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.

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—Highway Committee and as a director of the California-Nevada Construction and Maintenance Trades Council. The vice presidents tendered their resignations as directors of the California Labor Federation.

Dowd, a retired Local 3 member, whose service of nearly 25 years made him the second most senior of the vice presidents, tendered his 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 is also 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 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.

Stapleton succeeds William G. Maritime Trades Council chairman and spokesperson for the coalition, urging labor organizations and allied groups to push ahead with the signature campaign.

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.

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 county 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 campaign.

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 county 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 campaign.

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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 Industry

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, life is expensive for American workers. Even though a majority of American workers now enjoy some form of medical and retirement benefits thanks to the labor movement, they still face significant challenges in protecting 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 after another, state budget cuts have increased the cost of 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 shifting to health care, 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 busts of the 1970’s and 80’s, increasing health care costs are now creating a "health care crisis". The federal government cracked down on hospital charges for inpatient care, health plans expanded outpatient care, leading to sharp hikes in total payments to physicians. Together with an aging population and advances in medical technology, health care 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.

In the health care industry, the fundamental issue is now round two of escalating benefits. Stashing benefits is not the answer. Just as it takes a host of specialized tools to perform a major tune-up on today’s automobiles, 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 traveled 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 loaning to the finishing touches on. Very active in an ongoing 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 marketplace 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.”

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

By John McMahon
Reacting to recent in-roads made by building trades unions in recapitulating 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 Mehe, 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 project, 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 Convention Center to protest the presence of the anti-unionAssociated Builders and Contractors and their annual convention. The convention's opening was delayed by two hours because of the 2,000 contractors attending the event too near the center past the rally.

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.

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 and their annual convention. The convention's opening was delayed by two hours because of the 2,000 contractors attending the event too near the center past the rally.
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 its 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 for 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 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 equips 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, 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 who 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 hazardous waste problem. Solutions were worked out and then presented by a spokesman selected from each group.

"In the next several years, an 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."
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.

We've been told a new explosion, but he was reassigned to report on the cause. Torrance refinery last November. 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.

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 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 work lives last June. However, anti-union elements are coalescing to defeat the building trades efforts to finally destroy a form of socialism. "They want to "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 manipulate policies against 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 images 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.

"Through the symbols and images 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 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.

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 Salles 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.

Bills ending double-breasting advance through the Senate

Legislation which would end double-breasting and clarify laws dealing with prehire agreements is close to being sent to President Reagan for his signature. $ 492, which was passed by the Senate Labor Committee in December, 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 a form of socialism. "They want to redistribute the wealth," Hatch accused the bills' supporters.

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

"They are really two different concepts," says Robert Jokic, an attorney with a San Jose law firm specializing in labor law. "Dekiew 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."
Bay Area slated for major highway projects

In an effort to accommodate burgeoning car traffic in the Bay Area, state highway officials envision four more local construction in the next six years than occurred between 1980 and 1986. Although the scope of work to be done will create traffic congestion, the end product will hopefully provide a solution to many of the region's transportation problems.

"Caltrans is going through the biggest construction program in the state's history and the Bay Area is way out in front of Southern California, because we're the fastest economic growth area," says Caltrans regional director Bob Balligan.

In the next six years, Caltrans will spend $2.7 billion on Bay Area highway expansion to help deal with the explosion of traffic. From 1980 to 1986, as the number of registered vehicles in San Francisco jumped 20 percent, Caltrans spent only $694 million on highways in the region.

Some of the most significant projects are:
- John Knox Freeway: Interstate 80 through Richmond. Work started in 1985 to connect I-80 to the Richmond Bridge with a six-lane freeway to replace Hoffman Blvd. Construction of a new interchange at the intersection of the new freeway and I-80 is slated to begin later this year.
- Benicia Bridge: Later this year, Caltrans will start a $30 million, three-year project to add a lane on both sides of the bridge in "outrigger" fashion. The fix will be temporary while engineers plan a new $35 million bridge.
- Interstate 680: Starting this year and continuing through the mid-1990's, Caltrans will widen I-680 for 40 miles between Hwy. 238 in Fremont and the interchange with Hwy. 4. The section of the highway north of the new portion has been open and well used for years. Lack of funds held up the remaining portion so long that many people thought it would never be completed. Over time, golf courses, vineyards and homes sprang up along the proposed highway corridor.
- Interstate 880: Preparatory work began on expanding I-880 from Hegenberger Road in Oakland south for more than 20 miles to the Santa Clara County line. It will take approximately six years to add two lanes to the highway at a cost of $316 million.
- Interstate 80: Later this year, Caltrans will start adding a new car pool lane between Asby Avenue in Berkeley and the Bay Bridge, skirting the toll plaza. Lane additions and modification of interchange will also be done as far north as Rodeo at a cost of $241 million.

