

See pg. 12 for official Election Committee notice regarding the upcoming election of Officers and Executive Board Members.

Local 3 spearheads class on hazardous wastes

The emergence of "Superfund" cleanup programs has created the need for qualified heavy equipment operators who know how to work safely around hazardous wastes. (story pg. 3)



Engineers News

Vol. 40, No. 3

Operating Engineers Local Union #3, AFL-CIO San Francisco, CA



March 1988



Local 3 Business Manager Tom Stapleton receives the oath of office from President Al Gruhn and Exec. Secty.-Treas. John F. Henning of the California Labor Federation.

Stapleton elected onto State Fed's E-Board as vice president

T. J. "Tom" Stapleton, Local 3 Business Manager was elected a vice president of the California Labor Federation last month by unanimous vote of the Executive Council.

Stapleton succeeds William G. "Jerry" Dowd as vice president representing the federation's District 10-D in the San Francisco Bay Area.

Dowd, a retired Local 3 member, whose service of nearly 25 years made him the second most senior of the vice presidents, tendered his formal resignation as the Executive Council convened for a regular scheduled meeting at Woodlake Inn, Sacramento.

Stapleton's election followed. The new vice president participated in deliberations by the council on matters affecting the nearly two million members of AFL-CIO unions within California.

Stapleton was elected Business Manager of Local 3 in 1982. He was re-elected 1985 by an overwhelming majority. In 1987, Stapleton became the 11th general vice president of the International Union of Operating

Engineers. Currently Stapleton serves as president of the California-Nevada Conference of Operating Engineers, as vice president of the San Francisco Maritime Trades Council, chairman of the Northern California Heavy & Highway Committee and as a director of the California Council for Environmental and Economic Balance.

He also is a member of the executive boards of the State Building and Construction Trades Council of California and the Maritime Trades Department of the AFL-CIO, and numerous other advisory boards.

Dowd, who had been a state fed vice president since 1964, was re-elected in 1986 to a two-year term that expires at this year's convention. He retired a year ago as regional director of the IUOE but remains active in the union on special assignments from the office of the general president.

Cal-OSHA petition drive passes the threshold

The petition drive to restore Cal/OSHA is going strong and picking up steam as the total number of signatures gathered soars over 600,000.

The Coalition to Restore Safety at Work is aiming for 820,000 names to ensure that more than the legal minimum of 420,000 are verified as valid by court registrars of voters. Jack Henning, head of the California AFL-CIO and spokesperson for the coalition, urged labor organizations and allied groups to push ahead with the signature campaigns.

Enough signatures will assure a place on the November 2 general election ballot for the initiative to restore Cal/OSHA, California's landmark worker health and safety program that was dismantled by Governor George Deukmejian last year.

The initiative was launched by the California Labor Federation. It is backed by a coalition which includes the California Medical Association, virtually every organization of health professionals in the state, the American Cancer Society, Lung Association, lawyers, League of Women Voters and the Sierra Club.

As if anyone working in the construction industry needed to be convinced that Cal/OSHA was vital to their health and safety, an update from the State Senate Committee on Indus-

(Continued on page 6)

Blame it on the top

Stanford, CA.-Don't blame unions for management inefficiencies, a steel company executive told a Stanford Business School audience.

Richard P. Simmons, chairman of Allegheny Ludlum Corp., said that getting rid of incompetent management put his company on the road to recovery.

The Steelworkers represent 95 percent of the company's workers and Simmons didn't claim that he and the union always saw eye-to-eye on issues.

But in terms of the company's performance, Simmons insisted, "we can't fault the labor unions."

When the company was in trouble, he said, worker teams came up with new ideas.

There were some serious attitude problems that had to be overcome, Simmons told Stanford's MBA student Manufacturing Club. The problems were "created by management, not unions," he stressed.

His advice to the future business managers was to resist "conventional wisdom."

Grassroots organizing committee gets underway in Santa Rosa area

Rank and file members in the union's Santa Rosa district know there's more to organizing than just letting union organizers do it alone.

Working in conjunction with the Organizing Dept., Santa Rosa business agents have begun a series of grassroots organizing meetings with operating engineers, teamsters and laborers.

"Right now we're spending most of our time educating the participants and getting input from them on how we can be more effective," says business agent Rob Wise. "But ultimately the goal is to undertake at least one or two organizing drives in the near future."





Looking at Labor

By Tom Stapleton
Business Manager

From health insurance to pensions to disability protection, employee benefits have been a staple for American workers. Even though a majority of American workers now enjoy some form of medical and retirement benefits — thanks to the labor movement — very, very few can claim to possess the coverage offered by Local 3. Our members enjoy the best benefit package available. It's as simple as that.

But now this safety net of benefits is under assault throughout the nation. A round of staggering health-cost increases has prompted employers to clamp down on health insurance, shifting more of the cost to their employees. Desperate for revenue to narrow the federal deficit, Congress has restricted the tax-free status of many benefits. With the tab for employee benefits, from health care to Social Security, at more than \$412 billion, companies are increasingly concerned that these expenses are hurting their ability to compete against foreign corporations.

After two earlier rounds of sharp increases — sparked in part by the oil shocks and inflation binges of the 1970's and early 80's — the nation is now embarked on a "third wave" of health cost increases. When the federal government cracked down on hospital charges for inpatient care, health-care providers expanded outpatient care, leading to sharp hikes in total payments to physicians. Together with an aging population and advances in medical technology, health costs are rising more than twice as fast as inflation generally.

In the construction industry, union employers frequently provide benefit packages at a cost of \$8 to \$10 an hour on their master agreements. This is frequently more than nonunion employers pay their employees in wages. Without the negotiation of special market area agreements that provide a lower wage-fringe package on certain types of private sector work, the vast majority of fair union contractors would have simply given up bidding on many projects, because they couldn't compete with the nonunion.

How do you deal with a problem of this scope? Slashing benefits is not the answer. Just as it takes a host of specialized tools to perform a major tune-up on today's automobiles, so it takes a sophisticated approach to deal effectively with health care costs. The goal is to maintain the current quality of health care and at the same time provide ways to contain costs.

It's against this backdrop that we decided about a year ago to put together a program that would explain clearly how Local 3 is working with members and employers to fight the nonunion element and continue to provide quality jobs, wages and benefits. We feel strongly that the union needs to involve the family — not just the member — in this campaign.

Throughout the past year, we have interviewed active and retired members and travelled throughout the local's jurisdiction to document the growth of the nonunion and to show how we are fighting the war against the nonunion — and winning. This material has been developed into an audio-visual presentation that we are now in the process of putting the finishing touches on. Very soon in an upcoming issue of Engineers News, we will publish a schedule of special meetings throughout the local for members and their spouses to attend.

The purpose of these meetings will be to present the audio-visual program and bring members and their families up-to-date on the changes that are occurring in the market place and how it is affecting your future. We'll have specialists from the Trust Fund and other areas to answer questions about your benefits or anything else you want to know about your local union. We feel very strongly that the only way to keep Local 3 strong is to get members and their families involved. Everyone needs to be informed. Everyone needs to be part of the solution, not the problem.

We're very enthusiastic about this project and are hopeful that it will be a major step in bringing us closer together in working out solutions to problems we're all concerned about.

"We feel very strongly that the only way to keep Local 3 strong is to get members and their families involved."



Some 5,000 San Francisco building trades workers ring the Moscone Convention Center to protest the presence of the anti-union Associated Builders and Contractors annual convention. The convention's opening was delayed by two hours while buses carried the 2,000 contractors attending the event to the center past the rally.

Anti-union employer group engages in campaign to counter labor's successes

By John McMahon

Reacting to recent in-roadings made by building trades unions in recapturing construction work, the Associated Builders & Contractors have adopted a public relations campaign in an attempt to reverse the trend.

