



Engineers News

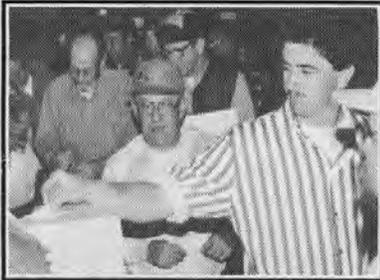
VOL. 47, NO. 3

OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA

MARCH 1989

Master Agreement Ratified

Local 3 members in Northern California have ratified a new four-year contract. Story on page 3. Wage rates, language changes on pages 20-25.



Organizing

Like a wolf on the prowl, the open shop is stalking the state in earnest. The most effective weapon is organizing - from the bottom up (see pages 6 & 7).



Highway work in a jam

Future highway construction in California is rapidly approaching gridlock. And the culprit is the Gann spending limitation (see page 8).



Commemorating our 50th Anniversary

By James Earp, Managing Editor

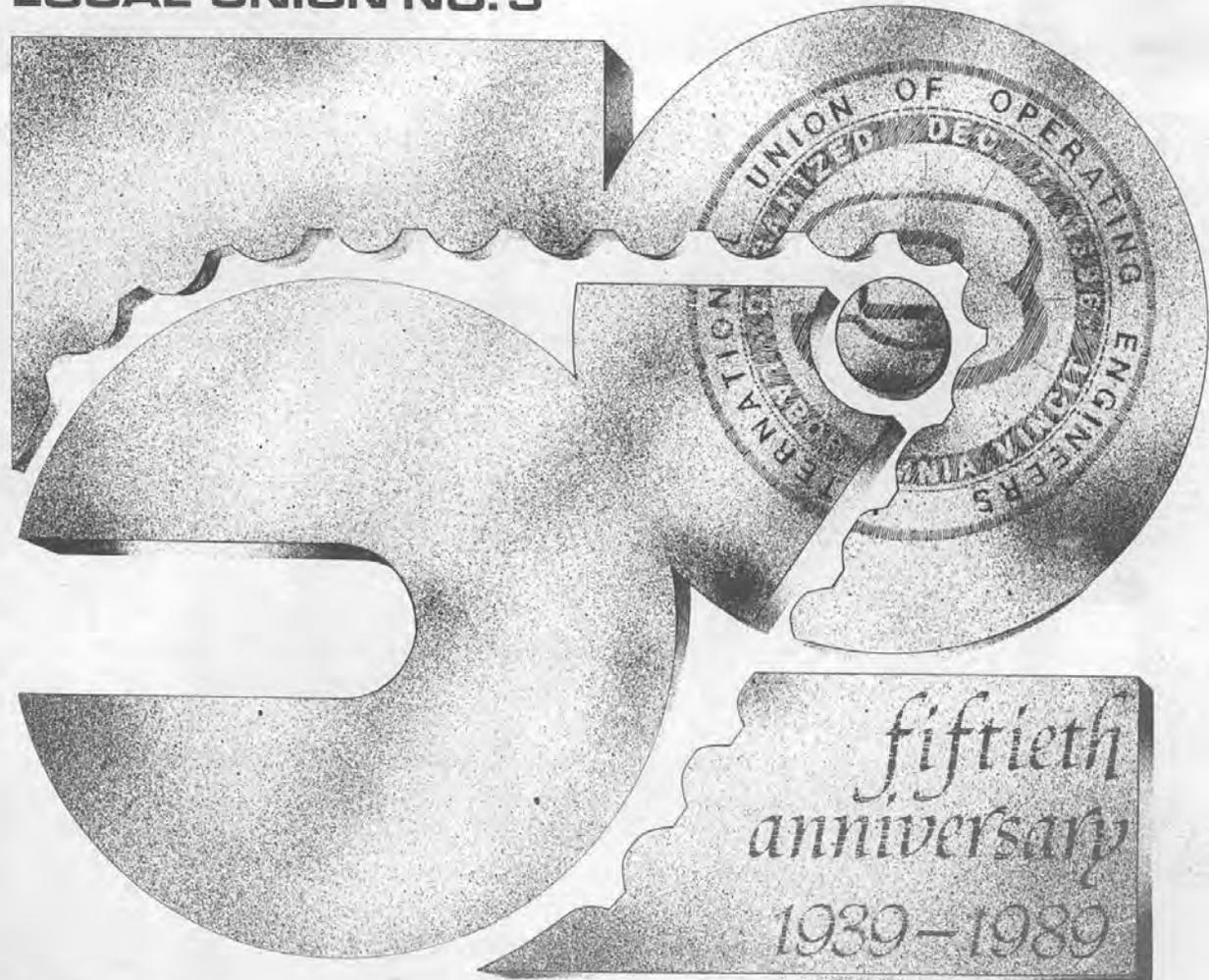
It was March 1, 1939. The newspapers were carrying stories nearly every day on the growing power of Nazi Germany. Cardinals were convening at the Vatican to choose a new Pope. In California the average earnings were \$30 a week and the state was experiencing the driest winter since 1876.

For about 1,800 heavy equipment operators working in the San Francisco Bay Area and most of Northern California, it was also a new beginning. It was on this day that 17 local unions of the International Union of Operating Engineers were officially amalgamated into one local union to be known as Local 3, and a new charter was issued.

The significance of this event was probably lost on all but a very few union members who were working in the trade at the time. They didn't realize what lay ahead for them and for the union. They didn't know that within a couple years, the ominous presence of the Third Reich would mushroom into the most deadly alliance the world had ever known. Little were they to know that many of them would be on the battlefield, whether it was the South Pacific, the European Theater or on the desert plains of North Africa.

Some would tote guns. Others would become part of the famed Seabees who used their construction skills and braved bullets and shrapnel to build airstrips, foxholes, supply roads and bunkers.

OPERATING ENGINEERS LOCAL UNION NO. 3



Some were heroes. All of them were key to helping us win the war.

Little were they to know that a great migration was in store for California after the war. Millions of people would stream into this golden state of opportunity to raise families, buy homes and start a new

life of promise.

That day on March 1, 1939, only a handful of men could have even imagined that this new Local Union No. 3 in a few short years would not only solidify its strength in Northern California, but would

(Continued on page 2)



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

On the evening of March 1, I and several of the officers were up at a veterans hall in Gridley to conduct the final ratification meeting for the new Northern California Master Construction Agreement. We were tired after three full weeks of ratification meetings. Some of us had a three-hour drive home in the pouring rain ahead of us after the meeting was over.

Just before the meeting was to begin, someone said, "Hey, you know what day this is?" I thought for a minute and then it dawned on me. It was the 50th Anniversary of Local 3. For a brief moment we contemplated the significance of the event. Then we picked up the gavel and started the meeting.

In a way, it was appropriate to celebrate our birthday without fanfare. To be sure, we have a lot planned by way of celebration for this 50th anniversary year. But on March 1, 1989, we didn't do anything special, except complete the ratification process for one of the most significant master construction agreements in the history of our union. That, to me, was a very appropriate way to usher in the next 50 years of this great union.

If you talk to the old timers who were working in the industry 50 years ago about the beginnings of Local 3, most of them will scratch their heads if you ask them how they felt about the creation of Local 3. The average heavy equipment operator of the time was booming all over the state to make a living. Most operating engineers were aware of the new amalgamation, but it wasn't something that made a big impression on them at the time. They had a job to do. Times were hard and so was the work and it took just about everything they had to do it.

They put their sweat and their skill to work and what a job they did! Today we can drive up Lake Boulevard through Redding up to Shasta Dam and view this magnificent structure in its awesome beauty. Fifty years ago when Local 3 was formed, our people were working day and night on that dam. It stands today as a working monument to the grit and skill and determination of the union craftsmen that made this union great.

You can drive across the Golden Gate Bridge and realize that fifty years ago, our members had just finished building what remains the most beautiful span in the world. Everywhere you go from Utah to Hawaii, you see the product of the Local 3 members who built the West and in the process built Local 3 into the largest local union in the construction industry.

Therein lies the strength of our union. Not in big talk, but in rolling up our shirt sleeves and getting the job done. Happy Birthday Local 3!

"Therein lies the strength of our union. Not in big talk, but in rolling up our shirt sleeves and getting the job done."

Commemorating our 50th

(Continued from page 1)

take in Northern Nevada, Utah and Hawaii, making it the largest, most powerful local union in the entire building and construction trades.

Even Victor Swanson, first business manager and founding father of Local 3, could not have fully realized the tremendous role this union would play in the future of the West. For the

next 30 years the area covered by Local 3 would experience an incredible transformation. There were huge dams, aqueducts and hydroelectric powerplants to build. The great Central Valley Project and the California Water Project would create the most extensive and intricate water development system in the world, feeding precious water to a state that would become the most productive agricultural center in history.

California would see the birth of the shopping mall and the creation of new towns almost overnight, made possible by the advent of a new concept in home building – tract housing. In Nevada there would be mines to develop and operate and in Utah there was the Central Utah Project and huge coal fired powerplants to build. Everywhere you would see the construction of the interstate freeway system.

Spearheading this tremendous surge of progress would be members of the Operating Engineers Local 3. Catskinners and blade hands, grade checkers and surveyors, dredge hands and miners applied their evermore sophisticated skills to an industry that was growing by leaps and bounds. At first there were 1,800 members in Local 3. By the late sixties that figure would swell to more than 36,000. Traditional jurisdictional boundaries would dissolve as the union organized a growing segment of mechanics, fabrication shops, testing and inspection workers and public employees.

Key to the success of our membership would be the union's leadership. From the very beginnings of the local's history, political involvement was a cornerstone of the union's strategy for providing jobs and protecting wages

and working conditions. Local 3 business agents and officers attained positions of influence. As labor commissioners and building trades presidents, in city and county posts – all over the

union's jurisdiction you would find Local 3 looking out for the interests of its members.

This year in the celebration of Local 3's 50th anniversary, we honor those who started it

all. We salute the members whose skill, hard work and pride in craftsmanship have helped Local 3 forge a position of strength in a very tough industry.

And we applaud those with vision today, who realize that 50 years of past success do not guarantee 50 more years of prosperity. The battle lines against the nonunion have been drawn and the battlecry today is the same as it was 50 years ago – "Be the Best. Organize the Unorganized. And above all, Fight for your Union!" It's the best thing we have going for us.

"We salute the members whose skill, hard work and pride in craftsmanship have helped Local 3 forge a position of strength in a very tough industry."

Engineers News

WLPA



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

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Local 3 members ratify four-year Master Agreement

Members of the Operating Engineers Local 3 gave overwhelming support this month to a new, four-year Northern California Master Construction Agreement, ratifying the contract in a series of specially called meetings throughout Northern California.

The contract calls for wage and fringe benefit increases ranging from \$3.87 for Group 1 to \$2.76 for Group 8 over the next four years.

Annual wage increases are 75 cents an hour (based on Group 4), with the exception of the first year, which provides for an additional 30 cents an hour for the Health & Welfare Fund, four cents for Affirmative Action and one cent for the Contract Administration Fund.

The contract also provides for the implementation of a drug and alcohol testing program and more flexibility on hiring during peak construction periods.

The economic package becomes effective June 16 of this year, while the language changes became effective March 1, upon ratification of the new agreement.

In an unprecedented move, the union commenced negotiations

with the Associated General Contractors in November 1988, approximately six months before negotiations have typically been undertaken for the union's largest construction agreement.

"These were some of the toughest negotiations this union has ever experienced," Local 3 Business Manager Tom Stapleton observed. "As we looked ahead last year to these negotiations, we knew we were facing some major obstacles to this agreement. Previous agreements negotiated by other crafts, recent NLRB decisions and a host of other negative factors made it critical that we



Local 3 members in Santa Rosa cast their ballots at a ratification meeting for the new Master Construction Agreement.

complete ratification of a new agreement before the current one expired."

Last year the National Labor Relations Board rendered a decision in a case entitled "In John Deklewa & Sons, Inc.," which provided that an employer or association such as the AGC has no obligation to bargain for a new agreement unless the union can establish that it represents a majority of employees through a

representation election.

"If a significant number of employers decided they no longer wanted to bargain with us, we would have had to collect authorization cards from our members working for each of these employers and hold new representation elections," Stapleton explained. "Although we enjoy strong support from our members throughout the construction industry, the physical task of holding new elections for a large number of employers would be difficult, but not an impossible task."

Another argument in favor of early negotiations was the establishment of prevailing wage rates with federal and state agencies. The California Dept. Of Transportation (Caltrans), which awards millions of dollars in construction projects each year, has requested early submission of agreements with specific wage and fringe allocations specified for the duration of the agreement.

To safeguard against these possibilities, Local 3 pressed for early negotiations.

"Failure to submit this information on a timely basis could have jeopardized our negotiated wage increases on many publicly funded jobs," Stapleton said.

A drug and alcohol testing program has been implemented

Services held for former officer James 'Red' Ivy

James "Red" Ivy, 68, former Recording-Corresponding Secretary for Operating Engineers Local 3, died March 15 from injuries suffered in a tractor accident. He died at his home in Pine Grove.

A member of the Operating Engineers for over 40 years, Ivy served in a variety of union offices over a 23-year period, including business agent, treasurer/manager of the Local 3 Credit Union, and Recording-Corresponding Secretary.

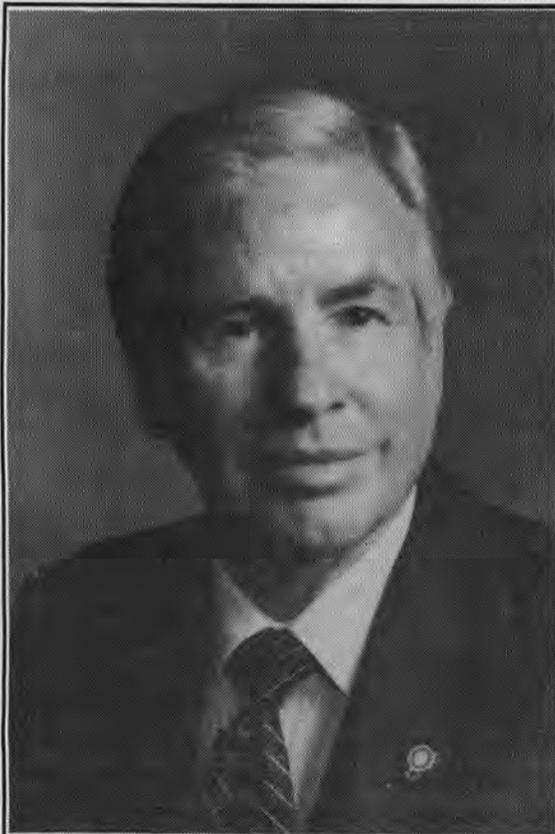
Ivy got his start in a machine shop in Hot Springs, Ark. He moved to California in the early 1940s and after

the war he worked on the Mendota Pipeline. During this period he met his wife, Mary.

As manager of the Credit Union, Ivy oversaw a period of rapid growth for the institution, which expanded from two employees to over two dozen. According to Betty Morena, his wife's niece, Ivy would often work seven days a week in carrying out his Credit Union responsibilities. "He was totally devoted to the union," Morena said.

"He was really a Good Samaritan," she added. "He would help anyone."

(Continued on page 4)



(Continued on page 5)

FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefits Director

Politicians once again looking at taxing our fringe benefits

O.K. Here I go again. At least once each year I end up jumping into the political scene to comment about taxes. "Why would the Fringe Benefit Director want to write about taxes?" you ask. Because it's almost once each year that the politicians strike up the conversation about possible taxation of your benefit plans.

You will not have to even read my lips to know my thoughts on the matter. And I've been expressing my concern about this issue at both District meetings and Retiree Association meetings throughout the jurisdiction.

You, the Union, started these benefit plans years ago. And as Tom Stapleton has written in his recent columns, we have the best plans in the country, bar none. The combined Trust Fund payouts, medical and pension, over the last 10 year period was \$1.1 billion, every dollar of which not only assisted members in their need but also insured that members throughout the jurisdiction were helping to support the communities in which they lived.

And now at a time when medical costs are skyrocketing, and the trustees of the plans are grappling with ways to allow the plans to continue to meet the medical needs of engineers and their families, the politicians in Washington, D.C. suggest—once again—that maybe they can enhance the revenues of the country (did I mention taxes?) by dipping into the reserves of tax-exempt plans or maybe even dipping into the pockets of members who had some use of the plans during a given year. Does it sound like a tax? Are you fooled by the fancy terminology? I say, like President Bush's man Darman, citing the now famous "duck test": if it quacks, it's a tax!

Well, I'm done with my politics for the time being. The solution? All of us must be concerned enough to do everything in our power to insure that our plans continue to keep their tax exempt status. Please write to your senator or congressman. Write in your own handwriting and let them know that you are

a member of the Operating Engineers, a 35,000 member union in four states, that you helped to negotiate these fringe benefit plans years ago, and that the plans operate solely for the health and welfare of the members, and that by having these plans remain sound, engineers and their families are able to be an asset, and not a burden, to the communities in which they live.

My suggested letter appears on this page. Feel free to change it in any way you feel is necessary to personalize this letter.

Round of Retiree mtgs. nears conclusion

There are just a few meetings left of the current rounds of Retiree Association meetings (see page 26). As always, there have been good turnouts of retirees at each of the meetings. We appreciate your attendance and your input on the workings of the benefit plans. If you ever need any assistance, be sure to call my office, the Fringe Benefit Center, at (415) 431-1568.

Help keep lab costs down

When your physician orders lab tests inform him of your Laboratory Program, and go to a member laboratory on your list. If your physician elects to collect your specimens instead of you going to a member laboratory, ask him to have your specimens sent to one of the member laboratories. The physician's office may call the lab for a pickup.

Note: The billing information on your lab membership card must accompany all specimens.

Remember: There is no out-of-pocket expense to you if you use a member laboratory.

Retiree picnic

The annual Retiree Picnic will be on June 3, 1989 at Rancho Murieta, so mark your calendars now. If you wish, come up with your motor homes, your trailers etc., on Friday, June 2, at noon, and stay until Sunday, June 4, noon. We will have some special events to commemorate the Union's 50th Anniversary. So come on up and have a good time.



Services held for Red Ivy

Continued from page 3

Although his union responsibilities left him little time for it in later life, Ivy was an outdoorsman who loved to fish and hike. After getting over one mountain on a hike, he would want to climb another one, according to his long-time friend, Norris Casey.

In a letter to Local 3 members upon his retirement in 1985, Ivy noted that he had seen a lot of changes in the industry during his long stint as an Operating Engineer, "but none more challenging than those we face today."

"I sincerely hope that, whether we are actively working or retired," Ivy wrote, "we will always maintain an active interest in this great union which has done so much for us."

A native of Hot Springs, Ark., Ivy was a member of the Masonic Alamo Lodge No. 122 in Walnut Creek. Survivors include his wife, Mary Ivy of Pine Grove, two brothers, Dale Williams Ivy of Concord, and Charles Montgomery Ivy of Portland, Ore., and a sister, Constance Mills of Lake Oswego, Ore. Funeral services were held March 20 in De Young Memorial Chapel, Stockton, with interment at San Joaquin Mausoleum.

The family requests that memorials be made to National Ataxia Foundation, 600 Twelve Oaks Center, 15500 Wayzata Blvd., Wayzata, Minn. 55391.

Trust Fund offices change hours

The Trust Fund Office has made a change in its schedule for office hours and telephone times. The new schedule is as follows: Office hours are from 8:00 a.m. to 4:00 p.m., Monday through Friday; you may reach the Trust Fund office by telephone from 9:00 a.m. to 4:00 p.m., Monday through Friday. You may reach the Fringe Benefit Center by phone from 8:00 a.m. to 5:00 p.m., Monday through Friday.

Did you help build the 1939 World's Fair?

For those craftsmen who worked at the 1939-40 San Francisco World's Fair, the San Francisco Building Trades Council is putting together a 50th Anniversary Reunion.

If you helped build the Fair or know of someone who did and are interested in the reunion, call the Building Trades Council at (415) 467-3330.

The Honorable (Your Congressman)
U.S. House of Representatives
Washington, D.C. 20515

Dear _____:

I am a member of the Operating Engineers Local # 3. We have 35,000 members in 4 states. My work entitles me to coverage under an excellent health plan, a pension plan and other benefit plans. It is my understanding that these plans are tax exempt. Their sole purpose is to take care of my family and me if we need medical attention (and for retirement).

I've heard and read that these plans may soon be taxed. I am definitely not in favor of such a tax. A tax on these plans would mean less money available to take care of members and their families. We have always relied on these plans to take care of our needs so we would not be a burden on our community. I am looking forward to your support on this issue: NO TAXES ON OUR LIFE SUPPORT BENEFITS.

Very Truly Yours,
(Your signature)

Amid fanfare and clicking cameras, local dignitaries drive an old firetruck through the ribbon to open the first phase of the Cloverdale Bypass.

Cloverdale celebrates completion of first phase of bypass job

It wasn't too long ago that enterprising kids in Cloverdale used to don their roller skates on hot Sunday afternoons and skate up and down Highway 101 to sell lemonade to motorists sitting in 15-mile traffic jams as they tried to get back home to the Bay area after a weekend of summer fun.

For years, Cloverdale has been synonymous with traffic jam. It took a long time and a lot of political action by Local 3 and other civic minded groups to get the State of California to free up the money to build a much needed bypass around this community which lies about 100 miles north of San Francisco.

This month, many of the community movers and shakers gathered on a beautiful stretch of four-lane freeway overlooking Cloverdale to celebrate the opening of the first segment of the Cloverdale Bypass.

There was music from the High School band, a few brief messages of appreciation from dignitaries and the ceremonial

cutting of the ribbon — marked with a flare of creativity as the traditional scissors were replaced by an ornate old firetruck that drove through the ribbon amid a crowd of camera wielding on-lookers.

