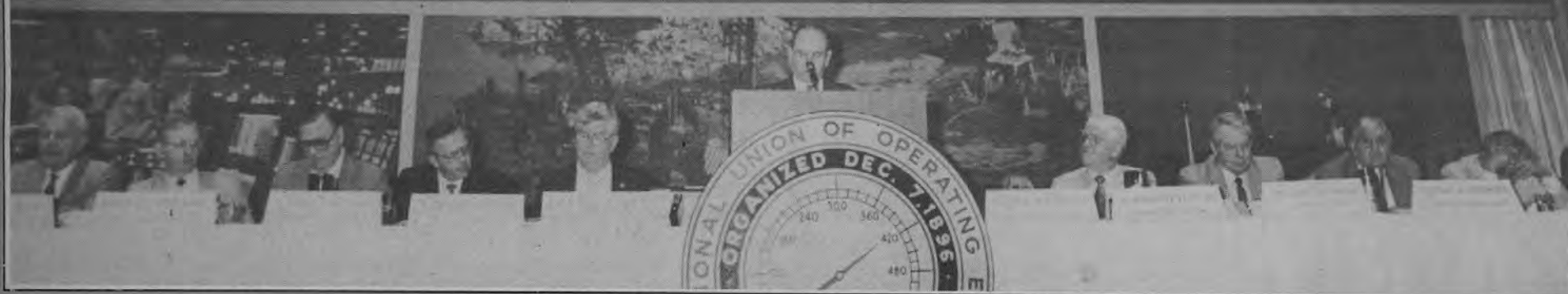


Operating Engineers: Building a New Tomorrow



The 33rd Convention of the International Union met this month in San Francisco (special report on pages 6-10)

Engineers News

Vol. 40, No. 4

Operating Engineers Local Union #3, AFL-CIO San Francisco, CA



April 1988

IUOE convention charts course for 'building a new tomorrow'

The 33rd Convention of the International Union of Operating Engineers was held in San Francisco this month in San Francisco.

After a short welcoming speech by Local 39 Business Manager Art Viat, the gavel was turned 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



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.

"When I got elected to the state legislature 12 years ago, the Operating Engineers were with me and when I got elected to the Mayor's office the Operating Engineers were with me."

We cannot let the nonunion bring us down to their level, we have to force them up to our level. To do that we



must start with our skills at the work place. We have to make sure our apprentices are the best. We have to make sure that the people we send out on the jobsite are the best."

Stapleton then introduced San Francisco's new mayor, Art Agnos to welcome the Operating Engineers to San Francisco. Agnos briefly pointed out to the delegates from across the United States and Canada that his relationship local 3 dates back over twenty years.

"When I first got involved in politics, the operating engineers were with me," he recalled. "When I first ran for the state legislature almost 12 years ago, the operating engineers were with me, and when I ran for Mayor last year, the operating engineers were with me."

Agnos said that as a member of the State Assembly for almost 12 years, it was the leadership of the operating engineers who, working with him, helped provide the important labor and social legislation that has made California the great state that it is.

Following Mayor Agnos's address, Business Manager Stapleton turned the gavel and the convention over to permanent Chairman and International Union General President Larry Dugan.

Dugan reviewed events of the International Union since he took office in 1985. "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," Dugan said. "We are pulling

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 MasterCard 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 you 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

Continued on page 6

Continued on page 2



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 this 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 about now. We wondered why in the world we ran for election.

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 over the years through thick and thin. We call them the "fair union contractor." They're an endangered species. We don't always see eye to eye, but we knew we had to work together for our mutual benefit.

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 open shop. We're not going to beat the nonunion by sinking to their standards. We've got to beat them by forcing them to come up to ours. If we don't want to work for nonunion wages, then we better make sure we can outproduce them every day of the week.

We have to constantly sharpen our skills. We have to put in a solid day's work for a day's pay. We have to work clean on the job. No alcohol or drugs to impair our ability and jeopardize our co-workers' safety. We have to make sure our graduating apprentices have earned the title of "qualified journeyman."

Every program we've implemented this past six years has been aimed at accomplishing those two key concepts - working in a partnership with the fair union employer and helping our people to outproduce the nonunion.

We've worked hard to involve our membership in the campaign to defeat the nonunion element. Our Market Area committees, Bylaws Committee and the implementation of new "productivity enhancement committees" (more on that later) are all evidence of our effort to make sure that the membership takes an active role in forging the future of this union.

Now is the time to be building a new tomorrow. The choice is in our hands. We can either stand firm and fight or sit around and chew the fat about how bad things are until it all blows up in our face. I for one, would much rather slug it out with the enemy. That way, I can at least go to sleep at night with a clean conscience that I've done all I could do.

Union announces legal services benefit

Continued from page 1

70% of the lawyer's normal fee. In a contingent fee case - where 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 commonly needed 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 returned to the program 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 the dispute through informal mediation or, if necessary, arbitration.

Exclusions: Because this is a union program, matters involving any union-related organization or union official 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 members 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.

The panel of lawyers serving the program has been selected from lawyers involved with the labor movement and other group legal plans. Each lawyer has had to:

- Be interested in serving union members;
- Agree to provide all program benefits, both free and discounted;
- Agree to provide written fee agreements with all program participants;
- Keep each member fully informed of the status of his or her case; and
- Abide by the administrative responsibilities required of all participating attorneys.

"In discussions I've had with the Union Privilege Department, they've received a very positive response from union members who have used the legal services program," Stapleton said. "Nearly 100 percent of those who

have sent in the evaluation form have rated the service 'valuable' or 'extremely valuable.' Additionally, over 75 percent of those who have used the service have resolved their problem free of charge.

Tips on choosing a lawyer

• When in doubt, call a lawyer. By the time it occurs to you that legal advice may be needed, it probably is. Preventative law makes sense. A free consultation now can save you a big fee later.

• Trust your feelings and judgement. You need to feel confident about and comfortable with your lawyer. If you aren't, look for someone else.

• Settle fees in advance.

• Be clear about what you expect in the way of

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 to the postage paid address. It's your money and you should provide your input on how you want it allocated.

communication.

• Remember that you are the boss, but your lawyer is the expert. Tell your lawyer what you want but then let him or her do the job.

See page 16 for list of participating attorneys.

Speaker introduces legislation

Bill to reduce workers comp delays

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 we should not be able to reduce the time it takes to process and resolve compensation claims."

California's workforce has grown from about 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 inches of unprocessed mail were backlogged 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 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-efficient 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.

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 work load 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** in 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 followup 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



Be a champion of control! Set a goal to start reducing your high blood pressure during May, which is National High Blood Pressure Month.

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.

Fast Food Facts

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 is known to increase your chances of developing 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? Many fast-food restaurants have published information about the calorie, fat, and sodium content of their menu items. Ask for one of these nutrient brochures at your local restaurant, or write to the headquarters of these restaurants (addresses are provided at the end of this article). Calorie, fat, and sodium values can vary significantly from item to item and from one restaurant to another. To get started, here are some general tips to keep in mind when eating at fast-food restaurants.

To reduce your calorie and fat intake.

•Fast-food breakfasts tend to be higher in fat, calories, and cholesterol than are other meals. Choose cereal with low-fat milk, fruit or juice, plain toast, English muffin, fruit 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 breading or skin.

•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.

Continued on page 4

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 two to three times more likely to have heart attacks than are non-smokers. 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 risk 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 may find it easier to exercise, and exercise will help you lose weight in the long run.

I've known some people who have smoked for 30 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 raises blood pressure 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 smok

Continued on page 4



The Toll-free number for the C.A.L.L. Service was incorrect in the March issue of the Engineers News. The correct number is (800) 662-6328. The Credit Union apologizes for any inconvenience this may have caused.

Home Equity Loans

Spring is here and many of you have projects planned, maybe its in the back yard. Whatever your project, a home Equity Line of Credit Loan can be an excellent way to finance home improvements--you only pay interest on the outstanding balance and the improvements add to the value of your home.

Home Equity loan rates are lower than other types of loans because the loan is secured by the equity you have in your home. In addition, Home Equity loan interest is one of the few tax deductions left under the new tax laws. You may deduct interest on Home Equity loans up to the fair market value of your home minus any outstanding mortgage, or up to \$100,000, whichever is less.

Your Credit Union can lend you up to 75 percent of the equity in your home, minus any outstanding mortgage. Our Home Equity loan is an adjustable rate that is tied to the Prime Rate. We guarantee that your initial rate will not increase for one year. After the first year, the rate may adjust quarterly. Please call our Home Equity Loan Specialist on our toll-free number, (800) 877-4444, for details on rates and terms.