At a cost of at least \$250,000 per year, the ABC has hired the Washington, D.C. based public relations firm of Eddie Mahe, Jr. and Associates to increase the visibility of ABC before construction buyers. ABC is a national association of non-union and anti-union contractors.

The campaign was approved by ABC's Board of Directors late last year and is just now coming to light. With special campaigns, they hope to secure open shop participation in selected work areas. These areas are defined by projected construction volume, geographic region and specific type of construction. The first targeted area is industrial maintenance.

The plan here is a strategic communication program to be directed at corporate executives, on a construction and non-construction level. The program will also focus on other audiences such as the press, the companies employees, shareholders, government officials and the general public.

They also hope to target highly visible projects. A high priority project is the proposed Denver International Airport. By involving the organization in all matters related to the project, including the acquisition of land, project funding, purchasing of supplies and even the granting of leases to concessionaires, ABC hopes to secure a commitment from Denver Mayor Pena that there will not be a union agreement on the project.

Through their "corporate education" program, ABC hopes to increase awareness of developers in the use of open shop contractors. Included in this plan is the formation of a "construction bill of rights" for owners and a "How to" manual on making construction projects safe from building trades organizing campaigns.

They plan on using retired contractors and owners in the promotion of open shop to company and industry representatives. They are also planning a specific program for public works. They hope to gain a significant share of federal, state and local government financed projects. By targeting areas where there is already a strong open shop presence, ABC intends to pressure the Department of Labor to prepare new wage surveys.

The ABC is making a concerted effort to increase their visibility in union areas as well. They are targeting cities that are perceived as "strong union towns", such as San Francisco for increased open shop activity. Their strategy includes the establishment of new chapters, support programs for owners who build open shop and direct programs to owners who build

only union and the repeal of prevailing wage laws.

This plan was put to a test earlier this month when the ABC held their 38th annual convention in San Francisco's Moscone Center. Their presence did not go unnoticed, however. When the meetings began on March 7, open shop delegates were met by thousands of union members protesting the arrogance of holding a convention of nonunion contractors in what is commonly known as the strongest union city in the nation.

Although the demonstrations got nasty at times, the union members message did not go unnoticed. There were several no-shows among the exhibitors signed for the 1988 Expo of building equipment. At one point, there were over 5,000 building tradesmen rallying in front of the convention site.

Through an extensive political program, ABC hopes to affect the legislative process as well. They will monitor any legislative activity which may impact ABC's programs. Eventually, they will be closely watching individual legislators who are pro-labor with the ultimate goal of targeting them for election defeat.

This professionally dreamed up campaign on the part of non-union contractors is all designed to reverse a recent trend among public and commercial developers to use union labor. The unions have begun to recapture work through the use of project agreements, no strike pledges and other cooperative efforts.

An example is the Foundation for Fair Contracting which was established by Local 3 in May, 1985. Its purpose is to see that contractors on public works jobs comply with the law. Through a process of monitoring nonunion jobs back in 1982, Local 3 determined that nonunion firms were cheating employees out of thousands of dollars statewide. By demanding paybacks of fringe benefit payments, unscrupulous contractors were also bilking taxpayers of millions of dollars.

Union construction has also been increasing through the use of union pension funds financing construction projects with the guarantee that all the work would be done by union craftsmen.

The stepped up activity of the ABC led Local 3 Business Manager Tom Stapleton to reissue his call for increased union awareness and pride. "The recently adopted public relations campaign of ABC shows once again, that we are in a fight for our survival. It is increasingly a high-tech sophisticated fight in which we can't relax for a minute.

"We must be able to change with the times and also prove our legitimacy by out producing the nonunion workers. After all, if a \$7.00 an hour operator can out produce one of our members, we are in sad shape. Knowing Local 3 members like I do, however, I know that will never happen, but we have to remember at all times that this is a fight."

With high-priced P.R. firms and a lot of money, ABC hopes to counter labor's campaign to win back jobs for its members.

Local 3 spearheads training on hazardous waste site removal

By James Earp
Managing Editor

Dealing with hazardous waste is not exactly what you'd consider a traditional job classification for operating engineers. Since heavy construction equipment was first invented, it has been used for building things – and occasionally for tearing them down. But cleaning up dangerous substances?

The evolution of our modern industrial age hasn't come without it's price. One of the costliest byproducts of our high tech society is the production of substances that are no longer useful and also potentially harmful to people. Hazardous wastes can be anything from corrosives, such as strong acids and caustics; reactive chemicals such as oxidizers and reducers; explosives, flammables and toxics, which are substances that can cause either acute or long term bodily damage.

Unfortunately, we have not always been very good about properly disposing these substances. Prior to 1979 nearly 60 million tons of hazardous waste were generated in this country, of which only 10 percent was disposed of properly. The remaining 54 million tons were stored in a manner which threatens human health and the natural environment. The federal Environmental Protection Agency estimates that 80 billion pounds of hazardous waste are now generated each year.

Where are all these wastes located and how are they going to get cleaned up? The solution to this problem involves our own members who operate heavy equipment.

The EPA has identified 546 "priority" hazardous waste sites, 1700 sites that pose immediate health threats and an additional 14,000 sites needing cleanup. In 1980, the President signed legislation which created the "Superfund" hazardous waste site cleanup program. The legislation provides for identification, investigation and cleanup of sites such as abandoned dumps, spills and improperly operated waste facilities.

The law authorizes the government to seek reimbursement for cleanup from companies responsible for the waste and provides funding to award contracts for the

cleanup of hazardous waste sites. Last year, Congress allocated \$9 billion to the program.

This is a sizable sum of money that will provide considerable work to contractors who have expertise in dealing with hazardous wastes. That's the key. In many cases, cleanup of hazardous waste sites involves the use of skilled heavy equipment operators. However, knowing how to operate a crane or backhoe and knowing how to do it in a hazardous waste site are two different things.

In 1986 Congress passed legislation to protect workers engaged in hazardous waste operations. The law includes specific provisions for



Safety Director Jack Short and Business Agent Tom Hester teach class.

initial and routine training of employees before they are permitted to engage in hazardous waste operations that could expose them to safety and health hazards.

Local 3 has taken the lead to provide training to union representatives in hazardous waste operations. In February, Safety Director Jack Short and Business Agent Tom Hester attended an 80-hour course

at the Mine Academy in Beckley, West Virginia. Sponsored by the International Union with a grant from the National Institute of Environmental and Health Sciences, the intensive program provides certification to teach a 40-hour course that will certify workers who will be engaged in hazardous waste site operations.

Immediately following the course, Local 3 put together the first 40-hour training course in Redding. Thirty employees of local contractors – most of them Local 3 members – attended an eight-hour-per-day, five day training program this month that certified them for hazardous waste operations.

Safety Director Jack Short noted that, even though the course was voluntary, every individual that participated the first day stayed on to complete the assigned coursework. Included on the program agenda was training in the following:

- Toxicology: The identification of toxic substances commonly found at hazardous waste sites, how the substances enter the body (inhalation, absorption through the skin, etc.) and the effects on the body.
- Training in the levels of protection needed for work around various kinds of hazardous wastes. This includes the proper use of respirators and personal protective suits to insure that workers know how to use protective equipment effectively.
- How to understand and implement a site safety plan.
- Working knowledge of site characterization plans, i.e. what hazardous substances are on the site, how to proceed with the cleanup work, etc.

The course was taught by Short, Hester and Fred Ottoboni, a professional industrial hygienist. The final day was spent dividing the class into groups and giving each group an actual haz-

ardous waste problem. Solutions were worked out and then presented by a spokesman selected from each group.

