



Engineers News



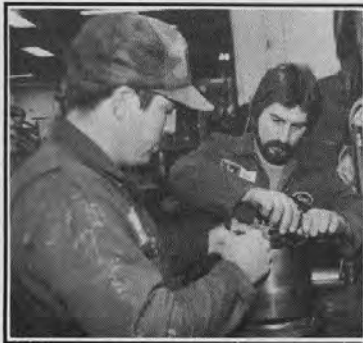
VOL. 47, NO. 4

OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA

April 1989

Empire Tractor

keeps the iron running in the Redwood Empire. (Page 8 & 9)



Community Outreach

effective tool for organizing (Page 6)



Jackets!

They're on their way for those who have participated in the 20-cent an hour program.



Local 3 throws hat into TV ring

By James Earp, Managing Editor

Local 3 made its first major foray into the world of television this month when it signed on as a sponsor of the Oakland A's on KICU Channel 36 in San Jose. In a move to build on the union's successful radio campaign, Local 3 will air 30-second televised messages highlighting the benefits of membership in the union during all A's games and post game shows that are televised by the station.

"This is something new for us," Business Manager Tom Stapleton explained. "We are getting a very positive response on our radio advertising program, which has been underway now for the past three months. But when the opportunity came to sponsor a championship baseball team, we decided to go for it this year and see how it works out.

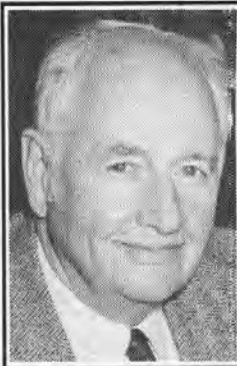
"In my opinion, one reason our radio program has been so well received is that the messages are being spoken by our own members. We're not using slick paid actors to sell unionism. Our members are telling it like it is in their own words, and people will believe you when you're speaking from your own experience."

This same approach is being used in the televised spots on KICU TV 36. Working with Local 3's Public Relations Dept. and the San Jose district office, a television camera crew spent an entire day earlier this month interviewing Local 3 members on the jobsite in the San Jose area. Crane operators and mechanics at Peninsula Crane and operators working for Raisch Construction had the opportunity to say in their own words why they think it's important to be a member of Local 3 and the benefits union membership brings to them and their families.

(Continued on page 2)



A television camera crew from KICU Channel 36 interviews Local 3 member Ray Phillips, who retired recently from Raisch Construction.



FOR THE
Good & Welfare

**By Tom Stapleton
Business Manager**

This year when tens of thousands of television viewers in the Bay Area tune in to watch an Oakland A's game on KICU TV 36, they will see that one of the sponsors of the game is the Operating Engineers Local 3. In 30-second spots during the game and in the post game show, crane operators, mechanics and catskinners will explain why they belong to Local 3 and how it benefits them and their families. These aren't polished actors pretending to be union workers. They're our own members speaking in their own words. And what they have to say is coming straight from the heart.

"We are showing middle class America that there is security, satisfaction and prestige in working union."

This year, millions of radio listeners throughout Local 3's jurisdiction are also tuning into their favorite station where they are hearing 60-second messages from Local 3 members talking about working union.

Why are we going to the airwaves to get our message across to the public? Who are we trying to reach? There are several reasons why we are implementing this program, but a recent experience I had probably sums it up best.

A couple of months ago, Local 3 hosted a delegation of Japanese representatives from the construction industry - both union and management. The Japanese were particularly interested in our hiring hall and training programs. In our discussions, management from Yamazaki Corp. - one of the largest construction companies in the world - explained the difficulty they were having keeping young people in the workforce. It seems that few of the emerging workers in Japan look to a life in the construction industry as a career choice. Most of them seek the apparent prestige of a white collar job. If they get into construction, it is viewed as a temporary situation until they get something better.

Of course, it's probably no coincidence that Japanese heavy equipment operators earn about half what our people make. Their training usually lasts only about nine months, during which time they are primarily on their own with a minimum of supervision and instruction.

Contrast that to our program. Our apprenticeship training takes four years, including both classroom and on-the-job training under constant supervision. Only about one in ten applicants to the program is accepted.

(Continued on page 15)



Bylaws Committee meets to examine union's finances

Local 3 officers and elected rank-and-file members of the Bylaws Committee met in several sessions this month to examine the union's financial situation and discuss various proposals to help Local 3 meet its financial obligations. "We have done everything possible to cut the union's costs without jeopardizing the quality of our service or the effectiveness of our programs to keep the union strong," Business Manager Tom Stapleton said.

"But we have reached a point where our current dues income is not enough and we must come up with a solution that will keep us on sound financial footing. We are deeply appreciative to those members who have voluntarily supported the 20-cent an hour program, but it isn't fair that 1,900 members carry a load that the whole union should share." The final recommendations of the committee will be drafted into a resolution that will be presented to the membership at the semi-annual meeting in July. If it is approved there, it will be taken to the membership in a round of specially called meetings.

Local 3 tosses hat into television ring

(Continued from page 1)

"From over an hour of actual video taped interviews, we've so far produced three 30-second spots," Stapleton said. "The most frustrating aspect is trying to get everything you want to say into such a small time frame. Our people did a great job of telling their stories and I wish we could use more of what they had to say."

KICU TV 36 is scheduled to broadcast at least 21 Oakland A's games throughout the regular season. This is approximately half of the games that will be televised in the Bay Area. Channel 5 in San Francisco, a CBS affiliate is scheduled to broadcast the other half.

Engineers News



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Attend your union meetings, and you Win Free A's Tickets! union picnics, the semi-annual meeting and other union functions. All you need to do to be eligible to win is be in attendance at the meeting or function. All those who attend will be given a ticket stub at the door. The other half will be drawn from a hat during the meeting, and you could be the winner!

Jackets on their way

The Public Relations Dept. is busily shipping 50th Anniversary jackets to members who have contributed \$100 or more into Local 3's 20-cent an hour program to defeat the nonunion. "We're sending these jackets in appreciation to those members who have faithfully supported our program to generate the funds we need to mount an effective fight against the nonunion," Business Manager Tom Stapleton said.

The money that has been contributed from the approximately 1,900 members who signed an authorization card to deduct 20-cents an hour from their Vacation and Holiday Pay Plan has enabled Local 3 to implement its successful radio and television advertising program.

Members who have contributed \$100 or more to the program received an order form recently for the complimentary jacket. It took two months for Local 3 to special order the more than 1,400 jackets that were needed. All members who participate in the program, regardless of the amount of contribution will receive a specially designed "Union Yes" pin.



Highway projects face major delays

Insufficient gas tax revenue, Gann limit are the culprits

For the first time in 15 years, state administrators have advised the California Transportation Commission that a shortage of highway funds will force them to begin a policy of intentionally delaying construction projects, reports the Los Angeles Times.

In an internal memorandum from the Transportation Department

Director Robert K. Best, the commission was told to expect the first "slowdown" to come in July and then be followed by increasingly longer delays.

After the July hiatus, the memo showed, the department would advertise projects for bid in August and September and then shut down again in October and November.

By February, 1990, the memo said, all federal funds for that fiscal year will have been spent and new projects will have to be delayed five months until the following August.

"These are kind of like the foreshocks to the earthquake," said Allan Hendrix, chief of the department's division of highways and programming.

Department officials had warned for months that the five-year, \$14-billion State Transportation Improvement Program faced at least a \$3.5-billion deficit because gasoline tax and other highway user fees have not kept pace with inflation and de-

mands for new construction. Legislative analysts later estimated the deficit at \$4.7 billion.

Department officials had advised lawmakers that at some point they would have to begin juggling funds and delaying projects. The memo now provides the first firm indication of exactly when the department expects the delays to come and how long it expects each will last.

For the past several months, the department has identified for the commission an approaching slowdown in state highway construction, as our delivery of projects ready for advertising outpaces the availability of funds for these projects," Best wrote the commission. "... During the current federal fiscal year, we will deliver about \$600 million of projects that exceed available funding."

Best said the first delay might have come as soon as this month but officials were able to stave it off until July by "careful manage-

ment of federal funds."

"The department is attempting to stretch its money," said Assemblyman Richard Katz (D-Sylmar), chairman of the Assembly Transportation Committee. "At some point they are

going to have to start laying off personnel and then gearing up again. We have been building up the department based on an expectation of funds and at some point you don't need anybody."

Officials said it is too soon to name the specific projects that will be delayed.

Hendrix said the money problems began in the mid-1980s with the passage of federal legislation and administrative rules that reduced the amount of federal money that was being poured into California for highway construction. He said state officials did not make a corre-

(Continued on page 4)

Oakland A's 1989 broadcast schedule

The following is KICU's broadcast schedule for the Oakland A's 1989 season. Three games (April 10, April 12 and April 17) have already been broadcast.

Sun	May	7	10:30 a.m.	@ Detroit
Sun	May	28	10:30 a.m.	@ New York
Mon	May	29	4:30 p.m.	@ Boston
Wed	May	31	4:30 p.m.	@ Boston
Sun	Jun	11	5:30 p.m.	@ Texas
Mon	Jun	12	5:30 p.m.	@ Kansas City
Sun	Jun	18	10:30 a.m.	@ Baltimore
Tue	Jun	27	5:00 p.m.	@ Minnesota
Mon	Jul	17	4:30 p.m.	@ Detroit
Tue	Jul	18	4:30 p.m.	@ Detroit
Sat	Aug	5	7:00 p.m.	@ Seattle
Mon	Aug	7	7:00 p.m.	@ Seattle
Fri	Aug	25	5:30 p.m.	@ Kansas City
Mon	Aug	28	4:30 p.m.	@ New York
Tue	Aug	29	4:30 p.m.	@ New York
Fri	Sep	1	5:30 p.m.	@ Milwaukee
Fri	Sep	22	5:00 p.m.	@ Minnesota

Not only was March the 50th anniversary month of the union, it marked the 25th anniversary of Local 3's Credit Union. When it started up in 1964, the Credit Union had only \$9,682 in assets and 243 members. Today, it is one of the most successful credit unions in the country with \$230 million in assets and 28,000 members. It has returned over \$81.5 million in dividends and made \$360 million in loans.



Highway projects face major delays

(Continued from page 3)
sponding cutback in their planning for construction projects, with the states expected to pay the remaining 20 percent.

When there was suddenly a shortage of state funds, Hendrix said, officials were forced to begin delaying projects. He said the first delay will come in July because federal funds for highway construction will be depleted in June.

He said the department will be able to advertise projects for bid in August and September by, in effect, borrowing on anticipated federal funds which will become available in October.

By October, he said the new funds will have been spent and

the department will not be able to begin advertising again until December. At that point, he said, it can borrow against federal funds that will become available in January, 1990. He said it expects those funds to be depleted by February. More will not be available, he said, until the following August.

The federal government provides 80 percent of the financing for most highway construction projects, with the states expected to pay the remaining 20 percent.

The plan for delaying projects came as lawmakers and private groups involved in transportation were meeting with Gov. George Deukmejian in a final effort to reach a compromise on the highway-financing issue.

This select group of lawmakers, business and labor leaders which includes Local 3 Business Manager Tom Stapleton agreed in March that an additional \$20 billion will need to be pumped into the state's transportation system in the next decade to erase the deficit and to relieve traffic congestion.

To raise \$20 billion, a substantial gas tax increase—probably as much as 10 or 12 cents per gallon—would be needed, and polls show that the voters would never approve such a hike.

One proposal that has received significant support would be for a five-cent gas tax increase the first year and a one-cent increase in each of four successive years.

Governor Deukmejian has reluctantly supported the concept of presenting an initiative to the voters that would provide for some kind of gas increase. Unfortunately, the solution is much more complicated than simply obtaining more money.