A winning combination

A Credit Union checking account combined with an ATM Card gives you an easy way to manage your money. Our checking account has no monthly fees or per-check charges, and there is no minimum balance requirement. In addition, you earn interest on balances over \$300.00.

With an Operating Engineers ATM Card, you can withdraw up to \$200.00 per day from your checking account, 24 hours a day, 7 days a week. You'll have access to ATMs all over the United States, including ATMs located at many 7-11 and Safeway Stores. Call your Credit Union TODAY for applications for a checking account and an ATM Card.

Line of credit: 14 percent

Your Credit Union offers an excellent rate for a Line of Credit loan. At 14 percent APR you'll find this rate is much lower than you pay on your credit cards. Most credit cards charge from 17 percent to 20 percent interest, and even charge you a yearly fee. You can save money if you pay off these cards with a Line of Credit from your Credit Union.

In addition, with a low cost Line of Credit you can lower your monthly payments.

For example, if you borrow

(Continued on page 14)

Go for your goal – quit smoking now

Continued from page 3

ing, 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

How to eat right

For those with high blood pressure

Continued from page 3

Onion rings have even more fat and calories than do french fries.

- The baked potato starts out as a low-fat food. However, when you add cheese, bacon and the works, the calories double and the fat value sky-rockets. A better bet is to add a small amount of margarine and then add vegetables from the salad bar, such as chopped green onion and perhaps a tablespoon of shredded cheese.

- Use small amounts of ketchup and mustard as condiments. They are lower in calories and fat than are mayonnaise and mayonnaise-based sauces. But even ketchup and mustard must be used in moderation if you're watching your sodium intake.

- Salad bars are a healthy option offered at many fast-food restaurants. When lining up at the salad bar, choose lettuce or another variety of greens, and stick with the plain fresh fruits and vegetables. To cut down on calories and fat, avoid mayonnaise-based items such as potato salad, macaroni salad, and pasta salad. Items such as bacon bits and cheese can quickly add calories and fat.

Use salad dressing sparingly. A tablespoon of most salad dressings contains about 100 calories.

- Soft ice cream has the lowest calories and fat of most desserts generally available on fast-food menus. A plain

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 to save 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 I need strong willpower to quit smoking?

Millions of people who believe that they have little or no willpower 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 to change 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 others even lose weight. To some extent, this depends on whether you substitute food for cigarettes. If you do gain weight, it is best to quit smoking completely first, then concentrate on your diet and physical exercise to control weight. Deciding on a smoke-free life strengthens your ability 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, your 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." If in doubt consult a specialist. You'll be glad you did, and so will your heart.

soft ice cream cone has around 190 calories and 5 grams of fat. Cookies and pies have about 100 calories more, and a much higher percentage of their calories come from fat.

- Ask what kind of fat is used to fry foods at the restaurant. Avoid items that have been fried in beef fat, lard, coconut oil, or palm oil.

To reduce sodium intake

- Order sandwiches without the pickle (93 mg. sodium). Use small amounts of ketchup (180 mg per tablespoon). Cheese adds 200 to 400 mg of sodium per slice.

- Skip the bacon bits, pickled vegetables, cheese, olives, and croutons at the salad bar.

- French fries are not as high in sodium as most people think. They taste salty because all the salt is sprinkled on the outside of the fries. Ask the counter-person to hold the salt, and you'll save yourself a couple hundred milligrams of sodium.

- Order pizza with vegetables such as mushrooms, green peppers, and onion. Skip the pepperoni, sausage, and ham.

Fast-food meals can be either laden with calories, fat, and salt or relatively low in calories and healthy. The next time you eat in a fast-food restaurant, remember, you can eat wisely and healthy if you make the right choices.

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.

Bechtel Construction Co. has started work on their co-generation plant in King City. They're now just about ready to start putting up all 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 determine the causes for 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 brother engineers to the company.

Granite 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 in the foundation for the new silos. They were also awarded the new tunnel portion of work, which consists of a 600 ft. tunnel that will have material fed into it 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 and conveyors award was \$1.9 million each, so this section alone will create work for several brother engineers. The start of

this project coincides with the Logan Quarry's 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 follow up this project. The 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 be awarded 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,

(Continued on page 14)

Labor Roundup

OSHA to resume inspections after six years of paper checks policy

The AFL-CIO has welcomed the Occupational Safety & 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.

Federation safety specialist Margaret Seminario, said the agency's action is "long overdue." In 1982, OSHA began its "records check" policy, in part, as a way to maintain its annual inspection figures while it continued to cut back on the number of inspectors nationwide.

The policy change will mean that OSHA's 1,200 inspectors will spend more time on each inspection and thus the total number performed will drop, Seminario pointed out. But, "given the fact the 2,000-plus records checks produced very little in the way of actual workplace safety, the actual number of walk-through inspections will increase," Seminario said.

Organized labor challenged the records check policy from the beginning, charging that it diverted inspectors from actually conducting wall-to-wall general inspections, and it encouraged employers to omit some worker injuries in their safety logs.

"It was a flawed policy from the beginning," Seminario said. "OSHA's own inspections show that the employer-kept records on injuries aren't to be believed," she pointed out.

Seminario noted that the policy change came just one week before Senate oversight hearings on OSHA were scheduled to begin. The policy had been attacked by labor because inspectors reviewed safety logs in the front office and often decided not to

inspect the back shop. In a number of instances workers were killed or injured shortly after an OSHA records check when a full inspection might have spotted the violations and prevented harm to workers.

She pointed out that "the change comes too late to help workers like Stefan Golab, a Chicago worker killed on the job by cyanide fumes from open vats, shortly after OSHA had made a records check, or those workers injured at the John Morrill meat processing plants." Morrill was cited for underreporting worker injuries after having been exempted from inspections based on its OSHA logs.

OSHA Administrator John A. Pendergrass 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

Television Message

An Auto Workers television spot depicts a member explaining to his daughter why government help is needed to keep good jobs in America. UAW President Owen Bieber said the TV advertising campaign, including two 30-second commercials, reinforces the vital importance of decisions made by government.



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.

'Stop Lorenzo' drive moves into high gear

Union witnesses this month told a special inquiry of a "reign of terror and intimidation" at Eastern Air Lines under Frank Lorenzo as the union-buster's plan to dismantle Eastern suffered yet another judicial bashing.

The "Stop Lorenzo" campaign by the Machinists, Air Line Pilots and Transport Workers moved into high gear, including a protest on the steps of the U.S. Capitol, co-sponsored by the Communications Workers and AFL-CIO Industrial Union Dept.

But "Stop Lorenzo" action also came again from U.S. District Judge John H. Pratt in Washington.

Pratt, who last week cited Eastern for contempt of court and blocked its sale of the profitable Eastern Shuttle to another Texas Air Corp. subsidiary, threatened a \$10,000-a-day fine unless Eastern withdraws all regulatory paperwork for such a sale.

The result, regardless of the outcome of appeals, is a devastating delay to Lorenzo's blueprint to siphon off money-making Eastern operations to other non-union Texas Air components.

The judge had found Eastern in contempt because it went ahead with the sale of its Washington-New York-Boston air shuttle despite a July 1987 injunction against such spinoffs because they unilaterally alter employees' working conditions.

In opening-day testimony before a Citizen's Commission of Inquiry into Texas Air Corp., several union leaders with first-hand knowledge of Lorenzo's tactics used terms like "corporate raider" and "absolute contempt" to describe him.

The panel, created by the three major Eastern unions because of the effect of Lorenzo's action on employees of both Eastern and Continental airlines, is headed by Eleanor Holmes Norton, a law professor at Georgetown University.

Mary Jane Barry, president of Transport Worker Local 553 representing Eastern flight attendants, said Lorenzo "instituted a reign of terror and intimidation" after the workers rejected unfair wage cuts.

"He is only interested in making a quick profit," Barry testifies. "People don't matter to Lorenzo, only his personal balance sheet."

Air Line Pilots executive director Randy Babbitt, said



President Mary Jane Barry of the Transport Workers Local 533 displays T-shirt that targets union-buster Frank Lorenzo, who has acquired Eastern Airlines.

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 waitress 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 KCSM Channel 60 at 7:30 p.m., and on the last Thursday of each month KRCB Channel 22 at 7:00 p.m. and KQEC Channel 32 at 9:30 p.m.

Upcoming programs have already been scheduled for April 27 and 28.

