed in 1914. It costs $5 billion state wide per year. We need more money going into the workers' pockets, not the lawyers pockets. The only way this can be accomplished is to upgrade the law and reduce litigation. Employers oppose claims where they think part is aging and part has happened outside the workplace. Serious and willful misconduct by employers are seldom tried and hard to prove.

Any injured person has a choice of the doctor he or she wants to see. However the injured worker has to notify the employer who his or her doctor is. The state will audit a Self Insured Plan if there is a problem.

A Bargain At Twice the Price!

Local 3 members now have the opportunity to purchase light-weight jackets imprinted with the Operating Engineers logo. The jackets are union made in America. They are green with white trim, feature a brushed polyester lining and 100% nylon collar, cuffs and waistband. The jackets sell for $25 and may be ordered through your district office or the Local 3 Public Relations Dept. at 474 Valencia Street, San Francisco, CA 94103, (415) 451-1668.

They come in adult sizes of small, medium, large, extra large, and double-extra large. Proceeds from the sale of the jackets go to the union political action program.

Members wishing to order the jackets should write a check or money order payable to SELEC.
AFL-CIO Executive Council maps out proposal for rebuilding union strength

The broad scope of new strategies proposed for the AFL-CIO became apparent to union members this past month as discussions of the Executive Council's action at its annual winter meeting in Bal Harbour, Florida, reached into local unions. The council, after reviewing a self-assessment based upon a 2½-year study of the situation of the labor movement in an altered economy, approved sweeping recommendations including such innovations as more use of the electronic media and experiments with new forms of collective bargaining.

National leaders made it clear that they considered many of the recommendations to be far-reaching departures from union tradition. Putting most of the program into effect would require approval of individual unions, giving added importance to debate beginning on the local level.

"The report offers guidelines to help the labor movement fulfill its historic mission in this new, complex, and changing era," said AFL-CIO President Lane Kirkland.

The recommendations include:
- Experimenting with new forms of collective bargaining. Citing surveys that indicate workers often do not want traditional adversarial bargaining and formal contracts, the report suggests that unions could provide "advocacy for individuals" and could "negotiate minimum guarantees that will serve as a floor for individual bargaining.
- Promoting the use of "corporate campaigns." It was pointed out that recalcitrant employers have been brought to the bargaining table and contracts have been achieved through such tactics as withdrawing union support for firm investments and a threat of publication of corporate wrongdoing.
- Putting more effort into organizing small companies. More than a third of the new hiring force is employed by companies employing fewer than 25 workers, and in such workplaces conditions often are inferior and need for union representation greater, the report noted.
- Establishing new categories of union membership at workplaces where no contract has been achieved. Kirkland said that too often pro-union workers who register to become members fail to win a representation election. Even without contracts, he said, unions could offer job training, supplemental insurance and other benefits that would encourage workers to join.
- New guidelines to encourage mergers as a means of improving workers' clout.
- New procedures for heading off wasteful competition between unions seeking to organize the same groups of workers.
- More use of radio and television to inform workers about the labor movement and its goals on those media.
- Establishment of better orientation programs for new members who number up to a million a year.

Criminal charges filed against contractors

The United States Attorney's Office in San Diego has filed criminal charges against nine government contractors for cheating construction workers out of more than $700,000 in wages.

The charges resulted from a U.S. Department of Labor investigation under the Davis-Bacon Act which found the companies failed to pay proper wages.

The Davis-Bacon law requires that construction workers be paid prevailing wages. The Labor Department's Wage and Hour Division sets the prevailing wage rates at an acknowledged compliance with contractors.

Assistant U.S. Attorney Eve Berringham said the firms held construction contracts exceeding $3.6 million with federal civilian and military agencies. The Wage and Hour Division determined 105 workers were underpaid $712,400.

Berringham said that in all cases except one the contractors will be able to pay back the wages owed. She explained the federal agencies that contracted the work withhold final payment on the contracts until the investigation was completed.

Berringham said the legal action underscores the government's intent to enforce the Davis-Bacon law to protect workers. The law was passed to protect the workers who are excluded from winning government contracts because of low biding by those who do not intend to pay proper wages.

The federal grand jury, Berringham said, also indicted a welding firm on five counts of taking kickbacks from "putting the contractors' pocket," he said.

Davis-Bacon under attack in Colorado

Denver — A bill that would repeal Colorado's prevailing wage law for construction workers on state projects was passed by the Colorado state senate last month.

Sen. Bill 112 was approved by a vote of 24-17. The bill repeals Colorado's version of the Davis-Bacon Act and will apply to state projects costing $150,000 or more.

Joe Donlon, a spokesman for the Building and Construction Trades Council of Colorado disputes claims by employers that the law will be good for the industry.

The argument that contractors are having a hard time finding skilled workers is "nonsense," Donlon said.

Donlon said that until the prevailing wage law was passed in 1931, the law is "meaningful" in protecting Colorado contractors.

Donlon said the prevailing wage law has a "stabilizing effect in maintaining a good quality labor force." He also questioned the notion that budgetary considerations prompted passage of the bill in the senate. "We asked the legislators if the question is really to lower construction costs in state buildings, why were they thinking only wages, why didn't they put a cap on (contractor) profits?"

A companion measure has been introduced in the Colorado House and hearings are scheduled to begin soon. Supporters of the bill say they are confident the measure will pass in the House as well.

Turning a good deed

Details for the refurbishing of the National Boy Scout Memorial by union volunteers are worked out by Hubert Stockhausen, business representative of the Stone and Marble Masons Local 2, and Ted Reed, business representative of the Operating Engineers. The restoration effort is a project of the BSA National Advisory Committee in marking the 75th anniversary of scouting.
We just concluded our round of Retirees Association and District meetings which were well attended, and want to express our appreciation to those that attended. I would also like to extend a personal invitation to all the brothers and sisters who did not attend; it is your responsibility to attend these important meetings. Your constructive criticisms and suggestions are always welcome.