Highway 87: Starting next month, Caltrans will begin extending the six-lane freeway south from I-280 and the San Jose Expressway to San Theatera Blvd. as far as U.S. 101. First work will be near the Capitol Expressway. Total cost: $96 million.

Highway 85: Starting late this year, work will begin to extend Hwy. 85 from Stevens Creek Blvd. in Cupertino southeast to I-880 near Los Gatos, then east to link with Highways 87 and Hwy. 101 in southern San Jose (see adjoining article). This $493 million project is slated to go until 1995.

Highway 237: Caltrans will transform this stoplight-studded road into a six-lane freeway with interchanges at Great America Parkway, North First Street and Zanker Road at a cost of $220 million.

U.S. 101: For the next five years, work will be done in Santa Clara County to expand Hwy. 85 from I-880 south to six lanes at a cost of $119 million. The work will continue in San Mateo County beginning in 1991.

San Mateo Bridge: Starting in 1992, Caltrans plans to add a lane in both directions on the eastern portion of the span where traffic is currently stopped up the existing four lines.

Highway 92: Starting in 1992, Caltrans will add slow vehicle lanes to this windy road that is Half Moon Bay's only connection to Peninsula freeways.

Hwy. 85 freeway comes on line at last long

After 30 years of delays—and despite lingering lawsuits and controversy—work is about to begin on the Highway 85 loop in Santa Clara County. The 18-mile project will link Hwy. 85 from I-280 in Cupertino through the Santa Cruz Mountain foothills of Saratoga and Los Gatos and then back to Hwy. 101 in south San Jose.

The first segment of the highway north of the new portion has been open and well used for years. Lack of funds held up the remaining portion so long that many people thought it would never be completed. Over time, golf courses, vineyards and homes sprang up along the proposed highway corridor.

The San Tomas Expressway mushroomed on the mudflats of the mudflats of the Union Valley area, with new homes and high tech firms sprouting up almost overnight. Property values skyrocketed and traffic slowed to a crawl. While the Northern California voters, fed up with aggravating commutes, passed a half-cent sales tax to address their traffic problems. Part of the money, an estimated $300 million, will be used for the completion of Hwy. 85, Old right-of-way maps were pulled off of shelves and reviewed for the first time in many years, and many local residents and officials decided they didn't want the freeway to be completed.

Los Gatos thought the freeway was a fine idea if limited to two lanes. San Jose, having suffered from years of gridlock, pushed for at least eight lanes. Saratoga, where the average homes sells for $400,000, said it would go along with the plan only if no interchanges were located along their portion of the freeway, a proposal that inflamed the surrounding communities.

In the midst of the wrangling a Saratoga citizens group sued local and state traffic authorities last November. They objected to the six-inch-thick environmental impact statement as inadequate and pushed for changes in the design. Their battle, fought loudly in the courts has resulted in a design that should satisfy the most discriminating environmentalists.

Groundbreaking will begin next month on a project that will feature a six-lane freeway, two lanes of which will be designated commuter lanes, and a 46-foot median strip that may someday accommodate mass transit. Three historic homes, nearly 450 families and 70 businesses have or will be displaced.
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 union organizing campaigns, often illegal, but too often effective.

They told of organizing drives snuffed out by the firing or the laying off of the most active union supporters, of the breach of management contracts 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 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 "completely out of kilter."

Metsenbaum 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 employees 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

The petition drive has gathered momentum in the last few weeks, with thousands of signatures being collected daily. As of today, over 600,000 signatures have been collected, surpassing the initial goal set by the activists.

In a recent press conference, the campaign leaders announced that they are planning to submit the petition to the relevant authorities within the next two weeks.

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 subgrade. Jaeger Construction is doing the work, and hopefully, can hold the holding ponds which is a lot of mud to move.

Marysville District Picnic

Mark your calendars now for the Marysville District Picnic, May 14, 1989. This will be the first district picnic this year. Retirees and their spouses will not be charged. Children under age 12 are free too. The menu will 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 public will begin at 12 noon and continue until 4 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, Suter, Ca. Come one and all for a good time.

