Members ratify Master Agreement

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" and Geographic Committees, 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 as much as 75 percent of the work in contract to build a transit mall in San Jose. Thousands of delegates wound up the fights open shop agreement. It additionally provides for a complete overhaul of the job classifications in each year of the agreement. It additionally provides for 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 73 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-80/Route 238 interchange in Hayward.
- Weiss Brothers Construction, a non-union contractor from Pennsylvania, last year won a $32 million contract to build a transit mall in San Jose.

A key victory for the Building Trades that places curbs on "double-breasted" firms in the construction industry was an 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 hairbreadth close. When the 3,000 delegates arrived, BCTD President Robert A. Geogine
The events of this past month go to show you that, once in a while, hard work and determination still pay off. 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.

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 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 nonunion 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 1971 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.

This, 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 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 minimum rates 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.

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 anti-union employer groups were viciously 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 understood 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.
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 Chamber of Commerce, 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.

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"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 Chamber of Commerce. The Chamber backed a voter referendum, but National RTW Director Reed Larson opposed it and urged a state statute instead."

Steph 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.

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

AFL-CIO kicks off credit card program for union members

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; John Sweeney, farm, County and Municipal Employees President Gerald McIntee.
dent. He still retains his sense of humor, stating, "Had I applied much thought, I would have removed my boots first." He says, " Somehow, I was able to get a hold of her and make it to the rocks." Where the saltwater 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. I couldn't find her and it dawned on me that I was in a hell of a fix too.

What is hypertension?

Hypertension is a disorder of the arteries, those blood-carrying "freeways" of our body. Any reduction in flow, for example when the arteries are constricted, will cause a higher than desired blood volume when the blood pressure is taken. In other words, the "testing pressure" in the arteries between heartbeats is too high. On the other hand, systemic pressure, the maximum force generated within the arteries at the peak of contraction by the heart, may also be maintained within acceptable limits. Today, medical science knows that the old wives talk about a healthy systolic blood pressure being 140 or less is not necessarily true. People who consistently overreact to stress that causes their blood pressure to rise, will find that 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 problem, but hypertensives may be ordered to reduce or eliminate its intake. High cholesterol foods include shortening, partially hydrogenated fats. The most serious health hazard is the "resting pressure" in the arteries between heartbeats, which may be maintained within acceptable limits. Today, medical science knows that the old wives talk about a healthy systolic blood pressure being 140 or less is not necessarily true. People who consistently overreact to stress that causes their blood pressure to rise, will find that high blood pressure can easily be detected. Once diagnosed, it can generally be kept under control, sometimes it can even be cured.

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.

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 skills to excessive use of alcohol; that is, of the type you drink, 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 high blood pressure, when adrenaline levels in the body become high, caffeine can contribute to a permanent elevation of blood pressure.

Grievance Committee Elections

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

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

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

Dear Dino,

This seems 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 unsulliedness. 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

PAGE 4
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 Honololu'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 200 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, Samor 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 Hilton, and Century Club Plaza — represents 2,072 units and more than $160 million in financing.

Two ambitious Neighbor Island ventures Maui Distillers, Ltd. and Bio Power Corp., took refuge last year. Chapter 11, Maui Distillers, Ltd. operated a rum distillery as "Staten," while Bio Power harvested wood chips on the Big Island. Neither of them are now operating.

Businesses that hope to revolve 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.

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 excavated or the three increments and will be stockpiled on the job site. According to Mr. Sammy G. Daily and George Aoki, employees of Hawaii Santo Pacheco, Stanley Lee and Glenn Witenhouse are shown above right working Kalani Banner Construction.

A $6 million project will begin this summer on Kahului Pacifica. This condominium will consist of three-story duplexes 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 Puaiau. A $27 million highrise rental will be located on the corner of Beretania and Maunakea Street in downtown Honolulu. This highrise rental will be located on the corner of Beretania and Maunakea Street in downtown Honolulu. This

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

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Pacific Construction has also been awarded to build another 23 homes in Haua-Kai, Ke Alua La Kai Development, 50, the number of homes either completed or under 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, a: 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 commercialDevelopers and construction workers for the Company.

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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.

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 slide with tables reserved for the day, overnight camping, unlimited swimming in Saratoga's four natural warm spring swimming pools, all day pass on the "Kamikazi" waterslide (three stories high and 350 feet long), miniature golf, volleyball, softball, horseshoe equipment, and the boat harbor facility.