I had the opportunity to attend the California Labor Federation, AFL-CIO Worker's Compensation Conference in Sacramento on March 9 to receive an update on this important benefit. Worker's Compensation is the major labor issue before the 1985 session of the State Legislature. The conference focused on how the current system works and what legislative reforms are urgent to the needs of California's workers. The state system remains inadequate and inequitable 15 years after the National Commission on State Workers Compensation Laws reached the same conclusion. Occupational disease is simply not compensated by the state system. Exposed workers do not know they are at risk of occupational disease. As bad as it is, the court system is the only real alternative for occupational disease compensation.

The proposed Federal Reforms are:
1. Minimum federal workers compensation standards.
2. Federal occupational disease compensation program.
3. High risk occupational disease notification and prevention act.

Return of good weather

Two jobs start up in Redding area

Tom Hester, Business Representative from Redding, reports that with the good weather in the north state since the first of the year, two jobs have started back up. Hardrock Construction has a few members working on their Canby Avenue job. They are getting ready to put base material down. Also, West Valley Construction started up on their water line job at the Redding Airport. Bids were to be opened on the Deschutes Road over-crossing on last month. There are quite a few plans out on this one. It is hoped a good union contractor will nail this $300,000 job. It consists of 40% of the structures and 60% on the dirt.

There is a $2.5 million overlay job that was advertised in February, plus a $2.5 million truck climbing line on southbound I-5 just past the scales in Cottonwood.

Grievance Committee Election

Recording-Corresponding Secretary James "Red" Ivy has announced that due to a lack of quorum at the District 17, Hilo quarterly membership meeting on January 30, 1985, a Grievance Committee Election will be held at the next regularly scheduled quarterly membership meeting to be held on April 25, 1985.

State programs are inadequate and inequitable in 19 essential occupations. The national average level of reform is 12 out of 19. The highest level of reform is Wisconsin who has 15 out of 19. The lowest level of reform is Mississippi who has 7 out of 19. California's level of reform is 12 out of 19.

The highest weekly wage benefit is Alaska with $1,080. The lowest weekly wage benefit is Mississippi with $112. The California weekly benefit is $224.

In occupational disease less than 10 percent of all cases are compensated although some 90 percent are litigated. The basic issue is compensate "arising out of and in the course of employment." Artificial barriers in state law to occupational disease compensation are ordinary disease of life, time limitations and peculiar to the workplace.

I feel the workers have the right to know the hazards and the right to know the risks. To be told several months or years later is not a fair practice. There are approximately 100,000 persons a year dying from occupational diseases.

In workers cases only approximately 11 percent of the cases go to court of which 50 percent of the awards are mostly injury. Asbestos legal gridslock in some 25,000 to 30,000 cases where Manville has spent $49.5 million of which only 30 percent went to claimants. Most occupational disease cases are settled for small amounts. It's very difficult to bring occupational disease third party suits because of uncertainty and cost.

High risk occupational disease notification and prevention act (HR 1309) identifies workers populations at high or increased risk.

A Bargain At Twice the Price!

Local 3 members now have the opportunity to purchase light-weight jackets imprinted with the Operating Engineers logo. The jackets are union made in America. They are green with white trim, feature a brushed polyester lining and 100% nylon collar, cuffs and waistband. The jackets sell for $25 and may be ordered through your district office or the Local 3 Public Relations Dept. at 474 Valencia Street, San Francisco, CA 94103; (415) 431-1568.

They come in adult sizes of small, medium, large, extra large, and double-extra large. Proceeds from the sale of the jackets go to the union political action program.

Members wishing to order the jackets should write a check or money order payable to SELEC.
San Bruno park job goes into 2nd phase

The construction for the second part of the San Bruno Mountain State and County Park development project was awarded last month.

The San Bruno County Board of Supervisors awarded Piombo Construction Co. a contract for building an underpass and associated work. The project will be to connect two sections of the park. The work will include improving the parking lot at the trail head, new turning lanes from the parkway to the entrance and other work on the right-of-way.

San Mateo tangles on Devil's Slide

After yet another lengthy public hearing that lasted until midnight, the San Mateo County Board of Supervisors voted to postpone the vote on a future plan for Devil's Slide.

On the drawing board for over 15 years, the issue is again in the spotlight for Bay Area highway projects. The public hearing, held in Half Moon Bay, was to consider the recommendations of Caltrans for the bypass. Caltrans had last month described a 'highway' through the communities of Montara and Moss Beach. The roadway would then extend over the hills east of Devil's Slide to the old Pacifica State Beach route in Pacifica, a total of seven miles.

Although the main purpose of the hearing was to discuss the environmental impact statement, amendments to the local coastal plan, little if any testimony addressed the issue.

Opposition was not present, heard the hearing, which started at 7:00 p.m. and lasted until nearly midnight.

$75 million project for Lake Tahoe

A controversial $75 million 'destination resort' proposal for South Lake Tahoe was given a tentative go-ahead early this month by the Placer County Planning Commissioners.

Construction could begin as soon as this summer on the hotel-condominium centerpiece of a sprawling 640 acre project, which would be the largest single project in the Tahoe area in the last 25 years.

The project was proposed by the Penini Land and Development Co. of San Francisco, still needs the approval of the county Board of Supervisors and the state. Approval of the project before work can begin.

Included in the residential project are a variety of possible uses, including low-rise density condominiums along with 63 low density individual units. The condominiums units are to be constructed in two buildings of seven to eight stories.

San Bruno State and federal highway officials have been working to get a measure approved in Congress for months so that states could be assured of a full construction season this year. More than 40 states, according to the Federal Highway Administration, have virtually no federal funds left for interstate construction projects.

The measure would release federal money for the last half of fiscal 1985 and all of 1986 and set a formula for allocating federal highway money collected in taxes from highway users and set aside in the Highway Trust Fund.

The bill would permit the states to use the extra funds, the bill would permit the Administration to hold up funds, the Administration to hold up funds, the Administration to hold up funds.

The Senate bill would also be built in the near future.

Allocation formula

The Senate bill is identical to the measure reported out of the Environment and Public Works Committee late January. It would set a formula for allocating federal highway money collected in taxes from highway users.

