Agnos program offered by the AFL-CIO is now available to our members.

The 33rd Convention of the International Union of Operating Engineers was held in San Francisco this month in San Francisco. Following Mayor Agnos’s address, Business Manager Stapleton turned the gavel over to Temporary Co-Chairman and Local 3 Business Manager Tom Stapleton. In his welcoming address to the 639 delegates, Stapleton pointed out that since The City was destroyed by the 1906 earthquake and fire, virtually the entire downtown area had to be rebuilt, “and we’re proud to say that it was built union.” And it’s our determination to make it stay that way.”

“If we’re going to survive, we’re going to have to build a better tomorrow for this union,” Stapleton declared, referring to the conventions theme. “To do that we must have the skills, highly trained productive members. We have to prepare for that if we’re going to survive as a labor organization.”

In order to build a better tomorrow, Stapleton said “we must be able to compete head-to-head with the nonunion. This is taking on a tough issue, it’s not a task for the faint of heart. Fortunately we have a general president who isn’t afraid of difficult chores or facing the issues at hand.

“There’s a rekindling of union spirit growing in our union, a feeling of pride, and also a feeling of pride in the work our membership performs,” he said.

“We’ve worked very hard in Local 3 to foster this. We’re working to convince our members that the fair union employers are not our enemy. Our enemy is the nonunion. That’s who we have to beat. That is the task at hand.”

Noting that for years operating engineers have been the best, Stapleton said that “we have to continue to be the best if we’re going to survive.

Changes in the Workplace: The Union’s Challenge

A new audio-visual program highlights Local 3’s fight to save union jobs.

Finishing touches are being put on a multi-image slide show presentation produced by Local 3’s Public Relations Dept. that chronicles the union’s campaign to save jobs for its members.

During the past year, Local 3 members have been interviewed and nonunion projects have been documented throughout the local’s jurisdiction. “We are hopeful the program will show our membership in a very graphic way that the threat of nonunion is real and that it affects every area of our union,” Business Manager Tom Stapleton said. “It will also outline how every member can help the union remain strong.” Members will be notified when the program will be showing in their area.

Legal Services benefit now available

By James Earp
Managing Editor

Business Manager Tom Stapleton announced this month that members of the Operating Engineers Local 3 will now be able to obtain legal services at reduced rates through a new program offered by the AFL-CIO Union Privilege Program.

“The AFL-CIO for the past several years has been offering new services, such as the Union Master Card and now the legal services program as an incentive for workers to participate in unions,” Stapleton said. “Our international union has subscribed to the program and it is now available to our members immediately.”

The Legal Services program offers the following benefits:

Free Consultation: Meet with a participating attorney – at the attorney’s office or by phone – on any legal matter. There is no limit on the number of consultations you may have, provided each is about a separate matter. However, there is a 30 minute limit on any one consultation.

Free Document Review: Avoid costly mistakes by understanding what you sign. Important papers – leases, insurance policies, installment sales contracts, etc. – are carefully reviewed. You are provided an oral explanation of terms and your specific questions are answered. Written evaluations are not part of this service, nor are documents written by you or for your use in a business capacity.

Free Follow-up Services: Sometimes a problem can be solved by having your lawyer write a letter or make a phone call on your behalf. In such cases, your lawyer will write the letter or make the call at no cost to you.

Discount on Additional Services: If you are faced with a more complex legal matter, your participating attorney will charge you only
Union announces legal services benefit

Continued from page 1

70% of the lawyer's normal fee. In a contingent fee case, the lawyer's fee comes out of any recovery or award you obtain — or on a business matter, a smaller discount may apply. Also, flat fees may be available for some common legal services.

Written Fee Agreement: Your participating attorney will provide you with an agreement on fees.

Quality Control: Each time you use Union Privilege Legal Services, you will be asked to evaluate your lawyer and the provided service.

Your lawyer will provide a simple, short form to be used by the pro-

gram administrator.

Grievance Procedure: In the unlikely event of a disagreement with your lawyer regarding fees or other matters, the legal services program will try to resolve your dispute through informal mediation or, if necessary, arbitration.

Exclusions: Because this is a union program, matters involving any union-related organization or union officials, are not included. In addition, a participating lawyer is not obligated to take any case and may decline if he or she chooses.

The legal services program is for the exclusive use of participating unions, such as Local 3. All matters are handled between the member and the participating attorney strictly on a confidential basis. The union's only involvement is to provide a list of participating attorneys.

Please take a moment to fill out this survey and return it to the postage paid address. It's your money and you should provide your input on how you want it allocated.

Important Notice

As Engineers News goes to press, a wage survey is being mailed to all Local 3 members who work under the Northern California Master Construction and related agreements, to determine how you want the upcoming negotiated wage/fringe increase to be allocated.

Please take a moment to fill out this survey and return it to the postage paid address. It's your money and you should provide your input on how you want it allocated.

Speaker introduces legislation

Assembly Speaker Willie L. Brown Jr. has introduced a measure intended to reduce the delays experienced by workers filing claims for accident and injury compensation.

Assembly Bill 4222 would establish pilot programs in the state Workers' Compensation Appeals Board offices in Los Angeles, Sacramento, San Jose, Santa Ana, Stockton and Ventura, similar to those established under the Speaker's 1986 Trial Court Delay Reduction Act (AB3300).

"Unnecessarily long delays in receiving compensation for work-related injuries are inexcusable, especially when bills are coming in to be paid and you're unable to earn a paycheck," Speaker Brown said. "There is absolutely no reason that should not be able to reduce the time it takes to process and resolve compensation claims."

California's workforce has grown from about 10.7 million in 1970 to about 11.3 million in 1986, while the number of disabling workplace injuries during that time has risen dramatically from 210,328 to 406,683. The increase in staff and resources of the state's 22 Workers' Compensation offices has not kept pace. In addition, many of its processes are outdated and its equipment antiquated.

Clerical workers reported about 2,750 hours of unprocessed mail were backlog statewide in June 1986.

A 10-month wait for a trial date when a claim is disputed is not uncommon.

AB4222 would apply some of the same delay-reduction methods of AB3300 to the board's procedures. It would require the hiring of an office administrator for each of the six offices participating in the pilot project, a step which, alone, with help in relieving overworked personnel — and would require that adequate, necessary equipment be provided in each office in the project.

The Auditor General will be required to report annually on the progress of the pilot in reducing delays and the costs of the project.

"I am hopeful and convinced that these pilot projects will prove workable and cost-effective so that they may be applied statewide and can ease the burdensome delays experienced by injured workers and their employers throughout California," Speaker Brown said.

Looking at Labor

By Tom Stapleton

Business Manager

As we met this month in the 33rd convention of our International Union, much was said about "building a new tomorrow." That truly has been the driving force behind nearly every program Local 3 has sought to implement these past six years. It hasn't been easy, and our work is far from finished, but we smell victory on the horizon.

Six years ago when our administration took office, our union was in serious trouble. The recession was at its worst point. Our members were out of work. Nonunion firms were spreading like cancer throughout our jurisdiction. It didn't take long for these harsh realities to surface. There were times back then when we felt the way Mayor Agnos must feel about his job right now. We wondered why in the world we ran for office.

Despite these problems, we had a few things going for us. We had some good people to work with. Veteran Local 3 members who knew the value of the union to workers and their families and who were willing to work hard to save this union.

Most importantly, we had a valuable resource. Our membership. Skilled operators who could run circles around their nonunion competition. They were the key to our survival.

The first thing we did was to recognize the need for a major attitude adjustment. Our members needed to realize that the fair union employer was not our enemy. If we were going to survive, we needed to form a partnership with those employers who had stuck with the union and helping our people to outproduce the nonunion.

We've worked hard to get this point across, not only to our membership, but to our own business agents. We tell our business agents: "Hey, quit beating the signatory contractor over the head over every little thing when you've got a nonunion employer working across the street, getting away with murder. Spend some of that energy over there organizing."

It's very hard to change attitudes. We're not there yet, but we've come a long way in the last six years.

