

SPECIAL ELECTION MATERIAL INSIDE



ENGINEERS NEWS

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192 GCU

MAY 1984

Official Notice of Meetings

Recording Corresponding Secretary James "Red" Ivy has announced that the next **Semi-annual Meeting** of the membership will be held on Saturday, July 7, 1984 at 1:00 p.m. at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, CA. The **Annual Credit Union Meeting** will be held immediately following the semi-annual membership meeting at the same location.

Joint legislative conference held in Sacramento

Now is the time for trade unionists "to elect people who do not have to be asked to vote right," people "who know how to vote right without being asked." This rousing message by Assembly Speaker Willie Brown was echoed again and again at the joint legislative conference of the California Labor Federation and the Building Trades this month in Sacramento.

"Sacramento looks like another Washington in the increasing polarization of politics," declared Jack Henning, head of the Federation. "Labor is almost totally on the defensive. Only political action can restore our proper share in the writing of state law."

Most speakers stressed the need to defeat Proposition 24 and to elect Walter Mondale pledged delegates to the Democratic National Convention at the June 5 primary election.

State Senate President Pro Tem David Roberti in his address to the meeting stressed, "Labor is not a 'special interest' like oil companies or insurance companies or environmental polluters whose basic goal in life is to satisfy their corporate greed!"

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Vote 'No' on Proposition 24



Assembly Speaker Willie Brown (center) gets a rousing ovation from delegates to the joint legislative conference in Sacramento. Standing with him are California Labor Federation officers Jack Henning (left) and Al Gruhn (right).

By James Earp
Managing Editor

As Local 3 members go to the polls on June 5, there are two very important issues you need to keep in mind—vote "YES" for Walter Mondale and vote "NO" on Proposition 24.

By now we should be very much aware that Mondale is the candidate for working men and women, and hopefully we will give him our strong support at the ballot box.

But very few people know anything about Proposition 24, the "Gann Initiative." This 17-page document is a mass of legal jargon for the normal voting citizen, yet its intent is very direct. Proposition 24 is an under-the-table move by right wing conservatives to gain control over the state legislature.

To understand the Gann Initiative, you have to begin with an elemental fact: Those who control the internal organization of the Legislature can strongly influence the fate of legislation. This is done primarily through committee assignments and bill referrals.

Essentially, the Gann Initiative is an attempt by the Republicans to gain more control in the Legislature by referendum, since they have been unable to do it through the normal election process.

This spells trouble for trade union members. Since the election of Deukmejian, the Democratic controlled Legislature has been our only protection from the abolishment of such vital laws as the prevailing wage law.

Without the power of the Democrats in the Legislature, a state right-to-work law, which was shelved by Assemblyman Dick Floyd last February would have been well on its way to the Governor's desk by now.

The cold, hard fact is, we cannot afford to let the Republicans gain control of the Legislature. Proposition 24 attempts to do just that. Here are some specific reasons why it must be defeated:

- Proposition 24 gives veto power to right wing extremists by requiring a two-thirds vote on legislative rules which determine the fate of most bills. Under the current law, these legislators do not have much power, because they form a small minority.

- Proposition 24 would make it possible for the Republican minority to block all labor-oriented legislation.

- Proposition 24 makes it possible for the conservative minority to determine who shall serve on the legislative committees that determine the fate of all legislation.

- Proposition 24 requires a two-thirds

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IUOE convention sets goals to advance labor

Delegates to the Operating Engineers 32nd International convention last month set legislative and political goals to advance labor's programs and called for a major new effort to organize workers and combat union-busters.

They re-elected President J. C. Turner, Sec.-Treas. Frank Hanley and other incumbent officers to new four-year terms, all unanimously. And they approved a step-up in monthly per capita payments.

On the political front, the convention formally voted to endorse Walter Mondale's presidential candidacy — by a demonstrative, standing vote of acclamation by the 700 delegates.

Turner told the convention that the union's 400,000 members and their families could make the difference in the November presidential election. That translates into more than a million votes, Turner pointed out.

"Our job is to make sure that our members and their families are registered, and make certain that they vote," he stressed.

Eradicating the scourge of "double-breasting" in the construction industry and plant closings in the industrial sector are top priority goals of the

Operating Engineers, President J. C. Turner told the delegates.

Success in both endeavors, Turner said, requires the defeat of President Reagan and his right-wing followers and the election of Walter Mondale and labor's friends to Congress in November.

The Reagan Administration, he charged, is "waging war against workers" and inflicting "heavy casualties."

Turner said the explosion of the double-breasting tactic — in which a union contractor establishes a second competing firm that operates nonunion — has been made possible by the anti-union decisions of the National Labor Relations Board.

"Through his appointments of people who have spent their lifetimes honing skills to help management weaken unions, Reagan has turned the NLRB into a management saber that is being wielded to systematically cut down the trade union movement," Turner declared.

Legislative package

He and other members of the administrative committee of the AFL-CIO Building & Construction Trades Dept., he reported, have prepared a

legislative package for Congress that would bring an end to double-breasting.

He also called on the delegates to give their wholehearted support to a bill before Congress that would cur-

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Send
A Message
To Reagan.
VOTE FOR
WALTER
MONDALE



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

LOOKING AT LABOR

Members turn down annuity plan proposal

Business Manager Tom Stapleton reports that a majority of Local 3 members who returned a special survey on a proposed annuity plan for members working in the construction industry indicated that they prefer not to institute such a plan.

The survey was sent out to Local 3 members working in construction, rock, sand & gravel, surveying and related bargaining units in Northern California who were scheduled for a 5% negotiated wage increase on June 16.

The survey, which was mailed out to approximately 12,000 members during the last week of March, asked for members' response on three options of a proposed annuity plan designed to supplement the existing Local 3 pension plan.

Option one was to allocate 50 cents an hour from the upcoming 5% increase to the annuity plan.

Option two was to deduct 50 cents an hour from the existing vacation and holiday pay plan and deposit it into an annuity plan.

Option three was to combine the first two options for a total contribution of \$1 an hour.

"According to the results of the survey, a majority of those who answered indicated that they did not want an annuity plan at this time," Stapleton commented.

The plan that had been proposed would have been set up similar to an IRA and would have provided additional retirement benefits over and above the pension.

"Unfortunately, we were very pressed for time in presenting the proposal to the membership," Stapleton said. "Under the terms of the Master Agreement, our allocations for the upcoming increase had to meet an April 15 deadline, therefore we had to get a response back from the membership by that date."

"In the midst of sending out the survey, we were also trying to finish the last of the specially called meetings on the dues formula, after which we had to attend the International Convention."

The combination of these circumstances made it difficult allow enough time to answer everyone's questions on the proposal, Stapleton explained.

The Business Manager added that the Hawaii membership has already indicated its support for an annuity plan, which has been negotiated into the new Hawaii master agreement.

"Other individual collective bargaining units have also expressed a desire for the annuity plan, and these will be considered on a unit-by-unit basis," Stapleton said.

As we enter the last couple of weeks prior to the June 5 Primary Election, it is clear that the two overwhelming issues for trade union members in California is securing the Walter Mondale nomination and dumping Proposition 24, the "Gann Initiative."

As I write this column, a special direct mail package is being prepared for every Operating Engineer and Stationary Engineer in California—60,000 in all. This mailer is a joint effort of the International Union and the California IUOE business managers to convince our membership of the importance in supporting Mondale and defeating Proposition 24 at the polls.

We hope you will take time to read the material, as well as what has been prepared in this special election issue of the Engineers News, so that you may be an informed voter. Every effort has been made to outline the issues of this election.

I have never seen a more concentrated election effort by organized labor than I have seen this year. Even the vast majority of those union members who were persuaded to vote for Reagan in 1980 realize that four more years under his reign will be devastating for working men and women.

We have rolled up our shirt sleeves and gone to work as never before to assure the nomination of Walter Mondale as the Democratic candidate to face off with Reagan in November.

There are some who have criticized labor's unprecedented move to select a candidate early on, rather than waiting in the back stage for the Democratic Party to make its choice.

With Senator Hart's recent successes, some Monday morning quarterbacks sit back on their hind quarters and speculate that Labor made its move too early, that we

"We chose our candidate up front — Walter Mondale — one who has been true to organized labor since the day he entered politics."

should have sat back and quietly done our work behind the scenes.

In an era when we are being attacked on every side by management and the government, we cannot afford to play the game by the old rules. There is no secrecy in politics. Walter Mondale would have been our clear choice regardless of when we announced our support.

This was the time to strike boldly and make our stand. If we constantly let others in the Democratic Party make our choice for us, then we have no voice. If by the old rules we were to settle for a candidate who has been lukewarm to labor, then we would have no one to blame but ourselves.

No, this time we did it differently. We chose our candidate up front—Walter Mondale—one who has been true to organized labor since the day he entered politics. Sink or swim, we made our stand on the best candidate we had before us.

Senator Hart—no doubt jealous of Mondale's labor backing—has labeled him a pawn of "special interests." Our answer to Hart's speech writers is this:

Yes, Mondale does have some special interests, but they are not the normal kind. He is not for some oil company rooting for higher profits or a utility looking for higher gas rates.

Walter Mondale's special interest is us—working men and women. His special interest is with the people who built this nation. His special interest is rebuilding America's industrial base and securing jobs.

July 15 set for labor parade

"We can do it . . . if we register!"

"We can do it . . . if we vote!"

"We can do it . . . if we organize!"

That's the message of confidence tens of thousands of Bay Area unionists and their supporters will carry through the streets of San Francisco on Sunday, July 15—the day before the opening of the National Democratic Convention—in a massive march and rally.

The march, a combined effort of the AFL-CIO, Teamsters and ILWU, will turn out thousands of unionists to show the assembling delegates and a watching nation that "the labor movement is the strongest voice in this country for the just causes of working people and their families," said San Francisco Labor Council Secretary Treasurer John F. Crowley.

In addition to members of Bay Area labor groups, organizers expect the participation of many of the large

number of trade unionists who will be serving as convention delegates. A similar pre-election mobilization in October, 1982, drew 70,000 marchers.

The march will also commemorate the 50th anniversary of the 1934 maritime and general strikes, which set the stage for the development of the modern labor movement. It will be led by veterans of '34.

Local 3 members throughout the Bay Area are urged to come and participate in the event. According to San Francisco Business Representative Ted Wright, who has been given the assignment as the Local 3 coordinator, plans are underway for the Operating Engineers' section to be led by a convoy of heavy equipment.

Those who want to participate or who have access to equipment should contact Ted Wright at the Local 3 main office (415/431-1568).

That's a special interest we can live with. Indeed, it's a special interest we can't live without.

Shall the minority rule?

For us here in California, there is an issue of equal importance to the presidential campaign, and that is Proposition 24.

Very few people know much about this measure, yet if it passes, it will destroy the California legislature as we know it. As you will see in the article on page 1, Proposition 24 represents a dangerous attempt by ultra-conservative Republican politicians to grab power they are unable to get at the ballot box.

Its 17 pages of sweeping measures would change legislative voting requirements, giving the minority party much larger voice in the Legislature than they deserve.

No group has more to fear from Proposition 24 than working people and their representatives. It's "minority rule" provisions can be used not only to kill pro-labor bills, but to promote legislation that would abolish the prevailing wage law and institute right-to-work for less.

Our democratic form of government has been based on the principle of "majority rules." Without it, there is no democracy. We must prevent the ultra-conservative movement from grabbing power that they have not earned.

We must vote "NO" on Proposition 24.

ENGINEERS NEWS

WIPA



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

T.J. "TOM" STAPLETON

Business Manager
and Editor

HAROLD HUSTON
President

BOB SKIDGEL
Vice President

JAMES "RED" IVY
Rec.-Corres. Secretary

DON KINCHLOE
Treasurer

NORRIS CASEY
Financial Secretary

JAMES EARP
Managing Editor

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On Tuesday, June 5 VOTE!



On Proposition 24

- Proposition 24 destroys the principle of majority rule.
- Proposition 24 will put the Legislature in a total stalemate on every major piece of legislation.
- Proposition 24 is a short-sighted attempt by the Republicans to 'get even' because their candidates did not get elected to the Legislature in the 1982 elections.

Every Major California Newspaper Opposes the Gann Initiative

"Paul Gann ... is now promoting an initiative measure that would destroy the principle of majority rule in the Legislature."

Los Angeles Times

"If you want to cripple the democratic process by which the Legislature is run, sign the petition currently being circulated to place another Paul Gann initiative on the 1984 state ballot."

Oakland Tribune

"(Gann) has included a number of proposals so flawed that they would cripple the Legis-

lature by allowing a tiny minority of its members to tyrannize the majority."

San Diego Union

"(Proposition 24) would not be reform but a prescription for chaos within state government."

San Francisco Chronicle

"We believe Gann's initiative is a bad law, deceptive in places and possibly unconstitutional."

San Jose Mercury News

"Gann is not reform; it is an invitation to inertia and disaster."

Sacramento Bee



By HAROLD HUSTON, President

A Personal Note From The President's Pen

I appreciated the opportunity to attend the 32nd Convention of the International Union of Operating Engineers at Hollywood, Florida during the month of April. This was the 8th convention which I attended as a delegate and I always look forward to the convention which is held every four years. Thanks to our General President, J. C. Turner, for appointing me to serve on the Credentials Committee. This Committee consisted of officers of the different Local Unions throughout the United States and Canada. International Vice Presidents Larry Dugan, Jr. and V. H. Williams were Co-Chairmen.