"In the next several years, an



Participants learn proper use of respirator from Richard Winn of Mine Safety Appliances.

increasing number of our members will find themselves working in hazardous waste operations," Business Manager Tom Stapleton observes. "In order for the union to effectively represent those working in this environment, we need to be on top of this emerging industry. We're taking steps now to see that every business agent receives the same training required of employees under federal law who are engaged in hazardous waste operations."



Student leads problem solving session.



Business Manager Tom Stapleton gives introductory remarks to the participants of the hazardous waste training seminar in Redding.

Labor Roundup

Southern California union strikes refinery because of safety problems

The ghost of Cal-OSHA walks a picket line in the city of Torrance in Southern California.

Safety is the issue in the strike against Mobil Oil Co.'s refinery there by 450 members of Oil, Chemical and Atomic Workers Local 1-547.

The loss last year of Cal-OSHA has bolstered union members' determination to surrender no health and safety protections.

Mobil wants to make head operators in the refinery control room members of management. "The head operator is the last remaining buffer between the profit demands of management and the safety concerns of workers," said Steve Sullivan, president of Local 1-547.

"If the head operator loses union representation, there will be nobody in a position to act in the best interests of the workers and the surrounding community when production demands of the corporation push operations beyond the limits of safety," Sullivan continued.

"Without Cal-OSHA, the role of the head operator is tremendously important. There is a feeling of doubt throughout the membership about the effectiveness of federal OSHA standards and about federal enforcement of whatever standards exist."

Workers feel they have good reason for refusing to place their trust in federal OSHA, which assumed responsibility for private sector worker health and safety after Governor George Deukmejian dismantled the Cal-OSHA program last July 1.

An explosion and fire rocked the Torrance refinery last November 24. Federal OSHA still has not completed its investigation and report on the cause.

"They had a federal inspector here for a couple of weeks after the explosion, but he was reassigned elsewhere. We've been told a new federal OSHA inspector has been sent in, but the investigation is still incomplete three months after the fact," Sullivan said.

Citizens groups turned out to support the union during a Community Awareness Rally on the picket line.

"The people of Torrance and sur-

rounding areas are as worried as we are," Sullivan said. "There is a report in the hands of the mayor's office that says people could be killed within a five mile radius of the refinery by another explosion and release of gases.

"It also has been determined that there is no practicable way to evacuate the tens of thousands of persons living with in this five-mile radius. It could happen very quickly. We know H₂S kills fast. The prevailing winds are from the west, and deadly clouds from any release would hang right over traffic jams on all escape routes," Sullivan said.

"Right now, the refinery is very unsafe," Sullivan declared. "Mobil says it is operating it at full capacity with the 300 non-union administrative, supervisors and engineering employees on the payroll. The refinery is set up to be operated by 750 people. How would you like to be living in this neighborhood?"



Good Neighbors: California building tradesmen volunteered their time and talents to rebuild the home of an elderly couple which had been destroyed by last fall's raging forest fires. Organized by the Sacramento Building and Construction Trades Council, the workers rebuilt the house in less than two months. Materials for the project were donated by union contractors and building supply dealers.

Planning a trip to the Capitol?

Planning a trip to Washington D.C. this spring or summer? If so, here's a must see for union members, families and friends.

"Symbols and Images of American Labor" opened at the Smithsonian's National Museum of American History in January and continues through July.

The exhibition presents more than 140 objects, photographs and documents providing insights into how American Workers have viewed them and how these visions have changed from the 18th century to the present.

The exhibition also includes American music that reflects working men and women and their unions.

The first section of the exhibition presents symbols adopted by workers to express their concerns and self-images. Occupational portraits, membership certificates and union emblems illustrate the workers' sense of personal and union identity.

A second section examines popular portrayals of the "working class" that reveal general attitudes toward this critical part of society. Included are objects and illustrations that have appeared on labels and in magazines, books, campaign literature, advertisements, television and the movies.

"Through the symbols and emblems selected by workers to identify their unions, one discovers a clear sense of dignity and pride in the contributions they make to American life," Harry Rubenstein, curator for the exhibition says.

"The media appeal serves both to represent and influence public opinion toward labor as industrialization dominated the economy and altered workers' roles in society."

The National Museum of American History, a bureau of the Smithsonian Institution, is located at 14th Street and Constitution Avenue, N.W. and is open from 10:00 a.m. to 5:30 p.m. daily. Admission is free.

Bills ending double-breasting advance through the Senate

Legislation which would cut double-breasting contractors and clarify laws dealing with prehire agreements is close to being sent to President Reagan for his signature.

S 492, which was passed by the Senate Labor Committee in December, 1987, is headed for the Senate floor shortly and HR 281 was passed by the House of Representatives last June. However, anti-union elements are coalescing to defeat the building trades' efforts to finally destroy double-breasting. Double-breasting is the practice of a firm signing a union contract, then establishing a separate, non-union company to funnel work to.

According to the Building and Construction Trades Department, a coalition of about 150 organizations has been formed to fight the legislation. The anti-union groups have manipulatively argued against the bills. Senator Orrin Hatch (R-Utah), speaking before the members of the Associated Specialty Contracts last year, asserted that the two bills were a form of socialism. "They want to redistribute the wealth," Hatch accused the bills' supporters.

Another argument is that the *Deklewa* ruling last year by the National Labor Relations Board negates any need for S 492 and HR 281.

"They are really two different concepts," says Robert Jesinger, an attorney with a San Jose based law firm specializing in labor law. "Deklewa is really a wholesale revision of the duty to bargain under the National Labor Relations Act in the construction industry; whether there is or isn't a duty to bargain at the expiration of a contract."

Job Corps Support

AFL-CIO President Lane Kirkland and Labor Secretary Ann McLaughlin kicked off the three-day Job Corps Fair recently in Washington. With students Robert Trent and Ellis Sallis of the Jacobs Creek Job Corps Center in Bristol, Tenn., they hear Howard Brown, the Operating Engineers national coordinator for the Job Corps, explain the operation of a bulldozer. The IUOE is one of six that provides instruction to the Job Corps.





Workers testify at Senate hearing on how their organizing efforts have been stifled by illegal employer tactics.

Workers testify on denial of their rights

More than a half-century after the passage of the National Labor Relations Act, American workers are still being denied the right to union representation.

That's what the Senate Labor Subcommittee was told by workers testifying from bitter first-hand experience and by university professors noted for their research in labor-management relations.

Private sector workers described the tactics their employers used to break up union organizing campaigns, often illegal, but too often effective.

They told of organizing drives snuffed out by the firing of the most active union supporters, of the breed of management consultants that are the hired guns in union-busting campaigns, of plant-closing threats and intimidation of workers.

The subcommittee, chaired by Senator Howard Metzenbaum (D-Ohio), also heard the sharply contrasting testimony of two public sector union members. One spoke with pride of the good labor management relations in a framework of collective bargaining law and

good faith compliance. The other testified to the roadblocks to a bargaining relationship thrown up by a newly-elected attorney general in a state without such a law.

The Senate panel heard from professionals barred from union representation by interpretations of federal labor law. Faculty members at a small college where pay levels are shockingly low were told they were part of management; in a big city hospital, physicians working incredibly long hospital hours were classified as students.

Metzenbaum noted at the start of the hearings that prior to the enactment of the National Labor Relations Act, "the working people of this country had

practically no rights. Men and women seeking to organize and bargain collectively faced almost insurmountable obstacles."

Another subcommittee member suggested that the original intent of the National Labor Relations Act has been bent "completely out of kilter."

Metzenbaum said the hearing, the first of two scheduled by the subcommittee, was intended to explore two related questions:

"How effective are the rules that are intended to protect employee free choice during organizing campaigns?"

"How appropriate are the rules defining the scope of coverage under the NLRA in today's economy?"