The other thing we had to do was also a matter of education. We had to help our members understand how valuable their skill is to the union employer in the war against the nonunion.

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Know the score about high blood pressure

Know the score. Find out what your blood pressure measurement is and what it means. Learn the facts about high blood pressure and how it can be treated and controlled.

**Blood Pressure** is the force of blood as it moves through the blood vessels. If blood cannot flow easily through the vessels, the force increases. If the force is too great, you have high blood pressure.

High blood pressure is a serious disease. It increases the workload of the heart and blood vessels and can lead to heart disease, stroke, or kidney problems.

High blood pressure usually has no symptoms. It doesn't hurt, and it usually doesn't make a person feel sick or dizzy or nervous.

The only way to know if you have high blood pressure is to have it checked regularly by a health professional. Having your blood pressure measured is quick and painless. It is done by placing a cuff around your arm and measuring the force of blood against the inflated cuff.

Your blood pressure is recorded in two numbers. Your systolic pressure is the first recorded number and is the pressure in the blood vessel when the heart is pumping. Your diastolic pressure is the second recorded number and is the pressure in the blood vessel when the heart is resting between beats.

If your blood pressure reading is consistently 140/90 mm Hg or higher, you are at increased risk for heart disease, stroke, and kidney problems. You should see your doctor for follow-up and possible treatment.

In more than 90 percent of the cases, no one knows what causes high blood pressure. However, some people are at greater risk than others for developing the disease.

- Older persons are more likely to have high blood pressure than are younger persons.
- People with a family history of high blood pressure are more likely to develop the disease than are those with no high blood pressure in their family.
- Blacks are more likely to have high blood pressure and develop the disease earlier in life than are whites.

High blood pressure cannot be cured, but it can be controlled. Common treatments for high blood pressure are listed below. Treatment usually must be continued for life to keep blood pressure under control.

- **Taking prescribed medication.** Follow instructions exactly. Don't skip dosages or stop taking medication without a doctor's advice.
- **Controlling weight.** Lose any extra pounds by cutting back on calories and getting regular exercise.
- **Reducing salt (sodium) intake.** Avoid foods with high sodium content. Use less salt in cooking and at the table. Use more herbs instead of salt for flavor. Eat more fresh fruits and vegetables.
- **Moderating alcohol intake.** Follow doctor's guidelines for limiting alcohol intake.
- **Increase exercise.** Get regular, vigorous exercise such as brisk walking, swimming, or jogging.

One in every four Americans has high blood pressure. It is estimated that many more have the disease but are unaware of their illness.

Be sure you know the score. Have your blood pressure checked regularly. Be aware of the risks of high blood pressure. If you have high blood pressure, follow the treatment your doctor has prescribed, and be a champion of control.

Go for your goal: Quit smoking

Both high blood pressure and smoking are known risk factors for heart disease. The combination of these two risk factors greatly increases the probability of disease. So people should not only control their blood pressure, but they should also quit smoking.

**Will smoking cause my blood pressure to rise?**

Cigarette smoking temporarily elevates blood pressure; it also makes the heart work harder. While no scientific evidence directly links smoking to high blood pressure, smoking is a risk factor for heart disease. Cigarette smokers are twice as likely as non-smokers to have high blood pressure. And following a heart attack, a smoker has a poorer chance of recovery. The simple truth is that people should not smoke cigarettes, especially if they have high blood pressure.

**How can I possibly control all these risk factors?**

Controlling several risk factors is not as hard as it might seem at first because many are related. Controlling one factor often helps control others. Also, by achieving one goal, you strengthen your ability to achieve others. For example, once you quit smoking, you'll realize that you are indeed a winner.

This will make it easier to accomplish other personal goals that are important to you. Attempt one change at a time. For example, if you are trying to quit smoking, concentrate all of your efforts on that goal. This may not be the best time to lose those extra 20 pounds. Once you've quit smoking, you'll find it easier to exercise, and exercise will help you lose weight in the long run.

I've known several people who have smoked for 20 or more years, and they haven't developed heart disease, high blood pressure, emphysema, or any of the other diseases associated with smoking. Why should I be concerned?

Not everyone smokes the same amount, and not everyone develops chronic diseases from smoking. But the chances are so much greater for smokers than for nonsmokers that it does not make sense to take such a risk.

Is there a "safe" number of cigarettes that I can smoke each day?

No. Cutting down on the number of cigarettes smoked daily can reduce but not eliminate the ill effects on health. Smoking even a few cigarettes per day, for example, temporarily and makes the heart work harder. Cutting down is a step in the right direction, but not nearly as effective as quitting.

I've been smoking for more than 20 years. Will it do me any good to quit now?

It's never too late to quit. No matter how long you've been smoking.

Continued on page 4

Eating tips for people with high blood pressure

For many people, the fast pace of American life demands meals that keep up with that lifestyle. Fast-food restaurants (e.g., hamburger eateries, fried chicken carry-outs) often meet this need quickly and relatively inexpensively. However, the convenience of fast foods does not always mean good nutrition.

The fast foods served in these eateries are frequently high in calories, fat, and salt, all of which make it harder to control your weight and sodium intake. Since being overweight and having too much sodium in your diet can contribute to the development of high blood pressure, choose fast foods carefully to help control your high blood pressure.

But how do you know which foods are high in calories, fat, and sodium? And how do you decide where to eat?

- Fast-food breakfasts tend to be higher in fat, calories, and cholesterol than are other meals. Choose cereals with low-fat milk, fruit or juice, plain toast, English muffin, and cholesterol. Choose breakfasts with low-fat milk, fruit or juice, plain toast, English muffin, or bagel. Plain pancakes are much lower in fat and cholesterol than are breakfast sandwiches. Just remember not to add butter, and go light on the maple syrup.
- Virtually all fast-food breakfast sandwiches are high in fat. If you do order one of the sandwiches that also include meat, the best choice would be one made with Canadian bacon, the leanest of all breakfast meats. Sausage sandwiches are the highest in fat and calories.
- Choose broiled, baked, or grilled chicken or fish when possible. If fried is the only choice on the menu, remove the breadcrumb topping.
- Eating deep-fried chicken or fish with batter or breading offers no reduced-calorie or reduced-fat advantage over red meat. In fact, a plain roast beef sandwich has half the fat of a fried breast of chicken or fried fish sandwich.
- Extra crispy fried chicken has more calories and fat than regular fried chicken.
- Mashed potatoes, even with small amounts of gravy, are much lower in fat and calories than are french fries.

To reduce your calorie and fat intake.

Continued on page 4

Continued on page 4

Fast Food Facts

Continued on page 4

April 1988

Continued on page 4

Continued on page 4

Continued on page 4

Continued on page 4

Continued on page 4

Continued on page 4

Continued on page 4
Go for your goal – quit smoking now

Continued from page 3

The body begins to repair damaged cells as soon as you quit, and the heart and lungs begin to function better. Even if you’ve already developed a chronic disease, you may help prevent the disease from getting worse if you quit smoking.

Are there immediate benefits to quitting smoking?

Yes. Quitting smoking puts less strain on the heart since it does not have to work as hard. Even one cigarette can cause the heart to beat an extra 200 or 300 times. The smoker’s cough disappears after quitting. Skin temperature stabilizes since the small blood vessels are no longer constricted by nicotine. The wrinkling process that shows up as crow’s feet around the eyes goes back to normal. Your breath and clothing no longer smell like tobacco. Bacteria and food debris that become trapped on the tongue are loosened. Also, you immediately start saving money that otherwise would be going up in smoke. And, of course, you enjoy the immeasurable personal satisfaction of overcoming a harmful habit.

Don’t need strong willpower to quit smoking?

Millions of people who believe that they can’t quit have successfully quit smoking. Many psychologists believe that there is no such thing as willpower. Quitting smoking requires strong motivation to quit and a personal commitment for that motivation into action. Some people benefit from a well-designed program to guide them.

Will I gain weight if I stop smoking and increase the risk of developing high blood pressure?

