

ANALYSIS OF STATEWIDE PROPOSITIONS



ENGINEERS NEWS

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VOL. 38, NO. 4

SAN FRANCISCO, CA



APRIL 1986

Members ratify Master Agreement

'Landmark' contract provides increase, fights open shop

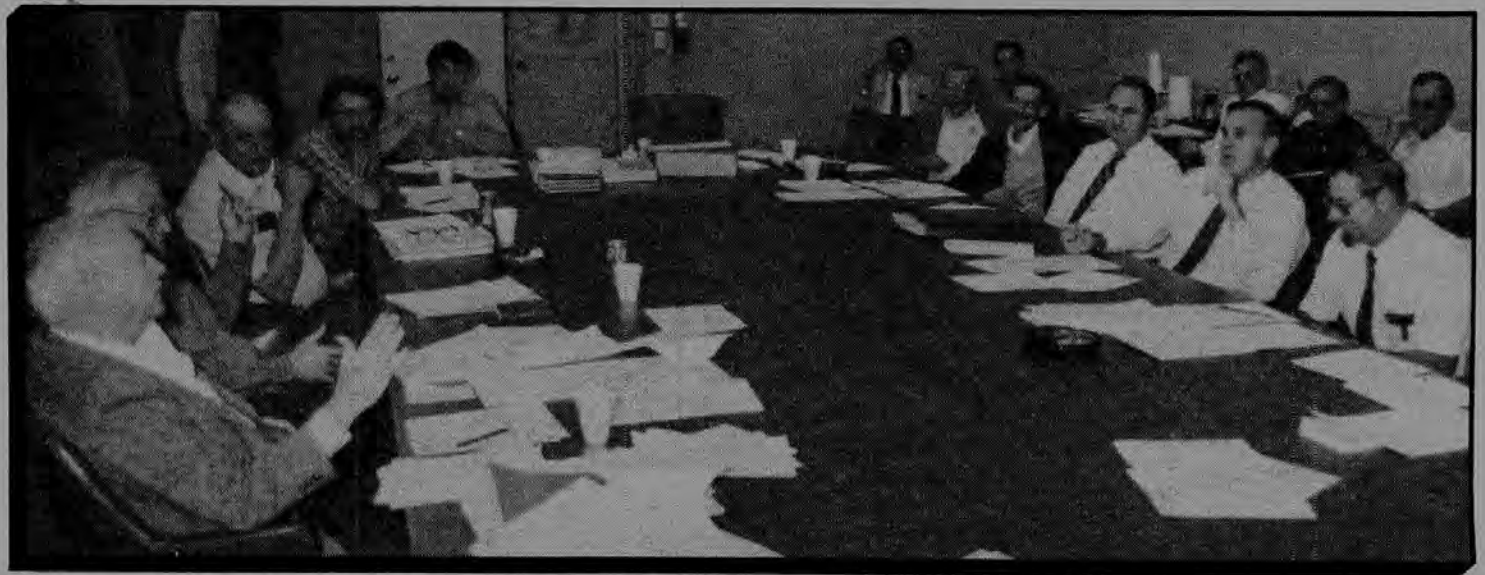
By James Earp,
Managing Editor

A landmark three-year Master Construction Agreement that Business Manager Tom Stapleton says will "force the non-union employer to operate by our standards" has been ratified by an overwhelming majority of Local 3 members who attended a series of ratification meetings this month in Northern California.

The new agreement, which applies to employers in Northern California belonging to the Associated General Contractors of California, the Association of Engineering Construction Employers and all independent contractors bound by the "Short Form" agreement, was ratified by 93 percent of those who attended a round of 15 meetings that were held to explain the provisions of the new contract.

"This is the most important contract that has ever been put before the membership of Local 3," Business Manager Tom Stapleton declared. "It will be a new and extremely effective weapon in the growing arsenal of weapons we are developing against the non-union element."

The new contract provides for an average wage increase of 3.9 percent for all classifications in each year of the agreement. It additionally provides for



Business Manager Tom Stapleton and the negotiating committee discuss contract proposals with AGC representatives.

new language on the bidding of public works projects, the creation of "Market and Geographic Committees" and a complete overhaul of the job classifications.

"The last three years has seen a significant loss of public and private work to non-union contractors," Stapleton explained. "The greatest challenge facing the rank-and-file negotiating committee was how we were going to negotiate a contract that would force the non-union employer to play by our rules."

It wasn't an easy task.

Nonunion employers have captured as much as 75 percent of the work in some markets in California. Rural areas and the private sector have been hit

hardest, but non-union contractors are also winning major public works projects in urban areas, a trend that was almost nonexistent three years ago. For example:

- Last year the out-of-state, non-union joint venture of R.A. Hatch and Rail-Roadway Construction won a \$44 million contract to reconstruct the I-580/Route 238 interchange in Hayward. It was at the time, the largest single highway contract ever awarded in California.

- Weiss Brothers Construction, a non-union contractor from Pennsylvania last year was awarded a \$32 million contract to build a transit mall in San Jose.

(Continued on back page)

Labor wins key victory by killing 'double breasting'

A key victory for the Building Trades that places curbs on "double-breasted" firms in the construction industry won enthusiastic applause from thousands of delegates this month as they wound up the annual Building and Construction Trades Legislative Conference in Washington, D.C.

The back-to-back victories, came as thousands of delegates wound up the legislative conferences of both the AFL-CIO Building & Construction Trades Dept. and the Industrial Union Dept. The sessions reflected the shared concerns of more than 9 million union members in bringing labor's message to Capitol Hill.

House members listened when building trades leaders from their home district came calling and voted 229-173 for the labor sought bill.

The legislation, long a high-priority goal of the Building & Construction Trades Dept., is aimed at contractors who evade their union agreements by setting up non-union subsidiaries paying substandard wages and benefits.

It passed the House on April 17, just hours after the legislative conference adjourned. Amendments that would have gutted the bill were soundly defeated.

In terms of lobbying impact, the building trades conference couldn't have been better timed. The House vote had been expected to be hairsbreadth close.

When the 3,000 delegates arrived, BCTD President Robert A. Georgine

(Continued on page 2)

Threat of postal increases will hurt labor press

Trade unions, churches and other non-profit organizations are facing a major financial threat which could result in the termination of thousands of publications across the country, if a proposal currently under study by the Postal Rate Commission is adopted by Congress.

Following a series of public hearings that was held in major cities across the country in March, the Postal rate Commission is preparing a report which it intends to give to Congress that calls for a 55 percent increase in the rate of postage used for publications and other second and third class mail.

(Continued on page 14)



AFL-CIO representative Susan Dunlop testifies before the Postal Rate Commission in opposition to increasing non-profit postal rates.



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

LOOKING AT LABOR

The events of this past month go to show you that, once in a while, hard work and determination still pay off in this day and age. April has been a month of important victories for Local 3 members and the rest of labor.

As we go to press, we report on the front page that Local 3's biggest contract — the Northern California Master Construction Agreement — has been ratified by a 93 percent majority of those who attended the ratification meetings.

This is truly a landmark agreement. Besides providing the highest wage increase negotiated to date among the Building and Construction Trades, this contract should pave the way for providing many more jobs for our members by forcing the non-union contractors to play by our rules when bidding on public works projects.

It is our hope that gradually we will recapture much of the work that has been lost to the non-union segment. We are confident that this contract, combined with the superior skill and productivity of our members will provide the competitive edge that our union employers need to beat the open shop movement.

I want to extend my thanks once again to our rank-and-file negotiating committee, which spent many

long Saturdays and late nights prior to and during the actual negotiations.

The success of any contract negotiation depends upon the amount of preparation spent prior to actual negotiations. I can safely say that more time was spent preparing for this agreement than any other master agreement in the history of this local union. It paid off in the end.

We have also won several key victories this month in the legislative arena and in the courts. You will read on page one that the massive building trades mail campaign on H.R. 281, the "Double Breasting" bill, paid off this month when the House approved it by a vote of 229 to 173 and sent it onto the Senate.

Many of our members helped out in this effort by signing and mailing cards that we handed out at district meetings and other union gatherings over the past several months. The fight is far from over. We will have to repeat our campaign in the Senate and then try to find some leverage with the President that will compel him to sign the bill.

As you can see, that is a long way off, but the fight is definitely worth it. This legislation will place strict curbs on contractors who set up non-union entities to get around their union agreements.

This month also saw a major victory when the Senate dumped an anti-union attempt to amend the Hobbs Act by making offenses committed during labor disputes a federal crime punishable by long prison terms.

This effort by anti-union politicians was pure and simple union-busting, and a major crusade by the National Right-To-Work Committee. The legislative attempt sought to get around a 1973 Supreme Court ruling that stated the Hobbs Act was meant as a weapon against labor racketeers, not to punish misconduct in pursuit of a legitimate union objective.

Thus, a racketeer who threatened an employer with a strike if he didn't pay protection money can be persecuted under the Hobbs Act, but not a striker who damaged his em-

April 10, 1986

Operating Engineers Local 3
Marysville, CA 95901

Dear Brothers and Sisters:

I would like to express my deepest gratitude to Operating Engineers Local 3 for the generous donation made to the American Red Cross in assistance for those of us who suffered losses in the recent area flood. Your assistance enabled the Red Cross to replace some of the necessities that were lost. My particular family, my husband and myself, received vouchers for the following:

- \$990 to replace a refrigerator, a double bed and a dresser.
- \$150 for clothes and shoes.
- \$70 for food.
- \$200 for first month's rent of an apartment since our house received extensive structural damage.

They also supplied us with cleaning materials and a survival pack which included, pillows, blankets, dishes, silverware and cooking utensils for two people. And another thank you is in order for the Operating Engineers Local 3 who provided boxes of food in a time of dire need.

There are not words enough to express our appreciation for the way everyone came forward with kindness and assistance in a time of confusion and upset.

Again, thank you.

Sincerely,
Bobbie J. Newnam, Secretary
MJUSD Transportation Department
Member, Operating Engineers Local 3

ENGINEERS NEWS

WIPA

PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL ENGINEERS AND THEIR FAMILIES

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ENGINEERS NEWS is published monthly by Local 3 of the International Union of Operating Engineers, 474 Valencia St., San Francisco, CA 94103. Second class postage paid at San Francisco, CA. USPS Publication Number 176-560. Subscription price \$6.

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House passes 'double breasting' bill

(Continued from page 1)

stressed the importance of their mission in terms of the House vote. Double-breasting tactics, he charged, are eroding living standards of workers and poisoning the collective bargaining process.

The bill's chief sponsor, Rep. William L. Clay (D-Mo.), warmly welcomed to the legislative conference, warned that

employer's property. It was argued that state and local courts are well equipped to deal with picket line misconduct.

One last victory worth noting occurred in the Ninth U.S. Circuit Court of Appeals this month, which ruled that states may require higher prevailing wage rates than the minimums set by the federal Highway Commission on federal projects.

This is a very important ruling, because the feds have changed the way they administer the law in such a way that federal prevailing wage rates are now often lower than state prevailing wage rates for the same work in the same region. Therefore, if the state law is stronger — which is the case in California — the state rates will prevail on federal highway projects.

anti-union employer groups were vigorously lobbying the other side.

AFL-CIO President Lane Kirkland gave the delegates a message to take to their meeting with House members.

He urged them to make sure that the House members they lobbied understand that the double-breasting bill is "a key issue" to the entire labor movement.

Let them know, Kirkland said, that the forthcoming vote is "a political

litmus test" of whether members of Congress are "with us or against us."

The 11th hour lobbying by the delegates culminated a massive nationwide mail campaign in which thousands of Local 3 members took part. Cards urging congress to support H.R. 281 were printed and distributed to Local 3 members throughout the union's jurisdiction at district meetings and other gatherings.

Oklahoma open shop bill draws rally of 5,000 trade unionists

A rally sponsored by the United Labor Committee drew 5,000 trade unionists to the steps of the state capitol in Oklahoma City, to protest a measure that would have put an open-shop constitutional amendment to the state's voters.

The House on Feb. 3 passed a resolution by a 58-41 vote that called for a state constitutional amendment on the open shop. The Senate had earlier voted approval, 26-20. The measure now goes to a joint conference committee. The House and Senate votes each fall short of the required two-thirds majority needed to call a special election.

Last year, the Oklahoma legislature defeated bills for a so-called right-to-work law four times.

The United labor Committee has stressed the negative economic impact an open-shop law would have in the state. Oklahoma is surrounded by RTW states—Texas, Arkansas and Kansas—where on the average employers pay much lower wages.

Missouri AFL-CIO President Daniel J. McVey told unionists how his state defeated the RTW proponents with the help of a similar rally last month. The Missouri federation got key legislative leaders to express strong opposition to any such measures.