By the early 1990s, Caltrans hopes to have four lanes on all of Highway 101 through the Russian River Canyon, an area prone to slides and auto accidents. An additional phase estimated at \$39 million will bring the freeway around Cloverdale to link it with existing freeway south of town. That section is scheduled for construction by the summer of 1990.

This summer another \$12 million stretch — currently under



construction by Ghilotti Construction — should be completed.

The section just completed has already drawn the interest of engineers all over the country. According to Jim Porter of Guy F. Atkinson, the project was one of the most difficult highway jobs the company has ever experienced. To handle the steep terrain and unstable soils, the project boasts innovative retaining walls. One of them is 70 feet high and is supposed to be the largest of its kind in the country.

Cliff Wilkins dies after long illness

Cliff Wilkins, a member of Operating Engineers Local 3 for over 40 years, died March 13 in Vallejo after a long illness. He was 62.

In 1984 Wilkins joined the Local 3 staff as a business agent in Oakland, later transferring over to the Fairfield office, where he worked until he retired in October of 1986. On Nov. 12, 1986, the Local 3 Executive Committee awarded Wilkins honorary membership.

Prior to becoming a business agent, Wilkins had a long career as an oiler, operator, foreman and steward. He worked at Winton Jones as an operator, and was a general foreman for Boecon and for M & K.

Wilkins had a long association with Bechtel Corp., dating back to the '50s.

Local 3 Business Rep. Bob Baroni, who worked closely with Wilkins, called him a "hard-nosed but very fair supervisor" who always took "good care" of the people who worked for him. "He looked out for his men," Baroni said.

Wilkins was always "very union-minded, even as a supervisor for construction firms," Baroni noted. "All the contractors and members spoke very highly of him."

Cheryl Posthuma, secretary in the Fairfield office, called Wilkins a "very kind person" who spoke his mind. "What he thought, he said it. He let members know where they stood," she said.

Wilkins is survived by his wife, Mary.

Local 3 members ratify new Master Agreement

(Continued from page 3)
into the program. The new policy is not mandatory by any individual employer, but employers must use the program provided for in the agreement if they choose to implement one.

"The program is designed to protect the rights of the individual, while insuring safety and productivity on the job," Stapleton said. The testing policy is based strictly on reasonable cause.

An employee will be subject to a urine, blood or breathalyzer test only if impairment is confirmed by two management representatives and a representative of the union, such as a job steward, union safety representative or business agent.

Pre-employment physicals, pre-employment testing, random testing or random search are not permitted under the testing policy.

New hiring language provides that during the period of June 1 to November 15, if there is less than 15 percent registered on the out-of-work list, an employer may request any employee from the A, B, or C list by name.

Stapleton explained to the members at the ratification meetings that this provision was necessary to protect Local 3's jurisdiction on certain kinds of equipment during peak construction periods. "We found that when the work is good, no one wants to hire out on a lot of the smaller equipment," he said. "The danger in this is that if we don't take those jobs, someone from another craft will and then we lose jurisdiction on that equipment."

Stapleton pointed out that the new hiring provision does not change any existing provisions in the hiring regulations concerning

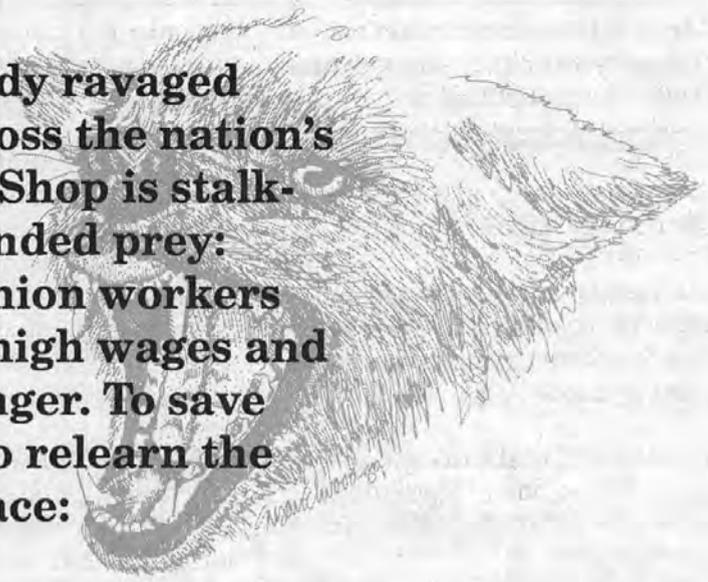
five and ten year letters.

"No one is going to lose a job because of this new provision," he said. "It is designed to keep jobs by protecting our jurisdiction."

"Considering the adverse climate we are working in, I would have to say we came up with a very good agreement," Stapleton noted. "The trend in the industry now is to apply roll backs and freezes to an entire agreement. That's what some other crafts have settled for. We reject that approach."

"Our strategy is to maintain the wage structure on all our work, except those specific areas where we need to regain the market. By focusing in on specific projects and narrowly defined markets, we keep our wage rates up where they ought to be and regain types of work that are falling to the open shop."

The Wolf is at the door. It has already ravaged building trade unions across the nation's heartland. Now the Open Shop is stalking northern California in earnest. Its intended prey: union construction workers. While some union workers nap, made comfortable by a steady diet of high wages and good benefits, others are waking to the danger. To save their organizations, they believe it's time to relearn the skill that gave rise to unions in the first place:



Organizing...

Story & photos
by Eric Wolfe

(First in a series on organizing)

The pile driver laid it on the line to the hundred or so rank and file union members gathered last month in the basement of the San Francisco Building Trades Council:

"You have to believe you're an organizer yourself. Unless you believe you're the union, we'll have the situation we find ourselves in."

The situation that building trade unions find themselves in is simply this: Twenty years ago, union construction workers were responsible for 80 percent of all construction activity in the United States. Today only 30-35 percent of construction work nationwide is union.

The Open Shop, now well entrenched throughout much of the nation, is bringing its union-busting crusade to northern California. Non-union and two-gate

construction sites pop up like mushrooms after rain, while unions scramble to just hold on to what they've got.

The meeting of rank and filers last month (sponsored by the San Francisco Building Trades Council, Secretary Bob Gilmore of the San Mateo Building Trades Council, Carpenters Local 751, and the San Francisco Rank & File Committee Against the Two-Gate) did not generate a new organization. But it did bring together members of many different crafts with a common concern: preserving their jobs. Many of them, including Ken Foley of Operating Engineers Local 3, reported on the efforts their individual locals were already making to meet the Open Shop challenge, although members of other unions expressed concern that their local leadership was failing

to involve rank and file members in the struggle. All agreed that the old ways aren't working anymore, that new tactics must be tried if craft unions are to survive.

"We're here to fight back because we need to regain our work," said Betsy Brown, a union electrician who served as moderator for the meeting. The way to turn the situation around, she said, "is to organize all the workers."

Organizing workers is not something craft unions are used to doing. For a generation, organizing in the building trades has mostly been from the "top down." Contractors signed prehire agreements in order to obtain skilled workers through union hiring halls. The labor pool was replenished internally, through union apprenticeship programs. Contractors who didn't want to pay union scale couldn't get union skills and were relegated to the margins of the construction industry.

All of that is history. In the past 20 years, the non-union Associated Builders and Contractors has grown dramatically, comprising 75 chapters with 20,000 members. Open Shop contractors have successfully pirated skilled workers away from unions and some have slapped together rudimentary training programs to compete with union apprenticeship programs. ABC even had the cheek to hold its 1988 national convention in San Francisco, a bastion of organized

labor.

Even the strongest locals feel the hot breath of the Open Shop on their necks. Throughout the jurisdiction of Operating Engineers Local 3, for example, all recent jobs valued at \$5 million or more have had Open Shop plan holders. Open Shop contractors are regularly bidding and winning work that previously would have gone to union contractors.

Non-union workers generally receive far lower wages and fewer benefits than organized workers. And their very presence in the market exerts downward pressure on union wages and benefits.

How are unions to respond to an economic force that threatens to tear down living standards that generations of unionists worked to establish?

Traditional top down organizing methods still have a role to play. But top down organizing by itself can no longer protect the union movement from the wolf at the door. A growing number of contractors are simply turning their backs on union contracts. Some unionists are now saying that if unions want to survive, they must go back to organizing workers. That means adopting new attitudes toward the people that unionists have traditionally regarded as rats and scabs.

"The non-union guy is not your enemy," John Hadzess, a carpenter from Santa Rosa, told the San Francisco rank and file meeting.

(Continued on next page)



Gwen Winter, IBEW Local 340, raises an issue during rank & file gathering.

...from the bottom up

(Continued from preceding page)

"He is somebody who made a wrong choice along the way and needs to be educated."

Adopting a new attitude toward non-union workers is a theme that should be familiar to Operating Engineers. Local 3 Business Manager Tom Stapleton has repeatedly stressed the importance of reaching out to such workers rather than calling them names.

"Those people we've been calling rats and scabs are going to be in our union one of these days if we're doing our job," Stapleton recently said.

Bringing new members into the union is not a message that many union workers are eager to hear. Members are apt to see newcomers more as competitors than as union brothers and sisters, especially when work is scarce. It's the same way of thinking that has traditionally led unions to restrict enrollment in union apprenticeship programs: keeping a lid on the labor pool was thought to increase job security for current members.

But clinging to old attitudes has become dangerous in a world where unions no longer control the construction labor pool. Not only has the Open Shop gobbled up a large share of the construction market, the 1987 Deklewa decision by the National Labor Relations Board seriously undermines the union's position with respect to union contractors.

In *Deklewa & Sons*, the NLRB ruled that when a union prehire agreement expires, contractors are under no obligation to negotiate a successor agreement. To bring a reluctant contractor back to the table, a union must peti-

tion for an NLRB-supervised representation election. In effect, the union is decertified each time an agreement with a contractor expires.

Speaking bluntly to the rank and file gathering in San Francisco, Oakland-based labor attorney Jim Eggleston said Deklewa represents "a frontal assault" on prehire agreements. "It hands us our contracts on a platter and says, 'F--- these, they're no good.'"

But the NLRB may have actually done the labor movement a favor, Eggleston added. "For too long the labor movement has depended on these so-called 'protective laws'...Now we have to go out and do our own work."

That work is organizing from the bottom up: meeting with non-union workers one-on-one and selling them on the union concept. This method harkens back to the last century, when skilled trades workers met together in small groups—sometimes secretly—to organize mutual aid societies. Modern efforts at one-on-one organizing, by teaching strength in unity, tap the deepest wellsprings of the union movement. The potential is enormous. And so are the obstacles.

Some obstacles are external to the union. Non-union workers are justifiably afraid of being fired for organizing activity. They may also fear being replaced on the job by union "insiders" if an organizing drive succeeds. Contractors themselves are increasingly well-organized, thanks in part to the ABC. And there seems little hope that President Bush will alter the pro-management tilt of the NLRB.

There are internal obstacles to organizing as well. There is a strong temptation for union con-

"They've got the laws, the labor boards, the courts. What have we got? We've got the people."

Jim Eggleston (left) and Betsy Brown, calling for rank & file action.



struction workers to become complacent, especially in areas where the full impact of the Open Shop has not yet been felt. Some union leaders are reluctant to rock the boat, even when they know their crafts are shot full of holes and in some cases sinking. And because it is often easier to fight over existing union work than to organize non-union jobs, jurisdictional disputes between the crafts remain a divisive force. Such disputes in turn erode the union solidarity needed to carry out successful job actions.

But the rank and filers who gathered in San Francisco last month didn't come to mourn the passing of the labor movement. They came because they want to help give birth to its next stage. During the course of their meeting a loose solidarity born of shared frustration gave way to genuine excitement as union members discussed numerous experiments in bottom-up organizing already underway in northern California.

"There was a tremendous amount of power and passion in

the room," said Ken Foley of Operating Engineers Local 3.

Foley believes that successful organizing requires inspiring that passion in other union members, motivating them to sell the union concept to non-union workers. It's not enough just to tell people about the material benefits of unionism, important as they are. "You need to sell the sizzle as well as the steak," Foley said.

Restoring that "sizzle" to the trade union movement is going to require fundamental changes in the way modern craft unions do business. Minority and women workers, now entering the workforce in record numbers, must be made welcome. Hiring hall procedures will have to be re-examined to accommodate newly-organized workers. Fresh approaches to jurisdiction are urgently needed, as are new tactics for dealing with the two-gate system.

Most of all, craft unions must rethink their mission. If it is merely to preserve privilege for a few, the wolf outside labor's door will grow into a pack which ultimately will threaten *all* union jobs.

But if unions make it their mission to organize all craft workers, they can begin to properly focus on what it will take to pull it off. More than anything else, it will take a motivated rank and file to beat back the non-union.

"They've got the laws, the labor boards, the courts," said Eggleston, the labor attorney. "What have we got? We've got the people."

"Leadership is not going to do any more than you expect them to do and help them to do," one union member told the rank and file gathering. "If it moves and it's not organized, we have to go out and organize it."



Ironworkers, Operating Engineers, Electrical Workers, Carpenters, and other rank & file union members exchange

views on how to increase solidarity between the crafts in the fight against the Open Shop.

Stuck!

behind the barrier that Gann built

By Eric Wolfe
Assistant Editor

You don't need to know a lot of statistics to feel the frustration.

Traffic congestion is increasing by 25 percent a year in the Bay Area, 15 percent a year in Los Angeles. Daily delays for commuters could double or even triple within the next decade. California motorists, once a symbol of the Mobile Society, are headed for a state of paralysis in the 1990s.

Why can't California get itself moving again?

Money, of course, is a key factor. The State Transportation Improvement Plan faces a \$3.5 billion shortfall over the next five years, \$650 million short in 1989 alone. Members of a blue-ribbon task force, appointed by Gov. George Deukmejian, have projected that \$20 billion in transportation funding will be needed over the next 10 years merely to keep up with the state's population growth.

But an even greater barrier stands in the way of California motorists: the Gann limit. Approved by voters 10 years ago as Proposition 4, the Gann limit caps state spending at 1978-79 levels. Even if the legislature or the voters approved additional funding for transportation, the Gann limit would prohibit the state from spending the money.

Getting around the Gann barrier is no easy matter. A labor-backed initiative to change the way the Gann limit is computed was defeated last June, as was a business-backed initiative to exempt gas tax revenues from the Gann limit. Despite the problems created by the limit, California voters did not appear ready to roll it back.

But the political landscape ap-

pears to be changing. Recent public opinion poll data suggests that Californians would support an increase in the gas tax of up to 5¢ a gallon if the revenues were dedicated to highway and mass transit construction. And voters appeared ready to at least modify the Gann limit in November when they passed Proposition 98,

Unless steps are taken soon to change the Gann limit on state spending, California traffic is headed for paralysis.

which stipulates that a portion of any tax money that exceeds the Gann limit must be channeled to education rather than being returned to taxpayers. Norm Holsinger, a national representative for the American Federation of Teachers, said the teachers succeeded in finding "a way around the limit" without attacking the Gann limit directly.

Project 90

Proponents of increased transportation spending, however, are not celebrating the teachers' good fortune. Nor are dozens of other public agencies left behind the line of scrimmage when the teachers made their end run around the Gann limit. A number of groups meeting under the auspices of the California Taxpayers' Association have organized "Project 90" to explore a more comprehensive way of easing the state's financial gridlock.

But Gov. Deukmejian is not making it easy for transportation advocates, who face the double challenge of modifying the Gann limit and raising the gas tax. The



Traffic congestion is increasing 25% a year in the San Francisco Bay Area. (Photo by Joshua Meyers)

governor, while acknowledging that \$20 billion will be needed for transportation projects during the next 10 years, has said he will not support a hike in the gas tax without voter approval.

Project 90 is closely monitoring legislative efforts to bring these

the future growth mandated by Proposition 98. A similar approach to modifying Gann is being pursued by Johan Clay in the California Assembly.

Gas tax proposals

Meanwhile, bills to increase the gas tax are being considered in both the Senate and the Assembly, on the hope that the Gann limit will ultimately be modified. Quentin Kopp, chairman of the Senate Transportation Committee, and President Pro Tem of the Senate David Roberti have jointly proposed a 10-cent fuel tax increase and a \$2 billion increase in commercial truck weight fees. On the Assembly side, a bill by Assemblyman Richard Katz to immediately increase the fuel tax by five cents and commercial weight fees by 30 percent has already come out of committee. The tax and fee increases proposed by Katz would be adjusted annually for inflation.

Perhaps the most important indication that the state is ready to rethink the Gann barrier is the new attitude being adopted by California business. The business community increasingly realizes that a healthy business climate requires adequate public infrastructure—transportation, education, water supply, and waste disposal. The role of business in launching Project 90 is clear indication that a broad consensus for change is developing.

But all hoped-for change remains theoretical until voters take action to remove the Proposition 4 limits on public spending. In the meantime, California traffic will remain backed up behind the barrier that Gann built.

issues to the voters. A constitutional amendment proposed by State Senator John Garamendi, SCA 1, would exempt increases in capital outlay expenditures from the Gann limit, as well as exempting increases in motor vehicle fuels and truck weight fees.

"If this Constitutional Amendment clears the legislature and is enacted by the people, the choking noose of Proposition 4, the Gann limit, will be loosened and we can begin building vitally needed infrastructure," Garamendi said in a recent letter sent to Local 3.

Although SCA 1 seems to pave the way toward increased spending on a number of important areas, including transportation, groups aligned with Project 90 are concerned that Proposition 98 would give schools an unfair share of that increase. Responding to these concerns, Garamendi in March agreed to amend his proposal in a way that permits schools to keep what they've gained so far under Proposition 98, but would scale back some of

DISTRICT NEWS



Operators working on the first phase of a large subdivision on the Weston Ranch site for Granite Construction are: (Back row, from left) Ron Casaleggio, Rudy Beltram, Ed Johnson, Leonard Roberts, Dennis Gregg, Nathan Clasen, Bud Herring,

Gus Vezaldenos, Dennis Erdman, Andy Kami; (Front row, from left): Fred Telford (foreman), Darren Smith, Glen Lewis, Wayne Tavares, Les Becklund.

Contractors assess 1989 work prospects

Officials from various northern Alameda County companies offer these perspectives on the work picture for 1989:

The dispatcher from Independent Construction Co., Jim Harris, said, "In 1988 we moved about nine and a half million yards and it looks like 10 to 15 million in 1989. The developers appear to have their financing and the dirt work looks good. Our work will be scattered from Benicia down through Danville. Good scraper hands are primarily what we'll be looking for once the dirt starts to move."

From Oliver DeSilva Co., Inc., Barney Montgomery and Bill Gates say, "Looks like a good work picture through at least June. Good in the private sector both with dirt work and paving in Contra Costa, Alameda, Monterey and Santa Clara counties. Prices have been getting tighter. Therefore, our production has gone up. The sub-division work appears to have a strong picture. We do need some rain, though, or all construction will suffer. Our biggest priority for hands will be gradecheckers; that is, gradecheckers who can perform."

Harold Burk from Gallagher & Burk said, "We have to get weather—we need some rain. There is a lot of work out there but there are a great number of bidders."

"I am optimistic it should be a good year, but it will also be very competitive. When we start up strong we'll be needing qualified mechanics, finish blade hands, and good graders."

Burk added. "The dispatcher from Bigge Crane and Rigging, Bob Bruce told us, "We've got 40 Operating Engineers working and the first quarter of 1989 is going to be 'gang busters' but we'll have to wait and see how the rest of the year will turn out."

When things pick up we'll probably be looking for top-flight 637 hands and maybe a gradechecker or two. We are also going to be needing some qualified female operators for dirt rigs."

Fanfa Engineers owner, Joe Fanfa said, "Looks like 1989 will be about the same as 1988. We'll be all over the bay for finish dozer hands, qualified graders, and top-notch loader operators."

The Dispatcher Supervisor from McDonald Construction, Rick Traverse told us, "Slow starting year—appears like it will be average at best. We are usually looking for good compactor hands and scraper hands."

Maryl Weady, Operations Coordinator for Redgwick Construction responded with, "It's too early to tell about the Public Works jobs. We do have some private jobs. When things pick up we'll probably be looking for top-flight 637 hands and maybe a gradechecker or two. We are also going to be needing some qualified female operators for dirt rigs."

Brian Bishop,
business rep.

Up & working in Alameda Co.

I've been covering southern Alameda County for about four weeks. I have taken the place of Gil Anderson who'll soon begin his well-deserved retirement. Congratulations, Gil, and best of luck.

Work in the area is starting off well. Oliver deSilva has a few operators on its 680 project and a housing project near Castlewood Country Club.

Fanfa is still busy on its Kottlinger Ranch job, with about seven to ten engineers working daily. Brutoco has Kiewit driving pile on its portion of the 680 project, with Case Pacific, Hillside Drilling, and Penhall all doing their respective jobs. Bigge has a few operators hanging panels (building warehouse walls in a matter of days) in southern Fremont.

In talking with a few key contractors the 1989 season looks to be as

good or better than the 1988 season for construction.

The biggest concern that I've been hearing is one we are all concerned with: water. Whether for drinking, bathing, or construction, it's a very critical issue. As Operating Engineers in Alameda and Contra Costa Counties we can benefit two-fold from projects such as the Buckhorn and Los Vaqueros reservoirs: water security and jobs.

I would like to recognize and thank several people who really don't get the recognition they deserve: the office staffs in our district offices. Without them a new agent's job would be much more difficult. A special thank you to Oakland's Dispatcher Gary Armstrong and new Dispatcher Joe Turrin as well as all dispatchers in the office.

Mark August,
business rep.

DISTRICT NEWS

Learning how to handle toxic wastes

Two 40-hour training classes have instructed Utah Operating Engineers in the handling and removal of hazardous waste: a November class in Moab and a January class in Spanish Fork.

The class is required under OSHA Regulation 1910-120, which states, in part, that anyone working on a hazardous waste removal site must have 40 hours of training prior to going to work.

The classes were instructed by Richie Bryan training coordinator with Joe Richins, training site instructor, who assisted with the first aid and safety part.