Continued on page 7
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 job sites in the Bay Area on Saturday, March 19 to march to the POSCO steel plant site in Pittsburg, CA, and to hear Jesse Jackson stump for President.

Four thousand longshoremen from Bakersfield 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 pre-meet message.

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

The labor crowd then marched to USS-POSCO Industries, where a $350 million modernization 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," said Marvin Bobo, vice president of Supervisors has investigated the allegations and said to the crowd: "You have men sleeping four and five to a room. People sleeping in fleabag motels."

Plant officials have said there was no vendetta against the union in choosing BEAK 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 their hats and tails up in union as they marched to the steel plant, a joint venture of USX Corp. and Pohang Steel of South Korea. Modernization of the aging plant has led to 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 at California 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.

Dry weather gets work off to early start

Work has really taken off due to the unseasonably dry and warm February weather. Guy F. Atkinson has started his $10 million paving job in Cloverdale, which is beginning to pickup, according to Manuel Ghilotli, head concrete foreman. Above average temperatures have allowed a work force of 250 to work seven days a week because they can't afford anything. People sleeping in fleabag motels.

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 raise the ticket prices.

The work picture on the East side is on the West Side according to Business Manager for Guy F. They plan on enjoying February weather. Guy F. Atkinson has received a couple scrapers working soon.

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-going, off-going 1-80 job in Reno along with the Doby Summit job, 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.

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 50¢ each or three for $1.00. Soft drinks will be free for the kids.

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

More from Marysville district
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 Davis. Tolcher 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 jai, which is still under construction. Wagnon has yet to be received as to who will pick up the $23 million highway job on H-113 between Davis and Woodland.

Gradeway 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 working three paving crews.

George Lund has his mechanics with their heads down and tails up trying to keep his iron running and on the subdivisions he has going. Lund is contractor who is the owner and also a 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 operating 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, no one born into poverty been able to many desire her, but she is still a beautiful woman." says 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 Watsonville of any article he wrote 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 extremist 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 choice to choose or alter leadership, and reject or change laws within the polling place."

"Never before, anywhere has anyone 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 this land."

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

"Never before, anywhere has there been 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."

Our current round of Retiree Association meetings has just ended, and it was good to see the fine turnout of spouses 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 use of these cost control programs set between Davis and Woodland, Plan expenses are welcome, of course. And any Engineer will be running three paving crews.

And as was explained at previous meetings, 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 Kapiolani School in Honolulu, Hawaii.\n
Also, use generic drugs and he/she says a generic is o.k. Kapiolani School is close to your home as the pharmacy where you most often use. Also, use generic Hilo.

Don't forget, 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 Union, Health, Care, Credit Union, Social Security, Medicare, Union status, you name it.

**Pre-Retirement meetings**

**Hilo**

Hilo, Hawaii
Kapiolani School
2806 Broadway
Honolulu, Hawaii
Honolulu, Hawaii
Kahului Elem. School
Kahului, Maui
Kahului, Maui
Kahului, Maui
Kahului, Maui

**Honolulu**

Apr. 27, 4 p.m.
Kalihi Waena School
1240 Guilick Ave.
Honolulu, Hawaii

**Mauki**

Apr. 26, 6 p.m.
Kahului Elem. School
410 S. Hina
Kahului, Maui

**Stockton**

May 17, 7:30 p.m.
Operating Eng. Bldg.
1917 Blaylock Rd.
Sutter Creek, CA

**Fresno**

May 16, 7:30 p.m.
Cedar Lanes
3131 N. Cedar
Watsonville
May 17, 7:30 p.m.
Veterans Memorial Bldg.
Veterans Memorial Bldg.

**San Jose**

May 19, 7:30 p.m.
Veterans Memorial Bldg.
Veterans Memorial Bldg.

**Reno**

May 24, 7:30 p.m.
Nendel's In
55 E. N Street

**Sacramento**

May 26, 7:30 p.m.
Laborers Hall
1350 Holiday Lane

**San Francisco**

May 28, 7:30 p.m.
Veterans Memorial Bldg.
Veterans Memorial Bldg.

**San Diego**

June 1, 7:30 p.m.
Veterans Memorial Bldg.
Veterans Memorial Bldg.

**South Lake City**

June 16, 7:30 p.m.
Operating Eng. Bldg.
Veterans Memorial Bldg.