Voicing the slogan on the picket signs "Right to work is a rip-off," McVey stressed that Oklahoma's average weekly wage of \$401 is \$63 a week higher than the rate in RTW states.

Education is the key to defeating

RTW proposals, McVey said. It is up to labor to educate its members and the public to "understand the unfair, undemocratic, and yes, un-American, aspects of this phony right-to-work-for-less legislation."

Leo Hopper, state president of the American Agriculture Movement, told the crowd that "true enough, right-to-work rhetoric celebrates the same rugged individualism that farmers find appealing—but a hard second look convinces most of them that voting for 'right to work' is like buying a pig in a poke. You don't get what you paid for."

Dr. Max Glenn, executive director of the Oklahoma Council of Churches, called the right-to-work effort "morally and socially wrong" and said it "seems to be associated with greater human misery." With a 30 percent rise in poverty in the state since 1980, "we can ill afford such a law here," he said.

Declaring that "you are not alone," AFL-CIO President Lane Kirkland sent a message to the rally, pledging that the labor movement will provide Oklahoma's unionists with "as much help as you need for as long as you need it to beat 'right to work.'"

Curiously, labor's effort to kill the so-called right-to-work measure was aided by the National Right to Work Committee in Springfield, Va.

A right developed between the national RTW Committee and the state's Chambers of Commerce. The Chambers backed a voter referendum, but National RTW Director Reed Larson

opposed it and urged a state statute instead.

Ralph S. Rhoades, chairman of the Chamber and state president of the Blue Cross/Blue Shield, had to declare his company neutral on the issue after a

letter urging passage of a right-to-work statute was sent out on a company letterhead.

Nearly half the state's 100,000 unionists are in health plans covered by Blue Cross/Blue Shield.



AFL-CIO Secty.-Treas. Tom Donahue and Service Employees President John Sweeney sign first agreement to make low-cost credit card benefits available to union members.

AFL-CIO kicks off credit card program for union members

Bal Harbour, Fla.—The AFL-CIO has reached an agreement on a plan that will enable union members to obtain low-cost credit cards. Starting in early summer, the Bank of New York will issue the new MasterCard through unions affiliated with the federation.

AFL-CIO President Lane Kirkland announced the agreement on the final day of the Executive Council's winter meeting here. He said the credit card plan represents another step in fulfilling recommendations of the council's Committee on the Evolution of Work to create a new form of worker benefit for union members.

"Our surveys of union members showed that one of the benefits they most wanted to see sponsored by the labor movement was a credit card that would save them money compared with the usual cards issued by banks," Kirkland said.

"We believe that this card will be the best deal of its kind for American consumers."

Unions affiliated with the federation will be able to choose either of two plans to offer their members. The new cards will call for no fee on issuance. Under one option, card holders will pay interest on their balances from the time of purchase at a rate 5 percent above the bank prime rate, or 14.5 percent at the present time. The other option provides for a slightly higher rate on unpaid balances after an initial grace of no interest payments.

The average bank credit card now

requires interest payments at rates of 19 percent or more, despite a general decline in other rates. Annual fees for the cards average \$20.

The AFL-CIO credit card plan was applauded by the Bankcard Holders of America as a "bold move." Elgie Hostein, associate director of the non-profit educational organization, said it "sends a strong signal to the banking industry that working people are fed up with high credit card interest rates."

During the council meeting, Sec.-Treas. Thomas R. Donahue, who is chairman of the Committee on the Evolution of Work, reported on other steps being taken to carry out its recommendations. He said the new low-cost credit card is one element of a package of benefits the committee hopes to have ready by the next council meeting, May 13-14, in Washington. Also being developed are forms of group health and life insurance, a legal aid plan, and an investment and savings instrument.

After the package has been offered to the 13.1 million members of AFL-CIO affiliates through their unions, it will be made available to individuals who express interest in joining a new form of associate membership with unions.

and Affinity Group Marketing Inc. after they submitted the most favorable bid for the plan. Donald Colby, senior vice president of the bank, and David Mann, representing AGM, negotiated the final terms with AFL-CIO officials.



Common Sense Budget — Americans for a Common Sense Budget, a broad-based coalition that includes the AFL-CIO and many of its affiliates, is sending a message to Congress with a penny. The message says, "here's my penny for a common sense budget. It may not be much, but it's more than all the taxes paid last year by 50 of the largest, most profitable U.S. companies and hundreds of millionaires." From left, with coalition symbol, are Ron Pollack, Villers Foundation executive director; Arthur Flemming, co-chair of Save Our Security and Eisenhower Administration Cabinet member; State, County and Municipal Employees President Gerald McEntee.



By HAROLD HUSTON, President

A Personal Note From The President's Pen

Of all the killer diseases, perhaps the most sinister is high blood pressure — known medically as hypertension. This disease, which affects one in four Americans and which is roughly twice as common among blacks as in whites, can appear at any age (even infancy). It stems from causes that are not yet understood, strikes women more often than men, and frequently displays no symptoms in either sex.

Unfortunately, the term "hypertension" is one that confuses. It does not mean that those afflicted with high blood pressure are either "hyper" or "tense." Contrary to popular opinion, hard driving or uptight people can escape high blood pressure while those who are relaxed or easy-going may fall prey to it.

What is hypertension?

Hypertension is a disorder of the arteries, those bloodcarrying "freeways" of our body. Any reduction in flow, for example when the arteries are constricted, will cause a higher than desired diastolic reading when the blood pressure is taken. In other words, the "resting pressure" in the arteries between heartbeats is too high. On the other hand, systolic pressure, the maximum force generated within the arteries at the peak of contraction by the heart, must also be maintained within acceptable limits. Today, medical science knows that the old wives talk about a healthy systolic blood pressure being your age plus 100 is totally false. If arteries remain undamaged and unclogged, blood pressure should remain about the same throughout life.

Because many people simply are unaware that they have hypertension — and because even those who know they have it may feel no ill effects — less than 15% of all people with hypertension are receiving adequate treatment. Such neglect causes 60,000 deaths a year directly attributable to the disease. Hypertension is also responsible, at least in part, for another 1.5 million heart attacks or strokes each year, and often leads directly to kidney disease.

These facts are all the more tragic because high blood pressure can easily be detected. Once diagnosed, it can generally be kept under control; sometimes it can even be cured.

How do we treat hypertension?

Within the past 30 years, the treatment of both essential and secondary hypertension has advanced significantly.

Cholesterol is a fatty substance which, in proper amounts is vital to good health. However, if the body accumulates too much cholesterol, that substance tends to clog up the arteries, thereby increasing blood pressure.

Sodium, most commonly found in salt, absorbs water. If retained by the body, water expands the volume of blood, this increases its blood pressure. In normal people, salt can be consumed without problems, but hypertensives may be ordered to reduce or eliminate its intake. High cholesterol foods include shortening, partially hardened fats and saturated fats (generally those that stay hard at room temperature, such as butter). Salt is harder to restrict, not

necessarily because people oversalt their food, although that is usually an important part of the problem. Rather, most processed foods, including bread, snack food, ice cream and even soft drinks all contain salt — and Americans consume large amounts of such commercially prepared items. Salt also occurs naturally in certain foods, such as green leafy vegetables. The result: most Americans wind up with two to four times the amount of salt they need daily.

Although salt-restricted diets may be difficult to get used to, there is comfort in that salt is an acquired taste. (Eskimos, for example, dislike salt when first introduced to it, but rapidly get to like it.) Acquired tastes can also be unlearned!

What can you do?

What can you do to avoid hypertension? **Exercise.** Certainly, a well rounded exercise program is essential to staying healthy, but here again moderation is a key ingredient. Start slow, and build up stamina, say all the medical authorities.

Exercise of the body is one thing; exercise and good control over the mind and emotions becomes significant. How a person reacts to stressful situations — medically tagged as either a "hot reactor" or a "cold reactor" — has a great deal to do with a healthy body.

Medical personnel say "hot reactors" are the people who consistently overreact to normal psychological stress. And it's not what's visible on the outside that is of primary concern, but what's going on inside that's important.

The "cold reactors" are those persons who visibly react to stress, but underneath the

surface there is calm and stability. Medical authorities are quick to point out that it is not stress that causes hypertension, because there are moments of stress almost daily in life, but it is "over-reaction" to this stress that can become the culprit.

Three types of drugs and medications are commonly used; mild sedatives, diuretics (water pills), which lower the amount of sodium (salts) in the blood stream, and certain blocking agents, which tame the nerve ends. Usually drugs must be taken daily for life! This small nuisance is well worth the price, however, in a significantly lengthened life span.

What you eat

Some of the medically approved guidelines are: decrease the intake of salty foods, and the same goes for "junk food." Put the skids to excessive use of alcohol; that is, if you do indulge, do so in moderation. **Stop smoking!** Smoking causes restriction of the arteries. Decrease your intake of caffeine — coffee, tea, cola and many other soft drinks! These also put restriction on your arteries. Coupled with a stressful situation, when adrenaline levels in the body become higher, caffeine can contribute to a permanent elevation of blood pressure.

Weight control

Sometimes, weight loss alone will bring blood pressure back to normal. Dietary restrictions are two-pronged; they seek to cut the intake of high cholesterol foods, and reduce the intake of sodium.

Heroism on the job

Commendations for Local 3 member

On February 26, 1986, at about 1:30 p.m. with work being suspended on a shoreline rip rap project at Seacliff Beach in Aptos due to high tide, a Local 3 member, Dino DiMarzio, without regarding the potential dangers that he might incur went into the surf to save a stranger's life. Ms. Ruth Cutshaw, a resident of Capitola. To Dino, this act was a reflex, as he stated to these writers that, "I didn't give it much thought. I saw that she was in trouble and wasn't going to make it (to safety) so I went in after her. She was being battered into the rock (by tidal action) and by the time I could get out (into the surf) she had gone down three times. At first, I couldn't find her and it dawned on me that I was in a hell of a fix too. Somehow, I was able to get a hold of her and make it to the rocks," where the rest of the crew was able to help Dino and Mrs. Cutshaw to safe ground.

Through all of what brother DiMarzio considers to be hoopla over this incident, he still retains his sense of humor, stating, "Had I applied much thought, I would have removed my boots first." He is also very modest about his exploit and feels that his reaction is somewhat common even though Granite Construction Company President Richard Sobin feels differently.

A little about Dino, he has been employed by the Santa Cruz branch of Granite Construction Company since, 1964, when he transferred to Local 3

from Local 4 in Massachusetts. Dino is considered by many to be among the finest of universal operators, on backhoe, he is able to consistently locate and uncover 1" copper water lines without breaking them.

Incidentally, Brother DiMarzio is the steward at the Santa Cruz branch of Granite, having been appointed by Jack Curtis in the early 1970's.

Dino A. Dimarzio
185 San Andreas Road
La Selva Beach, CA 95076

Dear Dino,

There seem to be so few men in the world today who would take a personal risk for another. The courage you displayed in the dangerous rescue of Ms. Cutshaw deserves recognition, and we want you to know we are especially proud to have you on our team.

Please accept this note as a sincere statement of our admiration for your unselfishness. We have always felt that our employees have lived up to the high standards of our company and you have certainly proved this to be true.

May you be blessed with good fortune, good health and a full life of happiness.

Sincerely,
Granite Construction Company
Richard C. Solari, President

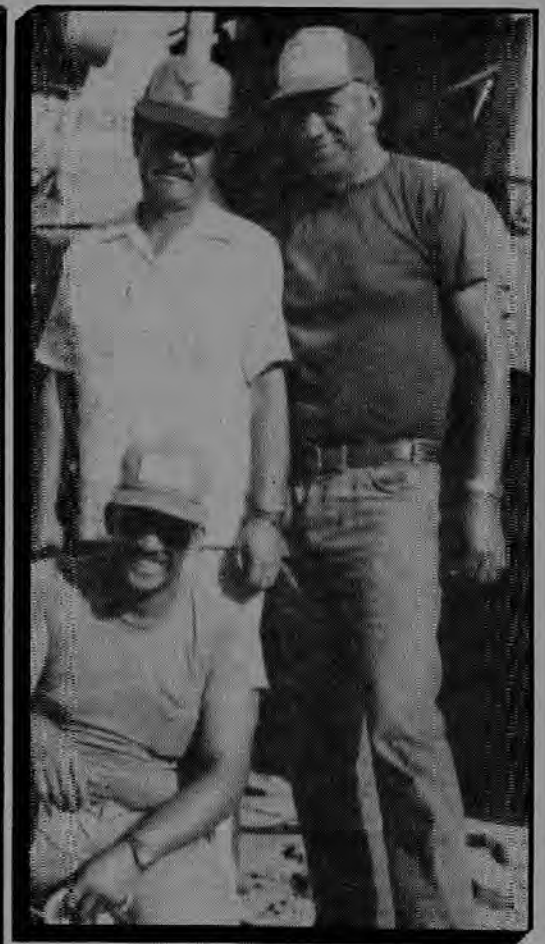


Local 3 member Dino Dimarzio recounts his experience with Business Agent Bob Delaney.