As reported in the March *En-*

gineers News, the Gann spending limitation law would prevent the state from allocating additional funds to highway construction, even if they were available.

"Before we can get to home plate with a gas tax increase, we have to get to first base by altering the Gann law," local 3 Business Manager Tom Stapleton ex-

plains. "There are a lot of special interest groups who sit on both sides of the Gann issue, and it will be a major effort just to change the Gann law so that we can put gas tax funds where they are needed—in our highways."

Stapleton serves on a blue-ribbon panel appointed by Governor Deukmejian to analyze the state's current transportation mess and come up with solutions to the problems.

It almost worked

Scab issue too important to be left up in the air

An Operating Engineers local recently floated a helium balloon over a construction site to protest a non-union subcontractor doing operating engineer work. Ordinarily the balloon may not have attracted much attention. But the union had emblazoned across it the words: "Scabs below."

That prompted the contractor to file a complaint that the union was engaging in a secondary boycott since the balloon did not identify the specific subcontractor as the target of the "Scabs below" message.

The case was singled out for comment in the 1988 Third Quarter report by Rosemary M. Collyer, general counsel for the National Labor Relations Board.

"An interesting case arose," Collyer wrote, her pun perhaps intended to inject some levity into the report, "in which the Union floated a helium balloon which carried a picket sign over a common situs construction site."

At first the union had confined its picketing to the subcontractor's gate, carrying picket signs identifying the operating engineers subcontractor as the pri-

mary employer in the dispute. But after a week, the union apparently felt it was not getting its message across forcefully enough.

From a trailer parked midway between the primary gate and the neutral gate, the union floated a helium balloon to a height of around 50 feet. Hanging below the balloon was a 4 by 10 foot banner displaying the union's sentiment about the non-union workers below.

"We decided that the Union's airborne sign was intended to induce employees of neutral employers to withhold their services, in violation of Section 8(b)(4)(i)(B)," Collyer wrote. "In our view, the airborne sign therefore appealed to employees of the suppliers of all employers not to enter the site, and appealed to all the employees below to cease working, i.e., to cease being 'scabs.'"

It could be speculated that the union wanted to raise the point that anyone who works behind a picket line is a scab. But the NLRB decided that was not a question the Board wanted left up in the air.

Honorary Members

At the Executive Board meeting on January 7, 1989, it was reported that the following retirees have 35 or more years of membership in the Local Union as of January 1989 and have been determined eligible for Honorary Membership, effective April 1989.

Orland Best	0660925
Claude Butcher	0683344
Emmett Coleman	0605182
Marvin Dahlquist	0736455
Albert Edwards	0769475
Ralph Farnham	0538787
Irvin Froese	0641092
Lowell Funderburk	0754126
Harold Huston	0429263
Melvin McCourry	0779360
Don Merian	0736378
Andy Miller	0750349
William Payne	0745090
Kenneth Phillips	0707255
Ray Reed	0598625
Raymond Schick	0609911
Calvin Scolari	0535878
Rubin Stirton	0707365
Elmer Trout	0621647



Sunday, July 9

OK, here's the deal. This year is Local 3's 50th Anniversary. We think that's worth celebrating, so we're going to put on an event that no one will forget, not even 50 years from now.

If you've ever wanted to take the family or the grandkids to Marine World Africa USA, but never got around to it (maybe you thought the price tag was a little steep), this is the time to do it.

On Sunday, July 9, every Local 3 member (and his or her family) with a 50th Anniversary ticket will be admitted to Marine World Africa USA in Vallejo for a full day of fun, food and frolic. There's a ton of shows with killer whales and dolphins, tigers and lions, chimpanees, birds, pretty girls on skis and sea lions.

In addition, there's a whole world of other attractions. Stroll through the "Africa" side of the park to meet a variety of animals with their trainers. Visit the Giraffe Dock where, twice a day you can help feed the giraffes. Take the kids through the Gentle Jungle and the Whale-of-a-Time playground. Go on elephant and camel rides.

At noon, all Local 3 members and guests will be admitted to a special area reserved

just for Local 3 for an all-you-can-eat picnic of barbecued chicken and hotdogs, baked beans, three kinds of salad, rolls, ice cream and all the beer and soft drinks you want. While you're enjoying the food, there will be all kinds of door prizes given out. There'll be clowns and face painters for the kids, plenty of music and entertainment. Park personnel will bring animals through the picnic area for that "up close and personal" experience. There'll be all kinds of old fashioned games and activities for the kids.

This entire extravaganza is yours for only \$12 per adult and \$9 per child. You can't beat that price for a day like this. If you've ever been to Marine World Africa USA, you know it costs more than \$17 just to get into the park. Our 50th Anniversary event includes everything - parking, all the food you can eat, all the shows and all the fun for one low price.

So mark your calendar. This is the first and only time in 50 years that Local 3 has ever had an event that promises so much fun for the entire family. You won't want to miss it!

Marine World Africa USA

Our 50th Anniversary Celebration

(Tickets will be available through your business agent beginning early in May.)



Dr. Leonard Marks (right) explains his soccer field project to members of the Marysville Volunteer Organizing Committee. Pictured with him are (left to right): Local 3 member Bill Hodges, District Representative Darrell Steele and Postal Worker John Perrone.

Community outreach ...

(Second in a series on organizing)

By Eric Wolfe, Assistant Editor

If you want to organize a union, one of the first things you've got to do is build a soccer field for free.

Well, maybe that approach won't work for everyone. But members of Operating Engineers Local 3 in the Marysville district are convinced that successful organizing requires good relations between unions and the community at large. That's why Local 3 members have teamed up with other union locals and volunteered to help build a soccer field for Marysville.

Not just an ordinary soccer field, mind you, but an 18-field sports complex.

"I want to create the finest soccer field in the state of California," said Dr. Leonard Marks, a Marysville pediatrician and soccer coach who decided a year ago that his young players deserved a quality playing field. Marysville Mayor Al Callone shared Marks' enthusiasm and the city pledged to make city park space available for the project. A local engineering firm helped Marks draw up blueprints.

But you can't play soccer on blueprints. On March 28, Marks came

to people who know how to turn blueprints into reality: the Operating Engineers of Local 3.

In January, Local 3 members joined with other local unionists in the Marysville area in a volunteer organizing committee to fight the Open Shop. Fed up with non-union contractors taking their work and eroding union wage standards, these rank and file unionists began to educate themselves about the Open Shop threat, utilizing materials provided by Local 3's organizing staff. But after a successful "get acquainted" meeting with Mayor Callone in March, the committee was ready for a full-scale project to enhance the union's image in the community.

When committee members learned that Dr. Marks was interested in building a soccer field, they invited him to meet with them at the office of Local 3 District Rep. Darrell Steele.

Marks explained that he had obtained park space, blueprints and a few thousand dollars in contributions for his soccer field. What he didn't

have, and couldn't afford, was labor and materials. For several minutes, the union members studied the blueprints, asking questions and offering advice.

"I think you would be better off with a sprinkler system than you would with flood irrigation," suggested Bill Hodges, a foreman for Baldwin Construction and a Local 3 member since 1965.

Marks, his enthusiasm momentarily dampened, replied that sprinklers, however desirable, would simply be too expensive. Hodges then suggested that maybe money problems weren't as bad as Marks thought. "What we're offering to do for you," Hodges said, "is build this with our labor at no cost."

"And what I'm doing," responded Marks, breaking into a broad smile, "is accepting."

In addition to providing labor, the union members offered to contact union contractors about loaning equipment for the project. They also suggested that Marks use these contributions to persuade suppliers into donating

materials not just at cost, but for free. Once a project gains momentum, they pointed out, everyone will want to get involved.

Building momentum

Building momentum is the kind of psychology that can help get a soccer complex built in Marysville. It's also the kind of psychology that can help build the union.

"These things get around," said Local 3 staff organizer Derlin Proctor. "If we go to (sign up) this guy and he's heard about the Operating Engineers (performing community service) then he knows who you are and has a little different opinion about the union." In short, the union hopes to create a "snowball effect," Proctor said, that will boost the union's reputation.

"To be successful in organizing we have to change our image and show we're a contributor to the community," said District Representative Darrell Steele. "Good union wages don't bleed the community—taxes from wages contribute to the community."

Maintaining a good image helps any kind of organizing, top-down or bottom-up. But with the National Labor Relations Board and the courts

(Continued on page 7)

... a tool for organizing

District Representative Darrell Steele (right) discusses organizing tactics with the Marysville Voluntary Organizing Committee. Pictured with him are (left to right) organizer Bob Yturiaga and Local 3 member Harry Holland.



(Continued from page 6)

making it easier for contractors to avoid union contracts, union staff organizers and business representatives are increasingly looking at the bottom-up organizing model.

North of Marysville, in the Redding district, Local 3 scored an organizing victory when employees of Foothill Ready Mix in Red Bluff voted unanimously on March 24 for representation by the Operating Engineers.

"It's a good strong unit," said District Rep. Tom Hester, who was instrumental in pulling the unit together. Hester, noting that other organizing campaigns were in progress, said the Redding district was launching its own volunteer organizing committee in May.

With the Marysville volunteer organizing committee beginning to swing into action, the potential for building momentum suddenly seems very real indeed. "I think we can make a difference. I think we can organize a lot of these people..." said Hodges. "When we let them know that our union people are not a burden to the community, they will be a little more respectful of what the union stands for."

Professional organizers, like Local 3 Organizing Director Jerry Bennett, are the first to acknowledge that rank and file involvement is critical if organizing is to succeed. Bennett praised the members' involvement in Marysville, saying "If you've got 10 or 12 people like that, you can't lose."

In fact, rank and file meetings in Marysville and nearby Chico have been regularly drawing as many as 30 union members each. In addition to the community relations project, they have started a program to make contact with non-union workers in the field.

"Everybody knows somebody who works in a non-union field," noted Hodges. By building files on these workers and their interests, volunteers can help organizers figure out how to approach these workers about joining the union.

In fact, the volunteers themselves may often have an easier time than professional organizers in communicating the union message to non-union workers.

"I work in the field every day," said Hodges. "I think they are more likely to believe what I tell them than what a

paid organizer tells them...This is my livelihood."

But it is not enough to simply sign up new members. The object is to get more of the work done by union labor.

"We have to bring their jobs along with the new members," explained Local 3 organizer Bob Yturiaga. And the harsh reality is, there are a lot of non-union jobs in the Marysville district that have to be organized.

"We have a large non-union sector," said Hodges. "And it's getting larger...First it was just small jobs, but now they're getting bigger jobs. That's something to be concerned about."

Getting union members to see the danger, however, takes time.

"We're trying to get these guys off the couch," said Harry Holland, another Local 3 volunteer organizer in the Marysville district. "We're only as strong as our weakest link."

"We've got a lot of young people who don't understand...how hard it was to achieve this stuff," noted Hodges. As a result they don't realize how quickly it could all be lost if the non-union forces take over.

Will Local 3 be able to turn the tide against the Open Shop? Victory is by no means guaranteed. Other craft unions must also rise to the occasion and play their part in organizing. Working people in general must keep the pressure on Congress to preserve pro-worker

labor laws, particularly the Davis-Bacon prevailing wage protections which are continually under attack by anti-worker forces. And unions must actively seek to set the record straight

"We're trying to get these guys off the couch. We're only as strong as our weakest link."

on the valuable contribution that union members make to their local communities, including the monies that union members pump back into the local economy and the community services they perform.

In short, unions may not have to build a soccer field in every community, but they do have to identify visible and constructive ways of making the union's contributions known and the union's presence felt. Fortunately for the members of Local 3, the union's leadership—from Business Manager Tom Stapleton on down—has pledged its strong support for volunteer organizing efforts.