There were 664 delegates in attendance at the Convention from throughout the United States and Canada. The theme of the Convention was "Victory through Solidarity." The most controversial subject matter discussed at the Convention was the amount the per capita tax would be increased over the next four years.

General President Turner, in his keynote address, urged an all-out effort to elect Walter "Fritz" Mondale as President. Turner further accused Ronald Reagan and his conservative followers of conducting a war against workers.

"Spearheaded by the widely conservative Administration of Ronald Reagan, bankrolled by wealthy advocates of a union-free society, and often supported by the media, this war against workers has inflicted heavy casualties on thousands of our members and millions of Americans," he declared.

Turner condemned the National Labor Relations Board and the Department of Labor for being advocates of anti-unionism. The NLRB, he said, is "eroding the legal rights of construction workers to organize and bargain collectively." "Through his appointments of people who have spent their lifetimes learning skills to help management weaken unions, Reagan has turned the NLRB into a management saber that is being used to systematically cut down the trade union movement," he said.

The growing practice of double-breasting in the construction industry, encouraged by actions of the NLRB, "is the most dangerous threat confronting the welfare of our members today," he asserted.

The General President said that he and other members of the Administrative Committee of the Building and Construction Trades Department have prepared a legislative package for Congress that would "bring an end to the corruption of pre-hire agreements and the practice of double-breasting."

"The impact of these legislative proposals would be that once we have organized a company, it will stay organized — and once we have negotiated an agreement, that agreement will be honored," he said. But the possibility of having the legislative package approved "depends totally on our ability to replace our enemies with our friends in the Congress and the White House in the November election," Turner stated.

"Another legislative proposal with top priority," he told the delegates, "is a bill that would curtail the hardships inflicted by plant closings." "This measure," he said, "would require management to give a year's advance notice before a plant could be closed. During that year, the Labor Department would conduct an investigation into whether the economic conditions of the company justify the closing. Workers victimized by a shutdown would be guaranteed severance pay, transfer rights, and income and health insurance maintenance."

"The Labor Department would also be required to assist in retraining the abandoned workers, as well as aiding them in finding jobs and helping them to relocate."

"Passage of this legislation will end management's callous practice of milking ultimate profits from workers and their communities, only to throw them into the discards on a whim," he said. Turner stressed that this legislative proposal also will die unless Walter Mondale and a friendly Congress are elected in November.

Delegates gave a rousing response to an address by William Hutton, Executive Director of the National Council of Senior Citizens, who assailed the Reagan Administration's assault on Social Security and Medicare.

"Any retired person who cannot live comfortably with Medicare and without Social Security benefits

will be in serious trouble if this country re-elects the current Senate and this current President," Hutton warned. "They have already put through serious curtailments of both Medicare and Social Security. It's an open secret that after the election they hope to make bigger cuts — particularly with regard to Medicare."

"They ought to be made to carry a warning similar to that on packs of cigarettes — Caution: The Reagan Administration is Dangerous to Your Health!" he declared.

Hutton reviewed Reagan's "devastating" record on health and Medicare matters and told the delegates, "Mark this well; the devastating health policies of the last three and a half years come from a man who wants to be re-elected. If he is being cautious now to secure a second term, what will he do to us in 1985 when he pulls out all the stops?"

"If Ronald Reagan wins a second term, we will see the destruction of social, health, welfare and civil rights programs as we have never witnessed before."

"America," he said, "needs a leader who has compassion for his fellow man. We need a new leader who respects the people for whom Medicare and Medicaid were created to protect. We believe we have such a leader in Fritz Mondale, and your health and welfare depend on electing him in November."

If every brother and sister in organized labor would see to it that first they are registered to vote, and second, make it their personal responsibility to vote in all elections, we would have a much better world to live in today. Labor must take an active position and give it our 100% best effort to obtain the many goals we seek.

I've said many times there are three types of people in the world today:

Some who make things happen,
Some who watch things happen, and
Some who don't know what is happening!

We must be the kind of person to make things happen. Let's set our goals high, and give it our best shot. Together I'm sure we can and will get the job done!

Granite Construction lands several jobs in Reno area

District Representative Les Lassiter reports that Granite Const. recently picked up two jobs in the Reno area. One is the Holcomb Ave. extension to Casazza and Wells. Harker & Harker is doing the storm drain and sanitary sewer replacement.

The other is reconstruction of Grant Drive from Peckham Lane to Moana Lane. Granite was also awarded the railroad relocation project in Elko, consisting of removal of track and restoration of city streets and frontage roads. Granite's bid was \$1,776,906 and is expected to employ about 10 operators.

Frehner Const. will be doing the street project in Elko but hasn't started, due to the wet conditions, which seems to be the major reason why most work in the eastern part of the state hasn't started. Helms Const. is subcontracting to Stone & Webster at the Valmy Power Plant to do the evaporation pond, earthwork and liner. They will use approximately 12 to 15 operators. The work is expected to peak in July and wrap up sometime in October. In northwest Reno, Helms' Northgate subdivision job is in full swing. They're moving

approximately 600,000 yards of dirt.

Reno's Circus Circus Hotel recently revealed plans for a 27-story hotel tower west of the existing hotel. The plans also include a seven-story parking garage and an elevated tram along Sixth St. from the new hotel to the existing hotel. The plans are expected to be submitted for review sometime this month and if the project continues on schedule, will probably be considered by the Reno Planning Commission next month.

Two highway jobs coming up for bid are in Wells, on U.S. 93 from nine miles north of Wells to 3.7 miles south of Thousand Springs, a little over 12 miles, and in Ely on U.S. 6 between the junction of U.S. 50 and 6.4 miles south east of State Route 486, approximately 13 miles. Bid results are expected some time this month.

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Local 3 members Bud Bowers (grade checker), Bill Abelman (foreman), and John Marshal (mechanic) are pictured working for R.L. Helms on the Gooseberry Mine Dam construction job, located approximately 20 miles east of Reno.



Labor Roundup



Contract grounded—Flight attendants employed by Piedmont Airlines walk an informational picket line at National Airport in Washington to protest management's foot-dragging in talks for a new contract to replace the old agreement that was up last September. Other pickets walked lines at Piedmont terminals in seven cities.

'America Works' to air on public TV

The Labor Institute of Public Affairs reached an accord with a public television syndication service that will bring the "America Works" program series to at least 80 cities by the end of this year.

Under the agreement, the Inter-Regional Program Service will begin broadcasting the America Works series by satellite to PBS stations participating in the service. IPS consists of several hundred public television affiliates which the system as a way to obtain syndicated programming from sources other than the PBS network.

To date, about 60 stations have indicated that they will pick up the first 12 weekly America Works segments beginning in mid-June. Those programs, produced by LIPA, were previously broadcast during 1983 on 36 commercial stations across the country.

Nearly 80 PBS affiliates have said they will include six new episodes of the half-hour public affairs program in their weekly schedules. Those segments will be available for broadcast the first week in September.

Nick DeMartino, LIPA's director of marketing and distributing, said that in many cities, local labor support was a key factor in persuading the area's public broadcasting channel to schedule America Works.

DeMartino pointed out that through the agreement with IPS, America Works will become the most widely broadcast public affairs program on public television outside of those distributed directly by PBS.

He said that the enthusiastic response of public stations is "a tremendous vote of confidence in the program, but even more important, it is a recognition of the fact that labor has long been underserved by American television."

In addition, many public broadcast stations are airing the first series of "America Works" on a weekly schedule through the summer. Below is a sche-

dule of programs within Local 3's jurisdiction. The date listed indicates the time the series will begin. A new episode will air each week at that time.

San Mateo, CA

KCSM Ch. 60 July 8, 7 p.m.

Hawaii

KHET Ch. 11 in progress

Mondays, 7 p.m., Sundays, 11 a.m.

Nevada

KLUX Ch. 10 (Las Vegas)

..... to be announced

Salt Lake City, UT

KUED Ch. 7 July 14, 4:40 p.m.

Labor hits move on Hobbs Act

The AFL-CIO urged the Senate Judiciary Committee this month to reject a new attempt to amend the Hobbs Act so that a federal anti-racketeering law could be turned into a weapon against unions and union members.

With support from the anti-union National Right to Work Committee, Sen. Charles E. Grassley (R-Ia.) has introduced legislation to nullify a 1973 Supreme Court decision that the Hobbs Act wasn't intended to apply to misconduct incidental to a legal strike.

The Supreme Court was right, AFL-CIO Special Counsel Laurence Gold told the Judiciary Committee. The Hobbs Act was passed to deal with the use of force or threats for criminal extortion. As the court noted in its decision, applying its heavy penalties to a strike for better wages and working conditions could mean 20 years imprisonment for "the worker who threw a punch on the picket line, or the striker who deflated the tires on his employer's truck."

Gold told the Judiciary Committee, at a hearing at which Grassley presided, "that neither the AFL-CIO nor any of its affiliates condones picket line misconduct." Any assault or willful destruction of property should be punished if proven, "during a labor dispute or at any other time," Gold said.

But such wrongdoing, where it occurs, is "almost without exception effectively dealt with by the state and local authorities," he stressed.

He termed the Grassley bill's extension of the Hobbs Act to legal labor disputes "unnecessary and unwise." Further, Gold contended, arming the federal government to intervene in a dispute "on the employer's side alone" is unfair to workers.

Proposals to amend the Hobbs Act have been a perennial issue in Congress, and Gold took note of the manner in which the anti-union groups have pushed for legislation through "a public relations campaign to malign the millions of American workers who are union members and the labor movement."

Their clear objective, he said, is "to undermine unions and collective bargaining and to raise money for their union-busting efforts."

Gold told the panel that the advocates of the Hobbs Act amendment bear the burden of demonstrating that the legislation addresses "a serious national problem" that states and localities haven't been able to handle.

Fonda gives union label good workout

The union label is getting a good workout at plants in New York and Pennsylvania under contract with the Ladies' Garment Workers thanks to Jane Fonda.

The Academy Award-winning actress, whose union memberships include the Screen Actors Guild, Actor's Equity and the Television & Radio Artists, is also a successful physical fitness author and instructor. When she decided to expand her fitness business to include a line of exercise and leisure clothing, Fonda insisted that the garments be made in the United States and in union shops.

The line, called Jane Fonda Workouts, is made in shops in the two states by New York-based Capri Beachwear, which has plans to nearly double its workforce to produce the clothing.

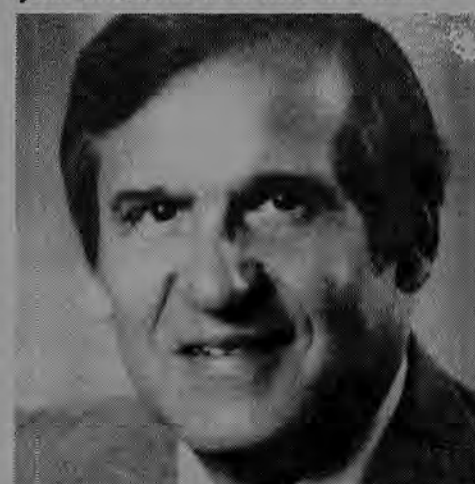
ILGWU president Sol C. Chaikin, applauding Fonda's loyalty to the union label, said the effort proves "that you don't need a sweatshop to to make a sweat suit."

Coors boycott spreads to liquor store owners

Los Angeles—Some 500 Southern California liquor store owners have joined the boycott of Coors beer to protest remarks by the firm's chairman, William K. Coors.

Los Angeles NAACP President John T. McDonald III reported at a news conference that store owners in four heavily populated counties have been voluntarily taking Coors products off their shelves, refusing additional shipments of the beer and urging customers to buy other brands. McDonald was joined at the news conference by AFL-CIO Field Rep. David Sickler who has coordinated the federation's boycott of Coors since 1977.

The store owners' action was sparked by racial slurs made by the Coors executive earlier this year to a minority business group. He called black African leaders intellectually inferior to their former white colonial governors and suggested that "one of the best things (slave traders) did for you is to drag your ancestors over here in chains."



USWA winner—Lynn R. Williams has been certified the winner in the election for president of the Steelworkers. USWA tellers reported that Williams polled 59 percent of the vote over Treasurer Frank McKee. Williams was named acting president after Floyd McBride died last November.



Golden Anniversary—"I'm proud to be an actor. Here's my union card," some 250 members of the Screen Actors Guild sing out in the finale to SAG's 50th anniversary special. The show is scheduled for broadcast on CBS television May 28 at 9 p.m. EDT. The two-hour variety show features original songs, skits, dances and production numbers that celebrate the life of an actor and trace the history of the union. Among the performers are hosts Ed Asner, SAG president and Elliott Gould, Richard Dreyfuss, Martin Sheen, Chevy Chase and Henry Winkler. Taped before an audience of more than 2,500 other performers and guests, was produced as part of the union's golden anniversary observance.

SPECIAL REPORT



Strike into second month

Las Vegas unions win agreement with Hilton

Las Vegas, Nev. — Striking hotel workers have reached agreements with Hilton hotels here, cracking a stonewall attempt by an employer association to force them to swallow stiff concessions. However, the other hotels and casinos involved in the dispute still have not signed.

The four unions that began the strike against 32 Las Vegas hotel-casinos a month ago announced tentative settlement of four-year pacts with Hilton, the leading employer in the dispute.

Negotiators for the unions — Bartenders Local 165 and Culinary Local 226, of the Hotel Employees & Restaurant Employees, Musicians Local 369 and Stage Employees Local 720 — were still at the bargaining table working out

specific contract language as the Engineers News went to press.