Some people do gain weight, some experience no change, and some even lose weight. To some extent, this depends on whether you substitute food for cigarettes. If you do gain weight, it is best to lose weight completely first, then concentrate on your diet and physical exercise to control weight. Deciding on a smoke-free life style will help you to achieve other goals in life as well.

Is there a “best” way to quit?

There’s no best way to stop smoking – not in the sense that one method works better than others for all smokers. "Cold Turkey" may be the best way for those who are capable of doing so. But many smokers who quit, even those who claim to have done so, cold turkey, actually prepared for it over time. Unless you are truly prepared to quit, it may be better to strengthen your motivation, develop an understanding of the reasons you smoke, and prepare yourself to cope with the cravings or urges you have to smoke after you quit. Otherwise, some chances of going back to former smoking practices are increased. Some smokers need a group program, where they share experiences and successes with their peers. Others need personalized attention from a smoking cessation professional. Some smokers benefit from hypnosis, shock therapy, or smoking-cessation drugs under the direction of a physician. Still others just quit cold turkey, and consult a specialist. You’ll be glad you did, and so will your heart.

South San Jose area maintains good pace

The southern area of District 90 covering Monterey, Santa Cruz and Watsonville has been maintaining a fairly good work pace during the last few months. There are three major projects that are well underway, keeping quite a few engineers busy with steady work for this time of the year.

Burlingame construction has started on their co-generation plant in King City. They’re now just about ready to start putting up the big pieces of equipment needed to operate the plant, however, this process has been slowed down due to the fact that several vital pieces of machinery are sitting on railroad cars in different parts of the country. Company officials are practically “pulling their hair out” trying to avoid causing the delays of shipments. We’re following up on the progress of this project, and are hopeful that the shipment will be delivered soon so that we can dispatch more birdmen engineers to the company.

Grannie Rock Co. has started work on their $25 million renovation project at the Logan Quarry in Aromas. This project got off to a very shaky start. All the phases of the work are being let out in separate bids or in different stages as the project progresses along. Rosewall and Sons Co., an outfit out of Watsonville, has put up the foundation for the new silos. They were also awarded the new tunnel portion of work, which consists of a 600 ft. tunnel and have made application for the contract to run up to the new silos. Construction of the structures and conveyors was awarded to M.S.B., also out of Watsonville. The tunnel that conveyors award was $1.9 million each, so this section alone will create work for several birdmen engineers. The start of this project coincides with the Watsonville Annual shut down, which traditionally amounts to eight to ten welders being utilized to perform needed maintenance work on the plant.

Morrison Knudsen is in the finishing phase of their outfall project in Santa Cruz. This has been a very good source of work for a lot of Operating Engineers. A new sewer treatment plant will be put in and several bids will be opened on May 22. We’re constantly watching the developments very closely, as we’re hoping that a good union contractor will win this contract to continue providing much needed work to Operating Engineers.

All the Granite Construction Co. departments are holding their own, except for the Watsonville branch.
OSHA to resume inspections after six years of paper checks policy

The AFL-CIO has welcomed the Occupational Safety and Health Administration's decision to drop its exemption of manufacturing workplaces from full-scale inspections if their safety logs showed a lost work-day rate below the national average.

Patrick J. McGreevy, the AFL-CIO's senior counsel, suggested that OSHA may have used the policy to avoid a labor dispute that had been scheduled for April 27 and 28.

The policy change means that OSHA's 1,200 inspectors will spend more time on each inspection and thus the total number performed will drop. McGreevy pointed out. But, "given the fact the 2,000-plus records checks policy is being kept," the way the lost work-day rate will be calculated for an actual workplace safety, the actual number of walk-through inspections will increase," McGreevy said.

The AFL-CIO has welcomed the change because it avoided for so many years. "It was a flawed policy from the beginning," McGreevy said. "OSHA's own inspections show that the employer-kept logs do not produce very little in the way of additional inspections based on its OSHA logs."

OSHA Administrator John A. Persderger said investigators will begin looking "firsthand at hazardous operations in every facility they visit," even if a check of the injury logs shows a rate below the national average.

The agency said it will begin an inspection program that calls for a thorough review of compliance with the federal hazard communication standard, a review of the employers' safety and health management programs, and checks of workers' personal protective equipment.

Pendergrass said the change will provide an "extra measure of certainty" that employer logs accurately reflect the safety and health conditions in the workplace. He noted that the number of records checks has dropped from 10,157 in fiscal year 1983 to 2,163 in 1987. The agency averages 63,000 inspections of all types each year.

California Working tells workers' story on mainstream TV

Backed by many trade union leaders, councils, and locals, and sponsored by the non-profit Media Alliance, "California Working" is a project that is telling the story of working people, for working people, in the way the mainstream television has avoided for so many years.

In its first three months, "California Working" has dealt with such issues and stories as the fight to save Cal-OSHA, the history of the Brotherhood of Sleeping Car Porters, the training programs of the California Conservation Corps, a portrait of a union waiter in a busy San Francisco restaurant, and much more.

Each program contains a pro-working people humorous statement from comedian Will Durst, Stars like Danny Glover and Peter Coyote have made appearances on "California Working."

Currently, "California Working" airs on the last Wednesday of each month on KQED Channel 60 at 7:30 p.m., and on the last Thursday of each month KRCB Channel 22 at 7:00 p.m. and KQED Channel 32 at 9:30 p.m.

Upcoming programs have already been scheduled for April 27 and 28.
Leo McCarthy asks for support

In November, we're going to elect a president who remembers that working people helped build this nation, gave blood, sweat and tears. We'll elect an administration that believes that our nation has to continue to rely on working people to build our future. There has to be a partnership between management and labor and government, as often as that's possible given room for the protection to construction workers and labor and government, as often as that's possible given room for the protection to construction workers and labor and government.

We're going to change that in November, coming up, and we're going to elect some majorities in the Senate and in the House, of people who will vote for basic labor rights issues that have been rejected by the majority of the members in this caucus. We're going to change that in November, coming up, and we're going to elect some majorities in the Senate and in the House, of people who will vote for basic labor rights issues that have been rejected by the majority of the members in this caucus.

We want to vote for people who are not afraid to vote to require that workers in high-risk jobs be given notice of the date there is an occupational disease. We want to vote for people to the Congress who will outlaw double-breasting. The incumbent I'm running against, Senator Wilson, has voted twice to deny Davis-Bacon protection to construction workers on military projects. The fellow I'm running against had himself wheeled out of a taxpayer's subsidized hospital, Walter Reed, to go on the Senate floor and vote to cut Social Security and Medicare. It's okay for him to get free health care, but not those elderly, blind and disabled people.

Well, I'm delighted that I'm in this race because it's a message that we must give you and your members and your families and I and others who share a value system, we have to speak our hearts, and we have to spark the hopes of the American people.

Health Act and to bring strong enforcement of that law and stiff punishments for those who violate it," he said.

Dugan closed his key-note address by urging all locals to take an active part in this critical election year. "We need all of you to take an active part in our efforts to get voters registered and to get registered voters to cast their ballots."

Later during the opening day of California Lt. Governor Leo McCarthy addressed the convention. As a candidate for the U.S. Senate, McCarthy thanked the operating engineers for their support in the past. "We have to know at the outset that there is no part of organized labor in this country that I feel closer to than this union. From the outset of my career, they've been with me and they've been very strong supporters and I'm grateful and always will be."

He chastised the Reagan Administration for their strong anti-union attitudes. "They have turned the National Labor Relations Board into the National Labor Repression Board, encouraging the practice of double-breasting and fighting legislation to abolish the practice."

McCarthy pointed out that he is running against incumbent Senator Pete Wilson who "has voted twice to deny Davis-Bacon protection to construction workers on military projects. The fellow I'm running against had himself wheeled out of a taxpayer's subsidized hospital, Walter Reed, to go to the Senate floor and vote to cut Social Security and Medicare. It's okay for him to get free health care, but not those elderly, blind and disabled people."