The Senate bill is identical to the measure reported out of the Environment and Public Works Committee late January. It would set a formula for allocating federal highway money collected in taxes from highway users and set aside in the Highway Trust Fund.

The bill would permit the states to use the extra funds, the bill would permit the Administration to hold up funds, the Administration to hold up funds, the Administration to hold up funds.

The measure would release federal money for the last half of fiscal 1985 and all of 1986 and set a formula for allocating federal highway money collected in taxes from highway users and set aside in the Highway Trust Fund.

Vallejo OKs Cullinan Ranch project

After more than two years of discussion and lengthy public hearings, the Vallejo City Council finally gave its approval to the environmental impact report to the controversial Cullinan Ranch development project early last month.

The final vote, which came after a marathon seven hour public hearing, gave approval to the report by a narrow four to three vote.

The development project, by Walden Williams Inc. of Huntington Beach, would allow construction of 4,500 homes and a series of residential parks on 1250 acres north of state Route 27 west of the Napa River Bridge.

The initial project, by Walden Williams Inc. of Huntington Beach, would allow construction of 4,500 homes and a series of residential parks on 1250 acres north of state Route 27 west of the Napa River Bridge.

The initial project, by Walden Williams Inc. of Huntington Beach, would allow construction of 4,500 homes and a series of residential parks on 1250 acres north of state Route 27 west of the Napa River Bridge.

The initial project, by Walden Williams Inc. of Huntington Beach, would allow construction of 4,500 homes and a series of residential parks on 1250 acres north of state Route 27 west of the Napa River Bridge.

The initial project, by Walden Williams Inc. of Huntington Beach, would allow construction of 4,500 homes and a series of residential parks on 1250 acres north of state Route 27 west of the Napa River Bridge.

The initial project, by Walden Williams Inc. of Huntington Beach, would allow construction of 4,500 homes and a series of residential parks on 1250 acres north of state Route 27 west of the Napa River Bridge.
Winter slowdown for Fairfield

Business agent Cliff Wilkins reports that Fairfield is experiencing its typical winter slowdown. But with the weather being dry, some contractors are finishing up work that they had not intended to do until spring. M.J.M. at Glen Cove and Dillons Point are keeping a few of the hands going as is Cyntic’s new job which should last about two months and will hire a few of the brothers on a shift operation. Husky Crane is furnishing the crane for the contract with this job shuttered. Brother Norris is the crane superintendent for Husky and says they will hire about 10 operators to run two shifts.

<table>
<thead>
<tr>
<th>Directory of Officers and Business Agents</th>
</tr>
</thead>
<tbody>
<tr>
<td>T. J. Stapleton</td>
</tr>
<tr>
<td>Harold McLain</td>
</tr>
<tr>
<td>Robert Skidgel</td>
</tr>
<tr>
<td>James R. Hy</td>
</tr>
<tr>
<td>Norbert West</td>
</tr>
<tr>
<td>Wally Leary</td>
</tr>
<tr>
<td><strong>District 01</strong> San Francisco</td>
</tr>
<tr>
<td>Hank Munro</td>
</tr>
<tr>
<td>Charles Snyder</td>
</tr>
<tr>
<td>Ted Wright</td>
</tr>
<tr>
<td>Jerry Martin</td>
</tr>
<tr>
<td>Pete Gomez</td>
</tr>
<tr>
<td><strong>District 02</strong> Ignacio</td>
</tr>
<tr>
<td>Pat O'Connell</td>
</tr>
<tr>
<td>John Robb</td>
</tr>
<tr>
<td><strong>District 03</strong> San Mateo</td>
</tr>
<tr>
<td>John Jaquish</td>
</tr>
<tr>
<td>Steve Strongren</td>
</tr>
<tr>
<td><strong>District 04</strong> Fairfield</td>
</tr>
<tr>
<td>Cliff Wilkins</td>
</tr>
<tr>
<td>Archie Headley</td>
</tr>
<tr>
<td><strong>District 10</strong> Santa Rosa</td>
</tr>
<tr>
<td>Charles Smith</td>
</tr>
<tr>
<td>Bill Burns</td>
</tr>
<tr>
<td>Robert Wine</td>
</tr>
<tr>
<td><strong>District 20</strong> Oakland</td>
</tr>
<tr>
<td>Walt Stoughten</td>
</tr>
<tr>
<td>Glen Anderson</td>
</tr>
<tr>
<td>Brian Bishop</td>
</tr>
<tr>
<td>Tom Batterfield</td>
</tr>
<tr>
<td>Tom Westoby</td>
</tr>
<tr>
<td><strong>District 30</strong> Stockton</td>
</tr>
<tr>
<td>Roy Hemlock</td>
</tr>
<tr>
<td>Robert Blagg</td>
</tr>
<tr>
<td>Norby Flanagan</td>
</tr>
<tr>
<td><strong>District 31</strong> Ceres</td>
</tr>
<tr>
<td>Gerald Steele</td>
</tr>
<tr>
<td><strong>District 40</strong> Eureka</td>
</tr>
<tr>
<td>Gene Lake</td>
</tr>
<tr>
<td><strong>District 50</strong> Fresno</td>
</tr>
<tr>
<td>Ron Wilson</td>
</tr>
<tr>
<td>Jerry Bennett</td>
</tr>
<tr>
<td>Bob Mertrell</td>
</tr>
<tr>
<td>Harold Smith</td>
</tr>
<tr>
<td><strong>District 60</strong> Marysville</td>
</tr>
<tr>
<td>George Morgan</td>
</tr>
<tr>
<td>Dan Valsaloni</td>
</tr>
<tr>
<td>Ken Bettis</td>
</tr>
<tr>
<td><strong>District 70</strong> Redding</td>
</tr>
<tr>
<td>Don Doser</td>
</tr>
<tr>
<td>Tom Hester</td>
</tr>
<tr>
<td><strong>District 80</strong> Sacramento</td>
</tr>
<tr>
<td>Ken Bowersmith</td>
</tr>
<tr>
<td>John Bonilla</td>
</tr>
<tr>
<td>Wilbur Marshall</td>
</tr>
<tr>
<td>Hugh Sugan</td>
</tr>
<tr>
<td>Dave Young</td>
</tr>
</tbody>
</table>