But that support can only help if the rank and file choose to become involved. Members in Marysville and other Local 3 districts are proving that a growing number of rank and file members are choosing to take action to save their jobs and their way of life.

In the end, according to Hodges, it comes down to explaining to workers what they're going to have to do to preserve a decent standard of living for themselves.

"You just have to talk to them, you just have to keep talking," Hodges said. "You have to have something to sell and you have to keep putting it in front of them."

Boycott Kreuger

Kreuger International, Inc., chair manufacturer in Green Bay, Wis., has been placed on the AFL-CIO "Don't Buy List" at the request of the International Association of Machinists and Aerospace Workers.

Despite record profits, the company demanded concessions in the contract being negotiated that would have been effective August 1987. Demands included workers pay 20 percent of their health insurance premium, waiver of seniority rights for over-time, and no increase in wages. The company stood its ground, the workers struck and were replaced by scabs who were paid \$6.10 per hour, down from the \$9.00 per hour the contract provided.

A letter was sent by the employer giving strikers, members of IAM District Lodge 150, a deadline to return to work. The company's offer was accepted. However, the employer backed down saying they now had a commitment to the replacement workers. The AFL-CIO has endorsed the boycott of Kreuger products in the union's attempt to reorganize the shop and achieve a fair contract.

Brand names of Kreuger chairs are Matrix, Poly, Dorsal, Vertebra, Stax, Afka, Modular and Auditorium Seating.

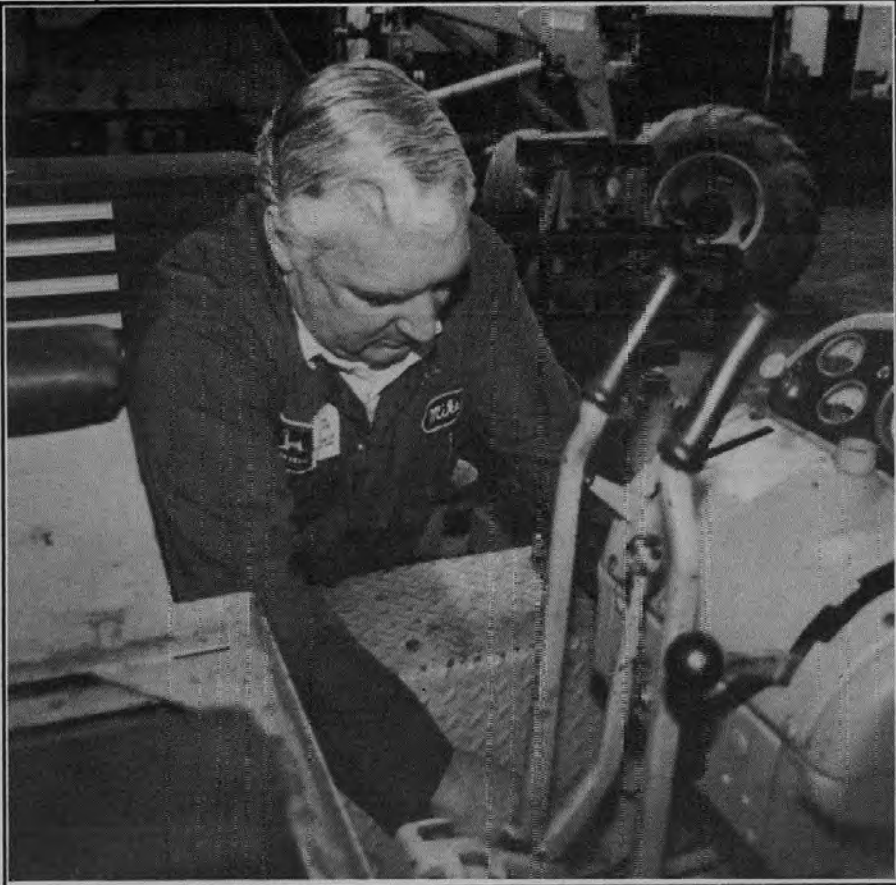
If it's broke, chances are t

Employees of Empire Tractor in Rohnert Park, Ca., know the toll that construction work takes on machinery. It's the job of Empire's service department to get that equipment up and working again.

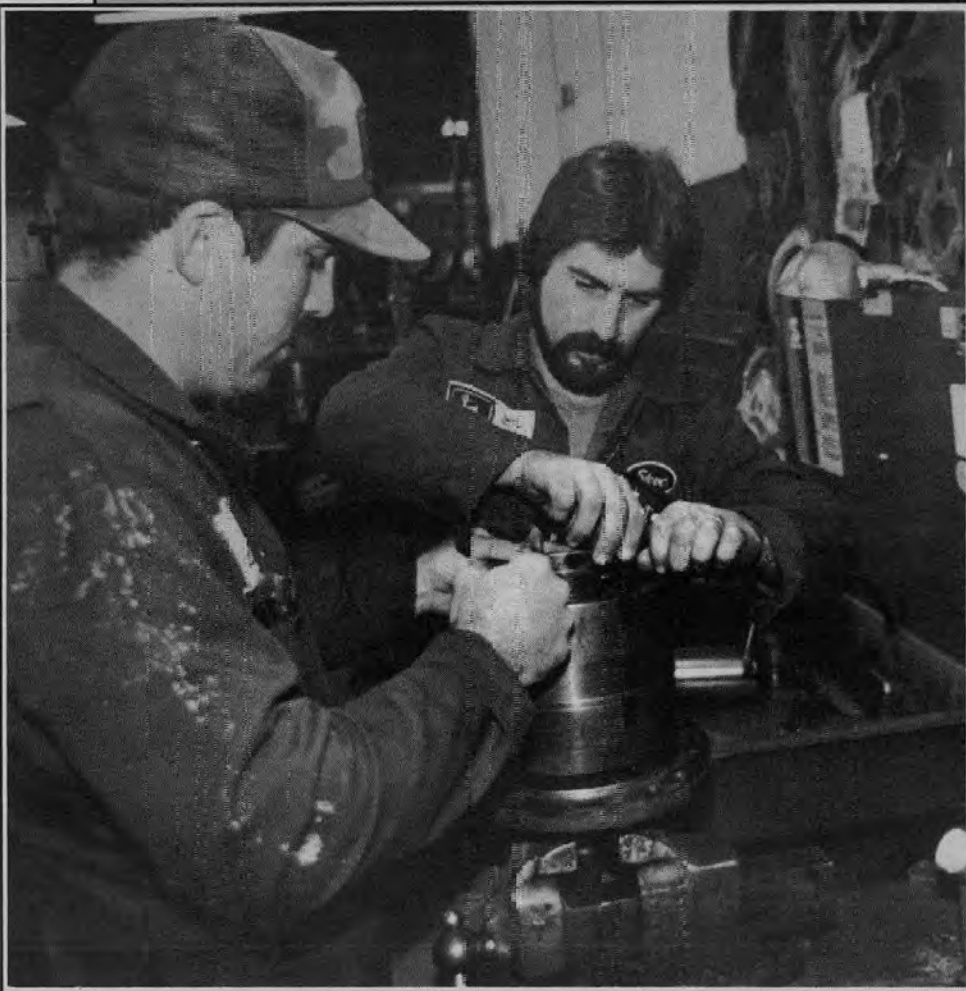
The company was organized in 1967 when Empire founder Dick Dennis invited Russ Swanson of Operating Engineers Local 3 to come over and discuss unionizing. The company, which operates as a utility, construc-

tion and forestry dealership for has "a pretty well-rounded crew vice department, says Service Dave Dean. That crew—which fieldmen, five shop mechanics men, shop foreman and shop l. "work on anything and everyth said.

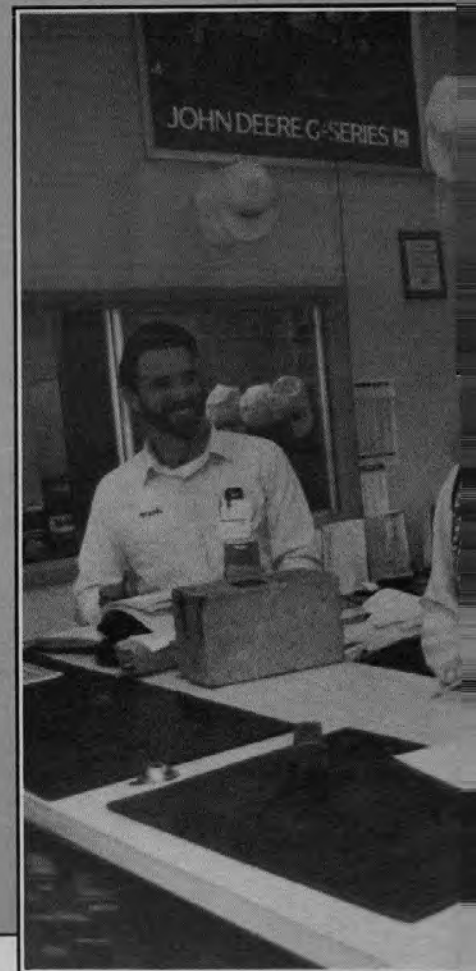
In addition to sales and serv has 25-30 pieces of equipment



Empire Tractor's service department can offer quality service thanks to the talents of Local 3 members like Alan Cardin (below, left), Steve McDonald (below, right) and Mike Christiansen (above). Pictured right are, from left: Gordon Lunde, Tim Fetherford, David Dean, Alan Cardin, Mike Christian, Jim Mattson, Steve Macdonald, District Rep. Chuck Smith, Dick Dennis, Mark Ehinger, Ken Foley, Business Rep. Greg Gunheim, and Mike Moss. Not pictured are Ron Bauer, Jerry Relfner, Curly Staggs, Dennis Teal and Neto Del Pino.



