

Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3,

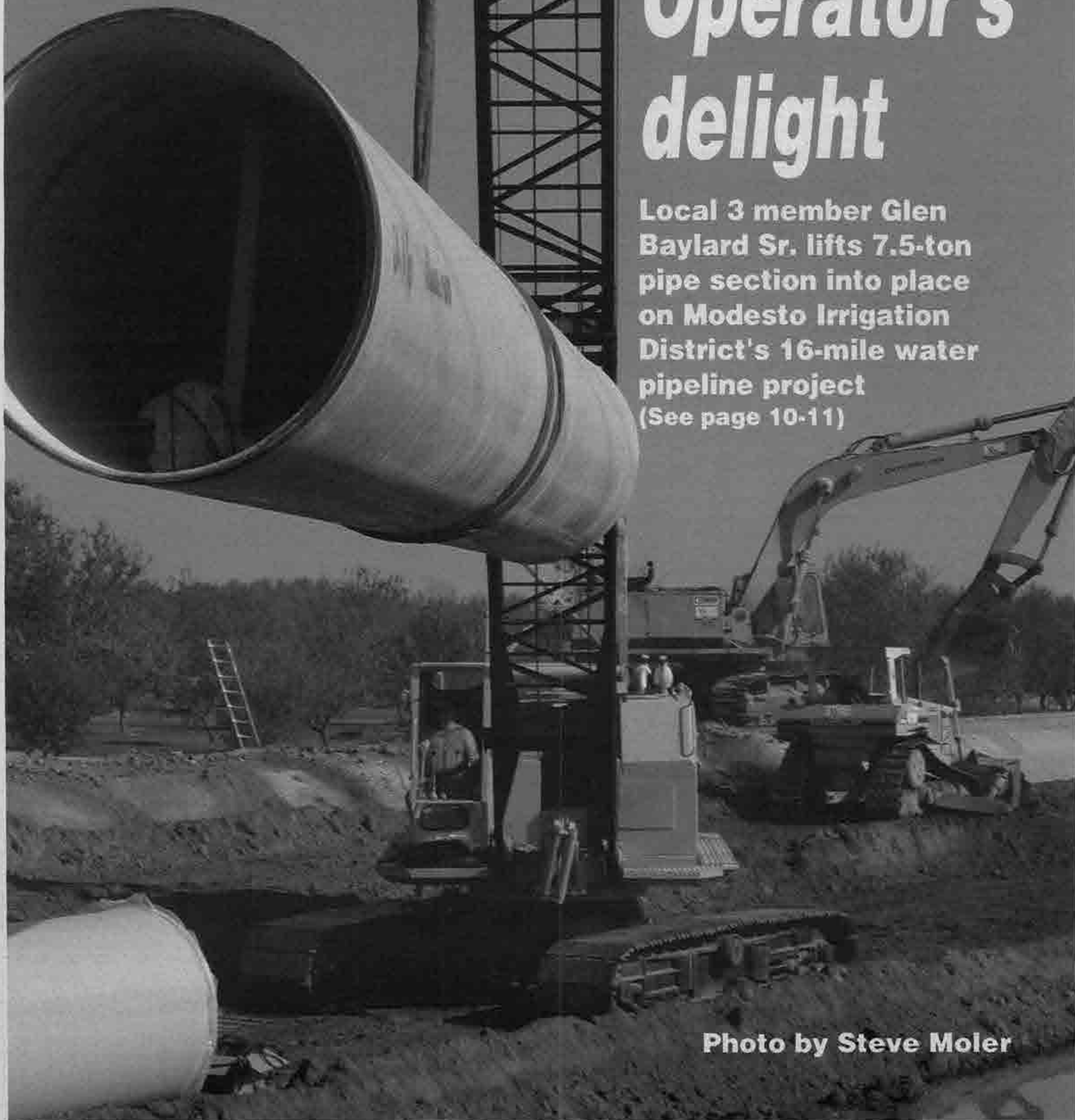
ALAMEDA, CA

MARCH 1993

Operator's delight

**Local 3 member Glen
Baylard Sr. lifts 7.5-ton
pipe section into place
on Modesto Irrigation
District's 16-mile water
pipeline project
(See page 10-11)**

Photo by Steve Moler





FOR THE Good & Welfare

By Tom Stapleton
Business Manager

My definition of a "rare and endangered species" is a politician who keeps his promises. If he keeps it up, President Clinton might just qualify for this category.

Last month I related in this column that Clinton had revoked an executive order signed by President Bush in the eleventh hour of his election campaign that prohibited "any agency, contractor or construction manager from imposing a union-only requirement on any other contractor or subcontractor seeking to perform federal work."

Keeping promises makes Clinton a 'rare and endangered' species.

Clinton promised that he would revoke this order, which was a slap against building trades unions for refusing to support Bush.

This month, President Clinton kept another promise that was very important to Operating Engineers and other building trades workers in Hawaii. He revoked Bush's waiver to the Davis-Bacon Act on any federal work related to the cleanup of Hurricane Iniki in Kauai.

Bush had waived the Davis-Bacon Act on Iniki cleanup work in the mistaken notion that it would provide cheaper (i.e. non-union) labor and therefore aid in the reconstruction of Kauai.

Local 3 and IUOE General President Frank Hanley filed an immediate protest with President Bush. Not only did he ignore us, the federal bureaucracy interpreted Bush's order to apply to *all* federally funded work in Hawaii—whether or not it was related to the Iniki cleanup. Another example of clear-headed thinking.

The result of this interpretation virtually excluded Hawaii-based contractors from bidding against non-union contractors from the mainland. For example, bids are currently being solicited by the federal government for the \$100 million-plus Fort DeRussy/Hale Koa Hotel development in Waikiki. Without Clinton's rescission, Hawaii contractors would not have been able to compete for that job and hundreds of union construction workers in Hawaii would have been aced out of a job.

We are also pleased that Clinton plans to make good on his proposed \$30 billion "short-term" economic stimulus package. His plan calls for about \$9.1 billion in additional funding in fiscal 1993 for infrastructure spending and full funding for the federal mass transit construction program.

We have always fought for federal spending on infrastructure. It generates thousands of good-paying construction jobs that in turn stimulate many thousands of other jobs for the economy. And it rebuilds America.

The overall plan proposed by Clinton should create an additional 500,000 jobs this year.

We have been in a fighting mode for so long against the White House, it feels different when things go our way. I must say it feels pretty good.

Clinton's stimulus plan holds \$9.1 billion for construction

The Clinton administration's \$30 billion proposed short-term economic stimulus plan provides about \$9.1 billion in additional funding in fiscal 1993 for infrastructure spending and full funding for the Intermodal Surface Transportation Efficiency Act (ISTEA), the Bureau of National Affairs reports.

The president's plan has been widely applauded in the construction industry by contractors and building trade unions.

The economic plan President Clinton unveiled Feb. 17 to Congress will create an additional 500,000 jobs this year in the overall economy, as the combination of spending initiatives and tax incentives take hold, government officials estimated.

8 million jobs over four years

Over the next four years, the White House program could help the economy generate at least 8 million jobs or roughly 2 million a year, Clinton officials said.

Such a pace of job creation would be a significant improvement—technically an expansion—from the most recent two years, when total employment increased by only about 500,000 jobs.

At a separate Feb. 17 briefing, Labor Secretary Robert Reich characterized the proposed \$30 billion stimulus package as essential to "getting the economy back on track." He and other administration officials have stressed repeatedly that although the economy technically is in a period of expansion, job growth has yet to accelerate to a level that brings solid income gains.

OMB Director Leon Panetta elaborated on the types of jobs included in the 500,000 figure projected for this year. He predicted that the plan should generate some 200,000 permanent jobs, 150,000 temporary jobs, and another 125,000 to 150,000 "indirect jobs." The indirect jobs would be added as a result of brisker growth in the economy.

The plan calls for spending \$3 billion on highway construction this year.

Clinton administration sources also said they expect considerable job creation to result from the investment tax credit.

\$4 billion for transportation

The economic stimulus package would provide an extra \$4.16 billion for transportation this year, with most of that spending slated for highway projects.

The additional funds, which would have to be committed no later than Oct. 1, are expected to translate into 70,000 jobs in fiscal years 1993 and 1994.

In developing the infrastructure component of its package the Clinton administration has decided to provide even more money for highway programs than was authorized for the current year under ISTEA. The almost \$3 billion in extra funds will bring the total highway program to the \$20.6 billion level, slightly more than the \$20.4 billion figure authorized in ISTEA.

Clinton also is proposing more spending on mass transit systems. However, the \$750 million in extra money would bring transit to

roughly \$4.5 billion, still about \$1 billion less than authorized for the current fiscal year in ISTEA.

Transportation Secretary Federico Pena defended the decision to keep transit funding below the ISTEA levels, saying that the administration still is much more supportive of transit than were the Bush and Reagan administrations.

Airport, transit projects

The package also would provide an additional \$250 million for the Airport Improvement Program, bringing it to the authorized level of \$2.05 billion. Pena said the administration decided to use existing programs for the stimulus package in order to get the additional money out quickly. He said the extra funds will be spent on those projects that can be initiated within 60 days of the bill's enactment.

Pena added that the legislation will provide increased funding only through September, when the current fiscal year ends. As a further incentive to encourage state and local governments to use the money quickly, he said, the department will redistribute the unused highway and transit funds during the summer to those that can put them to work immediately.

However, Pena said he is not predicting that the \$4 billion will be quickly spent on transportation projects. Although that amount may be obligated by the end of the fiscal year, probably only between 15 percent and 20 percent of the total will actually be spent by then.

Engineers News



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Local 3 joins fight to save Mare Island shipyard

One month before the Mare Island Naval Shipyard in Vallejo appeared on the Pentagon's proposed military base closure list, an estimated 3,000 people, including Local 3 members, rallied February 12 near the shipyard to generate support for keeping the base open.

During the two-hour mid-day rally, shipyard employees – wearing red shirts, jackets and caps to show solidarity – gathered across the street from the shipyard's main gate with other trade unionists, business leaders, community activists and elected officials to discuss the impact the base closure would have on the local and state economy.

"It's very clear that as we try to recover in this economy, it's very hard to see how the nation can recover if California doesn't recover," Rep. George

California already has absorbed a disproportionate share of the country's military base closures.

Miller, D-Vallejo, told the cheering crowd of supporters. "You can't take 20 percent of the economy out of the nation and then suggest that the rest of the economy can be healthy, because the fact is, it can't be."

California already has absorbed a disproportionate share of the country's military base closures. In fact, more than 50 percent of the jobs lost nationally from the 1991 base closures occurred in California, and according to the latest closure list, the trend will likely continue.

Of the 30 military installations on the new list, 10 are in California, with five, excluding Mare Island, located in Northern California: Treasure Island Naval Station, Alameda Naval Air Station, the Oakland Navy Supply Center, Oak Knoll Naval Hospital and McClellan Air Force Base near Sacramento. The Navy's departure from the Bay Area would result in the loss of at least 25,554 military jobs and 17,970 civilian positions, with a combined annual payroll of \$1.86 billion.

"We made our contribution in the first round," Miller said. "We're suffering terribly for that contribution, and we would like special consideration in terms of getting this state up and running again."

Mare Island employs about 6,400 workers, including 48 Local 3 members, and has an annual payroll of about \$185 million. Despite having

already lost over 3,000 jobs since 1988, Mare Island is still the largest employer in Solano County and contributes \$500 million per year to the county's economy alone.

The rally centered at the intersection of Tennessee and Santa Clara streets and stretched back to the main gate on Tennessee Street. Participants listened to speeches by congressional representatives, state and local politicians, and union leaders who emphasized the need to save the shipyard. The crowd chanted "S.O.S. Support Our Shipyard, S.O.S. Support Our Shipyard," and waved signs that read, "Keep Downsizing Us and We Will Close," "Jobs

not Welfare," and "Please, my Mom and Dad need their jobs. Keep MINY Open."

During the rally various

groups, including the Napa-Solano Central Labor Council and the metal trades council, set up food booths.

Local 3 members Jimmy Wolfram and Steve Torres, job stewards in the shipyard's crane operations, helped cook food and staff the labor council booth.

Napa County Supervisor Vince Ferriole read a letter-to-the-editor, written by Torres and published in a local newspaper, that said in part: "...Did you know that foreign shipyards have more U.S. Navy work than they can handle while we are passing out pink slips? This is not my idea of the new world order. Closing this base would have a very negative impact on the surrounding area."

Besides the economic impact, there's other justifications for keeping the shipyard open. Mare Island is one of just two public shipyards in the nation that can perform refueling of Los Angeles class attack submarines, the other being Portsmouth Naval Shipyard in Kittery, Maine. The shipyard is also one of only two bases on the West Coast capable of repairing the Navy's nuclear powered ships.

The Bay Area congressional delegation has begun an intensive lobbying campaign in Washington to convince the Pentagon to keep the bases



Rep. George Miller addresses rally participants.



Local 3 members Jimmy Wolfram, left, and Steve Torres have been actively involved in the campaign to save Mare Island.

Below: about 3,000 people gather in front of Mare Island shipyard to call attention to the economic impact of closing the base.



open. In public statements concerning Mare Island, Rep. Dan Hamburg, D-Ukiah, who represents the area that would be most affected by the closure said the delegation will make the best arguments for keeping Mare Island open. For Hamburg's district, which includes all or parts of Del Norte, Humboldt, Lake, Mendocino, Napa, Solano and Sonoma counties, the closure would

mean the loss of \$120 million in payroll and 3,000 jobs in a region that already suffers from 11 percent unemployment.

The bipartisan Base Closure and Realignment Commission will hold hearings and make the final recommendations in July. Congress and the president will have to approve the commission's list as an all-or-nothing package by September.