Over 600,000 signatures collected Petition drive going strong

Continued from page 1

trial Relations should do the trick.

In a report issued in early March, a comparison of federal OSHA and Cal/OSHA inspection data shows a significantly reduced level of activity and a marked difference in operational priorities. Inspection data for the first six months of federal enforcement (July 1, 1987 through December 31, 1987) were compared to Cal/OSHA inspection data for the same period in 1986.

The total number of federal OSHA inspections in California were less than a third of Cal/OSHA's private sector inspections. The overall reduction undoubtedly reflects the considerably lower number of federal field inspectors. The reduction is apparent in each of the three basic types of enforcement inspections: Federal OSHA conducted 1300 fewer accident

inspections (93% less), 3428 fewer complaint inspections (84% less), and 1737 fewer targeted inspections (50% less).

The data also shows the differences in the operational priorities of the two programs. Federal OSHA conducted 1300 fewer accident inspections largely because of their policy to investigate accidents only when there is a fatality or five or more workers are hospitalized. Cal/OSHA investigates accidents in which fewer than five workers are hospitalized.

Federal OSHA investigated 3428 fewer complaints of unsafe conditions largely because of their policy to initiate a complaint inspection only in response to a written, signed complaint from an employee or employee representative. Cal/OSHA responds to complaints over the telephone.

Pickets go up on power plant

Pickets went up on the Zum-Nepco Power Plant in Williams, reports Marysville District Representative George Morgan. This project is worth approximately \$37 million. The entire Building Trades Council is taking turns on the line. This is the same company that built a power plant in Anderson, also non-union.

The pickets were pulled on the Township Road Power Plant because a union contractor is doing the sub-grade. Jaeger Construction is doing the work, and hopefully, can also do the holding ponds which is a lot of muck to move.

M&K has not started the work in the Canyon yet. We did get an agree-

ment with them. This project was bid with a lot of non-union contractors, so the contract is around 75 percent of the Master Agreement. There will be a lot of time put in on this project, which is being done for Union Pacific using private money and no set wage rate.

The work is generally starting to pick up for the summer. Robinson was low bidder on the work at Sly Creek. This project went for over \$700,000.

Marysville District Picnic.

Mark your calendars now for the Marysville District Picnic, May 14, 1988! This will be the first district picnic this year. Retirees and their wives will not be charged. Children under age 12 are free too. The menu will

Redding work picture begins to look better

The work picture for the Redding area is beginning to look good for a change, Business Agent Tom Hester reports. Kiewit Pacific has started their project at Tulelake. This is the second phase of the site preparation for a radar installation for General Electric, the prime contractor.

The amount of Kiewit's project is \$4,500,000. At present, they have 14 members working. At the same location, Elting, Inc. of Oregon is in the final stages of their project with 19 members working.

Kiewit Pacific is slowly getting back to work on their bridges at the Gibson Curve on I-5 north of Redding. There should be as many as 25 operators on the job this year. Also on the I-5 project, Stimpel-Wiebelhaus is going full bore. They are working two shifts on the big dirt job with 40 plus members working. Their job on Highway 36 at Forest Glen should start anytime soon. This is another good dirt job and should keep approximately 20 brothers busy all summer.

Caltrans is scheduled to let another section of I-5 north of Redding next January. This job should go for around \$25 million. Two more sections are going to bid in late 1989. There are also two big overlay jobs on I-5 this year. The total amount for these two is around \$6 million.

The Redding office was successful in signing a new crushing operation, Mountain Gate Quarry, Inc. at Mountain Gate, Ca. located just north of Redding. This is a permanent plant and should keep a few brothers busy all year.

The first 40-hour Hazardous Waste Training class began February 29. This was a huge success with 30 people completing the training. All of them will receive a certificate from Local 3. Hester gave special thanks to Jack Short and Dr. Fred Ottoboni for all their help and for the fine job they did.

Hazardous waste clean up is a new direction Local 3 is investigating and any available training should be utilized whenever offered. The federal government has billions of dollars available for Hazmat cleanup. There is one site in the Redding area, Iron Mountain Mine, which will be advertised in April. The first bid will be around \$2.5 to \$3 million with more to come in the future. There are 4,300 acres of tailing and miles of tunnels to clean up on this project, so contact your local district office for more details on the training. There is another Hazmat class scheduled for April 18 through April 22. For more information, contact the Redding office.

include barbeque beef, salad, beans, french bread and chili salsa. Tickets are \$7.00 in advance, \$8.00 at the door; \$15.00 for the whole family in advance, \$16.00 at the door. The picnic will begin at 12:00 noon and continue until 4:00 p.m. Free beer and soft drinks will be available, and there will be something else for the brothers who do not drink beer.

The location is the S.Y.O. Building, Acacia and Butte House Road, Sutter, Ca. Come one and all for a good time

Continued on page 7

Reservoir may be on ballot

Oakland work starts to pick up

Oakland District Representative Bill Dorresteyn reports that the work is starting to pick up in the Oakland district. He recently met with the Contra Costa Water District on the Los Vacqueros Reservoir and hopes that it will be on the November, 1988 ballot. This is a very important project for Contra Costa County, as it will store spring runoff for later use in the mixing of water when salt intrudes.

The job is \$350 million which for the most part is excavating. There will be approximately four dams generating power. Bechtel Engineering is doing a study which could be completed in 1995, possibly sooner. There are people who oppose this project and have met in Berkeley. They are opposed to growth and blind to most everything proposed.

The Contra Costa Water District only has a three day emergency water supply where other districts have up to 360 days supply. It is easy to see that this project is needed and the Operating Engineers need the work. More information will be forthcoming.

Hope the work booms this year. Please work safe and come to your district meetings. You are needed.

Jesse Jackson speaks to crowd Thousands of workers rally at POSCO steel plant site

Ten thousand union workers stopped work on West Coast ports and other jobsites in the Bay Area on Saturday, March 19 to march to the POSCO steel plant in Pittsburg, CA. and to hear Jesse Jackson stump for President.

Four-thousand longshoremen from Eureka to the Mexican border joined in a work stoppage to coincide with the rally, and workers from as far as Seattle and San Diego gathered at a football field to hear Jesse Jackson's pro-union message.

"We must end economic violence," said Jackson, who wore a union hat during his 30-minute speech. "We must end Reaganomics. We must end the contempt for the law, for Congress, for the press and for the working people."

The labor crowd then marched to USS-POSCO Industries, where a \$350 million plant renovation project using non-union labor has prompted lawsuits and allegations of low pay and safety hazards.

"They have people working an eight-hour day and then sleeping in cars because they can't afford anything better," Marvin Boede, vice president of the Building and Construction Trades Department of the AFL-CIO, said to the crowd. "You have men sleeping four and five to a hotel room. People sleeping in fleabag motels."

Plant officials have said there was

no vendetta against the unions in choosing BE&K Construction of Birmingham, Ala., whose bid on the project was \$45 million less than the lowest union bid. Plant representatives were not available for comment Saturday.

Jackson did not address the plant issue itself, but did urge union workers to find "common ground" with non-union colleagues.

After Jackson's address, the crowd held picnics and tailgate parties and marched to the steel plant, a joint venture of USX Corp. and Pohang Steel of South Korea. Modernization of the aging plant had kept alive a bitter labor dispute for more than a year.

The Contra Costa Building Trades Council, a federation of building trades' unions, claims that 80 percent of the 900 non-union workers hired to renovate the plant are from other states. The itinerant workers receive sub-standard wages, benefits and housing, and are prone to accidents because of inexperience, the labor organization says.

The Contra Costa County Board of Supervisors has investigated the allegations but has refused to interfere with the project.