Richie received his instructor's training at Berkley, W. Va., under the direction of the International Union of Operating Engineers and the Dept. of Labor.

The classes examined such subjects as chemical exposure, ionizing radiation, oxygen deficiency, explosion and fire safety hazards, site controls, and personal protective equipment levels A, B, and C, which deal with the equipment that must be worn on a hazardous waste site.

The students learned how to handle, store and remove hazardous waste



Local 3 members (from left) Rod Belcher, Clark DeLong, and Sam Stout try on safety equipment at the Spanish Fork training site in Utah.

properly, and they also received hands-on training with self-contained breathing apparatus (SCBA).

Phil Randquist of MSA and representatives of the Moab Fire Department helped with the training.

Hazardous waste training is administered by several different government groups, which include RCRA (Resource Conservation Recovery Act), CERLA (Compre-

hensive Environmental Response Compensation and Liability Act), and SARA (an emergency planning and community right-to-know act).

There are over 900 hazardous waste sites in the United States identified for clean-up, 11 of them in Utah.

With the two completion of the two recent classes 45 people have now received hazardous waste training in Utah.



Those completing the HAZMAT class in Moab, Utah, were: William A. Davis, Joseph D. Eshgaugh, Duane Matlock, Dick Thurston, Dale Spring, William Wiler, Kurt Balling, Donald L. Randall, David J. Wilson, Nick Chavez, Robert Irish, Jose Sanchez, Raymond Ross, Bruce Swenson, Steven Spring, Joe Melo, K.C. Hawks, John Johnson, Larry Johns, Joe Richins, John Watson, Allen Stocks, Nick Chavez Jr.

Utah awaits dam awards

Sunshine and warm weather have arrived in Utah. This winter was one for the record, with snow on the ground since November, a Christmas Day blizzard dropping a foot to a foot-and-a-half of snow all across the state, and below-zero temperatures in February. You can bet we're happy to see the snow melting away, and contractors gearing up for work.

We're still waiting for the award of the Jordanelle Stage II Project, and hope it's in our favor. At this time it looks like a fair contractor will again have this project. We're hoping to know by the end of March with whom we'll be working.

Little Dell Dam's bid date is less than a month away, with several good contractors with sharp

pencils bidding this job. Good luck to them, and we'll be working this job soon.

With the state trying to complete the freeway system in Utah, there are several good jobs bidding throughout the state.

Local 3's rounds of special-called meetings in Utah have brought good response from our members and their friends. I would like to thank those members who have helped and supported us in these meetings. This is just the beginning and our intent is to continue this type of meeting in the future. With your support and help, these gatherings will benefit all of us and turn more work our way.

Virgil A. Blair,
Business Representative

Nevada DOT adds projects

More than 20 projects have been added to the Nevada Dept. of Transportation's 1989 work program, bringing the total project costs to \$225 million, including the \$14.5 million resurfacing of 53 miles of Route 305 in Lander County.

The Dept. of Transportation has scheduled 17 projects totaling \$60 million in Washoe County. Work continues on three major projects totaling \$35 million: Sparks Blvd., Golden Valley, and I-580.

Signatory contractors who have picked up jobs are Las Vegas Paving, Frehner and R. L. Helms.

Las Vegas Paving will do Pine Valley Rd. in Elko County, \$2.2 million; Lages to Currie Rd., White Pine County, \$2.7 million; and Austin Summit, Lander County, \$5.7 million.

Frehner has the Getchell Mine Rd., Humboldt County, \$1.5 million; Salt Wells, Churchill County, \$2.3 million; and Gabbs Rd., Mineral County, \$2.3 million.

Helms picked up Nixon to Gerlach, Washoe County, \$3.7 million. David A. Mowat Co. of Bellevue, Wash. was awarded the \$11.7 million Wells Ave. Overpass in Washoe County. Mowat will demolish the existing bridge and build a new one. District Rep. Ray Morgan has had promising talks with Mowat about signing a contract.

Bidding so far this year has been very competitive with both local and out-of-state non-union contractors. As long as we give 100 percent of ourselves and working abilities, we will win this battle for us and our employers.

The Nevada State AFL-CIO announced two \$500 scholarships to be awarded to two graduating seniors in 1989. The topic for the 1989 essay is "Why Union Yes," this year's Union awareness slogan. Interested students can get applications at the Dispatch Office in Reno.

Chuck Billings,
Dispatcher

DISTRICT NEWS

Union taps talent of mine-worker mom

Margaret Fenley is your ordinary wife and mother. And then some.

Fenley works for a mining company—not as a cleric but as a production worker.

Fenley's a union steward—the only female steward in mill operations at Battle Mountain Gold's new placer project in northern Nevada.

And Fenley hunts.

According to Delmar Nickeson, Local 3 business rep. in northern Nevada, Fenley nabbed a buck last year that "measured out at 40-plus with a t-measurement."

But on the job, Fenley is all business. As the only steward, other than the chief steward, for some four dozen workers in mill operations, she's on the frontline when it comes to defending workers' rights on the job.

Fenley confesses that she didn't initially want to be steward. But seeing that the union had only one steward for about four dozen people in mill operations, she decided to

take on the responsibility "so they could have more representation."

The union is glad she did.

"We find that some ladies in the workforce have a rough time relating their problems to a male job steward," said Nickeson. "We feel that for every sexual harassment problem reported, two go unreported."

Fenley said she had only encountered one instance of sexual harassment and that the problem has since been resolved. Local 3 hopes to recruit more female stewards for the union mines in northern Nevada, but so far, according to Nickeson, Fenley is the only one.

Fenley says she has encountered no particular problems in being a female steward, although she acknowledges that some men may not feel comfortable "coming to a woman with a problem they might have."

On the other hand, she thinks being a male steward is sometimes the more

difficult assignment.

"I think it's harder for a lot of the men. They tend to get into yelling matches with the bosses," said Fenley. "I think it's harder for the bosses to yell at a woman."

She's quick to add that most of the bosses "are usually pretty good."

Fenley isn't the only steward in her household. Her husband Floyd is also a steward for Local 3. Work-related problems occasionally become a topic of conversation at home, Margaret acknowledged.

"Once in a while if there's a particular problem somebody's got then we'll talk about what's going on, but most of the time we try not to," she said.

Talking union

For someone who was reluctant to become a steward, Fenley is not at all hesitant to 'talk up' the union. To her, it is the secret to job security. Unfortunately, she notes, there are "not a lot of union miners up here" in northern Nevada. "We're hoping some of the other



Margaret Fenley is no stranger to switching roles as the occasion demands. Here the Local 3 steward at Battle

Mountain Gold helps with the reception for her daughter's installation as a Rainbow Girl 'worthy advisor.'

mines will decide that union's the way to go."

Without a union, she said, workers don't have any security, and no way of protecting whatever advancements they may make on the job.

"Also, if you do happen to get laid off," Fenley said, "you have a better

chance of finding work through the union than you do on your own" because the union will try to help a laid-off member find work at another union mine.

That's not just a wife, mother and mill operator talking. That's a union member.



Jim Benson, Local 3 chief steward at Battle Mountain Gold, was scouting his hunting area when he came across this bobcat kitten: proof that Neva-

da has more than gold and slot machines. After his dog tamed it down a little Jim took some pictures and then let it go back to momma.

Picnics promise food & fun

Marysville

The Marysville Picnic is scheduled for noon on Saturday, April 29, at the Yuba-Sutter Fairgrounds, 442 Franklin Ave., Yuba City, Ca. Purchase tickets at the Operating Engineers hall or from Dan Mostats or Darell Steele. Tickets are \$7 for regular and \$3 for retirees.

Utah

The Utah Annual Picnic and Retirees' meeting will begin at noon on Saturday, May 20, at the Operating Engineers' Hall, 1958 West North Temple, in Salt Lake City.

The lunch price is \$7.50 for the entire family. The

retirees will not be charged for their meals.

The Utah Pre-Retirement Meeting begins at 11:00 a.m., Saturday, May 20, at the Operating Engineers' Hall, 1958 West North Temple, in Salt Lake City.

Santa Rosa

The Santa Rosa District 10 Picnic will be June 24 at the Warm Springs Dam. The day will include a bus tour of the dam at 10 a.m., music beginning at 11 a.m. and food beginning at noon. Tickets are \$10 each and include the bar, hot dogs and sodas. Volleyballs and nets will be available.

District 17 election

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

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

April 26: Kapiolani School, 966 Kilauea Ave., Hilo

April 27: Kalihi Waena School, 1240 Gulick Ave., Honolulu

DISTRICT NEWS

Organizing campaigns underway in Marysville

A personal thanks is due for our organizing staff and their director, Jerry Bennett, who at this writing have three election campaigns in progress with three non-union companies. One company is in the Marysville area. A second one is just outside the Marysville district line, but is a definite threat to our union contractors.

The first contact made in one of these companies was made by some of our Volunteer Organizing Committee members. Together, with Bennett and his staff, they convinced these non-union employees that union is the way to go. The National Labor Relations Board is currently conducting elections in behalf of the employees, providing them with the protection outlined under the Act.

It is through these coordinated efforts of the V.O.C. and the Organizing Department that we are able to turn the non-union situation around.

For the convenience of our committee members, we have decided to hold separate weekly meetings, one in the Chico area on Monday evening, 7:00 p.m., at the Mid-Valley Building Trades Office, 216 W. Sixth St. Chico, and the other in the Marysville area, Tuesday evenings, 7:00 p.m., in the Operating Engineers office.

At the request of our members, we began a gradechecking class, held every Wednesday 6:00 and 7:00 p.m. at our Operating Engineers office 1010 "I" Street. This class will continue into May. Anyon interested is welcome to attend.

Tickets for our Annual Marysville Picnic, which will be held on April 29 at the Yuba-Sutter Fair-

grounds, are now on sale. You can purchase them at the Operating Engineers hall or from Dan Mostats or myself in the field. The cost per ticket is \$7 for regular and \$3 for retirees. Come join us for lots of good food, good music, good friends and good time!

Darell Steele,
District Representative

Rain has brought work in Marysville to a complete stop.

Madonna Construction from San Luis Obispo was low bidder on the widening of a section of Colusa Ave. in Yuba City for \$547,400 between Live Oak Blvd. and Plumas St.

Dorffman Construction from Woodland Hills was low bidder on the Villa Verona sewer project for \$2,232,805 in the Oroville area.

We have a few jobs coming up for bid in the next few weeks. One is the widening of a five-mile section of Highway 99 from the 99/70 Wye to Sankey Rd. The project includes construction of an interchange at the Wye and Howsley Rd. A new bridge will be built over the cross canal.

Also going out to bid is a three-mile stretch of reconstruction and adding shoulders to Highway 70 between the Wye and East Niclaus, and resurfacing a four-mile stretch from a mile south of Plumas-Arboga Rd. to a mile south of McGowan Parkway.

Another project is construction of Powell Road Bridge at West Tributary Snake River.

Please remember that the HAZMAT Class will begin April 3 at the Yuba-Sutter Fairgrounds.

Dan Mostats,
Business Representative

Work expected to pick up as spring approaches in Santa Rosa

Work in the Santa Rosa area remained slow as March began.

Lake Sonoma was at 229 feet in April 1988 and dropped to a level of 202 feet in December 1988, where it remains to this date. Now that the job of placing a generator in the Dam has been completed by Monterey Mechanical, and the job that Maggiora & Ghilotti did on the new boat ramp and picnic area has been completed, maybe the Corps of Engineers will not have to let out as much water and let the lake fill up. In the winter of 1986-1987 the lake was up to 258 feet.

With the lack of rain there has been a chance for some brothers and sisters to get a few hours in. Agronaut Construction is doing some work on the Burbank Ave. water main renewal. Campbell Construction is still moving right along on their job at the Santa Rosa sewer treatment plant. Pacific mechanical has not yet started on their \$5.7 million job at the treatment plant.

GKN/Hayward Banker, from Oxnard, has completed the soil stabilization phase on the Ghilotti Bros. job at the new Monte Rio school.

Some of Local 3 members might have noticed pipeline excavators working on a job on Hwy. 116 in Cotati. They are a non-union contractor working on a public funded job that is being monitored by the Foundation for Fair Contracting. The Foundation checks the certified payroll for any violations of the law, such as prevailing wage. Pipeline excavators and other non-union companies have been monitored on other jobs in the area. The Foundation has been successful in discovering vio-

lations and enforcing the prevailing wage law. The foundation is one way to help fight against non-union competition by making the non-union contractors pay the same wages as our union contractors.

The starting date of the gradechecking class that started on February 22 was not published in the February issue of *Engineers News*. If you are interested in signing up for the gradechecking class, call the Santa Rosa Office for details.

Stew Orchard,
Business Representative

Ken Anderson, foreman for North Bay Construction, said the company has a lot of work, mostly in Marin and Petaluma. North Bay just got the west extension of the Rohnert Park expressway, which went for just over \$1 million. Overall North Bay had an excellent year with a lot of hands working six-tens.

Clarence Torgelson reports Argonaut has been finishing up jobs started last year. Argonaut is looking forward to breaking ground on its upcoming subdivisions and will

be getting some new equipment in anticipation of a busy year.

Ghilotti is starting to move dirt again on its Cloverdale 101 job and the Atkinson/Ostrander section of Hwy. 101 was scheduled to open March 7 (see photo, page 3).

Don Dowd is looking forward to an excellent year, said Superintendent Terry Pagni. Dowd has been keeping five to eight hands busy finishing up last year's work. By the time *Engineers News* goes to press Dowd should have started on its Alexander Valley Road job, which should keep hands busy through June.

Remember: the working guy in the field is a very effective tool for educating the non-union worker, who often simply lacks understanding of the benefits and advantages of being a union member. Members should actively encourage non-union people to contact the hall or the business agents to learn all facts concerning the union and benefits available to them.

"United we stand, divided we fall."

Greg Gunheim,
Business Representative



Attention Magic Kingdom Club Members!

SAVE UP TO \$5.00
per person
on your next
visit to
WALT DISNEY WORLD

Simply present your valid Club membership card at any Walt Disney World ticket booth and you'll receive a \$5.00 discount on 3-Day and 4-Day Worldpassports. Or, save \$2.00 on Walt Disney World One-Day Tickets. These discounts are available exclusively to Club members.

To pick up your Magic Kingdom Club card and Membership Guide, contact:

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

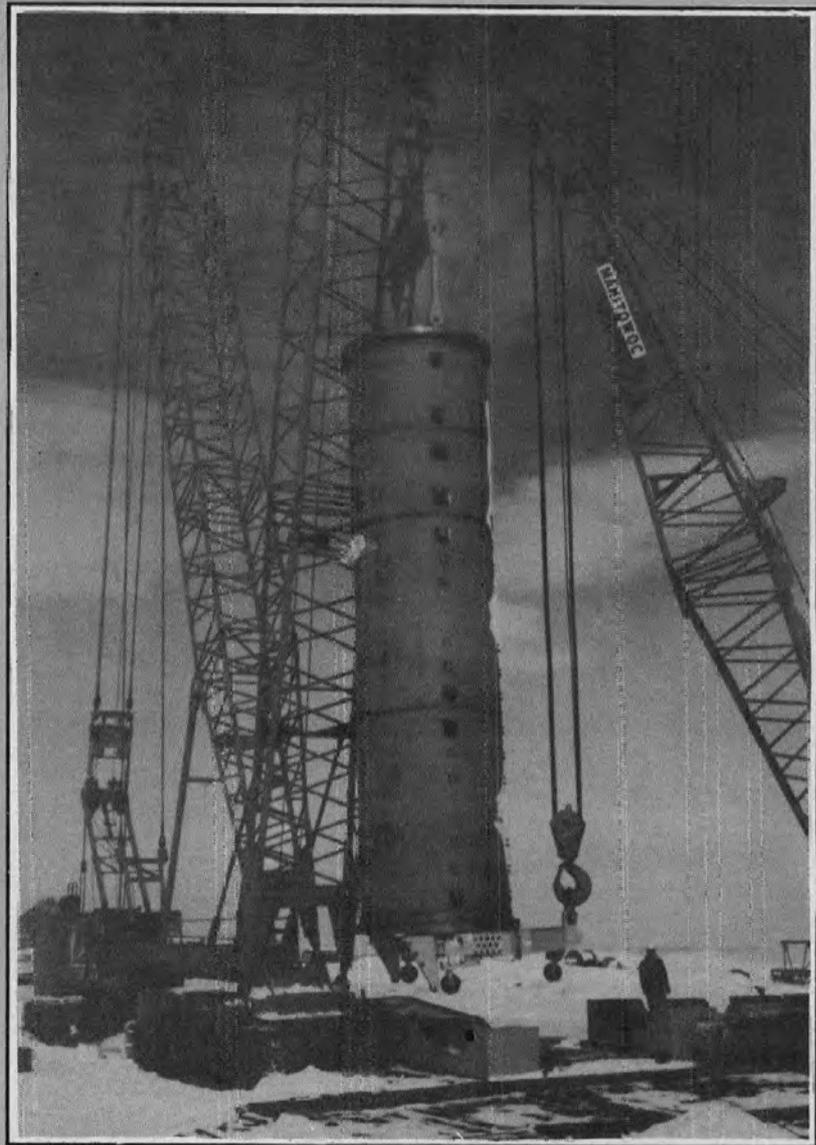
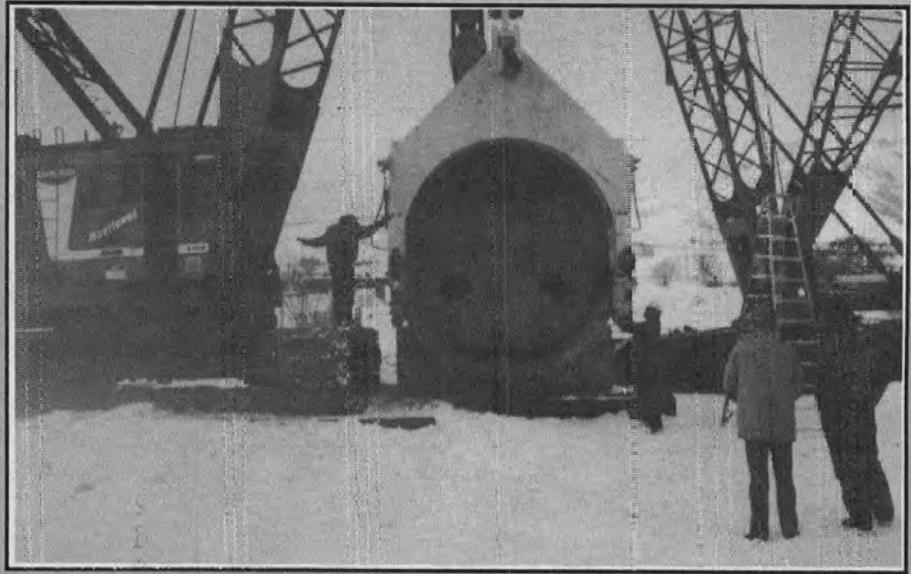


Left: Shannon Clingon, Transi-lift operator.

Right: 4100 Vico is used as a tailing rig.

Below left: Virgil Blair, business rep. (left), Joe Boyce, operator (middle) and Brad Rose, mechanic.

Below right: Load testing a Titan IV missile ring. Weight is 787,000 pounds, nearly 400 tons.



Heavy Load

Neil F. Lampson, Inc. was awarded a contract with Hercules Engineering in Salt Lake City in December to load testing rings for the Titan IV missile assembly. The procedure determines how much weight the rings will hold.

The vessel these rings are attached to weighs 400 tons. It is lifted by the Transi-lift, held for one minute, then laid back on the ground and examined for stress. Bucky Gros, vice president for Lampson, and R. D. (Rocky) Conner, senior mechanical tester for Hercules, are overseeing this project.

The Transi-lift is Lampson's own design and is used worldwide. This company specializes in transportation and erection of exceptionally heavy vessels and other equipment.

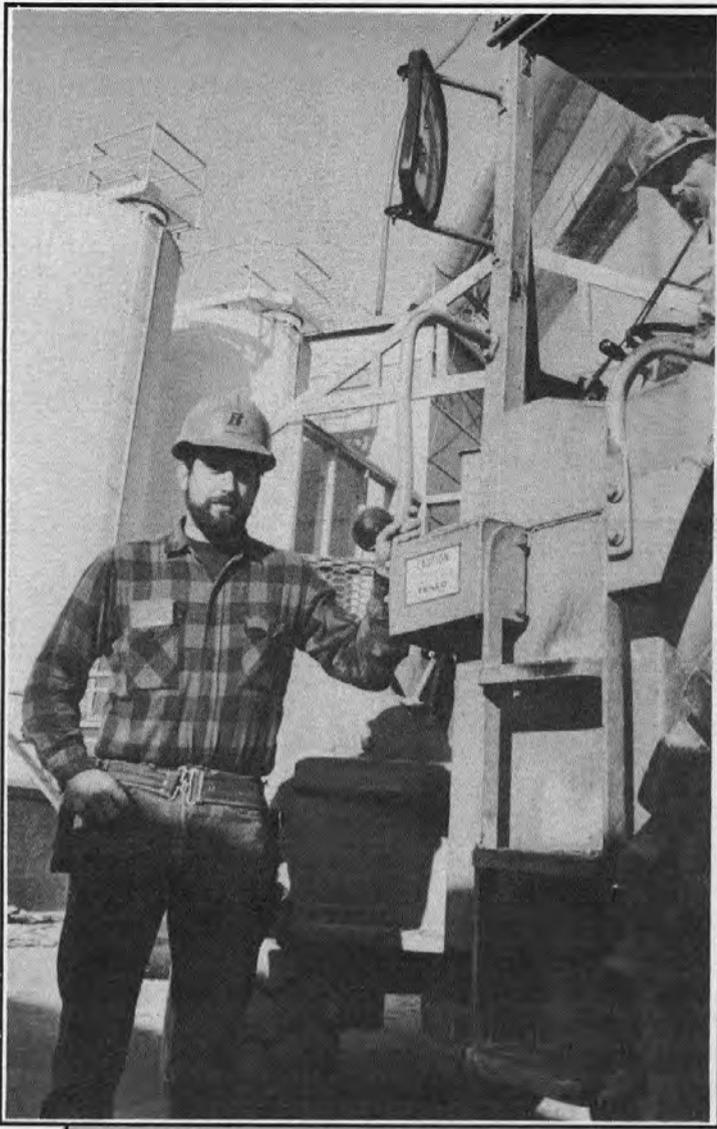
Ray Conover is superin-

tendent on this job. Joe Boyce (steward) and Shannon Clingon are crane operators. Tony Holms and Curt Hagen are oilers, and Brad Rose is the mechanic on the site.