**District 90** San Jose

Don Libby                              | 415/595-1710 |
Lewis Bradton                           | 408/377-2162 |
Robert Delaney                          | 408/799-7606 |
Max Spurgeon                           | 408/258-7030 |
Joe Winstel                            | 415/364-6915 |
Robert Beall                            | 408/972-1019 |

**District 11** Reno

Les Lassiter                           | 702/356-7799 |
Ed Jones                                | 702/358-7100 |

**District 12** Salt Lake City

William Markut                        | 808/295-1412 |
Lynn Barchow                           | 808/571-7235 |
Kay Leleshman                         | 808/278-1531 |
Rylee Rennic                          | 808/490-2960 |
Dor Strate                            | 808/543-8210 |
Ricky Bryan                           | 808/322-6091 |

**District 13** Provo

Jasper Delray                         | 801/561-0887 |

**District 17** Honolulu

Hilary Carson                         | 808/531-1013 |
Herman Meek                           | 808/201-2281 |
Joe Trehorn                           | 808/335-9393 |
Wilfred Brown                         | 808/486-8427 |
Jerry Hage                            | 808/997-8667 |
Shoichi Tamashiro                     | 808/045-0943 |
Salvatore Villa                      | 808/867-9956 |

Hilo

Albert Terry                          | 808/696-1069 |

Maul

James Hezekia                         | 808/342-9928 |

Fringe Benefits Service Center

Don Jones                             | 707/823-4798 |

Apprenticeship

Paul Headings                         | 809/245-4154 |
Larry Ullie                            | 916/465-4124 |
Mike Bailey                           | 702/649-1792 |
John Thomas                           | 415/388-4195 |
Francis Borge                         | 808/396-9658 |

N-Cal - Nev. Surveyors JAC

Gene Machado                          | 408/637-0120 |

Technical Engineers Division

Frank Morales                         | 415/669-3152 |
Wallace Schissler                     | 415/378-8179 |
Dan Senechal                         | 415/367-9664 |

Dredging

Steve Fersol                          | 916/687-2878 |
Provving Wages                       | 916/687-2878 |

Chuck Center                         | 916/463-1200 |

Public Employees Division

Jack Baugh                            | 415/562-0473 |
Mike Baldwin                          | 415/388-2487 |
Steven Conaway                        | 707/877-7552 |
Barbara Guillane                  | 408/427-0491 |
Don Valenzich                       | 415/687-2987 |
George Bist                          | 408/247-3694 |
Bob Cordille                         | 916/743-6928 |
George Mattix                       | 209/278-3335 |

[...]

*Stewards News* Newsletter

The new "Stewards News," a newsletter for all Local 3 job stewards has gone to press. This quarterly newsletter features "how to" articles on all areas of union representation, including arbitration, grievance handling, negotiations and communications skills. There are profiles on Local 3 job stewards and other informational articles that will help you be a better informed, more effective job steward. If you are a job steward and have not received your first issue of the "Stewards News," write or call Larry Edginton, 474 Valencia St., San Francisco, CA 94103; (415) 431-1568.

**$2.3 billion budget proposal**

The proposed budget sent to Congress this month calls for $2.3 billion for developing the nation’s water programs and authorizes $157 million for 74 projects in California, including five new ones.

The Army Corps of Engineers spending plans include $3.9 million in non-federal money that local agencies must contribute toward construction of seven projects, and $725,000 in matching funds for surveys and design.

The budget calls for an increase of about $12 million over the $145.2 million that California was authorized to spend last year for 69 projects.

New construction authorization includes $1.3 million for federal and $200 million in non-federal funds to deepen the Sacramento River shipping channel.

Four new flood-control programs will provide $4 million for projects on Merced County streams, $1.2 million for streams in the Fairfield area.

**Congress mulls over water program**

San Francisco’s Fisherman’s Wharf will get $5 million in federal construction money for an existing navigational project that requires an additional $650,000 non-federal contribution.

Also budgeted for San Francisco Bay is $132 million for navigational surveys and engineering and $520,000 for flood-damage prevention.

A navigational construction project in Santa Cruz harbor is authorized to spend $2.2 million in federal money and $1.2 million from non-federal sources.

A congress project at New Melones Lake is budgeted for $1.2 million.

Several existing flood-control projects on the Sacramento River are authorized to spend $7.7 million, which includes a $3.5 million river-bank protection program requiring a non-federal contribution of $1 million, and work between Chico Landing and Red Bluff for $2.5 million.

Other flood-control projects authorized for construction are Lytle Creek and Warm Creeks, $2.3 million. Corte Madera Creek, $600,000, and Wildcat and San Pablo Creeks $100,000.

Other navigational projects budgeted are Oakland’s inner harbor, $380,000, and Corte Madera Creek, $20,000; Richmond harbor, $525,000 and the Ventura marina, $100,000.
Agreement ratified for Gold Producers, Inc.

By Norris Casey
Treasurer

A new three year agreement was negotiated between Local #3 and Gold Producers, Inc. (formerly Duval Corp.) in Battle Mountain, Nevada. The negotiations were held in Reno, Nevada beginning on January 7, 1985. The following settlement was reached:

2. Wages: 4% increase effective May 1, 1985. 3% increase effective May 1, 1986. 3% increase effective May 1, 1987.
5. Weekly sickness and accident: May 1, 1985 - $5.00 per week; May 1, 1986 - $5.00 per week; May 1, 1987 - $5.00 per week.
6. Dental: May 1, 1985 - Increase orthodontia from $750 maximum to $1,000 maximum.
7. Pension: Increase $2.00
   1st 15 years - $15.00 to $22.00; 2nd 15 years - $18.00 to $25.00; 30 years plus $22 to $24.
9. M.A.R.C. - $1,000; May 1, 1987 - $1,000.
10. 4% increase effective May 1, 1987.