Please bring your own picnic lunch as 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.

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 only once the 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 got 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 skip it into the state procurement code under section 17-3-70, 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 labor 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 nonunion 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
133 E. Kensington Avenue
Salt Lake City, UT 84115
Senators
Terry Williams
842 Blair Street
Salt Lake City, UT 84111
Dale Stratford
4776 Panorama Drive
Ogden, UT 84403
Edon Money
RFD Two, Box 30
Salt Lake City, UT 84125

State 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 1-80 and 4800 West. "C" Ramp with a bid of $6,465,342.80. Idaho State has been a good union company that has worked year round in Utah for the past two 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 $3.3 million and will be completed 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 600 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 Bouillon Street Bridge in Murray. The engineers’ estimate is $334,000. This is also a federal aid project.

Recommendations for upgrading the 1-15 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 to construct $900,000 for environmental 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 $3.7 billion in general obligation bonds have been sold since 1921 to finance the purchase of farms, homes and other property by state veterans. The proceeds of these bond issues have been used to make loans to veterans for the purchase of homes, farms, and other property.

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). Some states have provided funds for parks and recreation projects through the sale of general obligation bonds. However, this measure would provide funds for parks and recreation projects by the sale of special obligation bonds.

44 Water Conservation and Water Quality Bond Act of 1986:
This measure proposes selling a $150 million bond to pay for water conservation, ground-water recharge, and drainage management projects.

VOTE YES

In 1984 voters approved a Clean Water Bond Act which provided $10 million in bonds to finance water conservation projects. This measure would provide an additional $150 million for water conservation projects.

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

This amendment would allow the Legislature to deposit state money in California credit unions.

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 of public property.

VOTE YES

This measure would allow taxpayers to raise property taxes above the current 1 percent property tax limit for the acquisition of public property.

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

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

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

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

(Continued on page 14)
Hwy. 101/380 interchange proceeding on schedule

The new interchange on the Bayside 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 constraints. 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 job site 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.

**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 residences 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 homes 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 validity to you — will soon be in your hands once again. You will soon be receiving your 1985 Plan Year Pension 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 benefits 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 1985 and then retired 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 file 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.

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. Bechtold 0663973
John Dailinga 0574266
Matthew Elshevuy 0663614
Henry W. Franz 0657785
Warren Fritter 0638477
Harold Green 0657647
Robert Gorman 0661642
Lionel Jensen 0663923
Lawrence Johnson 0663670
Charles Lapierre 0666447
Herbert B. Post 0663941
Cecil C. Ross 0661073
Mark L. Stark 0676151
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:

Name: Reg. No.

J. V. Bostick 0622725
Million Hendricks 0603321
Robert kwe* 0589353
Ray McGinn 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:

Name: Reg. No.

Charles Bastian 0354671
George Easley 0639380
Thomas Herzog 0538796
Joe Hazy 0619869
Harold Morgan 0595222
Carmen Silverii 0529284
Theodore Thurtun 0622603
Harri Thorupson 0668730
Eugene Viera 0524749
Vernon Voss 0625912
Arden Watkins 0549981
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 1, 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. Check 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 acquaint you, your friends, and your acquaintances, make some new friends! Once again the Union will

Pre-Retirement Counseling Meetings

Want to learn some things about your Pension Plan, your Retirement 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 Retirement 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.

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<thead>
<tr>
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<th>Date</th>
<th>Time</th>
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<td>Tues., May 6, 1986</td>
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<tr>
<td>Sacramento</td>
<td>Wed., May 7, 1986</td>
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<td>Salt Lake City</td>
<td>Tues., May 13, 1986</td>
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<td>Watsonville</td>
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<td>Fresno</td>
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<tr>
<td>Santa Rosa</td>
<td>Thurs., June 19, 1986</td>
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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

Based on Trust Fund Records

Statement of Hours Reported

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<th>EMPLOYEE</th>
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Statement of Annual Benefits

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Statement of Pensions

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Statement of Employment

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Statement of Benefits

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Statement of Service Credits

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Statement of Benefits In Years

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Statement of Accumulated Benefits

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Statement of Hours Reported

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Statement of Benefits

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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 Catin 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 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 lagoon. 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 10 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 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.
Marysville Picnic

The Second Annual Marysville District Picnic will be held on May 17, 1986, 12:00 Noon, at the Community Center, Butte House & Acciai, Sutter CA. Everyone had a good time at last year's picnic, and we are looking forward to seeing you all 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 barbecue steak, salad, beans, 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 (Orovile Area) for your tickets. We hope to see you there.