Also addressing the opening day session was Congressman Robert Roe, the ranking Democrat on the House Public Works and Transportation Committee. He urged the delegates to push for a reinvestment in the nation's infrastructure. "We cannot afford not to make an investment in rebuilding our nation's roads, highways, bridges, transit systems, sewers, dams and in cleaning up the toxic waste sites," he said.

We have learned how to be better fighters

"In his own way, Ronald Reagan did us a favor. He made us sharpen our skills and hark back to the old days when our forefathers had to fight for every single gain." That is a dangerous attitude and could lead us into big trouble. First of all, it is dangerous to look too far forward when there is still a lot of work to be done, and there are potential victories to be gained, before this year is over.

We have in 1988 a unique opportunity to determine the conditions under which those battles will be fought. In his own way Ronald Reagan did us a favor. He taught us not to take anything for granted. He made us sharpen our skills and hark back to the old days when our forefathers had to fight for every single gain. This election, and the next four years, will show whether we have learned anything from the past eight.
April 1988

Special Report

IUOE Convention

Pres. Dugan tells delegates

Key to union’s strength is organizing strategy

When I was a young man working at a foundry in Indiana, I never in my wildest dreams, saw myself speaking to a convention of my union as its General President. My feelings are a mixture of pride and humility—combined with a large portion of gratitude for all of you who have aided me so much in providing leadership to our great International Union.

Most pleasing to me has been the spirit of unity, the open and willing cooperation that I have seen develop during my tenure as General President. We are pulling together as one team in this International Union. Locals are sharing with other locals. A solid sense of brotherhood has been born between our Local unions and our International Union.

My goal, and I know that it is your goal too, is to bring to our union every bit of strength that is needed to produce for our members all of the rewards that their honest and hard work deserve.

The key to reaching that target is organizing. Many of you have heard me preach my gospel of organizing at our regional conferences and in other meetings. My views on the subject are not new to you. But the subject itself remains paramount in our efforts to fulfill the theme of this thirty-third convention: "Building a New Tomorrow."

Those of you who attended our last convention four years ago recall that we, along with other unions, were subjected to unfairness and hardship. Indeed, between 1981 and 1986, our membership rolls declined by an average of 12,000 a month. It is clear to me when I took my oath of office as General President on June 1, 1985 that we had to stop this hemorrhage of our union would slowly wither on the vine. I had no intention of presiding over the slow deterioration of our union and its ability to reach its full potential.

My first act as General President was to announce that organizing would hold the number one priority of my administration.

The following February the General Executive Board adopted the first phase of a long-range organizing program that I had prepared for their consideration. The key phrase here is "long term."

We knew there were no miracles, no silver bullets, no quick fixes that we could count on to suddenly replace the members we had lost since 1981. We knew that we had to buck the down trend for the long haul. We recognized that revitalizing our organizing efforts would take time, would take money, and most of all, would take hard work by people dedicated to the IUOE.

During 1986, we managed to cut our membership losses substantially. In 1987, for the FIRST TIME in this decade, our union showed a net gain, a gain of more than eleven hundred members. The IUOE family has grown in both January and February of this year by several hundred more members.

Equally encouraging is our winning percentage in cases where we have been involved in elections conducted by the National Labor Relations Board. During 1987 we won 48 of 77 elections. That’s a victory margin of 62 percent, well above the 48 percent winning record scored by all AFL-CIO unions.

To me this means we are selecting our targets properly, we are using the most effective organizing techniques wisely, and that our union, the International Union of Operating Engineers, has great appeal to unorganized workers in our jurisdictions. No, these figures do not represent any miracle. But they do denote progress—steady progress toward our ultimate goal of recapitulating our position as a dominant force in our jurisdictions and within the trade union movement.

Realistically, the expanding economy of the late 1980s has surely been a contributing factor to this reversal in form. But to my mind, that is not the primary reason for our success. The primary reason is the dedication, the enthusiasm and the diligent work by IUOE local union officers and members who are taking an active and cooperative role in our organizing efforts.

Since the beginning of our organizing program, the International has conducted seven training sessions.

Those organizer-trainer courses have been conducted across the United States and in Canada. Two of them have been held here on the West Coast.

The widespread and ardent response to these training seminars attests to the Universal support our organizing program is receiving from our local unions. As that support intensifies, so will the results. For its part, the International has trained and assigned ten members of its staff to be general organizers. Their sole duty is to assist local unions in organizing the unorganized.

The International has strengthened its legal and research staffs to provide rapid legal opinions and information necessary to conduct an effective organizing campaign.

We have appointed our first director of communications, whose duties include assisting in organizing. Our job now is to accelerate our organizing efforts, to bring the benefits of IUOE membership to the thousands of wage earners who are now without union representation.

Our organizing campaigns have been broad-based—in construction, among stationary engineers and industrial workers in both the private and public movement, with the hardest blows falling upon the construction and industrial unions. They have given us their best shots and still we have survived.

No, we have more than survived. Even on defense, we have been able to pass the multi-billion dollar highway act over a presidential veto. Thousands of our members have jobs today because of this victory. We have been able to pass the clean water act over a presidential veto.

More thousands of jobs are being generated with that victory. We have been able to pass superfund legislation that will pump billions of dollars into cleaning up thousands of hazardous waste dumps—over the opposition of the White House.

Operating Engineers intend to play a key role in this long-range program to clean up America’s poisonous waste dumps. Even now our union is training 150 journeymen to be experts in getting the job done without endangering the health and safety of the workers.

The time has come to breathe new life into the shattered dream of many American workers. We are using the rigger’s lost effectiveness to build up as we work this week toward building the very foundation of our labor movement, with the hardest blows falling upon the construction and industrial unions. They have given us their best shots and still we have survived.

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Building Trades Pres. Robert Georgine and IUOE General President Larry Dugan.

Pictured above are the Local 3 delegates who attended the 33rd Annual Convention.

Local 3 delegates (from left to right) James O'Brien, James Keenan, James Caumiant and Bob Christy.

Delegates (left to right) Ray Morgan, Don Luba, Ken Allen and George Morgan.

Pictured above is the Color Guard presenting the flag at the convention's opening. To the left are Local 3 delegates Norris Casey, Harold Huston, Pat O'Connell, Ted Wright and Bill Markus. Secretary-Treasurer Frank Hanley (right) reads the official call to the convention. Below, Dugan and Hanley welcome Building Trades President Robert Georgine to the convention.

Frank Hanley, Tom Stapleton and Larry Dugan confer on convention business.
Above are Tom Stapleton and Mayor Art Agnos of San Francisco. At left are Robert Skidgel, Norris Casey and others who ushered in Agnos to the convention.

Frank Hanley, Tom Donahue, Secy-Treas. of the AFL-CIO and IUOE General President Larry Dugan, Jr.

Lt. Governor Leo McCarthy greets Hanley and Dugan.

Tom Stapleton tells a fishing story to the delegates (above). Below is former General Pres. J.C. Turner.

Business Manager Tom Stapleton presents the convention gavel to General President Larry Dugan, Jr.

IUOE convention in San Francisco.

Photo album of the IUOE Convention
**Special Report**

**IUOE Convention**

**Replacing Reagan is top on our agenda**

Tremendous effort being waged to involve union members in grassroots political campaigns

During the years of the Depression, we lived in the Bronx, right next door to a man named Matt Rodgers, who was then a business agent for Local 15 in New York. At one point, we were fortunate enough to have Matt Rodgers say, "Would you like to go to work on a construction job?" And that kind of began the voyage out of the Depression for my family. I got an early lesson in the power and importance of unions. I found out that they meant high wages, hard work and quality work.

I learned a lot about people who want to work an hour early, just so they could swap stories about what happened yesterday, and so they could warm up the machine and be ready to produce at 7:30 o'clock in the morning. Those are stories you never read in the press. Those are realities about work that we don't get credit for.