This agreement was ratified by the members employed at the Battle Mountain property. Although it is difficult to give up the C.O.L.A. plans, the company has taken strikes in other areas to accomplish the removal of C.O.L.A. In Arizona they took a strike and are presently going through a decertification of the unions involved.

I feel we were fortunate in being able to work out an agreement and have a contract in effect for three more years. Assistance in these negotiations were District Representative Les Lassiter; Business Representative Delin Proctor; and the stewards: Chris Ehler, K. C. Rochester, Art Minchew, Ron Hinton and Mike Hinton. These Brothers did an outstanding job and their help was appreciated.

The property is owned by Pennzoil and is up for sale. Both Gold Producers, Inc. and the union negotiators preferred to have a valid contract in effect before a sale was consummated.

Treasurer Norris Casey addresses Kennecott members.

Our figures showed that this could be a savings of $150 million per year for the company in all their operations.

Due to the fact that all companies could not agree, the steering committee recommended to the main body that all proposals be rejected. The main body subsequently rejected all proposals. The majority of the rank and file of all unions present did not want to make any concessions. The general feeling is that the copper companies are not going to shut down, but if they do — so be it, they will go somewhere else to work.

When all of these contracts expire on June 30, 1986, our problems will really be big. If they are still in business they will no doubt take us on heavy. But we did offer them concessions — which they refused.

On Saturday, January 26, 1985 we held meetings at the Salt Lake City office with our members employed at Kennecott Copper to discuss and explain the meetings in Albuquerque, New Mexico.

Two meetings were held, one at 11:00 a.m. and one at 6:00 p.m. The members were notified of the meetings by mail, so everyone had a chance to attend. I explained the Albuquerque meetings in detail to the members present at both 11:00 a.m. and 6:00 p.m. My remarks appeared to be well received and what I told them came as no surprise to those of us who attended. Ken, Kennecott had rejected the concessions that had been offered them by the Non-Ferrous Industry Coordinating Committee. I went on to explain that no one knows what management’s next move will be — shut down, declaration of bankruptcy, or continue operations.

Also present at these meetings were Dean Tipsey, Chief Steward; Grant Evans, Steward; Walt Finns, Steward; Paul Nichols, Steward; Ken Grant Evans, Steward; Ken Visser, Steward; Dean Lipsey, Chief Steward; Grant Evans, Steward; Walt Finns, Steward; Paul Nichols, Steward; Ken Hinton, Steward. These stewards did an outstanding job in representing their interests.

Our interests were in Kennecott, Utah, where the contracts have some 2,400 members involved. We still have 100 or so members of Operating Engineers Local Union No. 3.

Meetings were held with Kennecott and the company presented their case stating that they had lost $160 million in management’s next move will be -- shut down, declaration of bankruptcy, or continue operations.

Also present at these meetings were Dean Tipsey, acting District Representative in Utah; Walt Hamlin, rank and file Executive Board Member from Utah; Dean Lipsey, Chief Steward; Grant Evans, Steward; Walt Finns, Steward; Paul Nichols, Steward; Ken Hinton, Steward.

If you want to make additional deposits to your open IRA by payroll deduction, or if you set up an automatic monthly transfer of some of your Vacation Pay into your IRA.

**Suggestion:** Put $365 a year into your IRA (just a dollar a day). If you started at age 25, you could have $73,306 when you reach age 60. You could then draw $700 a month for 15 years before you used all the money in your IRA. This is based on what is a conservative 8% per annum, compounded daily rate. Your Credit Union’s current rate is actually 11% per annum. For more details or to apply, just call the Loan Department.
Tenco, Inc. — it stands for "Ten Counties" and is one of the biggest heavy duty repair shops in California. Operating since 1931, Tenco employees have been represented by Local 3 since 1954.

The company has four shops located in Marysville, Williams, Pleasant Grove and in Sacramento's Westside, employing over 100 Local 3 members.

Recently Engineers News toured Tenco's shops and photographed many of the members working on the job. Members pictured are:


#2 Tony Serriro, Job Steward.

#3 Westside Parts Dept. Al Lanson, Gary Keila, Jim Welsh, Chuck Willard, Norbert Booth, Bruce Vanderford, Larry Netz, Polly Schindler, Jim Davidson, Carla Pointer & Larry Burgess (seated), #4 Gary Williamson, #5 Mike Rizzo, #6 Mike Jensen, #7 Bruce North, #8 Main Shop Parts Counter Ken Fosch, Kyle Bristow & Ruben Willard.

#9 Gene Bloxom, #10 Walt Bailey, #11 Walt Cowington, #12 Bill Curnow, #13 John Reno, Stu Cook, Mark Mabry, Doug Warnock, Jim Griffith & Mike Vierra (on rig).

#14 Welding Shop: Craig Grove, Don Morrisett, Dennis Handley, Jim Gray, Floyd Steed, Bob Casey & Mark Gutter.

#15 Bob Meyers, #16 Paul Sandhu, #17 John Pointer, #18 Vic Young, Steve Ramirez, John Sneed, Robert McCoy & Gary Brown.

#19 Mike Rhodos, #20 Quallee Jones & Marysville District Rep. George Morgan.

#21 Steve Mandenhalls & Terry Walls, #22 Tom Thomas, Job Steward, #23 Terry Stevens & Local 3 Business Agent Dan Mostals.
Field trips add new dimension to RMTC training

Field trips have added a new dimension to the growing paying program at RMTC. Judging from the enthusiastic response from both the students and participating companies, they will continue to supplement instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foreman Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year.

According to Lindner, the field trips "allowed us to experience some paving conditions that we don't have at RMTC, like cold days and curbs. Teichert (under Foreman Gonzalez) had a tough job going, but still took real good care of them. The foreman let us ride along on instructor Virgil Lindner's course. Paving crews from Teichert under Superintendent Bob Kirby and Foremen Fernando Gonzalez and Harold McQuillan as well as Granite's crew under Superintendent Cox and Foremen John Higgins-bocham were hosts to several paving classes this year. 
Offshore industry jobs may become reality in Eureka

Good news comes from Eureka District 7, where bids are being accepted for a project that could open up new opportunities for the local economy.