Eastern has been building a "war chest" to fight its employees, rather than improving the carrier, and Machinists District 100 president Charles Bryan charged that Lorenzo has engaged in "psychological warfare" by stripping Eastern of its most valuable assets.

The rally at the U.S. Capitol was aimed at expressing support for a joint resolution authored by Reps. James Howard, D-N.J. and Norman Mineta, D-Calif., calling for an investigation by the Secretary of Transportation into Texas Air and its subsidiaries.

Special Report

IUOE Convention

Convention builds for new tomorrow

Continued from page 1

together as one team in this International Union. Locals are sharing with other locals. A solid sense of brotherhood has been reborn between our local union and our International."

His goal, he said, is to bring to the 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."

He reminded the delegates that his first act as General President was to announce that organizing would hold the number one priority of his administration. He noted that he knew success would come only if a spirit of close cooperation and unity among the local unions and the International was re-ignited. "We have taken a long and productive step in that direction. We are now pulling together as a team. The results, I believe, reflect the benefits of this rekindled spirit of cooperation."

"During 1986, we managed to cut our membership losses substantially. In 1987, for the first time this decade, our union showed a net gain of more than eleven hundred members."

He pointed out that the construction industry in particular has been hurt by the pervasive anti-union climate and open shop operations that have come to dominate the field. Today, just one in five construction workers carries a union card. But the pay they earn with a union card is far superior. The Department of Labor recently reported that a union worker in construction receives \$241.00 more in each weekly paycheck than the nonunion construction worker.

Dugan said that the IUOE will take the offensive "to bring a legislative end to the unwarranted, unjust and unfair practice of double breasting that has cost our members thousands upon thousands of jobs."

Pointing out that only 28 percent of the jobless in the United States receive unemployment compensation, he said that union will seek legislation to restore equity in the system.

"We will take the offensive to broaden the Occupational Safety and

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, 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. "What you have to know at the outset is 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 taxpayers' 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.



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 differences that must occur in our structure.

That partnership, in the face of enormous international competition in the economic world, must exist and this administration encourages the viewpoint that organized labor is the enemy and it's the source of America's economic troubles.

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 elect 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 taxpayers' 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.

We have learned how to be better fighters

Those of you who are veterans of these conferences know that the last eight years have not been the happiest of times. Is there a person in this hall who thinks for a moment that we are better off now than we were eight years ago?

The Reagan years have forced all of us to take a good hard look at who we are, what we stand for and what our trades can realistically expect in the future. Well, we're about to find out. We're about to find out how much we learned during the Reagan era. We're about to find out what we can really accomplish.

You could adopt the attitude that in eight months Reagan is gone, nothing or no-one could be worse, so we have no place to go but up.

Well, I don't agree with that kind of thinking.

"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."

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.

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



Robert Georgine

Special Report

IUOE Convention

Pres. Dugan tells delegates Key to union's strength is organizing strategy

When I was a young man working at the trade in Arizona 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 reborn 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 suffering a heavy loss in membership. Indeed, between 1981 and 1986, our membership rolls declined by an average of 12,000 a month.

It was clear to me when I took my oath of office as General President on June 1, 1985 that we had to stop this hemorrhage or 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 represent its members.

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 buckle down 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 recapturing our position as a dominant force in our jurisdictions and within the trade union movement.

Realistically, the expanding economy of the past two years 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



General President Larry Dugan, Jr.

public sectors of our economy. We have learned that opportunities are all around us, and that we have many winning arguments to make.

The construction industry, in particular, has been hurt by the pervasive anti-union climate and open shop operations that have come to dominate the field.

Today, just one in every five construction workers carries a union card. But the pay they earn with a union card is far superior. The Department of Labor recently reported that a union worker in construction receives \$241 more in each weekly paycheck than the non-union construction worker. That, my friend is a bonus of six bucks an hour for working union. And we all know that there are precious few fringe benefits paid by open shop contractors.

Among all wage earners in all fields, union employees' average annual pay was 36 percent higher than the pay of non-union workers. Yes, we have the arguments. And they extend beyond the paycheck and fringe benefits into the area of safety and dignity on the job.

We need every bit of strength and unity that we can muster to bring solutions to the many problems that we face.

For more than seven years now, the trade union movement has been forced to play defense. In the United States and Canada, politicians dominated by conservatives have had an upper hand. It has not been an open hand. Rather, it has been a clenched fist swung repeatedly at workers and their unions. They have managed to undercut 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.

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 breath new life into the shattered dream of many American and Canadian workers-the dream of owning a home, of driving a decent car; the dream of providing college education for our kids and financial security for our families.

This is the primary challenge facing us as we work this week toward building a new tomorrow. But, our work will not end with adjournment. Because success, to a large degree, will hinge on our ability to elect even more of our friends to the halls of congress and, to the White House, a president who has an understanding of fairness.

I'm not going to lecture you on the importance of contributing money and time to candidates who are our friends. I would, however, like to read to you a statement made by one of history's true defenders of democracy,

"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 buckle down for the long haul. We recognized that revitalizing our organizing efforts would take time ..."

Winston Churchill. This is what he said:

"At the bottom of all tributes paid to democracy is the little man-walking into a little booth, with a little pencil, making a little cross on a little bit of paper. No amount of rhetoric or voluminous discussion can possible diminish the overwhelming importance of that point."



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



Pictured above are the Local 3 delegates who attended the 33rd



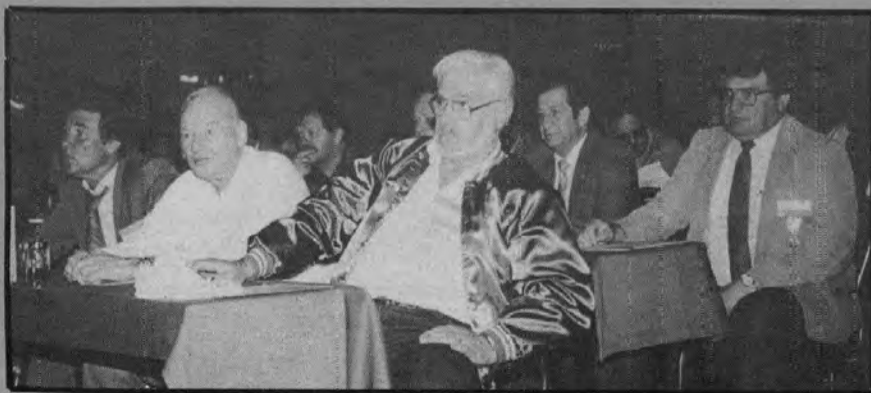
Local 3 delegates (from left to right) James O'Brien, James Killean, James Caumiant and Bob Christy.



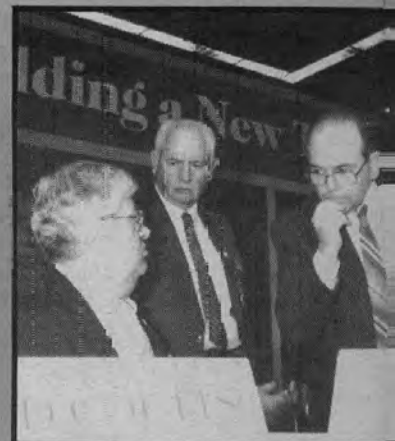
Pictured above is the Color Guard presenting the flag at the convention's opening. To the left are Local 3 delegates Norris Casey, Harold Huston, Pat O'Connell, Ted Wright and Bill Markus. Secretary-Treasurer Frank Hanley (right) reads the official call to the convention. Below, Dugan and Hanley welcome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



Local 3 conver



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

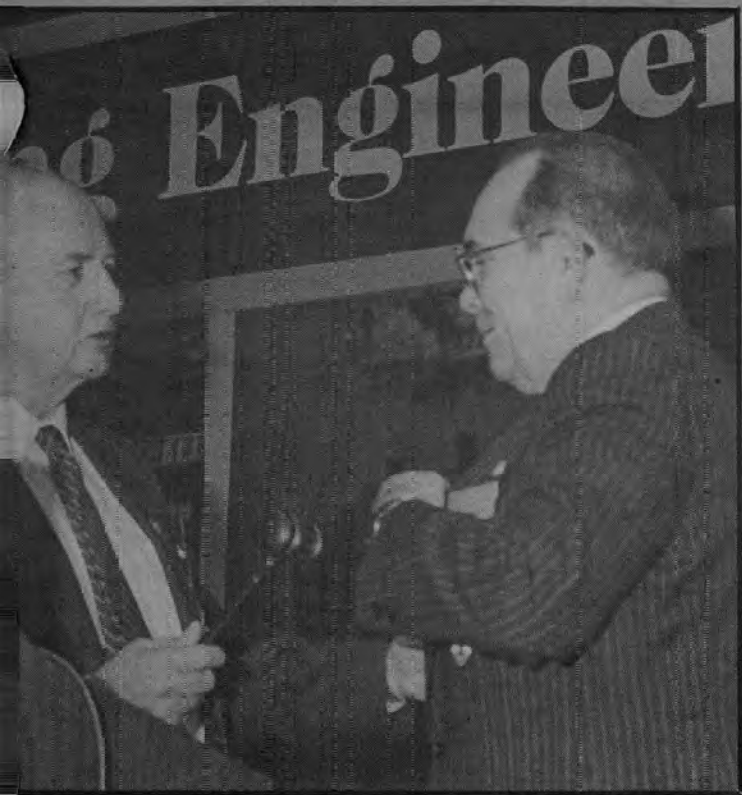


Frank Hanley, Tom Stap... Larry Dugan confer on business.