Later on in my life, my older brother, Vinnie, became a member of this union, a member of Local 15, and worked at an oiler for probably twenty years at that trade. He used to do Frank Hanley's overtime when Frank was a bachelor and couldn't get up on those Saturday mornings. Vinnie got the best of the body of working people when he became ill with cancer. It should be noted that whatever time that he was sick, he never lost a day's pay.

That may seem ordinary to you, but I assure you, it's extraordinary. Now that's a measure of humanity of this union, and of the people who are this union. Of the late Tommy McQuire, Tommy McQuire, Jr. They're two of the best of the kind of people that this union represents, and they're two of the best for my family.

From the beginning of this union 92 years ago, the Operating Engineers set an example of that kind of caring, set an example of unity and leadership that has benefited not only it's own decided, but until the votes get counted, and we have an example of unity and leadership to. Not just until the nomination is the current trade bill. President Reagan and our affiliates haven't endorsed a candidate in the primaries this time. That doesn't mean we're sitting it out. It only means that there's no clear consensus amongst us and among our members on which candidate is most deserving of our support.

For months now, we've been conducting among our members what is the greatest grassroots political education effort ever undertaken in this country. Millions of us, and their families, have been allowed the opportunity to see and appear and read the statements by all the candidates of both parties. The statements and views that address rather directly the concerns that we have as union members. For the test is not completely how our members line up on any particular candidate, but how seriously they weigh the merits of all the candidates and how deeply they involve themselves in the candidate's selection process and the election process. Loss of our members have been involved up to this hilt, campaigning, in either at large or as supporters of individual candidates to try to get themselves elected as delegates for the state and national nominating conventions and that's all to the good. We're going to have a lot of proof of labor delegates at the Democratic Convention.

For all intents and purposes, the Republican contest is over. The Pope has been awarded to the man who helped us. For the Reagan administration. The Democratic contest is far from over, but no matter how many of the individual candidates drop out of the race, you can be sure that our members are going to stay in until the end. And we have a job to do to explain to our members in 1988 is an election year. Replacing the Reagan administration and all of its destructive policies has to be the top item on our agenda. As you well know, the Federation and our affiliates have endorsed a candidate in the primaries this time. That doesn't mean we're sitting it out. It only means that there's no clear consensus amongst us and among our members on which candidate is most deserving of our support.

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We need in this country an economic structure that's going to provide jobs and the income that are needed to sustain a democratic society, and a structure that's going to be able to produce the full range of goods and services that an independent nation can't live without; and God knows, we need to pay attention to the infrastructure that makes a country safe, efficient and liveable.

We need bridges that don't fall down, roads that don't fall apart and water and sewer systems that don't endanger public health. We need a Congress and an administration capable of establishing a rational balance between these public needs and the desires of the speculators to privatize the wealth of this nation's wealth. And we need a Congress and administration that will do something about the state of our nation's labor laws.

The National Labor Relation's Act is an object of utter failure as currently interpreted and administered, and I don't have to tell you that. You know that every day in your own local communities. Pick up the paper every day, and you will read a story of a court decision finally deciding that somebody who was fired for union activity wants to be restored to his job—five years later—four years later. That's the kind of administration that the labor law in the beginning of this country, and it reflects our inability to convince workers that we can protect them if they want to join the union.

Beginning about the week of the 15th of May, you're going to begin to see the ads of our "Union Yes" campaign on your televisions... and that campaign is going to say, "America Works Best When We Say Union Yes."

We need to keep amplifying that message, need it being told to the people who don't understand us, the truth about the workers. Our minimum wage does not have the minimum goals and what we try to accomplish in this society, and we need to be explaining to nonmembers and particularly to those people who really can deliver for them, and that we really can make them participants in a decent union and in a better society.

What we're going to do is address that responsibility to the unorganized worker and say to him or her, "Come join the union because it can help you." That's your responsibility, that's mine, that's everybody's. We need to deliver on that responsibility, and we need to work at the job of organizing and building our union's strength.
Pre-Retirement Meetings

Please make every effort to attend the Pre-Retirement Counseling meeting in your area. Engineers age 50 or older and their wives are strongly urged to attend. And any Engineer interested in discussing retirement matters is welcome. Please bring your Pension statement with you. See you there.

International Death Benefits

In response to questions regarding Death Benefits payable through the International, we reprinted on the page the Classification Schedule for International Death Benefits. Any Death Benefits payable through the International are in addition to Death Benefits payable under the Pension Plan or any of the Active Plans. If you take note, there is a $2,000 Death Benefit payable under the Pension Plan for Retirees with at least 10 Pension Credits earned in Local #55 jurisdiction.

Vacation Pay transfer

In accordance with various Collective Bargaining Agreements, vacation pay for hours worked from September 1987 through February 1988, and reported to the Fund Manager by employers prior to March 31, 1988, will be transferred to the Credit Union by the Fund Manager on May 15, 1988, and will be available for withdrawal at the Credit Union on May 31, 1988.

If you prefer to have your vacation pay paid directly to you instead of to the Credit Union, you may do so by filing a Semi-Annual Payment Request with the Trust Fund Office. You may obtain a request card at any district office or at the Fringe Benefit Center.

The Trust Fund Office must receive your completed request card no later than April 30, 1988. Checks will be issued May 15, 1988. Accounts for members on monthly transfer or time payment option are not affected by this transfer.

Retiree Picnic

Have you marked your calendars for Saturday, June 4, 1988? Good, both that is the date of this year's Retiree Picnic at Rancho Murieta. Come up Friday (June 3) at noon and stay until Sunday (June 5) at noon. There will be plenty of parking for your motor homes, your trailers, etc. Come on up and have a good time! See you there.

Fringe Benefit Forum

Pre-Retirement meetings

Eureka May 3, 7:30 p.m.
Operating Engineers Bldg.
2806 Broadway

Redding May 4, 7:30 p.m.
Operating Eng. Bldg.
100 Lake Blvd.

Marysville May 5, 7:30 p.m.
Operating Eng. Bldg.
1010 "T" Street

Concord May 11, 7:30 p.m.
Holiday Inn Concord
1050 Burnett Ave.

Oakland May 12, 7:30 p.m.
Holiday Inn-Airport
500 Hegenberger Rd.

Fresno May 16, 7:30 p.m.
Cedar Lanes
3131 N. Cedar

Watsonville May 17, 7:30 p.m.
Veterans Memorial Bldg.

San Jose May 19, 7:30 p.m.
Holiday Inn Park Center Plaza
282 Almaden Blvd.

Reno May 24, 7:30 p.m.
Nendel's Inn
55 E. Nugget Ave.
Sparks, Nevada

Auburn May 25, 7:30 p.m.
Auburn Rec. Center
123 Recreation Dr.

Sacramento May 26, 7:30 p.m.
Lobbers Hall
8545 Stockton Blvd.

Santa Rosa June 14, 7:30 p.m.
Veterans Memorial Bldg.
1351 Maple St.

Salt Lake City June 16, 7:30 p.m.
Operating Eng. Bldg.
1958 W. Temple

PETE BARRETTA gets off to early start on Rock Pile Road project

Business Agent Stew Orchard reports that Pete Barretta's job on Rock Pile Road got off to an early start this year. There are 12 operators working on this job and they will be busy moving 300,000 yards of dirt and finishing about 6 miles of subgrade.

Maggiori & Ghiolli has moved back into their job at Lake Sonoma with a smaller crew than last year and will probably finish this summer.

Last year Campbell Construction from Sacramento, took over Carl Olson Co. and with that took over a $4 million contract at the Llano Road sewer treatment plant.

This year Campbell Constr. picked up two more contracts for a total of $17 million., Holtzinger Bros. is doing the dirt work on these two contracts.

Business Agent Rob Wise reports that District 10 got an earlier start than usual. All of the local contractors had their regular employees back April 1 and are now starting to hire off the list. There is a lot of private development underway and all around it looks like a pretty decent year.

Both Atkinson and Ghiolli are hard at it on the Cloverdale By-Pass on Hwy 101. Right now there are about 100 operators between the two spreads and there will be plenty of work for the season.