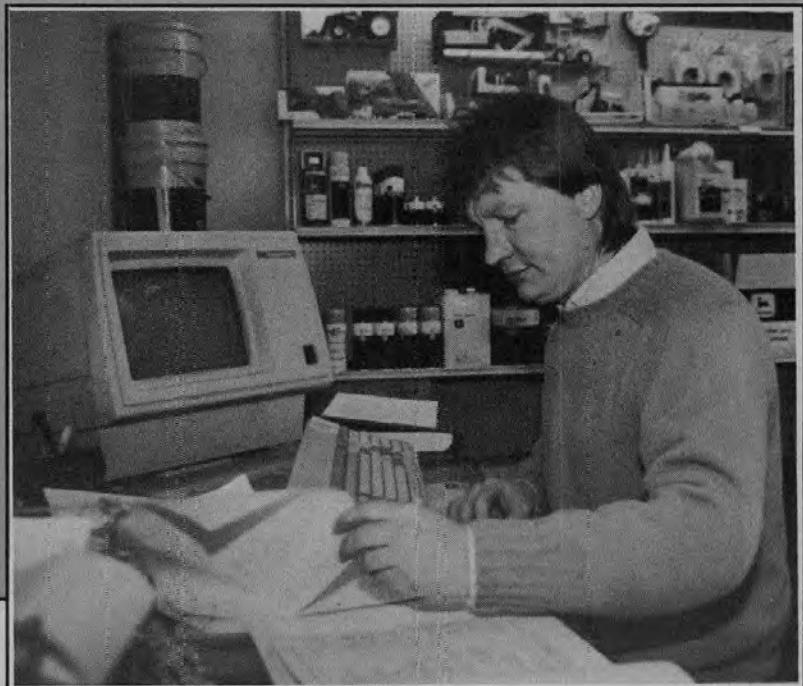
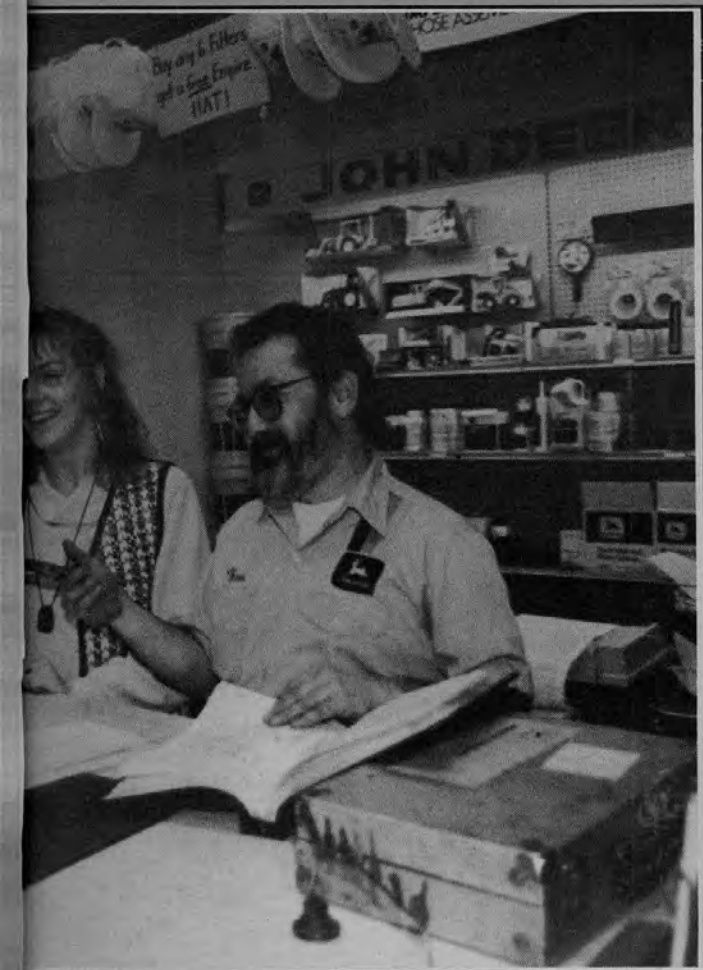
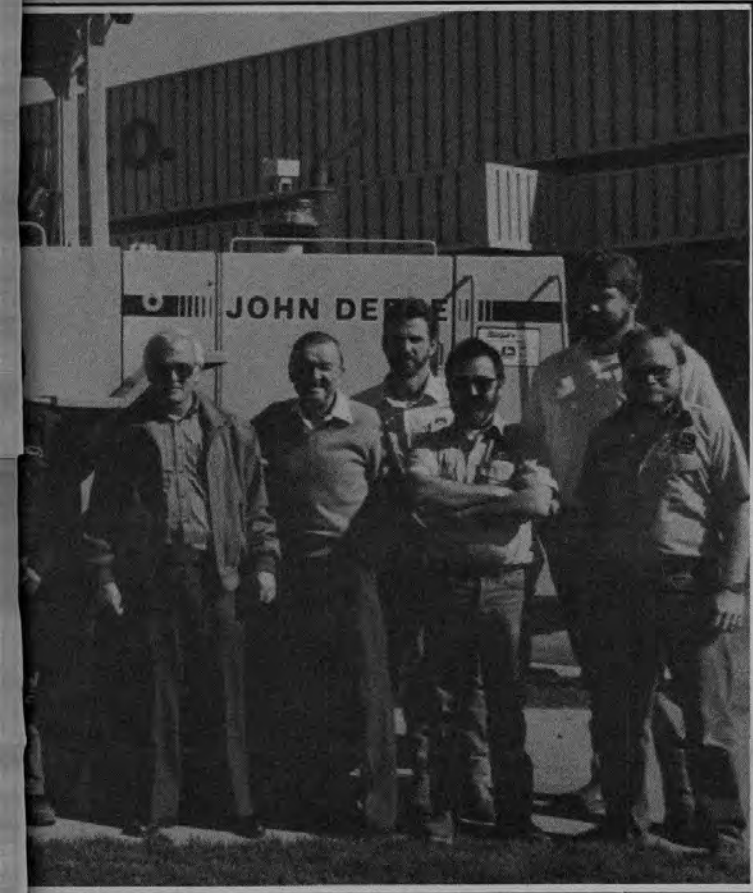
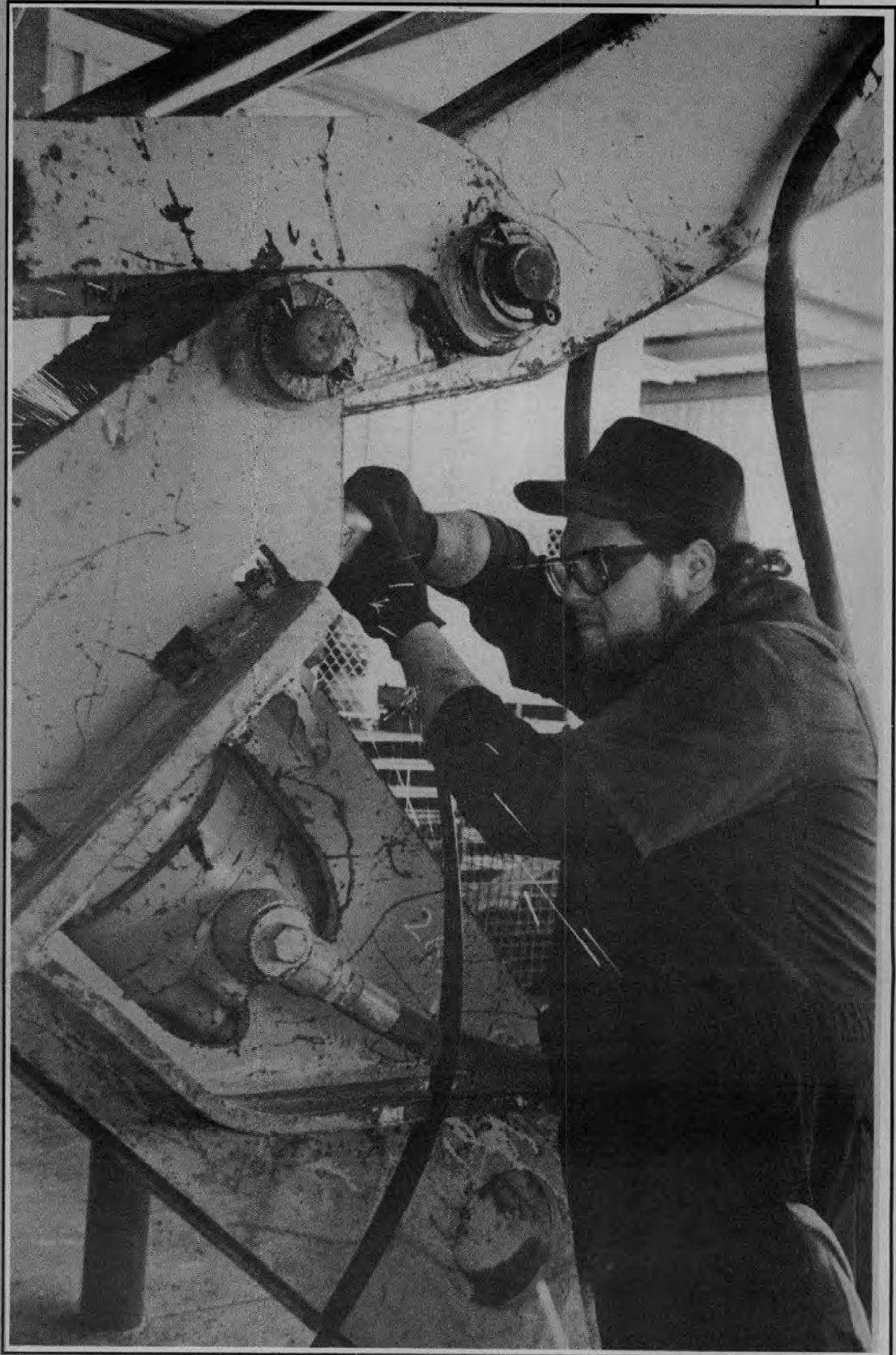
The Tramack Hammer on a 690C Excavator takes a lot of punishment. "Whatever you got, it will break it," says Tim Retherford (far upper right) as he makes repairs on a Tramack that took a little too much punishment. Shop Steward Gordon Lunde (far right) keeps track of parts on the Parts Dept. computer. Working the Parts counter (right), are Parts Leaderman Mark Ehinger (left) and Partsman Ken Foley (right), joined by fellow employee Denise McGee.



These guys can fix it

John Deere, "w" in its ser- Manager includes three four parts-adman-can ng," Dean e, Empire available for

rental. Empire takes pride in the good rapport it has with its customers. "About 80 percent of our work is guaranteed price... That really makes our customers happy," says Dean. That's the sort of guarantee you can make when you have confidence in your employees' ability to get the job done. And that's the sort of confidence that comes from having quality union labor.



YOUR CREDIT UNION

Still paying too much for auto loans?



Bill Markus

Our in-house Automobile Consultant has discovered that many of our members are still paying too much when they purchase new vehicles. We developed our S-O-S Pro-

gram so members could talk to our in-house Automobile Consultant **BEFORE** going to the dealer. Unfortunately, we have members who call us for financing **AFTER** the deal has been made, and we find they have paid too much for the vehicle.

We urge you to use a computer printout from our Consultant that lists current information on the dealer cost of the vehicle versus the sticker price. This printout has proved time and time again to be invaluable when negotiating with the dealer.

If you wish, our Consultant can even locate the vehicle you want and negotiate the deal for you. (There is a fee if the Consultant negotiates the deal, but this is small compared to the dollars you save). Dealer mark-up on a mid-size car is usually 16 to 18 percent. Our negotiator normally can get the same vehicle for 8 to 10 percent over the dealer cost. And some of our members, armed with accurate information from our computer printouts, have negotiated deals as low as 3 percent over the dealer cost.

As you can see, it's smart car shopping to check with your Credit Union **BEFORE** going to the dealer. We can supply you with the computer printout and have your **LOAN PRE-APPROVED**. Our rates are very competitive, and we offer terms up to 72 months.

Please call our Automotive Consultant at 415/829-4400 or 800/877-4444 whenever you are thinking of purchasing a new vehicle.

FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefit Director

Pre-retirement meetings in progress



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 engineers interested in discussing retirement

matters are welcome. Representatives from the Credit Union and from the Trust Fund Office will join me at the meetings to field any questions you might have about retirement. So, we'll see you there! (Please bring your Pension statement with you).

Pension and Annuity statements

Engineers will soon be receiving Pension statements for the Plan Year ending December 31, 1988. Engineers working under collective bargaining agreements that provide for Annuity contributions will also be receiving an Annuity Statement. Please compare the statement(s) with your own records for accuracy and follow the written instructions on the back of the statement (s) for corrections.

Retiree Medical benefits

We would like to re-acquaint you with the eligibility rules for Retiree Medical benefits under the Pensioned Operating Engineers Health and Welfare Trust Fund.

First, all pensioners must either be dues paying members of Operating Engineers Local No. 3, or must pay a service fee to the Union equal to the amount of dues required of retired members. Gold card members are excluded from this requirement.

Second, to be eligible for Plan benefits, a pensioner must be receiving a pension from the Pension Trust Fund for Operating Engineers, based on at least 10 years of Credited Service earned while working under the local No. 3 Plan.

Third, a pensioner must have worked at least 2000 hours for contributing employers during the 48-month period immediately preceding the pension effective date. This "Work Test" will not be applied, however, to pensioners with at least 25 Pension Credits earned while working under the Local No. 3 Plan.

And fourth, pensioners will be required to contribute towards the cost of coverage. The basic rate is \$50 per month (funded from Pension Plan surplus), with Early and Service Pensioners contributing an additional

\$150 per month. Early pensioners until age 62. Service pensioners until age 60. The amount of self-contributions is subject to determination by the Board of Trustees, and may be changed from time to time.