A Seattle-based general contractor is bidding on the project to construct the new offshore oil rig. The owner of the rig, Wright Schuchart Harbor Co., operates and uses the harbor for the pumping and treatment of hazardous waste. This is a project to which several companies were bidding when the criteria for the project were first announced.

The contractor is now considering bids from contractors who have the necessary experience and capabilities to handle the project. The winning contractor will be chosen based on their ability to complete the project on time and within budget.

The project will consist of the construction of a new offshore oil rig, which will be used to pump and treat hazardous waste from the harbor. The contractor will be responsible for designing and building the rig, as well as for the transportation and disposal of the waste.

In addition to the contractor, several other companies are also bidding on the project. These companies include:

- Pacific Offshore Constructors
- Offshore Marine Construction
- Pacific Ocean Engineering
- Coastal Marine Construction
- Offshore Engineering Services

The winning contractor will be chosen based on their ability to complete the project on time and within budget. The successful contractor will be awarded a contract and will be responsible for designing and building the rig, as well as for the transportation and disposal of the waste.
Teaching Techs

During 1984 many extra courses were presented by the NCSJAC intended specifically to help upgrade the jour- neymen. These courses included the HP41 CV Calculator Course, the Slope- staking/Gradechecking Course and the Heavy Construction Plan Reading. We are happy to report that over 190 journeymen took advantage of these classes. Many of you have signed up for future classes and those will be presented this year.

A new course has been written and added to the Heavy Construction Plan Reading curriculum — Tunnel Surveying Techniques. It is being added to the course now and is very informative on tunnel surveying. Expect to receive these classes if you have never surveyed in that environment before. It is also helpful if you have had experience in a tunnel because formulas and tips on techniques are included.

The Heavy Construction course will be presented in San Jose, Oakland and Sacramento as needed this year. Beginning in March the HP41 CV Calculator course and Slopestaking/Gradechecking course will be offered.

Notices will be sent to all who have signed up and information will also be sent to Technical Engineer employers. If you are interested contact the Administrative Office to sign up. We will make sure every opportunity to attend in one of the three locations is extended to you.

The NCSJAC is moving their office from Lafayette to 401 Roland Way, Suite #202, Oakland, California 94621 on March 14, 1985. Our tentative office phone number will be (415) 635-1255. Beginning March 15, 1985, office staff will be available at this new location, since the 14th will be our moving day!

Rolland Way is located near Hegen- berger Road and Highway 17. Follow Hegenberger West off of Highway 17 one block to Edgewater Drive. Make a right onto Edgewater and follow Edgewater for about 1/4 of a mile to Rolland Way. Make a left on Rolland and follow to 401 Roland on the right side of the street. We hope this move will put our office at a more convenient location for our members and apprentices. Bart is about two miles away and local buses from Bart to the area run frequently.

A reminder to all first through fourth period apprentices — only third or fourth period apprentices may work as a second person on a two man crew. While working as a second person on a two man crew, you are to be paid journeyman wages and fringes. A first or second period apprentice may not work on a two man crew, but must be the third person on a crew larger than two.

Milling to help you or your family.

Testing & Inspection Agreement
Effective March 1, 1985 $1.15 Increase to Pension
3/1/84 3/1/85
Classifications Wage 5% Increase - Pension Wage
Trainee 8.64 7.62 - .15 = .47 8.95
Technician 1 (T1) 9.96 9.69 - .15 = 10.53
Technician 2 (T2) 12.03 10.80 - .15 = 12.68
Senior Tech 1 (SET1) 14.81 14.04 - .15 = 15.64
Senior Eng. Tech (SET2) 15.96 14.99 - .15 = 16.80
Health & Welfare - Effective 3/1/85 $1.85 per hour
Pension - Effective 3/1/85 $1.90 per hour
Pension Health & Welfare - Effective 3/1/85 $3.30 per hour

Is alcohol or drug use causing you or your family embarrassment or guilt?

Alcohol or drugs most commonly used or abused:
Beer, Wine, hard liquor, prescription drugs, street drugs and recreational drugs.

Does the use of any of the above help you to cope with life problems?

Does it really help or does it create greater problems?

There are those of us who found this to be true. We are willing to help you or your family.

If you have a question please call.

All inquiries are handled with strict confidentiality.
Helms keeps busy on Sierra Pacific job

Nevada District Representative Les Lassiter reports that Helms Construction is keeping busy these days with a crew on the Sierra Pacific Power Co. office complex with Brothers Mike Inda, Mike Mocioho, Juan Acordagoria, and the Wetzel brothers. Our lone union engineer firm, Summit Engineering, is doing the stakeout, and Bragg Crine and Walker Bouldwin are subcontracting.

Also staying busy with Helms is Pat MacFarland and Marty Summerbell on the Sparks Vista job and subdivision. Aldo Teglia is running the Northgate working at the Carlin Gold Quarry in addition to a remodeling job at the MacFarland and Marty Summerbell Plant, in addition to a remodeling job at the Patrick Pit. We hope so, too.

Seaberry Depaoli, Earl Games and Byars has kept a crew busy this winter and Byars has the dirt work at the El Dorado Hotel expansion on Sierra St. Seaberry Depaoli, Earl Games and Byars has kept a crew busy this winter and Byars has the dirt work at the El Dorado Hotel expansion on Sierra St. Fresher Construction was awarded 17,189 miles of overlay on S.R. 318 from 5.3 miles of the Nye/White Pine County line to 0.5 miles north of Lund. Fresher’s bid was $4,133,739.

Acme Concrete Co., out of Spokane, Washington, will be doing the white paving on I-80 from the Pershing-Humboldt County line to near Winnemucca downtown interchange, approximately 12,316 miles. Acme’s bid was $9,987,664.