The Geysers Road out of Cloverdale is coming up for bid. It will be fair dirt job with a lot of corners to straighten out and quite a bit of paving.

International Death Benefit Fund Classification Schedule

Amended, Article XX, Section 2 of the International Constitution reads as follows:

Art. XX "Death benefits are payable only upon the death of a member in good standing who was initiated prior to July 1, 1975."

All death benefits which have been accumulated by members in good standing on or before July 1, 1973 are frozen as of that date and no further benefits accrue.

Death benefits shall be paid to beneficiaries as follows and not otherwise:

Class I. Beneficiaries of members who on July 1, 1973 have been in good standing for a period of one year to five years shall receive One Hundred ($100.00) Dollars and this amount shall not thereafter increase.

Class II. Beneficiaries of members who on July 1, 1973 have been in good standing for a period of five years to ten years shall receive Two Hundred ($200.00) Dollars and this amount shall not thereafter increase.

Class III. Beneficiaries of members who on July 1, 1973 have been in good standing for a period of ten years to fifteen years shall receive Four Hundred ($400.00) Dollars and this amount shall not thereafter increase.

Class IV. Beneficiaries of members who on July 1, 1973 have been in good standing for a period of fifteen years to twenty years shall receive Five Hundred ($500.00) Dollars and this amount shall not thereafter increase.

Class V. Beneficiaries of members who on July 1, 1973 have been in good standing for a period of twenty years or more shall receive Seven Hundred Fifty ($750.00) Dollars and this amount shall not thereafter increase."

Effective August 1, 1968, the amount of death benefits payable to the beneficiary or beneficiaries of a member who has been granted a withdrawal card prior to that date shall be computed on the basis of the number of years such member has been in good standing as of August 1, 1968, and shall not thereafter be increased during the period such member remains on withdrawal card.

The amount of the death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after August 1, 1968, shall be computed on the basis of the number of years such member has been in good standing as of the date on which the withdrawal card is granted, and shall not be increased thereafter during the period such member remains on withdrawal card.

Provided, however, effective July 1, 1973, the amount of death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after July 1, 1973, shall be computed on the basis of the number of years such member has been in good standing as of July 1, 1973, and shall not be increased thereafter.

Geographical/Market Area Committee Elections

The following members were elected to hold the position of Geographical/Marke Area Committee Members, in district 20, at a specially called meeting on March 24, 1988, in Concord:

Jim Bone SS #568-60-7149
Lake Austin SS #563-26-4064
Joe Scales SS #562-62-0771

Vacation Pay transfer

In accordance with various Collective Bargaining Agreements, vacation pay for hours worked from September 1987 through February 1988, and reported to the Fund Manager by employers prior to March 31, 1988, will be transferred to the Credit Union by the Fund Manager.
The following is the complete text of Article XII, Elections, of the Local Union By-Laws:

**ARTICLE XII**

**ELECTIONS**

**Section 1**

Eligibility.

(a) Officers other than the Business Manager: No Member shall be eligible for election, he elected nor hold office under the Local Union, or have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, he elected nor hold office under the Local Union unless he shall also have been a member of the Local Union for two years immediately prior to election (subject to [e] below) and nominated by at least 1/10th of 1% of the Members of the Local Union and its Subdivisions (except the Registered Apprentice Subdivision), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Local Union as of the last day of February preceding the election.

(b) Business Manager: No Member shall be eligible for election to, hold office under the Local Union, or have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, he elected nor hold office under the Local Union unless he shall also have been a member of the District Union and its Subdivisions (except the Registered Apprentice Subdivision), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Local Union as of the last day of February preceding the election.

(c) District Member of the Executive Board: No Member shall be elected or hold office under the Local Union unless he shall have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, he elected nor hold the position of District Member unless he shall have been a member of the Local Union for two years immediately prior to election and has maintained a residence in the District he represents or seeks to represent for not less than one (1) year, preceding the first day of the dues period in which the election is held (subject to [e] below).

No Member who is on the full-time payroll of the Local Union may accept a nomination for or be elected to the position of District Member. No District Member shall continue to hold the position of District Member if he accepts employment on the full-time payroll of the Local Union.

(d) Sub-District Advisor to the Executive Board: No Member shall be eligible for election, he elected nor hold the position of Sub-District Advisor unless he shall have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, he elected nor hold the position of Sub-District Advisor unless he shall have been a member of the Local Union for two (2) years immediately prior to election and has maintained a residence in the Sub-District he represents or seeks to represent for not less than one (1) year, preceding the first day of the dues period in which the election is held (subject to [e] below).

No member retired from work at the trade shall be eligible for election, he elected nor hold office under the Local Union. This restriction, however, shall not be applicable to any member so retired who, commencing in 1985, at least one (1) year, and, commencing in 1986, in the case of one seeking the office of Business Manager, at least two (2) years, immediately prior to the month of nominations, has ceased to accept retirement benefits and returned, or actively and continuously sought to return, to full-time work at the trade.

(Commencing in 1986) No Member shall be eligible for election, he elected nor hold office under the Local Union, or have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations, has ceased to accept retirement benefits and returned, or actively and continuously sought to return, to full-time work at the trade.

No Member shall be eligible for election, he elected nor hold any Office or Position, and no person shall be employed who has been convicted of any direct or indirect financial support from any non-member of the International Union, or by Civil Court to have been false to his Affidavit that he meets the requirements of any Office or Position set forth in (a) below, and nominated by at least 1/10th of 1% of the Members of the Local Union and its Subdivisions (except the Registered Apprentice Subdivision), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Local Union as of the last day of February preceding the election.

Decision of the Executive Board: No Member shall be elected or hold Office in the Local Union solely by reason of alleged corruption or manipulation of employees, or who has been found after trial by the Local Union or by Civil Court to have been false to his Affidavit that he meets the requirements of any Office or Position set forth in (a) below, and nominated by at least 1/10th of 1% of the Members of the Local Union and its Subdivisions (except the Registered Apprentice Subdivision), who are not suspended for nonpayment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Local Union as of the last day of February preceding the election. No Member shall be elected or hold Office in the Local Union solely by reason of alleged delay or default in the payment of dues.

No Member shall be elected or hold Office in the Local Union, or have been a member continuously in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, he elected nor hold the position of Sub-District Advisor unless he shall have been a member of the Local Union for two (2) years immediately prior to election and has maintained a residence in the Sub-District he represents or seeks to represent for not less than one (1) year, preceding the first day of the dues period in which the election is held (subject to [e] below).

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No Member retired from work at the trade shall be eligible for election, he elected nor hold office under the Local Union. This restriction, however, shall not be applicable to any member so retired who, commencing in 1985, at least one (1) year, and, commencing in 1986, in the case of one seeking the office of Business Manager, at least two (2) years, immediately prior to the month of nominations, has ceased to accept retirement benefits and returned, or actively and continuously sought to return, to full-time work at the trade.

[Special Called]

[Regular]

[Notice of the right to nominate, of the form in which the nomination shall be made, the number of nominators required and of the time and place of the regular and specially called District Meetings at which nominations will be made.]

**SCHEDULE OF NOMINATING MEETINGS**

**JUNE 1988**

June 6—Monday

1— SAN FRANCISCO, 7:00 p.m.

Sebaiers International Auditorium, 550 Front Street
Special Called

2— SANTA ROSA, 8:00 p.m.

Vallejo Union Hall, 244 Maple Street
Regular

3— SAN JOSE, 7:00 p.m.

Building Trades Hall, 4381 E. Shattuck
Regular

June 7—Tuesday

20— OAKLAND, 7:00 p.m.

Wastewater (Local 96). 9900 Harbor Bridge Rd.
Special Called

20— RIVERSIDE, 7:00 p.m.

Engineers Building, 2906 Broadway
Special Called

20— SACRAMENTO, 7:00 p.m.

Labor's Hall, 6545 Stockton Blvd.
Special Called

22— SALT LAKE CITY, 8:00 p.m.

Engineers Building, 1455 W. Temple
Regular

June 8—Wednesday

2— MARYVILLE, 7:00 p.m.