The hotel chain, which operates the Flamingo and Los Vegas Hilton, broke ranks with other employers in the Nevada Resort Association earlier. Hilton dropped demands for wage and benefit cuts and for damaging changes in work week guarantees and work rules and began to bargain separately with the unions.

Meanwhile, picketing continued as the locals pressed the strike against hotels employing the rest of the 17,000 strikers.

Union strategy

Separating the bargaining with Hilton and other major hotels from the resort

association was a key element of the unions' strategy. The association had openly boasted that it planned to use a perceived "anti-union climate in the nation" to press its takeover demands.

The settlement with Hilton could spur progress in talks with other major resorts, such as Caesars Palace, the unions said. Hilton is the largest employer in the dispute and its two hotels account for ten percent of the hotel rooms in the city.

Earlier, the unions signed contracts with 24 other major hotels in the city which have remained open.

But the unions are concerned that the strike could drag on against other hotels in the resort association, led by the Summa Corp., which owns five of the struck hotels.

Striking workers continue peaceful picketing at the struck hotels, but an April 28th march through downtown Las Vegas by 2,000 strikers, their families and supporters was marred when police arrested 111 demonstrators.

The number of arrests in the month-long walkout now tops 600. The unions have filed suits in federal and state courts charging that local authorities have violated strikers' civil and constitutional rights and challenging court orders that have restricted peaceful picketing.

The four unions are seeking \$80 million in damages against Clark County and the hotels because of violent incidents against workers involving police and private security guards.

A member of the Las Vegas hotel strike is carried away for emergency treatment after being run over twice by a car crashing the picket line at Caesars Palace Hotel.

Congressional investigation on violence

Congressional investigators are looking into the bitter hotel-casino strike in Las Vegas as nationwide labor support mounted for 17,000 members of local culinary, bartender, musician and stagehand unions in their struggle for a contract renewal.

The House Labor-Management sub-committee at the request of AFL-CIO President Lane Kirkland began an investigation into the abuse of civil rights and police authority that triggered a wave of violent confrontations and more than 400 arrests of strikers in the nearly four-week walkout.

After subcommittee Staff Director Fred Feinstein was snubbed by management in his attempt to gather facts, Rep. William L. Clay (D-Mo.), chairman of the panel, suggested a full blown hearing into the dispute might be in order.

As picket-line solidarity continued strong, the Hotel Employees & Restaurant Employees announced an internal fund-raising campaign with an immediate objective of \$2 million.

HERE has distributed \$700,000 per week in strike benefits to members of its Culinary Workers Local 226 and Bartenders Local 165.

HERE Local 5 in Honolulu contributed \$100,000 to the strike relief fund the first day of the drive. Other early pledges included \$10,000 per month each from New York's Local 6 and the city's Hotel Trades Council, and \$5,000 per month from Seattle's Local 8, HERE Sec.-Treas. Herman T. Leavitt reported.

Meanwhile, contributions to the AFL-CIO strike assistance fund have started to pick up, and the secretary-treasurer's office said it expects a strong response from affiliates and individual members. The national fund was launched with a \$20,000 contribution from the Executive Council.

Members of Musicians Local 369, Stagehands Local 720 and HERE Culinary Local 226 whose employers have signed contracts are contributing \$5 each per work shift to the local strike fund.

Union demonstrations on April 19th in Boston, New York, Washington, Denver, Los Angeles and San Francisco carried the protest against the hotels' anti-worker actions in Las Vegas to banks and large holders of Hilton securities. The cross-country protest was part of a corporate campaign initiated by the AFL-CIO Food & Allied Service Trades Dept.

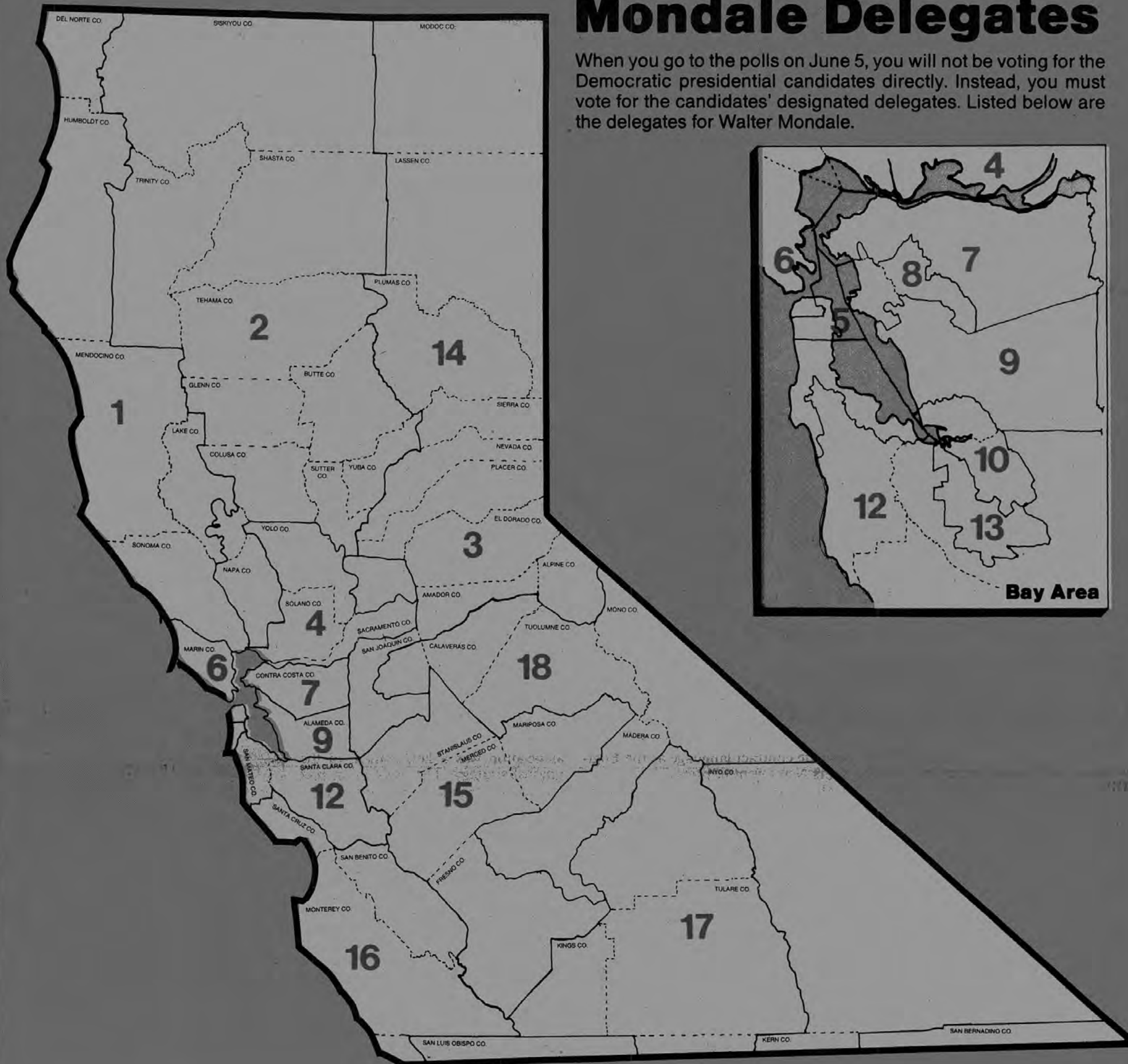
Reports from inside many of the larger struck hotels, including the MGM Grand, the two Hiltons and Caesars World, continued to paint a picture of slumping casino traffic, sputtering restaurant service and declining room occupancy.

The striking unions said thousands of potential visitors to Las Vegas were apparently shocked by the conduct of police and were staying away from the city.



For the June 5 Primary Election Mondale Delegates

When you go to the polls on June 5, you will not be voting for the Democratic presidential candidates directly. Instead, you must vote for the candidates' designated delegates. Listed below are the delegates for Walter Mondale.



District 1

Arthur H. Harwood
Loretta K. Mahoney
Thomas M. Golden
Roberta A. Hollowell
Timothy P. Smith
Diane K. Shugart

District 2

Ann J. Procter
George C. Shaw
Sara Price
Al Byer
Sylvia Mayo

District 3

Illa M. Collin
Joe Serna, Jr.
Alice A. Huffman
Thomas P. Kenny
Nancy Akabori

District 4

Cecily 'Sandy' Motley
William J. Carroll
Cynthia R. Baker
James L. Evans
Rachel A. Joseph

District 5

Roger Dickinson
Shirley Anne Forrest
Doris M. Ward
Sal Rosselli
Lucy Blake
Timothy J. Twomey
Linda Post
Jack Trujillo
Carol Migden
Catherine Jean Dodd

District 6

Gail M. Wilhelm
John L. Molinari
Carol Singer Peltz
Bill Thurston
Louise A. Minnick
Martin H. Eber
Lorna Takehara Strand
Neil D. Eisenberg

District 7

Bert Coffey
Diane Longshore
Geroge Livingston
Marilyn J. Talken

'Ray' Johnson

Mila Nues
Minot Tripp

District 8

Betty Smith
Evelio Grillo
Patricia S. Pineda
David R. Andrews
Clara B. Provost
Roger A. Gooden
Susan Hone
Bobbie J. Williams

District 9

Bill Lockyer
Mary King
Alex Giuliani
Deanna Espina
Robert V. Miller, Sr.
Betty Christie
William M. Brooks

District 10

Susan Hammer
Fernando F. Chavez
Iola M. Williams
Robert J. Bettencourt

Delaine A. Eastin

Antonio Estremera
E. 'Vira' Miliades

District 11

Jackie Speier
Fred Lyon
Mary E. Griffin
Will Holsinger
Alice P. Bulos
R. D. 'Bob' Anderson, Jr.
Rayna Lehman

District 12

Robert Trent Jones
Anna Eshoo
Ralph J. Flynn
Karen Lowenstern
Dean Munro

District 13

George Soares
Susanne Wilson
Jerry T. Estruth
J. 'Soza' Sabadin
John Neece
C. Santos-Killins

Edmond A. Foglia

District 14
Ramon Desagun
Candace Blue
Boone Robinson
Kathleen M. Clancy

District 15

Yvette M. Sarnowski
Richard G. Patterson
Darlene Reynolds
Eugene J. Martinez
Carole Ann Stark
James Johnston
Carol P. Davis

District 16

Sylvia M. Panetta
Jerry Zellhoefer
Elizabeth Moore
Theron J. Polite
Sarah Palmer Amos
Crecencio Padilla
Leda E. Jelinek

District 17

Frances Range-Long
Anthony P. Capozzi

Linda Farsakian

Don Hunsucker
J. Frank Villegas

District 18

Patrick Johnston
Sandra L. Carter
Mary A. Fierro
Chester Mucker
Virginia Sanchez
Robert A. Licon
Harriette Ramos

District 19

Benjamin Bycel
Gloria Megino Ochoa
Don Cannon
Patricia A. Sundberg
Marietta Goodman

ELECTION '84: SPECIAL REPORT

16 COUNTY JAIL CAPITAL EXPENDITURE BOND ACT OF 1984

This measure would provide for the issuance of \$250 million for construction of county jail facilities.

VOTE YES

If enacted, Proposition 16 would authorize the sale of \$250 million in state general obligation bonds. The money would finance building, remodeling and deferred maintenance of county jails. If all \$250 million were sold at the current nine percent interest rate and paid off over 20 years, interest costs to the state would add another \$236 million to the package.

17 NEW PRISON CONSTRUCTION BOND ACT OF 1984

This proposal would provide for the issuance of \$300 million for the construction of state prison facilities.

VOTE YES

The state operates 12 prisons with a designed capacity of about 26,600 inmates and has opened no new prisons in 20 years. In January 1984 the system held 39,000 prisoners, and it was estimated that the inmate population could soar to 52,000 by 1987.

Voters in June 1982 passed a \$495 million bond issue for prison construction. Ten new facilities, with 16,450 additional beds, are now being built or planned. Since the cost of that construction is estimated at nearly \$1.1 billion, the state will need another \$559 million to complete the program.

If passed by the voters, this measure will authorize the state to issue \$300 million in general obligation bonds to finance the construction, remodeling and maintenance of prisons. If the bonds are sold at current interest rates of nine percent and paid off over 20 years, the state will pay an additional \$284 million in interest.

Because more and more criminals are being sent to prison under the state's tough anti-crime laws, the state's prison system is becoming dangerously overcrowded. Funds from this bond issue are needed to help complete prison construction and provide more space for the influx of inmates.

18 CALIFORNIA PARK AND RECREATIONAL FACILITIES ACT OF 1984

This measure would provide for the issuance of \$370 million for state and local parks, coastal resource areas and wildlife management areas.

VOTE YES

In past years, the acquisition and development of state and local parks,

Analysis of Propositions

There are nine measures on the June 5th ballot, and the most politically controversial is the last in the series, Proposition 24, the so-called Gann initiative. (see page 1) By weakening the Democrats' control over the Legislature, the measure — if approved — eventually could weaken the overall strength of the party itself.

For the rest, the ballot measures are all straightforward and relatively uncomplicated in their intents. The first four are bond issues; the next is designed to oust officeholders who tell lies about opponents during political campaigns; and the remaining three would make important changes in the law, but none that would affect the population as a whole. A simple majority vote will enact any of the propositions.

The Local 3 Executive Board has taken an official position on four of the nine measures, and these recommendations are given for your consideration. The other five measures have a "NO RECOMMENDATION."

historical property and recreational facilities have been financed mostly through the sale of general obligation bonds. Since 1964, five bond issues (1964, 1970, 1974, 1976 and 1980) have provided about \$1 billion for the state park system and for grants to local park projects. By July 1985, these funds will be exhausted. If enacted, this measure would authorize the sale of \$370 million of general obligation bonds to finance the acquisition, development, rehabilitation and restoration of state and local parks, coastal resource and wildlife management areas. None of the money could be spent until appropriated by the Legislature.