North Utah, Basin area had slow winter

along the corridor.

J. M. Sumison has started their job in Springville at a cost of $876,902 to reconstruct totally 15th 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 project. But some work on the southern end of Silver Lake. With the winter being over nine inches, there is a lot of snow left.

There is not a lot of snow left on the job at Tremonton-Plymouth. 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.

Compromises and changes were made in their nonunion competition, the company's requested concessions included rolling back the negotiated overtime 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 of overtime pay.
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 165 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 a win-win situation, we discussed with management at a previous negotiating session if we could perhaps tie wages and fringe 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 the 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% over the three year term of the contract. There were increases in Pension, Life Insurance, Accident Death and Disability 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 Agent at Elko, and Organizer Steve Willis. Also helping were: Chief Stewart Robert Michna, Assistant Chief Stewart John Hall, Stewards Harold Mesberger, Simeon Ostrander and David Feathers. These Stewards together with the members 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 the Company is having, the Union membership voted almost unanimously to reject any contract changes at this time. After the meetings at Carlin, meetings at the shops in Cedar City, Salina, Vernal and Salt Lake City, the total vote in a secret ballot election was 152-3 against accepting the management’s proposal.

Shop Steward Dave Bird stated reasons for turning down 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.

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.

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The pension reduction was an item that most were unwilling to accept.

The constant fight to get the company to Kaiser Theatres and other contract for their product. The company agreed to a contract for wages and benefits within 30 days if they were able to obtain a contract for their product.

The Kidnapping of the people. The negotiating committee, the following week had an excellent job: Manuel Rodiles Junior, 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. 22 crosses the Colorado River and approximately 30 miles north-east of Moab, Utah, is the Dewey Bridge. Business Agent Jasper Delmar reported it was completed in 1916, and is a nine-foot wide single-lane structure that is no longer able to carry vehicular traffic. An average of approximately 36,500 vehicles cross this bridge each year. Under normal circumstances, the bridge is almost nine wide. The frame of the bridge tends to flex inward when a heavy load is on the deck, and wire on 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 road debris are visible from side driving vehicles. Because of the hazardous condition, the Utah Department of Transportation has limited loads to two tons in crossing the Dewey Bridge, which prevents many vehicles from using the bridge.

No widely accepted highway design standard for this type of bridge was ever built. Drivers of approaching vehicles are subjected to a 90-degree turn at the south end of the bridge. On the north end of the bridge it 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, 1983, 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. Cyle & 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 Brotherson Brooking, 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 Les Lassiter to serve on its Grievance Committee for the ensuing year.

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 one could go to the tunnel, mechining, 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 outrageously late hour, and I'd stay loaded until pay day; unless I was into one of my thefts, run, know what I mean?

For your married folks, maybe you can relate with dragging a one day head of 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, droppin up more than usual? Lies, begining to sound real cute? 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 demons. "One Day at a Time." Only the following chemicals need to be considered for possible abuse: alcohol, marijuana, alkaloids, amphetamines, and methadone.

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 contains praise as follows:

"I would like to extend to you my thanks and appreciation for the workmanlike manner in which you performed 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, and Local 3 received a commendation for work on the project.

The Oakland district office would like to extend their congratulations to McGuire and Hester for their hard work.

Analysis of propositions

(Continued from page 7)

The limit on property assessed for supporting special districts would apply only to elected officials who took office after December 31, 1986. The legislative analyst estimates the proposal will result in a small savings for the state, assuming inflation exceeds the property tax cap.

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 candidates for nonpartisan offices, 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.

### VOTE YES

In 57 of California's 58 counties, jails and juvenile facilities confine more people than they were designed to hold. To date, voters have authorized $525 million in general-obligation bonds to finance 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 jails, the housing of violent offenders in jails intended for minor offenders jeopardizes the safety of other inmates, prisoners, jail staff and the communities in which the jails are located.

This proposition would allow money to go only to facilities that are operating efficiently and which have demonstrated a need for these bond funds.

### Gradesetting Class Schedule

Gradesetting classes will be held May 1, 8, 15 and June 18 for three hours per class at the Plumber's JATC office.