Word power

Writing letters to your elected representatives is still one of the most effective ways to get directly involved in the political process



Machinists President George Kourpias and AFL-CIO Secretary-Treasurer Thomas R. Donahue look over nearly a half-million postcards from IAM members calling on Congress to enact the Workplace Fairness Law in early 1991.

By Steve Moler
Assistant Editor

Third in a series

Engineers News continues this month with its third segment on how union members can, in addition to voting, take a more active role in determining their political and economic future.

Last month President Bill Clinton unveiled to a joint session of Congress his bold and ambitious plan to "lead America in a new direction." The president's initiative intends to revitalize America's lethargic economy and reverse the anti-worker policies of the Reagan-Bush administrations.

But in this country presidents don't make the laws, Congress does. So for the next several months, the House of Representatives and Senate will consider Clinton's economy package and enact the laws that will eventually put the proposals into action. For union members the 103rd Congress promises to be one of the most exciting and productive congressional sessions since the late 1970s.

And rather than stand on the legislative sidelines and watch the events unfold passively on C-Span, CNN or the evening news, Local 3

members can put themselves directly into the political ball game through a process that costs essentially nothing, consumes little time and, given the union's high educational level, is within every member's capability.

How Congress handles Clinton's plan will depend, in large part, on two important circumstances: the political convictions of each House and Senate member, and the public mood in each lawmaker's district. Although Local 3 members have little or no control over their politicians' personal beliefs, they most certainly can have an impact on creating an atmosphere of political change.

How is this accomplished? The answer is far simpler than you might imagine. Many people believe once candidates are elected to Congress—or any elected office—they go off to their post and pursue their own political objectives. But for most politicians nothing

could be further from the truth.

Nowadays if politicians expect to remain in office very long, they must listen carefully to their constituents' concerns and respond decisively to rapidly changing political and economic circumstances. Many political analysts believe the main reason President Bush lost the November election was because he failed to listen to voter calls for help when the recession struck in 1990. Rather than take at least some remedial steps to blunt the recession, Bush chose instead to do nothing, hoping the slowdown would somehow correct itself. But Bush paid the ultimate price for turning a deaf ear on those who had placed their trust in him in the first place.

The Clinton administration, in contrast, opens an entirely new era in American politics. He's actually encouraging the public to play a more active role in government, and Americans are responding in a big way. Like never before people are expressing their ideas and views to the White House and Congress through faxes, toll-free telephone calls, mailgrams, electronic town hall meetings, public opinion surveys, radio call-in shows, "Larry King Live." In the first eight days of the 1993 legislative session, for instance, the Capi-

tol switchboard logged 1,650,143 calls compared with 710,465 calls during the same period in the 1992 session. Thousands more calls and faxes were placed directly to congressional offices in Washington and to state and district offices.

All of these means represent excellent ways of communicating with your elected representatives at all levels of government. But there's an even better and more preferred method of keeping your politicians informed, one that doesn't require sophisticated organizing, consume inordinate amounts of time or cost much. Sitting down with paper and pen and writing a good old-fashioned handwritten letter can accomplish far more than any of the other methods.

For starters, letters are permanent documents that can be crafted and shaped to obtain maximum impact. They can contain personal experiences, persuasive arguments, recommendations, calls for action and supporting documents, none of which can be feasibly included in a telephone conversation, telegram or even a fax.

When letters arrive in a politician's office, they are generally handled with considerable care. In most congressional and state leg-

islative offices, a staff person date-stamps and reads the letter, then routes it to the legislative aide who handles the letter's subject matter. If the letter, for example, deals with military base closures, the aide responsible for military matters will investigate the issue and draft a response based on the lawmaker's position.

However, if the issue is unique or fairly urgent, the aide will bring the letter directly to the attention of the representative, who then may look further into the matter, and in some cases, begin to formulate his or her own position. If enough people continue to write letters about the same problem or issue, the lawmaker may begin to draft legislation. This is when letter-writing begins to pay off and show its superiority over telephone calling.

When asked what impact constituent letters have on him, California State Senator Mike Thompson, who receives some 100 to 200 letters per day, said: "Letters are a major part of my educational process. I read every one of them. And if I don't already know the issue, I'll research it, find out about the issue. If more action is needed, I'll give it to my field representatives, who will look into it more. With particular bills, I keep tabs on who's for and who's against."

Thompson said he prefers letters that are written clearly and concisely. "I like letters that start off, 'I'm writing to you in regard to this bill or that bill, or I'm opposed to this bill because...' What turns me off are letters that begin: 'Hey pal, get a clue! When are you going to realize...' These kinds of letters don't get very far. I recommend that you be sensitive and understand that there are other sides to an issue."

In Rep. Ron Dellum's Oakland office, where more than 4,000 constituent letters arrive weekly, each letter is read by a staff person and routed to the appropriate legislative aides in Washington D.C., who give the letters additional consideration, do research and write responses. These aides are essentially informational gatekeepers who meet with Dellums regularly to brief him on how constituents are feeling about certain issues.

This is why letters need to be

written clearly and concisely and, if possible, with a flare for attention-grabbing phrases that can help the letter rise above others in the pile. "If someone makes a good argument, the letter can most definitely have impact," said Dellum's press spokesman Lee Halterman. "Sometimes a convincing argument can even change our minds on things, especially when people provide solid rationale on an issue."

Halterman has another recommendation to help enhance the let-

ter's impact: "If someone takes the time to hand-write a letter in his or her own words, that letter will generally be treated more seriously," he said. "Three hand-written letters have more impact than 50 preprinted post cards or form letters."

Sending letters via fax machine unfortunately presents some problems. When a legislator gets bombarded with faxes from constituents, the blitz can seriously disrupt his or her second most important line of communication between the district and capitol offices. An original letter sent through the mail, on the other hand, will usually reach the right people just as fast. Furthermore, faxed letters lack the personal touch that many politicians want to see in constituent mail.

Telephone calls have a somewhat different disadvantage. If you phone a representative's office, either to the capitol or home office, a staffer will jot down the general theme of your concern. At the end of the day or week, a legislative aide or the representative sees a general overview of the types of calls received, but that's about it. The politician doesn't receive all

the details such as how the issue has personally affected the constituent or how it's impacting the district. Phone calls serve primarily as a petition; they're essentially a tally of who's for and who's against a certain bill or issue.

People often hesitate to contact their elected representatives because of skepticism over whether keeping in touch really makes a difference. If there's any doubt that politicians listen to their constituents, consider what's currently taking place in Washington D.C.

concerning Clinton's economic plan. Shortly after the president disclosed his plan to Congress on February 17, many representatives and senators — mostly Republicans but even some Democrats — openly opposed the plan. In the weeks following the president's address, news reports hinted that Clinton's plan was already in trouble because so many lawmakers expressed doubts about various aspects of the initiative.

But when lawmakers returned home during the last week in February, telephone calls and letters from constituents indicated overwhelming public support for Clinton's plan. Now many of the same lawmakers who previously voiced skepticism of the plan have softened their stance a little. If people continue to show support for Clinton's plan, congressional representatives may be more compelled to back the president's initiatives when the particulars reach House and Senate committees this spring. Senator Byron Dorgan, D-N.D., in an interview with the *New York Times*, said, "People back home are saying, 'Look, do something.'"

Although most politicians prefer

personal, individually written correspondence, national letter-writing campaigns have proven effective. When legislation prohibiting the permanent replacement of striking workers, HR 5 and S 55, was introduced in Congress in early 1991, the AFL-CIO launched a massive letter-writing campaign, which began when the federation sent packets to selected union members nationwide. Members were asked to send their representatives and senators the pre-printed post card that asked the lawmaker to co-sponsor the bill. Members were also instructed to use a toll-free hotline to send their congressional representatives a mailgram urging support for the legislation.

By May 7, 1991, more than 20,000 post cards had been returned to Capitol Hill, and up to 2,500 union members had sent mailgrams. Two months later the House passed its version of the bill 247 to 182. Unfortunately, the legislation died in the Senate when Republicans mounted a filibuster, and Democrats were unable to gather enough votes for cloture.

Nevertheless, the campaign demonstrated how organized labor rallied hundreds of thousands of union members around a single issue via the printed word. When those mounds of post cards reached Capitol Hill, a lot of representatives and senators suddenly realized that people indeed cared deeply about striker replacement. Whether the campaign directly influenced the House vote was uncertain, but it sure made lawmakers think about the issue more than if the campaign had never taken place.

With the 103rd Congress just getting underway, now's the ideal time to sit down and write a letter to your congressional representatives. But don't stop there. Begin letter-writing campaigns to all your elected officials concerning issues and problems that concern you, whether they're your state assemblyman, county supervisor, city councilwoman or mayor. When you do this, you're participating directly in the political process and ultimately taking more control over your own political and economic future.



BY LOCHER FOR THE CHICAGO TRIBUNE

Tips on writing to your elected representatives

- When an issue of concern arises, begin the letter-writing process by acquiring as much knowledge as you can about the subject. Check out books from the library and begin a newspaper and magazine clipping file if necessary. The more you know, the more persuasive your arguments will be when you start writing.

- Once you decide to write your elected representatives, give the subject considerable thought. Think of logical arguments that will persuade your representative to understand your point. Use facts from your research and personal experience to support your arguments. Making an outline beforehand can help organize your writing.

- As you draft your letter, keep in mind that your representative may not know everything about the subject you're writing about. It's your job to explain the issues clearly and concisely.

- Also, as you begin to write, consider that a thoughtful, compassionate letter using facts and personal experience will have far more impact than an emotional diatribe filled with abrupt, sarcastic language.

- The letter should be relatively short and concise, ideally one page but not more than two. If you want to write a longer letter with supporting documents, write a cover letter containing a summary of your main points. This way the packet won't intimidate the representative's staff and wind up sinking to bottom of the letter pile under its own weight.

- Focus on how the issue or legislation personally affects you. Legislators occasionally read constituent's letters during hearings and floor debates to help prove their points.

- The final draft should be either hand-written or typed. Avoid sending photocopies or faxed letters. Letters that show that you've written the letter yourself and in your own words have much more impact than preprinted post cards and form letters.

- After you've sent the letter, your representatives will probably write you back, explaining their position on the issue and what action they plan to take.

Sample letter 1

John Doe
0001 Elm Street
Alameda, CA 94501

March 00, 1993

The Honorable Ronald V. Dellums
2136 Rayburn Building
U.S. House of Representatives
Washington, DC 20515

Dear Representative Dellums,

I am a member of the Operating Engineers Local Union No. 3 based in Alameda, California. My union has about 35,000 members in California, Utah, Nevada and Hawaii. About 20,000 of our members work in heavy construction, another 6,000 are public employees, and the rest are retirees.

As you can discern from my union membership, my livelihood, and that of my fellow union members in the public and private sectors, depends a great deal on publically funded infrastructure projects such as highways, bridges, sewers and water projects.

In the past few years, the current economic downturn has devastated the construction industry in California. Many of my fellow members, including myself, have been unemployed for long periods of time during the recession. In fact, some of my co-workers have even lost their homes, and others have struggled just to make ends meet.

I believe my industry and the entire country would benefit from President Clinton's economic stimulus package. As my representative in the House, I urge you to support HR 00, the Infrastructure Appropriations Act of 1993. This bill, with its emphasis on funding new highways and bridges in my state, would help put many of us in the construction industry back to work, and at the same time, would greatly improve our region's transportation system.

I appreciate your consideration of this issue in the 103rd Congress.

Sincerely,

John Doe

Introduces constituent to rep. and gives background info

Gives additional background info

States problem and how it affects constituent.

States possible solution and gives recommendation

Conclusion

Sample letter 2

John Doe
0001 Thompson Blvd.
Stockton, CA 95205

March 00, 1993

The Honorable Dean Andal
4116 Capitol Building
Sacramento, CA 95814

Dear Assemblyman Andal,

As a member of the Operating Engineers Local Union No. 3, which represents about 14,000 construction workers in California, I am writing to you concerning AB 00, which would exclude employers of public works projects valued under \$500,000 from having to pay prevailing wage.

I think this bill would be harmful to our state for two reasons. First, it would encourage shoddy, non-union contractors from out-of-state to low-ball bids and pay workers poverty wages. Many of these workers would, in turn, ultimately sponge off the state for food stamps, medical care and other social services while the contractor would reap hefty profits, most of which would probably leave the state.

Second, it's been demonstrated that when less than prevailing wages are paid on construction projects, local governments lose millions of dollars in tax revenue. A study commissioned by the Contra Costa Board of Supervisors in 1990 found that a \$350 million USS-POSCO steel mill renovation project awarded to a non-union contractor resulted in a loss of spending in the local economy of about \$18.6 million due to the lower wages paid to workers.

As my representative in the California Assembly, I urge you to oppose AB 00. Paying workers minimum wage is not the solution to reducing the state's financial burden on public works projects.

Thank you for taking the time to consider this matter.

Sincerely,

John Doe

Introduces constituent to rep. and states issues or subject

Begins step by step argument supported by details

Argument continues supported by facts

Requests action

Conclusion

Where to reach your elected representative

CALIFORNIA CONGRESSIONAL DELEGATION

When writing to members of Congress, use the following on the third line of the address: U.S. Senate Washington, DC 20510 or U.S. House of Representatives Washington, DC 20515. The second telephone number is the representative's home office.