... IUOE convention in San Francisco.

photo album of the IUOE Convention



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



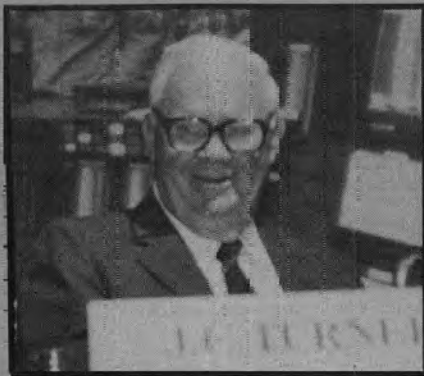
Above are Tom Stapleton and Mayor Art Agnos of San Francisco. At left are Robert Skidgel, Norris Casey and others who ushered in Agnos to the convention.



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



Lt. Governor Leo McCarthy greets Hanley and Dugan.



Stapleton and Dugan at convention



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



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 went 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 8:00 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 as 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 benefit of that. Later on in his life, 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

"I learned a lot about people who went 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 eight o'clock in the morning."

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 its own members, but workers everywhere.

I'll tell you my favorite story, shortly after I was elected secretary-treasurer of the AFL-CIO, we had a meeting of the Executive Board of the George Meany Labor Study Center, and we were standing around having coffee waiting for the meeting to begin. Hunter walked into the room, and I had been drinking coffee and eating one of those sticky buns, and I said, "Hunter, I can't shake your hand, my hand is all sticky," and he said, "You got to learn secretary-treasurers

never say that."

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 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 among 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 our members, and their families have been afforded 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 of working people.

For us 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 electro-process. Lots of our members have been involved up to the 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 prize has been awarded to the man who helped bring us 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 and go the distance because we have to. Not just until the nomination is decided, but until the votes get counted in November.

Our main job has to be to continue to do everything in our power to see to it that when our members and their families go to the polls, they're going to be the best informed and the most highly motivated voters in history. And our aim has to be not just to replace a president, who has ignored the interests of working people, but also to replace the senators and congressmen and governors who have echoed his views, who have filibustered on behalf of his policies, and



AFL-CIO Secretary-Treasurer Tom Donahue

who have voted to sustain his veto.

Beyond the elections, we face the enormous task of cleaning up the wreckage of those eight years of decline and decay, and of restoring confidence in the integrity and direction of governmental agencies and governmental program — agencies and programs that have been systematically undermined in this administration.

This country needs a whole new social contract that recognizes the duty of government to advance the welfare of all the people, and not just that of the moneyed people in our society. We need a trade policy in this nation based on the exchange of products and services on equal terms between nations, in place of the existing one in which corporations have managed to divide the world into two parts; one in which goods are produced at lowest cost by people who can't even afford to buy them, and another part in which those goods are sold at higher prices to people who no longer have the means to make them.

We need, right now, a president who ought to stop threatening to veto the current trade bill. President Reagan has said now that he intends to veto the Omnibus trade bill, as it now is in its final days of the Senate House Conference Committee. They're not even finished with their work and he announces he'll have to veto this bill. He says he is against the bill because it would require employers to give 60-days notice that they intend to close a plant. He says he is against the bill because it applied sanctions against Toshiba for the Toshiba sale of secrets to the Russians, a sale which cost this nation about \$30 billion in research and

development.

He says he is against the trade bill because the bill would provide additional trade adjustment assistance for workers who are out of work because of it. That's an incredible list for a president of the United States.

We need in this country an economic structure that's going to provide the 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 livable.

We need bridges that don't fall down, roads that don't fall apart and water and sewage systems that don't endanger public health. We need a Congress and an administration capable of striking a rational balance between these public needs and the desires of the speculators to privatize the whole 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 Relations Act is an object of utter failure as currently interpreted and administered. I don't have to tell you that. You know that every day in your own little communities. Pickup the daily labor report 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 led the labor law in the beginning of this country, and its reflected in 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 be selling to the people who don't understand us, the truth about trade unions and what our legitimate goals are and what we try to accomplish in this society, and we need to be explaining to nonmembers and prospective members that we 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 all about is carrying that responsibility to the unorganized worker and say to him or her, "Come join the union. We 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.

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



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. **Retirees 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 #3's 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 Manag-

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

The Trust Fund Office must receive your completed request card no later than April 30, 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, because 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.

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, 1973.

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.

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 "I" Street
- Stockton** May 10, 7:30 p.m.
Operating Eng. Bldg.
1916 N. Broadway
- 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.
VFW Post 1716
1960 Freedom Blvd.
- 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.
Laborers Hall
6545 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.N. 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.

Maggoria & Ghilotti 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 Ghilotti are hard at it on the Cloverdale Bypass 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.

Geographical/Market Area Committee Elections

The following members were elected to hold the position of Geographical Market 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 #563-26-4604
- Joe Scales SS #562-62-0717

OFFICIAL ELECTION NOTICE

Recording-Corresponding Secretary William M. Markus, in compliance with the Local Union By-Laws, Article XII, Section 2 (b), publishes the following notice:

(A) *Notice of Right to Nominate*
Article XII, Section 2(j)

Eligibility of Members to Nominate: Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-Division), who is not suspended for non payment of dues preceding the first nominating meeting shall have the right to nominate.

(B) *Form in Which Nominations will be made*
Article XII, Section 2 (e).

Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the Form following:

If by a single nominator:

NOMINATION

I hereby nominate _____
Register No. _____ For _____

Signature _____

Social Security Number _____

Register No. _____

If more than one nominator:

NOMINATION

We hereby nominate _____
Register No. _____ For _____

Signature _____ Social Sec. No. _____ Reg. No. _____

(C) *Number of Nominators Required*
Article XII, Section 1(a) and (b)

The minimum number of eligible nominators required for a candidate for Officer based on the Local Union Membership (excluding Registered Apprentices) on February 29, 1988, of 31,310 members is thirty-two (32).

The minimum number of eligible nominators required for District member of the Executive Board is one (1).

(D) 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.
Seafarers International Auditorium, 350 Fremont Street
Special Called

10— SANTA ROSA, 8:00 p.m.
Veterans Building, 1351 Maple Street
Regular

50— FRESNO, 7:00 p.m.
Building Trades Hall, 4831 E. Shields
Regular

June 7—Tuesday

20— OAKLAND, 7:00 p.m.
Warehousemen Local #6, 99 Hegenberger Rd.
Special Called

40— EUREKA, 7:00 p.m.
Engineers Building, 2806 Broadway
Special Called

80— SACRAMENTO, 7:00 p.m.
Laborer's Hall, 6545 Stockton Blvd.
Special Called

Special Called June 8—Wednesday

70— REDDING, 7:00 p.m.
Engineers Building, 100 Lake Blvd.
Special Called

90— SAN JOSE, 8:00 p.m.
Labor Temple, 2102 Almaden Road
Regular

12— SALT LAKE CITY, 8:00 p.m.
Engineers Building, 1958 W.N. Temple
Regular

June 9—Thursday

30— STOCKTON, 7:00 p.m.
Engineers Building, 1916 North Broadway
Special Called

60— MARYSVILLE, 7:00 p.m.
Engineers Building, 1010 "I" Street
Special Called

11— RENO, 8:00 p.m.
Musicians Hall, 124 West Taylor
Regular

June 13—Monday

17— HONOLULU, 7:00 p.m.
Kapalama Elementary School, 1601 N. School Street
Special Called

June 14—Tuesday

17— HILO, 7:00 p.m.
Kapiolani School, 966 Kilauea Avenue
Special Called

June 15—Wednesday

17— KAHULUI, MAUI, 7:00 p.m.
Kahului Elementary School, 410 S. Hina Avenue
Special Called

The following is the complete text of Article XII, Elections, of the Local Union Bylaws:

ARTICLE XII ELECTIONS

Section 1

Eligibility.