Second Annual
A.R.P. BARBECUE
11:00 a.m.
May 19, 1985 (Sunday)
Azure Acres
2264 Greenhill Rd., Sebastopol CA 95472

Menu: Steaks, Salads, etc.
Donations will be accepted at the door
NO ALCOHOLIC BEVERAGES TO BE BROUGHT

All recovering members and families and all interested parties are welcome. Come and become aware how sobriety is beautiful.

MOTEL ACCOMMODATIONS:
Negro's Occidental Lodge
3700 Bohemian Highway
Occidental, CA
(707) 874-2563

El Rancho Tropicana
2620 Santa Rosa Ave.
Santa Rosa, CA
(707) 542-3585 or 800-422-3929

Union Motel
Main Street
Occidental, CA
(707) 874-2565

Regal 8 Inn
6026 Redwood Drive
Rohnert Park, CA
(707) 884-1006

Best Western Inn
6560 Redwood Drive
Rohnert Park, CA
(707) 884-7436

RETURN THIS FORM

Yes, I would like to attend the 2nd Annual A.R.P. BBQ.

Name:

Address:

Phone:

Number attending:

CLIP OUT & RETURN NO LATER THAN APRIL 23, 1985 to:

MARCH 1985

YAES DAVIDSON
A.R.P. Director
c/o Operating Engineers Local Union #5
474 Valencia Street, San Francisco CA 94103

Public Employee Department

By Jack Baugh, Director

The County Supervisor Association of California is joining Californians for Compensation Reform, an employer funded project to reduce benefits of workers who are injured on the job. Thirty-eight counties have contributed to CSAC’s Workers Compensation Reform Project which will identify “abuses” in the system and lobby the legislature for changes. Some changes have already been suggested by CSAC even before data have been gathered:

• Reducing or taxing worker’s compensation benefits.
• Increasing premiums for employers.

All these changes are targeted even though the information has been compiled to show whether there are problems in any of those areas. CSAC also claims it is seeking a broader coalition of support for the project but they have not elicited input from labor at all.

City of Newman employees have signed petitions requesting representation by the Public Employees Division.
**Public Employee Department**

(Continued from page 11)

of Local 3. An election will be held between March. Newman employees contacted Bill Reeves, to help them petition for Union representation. They have been representing themselves at the bargaining table and have decided they need professionals speaking for them.

Confusion exists over the legal use of public officers for law exams. Applicants for law enforcement officers are job-protected, according to the Grievance Committee.

The situation is still growing louder, with more private companies planning new projects.

**Grievance Committee Election Results**

At its meeting on January 29, 1985, the District 17, Honolulu membership re-elected Brothers Richard LaCar and William Kapiko and elected Brother Carl Robertson to the Grievance Committee for the ensuing year.

Due to a lack of quorum, no Grievance Committee election took place in Hilo on January 30, 1985, date of the regularly scheduled quarterly meeting. A Grievance committee election will take place at the next regularly scheduled quarterly membership meeting to be held on May 23, 1985.

At its meeting on January 31, 1985, the District 17, Maui membership re-elected Brothers Donald Pue Pue and elected Brothers Sammy Kauahaawa and Martin Cabrallia to serve on its Grievance Committee for the ensuing year.

At its meeting on February 12, 1985, the District 3 membership re-elected the following to serve on its Grievance Committee for the ensuing year: Brothers James Aja, Patrick Shanklin and Billy Barrett.

At its meeting on February 19, 1985, the District 5 membership re-elected the following to serve on its Grievance Committee for the ensuing year: Brothers Floyd McLemore, Robert Daniels and Francis Rocha.

At its meeting on February 21, 1985, the District 6 membership re-elected the following to serve on its Grievance Committee for the ensuing year: Brothers Dave Toepke Sanders, Eugene Shaufer and Raymond Reyner.

At its meeting on January 24, 1985, the District 1 membership elected the following to serve on its Grievance Committee for the ensuing year: Brothers Jim Derby, Pete Fogarty and Ray Mangini.
ELECTION COMMITTEE NOTICE

James R. Ivy, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, all elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee who will conduct the election of Officers and Executive Board Members in the manner prescribed in Article XII, Section 3:

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

(b) The elections shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominating vote is to be held, and one (1) Member from each District who shall be elected at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the manner prescribed in Article XII, Section 3:

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

Meetings to Elect Election Committee:

APRIL

9th District: Eureka Engineers Building 2806 Broadway
10th District: Redding Engineers Building 100 Lake Blvd.
11th District: Maryville Engineers Building 101 “I” Street
12th District: San Mateo
13th District: Chico
14th District: Redding
15th District: Chico
16th District: Chico
17th District: Chico
18th District: Chico
19th District: Eureka
20th District: Redding
21st District: Chico
22nd District: Chico
23rd District: Chico
24th District: Chico
25th District: Chico
26th District: Chico
27th District: Chico
28th District: Chico
29th District: Chico
30th District: Chico

More from Sacramento

Continued from page 11

underway, Blount Bros. Corp., has a $38 million science building going up at U.C. Davis. There are approximately 600 construction engineers working on this project.

Another building project is going up in the area. It is going to be a temporary basketball arena for the Kings when they come in September. Biggie Crane has just set the panels on the roof of a home which is much as 180 tons a piece. They had the biggest truck crane on the west coast to lift these panels. The company is in Sacramento. A pre-job conference regarding the terms of this project will be held.

Kaweah Construction was awarded a redevelopment project at the old sewer plant at Fruitridge Road and Land Park Drive in Sacramento. This project is mostly mechanical and will only need one hoisting engineer.

PKS Construction will do the city disposal development project at N 28th Street in Sacramento. Most of the heavy equipment is being delivered and now the soil treatment is soon to begin.

A $15.59 million budget has been approved for the construction of the new Supervisors for proposed 18.3 miles of new water main along the river. The new Supervisors for proposed 18.3 miles of the light rail system, which will provide many needed jobs. K.F.P. Construction has started and is expected to be completed approximately 9 months later in 9 months later.
ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:30 p.m. with the exception of Honolulu, Hilo and Maui, which convene at 7:00 p.m.