Senators

Barbara Boxer
112 Hart Bldg.
(202) 224-3553
(415) 457-7272

Dianne Feinstein
331 Hart Bldg.
(202) 224-3841
(415) 705-8721

Representatives

District 1
Dan Hamburg
114 Cannon Bldg.
(202) 225-3311
(707) 462-2515

District 2
Wally Herger
2433 Rayburn Bldg.
(202) 225-3076
(916) 893-8363

District 3
Vic Fazio
2113 Rayburn Bldg.
(202) 225-5716
(916) 978-4381

District 4
John Doolittle
1524 Longworth Bldg.
(202) 225-2511
(916) 786-5560

District 5
Robert Matsui
2311 Rayburn Bldg.
(202) 225-7163
(916) 551-2846

District 6
Lynn Woolsey
439 Cannon Bldg.
(202) 225-5161
(707) 795-1462

District 7
George Miller
2205 Rayburn Bldg.
(202) 225-2095
(510) 602-1880

District 8
Nancy Pelosi
240 Cannon Bldg.
(202) 225-4965
(415) 556-4862

District 9
Ronald Dellums
2136 Rayburn Bldg.
(202) 225-2661
(510) 763-0370

District 10
Bill Baker
1724 Longworth Bldg.
(202) 225-1880
(510) 932-8899

District 11
Richard Pombo
1519 Longworth Bldg.
(202) 225-1947
(209) 835-4247

District 12
Tom Lantos
2182 Rayburn Bldg.
(202) 225-3531
(415) 342-0300

District 13
Pete Stark
239 Cannon Bldg.
(202) 225-5065
(510) 635-1092

District 14
Anna Eshoo
1505 Longworth Bldg.
(202) 225-8104
(415) 323-2984

District 15
Norman Mineta
2221 Rayburn Bldg.
(202) 225-2631
(408) 984-6676

District 16
Don Edwards
2307 Rayburn Bldg.
(202) 225-3072
(408) 247-1711

District 17 (vacant)

District 18
Gary Condit
1123 Longworth Bldg.
(202) 225-6131
(209) 527-1914

District 19
Richard Lehman
1226 Longworth
(202) 225-4540
(209) 487-5760

District 20
Calvin Dooley
1227 Longworth Bldg.
(202) 225-3341
(209) 733-8348

CALIFORNIA ASSEMBLY
The Capitol city, state and zip code for all members are Sacramento, CA 95814

District 1
Dan Hauser
2003 Capitol Bldg.
(916) 445-8360
(707) 445-7014

District 2
Stan Statham
4098 Capitol Bldg.
(916) 445-7266
(916) 223-6300

District 3
Bernie Richter

4017 Capitol Bldg.
(916) 445-7298
(916) 345-7807
District 4
David Knowles
5175 Capitol Bldg.
(916) 445-8343
(916) 676-5953

District 5
B.T. Collins
3147 Capitol Bldg.
(916) 445-4445
(916) 349-1995

District 6
Vivien Bronshvag
4144 Capitol Bldg.
(916) 445-7783
(415) 479-4920

District 7
Valerie Brown
2130 Capitol Bldg.
(916) 445-8492
(707) 546-4500

District 8
Thomas Hannigan
3104 Capitol Bldg.
(916) 445-8368
(707) 429-2383

District 9
Phillip Isenberg
6005 Capitol Bldg.
(916) 445-1611
(916) 324-4676

District 10
Larry Bowler
6017 Capitol Bldg.
(916) 445-7402
(916) 362-4161

District 11
Robert Campbell
2163 Capitol Bldg.
(916) 445-7890
(510) 372-7990

District 12
John Burton
3152 Capitol Bldg.
(916) 445-8253
(415) 557-2253

District 13
Willie Brown
219 Capitol Bldg.
(916) 445-8077
(415) 557-0784

District 14
Tom Bates
446 Capitol Bldg.
(916) 445-7554
(510) 428-1423

District 15
Richard Rainey
4015 Capitol Bldg.
(916) 445-6161
(510) 933-9196

District 16
Barbara Lee
2179 Capitol Bldg.
(916) 445-7442
(510) 286-0339

District 17
Dean Andal

4116 Capitol Bldg.
(916) 445-7931
(209) 948-7479

District 18
Johan Klehs
2013 Capitol Bldg.
(916) 445-8160
(510) 352-2673

District 19
Jackie Speier
4140 Capitol Bldg.
(916) 445-8020
(415) 871-4100

District 20
Delanie Eastin
3013 Capitol Bldg.
(916) 445-7874
(510) 791-2151

District 21
Byron Sher
2136 Capitol Bldg.
(916) 445-7632
(408) 961-6031

District 22
John Vasconcellos
6026 Capitol Bldg.
(916) 445-4253
(408) 288-7515

District 23
Dominic Cortese
6031 Capitol Bldg.
(916) 445-8243
(408) 269-6500

District 24
Charles Quackenbush
2111 Capitol Bldg.
(916) 445-8305
(408) 446-4114

District 25
Margaret Snyder
5144 Capitol Bldg.
(916) 445-7906
(209) 544-9992

District 26
Sal Cannella
5155 Capitol Bldg.
(916) 445-8570
(209) 576-6211

District 27
Sam Farr
3120 Capitol Bldg.
(916) 445-8496
(408) 646-1980

District 28
Rusty Areias
5136 Capitol Bldg.
(916) 445-7380
(408) 422-4344

District 29
Bill Jones
5160 Capitol Bldg.
(916) 445-2931
(209) 224-7833

District 30
Jim Costa
2158 Capitol Bldg.
(916) 445-7558
(209) 264-3078

District 31 (vacant)

District 32
Trice Harvey
4162 Capitol Bldg.
(916) 445-8498
(805) 324-3300

CALIFORNIA SENATE
The Capitol city, state and zip code for all members are Sacramento, CA 95814

District 1
Tim Leslie
4081 Capitol Bldg.
(916) 445-5788
(916) 969-8232

District 2 (vacant)

District 3
Milton Marks
5035 Capitol Bldg.
(916) 445-1412
(415) 479-6612

District 4
Mike Thompson
3056 Capitol Bldg.
(916) 445-3353
(707) 224-1990

District 5
Patrick Johnston
2068 Capitol Bldg.
(916) 445-2407
(209) 948-7930

District 6
Leroy Greene
3082 Capitol Bldg.
(916) 445-7807
(916) 324-4937

District 7
Daniel Boatwright
3086 Capitol Bldg.
(916) 445-6083
(510) 689-1973

District 8
Quentin Kopp
2057 Capitol Bldg.
(916) 445-0503
(415) 952-5666

District 9
Nicholas Petris
5080 Capitol Bldg.
(916) 445-6577
(510) 286-1333

District 10
Bill Lockyer
2032 Capitol Bldg.
(916) 445-6671
(510) 582-8800

District 11
Rebecca Morgan
4090 Capitol Bldg.
(916) 445-6747
(415) 688-6330

District 12
Dan McCorquodale
4032 Capitol Bldg.
(916) 445-3104
(209) 576-6231

District 13
Alfred Alquist
5100 Capitol Bldg.
(916) 445-9740
(408) 286-8318

District 14
Ken Maddy
305 Capitol Bldg.
(916) 445-9600
(209) 445-5567

District 15
Henry Mello
313 Capitol Bldg.
(916) 445-5843
(408) 848-1437

District 16 (vacant)

CALIFORNIA CONSTITUTIONAL OFFICERS

Governor
Pete Wilson
1st Floor, Capitol Bldg.
Sacramento, CA 95814
(916) 445-2864

Lt. Governor
Leo Mc Carthy
1114 State Capitol
Sacramento, CA 95814
(916) 445-8994

Treasurer
Kathleen Brown
915 Capitol Mall #110
Sacramento, CA 95814
(916) 653-2995

Secretary of State
March Fong Eu
1230 J St. #209
Sacramento, CA 95814
(916) 445-6371

Controller
Gray Davis
300 Capitol Mall, 18th Floor
Sacramento, CA 95814
(916) 445-2636

Attorney General
Daniel Lungren
1515 K St. #511
Sacramento, CA 95814
(916) 445-9555

Insurance Commissioner
John Garamendi
770 L St., Ste. 1120
Sacramento, CA 95814
(916) 445-5544

For space reasons, Engineers News is unable to list every representative in every state in Local 3's jurisdiction. Members in Utah, Nevada and Hawaii can find the addresses and phone numbers of their elected representatives in the business White Pages of their telephone directory under the individual's last name.

103rd Congress offers hope for working people

What a difference an election can make. During the last congressional session that ended just six months ago, President Bush was vetoing virtually every bill that benefitted working Americans. However, with a new occupant in the White House, the current congressional session is emerging as quite a different story.

The 103rd Congress will take up – and is expected to approve – several issues organized labor has sought for years. Under President Clinton much of labor's legislation stands an excellent chance of being passed and signed into law instead of vetoed.

The AFL-CIO has established a broad agenda of legislative goals for the new Congress that reflects the concerns of federation affiliates. Several of these issues are expected to be acted on early in the session.

Congress already approved family and medical leave legislation. Other bills that could move quickly include voter registration (motor voter) and Hatch Act reform. Striker replacement legislation is expected to see action by late spring or early summer. President Clinton has said he would sign all of those bills if they reached his desk. Former President Bush, in contrast, vetoed the first three and had vowed to veto Workplace Fairness.

AFL-CIO Legislative Director Robert McGlotten said the outlook for success is brighter with "an administration that shares some of the same concerns we have for the issues which affect workers' lives, their families and communities."

But even with a more sympathetic administration, a very active grass-roots program remains an important part of any success the AFL-CIO will have on Capitol Hill. Your continued work with district PACs, communication with your lawmakers and participation in grass-roots programs and politics are just as important now as they were during the last 12 years of White House hostility.

With a new president members from both sides of the political aisle are expected to be more receptive to the concerns shared by labor and the administration. But many lawmakers – Republicans and Democrats alike – will still need persuasion from back home. Now's the time to write a letter to your congressional representatives letting them know how you feel about issues of concern to you and your union.

One of those areas where some grass-roots pressure may help is Clinton's economic stimulus and jobs program, which is expected to be one of the first major issues in the spotlight of the 103rd Congress. Clinton unveiled his economic plan to a joint session of Congress February 17. The stimulus portion of the package – a \$30 billion combination of spending increases and tax incentives – could create as many as 500,000 jobs this calendar year.

The major components of the package include \$3 billion for highways, \$750 million for mass transit, \$2.5 billion for community development block grants, \$845 million for waste-water clean up, \$1 billion for summer youth employment and training, and a temporary incremental investment tax credit. Clinton also wants to provide \$160 billion for long-term investment, including new spending for public works, urban development, health care, worker training and education.

The AFL-CIO Executive Council called Clinton's economic plan "right in its large purposes and most of its details." In an extraordinary meeting, the Executive Council and Secretary of Labor Robert Reich exchanged information and ideas about how unions and government can improve the American economy and the quali-



President Clinton welcomes AFL-CIO President Lane Kirkland to a White House conference where Kirkland affirmed labor's support of the administration's job-creating economic stimulus package.

ty of life for working families. "It was the most refreshing and encouraging meeting with a secretary of labor within my rather long memory," said AFL-CIO President Lane Kirkland, who came to the AFL in 1948.

Reich said during the meeting: "It is my intent and the president's intent to restore a level playing field to management-labor relations, to ensure that workers who want to organize are not retaliated against, to make sure that organized labor – the cause of labor-management relations and collective bargaining – is restored to the place it had in America before the 1980s."

Already several bills calling for investment in the nation's infrastructure have been introduced. In the Senate, Joseph Biden, D-Del., introduced a bill that would create jobs and help relieve unemployment by funding infrastructure projects in states and localities with high unemployment rates.

In the House, new Public Works Committee Chairman Norman Mineta, D-Calif., has offered legislation dealing with job creation and infrastructure, including higher spending levels for the six-year \$151 billion surface transportation act that was passed in 1991.

Another high priority bill previously stymied by Bush and Senate Republicans is striker replacement legislation, the Workplace Fairness Bill, HR 5 and S 55. The bill, which would ban the use of "permanent replacements" for striking workers, was reintroduced and is expected to be acted on by late spring or early summer. Republican senators will probably try to block S 55 through a filibuster. This is why writing to your senators urging support for the bill is so important.

Engineers News will keep you informed on which major bills are nearing congressional action so you'll have plenty of time to write a good letter to your representatives and senators.

Labor's agenda for the 103rd Congress

AFL-CIO's legislative agenda, determined by the Executive Council's Legislative Priorities Committee, is non-exclusive and not in order of priority. It may be changed during the course of the congressional session as events warrant.

- Airline employee protection
- Anti-recession program
 - Infrastructure
 - Aid to local and state governments
- Asbestos removal
- Bankruptcy
- Budget
 - Constitutional balanced budget amendment
 - Line-item veto
- Buy America
- Campaign finance reform
- Carbon taxes
- Civil rights
- Construction safety
- Davis-Bacon reform
- Economic conversion
 - Defense budget
- Education/skills training
- Fringe benefits
 - Taxation of health benefits
 - Education
- Hatch Act reform
- Health care
 - Retiree health
- Highway/mass transit
- Housing
- Public employee/collective bargaining
 - Privatization
- Nuclear waste/toxic waste
- OSHA reform
- Pension reform
 - ERISA preemption
 - Investment
 - Public employee (PERISA)
- Railway Labor Act
- Railway safety
- Striker replacement
- Tax reform
 - Taxation of foreign corporations
 - Personal income tax changes
 - Eliminate tax incentives for runaway plants
 - Tax modification of Section 936
 - China MFN
 - North American Free Trade
 - Worker rights
 - Trade deficit reduction
- Universal voter registration
- Unemployment compensation
- Welfare reform issues

TALKING TO TECHS

By Frank Morales, Director, Technical Engineers Division

Negotiations on Master Agreement begin March 24

It's been a long time since the Technical Engineers Division has had a news article in the *Engineers News*. Many members have requested a monthly news article, so from now on we will try our very best to write a monthly column.

Since the first of the year, the division has signed three new firms: C & C Surveys Services in San Jose, EDB & Assoc. out of Rancho Cordova and Volbroch Surveys based in Alascadeo.

As you all know, surveying has been very slow. We hope we can report next month that work has picked up, but from talking to the employers things don't look good at all.