*Donald R. Strate,
district rep.*



The Lampson crew on Titan IV load-testing project, from left: Virgil Blair (business rep.), Tony Holms, oiler, Joe Boyce, operator, Brad Rose, mechanic, Shannon Clingon, operator, Ray Conover, job superintendent.



Bohemia workers find strength i

Appearances can be deceiving.

A pile of woodfiber has no visible strength. But shape it into fiberboard and its strengths as a building material become obvious.

Much the same can be said of the employees at Bohemia Inc., a manufacturer of medium density fiberboard in Rockland, Ca. As members of Operating Engineers Local 3, they have shaped themselves into an organization with as much strength and versatility as the product they manufacture. And they enjoy smooth relations with a management that has come to appreciate the role a union can play in promoting workplace efficiency.

But it has taken patience and hard work for management and labor to get together at the Rockland, Ca. plant. When Bohemia purchased the plant from Louisiana Pacific in 1983 and promptly slashed employee benefits, the unorganized workers were unhappy but didn't have the strength to prevent it...at first. However, the company's action, according to boiler operator Jim Langley, "showed us there was a need for an organized labor campaign in the plant."

After a fellow employee, Pete Angelos, made the initial contact with Local 3, Langley threw him-

self into the organizing campaign. According to Local 3 District Rep. Ken Allen, Langley circulated authorization cards, helped conduct meetings and talked up the union.

The idea didn't take long to catch on. By the summer of 1986, organizers filed for a union representation election, which resulted in a "Union Yes" vote of over 70 percent. By the end of 1986, Bohemia workers had their first contract, a one year agreement for the calendar year 1987.

The Bohemia workers didn't get everything they hoped for in that first trip to the bargaining table. But winning a first contract consolidated the union's position and set the stage for negotiations for a successor agreement a short 12 months later.

According to Langley, the entire bargaining unit provided input to the negotiating committee for the second contract. Four Bohemia employees served on that committee: Jerry Standard, Betty Bradley,

Joe Segera and Business Rep. John... on the committee headed by Dis Bowersmith.

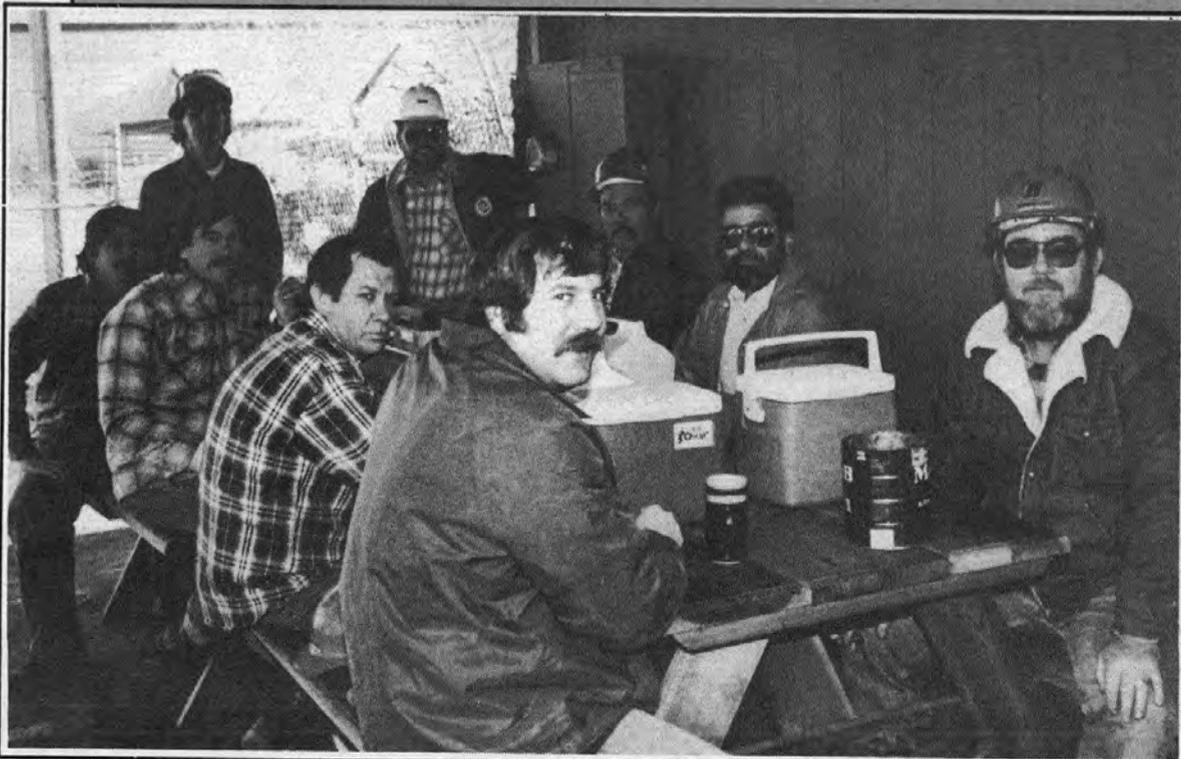
"We were a tear apart the aspects of the contract into an employment contract," Larry probably got 6 what we were which is pretty

The union significant gains on the side, negotiating raises, work adjustments to rules, and getting holiday pay earlier.

And the new gave the union access to the past that had been past.

Safety comm

Bohemia's especially proud made on safety result of union safety commi



In Bohemia's finishing department (above), what was particles takes its final shape as fiberboard. At left a break out of doors. Pictured above left are (from left) son, maintenance superintendent; Gary Wagnon, Local Steve Lurch, plant superintendent. Pictured top left standing, and Larry Prince on a 950 Cat Loader.

...n sticking together

d Langley. Busi-
n Bonilla also sat
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gley said. "We
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y issues as a re-
zation. A joint
tee, with four

members each from the union
and from management, has
tackled a number of issues
that, in Langley's view, had
previously been "overlooked."
The joint safety committee
provides visible evidence that
labor and management have
found common ground at Bo-
hemia.

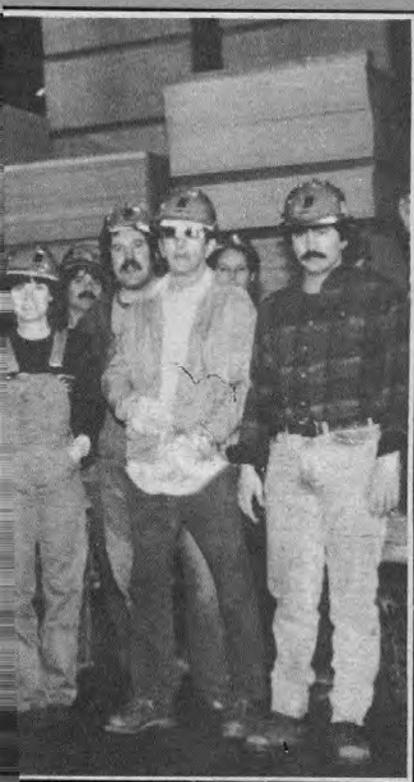
Looking ahead, Langley said
he would like to see employees
"get a stronger voice in produc-
tion at the plant," in terms
both of quantity and quality of
the product. That, he said, is
something that can only come
about through the union.

But more than anything, the
union has simply meant a new
sense of strength to the 130
Bohemia employees who now
carry Local 3 cards. Like the
wood products they process,
they've formed a whole that is
far stronger than just the sum
of its parts.

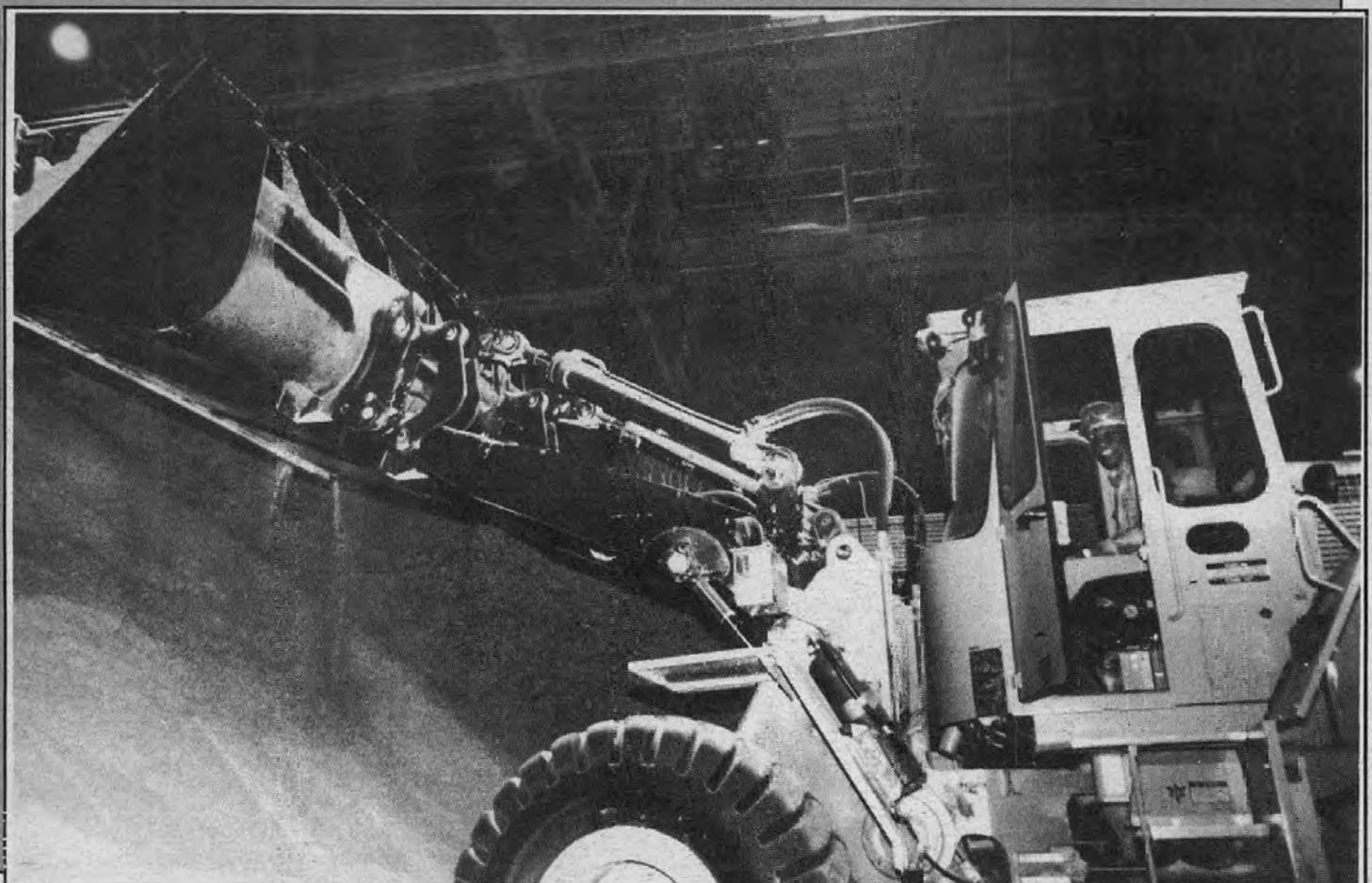
"I think there's a feeling of
brotherhood among the em-
ployees that wasn't there be-
fore," Langley said. "The em-
ployees know if they're having
a problem,
they're not
alone. There's
130 brothers
and sisters
standing there
who will help
them out."



Bohemia workers (above) take a few minutes off from their duties during morning break. At left, standing in front of the control panel for the form line are, from left: Steve Lurch, plant supt., John Ditmars, David Gibson, John Fountain and Dennis Moore. Joe Hall below, scoops up a load of fiber that will eventually be fashioned into fiberboard.



ce just a mass of small
oup of workers take
): Marlin "Matt" Matte-
3 business agent, and
e Rick Hoffman,



YOUR CREDIT UNION**Certificate of deposit rates are up****Bill Markus**

Your Credit Union has increased rates on all certificate of deposit accounts *twice* since the first of the year. Our rates may be even higher by the time this

goes to press, so please call our Certificate Specialist for the latest rates.

We offer 3-month, 6-month and 12-month terms on both regular certificates and Jumbo certificates. These short terms mean you earn high dividends without having to commit your funds for long periods of time.

In addition, when you invest in Credit Union certificates you have the assurance that your funds are safe. All accounts are insured by the national Credit Union Share Insurance Fund, for up to \$100,000. Amounts over \$100,000 are insured by the National Deposit Guarantee Corporation, a private insurance carrier.

Please call our Certificate Specialist *today* and compare our rates to other insured investments. To contact our Dublin branch call 415/829-4400 or 800/877-4444. The Sacramento number is 916/381-0193, Utah is 801/261-2223 and Hawaii is 808/841-6396.

Tax-Deferred certificate

We are happy to announce that we now offer a Tax-Deferred Certificate. When you purchase a 12 month Tax-Deferred Certificate the interest you earn is not paid until it matures in 1990. Therefore, you delay paying taxes on the earnings until 1991.

Depending on your tax situation, a Tax-Deferred Certificate may be advantageous to you. The current rate on the Tax-Deferred Certificate is 9.09 percent for regular ac-

(Continued on page 26)

FROM THE DESK OF THE PRESIDENT

By Don Doser, President

Jurisdictional disputes hurting trade unions

As I travel the country from time to time and talk to officers and agents of other locals of the Operating Engineers as well as other craft unions, I get very disturbed and sometimes disheartened at the attitudes of some of these labor leaders.

I recently had a discussion with a business manager from an eastern local. We were discussing problems that his local is having and he simply said that he wasn't worried about it as he was going to retire in a year or so. I have a problem with that kind of thinking. I believe that when a labor leader is not concerned about the problems of his local, he should step down and let a member, who does worry about these matters, take the responsibility and do something about it.

The other building and trades locals are really fighting over jurisdiction. What a shame! There is so much out there, in their own jurisdiction, to organize. It seems that some of the trades don't want to organize their own, but want to grow by trying to steal another craft's work. For example, the Laborers International has opened an electrical union in Sacramento, the Plumbers & Fitters Union has opened a Laborers local and they are approaching employers and running labor classifications ads in the newspapers.

This is also going on in the Local 12 jurisdiction in southern California. The Carpenters are signing agreements to do the work of the Operating Engineers. The Carpenters are said to be running 18 tower cranes in the Los Angeles area and are also on the cranes in southern Nevada. Operating Engineers Local 12 has now started signing agreements to do the Carpenters' work. The bottom line is that we cannot win the war against the non-union when unions are fighting among themselves over jurisdiction.

Local 3 is not having too many jurisdictional problems, but it is important that we all keep a watchful eye on our jurisdiction.

If any craft is doing our work and you (the member) see it, be sure and call your business agent immediately so that we can get them off the job.

Master Agreement Ratified

We have just concluded ratification of our Master Agreement. It was a tough negotiations this year and the officers feel that we got a fair settlement. This was a first in Local No. 3's history, in that the employers were asking for concessions in the Master Agreement. They were asking for some of the pension contributions back so that there would be no more surplus monies in the future to improve the members' pension benefits. Business Manager T.J. Stapleton and the officers told the employers that this was not going to happen and we managed modest increases for the upcoming four years in the wage package and fringe benefits.

STRAIGHT TALK

By Don Luba, Treasurer

Lessons from Eastern Airlines

February was an extremely busy month for all the officers. We have just completed a round of 14 night meetings, both regularly scheduled district meetings and special called meetings for the purpose of taking to the membership the new A.G.C. master agreement for ratification.

I am happy to report the agreement was ratified by an overwhelming majority. In my opinion it is a good agreement, considering the present times, and excellent compared to those recently negotiated by the other basic crafts.

In addition, I will report that the recently negotiated Crane Owners Agreement failed to ratify by a large majority, and we are presently trying to get the parties back to the table for further negotiations.

At the time of this writing, I must report we have not yet reached an agreement with the

Some of the employers' reasons for asking for concessions were that the Carpenters gave the employers two years of *no* contributions to their pensions and froze wages for the first year, and that the Laborers, as well as the Cement Finishers, took a freeze the first year.

Health and Welfare, for the active members, is running in the red. In our new agreement we increased the contribution rate by thirty cents per hour the first year but the trustees will have to make some other moves to bring the fund back into the black. We are looking at some options now and are asking at membership meetings for input from the brothers and sisters.

Health and Welfare good news is that the Retiree Health & Welfare is still in good shape and is running in the black. Thanks to the retirees and their help of a couple of years ago.

A.E.C.E. (Association of Engineering and Construction Employers), nor have we reached agreement with E.U.C.A. (Engineering & Utility Contractors Association, formerly U.C.A. Underground Contractors Association).

I have just returned from well-attended meetings in Utah and Nevada and it is gratifying to report that the brothers and sisters in attendance at those meetings seem to have a good understanding of the overall picture of non-union intrusion into the construction market. That understanding of course stems most probably from having had a high degree of exposure to the loss of work to the non-union in Utah and Nevada.

The current Eastern Airlines labor struggle and subsequent strike by the Machinists union tells a very vivid story of the age-old struggle of hourly workers versus corporate greed.

In this particular case, what was once considered to be a very affluent group of workers, the Pilots, has had so much taken away from its economic package in recent years by Mr. Frank

(Continued on page 27)

ADDICTION RECOVERY PROGRAM

Use of cocaine continues to grow



800/562-2773
Outside California
800/562-3277
Northern California

Despite additional federal resources devoted to law enforcement, education, treatment, and prevention, the nation's drug-abuse problem is increasing at a fast pace, illustrated by a sharp rise in drug-related deaths and emergency room and treatment admissions, according to the 1988 annual report of the House Select Committee on Narcotics Abuse and Control.

Although final figures aren't yet available for 1988, preliminary estimates from the Drug Enforcement Administration are that more than 168,992 pounds of cocaine were interdicted last year by three federal agencies involved in the drug war—DEA, the Coast Guard, and the Customs Service. The agencies also are estimated to have intercepted almost 3 million pounds of marijuana and hashish and 3,064 pounds of heroin, the report said.

In recent years, however, interdiction agencies have succeeded in intercepting only 5 to 15 percent of the illicit drugs directed at the U.S. each year, according to the report.

"Despite the best efforts of these agencies... drugs continue to flood our borders because of bumper crops in producing countries," the report said.

Rep. Charles Rangel (D-NY), chairman of the select committee, said the report graphically points up the need for increased money devoted to drug abuse.

"Absent a concerted international commitment, including a hemispheric drug summit, and without increased resources at home, the future picture is bleak," Rangel said.

In an overview of federal anti-drug initiatives, the report said the committee had received estimates that up to 6.5 million Americans are in need of drug treatment including 1.1 million to 1.3 million intravenous drug abusers.

But, the report said, there are only about 250,000 treatment slots currently available and, of those, 148,000 are for intravenous drug abusers. Federal support for drug abuse services declined by 40 percent from 1980 to 1986, the report said, adding that, coupled with the rise in drug abuse and demand for treatment, the decline has "creat-

ed an enormous strain on the public treatment system operated by states."

The use of cocaine—and especially its "freebase" form, crack—has contributed to the drastic rise in drug-related deaths and emergency room admissions, the report said. In 1984, there were 604 deaths attributable to cocaine while in 1987, the number was 1,696. Total drug-related deaths increased during that period from 3,212 to 4,610. Marijuana was the only other drug for which fatalities significantly increased, from 59 in 1984 to 146 in 1987.

In 1984, cocaine was mentioned in 10,996 emergency room admissions, the report said, while in 1987 the number was 46,331. Heroin mentions increased from 13,355 to 18,566 and marijuana from 4,489 to 10,083. Mentions of other illegal drugs remained at earlier years' levels or dropped, according to the report.

Crack's ease of use, availability, and low price makes it "particularly attractive to young people," the report said. A 1987 survey of high school seniors sponsored by the National Institute on Drug Abuse found that 15.2 percent of the students said they had used cocaine and 5.6 percent had specifically tried crack. Although the total number of students reporting cocaine use dropped slightly from 16.9 percent in 1986, the report said the most significant fact was that the number of schools in NIDA's survey that reported at least some students using crack increased from 50 percent to 75 percent between 1986 and 1987.

"With the continued influx of cocaine into the country, the prospects for any change in this situation in the near future are not promising," the report said. "Moreover, because of the lag time in the reporting of drug statistics and the time lapse between initial drug use and observed effects, the level of drug trafficking and abuse indicated by present statistics may underestimate the severity of the problem at the present time."

TEACHING TECHS

By Art McArdle, Administrator

Dispatch change for apprentices

We had a long and busy construction season. Due to out of town work and long hours many apprentices missed classes and missed getting their topics in on time. The winter is a good time to catch up and even get ahead for the next construction season. So let's get ahead now.

A change that should be of interest to all apprentices is that the NCSJAC will now be dispatching all registered surveyor apprentices (first through eighth period) when an order for an apprentice is placed by the employer. In the past, we have only dispatched the first through fourth period registered apprentices. This will give us better control of where apprentices are work-

(Continued on page 19)

TALKING TO TECHS

By Frank Morales

Pre-negotiation mtgs. held for new contract



The 1986-1989 Master Agreement for Technical Engineers between Bay Counties Civil Engineers and Land Surveyors Association, Inc. and Operating Engineers Local Union No. 3 terminates July 16. The pre-negotiation meetings were held in Oakland

Feb. 22. John Lopez of Delta Bay Land Surveys will be the observer in the 1989 negotiations for the Oakland area. The San Jose meeting was held Feb. 27. Gary Gilliland of Creegan & D'Angelo will be the observer for San Jose. The Sacramento meeting was held March 1. William Anberg of Jeffries & Associates will be the observer for the Sacramento area.