Grievance Committee Elections

At its meeting on March 12, 1986, the District 10, Santa Rosa membership re-elected Brothers Dennis Harlan, Dale Héater, and Dave Spain to serve on its Grievance Committee for the ensuing year.

At its meeting on March 19, 1986, the District 9, San Jose membership re-elected Brothers Allen Palmer, Ralph Phillips, and Ray Phillips to serve on its Grievance Committee for the ensuing year.



Pictured upper left is Hawaiian Dredging's Kauai resort project with crane operator Archie Wilcox and oiler Lawrence Mersberg. Above are Matthew Kan Hai, Rudy Kehanu and Gilbert Kahaleauki (kneeling), working for Kalani Banner Construction.

Hawaiian Dredging & Construction prime contractor on Kauai project

On Kauai, Hawaiian Dredging & Construction Company is the prime contractor for the \$80 million Westin Kauai resort project. The subcontractor intends to work with as many Kauai companies as possible.

Hawaiian Dredging's Vice President told members of the Contractors Association in Kauai that the Company wants to purchase materials, such as drywall, as well as contract metal work to Kauai firms.

Phase I of the project started last month and will continue through April 6th. A few of Honolulu's contractors have been subcontracted to work on the first phase on the grounds of the old Kauai Surf Hotel.

Phase I includes building a new road and installing two drainage channels through the hotel area and center pond; also demolishing an old building and clearing all debris from the jobsite. The first phase also includes work involving some 18,000 yards of concrete and 750 tons in structural steel.

When Phase I is completed, the major part of the project will begin in April. Hawaiian Dredging will add 250 full time workers to its payroll, which would bring an approximate total of 700 workers for the Company.

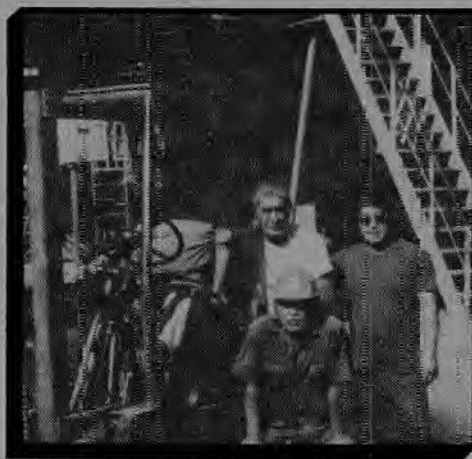
Hawaii's real estate market has also not rebounded to its former glory, and two prominent developer-investors, Sammy G. Daily and George A. Fan, sought Chapter 11 bankruptcy protection last year. Daily listed more than \$18 million in debt, while Fan did not list his debt, but estimated his assets at \$19.2 million.

Four partnerships that developed major Oahu condominium projects, either voluntarily entered or were forced into bankruptcy proceedings in 1985. Those projects — Century Park Plaza, Maile Court Resort, Waikiki Hobron, and Century Club Plaza — represents 2,075 units and more than \$160 million in financing.

Two ambitious Neighbor Island ventures Maui Distillers, Ltd. and Bio

Power Corp., took refuge last year under Chapter 11. Maui Distillers, Ltd. operated a rum distillery at Puunene, while Bio Power harvested wood chips on the Big Island. Neither of them are now operating.

Businesses that hope to revive themselves under Chapter 11 are often forced to convert to a Chapter of liquidation bankruptcy. That's what happened last summer to Certified Corp., the state's largest grocery and tobacco wholesaler.



Pictured above are Shigeshi Kurusawa, Larry Marrotte, Edward Sato and George Aoki, employees of Hawaii

Allan Los Banos, manager of the General Contractors Association of Hawaii, said he feels the construction industry will remain strong. His concern, in fact, is if all the development currently planned comes on the scene in 1986, "We're afraid we won't have enough workers in our industry to take care of it."

Los Banos said he thought the 17,000 people employed statewide in the construction industry would more than likely be busy through mid-1987 and that prospect has spurred the various trades to gear up their apprenticeship program to meet the coming demand for skilled workers.

Los Banos noted that between 4,500 to 5,200 housing units are being scheduled for construction in central Oahu,

in addition to scheduled federal, state, and county construction projects.

Kalani Banner Construction, Inc. is doing the mass excavation, as well as on and off site work for Waiehu Oceanview Estates on Maui. There will be three increments to this project. Cost of the first increment is \$2.5 million. A total of one million five hundred thousand cubic yards of sand are to be excavated for the three increments and will be stockpiled on the job site. According to Mr.



Bitumuls & Paving. Kokyu Masuda, Santo Pacheco, Stanley Lee and Glenn

Banner, the project will be completed in three years. There are ten brother members working on this project.

A \$6 million project will begin this summer on Kahala Pacifica. This condominium will consist of a three story duplex building with 24 split level units averaging between 2,000 to 2,200 square feet, exclusive of lanais and deck areas. All but one of the units will have three bedrooms, two and a half baths, kitchen, dining, living and family rooms. The other unit will be larger, with almost 4,300 square feet of interior space.

Another construction project is underway at Hale Pauahi. A \$27 million highrise rental will be located on the corner of Beretania and Maunakea Street in downtown Honolulu. This

project will consist of two 18 story towers, each rising above five levels of parking. Hale Pauahi will provide a total of 396 rental units, primarily for low and moderate income families.

There will be 110 one bedroom units, 214 two bedroom units and 72 three bedroom units. Pacific Construction is expected to complete the project by June 1987.

Pacific Construction has also been awarded to build another 23 homes in Hawaii-Kai, Ke Alua La Kai Development, bring to 50, the number of homes either completed or under construction.

Paahana are shown above right working Kalani Banner Construction.

Land Board approval had been in doubt because of a State Attorney General's opinion, questioning the legality of dredging channels to the sea for the proposed lagoon. However, at the Developer's request, Deputy Attorney General Dona Hanaike reconsidered and reversed her previous opinion. The massive project to include eight hotels, 5,200 residential units and related facilities, received city approval.

The only major approval pending is from the U.S. Army Corps of Engineers. Dona Hanaike originally said that State Law prohibits commercial taking of sand from the shoreline. The Land Board required 20 parking stalls for the public at each of the 101

(Continued on page 11)

Utah's politicians on campaign to wipe out labor

District Representative Don Strate notes that by now all members in Utah are very much aware that the majority of the politicians in the state and in the federal government will not be happy until organized labor is completely choked down to where no rights exist whatsoever for the working man. Strate was not talking only of union members, because these representatives of the people are, in fact, trying to destroy every benefit of every hourly employee in the state. Their main goal is to get everybody working at minimum wage, and then reduce it from there. As difficult as it may be to admit, politics is the name of the game. Everybody in this country must stand up for what they believe in and vote for the people who will help the most.



Pictured above is the old Dewey Bridge on Route 128, which is in the process of being replaced.

Utah Operating Engineers Annual Membership Picnic

A family outing and picnic is scheduled for **SATURDAY, JUNE 14, 1986** at **Saratoga Resort, Lehi, Utah** for **Operating Engineer Members and their families**

The price of the tickets will include beverages and unlimited use of the following: "Group all day pass," free parking, picnic terrace with tables reserved for the day, overnight camping, kiddie-land ride pass, unlimited swimming in Saratoga's four natural warm spring swimming pools, all day pass on the "Kamikazi" water-slide (three stories high and 350 feet long), miniature golf, volleyball, softball, horseshoe equipment, and the boat harbor facility. Please bring your own picnic lunch or food concessions do operate at the resort and will be available to those who wish to buy from the stands. **Price of the tickets:** children under three years of age will be free and all others will be \$7.50 each. Come and join us for a fun summer outing with your family.

Name: _____

Street/Mailing address: _____

City: _____ State/Zip: _____

Phone: _____

Number attending: _____

Amount enclosed: _____

Check: Money Order

Please clip out this coupon and send it along with your check or money order by **June 1, 1986**, to the **Salt Lake Office of the Operating Engineers Local Union No. 3, 1958 West North Temple, Salt Lake City, Utah 84116**. Or call **596-2677** in the Salt Lake metropolitan area for information or out of the area call **1-800-662-3630** for tickets and reservations.

Statistics show that working people won't take the time to vote. This is one thing no one else can do for a person.

"I personally don't understand where these politicians are getting their reasoning from, because once they destroy the tax base with lower wages, where are the taxes going to come from? You know very well that big business doesn't pay taxes, the working people do," Strate said.

Strate is sure everybody remembers State Representative Donna Dahl and what she tried to do last year with the state right-to-know law. She got her butt kicked good and hasn't has the guts to try the same thing in this year's legislative session. She had Senator Paul Rogers introduce the bill this year, but they stayed away from the right-to-work law and tried to slip it into the state procurement code under section 10-7-20, paragraph 6, with their amendment reading as follows: Any express or implied agreement, understanding, or practice between any person, corporation, partnership, or other legal entity and any labor union, labor organization, or any other type of organization where affiliation with or membership in a local union, labor organization, or any other type of organization is made a condition to negotiate, bid, or contract for the performance of building or construction work for any city or town is illegal, void, and against the public policy of this state.

To put it in other words, it would be illegal to negotiate a project agreement with the union contractors that bid on public funded jobs and it would also be illegal to enforce the subcontractor clauses in our agreements that state any part of the project subcontracted to a nonunion employer forces that non-union company to abide by all the provisions of the agreement. The subcontractor could pay anything he wanted and abuse his employees in any way he wanted.

The last night the legislature was in session, this bill (Senate Bill No. 89) came up for a vote and it was sent back to the rules committee because of a concern for its legality. Thanks to the representatives and senators listed below who voted against the bill in our favor, the bill never came out of the rules committee. Those people who supported our position were:

Representatives

LaMont Richards
P.O. Box 25717
Salt Lake City, UT 84125

Ted Lewis
1155 W. 400 N.
Salt Lake City, UT 84116

Brent Goodfellow
5466 Kathleen Avenue
Salt Lake City, UT 84120

Blaze Wharton
153 E. Kensington Avenue
Salt Lake City, UT 84115

Senators

Terry Williams
824 Blair Street
Salt Lake City, UT 84111

Dale Stratford
4776 Panorama Drive
Ogden, UT 84403

Eldon Money
RFD Two, Box 30
Spanish Fork, UT 84660

Karl Swan
347 Upland Drive
Tooele, UT 84074

Darrell Renstrom
1145 E. 1675 N.
North Ogden, UT 84404

Kay S. Cornaby
3794 Hermes Drive
Salt Lake City, UT 84124

Omar Bunnell
640 N. 300 E.
Price, UT 84501

William Barton
3940 W. 4100 S.
West Valley City, UT 84120

Wilford Black, Jr.
826 N. 13th W.
Salt Lake City, UT 84116

Strate encourages all members to drop these people a short note and express their appreciation for their support and remember them when they are up for election.

"We all must get involved in local and national politics. Also, back your union. When you hear someone tearing the unions down, make sure they know about the good things the unions accomplish and have accomplished. If we don't stand together, I'm afraid it's adios for all of us and the unions,"

Strate said.

Business Agent Nyle H. Reese reports that things are looking up for Salt Lake County. Idaho State Construction was the apparent low bidder on the project I-80 and 4800 West "C" Ramp with a bid of \$4,645,342.80. Idaho State has been a good union company that has worked year round in Utah for the past two-and-a-half years.

On April 1, 1986, the Utah Department of Transportation will let bids for grading, drainage and structure in Salt Lake county in I-215 from approximately 10th East to 20th East. This is a federally funded project. The engineers' estimate is approximately \$22.5 million. Good luck, union contractors.

On April 1, 1986, the Utah Department of Transportation will also let bids on I-15 from I-215 to 7200 South on a concrete overlay. This job is approximately \$3.5 million and will be completely in 65 working days. This is also a federally funded project.

On April 8, 1986, the Utah Department of Transportation will let bids on structures, grading, surfacing and signals on 21st South from 3850 West to 5600 West. The engineers' estimates — \$3,691,000. This is also a federal aid project.

Also on April 8, 1986, bids will be let on construction of a bridge replacement in Salt Lake County. This is the Boullion Street Bridge in Murray. The engineers' estimate is \$334,000. This is also a federal aid project.