If Prop 19 is also approved, \$20 million from these bonds designated for the Wildlife Conservation Board would be redistributed to other categories, assuming that these bonds are sold at nine percent interest and repaid over 20 years, total cost to taxpayers would be about \$720 million.

The state needs money not only to upgrade and enhance the existing — and overcrowded — park system but to add new park land and facilities for increased numbers of park users, especially in urban areas. The measure has bi-partisan support, including 85 lawmakers who were co-authors of AB 2099, the bill by Assemblyman Farr that created the Park Act of 1984.

19 FISH & WILDLIFE HABITAT ENHANCEMENT ACT OF 1984

This proposal would provide for the issuance of \$85 million for fish and wildlife habitats.

No Recommendation

As with the park system, the state has financed wildlife enhancement projects through the sale of general obligation bonds. Park bonds approved by voters in 1970, 1974 and 1976 made available \$31 million for fishing access and wildlife habitat restoration. By July 1984 these funds will be exhausted. If this measure is enacted, the state will sell \$85 million in general obligation bonds to fund the Fish and Wildlife Habitat

Enhancement Act of 1984. The money which would go to the Wildlife Conservation Board (\$55 million) and the State Coastal Conservancy (\$30 million) for — among other things — buying marshlands, wetlands and habitat areas for endangered species. Specific appropriations must be made by the Legislature. If bonds are sold at current market rates of nine percent, eventual interest costs to the state would add an additional \$80.3 million over 20 years.

20 CAMPAIGN LIBEL LAW

This measure would remove from office any elected official later convicted of libeling or slandering an opponent during an election.

No Recommendation

In recent years, both Republicans and Democrats have expressed concern over smear tactics in political campaigns. Especially troublesome are so-called "hit pieces" mailed to voters just before an election. Often these mailers publish misleading or false information about an opponent who then has no time to respond.

Although the state and federal constitutions guarantee the right of free speech, they do not guarantee the right to libel or slander. A person who libels or slanders may be sued and forced to pay a judgement to the party injured by his words. If enacted by voters, this measure would add a new dimension to the laws on libel and slander. It would require the removal from office of any candidate who won election through the malicious libeling or slandering of an opponent.

More specifically, it would prevent any successful candidate for the U. S. Senate and House, and state and local elective office in California from holding office if three conditions are met: The candidate was found in a civil action to have slandered or libeled an opponent during the course of a campaign; the libelous or slanderous statement contributed in a major way to the opponent's defeat; and the statement was made with reckless disregard for whether it was true or false.

21 INVESTMENTS BY PUBLIC PENSION SYSTEMS

This measure converts public pension assets into trust funds and removes constitutional restrictions on the purchase of corporate stock by those funds.

No Recommendation

Currently, the assets held by public pension systems are not considered trust funds. As a result, the Legislature and governor may use them for other than providing benefits to retirees. In 1983, for instance, Governor Deukmejian helped balance the state budget in part by not paying an annual appropriation of \$211.3 million to the State Teachers' Retirement System.

Also, system trustees are not now held to any standard of care when investing those funds, nor are they held personally liable for bad investments. To some degree, this has been unnecessary because the state constitution limits the kind and amount of corporate stock that can be bought as investments.

For instance, no system may own more than five percent of any one company's outstanding common stock. The constitution also limits the types of stock held to that of companies with total assets of at least \$100 million. If passed in June, this measure will give public pension assets the status of trust funds and will remove constitutional restrictions on the purchase of corporate stock. Trustees would be held to certain minimum standards of care when investing those funds and could be personally liable for bad investments.

22 CIVIL SERVICE EXEMPT POSITIONS

This measure exempts from civil service status certain management positions in the state's largest retirement systems.

No Recommendation

The Public Employees' Retirement System (PERS) and the State Teachers'

Proposition numbering

Wonder why there's no Proposition 1 on this year's ballot? It's because a 1983 law required that ballot measures be numbered consecutively from election to election, starting with November 1982.

Previously, each election got its own set of numbers starting with 1. But the system is confusing. If you say "Proposition 13," do you mean the tax-cutting measure of 1978 or the water-conservation proposal of 1982?

Since 15 measures went to voters in November 1982, the new crop begins with 16. It will continue this way for 20 years, so the next time you'll see Prop 1 will be 2002.

ELECTION '84: SPECIAL REPORT

Retirement System (STRS) are two of the largest pension systems in the country, with membership rolls of 800,000 and 400,000, respectively. Assets — about \$20 billion for PERS and \$11 billion for STRS — are invested in various instruments like stocks and mortgages, subject to legal and constitutional requirements.

The boards of both systems have the authority to appoint investment personnel, but under the state constitution, the personnel who manage these investment programs must be members of the civil service system.

If passed by voters, this measure would exempt from civil service the following positions in PERS and STRS: chief investment officer, assistant chief investment officer and an unspecified number of principal fund managers. As exempt employees, they would serve at the pleasure of the PERS and STRS boards of administration.

23 PROPERTY TAX ON NEW CONSTRUCTION

This proposed constitutional amendment would exempt from property tax assessment as new construction those buildings up graded to comply with local seismic safety ordinances.

No Recommendation

Under Article XIII A of the California Constitution (the Proposition 13 property tax initiative of 1978), the assessed value of property cannot be increased by more than two percent each year. New construction, however, may be appraised at fair-market value at the time construction is completed.

This also applies to newly constructed modifications and additions to existing structures. In 1979 the Legislature permitted cities to adopt earthquake-safety ordinances; Los Angeles, Long Beach, Santa Ana and Santa Rosa have since done so. These ordinances require that certain pre-1933 masonry buildings be upgraded to withstand earthquakes. When a building is thus reconstructed, its assessed value is increased by the fair-market value of the new construction. If Proposition 23 is enacted by voters, buildings remodeled or modified to comply with local earthquake-safety ordinances would no longer be considered "new construction" for property tax purposes under Article XIII A.

This exemption would apply only to buildings where the walls were built with bricks, cement blocks or other types of masonry material that did not contain steel reinforcing rods. This measure would reduce property tax revenues to local governments.

24 RULES OF THE LEGISLATURE

This measure changes rules that operate the Legislature and limits the amount the Legislature can spend on itself. (see page 1)

VOTE NO

Local 3 endorsed candidates

Listed below are Local 3's recommendations for the Primary Election on June 5. Candidates for Congress, State Senate and Assembly have been endorsed by COPE, Local 3 or both. Candidates for local races have been endorsed by Local 3 and/or have received Executive Board approval for in-kind contributions.

CONGRESS

DISTRICT

1	Douglas H. Bosco (D)
	No Endorsement (R)
2	No Endorsement (D)
	No Endorsement (R)
3	Robert T. Matsui (D)
	No Endorsement (R)
4	Vic Fazio (D)
	No Endorsement (R)
5	Sala Burton (D)
	No Endorsement (R)
6	Barbara Boxer (D)
	No Endorsement (R)
7	George Miller (D)
	No Endorsement (R)
8	Ronald V. Dellums (D)
	No Endorsement (R)
9	Fortney Peter Stark (D)
	No Endorsement (R)
10	Don Edwards (D)
	No Endorsement (R)
11	Tom Lantos (D)
	No Endorsement (R)
12	Martin Carnoy (D)
	No Endorsement (R)
13	Norman Y. Mineta (D)
	No Endorsement (R)
14	Open (D)
	No Endorsement (R)
15	Tony Coelho (D)
	No Endorsement (R)
16	Leon E. Panetta (D)
	No Endorsement (R)
17	Simon Lakritz (D)
	No Endorsement (R)
18	Richard H. Lehman (D)
	No Endorsement (R)

STATE SENATE

DISTRICT

1	Ray Johnson (I)
3	No Endorsement (D)
	Milton Marks (R)
5	John Garamendi (D)
	No Endorsement (R)
7	Daniel F. Boatwright (D)
	No Endorsement (R)
9	Nicholas C. Petris (D)
	No Endorsement (R)
11	Arlen Gregorio (D)
	No Endorsement (R)
13	Alfred E. Alquist (D)
	No Endorsement (R)
15	No Endorsement (D)
	No Endorsement (R)
17	Henry J. Mello (D)
	No Endorsement (R)

STATE ASSEMBLY

DISTRICT

1	No Endorsement (D)
	No Endorsement (R)
2	Dan Hauser (D)
	No Endorsement (R)
3	No Endorsement (D)
	No Endorsement (R)

4	Thomas M. Hannigan (D)
	No Endorsement (R)
5	Jean Moorehead (D)
	No Endorsement (R)
6	Lloyd G. Connelly (D)
	No Endorsement (R)
7	Norm Waters (D)
	No Endorsement (R)
8	Gary J. Passarino (D)
	No Endorsement (R)
9	Paul Chignell (D)
	No Endorsement (R)
10	Phillip Isenberg (D)
	No Endorsement (R)
11	Robert J. Campbell (D)
	No Endorsement (R)
12	Tom Bates (D)
	No Endorsement (R)
13	Elihu M. Harris (D)
	No Endorsement (R)
14	Johann Klehs (D)
	No Endorsement (R)
15	John Bauer (D)
	No Endorsement (R)
16	Art Agnos (D)
	No Endorsement (R)
17	Willie L. Brown, Jr. (D)
	No Endorsement (R)
18	Alister McAlister (D)
	No Endorsement (R)
19	Louis J. Papan (D)
	No Endorsement (R)
20	Arthur Lepore (D)
	No Endorsement (R)
21	Byron D. Sher (D)
	No Endorsement (R)
22	Gloria Rose-Ott (D)
	(write-in candidate)
	No Endorsement (R)
23	John Vasconcellos (D)
	No Endorsement (R)

Proposition 24

(Continued from Page 1)

vote of the Assembly and Senate Rules committees on such critical decisions as allocation of staff and other resources. Therefore a small minority of Republicans could prevent Democratic candidates from marshalling the staff they need to promote our legislation.

• Proposition 24 guarantees the minority party (no matter how small) nearly half the seats on each Rules Committee, which gives the Republicans veto power on all key issues.

• Proposition 24 would drastically cut the ability of the Legislature to keep the staff it needs to analyze complex legislation and guard against the abuses of the Governor's executive branch.

If the Gann initiative passes, it will destroy the principle of "majority rules," which has been the cornerstone of American democracy since our nation was formed.

Our state Legislature has a well-earned reputation as the most progressive, professional and effective legislature in the nation. The Gann Initiative would destroy that hard earned status in one stroke.

24	Dominic L. (Dom) Cortese (D)
	No Endorsement (R)
25	Rusty Arieas (D)
	No Endorsement (R)
26	Patrick Johnston (D)
	No Endorsement (R)
27	Gary Condit (D)
	No Endorsement (R)
28	Sam Farr (D)
	No Endorsement (R)
29	No Endorsement (R)
30	Jim Costa (D)
	No Endorsement (R)
31	Bruce Bronzan (D)
32	Robert Dahlstedt (D)
	No Endorsement (R)
33	Gene Tackett (D)
	No Endorsement (R)

LOCAL RACES

District 1: San Francisco

Harold Brown
Marin County Supervisor
Tom Nolan
San Mateo County Supervisor
Carol Ruth Silver
San Francisco County Supervisor
Jacqueline Speier
San Mateo County Supervisor

District 2: Oakland

Ann Adler
Contra Costa County Supervisor
Don Excell
Alameda County Supervisor

District 3: Stockton

Bill Sousa
San Joaquin County Supervisor
Terry Snyder
San Joaquin County Supervisor
Monte McFall
San Joaquin County Supervisor

District 4: Eureka

Erv Renner
Humboldt County Supervisor

District 7: Redding

Clay Castlebury
Butte County Supervisor

District 8: Sacramento

Terry Cook
Placer County Supervisor
Rick Castro
SMUD Director
Illa Collins
Sacramento County Supervisor

District 9: San Jose

Gene Amato
San Jose City Council
Rod Diridon
Santa Clara County Supervisor
Thomas Legan
Santa Clara County Supervisor
Jim Stewart
Judge, Santa Clara County
Dave Tunno
Santa Cruz County Supervisor
Robert Winter
Santa Clara County Sheriff

District 10: Santa Rosa

John Mikolajcik
Napa County Supervisor
Art Roberts
Rohnert Park City Council
G. Harvey Smith
Sonoma County Supervisor

It's cheaper to build union

Atlanta — It's cheaper to build union here, and Atlanta construction trades workers can prove it.

A contracting scandal at the state capitol prompted Electrical Workers Local 613 to run a series of radio announcements to make sure there was no doubt in the public's mind that the contractor who charged the

state \$81 an hour for rewiring in the capitol building was strictly non-union.

The state's audit of the mess found that the non-union operators were submitting duplicate invoices, unsubstantiated bills for labor and materials costs, including massive overtime, and even charging the state for items generally considered part of a contractor's normal overhead like small power and hand tools and the rent for G.M.C.'s own offices as a "workshop."

Those practices also steamed the North Georgia Building & Construction Trades Council which wrote to all the state's lawmakers asking for action.

In contrast, the council pointed out, a union contractor doing work for the state — the Flagler Co. — operates under formal contracts, charges cost plus a flat 10 percent for materials and labor, submits payroll records to substantiate every bill, and has its work inspected regularly by state authorities.