USS-POSCO was formed by USX Corp.-formerly U.S. Steel-and Pohang Iron & Steel Corp. of South Korea. The venture will compete against low-wage Asian manufacturers for sales of rolled steel on the West Coast.

The dock work stoppage planned to coincide with the rally affected all ports along the California coast. The only ships that were accommodated by labor Saturday were military and passenger ships and vessels containing perishables and U.S. mail, a union spokesman said.

Nevada picks up

With the onset of spring and the extremely dry and warm weather enjoyed during February, work in Nevada is beginning to pick up, District Representative Ray Morgan reports. And with the heavy dispatch season approaching, Morgan reminds all members to make sure they have completed the I-9 form. Those who haven't, please do so at the district office in Reno. Any member who can't make it to the hall should call the office and one will be mailed.

Scheduled for bid in mid-March is the on-again, off-again I-580 job in Reno along with the Doby Summit job. Both jobs have been postponed in the past. Also, coming this spring should be the \$10 million white paving job in Elko County, from one mile east of U.S. 93 at Wells, to one mile east of the Moor Interchange.

The \$11.7 million Sparks Boulevard Interchange is finally going to bid in early April. The project, in the works for over eight years, is expected to be completed by the fall of 1989. Las Vegas Paving picked up another 400,000 yards at the Carlin Gold Quarry project. Bechtel is currently there utilizing their new man camp.

Morgan reminds everyone that this is an important election year. It's important for all to be registered to vote and then to go to the polls on election day. If any member needs to register, just stop by the union hall, most of the office staff will be able to help.

Dry weather gets work off to early start

Work has really taken off due to the unheard of dry and warm February weather. Guy F. Atkinson has started their T.S. 24 spread and will soon fire up the 641 spread according to Rick Wunderlich, Business Manager for Guy F. They plan on having a second shift going on the dirt spread again this year.

Ghillotti has a few guys back to work on their portion of the Cloverdale job. According to Manuel (Peaches) Spessard, they hope to have a couple scrapers working soon. Now they have Dennis Harlan checking grade behind Lawton operating slope cat.

District Representative Chuck Smith has announced that tickets for the District 10, 4th Annual Picnic are on sale now. The cost of everything has gone up so high they had to either raise the tickets to \$10 or \$12 or sell the beer and soft drinks. After talking with several members, they have decided to keep the cost down for the food and charge for the beer and soft drinks.

Cost of the tickets are \$8.00 in advance and \$10.00 at the door. Retiree tickets will be \$6.00. Beer tickets will be 50¢ each or three for \$1.00. Soft drinks will be 25¢ or three for 50¢. The hot dogs will still be free for the kids.

All the agents will have tickets available so any interested member should get in touch with them. The picnic will be held on Saturday, June 25 at the Founders Grove, Sonoma County Fairgrounds.



"I didn't know if it would be here when I retire. Then I learned there's enough money to last way into the next century."

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Pueblo, Colorado
81009



Social Security. It never stops working.

More from Marysville district

Continued from page 6

and a great lunch. You can get your tickets at the Marysville office or from any of the business agents.

The work picture on the East side is starting to show some movement, Business Agent Dan Mostats reports. The weather during the last few weeks has put a few brothers back to work.

Granite Construction is back working on the Highway 99 widening project at the south end of Sutter County. The equipment dealer shops, such as Tenco Tractor in Pleasant Grove and Peterson Tractor in Chico are in full swing with a fair amount of work in the shops.

Mostats also reported that members are walking picket lines on Deats Construction in Yuba City off Garden Highway. If anyone has any time they could spend helping out on the picket, they should call Bing at the Marysville office. He also expressed thanks to all

members who helped out in the last seven weeks on picket lines at the three locations in the district.

Things are also beginning to move on the West Side according to Business Agent Vern Hughes. Kiewit-Pacific has started up again on Highway 99 in Gridley and has several brothers working.

Baldwin Contracting has also started back to work on Highway 99 in Chico. Garcia Drayage has several brothers moving dirt from the borrow pit on Highway 99 and should be finished with that part in a week or two.

Mel Weir of Rent Me, Inc. said he plans to start work again on the Colusa by-pass in mid-March. Constri Construction was low bidder on the sewer treatment plant in Live Oak.

Also, Colusa County will let the bid this month for repair on goat Mountain Road which should be close to \$1 million. With all the work coming up for bid, it should be a good year.

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



Our current round of Retiree Association meetings has just ended, and it was good to see the fine turnout of Retirees and spouses in each of the districts.

I'm pleased to report there is good news to share about the Retiree Medical Plan and its current financial status. Due mainly to your overwhelming response to the self-contributions from the Pension Plan surplus, the Retiree Medical Plan is currently in the black. And as was explained at previous meetings and in this column, the Board of Trustees is carefully monitoring the income and expenses of the Plan once each year to insure that the Plan is on a sound footing for a projected five-year period.

Although some factors which may lead to a rise in Plan expenses are beyond our control—like the rise in Medicare costs and the overall rise in the cost of medical care in the country—let's all do our part to help control costs by using the programs set up by the Cost Containment Committee.

If you are being hospitalized for a non-emergency surgery, use a contract hospital. The Plan and you will both save money. (And remember, your doctor has admitting privileges at a Contract Hospital.)

Shop around for the best price on prescription drugs. Sometimes there may be a huge savings on a prescription at a pharmacy which is just as close to your home as the pharmacy you most often use. Also, use generic drugs if your doctor is prescribing drugs and he/she says a generic is o.k. for you (check with your doctor). Generics are of the same good quality as the brand name drugs, and the cost is usually much less.

And for maintaining drugs (for example, high blood pressure pills) use the mail order plan, National Rx Services, Inc. of Nevada. The cost of prescription drugs dispensed to

retirees through the mail order plan is very reasonable for the Fund (you do not put any money up, of course). And the mail order plan dispenses generics, whenever possible (brand names are available, if your doctor so specifies).

Your continued cooperation in the use of these cost control programs set up by the Cost Containment Committee will help keep the costs down and help maintain all your quality benefits.

Pre-Retirement Meetings

Please check this page to find the schedule for the upcoming Pre-Retirement meetings. Make every effort to attend the meeting in your area. Engineers age 50 or older and not yet retired are urged to attend. Spouses are welcome, of course. And any Engineer not yet retired who is interested in discussing retirement matters is welcome. Representatives from the Fringe Benefit Center, the Credit Union and the Trust Fund Office will be there to discuss with you all matters concerning retirement. We'd like to see you there. Come on out and let's see if we can answer some of your questions about Pension, Health Care, Credit Union, Social Security, Medicare, Union status— you name it.

Pre-Retirement meetings

- Hilo** Apr. 26, 6 p.m.
Kapiolani School
966 Kilauea Ave.
Hilo, Hawaii
- Honolulu** Apr. 27, 4 p.m.
Kalihi Waena School
1240 Gulick Ave.
Honolulu, Hawaii
- Maui** Apr. 28, 6 p.m.
Kahului Elem. School
410 S. Hina
Kahului, Maui

Retiree Picnic

The annual Retiree Picnic will be held on Saturday, June 4, 1988, at Rancho Murieta. As in previous years, you are welcome to come up with your motor homes, your trailers, etc., on Friday at noon and stay until Sunday at noon.

Last year's picnic was a huge success, and we know this year's will be the same. Come on up and join us. You're bound to meet some friends you worked with over the years—maybe a few you haven't seen for a while. And once again the Union will be picking up the tab. See you there on June 4.

Attend your Union Mtgs.

Addiction Recovery Program



For information, confidential inquiries or referral please call:
A non-profit labor cooperative
California (800) 562-3277
Outside California (800) 562-2773

Sacramento work looks good

Work on the west side of the Sacramento Valley will be good this year, according to business agent Gary Wagnon. Campbell Construction has been awarded the \$33 million library project at U.C. Davis. Teichert will be doing the concrete work, and they told Wagnon that 1987 was the busiest year for them since they opened for business on the west side.