**District 11: Reno**

- Class will begin May 14 and continue one night a week through June 18 for three hours per class at the Plumbers 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 Slew Orchard as assistant 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: 1245 Travis Blvd., Suite C  
    Phone: (415) 892-2654
  - SAN MATEO OFFICE: 428 Peninsula Ave.  
    Phone: (415) 579-1221
  - FAIRFIELD OFFICE: 1245 Travis Blvd., Suite C  
    Phone: (707) 429-5008

Postal increases threaten labor

(Continued from page 1)

Already scores of union publications throughout the country have folded because labor's inability to pay increasing postage costs. Since 1970, when the Postal Reorganization Act was passed, postage rates 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 circulation 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 travels the country presenting 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' Earp testified.

"For $2,400 a year, we could mail the newspaper exceeds $2,300."

This huge cost increase has caused the demise of many worthwhile labor and 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 non-profit press. The health and vitality of the labor movement, even if it meant eliminating the tax revenues that make preferential postal 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 the community at large all contribute to civic groups relies in large part on the ability to communicate with their members and prospective members. It is a benefit that cannot be measured in dollars and cents."

What you can do

Write a brief letter to Rep. William Ford, Jr., Chairmen, House Postal and Civil Service Committee, Washington, D.C. 20515. Tell him that the ILCA, labor unions, religious organizations and many other non-profit groups rely on preferred postal rates for their existence and urge him to support your position by reinstating the postal subsidy for non-profit publications.
Swapp: Free Want Ads for Engineers

Helms gets $6 million contract

With spring just around the corner, work in the Reno area is still pretty much at a standstill. Some new jobs were recently let, but with Helms Construction working on the South Shore parking lot, and an airport runway, the town is back to the usual routine of searching for work.

Recently approved for widening to four lanes by the State Transportation Board, the project will cost an estimated $14 million. The additional lanes will allow traffic to pass through the present lanes.

A recent mailing to all eligible members indicated that the special hospital will be built for $22 million. The work is expected to be completed by the middle of the year.

Of note is the recent opening of the new hospital in Salt Lake City, which was reported just last year. The $350 million facility is now fully operational and is expected to serve the needs of the local community.

Bretton Brown, a member of the hospital's governing board, expressed his satisfaction with the outcome of the project. "We are very pleased with the results," he said. "The new facility will be a significant asset to our community and will help us meet the challenges of the future."
ATTEND YOUR UNION MEETINGS

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

May

6th District 3: Stockton
Engineers Building
916 North Broadway

8th District 2: Richmond
Point Marina Inn
915 W. Cutting Blvd.

14th District 5: Fresno
Labor’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 900 North

5th District 11: Reno
Musicians Hall
124 West Taylor

11th District 10: Ukiah
Grange Hall
740 State St.

18th District 2: Freedom
VFW Hall
1960 Freedom Blvd.

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474 Valencia Street, San Francisco, California 94103
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My name is: (PLEASE PRINT ALL INFORMATION)
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City State & Zip Code
Social Security Number

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Dear Credit Union,
Send me the following brochures, kits or applications.
☐ Phone-A-Loan Application
☐ Membership Card
☐ Individual Retirement Account (IRA)
☐ Homeowner Loan
☐ Vacation Pay Kit
☐ Save From Home Kit
☐ Easy Way Transfer
☐ Loan Plus

(my name)
(social security number)
(address)
(city) (state) (zip)

Operating Engineers Local Union No. 3 CREDIT UNION
P.O. Box 2022, Dublin, CA 94568

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

REG. NO.: LOCAL UNION NO.: SOC. SECURITY NO.: NAME.
NEW ADDRESS:
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Members ratify agreement

(Continued from page 1)

• A $250 million project to construct the Homestead Gold Mine in Napa and Lake counties was completed last year, primarily with out-of-state, non-union labor, despite an aggressive organizing effort by Local 13.

• 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 changes in legislation and changes in prevailing wages which is supposed to promote labor-management cooperation.

• 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 otherwise.

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 regions—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 in some cases, our 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 existing 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 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 project 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 of 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.

“An 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 increase the pay scale for operating a particular piece of equipment corresponds to the skill level required to do the job. The 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,” said the Local 14 president. “The rank-and-file negotiating committee members put in long, hard hours on this contract and they are to be commended for a job well done.”