Fringe Benefits Forum

By Don Jones,
Director of
Fringe Benefits



Brother! Have I got a deal for you! No, I'm not pushing used cars, encyclopedias or insurance. In fact, I'm not selling anything. What we do have available through the Local 3 Credit Union is a free copy of the Life Planning Workbook for Operating Engineers and their families.

As you know, we are just completing our Annual Spring round of Pre-Retirement Counselling Sessions in all the District Offices. Representatives from Local 3's Credit Union have been attending so that they could provide prospective retirees with information about their services. As usual the Credit Union never shows up empty handed; they always have complimentary pens or something. This time they out did themselves.

The book was prepared for the Credit Union Executive Society to be made available to Credit Union members. It is a self help guide to Mid-Life and Pre-Retirement Planning. It is designed to increase members awareness of their current position, personal and financial. The idea is to increase present and future options. The book points out one very important fact — you may spend up to one third of your life in retirement. Therefore, proper planning is essential.

The workbook explores all the facets of retirement including Money Management, Legal Consideration, Housing, Health and Leisure time. It not only raises important questions for your consideration but it also provides some possible answers and alternatives. It is very comprehensive, well organized and laid out nicely. The last chapter is an Action Plan that goes through the various considerations and helps the member summarize his current position against what must still be done.

The Workbook meshes very nicely with our Local 3 Pre-Retirement Counselling Sessions. If you did not attend or missed the workbook it's not too late. They will be provided to you by your Local 3 Credit Union while their supply lasts. This is a quality publication and I'm sure that it will be in big demand. If you are interested you should call or write right away.

Pension Plan provides choice of payment options

Most Engineers are familiar with the *Types of Pension* provided by the Pension Plan, *Regular Pension* at age 62; *Early Pension*, 55 up to 62; *Disability Pension* based on Social Security Disability Award; and a *Service Pension* based on 30 years service. With these types of Pension, the Plan accommodates many different circumstances for retirement.

The Plan also provided a choice of *payment options*: These allow a great deal of flexibility in suiting a retiree's needs. The payment options are: a Sixty Month Guarantee, a Ten Year Guarantee,

a Husband and Wife Pension and a Level Income Option. The Level Income Option is limited to Early Retirement — the other options are available under all types of Pension. Pension benefit payments are always made for the full lifetime of a retiree. The options allow an Engineer to extend certain payment guarantees to his beneficiary.

Sixty Month Guarantee

The Sixty Month Guarantee option provides that a *minimum of at least 60*

monthly payments will be made. There is *no limit* to the number of payments made to the retiree; benefits are always paid for his *entire lifetime*. The purpose of this option is to provide a basic minimum guarantee on all types of Pensions. If a retiree dies any time before 60 monthly pension payments have been made, payments would continue to his beneficiary until a total of 60 payments have been made. If the retiree had received 10 payments and died, 50 more payments would be continued, if he had received 40 payments, 20 payments would be made, and so forth. However, if 60 payments have been made to a retiree, there are no further guarantees under this option.

Ten Year Guarantee

The Ten Year Guarantee option allows retirees to extend the minimum 60 month guarantee to ten years. Under this option a retiring Engineer receives his full monthly pension benefit for two years; at that time his monthly payment is reduced and the extended guarantee goes into effect. A total of 120 payments are guaranteed to him and his beneficiary. If he were to die before receiving 120 payments, the remaining balance of the guaranteed period would be made to his beneficiary. Once 120 monthly payments have been made to a retiree there are no further guarantees. The cost of this option vary; the table shows a sample of the percentage paid based on age:

Retiree's age	Disability	All Other
Age 55	86.0%	99.0%
Age 60	81.0%	98.5%
Age 62	79.0%	96.7%

Husband and Wife

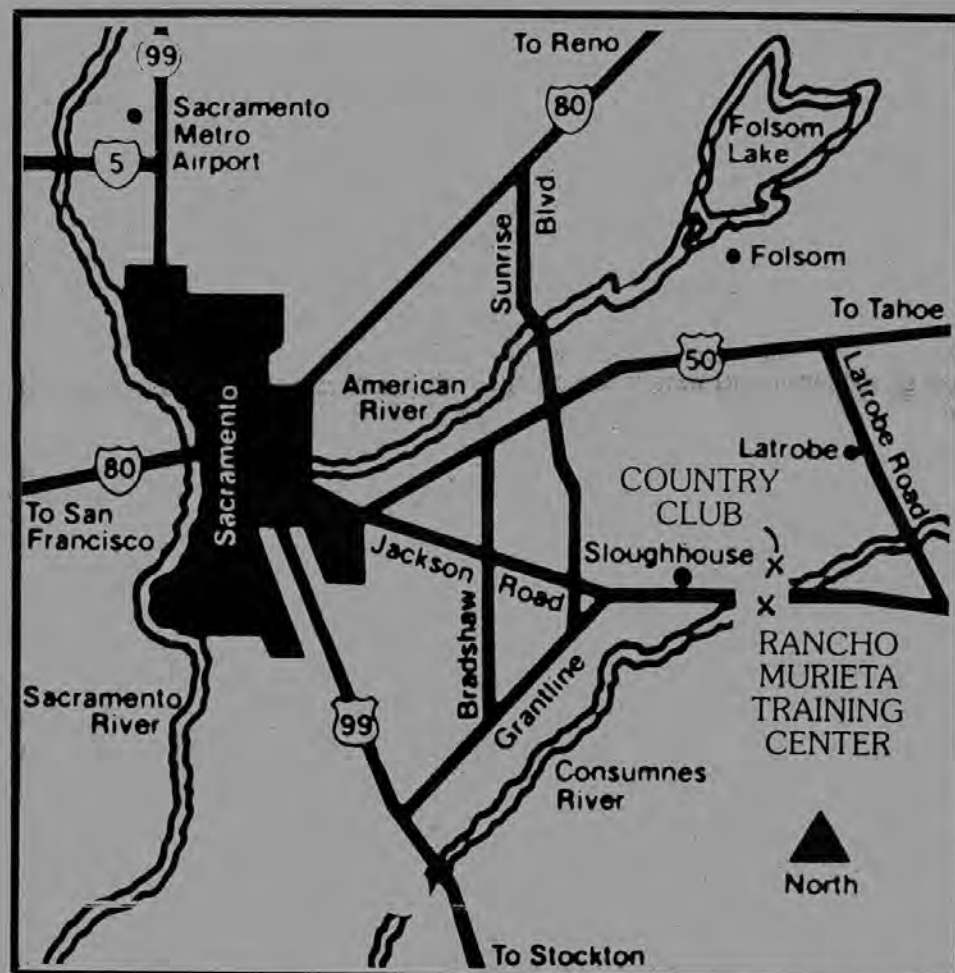
The Pension Plan allows all retiring Engineers to extend lifetime guarantees to their spouses under the Husband and Wife option. Because a monthly benefit is to be guaranteed to 2. lifetimes, a reduction is made in the retiree's monthly benefit. The reduced amount is paid for his lifetime, and at his death 1/2 of that amount continues to his spouse for her lifetime. If the spouse dies before the retiree, his monthly pension benefit remains the same and benefits cease at his death.

The cost of this option varies depending on the difference in the ages of the retiree and spouse. The following shows the percentages of the monthly pension amount payable.

Spouse's age	Percentage Paid	Disability Under 55
10 years younger	86.0%	78.0%
5 years younger	88.0%	80.0%
Same age	90.0%	82.0%
5 years older	92.0%	84.0%

Level Income Option

The Pension Plan has a special option available to those retiring under age 62



Retiree Association Picnic

Retirees! Get your tickets for the Local 3 RETIREE ASSOCIATION PICNIC, Saturday, June 16th at Rancho Murieta Training Center. Tickets will be sold at the gate. There will be plenty of overnight parking space available for campers and motor homes. Tickets are available through your district office or by writing the Fringe Benefit Center.

Please send me _____ ticket(s) at \$8.00 each for the Retiree Association Picnic. Enclosed is my check made out to **Operating Engineers Retiree Picnic** in the amount of \$ _____.

Name _____

Street _____

City, state, zip code _____

☐ I will need overnight parking

Dealing with an alcohol problem

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Chicago — "I like steaks, but I've never gone into a restaurant and ordered 25 of them and kept eating them until I threw up."

The laughter was uproarious, as teenage laughter usually is.

"But you drink that way, don't you?"

A pause, and then the nudges begin. Teenagers looking each other over, pointing the finger at each other.

"They know who's in trouble," Father Joseph Martin told the editors of U.S. Catholic, the national magazine published here by the Claretian Fathers and Brothers. "They desperately want to do something about their classmates who are in trouble, but they just don't know how to go about it."

Martin said he's learned, through trial and error, to talk to youngsters on the basis of what is "sensible" instead of what is "responsible".

"I never use the words 'responsible drinking,'" he said. "You take a bunch of 10-year-olds on a picnic on Saturday, and you get them together Friday afternoon and begin this way, 'Well, picnicking is not immoral so we are allowing you to have one. But first, some guidelines about responsible picnicking.' You just lost them."

Fr. Martin refuses to get caught up in complicated psychological theories about alcoholism. An alcoholic is "one whose drinking makes problems," he said. "It doesn't make any difference what you drink, how much you drink, with whom you drink, or why you drink. Just answer the question: When you drink what happens. If the answer is problems, you have an alcohol problem. What makes trouble is trouble."

Fr. Martin suggests way teenagers can help their friends who show signs of having a drinking problem:

—Overcome the "macho" image of drinking. "We admire somebody for the capacity of his stomach. Isn't he great, his belly holds a quart and a half of liquid. I've often said to kids, 'If you can show me what's manly about a 210-pound fullback lying in his own vomit unable to stand up, I'll listen to you.'"

—Watch your drinking patterns. "The largest gateway into alcoholism is alcohol abuse. I believe that by dumping too much of any addictive substance too often into your body you can acquire addiction." Abusive patterns of drinking, says Fr. Martin, can get you as well as your friends into trouble.

—Learn about alcoholism. Alcoholism is a disease, says Fr. Martin. "If you had someone in your family with, say, multiple sclerosis, you'd be at the library reading up on it as soon as you found out. But people live with alcoholics for 20 years and never bother to read a syllable. I think that every parish should have literature from Alcoholics Anonymous and Al-Anon in its pamphlet rack. The pamphlets are free and you can read one in 20 minutes."

Stockton Picnic

The District #30 Stockton area Membership Committee announces its second annual Stockton area picnic, which will be held on Saturday, August 4, 1984. We look forward to seeing all our members at the picnic, since a good time will be had by all.

WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

Questions and answers on high blood pressure

Q. What is high blood pressure?

A. Your blood pushes against your blood vessels as your heart beats. Sometimes this push is too great. Then high blood pressure results. High blood pressure can cause a stroke... or a heart attack... or kidney disease.

Q. Who can get high blood pressure?

A. High blood pressure is a common problem. Anybody can have it. Young and old, men and women, relaxed people and tense people... anybody. If you are over 40, you have a greater chance of having high blood pressure. Blood pressure normally goes up and down, depending on the person's activities. The problem occurs when the blood pressure stays too high all the time.

About one in four Americans has high blood pressure. And more than half of these have high blood pressure that is very serious. This disease is dangerous, because so often, it leads silently but directly to conditions that often kill or cripple: heart attack, stroke, and kidney disease.

High blood pressure is especially dangerous because it has no clear signs. A person can have it and not even know it. It doesn't hurt, and it usually doesn't make a person feel sick or dizzy or nervous. As a result, many people with high blood pressure can live for years without knowing they have it.

That's why it's so important for people to get their blood pressure checked regularly and, if it is high, to follow the treatment their doctors prescribe. Along with drugs, weight loss for the overweight, exercise and salt restriction are among the most important ways to treat high blood pressure.

Because there is no cure for most high blood pressure, there's no such thing as a quick treatment that solves the problem once and for all. For each person, it usually takes a few weeks or months for the doctor to work out the best way to control blood pressure. Some ways are weight loss for the overweight, regular exercise, medicines, sodium restriction (sodium is a part of salt and is found in many foods), or a combination of those. Treatment may change as the years go by, but treatment of one kind or another to control high blood pressure usually lasts for a lifetime, and blood pressure must be checked regularly.

Q. Can losing weight cure high blood pressure?

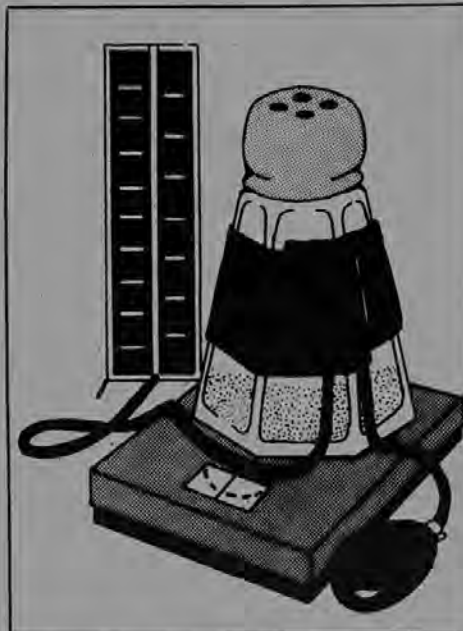
A. No. High blood pressure cannot be cured, but it can be controlled. Once a person has lost enough weight to bring the blood pressure down, the battle is not over. Keeping blood pressure down means controlling weight and taking any medicine, if the doctor has prescribed it, and keeping track of your blood pressure to make sure it stays controlled.