So far, they have 50 percent more work on the books for 1988 than last year and they are still bidding for more work.

Kiewit-Pacific picked up the \$10 million sewer plant job on Road 102 near the new Woodland jail, which is still under construction. Word has yet to be received as to who will pick up the \$23 million highway job on H-113 between Davis and Woodland.

Grade-Way Construction has received \$2.1 million in underground work in North Sacramento. Amos & Andrews is the low bidder on the water system project in Woodland. All of the gravel plants are busy and some of them have already started a second shift.

R.C. Collet, who is based on the west side of Sacramento in Woodland, has plenty of work ahead of them and will be running three paving crews.

George Lund has his mechanics with their heads down and tails up trying to keep his iron running for the subdivisions he has going. Lund is contractor who is the owner and dues paying member of Operating Engineers along with his son, Jerry, the underground superintendent. Welcome back to George, who recently returned following surgery.

Business Manager Stapleton sent Wagnon to a beginning and advanced organizing class, which he hopes to put to good use. The class was sponsored by the International Union and was held at Rancho Murieta Training Center. It was a very intense course, with classes lasting 12-14 hours a day.

Wagnon said that "we in labor, working at the trade and for the trade, know the value of our Union. I'll never forget what I once heard George

Meany say in a speech. 'Organized labor is like a beautiful woman. When she is young, everyone wanted her. Now that she's a little older, not as many desire her, but she is still a beautiful woman.'

Local 3 over the years reminds Wagnon of an article he came across concerning the United States.

"Never before, anywhere have so many born into poverty been able to raise themselves to the highest leadership of the land.

"Never before, anywhere has the media of the press been granted the license to report not only fact, but opinion as well.

"Never before, anywhere have the extremists and radicals been granted the same protection of law as the average taxpayer or civil servant.

"Never before, anywhere have human beings been given the chance to choose or alter leadership, and reject or change laws within the polling place.

"Never before, anywhere has man benefited so much from his taxes through education, medicine, and assistance for the impoverished, sick and elderly.

"Never before, anywhere have peo-

ple of diverse backgrounds and opinions been offered equal opportunity under the laws of the land.

"Never before, anywhere has the hand that protected and fed so many been less acknowledged or appreciated.

"Never before, anywhere has there been so much for so many; nowhere but here in America, here in your land and mine."

Wagnon noted that "too many people complain about our country and our unions. With this thought in mind, let's look at some of the positive achievements we in the Operating Engineers have gained and retained. Our pledging the allegiance to the flag is a patriotic gesture to the largest union in the world, the United States of America."

Pre-Retirement meetings

- Ignacio** Apr. 19, 7:30 p.m.
Alvarado Inn
6045 Redwood Hwy.
- San Mateo** Apr. 20, 7:30 p.m.
Laborers Hall
300 7th Ave.
- Fairfield** Apr. 21, 7:30 p.m.
Holiday Inn
1350 Holiday Lane
- Eureka** May 3, 7:30 p.m.
Operating Engineers Bldg.
2806 Broadway
- Redding** May 4, 7:30 p.m.
Operating Eng. Bldg.
100 Lake Blvd.
- Marysville** May 5, 7:30 p.m.
Operating Eng. Bldg.
1010 "I" Street
- Stockton** May 10, 7:30 p.m.
Operating Eng. Bldg.
1916 N. Broadway
- Concord** May 11, 7:30 p.m.
Holiday Inn Concord
1050 Burnett Ave.
- Oakland** May 12, 7:30 p.m.
Holiday Inn-Airport
500 Hegenberger Rd.
- Fresno** May 16, 7:30 p.m.
Cedar Lanes
3131 N. Cedar
- Watsonville** May 17, 7:30 p.m.
VFW Post 1716
1960 Freedom Blvd.
- San Jose** May 19, 7:30 p.m.
Holiday Inn Park Center Plaza
282 Almaden Blvd.
- Reno** May 24, 7:30 p.m.
Nendel's Inn
55 E. Nugget Ave.
Sparks, Nevada
- Auburn** May 25, 7:30 p.m.
Auburn Rec. Center
123 Recreation Dr.
- Sacramento** May 26, 7:30 p.m.
Laborers Hall
6545 Stockton Blvd.
- Santa Rosa** June 14, 7:30 p.m.
Veterans Memorial Bldg.
1351 Maple St.
- Salt Lake City** June 16, 7:30 p.m.
Operating Eng. Bldg.
1958 W.N. Temple

Response to fundraising drive grows

Want to win a trip to Hawaii?

The response to the raffle being held to draw attention to a fund raising effort being conducted by SELEC, Local 3's political action committee has been strong. And as the time for the drawing gets closer, interest in the drawing is growing.

As announced in the January issue of Engineers News, SELEC is conducting a raffle in an effort to raise money for this year's forthcoming general election. Top prize in the fund raising drive is round trip airfare and lodging in Hawaii for the entire family.

Second and third prizes are round trip airfare and lodging in Hawaii for one week for two people. In the event that a resident of Hawaii wins any of the three prizes, they will be given a trip to their choice of Los Angeles, San Francisco, Reno or Las Vegas. Air transportation begins from either Salt Lake City, Reno, San Francisco or Honolulu, depending on where the winner lives.

So far, over \$10,000 has been raised in this effort. Business Manager Tom Stapleton congratulated those who have participated so far and encouraged those who haven't to help in this worthy cause. "This year we will see U.S. Senators elected in all four states of Local 3's jurisdiction, a governor in Utah, countless state legislative races and the biggest of all, the race for the Presidency of the United States.

"So this is a big election year. As we have seen in the past, many worthy candidates, who would represent the interests of organized labor cannot get elected because



they cannot match the money raised by the conservative, anti-union candidates of the right wing. With the success of this drive, we will be

able to help those candidates who need it most, and save the local union money by not using dues money for this purpose."

AFL-CIO launches 'Union Yes' media advertising campaign

The AFL-CIO will launch a long-range national advertising effort in 1988 with the inauguration of the \$13 million "UNION YES" communications campaign. The effort was approved at the AFL-CIO convention last October.

The two year campaign involves national advertising on network television, cable TV, network radio and local radio. Under the umbrella banner of "UNION YES" the campaign is intended to communicate the value of union organization to Americans, especially a new generation of younger workers.

With the millions of messages aimed at the public over mass media, the "UNION YES" campaign will create a platform for a wide range of additional messages delivered by local and state

labor organizations, including customized local radio commercials, print ads and stories in the labor press, slogans and illustrations for union organizing drive.

The materials, which are being shipped throughout the labor movement, have been designed to allow local and state labor bodies, international unions and local unions to substitute their own seal within the primary campaign symbols, thereby customized identity within the national campaign.

The goals of the campaign are twofold: "to raise the level of

AMERICA WORKS BEST WHEN WE SAY...

UNION YES

public understanding of unions and of the AFL-CIO; and to increase both the predisposition of a new generation of American workers (20 to 40 years old) to union organization and those workers' understanding of how unionism responds to their own needs and concerns."