If you have any questions about the eligibility rules for Retiree Medical benefits, please feel free to contact the Fringe Benefit Center or the Trust Fund Office.

Vacation Pay Transfer

In accordance with various Collective Bargaining Agreements, vacation pay for hours worked from September 1988 through February 1989, and reported to the Fund Manager by March 31, 1989, will be transferred to the Credit Union by the Fund Manager on May 15, 1989, and will be available for withdrawal at the Credit Union on May 31, 1989.

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, 1989. Checks will be issued May 15, 1989. Accounts for members on monthly transfer or time payment option are not affected by this transfer.

Retiree Picnic

Have you marked your calendars for June 3, 1989? Please do so, because that is the date of this year's Retiree Picnic at Rancho Murieta. And since we're celebrating the Union's 50th anniversary this year, the Retiree Picnic will have some special festivities. Come on up Friday (June 2) at noon and stay until Sunday (June 4) at noon. There will be plenty of parking for your motor homes, your trailers, etc. The Union will be picking up the tab, as usual.

Negotiations completed with HARSCO Corp.

Operating Engineers Local Union No. 3 has completed negotiations with Heckett Division, HARSCO Corporation. Heckett has a slag recovery contract at the Geneva Steel Mill.

At the ratification meeting, members approved the negotiated wage and fringe increases by a large margin.

By negotiating wages and fringe benefits for the next two years, a total package increase of \$1.48 an hour was reached. Wages were increased 47¢ for 1989 and 37¢ in 1990. Other increases agreed to were 16¢ total increase in the pension contribution, an additional paid holiday, increases in shift differential and leadman premium pay, classification upgrades, and increases for health and welfare and life insurance.

Doing an excellent job on Local 3's negotiating committee were job stewards Mike Warner and Butch Johnson.

Local No. 3 also successfully negotiated a one-year agreement with Northern Nevada

Construction Company. Signatory to Utah's demolition and salvage agreement, Northern Nevada Construction agreed to a 50¢ an hour wage increase, a 25¢ an hour pension increase, an additional 22¢ an hour to maintain health and welfare benefits.

Northern Nevada Construction Company (formerly John Henry Mackay Company) is the leader in demolition and salvage work in Utah. With 40 years experience and with the skills of Operating Engineers, such as job steward Reid Anderson and safety committee-man Lawrence "Moose" Harding, the company has the ability to tackle the most difficult job.

Recently, Northern Nevada was awarded the demolition of Salt Lake City's landmark Centre Theater, which opened in 1938. This will make way for a \$20 million office complex to be ready for occupancy in 1991.

Lynn Barlow,
Business Representative

NEWS FROM THE DISTRICTS

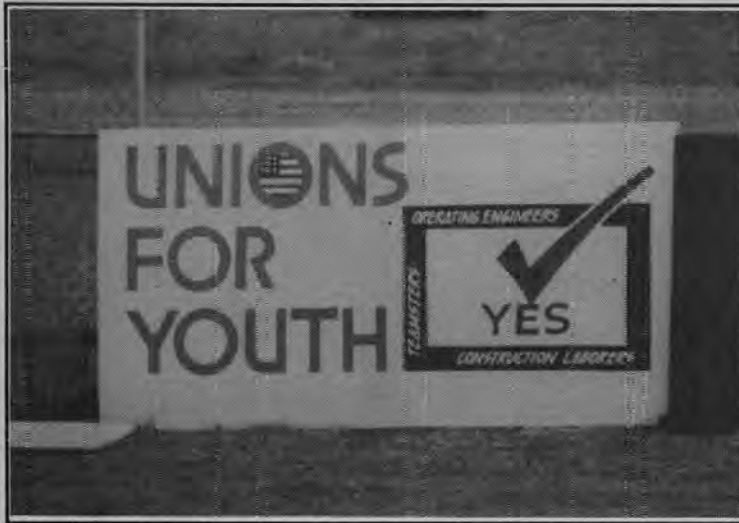
Granite low bidder on Hwy. 99 job

Work in the Marysville area has remained very slow due to the continuous rains that we need so badly. Granite Construction was low bidder on the five-mile section of Hwy 99 from the 99/70-Y to Sankey Road. The project which was awarded for \$15.9 million, includes construction of an interchange at the -Y and Howsley Road and a new bridge over the Cross Canal.

Baldwin was low bidder on a three-mile stretch of Hwy 70 for reconstruction and adding shoulders between the 70/99 -Y- and East Nicolaus; also resurfacing a four-mile stretch from one mile south of Plumas-Arboga Road to a mile south the McGowan Parkway.

Last month, I mentioned the busy schedule of the organizing staff working in the Marysville Area and would like to congratulate them on a win with Foothill Readymix in Red Bluff by a 10 to 0 vote. Bob Yturiaga and Derlin Proctor put in countless evening and weekend hours, along with Jerry Bennett, to claim another winner.

Yturiaga has also been playing a lead role in the local political arena, as he



Pictured above is a billboard constructed by the Chico Volunteer Organizing Committee at the Westside Little League Park.

has been responsible for various get-togethers involving a dinner party with the Mayor of Marysville and a meeting with Congressman Wally Herger to discuss what roles organized labor play in today's society.

We hope to show our willingness to forge new alliances with local government and community activists, helping people in these depressed areas to achieve a better way of life through union involvement.

One of the projects we are currently engaged in is the "Yuba-Sutter Youth Soccer League Field Development Project." We will be looking for volun-

teer members to operate equipment on weekends as we invest our skills, expertise, and time into our most valuable resource, our youth.

The location of this soccer complex will be between the 5th and 10th Street Bridges in Marysville. Plans are to construct 18 fields of varying sizes to accommodate players of all ages. If you wish to be a part of this community project, call Bing at the Marysville Office.

*Darell Steele,
District Representative*

Bid on Little Dell postponed

The bid date on the Little Dell Dam Project has been postponed until April 19. The contracting authority threw in a new wage determination last month that made it almost impossible for our contractors to bid this project. We have explored every avenue to have this job bid under the old wage scale, and we're hoping this changes soon.

Jordanelle Dam Stage II is getting closer to the award date, which is around the sixth of May. A decision could come sooner, but no one is saying at this time.

Miya Construction, Inc. has a few members working at Wellsville and should be there for a while. Miya picked up work in the Ogden and Salt Lake areas, and will be after more work as the year progresses.

Most of our contractors have called back a few operators. If the weather stays good, we'll be sending more out soon.

As has been said

many times, Local 3 has the best operators and we do the best work, so give 'em hell this year!

*Virgil Blair
Business Representative*

New Utah Retirees

The Utah office extends congratulations to the following Local 3 members who have received pensions, and we wish them well in their retirement.

Alfred Blonquist of Coalville, Utah; **Robert A. Brown** of Wellsville, Utah; **Merle E. Davis** of LaVerkin, Utah; **Wayne A. Hales** of Salt Lake City, Utah; **Don A. Larsen** of West Valley, Utah; **Arthur G. Jensen** of Salt Lake City, Utah; **Wendell W. Pickering** of Enterprise, Utah and **Joseph C. Woods** of Howell, Utah.

Nevada members can help organize

Agent Pete Cox and I have been making a survey of all the non-union activity in Northern Nevada. Most of the jobs are small with three to six pieces of equipment. This doesn't sound bad until you multiply that by 10 or 15 jobs. We know from experience that these small jobs help the small non-

union contractors grow into the big non-union contractor who will eventually be bidding on large prevailing wage jobs. We

have ways that are working to battle the non-union. For example, our custom wage for private work has helped enormously in letting our signatory contractors be competitive in this field.

In our survey we have found that the non-union pays from \$7 to \$14 per hour with no benefits, compared to our average custom wage and benefits of \$24 per hour. Furthermore, the contractor has the advantage of our professional skills.

Another area we need to become more competitive in is mine-stripping. We have got to regain control of this work. Now, and in years to come,

there will be a tremendous amount of man hours in mine-stripping in Nevada.

Local 3 has started a campaign to educate people who have the wrong idea about unions or just plain don't know what unions are about. Here in Nevada and Elko, recent radio ads have been raising a lot of questions in the minds of people who don't know.

As members we can also help by explaining what wages and benefits we have; our health and welfare insurance and our retirement program.

*Chuck Billings
Dispatcher*



Volunteer Organizing Committee members in Chico are (back row) Maurice Herlax, Ron Skaggs, Skip Neves, Neil Miller, Derlin Proctor (organizer), Larry Smith and John Marlow. Pictured front row are Dan Oyler, Darrell Steele (District Representative), Dave Cummins and Roy Larson.

NEWS FROM THE DISTRICTS

How do you get things done? Participate in your union

There isn't a week that goes by that I don't get one or two phone calls from a member at one of our mines in northern Nevada saying, "I want out of the union."

When I ask why, the answer is almost always the same: "I don't see anything getting done." When I ask them how often they come to the monthly meetings they say they don't.

No wonder they don't see anything being done. They are not looking. If the business agent doesn't win their grievance for them, even though they may have gotten three days off because they missed work three times and were late only four times in the last three months, they want out.

Business agent is not spelled "miracle worker." When an individual tells me that the reason he doesn't come to union meetings is because the union is weak, I say don't you realize that the union isn't the B.A. or the office in Reno or San Francisco? The union is him, it is me, and it is you. The union is US and if we don't care no one will.

When you ask your business agent why you don't have a job steward in your area, you have to realize that job stewards are volunteers. Someone who wants to do the job, someone who will attend union meetings every month, someone who puts his or her butt on the line every time he or she files a grievance, someone who will read the contract book, someone who will be on the phone until 9:00 at night. It's not a job where you can just go up to someone and say "Hey, you're a steward." There are not a lot of these type individuals around. If you have one in your area, ap-

preciate him or her. Above all, you don't change things by saying "I want out." You get in there and get involved. If you have problems tell someone. Your steward or your business agent can't help if you don't tell them what problems you have in your work area.

If you don't like what's going on or you want to change things, come to the union meetings. Don't listen to one person's opinion. Come to the meetings and find out for yourself what's being done. Remember, if you worked for a non-union mine in Nevada, here is what you could expect:

1. If terminated—no recourse.
2. If you're a dozer operator and your boss decided he doesn't like you and makes you a laborer at half the pay you have two ways to go: (a) make ends meet on half pay or (b) quit.
3. The new guy doing the same job you have been doing for 10 years is making more than you. Recourse—none.
4. The company you work for gives you all a raise. Six months later they say they can't afford

it and take it away. Recourse—none.

5. You hurt yourself on the job and when you're healed and ready to go back to work the company says they have hired someone else and don't need you any longer. Recourse—none.

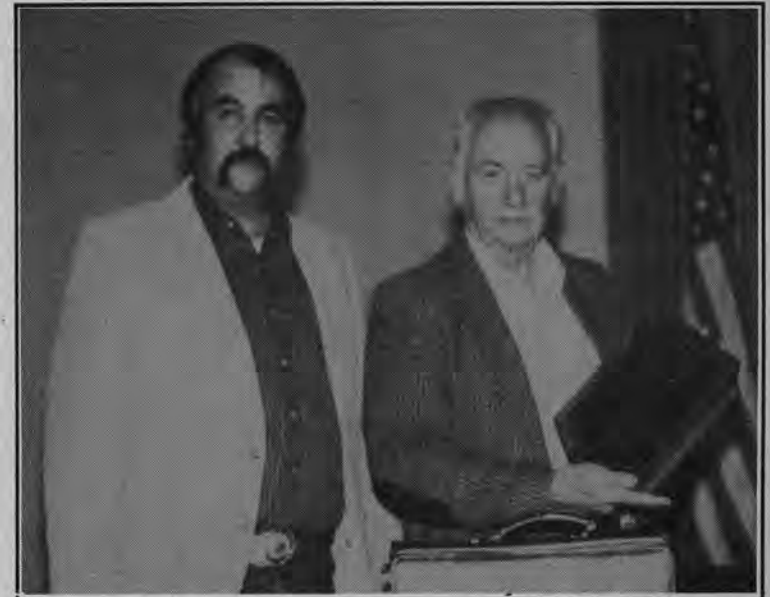
Remember, no union - no rights - no grievance procedure - no job security - no nothing.