**Fremont**

May 20, 7:30 p.m.
Veterans Memorial Bldg.
Veterans Memorial Bldg.
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. 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 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 print media advertising, union生产经营 media advertising 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 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 Committees.

DISTRICT COMMITTEE MEN S.S. #
San Francisco John Reilly 015-36-5575
James Fehily 090-22-8286
James Shurleff 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. Cella 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 337-22-5046
Rodney Cowin 562-56-5727
Stockton David Burch 559-58-0926
Marc Gecchetti 554-90-7414
John Baker 558-70-3019
Eureka John Sears 546-70-5630
Darrell Robinson 509-28-1438
Abe Souza 565-36-5686
Fresno Gary Meadows 558-13-1296
Jim Thomas 566-58-0286
Harold Jones 566-40-5280
Marysville Harry Sembach 566-40-4181
Norris Rand 571-50-7469
Ernie Dorsay 570-14-1381
Redding Terry Porter 572-64-7842
J. L. Hinote 562-56-9561
Eric Sargent 573-82-3387
Auburn Larry Rhoden 559-68-3885
Ernest Lopez 547-36-5655
Leonard Carter 570-15-8280
Sacramento Danny Langdon 572-11-7591
Bill Stinson 530-50-0073
W. Z. Shields 564-46-5610
San Jose Ray Bisalill 027-24-0940
Wilbert Poria 562-58-1012
Andre Rodriguez 563-31-0276
Watsonville Michael Brown 565-84-1129
Dino DiMarzio 565-34-0263
James Stinehart 554-70-4659
Reno Tom Gallagher 530-54-7099
Steven Hikins 530-66-1941
Karl Laster 571-54-8868
Engineers News

Talking to Techs
By Frank Morales

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

Sacramento, May 4, 1988
Lobbies Hall, 6045 Stockton Blvd.
Santa Rosa, May 11, 1988
Union Hall, 3900 Kneo.
Oakland, May 25, 1988
Teamsters Hall, 805 Collins Drive
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, and the Operating Engineers Local Union No. 3 effective July 16, 1988, an incident adjustment on the basis of the 1987 Cost of Living Adjustment was implemented.

The members of Testing & Inspection agree that they will work at 805 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-term membership with Operating Engineers Local Union #3:

- Paul Bents: 30 years
- Bobby Bojes: 30 years
- Mike Clarkin: 30 years
- Mike Rodriguez: 30 years
- Bill Weir: 30 years
- Donald Clark: 35 years
- Eugene Schaffer: 35 years

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

A survey crew in the early 1950s

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) 658-8355. From left to right: Ed Baca, unknown, Jim Foulk, unknown, Rupert Tinker, Ted Taylor, Bruce Forsythe, Len Dalve, Wes Roadhead, Harvey Blomquist, Gil Rodriguez, Howard Curry and the last one is not known.

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

This session consisted of one hundred percent anti-worker legislation. Some of the anti-union propaganda with which we as a volunteer can make the difference in our state. We must press forward with our combined strength toward the goal of fair wages and working conditions. 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 we will no leave stone unturned to protect ourselves in to power.

Americans from all parts of the country have reaped the rewards of labor movement—and for one, that person would be entitled. Utah's Senate and House officials were proposed with no concern for the working class, the unemployed and homeless. Every bill we pass brings the hook and theرهله and the working class into the arena. We must expand our liberties— we must encourage the election of public officials who promote exclusion and run 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 and federal payment deducted from the amount of the workers' compensation to which that person would be entitled.
Anti-union legislation in Utah

(Continued from page 10)

proposals 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 tremendous amount of pressure was applied by the Republicans to pass this bill. Thank your lucky stars they could not make it happen, because they tried their damnedest. 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 mid-night the last day the Legislature convened, so it died. Labor would not support the building bond issue because of this bill.

SENATE BILL 159

This was designed to terminate the six-weeks unemployment insurance for four weeks and terminate long-term unemployment and terminations. As this bill was in the Rules Committee by one small vote.

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 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.

(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 of the Local Union.

(c) The election of Officers and District Members of the Local Union 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.

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—Kapioani School, 966 Kilauea Ave.

27th HONOLULU—Kalani Waena School, 1240 Gulick Ave. 28th MAUI—Kahului Elem. School, 410 S. Hina Ave., Kahului

May 1988

28th District 1: San Mateo Laborer's Hall 300-7th Ave.

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.

IMPORTANT

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

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