Recommendations for upgrading the I-15 corridor were presented to the Utah Transportation Commission by the Utah Department of Transportation. Presented were results of a study which developed, analyzed and evaluated alternatives to reduce traffic congestion in I-15 in the Salt Lake Valley.

Some of the recommendations included adding lanes to I-15, building new interchanges at North Temple and 11400 South, and reconstructing the I-15, I-80 and 21st South interchanges. Results of the study also recommended converting several interchanges from diamond to urban interchanges. The Commission approved a request for \$500,000 to begin preliminary engineering and environmental impact work

(Continued on page 12)

Analysis of statewide propositions

42 Veterans' Bond Act of 1986:

This act proposes an \$850 million bond issue to provide farm and home loans to California veterans.

VOTE YES

Under the Cal-Vet loan program, about \$5.7 billion in general obligation bonds have been sold since 1921 to finance the purchase of farms, homes and mobile homes by the Department of Veteran Affairs. These are then resold to veterans at low monthly payments reflecting the reduced interest rate at which the state is able to borrow. All bonds previously authorized to provide loans for this program have been sold.

If enacted, this measure would authorize the state to sell \$850 million in general obligation bonds to continue the Cal-Vet program. Although backed by the full taxing power of the state, the intent of the bonds is for repayment of all principal and interest to come from the mortgage payments of veterans who receive the loans.

Democratic Assemblyman Richard Floyd, who authored the bill, argues that Proposition 42 is the continuation of a 63-year tradition of support for veterans in California. That the Cal-Vet programs is self-supporting and all interest and administrative costs are repaid through the monthly payments made by veterans themselves.

43 Community Parklands Act of 1986:

This act proposes issuing a \$100 million bond for acquiring or improving local and regional parks, beaches and recreational areas.

VOTE YES

In the past, money for local and regional parks and recreation projects has been provided by the state through the sale of general obligation bonds (those fully backed by the state). By some estimates, all but 4 percent of the previously authorized park bonds will have been spent or earmarked for specific projects by July 1986.

If enacted, this measure will allow the state to sell \$100 million in general obligation bonds to be allocated to counties, cities, and districts operating parks or recreational facilities. These allocations are based on population, with every county receiving a minimum amount. Each grant is subject to legislative approval, and local agencies will be required to contribute 25 percent of the project goal.

Funding for local recreation programs has been insufficient in the past.

This is the first in a series of special reports that will be published throughout the year to provide our membership with essential information on the Primary and General Elections of 1986. Voters will be faced with 11 statewide referendums in June. The most controversial measure — the "Deep Pockets" Proposition 51, will be reported on in the May issue. The remaining 10 initiatives are outlined in the following report.

Many facilities have deteriorated and others have not been developed for public use. Due to the long-term public benefits of investing in recreational projects, bond financing is an appropriate way of spreading costs over the lifetime of a project.

44 Water Conservation and Water Quality Bond Law of 1986:

This measure proposes selling a \$150 million bond to pay for water conservation, groundwater recharge, and drainage water management projects.

VOTE YES

In 1984 voters approved a Clean Water Bond Act which provided \$10 million in bonds to finance water conservation projects. By March of 1986 those funds are expected to be allocated. More recently, attention has been focused on two areas of water-resource management which have not previously been addressed: groundwater recharge, which means putting water back underground until it is needed; and the treatment and disposal of agricultural drainage water. There has never been a state program to provide funding for either of these areas of water-resource management.

Proposition 44 would allow the state to sell \$150 million in general obligation bonds for the funding of projects dealing with water conservation, groundwater recharge and the treatment and disposal of agricultural drainage water. The money would be allocated equally among these different programs in the form of low-interest loans to public agencies for studies and construction programs.

Proposition 44 would provide funding for much needed water-conservation and quality control programs in California. As a loan program, this measure is sound public policy since it ensures repayment and makes funds available without raising taxes or redirecting funds from existing programs.

45 Deposit of Public Money in Credit Unions. Legislative Constitutional Amendment:

This amendment will permit the Legislature to allow state money to be deposited in any California credit union.

VOTE YES

Currently, the Legislature is given authority by the state constitution to deposit public moneys only in banks or savings-and-loan associations in California. These deposits are overseen by the state treasurer, while the superintendent of banks oversees deposits made by local agencies.

Proposition 45 would amend the state constitution to authorize the Legislature to deposit public moneys in California credit unions as well as in banks and savings and loans.

It would allow more flexibility in public investment options. These diversified options in turn would insure a more competitive interest rate for the public funds to be invested.

46 Property Taxation. Legislative Constitutional Amendment:

This measure will allow taxpayers, on a two-thirds vote, to raise property taxes above the current 1 percent property tax limit for the acquisition or improvement of real property.

VOTE YES

Since the passage of Proposition 13 in 1978 the California Constitution has limited the tax rate on real property to 1 percent of its full cash value. Because of this, local governments and school districts are no longer able to sell general obligation bonds to finance land acquisition and building construction. (A general obligation bond is backed by the full taxing powers of the government agency to assure repayment.) Thus local governments must either forego new land acquisition and construction or finance these activities in other ways.

This amendment, if enacted, would allow local governments and schools to increase property taxes above the 1 percent limit set by Proposition 13 in order to finance general obligation bonds. This property tax increase would only occur if two-thirds of those voting in a local election were to approve the issuance of bonds. Also, the money raised through these bond sales could only be used to purchase or improve real property.

This bill is supported by labor, the California Taxpayers Association as well as the California Chamber of Commerce. Proponents focus on the soundness of general obligation bond financing as opposed to other measures, claiming that the use of general obligation bond financing would have saved more than \$50 million in interest costs

last year. Also, given the two-thirds voter approval condition set on the sale of the bonds, this measure is said to return decision-making authority to local taxpayers.

47 Allocation of Vehicle License Fee Taxes to Counties and Cities. Legislative Constitutional Amendment:

This measure requires state-collected motor vehicle fees to be apportioned to local governmental agencies.

VOTE YES

Moneys from annual motor vehicle license fees in California are currently distributed by the state to counties and cities under provisions of state law. In the past a specified portion of these fees was allocated exclusively to local governments. But after passage of Proposition 13 in 1978, a dispute arose between state and local agencies over the distribution formula, and the amounts sent to local governments has varied, with the state taking a larger share for its own programs. With the easing of the budget crises over the past few years, however, all of the fee has been distributed to cities and counties.

This measure would amend the constitution to require the state to distribute all of the motor vehicle licensing revenue to cities and counties. It would, however, allow the Legislature to change the allocation of the money between cities and counties (currently, counties are to receive 60 percent and cities 40 percent).

Money from license fees is an important source of revenue for local government programs. Cities and counties need a guaranteed source of money in order to protect the continuity of their programs.

48 Legislators' and Judges' Retirement. Legislative Constitutional Amendment:

This constitutional amendment would restrict the retirement pay of legislators, judges and statewide office holders.

VOTE YES

Under current law, members of the legislative and judicial retirement systems are entitled to pensions based on a percentage of the salary earned while in office. However, the law also provides for automatic increases in retirement benefits based on cost-of-living indexes. In some cases this has resulted in a few retirees receiving benefits that are actually larger than the salaries paid to current officeholders, primarily because the salaries of legislators, by constitutional limit, can increase no more than 5 percent each year.

This measure proposed to limit the amount of retirement money to either the salary of the current office holder or to the highest salary actually received prior to retirement, whichever is greater.

(Continued on page 14)

Hwy. 101/380 interchange proceeding on schedule

The new interchange on the Bayshore Freeway at the San Francisco International Airport is proceeding on schedule, with completion set for summer, 1987. The project, which includes three different Caltrans contracts, will provide a more efficient access ramp into and out of the heavily used airport.

The \$16.5 million Caltrans contract with Kiewit Pacific Co. calls for the construction of two cast-in-place concrete overpasses above the freeway along with other access ramps. In addition to the Kiewit contract, are an elevated freeway along the east side of the existing road and an interchange with Interstate 380, north of the airport.

The two overpass structures Kiewit is building will span eight lanes of freeway traffic which make up the San Francisco Peninsula's heaviest commute corridor. One of the top priorities as far as Caltrans is concerned is to keep the freeway open. The new two-lane structures will replace single lanes ramps which have become grossly inadequate for the increased volume of traffic using the airport.

One new overpass will carry southbound traffic into the airport and the other will provide an exit from the airport back onto southbound 101. Both overpasses will eventually cross over ten lanes of freeway without any median support, after Kiewit finishes adding one lane in each direction.

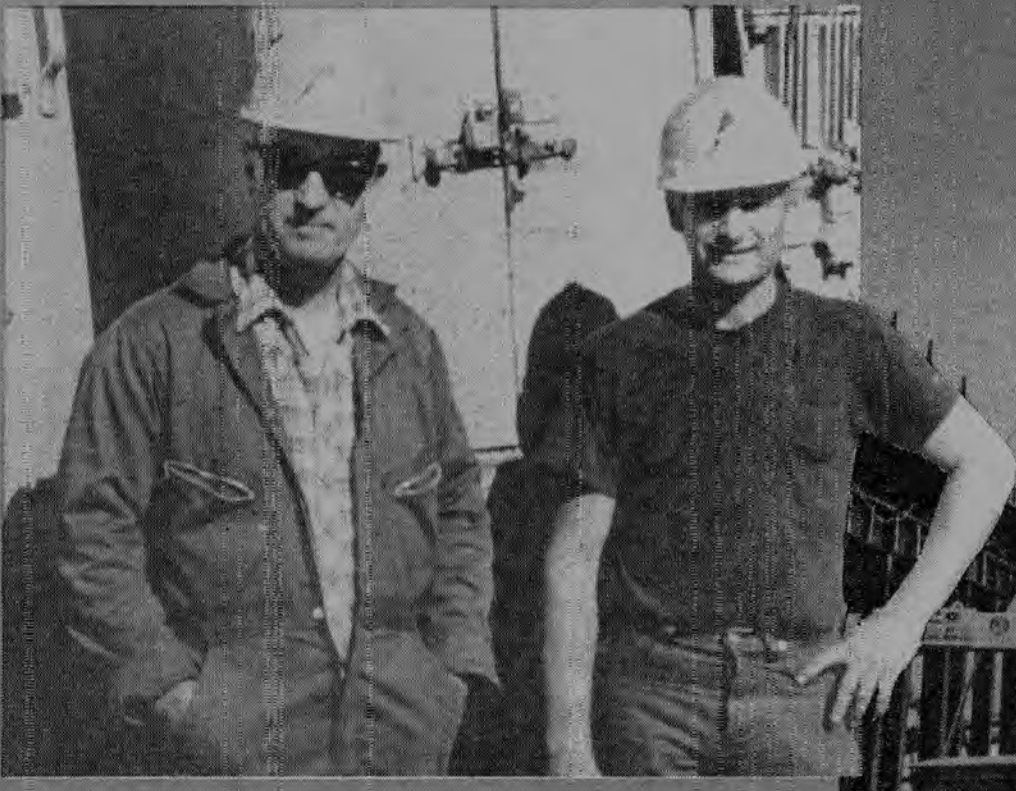
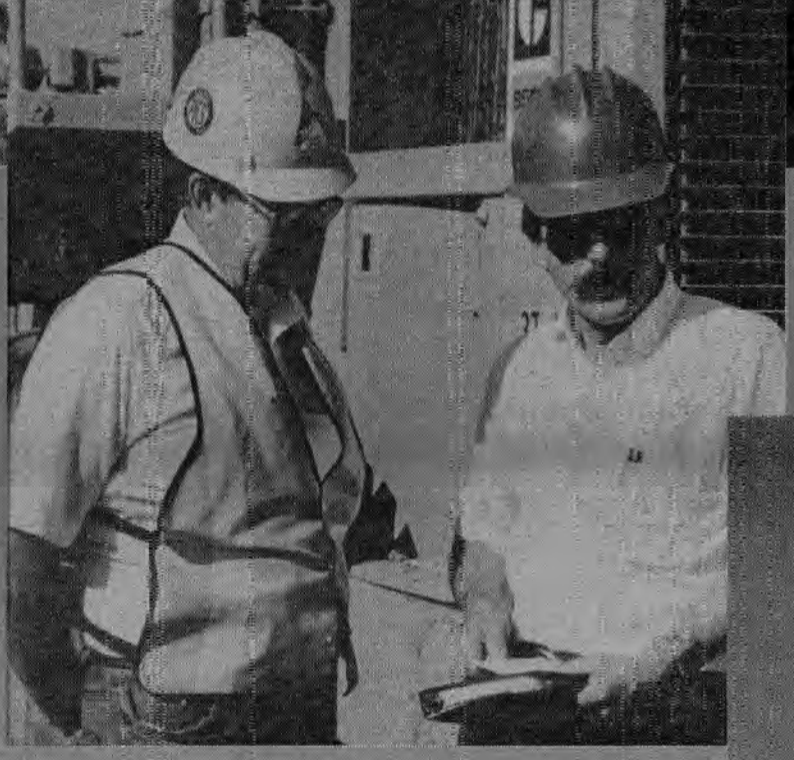
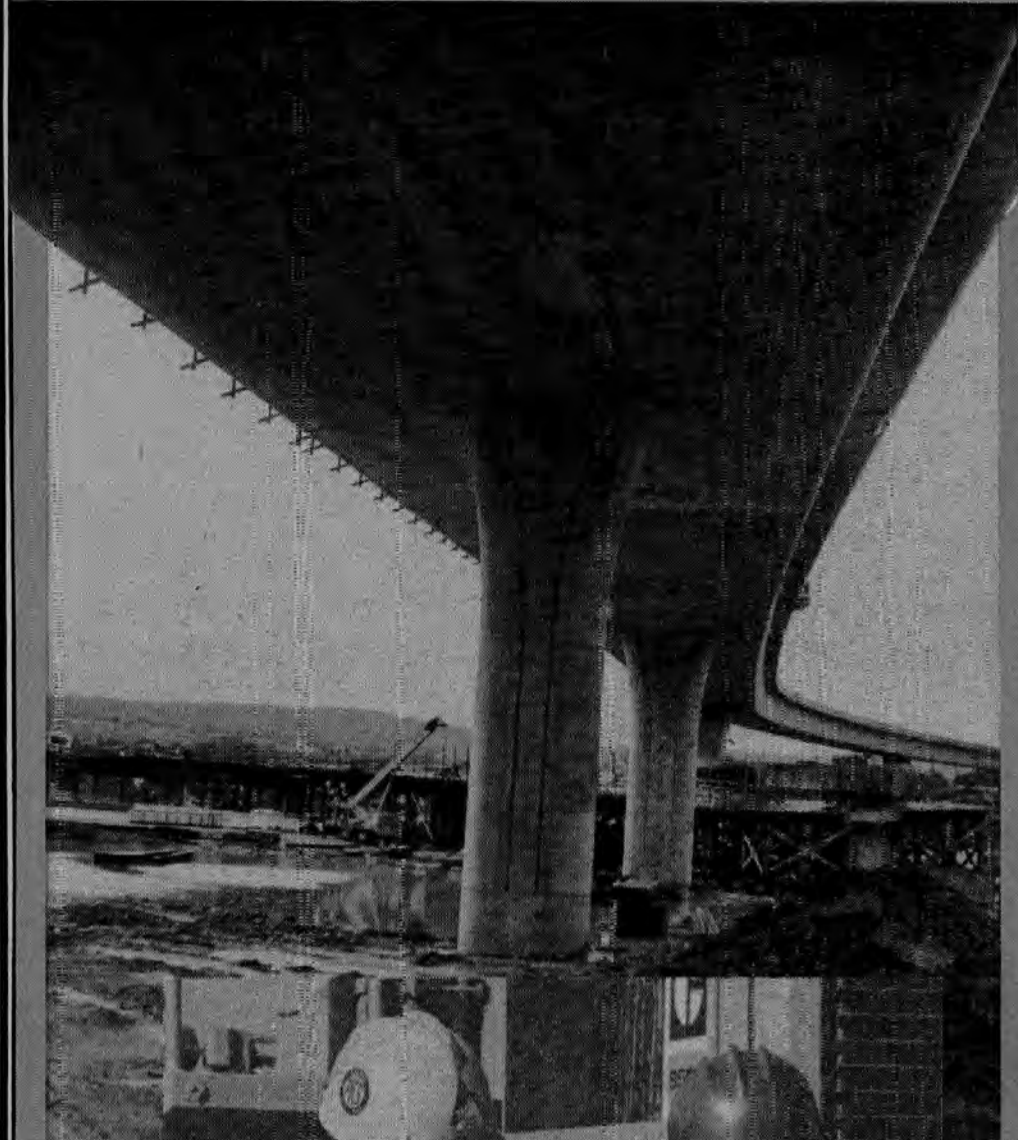
In addition to the overpasses and the widening, Kiewit is also building a mile