(a) *Officers other than the Business Manager:* No Member shall be eligible for election, be elected nor hold office 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, be elected, nor hold office 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 Sub-divisions (except the Registered Apprentice Sub-division), 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 Union as of the last day of February preceding the election.

(b) *Business Manager:* No Member shall be eligible for election to, be elected to, nor hold the office of Business Manager unless he shall have been continuously in good standing in the Local Union for a period of two (2) years preceding the month of nominations (subject to [e] below); and nominated by at least 1/10th of 1% of the Members of the Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), 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 Union as of the last day of February preceding the election.

(c) *District Member of the Executive Board:* No Member shall be eligible for election, be elected nor hold the position of District Member unless he shall have been 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, be 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, be elected nor hold the position of Sub-district Advisor unless he shall have been 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, be 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).

(e) If no Member fulfills the foregoing conditions of eligibility for a particular Office or Position, any Member currently in good standing in the Local Union, and otherwise eligible, shall, upon the filing of an Affidavit that he meets the requirements of Section 504 of the Labor Management Reporting and Disclosure Act of 1959 and Article XII Section 1(a) of these By-Laws be eligible to be nominated for and elected to, and to hold, that Office or Position.

(f) Members of the Registered Apprentice Sub-division shall not be eligible for nomination or election to any Office or Position set forth in (a) through (d) above.

(g) No member retired from work at the trade shall be eligible for election, be elected nor hold office in this 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.

(h) Commencing in 1985, no member shall be eligible for election, be elected nor hold office who has not during the year, and commencing in 1986, in the case of one seeking the office of Business Manager, two (2) years immediately prior to the month of nominations, been continuously employed at the trade, or who has not actively sought continuous employment at the trade. This restriction, however, shall not apply to any member serving or acting in any capacity for the Local Union or the International Union, or who has been assigned by the Local Union or the International Union to perform work in furtherance of the interests of organized labor.

(i) No Member shall be eligible for election, be elected, or hold any Office or Position, and no person shall be employed who has been convicted of any crime involving moral turpitude, offensive to trade union morality, or who has been found after trial by the Union or by Civil Court to have been false to his trust or misappropriated Union Funds or property or who is commonly known to be a crook or racketeer preying on the labor movement and its good name for corrupt purposes, whether or not previously convicted for such nefarious activities.

(j) No Member shall be in good standing unless he has paid all current dues to the Local Union within thirty (30) days after they shall have become due and payable, as evidenced by his dues book stamps. No Member whose dues have been withheld by his employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to nominate, to vote or be a candidate for Office in the Local Union solely by reason of alleged delay or default in the payment of dues.

(k) No candidate (including a prospective candidate) for Local Union office, and no supporter of a candidate for Local Union office, may solicit or accept any direct or indirect financial support from any non-member of the International Union of Operating Engineers or from any foundation, corporation or other entity whose funds are derived in whole or in part from any person not a member of this International Union.

Section 2

Nominations.

(a) *Nominations:* Nominations shall be made in the month of June at the regularly scheduled District Meetings as directed by the Local Union Executive Board as a special order of business, or at specially called meetings in that month in Districts in which there is no regularly scheduled meeting.

(b) *Notice:* 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.

(c) *Nomination Committee:* There shall be a Nomination Committee in each District, composed of the District Election Committeeman and not less than two (2) Members from the District appointed by the Presiding Officer just prior to nominations. In the event the District Election Committeeman is absent, the Presiding Officer shall appoint one (1) additional Member from the District to the Committee.

(d) It shall be the duty of the Nomination Committee to receive the written nomination when delivered by a nominator, count the nominations of each Member nominated for each Office or Position and deliver the nominations prior to the close of each meeting to the Presiding Officer who shall announce the number of nominators nominating each nominee for each Office or Position. The Presiding Officer shall have the responsibility of delivering the nom-

inations to the Recording-Corresponding Secretary who shall cause them to be delivered to the Secretary of the Election Committee.

- (e) Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the form following:

If by a single nominator:

NOMINATION

I hereby nominate _____,
Register No. _____ For _____

Signature _____

Social Security No. _____

Register No. _____

If by more than one nominator:

NOMINATION

We hereby nominate _____
Register No. _____ For _____

Signature _____

Social Security No. _____

Register No. _____

- (f) When nominations are called for by the Presiding Officer for a particular Office or Position, if a single nominator, 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. If there is more than one nominator, one of the nominators shall address the Presiding Officer reciting his name and Register Number and the names and Register Numbers of the other nominators and the name of the Member and the Office and Position for which he is nominating the Member and deliver the written nomination to the Nomination Committee.

- (g) All Members nominated, otherwise eligible, in order to continue to be eligible shall have filed with the Recording-Corresponding Secretary of the Local Union within ten (10) days after having been notified in writing by the Recording-Corresponding Secretary of his nomination to Local Union Office, Section 504 of the Labor-Management Reporting and Disclosure Act of 1959 Affidavit, and a written acceptance of his nomination to Office, and in addition, shall have been in regular attendance at all regularly scheduled Local Union Membership Meetings and home District Membership Meetings held after nominations and before election, subject, however, to a reasonable excuse based upon good cause such as physical incapacity, or death in family. Within five (5) days after the nominations have been concluded, the Recording-Corresponding Secretary shall mail to each Member nominated, at his last known home address, notice of his nomination and the Office to which he has been nominated.

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

DECLINATION OF NOMINEE

The Undersigned states that he declines all nominations:

(Name) _____ (Signature) _____

(Register No.) _____ (Social Security No.) _____

(Date) _____

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) _____

(Register No.) _____

(Social Security No.) _____

(Date) _____

(PRINT Name) _____

In the event no statement is received by the Recording-Corresponding Secretary on or before twenty (20) days from the date of mailing of the notice 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 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 their regular District Meetings the day before and the day of the Meeting. However, a Member nominated who claims to be excused for this reason shall notify the Recording-Corresponding Secretary in writing, by letter or telegram, not later than 5:00 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 its 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 Constitutional Officer who has been nominated to Office in the forthcoming election, any Member of the Local Union, who is otherwise eligible, shall be eligible to be nominated and upon his filing with the Recording-Corresponding Secretary of an Affidavit that he meets the requirements of Section 504 of the Labor-Management Reporting and Disclosure Act of 1959 and his acceptance of such nomination shall be eligible to be elected to, and, if elected, to hold the Office to which the deceased Officer had been nominated. If the death occurs after the last Meeting preceding the election, nomination shall be effected by filing the Affidavit that he meets the requirements of Section 504 of the Labor-Management Reporting and Disclosure Act of 1959 and a statement of candidacy with the Recording-Corresponding Secretary prior to the election but in no event more than five (5) days after the deceased Officer's death.

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.

- (c) The Election Committee shall determine whether or not each candidate nominated is eligible. Any candidate found not to be eligible shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall govern, and the ballots shall be prepared accordingly.
- (d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the pre-

paration of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the nominees for Business Manager first and the Constitutional Officers next, and other positions thereafter in the order in which they appear in Article VII, Section 1 of these By-Laws with a separate ballot of a different color for each District for nominees for District Member, listing the incumbent for each Office or Position first and the other nominees for the same Office or Position in alphabetical order by their last name (the candidate's name and one occupational classification, i.e., classification set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him being printed as it appears on Acceptance of Nominee Form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Election Committee shall cause a sample ballot to be published in the July edition of the *Engineers News* preceding the election, and to be promptly posted in the District Job Placement Centers.

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

- (e) The certified public accountants shall mail the ballots and return envelopes to the eligible voters between August 10th and 16th preceding the election, and shall open the post office box for the first and last time on the August 26th next following, at 10 o'clock a.m. of that day. In the event August 26th should be a Sunday or a holiday, the post office box shall be opened by the certified public accountants on the following day, at the same time.

The certified public accountants shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee, or a sub-committee thereof, shall be present at the mailing of the ballots, the opening of the post office box, and the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

- (f) The Election Committee shall declare the candidate for each Office and Position receiving a plurality of the votes elected, except that the three (3) candidates receiving the highest number of votes for the Office of Trustee and the Position of Auditor shall be declared elected. The certificate of the certified public accountant shall be published in the September edition of the *Engineers News* following the election.
- (g) The newly elected Officers shall be installed, at a specially called District Meeting in District No. 1, not later than September 15th.