In December 1992, we completed negotiations with San Jose Water Company. The membership ratified the contract 100 percent. We'd like to thank Vicki Lorson for the great job she is doing as the steward for San Jose Water Company. The members could not have appointed a better steward.

Testing and inspection

The 1990-1993 Master Agreement between Local 3 and the Council of Engineers and Laboratory Employers Inc. terminated March 1. The tech division had been negotiating with employers separately because only eight of the council's 14 employers were willing to negotiate together, and the others wanted to negotiate their own contract. But on February 26 the firms that had dropped out of the council of engineers decided they wanted to rejoin. As of this writing, the council's membership, including the aforementioned new firms, is as follows:

Consolidated Engineering Laboratories Inc.
Construction Materials Testing
Dynamic Consultants Inc.
Hallenbeck & Associates
Harza Kaldveer
Signet Testing Laboratories Inc.
Smith-Emery Company

Structural Testing Inc.

Terrasearch Inc.

Woodward-Clyde Consultants

Northern California Soil Test Inc.

In consideration of the union's agreement to allow these individual employers to become members and to be represented by the employer, the parties have agreed to extend the contract from February 28 until May 31. The first negotiating session with the firms will be March 24 at 10 a.m. at the Local 3 headquarters in Alameda. The tech division would like to have as many testing and inspection members that work for the firms in the council of engineers to attend the March 24 meeting.

To the members who work for Testing Engineers Inc., this employer has decided to negotiate its own contract, and to all the independent agreements, we will be contacting you when the Master Agreement is ratified.

TEACHING TECHS

By Art McArdle, Administrator

Farewell to retiring NCSJAC supporters



It seems to be the retiring time of year. Recording-Corresponding Secretary Bill Markus, who was

also a member of the Northern California Surveyors Joint Apprenticeship Committee and Northern California Surveyors Trust for many years, has decided to enjoy life out of the fast lane. We will miss you Bill.

Several key California Division of Apprenticeship Standards employees are also leaving to enjoy a well-earned retirement. They are Area Administrator Eugene "Berkey" Berkebile and Senior Consultant Frank Mendez. The apprenticeship community will miss both of you, and we wish you well.

A person who has helped the surveying industry recruit new people is also among the retirees. Joe Sanders was an instructor for Job Corps in Sacramento and in-

strumental in providing the NCSJAC with well qualified pre-apprentices and worked for the last several years to help make the NCSJAC hands-on successful. Joe was always

there when you needed him and did that little extra to make anything he touched become successful. Joe, we will all miss you. We wish you the retirement you so richly deserve.

Our new attendance policy has now been explained and communicated to all of our apprentices and journey up-grades. With this new policy we hope to encourage a smoother flow of education to all our participants. The NCSJAC feels an education is the sure way to a happy future. This has the employer participating in a program that is making him more competitive, more error free, giving him more time to oversee the engineering aspects and making a profit at the end of the job. The employees gets the satisfaction of a job well done, good pay, benefits, a good nights sleep and less layoff.

Let's work together to make a success of the best survey program ever. There were sev-

eral members of our program that passed the L.S.I.T. Three of them were Paul Auer, Jerry Lamerrill of Meridian Technical Services and Patrick Rei of Kister, Savio and Rei. We congratulate all of our previous and current participants

who have successfully obtained their L.S.I.T.

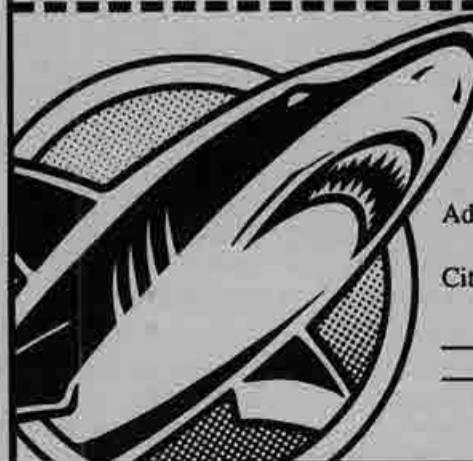
Our 1993 hands-on competition is scheduled for May 8 at the Sacramento Job Corps. It is a day for all to see the skills attained by our program.

MARINE WORLD/AFRICA USA

DON'T PAY FULL PRICE!

This year the full ticket price is \$22.95 for adults and \$16.95 for kids. If you're planning to go to Marine World this year get your tickets and your savings through Operating Engineers Local 3. Adult tickets are \$15 and kids get in for \$12. The tickets are valid throughout 1993 and are good for all shows and exhibits including the Shark Experience and the newest exhibit "DINOSAURS! A PREHISTORIC ADVENTURE" opening April 3. Just complete the form below and send it along with a check payable to OPERATING ENGINEERS LOCAL 3 to:

Operating Engineers Local 3
1620 So. Loop Road
Alameda, CA 94501
ATTN: Marine World



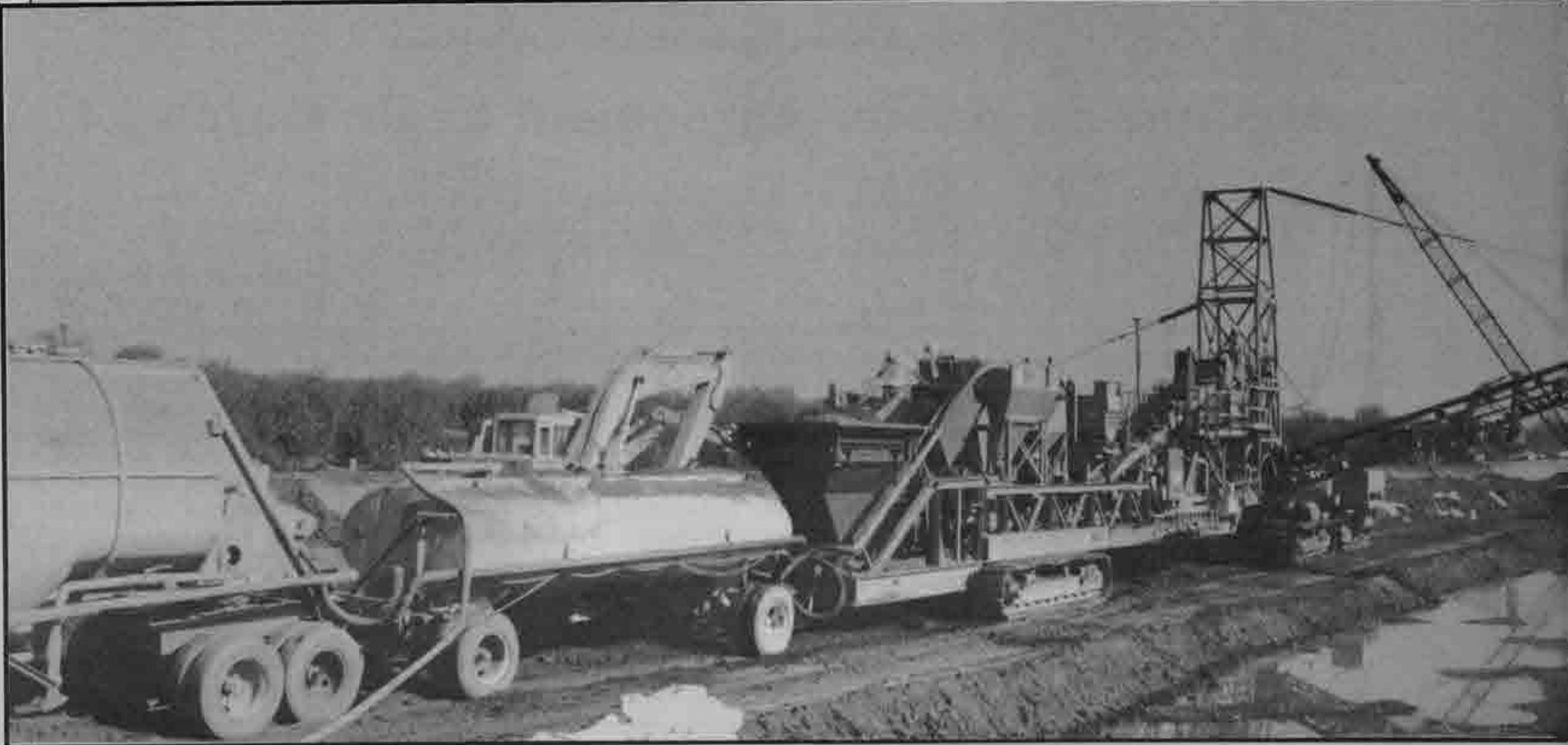
WILD SAVINGS

Name _____

Address _____

City _____ State _____ Zip _____

_____ adult tickets @ \$15.00 each
_____ child tickets (ages 4-12) @ \$12.00 each
3 years and under FREE
Total amount enclosed \$ _____



Trench wa

Operators working for Mounta battle to construct a 16-mile wa Irrigation District

It's normal for construction projects to shut down in winter and start up again in the spring, but have you ever heard of a job shutting down in the spring and starting up again in the winter? That's what's happening with Mountain Cascade's 16-mile water pipeline project for the Modesto Irrigation District.

Because the pipeline is being constructed along a narrow right-of-way of an existing irrigation canal, Mountain Cascade is prohibited from working during the irrigation season, which runs from March 15 to October 15. The company started construction on the \$21 million pipeline November 1 of last year and has been working steadily through the winter to reach its work objectives.

By press time, Mountain Cascade's crew, which includes between 20 and 25 operating engineers, will have placed and backfilled about 90,000 feet of 60-inch, 48-inch and 24-inch-diameter pipe. Mountain Cascade still has to lay about 18,000 feet of 36-inch pipe when work resumes October 15, with completion of the entire project expected in early 1994.

Work is going so well, according to Mountain Cascade President Mike Fuller, that operators have

been digging and backfilling per day than originally estimated. The use of efficient operations and kept the project proceeding.

One of the more interesting aspects of the project has been Mountain Cascade's battle to construct a 16-mile water pipeline. When the project was in the planning stages, Mountain Cascade had to clear the way. The pipeline had to be built in a narrow, confined work space next to the existing canal. Engineers wanted to backfill with clean sand, but that would have cost about two cubic yards of sand per foot of pipe.

Mountain Cascade reconstructed the trench with a narrower shaped trench and reinforced it with soil cement. This was done by mixing cement with native soil. The machine used is a specially made soil processor. The Mountain Cascade built the trench. As Fuller explains, a cement mixer and a water truck are connected to the soil processor, which breaks down the soil material, then the shredder scale that accurately disposes of the material in a hopper at the rate of 210 p

Top: Mountain Cascade's soil processor at work on Modesto Irrigation District's 16-mile water pipeline project.

Bottom: The soil processor dumps slurry into the trench prior to backfilling.



Left: The steel pipe was brought by truck and off loaded with cranes.

Below: From left is foreman Pat Shanklin, dozer operator Jim Anderson, Business Agent Jerry Steele and excavator operator Tom Lara.



rfare

in Cascade are winning the water pipeline for the Modesto

g about 400 feet more
mated. The combination
ood soil conditions have
well ahead of schedule.
ng aspects of the project
s mobile soil processor.
planning stages,
onfront a major prob-
laid in extremely con-
e irrigation canal.
ll the trenches with
have required importing
nd per lineal foot of pipe.
imended digging a nar-
placing the sand backfill
d be accomplished by
material using a special-
plan was approved, and
mobile soil processor.
t trailer and 3,000-gal-
ed to the processor,
ils into one-half-minus
l soil is fed across a belt
ses cement from the
ounds per cubic yard of

material.

Next, the mixture is fed into a pugmill where water is added and then mixed together to make a slurry, which is loaded onto conveyor belts and placed in the trench. Another conveyor is capable of loading slurry into trucks for use in other parts of the project. The entire machine moves along on tracked dollies and is pulled by a Cat D7.

Within three to four hours, the trench can be backfilled with a 1 1/2-inch-thick layer of spoil from the canal and compacted before being fully back-filled and compacted to 90 percent. Fuller says this method has saved about 170 loads per day of imported sand and exported spoil. Using a narrower trench also has reduced excavation by some 75,000 cubic yards.

The pipe, manufactured by Ameron in nearby Tracy, has a concrete O-ring joint design with welds only on the curved portions. The inside of the pipe is made of concrete. The pipe was brought in via truck in 40-foot lengths weighing 7.5 tons each and placed directly into the trench using a Lorain LC700 lattice boom crane that was positioned in the middle of the canal.



Left: Gene Coleman on a Cat 245 excavator with a six-yard bucket.

Below: Excavator operator Tom Lara works on the levee embankment while Jim Anderson fills dirt on his Cat D3C dozer.



FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

Who's eligible for pension health benefits?



We would like to inform you of the eligibility rules for retiree medical benefits under the Pensioned Operating Engineers Health and Welfare Trust Fund.

First, all pensioners must either be dues-paying members of Local 3 or must pay a service fee to the union equal to the amount of dues required

of retired members.

Second, to be eligible for plan benefits, a pensioner must be receiving a pension from the Pension Trust Fund For Operating Engineers, based on at least 10 years of credited service earned while working under the Local 3 plan.

Third, a pensioner must have worked at least 2,000 hours for contributing employers during the 48-month period immediately preceding the pension effective date. This 'Work Test' will not be applied, however, to pensioners with at least 25 pension credits earned while working under the Local 3 plan.

Finally, pensioners will be required to contribute towards the cost of coverage. The basic rate is \$50 per month (funded from pension plan surplus), with early and service pensioners contributing an additional \$150 per month, with early pensioners contributing until age 62 and service pensioners until age 60. The amount of self-contribution is subject to determination by the board of trustees, and may be changed from time to time.

If you have any questions about the eligibility rules for retiree medical benefits, please feel free to contact the Fringe Benefit Service Center at (510) 748-7450 or the Trust Fund Service Center at (415) 777-1770.