long connector road on the west side of the freeway and will realign the northbound entrance and exit ramps.

The major task of minimizing traffic disruptions is compounded by two additional projects under construction just north of the interchange site. C.C. Myers of Rancho Cordova is constructing an elevated roadway along the east side of the freeway and MCM is completing the I-380/101 interchange under separate contracts. All three projects are within a mile of each other and the C.C. Myers project will eventually tie into Kiewit's project.

Constructing the overpasses above the freeway has required a long reach for the pouring of over 12,000 cu. yds of concrete. The concrete pumps, a Thomsen unit with a 165-foot boom and a Schwing pump with a 138-foot boom were strategically stationed on each side of the freeway to place concrete over the entire length of the structure.

In addition to coordinating efforts with two other major contractors and working around a heavily traveled freeway, Kiewit is also hampered by environmental restraints. With the freeway on one side of the work area, Kiewit is restricted on the west side of the project as well. It borders on a wildlife preserve, which is a protected habitat for the San Francisco garter snake. Because of this restriction, Kiewit is forced to locate its jobsite office down the freeway, over a mile away.



Pictured top left is a view from the ground looking up at the entrance ramp leading into the airport from southbound Hwy. 101, which is nearing completion. In the background can be seen the exit ramp being framed. Center photo shows loader operator Jerry Bartlett (left) with Business Agent Jim Derby. Pictured lower left is

Bob Powers, Kiewit's chief mechanic (left) and lube truck operator Larry Sisk. Crane operator Dick Jones (upper right) is shown lifting forms and pilings up to the deck that leads southbound out of the airport onto Highway 101.

Peterson Tractor

Going strong after 28 years

Peterson Tractor Company first opened its Chico Shop in 1958 with approximately 21 employees in the Service Department and about 23 employees in the Sales Department. In these early days, most of Peterson's work was in the agricultural industry.

In the early and mid-Sixties, the relocation of roads and the Oroville Dam Project had begun, causing Peterson's business to turn more toward the construction industry but still maintaining a little agricultural work.

In the late Sixties and Seventies, Peterson's continued to stay with the construction industry with projects such

as Interstate Highway 5 and the Tehama-Colusa Canal. Peterson still did some work in the agricultural industry. Peterson had about 27 mechanics working in the service department.

Then came the early Eighties when the bottom fell out of the construction industry, so Peterson turned back to the agricultural and logging industries.

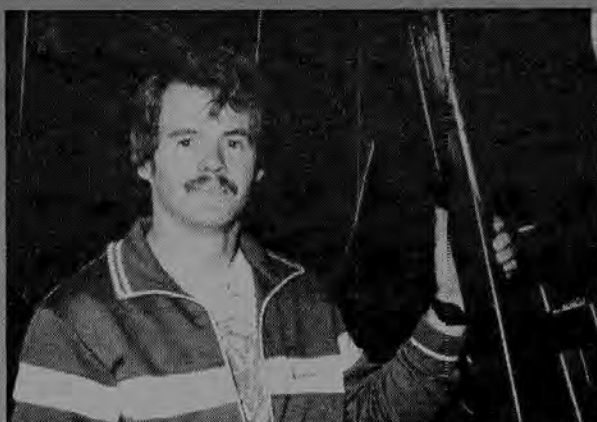
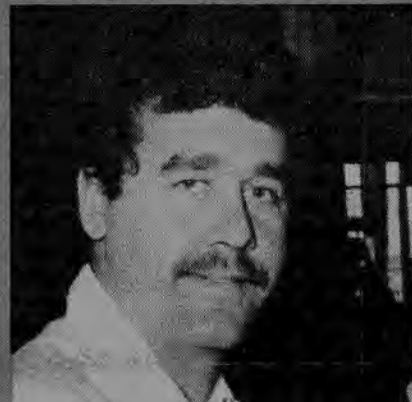
Today, Business Agent Dan Mostats reports the construction industry has turned around again, and Peterson is back into the construction industry with mechanics working seven days per week in the Feather River Canyon.



Pictured above (left to right) are Tim D'Agostine, Gerry Schaffer and Buck Dowden. District Representative George Morgan is pictured below (left) with shop foreman Jim Alexander. Shown immediately to the left is Dan Kelly (top) and parts man Tim Murphy.



Pictured above is Brent Kohler. To the right are apprentice Tom Beltramo and mechanic Bob Dietz. Below left is Dick Grove. Pictured bottom right is Mick Womack (above) and Ken Smith.



Marysville still picking up pieces after February storms

Even though the waters which broke through the Yuba River Levee and flooded the Linda and Olivehurst area on February 27, 1986, have basically been pumped out or have dried up in the last few weeks of spring-like weather, hundreds of residents of these two areas are still out of their homes, District Representative George Morgan reports.

Especially hard hit was West Linda, which took the brunt of the flooding water. Information from the Yuba County Building Department advises that as of March 24th, 215 single family dwellings, 150 of which will have to be demolished, and 39 commercial establishments, and 6 multi-family dwellings have been posted non-habitable. Several streets were demolished by the flooding, groundwater, and traffic. However, in spite of it all, the clean-up process is continuing.

"We would like to thank the multitude

of people, our members, and our employers in this area who volunteered time and money to help during this tragedy," Morgan said. Yuba-Sutter Disposal, one of Local 3's employers, picked up garbage free of charge during the first weekend, and up until the past week, picked up, free of charge, garbage at all the evacuation centers. To date, 25,000 yards of trash have been picked up by Yuba-Sutter Disposal.

Morgan noted that our hearts are still breaking, though, for the dozens of citizens who have yet to face the trials of returning to their homes and for those who have returned already, only to face stripping their homes down to the frames (or worse) and starting all over again, or perhaps finding their home and all belongings contaminated to the point of not ever being usable again.

"I pray that such a tragic event will

(Continued on page 12)

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



Last month we discussed your Pension Plan and its value. As you know, the contribution rates have risen steadily over the years. After 28 years of contributions and careful management of the Fund by the Board of Trustees, the Pension Fund is quickly approaching \$1 billion in assets! These assets include contributions made over the years and monies earned on the investments of the Fund. The money assures you and the engineers already retired of a benefit for life after retirement and continuing benefits after death under available options.

Tangible evidence of your participation in the Plan — and the Plan's value to you — will soon be in your hands once again. You will soon be receiving your 1985 Plan Year Pen-

sion statement.

Look carefully at the sample Pension statement on this page. The statement shows (Item 1) the number of hours reported for you to the Pension Trust Fund for the Plan Year 1985; the monthly benefit (Item 2) for 1985 work; and (Item 3) the total of your monthly benefit amount payable at age 62. If you have earned at least 10 years of Credited Service without a Permanent Break in Service, the statement says, 'You are vested' (Item 4). If you worked as an Engineer before the Plan started in your state, you may be entitled to additional Pension Credit and an increased amount of Pension Benefit. A review of your early history will be made when you have filed an application for Pension benefits and the exact amount of benefits will be determined at that time.

If you note any discrepancies in hours, social security number or birth date between Trust Fund records and your personal work records, please notify the Trust Fund Office or the Fringe Benefit Center at once. Follow the written instructions on the back of the statement for corrections. If the discrepancy is in hours reported, please mail to the

Trust Fund Office along with the top portion of your statement copies of

your check stubs for the month or months in question.

Social Security No. 000-00-0000
Birthdate 12/31/1930

J. HENRY
123 MAIN STREET
DOWNTOWN, CALIFORNIA

Statement of Hours Reported

EMPLOYER	YR	1/1/85 thru 12/31/85												TOTAL	
		JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC		
XYZ CONSTRUCTION	85	115	115	115	115	115	125	125	115	115	115	115	115	115	1400.0
1															
TOTAL		115	115	115	115	115	125	125	115	115	115	115	115	115	1400.0

CREDITS AND BENEFITS

FOR YEAR ENDING 12/31/85	ACCUMULATED
1.00 FUTURE SERVICE CREDIT	28.00 FUTURE SERVICE CREDIT
2 \$108.00 BENEFIT	3 \$1208.00 BENEFIT
YOUR PAST SERVICE CREDIT WILL BE VERIFIED AT TIME OF RETIREMENT	

BASED ON TRUST FUND RECORDS

4 YOU ARE VESTED

FOR YOUR INFORMATION

Honorary Memberships

The following retirees have 35 or more years of membership in the Local, and have been determined eligible for Honorary Membership, effective December 1985:

Name	Reg. No.
G. L. Bechthold	0663973
John Dallinga	0574266
Mathew Etcheverry	0663914
Henry W. Franz	0657785
Warren Fritter	0638347
Harold Green	0657647
Robert Gorman	0265462
Lionel Jensen	0663923
Lawrence Johnson	0660970
Charles Lapierre	0566447
Herbert B. Post	0663941
Cecil C. Ross	0661073
Mox L. Stark	0976151
George Tucker	0661084

The following retirees have 35 or more years of membership in the Local and have been determined eligible for Honorary Membership, effective January 1986:

J. V. Bostick	0622725
Milton Hendricks	0603321
Robert Ivie*	0589353
Ray Malcolm	0347140

*(To be effective June 1985 — inadvertently omitted from the June 16, 1985 Executive Board).