April
9th District 4: Eureka
10th District 7: Redding
11th District 6: Marysville
18th District 1: San Mateo
24th District 17: Honolulu
25th District 17: Hilo
26th District 17: Maui

May
7th District 3: Stockton
9th District 2: Richmond
14th District 5: Fresno
23rd District 8: Auburn

June
3rd District 16: Santa Rosa
5th District 12: Provo
5th District 9: San Jose
6th District 11: Reno

LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:

Attn: M. Kelly, Operating Engineers Local Union No. 3
474 Valencia St., San Francisco, CA 94103

Please send me: A Membership card for the Magic Kingdom Club
My name is: (PLEASE PRINT ALL INFORMATION)
Address: (Street number & name, or box number)
City, State & Zip Code: Social Security Number

CREDIT UNION INFORMATION

Dear Credit Union:
Send me the following brochures, kits or applications:
☐ Phone-A-Loan Application  ☐ Membership Card
☐ Individual Retirement Account (IRA)  ☐ Homeowner Loan
☐ Vacation Pay Kit  ☐ Save From Home Kit
☐ Easy Way Transfer  ☐ Loan Plus

(my name)

(social security number)
(address)

(city)  (state)  (zip)
Operating Engineers Local Union No. 3 CREDIT UNION P.O. Box 2062, Dublin, CA 94568

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

REG. NO.
LOCAL UNION NO.
SOC. SECURITY NO.
NAME.
NEW ADDRESS.

ATTEND YOUR UNION MEETINGS (Continued from page 1)

slaughter charges against KNC over the trench cave-in fatality last October.

Injunction readily available

According to San Jose District Representative Don Luba, in whose district the Pacheco Conduit is being built, "This information on KNC was readily available to Cal/OSHA if they if they had bothered to make a telephone call to the New Mexico safety commission."

On the contrary, it is Cal/OSHA's current policy not to investigate the out-of-state safety records of non-local contractors before issuing them permits, according to their chief council, Michael Mason.

"This lazy, sloppy work on the part of Cal/OSHA effectively opens up a loophole big enough to drive every piece of out-of-state construction equipment through," Local 3 Business Manager Tom Stapleton charged. "In effect, any out-of-state contractor who has never done work in California automatically has a clean safety record at least in the eyes of Cal/OSHA."

Under California law, Cal/OSHA has the right to refuse or revoke out-of-state permits. With KNC's record, it would appear that Cal/OSHA would have ample justification to revoke the company's excavation permit. However, the agency has made no move in that direction.

Cal/OSHA officers conceded to Local 3 that they would probably not have issued an excavation permit to KNC if they had known more about the company's safety record, but they do not intend to consider revoking their current permit unless KNC commits a serious violation on the Pacheco project.

BuRec shares blame

Documents obtained through the Freedom of Information Act indicate that the Bureau of Reclamation, which is the awarding body on the San Felipe Project, was equally cursory in its examination of KNC, Inc. before awarding them the contract.

On the day the contract was awarded to KNC last June, San Jose District Representative Don Luba and John Nece, Executive Secretary of the Santa Clara and San Benito Counties Building and Construction Trades Council contacted the Bureau of Reclamation, protesting the award.

"At the time," says Luba, "we didn't have background information on KNC, but we were outraged that a non-union contractor would reap the benefits of nine years of fighting that labor did in support of this project."

Subsequent to the award of the contract, representatives from Local 3 and the BuRec Trades Council were able to provide ample evidence questioning the qualifications of KNC to the Bureau of Reclamation and Cal/OSHA.

Contact officers for public agencies have the responsibility of verifying if a low bidder qualifies as a responsible contractor.

In the case of KNC, BuRec officials did not investigate the company's record except to call four references that the company had listed on its application, and a check to see if KNC had completed previous BuRec contracts on time. There was apparently no effort made to examine the company's safety record.

"It's very clear that we are going to have to find some way of helping these state and federal agencies to perform the their jobs a little better," Business Manager Tom Stapleton declared. "We are already doing a lot of the government's work for them on our job monitoring program (see page 1), providing documentation on non-union contractors who are not paying prevailing wages on public projects.

Stapleton emphasized that the only effective arena for resolving the problem of sloppy enforcement of the law is through the Legislature. "We have to impress upon our friends in the legislature that, under the current Republican Administration, the laws are simply not being enforced. The government has become a willing party to union-busting and jeopardizing the safety of building trades workers on public projects."

Non-union firm has history of safety violations

On October 22, 1984, a construction worker identified as an undocumented Mexican national suffered a trenching accident on a waterline in Santa Fe, New Mexico.

The worker was an employee of KNC, Inc., a non-union contractor which was awarded a contract for a segment of the San Felipe project last June. Two other workers were buried in the mishap, but escaped serious injury.

Investigation into KNC, Inc. reveals that the contractor has been cited and fined before by New Mexico state safety officials for trenching safety violations, which open serious questions as to whether the company is qualified to work on the San Felipe water development project.

Investigation of last October's mishap in Santa Fe by the New Mexico Occupational Health and Safety Bureau found evidence that the construction firm violated several trenching regulations during excavation of the waterline.

In order to carry out the investigation, the safety bureau obtained a court order to supervise the reopening of the trench. It was the first time the agency has ever invoked an "imminent danger" provision in state law to seek an injunction, according to Carol Oppenheimer, OSHA director.

Oppenheimer said KNC has been fined by her agency in the past in connection with excavation accidents. A $12,000 penalty was imposed as a settlement filed in January 1984, in a case where a trench caved in near Twining, NM.

Oppenheimer explained that the fine against KNC was the highest ever levied against a contractor in the history of the state.

KNC is a successor to Kent Nowlin Construction Co., which also was fined in connection with excavation violations on two occasions, Oppenheimer said.

According to a copy of the application for excavation permit submitted to Cal/OSHA, KNC, Inc. gave no indication of its past safety record to Cal/OSHA, nor is there any place on the checklist of qualifications that requires them to list any previous safety violations.