As of this writing the March 8 Santa Rosa pre-negotiation meeting had not yet been held. We hope to have four observers in this year's negotiations.

Notices will be sent out for the Ratification Meetings to present the negotiated changes in the current Master Agreement for Technical Engineers for acceptance or rejection. Please plan to attend one of the meetings. It's your contract, and your

participation is crucial.

Testing & Inspection

A meeting was held Feb. 16 at 8055 Collins Drive, Oakland, to determine the allocation of the 4.4 percent increase based on the 1988 cost of living adjustment effective March 1, 1989 to wages or pension. The members present voted to allocate five cents to the pension plan and the remaining increase to the wages. The adjustment is as follows:

Please feel free to contact Frank Morales in the Oakland Office at 415/638-9355 if you have any questions.

Classification	Current Wage & Pension	C.O.L.A. 4.4 %	New Wage/Fringes	New Wage Rate
Trainee	8.58 + 10.73	\$.47	\$13.35	\$9.00
Technician (T1)	11.46 + 13.61	\$.60	\$16.36	\$12.01
Technician (T2)	13.81 + 15.96	\$.70	\$18.81	\$14.46
Eng. Tech. (ET)	15.63 + 17.78	\$.78	\$20.71	\$16.36
Sr. Eng. Tech./Set 1	17.03 + 19.18	\$.84	\$22.17	\$17.82
Sr. Eng. Tech./Set 2	18.30 + 20.45	\$.90	\$23.50	\$19.15
Trust Fund Contributions				
Health & Welfare	\$1.85 - Effective March 1, 1989			No Change
Pension	\$2.20 - Effective March 1, 1989			New
Pension Health & Welfare	\$.30 - Effective March 1, 1989			No Change
TOTAL FRINGE PACKAGE:				
	\$4.35 - Effective March 1, 1989 No Change			

IN THE PUBLIC SECTOR

Needs may differ but the battle is the same

Public employee units make valuable contribution

They may not have to worry about the open shop threat, a hostile National Labor Relations Board, or the hazards of operating a crane heavy enough to mash your average elephant.

But that doesn't mean that public sector workers don't have problems of their own. Decent working conditions, fair wages and a good health and welfare program are important no matter what line of work you're in. And such benefits are a big part of the reason that 7,500 public sector employees in California and Nevada belong to Operating Engineers Local Union No. 3.

Although Local 3 is usually thought of as a construction union, its public employee sector alone is larger than a good many union locals across the country. Public employees represented by Local 3 include Alameda County Sheriffs, Santa Cruz Police, county employees in Santa Clara County, and a host of others. In all, over 115 public employee bargaining units ranging in size from 12 to 750 workers are represented by Local 3.

According to Jack Baugh, director of the union's Public Employees Division, the drive to organize the public sector began in 1968. At that time, Baugh said, public employees were generally not represented. Local 3's executive board "decided they needed representation and actively sought them."

Construction workers in the private sector may sometimes think they have little in common with the public sector, but when it comes to important issues the two groups definitely share the same concerns. Public employees don't have to contend with the Associated Builders and Contractors, the national group of anti-union contractors. But other forces do threaten their standard of living.

"Every public employer is faced with a budget crunch," Baugh said. Eight years of Reaganomics has dramatically reduced federal assistance to local governments. The resulting budget shortfalls, Baugh said, have led to contract concessions, contracting out and reductions in staff.

But public employees have been able to fight back through their membership in Local 3, which has generated significant

support for bond measures to finance new jails and highway construction, like those that recently passed in Alameda County. Such measures generate construction work and free up other public funds which can be used to meet the needs of public employees.

Just as the union sometimes negotiates market area agreements to help union contractors win construction contracts, Local 3's public sector finds that it can work cooperatively with its employers. Baugh said Local 3 sometimes joins public employers in backing bond measures or in lobbying the state legislature for financial assistance to local agencies.

The union's private and public divisions both have expertise to contribute in the political arena. The long-established construc-

tion sector has built up good political contacts over the years in a variety of ways. The union's in-house printing press, for example, has cranked out millions of pieces of campaign material for pro-union political candidates over the years.

The union's Public Employees Division, on the other hand, has better contacts with many public officials on a day-to-day basis. "We complement one another in that way," Baugh said.

"Unlimited" is the word Baugh uses to describe the union's potential for organizing public workers. "The public employees are there," he said, noting that the Public Employees Division recently placed Business Agent Judie O'Nan-Roth in Reno to look into expanding Local 3's representation of public workers in

Nevada.

Baugh's optimism would seem to be justified. Shortly after the current administration was elected to union office in 1982, Local 3 committed itself to strengthening what had become a declining Public Employees Division. Since 1983, the union has added 4,000 public workers to its membership rolls.

Public sector workers are drawn to Local 3 for many of the same reasons that construction workers are. Workers "want to go with somebody who's going to address their problems" in the political arena, which Local 3 has demonstrated that it can do, Baugh said.

The union's health and welfare trust fund and its credit union are also "good selling points," he said.

Award honors Samille Carlson

Samille Carlson beat the odds.

When Carlson worked for the University of California at Berkeley in the 1970s, public employees in California did not yet enjoy the right to bargain collectively. But that didn't stop her from organizing around a wide range of issues, including health and safety, discrimination, and child care. Nor did it stop her from lobbying the legislature to give public employees the right to form unions.

Last month, in recognition of her contribution to the labor movement, the Coalition of Black Trade Unionists presented Carlson the Miranda Smith Award. It's not hard to see why the Coalition singled out Carlson, now a business agent for Operating Engineers Local 3.

"I fought most of the labor battles without a contract," Carlson said of her years at Berkeley. Understanding that those battles would be easier with a contract, Carlson lobbied hard for the Higher Education Employer/Employee Relations Act, which was eventually signed into law by Gov. Jerry Brown in 1978.

But the battle didn't stop with the 1978 bill. A union election still had to be won. Five years later, in June of 1983, her dream was finally realized when clerical workers voted for AFSCME representation. By that time Carl-

son had served as president of the local and as an AFSCME staff person. She had also managed to tend to the needs of her three children, despite her heavy union commitments and being a single parent.

"It was a very exciting time," Carlson said. She is proud that some of her concern for labor issues seems to have rubbed off on her children. One of them, Carlson said, even got fired for trying to organize a union.

Following the victory at Berkeley, Carlson left AFSCME and worked for Service Employees Local 790. Then, in October of 1987, she was hired as a business representative in the Public Employees Division of Local 3. For someone whose union career has concentrated on the public sector, the Local 3 job was a natural fit.

At the February awards ceremony, Stanford law professor William Gould IV recounted the contribution that Miranda Smith and other black Americans had made to the labor movement. Smith, the daughter of a South Carolina sharecropper family, went to work for R.J. Reynolds Tobacco Co. in 1941. Conditions were abominable: no lunch facilities, no decent restrooms, no sick leave, vacations, paid holidays, or seniority, and no job security.

Smith was among those who asked the Congress of Industrial



Local 3 public employee business agent Samille Carlson.

Organizations (CIO) to help them organize Reynolds. The result was Local 22 of the United Cannery, Agriculture, Packing and Allied Workers.

Gould emphasized the importance of preserving the memory of what black trade unionists have contributed to the labor movement and to black culture.

Samille Carlson has clearly been doing her part to see that the legacy lives on.

Teaching Techs continued

(Continued from page 17)

ing.

Fifth through eighth period apprentices are reminded to register as both an apprentice and a journeyman on the out of work list. Journeyman apprentices however, will still be dispatched out of their local union halls when a request for a journeyman is placed by an employer and out-of-work registration for all first through eighth period apprentices will still take place at the local union hall.

A greater amount of Cal-Trans surveying work is being let to the private sector. Public Works is becoming a new area for our industry. In the past, Cal-Trans employed their own surveyors to do most of their work, but now the contractors who bid the work are being required to furnish their own surveyors to do construction staking. Also many of the Northern California engineering firms are now doing design work, which awards even more surveying work to the private sector. All of this adds up to a possible increase in the job market for both the journeyman and the apprentice, and it is another reason why journeyman apprentices should sign both the apprentice and the journeyman out of work when unemployed.

We still have our journeyman upgrade training program, which is available to all Local 3 members who have A or B hiring status. This means you can join our NCSJAC classes to keep up with the ever-changing surveying industry. Remember, if you are a fifth through eighth period registered apprentice, be sure you register as both a journeyman and an apprentice.

An update on curricula:

- 1) Period one is completely rewritten and is being used by registered apprentices and journeyman trainees.
- 2) Period two will be completed by the first part of 1989. However, in its current form, we are still able to start individuals in the first few topics. There have been some new topics added to this period that will enhance an already interesting period.
- 3) Periods three and four will be the combination of the old periods three, four and five with some upgrading along the way.
- 4) We have completed our fifth period curricula and have implemented it into the program (starting Nov. 1, 1988). This peri-

od is now a comprehensive use of the HP41 calculator as it is used in today's advancing survey work. Our new fifth period will not only give you the use of the calculator, but will also review your previous study of triangles, curves, latitude and departure, traversing, intersections, inverting and bearing distance-bearing solutions, to name a few.

5) The new sixth period will also be available the first part of 1989. This has been improved and will be more of a challenge not only to the apprentice but also to the journeyman who is upgrading.

6) Seventh and eighth periods

WITH SAFETY IN MIND

By Jack Short, Director of Safety

Safe work practices rely on your input



Jack Short

Each one of us at some time has had ideas on safety. What did you do with them? Let us talk about this now and see what we can do to make us think of safety ideas. This

sounds simple; however, in one safety meeting I was told that only three percent of the people actually think; seven percent think they think, and 90 percent would rather do anything else but think. Thinking about safety will help us create safer work habits.

In looking for safety suggestions or ideas, you will be able to see things more clearly if you break the job down step by step. Start with your own job and study in detail everything you do from the time you start until you finish. By doing this, you will discover why and how your job should be done. It will start you thinking about how it can be done more safely. It is likely that easier, safer and more efficient methods will become apparent to us if we constantly study the various parts of our jobs and the way we do them.

A worker on the same job day after day gets to know it well. Besides this, one acquires a sense of feel or instinct about the way one does the work. Actually, the worker does parts of the job so often that the job is performed al-

most unconsciously. For this reason, it is important to always be alert about performing work hazardously and to correct such habits when they are unsafe. Some of us are prone to get into a rut because we get used to doing things a certain way, even when it is dangerous. For this reason, you should not limit your thinking to your own job. Look for conditions and acts that could be improved elsewhere in and around the operation. Look for simple, straightforward ways of improving your working places for your protection and for the protection of your co-workers.

Every safety-conscious organization not only wants but needs safety suggestions and ideas that will promote safe working condi-

Training Program. Learning through the Upgrade Training Program may spark enough interest in the individual to induce them to push ahead and complete at the Chief of Party level and that means extra dollars for the extra effort.

We have classes in the following locations: San Mateo, Santa Clara, Oakland, Sacramento, Pleasant Hill, Santa Rosa and Redding. This covers a good portion of our heavy work areas but we also have correspondence instruction for those individuals who live more than fifty miles from one of our classes. If the need arises we will be happy to start new classes. Please call the NCSJAC at 415/635-3255 if you have any questions or need any information.

tions and safe ways to do the work. This is of special importance to each of us, for it provides an opportunity for everyone to get into the act. Also, it gives everyone a chance to look ahead for hazards and suggest the proper corrective action before an injury occurs.

A safety suggestion should not be made in the form of a gripe, criticism, sarcasm, or fault finding. If you are sincere in your efforts to improve safety, then you should look for incorrect procedures, bad work habits, defective equipment and other hazards that may cause injuries. Remember that by helping to institute safe working methods and conditions, we will become safer and more efficient workers.



1989 - 1993 AGC Master Construction Agreement

01.00.00 EMPLOYEES, CLASSIFICATIONS, MANNING AND WAGE RATES

01.08.01 Whenever the bid specifications of an Owner awarding the work or an Awarding Agency require the Individual Employer to provide a drug free workplace, such requirements shall apply to that job or project.

01.08.02 In the event bid specifications contain MBE/DBE/WBE requirements, upon request, the Union will meet with the Individual Employer with the primary intent of assisting the Individual Employer in fulfilling the legal requirements of said bid specifications.

04.00.00 EMPLOYMENT

~~04.04.01 Legal or equitable title to the equipment must be in the name of the Owner-Operator.~~

04.04.01 This Section shall only apply to an Owner-Operator who has legal or equitable title to his or her equipment and who personally operates that equipment in the performance of his or her work.

04.04.02 This Section shall not apply to any other form of business entity, partnerships, limited partnerships, corporations, joint ventures, etc.

04.04.03 Any other business entity shall be subject to Section 05.00.00, APPLICATION TO SUB-CONTRACTORS.

04.04.04 Any Owner-Operator who is a member of the Union in good standing and who possesses a valid contractor's license shall have the option of electing, in writing, not to be placed on the payroll of the Individual Employer. If said Owner-Operator elects not to go on the payroll, the Employer shall pay into the Pensioned Health and Welfare, Affirmative Action Trust Funds and Vacation and Holiday Pay Plan at the required contribution rates. (The following is from Section 04.04.07:) The Individual Employer shall notify the Union of the option selected. Each of the Funds agrees to defend the legality of this Subsection in any action to which it is a party and each of the other parties to this Agreement specifically agrees to join in the defense of any action brought by any person or entity claiming that this Subsection is unlawful.

04.04.05 Any Owner-Operator who is not a member in good standing of the Union shall be on the payroll of the Individual Employer with full fringes being paid from the first (1st) day of employment.

04.04.06 The Individual Employer may not circumvent the provisions of this Section by utilizing Section 05.00.00, APPLICATION TO SUB-CONTRACTORS to subcontract to operators of individually-owned and manned pieces of equipment. In the event that occurs, the Individual Employer shall be liable for full fringes plus twenty-five percent (25%).

JOB PLACEMENT REGULATIONS

Add to Section 04.06.03 the following:

The *minimum* qualifications test is not designed to verify that an individual is a "qualified" journeyman. Pursuant to 04.03.01, the Employer remains the sole judge of the qualifications of his Employees.

04.06.12 During the months of June 1 to November 15, in the event there is less than fifteen percent (15%) registered on the out-of-work list in the Job Placement Center servicing the job or project, an Individual Employer may request any employee from the A, B or C list by name.

04.10.23 A monthly fee of twenty dollars (\$20.00) in

Editor's Notes: The following six pages contain the major language changes, new provisions and wage/fringe increases for the new California Master Construction Agreement. This is provided to the membership as a working copy of the new agreement until contract books can be printed and distributed.

an amount equal to one-half (1/2) the regular employed dues paid by a member in Parent Local Union No. 3 shall be charged each non-dues-paying registrant for Operating Engineers on Lists A, B and C, and a monthly fee of twenty dollars (\$20.00) in an amount equal to one-half (1/2) the regular employed dues paid by a member in Parent Local Union No. 3 shall be charged each non-dues-paying registrant for Assistant to Engineer on Lists A and B, upon registration, and in case of List C, re-registration, as his fair share of the cost of operating the Job Placement Center. Registrants on List A or B in order to maintain their registration shall, after their first (1st) payment on registration, pay on the first (1st) business day, but not later than the fifth (5th) business day of each succeeding calendar month such fee in order that their registration remain valid. If such payment is not made, the name of the non-paying registrant shall be stricken from the list at the close of the fifth (5th) business day of the calendar month regardless of the provisions of the first (1st) paragraph of this provision 04.10.23.

Add to Section 04.10.26 the following:

NOTE: The parties hereto hereby agree that the intent of Section 04.10.26 is that the language in (ii) beginning "such Job Placement Center..." applies to both (i) and (ii). As such, there is no requirement that an Individual Employer insert a sentence on a "10 year letter" to the effect that "no Employee shall be laid off or discharged to make room for such named employee" since that language is in the Agreement.

To be added after Section 04.12.01:

LETTER OF AGREEMENT

The Associated General Contractors of California, Inc. hereinafter referred to as (AGC) and Operating Engineers Local Union No. 3 hereinafter referred to as (Union), do hereby agree that pursuant to 8 CFR Part 294 a.2 (b) (1) (iii), the Union, through its Job Placement Centers hereinafter referred to as (JPC or JPCs), shall act as agent for those Individual Employers for whom AGC holds power of attorney and who choose to be bound to this Letter of Agreement regarding verification of employment eligibility under the final Immigration and Naturalization Service (I.N.S.) regulation adopted pursuant to the Immigration Reform and Control Act of 1986, hereinafter referred to as (I.R.C.A.).

The Union agrees to hold harmless, defend and indemnify any Individual Employer and/or AGC from any and all claims and liability or claims of liability of any kind, including, but not limited to attorney's fees, arising out of the JPCs' verification of employment eligibility when any JPC, through its duly authorized representative(s), has indicated in writing to the Employer that the employment eligibility of a particular Employee covered by the Master Labor Agreement has been verified pursuant to I.R.C.A. All required records shall be retained by the JPC pursuant to I.R.C.A. and shall be available to an Individual Employer for its information and use.

Any Individual Employer shall have the option,

upon notification to the appropriate JPC, to perform the required verification process directly. In such event the terms of the Agreement shall not apply to that Individual Employer.

Upon notification by either party to the other or a determination by a court of law and/or the I.N.S. that this Agreement in whole or in part is improper, illegal and/or unenforceable, said notice and/or determination shall serve to terminate this Agreement immediately. Should this Agreement or any part thereof be found to be unenforceable or illegal the parties shall meet to address said issues and attempt correction of any defects within thirty (30) calendar days from said notification.

In the event this Agreement is terminated, copies of all pertinent records required by Individual Employers for compliance with I.R.C.A. shall be provided by the appropriate JPCs.

06.00.00 WORKING RULES

06.01.01 *Four (4) by Ten (10) Workweek.* To the extent permitted by law, an Individual Employer, may establish a four (4) by ten (10) hour workweek, Monday through Friday, provided all other crafts employed by the Individual Employer on the job are performing work on the same basis. It is further provided, however, that the normal workweek under this provision shall be Monday through Thursday, unless bid specifications require otherwise, and any modification of said Monday through Thursday workweek is established prior to starting the job or project. In the event that work cannot be performed Monday through Friday because of inclement weather shut down, a holiday or major mechanical breakdown or shortage of materials beyond the control of the Individual Employer, Friday or Saturday may be scheduled as a workday and Employees paid at the applicable straight-time rate. Overtime shall be paid as provided in this Agreement except that overtime shall be paid for all work performed over ten (10) hours or before a shift begins. The overtime provisions of this Agreement applicable to Saturdays, Sundays and holidays shall apply to this Section. On shift work, i.e.; a two (2)-shift operation, the provisions of this Agreement applicable to shift work shall apply consistent with the ten (10)-hour day.

Plants. To the extent permitted by law, a four (4) by ten (10) hour workweek may apply to plants Monday through Friday upon mutual agreement of a majority of Employees at each plant, the Individual Employer and the Union. The workweek shall commence on Monday unless otherwise agreed to by the Employees, the Individual Employer and the Union. Any four (4) by ten (10) hour workweek established shall be four (4) consecutive days.

06.04.02 *Special Single Shift.* When the Individual Employer produces evidence in writing to the Union of a bona fide job requirement for a public agency or a public utility which certifies that some or all of work can only be done other than during the normal shift hours, and notifies the Union by certified mail at least three (3) days prior to the start of such special shift (except in the case of emergency), the Individual Employer may initiate such special shift of eight (8) consecutive hours (not in conjunction with any other shift) (exclusive of meal period), Monday through Friday. Such shift shall be in accordance with the provisions of Section 06.02.00.

1. Provided, however, if, by direction of the Contracting Authority, the bid specifications require it, or congestive traffic conditions on Fridays are such that working conditions would be unsafe for Employees,

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or counter-productive to the performance of work, said special single shift may commence on Sunday, upon approval of the Union, with double (2) time to be paid up to and including 12:00 Midnight and the applicable straight-time rate paid from 12:00 a.m. until completion of the eight (8) -hour special single shift.

2. Flexible starting times shall be permitted for crews on a special single shift whenever an Operating Engineer Foreman is employed on the special single shift.

06.05.00 When two (2) shifts are employed for five (5) or more consecutive days (or less if by mutual written agreement), eight (8) consecutive hours (exclusive of meal period) shall constitute a shift's work for the first shift, for which eight (8) hours shall be paid; and eight (8) consecutive hours (exclusive of meal period) shall constitute a shift's work for the second (2) shift, for which eight (8) hours shall be paid, at the Second Shift Wage Rates set forth in Section 01.03.00. Such shifts shall run consecutively. The straight-time hours for the second shift shall commence not later than ~~one (1) hour~~ **three (3) hours** after the end of work (either straight time or regularly scheduled overtime) on the first shift. On two-shift operations, the first shift shall have regular starting time not earlier than 6:00 a.m., and not later than 8:00 a.m. Once such two-shift operation and starting time have been established, they shall not be terminated other than on a Friday (except upon completion of the job), provided that the starting times may be changed by mutual consent. Shift hours and the applicable straight-time or overtime rate shall be paid whenever shifts are worked under the above conditions including Saturdays, Sundays and holidays.

NOTE: A wage rate by Group is established for second (2nd) shift. Second Shift Wage Rates for Groups 1-8, Steel Erection and Piledriving are set forth in Sections 01.03.00, 01.03.01, 01.03.02, 01.03.03 and 01.04.00 and will be paid on the basis of eight (8) hours' work for eight (8) hours' pay.