The following retirees have 35 or more years of membership in the Local and have been determined eligible for Honorary Membership, effective March 1986:

Charles Bastian	0354671
George Easley	0663980
Thomas Herzog	0538795
Joe Isonio	0519699
Harold Morgan	0595222
Carmen Silverii	0529284
Theodore Thurston	0622803
Hurst Thygerson	0668730
Eugene Vierra	0524749
Vernon Voss	0625912
Arden Watkins	0540981
B. Q. Willis	0394650
Martin Wolfenberger	0671455

Vacation pay transfer in May

In accordance with various Collective Bargaining agreements, vacation pay for hours worked from September 1985 through February 1986, and reported to the Fund Manager by employers prior to March 31, 1986, will be transferred to the Credit Union by the Fund Manager on May 15, 1986, and will be available for withdrawal at the Credit Union on May 31, 1986.

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 the Fringe Benefit Center.

The Trust Fund Office must receive your completed request card no later than April 30, 1986. Checks will be issued May 15, 1986. Accounts for members on monthly transfer or time payment option are not affected by this transfer.

Attention Retirees Annual Picnic May 31, 1986

That big day is getting closer. So mark your calendars — May 31, 1986 is the date for the Retiree Picnic at Rancho Murieta. Come on up with your motor homes, trailers, etc., on Friday noon (May 30) and stay until Sunday noon (June 1). Renew old acquaintances, make some new friends! Once again the Union will pick up the entire cost. So come on up and enjoy yourselves. See you there.

New Trust Fund Office

The new address and telephone number for the Trust Fund Office is:
642 Harrison Street
San Francisco, CA 94107
(415) 777-1770

Pre-Retirement Counseling Meetings

Want to learn some things about your Pension Plan, your Retiree Medical Plan and many other matters relating to retirement?

Attend the Pre-Retirement Counseling meeting in your area.

Due to your enthusiastic participation, last year's meetings were very successful. Every meeting was an open forum for all questions about Pension and Retiree Welfare, the Credit Union, Social Security, Medicare, Union status — you name it.

Engineers age 50 or older and not yet retired are strongly urged to attend (your wives are also invited). All Engineers are welcome. It is never too early to begin planning for retirement. Check the meeting schedule below, mark your calendar and come on out to the meeting in your area. Representatives of the Fringe Benefit Center, the Trust Fund Office and the Credit Union will be there to assist you. (Please bring your Pension Statement with you). See you there.

Eureka Tues., April 15, 1986 7:30 PM Operating Engineers Building 2806 Broadway, Eureka CA	Auburn Tues., May 6, 1986 7:30 PM Auburn Recreation Center 123 Recreation Way, Auburn CA
Redding Wed., April 16, 1986 7:30 PM Operating Engineers Building 100 Lake Blvd., Redding CA	Sacramento Wed., May 7, 1986 7:30 PM Laborers Hall 6545 Stockton Blvd., Sacramento CA
Marysville Thurs., April 17, 1986 7:30 PM 1010 "I" Street, Marysville CA	Salt Lake City Tues., May 13, 1986 7:30 PM Operating Engineers Bldg. 1958 W. N. Temple Salt Lake City UT
San Mateo Tues., April 22, 1986 7:30 PM Laborers Hall 300 7th Ave., San Mateo CA	Reno Wed., May 14, 1986 7:30 PM Nendel's Inn 55 E. Nugget Ave., Sparks NV
Ignacio Wed., April 23, 1986 7:30 PM Alvarado Inn 6045 Redwood Hwy., Novato CA	Watsonville Tues., June 10, 1986 7:30 PM V.F.W. Hall Post 1716 1960 Freedom Blvd., Watsonville CA
Fairfield Thurs., April 24, 1986 7:30 PM Holiday Inn 1350 Holiday Lane, Fairfield CA	San Jose Wed., June 11, 1986 7:30 PM Holiday Inn Park Center Plaza 282 Almaden, San Jose CA
Stockton Tues., April 29, 1986 7:30 PM Operating Engineers Building 1916 Broadway, Stockton CA	Fresno Tues., June 17, 1986 7:30 PM Cedar Lanes 3131 N. Cedar, Fresno CA
Oakland Wed., April 30, 1986 7:30 PM Holiday Inn Nimitz Fwy. at Hegenberger Oakland CA	Santa Rosa Thurs., June 19, 1986 7:30 PM Veterans Memorial Bldg. 1351 Maple Dr., Santa Rosa CA
Concord Thurs., May 1, 1986 7:30 PM Holiday Inn 1050 Burnett, Concord CA	

Hawaii

(Continued from page 5)

lagoons and public access to the shore of the lagoon.

Since the lagoon will be shallow, intended for swimming, no boats may sail into them. Two to five years will be needed to construct the lagoon, the developer said.

Military construction planned

Military officials have their eye on private parcels of land near several Oahu bases for a new development program aimed at eliminating military housing shortages by 1990.

Two hundred units are being planned for each of three possible sites — in Kaneohe, the Schofield Barracks region and the Pearl City Aiea area.

The sites are being considered as part of the military's attempt to construct housing more cheaply by using private builders and leased land. Otherwise, the federal government must buy the price of land outright and build the homes through conventional government contracts.

Under the new build to lease program, private developers will lease the land to build the homes, then the company will lease the units back to the government for a set rate over a 20 year term.

The Family Housing Office has begun to solicit proposals from private developers. A contract will be awarded to one or more developers by September. A price range suited for dwellers in the junior enlisted ranks rental rates of roughly \$850 per unit. About two-thirds of the homes will be two bedroom units; the rest will be built with three bedrooms.

The build to lease plan represents the first step in the military's attempt to eliminate a deficit of nearly 1,600 units in Hawaii's housing market.

Another plan is a lease to own program involving construction on military installations. Under this plan, private developers would build units on military property and lease them to the government. After 20 years of lease payments, the government would own the units.

Hickam, Camp Catlin and Kaneohe Marine Corps Air Station are possible sites for these developments. These are going to be one and two bedroom apartments to be used as conventional housing units and as temporary quarters for transient military personnel.



Kiewit Pacific repairs Hwy. 49 damage

Repairs are still being completed in several parts of the state following the huge winter storms of mid-February. Outside Auburn, California on Highway 49, Kiewit Pacific is busy replacing sections of the highway that fell in to the American River.

Following the rains of February 8-20, large sections of Highway 49 on the El Dorado County side of the American River Canyon were swept away by mudslides. Travelers between the Georgetown Divide and Auburn have since been forced to go around the south end of Folsom Lake.

The water at its peak was 135 feet deep where the Highway 49 bridge crosses the river. When the coffer dam at the Auburn Dam construction site broke, the force of water moving down the canyon took everything in its path. The bridge itself shifted almost 8 inches from the force of the water. Answell Construction is doing the bridge work.

The slides on the El Dorado County side of the River dropped approximately 1,000 feet of roadway into the canyon. The first slide occurred about 600 feet south of the bridge and affected 400 feet of roadway. The second slide,

about 1,700 feet south of the bridge, is much larger and is expected to be much more difficult to repair. This slide, about 600 feet long and over 100 feet high, dropped material to a depth of 50 feet spread about a third of the way across the canyon floor.

The loose, saturated clay, rock and vegetation from the slide will make a poor foundation on which to build a 100 foot high embankment for the rebuilt highway, according to Caltrans officials. The roadwork is expected to be completed in mid-June, 1986.



Stockton Crosstown Freeway begins — After its initial approval by the Stockton City Council in 1953, construction began on a new section of the Stockton Crosstown Freeway. The \$18 million section of the freeway, extending from Stanislaus Street to Wilson Way, a distance of 8 blocks, began work in early spring. Construction of this section is expected to be completed in 1988.

After this section is completed, there will be only one remaining contract to finish the freeway. The six-lane road, connecting Interstate 5 with Highway 99, is scheduled for completion in 1992, almost 40 years after the project was first suggested. Brutoco Engineering Inc. is doing the dirt work.



Back to school

Local 3 members working for Empire Tractor in Rohnert Park know the only way you can keep up on the changes in the industry is to hit the books.

General Manager Bruce Kish explains that the company has an ongoing training program that consists of a combination of self study courses and evening training classes, such as the one pictured to the left.

Gordon Fink, trainer for the company holds a once-a-month evening class where those who want to upgrade their skills can take hands-on training in hydraulics, electrical systems, etc.

HONORARY MEMBERSHIPS

The following retirees have 35 or more years of membership in the Local and have been determined eligible for Honorary Membership, effective April 1986:

Name	Reg. No.
Clyde Anderson	0674694
Chester Bailey	0674698
Frank Campbell*	0293744
Henry Cesa	0589303
Clyde Coan	0574264
Walter Hanni	0674816
Harvey Leabo	0418906
Keith Milliron	0649285
Otto Popovich	0216820
Frank Rigtrup	0674773
Orville Seegraves	0651087
Dallas Snider	0593052
Clement Stewart	0657841
Al Thompson	0422731
Clyde Whitmire	0535941
Billy Wilhelm**	0469326
Lester Williams	0674848

*(To be effective December 1985 - member deceased).

** (To be effective March 1986 - inadvertently omitted from the March 1986 Executive Board).

Marysville Santa Rosa work picks up

(Continued from page 9)

never happen to anyone ever again. There are too many scars which can never be mended," Morgan commented.

The work picture on the East Side is in high gear, Mostats said.

Morrison-Knudsen has the job with the railroad to clear the tracks, with some 23 employees working around the clock to move sides of mountains that have blocked the passage of trains.

Guy F. Atkinson is working for PG&E to get the Cresta and Rock Creek Powerhouses back on line. Gates & Fox is working around the clock cleaning the debris from inside the tunnels. Stimple-Wiebelhaus was low bidder on Highway 70 and has already started working six tens with 24 engineers on the job. Their bid was \$3.7 million.

"This season should turn out to be a very good year for the Marysville area," Mostats said.

Work in the area is picking up some with recalls and a few orders, reports District Representative Chuck Smith. "By the time you read this, I hope we will be real busy with most of the brothers and sisters working."

The Second Annual Barbeque is shaping up real good. Tickets are available in the Santa Rosa office and the agents will carry them also. The price will remain the same as last year, \$7.50 per person pre-sale and \$5.00 for retirees. Tickets purchased at the door will be \$8.50 per person and \$6.00 for retirees.

There will be free hot dogs and soft drinks for the kids. The date will be June 28, 1986 and will be at the same location as last year, which is Founders Grove at the Sonoma County Fairgrounds.

"We had approximately 400 people last year and we are expecting more this year. Brother Jim Shelly is donating his

dunk tank and it will be used to raise money for our political action committee (S.E.L.E.C.).

The work economy looks good, but as of this date it is still extremely wet. "Most of our local contractors already have a fair amount of work on their books," reports Rob Wise.

Stewart Orchard, new business agent in Santa Rosa, says, "I have not been able to really cover the area and prepare an article in time to be published. However, as of this writing, as I see it, it will probably be another two to three weeks before the equipment starts moving, weather permitting. It looks like there is going to be a lot of work for our brothers and sisters doing slide removal and road repairs."

The rock, sand and gravel plants are getting their winter repair work caught up in anticipation of supplying the materials for all of this road repair that is going to have to be done this season.

Marysville Picnic

The Second Annual Marysville District Picnic will be held on May 17, 1986, 12:00 Noon, at the Community Center, Butte House & Acacia, Sutter CA. Everyone had a good time at last year's picnic, and we are looking forward to seeing you all there again and having a good time.

By having our picnic in May this year, we are hoping to "beat the heat." As we can recall, the weather was over 100 degrees last year.

Our menu will consist of barbeque steak, salad, beans, french bread, and free hot dogs for the kids (under age 12), and all the beer you want and all the soft drinks the kids can drink.

Tickets are priced at \$6 each if purchased in advance; \$7 at the door if you purchase one the day of the picnic. Our retiree rate is \$5 in advance, and \$6 if purchased at the door.

Contact the Marysville district office, 743-7321, or 534-1858 (Oroville Area) for your tickets.

We hope to see you there.

North Utah, Basin area had slow winter

(Continued from page 11)

along the corridor.