*Delmer Nickeson
Business Representative*

Highway work looks good for Utah

I must say, with enthusiasm on my part, it's looking like spring may have arrived in Utah. 1989 looks like plenty of work as far as highway and dam jobs. From the projections, there should be close to \$500 million worth of work this year, which includes Utah's highway construction, Jordanelle Dam, Little Dell Dam, and the U. S. Army Chemical Agent Destruction Program at Tooele, Utah.

By the time this article is published these jobs will be let, hopefully to union contractors. This prospect looks good, at this point, for the dams



Business Agent Delmer Nickeson of Elko presents a plaque on behalf of the Local 3 members employed in the mines to Business Manager Tom Stapleton at the last Reno district meeting, in appreciation for the union's support of the mine workers.

and Tooele jobs.

I want to thank the brothers and sisters who took time to attend the town meetings held in February and March. I would like better attendance, and I'm sure the future scheduled meeting will have larger turnouts and receive more interest.

Salt Lake International Airport has announced an expansion program amounting to \$59 million, which will start this year and should take at least two years to complete. The project will include road improvements, Terminal II expansion, and a new parking area, which will be a four-story park-

ing structure connected to the terminals by two skyways. This should cost around \$27 million, and be bid in August.

Roads and bridge improvements should run at least \$11 million. The terminal expansion will extend the existing building to the west 100 feet. The runway expansion should run at about \$10 million plus.

Utah will be starting negotiations in May of this year for the Master, Custom, and Private and Municipal Agreements I'll keep you posted on Local 3's progress.

*Donald Strate
District Representative*

Agreement reached with Ron Lewis Const.

The Operating Engineers Local Union No. 3 was successful in reaching an agreement with Ron Lewis Construction Co. in Utah effective March 1, 1989. Ron Lewis is presently working on a \$22 million stretch of I-70 from Fremont Junction east to Rattlesnake Bench in Emery County, with about 50 engineers.

I would like to thank

the members of Local No. 3 who helped us by standing up for Local No. 3 programs and letting the company know they supported the union in what we had to do to get an agreement. I would personally like to thank Pete Shields, Ken Hansen, and Bill Christiansen for their support at the meeting held with company supervision on Feb. 22.

This seemed to be the turning point. Ron Lewis called me that night ready to work out an agreement. An agreement was also signed with Olsen & Beale Associates effective Feb. 10, 1989. They will construct the steel on the bridge which will span Eagle Canyon on I-70. This type of bridge is expensive to construct, but must be used to span

wide areas where it isn't feasible to have any kind of center support piers. The bridge will span a distance of 428 feet, but the total structure length will be 518 feet, and it will be 200 feet above the canyon floor. Olsen & Beale Associates is also placing the steel for Ball, Ball and Brosamer on I-215 in Salt Lake.

*Kay Leishman
Business Representative*

NEWS FROM THE DISTRICTS

Gil Anderson retires this month

A large part of Local 3 has just left the Oakland district office—seven feet tall and three-hundred pounds plus is a large part of anything. Gil Anderson, after 33 years as an active member with Local 3, with 14 of those years as a business representative has just retired. The following is a portion from a June 1985 "Engineers News" article Gil wrote, which after four years, still stands in truth.



Business Agent Gil Anderson of Oakland retires this month.

"Dear Brother and Sister members:

The union belongs to you. How can we make it work better?

I would like to hear from the members their ideas. What do you think about union meetings? If you don't like them, why not, and how would you make them better? Please write or phone with your thoughts.

I would like to explain some of the problems of the Business Agent. Approximately six weeks ago, I found a boilermaker doing Operating Engineer work, so I ran him off and called the hall for a welder/mechanic. The member showed up and asked the foreman, "How long is this job?" The foreman answered "two weeks". The member said he wouldn't take a short job and left. As luck would have it, the second member had car trouble and didn't make

it until the next day, and that man didn't last but two more days. Member number three didn't even bring his welding hood. Finally, member

number four stayed to finish the job and is still working for the company. Point: Many two-day jobs become two-year jobs.

Another time I found an iron worker on a lull-high lift (forklift) and complained to the employer who had been using a crane on the job. I said, "Why didn't you keep the crane operator?" The employer said, "I asked him to stay, but he did **not** want to run a forklift." Point: Every member is a representative of Local 3. When he or she goes on a job, how they work reflects what the employer will think of the Union and how he reacts in the future."

Gil, thank you for the leadership and laughter you have given us over the years. We hope you and Joan enjoy your well deserved retirement.

Brian Bishop
Business Representative

Oakland gradechecking class provides marketable skills

I am pleased to report that several Brothers in Oakland are spending one night a week for eight weeks learning grade checking. Andy Huntoon is teaching the class covering all aspects of the craft from slope staking to plan reading. It is a good sign that so many Brothers are taking the time to upgrade their skills in this often needed classification and also get a better understanding of the construction industry.

The contractors in Alameda and Contra Costa counties have a near record amount of work bid and awarded just waiting for the weather to break. When the work starts, we will be hard pressed to fill those grade checking jobs with brothers with the necessary skills required. Again, we thank Andy Huntoon and all of the Brothers attending this class for their participation in this most needed classification.

On March 28th a very important vote was held by the East Bay Municipal Utilities District regarding future water storage in the East Bay. By a four to two vote, the board carried a motion to build a reservoir capable of holding 145,000 acre feet of water. While Buck Horn Reservoir was not specifically named, it just happens that volume of water storage voted on is exactly the same as the planned design of Buck Horn. This vote was a major step toward starting the final planning and engineering stages. The Operating Engineers in



Pictured above are Local 3 members involved in the current gradechecking class in Oakland. At right is instructor Andy Huntoon.

the East Bay will receive a double benefit of much needed water and hundreds of jobs to build it.

I'm happy to report that those directors on East Bay MUD supported by Local No. 3 all voted for this project.

Ken Allen
District Representative



So. Alameda picking up

The work in southern Alameda county is picking up a little in between the rain showers. Many of the construction companies have limited crews working various jobs. The quarries in the area—Kaiser, RMC Lonestar, Jamieson Company, Mission Valley Rock, East Bay Excavating, and Dumbarton Quarry are all keeping their hands as busy as can be expected with construction just starting up.

In southern Fremont at the new United Motors Plant, Bigge Crane and Rigging has their 225 ton link belt with about 370 feet of boom. Manning the

rig are Brothers Harvey Grinuck and Pat Aman along with up to ten or more Iron Workers doing demolition to make way for some new construction later this year.

As our work season begins many members will be calling the dispatch halls to find out where they are on the out-of-work list. When you make this call, don't forget to re-register. As you are called back to work, please call to get your name taken off the list so the dispatchers can keep their lists as current as possible.

Mark August
Business Representative

District Meetings

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

April

- 25th District 17: Maui**
Kahului Elem. School 410 S. Hina Ave. Kahului, Maui
- 26th District 17: Hilo**
Kapiolani School 966 Kilauea Ave.
- 27th District 17: Honolulu**
Kalihi Waena School 1240 Gullick Ave.

May

- 9th District 3: Stockton**
Engineers Bldg. 1916 North Broadway
- 11th District 2: Richmond**
Point Marina Inn 915 W. Cutting Blvd.
- 16th District 5: Fresno**
Laborer's Hall 5431 East Hedges
- 23rd District 8: Auburn**
Auburn Recreation Center 123 Recreation Drive

June

- 7th District 12: Provo**
Provo City Power Bldg. 251 West 800 No.
- 8th District 11: Reno**
Musicians Hall 124 West Taylor
- 15th District 9: Freedom**
Veterans of Foreign Wars Hall 1960 Freedom Blvd.
- 22nd District 10: Santa Rosa**
Veterans Bldg. 1351 Maple St.

Grievance Committee Elections

Recording-Corr. Sec. William Markus reports that the following Local 3 members have been elected to serve on their District Grievance Committees. They were elected at the regular district membership meetings held in the first quarter of 1988.

District	Committee Member
01 San Francisco	Peter Fogarty Joseph Denuarra Raymond Mangini
10 Santa Rosa	Paul Heater George Riebli David Spain
20 Oakland	M. Bone Harold Lewis Eugene Schaufler
30 Stockton	Tom Aja Billy Barrett Raymond Ortega
40 Eureka	Abe Sousa Darrell Robinson Max Lennon
50 Fresno	Bob Daniels Troy Johnson Francis Rocha
60 Marysville	Robert Barber Bill Hodges Glen Moore

70 Redding	Wendall King James Matson Gerald Carpenter Ronald Porteous Linda Rosenberg Troy Ruff Ralph Phillips Jerome Crutchfield Michael Sierra Cliff Luzier Fran Lane Russ Taylor Shirley Seeley Richard Taniguchi Douglas Taylor William Kapiko Richard LaCar John Popovich John Kamoku Donald Medeiros R. K. Shiigi
80 Sacramento	
90 San Jose	
11 Reno	
12 Salt Lake City	
17 Honolulu	
17 Hilo	

90 Freedom	Larry Martinez Michael Brown Paul Bazzell
11 Reno	Karl Lester Howard Luzier Richard Whitman

Picnic Schedule

Marysville: Scheduled for **Saturday, April 29** beginning 12 noon at the Yuba-Sutter County Fairgrounds, 442 Franklin Ave., Yuba City. Tickets are \$7 each, except for retirees, which are \$3.

Utah: Annual picnic and Retiree Mtg. will begin at 12 noon on **Saturday, May 20** at the Operating Engineers Local 3 building on 1958 West North Temple, Salt Lake City. Lunch price is \$7.50 for the entire family. Retiree attend free. Pre-retirement meeting begins at 11 a.m.

Retiree Picnic: The annual Retiree Picnic will be held on **Saturday, June 3, 1989**, at Rancho Murieta. As in previous years, you are welcome to come up with your motor homes, your trailers, etc., on Friday at noon and stay until Sunday at noon.

Last year's picnic was a huge success, and we know this year's will be the same. Come on up and join us. You're bound to meet some friends you worked with over the years-maybe a few you haven't seen for a while. And once again the Union will be picking up the tab. See you there on June 3.

Santa Rosa: Scheduled for **Saturday, June 24** at Warm Springs Dam. We will have steaks just as we did last year. Hot dogs will still be free to the kids. We are reserving 40 camp sites and will charge \$5.00 per site. We will give you \$5.00 worth of Raffle tickets at the picnic. Remember, the bus tour starts at 10 a.m. and will run until approximately 1 p.m.

Pre-retiree Mtgs.

Fresno	Tues. May 2, 1989 Cedar Lanes 3131 North Cedar	7:30 p.m.
Stockton	Thurs. May 4, 1989 Operating Engineers Bldg. 1916 N. Broadway	7:30 p.m.
Ignacio	Tues. May 9, 1989 Alvarado Inn 6045 Redwood Hwy. Novato, Ca.	7:30 p.m.
Fairfield	Wed. May 10, 1989 Holiday Inn 1350 Holiday Lane	7:30 p.m.
San Mateo	Thurs. May 11, 1989 Laborers Hall 300 7th Avenue	7:30 p.m.
Watsonville	Tues. May 16, 1989 V.F.W. Post # 1716 1960 Freedom Blvd. Freedom	7:30 p.m.
Santa Rosa	Wed. May 17, 1989 Veterans Memorial Bldg. 1351 Maple St.	7:30 p.m.
Salt Lake City	Sat. May 20, 1989 Operating Eng. Bldg. 1958 W. N. Temple.	11:00 a.m.
Reno	Tues. May 23, 1989 McCarran House 55 E. Nugget Ave. Sparks, Nev.	7:30 p.m.
Auburn	Wed. May 24, 1989 Auburn Recreation Center 123 Recreation Drive	7:30 p.m.
Sacramento	Thurs. May 25, 1989 Laborers Hall 545 Stockton Blvd.	7:30 p.m.