15.00.00 SPECIAL WORKING RULES AND CONDITIONS FOR WORKING UNDERGROUND

15.02.02 Tunnel Shift Work. Second (2nd) or Special Single Shift shall be paid in accordance with Section 01.03.04. ~~When work is performed in tunnels on a shift basis, seven (7) consecutive hours exclusive of meal period shall constitute a shift's work, for which eight (8) hours shall be paid for all shifts on such job.~~ When three (3) shifts are employed for five (5) or more consecutive days (or less by mutual written agreement), seven and one-half (7-1/2) consecutive hours, exclusive of meal period, shall constitute a shift's work for which eight (8) hours shall be paid for all shifts.

16.00.00 SAFETY

16.02.02 Addiction Recovery and Substance Abuse Policy. The Union, ~~shall cooperate with the Employer and Individual Employers in~~ **have established** establishing a joint program which shall enable all parties to deal with drug and/or alcohol abuse problems from both a safety and productivity enhancement point of view as well as recognizing the individual rights and well being of each Employee. **Said policy and program is set forth in Exhibit A attached hereto and made a part hereof. The implementation of this policy is not mandatory by any Individual Employer, but once implemented, the program shall remain in effect unless otherwise agreed to by the Union and the Individual Employer.**

EXHIBIT A ADDICTION RECOVERY AND SUBSTANCE ABUSE POLICY

The implementation of this policy is not mandatory by any Individual Employer, but once implemented, the

Program shall remain in effect unless otherwise agreed to by the Union and the Individual Employer.

Section I. Addiction Recovery Program (ARP)

A. The Employer, Individual Employer(s) and the Union are committed to providing a safe and productive work environment for Employees. The Employer, Individual Employer(s) and the Union recognize the valuable resource we have in our Employees and recognize that the state of an Employee's health affects attitude, effort, and job performance. Substance abuse causes decreased efficiency and greatly increased risk of injury to Employees. The Employer, Individual Employer(s) and the Union therefore adopt this policy on behalf of each of its' Employees. The intent of the policy is threefold:

1. To maintain a safe, drug and alcohol free workplace.
2. To maintain our work force at its maximum effectiveness.
3. To provide confidential, Addiction Recovery Program (ARP) referral and treatment to those Employees who recognize they have a substance abuse problem and voluntarily seek treatment for it.

B. In order to achieve these purposes, it is our primary goal to identify those Employees and refer them to professional counsel, *before* job performance has become a disciplinary problem. Employees are urged to use the services available through the Addiction Recovery Program (ARP). Employees who voluntarily seek help through the ARP will not jeopardize their job security by such self-identification.

1. Employees who have a substance abuse problem shall directly contact the ARP Program. All information will be kept confidential and the individual referred to professional counselors and advised how to utilize your Addiction Recovery Program for appropriate treatment.
2. Treatment for alcoholism or drug dependency is provided under applicable Health and Welfare plans, up to the limits described in the plans.
3. An Employee shall be granted necessary leave of absence for treatment of drug/alcohol problems contingent upon signing a "Referral Agreement" requiring completion of an approved treatment program.

Section II. Work Rules

A. All Employees must report to work in a physical condition that will enable them to perform their jobs in a safe and efficient manner. Employees shall not:

1. Use, possess, dispense or receive alcohol, intoxicants or controlled substances (drugs) on or at the jobsite.
2. Report to work with any measurable amount of a controlled substance, intoxicant or illegal drug in their system.

B. Medication prescribed by a physician is an exception when the physician prescribing medication has released the Employee to work while taking the prescribed medication. However, abuse of prescribed drugs is a violation of this policy.

C. Employees who violate the above work rules shall be subject to appropriate discipline up to and including discharge. It is the intent to encourage and assist Employees in treatment and rehabilitation through the Addiction Recovery Program, as is outlined in this policy.

Section III. Testing

- A. Substance abuse is a disease which is treatable and the object of this policy is rehabilitation and not termination although termination may at times be necessary as otherwise provided in this policy.
- B. An Employee whose work performance and/or behavioral conduct indicates that he/she is not in

a physical condition that would permit the Employee to perform a job safely and efficiently will be subject to submitting to a urine, blood or breathalyzer test to determine the presence of alcohol or drugs in the body. *Provided:*

1. The Individual Employer has reasonable grounds to believe that the Employee is under the influence of or impaired by alcohol or drugs. Reasonable grounds include abnormal coordination, appearance, behavior, speech or odor. It can also include work performance, safety and attendance problems.
 2. The supervisor's reasonable grounds *must be confirmed* by another management representative in conjunction with a representative of the Union, which may be the Business Representative, Job Steward or Union Safety Representative if immediately available.
 3. The Employee will be provided with an opportunity to explain his/her conduct at the time of confirmation to the Representatives, including the Union Representative, set forth in 2. above.
- C. Employees who are directly or indirectly involved in an accident involving property damage or bodily injury which requires medical care are subject to submitting to a blood, urine or breathalyzer test, if reasonable cause exists. *The innocent victims of an accident will not be subject to a test unless reasonable cause exists.*
- D. Employees required to take a test will be placed on an unpaid leave of absence pending receipt of the test results.
- E. Failure to submit to a test as required above will be grounds for termination. Employees who feel that they have a legitimate grievance must still submit to the test and then file a grievance in accordance with the *Section 18.00.00, Provisions Governing Right to Arbitrate*, of this Agreement. If the Employee voluntarily consents to obtaining assistance through the Addiction Recovery Program and immediately enters into a written Referral Agreement the test may be waived upon agreement by the Individual Employer.
- F. The Individual Employer shall select reputable facilities for base testing and confirmatory testing at Employer expense. The facility for confirmatory testing must meet all standards required by law and/or set by State or Federal Health Agencies for laboratory performance and they must employ certified Medical Toxicologists and Technicians. The Union will be provided with the testing facilities' names, addresses and credentials if requested. The Union retains the right to demand a change in the test procedure, or test facility based on reliable information which disproves the accuracy or quality of either. The Union also retains the right to request a change in test procedure or test facility when a reasonable and superior alternative to either is available.
- G. The Union will have the opportunity to review the testing procedure.
- H. All samples which test positive will be confirmed using a gas chromatography/mass spectrometry test or a superior or equally reliable test if same becomes reasonably available.
- I. None of the testing procedures are intended to be in violation of the law, and if they are, they shall be eliminated without voiding other parts of this policy.

Section IV. Referral Agreement

- A. It is the intent of the Employer, the Individual Employer and the Local Union to prevent and correct problems associated with drug and alcohol through the ARP in order to avoid situations which could occur which may result in disciplinary action. Therefore, an Employee who voluntarily enters the ARP or has a positive result on a test may have

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disciplinary action withheld pending satisfactory completion of the Referral Agreement requirements.

- B. The terms of the disciplinary action will be set forth in a written Referral Agreement entered into between the Employee, the Union, ARP and the Individual Employer. When reviewing the written agreement, the disciplinary action will be abated for an Employee who satisfactorily completes the treatment program prescribed by the ARP counselor and who meets the terms and conditions of the written Referral Agreement.
- C. An Employee who fails to cooperate, abandons or does not complete the treatment program prescribed by the ARP counseling or who fails to live up to the terms and conditions of the Referral Agreement will receive the previously withheld discipline. However, before the disciplinary action is imposed, the Employer and the Union representative will attempt to counsel the Employee into completing the treatment program.
- D. Whether an Employee volunteers to participate in the ARP or is required to participate as a condition of continued employment, that Employee shall continue to be subject to the same rules, working conditions and disciplinary procedures in effect for other Employees; i.e., Employees cannot escape discipline for future infractions by being enrolled in the ARP.
- E. In order to ensure confidentiality in the ARP program, the Individual Employer shall designate a Management Employee as the Employee Assistance Representative for the Company. This individual shall be the sole representative of the Company in possession of the Employee ARP information.
- F. Whenever Owner or Awarding Agency specifications require the Individual Employer to provide a drug-free workplace, such additional requirements may be incorporated herein upon mutual agreement of the Union and the Employer.

12.00.00 FRINGE BENEFITS

Fringe benefit increases shall become effective 6/26/89, 6/25/90, 6/24/91 and 6/29/92

12.01.02 In the event a National Health Act is enacted, the parties shall meet for the purpose of endeavoring to eliminate any duplicate coverage and cost which may apply to the Individual Employer.

12.02.00 Health and Welfare and Sick Benefits. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers' Health and Welfare Trust Fund for Northern California according to the following schedule:

Effective July 1, 1988

two dollars (\$2.00) per hour

Effective June 26, 1989

two dollars thirty cents (\$2.30) per hour
(\$.30 cent increase)

12.02.01 Should it be actuarially determined that Health and Welfare Trust Fund reserves have fallen below amounts necessary to maintain a six (6) month level of benefits, the Employer and the Union will meet and take whatever action is necessary to insure adequate reserves. However, any increase to contributions shall come from existing or previously negotiated increases. Nothing set forth herein shall contravene or be deemed to be in conflict with the National Health Act Clause.

12.05.00 Affirmative Action. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers and Participating Employers Pre-Apprentice, Apprentice, and Journeyman Affirmative Action Training Fund according to the following schedule:

Effective July 1, 1988

forty-one cents (\$.41) per hour

Effective June 26, 1989

forty-five cents (\$.45) per hour
(\$.04 cent increase)

In addition to the above, the Individual Employer shall pay ~~fifty cents (\$.50)~~ **one dollar (\$1.00)** per hour for each hour worked or paid each Registered Apprentice into the Operating Engineers and Participating Employers Pre-Apprentice, Apprentice, and Journeyman Affirmative Action Training Fund.

12.06.00 Vacation and Holiday Pay Plan. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers' Vacation and Holiday Pay Plan according to the following schedule:

Effective July 1, 1988

two dollars seventy cents (\$2.70) per hour

Registered Apprentices. Each Individual Employer covered by this Agreement shall pay into the Operating Engineers' Vacation Holiday Pay Plan for Apprentices according to the following schedule:

Effective June 26, 1989

two dollars twenty cents (\$2.20) per hour

12.06.02 Complementary Dues. The Employees may authorize, in writing, that a portion of said payments be paid to the Union as Complementary Dues.

12.08.00 Contract Administration Fund. Each Individual Employer covered by this Agreement shall pay into the Contract Administration Fund according to the following schedule:

\$.02 per hour — Effective July 1, 1988

\$.03 per hour — Effective June 26, 1989
(\$.01 cent increase)

12.08.01 Such monies provide compensation to the Employer for negotiations and administration of the provisions of this Agreement, including Section 18.00.00, for the industry.

01.03.00 Classifications, Manning and Rates.

CLASSIFICATIONS:

Current Straight-Time Hourly Wage Rates —
Effective Dates

GROUP 1 (2-3 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$25.10	\$25.95	\$26.81	\$27.68	\$28.55
Area 2	\$27.10	\$27.95	\$28.81	\$29.68	\$30.55

- 3491 1. Operator of Helicopter (when used in erection work)
- 5951 2. Power Shovels, ~~Backhoes, Gradalls~~ over 7 cu. yds. (Assistant to Engineer required)
- NEW 3. Hydraulic Excavator 7 cu. yds. and over (Assistant to Engineer required)**

GROUP 2 (4-5 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$23.93	\$24.74	\$25.56	\$26.39	\$27.22
Area 2	\$25.93	\$26.74	\$27.56	\$28.39	\$29.22

- 1131 1. Certified Chief of Party (when requested by Individual Employer)
- 3551 2. Highline Cableway
- 5801 3. Power Blade Operator (finish)
- 5921 4. Power Shovels, ~~Backhoes, Gradalls~~ (over 1 cu. yd. and up to and including 7 cu. yds. m.r.c. (Assistant to Engineer required))
- NEW 5. Hydraulic Excavator 3-1/2 cu. yds. up to 7 cu. yds. (Assistant to Engineer required)**

GROUP 3 (17 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$22.82	\$23.58	\$24.37	\$25.16	\$25.95
Area 2	\$24.81	\$25.58	\$26.37	\$27.16	\$27.95

- 0201 1. Asphalt Milling Machine
- 0351 2. Hydraulic Excavator up to 3-1/2 cu. yds. (Assistant to Engineer required)
- 0371 3. Cable Backhoe (Assistant to Engineer required)
- 1301 4. Chief of Party

- 1381 5. Combination Backhoe and Loader over 3/4 cu. yds.
- 1861 6. Continuous Flight Tie Back Machine Assistant to Engineer or Mechanic/Welder required
- 1905 7. Crane Mounted Continuous Flight Tie Back Machine, Tonnage to apply, Assistant to Engineer or Mechanic/Welder required
- 1915 8. Crane Mounted Drill Attachments, Tonnage to apply, Assistant to Engineer or Mechanic/Welder required
- 2145 9. Dozer, Slope Brd
- 3171 10. Gradall (Assistant to Engineer required)
- 4211 11. Loader 4 cu. yds. and over
- 5061 12. Multiple Engine Scrapers (when used as push pull)
- 5891 13. Power Shovels, ~~Backhoes, Gradalls~~ up to and including 1 cu. yd. (Assistant to Engineer required)
- 6011 14. Pre-Stress Wire Wrapping machine
- 7081 15. Side Boom Cat, 572 or larger
- 7925 16. Track Loader 4 cu. yds. and over
- 8961 17. Wheel Excavator (up to and including 750 cu. yds. per hour) (Assistant to Engineer required)

GROUP 4 (33 30 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$21.74	\$22.47	\$23.22	\$23.97	\$24.72
Area 2	\$23.74	\$24.47	\$25.22	\$25.97	\$26.72

- 0191 1. Asphalt Plant Engineer
- ~~0311 2. Automatic Concrete Slip Form Paver (Gradesetter, Screedman and Assistant to Engineer required) Duplicate. Conflicts with No. 7211.~~
- 1241 2. Chicago Boom
- 1341 3. Combination Backhoe and Loader up to and including 3/4 cu. yds.
- 1601 4. Concrete Batch Plants (wet or dry)
- 2361 5. Dozer and/or Push Cat
- 2751 6. Pull-Type Elevating Loader
- 3221 7. Gradesetter, Grade Checker (mechanical or otherwise)
- 3261 8. Grooving and Grinding Machine
- 3301 9. Heading Shield Operator
- 3305 10. Heavy Duty Drilling Equipment, Hughes, LDH, Watson 3000 or similar, Assistant to Engineer or Mechanic/Welder required
- 3401 11. Heavy Duty Repairman and/or Welder
- 4041 12. Lime Spreader
- 4151 13. Loader under 4 cu. yds.
- 4391 14. Lubrication and Service Engineer (mobile and grease rack)
- 4691 15. Mechanical Finishers or Spreader Machine (asphalt, Barber-Greene and similar) (Screedman required)
- 4771 16. Miller Formless M-9000 Slope Paver or similar (Gradesetter required) (any additional assistance required on this equipment shall be performed by an Assistant to Engineer)
- ~~5111 18. Mucking Machine (Assistant to Engineer required) (rubber tired, rail or track type) (Moved to Tunnel Section)~~
- 5771 17. Portable Crushing and Screening plants (Assistant to Engineer required)
- 5821 18. Power Blade Support
- ~~6125 21. Raised Bore Operator (tunnels) (Moved to Tunnel Section)~~
- 6381 19. Roller Operator, Asphalt
- 6481 20. Rubber-Tired Earthmoving Equipment (Scrapers)
- 7211 21. Slip Form Paver (concrete or asphalt) (one [1] Operator and two [2] Screedmen required)
- 7435 22. Small Tractor with Drag
- 7461 23. Soil Stabilizer (P&H or equal)
- 7841 24. Timber Skidder
- 7915 25. Track Loader up to 4 yards
- 7931 26. Tractor Drawn Scraper

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- 8121 27. Tractor, Compressor Drill Combination (Assistant to Engineer required)
- ~~8601 31. Tunnel Mole Bore Operator (any assistance in the operation, if needed, shall be performed by an Assistant to Engineer) (Moved to Tunnel Section)~~
- 8881 28. Welder
- 9051 29. Woods-Mixer (and other similar Pugmill equipment)
- 6471 30. Rubber-Tired Scraper, self-loading (paddlewheels, etc.)

GROUP 5 (20 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$20.75	\$21.45	\$22.16	\$22.88	\$23.60
Area 2	\$22.75	\$23.45	\$24.16	\$24.88	\$25.60

- 1121 1. Cast-in-Place Pipe Laying Machine
- 1451 2. Combination Slusher and Motor Operator
- 1611 3. Concrete Conveyor or Concrete Pump, Truck or Equipment mounted
- 1621 4. Concrete Conveyor, Building site
- 1781 5. Concrete Pump or Pumpcrete Guns
- 2405 6. Drilling Equipment, Watson 2000, Texoma 700 or similar, Assistant to Engineer or Mechanic/Welder required
- 2431 7. Drilling and Boring Machinery, Horizontal (not to apply to waterliners, wagon drills or jackhammers) (Assistant to Engineer or Mechanic/Welder required)
- 2471 8. Concrete Mixers/all
- 3761 9. Instrumentman
- 4571 10. Man and/or Material Hoist
- 4631 11. Mechanical Finishers (concrete) (Clary, Johnson, Bidwell Bridge Deck or similar types)
- 4641 12. Mechanical Burm, Curb and/or Curb and Gutter Machine, Concrete or Asphalt
- 4751 13. Mine or Shaft Hoist
- 5741 14. Portable Crushers
- 5861 15. Power Jumbo Operator (setting slip-forms, etc., in tunnels)
- 6811 16. Screedman (automatic or manual)
- 7011 17. Self Propelled Compactor with Dozer
- 8055 18. Tractor with boom, D6 or smaller
- 8391 19. Trenching Machine, maximum digging capacity over 5 ft. depth (Assistant to Engineer required)
- 8831 20. Vermeer T-600B Rock Cutter or similar

GROUP 6 (26 28 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$19.73	\$20.39	\$21.07	\$21.75	\$22.43
Area 2	\$21.73	\$22.39	\$23.07	\$23.75	\$24.43

- 0161 1. Armor-Coater (or similar)
- 0391 2. Ballast Jack Tamper
- 0791 3. Boom-Type Backfilling Machine
- 0881 4. Asst. Plant Engineer
- 0941 5. Bridge and/or Gantry Crane
- 1181 6. Chemical Grouting Machine, truck mounted
- 1321 7. Chip Spreading Machine Operator
- 1841 8. Concrete Saws (self-propelled unit on streets, highways, airports, and canals)
- 2111 9. Deck Engineer
- 2415 10. Drilling Equipment Texoma 600, Hughes 200 Series or similar up to and including 30 ft. m.r.c. Any assistance required will be performed by an Employee covered by this Agreement
- 2461 11. Drill Doctor
- 2581 12. Elevator Operator
- 3511 13. Helicopter Radioman
- 3711 14. Hydro-Hammer or similar
- 4061 15. Line Master
- 4271 16. Locomotive (Assistant to Engineer when required)
- 4431 17. Lull Hi-Lift or similar
- 5183 18. Truck Crane Oiler
- 5531 19. Pavement Breaker, Truck Mounted, with compressor combination (Assistant to Engineer driver when required)
- 5571 20. ~~Petro-Mat Laying Machine Paving~~

Fabric Installation and/or Laying Machine

- 5621 21. Pipe Bending Machine (pipelines only)
- 5681 22. Pipe Wrapping Machine (Tractor propelled and supported)
- 6791 23. Screedman, (except asphaltic concrete paving)
- 7001 24. Self Propelled Pipeline Wrapping Machine
- 7501 25. Soils & Materials Tester
- 7941 26. Tractor
- NEW 27. Rubber Tired Skidsteer Loader, Bobcat or similar
- NEW 28. Truck Mounted Equipment Oiler, (Class I Drivers License Required)

GROUP 7 (29 28 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$18.86	\$19.49	\$20.14	\$20.79	\$21.44
Area 2	\$20.86	\$21.49	\$22.14	\$22.79	\$23.44

- 0401 1. Ballast Regulator
- 0761 2. Boom Truck or dual-purpose A-Frame Truck
- 1091 3. Cary Lift or similar
- 1421 4. Combination Slurry Mixer and/or Cleaner
- 2435 5. Drilling Equipment, 20 ft. and under m.r.c.
- 2893 6. Fireman Hot Plant
- 2981 7. Forklift (20' and over) or Lumber Stacker (construction jobsite)
- 3241 8. Grouting Machine Operator
- 3611 9. Highline Cableway Signalman
- 3941 10. Stationary Belt Loader (Kolman or similar)
- 4031 11. Lift Slab Machine (Vagtborg and similar types)
- 4451 12. Maginnes Internal Full Slab Vibrator
- 4541 13. Material Hoist (1 Drum)
- 4721 14. Mechanical Trench Shield
- ~~4931 15. Motorman (Moved to Tunnel Section)~~
- 5383 16. Partsman (heavy duty repair shop parts room)
- 5501 17. Pavement Breaker with or without Compressor Combination
- 5651 18. Pipe Cleaning Machine (tractor propelled and supported)
- 5781 19. Post Driver
- 6311 20. Rodman Chainman
- 6341 21. Roller (except Asphalt), Chip Seal
- 6851 22. Self Propelled Automatically Applied Concrete Curing Machine (on streets, highways, airports and canals)
- 6911 23. Self Propelled Compactor (without dozer)
- 7123 24. Signalman
- 7241 25. Slip-Form Pumps (lifting device for concrete forms)
- 7821 26. Tie Spacer
- 7911 27. Tower Mobile
- 8371 28. Trenching Machine — maximum digging capacity up to and including 5 ft. depth
- 8511 29. Truck Type Loader

GROUP 8 (30 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$17.99	\$18.59	\$19.21	\$19.83	\$20.45
Area 2	\$19.99	\$20.59	\$21.21	\$21.83	\$22.45