J.M. Sumsion has started their job in Springville at a cost of \$876,792 to reconstruct totally 13th East from Center Street to Canyon Road and along Canyon Road to the junction with Mapleton's Main Street. This is also a federally funded project.

At this writing, there is no work on the big job at Kenecott Minerals.

Business Agent Virgil Blair notes that Spring is just around the proverbial corner in Utah and everyone is hoping good weather is on the way. It has been a long winter for a lot of members and it would be a break if the work came on early this year.

The winter has been very slow in Northern Utah and the Basin area. Helms Construction at Lake Side has had a small crew working on the causeway all winter trying to keep the railroad from washing away. The bids for the rest of the work at Lake Side for the railroad will be this week (March 13). Let's hope a fair contractor can pick up this work. "I believe, with Helms sitting on the job at this time, it'll be hard to beat them," Blair said.

The Great Salt Lake has risen to its highest level in over a hundred years, and the spring runoff is just starting. When California received all its rain in

February, Utah also received a goodly share. After the big storm, the lake rose over nine inches. Due to this rise, there is also work to be let on the I-80 west of Salt Lake City, although all the information regarding this project isn't known.

G.P. Construction and Acme Construction are getting ready to start back on the job at Tremonton-Plymouth, and should put quite a few hands back to work within a few weeks, weather permitting.

Gibbons & Reed has also kept a small crew working all winter on the dam at Smith-Morehouse, and they hope to call back a lot of the hands by the first of April. Again, if there isn't a lot of snow between now and then. There should be quite a few hands on this particular job this year, and some good time paid. The deadline is October 1986, and there is still a lot of fill to be moved.

G & R Contractors of Ogden is still slow and hoping things will pick up soon. They have called back about all the mechanics in their shop. Gibbons & Reed's shop in North Salt Lake is back to full force and hoping to keep all their mechanics busy.

Kiewit-Western on I-80 in Salt Lake has called back over 50 hands and is going strong. They are hoping to be laying concrete by April 15, and it looks like they'll make it. The supervision can

this job has commented on how well the operators are doing and how much they appreciate the expertise and experience they have on their machines.

"There is a lot of work to be bid this spring and with a lot of luck and fair bidding our union contractors can pick up a good share of it. Good luck to all Local No. 3 hands in 1986, and have a good work year," Blair said.

Business Agent Lynn Barlow reports that with only ten months left on a three-year contract, Wheeler Machinery Company requested the Union present to its members in the bargaining unit a proposal for concessionary changes to be implemented prior to the end of the contract. While stating it was financially sound, Wheeler Machinery Company cited below average profit levels for the past four years and a substantial total company loss in 1985 as reasons to reduce wages and benefits.

Comparing wages and benefits to their nonunion competition, the company's requested concessions included rolling back the negotiated cost-of-living adjustment to December 31, 1984 level and then freezing that level through the balance of the contract.

Another proposed concession was to cut the pension contribution by one half. Also included was the elimination

(Continued on page 13)

Members at Carlin Gold ratify three-year contract

By Norris Casey,
Treasurer

We recently concluded negotiations with Carlin Gold Company. The negotiations were held in Elko, Nevada, and consisted of seven days, and sometimes nights, of hard bargaining. The long, hard sessions paid off when, on March 27, 1986, the agreement was ratified by a vote of 163 yes to 35 no.

There were many issues to be resolved — starting times, lunch times, hours of work and overtime distribution all had to be negotiated because the agreement that was expiring was originally negotiated to cover just the old property at Carlin #1. When Gold Quarry was built last year, it was covered by the agreement, but many things that worked well for one property didn't work with both properties. Free buses are furnished from Elko and Carlin for transportation.

These schedules worked well on the smaller property (Carlin #1) but when Gold Quarry went into effect the scheduling didn't work due to the larger area of the Quarry. All of the scheduling had to be discussed and modified.

Going into the negotiations I knew pretty well that the Cost of Living adjustment language was a strike issue with the Company. Feeling that this was not the time to take a strike, I had discussed with management at a previous negotiating session if we could perhaps tie wages and fringes to the price of gold. This issue was turned down flat — but after that the company came back with the following proposal:

- Those employees on the payroll now will, on July 15, 1986, receive a bonus of the dollar value of 2 ounces of gold, based on the average June 1986 price of gold on the London Metals Exchanges and the Commodities Exchange.

- In July 1987 the employees will receive the price of one ounce of gold.

- In July 1988 the employees will receive the price of one ounce of gold.

This proposal was well received by the Committee and was adopted, so C.O.L.A. was removed. There were classification upgrades and wage increases of from 4% to 10.8% over the three year term of the contract. There were increases in Pension, Life Insurance, Accidental Death and Dismemberment Insurance, the weekly Indemnity Benefits Plan and the Dental Plan. Additions were made to the vacation language that can increase the vacation pay up to five days on the 2nd, 10th and 15th year with the company.

In my opinion this will be as good a settlement as will be received anywhere in the country this year in the mining industry.

Assisting me in the negotiations were District Representative Les Lassiter, Business Representative Derlin Proctor and Organizer Steve Willis. Also helping me were: Chief Steward Robert Michna, Assistant Chief Steward John Bednorg, Stewards Harold Baugh, Tim Messbarger, Simeon Ostrander and David Feathers. These Stewards worked very hard to see that the people they represent in the different departments were represented. My thanks to each of them.

Utah district report continued

(Continued from page 12)

of the two floating holidays earned after seven years' employment.

While recognizing the economic problems at Wheeler, the Union membership voted almost unanimously to reject any contract changes at this time. After membership meetings at Wheeler's shops in Cedar City, Salina, Vernal and Salt Lake City, the total vote in a secret ballot election was 132-5 against accepting company's proposal.

Shop Steward Dave Bird stated reasons for turning down the company's proposal not only include the financial considerations in lost hourly wages and benefits, but also the fact that many in the bargaining unit have already made a substantial contribution to the company by working a shortened work week for a large part of the year.

Another reason given for rejection of the company's proposal was that after voting for a roll back on the cost-of-living allowance in 1982 in an effort to save jobs, the company staged a layoff immediately after receiving the concessions from the members.

Also, the pension reduction was an item that most were unwilling to accept.

The constant fight to get the company to follow the contractual seniority procedures in some departments was another reason given for rejection of the company's proposal.

Barlow also reports that negotiations with Rio Algom Corporation, Lisbon Mine, over wages and benefits have been completed. The members, recognizing that the uranium industry is still depressed, voted by a four to one majority to continue the current wage freeze. One major concession Local No. 3's negotiating committee was able to get from the company was a contractual time limit requirement on when the company had to initiate the severance policy. In case of a closure or major layoff the severance pay requirement of the contract would take effect within six months. The company also agreed to reopen the contract for wages and benefits within 30 days if they were able to obtain a contract for their product.

As members of Local No. 3's negotiating committee, the following stewards did an excellent job: Manuel Barela and Steve Spring, Mine; Kurt Balling, Maintenance; and Bill Hoskins, Mill.

The rock, sand and gravel industry is preparing for another good year. With minimal layoffs during the winter months, most companies are looking to maintain or increase their work force for the current season.

In Grand County where Utah State Route No. 128 crosses the Colorado River and approximately 30 miles northeast of Moab, Utah, is the Dewey Bridge. Business Agent Jasper Delray reported it was completed in 1916, and is a nine-foot wide single-lane structure that is no longer able to carry vehicular traffic safely. An average of approximately 36,500 vehicles cross this bridge each year. Under normal circumstances, the bridge is almost nine feet wide. The frame of the bridge tends to flex inward when a heavy load is on the deck. Occasionally, large trucks and recreational vehicles will be trapped on the bridge due to this pinching motion, and all other traffic is blocked until the vehicle blocking the bridge is pulled free.

Along the side of the frame, chunks of metal torn from sides of vehicles can be seen. Because of the hazardous condition, the Utah Department of Transporta-

tion has limited loads to two tons in crossing the Dewey Bridge, which prevents many vehicles from using the bridge.

No widely accepted highway design standards were in use when this bridge was first built. Drivers of approaching vehicles are subjected to a 90-degree turn at the south end of the bridge. On the north side another tight turn also offers a challenge. In several cases the side frames have been struck by vehicles attempting to negotiate turns.

The contract agrees that the construction of the piers in the river channel must be done between August 15, 1985, and June 1, 1986, to avoid interference with spawning fish. The contract allows 120 working days and is expected to be completely done by the fall of 1986. W. W. Clyde & Company worked on the bridge through the winter months, and is on schedule so far.

Grievance Committee Elections

At its meeting on March 5, 1986, the District 12, Salt Lake City membership re-elected Brothers Kelsey Thompson and Lynn Reese and elected Brother Doug Taylor to serve on its Grievance Committee for the ensuing year.

At its meeting on March 6, 1986 the District 11, Reno membership re-elected Brothers Rafael Fass, Cliff Luzier and Charles Billings to serve on its Grievance Committee for the ensuing year.

TECH ENGINEERS

Talking to Techs

By Frank Morales & Wally Schissler

This fellow starts out his day early, having set his alarm clock (made in Japan) for 6:00 a.m. While his coffee pot (made in Japan) is perking, he puts his hair dryer (made in Taiwan) to work and shaves his face with his electric razor (made in Taiwan). He puts on a dress shirt (made in Taiwan) and designer jeans (made in Hong Kong) with a neat pair of tennis shoes (made in Korea).

After cooking up some breakfast in

his new electric skillet (made in Japan), he sits down to figure out how much he can spend this day on his calculator (made in Mexico). After setting his watch (made in Hong Kong) to the radio (made in Japan) he goes out, gets in his car (made in Japan) and goes looking for a good-paying American job.

At the end of an unproductive day, this man decides to relax for a while. He puts on a pair of sandals (made in Hong Kong), pours himself a glass of wine (made in France) and turns on his TV (made in Japan), all this time trying to figure out why he can't find a good-paying American job.



Instrument Person Joyetta Spanjol is pictured above working for Coast-Geo Constructors in San Francisco.



Paul Moorhead and Elliot Ingram are shown above working for Plumber and Babbit in Pleasanton.

Message from a chemical abuser

Hi brothers and sisters, my name is Gary. I'm a recovering dope fiend. I was an active chemical abuser for many years.

How do I know this? Well, I can remember, on a daily basis using some chemical, or after a shift on a crane, in a tunnel, mechanicing, oiling, or especially welding, whatever, I'd go have a drink and end up blitzed. This was usually followed by a trip to the connections house at some outrageous hour, and I'd stay loaded until the next pay day; unless I was into one of my stealing runs, know what I mean?

For you married folks, maybe you can relate with dragging a one day beef with your spouse into a week or so, just to have an excuse to stay blitzed. I know I did.

Have you been booming around lately, dragging up more than usual? Lies beginning to sound real? If so, you're just like I was, and it's O.K.!

We can recover together from the insanity of addiction and arrest our disease, "One Day at a Time." Only the following chemicals need to be considered for possible abuse: alcohol (including beer), weed, pills of all kinds, cocaine, speed, heroin, methadone, need I go on. From one operating engineer, recovering addict and human being to another, together we do recover.

Try giving the ARP office a call, it really works. I hope to see you around sooner or later, and as a recovery program coordinator I'll have a chance to help!

Gary D. (13 year member)

McGuire & Hester receives commendation

Business Representative Brian Bishop reports that McGuire and Hester has received commendations from the California Department of Transportation for the excellent work they are performing on the John T. Knox "Hoffman" Freeway job. The letter from Caltrans reads in part:

"I would like to extend to you my thanks and appreciation for the workmanlike manner in which you performed on the resurfacing work on the above referenced contract.

Your paving crew under Jim Lehman is to be congratulated for the work they did.

I have received several compliments on the paving from both within the Department of Transportation and from outside agencies and I think they should be passed on to your crew."

It is signed by Robert W. Owen, Resident Engineer, Hoffman Project on California Department of Transportation letterhead.

Jim Lehman is a 13-year member of the Operating Engineers Local Union No. 3. Skill and ability as described above are the main distinction between the union and non-union elements in this district.

The Oakland district office would like

to extend their congratulations to McGuire and Hester and their crews.

Also, congratulations to Robert W. Owen who took it upon himself to write down his observations; this type of written compliment, though often deserved by union companies and union hands, are all too rare.

The sporadic rains have been stalling many jobs in this area. Most of the underground, paving and grading companies are looking forward to a pretty good year. Independent Construction, as an exception to the rule, does not seem to have much on their books.

The Hayward and San Leandro areas have let the working man fair pretty well in both cities elections. Alex Giuliani took a two-to-one majority of the vote from no-growth Jim Bunker in Hayward to retain the position of Mayor. Pro-growth Hayward City Councilman Matt Jimenez won re-election with Local 3's endorsement. Mike Sweeney, an anti-growth, unfortunately, also retained his seat.