New Geographical & Market Area Committees

Recording-Corresponding Secretary William Markus reports that the following Local 3 members were elected at specially called and regular district membership meetings during the first quarter of 1988 to serve on their respective Geographical/Market Area Committee.

| DISTRICT COMMITTEEMEN | S.S. # |
|-----------------------|--------------|
| San Francisco | |
| John Reilly | 015-36-5575 |
| James Fehilly | 090-22-3626 |
| James Shurtleff | 528-80-1676 |
| San Mateo | |
| John Vinal | 563-56-8365 |
| Mark Whitman | 546-90-8769 |
| Ronald Sickler | 443-38-3742 |
| Fairfield | |
| Leroy Lee | 559-56-2974 |
| A. J. Cellini | 564-37-8028 |
| David Milburn | 559-74-7677 |
| Santa Rosa | |
| Gary McKay | 554-76-0510 |
| Ted Lyman | 555-50-5242 |
| George Riebli | 563-36-0414 |
| Oakland | |
| Lawrence Tavares | 576-26-5097 |
| Earl Willett | 337-22-5048 |
| Rodney Cowin | 562-56-5727 |
| Stockton | |
| David Burch | 568-58-0296 |
| Marc Cecchetti | 554-90-7414 |
| John Baker | 558-70-3019 |
| Eureka | |
| John Sears | 546-70-5630 |
| Darrell Robinson | 509-28-1438 |
| Abe Souza | 565-38-6863 |
| Fresno | |
| Gary Meadows | 558-13-1296 |
| Jim Thomas | 568-58-0298 |
| Harold Jones | 566-40-5280 |
| Marysville | |
| Harry Sembach | 566-40-4181 |
| Norris Read | 571-50-7649 |
| Ernie Dorsey | 570-46-1361 |
| Redding | |
| Terry Porter | 572-64-7842 |
| J. L. Hinote | 562-56-9612 |
| Eric Sargent | 573-82-9387 |
| Auburn | |
| Larry Rhoden | 558-68-9895 |
| Ernest Lopez | 547-56-5568 |
| Leonard Garter | 570-15-8260 |
| Sacramento | |
| Danny Langdon | 572-11-7591 |
| Bill Stinnett | 530-24-0073 |
| W. Z. Shields | 564-46-5610 |
| San Jose | |
| Ray Bisailon | 027-24-0940 |
| Wilbert Porria | 562-58-1012 |
| Andre Rodriguez | 563-31-0276 |
| Watsonville | |
| Michael Brown | 565-84-1129 |
| Dino DiMarzio | 028-28-3031 |
| James Spinett | i554-70-4659 |
| Reno | |
| Tom Gallagher | 530-24-7089 |
| Steven Hakins | 530-56-1941 |
| Karl Lester | 571-54-8868 |

Talking to Techs

By Frank Morales

Negotiations for wages/fringes will begin soon, effective July 16, 1988. Pre-negotiation meetings have been scheduled at the following locations, all meetings start at 7:00 P.M.

Sacramento, May 4, 1988
Laborers Hall, 6545 Stockton Blvd.

Santa Rosa, May 11, 1988
Union Hall, 3900 Mayette.

Oakland, May 25, 1988
Teamsters Hall, 8055 Collins Dr.

San Jose, May 26, 1988
Union Hall, 760 Emory St.

Please try to arrange your schedule so you can attend one of the four meetings.

Testing & Inspection

In accordance with the 1987-1990 Agreement between the Council of Engineers & Laboratory Employers,

Inc/Independent Testing & Inspection Employers, Inc. and the Operating Engineers Local Union No. 3 effective March 1, 1988, an increase of 3.8 percent based on the 1987 Cost of Living Adjustment was implemented.

The members of Testing & Inspection met at the Teamsters Hall at 8055 Collins Drive in Oakland and voted to allocate 10¢ to the Pension Fund. Adjustment as follows:

The Tech Department would like to congratulate the following members for their long time membership with Operating Engineers Local Union #3.

- Paul Betz 30 years
- Bobby Boggs 30 years
- Mike Clarkin 30 years
- Mike Rodriquez 30 years
- Bill Weir 30 years
- Donald Clark 35 years
- Eugene Schaufler 35 years



A survey crew in the early 1950's

Pictured below are 13 surveyors who worked for Brian Kangas & Foulk in the early 1950's. Brian Kangas & Foulk has been a leading Peninsula Civil Engineering-Planning Survey firm since 1915. In the picture we can identify 10 members. The other 3 members are unknown, but if you can identify the other three, please give the Tech Department a call at (415) 638-9355. From left to right: Ed Baca, unknown, Jim Foulk, unknown, Rupert Tinker, Ted Taylor, Bruce Forsythe, Len Dalve, Wes Readhead, Harvey Blomquist, Gil Rodriquez, Howard Curry and the last one is not known.

| Current Classification | Current Wage | Current Pension | Cola Incr. 3.8% | New Wage/Fringe | New Rate |
|------------------------|--------------|--------------------------|-----------------|-----------------|----------|
| Trainee | 8.29 | 10.34 | 39¢ | 12.88 | 8.58 |
| Technician (T1) | 11.06 | 13.11 | 50¢ | 15.76 | 11.46 |
| Technician (T2) | 13.33 | 15.38 | 58¢ | 18.11 | 13.81 |
| Eng. Tech (ET) | 15.08 | 17.13 | 65¢ | 19.93 | 15.63 |
| Senior Eng. | | | | | |
| Tech. (SET 1) | 16.43 | 18.48 | 70¢ | 21.33 | 17.03 |
| Senior Eng. | | | | | |
| Tech (SET 2) | 17.65 | 19.70 | 75¢ | 22.60 | 18.30 |
| NEW | | | | | |
| () Eff. 3/1/88 | 1.85 | Health & Welfare | | | |
| () Eff. 3/1/88 | 2.15 | Pension | | | |
| () Eff. 3/1/88 | .30 | Pension Health & Welfare | | | |

Are we failing in politics?

by Don Barney,
Utah Executive Board Member

The last session of the Utah State Legislature brought to light the critical political situation that union and all middle income people of America face. We have failed to make our political system work.

We allowed a handful of special interest groups to take control of our state and nation. Utah's workers lost our state prevailing wage law, labor's voice on the state unemployment and workers' compensation advisory councils have been silenced, the right to ask for fair punitive damages in industrial accidents has been lost, and so many other rights unions fought for thirty years to protect. In a brief message it's impossible to list all the anti-labor legislation that has been stuffed down our throats.

How did all of this happen in the last eight years? We sat back and let special interest groups buy politicians who have nearly put us out of business. We have failed, as union members, to get out and make our votes count. We failed to be active in the political process. And we failed to exercise the most valuable possession the Constitution and the Bill of Rights guarantees us as citizens of the United States: we failed to vote. And by our own failure, we didn't demand our elected politicians to be held accountable for their voting records.

The time is right to turn political battlefields back in our favor simply by fighting for and defending our rights.

Working people throughout the State of Utah and the United States are

ready for a change. We must rededicate ourselves and once again become a strong political force. We must organize our efforts to make sure we once again have a voice in government affairs.

We can enlist the support, also of hundreds of thousands of nonunion people who are tired of low wages and terrible working conditions. We now have the leadership in place in San Francisco and Salt Lake in the form of dedicated, capable and talented people. But for too long, our leaders have been forced to spend too much of their valuable time fighting in the courts, on picket lines, and in no-win political situations.

It's now the responsibility of the membership to elect public officials who are responsive to our needs for survival. We cannot survive if we don't take control of the ballot boxes this fall.

As the Executive Board Member for the State of Utah, and with the support and blessing of our district representative and agents, I'm asking for your pledge of support in the political area.

Volunteers are needed from every area within the state to establish a strong political action committee, which will enable us to protect our jobs and our livelihood.

A few hours of your valuable time as a volunteer can make the difference between winning or losing.

Please contact George Stravos at Local 3's Salt Lake office at either of these phone numbers: 596-2677 or 1-800-662-3630.

The future you save may be your own.

Anti-union legislation in Utah

By Don Strate,
District Representative

Utah's Legislature just finished their session for 1988. After seeing and being involved with the legislative process this year, I can't overempha-

size how critical it is for every union member and their families to become actively involved in politics. Be sure everyone of voting age in your household is registered and votes. If you're not already registered, you can register to vote at the union hall.