- (h) Every Member who is not suspended for nonpayment of dues as of August 11th, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his Employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his Employer to the Local Union.

Eligibility to vote for District Member shall, in addition, be based on each Member's last known address as shown on the records of the Local Union on August 1st prior to the mailing of the ballots, and each Member shall be eligible to vote only for the nominees for District Member for the District in which such address is located.

Section 4

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

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 pre-

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

scription 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 total under-21 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 addiction 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 abuse 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 among those addicted. For assistance, please call the numbers listed below for confidential HELP!

San Jose cont.

Continued from page 4

which doesn't have any work at all at this time. We're optimistic they'll start picking up work soon.

The Salinas branch has managed to keep fairly busy. They have started working on the widening of Hwy. 68. They're also putting in an underpass at Toro Park, which has been needed for quite some time.

The Monterey branch has kept fairly busy too with the Spanish Bay Project, which was a good shot in the arm for that department.

The Santa Cruz branch is moving right along with their ongoing project over at Capitola Mall. They've employed quite a few engineers, and we understand will continue for some time.

As far as all the plants go, they're holding their own, maintaining their 40 hours a week steadily with very little time lost.

San Jose Picnic

On a final note, we'd like to announce the upcoming District 90 BBQ Picnic. It will be held on Sunday, July 31, 1988, at the Hellyer Park in South San Jose. Hours: 10:00 am to 6:00 p.m. There will be fun games for both adults and children, music, raffles, etc. The menu will include: BBQ steaks, beans, salad, french bread, and hot dogs for the children. Wine, beer and soda will be served too. The price of the tickets will be announced in the next issue of the Engineers News. All District 90 business agents will carry tickets with them, and they will be available at the office as well. Hope to see you all there!

Credit Union

(Continued from page 4)

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

And, the interest you save is sub-

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 as to their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

Section 5

(a) Every Member shall have the right to express his views and opinions with respect to the candidates; provided, however, that no Member shall libel or slander the Local Union, its Members, its Officers, District Members, or any candidate, and all Members shall avoid all personalities 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 procedures 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 expulsion, suffer the loss of 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 type 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 5:00 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 nominees who shall then be declared duly elected to their respective Offices. 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 campaign literature with copies thereof, and envelopes in which mailed, if mailed, the record of the cost thereof and the amount received for such work — shall be preserved by the Recording-Corresponding Secretary for a period of at least one (1) year.

stantial. 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. As you can see, a Credit Union loan can really save you money! Please call one of our Loan Officers at (800) 877-4444 for more information.

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, who retired from Brian Kangas & Foulk four years ago. Howard called and gave us the names of a couple of the unknowns and corrected a couple of the names.

If you have a copy of last month's Engineers News, the names are as follows from left to right: Ed Baca, Virgel Metcalf, Jim Foulk, still unknown, Rupert Tinker, Ted Taylor, Frank Laak, Len Dalve, Wes Readhead, Harvey Bloomquist, Ray Coleman, Howard Curry and Lee Pennington. Thanks again, Howard.

The Tech Department would like to extend its congratulations to Harold "Pete" Peterson who just retired from the firm of Delta Bay Land Surveys Inc., better known as Bissel and Karn. 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 Gardea on the left, and George Cinquini 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.

Swap Shop: Free Want Ads for Engineers

FOR SALE: 1962 Dodge Bobtail Dump-Truck 361, 52 5 yd. Air brakes, good Cond. \$2,750. Angelo Andreini 14000 Andreini Rd. Red Bluff, CA. 96080 (916) 343-1386 Reg. #2006579 3/88

FOR SALE: Planning Retirement? Here's the place! 60 acres, mostly pasture, creek, stock pond, 1985 American Family Mobile 14X70, Farm tractor w/brush hog & box blade, shed, well, septic system, pecan trees, quail and dove for the hunter. Large lake nearby for the fisherman. For more info. Call: (405) 295-3413 or write: Claude F. McIntosh Rte. 1, Box 172 Bokchito, OK 74726 Reg. #1063796 3/88

FOR SALE: Custom built 4 bdrm. 2 tile ba., 2050 sq. ft. lvrng. rm. fam. rm. dble fireplace in-between. Laundry rm. etc. Beautiful wood paneling in all rms. 18X35' gunite pool patio. B'que pit & much more on 2 acres of large pines. A quiet peaceful retreat. City of Redding water \$115,500 Joe M. Paulazzo 3945 Alma Ave. Redding, CA. 96002 (916) 223-1026 or (916) 243-4302 Reg. #0865537 3/88

FOR SALE: Beer & Wine Tavern in Tehama County near Redd Bluff, CA. Cement block bldg. incl. 2 bdrm. apt. Patio in rear also own trailer pad w/submersible pump \$65,000. Joe M. Paulazzo 3945 Alma Ave. Redding, CA. 96002 (916) 223-1026 or (916) 243-4302 Reg. #0865537 3/88

FOR SALE: Oroville foothills 7 1/2 acres w/ 12X64' mobile home. Storage trailer, well septic & power & case tracker & Disc. \$55,000 will take as down late model pick-up A/T/D/T. Alex Cellini 1521 Valley View Dr. Yuba City, CA. 95991 (916) 674-3927 Reg. #1013084 3/88

FOR SALE: 5 plus acres 10 miles from Auburn, all fenced underground sprinklers. Public water. Fruit trees, good well & Stream Fishing adjoins 3 bdrm 2 1/2 ba.. Central heat/air 2 wood stoves. 2 car gar. elect. opener 2 story barn all just 8 yrs. old all school buses stop at gate. 2 horses, chickens, dogs stay if desired. \$179,000 Health forces sale. For Appt. phone J. Bushan at (916) 888-6222 Reg. #0413422 3/88

FOR SALE: 1977 Truck & Camper 3/4 ton Bonanza (20) Chev. \$5,000 mi. 93,000 Cliff Wilson (707) 538-1842 SS#404-40-3153 3/88

FOR SALE: 2 acre 4 bdrm 2 full ba.. (Gridley) Central heat/air screen patio, in ground pool, 2 car gar. permanent pasture, irr. water, barn & coral \$115,900 (916) 846-4372 or (707) 745-5400 Joseph Wingham 854 Dewsnup Ave. Gridley, CA. 95948 Reg. #0711891 3/88

OWN YOUR OWN BUSINESS: Choice corner property in lovely Shasta Area 8 mi. from Redding Tire & Auto Repair Center. \$200,000 TERMS. Harold Reed Evenings (916) 246-9420 Reg. #1219685 3/88

FOR SALE: 1978 Minnie Motor Home 360 Dodge Eng. good gas mi. new tires & Batteries, Awning, low mi. since overhaul, roof, air, dash air, C. B./Stereo, Cruise Control, Good Shape \$6,995. Just right for Rancho Murieta Picnic. W. A. Sheeman 25 Alan Way Martinez, CA. 94553 (415) 228-1101 Reg. #0251068 3/88

FOR SALE: Pheasants live or dressed. David Kennedy (415) 537-2594 (Castro Valley, CA. 94552) Reg. #1768889 3/88

FOR SALE: 1 plus acre Oregon Coast. Tall trees 2 mi. to beach & town. Paved rd. & power \$8,000 owner finance. Arnold Preuss (916) 878-2140 15880 McElroy Rd. Meadow Vista, CA. 95722 Reg. #1160259 3/88

FOR SALE: Thomas Electronic Organ w/special effects (Thomas Organ Co. Sepulveda, CA. Model GD-232 Healthkit Transistor) complete w/operational & instruction books, bench and record \$200 or B.O. Manuel Romero 1885 E. Bayshore Rd. #5 Palo Alto, CA. 94305 (415) 326-4218 Reg. #310699 3/88

FOR SALE: 20 acres Camino, CA. off Hwy. 50 take Snow Rd. to Braden Rd. Beautiful Mtn scenery \$2,500 per acre. Call Rose Landers (415) 449-8244 3/88

FOR SALE: Fishing equipment 7 molds & lead, extra reels. Dan R. Loewen 4103 E. Washington Ave. Fresno, CA. 93702 (209) 268-1391 Reg. #0363309 3/88

FOR SALE: 1977 Excel Travel Trailer 26' fully self contained w/hitch, twin bds, rear ba.. AM/FM radio, roll-up antenna, awning, exc. cond.. ready to go. \$5,000 O.B.O. William A. Murphy 1400 Holly Dr. Lodi, CA. 95242 (209) 368-0955 Reg. #269986 3/88