Dave Karp won the "hotly" contested Mayor's race in San Leandro. This was a race in which two pro-growth candidates were opposing each other. Don McGue, Local 3's endorsed candidate made the race close but he will retain his City Council seat. Even though Karp was not endorsed by Local 3, he has backed most of our requests while seated on the City Council and it appears that he will be another Mayor with which we can work.

Local Union No. 3 backed City Council candidates Ed Suchman's re-election and incumbent's Bill Jardin. It appears that Local 3 has two City Councils again in Hayward and San Leandro that we can work with in the future.

Our thanks to those members, family and friends who took their time to vote in these elections.

Postal increases threaten labor

(Continued from page 1)

Already scores of union publications throughout the country have folded because of their inability to pay increasing postage costs. Since 1970, when the Postal Reorganization Act was passed, postage costs for non-profit publications have increased an incredible 12,000 percent.

The International Labor Communications Association, which represents over 750 labor publications that have a combined readership of 200 million pieces of mail a year, has long been involved in fighting for lower postal rates for non-profit organizations.

As a vice president of the ILCA, Managing Editor James Earp travelled to Los Angeles last month and presented testimony in opposition to the rate changes before the Postal rate Commission.

"Fifteen years ago, it cost our union less than \$100 an issue to mail the Engineers News," Earp testified. "Today our monthly postage bill for the newspaper exceeds \$2,300."

This huge cost increase has caused the demise of many worthwhile labor and other non-profit publications. The proposed increases, if adopted by Congress, would deal the final death blow to hundreds of other labor union publications which are barely making it now.

The free exchange of ideas and information offered by the non-profit press is the "essence of American Democracy and one of the fundamental reasons why preferred postal rates were established in the first place," Earp stated.

"Unfortunately, there are individuals, organizations and politicians who would use any avenue to undermine the strength of the labor movement, even if it meant eliminating the tax revenues that make preferred rates possible for all non-profit organizations.

"Any responsible individual must recognize that this nation is great because it is democratic," he continued. "It is democratic because it allows the free expression and exchange of ideas and opinions and the ability to vote according to our own choice.

"An informed public is a vital component of the democratic process. It cannot exist without the freedom of the press, which includes the non-profit press. The health and vitality of the labor movement, the religious community, volunteer organizations and a host of other worthwhile civic groups relies in large part on the ability to communicate with the aid of preferred postal rates. It is a benefit that cannot be measured in dollars and cents."

What you can do

Write a brief letter to Rep. William Ford, Chairman, House Post Office and Civil Service Committee, Washington, D.C. 20515. Tell him that the labor movement, religious organizations and many other non-profit groups rely on preferred postal rates for their existence and urge him to support the Bill of Rights by reinstating the postal subsidy for non-profit publications.

Analysis of propositions

(Continued from page 7)

The limits would apply only to elected officials who first take office after December 31, 1986. The legislative analyst estimates the proposal will result in a small savings for the state, assuming inflation exceeds the salary increases granted current office holders.

49 Nonpartisan Offices. Legislative Constitutional Amendment.

This measure prohibits a political party or a party central committee from endorsing, supporting or opposing a candidate for nonpartisan office.

VOTE NO

This amendment would prohibit political parties from supporting or opposing individuals seeking any nonpartisan office, including judicial posts, school boards, city councils or boards of supervisors.

Labor opposes this proposition because a ban on endorsements violates First Amendment rights of free speech to political parties. Political parties, they say, have a right to participate in the political dialogue.

50 Property Taxation. Disasters. Legislative Constitutional Amendment:

This amendment protects property owners from having their property reassessed at a higher level, in the event it is destroyed or damaged by a natural disaster.

VOTE YES

If enacted, this amendment would allow a replacement for disaster-damaged property to have the same value for tax purposes as the original. This amendment seeks to address the problem of multiple disasters (flood, fires) recurring in the same location and

attempts to encourage property owners by giving them the option to rebuild in a safer spot. This proposal would only be applicable if the governor declares a disaster, if the disaster reduces the market value of the property by half, and if the replacement property is of comparable value and located in the same county as the original.

Labor supports this measure because property owners must be allowed to resettle in a safer area after a disaster without being penalized.

52 County Correctional Facility Capital Expenditures Bond Act of 1986:

Authorizes the sale of a \$450 million bond for the construction of county jails.

VOTE YES

In 35 of California's 58 counties, jails and juvenile facilities contain more people than they were designed to hold. To date, voters have authorized \$530 million in general-obligation bonds for county jail improvements. This money will be fully allocated by 1988.

This measure would authorize that state to sell \$450 million in general-obligation bonds to finance the construction and maintenance of county jails and juvenile facilities. A maximum of \$20 million would be spent on the latter. State grants for new jails could cover up to 75 percent of the cost, with counties providing the other 25 percent. In addition, counties must show they have plans for housing juveniles, the mentally ill or drunks in alternative facilities. They also must show they have attempted to use alternatives to incarceration, such as work-release or weekend-work programs.

Labor supports this measure in the belief that money for county jail improvements is a mandatory safety measure. Due to current problems of overcrowding in California's county facilities, the housing of violent offenders in jails intended for minor offenders jeopardizes the safety of other prisoners, jail staff and the communities in which the jails are located. This proposition will allow money to go only to facilities which are operated efficiently and which have demonstrated a need for these bond funds.

Gradesetting Class Schedule

Gradesetting classes have been scheduled in several of the districts throughout Local and are listed below:

District 11: Reno

Class will begin May 14 and continue one night a week through June 18 for three hours per class at the Plumber's JATC office.

District 10: Santa Rosa

Classes will be held May 1, 8, 15 and 22 from 7 p.m. to 9 p.m. at the Santa Rosa Hall. Dennis Harlan will be the instructor with Stew Orchard as asst. instructor. There are a limited number of slots for the classes, so call the hall at (707) 546-2487 if you are interested.

District 1: San Francisco

Classes will begin on May 7 at 7:00 p.m. at the following locations:

IGNACIO OFFICE

24 Commercial Blvd., Suite A
Phone (415) 883-2654

SAN MATEO OFFICE

428 Peninsula Ave.
Phone (415) 579-1221

FAIRFIELD OFFICE

1245 Travis Blvd., Suite C
Phone (707) 429-5008

ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of District 17 (Hawaii) meetings, which convene at 7:00 p.m.

May

- 6th District 3: Stockton
Engineers Building
1916 North Broadway
- 8th District 2: Richmond
Point Marina Inn
915 W. Cutting Blvd.
- 14th District 5: Fresno
Laborer's Hall
5431 East Hedges
- 21st District 8: Auburn
Auburn Recreation Center
123 Recreation Drive

June

- 4th District 12: Provo
Provo City Power Bldg.
251 West 800 North
- 5th District 11: Reno
Musicians Hall
124 West Taylor
- 11th District 10: Ukiah
Grange Hall
740 State St.
- 18th District 9: Freedom
VFW Hall
1960 Freedom Blvd.

July

- 8th District 8: Eureka
Engineers Building
2806 Broadway
- 8th District 17: Kauai
Wilcox Elementary School
4319 Hardy Street
- 10th District 6: Marysville
Engineers Building
1010 "I" Street
- 15th District 17: Kona
Konawaena School
Kealahou
- 16th District 1: Fairfield
Holiday Inn
1350 Holiday Lane
- 22nd District 17: Hilo
Kapiolani School
966 Kilauea Ave.
- 23rd District 17: Maui
Kahului Elementary School
410 S. Hina Avenue
Kahului, Maui
- 24th District 17: Honolulu
Kalihi Waena School
1240 Gulick Avenue

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474 Valencia Street, San Francisco, California 94103
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(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City State & Zip Code _____ Social Security Number _____

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| <input type="checkbox"/> Vacation Pay Kit | <input type="checkbox"/> Save From Home Kit |
| <input type="checkbox"/> Easy Way Transfer | <input type="checkbox"/> Loan Plus |

(my name) _____

(social security number) _____

(address) _____

(city) _____ (state) _____ (zip) _____

Operating Engineers Local Union No. 3 CREDIT UNION
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NAME _____

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Incomplete forms will not be processed

Members ratify agreement

(Continued from page 1)

- A \$250 million project to construct the Homestake Gold Mine in Napa and Lake Counties was completed last year, primarily with out-of-state, non-union labor, despite an aggressive organizing attempt by Local 3.

- KNC, Inc., a non-union company out of New Mexico is nearing completion on a \$12 million segment of the San Felipe water project in Santa Clara County.

These examples are only the tip of the iceberg. There has been an unprecedented growth of contract awards to non-union companies during the past three years. In the past, the open shop movement in Northern California generally prospered only on private sector work in the outlying areas. This is no longer the case.

Non-union contractors are making major inroads on public works projects as well. Every district in Local 3 has suffered adversely from the growth of open shop.

Adverse changes in labor law

Much of the non-union growth can be traced to new legislation and changes in the way existing labor laws are enforced, which have given non-union employers a tremendous competitive advantage.

- Heavy lobbying by employer groups prompted the Labor department to issue major revisions in the Davis-Bacon prevailing wage regulations, which establish the wage rates that will be paid on public works projects.

Many requirements that previously benefited areas covered by a collective bargaining agreement were modified to give non-union employers a greater advantage. The net effect of these changes has been a sharp increase in the number of non-union companies obtaining public works contracts.

- In December 1985, Congress passed an amendment to the Defense Authorization Act, which states that, effective January 1, 1986, contractors no longer are required to pay time-and-a-half for hours worked in excess of eight hours per day, unless they are bound by a collective bargaining agreement which provides for daily overtime pay. This ruling gives a significant advantage to non-union employers bidding on public works projects.

- Recent adverse rulings from the National Labor Relations Board have made it extremely difficult for unions to organize new units, and easier for employers to get out of their collective bargaining agreements. The NLRB, which is supposed to promote labor-management stability by rendering unbiased decisions on labor disputes, has failed this vital responsibility under the Reagan appointed board.

Pressure from the outside

Unlike California, many regions in the United States are still suffering from economic depression. Construction companies from these areas — most of them non-union — have come to California in the hope of getting into the construction market here. This influx of out-of-state employers has created a tremendous downward pressure on construction bids. As a result, our fair union contractors have lost many major construction contracts to outside firms.

Many unions have been unable to respond to these problems and their members have suffered accordingly in terms of lost jobs. Local 3 has responded to the open shop threat by implementing

an aggressive job monitoring program against non-union contractors and in some cases by negotiating project agreements with our fair union contractors.

These project agreements, which have maintained the current economic package, have enabled union contractors to win many major contracts that were under stiff competition from non-union firms.

Although project agreements have been a vital means of preserving union work on many major construction projects, their disadvantage is that they are negotiated outside the existing Master Construction Agreement. The Negotiating Committee agreed that the new Master Agreement must contain some of the key provisions of the project agreements if it is to continue to be a viable document.

During the past four months, the Negotiating Committee evaluated every job classification, work rule and wage rate of the existing agreement to identify problem areas and to discuss solutions. Many ideas were discussed. Ultimately, three key features were negotiated into the contract that distinguish the new Master Agreement from previous ones:

New Prevailing Wage Language

On public works jobs where there are non-union or non-signatory employers on the planholder's list, a contractor bound by this agreement may bid on the job based upon the prevailing wage rates which are in effect at the time the project goes to bid. These wage rates will remain in effect for the duration of the project.

This provision was included in the contract, because non-union employers have been winning an increasing number public works jobs based on the fact that prevailing wage laws do not provide for negotiated wage increases as part of the bid specifications.

Market & Geographic Committees

The new agreement provides for the formation of Market and Geographic Committees, whose job it will be to evaluate the market and determine what changes may be necessary in order to compete in certain areas or to recapture certain kinds of work that have been lost to the non-union sector.

New job classifications

One of the key features of the contract is a completely new set of job classifications. These changes were the result of an exhaustive evaluation performed by the rank-and-file negotiating committee prior to negotiations. Every existing job classification was evaluated in terms of skill required to do the job, responsibility and physical stamina.

All this information was compiled on a computer and eventually new classifications were established.

"A great deal of time and effort went into this project prior to negotiations," Stapleton explained. "Our intent was to streamline the number of classifications, get rid of obsolete ones and insure that the pay scale for operating a particular piece of equipment corresponds to the skill level required to do the job."

A complete listing of all the changes, along with the new wage rates and classifications will be published in the June issue of *Engineers News*.

"Although it was a difficult task, we feel very good about the new contract," Stapleton adds. "The rank-and-file committee members put in long, hard hours on this contract and they are to be commended for a job well done."