Q. What is the best way to lose weight?

A. Losing weight should be a gradual process that avoids fad diets and other gimmicks. Eat fewer calories and exercise more, because losing weight means burning up more calories than you eat. Lose weight and keep it off by finding low calorie foods and doing exercise that you like. Work out the best combination of diet and exercise for you. If you think you may be overweight, find out for sure from your doctor or a nutritionist. Ask them to help you control your weight.

Q. Do people who lose weight also need medicine to treat high blood pressure?

A. Sometimes they do. But for some persons, losing weight lowers blood pressure to normal, and the doctor may decide that medicine isn't needed so long as the extra weight is not gained back. If the person can't lose weight, or if losing weight is not enough to bring blood pressure down to normal, the doctor usually prescribes medicine. Fre-



quently, the lower a person's weight, the smaller the dosage of drugs needed. Smaller doses means fewer chances of side effects from the drugs.

Q. How does salt affect high blood pressure?

A. Actually, it's sodium, a chemical in the salt, that may affect blood pressure. Scientists do not know for sure how sodium affects high blood pressure, but we do know that in many people it contributes to this disease.

Q. Will cutting down on salt prevent high blood pressure?

A. There's a good chance it may help keep your blood pressure down. Most of us eat far too much salt to provide our bodies with the small amount of sodium they need. We also get sodium in other ways besides eating salt, for example:

- In snack foods, such as chips, crackers, salted nuts;
- In processed foods, like canned soups and vegetables, pickles, hot dogs, sausage, bacon, frozen foods, cheese, ham;
- In restaurant foods, especially fast foods, like a burger and fries;
- In some medicines, like antacids.

Reading the labels on foods and medicines for the terms "salt" and "sodium" may help you make better choices.

Q. How can I cut down on salt?

A. Here are some ways to start cutting down:

- Add less salt when cooking.
- Use less salt at the table.
- Choose alternatives to heavily salted foods like chips, pretzels, salted nuts.
- Choose alternatives to processed foods with high sodium content.

These changes alone can significantly reduce sodium intake for most people. Persons with high blood pressure may have to cut down even further. They should follow the treatment program their doctor has given them.

Q. Will maintaining normal weight prevent high blood pressure?

A. No one knows for sure, but maintaining the right weight may reduce the risk of getting high blood pressure.

Keeping to the weight recommended for your height and build will make you feel better all around, because it will keep you healthier in general. Keeping weight down is especially important for members of families that have a history of high blood pressure, heart disease, or stroke.

Q. Will overweight children get high blood pressure?

A. No one can predict that. But just as for adults, staying at the right weight will make children healthier in general and may help to prevent high blood pressure when they get older. Eating habits, like so many other

habits, are often formed during childhood, so it's important to develop good ones.

Q. Can people with high blood pressure help control it by losing weight?

A. As a first step in treating high blood pressure, doctors often ask overweight patients to lose weight. Weight loss alone sometimes lowers blood pressure to normal levels.

Q. What about using salt substitutes?

A. Salt substitutes can be useful for certain people who want to reduce their sodium intake. But, for some people with certain medical conditions, salt substitutes can be harmful. Ask your doctor before you make a decision to try salt substitutes.

Q. Does eating less salt help lower high blood pressure?

A. For some people with high blood pressure, eating less salt and other forms of sodium helps to bring high blood pressure down. For them, this diet change becomes a regular part of their treatment. It may also mean that they will need smaller drug dosages to control their blood pressure.

Q. Can high blood pressure be controlled with dietary changes alone?

A. Sometimes, especially if the blood pressure isn't too much above normal, dietary changes are enough to control high blood pressure. If you're taking medication for high blood pressure, don't stop without talking to your doctor. Keep on taking your drugs for high blood pressure, even if you have lost weight and are eating less salt. Talk to your doctor about the exact treatment you should follow — usually for the rest of your life. And keep track of your blood pressure to make sure it stays controlled.

Q. Are there specific diets for people with high blood pressure?

A. No, but doctors, nurses and dietitians often provide low calorie and low sodium diets tailored to each person's medical condition, food preferences, and way of living. These professional people can also give tips on how to shop for low calorie and low sodium foods and how to fix tasty meals with little or no salt.

Changing eating habits isn't easy and take time. Friends and relatives or persons with high blood pressure should do all they can to help them stick with their prescribed treatment, whether that means taking medicines, losing weight, eating less sodium, or all three. This help is important because to keep blood pressure down, these changes must be permanent.

Q. Where can I get more information?

A. You can write to food manufacturers for sodium and calorie information. Ask your physician, nurse, or nutritionist for help in selecting foods and dietary programs. Visit the health section of your local bookstore or public library for low calorie and low sodium cookbooks, and for calorie and sodium counting charts.

Many organizations, schools, hospitals and associations in your local community will gladly provide you with more information on weight reduction and on eating less sodium, including:

- The local affiliate of the American Heart Association;
- The local state office of the American Dietetic Association;
- The local health department;
- The medical, nutrition, and some psychology departments of a nearby university;
- Some major grocery store chains.

Other organizations such as certain weight-reducing programs or clubs, the YMCA, YWCA, health clubs, and gymnasiums help many individuals in weight reducing programs by making available not only materials, but also incentives to stay with the diet.

Our commitment to political action

By Bill Markus
Utah District Representative

During the past year, Operating Engineers Local Union No. 3 has been active in local, state and national politics, and we are committed to being more active and involved than ever before in all facets of politics. We must be instrumental in passing legislation at both the state and federal levels for the betterment of the workers.

We have increased our efforts to organize. Out policy is now and will continue to be: organize the unorganized and re-organize the organized, but we must become better organized ourselves, if we are to succeed in organizing the open-shop element in our society.

We have been negotiating new agreements, as well as re-negotiating existing agreements and we have had to accept wage freezes, in some areas. But in most cases we have managed to maintain without putting the fair union employer out of business. In these economically-troubled times, that in itself is an accomplishment to be respected. However, we must become more productive and cost efficient if we expect to prevail over the non-union element and become a visible part of the future workforces of this nation.

There is a massive effort going on in this country in fact all over the world, to eliminate and destroy unions, and we have a tough fight ahead of us. This is not a new fight, it is simply an old one being intensified during these trying times when we are more susceptible to defeat because our members are out of work and jobs are scarce. The history of the American Labor Movement has been a constant battle for survival, and to provide a better standard of living and to protect the rights of the working men and women of America.

Unions will continue to exist because we are more competitive than the non-union worker. Why? We are simply more productive and can do the job faster and better we are more qualified, highly-skilled and better-trained than the non-union worker. Union workers are craftsmen, and we can be proud of it.

We must constantly stress the importance of this craftsmanship, pride in our work, and the ability to do a job right. We must strive to improve these very important factors of unionism. We must continue to train and upgrade the quality of the union worker, because as long as our members, men and women alike, are proud of their skills and accomplishments, they will be a commodity in demand by the employers of every industry in America.

The union workers and employers cannot be competitive by lowering ourselves to the standards of the non-union. We must force the non-union element up to our level and standards to be competitive: we must be the competition, not the competitor.

Craftsmanship—pride in our work—attitude and productivity are the keys to success and, lest we forget these very important factors, unions will not only survive and continue to exist, they will again flourish and become a very necessary part of the future of America.

Dredge jobs at Redwood Port

Dredge Representative Chuck Center reports that the Port of Redwood has a couple of jobs going. Smith-Rice is prime contractor on a dredging job at the Port of Redwood and has sub-contracted some of the work to Great Lakes Dredging. Great Lakes will be there for two months, and the Barge 24 is due on the job in June for Smith-Rice. J. H. Pomeroy is working on pile driving jobs in the port and will be there for a couple of months.

The Petaluma River project is nearing the halfway mark for California Dredging. They are currently running a three-shift operation on the river with the Dredge Mara running a one-shift operation inside Port Sonoma Marina.

Kiewit Marine is involved in the Out-fall job at San Rafael with two rigs, one for laying the pipe and one for grouting

and sealing the pipe.

Eureka has the beach restoration with Osberg Construction in a full production operation. The Push Hopper is digging out in the entrance channel and dumping to the suction Dredge Husky which redigs the material and places it on the beach. They are hoping to be done around the first of June.

Shellmaker has the lion's share of the work. They have a small job in Santa Cruz and will be looking for Moss Landing which bids 4/24/84. They are also involved with the deepening of the San Joaquin ship channel with the Dredge Vagabond and the Dredge Beaver as an in line booster. The job in Salt Lake has been shut down and the Dredge Vagabond is in the process of being disassembled.

The Delta work has slowed down considerably with only some levee work around Bradford and Webb Tract. The Paula Lee will be heading back up to the Delta to assist in the repairs to Bradford Island.

Paul McQueen has his rigs working around the Antioch area. Each dredge is involved in a one-shift operation and is looking for more work.

Governor Deukemjian has his delta plan in committee now and is expected to push through with little opposition. If the plan goes into effect it will mean a lot of work for the Local 3 dredgerman with a high estimate of one billion dollars worth of work.

We are planning our dredge picnic again. Our new chairman is Rich Ruehle. His phone number is 415/754-4511. Contact him for volunteer work. Nick Carlson will be heading up the retirees. His phone number is 415/685-2589. Contact him if you know of any retired dredgermen who haven't attended the picnic in the past. The date of the picnic will be September 9th. Write it down on your calendar.

Public Employee Report

Announcement on Health Plan

The Trustees of the Operating Engineers Public Employee Trust Fund are pleased to announce the health plan is available for all participants in the plan upon retirement, currently at the same premium.

Participants retiring may continue with either the Blue Cross or Kaiser option and may during the annual change over period (October) switch from Kaiser to Blue Cross, etc.

Retirees may also participate in the Safeguard dental plan option or remain with the Trust option.

New health plan booklets should be in the mail in the month of April. If you have any questions regarding your current coverage, your retiree coverage or premiums please contact your business representative.

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Getting Involved

For too long, the voice of working people has not been heeded in the political arena. Our most basic concerns have either been smeared as special interests or patronized in election campaigns, only to be ignored after Inauguration Day.

The lesson from that experience is clear. It is not enough to go the the polls on Election Day to choose among candidates who have been chosen by others. We must take part in every phase of the political process from beginning to end. Our duty as trade unionists and as citizens demands it.

• • •

Michael G. Petrich

On March 10, 1984, Michael G. Petrich, a seven year veteran of the Alameda County Sheriffs Department, died as a result of a heart attack suffered during a football game.

Active in coaching Little League teams as well as playing football, Michael, age 37, is survived by his wife Sharon, daughter Cathleen Marie, and son Michael Jr.

Funeral services were held March 15th in Concord with several hundred law enforcement officials in attendance. The Deputy Sheriffs' Association of Alameda County is sponsoring a fundraiser to provide financial assistance to the wife and children of Deputy Sheriff Michael G. Petrich.

Work activity in Geysers remains about the same

Activity at The Geysers is relatively the same as has been, with the exception of the second phases (mechanical structure of the power plants) being let for bid the latter part of April, reports Business Representative Darell Steele.

Frazier Construction has been awarded the completion of the D.W.R. Bottle-rock project and will be getting underway soon. Road work currently being bid in The Geysers area and Lake County includes truck escape ramps on Socrates Mine Rd. Bids were submitted on the 17th of April.

Hard Rock Construction, out of Redding, was low bidder on reconstruction of area damaged by slides on Hwy 175 over Hopland Grade.

Roy E. Ladd, also from Redding, has begun moving equipment in on Hwy 20's slide area, located two miles south of the North Fork of Cache Creek, in anticipation of getting an early start on the \$1.3 million project.

Bids will be coming up soon for the asphalt overlay on Hwy 253, between Boonville and Ukiah. Wood Construction, from Lodi, was low bidder on reclaim process pavement work on Hwy 128. The company expects to be getting underway soon.

The threat of rain during early April has kept most of our local contractors from opening up much work reports Dispatcher Rob Wise. The key men are back and report it is still pretty wet.

As you return to work for your last employer, please remind him to send a Recall Slip in to our dispatch office.

Most of our contractors already have a good backlog of jobs to start and it looks like it will be a good year. If the last half of April remains dry, we should be getting a lot of job orders by mid-May.

Sala Burton lashes out at Reagan

Speaking before the San Francisco Labor Council Committee on Political Education last month, Congresswoman Sala Burton (D-CA) assailed the "anti-labor, anti-worker policies of the Reagan Administration."

Citing recent decisions of the National Labor Relations Board, Representative Burton accused the Reagan Administration of "changing the NLRB from an independent agency into a pro-management Board that has consistently ruled against employees and their unions."

"Recent Board decisions allowing the mid-contract shift of work from a union facility to a non-union plant and permitting management to question employees about their union organizing activities clearly demonstrate the NLRB's abandonment of their traditional approach of fairness and impartiality" Congresswoman Burton said.

Representative Burton, a member of the House Committee on Education and Labor, pointed out that the NLRB has been stacked with anti-union members and has reduced its workload to the extent that there is now a backlog of cases larger than any time in its 40 year history.

Congresswoman Burton also criticized the proposed appointment of Rosemary M. Collyer as general counsel of the NLRB. Ms. Collyer, an attorney



Congresswoman Sala Burton

with only four years experience practicing law, none of it in labor law, is presently the chair of the Mine Safety and Health Review Commission, an agency which has been blamed for lax enforcement of mine safety standard.

"Unfortunately, these are just a few examples of the efforts of this Administration to dismantle laws designed to provide adequate wages and safe working conditions for our nation's workers. There is no more pressing task for America's working men and women than to defeat Ronald Reagan in 1984," Congresswoman Burton concluded.