Geographic Market Area Committees

Recording-Corr. Sec. William Markus reports that the following Local 3 members were elected at regular district membership and specially called meetings during the first quarter in 1989, at all meetings in Northern California and Nevada.

District	Committee Member
01 San Francisco	Tom Mathers Mike Wagnon James Fehilly Ronald Sickler Mark Whitman John Vinal Leroy Lee A. J. Cellini Curt Posthuma Dennis Becker Dennis Douglass Doug Reed Jim Rodriguez Joe Scales Earl Willett Lloyd Phillips Pat Shanklin Tacho Zavala Max Lennon Louie DeMartin Dan Allen
03 San Mateo	
04 Fairfield	
10 Santa Rosa	
20 Oakland	
30 Stockton	
40 Eureka	
50 Fresno	
60 Marysville	
70 Redding	
80 Auburn	
80 Sacramento	
90 San Jose	

Swap Shop

FREE WANTS ADS FOR ENGINEERS

FOR SALE: Two Burial Plots. Must sacrifice. Skylawn Memorial Park, Milbrae. In George Washington area. Today's worth \$4,990. or \$1,800 for both. Joyce A. Chapman 145 Bella Vista, San Francisco, Ca. (415) 584-5001 Reg. # 0303231 3/89

FOR SALE: 1980 Ford F100 Pick-up Truck. Clean 6 cyl. 3 speed. Miller Big Blue 400/amp welder w/leads. trailer/incl. Gary DeRenzi, 528-2nd Ave., San Bruno, Ca. 94066 (415) 583-9807 Reg. # 1669800 3/89

FOR SALE: HD5-Dozer, runs good \$3,950. 9N Ford Tractor & Disc-\$2,295. 300 International Tractor(Propane) \$1,250. Allis-Chalmers Tractor \$875. W. L. Maddox, 17343 S. Mercy Springs, Los Banos, Ca. 93635 (209) 826-9465 Reg. # 1043556 3/89

FOR SALE: 21 Ft. Motorhome 1976 GMC Chassis, all amenities, runs great, low mi. \$8,000 Bob Baroni (707) 449-9163 Reg. # 1225929 3/89

FOR SALE: 2 Dragline Buckets, 1 3/4 Yard Hendrix, 1-1 1/2 yard Bucyrus, W. Dunn (916) 991-6092 Reg # 538710 3/89

FOR SALE: 20 mi. Sacramento 5 Acres, all irrigated. 5 H.P. pump. Over 200 trees. many grapes, fruit & nut trees. 2 bdrm 1 1/2 ba. good upgraded home, 3 lar. outbldgs, Pool, Good for horses, cattle, kids/retirement. \$169,000 F. Stanley 12254 Woods Rd. Galt Ca. 95632 (916) 687-6519 Reg. # 1171873 3/89

FOR SALE: Must sacrifice '84 model Jucuzzi Spa w/whirlpool action. Fully self cont. ex. condit. Portable, fits any pickup, \$1050. Spa chemicals incl. 528-2491 Reg # 1910408 3/89

FOR SALE: 1000 Trails Country wide membership. Make decent offer. (916) 689-2293 or write Harold Schultz 8210 Serenade Ln. Sacramento, Ca. 95828 3/89

FOR SALE: Retiree Heavy Duty Mechanic Tools Call Bob at (415) 692-2615 3/89

FOR SALE: G.M.C. 1971 20' Motorhome Less than 47K mi. "Extras" fully self-cont. Ex. Cond. \$6,800 (415) 523-1358 Wilfred R. Thomson Reg. # 0870909 3/89

RETIRED SALE: '83 Ford Dully Pickup 6.9 diesel, LN 8000 Ford Truck w/1160,225 Remanufactured Cat Engine w/'77 Boles Arrow 5th wheel RV Fully self-cont. will sell separate. '79 Lincoln Town car, limited edition \$5,000 Weekender Cab over Camper, 2/way refig, double stainless steel sink, roof watercooler/waterstor. tank, porta potty, new swing-out Hyd. jacks. \$1,500. Wacker gas 2 in trash-pump \$300. Race Bred Quarter Horses, miniature Pincher Pups. 40 acres-almonds, lake w/fish, lar. oak trees, good water, nr. Valley Springs. Jim Parrish 5404 Pettinger Road Linden, Ca. 95236 (209) 772-1577 Reg # 336937 3/89

FOR SALE: 1978 Midland Motorhome, 27' w/awning Dodge 440 eng. 84K mi. all new tires new brakes, full self-cont. generator low hrs., color T.V. micro, air/condit. sleeps 6-8. \$10,500 firm. '1980 AMC Concord, 4 dr. 76K mi. new tires, \$1,100 Mary Wilkins call after 6pm (707) 554-6633 Reg. # 0605167 3/89

FOR SALE: 1987 Toyota Pickup, 4X4, clean, low mi. cust. stereo, \$8,700 Joyce J. Skeen 1822 Waring Way, Modesto, Ca. 95350 (209) 526-4714 or (209) 537-0914 Reg # 2061018 3/89

FOR SALE: 1967 Motorhome class A 20 ft. Winnebago. Self-cont. on 1 ton Ford chassis. Auto.trans. & 300 cubic in. 6 cyl. in-line eng. Body ex. shape, interior refurb. W/new interior paneling, new mini-blinds. Twin volt. elect. sys. (12-125) w/800 watt power plant w/12 V. charg. system. Eng. overhauled (rings, valves, bearings) trans. rebuilt, new tires (comm. grade). Less than 1000 mi. of use since above items replaced/repared. Radio, heater, in-dash mounted rear-mounted radio, large heater/air condit. 4 burner gas stove w/oven, twin stainless steel sinks, gas and/or elect. refig./freezer. xtra Butane tank. Exc. home-away-from-home, can park in normal pking place. Exceptional gas mi., equals most fullsized pickups. Doesn't require re-registration smog checks, only w/sale or transfer. \$4,000. Ed Stanton (209) 578-0231. Reg # 1152779 3/89

FOR SALE: 1981 Hobbie Cat 18' w/Galvanized Trailer/travel cover. Orange hull, multi-color sails, traps. Exc. condit. \$3,000 O.B.O. V. F. Dias (415) 223-6532. Reg. # 0935703 3/89

FOR SALE: Gradall M-2460 3 buckets w/10' extension. xtra set of tires/spare parts. Gas up/down. Good condit. \$4,000 George Riebbi (707) 527-8750 Reg # 109446 3/89

FOR SALE: Shop bldg 24'X36' Shop bldg 14'X24' Side by side, 3 bdrm frame home

w/dou. gar. Fenced/cross fenced w/double gates. All chain-link fencing. \$28,000. Coy Downing 218 N. Calif. Ave. Atoka, Okla. 74525 (405) 889-6156 Reg # 1178350 3/89

FOR SALE: Free Wrought Iron 12'X28" Porch Railing w/1,477 new bricks 25¢ ea. Home full of household furn. All/or part. 73¢ ea. Reader's Digest Condensed Best Sellers Books. (\$15.00 for all) Like new. Lots of Sports Aviation Magazines like new. 50¢ ea. Clarke Eikenbary 14057 Arcadia Palms Dr. Saratoga, Ca. 95070 (408) 867-3806 after 7p.m. Reg # 0750266 3/89

FOR SALE: Pheasants, adult, chicks, eggs David Kennedy 8371 Norris Canyon Rd. Castro Valley, Ca. 94552 (415) 537-2594 Reg. # 1768889 4/89

FOR SALE: '70 Dodge Chino 21' Motorhome self cont., good generator, overhead/dash air, new carpets/upholstery, safety latch cabinets, clean. \$5,800 O.B.O. Fred H. Seiji 1849 Tuolumne Str. Vallejo, Ca. 94589 (707) 642-7716 or (707) 643-1608. Reg # 1535011 4/89

FOR SALE: 2 Burial Plots, Memory Gardens 2011 Arnold Way Concord, Ca. Will accept \$650.00 for 1 or \$1,100. for both Margaret Johnson 1241 Main Ave. Sacramento, Ca. (916) 920-1432 Reg # 0854261 4/89

FOR SALE: 1000 Trails "Charter" Member-ship. Must sell due to illness. (Pd. in full) \$4,500. O.B.O. 1-Jon Boat \$150. O.B.O. Good for duck hunting. Call before 9 am. or after 6 p.m. Rusty Fithian 244 Amer. Cyn Rd. Vallejo, Ca. 94589 (707) 642-7319 SS # 149-12-7387 4/89

FOR SALE: 4.47 Acres Oregon Coast between Bandon & Co's Bay Paved rd, new bridge, lots of trees \$14,500 Kenneth Harm 25084 Auberry Rd. Clovis, Ca. 93617 (209) 855-2698 SS #543-38-7204 4/89

FOR SALE: Oroville foothills 7 1/2 acres w/12 X 64 ft mobile home. Storage trailer, well septic & power & case tractor & Disc. \$55,000 will take as down a late model pick-up A/T/D/T. Alex Cellini 1521 Valley View Dr. Yuba City, Ca. 95991 (916) 674-3927 Reg. # 1013084 4/89

FOR SALE: Custom built 4 bdrm home. 2050sq ft. 2 tile ba. liv. rm. fam. rm. double fireplace wall in between. Laundry rm etc. Beautiful wood paneling all rooms. 18'X35'gunite pool. new filter sys. patio, BBQ.pit & more on 2 acres, lar. pines/oaks.Peacelul retreat. Redding water. \$120,500. Joe M. Paulazzo 3342 Melwood Lane Redding, Ca. 96003 evening (916) 243-4302 or (916) 223-1026 Reg. # 0865537 4/89

FOR SALE: Beer & Wine Tavern in Tehema Cty nr. Red Bluff, Ca. Cement blk bldg. 2120

Stapleton continued

(Continued from page 2)

To put that in perspective, about one in five applicants is accepted into U.C. Berkeley, one of the top universities in the country.

In the words of Haira Matsumoto, head of Yamazaki's training program: "Your apprenticeship training is much more extensive and stricter than ours. Your standards and discipline are stronger and your operators work harder than those in Japan. If I had a choice, I would hire American Operating Engineers instead of the Japanese."

How do we feel about our jobs when we know we're the best in the business? The answer is simple. We take pride in the work we do. We push ourselves a little harder. We try to be a little better. We work with the satisfying feeling of knowing that the skill we bring to our job is the result of years of training and hard work. We don't look at being an operating engineer as something to get us by. We approach it as a worthy career that benefits us and our families.

That's the message our people are spreading across the airwaves. In a very positive way, we are showing middle class America that there is security, satisfaction and prestige in working union. We are showing the nonunion heavy equipment operators that they are no better off than their Japanese counterparts. If they really want to make a career out of construction, then they ought to look to Local 3.

And we are instilling pride in our own members. The pride that comes with knowing we are playing on a winning team. One that's been at the forefront for 50 years and will continue to be the leader for many years to come.

Swap shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to Operating Engineers Local 3, 474 Valencia St., San Francisco, CA 94103, ATTN: Swap Shop. You must include your Registration Number. Ads are published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in Swap Shop.