Retiree Association meetings

The Retiree Association meetings are almost finished for this round. Please see the remaining schedule on page 18. We'd sure like to see you at the meetings in your area. Thanks once again to all those retirees and their spouses who have participated in this current round. Your good participation and interest are really appreciated. Remember, if there is anything regarding the union or the benefit plans that you would like to bring to our attention, please give us a call. We stand ready to serve you in any way we can. The next Retiree Association round of meetings will begin in July, so let all your retiree friends know.

Pre-retirement meetings to begin

Please check the schedule on page 18 for the dates of the upcoming round of pre-retirement meetings. Make every effort to attend the meeting in your area. Operating engineers age 50 or older and not yet retired are urged to attend. Spouses are welcome. And engineers not yet retired who are interested in discussing retirement matters are welcome. We'd like to see you there.

Retiree Picnic

Remember to mark your calendars for Saturday, June 5. This is the date of this year's retiree picnic at Rancho Murieta. Come on up Friday, the day before, at noon and stay until Sunday noon.

There will be plenty of parking for your RVs. Local 3 is picking up the tab. Come join us and have a good time. See you there.

Pension check information

Q: What should I do if I don't receive my check? A: If you do not receive your pension check by the 10th of the month, contact the Fringe Benefit Service Center or the Trust Fund Service Center to request a replacement check. A stop-payment order will be placed on the lost check and a replacement check issued at once.

Q: Who should be notified of my new address? A: If you move, let the trust fund office and the union headquarters know your new address as soon as you know it. Every effort will be made to change the address for your pension check. Be sure to have a forwarding address on file with your local post office so you have no interruption in your mail.

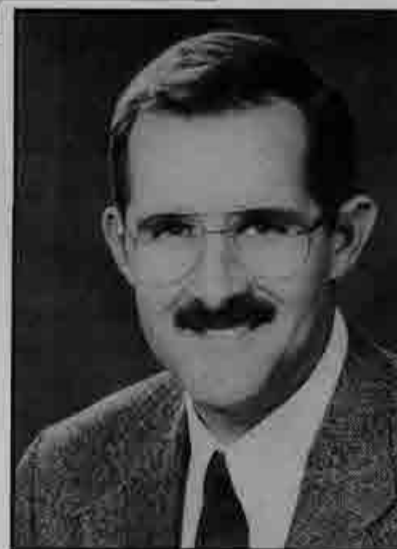
Vacation pay transfer

In accordance with various collective bargaining agreements, vacation pay for hours worked from September 1992 through February 1993, reported and timely payments made to the trust fund office by March 25, 1993, will be transferred to the credit union by the fund manager on May 15, 1993, and will be available for withdrawal at the credit union on May 31, 1993.

If you prefer to have your vacation pay issued directly to you instead of to the credit union, you may do so by filing a Semi-Annual Payment Request with the trust fund office. You may obtain a request card at any district office or at the fringe benefit center.

The trust fund office must receive your completed request card no later than April 30, 1993. Checks will be issued May 15, 1993. Accounts for members on monthly transfer or time payment option are not affected by this transfer.

YOUR CREDIT UNION

By William Onesta,
Credit Union President-CEO

Incoming
Recording-Corresponding
Secretary Rob Wise.

ranks among the very best in the nation in size, quality of service and financial strength. We know that Bill has made a significant contribution to Local 3, but we suspect he will also be remembered for his contributions to the credit union. Speaking for management and the staff of the credit union, we will do our best to stay on the course he helped us to define. Thanks Bill for your support and your friendship.

Rob Wise has filled the vacancy left by Bill's retirement. We are sure that the credit union will continue to prosper, as Bill made sure that his replacement possesses the qualities that are needed to represent the union and the credit union.

Local 3 hired Rob as a dis-

Local 3 members who had the good fortune to work with retiring Recording-Corresponding Secretary Bill Markus know that the union and credit union will miss the services of someone very special. We are happy for Bill and his lovely wife, Ruth, because we know that the strains associated with Bill's tedious and demanding work schedule have taken a toll on his health. We hope Bill will regain his health and enjoy many happy retirement years.

Bill gave everything he had to advance the cause of working men and women. He never failed to defend the rights of members and, since I began working with him in 1987, I have never known him to do anything for his own benefit. Every request of the credit union was made on behalf of the membership, and before any program was instituted we had to demonstrate its benefits to Local 3 members and their families.

Bill was demanding at times, but he was always fair and one could never question his motives. We hope you are proud Bill Markus, because during your tenure as secretary-treasurer of the credit union it grew and prospered, evolving into a full-service financial institution that addressed the needs of Local 3 members and their families.

Today Local 3's credit union

patcher in the Santa Rosa District in 1980, and he became a business agent in 1984. Five years later he was promoted to district representative. Rob served as financial secretary from September 1992 until he was sworn in as recording-corresponding secretary in February 1993. While working for Local 3, Rob has continued to take classes and seminars on labor studies and business management. He completed the Harvard Trade Union program in 1989.

Rob was raised in a family of operating engineers. His father, Elmer Wise, and brother, Stan Wise, are both life-long members of Local 3. Rob started working summers in construction at age 16, as a member of the laborers union. Two years later, in 1968, he joined Local 3 and continued to work summers while paying his way through college at Chico State. Rob graduated in 1972 with a bachelor of science in business administration. After graduation, he continued to work in the North Bay as a heavy equipment operator on dirt spreads.

Rob looks forward to serving the members of Local 3 in his new capacity as treasurer of the credit union. Upon taking office, Rob said, "I am honored to serve my brothers and sisters as treasurer of their credit union and will work diligently to see that they continue to get the excellent service they deserve."

NEWS FROM THE DISTRICTS

Maggiora & Ghilotti aids storm clean up

SAN FRANCISCO – What a difference a year can make. Last year Marin County was so desperate for drinking water it built a desalination plant. This year, however, the rains turned so heavy in late December and early January the county had to call in reinforcements to help clean up the mess.

On the evening of January 19, one of Marin County's saturated hillsides began to give way, plugging storm drains, menacing homes and threatening to cut off road access to a major subdivision. The county quickly contracted Maggiora & Ghilotti Inc. to move material and stabilize the hillside. Local 3 members worked around the clock for 13 straight days, moving about 10,000 yards of material, which contained a lot of debris from stumps and tree roots.

Gary Ghilotti, president of Maggiora & Ghilotti Inc., was the project superintendent. Some of the same hands that worked on the Rowland Boulevard project off U.S. 101 in Novato last fall worked on this project. Jim Reagan Jr., Dennis Albini and apprentice Mike Sciaaca took turns running the excavators and Dave Morgan ran the loader.

Not one house was damaged or lost, and the subdivision never lost access to the outside world during the crisis. The crew deserves a lot of credit for bringing a potentially dangerous and damaging situation under control quickly and safely.



Left: A 15-foot section of this home's driveway slid down the hill. Thanks to the good work of Maggiora Ghilotti's crew, the house was saved.

Below: Maggiora & Ghilotti crew moves some of the 10,000 yards of slide material in Marin County.



Contractors, Local 3 team up to build soccer field

OAKLAND – We have all heard the old sayings, "You don't get something for nothing," and, "There is no free lunch." Well, that's not always true. People do work together for community good and, in some cases, not even in their own community.

A case in point: Local 3 members turned out in force in Antioch recently to build a baseball and soccer field on land leased, for \$1 a year, from Gaylord Container Corp. This project has been in the works for several years. Business Representative Rod Farnum, Richard Allison, owner of Antioch Paving, Dan Schuette, owner of William McCullough Co., Dave Sanderson and Steve Scudero from the City of Antioch, have all put in a lot of time ironing out the wrinkles.

Antioch Paving started moving 30,000 yards in early February. Oakland District Dispatcher Gary Armstrong contacted our out-of-work members and the following operators have donated their labor: Jack Ogden, Tom Harris, Dan Page, Roy Toomer, Mike McPoland, Martin Ezidro, Andy Lagosh, Gordon Thorlow, Paul Fahje and Tony Carden, who is also coordinating the project. Business Representatives Rod Farnum and Joe Tarin and District Representative Tom Butterfield also have worked on the project.

When the dirt is finished, William McCullough Company will install 2,000 feet of storm drain; with much of the pipe having been donated by A.D.S. Pipe Supply. Jimmy Beam, owner of the Chevron service station at Hwy. 4 and Neroly Road is donating the fuel.

The recession has been hard on our members and contractors as well, and it's quite an inspiration to see these two groups come together to build this project out of the goodness of their hearts for the young people of Antioch.

Tom Butterfield, District Rep.



Above: The baseball and soccer field take shape.

Right: Rich Allison, owner of Antioch Paving and Forman Frank Seronello.

Below: Operator Gordon Thurlo.



Operator Vern Roberts.

Business Rep. Rod Farnum.

Operator Paul Fahje.

NEWS FROM THE DISTRICT

Maui's Hana Hwy. gets repairs after winter storm damage

HONOLULU – Aloha Nui from Maui County, which consists of the islands of Maui, Lanai and Molokai. After an eventful and hair-raising end to 1992, we find all our islands active at the beginning of 1993, with an encouraging forecast for the rest of the year and into 1994.

On Maui, Goodfellow Brothers Inc. is doing a terrific job at repairing extensive road damage to the Hana Highway caused by heavy storms on our north shore. The company's Waikamoi Reservoir project should spring back to life in March after the rainy season subsides.

Fletcher-Pacific has also had its share of wet weather while working on the Haleakala Highway Pukalani Bypass, but the project is now almost complete. The Maui Cultural Center in Kahului is being done by Kobayashi Inc. and is coming up nicely.

The island of Lanai is showing activity, with the airport runway ex-

tension being done by Koga Engineering and Goodfellow Brothers, which is also involved with construction of a new 18-hole golf course and an 8-mile water line. Molokai, the quietest island in the Hawaiian chain is repaving its airport parking lot and looking forward to a new youth center in the near future.

With projects on the boards, awaiting bid results and permits, our overall picture has us moving toward a steady and stable growth pattern. The major excitement, a project still waiting in the wings, is the possible runway extension to Kahului Airport, placing it in the "international" category, with a project completion expected some time in 1996. In closing, we would like to express our sincere *Mahalo* (thank you) for the support given to us in 1992 by all our mainland brothers and sisters.

Harry Hueu,
Business Rep.



Top: Goodfellow Brothers' crew on the Hana Highway project is, front row from left, Project Engineer Dick Walker, Operators Vern Watkins, Morris Ahnee, Eric Mata and Lawrence Baisa, and Truck Driver Henry Akima; back row from left, Gradesetter Larry Paet, Mechanic Michael Diaz, Operator Allan Cabebe and laborer Moe Raki. Not shown is Supervisor Karna Kalelau and oiler Jerry Smith.
Below: Hana Highway project.

Despite rain, port jobs keep operators busy

OAKLAND – Work in the Oakland and Hayward areas has slowed somewhat because of the heavier-than-normal winter rain. But looking on the bright side of the storm clouds, at least we can see the negative effects of the drought passing behind us. Let's hope any subdivision dirt-moving projects that have been put on hold because of water shortages will now be allowed to proceed once the dry weather returns.

Some of our members earned some very handsome paychecks working at the Port of Oakland's Berth 30 project during the coldest and wettest weather in December and January. General Construction Co. of Seattle, D & D Equipment of South San Francisco and Specialty Crushing of Fremont combined to kept 35 to 40 of our members busy working for several weeks seven days a week and 12-hour shifts. They were trying to supply rip-rap for the newly excavated slope of the berth before the winter herring run in

San Francisco Bay.

Gallagher & Burk has completed about 75 percent of the paving on the West 7th Street realignment job, which will greatly improve traffic flow to the expanding port. Some days they have as many as a dozen operating engineers on the site, along with three more at the hot plant.

Oliver de Silva is the apparent low bidder on a \$2 million job at the Sea-Land terminal. It also recently fin-

ished a paving job in the unincorporated area of south Hayward after widening and rebuilding the streets and pouring new sidewalks, curbs and gutters. I'm sure the residents are very pleased with their smooth new pavement. A job well done. Results like this bring real credit to union craftsmanship and union contractors.

On the Bayfair-Dublin BART extension, Homer J. Olsen is keeping three oper-

ators busy rain or shine. Gary Barber, Jesse Bates and Jack Perez all do a good job under close work quarters and hazardous conditions. Kulchin-Condon is the drilling subcontractor on this segment and keeps two or three operators on site.

Farther down the line in Castro Valley, R.M. Harris is making good progress on its structures with a couple of operators on the payroll. Dan Caputo recently began excavating for the BART

structures crossing Grove Way in Castro Valley.

During this time of slow recovery from a long recession, almost everyone in the country seems to agree that the best solution to ending the recession is jobs. Yet whenever a responsible land developer or home builder proposes a project that would put tens of millions of dollars into the local economy and provide jobs for hundreds of unemployed or underemployed workers, too often these projects are delayed or shot down by local politicians who claim to be in favor of jobs, yet they vote against projects that would produce them.

This hypocrisy of politicians saying one thing and doing the opposite should not be forgotten by voters when the next election rolls around. It definitely should be remembered by district PAC's when candidates for public office appear before them for donations and endorsements.

Myron Pederson,
Business Rep.

NDOT predicts good highway work for '93

RENO – Remember the winter of 1991-92, when there was no work and not much precipitation? Well, would you believe that in 1992-93 we have work and too much rain and snow. We got hit with the second hardest winter on record. We were looking at an early start this year if the weather would have cooperated.

Helms has been trying to start back up on the Mt. Rose and the Pyramid Highway. The company also started the widening job on U.S. 395 near Gardnerville and a subdivision in Sparks.

Because of wet weather, Granite shut down the Robb Dr. interchange job and work at the Chuk Bluff Water Treatment Plant. The company hopes to start back up soon when weather permits. Granite was low bidder on two jobs: overlays on I-80 at Rye Patch and Oroville. Both jobs total about \$10 million.