Talking to Techs

By Frank Morales, Wally Schissler and Jerry Steele

The rebound in home sales and building that began in 1983 promises to make this year the market's best since 1979, some economists are predicting. In February, the housing industry jumped 6.9%, the largest monthly increase in almost four decades. It was the sharpest jump since an 8.1% increase in April 1946 when servicemen returning from World War II put massive demands on the housing industry. We will have a very strong spring and possibly a good summer if the interest rates don't go out of sight again.

We are reasonably sure the interest rates won't go too far out of sight until November, after the election. Don't forget what happened four years ago! Since the last election, we have gone from 35,000 members to 29,000 members. The Reagan Administration has brought injury to the trade union movement and its members.

The AFL-CIO, with the unanimous approval of its 96 affiliated unions has chosen to endorse former Vice President Walter Mondale for President of the United States. So, in November, let's put an end to Ronald Reagan's anti-union crusade, and bring to the White House and the Congress leaders who will honor the legal rights of workers.

The Tech Engineers would like to congratulate John Toney for his twenty-eight years as a surveyor with Local 3 and receiving his 25-year pin.

The Tech Department would like to extend its condolences to Brother Pete Peterson, whose wife, Peggy, passed away April 6, 1984. Our sympathy also to the family of Dan Coleman of Coleman-Brennan Land Surveys in Greenbrae, who passed away on March 15, 1984.



Pictured above, from left to right, is Socorro Vera and Vincent Barrientos of Bissell and Karn, on a job site in Pleasanton, CA.



From left to right are Steve Frietas and Randy Ritter, working for Meridian Technical Services of Concord, CA.

Teaching Techs

By Gene Machado, Administrator, Surveyors JAC

The Journeyman Training program has been available for two years now and many journeyman surveyors have taken advantage of the program. Cur-

rently a large number are attending classes to upgrade their skills. The program is offered to all Local No. 3 members with an "A" or "B" hiring status.

We expected some Grade Checkers to take advantage of this opportunity to upgrade their proficiency as their work processes are similar to surveyors. A few did, but some crane operators and heavy equipment operators have also taken advantage of the survey courses offered. One operator without prior survey experience has completed enough of the curricula to be dispatched as a Rodman Chainman.

His Party Chief has reported that he is doing a great job and thinks that he will make a good Party Chief in the future. The employer is also very satisfied with his performance on the job.

The NCSJAC is encouraged by results such as this and wish to others that may want to change and/or add a classification within Local 3's jurisdiction and coverage in the many different contracts, the same good wishes as has happened in the case of this brother engineer.

Rancho Murieta has offered this same opportunity to surveyors for many years. Giving hands on training on equipment along with classroom teaching to upgrade their skills in other classifications. On the job training and classroom training is very important to all crafts and Local 3 has been a front runner in the training of its members in working skills.

It takes a great deal of time and effort on the part of members to use these opportunities and those members that have taken the time are to be congratulated for their efforts. Local 3's training program and the members that have graduated from the programs have created a labor force well respected by other crafts and the employers that use our labor force.

The ratio of apprentice hours to jour-

neyman hours has been in force now since February 1, 1984 and slowly first through fourth period apprentices in the work force have increased to a three year high — a strong indicator that work in the field is picking up. By the end of June, 1984 most of the employers will have hired the crews necessary and we will then have a definite look at the work picture for the year.

The new regulations on class attendance has brought class attendance up to where it should be and we hope to maintain this high attendance from now on. The State Division of Apprenticeship Standards requires that the NCSJAC maintain 144 class hours per year to keep within our own standards.

During the summer months it's more difficult for members to attend, as long hours in the field take their toll. Yet, as apprentices accumulate more on the job training hours, they must also progress through the class curricula to move up through the proper periods of Apprenticeship and related wage increases.

The NCSJAC has addressed the drop-out rate of new apprentices in the past and is constantly seeking ways to cut the drop-out rate to as low as possible. One major reason has been poor attendance at class and on the job. Poor attendance on the job can mean termination from work and poor attendance in class can result in no job opportunities at all.

Work ethics have to be improved before this problem can be resolved. It doesn't matter which craft you're working in, if you have poor work ethics you will not be employed for very long.

The apprentice or journeyman for that matter have to show up for work on time or they will not be needed or called upon to continue employment. Very seldom is an apprentice terminated or removed from the apprenticeship program because they cannot learn the curricula or learn the job.

A reminder to members on out-of-work list

Dispatcher Armand Herrera of the San Jose office reminds the Brothers and Sisters about their registration on the Out of Work list, especially Section 04.10.21 and 04.10.22 of the Job Placement Regulations as follows:

San Mateo area still going well

The San Mateo area is still going well as spring arrives, reports Business Representative Tom Armer. We are still looking at a lot of small jobs to finish and start. Gates & Fox, at the Stanford tunnel, should come together with their two headings at the Linear Accelerator.

J. H. Pomeroy is active on their work at Wharf #4, at the Port of Redwood City. At this writing, Great Lakes Dredge & Dock has not started their job at the Port of Redwood City. This has been a good job for seven welders at Lone Star at the Port, revamping the unloading and piping lines that run from the dock to the storage bins.

Dalton Construction is busy on their job at Redwood City, keeping about 14 engineers busy.

Section 04.10.21. Registration on Lists A and B shall be valid for only eighty-four (84) days (twelve weeks) from the date of registration. An Employee whose name in the interim has not been stricken from the list as provided in other subsections of these Job Placement Regulations may maintain his or her place on the list by successive re-registrations. Such re-registrations must be accomplished on or before the eighty-fourth (84th) day after original re-registration or last re-registration, as the case may be, and each such re-registration shall be valid for an additional eighty-four (84) day period only from the last date of re-registration. The name of an employee who fails to exercise this right of re-registration within the time provided herein shall be stricken from the appropriate list effective as of the week following the eighty-fourth (84th) day.

Section 04.10.22. Registrations on the C List shall be valid for one (1) month only and such registration shall be carried over to the succeeding month. Any person not dispatched during the calendar month in which he registers shall, if he desires, be available for dispatch upon re-registration.

This means that you do have to re-register before the eighty-fourth (84th) day, or if you are a C man, then re-register on the first of the next month. This re-registering is a must on your part in order to keep you on the list. Remember it is your obligation to do the re-registering. So, mark your calendar on the eightyth (80th) day after you register. This gives you four days ahead of your expiration date.

Example: If you register on January 10th, then your expiration date is April 4th. So, mark your calendar on the 1st of April to renew your registration. A lot of Brothers and Sisters forget to renew and their expiration expires. This automatically takes them off the list. I had a lot of unhappy members call and ask why they were not called last year and I had to tell them they were not on the list because their registration expired. Please remember to renew your registration. *To repeat, you are the one responsible to call in, we can't remember for you.*

This year looks to be a good one for work, so keep us informed on your registration and all phone numbers where we can reach you.

HONORARY MEMBERSHIPS

At its meeting on April 15, 1984, the Executive Board approved Honorary Memberships for the following Retirees who have 35 years or more of membership in Local 3:

Name	Reg. No.
Clell H. Bawden	0612787
A. H. Bonner	0610130
Robert Bothun	0524773
Robert P. Brogden	0227549
Frank M. Cabral	0276804
Chester Croll	0603293
William J. Garcia	0553153
Nathan George	0399332
Leo H. Gunter	0595132
Hubert McAtee	0509691
Frank B. Montanye	0576376
William A. Norris	0484705
John J. Perry	0288912
M. D. Pond	0519746
Eldridge B. Qualls	0576498
Alvie Gale Ransom	0439997
Merle D. Ross	0328406
Walter Snapp	0608071
Elmer L. Stevenson	0592955
Wilbur L. Tryon	0581531
Joseph A. Wolfenberger	0512676

Upper Basin water project awarded to Twain Hart Plumbing

Business Representative George Morgan reports that the Upper Basin Water Project out of Sonora was taken by low bidder, Twain Hart Plumbing. This project should run about 270 calendar days. On the construction of the transmission line, low bidder was Gates and Fox. The transmission line has been cut back considerably.

A. Teichert & Sons \$861,000 low bid on the Hwy. 580 project in San Joaquin County, West of Tracy and North of Corral Hollow Cross, will be going soon. All three plants in Tracy; Lone Star, Teichert and Granite are looking forward to a good work season. They are running double shifts. Job Stewards at these plants are Milt Birkhahn, Lone Star; Jess Bowden, Granite; and John Parreira, A. Teichert, are doing one hell of a job for Local 3 and their Brother Operators.

Dyn Construction was low bidder on the Modesto sewer project which includes 5 miles of pipeline. This is a \$7.2 million contract.

Tutor-Saliba is back on Hwy. 120 Chinese Camp Slide with the work to be completed in about 45 days. It appears that it will give the good brothers all the hours they can handle. Brother Pat Shanklin is running the spread for Tutor-Saliba.

The sewer line project at Soulsbyville by Ford will be in the final stages of cleanup by the time this article is printed.

Local contractors like George Reed and Genstar/Flintkote are looking forward to good work seasons. It appears at this time that the work will really blossom in about another three to four weeks hopefully emptying the hall by mid-summer. The beginning of the season is late again as it was last year with the unpredictable weather and interest rates.

We recently read an article in the local newspaper stating that the City of Modesto, County seat of Stanislaus County had the second highest jobless rate in the United States with 21.5% joblessness for February.

According to local officials this does not represent an actual picture as this is basically an agricultural area and has high seasonal work periods. In light of this information we are most happy to be letting you know of the excellent work picture here in District #31 for this year.

More from Reno

(Continued from Page 4)

A proposed city budget for the City of Sparks will include major street expansions and repairs in its capital improvements projects fund. \$825,000 will be allocated for the right of way purchase and enlargement to four lanes of Sullivan Lane from Prater Way to Oddie Blvd. Gregg Street will be extended from E. Franklin Way to Kleppe Lane at a cost of \$680,000. \$597,659 would be allocated for general street repair.

The Reno office is pleased to announce that it will hold its annual picnic on Saturday, August 11, 1984 at 1:00 p.m. at Deer Park in Sparks. Tickets are \$20.00 per family and are now on sale through the district office or your business representative. Retirees and their spouses will be notified by mail of picnic details.

Building Trades sound alert on economy

By David L. Perlman
AFL-CIO News

American's building trades unions have sounded a national alert that high interest rates and deteriorating public facilities threaten to snuff out the nation's economic recovery.

That was the message that more than 3,000 delegates to the national conference of the AFL-CIO Building & Construction Trades Dept. brought to Capitol Hill. And when they had delivered it, they returned to their home communities with a new mission of coalition-building to further labor's program.

The conference's legislative goal meshed closely with an impressive display of political unity — a strong message of support for the presidential candidacy of Walter F. Mondale.

At the opening of the three-day conference, with representatives of 15 affiliated unions and nearly 400 state and local councils filling a huge auditorium, there was repeated applause for BCTD President Robert A. Georgine's praise of Mondale.

Mondale's journeyman skills

Mondale is "a journeyman skilled in the craft of government," Georgine said, "a person who understands what it is like to work with your hands" and a leader

who can move the nation ahead.

The delegates cheered when AFL-CIO President Lane Kirkland contrasted Mondale's record with the Reagan Administration's hostility to unionism and when Kirkland assailed the "cheap shots at the trade union movement" that have marred the presidential campaign of Sen. Gary Hart.

And when Mondale spoke to the conference by telephone hookup from New York on the day of that state's primary, delegates responded with a standing ovation and shouts of encouragement.

The polls hadn't yet closed, but Mondale was jubilant. "Everywhere I go," he told them, "building trades people are there. We're going to win this election. The issues are with us."

Besides meeting with their home-state congressional delegations, the conference participants took part in workshop dealing with issues ranging from pension legislation to labor law interpretations. And many of them stayed over for a separate safety and occupational health conference.

Georgine stressed in his closing remarks the need to follow through with grass-roots lobbying efforts, letter-writing campaigns and political education programs.

Earlier, he spelled out the type of coalition-building that the national leader of the construction unions sees as broadening local support for labor's goals.

Unions whose members work on housing construction should be working closely with community groups concerned at the lack of affordable housing, Georgine urged.

Likewise, unions involved with energy conservation have common ground with citizen groups with similar concerns. And Iron Workers who build bridges also "can build a coalition to rebuild bridges," he said. For other trades, common concerns might range from mass transit system to historical preservation.

In the private sector, the building trades leaders are concerned that a rise in interest rates will choke off both commercial and residential construction. And in the public sector, communities just recovering from recession and some still devastated by unemployment have been unable to fund needed repair of the infrastructure — the roads, bridges, sewer systems and other essential facilities of an industrial society.

There is also concern at the inroads made by open-shops contractors —

(Continued on Page 15)

Departed Members

Local 3 Business Manager Tom Stapleton and the Officers extend their condolences to the family and friends of the following deceased.