Sq. Ft. incl. 2 bdrm apt. Patio in rear. Deep well w/submersible pump & trailer pad w/all util. \$65,900 Joe M. Paulazzo 3342 Melwood Ln. Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg. # 0865537 4/89

FOR SALE: '84 Fleetwood Westfield 14'X65' On 1/3 acre. Century Ranch Stonyford Ca. On center of horse shoe shaped lake. East Park Res. Fishing/hunting no neighbors nearby. Will except trade. Mtr home 1st, 2nd deed, may carry loan. James Fryar H.C. Rt. 1 Box 19 M Stonyford, Ca. 95979 (916) 963-3261 or (916) 963-3473 Reg # 0888800 4/89

FOR SALE: '85 Marlin Cuddy 19'8" Chevy 350 w/O.M.C. outdrive. Approx. 100 hrs.-boat 45 hrs-eng. Clean \$12,000 (209) 728-2029 after 5pm Rhonda Saul P.O. Box 2414 Arnold, Ca. 95223 SS # 548-13-8193 4/89

FOR SALE: '79 Cad deis. eng. \$150. O.B.O. Hydraulic tailgate for 1 1/2 ton or larger complete w/pump \$600 O.B.O. 4 Speed internal trans. \$150. Kestone Cable drill rig complete. All equip. \$2,500 O.B.O. '72 FORD motor home self-cont. 80,000 clean 6,000 B.O. or trade for FORD van will pay difference. Tom Spiller (209) 984-5716 SS #354-07-1584 4/89

FOR SALE OR TRADE: Mom & Pop grocery Store Located in Southern Or. Good gross. owner-wil-carry contract at 9% interest w/\$35000. down incl. Land, Building, equip. & Stock. (503) 884-9500 or (503) 882-8081 Steve or Marcia. 6321 # a Onyx Ave. Klamath Falls, OR. 97603 SS # 539-50-3085 4/89

FOR SALE: '85 23' Marlin Day Cruiser 350 Chevy I/O ex. condit. less than 100 hrs. Must see \$17,000 O.B.O. David Zwiefelhofer (415) 778-6189 evenings SS # 555-45-6642 4/89

FOR SALE: Workshell. Side/back dr openings. For '87 Nissan new cost \$600. Sell for \$250 Leer make. (707) 823-4419 Otis Wilbor Reg # 679071 4/89

FOR SALE: 23' 1985 Layton Trailer, fully self-cont. like new. \$5,600. or takeover payments. Loan at Eng. Credit Union. (415) 889-7224 after 5p.m. Kevin J. Hutchins 22166 Center St. #27 Castro Valley, Ca. 94596 Reg # 1840400 4/89

FOR SALE: 31' wilderness trailer self-cont. w/air cond. wired for phone & T.V. bunkhouse model-mint condit. perfect for big family \$10,000 O.B.O. Susan Little (916) 659-7205 SS # 559-80-391 8 4/89

FOR SALE: 1982 Camaro 4 spd. 4 cyl-fuel inject. new tires good condit. \$2500. (415) 872-0540 E. S. Wayman SS # 564-34-1909 4/89

FOR SALE: 10 rolling acres in Dobbins, Ca. \$35,000; Thunderbird Resort club membership \$5000. Del or Linda (916) 865-7869 Rt. 3 Box 3264 Orland, Ca. 95963 4/89

FOR SALE: Rock Hands Silversmith equipment grinder 8"-6" diamond saw, 2 buffers, 2 torches, butane tank, lots of extras. also rings, belts buckles. Reasonably priced. Harold Cooper 6239 Main Ave. # 13A Orangetown, CA. 95662 (916) 988-8934 Reg # 292566 4/89

Personal Notes

Fresno: Our sincere sympathy is extended to the family and friends of our Brothers and Sisters who recently passed away: Roderick Hinds; Birdie Baleme, wife of Melvin Baleme; Richard Bennett, Rudy Barbo, Merrill Reed, Elwood Guinn, Vernon Ray, Fern Moody, wife of Warren Moody; Luther Hooker, Thomas Stroud, Edna Mae Wasson, wife of T.N. Wasson; Charles Wolfenbarger and Barney Snorgrass. We will miss each and everyone of them.

Marysville: We would like to express our sympathy to the families and friends of the following: Retired Brother Floyd Ball; Retired Brother Frank McKaque and Warren Knutson; and Brother John L. Campos.

Special thanks to Brother William R. Shaw for donating to our Blood Bank during the period October-December, 1988.

Sacramento: We would like to express our sympathies to the families and friends of the departed Brothers James Basham, Delbert Boggs, Maurice Bouzer, Jack Brady, Jack Carwin, Roscoe Collins, Arthur Duarte, Allyn Green, Ivor Jones, Joseph Marston, Rene Menchinella, Harry Owens, Fred Shorthill, John Tiner, Buford Watson, Jay Weeks and Clarence Williams.

Our sincerest condolences go to Brother John Hall on the death of his wife, Ellen, and to Brother George Haskins on the death of his wife Blanche.

Our sincerest condolences go to apprentice Gerald Marshall and his wife. Their infant son, Gerald, Jr., died suddenly.

San Jose: We express our sympathies to the families and friends of recently departed members: Darrel Wilson, Carl Crevola, George Logan, William Sanderson, Harold Trinklein, Marion Wilson and Louie Wollbrinck.

NEWS FROM THE DISTRICTS

March rains help Santa Rosa outlook

The month of March gave us a lot of rain and has nearly filled our lake and reservoirs. At the recent retirees meeting in Ukiah, Brother John Brodnoski from Lake County said it rained so hard he could sit and watch the lake come up. Another retiree said that Lake Men-

Rains will help gravel operations on Russian River

The rainfall has helped wash the gravel downstream which will help Syar Industries operation in the Russian River at Healdsburg. Syar usually takes gravel from the river bed, but in the last two years there has not been enough rain to wash the gravel downstream. Syar Ind. and Kaiser Sand & Gravel have kept the operators busy throughout the winter.

The lack of rain in the early part of the rainy season has created work for other members of Local No. 3. They are the employees of Weeks Drilling and Pump Co., Les Petersen Drilling & Pump, Bartley Pump, and Anderson Drilling. They have been kept busy drilling new wells, and repairing pumps in anticipation of a drought which fortunately, did not happen.

Some of the employees of Weeks Drilling travel as far as Silicon Valley, in the South Bay Area, to drill and monitor the ground water for some of the "high tech" companies in that area. Because of the type of work they do in the Silicon Valley and other areas, Weeks Drilling has been sending their employees to hazardous materials training classes for quite a few years.

Many of the brothers and sisters working in this area do not know that the employees of these drilling and pump companies are members of Local No. 3. Clarence was the steward at the Syar Industries' plant in Healdsburg and was very helpful in the last negotiations with Syar. Thanks, Clarence, and good luck on your retirement.

*Stewart Orchard
Business Representative*

docino in Ukiah came up practically overnight. However, enough is enough and the brothers and sisters are anxious to get back to work.

I went to a recent Cal/Trans hearing in Sonoma concerning Hwy 12 improvements. The first job, \$7.5 million, will go to bid next spring and is a two year project that includes re-vamping the existing roadway, adding five foot shoulders on each side and

putting in left turn lanes. The job will start at Kenwood and end at Boyes Hot Springs. When that is completed they plan to do the same from Kenwood back to the Four Corners intersection.

*Chuck Smith
District Representative*

Ghilotti anticipates busy year

Ghilotti Brothers' Santa Rosa office reports that their work schedule is going to get very busy as soon as the ground is workable.

Anticipating that 1989 will be their busiest year yet, Will Earnshaw of North Bay Construction says they're going to be needing more top hands willing to work long hours. Between rains, North Bay has kept 30 to 40 operations working through the winter.

Now that Atkinson/Ostrander has opened their section of highway 101, north of Cloverdale, the old Preston Bridge is being demolished.

Ruff Stuff Construction out of Stockton has been working on the bridge about a week (as of this writing) and the entire span is already down.

Rex Whorton says Ruff Stuff travels all over the state doing demo work, primarily bridges. Rex expects to have this job completed by the first week in May. The latest word on the Forsythe Creek/Cookie factory job north of Ukiah is that the bid will be open on May 3, 1989.

Don Anderson, a blade-man from Santa Rosa told me recently that he worked for Guy F. Atkinson in 1943 on the Denison Dam job in northern Texas. The men were making 50¢ to 90¢ an hour with no benefits or working conditions. Don recalls that there were always at least 100 men outside the gate waiting for a job. If the boss needed someone he would pick a guy and try him for two days, free, then decide if he wanted to keep him.

If you were fortunate enough to get hired the boss would sometimes "ask" you to work a second back to back 10 hour shift (straight time). If you balked, it was goodbye. You would be down the road and they would get another man, the first two days free.

The union came in. Don's father was one of the organizers. The adversity to going union was not so much from the company as it was from some of the workers, who thought that it was nothing more than paying to work. Don was about 17 years old when the campaign began. He remembers coming home one day seeing his father covered with blood. Two policemen were carrying him out of his house, saving him from the anti-union element.

Another time Don saw a guy stabbed after an argument over union affiliation. These people were fighting for a better deal. Eventually, the union won out. The hourly wage was raised to \$1.10 an hour and overtime was paid over eight hours a day. They were allowed to try a guy only one day for free, and if he was hired, he was paid for that day. The others soon felt the benefits of belonging to a union.

We need to educate the unorganized to the benefits and power available to those that stick together. Our job should be easier than when Don was 17. One way to help is to talk to the non-union workers. Treat them the way you would like to be treated, explain the benefits, put them in touch with the hall or the V.O.C. committee in your area.



Pictured above are the graduates of the HAZMAT training course completed recently in Eureka.

Labor takes frontline stance on Eureka recall campaign

Actions by the current City Council of Eureka have provoked a group of citizens from the business and labor community enough to institute recall proceedings.

The reigning City Council has done very little for the working class or the downtown business community.

The downtown merchants have banded together to take legal action against the City Council for issuing building permits to the Bayshore Mall, even though the permits exceed the square footage that the Coastal Commission has approved. The City Council has hired an attorney from Sacramento to fight the downtown merchants.

They are doing their best to create a two class society, those who have and those who have not.

It seems as though the only business they are encouraging to come to Eureka is retail establishments that pay no more than minimum wage with no health and welfare benefits.

Thereby the workers have no spendable income. Everything they make goes to just the essentials in life, such as food and clothing.

The Eureka city police worked over fourteen months without the benefits of a labor agreement. Trying to get the City Council to the bargaining

table was like pulling teeth, which shows just how highly they think of the public servants.

A few years ago they invoked the Charter City provision to completely destroy the California prevailing wage law, therefore putting Union employers and Building Trades craftsmen at a competitive disadvantage.

HAZMAT

The first Eureka area hazardous waste class was put on the week of March 13 through 17. I am pleased to report that it was a great success. The members attending were Fred Barber, Gerald Burke, Larry Eaton, Joe Gahart, Dales Hawes, Tom Howard, Larry Hoerner, Mike Gill, Don Haynes, Roxanne Kerber, Max Lennon, Paul Lindner, Ray Lewis, Steve Lovfald, Butch Marks, Dan Martinez, Lloyd Meirndorf, Rick Mendoza, Neil Morley, Richard Nansel, Jerry Orme, Mike Powers, Ron Renfro, Darrell Robinson, Craig Reynolds, Stan Richardson, Curtis Shafer, Mike Smith, Mike Thomas, and David Winters. A special thank you to Brian Bishop out of the Oakland hall and Bill Schneider from the Technical Engineers Division for coming to Eureka and giving me a hand.

*Bill Burns,
District Representative*

Although work generally looks good, the ever present non-union threat to our livelihood is here and we need to fix it.

"Put the 'you' in union. Get involved!"

*Greg Gunheim,
Business Representative*