FOR SALE: 20X24' Cabin in Tollgate, Oregon area. 87 acres \$18,000 also 77 Komfort 31' Travel Trailer in excel. cond.. Awning air cond., shower/tub. \$6,600 1977 Ford LTD. \$1,000 O.B.O. Good Comfortable family car. Paul Potter 1900 Park Cir. Marysville, CA. 95901 (916) 741-1821 3/88

FOR SALE: 1983 Pace Arrow 30 ft Class A Motorhome model #R-29 8,037 org. mi. Chev 454 eng. Auto/Trans. 6.5 Onan Gen. w/115 hrs. fully equipped. 3 way frig. range, oven, microwave, food blender, ice crusher, full size made-up bed w/dressing vanity sofa/bed, over head bunk, captain chairs, tub/shower, broom closet, large clothes closet, generous cupboards/storage compartments T.V. hook-up w/roof mounted rotating antenna. Stereo system/Quad speakers. 2 air conditioners and more... Must see to appreciate! Must sell. Contact Bill Markus at (707) 252-2821 or (415) 431-1568 3/88

FOR SALE: 1979 Diesel Cad. Eng. complete. heads are cracked. New pump & injectors Block in good shape \$200 or B.O. Tom Spiller Jamestown, CA. 95327 (209) 984-5716 Reg. #1054919 3/88

FOR SALE: 1927 Chevy Eng. & Trans. and front axle & wheels \$500 O.B.O. Tom Spiller Jamestown, CA. 95327 (209) 984-5716 Reg. #1054919 3/88

FOR SALE: 1972 Motorhome w/low mi. in good cond.. \$6,500 Tom Spiller Jamestown, CA. 95327 (209) 984-5716 Reg. #1054919 3/88

FOR SALE: 2 bdrm & ba.. House w/basement recreation rm. guest house, large shop & large store rm. cemented driveway. 2 cemented trailer spaces w/elect & water 12 trees & large waterfall lots of space for garden satellite dish within minutes to 3 lakes, Whiskey. Keswick and Shasta. \$92,000

Write to: John Woznick P.O. Box 34 Shasta, CA. 96087 or call: (208) 454-2455 after 5 p.m. Reg. #1219739 3/88

FOR SALE: 4-Plex on 6.7 acre lots-zoned commercial 2 blks from college lots of hunting & fishing. \$55,000 Write to: John or Audrey Woznick 2204 South Indiana Street Caldwell, ID. 83605 or call: (208) 454-2455 after 5 p.m. Reg. #1219739 3/88

FOR SALE: 3 Antique tables Coffee & 2 end tables. hand carved set. Drum table, very nice antique 2 crystal & silver lamps. Walnut Bdrm set. French peru couch & chair (call to see.) \$7,500 takes all. Cecil R. Hollars 241 Pau Hana Cir. Citrus Hgts, CA. 95621 Reg. #1058704 4/88

FOR SALE OR TRADE: 3208 Cat. eng. complete, w/allison auto trans, & many extra's. 225 H.P. Can see & hear. runs good. \$4,800. 4 new radial tires mounted on 10 hole bud light weight wheels, 10 X 22 R. \$700. One big Wacker with 15"X15" Comp. Pad runs real good. \$350. Henry P. Sand Jr. 6643 Woodward Manteca, CA 95336 (209) 239-2242 Reg. #1101983 4/88

FOR SALE OR TRADE: Property in Northern California, of equal value. Dble lot in Clearlake, CA. w/shed & 1/2 fencing. \$38,000 Gene Thiessen 225 E. Walnut Dixon, CA. 95620 95620 (916) 678-5131 Reg. #1079788 4/88

FOR SALE BY OWNER: 3 bdrm. 2 1/2 ba. 7 yrs old. Full basement, sump pump on sewer, city water, carpeted, gar. dr. opener. Forced air heat/air extra fan. Large lot fully landscaped, small tool shed, Bus service, churches, in small quiet town on hwy 71. Everything like new. Owner on premises. \$52,000 Call (816) 297-2544. or write Mrs. Lillian Erdwins. P.O. Box 60 R #2 Adrian, MO. 64720 Reg. #0600835 4/88

FOR SALE: Trailer Reasonably priced, 10 or 12 ton, 2-axle, eight-wheel, tilt-bed or ramp trailer, electric or hydraulic brakes, pintle-eye hitch. Mark Cutter 5542 Fairview Court. Foresthill, CA. 95631 (916) 367-2182 Reg. #1958910 4/88

FOR SALE: Caisson World War II 4 horse hitch wagon

159th Inf. Serv. Co. Sell or Trade covered wagon. John Phillips 555 Cascade Road San Leandro, CA. 94577 Call evenings (415) 635-0808 4/88

FOR SALE: 1979 Traveler Trailer 40 Ft. Double Tip out Large Ba. A/C, Propane, Forced air/heat, "like a home" \$10,000. O.B.O. 3/4 ton Pickup towable. Near Lake Camanche. Must see to appreciate. E.L Oller P.O. Box 30 Wallace, CA. 95254 (209) 763-5334 Reg. #0632559 4/88

FOR SALE: 1980 Suburban, 9 passenger, 454 eng. Powered by gas & propane. 16.5 tires, chrome wheels plus running boards. Set up for pulling trailer. \$7,800. also, a 1977 Coachmen 27' trailer. New Tires, carpet, linoleum. Roof air, back bdrm. \$6,500. Both very clean. Sold together, ready to go: \$13,300. James E. (Gene) Parker, 47080 Havasu St. Fremont, CA. 94539 (415) 657-8766 Reg. #1046810 4/88

FOR SALE: Lincoln Welder: gas 225 onan air cooled recent repairs runs good. Leads \$1,500. Also a Ford F-7 4 1/2 ton back hoe hauler ramps steel Bed electric winch lots of recent repairs. \$2,000. Bud Wells 124 Hermosa Oakland, CA. 94618 (415) 547-0553 Reg. 0557433 4/88

FOR SALE: Mountain Cabin, 24' X 20' Ex. condit. on almost 1 acre of land in Tolegate, Oregon area. also, a 1977 31 ft. Komfort Trailer. self-cont. air condit. awning ex. condit. Also, a 1977 Ford LTD lots of miles, but a great riding car. For info. call (916) 741-1821, or write to Paul E. Potter P.O. Box 1401 Olivehurst, CA. 4/88

FOR LEASE: Service Station & repair sliges. Clean partially equipped. 2 bay with hoist. Money maker for a 1st class mechanic. Low rent & takes small amount of capital to open. Ready for the heavy summer tourist trade. Major oil company. Same owner & location 45 yrs. Super location close to Reno 33 mi. Tahoe 65 mi. & Carson City 50 mi. Just off I-80 freeway. Commuters daily to Reno and Fallon. For additional info, or want to see it, phone (702) 789-1125 Reno, (702) 575-4553 Fernley. Or write to James A. Smith Box 176 Fernley, Nv. 89408 Reg. #0745116 4/88

FOR SALE: 31 Ft. Airstream trailer, 1979 Excella 500, new tires, zip lee awnings all around, window guard, front guard, thermx heater 6000 BTU, very clean, built in vacuum & nu tone center island, bed, side bath, electric super jack, stabilizer jack, air condit. less than blue book price. AM-FM radio, electric antenna. also have a complete Reese hitch with adjustable bars. Just in time for Rancho Murita picnic. Adrian Thomas (806) 345-5060 Reg. #1492893 4/88

FOR SALE: 79 Prowler 5th wheel 32' trailer, King size bed. Microwave, full ba. nice interior \$9,300. Dennis Little 12072 Hidden Valley Rd. Grass Valley, CA. 95949 (916) 477-2763 Reg. #1142959 4/88

FOR SALE: Queen size water bed w/6 drawer (under-dresser), bookcase, headboard, & padded side-rails. Complete \$150. A 9 drawer dresser \$25. Three ladder back chairs \$15 each. Storage chest w/2 sliding doors \$20. Set of dishes-red \$35. A Sears Blender, still in box. \$20. David Gentry (415) 795-1477 SS # 556-86-1426

FOR SALE: 21 Ft LAYTON House trailer, 1986 model. Used only 4 times. \$7,000.00 call: Dorothy Lance (209) 299-7339 4/88



Salt Lake City: The staff in Salt Lake City offer their condolences to the families of the following deceased: Norell Checketts, January 25; Lewis Nielsen, February 3; Earl H. Whitaker, January 20; Lester Hansen, February 6; Lucian C. Crandall, January 17; James E. Case, February 15; Leland H. Ostler, January 13; Thomas E. Keele, February 12; Merlin C. Smith, February 14; Denis R. Nielsen, February 26; Edward W. Cranney, February 25; Donald Hedrick, March 3.