- 0621 1. Bit Sharpener
- 0681 2. Boiler Tender
- 0853 3. Box Operator*
- 0913 4. Brakeman*
- 1391 5. Combination Mixer and Compressor (gunite)
- 1481 6. Compressor Operator
- 2153 7. Deckhand*
- 2863 8. Fireman*
- 2991 9. Forklift (under 20 feet)
- 3131 10. Generators
- 3373 11. Heavy Duty Repairman Helper*
- 3701 12. Hydraulic Monitor
- 3821 13. Ken Seal Machine (or similar)
- 4901 14. Mixermobile
- 5173 15. Oiler*
- 6041 16. Pump Operator
- 6131 17. Refrigeration Plant
- 6241 18. Reservoir-Debris Tug (Self-Propelled

- 6401 19. Floating)
- 6451 20. Ross Carrier (Construction site)
- 6831 21. Rotomist Operator
- 7031 22. Self Propelled Tape Machine
- 7041 23. Shuttlecar
- 7271 24. Self Propelled Power Sweeper Operator
- 7611 25. Slusher Operator
- 7673 26. Surface Heater
- 7763 27. Switchman*
- 8541 28. Tar Pot Fireman*
- 8841 29. Tugger Hoist, Single Drum
- 8921 30. Vacuum Cooling Plant
- Welding Machine (powered other than by electricity)

*Asst. to Engineer classifications

Special Single Shift and Second Shift Wage Rates (Refer to Sections 06.04.03 and 06.05.00)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Group 1					
Area 1	\$27.97	\$29.19	\$30.16	\$31.14	\$32.12
Area 2	\$29.97	\$31.19	\$32.16	\$33.14	\$34.12
Group 2					
Area 1	\$26.67	\$27.73	\$28.76	\$29.69	\$30.62
Area 2	\$28.67	\$29.73	\$30.76	\$31.69	\$32.62
Group 3					
Area 1	\$25.42	\$26.53	\$27.42	\$28.31	\$29.19
Area 2	\$27.42	\$28.53	\$29.42	\$30.31	\$31.19
Group 4					
Area 1	\$24.22	\$25.28	\$26.12	\$26.97	\$27.81
Area 2	\$26.22	\$27.28	\$28.12	\$28.97	\$29.81
Group 5					
Area 1	\$23.12	\$24.13	\$24.93	\$25.74	\$26.55
Area 2	\$25.12	\$26.13	\$26.93	\$27.74	\$28.55
Group 6					
Area 1	\$21.98	\$22.94	\$23.70	\$24.47	\$25.23
Area 2	\$23.98	\$24.94	\$25.70	\$26.47	\$27.23
Group 7					
Area 1	\$21.01	\$21.93	\$22.66	\$23.39	\$24.12
Area 2	\$23.01	\$23.93	\$24.66	\$25.39	\$26.12
Group 8					
Area 1	\$20.04	\$20.91	\$21.61	\$22.31	\$23.01
Area 2	\$22.04	\$22.91	\$23.61	\$24.31	\$25.01

01.03.01 All Cranes and Attachments. The straight-time hourly wage rate of Employees on cranes or equipment and attachments (including jib and/or leads) shall be as follows:

GROUP 1-A (5 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$25.80	\$26.67	\$27.56	\$28.45	\$29.34
Area 2	\$27.80	\$28.67	\$29.56	\$30.45	\$31.34

- 1335 1. Clamshells and Draglines over 7 cu. yds.
- 1951 2. Cranes over 100 tons
- 2105 3. Derrick, over 100 tons
- 2115 4. Derrick Barge Pedestal mounted over 100 tons
- 6915 5. Self Propelled Boom Type Lifting Device over 100 tons

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$20.43	\$21.11	\$21.81	\$22.51	\$23.21
Area 2	\$22.43	\$23.11	\$23.81	\$24.51	\$25.21

- 5183** Truck Crane Oiler
- 6/16/88 6/16/89 6/16/90 6/16/91 6/16/92
- Area 1 \$18.69 \$19.31 \$19.95 \$20.59 \$21.23
- Area 2 \$20.69 \$21.31 \$21.95 \$22.59 \$23.23
- 5173** Oiler

GROUP 2-A (5 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$24.43	\$25.25	\$26.09	\$26.93	\$27.77
Area 2	\$26.43	\$27.25	\$28.09	\$28.93	\$29.77

- 1325 1. Clamshells and Draglines up to and including 7 cu. yds.
- 1981 2. Cranes over 45 tons up to and including 100 tons
- 2125 3. Derrick Barge 100 tons and under
- 6901 4. Self Propelled Boom Type Lifting Device over 45 tons
- 8721 5. Tower Cranes

6/16/88 6/16/89 6/16/90 6/16/91 6/16/92
(Continued on page 24)

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Area 1	\$20.23	\$20.91	\$21.61	\$22.31	\$23.01
Area 2	\$22.23	\$22.91	\$23.61	\$24.31	\$25.01
5183**	Truck Crane Oiler				
	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$18.49	\$19.11	\$19.75	\$20.39	\$21.03
Area 2	\$20.49	\$21.11	\$21.75	\$22.39	\$23.03
5173**	Oiler				

GROUP 3-A (2 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$23.11	\$23.89	\$24.69	\$25.49	\$26.29
Area 2	\$25.11	\$25.89	\$26.69	\$27.49	\$28.29

1961 1. Cranes 45 tons and under
6881 2. Self Propelled Boom Type Lifting Device 45 tons and under

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$20.03	\$20.70	\$21.39	\$22.08	\$22.77
Area 2	\$22.03	\$22.70	\$23.39	\$24.08	\$24.77

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$19.73	\$20.39	\$21.07	\$21.75	\$22.43
Area 2	\$21.73	\$22.39	\$23.07	\$23.75	\$24.43

5183** Hydraulic

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$18.29	\$18.90	\$19.53	\$20.16	\$20.79
Area 2	\$20.29	\$20.90	\$21.53	\$22.16	\$22.79

5173** Oiler

**Truck Crane Oiler or Oiler (as appropriate), are required on all the above cranes, except Self Propelled Boom Type Hydraulic Lifting Devices; and Hydraulic Truck Cranes, (15 tons and under), on which, if any assistance is required, it shall be by an Employee covered by this Agreement.

All Cranes and Attachments, Special Single Shift and Second Shift Wage Rates

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Group 1-A					
Area 1	\$28.76	\$30.00	\$31.01	\$32.01	\$33.01
Area 2	\$30.76	\$32.00	\$33.01	\$34.01	\$35.01
5183**	Truck Crane Oiler				
Area 1	\$22.77	\$23.75	\$24.54	\$25.32	\$26.11
Area 2	\$24.77	\$25.75	\$26.54	\$27.32	\$28.11
5173**	Oiler				
Area 1	\$20.82	\$21.72	\$22.44	\$23.16	\$23.88
Area 2	\$22.82	\$23.72	\$24.44	\$25.16	\$25.88

Group 2-A

Area 1	\$27.23	\$28.41	\$29.35	\$30.30	\$31.24
Area 2	\$29.23	\$30.41	\$31.35	\$32.30	\$33.24

5183** Truck Crane Oiler

Area 1	\$22.54	\$23.52	\$24.31	\$25.10	\$25.89
Area 2	\$24.54	\$25.52	\$26.31	\$27.10	\$27.89

5173** Oiler

Area 1	\$20.60	\$21.50	\$22.22	\$22.94	\$23.66
Area 2	\$22.60	\$23.50	\$24.22	\$24.94	\$25.66

Group 3-A

Area 1	\$25.75	\$26.88	\$27.78	\$28.68	\$29.58
Area 2	\$27.75	\$28.88	\$29.78	\$30.68	\$31.58

5183** Truck Crane Oiler

Area 1	\$22.32	\$23.29	\$24.06	\$24.84	\$25.62
Area 2	\$24.32	\$25.29	\$26.06	\$26.84	\$27.62

5183** Hydraulic

Area 1	\$21.98	\$22.94	\$23.70	\$24.47	\$25.23
Area 2	\$23.98	\$24.94	\$25.70	\$26.47	\$27.23

5173** Oiler

Area 1	\$20.37	\$21.26	\$21.97	\$22.68	\$23.39
Area 2	\$22.37	\$23.26	\$23.97	\$24.68	\$25.39

01.03.02 Classifications and Rates for Steel Erectors and Fabricators

NOTE: The manning of Compressors, Generators, Welding Machines, Pumps or any combination thereof shall be in accordance with Section 07.06.00 of this Agreement.

GROUP 1 (3 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$26.55	\$27.45	\$28.36	\$29.28	\$30.20

1951 1. Cranes over 100 tons (Assistant to Engineer required)

2105 2.	Derrick over 100 tons
6915 3.	Self Propelled Boom Type Lifting Devices over 100 tons
	6/16/88 6/16/89 6/16/90 6/16/91 6/16/92
	\$20.93 \$21.63 \$22.35 \$23.07 \$23.79

5183**	Truck Crane Oiler				
	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$19.19	\$19.83	\$20.49	\$21.15	\$21.81
5173**	Oiler				

GROUP 2 (4 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$25.18	\$26.03	\$26.90	\$27.77	\$28.64

1981 1. Cranes over 45 tons up to and including 100 tons (Assistant to Engineer required)
2261 2. Derrick, 100 tons and under
6901 3. Self Propelled Boom Type Lifting Device, over 45 tons

8721 4. Tower Crane (from Group 3)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$20.73	\$21.43	\$22.14	\$22.86	\$23.58

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$18.99	\$19.63	\$20.28	\$20.94	\$21.60

5173** Oiler

GROUP 3 (2 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$24.06	\$24.87	\$25.70	\$26.53	\$27.36

1961 1. Cranes, 45 tons and under (Assistant to Engineer required)
6881 2. Self Propelled Boom Type Lifting Device, 45 tons and under

~~8721 3. Tower Crane (Moved to Group 2)~~

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$20.53	\$21.22	\$21.93	\$22.64	\$23.35

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$20.23	\$20.91	\$21.61	\$22.31	\$23.01

5183** Hydraulic

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$18.79	\$19.42	\$20.07	\$20.72	\$21.37

5173** Oiler

GROUP 4 (3 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$22.49	\$23.25	\$24.02	\$24.80	\$25.58

1241 1. Chicago Boom
2941 2. Forklift, 10 tons and over
3401 3. Heavy Duty Repairman/Welder

GROUP 5 (1 classification)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$21.50	\$22.22	\$22.96	\$23.70	\$24.44

0701 1. Boom Cat
**Truck Crane Oiler or Oiler (as appropriate), are required on all the above cranes, except Self Propelled Boom Type Hydraulic Lifting Devices; and Hydraulic Truck Cranes, (15 tons and under), on which, if any assistance is required, it shall be by an Employee covered by this Agreement.

Steel Erectors and Fabricators, Special Single Shift and Second Shift Wage Rates

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Group 1	\$29.60	\$30.88	\$31.91	\$32.94	\$33.98

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$23.33	\$24.33	\$25.14	\$25.95	\$26.76

5173** Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$21.39	\$22.31	\$23.05	\$23.79	\$24.54

Group 2 \$28.07 \$29.28 \$30.26 \$31.24 \$32.22

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$23.10	\$24.11	\$24.91	\$25.72	\$26.53

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$21.16	\$22.08	\$22.82	\$23.56	\$24.30

Group 3 \$26.82 \$27.98 \$28.91 \$29.85 \$30.78

5183** Truck Crane Oiler \$22.88 \$23.87 \$24.67 \$25.47 \$26.27

5183** Hydraulic	\$22.54	\$23.52	\$24.31	\$25.10	\$25.89
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5173** Oiler	\$20.93	\$21.85	\$22.58	\$23.31	\$24.04
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Group 4	\$25.07	\$26.16	\$27.02	\$27.90	\$28.78
Group 5	\$23.96	\$25.00	\$25.83	\$26.66	\$27.50

01.03.03 Classifications and Rates for Piledrivers

GROUP 1 (4 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$26.05	\$26.93	\$27.83	\$28.73	\$29.63

2115 1. Derrick Barge Pedestal mounted over 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)

5951 2. Clamshells over 7 cu. yds.
6915 3. Self Propelled Boom Type Lifting Device over 100 tons

8425 4. Truck Crane or Crawler, land or barge mounted over 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$20.68	\$21.37	\$22.08	\$22.79	\$23.50

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$18.94	\$19.57	\$20.22	\$20.87	\$21.52

5173** Oiler

GROUP 2 (4 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$24.68	\$25.51	\$26.36	\$27.21	\$28.06

2155 1. Derrick Barge Pedestal mounted 45 tons up to and including 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)

5921 2. Clamshells up to and including 7 cu. yds.
6901 3. Self Propelled Boom Type Lifting Device over 45 tons

8455 4. Truck Crane or Crawler, land or barge mounted, over 45 tons up to and including 100 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$20.48	\$21.17	\$21.87	\$22.58	\$23.29

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$18.74	\$19.37	\$20.02	\$20.67	\$21.32

5173** Oiler

GROUP 3 (4 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$23.36	\$24.15	\$24.95	\$25.76	\$26.57

2135 1. Derrick Barge Pedestal mounted under 45 tons (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)
6881 2. Self Propelled Boom Type Lifting Device 45 tons and under
7171 3. Skid/Scow Piledriver, any tonnage (Any assistance required shall be by an Employee covered by this Agreement)

8445 4. Truck Crane or Crawler, land or barge mounted 45 tons and under (Assistant to Engineer or Assistant Operator in lieu of Assistant to Engineer required)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$20.28	\$20.96	\$21.66	\$22.36	\$23.06

5183** Truck Crane Oiler

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$18.54	\$19.16	\$19.80	\$20.44	\$21.08

5173** Oiler

GROUP 4 (3 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	
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- 2941 2. Forklift, 10 tons and over
- 3401 3. Heavy Duty Repairman/Welder

GROUP 5 (0 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$21.00	\$21.70	\$22.42	\$23.14	\$23.86

No current classification (subject to Section 20.00.00)

GROUP 6 (1 classification)

	6/16/88	6/16/90	6/16/91	6/16/92
	\$19.98	\$20.65	\$21.34	\$22.03

- 2111 1. Deck Engineer

GROUP 7 (0 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$19.11	\$19.75	\$20.41	\$21.07	\$21.73

No current classification (subject to Section 20.00.00)

GROUP 8 (2 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
	\$18.24	\$18.85	\$19.48	\$20.11	\$20.74

- 2153 1. Deckhand
- 2863 2. Fireman

**Truck Crane Oiler or Oiler (as appropriate), are required on all the above cranes, except Self Propelled Boom Type Hydraulic Lifting Devices; and Hydraulic Truck Cranes, (15 tons and under), on which, if any assistance is required, it shall be by an Employee covered by this Agreement. (All of the above are Assistants to Engineer.)

NOTE: On Crawler Crane or Derrick Barge Piledriving operations when an Assistant Operator is used in lieu of an Assistant to Engineer, the second Operator can operate Forklifts, 10 tons or greater, or Deck Engines in conjunction with Piledriving operations.

On stationary Truck or stationary Crawler Cranes handling pile, an Assistant to Engineer or Assistant Operator is not required.

Piledrivers, Special Single Shift and Second Shift Wage Rates

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Group 1	\$29.04	\$30.30	\$31.31	\$32.32	\$33.33

5183** Truck Crane Oiler	\$23.05	\$24.04	\$24.84	\$25.64	\$26.44
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5173** Oiler	\$21.11	\$22.02	\$22.75	\$23.48	\$24.21
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Group 2	\$27.51	\$28.70	\$29.66	\$30.61	\$31.57
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5183** Truck Crane Oiler	\$22.82	\$23.82	\$24.60	\$25.40	\$26.20
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5173** Oiler	\$20.88	\$21.79	\$22.52	\$23.25	\$23.99
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Group 3	\$26.04	\$27.17	\$28.07	\$28.98	\$29.89
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5183** Truck Crane Oiler	\$22.60	\$23.58	\$24.37	\$25.16	\$25.94
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5173** Oiler	\$20.66	\$21.56	\$22.28	\$23.00	\$23.72
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Group 4	\$24.50	\$25.57	\$26.43	\$27.28	\$28.14
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Group 5	\$23.40	\$24.41	\$25.22	\$26.03	\$26.84
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Group 6	\$22.26	\$23.23	\$24.01	\$24.78	\$25.56
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Group 7	\$21.29	\$22.22	\$22.96	\$23.70	\$24.45
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Group 8	\$20.32	\$21.21	\$21.92	\$22.62	\$23.33
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01.03.04 Tunnel/Underground Classifications and Wage Rates. The straight-time hourly wage rate of Employees working underground and/or within shafts, stopes and raises shall be as follows:

GROUP 1 (5 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$22.04	\$22.78	\$23.54	\$24.30	\$25.06
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Area 2	\$24.04	\$24.78	\$25.54	\$26.30	\$27.06
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Shafts, Stopes and Raises

Area 1	\$22.14	\$22.88	\$23.64	\$24.40	\$25.16
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Area 2	\$24.14	\$24.88	\$25.64	\$26.40	\$27.16
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- 3301 1. Heading Shield Operator
- 3401 2. Heavy Duty Repairman/Welder
- 5111 3. Mucking Machine (delete Assistant)
- 6125 4. Raised Bore Operator
- 8601 5. Tunnel Mole Bore Operator

GROUP 2 (4 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$21.05	\$21.76	\$22.48	\$23.21	\$23.94
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Area 2	\$23.05	\$23.76	\$24.48	\$25.21	\$25.94
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Shafts, Stopes and Raises

Area 1	\$21.15	\$21.86	\$22.58	\$23.31	\$24.04
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Area 2	\$23.15	\$23.86	\$24.58	\$25.31	\$26.04
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- 1451 1. Combination Slusher and Motor Operator

- 1781 2. Concrete Pump or Pumpcrete Guns

- 5861 3. Power Jumbo Operator

- 4751 4. Mine or Shaft Hoist

GROUP 3 (1 classification)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$20.03	\$20.70	\$21.39	\$22.08	\$22.77
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Area 2	\$22.03	\$22.70	\$23.39	\$24.08	\$24.77
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Shafts, Stopes and Raises

Area 1	\$20.13	\$20.80	\$21.49	\$22.18	\$22.87
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Area 2	\$22.13	\$22.80	\$23.49	\$24.18	\$24.87
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GROUP 4 (3 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$19.16	\$19.80	\$20.46	\$21.12	\$21.78
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Area 2	\$21.16	\$21.80	\$22.46	\$23.12	\$23.78
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Shafts, Stopes and Raises

Area 1	\$19.26	\$19.90	\$20.56	\$21.22	\$21.88
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Area 2	\$21.26	\$21.90	\$22.56	\$23.22	\$23.88
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- 1421 1. Combination Slurry Mixer Cleaner

- 3241 2. Grouting Machine Operator

- 4931 3. Motorman

GROUP 5 (7 classifications)

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$18.29	\$18.90	\$19.53	\$20.16	\$20.79
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Area 2	\$20.29	\$20.90	\$21.53	\$22.16	\$22.79
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Shafts, Stopes and Raises

Area 1	\$18.39	\$19.00	\$19.63	\$20.26	\$20.89
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Area 2	\$20.39	\$21.00	\$21.63	\$22.26	\$22.89
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- 0621 1. Bit Sharpener

- 0913 2. Brakeman

- 1391 3. Combination Mixer and Compressor (Gunitite)

- 1481 4. Compressor Operator

- 5173 5. Oiler*

- 6041 6. Pump Operator

- 7241 7. Slusher Operator

***Assistant to Engineer Classification**

Tunnel/Underground, Special Single Shift and Second Shift Wage Rates

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$23.51	\$25.63	\$26.48	\$27.34	\$28.19
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Area 2	\$25.51	\$27.63	\$28.48	\$29.34	\$30.19
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Shafts, Stopes and Raises

Area 1	\$23.61	\$25.73	\$26.58	\$27.44	\$28.29
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Area 2	\$25.61	\$27.73	\$28.58	\$29.44	\$30.29
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GROUP 2

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$22.45	\$24.48	\$25.29	\$26.11	\$26.93
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Area 2	\$24.45	\$26.48	\$27.29	\$28.11	\$28.93
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Shafts, Stopes and Raises

Area 1	\$22.55	\$24.58	\$25.39	\$26.21	\$27.03
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Area 2	\$24.55	\$26.58	\$27.39	\$28.21	\$29.03
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GROUP 3

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$21.36	\$23.29	\$24.06	\$24.84	\$25.62
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Area 2	\$23.36	\$25.29	\$26.06	\$26.84	\$27.62
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Shafts, Stopes and Raises

Area 1	\$21.46	\$23.39	\$24.16	\$24.94	\$25.72
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Area 2	\$23.46	\$25.39	\$26.16	\$26.94	\$27.72
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GROUP 4

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$20.43	\$22.28	\$23.02	\$23.76	\$24.50
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Area 2	\$22.43	\$24.28	\$25.02	\$25.76	\$26.50
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Shafts, Stopes and Raises

Area 1	\$20.53	\$22.38	\$23.12	\$23.86	\$24.60
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Area 2	\$22.53	\$24.38	\$25.12	\$25.86	\$26.60
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GROUP 5

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Underground Rate					

Area 1	\$19.50	\$21.26	\$21.97	\$22.68	\$23.39
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Area 2	\$21.50	\$23.26	\$23.97	\$24.68	\$25.39
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Shafts, Stopes and Raises

Area 1	\$19.60	\$21.36	\$22.07	\$22.78	\$23.49
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Area 2	\$21.60	\$23.36	\$24.07	\$24.78	\$25.49
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01.04.00 FOREMEN — Wage Rates.