T.W. Construction has kept busy doing work from last year. It also is working on site preparation for Reno's new bowling stadium. Ford Construction out of Lodi, Calif., was low bidder, at about \$2 million, on the Douglas County landfill closure, which should be starting soon.

Two additional jobs are scheduled to bid this month: an overlay on I-80 near Trinity, estimated at \$6 million, and a new runway at Reno-Cannon Airport, estimated at \$25 million to \$32 million.

Because of the harsh winter this year, our highway system across the state is in need of massive repairs. If reports from the Nevada Department of Transportation on proposed repairs for 1993 are true, we will have lots of work to look forward to this year.

Chuck Billings, Dispatcher

NEWS FROM THE DISTRICTS

Measure N needs your support March 23

MARYSVILLE – The work picture in our area is still slow due to the weather.

We have been in negotiations with Peterson Tractor the past few months and recently ratified a three-year agreement for the Chico-Redding shops. Hard Rock Construction has started up again on the Hwy. 20 slide project and is working when weather permits. The job had been down for a few weeks.

Tenco Tractor in Pleasant Grove is starting to pick up, and the Willows and Yuba City stores are still staying busy. Baldwin Contracting has been working in Hallwood and has called part of the Stoney Creek crew back to work. The company was low bidder, at \$201,570, on the West 8th Avenue Street Improvement Project in Chico.

Miles Freeman Construction was low bidder, at \$68,359, on the Phase II-A Levee construction in Butte County. Lorang Brothers was low bidder, at \$1.4 million, on the road widening on Hwy. 70 in Plumas County.

Valley Engineers was low bidder (\$1,029,168) on a levee seepage interceptor project in Yuba City. West Valley was low bidder (\$240,187) on the Hayne Avenue and Franklin Road water system project in Sutter County. Seaworks Inc. was low bidder, at \$196,065, on the North Yuba

Trail steel girder bridges in Downieville.

For the past three years, we have spent many long hours and late nights working with developers in Sutter County to help them get their projects pushed through the planning commission and the board of supervisors. The reason for our involvement is to get the jobs that will come out of these big projects.

One particular project we're involved in is Fountainville, located in South Sutter County. Fountainville is a 214-acre golf course project that will include lakes and roadways. It will also have a state-of-the-art treatment plant that will recycle the water to irrigate the golf course.

The cost to do our part of the work, which is building the lakes and roads and doing the underground and paving, is around \$16 million. By the time the cost of the shopping center, the club house and housing is added, the project will be worth up to \$100 million. We need this work here in Sutter County.

On March 23, Sutter County will conduct a special election on this project, called Measure N. You and your family and friends can help by voting Yes on Measure N. Projects like this are badly needed in Sutter County.

*Dan Mostats,
Business Rep.*

Union activism helps Mtn. House get nod

STOCKTON – About 30 Local 3 members and Stockton District staff attended the board of supervisors meeting February 25 and saw their efforts pay off as the board approved the Mountain House General Plan.

Mountain House, the brainchild of Trimark Corporation, is a high-density development that will sprout from the valley floor 3.5 miles northwest of Tracy, eventually becoming home for some 43,000 people. There are still about 18 more months of planning and approvals before the first grade stakes are placed and the first load of dirt moved.

The members understand the importance of their involvement in the future. Our members are learning that they must get involved long before the pre-job and long before the first rig is unloaded, in order to see the projects that provide our livelihood become reality. This kind of activism is a different ball game for several of our members, and they have risen to the challenge in increasing numbers.

Congratulations brothers and sisters. Without you and your involvement in the "process" this project and future ones would never get off the drawing board. You have reason to be proud of your efforts.

Joyce Skeen, Dispatcher

Fudging minimum hours erodes crane operator rights

FAIRFIELD – I'd like to acknowledge and thank Bill Dorresteyn for all his years of service in Local 3 and the crane and dredge industries. We will miss seeing his smiling face and jovial manner. Best wishes for a long and happy retirement Bill. We'll certainly keep in touch.

The new contract books for the crane rental industry have finally been printed, and we hope most of you working in that industry have seen them by now. If not, please call your local dispatch office.

Letters were sent to most of you crane hands regarding the possible abuses of section 06.02.02 of the Master Equipment Rental Agreement. This section states the minimum hours of one-operator cranes, whether it's four, six or eight hours. It is imperative that members abide by these rules and let your union know if any employer is trying to get you to cheat on this section or any other section of the agreement. It took many years of hard-fought ne-

gotiations to gain the conditions we have in these agreements; it would be a shame to lose them because of a few misguided individuals.

Since the completion of Manson's Port of Oakland job and Dutra's Clifton Forebay job, the dredging industry has slowed considerably again. There have been a few small jobs let that have kept a few hands going, but not many hours have been generated.

We have been attending several meetings and writing letters to politicians to shorten the permit process, thereby expediting the approval of some of the larger projects, such as the deepening of the Port of Oakland and the Sacramento and San Joaquin rivers. A few letters from the members to their local politicians would sure help. See the articles on pages 4-7 for information, addresses and sample letters, all of which can make the task a little easier.

*Bob Baroni,
Special Rep.*



Sign of the times

SANTA ROSA – The Santa Rosa District union hall received this new sign last month to replace the old one that showed signs of its years of sun and rain. Grievance Committee member John Kvasnicka and Jim Dalpozzo, both of Ukiah, built the sign. Their work and thoughtfulness are greatly appreciated.

Attention Utah members

The Utah sub-district office in Provo will be closed until further notice effective March 1. The phone number in that office, 225-0123, will be call-forwarded to the Salt Lake City office WATS line for six months following the closure. The in-state WATS line to the Salt Lake City office is 1-800-662-3630.

NEWS FROM PUBLIC EMPLOYEES



Peter Cowles, left, and Chuck Gilstrap, right, of Modesto's Tree Division have received support from Local 3 Business Agent Bill Reeves, center, in implementing employee-involvement programs.

Quality insurance

Innovative employee-involvement programs have transformed Modesto's public works and parks departments into lean, efficient service machines

*By Steve Moler
Assistant Editor*

Twelve years ago the City of Modesto's Department of Parks and Recreation faced a daunting challenge. Because of severe budget cuts in the late 1970s, the department began to scale back maintenance on its 66,000-tree urban forest. But by 1980, the city's trees planted along streets and in the park system had deteriorated so badly that many had become infested with mistletoe, and calls from residents requesting tree trimming service started coming in faster than the department could answer them. If changes weren't made soon, the city's urban forest risked becoming a liability rather than an asset.

Modesto's tree maintenance problem typified what California cities and counties were enduring in the early 1980s. By this time, the property-tax-reducing measure Proposition 13 and the Reagan administration's drastic cuts in federal grants to state and local governments began bankrupting many local governments and public agencies.

Modesto's lost revenue meant the parks department couldn't solve the problem by simply hiring additional staff. Pressure mounted to find new ways to provide more and better services with less revenue. Just as America's private sector struggled to find better ways to compete in the global marketplace, Modesto—and many other state and local governments nationwide—also had to rethink the way it did business.

Before 1980, the parks department, whose rank-and-file em-

ployees are represented by Local 3, had worked under a "crisis-request" tree maintenance system in which tree pruning was performed primarily at citizens' request or in emergencies. But as more trees were planted in conjunction with the city's explosive development in the 1970s, the parks department found itself buried in a mammoth backlog of service calls. As the situation worsened, employee productivity and morale also suffered. Worse yet, the department had no long-range plan to deal with the crisis, and rumors drifted through city hall that some politicians and city administrators wanted to contract out the tree maintenance program to a private company.

But rather than succumb to the budget axe and the privatization craze of the Reagan years, the department turned a potentially disastrous situation into a success story. In late 1980, the year after Modesto's rank-and-file employees joined Local 3, a new management team was brought in to assess the crisis and find solutions. With full cooperation from Local 3, the team undertook an ambitious and innovative program to revitalize the city's urban forest maintenance program.

The plan called for the department's Tree Division to junk the old reactive, crisis-management approach and replace it with what is known in urban forestry as "programmed pruning." Under this scheme the Tree Division divided neighborhoods into maintenance zones and pruned trees according to a pre-determined schedule. The city finally had a

plan to provide consistent, regular care of all city trees.

The new management team also knew that even the most well-conceived plan would flop if steps weren't taken to enhance the division's most valuable resource—its employees. Because workers weren't accountable for their productivity under the old system, they often performed only about three to four hours of actual work per day, spending the remaining time traveling to and from crises or service calls. To increase productivity and motivation, the parks department, with the full endorsement of Local 3, decided to radically change the way supervisors managed their work crews.

One of the biggest drags on U.S. productivity in the past two decades has been employee alienation and declining motivation in the work place. In a national poll conducted by Daniel Yankelovich for *Psychology Today* in 1981, American workers indicated that, although they wanted to work hard and do the best job possible, they routinely performed only to the minimum level necessary to keep their jobs. The most commonly cited reason for lackluster performance was long-term resentment about the way their work was structured, managed and rewarded.

Several major companies in the United States, Japan and Western Europe confronted the productivity and motivation problem in the late 1970s and early 1980s by experimenting with various types of employee-involvement programs. One particular movement

that generated a lot of interest in the late 1970s was "Quality Circles," a program conceived in Japan in the early 1960s that involved bringing managers and groups of employees from the same work area together for an hour each week to discuss problems, investigate causes, recommend solutions and take corrective action.

Industrial researchers have long known that employees possess a keen desire to belong to their organization. They want to help their employer succeed, and they want to feel proud that their company is number one. By putting workers on small cohesive teams in which decisions are made through consensus rather than from higher authority, companies discovered they could harness enormous worker creativity and motivation—and eventually productivity and profits.

While many private American companies reported success with "Quality Circles," public administrators wondered if QCs could succeed in the public sector as well. Modesto was one of just a handful of cities to try QCs beginning in 1985. The parks department hired a consultant who trained a core group of employees and managers to be QC facilitators. From there, the parks department trained one employee from each work area to be a group leader. Once training was completed, the group leader then organized a circle in his or her work area and began to train volunteer circle members on the QC concept and problem solving techniques.

The circles comprised members

NEWS FROM PUBLIC EMPLOYEES



This "self-directed" tree trimming crew supervises most of its own work activities, including scheduling, productivity, safety and even public relations.



Tree pruning crew is from left: Maintenance worker II Trent Bellew, Tree Trimmer Jeff Trusdale and Crew Leader Dan Medrano.

public relations, quality control and employee relations. Each week groups of 15 workers and a few managers meet for an hour to give progress reports and solve problems. Using a facilitator and group leader, decisions are made through consensus and carried out by supervisors and crew leaders in the field.

Several major American companies have launched "self-directed crew" programs and reaped substantial rewards. In the early 1980s, General Motors, for example, reported 20 to 40 percent productivity gains at plants that used team-based manufacturing. Xerox Corp. plants that used work teams have shown up to 30 percent increases in productivity compared with conventionally organized plants. Procter & Gamble now gets 30 to 40 percent higher productivity at its team-based plants. Tektronix Inc. reported that one self-directed work team now turns out as many products in three days as it once took an entire assembly line to produce in 14 days.

Although only in its second year, Modesto's "self-directed crews" so far have increased productivity an additional 15 percent in the first year. Nearly 90 percent of resi-

dents surveyed by "self-directed crews" indicate overall satisfaction with the new program.

"I think the 'self-directed crew' concept has been a real positive step in the right direction," said Dan Medrano, a leader of one of the self-directed tree trimming crews. "It's greatly improved productivity and has brought more cohesiveness to the crews. I look forward to coming to work. The world is changing so fast, if you don't get on board, you'll get left behind. Personally, I wouldn't want to go back to the old system."

Jeff Trusdale, a tree trimmer on the same crew, had similar thoughts about the new program: "It gives us a greater sense of responsibility. We used to always have to get permission to do anything. Now we can make decisions on our own. This is all about empowerment, to be able to make decisions and seek our own directions."

of a work unit who met weekly for an hour to address a particular problem. Once that problem was solved, the circle tackled the next problem. Within a short time the groups solved more problems in a few sessions than during an entire year under the old system. As employees began to take direct responsibility for their own work, productivity and morale soared.

Through a computer tracking system, supervisors determined that productivity during the first 10 years of the program increased 300 percent. The cost of servicing a single tree dropped from \$55 to \$25, limb failures decreased by one-third, and the number of on-the-job accidents fell 50 percent. In 1980, the department received 10 public complaints for every complaint, but by 1991 that ratio had completely reversed itself. In 1980, the division pruned 18,132 trees with 33 full-time workers. In 1990, the division trimmed 45,569 trees

with just three additional employees.

The parks department has improved so much since introducing employee-involvement programs that it's now more efficient than private tree pruning companies. When the city put a tree removal project out to competitive bid recently, the Tree Division's price was almost half the lowest private company offer, even though the city pays its workers an average of \$21.35 an hour plus fringe benefits and private companies pay their workers about \$10 to \$12 an hour with no fringe benefits.

"Quality Circles" have succeeded in Modesto primarily because management took initial risks, Local 3 provided encouragement and support, and the rank-and-file remained determined during the transition. In implementing QCs, managers and supervisors had to give up power and control, and workers needed additional training

and time to adjust to accepting new roles and responsibilities.

QCs proved so successful that Modesto decided to introduce a second employee-involvement program called "self-directed crews." These are highly trained groups of employees fully responsible for turning out a finished product or service. Instead of workers having narrow technical duties, members of a "self-directed crew" plan, set priorities, organize, solve problems and take corrective action.