This session consisted of one hundred percent anti-worker legislation. Some of the bills presented by Utah's Senate and House officials were proposed with no concern for the working class, the unemployed and homeless. Every bill was written to allow business off the hook and deprive Utah's workers of wages and employment protection.

The Republicans' self-interest, with their lack of commitment to industrial progress, have promoted economic injustice for Utah's workers. And they will leave no stone unturned to perpetuate themselves in to power.

Americans from all parts of the country have reaped the rewards of the labor movement--and I for one, do not intend to let Utah's legislators turn back the time. We must press forward with our combined strength toward the goal of fairness for the working people in Utah. Instead of constantly being on the defensive, we must expand our liberties--we must discourage the election of public officials who promote exclusion and ruin opportunities for work.

One example of this biased legislation was House Bill 218. This bill was proposed to rewrite parts of the Workers' Compensation Act of Utah. Legislators proposing the changes wanted to redefine an accident. Their proposed definition would have eliminated thirty to forty percent of industrial accidents presently established. The statute of limitations on filing would have been cut back to sixty days instead of being unlimited as it is today. And, an individual receiving other benefits, state or federal, would have that state or federal payment deducted from the amount of the workers' compensation to which that person would be entitled.

Through political pressures, this bill remained relatively secure. The present definition of an accident remains and a limit of fifty percent to offset the amount receivable applies to social security benefits only. The legislators'

(Continued on page 12)

Honorary Members

At the Executive Board meeting on March 13, 1988, it was reported that the following retirees have 35 or more years of membership in the Local Union as of March 1988 and have been determined eligible for Honorary Membership, effective April 1988:

- Obie Arnett#0368991
- Dennis Allen#0750438
- Martin Best Jr.#0736443
- Kirby Butts#0702231
- Jack Cameron#0369037
- Charles Casarotti#0553000
- Jack Colvin#0688822
- Morrel Darrough#0678971
- Lewis Dexter#0569091
- A. R. Fagundes#0760665
- Clifton Fears#0763708
- Peter Finn#0766491
- Ricardo Gallegos#0718399
- Norman Gates#0688846
- Jeard King#0750317
- Eugene Lake#0689161
- Charles Luke#0630708
- H. E. Lutzow#0766499
- Frank Macedo#0766447
- Albert Mahler#0760709
- Hans Meier#0758274
- Joseph Miller#0286539
- Ned Miller#0754382
- Robert Miller#0683281
- Clement Molina#0325022
- Frank Mozzetti#0610174
- Edward Rayner#0569594
- Merrill Reed#0667328
- Pat Rice#0574299
- Edward Roberts#0754336
- Harry Rosenberg#0239893
- Fred Spaulding#0354798
- Travis Stover#0434511
- Louie Tabiayo#0546674
- William Taylor#0569540
- Jack Turner#0750550
- Albert Willing#0766480
- William Yoakum#0652619

Anti-union legislation in Utah

(Continued from page 10)

proposal on a sixty-day statute of limitations was lengthened to six months, so some protection was maintained.

HOUSE BILL 114 AND SENATE BILL 170: INDEPENDENT CONTRACTOR

Some legislators sought to change the definition of an independent contractor so a large number of employees would become subcontractors. Also, these subcontracting workers would have to pay their own unemployment insurance, workers' compensation, FICA and state taxes. Efforts resulted in this bill being held in the Rules Committee by one small vote.

SENATE BILL 52: SEASONAL EMPLOYMENT

This proposed bill stated anybody working in a seasonal job had to be employed at least 38 weeks a year before unemployment insurance could be used by that individual. This bill would effectively eliminate all people working in the construction industry.

This bill also passed the Utah Senate and was held in the Rules Committee by one vote. Right up to the last minute, a tremendous amount of pressure was applied by the Republicans to pass this bill. Thank your lucky stars they couldn't make it happen, because they tried their damndest. That was this time, there's still next time to get through.

HOUSE BILL 195 AND SENATE BILL 227

The passage of this bill would have excluded union contractors from bidding any public work's projects. This bill wasn't out of the Senate at midnight the last day the Legislature convened, so it died. Labor would not support the building bond issue because of this bill.

SENATE BILL 158

This bill was designed to remove labor seats from advisory councils such as workers' compensation and unemployment insurance. In fact, this bill did pass. Labor no longer has representation on these councils as we should.

Brothers and Sisters, it's as obvious as the nose on your face that Republicans in Utah's Legislature are set on destroying organized labor with what they must think are a few final blows. Thanks to the Democrats in the Senate and House, labor was able to ward off some of this blatantly discriminating and ludicrous legislation.

Our children's futures have been mortgaged because of the Republicans lack of leadership and inability to promote growth in construction and other necessary areas of our economy.

Your help is needed in the upcoming elections this year. Discrimination against Utah's tax mainstay--her workers--must be stopped. We can halt this unconscionable war against Utah's workers, the homeless and the needy.

Call the union office and ask how to join in this fight, because the greatest danger is our own lack of decision and our own complacency. We must encourage and share fundamental ideals about what Utah can become. I hope I can count on each of you to stand with me at the polls this year.

I want to take this opportunity to thank all members who responded to Local 3's call for help and made phone calls to the House Representatives and Senators on these bills. Also, a special thanks to members in W.W. Clyde's shop who sent the letter to members of the House and Senate encouraging them not to support this legislation.

Election Committee Notice

William M. Markus, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting 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 month of August, 1988.

Article XII, Section 3, Elections:

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

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

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with 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:

All meetings start at 8:00 P.M.

April 1988

- 19th EUREKA—Engineers Building, 2806 Broadway
- 20th REDDING—Engineers Building, 100 Lake Blvd.
- 21st MARYSVILLE—Engineers Building, 1010 "I" Street
- 26th HILO—Kapiolani School, 966 Kilauea Avenue
- 27th ... HONOLULU—Kalihi Waena School 1240 Gulick Avenue
- 28th MAUI—Kahului Elem. School, 410 S. Hina Ave., Kahului
- 28th SAN MATEO—Laborer's Hall, 300 7th Avenue

May 1988

- 3rd STOCKTON—Engineers Building, 1916 North Broadway
- 5th RICHMOND—Point Marina Inn, 915 W. Cutting Blvd.
- 10th FRESNO—Laborer's Hall, 5431 East Hedges.
- 17th SACRAMENTO—Laborer's Hall, 6545 Stockton Blvd.

Attend Your District Meetings

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

April

- 19th District 4: Eureka
Engineers Bldg.
2806 Broadway
- 19th District 17: Kauai
Wilcox Elem. School
4319 Hardy Street

- 20th District 7: Redding
Engineers Bldg.
100 Lake Blvd.
- 20th District 17: Kona
Konawaena School
Kealahakua
- 21st District 6: Marysville
Engineers Bldg.
1010 "I" Street
- 26th District 17: Hilo
Kapiolani School
966 Kilauea Ave.
- 27th District 17: Honolulu
Kalihi Waena School
1240 Gulick Ave.
- 28th District 17: Maui
Kahului Elem. School
410 S. Hina Ave.
Kahului, Maui.
- 28th District 1: San Mateo
Laborer's Hall
300-7th Ave.

May

- 3rd District 3: Stockton
Engineers Bldg.
1916 North Broadway
- 5th District 2: Richmond
Point Marina Inn
915 W. Cutting Blvd.
- 10th District 5: Fresno
Laborer's Hall
5431 East Hedges
- 17th District 8: Sacramento
Laborer's Hall
6545 Stockton Blvd.

Engineers News

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ENGINEERS NEWS 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. USPS Publication Number 176-560. Subscription price is \$6 per year.

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