	6/16/88	6/16/89	6/16/90	6/16/91	6/16/92
Area 1	\$25.10	\$25.95	\$26.81	\$27.68	\$28.55

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District Meetings

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

- March**
- 8th District 12: Salt Lake City**
Engineers Bldg. 1958 W.N. Temple
- 9th District 11: Reno**
Musicians Hall 124 West Taylor
- 23rd District 10: Santa Rosa**
Veterans Bldg. 1351 Maple St.
- 28th District 9: San Jose**
Labor Temple 2102 Almaden Rd.
- April**
- 4th District 1: San Mateo**
Laborer's Hall 300 - 7th Ave.
- 11th District 4: Eureka**
Engineers Bldg. 2806 Broadway
- 11th District 17: Kauai**
Wilcox Elementary School 4319 Hardy Street
- 12th District 17: Kona**
Konawaena School Kealahou
- 12th District 7: Redding**
Engineers Bldg. 100 Lake Blvd.
- 13th District 6: Marysville**
Engineers Bldg. 1010 "I" Street
- 25th District 17: Maui**
Kahului Elem. School 410 S. Hina Ave. Kahului, Maui
- 26th District 17: Hilo**
Kapiolani School 966 Kilauea Ave.
- 27th District 17: Honolulu**
Kalihi Waena School 1240 Gulick Ave.
- May**
- 9th District 3: Stockton**
Engineers Bldg. 1916 North Broadway
- 11th District 2: Richmond**
Point Marina Inn 915 W. Cutting Blvd.
- 16th District 5: Fresno**
Laborer's Hall 5431 East Hedges
- 23rd District 8: Auburn**
Auburn Recreation Center 123 Recreation Drive

Geographic Committee Elections

Election of Geographical Market Area Addendum Committeemen

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

No member shall be eligible for election, be elected or hold the position, of Geographical Market Area Addendum Committeemen.

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

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

(c) He must be an "A" Journeyman

- (d) He must be a member in good standing
(e) Must not be an owner-operator.
No members shall be nominated unless he or she is present at the meeting and will accept the nomination and the position, if elected.
No member is allowed to serve more than two (2) consecutive terms on the Geographical Market Area Committee.

March 1989

- 23rd District 10: Santa Rosa**
8:00 p.m.
Veterans Bldg.,
1351 Maple St.
- 28th District 9: San Jose**
8:00 p.m.
Labor Temple
2102 Almaden Rd.

Retiree Mtgs.

- Santa Rosa** Thurs. Mar. 23, 1989 p.m.
Veterans Memorial Bldg. 1351 Maple Street
- San Jose** Tues. Mar. 28, 1989 p.m.
Holiday Inn Park Center Plaza 282 Almaden Blvd.
- Watsonville** Wed. Mar. 29, 1989 10 a.m.
V.F.W. Post # 1716 1960 Freedom Blvd., Freedom

Pre-retiree Mtgs.

- Eureka** Tues. Apr. 18, 1989 7:30 p.m.
Operating Engineers Bldg. 2806 Broadway
- Redding** Wed. Apr. 19, 1989 7:30 p.m.
Operating Engineers Bldg. 100 Lake Blvd.
- Marysville** Thurs. Apr. 20, 1989 7:30 p.m.
Operating Engineers Bldg. 1010 "I" Street.
- Concord** Tues. Apr. 25, 1989 7:30 p.m.
Elks Lodge # 1994 3994 Willow Pass Rd.
- Oakland** Wed. Apr. 26, 1989 7:30 p.m.
Holiday Inn Airport 500 Hegenberger Rd.
- San Jose** Thur. Apr. 27, 1989 7:30 p.m.
Holiday Inn Park Center Plaza 282 Almaden Blvd.
- Fresno** Tues. May 2, 1989 7:30 p.m.
Cedar Lanes 3131 North Cedar
- Stockton** Thurs. May 4, 1989 7:30 p.m.
Operating Engineers Bldg. 1916 N. Broadway
- Ignacio** Tues. May 9, 1989 7:30 p.m.
Alvarado Inn 6045 Redwood Hwy. Novato, Ca.
- Fairfield** Wed. May 10, 1989 7:30 p.m.
Holiday Inn 1350 Holiday Lane
- San Mateo** Thurs. May 11, 1989 7:30 p.m.
Laborers Hall 300 7th Avenue
- Watsonville** Tues. May 16, 1989 7:30 p.m.
V.F.W. Post # 1716 1960 Freedom Blvd. Freedom, Ca.
- Santa Rosa** Wed. May 17, 1989 7:30 p.m.
Veterans Memorial Bldg. 1351 Maple St.
- Salt Lake City** Sat. May 20, 1989 11:00 a.m.
Operating Eng. Bldg. 1958 W. N. Temple.
- Reno** Tues. May 23, 1989 7:30 p.m.
McCarran House 55 E. Nugget Ave. Sparks, Nev.
- Auburn** Wed. May 24, 1989 7:30 p.m.
Auburn Recreation Center 123 Recreation Drive
- Sacramento** Thurs. May 25, 1989 7:30 p.m.
Laborers Hall 545 Stockton Blvd.

Credit Union continued

(Continued from page 16)

counts and 9.15 percent for Golden Three accounts.

The rate on Jumbo Tax-Deferred Certificates is 9.34 percent for regular accounts and 9.40 percent for Golden Three Accounts. Please call our Certificate Specialist today for more information at 415/829-4400 or 800/877-4444.

Earn higher rates on IRA certificates

Your Credit Union now offers 12 month and 18 month IRA Certificates that earn a higher rate than a regular IRA. The difference between a regular IRA and an IRA Certificate is that you cannot transfer or rollover the funds in a Certificate IRA until maturity.

The rate on a 12-month IRA is 8 percent with a yield of 8.24 percent and the rate on an 18-month IRA is 8.35 percent with a yield of 8.62 percent. The interest on IRA Certificates compounds quarterly.

An IRA Certificate gives you an opportunity to earn more dividends on your retirement fund at no additional risk or inconvenience. Since most IRA funds are left in one's account until retirement, it makes sense to transfer your IRA to a high yield IRA Certificate account.

Call our IRA Specialist today for more details. She'll be glad to transfer your IRA into an IRA Certificate or set up a new IRA account for you.

Honorary Members

At the Executive Board meeting on February 12, 1989, it was reported that the following retirees have 35 or more years of membership in the Local Union as of February 1989 and have been determined eligible for Honorary Membership, effective April 1989:

Edwin Bruner	0758438
Eugene Carkhuff	0318652
Frank Colloms	0769390
Chauncey Crittenden	0795872
Harry Drewry	0782715
J. P. James	0736612
Samuel Jernigan	0558861
Stan Mattice	0732090
Keith Miser	0707341
Dean Mitchell	0667316
James O'Brien	0795914
B. D. Peterson	0674767
Jack Powell	0586558
John Suazo	0689282
Joel Williams	0570306

Swap Shop

FREE WANTS ADS FOR ENGINEERS

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

FOR SALE: Corner lot on Clear Lake about 1/4 mi from Lake \$4,950. Doug Furber 54 - 9th Ave., 4 San Mateo, Ca. 94401 (415) 344-1321 Reg. # 0330845 2/89

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

FOR SALE: Night Club in fastest growing community in northern Nevada. Large/expanding Naval Air Base in area, setup for live music w/dance area, rm. for small restaurant, new bar w/video poker machines, C2 commercial zoning with 350' highway frontage on 1.67 acres at 1800's famous historical crossing. Bus. incl. furniture, fixtures, inventory, equip. & 12'X 65' mobile home. Must sell due to health. Call or write: Ed Mincer 8355 Reno Highway, Fallon, Nev. 89406 (702) 867-2406 or (702) 867-3464. Reg. # 1235201 2/89

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: 1975 Lincoln Cont. MK IV,

runs/looks great. Need to sell soon \$2,000. O.B.O. (415) 825-8919 Reg. # 1644228 2/89

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

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

FOR SALE: Oroville foothills 7 1/2 acres w/12 X 64 ft mobile home. Storage trailer, well septic & power & case tractor & Disc. \$55,000 will take as down a late model pick-up ATD/T. Alex Cellini 1521 Valley View Dr. Yuba City, Ca. 95991 (916) 674-3927 Reg. # 1013084 3/89

FOR SALE: Custom built 4 bdrm home. 2050 Sq. Ft. 2 tile ba. living rm. family rm. double fireplace in wall between. Laundry rm. etc. Beautiful wood paneling in all rooms. 18 ft. X 35 ft. gunite pool. new filter system, patio, BBQ. pit & much more on 2 acres of large pines & oaks. A quiet peaceful retreat. City of Redding water. \$120,500. Call evenings Joe M. Paulazzo 3342 Melwood Lane Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg. # 0865537 3/89

FOR SALE: Beer & Wine Tavern in Tehama County nr. Red Bluff, Ca. Cement block bldg. 2120 Sq. Ft. incl. 2 bdrm apt. Patio in rear. Deep well w/submersible pump also trailer pad w/all util. only \$65,900 Joe M. Paulazzo 3342 Melwood Ln. Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg. # 0865537 3/89

FOR SALE: 1980 Ford F100 Pick-up Truck, Clean 6 cyl., 3 speed. Miller Big Blue

400 amp welder w/leads & trailer incl. Gary DeRenzi, 528-2nd Ave., San Bruno, Ca. 94066 (415) 583-9807 Reg. # 1669800 3/89

FOR SALE: HD5-Dozer, runs good \$3,950, 9N Ford Tractor & Disc-\$2,295. 300 International Tractor (Propane) \$1,250. Allis-Chalmers Tractor \$875. W. L. Maddox, 17343 S. Mercy Springs, Los Banos, Ca. 93635 (209) 826-9465 Reg. # 1043556 3/89

FOR SALE: 21 Ft. Motorhome 1976 GMC Chassis, all amenities, runs great, low mi. \$8,000 Bob Baroni (707) 449-9163 Reg. # 1225929 3/89

FOR SALE: 2 Dragline Buckets, 1 3/4 Yard Hendrix, one 1 1/2 yard Bucyrus, W. Dunn (916) 991-6092 Reg. # 538710 3/89

FOR SALE: 20 mi. Sacramento 5 Acres, all irrigated. 5 H.P. pump. Over 200 trees. Abundance of grapes, fruit & nut trees. 2 bdrm 1 1/2 ba. good upgrades home, 3 large outbldgs. Pool, Good for horses, cattle, kids or retirement. \$169,000 F. Stanley 12254 Woods Rd. Galt Ca. 95632 (916) 687-6519 Reg. # 1171873 3/89

FOR SALE: MUST SACRIFICE! 1984 model Jucuzzi Spa w/ whirlpool action. Fully self cont. in exc. condit. Portable, can fit in any pickup, \$1050. Spa chemicals incl. 528-2491 any time. Reg. # 1910408 3/89

FOR SALE: Make decent offer for 1000 Trails Country wide membership. (916) 689-2293 or write Harold Schultz 8210 Serenade Ln. Sacramento, Ca. 95828 3/89

FOR SALE: Retiree Heavy Duty Mechanic Tools Call Bob at (415) 692-2615 3/89

FOR SALE: G.M.C. 1971 20' Motorhome Less than 47K mi. "Extras" fully self-cont. Exc. Condit. \$6,800 (415) 523-1358 Wilfred R. Thomson Reg. # 0870909 3/89

RETIRED SALE: 1983 Ford Dully Pickup 6.9 diesel, LN 8000 Ford Truck w/1160,225 Re-manufactured Cat Engine w/1977 Boles Arrow 5th wheel RV Fully self-contained will sell separate. **1979 Lincoln Town car,** limited edition \$5,000 **Weekender Cab over Camper,** 2 way refrig, double stainless steel

sink, roof water cooler-water storage tank, porta potty, new swing out Hyd. jacks. \$1,500. Wacker gas 2 in trash pump \$300. **Race Bred Quarter Horses,** miniature Pincher Puppies. 40 acres-almonds, lake w/fish, large oak trees, good water, nr. Valley Springs. Jim Parrish 5404 Pettinger Road Linden, Ca. 95236 (209) 772-1577 Reg. # 336937 3/89

FOR SALE: 1978 Midland Motor Home, 27 ft. w/awning Dodge 440 engine, 84,000 mi. new tires all around, new brakes, full self-cont. generator w/low hrs., color T.V. microwave, air condit. sleeps 6-8. \$10,500 firm. Mary Wilkins call after 6 p.m. (707) 554-6633 Reg. # 0605167 3/89

FOR SALE: 1980 AMC Concord, 4 dr. 76,000 mi. new tires. \$1,100 Mary Wilkins call after 6 p.m. (707) 554-6633 Reg. # 0605167 3/89

FOR SALE: 1987 Toyota Pickup, 4X4, clean, low mi., custom stereo, \$8,700 Joyce J. Skeen 1822 Waring Way, Modesto, Ca. 95350 (209) 526-4714 or (209) 537-0914 Reg. # 2061018 3/89

FOR SALE: 1967 Motorhome class A 20 ft. Winnebago. Self-cont. on 1 ton Ford chassis. Automatic trans. & 300 cubic in. 6 cyl. in-line eng. Body in exc. shape-interior refurbished. W/new interior paneling & new mini-blinds. Twin voltage elect. system (12-125) w/800 watt power plant w/12 V charging system. Eng. overhauled (rings, valves, bearings) trans. rebuilt, new tires (commercial grade). Less than 1000 mi. of use since above items replaced or repaired. Radio, heater in-dash mounted, rear mounted radio, large heater & air conditioner. 4 burner gas stove w/oven, twin stainless steel sinks, gas and/or electric refig./freezer. Extra Butane tank. Exc. home away from home, can be parked in normal parking place. Exceptional gas mi., equals most full sized pickups. Doesn't require re-registration smog checks, only on sale or transfer. \$4,000. Ed Stanton (209) 578-0231. Reg. # 1152779 3/89

FOR SALE: 1981 Hobie Cat 18' w/Galvanized Trailer & traveling cover. Orange hull, multi-color sails, traps. Exc. condit. & ready for fun. \$3,000 O.B.O. V. F. Dias (415) 223-6532. Reg. # 0935703 3/89

FOR SALE: Gradall M-2460 3 buckets w/10' extension, extra set of tires & spare parts. Gas up & down. Good condit. \$4,000 George Riebli (707) 527-8750 Reg. # 109446 3/89

FOR SALE: Shop building 24'wideX36' deep. **Shop building** 14' ft wide X 24' deep. Side by side, **3 bedroom frame home** w/double gar. Fenced & cross fenced w/double gates. All chain link fencing. \$28,000. Coy Downing 218 N. Calif. Ave. Atoka, Oklahoma 74525 (405) 889-6156 Reg. # 1178350 3/89

FOR SALE: Free Wrought Iron 12'X 28' Porch Railing w/1,477 new bricks 25¢ ea. Home full of house hold furn. All/or part. 73 ¢ ea. Reader's Digest Condensed Best Sellers Books. \$15.00 for all. Like new. Lots of Sports Aviation Magazines like new. 50¢ ea. Clarke Eikenbary 14057 Arcadia Palms Dr. Saratoga, Ca. 95070 (408) 867-3806 after 7p.m. Reg. # 0750266 3/89

STRAIGHT TALK By Don Luba, Treasurer

(Continued from page 16)

Lorenzo's union busting tactics that it joined in support of the Machinists.

One might ask how that struggle affects us in the construction industry. It stands to reason that the Machinists' and Pilots' struggle with Frank Lorenzo (called the Robber Baron by the Machinists and Pilots), will have an impact on the entire trade union movement, just as the Air Traffic Controllers strike, broken by President Reagan's firing of 11,600 striking controllers in 1981, had a direct impact on the entire trade union movement.

The strike by the Machinists and

Pilots has all the ingredients of the perfect class action struggle of workers against corporate greed, according to Machinist union officials quoted in the March 10 *Wall Street Journal*.

Lorenzo, who runs the largest airline in the world by virtue of his ownership of Continental, Eastern, Texas Air and Peoples Express, has made his fortune through the use of leveraged buy-outs, filing for bankruptcy to get out of collective bargaining agreements, and every other underhanded trick conceivable.

In addition, he sold Eastern's ticketing and reservations entity to his Continental Airline for approximately \$200 million, only half of its true value according to published reports, with the first payment on

the sale due ten years down the road. Meanwhile he reaps the revenue and profits during that same period as owner of Texas Air.

Now, he wants the employees to take wage and fringe reductions of over 25 percent to service the debt he has incurred to amass this empire.

Of course none of these events could have occurred during the days of regulations and anti-trust laws, and we all know who deregulated the industry and who abrogated anti-trust laws. Yes, the Reagan administration, who said: let the free enterprise system and the marketplace govern.

The striking Eastern workers now know what those Reagan professors really wanted: "Let the big fish eat the little fish."

Personal Notes

Fresno: Our sincere sympathy is extended to the family and friends of our Brothers and Sisters who recently passed on: Gerald Lewis 12/6/88, Fred Hall 12/15/88, Leland Kerns 12/17/88, and Mary Ann Turner 12/23/88, wife of Glen Turner. We will miss each of them.

Nevada: Congratulations to Ken & Patty Julian on the birth of their new daughter on November 13, and to Jim & Lauri Evans on the arrival of their new little girl on December 23.

We recently wrote that apprentice Dave McAnany was in St. Mary's Hospital in critical condition in a coma after suffering an aneurysm. Since that writing, Dave has made little improvement. He has recently flown to a rehabilitation centers in California. His recovery is going to be a long and slow process. In the meantime, Dave's bills are mounting. A fund has been established at St. Mary's Hospital to help Dave and his family. Anyone wishing to make a donation can send them to; St. Mary's Foundation, 235 West Sixth St., Reno, NV. 89520. Attn: The David McAnany Fund. All donations are tax deductible.

Double breasting bill receives new effort this year

The effort to ban double-breasting in the construction industry has been renewed in the U.S. House, but its prospects appear no brighter than last year, when the bill stalled in the U. S. Senate.

HR 931 would amend the Taft-Hartley Act "to increase the stability of collective bargaining" in the construction industry by outlawing dual shops. The bill was introduced by Rep. William Clay (D-Mo.) in February.

The bill would expand the definition of "single employer" in the construction industry to include any two or more construction employers performing work in the same geographical area if the firms have substantial common management, or substantial common control. Under the proposed law, if one firm signed a collective bargaining agreement, the related firms would also be covered. The bill would not apply to a contractor-subcontractor relationship at a construction site.

HR 931 would give Section 8(f) pre-hire agreements in construction the same status as collective bargaining agreements and provide that an employer may not repudiate a pre-hire agreement unless the employees vote against union representation in an NLRB election.

HR 281, the 1987-1988 version of the bill, was approved in the House but did not come to a vote in the Senate.

House members may be hesitant to push very hard for the measure this year if there is no sign of movement in the Senate, according to published reports.

But Clay believes that double breasting in construction is a serious problem that has to be addressed. Members of Associated General Contractors will continue to oppose the legislation, according to an AGC spokesperson.

The Associated Builders and Contractors has also said it will oppose the bill.

A PARTING THOUGHT

By Greg Tarpinian

Eastern struggle bolsters workers' cause

Eastern management has tried to place the burden of the company's bankruptcy on its striking machinists. Many people wonder why workers would strike when they may lose their jobs. Have the workers lost their objectivity as a result of their ongoing fight with Frank Lorenzo?

A careful look at the events leading up to the strike suggests that it was the most rational course the machinists union could pursue. In fact, it was the only course once President Bush decided not to assign an emergency board to help resolve the dispute. On March 3, after 16 months of fruitless negotiations, Lorenzo had the legal right to abrogate his contract with the machinists and impose wage-and-benefit cuts of up to 50 percent. Eastern workers had been pressed to the wall and they acted.

Eastern's attempt to blame the unions for its woes is designed to take Lorenzo off the hook. With or without the strike, Lorenzo has been steadily pushing Eastern toward bankruptcy. Indeed, bankruptcy was the last card he could play in his ongoing attempt to break the unions.

Eastern's losses are not the result of high wages. In fact, Lorenzo's non-union Continental Airlines, with the lowest labor costs in the airline industry, lost \$573.6 million in the past two years. At the same time, unionized American and United airlines showed profits of \$476.8 million and \$599.9 million respectively. Lorenzo has used Eastern as a cash cow to subsidize the rest of his Texas Air empire. Since Texas Air acquired Eastern in early 1986, Eastern has provided more than \$700 million in financing, fees, loans and deposits to Texas Air. It has funneled more than \$800 million to Continental to keep it afloat.

Eastern has been stripped of 25 percent of its assets, including its profitable computer reservations system, 50 aircraft, and shortly, its profitable air shuttle. The reservations system was sold to Texas Air for \$100 million after Eastern's own investment banker valued it at \$250 million and outside analysts valued it as high as \$500 million.

Over the past decade, Eastern

workers have given up more than \$1.5 billion in wages. Lorenzo has pounded them for more and, to add insult to injury, implemented the most anti-worker policies of any American company in recent memory. There are widespread reports of unjust firings, employee monitoring and surveillance. Management has refused to accept quality and cost-cutting improvements suggested by its employees that would have saved Eastern money and won it new passengers. Like workers in many in-

dustries across the country, Eastern workers have borne the brunt of the new push for "competitiveness."

The depth of Lorenzo's anti-labor policies can be gauged by the extent to which they have galvanized the work force against him. The pilots have honored the machinists' picket lines because they, too, have been the object of Lorenzo's aggressive management style. The pilots, flight attendants, mechanics and baggage handlers came together to stop him from dismantling the airline they helped build with millions of hours of hard work.

The Eastern strike is more than an action against an isolat-

ed union buster. It is also a response to airline deregulation, which has destroyed living standards and job security for workers throughout the industry and made air travel unbearable and often unsafe. Eastern workers are putting their jobs on the line to save themselves, the industry and the people they serve from corporate executives who pursue profits at any cost. They are

forced to take a stand because the government won't. The striking workers are the best hope for decent jobs on the ground,

and sanity and safety in the air.

The strike has placed the Eastern workers in a stronger position to deal with Lorenzo in the course of bankruptcy proceedings than they would have been had they simply submitted to his extreme demands. At the same time it has demonstrated that Eastern is nothing without its workers. This should ensure that the unions are guaranteed a strong voice in current bankruptcy proceedings. And we should all listen to what they have to say.

(Greg Tarpinian is director of the Labor Research Assn., a New York-based economic consulting firm. 212/473-1042.)

"Lorenzo has ... implemented the most anti-worker policies of any American company in recent memory."

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