The city decided to first introduce "self-directed crews" in the parks department three years ago, then later expand the program to other public works departments. About half of the Tree Division is currently working under this new program, with the other half expected to make the switch by early June. These crews are now supervising virtually all their own work activities: they do their own scheduling, safety monitoring,

1993 RETIREE ASSOCIATION MEETINGS

SALT LAKE CITY - March 3, 2PM
Operating Engineers Bldg.
1958 W. N. Temple Salt Lake City, Utah

RENO - March 4, 2PM
Carpenters Hall
1150 Terminal Way Reno, Nevada

FAIRFIELD - March 9, 2PM
Holiday Inn Fairfield
1350 Holiday Lane Fairfield, CA

UKIAH - March 18, 10AM
Discovery Inn
1340 N. State Street Ukiah, CA

SANTA ROSA - March 18, 2PM
Luther Burbank Center
50 Mark West Springs Rd. Santa Rosa, CA

SAN JOSE - March 23, 2PM
Holiday Inn Park Center Plaza
282 Almaden San Jose, CA

***WATSONVILLE** - March 25, 10AM
V.F.W. Post #1716
1960 Freedom Blvd. Freedom, CA

KONA - April 26, 2PM
Old Airport Pavillion
Kona, Hawaii

HONOLULU - April 27, 2PM
Jikeon Temple
1731 N. School Street Honolulu, Hawaii

MAUI - April 28, 2PM
Cameron Center
95 Mahalani Street Wailuku, Hawaii

HILO - April 29, 2PM
Hilo ILWU Hall
100 W. Lanikaula Street Hilo, Hawaii

*Please note date change

1993 Grievance Committee Elections

Recording-Corresponding Secretary William Markus has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district or sub-district meeting of 1993. The schedule of these meetings appears below (see "District Meetings").

District Meetings

District meetings convene at 8 PM with the exception of District 17 meetings, which convene at 7 PM

March

3rd District 12: Salt Lake City
Engineers Bldg.
1958 W.N. Temple

4th District 11: Reno
Carpenters Hall
1150 Terminal Way

9th District 04: Fairfield
Holiday Inn
1350 Holiday Lane

18th District 10: Santa Rosa
Luther Burbank Ctr.
50 Mark W. Spr. Road

23rd District 9: San Jose
Labor Temple
2102 Almaden Road

April

13th District 4: Eureka
Engineers Bldg.
2806 Broadway

13th District 17: Kona
Konawaena Intermediate
High School Cafeteria

14th District 17: Kauai
Wilcox School Cafeteria
4319 Hardy Street

14th District 7: Redding
Engineers Bldg.
20308 Engineers Lane

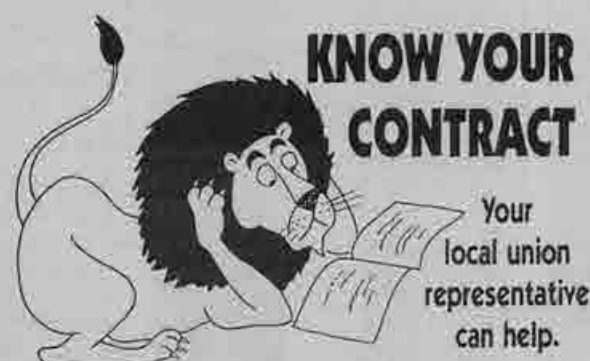
15th District 6: Marysville
Vets. Mem. Hall
249 Sycamore St. - Gridley

20th District 1: San Mateo
Electrician's Hall
302 - 8th. Ave.

27th District 17: Honolulu
Farrington High School
Auditorium
1564 N. School Street

28th District 17: Maui
Mauwaena School Cafeteria
795 Onehee Street

29th District 17: Hilo
Hilo ILWU Hall
100 W. Lanikaula Street



Departed Members

Business Manager Tom Stapleton and the officers of Local 3 extend their condolences to the families and friends of the following deceased:

AUGUST 92

Leonard Perry of Fremont, Ca., 8/1.

DECEMBER 92

Gilbert King of Antioch, Ca., 12/15.

JANUARY 93

Clayton Abbott of Madera, Ca., 1/31; Kenneth Crenshaw of Pueblo, Co., 1/29; Al Guaspari of Millbrae, Ca., 1/23; A. H. Bonner of Rodeo, Ca., 1/24; William Foster of Bakersfield, Ca., 1/31; Alfred Kennedy of Boise, Ida., 1/23; O. D. Mendell of Redding, Ca., 1/26; Dennis Nakazono of Hercules, Ca., 1/31; Glen Ragsdale of Redding, Ca., 1/29; Jess Serpa of San Jose, Ca., 1/28; Joseph Rose of Rouge River, Or., 1/29; Henry Willesen of Beaver, Ut., 1/28.

FEBRUARY

David Ahern of Castro Valley, Ca., 2/14; Jack Bias of Sparks, Nv., 2/3; Rapley Bird of Salina, Ut., 2/4; Wilner Blair of Weimar, Ca., 2/7; Walter Blood of Cave Junction, Or., 2/1; Fred Collier of Stateline, Nv., 2/11; Robert Davis of Gridley, Ca., 2/4; Donald Ellis of Daly City, Ca., 2/7; Thomas Bartley of Bakersfield, Ca., 2/21; J. R. Campkim of Murray, Ut., 2/14; William Card of Salinas, Ca., 2/19; Gilbert Elledge of fair Oaks, Ca., 2/10; Patten Kauwe of Honolulu, Hi., 2/18; Michael Lucito of San Jose, Ca., 2/5; Howard Moss of Richmond, Ca., 2/19; Hugh Passmore of Biggs, Ca., 2/10; John D. Kennedy of Richmond, Ca., 2/15; T. T. Obrien of Belmont, Ca., 2/3; T. W. Peoples of Petaluma, Ca., 2/2; Hollis Pickle of San Jose, Ca., 2/6; Geo Roesch of Woodside, Ca., 2/13; Ian Scott of Corning, Ca., 2/16.

DECEASED DEPENDENTS

Patrick King, son of Douglas, 10/27/92.

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, regularly scheduled district meetings and/or at Specially Called Meetings to be scheduled during the first quarter of 1993, with eligibility rules as follows. The schedule of the meetings in which these elections will be held appears below (see "District Meetings").

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.

Election of Geographical Market Area Meetings

March

4th District 11: Reno 8pm
Carpenters Hall
1150 Terminal Way

9th District 4: Fairfield 8pm
Holiday Inn
1350 Holiday Lane

18th District 10: Santa Rosa 8pm
Luther Burbank Center
50 Mark West Spring Road

23rd District 90: San Jose 8pm
Labor Temple
2102 Almaden Road

25th District 90: Freedom 7pm
VFW Hall
1960 Freedom Blvd.

Pre-Retirement Meetings

SAN MATEO/S.F. - April 13 7PM
Laborers Hall
300 7th. Avenue
San Mateo, CA

IGNACIO - April 14, 7PM
Alvarado Inn
250 Entrada-Novato.

FAIRFIELD - April 15, 7PM
Holiday Inn
1350 Holiday Lane

OAKLAND - April 20, 7PM
Holiday Inn Airport
500 Hegenberger

CONCORD - April 21, 7PM
Elks Lodge #1994
3994 Willow Pass Rd.

STOCKTON - April 22, 7PM
Operating Engineers Bldg.
1916 N. Broadway

EUREKA - May 4, 7PM
Operating Engineers Bldg.
2806 Broadway

REDDING - May 5, 7PM
Operating Engineers Bldg.
20308 Engineers Lane

MARYSVILLE - May 6, 7PM
Cannery Workers Local #849
35570 Oro Dam Blvd.
Oroville, CA

SAN JOSE - May 11, 7PM
Holiday Inn Park
Center Plaza
282 Almaden Blvd.

SANTA ROSA - May 13, 7PM
Luther Burbank Center
50 Mark West
Spring Rd.

FRESNO - May 18, 7PM
Cedar Lanes
3131 N. Cedar

WATSONVILLE - May 19, 7PM
VFW Post 1716
1960 Freedom Blvd.

RENO - May 25, 7PM
McCarran House
55 East Nugget Ave
Sparks, Nv.

AUBURN - May 26, 7PM
Auburn Recreation
Center
123 Recreation Drive

SACRAMENTO - May 27, 7PM
Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova, CA

SALT LAKE CITY - June 19, 11AM
Operating Engineers Bldg.
1958 W. N. Temple

Swap shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to Operating Engineers Local 3, 1620 S. Loop Rd., Alameda, CA 94501, ATTN: Swap Shop.* Ads are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in Swap Shop.

*All ads must include Member Registration Number. Social security numbers not accepted.

** All ads should be no longer than 50 words in length. 3/31/91

HONORARY MEMBERS

As approved at the Executive Board Meeting on February 21, 1993, the following retirees have 35 or more years of membership in the Local Union, as of February 1993, and have been determined to be eligible for Honorary Membership effective April 1, 1993.

John Bradbury	0750446
Dan Carpenter	0955056
Anthony Costa Jr.	0963629
Ray Crum	0939620
Ernest Dalton	0657632
Edd Dempsey	0908537
Edward Derby	0959369
Harry Dillon	0950638
William Dorresteyn	0863872
Ernest Freitas	0283175
L. Jolliff Jr.	0698497
Jack Hawkins	0892784
Kenneth Holley	0928139
George Kirkpatrick	0904881
Thomas Koop	0763652
Delano Larsen	0865552
William Markus	0889148
Robert McMahon	0908730
William Mohawk	0688901
Robert Nelson	0955114
Albert Neu	0679253
Ray Newhouse	0962071
Robert Nichols *	0863912
Herb Sawyer	0868790
John Skeen	0800927
Stanley Rose	0854287
Richard Stack	0939790
Kenneth Stanko	0908783
Milton Stocke	0959336
Grant Taylor	0959341
Earle Wight	0924998
J. R. Williams	0772926
W. A. Williams	0959402
Charles Williamson	0821422
B. E. Wood	0889104

* Effective January 1, 1993 - Recently determined to have been eligible in December 1992.

Swap Shop

FREE WANT ADS FOR ENGINEERS

FOR SALE: Contractors Model DeWalt, 16" radial Arw Saw-Trailer mounted, 110 or 220 voltage-brand new bearings-excell cond., will do compound miters-perfect for home building-very powerful \$2,500 Call (510)370-8789. Reg.#1504641 1/93

FOR SALE: '87 Jeep Wagoneer, fully loaded, \$11K, Ford 351 cleve V8 completely rebuilt for Jet boat \$2,500, 17' cheeta Jet boat w/trailer & Berkly pump \$1K. Call (916)378-2033 after 6pm. Reg.#1166644 1/93

FOR SALE: Duplex 2 years new, Lake Tahoe South Shore, immaculate in every way. Both units rented. Priced to sell at only \$109K. Call (510)846-5503. Reg.#0559769 1/93

FOR SALE: Boat 17-1/2' Glassparr model Sea Faire, sedan w/cabin. 75 HP evenurde motor & trailer. \$2,500. Call (209)745-2517. Reg.#0854101 2/93

FOR SALE: Pups Rotweiler, for Valentines day. Honey run Rotties, A.K.C. registered, Sire & Dam hav championship bloodlines. Dam- good disposition w/beautiful markings. Sire- over 140lbs. w/huge head. Pups breed for disposition and size, have desirable heads w/tails & claws removed. Also 2 zero cleadrance heatilators. One w/glass doors, one without. \$125 each, and Harvest gold color refrigerator for apt. or mobile, \$130. Call-Gordy (916)893-8089. Reg.#2137884 2/93

FOR SALE: '86 Chevy Suburban 454. Ex. cond., 3rd seat, all auto & power options. Tinted windows, tow package, 66K miles. \$10K. Call (408)336-2433. Reg.#2036566 2/93

FOR SALE: Home 2bdm/2ba, 3 car garage w/openers, huge master bedroom w/roman bath, fire place and wetbar, patio, auto sprinklers in front/back, boat/RV space. \$179,950 or trade for motorhome, backhoe, sportcar boat, pickup truck or smaller home. Make offer. Call (209)575-5001. Modesto, Ca. Reg.#1155490 2/93

FOR TRADE: '57 Jeep Cabover for a 12' camper, self contained, Jeep is in fair cond. considered and antique. Rebuilt transmission & transfer box. Also a 4 ton tilt-bed trailer w/winch, 10 ply tires for trade for a 12' camper. Free-1-30 to 1 ratio gear box w/bull wheel. a 440 motor. Question as to whether it runs, yours, come get it. Call (602)662-4510. Reg.#0912031 2/93

FOR SALE: Buriel plots 2 choice at Benecia in the Abby of the Chimes, Vallejo, Ca. \$500 for both + closing costs. Write Mrs. Tony Levy - 1345 Georgetown Ave., Turlock, Ca. 95380. Reg.#0600835 2/93

FOR SALE: Travel Trailer Nomad Travel Trailer, 35' complete kitchen, carpets, bedroom, mini blinds, bathroom, a/c, self

contained, \$5K OBO. Call (415)637-1453, message (415)549-2824. Reg.#1112914 2/93

FOR SALE: '59 Edsel 4 door sedan, all intact, runs, driveable, 41K miles, 390 eng. Make offer. James Howard, 4529 Lewis Ave. SP 24, Eureka, Ca. 95503. Reg.#0814786 2/93

FOR SALE: Farm Above the fog, Yuba County, remodeled 2 bdrm/1ba, on 6.92 acres. Double garage w/new door and opener. RV dump & parking. Pump-house/storage shed. Large barn, in ground sprinklers & fenced garden area. 10x10 cement slab w/electricity ready for spa. Close to fishing, \$140K. Call (916)692-1536-leave message of no answer. Reg.#2094719 2/93

FOR SALE: '86 Motorhome Suncrest, 19K mi., 36' tandem axel, 7.5 generator, washer/dryer, 3 ahrs/2 heaters, garbage compactor/disposal, 28' awning, 2 TVs, combo convection/microwave, to much to list, Immaculate. Paid \$90K, asking \$45K OBO. Also '79 Glastron bass boat, 17.3 ft.k, walk-thru window, 175HP Mercury outboard, power trim, 12-24 motorguide elec. motor, dept finder, xtra props, skis & beach equip., ride on trailer, easy load, excell. shape. Asking \$6,900. OBO. Call (408)633-5987. Reg.#1829131 2/93

FOR SALE: Peterbilt 75 C/O small cam 400 4x4 w/ Jakes, 3 axel flat bed w/ramps setup for backhoe, recent in-frame, new tires \$14,500. Concrete saw 8hp. Kihler Clipper runs great, new concrete blade. \$600. Call (408)238-7355. Reg.#1137643 2/93

FOR SALE: Mobile home 64'x24' Concord, Ca., 2bdm/2ba, livingroom/formal dining, kitchen, new oven-microwave, family room/kitchen-nook/wet bar, new carpets/linoleum/drapes, washer/dryer, central air/heat, closed in porch, new roof, 2 storage sheds, night security. Call (510)689-4932. Reg.#0921384 2/93

FOR SALE: Motor home '90 Cambria, 32' fully loaded, 8K mi., 454 fuel injected eng. beautifully decorated. Take over payments. \$52K OBO. Must see. Call (510)226-6429 after 6pm. Reg.#1273461 2/93

FOR SALE: Boat 55' Chris Craft twin 8V71 - 3bd/2ba, 1 shower, very sound, recent bottom job \$ zincs, this boat is well kept, beauty in and out. Many xtras. Call (415)873-3214. Reg.#924959 2/93

FOR SALE: Home 3bd/2ba, family room with woodstove, quiet neighborhood, nice landscape front and back, back with patio and deck. New paint in and out. Room for boat or trailer, extremely well maint. Priced to sell, wine country paradise Sonoma, Ca. \$200K Call (707)938-4881. Reg.#1571616 2/93

FOR SALE: Mobil Home Hillcrest, 12'x40', 1bdrm, covered patio, storage

Personal Notes....