Marysville: Our condolences to the families and friends of the following deceased brothers: retired brother Floyd Foutch, retired brother Jose Gutierrez, retired brother Robert W. Nelson and retired brother King W. Walters.

Fresno: Our sincere sympathy to the family and friends of our brothers who have recently passed on: Samuel Stokes 12/19/87; Pershing Bell 2/5/88; Ralph Bulaich 2/29/88; Alfred Stockdale 2/11/88; and Joe Scheidel 3/20/88 We will miss them.

News: TUESDAYS! That's Every Tuesday Folks! District 50 (Fresno) has a new retiree chairman and he is in the Fresno office every Tuesday to answer any retiree questions you might have or just to talk if you have a need.

Whatever your need is, please come in and meet Lawrence Ramos our Retiree Chairman for Theta Chapter. Lawrence has been a faithful union member since 1941 and is well respected by his peers. We look forward to seeing you soon!

Reno: Our sincerest sympathy is extended to retiree Bill Ponton whose wife, Claudia, passed away on March 26 after a lengthy illness.

Santa Rosa: Congratulations to Brother Joe Duran who married Monti on March 19, 1988 at Lake Tahoe.

Also, congratulations to Brother Fred Dunton and his wife Loriane. They had a baby girl, Rachel, on March 21, 1988. She was 7 lbs, 6 1/2 ozs.

Take your Picnic!

Marysville: Mark your calendars now for the Marysville District Picnic, May 14, 1988! This will be the first district picnic this year. Retirees and their wives will not be charged. Children under age 12 are free too. The menu will include barbecue beef, salad, beans, french bread and chili salsa. Tickets are \$7.00 in advance, \$8.00 at the door; \$15.00 for the whole family in advance, \$16.00 at the door. Service will begin at 12:00 noon and continue until 4:00 p.m. Free beer and soft drinks will be available, and there will be something else for the brothers who do not drink beer.

The location is the S.Y.O. Building, Acacia and Butte House Road, Sutter, CA. Come one and all for a good time a great lunch. You can get your tickets at the Marysville office or from any of the business agents.

SANTA ROSA: District Representative Chuck Smith has announced that tickets for the District 10, 4th Annual Picnic are on sale now. The cost of everything has gone up so high they had to either raise the tickets to \$10 or \$12 or sell the beer and soft drinks. After talking with several members, they have decided to keep the cost down for the food and charge for the beer and soft drinks.

Cost of the tickets are \$8.00 in advance and \$10.00 at the door. Retiree tickets will be \$6.00. Beer tickets will be 50¢ each or three for \$1.00. Soft drinks will be 25¢ or three for 50¢. The hot dogs will still be free for the kids.

All the agents will have tickets available so any interested member should get in touch with them. The picnic will be held on Saturday, June 25 at the Founders Grove, Sonoma County Fairgrounds.

UTAH: District Representative Donald R. Strate has announced that the Retirees Picnic will be held on June 18, 1988 at 11:00 a.m. Located at the

Operating Engineers' Hall, 1958 West North Temple. The annual picnic will also be held on June 18th at 1:00 p.m. at the Operating Engineers' Hall, 1958 West North Temple. There will be a Pre-retirement meeting at 1:00 p.m. at the same location on June 18, 1988. The retirees will eat first and will not be charged for their meals. The price for the annual picnic is \$5 for active members and their families (for the picnic beginning at 1:00 p.m.)

FAIRFIELD: Coming soon! Fairfield is having another spectacular picnic on Sunday, July 17, 1988. Mark your calendars and watch for more details in the next *Engineers News*.

SAN JOSE: Announcing the upcoming District 90 BBQ Picnic on Sunday, July 31, 1988, at the Hellyer Park in South San Jose. Hours: 10:00 am to 6:00 p.m. There will be fun games for both adults and children, music, raffles, etc. The menu will include: BBQ steaks, beans, salad, french bread, and hot dogs for the children. Wine, beer and soda will be served too. The price of the tickets will be announced in the next issue of the *Engineers News*. All District 90 business agents will carry tickets with them, and they will be available at the office as well. Hope to see you all there!

Attention all DREDGEMEN

Geographic/Market Area Committee Election

May 15, 1988 at 9:00 a.m.
Elks Lodge
3994 Willow Pass Road
Concord, CA.

We will also discuss current and upcoming work.

Attend Your District Meetings

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

Engineers News

WIPA

T. J. (Tom) Stapleton

Business Manager and Editor

Harold Huston

President

William Markus Bob Skidgel

Rec.-Corres Secretary

Vice President

Wally Lean

Norris Casey

Financial Secretary

Treasurer

James Earp

Managing Editor

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

May

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

6th District 10: Santa Rosa
Veterans Bldg.
1351 Maple St.

8th District 9: San Jose
Labor Temple
2102 Almaden Rd.

8th District 12: Salt Lake City
Engineers Bldg.
1958 W. N. Temple

9th District 11: Reno
Musicians Hall
124 West Taylor

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 Larry F. Holdrich, 5069 Appian Way El Sobrante, CA 94803; (415) 223-5842	General
Fresno Bonett & Farrington, 1322 E. Shaw Ave., Suite 360 Fresno, CA 93710; (209) 225-4044	General Personal Injury
Oakland Malcheski & Parker, 490 Lake Park Ave. Oakland, CA 94610; (415) 444-5334	See listing: San Francisco
Petaluma Thuesen Law Offices, 7 Fourth St., Suite 37 Petaluma, CA 94952; (707) 763-5030	General
Sacramento Victor A. Bertolani, Inc., 1731 J St. Suite 100 Sacramento, CA 95814; (916) 442-8614	General Personal Injury
Salinas Perlman Law Office, 6 West Gabilan St., Suite 5 Salinas, CA 93901; (408) 754-6669	Family Criminal
San Francisco Malcheski & Parker, 707 Cortland Ave. San Francisco, CA 94110; (415) 826-6900 Nichols, Doi & Rapaport, Atkinson-Nichols Landmark Bldg., 1032 Broadway San Francisco 94123; (415) 775-8200 Scully Law Offices, Inc., 300 Montgomery St. #735 San Francisco, CA 94104; (415) 362-0241 Van Bourg, Weinberg, Roger & Rosenfeld 875 Battery St., San Francisco, CA 94111 (415) 864-4000	Personal Injury Criminal Estates Personal Injury Workers Comp. Employment Wills/Estate General Personal Injury Workers Comp.
San Jose Herz, Richard W., 1515 The Alameda #201 San Jose, CA 95126; (408) 279-0222 Smith & Johnson, 277 W. Hedding St. #217 San Jose, CA 95110 (408) 287-7717	Family Real Estate Family Wills/Estate Personal Injury
San Mateo Thirkell, Piepoint & Cretan 181 2nd Ave., Suite 625, P.O. Box 190 San Mateo, CA 94401; (415) 348-1016	Criminal Family Personal Injury
Walnut Creek O'Brien & Sullivan, 1500 Newell Ave. #401 Walnut Creek, CA 94956; (415) 935-8800	Personal Injury Family
Hawaii Hoke & Watson, 333 Queen St., Suite 1000 Honolulu, HI 96813; (808) 531-5927	Criminal Personal Injury
Nevada King, Jonathan H., 429 Marsh Ave. Reno, NV 89509; (702) 322-2211 Schroeder, John N., 436 Court St. Reno, NV 89501; (702) 329-3000	General Personal Injury General Wills/Estate
Utah Armstrong, Rawlings & West, 1300 Walker Center 175 S. Main St., Salt Lake City, UT 84111 (801) 359-2093 Bugden, Walter F., Jr., 257 Towers, Suite 340 257 East 200 South-10 Salt Lake City, UT 84111; (801) 532-7282 Houpt, Eckersley & Downes 419 Boston Bldg. Salt Lake City, UT 84111; (801) 532-0453	General Personal Injury Family General Criminal Personal Injury Workers Comp. Civil Litigation

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 STOCKTON—Engineers Building, 1916 North Broadway
5th RICHMOND—Point Marina Inn, 915 W. Cutting Blvd.
10th FRESNO—Laborer's Hall, 5431 East Hedges,
17th SACRAMENTO—Laborer's Hall, 6545 Stockton Blvd.