Engineers Building, 1816 North Broadway
Special Called

2— HUNTINGTON BEACH, 7:00 p.m.

Engineers Building, 1010 11th Street
Special Called

11— RENO, 8:00 p.m.

Huntshire Hotel, 134 West Taylor
Regular

June 9—Thursday

2— STOCKTON, 7:00 p.m.

Engineers Building, 1916 North Broadway
Special Called

2— MORGAN HILL, 7:00 p.m.

Engineers Building, 1010 11th Street
Special Called

11— RENO, 8:00 p.m.

Huntshire Hotel, 134 West Taylor
Regular

June 13—Monday

17— MARICOPA, 7:00 p.m.

Kapaa Union School, 991 N. School Street
Special Called

14— TUCSON, 7:00 p.m.

Engineers Building, 980 Kilauea Avenue
Special Called

16— KAHULUI, 7:00 p.m.

Kailua Elementary School, 501 S. Hina Avenue
Special Called

[Notice of the right to nominate, of the form in which the nomination shall be made, the number of nominators required and of the time and place of the regular and specially called District Meetings at which nominations will be made, shall be given by publication in the April edition of the Engineers News, and promptly posted in the District and Sub-District Employment Offices or Job Placement Centers.]

[Nomination Committee: There shall be a Nomination Committee in each District, composed of the District Election Commissioner and not less than two (2) Members from the District appointed by the President of the District and not less than one (1) additional Member from the District to the Committee.]

[It shall be the duty of the Nomination Committee to receive the written nominations of officers or positions set forth in (a) through (d) above, and count the nominations of each Member nominated for each Office or Position and deliver the nominations prior to the date set for such meeting to the President who shall announce the number of nominations nominating each nominee for each Office or Position. The President shall have the responsibility of delivering the nomination received in the manner and form set out in Section 2, Nominations, of this Article.]
In the event no statement is received by the Recording and Corresponding Secretary on or before twenty (20) days from the date of mailing of the notice provided for in Article XII, Section 2(a), the nominee shall be deemed to have declined all nominations for the Offices or Positions for which he has been nominated.

(f) When nominations are called for by the Presiding Officer for a particular Office or Position, if a single nominee, he shall address the Presiding Officer reciting his name and Register Number and the name of the Member and the Office or Position for which he is nominating the Member and deliver his written nomination to the Nomination Committee.

(g) Every nomination in the event of the death, between nomination and the time of the last meeting preceding the election, of any Committee Member, in accordance with Article XII, Section 2(g), the nominee shall have been in regular attendance at the meetings of the Committee and have been nominated by a majority of the Committee, provided for in Article XII, Section 2(g), the nominee shall be deemed for all purposes to have declined all nominations for the Offices or Positions for which he was nominated.

(h) No Member may accept nomination for more than one (1) Office or Position except a Member may accept the nomination for Subdistrict Advisor and any one other Office or Position.

DECLARATION OF NOMINEE

The Undersigned states that he declines all nominations.

(Name) (Signature)

Acceptance of Nominee

The Undersigned states that he will accept nomination for:

(Office or Position)

I desire my name and (if not the incumbent) one occupational classification as set forth in collective bargaining agreement entered into by the Local Union to appear on the ballot as follows:

{Name} (Collective Bargaining Agreement Classification)

(Signature)

(Registrar No.) (Social Security No.)

(Date) (PRINT Name)

In the event no statement is received by the Recording and Corresponding Secretary on or before twenty (20) days from the date of mailing of the notice provided for in Article XII, Section 2(a), the nominee shall be deemed to have declined all nominations for the Offices or Positions for which he has been nominated.

(i) All Members nominated who are more than one hundred (100) miles from San Francisco on the day prior to and the day of the Semi-Annual Meeting in San Francisco are excused from attending for good cause, as are all who are more than one hundred (100) miles from the place of the Annual Meetings the day before and the day of the Meeting. However, a Member nominated who claims to be excused for this reason shall notify him in writing to the Recording and Corresponding Secretary in writing, by letter or telegram, not later than 6:00 p.m., Local San Francisco Time, within five (5) days after such Meeting.

(j) Eligibility of Members to Nominate. Every Member of the Parent Local Union and the Parent’s Sub-divisions, except the Registered Apprentice Sub-division, who is not suspended for nonpayment of dues preceding the first nominating meeting shall have the right to nominate.

(k) In the event of the death, between nomination and the time of the last meeting preceding the election, of any Committee Member, in accordance with Article XII, Section 2(g), the nominee shall have been in regular attendance at the meetings of the Committee and have been nominated by a majority of the Committee, provided for in Article XII, Section 2(g), the nominee shall be deemed for all purposes to have declined all nominations for the Offices or Positions for which he was nominated.

(l) Each candidate shall have the right to have an observer at the polls and at the counting of the ballots that is, each candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots.
Multiple addiction becomes epidemic

What may begin as the innocent use of a prescription drug for stress or insomnia can result in a harmful addiction. Worse, when combined with alcohol or other drugs, the use of a sedative or tranquilizer can be lethal. Over half the prescription drugs most commonly prescribed in the United States contain at least one ingredient that interacts adversely with alcohol. Mixing drugs and alcohol accounts for over 2,500 deaths and 47,000 admissions to emergency rooms each year. We hear about the celebrities who die from lethal overdoses of different drugs taken in combination, but there are thousands more we never hear about. And some of their stories are just as tragic.

More than half of all patients in chemical dependency treatment centers across the country are addicted to alcohol, as well as one or more prescription drugs. When we add cocaine and other street drugs to the prescription drugs, the cross-addiction rate with alcohol can rise as high as 80 percent. Underscoring how multiple addiction is increasing at an alarming rate, a recent survey by Alcoholic Anonymous of its Approximately 653,000 members in the United States and Canada, shows that dual addiction was reported by 79 percent of the 25-34 age group. Among all AA members, dual addiction increased from 24 percent to 31 percent when compared to AA's 1980 survey. But the prevalence of drug addition coupled with alcoholism rises to almost twice the 31 percent figure when AA's data was examined by gender and age. The cross-addiction phenomenon is nothing new. What is new are the high numbers of people who simultaneously take alcohol and other 'hard' drugs, especially cocaine. This is an extremely dangerous activity that can be fatal.

But, there is some good news. Treatment has been very successful in interrupting the drug and alcohol abuse patterns of thousands through early intervention.

Intervention is a process in which family members, friends, employers, and others confront the abuser with evidence about his drug or alcohol-related behavior that cannot be denied. It is vital that we break through his denial system, which is very strong with addicted. For assistance please call the numbers listed below for confidential HELP!

Talking to Techs

By Frank Morales

Last month we submitted a picture of a survey crew working for Brian Kangas & Foulk in the early 1950's. We would like to thank Howard Curry, John was employed by Dynamic Consultants Inc. in Dublin at the time of his death.

We would like to thank Howard Curry, John was employed by Dynamic Consultants Inc. in Dublin at the time of his death.

and also worked 32 years for the Bay Land Surveys Inc., better known as Bissel and Kamb. Pete is a 32 year member of Local 3 and also worked 32 years for the same firm. Pete says he's going to go fishing and kick back for a while. Happy retirement Pete.

In Sympathy

Our deepest sympathy to the family and friends of departed Brother John Radzanowski, an 18 year member. John was employed by Dynamic Consultants Inc. in Dublin at the time of his death.

Harold "Pete" Peterson

Pictured above is Gregory Gardes on the left, and George Cincuini of Delta Construction staking on a large subdivision in Novato. One of the hardest things on this job was that the city wouldn't let them trim brush when setting the lot corners. Everything had to be left in a natural state, if out of the street right-of-way.

Addiction Recovery Program

For information, confidential inquiries or referral please call:
A non-profit labor cooperative
California
(800) 562-3277
Outside California
(800) 562-2773

credit card

A prescription drug for stress or addiction recovery program with alcohol or other drugs, the use of the ingredient that interacts adversely with alcohol. Mixing drugs and alcohol accounts for over 2,500 deaths and 47,000 admissions to emergency rooms each year. We hear about the celebrities who die from lethal overdoses of different drugs taken in combination, but there are thousands more we never hear about. And some of their stories are just as tragic.