Marysville: The Marysville district office staff extends our sincerest condolences to the families and friends of the following deceased members: Delbert Slack of Oroville, Robert Davis of Gridley, and Hugh Passmore of Biggs.

Reno: Congratulations to Chuck and Laura Neler on the birth of their baby girl Emily Grace on 2/20. Also, best wishes to Buff and Sandy Block on the birth of their little girl Savannah, 3/2.

Santa Rosa: We would like to express our condolences and prayers to the families and friends and loved ones of the following deceased: Thayer Peoples, 2/2, and Don E. Hack, 2/22.

shed, Ex. condition in small adult park in country, between Auburn-Newcastle. below snowline, 100mi.Reno, 30mi. Sacto. Available 4/15/93. \$10,500. Call (916)823-9658 or (916)823-2983. Reg.#0863743 2/93

FOR SALE: Murphy wall bed nearly new mattress, ideal for small room, \$50, OBO. Also trailer hitch for 80-88 Chev. will fit Buick, Olds, Pont. Different type hitch frame, mounted & very strong. Will haul anything car can pull, can be adopted for equalizer hitch. \$40. OBO. Call (510)797-4457. Reg.#876142 3/93

FOR SALE: Electric cart for arthritic patients, excell. cond. battery charger included, 3 wheel lg., freedom for people for whom walking is painful, asking \$1,600 OBO. Also '84 Road Ranger- 23' travel trailer, accessories all included, new A/C, awning, TV hook-up, well and lovingly cared for, fully selfcontained. \$7,500 OBO. Call (707)763-4911, leave message. Reg.#0994110 3/93

FOR SALE: Tools Field mechanic, great for apprentice, approx. \$10K worth of tools, will sell for \$3K. Too many to list, call Red Morrow for more info. at (707)429-9622. Reg.#1058658 3/93

FOR SALE: '66 Chevy 1/2 ton SWB-350 eng. 4 speed, muncie, V6c \$1,650, OBO. '62 int-1-ton dump, 345-V8, 4 speed, new tires, good shape, \$1,600 Firm. '78 Dodge Van 318 auto, low miles, captians chairs,carpet, new tires/sterio + speakers, fold down bed, V6c, \$2,250. Call Mike 885-0307 or Glen 652-7558 in Auburn. Reg.#1989919 3/93

FOR SALE: Motor home '88 Dolphin 27' in mint condition, 18K mi., air ride, 4K watt gen, dual A/Cs, 1200 BTU furnace, elect./batt fridge, microwave/convection oven, TV/VCR, awning, cab operated Hyd jacks, \$35K, Call (702)673-2401 or (702)673-5703 evening. Reg.#1725465 3/93

FOR SALE: Tractor Ford 800, Jubilee, good cond. tires 80% new. Baldwin console organ w/bench, Overture model. Cost \$4,500 new, will sell for \$2K. Space heater, 150K BTU, kerosene or #1 fuel oil only. Two stage compressor on trailer w/9 HP, electric start, Wisconsin eng., 75 in. wide (Locke) riding mower w/9 HP Briggs + Stratton eng., Call (415)726-2046 evenings. Reg.#0845363 3/93

FOR SALE: '72 truck Int one ton service, air compressor, Mack/snap-on tools worth 34K, will sell/trade for class ARV or 15K cash. Naco campgrounds, affiliated

coast to coast paid \$5,900. Fixed dues \$259 a year. Asking \$3K OBO. Call (209)367-8699.

FOR SALE: '82 Cadillac Coupe DeVille, mechanic special \$2K OBO. Call (415)589-2225. Reg.#1391907 3/93

FOR SALE: Mobile home 14'x60' manufactured '90 purchased new 11/91. Good location, close to bus, shopping, 55 or older, 2 bdrm/1-1/2 ba., awnings and decks both sides, large storage building, washer/dryer, dish washer, garbage disposal, ceiling fan, frost refrig., available after 4/1/93. Call (916)349-8641. Reg.#1030028 3/93

FOR SALE: City lots 2 adjoining -located in beautiful Klamath falls, Oregon view of Lake Ewana, 1 mile from downtown, bus service 1 block, neighborhood grocery store, golf course, utilities at the street, for mobile or home. Additional lot available on some street, \$14K. May accept motorhome of equal value. Call (503)798-1073. Reg.#0728471 3/93

FOR SALE: Tools Mechanic and roll type tool box - 6 drawer. Standard socket set - 1/4" drive to 3/4" drive, wrenches from 1/4" to 2-1/4". Impact socket sets 3/8-1/2-3/4 drive aday extension torque wrench, pliers, screw drivers, chain wrinch, pry bars, meters, gauges- Mico-1. Call (209)274-0337 anytime. Reg.#883762 3/93

FOR SALE: Furniture Antique wood medicine cabinet w/diamond glass mirror & full of old medicine bottles, unique design. Hutch (maple) - \$75. Butcher block - 30"x30"x15". Rack for long bed pick-up S-10 \$50. Hammond organ, 17 tone bars, Leslie speakers- \$400. 3/4 drive socket set- \$85. Rotor bin, 8 tier- \$145. Cast iron skillet. Evinrude motor, 10 HP- \$300. And 3 bdrm/2 ba, 2 car garage, fenced back yard, dishwasher, garbage disposal, fireplace, So. Sacto area, near schools, 8413 Carlin, rents for \$700 mo. Reduced- \$110K. Call (916)689-4061. Reg.#1238702 3/93

FOR SALE: Tools/Trade Complete sets of snap on and mac hand tools, air wrenches up thru 3/4 drill w/2 large roll-away cabinets, invested over \$23K, asking \$14K. Will take partial trade for '64-1/2 to '66 Mustang. Call (707)643-3257 after 3pm. Reg.#1725453 3/93

FOR SALE: Motor home '90 Escaper, 20' fully loaded 11K mi., 350 Chevy eng. like brand new 7 year 85K mi. service contract, take over payments, must see. \$26K OBO. Call (415)589-1153. Reg.#1344919 3/93

Rebuilding from the ground up

They probably didn't know I was trembling with alcohol nausea when I nervously hung on to the hand level to shoot another grade. "Damn bubble, slow down, hold steady," I thought to myself. But they did know, and they got angry when they had to cut that grade again and again, and maybe have to fill in some spots that I gave them as cut when it should have been grade. Then it seemed whenever a critical part of the project was due, I was either late or not around. Phony absences, car trouble, Lake County flu were some of the excuses I used.

It wasn't that way before. After a shift, if we had a good day, lots of dirt moved, grades finished, results showing, the boss would bring out the booze as our reward. I too rewarded my crews the same way, and I would stay later and later after work until the last drop was finished.

Needless to say, the home life was strained because of my substance abuse. It eventually led twice to a divorce and bitter child custody battle. The war with whiskey continued wherever I lived and worked, from Baja California to British Columbia, from the salt flats of Utah to Hawaii. I eventually became unemployable, and my addictive reasoning said if I couldn't work, I couldn't earn money, and without money, I couldn't drink. So, I should get this problem taken care of.

My first contact with the Addiction Recovery Program, your ARP, was in 1986. Just inquiring, I said at first. Two years later there were no more questions to ask. I needed help. Through ARP I was referred to an outpatient facility and proceeded fearfully, slowly and with doubtful sincerity into sobriety.

My ignorance of chemical dependency stood out like a brand new 10L



ADDICTION RECOVERY PROGRAM

1-800-562-3277

on a dirt spread of D4s. By taking inventory of myself, I was challenged to admit my chemical dependency and its consequences.

The resentment I felt towards people, places and institutions faced me straight on. The sons of biscuits, business agents whom I thought made jobs for me out of thin air, the employers who canned me after a few days because I wasn't part of the team, the union that never seemed to have enough vacation pay on tap for me so I could continue my binge, my family who fought with each other because they didn't want to confront me.

These are a few of the problems I caused myself. After having asked for help I proceeded to make amends to those people I had harmed. What a chore. I didn't think I could go through with it. But in time and with the help of ARP and other sober people to talk to, I am doing it and continue to do it.

The initial contact with ARP, its referral and continuing care have enabled me to enjoy five-plus years of sobriety. You would not believe the wonderful peace and incredible surprises that have occurred since I put down the bottle and lifted my glass full of the liquid called life.

— A recovering operating engineer

Union Briefs

Environmentalists appeal I-80 widening project

The environmentalists have done it again. Urban Ecology, the Bay Area chapter of the Sierra Club, the Golden Gate Audubon Society and the Auto-Free Bay Area Coalition have appealed an Alameda County judge's decision that cleared the way for the widening of I-80 between Hwy. 4 in Contra Costa County and the Bay Bridge. The project is designed to provide HOV lanes and to improve the I-80 and I-580 interchange.

The appeal, filed in a state Court of Appeals in San Francisco, contends that the \$318 million project would increase air pollution, suburban sprawl and dependency of autos. Stephen Wheeler, program director for Urban Ecology, told the *San Francisco Chronicle* that the project "is a waste of an enormous amount of money that should be spent improving rail transit and developing programs to get people to drive less."

Construction began on September 9, 1992, on the first segment, from Ashby Avenue to Gilman Street in Berkeley. One week later, the four groups sued Caltrans. Alameda County Superior Court Judge James R. Lambden immediately ordered work on the project to stop while the case was being litigated. But on November 2, Lambden ruled against the environmentalists and construction resumed on one of the most congested stretches of freeway in California.

Construction pay increases 2.4 percent in '92

Wage and benefit negotiated in new construction labor agreements in 1992 averaged 58 cents per hour or 2.4 percent in the first year, according to the Construction Labor Research Council's year-end bargaining analysis. The 1992 figure was substantially lower than the comparable 79 cents (3.4 percent) figure for 1991 and marked the second year of declining settlement levels in construction, CLRC said.

The CLRC found that negotiated increases in other industries exceeded those in construction. The council also found that continued weak construction markets and strong competition had a direct impact on bargaining. The council found that over 15 percent of all agreements in 1992 resulted in total package freezes or reductions.

National injury-illness rate declined in 1991

The rate of construction-related illnesses and injuries in the United States dropped from 14.1 cases per 100 full-time workers in 1990 to 12.8 cases per 100 full-time workers in 1991, the Labor Department's Bureau of Labor Statistics reported recently. The total number of reported injuries and illnesses declined from about 638,000 in 1990 to about 519,000 in 1991, the BLS said.

BLS also found that there were nearly 36,000 new cases of occupational illness in 1991 than in 1990. About 70 percent of the cases occurred in manufacturing, 14 percent in service industries and the remaining 16 percent in a variety of industries. Slightly more than 60 percent of the illness cases in 1991 were related to repetitive motions, such as vibrations, repeated pressure and carpal tunnel syndrome.

The BLS also said the total work-related fatalities dropped to 2,800 in 1991 compared with 2,900 in 1990. Other estimates of annual work-related deaths range from about 3,500 to 12,000, depending on the source and types of employers and work-related activities. The National Safety Council, for example, estimated that about 9,900 workers were killed on the job in 1991, compared with about 10,500 worker deaths in 1990.

Mall of America built all union

If you're thinking about visiting the mammoth Mall of America outside Minneapolis-St. Paul, Minn., you'll want to know it was built 100-percent union. The 78-acre mall, which has 4.2 million square feet, 13,000 parking spaces, a seven-acre amusement park, four major department stores and hundreds of retailers, was built by about 6,000 union construction workers. Not only did these workers finish the project two months ahead of schedule, they were \$25 million under budget.

Let's start a ski club!

If you answer 'yes' to any of these questions...

- Do you have more time off in the winter than summer?
- Are you sitting around at home watching it rain, getting cabin fever?
- Do you need an activity that can include the whole family?

...then it's time to start a ski club.

If you want to do some downhill snow skiing or learn how to ski, send me a card or letter with your name and address and give me feedback on your skiing interests. If there's enough interest, we can form a club. I will take the challenge of organizing things. Contact Local 3 member Bill Chase, 1427 Calgary Ct., Oakdale, CA 95361-3249