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San Jose cont.

Union Bylaws

(Continued from page 13)

the ballots. The observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination by the Election Committee to determine their validity as promptly as possible.

Section 5

(a) Any Member shall have the right to express his views and opinions with respect to the candidates; provided, however, that no Member shall slander the Local Unit, its Members, its Officers, District Members, or any candidate, and all Members shall avoid all personal and indecorous language in any expression of view and opinions with respect to candidates.

(b) Any Member found guilty of violating Paragraph (a) of this Section 5 shall be subject to discipline in accordance with the applicable provisions of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in addition to any fine, suspension or termination of office, not be elected to the Office for which he is a candidate, if elected thereto.

Section 6

The Recording- Corresponding Secretary, upon request of any bona fide candidate for Office, shall distribute such candidate's campaign literature, by mail or otherwise, provided the candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the nature of mailing, or other form of distribution desired, pays all costs involved, and delivers the literature, if it is to be mailed, to the Recording-Corresponding Secretary in a sealed and stamped envelope, with two (2) copies of the literature, the contents of the sealed and stamped envelope and two (2) of the envelopes in which the literature was enclosed. Two (2) copies of the literature are to be delivered to the Recording-Corresponding Secretary if it is to be distributed other than by mail. No such request shall be honored if made on or after 6:00 p.m., Local Time, the 5th day of August next preceding the mailing of the ballots.

Section 7

Where any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominee who shall then be declared duly elected to his respective Office. Nomination, and Acceptance of Nomination and election records — including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the certified public accountants, copies of all requests for distribution of the literature with copies thereof, and envelopes in which mailed, if mailed, the record of the cost thereof and the amount received for such work — it shall be preserved by the Recording-Corresponding Secretary for a period of at least one (1) year.

Credit Union

(Continued from page 4)

$5,000 from your Credit Union to pay towards your monthly payment would be only $125, versus $260 a month.

And, the interest you save is substantial.

A 5 year, $5,000 loan at 19 percent APR costs you $2,779.10 interest, versus a 5 year 14 percent APR loan that costs $1,978.99 interest. And, the best way to save money is to pay off your loan as quickly as possible. A Credit Union loan can really save you money! Please call one of our Loan Officers at (800) 877-4444 for more information.
**FOR SALE:** 1982 Dodge B200 2-Ton 1-T/2 ton '71 Dodge 4x4 2WD crew cab. $2,500 or best offer. Combine and tractors. Located at 1360 N. Main Street, Marysville, CA 95901. (209) 728-1411.

**FOR SALE:** 1979 Travelestar Trailer 40 Ft Double Tip. $10,500.00. Located at 3201 E. O'Farrell St, Manteca, CA 95336. (209) 239-1/2 ton back hoe hauler ramps steel Bed electric winch lots of storage. (415) 795-1477 SS # 556-86-1426

**FOR SALE:** 20 acres Camino, CA off Hwy 50 take Snow CA. Come one and all for a good time! We will be having a District picnic this year. Retirees and at the Operating Engineers' Hall, 1958 West North Temple. There will be fun games for Scheidel 3/20/88. We will miss them.

**FOR SALE:** 1979 Travelestar Trailer 40 Ft Double Tip & nu tone center island, bed, side bath, electric super jack, 2763 Reg #1142959 4/88

**FOR SALE:** 1962 Dodge B200 2-Ton. $2,500 or best offer. Combine and tractors. Located at 1360 N. Main Street, Marysville, CA 95901. (209) 728-1411.

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Union Privilege Legal Services

Attorney List: Local 3 Area

Note: Due to lack of space, not all areas of practice have been listed for each attorney. Contact the office for complete information and rates.

Attorney | Areas of Practice
--- | ---
El Sobrante | General
Larry F. Holdrich, 5069 Apian Way | Personal Injury
El Sobrante, CA 94803; (415) 223-5842

Fresno | General
Bonett & Farrington, 1322 E. Shaw Ave., Suite 360 | Personal Injury
Fresno, CA 93710; (209) 225-4444

Oakland | General
Malcheski & Parker, 490 Lake Park Ave., Oakland, CA 94610; (415) 444-5334

Petaluma | See listing:
Thuesen Law Offices, 7 Fourth St., Suite 37 | San Francisco
Petaluma, CA 94952; (707) 763-5030

Sacramento | General
Vidor A. Bertolino, Inc., 1731 J St. Suite 100 | Personal Injury
Sacramento, CA 95814; (916) 442-8814

Salinas | Family
Parlin Law Office, & West Gabian St., Suite 5 | Criminal
Salinas, CA 93901; (805) 754-6889

San Francisco | Personal Injury
Malcheski & Parker, 707 Corland Ave. | Criminal
San Francisco, CA 94105; (415) 826-6300

Nichols, Dol & Rapaport, Atkinson-Nichols | Family
San Francisco, CA 94104; (415) 322-2211

Landmark Bldg., 1032 Broadway | Personal Injury
San Francisco, CA 94103; (415) 775-8250

Scally Law Offices, Inc., 310 Montgomery St. #375 | Workers Comp.
San Francisco, CA 94104; (415) 322-2211

Van Bourg, Weinberg, Roger & Rosenfeld | Employment
875 Battery St., San Francisco, CA 94111 | Workers Comp.
(415) 644-4000

San Jose | Family
Hertz, Richard W., 1515 The Alameda #201 | Real Estate
San Jose, CA 95126; (408) 279-0222

Smith & Johnson, 277 W. Hedding St. #217 | Family
San Jose, CA 95110 | Workers/Estate
(408) 287-7717

San Mateo | Personal Injury
Thirkell, Pippion & Croatan | Criminal
181 2nd Ave., Suite 625, P.O. Box 190 | Personal Injury
San Mateo, CA 94401; (415) 348-1016

Walnut Creek | Family
O'Brien & Sullivan, 1500 Newall Ave. #401 | Personal Injury
Walnut Creek, CA 94596; (415) 935-8800

Hawaii | Criminal
Hoku & Watson, 333 Queen St., Suite 100 | Personal Injury
Honolulu, HI 96813; (808) 531-5927

Nevada | Personal Injury
King, Jonathan H., 429 Marsh Ave. | Family
Reno, NV 89509; (702) 322-2211

Schroeder, John N., 438 Court St. | Personal Injury
Reno, NV 89501; (702) 329-3000

Utah | General
Armstrong, Rawlings & West, 1300 Waker Center | General
175 S. Main St., Salt Lake City, UT 84111 | Personal Injury
(801) 350-2093

Bugden, Walter F., Jr., 257 Towers, Suite 340 | Criminal
257 East 200 South-10 | Personal Injury
Salt Lake City, UT 84111; (801) 332-7282

Houp, Eckersley & Downey | Workers Comp.
419 Boston Blvd. | Civil Litigation
Salt Lake City, UT 84111; (801) 332-4543

Election Committee Notice

William M. Markus, Recording—Corresponding Secretary of Operating Engineers Local Union No. 3. announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the month of August, 1988.

Article XII, Section 3, Elections:

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate, for any Office or Position. The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

Meetings to elect Election Committee:

May 1988

3rd District 3: Stockton - Engineers Bldg. 1916 North Broadway
5th District 2: Richmond - Point Marina Inn 915 W. Cutting Blvd.
10th District 5: Fresno - Laborer’s Hall 5431 East Hedges
17th District 8: Sacramento - Laborer’s Hall 6545 Stockton Blvd.

June 1988

6th District 10: Santa Rosa - Veterans Bldg. 1361 Maple St.
8th District 9: San Jose - Labor Temple 2102 Almaden Rd.
8th District 12: Salt Lake City - Engineers Bldg. 958 W. N. Temple
9th District 11: Reno - Musicians Hall 124 West Taylor

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