Russell Barger	12/6/83
Britton, SD	
Nino Batista	12/6/83
San Mateo, CA	
Francis Blackmore	10/21/83
Stockton, CA	
Fred Castle	12/19/83
Modesto, CA	
George Cosio	12/13/83
Union City, CA	
Homer Duncan	11/5/83
Chico, CA	
Kenneth Enos	11/18/83
Pleasanton, CA	
Frank Flemming	12/21/83
Kingsburg, CA	
Thomas Gibson	12/23/83
Keyes, CA	
Paul Hammer	12/5/83
Oroville, CA	
Leonard Hampton	12/2/83
Visalia, CA	
James D. Handy	12/9/83
McKinleyville, CA	
James Hatmaker	12/27/83
San Lorenzo, CA	
Mack H. Hunter	12/15/83
Hamilton, MT	
Richard Macedo	12/2/83
Tracy, CA	
John Opunui	11/27/83
Honolulu, HI	
Joe Palmer	11/24/83
Lebanon, OR	
Walter Penny	12/10/83
Lockeford, CA	
Claude Robbins	12/13/83
Willis, CA	
J. D. Sells	10/24/83
Reno, NV	

Geo Severe	12/4/83	Elmer Johnson	1/6/84
Brentwood, CA		Cloverdale, CA	
J. W. Shouffer	12/22/83	Samuel Kauhaihao	1/4/84
Oroville, CA		Captain Cook, HI	
Beverly Sinnott	12/12/83	Jack Keener	12/15/83
San Jose, CA		Richmond, CA	
Hans Stern	12/15/83	John Kelly	1/8/84
San Rafael, CA		San Leandro, CA	
Deceased Dependents		Gerald Laird	1/11/84
Jacqueline Klintiver	10/25/83	Las Vegas, CA	
Wife of Andrew Klintiver		James Lawler	1/23/84
Irene Pierce	12/26/83	Chico, CA	
Wife of Don Pierce		Garland Lemons	12/29/83
Samy J. Porter	11/29/83	Stockton, CA	
Wife of Paul Porter		W. B. Lindsay	12/28/83
John Bolls	1/12/84	Springville, UT	
Stockton, CA		Lyle McCann	12/30/83
Clifford Britto	12/22/83	Millbrae, CA	
Hilo, HI		George Marshall	1/26/84
Earl R. Bryant	1/17/84	Rio Vista, CA	
Stockton, CA		Amadeo Medina	12/28/83
Larry Bullock	11/12/83	Oroville, CA	
Fair Oaks, CA		Joe Passanando	12/22/83
Gaylord Caldwell	1/2/84	Fairfield, CA	
Modesto, CA		Howard Roberts	12/23/83
Robert W. Chaix	1/14/84	Placerville, CA	
Sacramento, CA		Jerry Skutt	1/24/84
Ralph Chisler	1/3/84	Orangevale, CA	
San Francisco, CA		Ralph Southard	1/7/84
William Coyne	1/5/84	Mtn. View, AR	
Roseville, CA		William Tate	1/2/84
Raymond Culp	12/29/83	Redwood City, CA	
Sacramento, CA		Craig Tucker	1/26/84
Clyde Dalzell	1/23/84	Rio Vista, CA	
Pacheco, CA		George Warren	12/26/83
Larry Germeshausen	1/23/84	Etna, CA	
Woodland, CA		James Wells	11/12/83
Absalom Gilbert	1/22/84	Auburn, CA	
Marysville, CA		Russell Widdison	1/19/84
Willard Gibson	12/30/83	West Valley, UT	
Sacramento, CA		Deceased Dependents	
Raymond Harrop	12/30/83	Jeanette Hays	12/29/83
Willard, UT		Wife of Edgar Hays	
J. M. Hodges	12/31/83	Marilyn Ickes	1/7/84
Garland, UT		Wife of Roy Ickes	
Sergio Iturralde	12/19/83	Jo Ann Wells	6/6/83
San Jose, CA		Wife of Fay E. Wells	

Swap Shop: Free Want Ads for Engineers

FOR SALE: TOOLS: 3/4" drive-sockets 3/4" to 2 1/4", one S&K ratchet; one snap on ratchet. Extensions, universal & adapters. One set 3/4" impact sockets-new. \$195 for all. Jesse R. Carter, 1125-20th St., Oroville CA 95965. Reg. #0826796. 3/84

FOR SALE OR TRADE: 1980 UPGRADED MOBILE. 2 BR, 1 BA. 11x32' redwd deck, 11x30 carpt, nice vw/Pollock Pines CA, adult mobile pk. Wallace E. Cramer. Ph. 916/644-3974. Reg. #0369057. 3/84

FOR SALE: REGISTERED BORDER COLLIE female. Fully trained, works sheep/cattle, 3 1/2 yrs old. Rupert Poe, P.O. Box 148, Redwood Valley CA 95470. Ph. 707/485-8265. Reg. #360700. 3/84

FOR SALE: 1980 SUZUKI GS1000G, fully dressed, 7000 mi. \$3,000. Also, Sears 10" radial arm saw, compl. w/table & legs. \$225 or best offer. Mike Roulette. Ph. 702/883-0269. Reg. #1717493. 3/84

FOR SALE: FUEL TRAILER 2 axles 1000 gal. die, three 50-gal. oil tks, all rust free. \$2500 obo. P.U. Ford 64 4WD, 8' bed w/hydro dump, excel. new drums & diff. John Martin. Ph. 916/246-4458. Reg. #1137713. 3/84

FOR SALE: INTL. LOADER & SCRAPER 3414 diesel \$3895. Ford 9 N w/scraper \$1995. 1951 Chev. tractor & dump tlr \$1995, 10 ft. drag disc \$575. W. L. Maddox, 17311 S. Mercy Spgs, Los Banos CA 93635. Ph. 209/826-0684. Reg. #1043556. 3/84

FOR SALE: THREE ACRE PARCELS. Beau. view. 5 mi. to launch/Lake Oroville. Owner financed. EZ terms. James Moak, 4394 Big Bend Rd., Oroville CA 95965. Reg. #393070. 3/84

FOR SALE: HALF ACRE bldg. lot in Yerington NV. All utilities to property. \$6000 cash. \$6500 terms. \$500 dn. \$125/mo. 10% int. Leon Petty, 180 West Williams, Fallon NV. Ph. 702/423-4901. Reg. #1178193. 3/84

FOR SALE: 1978 GRUMMAN AMERICAN LYNX. T.T. 324 hrs. Zero time since chrome cylinders, new valves. \$11,000. Robert Chenoweth, 959 Country Hill Rd., Santa Maria CA 93455. Reg. #0925759. 3/84

FOR SALE: 1930 MODEL A roadster. Street rod 350 Ili Corvette eng., 4 spd munsey, 411 positive rear end. Leath. int., spoke mags, met. body, radio, \$15,000. Sam Rose, 33779 Shaver Springs Rd., Auberry CA 93602. Ph. 209/841-7776. Reg. #1181679. 3/84

FOR SALE: MOTORCYCLES exc. 1983 black 250, etc. start, Kawasaki, 270 mi. 1975 Honda 200T, CB touring, silver w/5000 mi. Sam Rose, 33779 Shaver Springs Rd., Auberry CA 93602. Ph. 209/841-7776. Reg. #1181679. 3/84

FOR SALE: 1967 JEEP WAGONEER \$2000. Four whl dr., motor preheater, stereo. 327 Chev. eng. like new. 5 tires like new, 400 CR. Elec. fuel pump, new paint. Lloyd Havens. Ph. 408/243-1295. Reg. #0382107. 3/84

FOR SALE: 1.24 ACRES, 3 BR home. Approx. 20x66' shed & shop. Zoned R2-65 enough for 7 duplex lots. \$145,000. W. W. Hodges, 3611 So. 7th East, Salt Lake City UT 84106. Ph. 801/266-1832. Reg. #3106785. 3/84

FOR SALE: 10 ACRES 3 mi. to Lake Oroville. Fenced, yr-round creek, w/2 mobile homes: One 2 BR 2 BA all elec. kitchen/appliances, one 3 BR being remodeled, nr completion. Two sheds & one cabin-size bldg. \$98,500. Low dn, owner fin. at 10%. Eugene Wayman, 205 Chapman Ave., So. San Francisco CA 94080. Ph. 415/589-7343. Reg. #0899497. 3/84

FOR SALE: DIAMOND, 95 CARAT. w/side baguettes mounted in hvy platinum ring. Appraised at 9689, will sell for \$3500. M. D. Gebert, 560 - 30th Ave., #23, Santa Cruz CA 95062. Reg. #0982943. 4/84

FOR SALE: 24' RAINBOW DAYSAILER fiberglass; new mainsail; jib in gd cond. Seagull aux. eng. Partially finish tlr available. Berthed at San Leandro Marina-fee \$61.80/mo. \$3000 or best offer. Joe Aidnik, 988 Collier Dr., San Leandro CA 94577. Ph. 415/351-5449. Reg. #0845492. 4/84

FOR SALE: 1977 COACHMAN 27' trailer. Exc. cond, 24' awning, a/c, ez tow, self-cont. \$6000. Jason Neal, 2620 Woodside Ct., Pinole CA 94264. Ph. 415/758-0290. Reg. #1115337. 4/84

FOR SALE: MECHANIC TRUCK 1962 Ford model 750. 4:53 Detroit diesel, 582 w/Lincoln 300 welder Detroit pr 2-53 leads, tool boxes, lamps. Pictures on request. W. P. Sarazen, 5642 Hinds Rd., Oakdale CA 95361. Ph. 209/847-5346. Reg. #0519758. 4/84

FOR SALE: TWO BR WATER FRONT home, Lake Co. Paved RV parking & boat dock. Carpets, drapes, appliances. Two car garage, paved walks, driveway, yd, shrubbery. Harry Porter, P.O. Box 516, Lucerne CA 95458. Ph. 707/274-1446. Reg. #0380704. 4/84

FOR SALE: 1968 MUSTANG CA special. New paint, new vinyl top, recently rebt eng. \$4850. Ewell Paxton, 1169 Sonuca Ave., Campbell CA 95008. Ph. 408/378-0856. Reg. #1043707. 4/84

FOR SALE: MINI MOTOR HOME Toyota Chinook, 1974-3,000. V. N. Dotson. Ph. 408/274-4905. Reg. #0657780. 4/84

FOR SALE: HEAVY DUTY EQUIP. TOOLS for operating engineers, from power hand, misc., acetylene welder. Orben Story, 201 Merrill, Fremont CA 94539. Ph. 415/657-5348. Reg. #0924984. 4/84

FOR SALE: MZB 61 STICK, stereo, air, leather, licensed, recent eng overhaul. \$3950. Asa Wright, 4332 Bailey St., Eureka CA. Ph. 707/443-7783. Reg. #1487929. 4/84

FOR SALE: WOOD BOAT 50x16x4 Navy liberty launch, cedar on oak \$10,000. 671 G.M.C. w/gear, shaft, prop. \$3000. 52' alum. spar, motor/sailer conversion plans \$750. Asa Wright, 4332 Bailey St., Eureka CA. Ph. 707/443-7783. Reg. #1487929. 4/84

FOR SALE: OUTBOARD 50 hp 4 cyl. Evinrude starlite, just rebt \$600. Asa Wright, 4332 Bailey St., Eureka CA. Ph. 707/443-7783. Reg. #1487929. 4/84

FOR SALE: CUSTOM MADE all hydraulic shothole or waterwell drilling rig. \$10,000. Asa Wright, 4332 Bailey St., Eureka CA. Ph. 707/443-7783. Reg. #1487929. 4/84

FOR SALE: BEAU, 5 ACRE lots. View, oak, pine, Calaveras Co. on paved rd nr Westpoint, 1/2-mi to p.o., store. Marvin Collins. Ph. 209/293-7920. Reg. #496057. 4/84

FOR RENT: 10x50 TRAILER on beau. ranch, 1-BR, kitchen, liv. rm. Elec., water, grbage incl. Ret. couple \$250/mo. Marvin Collins. Ph. 209/293-7920. Reg. #496057. 4/84

FOR SALE: MOBILE HOME 1977 12'x65' Biltmore. Cent. heat/air, awnings, skirting. In Villa Fresno #170 Fresno CA \$11,900. David Nathan. Ph. 209/266-6232. Reg. #1840375. 4/84

FOR SALE: 1970 4x4 3/4 TON hvy duty GMC. 1969 28' kit s/c tlr w/many extras. 3/4" drive hvy duty socket set; 1/2" drive impact wrench. D. Stace, Station A, Box 93,

Auburn CA 95603. Ph. 916/885-8277. Reg. #0565291. 4/84

FOR SALE: TWO CASE BACKHOES 580C & 680C plus all extras. Milt Wolford, 5823 Hemet, Stockton CA 95207. Reg. #1945325. 4/84

FOR SALE: INTL 13" pressure plate & disk, new. \$25. V-8 block, all pts except crankshaft. Intl. Motor 361 Diamond incl carb., gen., manifold, waterpump, starter, etc. \$400. Mack Motor & all pts except block. Incl carb., gen., water pump, starter, etc. \$400. Kenmore auto. wash. machine \$40. Leslie E. Mulhair, 97 Southridge Wy, Daly City CA 94014. Ph. 415/333-9006. Reg. #154371. 4/84

FOR SALE OR SWAP: COLLECTORS BEER & POP CANS. Send self-addressed stamped envelope for list & info. Louis Newell, Rt. 1, Box 224B, Fort Sumner, New Mexico 88119. Reg. #0595330. 4/84

FOR SALE: 3 BR. HOME in nice cond., Weaverville CA. 1 1/4 acres on creek, garden, fruit & shade trees. Lewis Bellinger, P. O. Box 394, Weaverville CA. Ph. 916/623-6411. Reg. #0293902. 4/84

FOR SALE: '71 RED DALE 5th wheel tlr. Self-cont., a/c, rear bath, twin beds. Needs wk. \$4500 or best offer. Phil Carey, 700 Mulberry St., Suisun City CA 94585. Ph. 707/422-3318. Reg. #1768818. 4/84

FOR SALE: 3.78 ACRE Valley Springs subdivision. Choice property. Golf crs, fishing, boating on nrby lakes. Make offer, must sell. Loyd Hack, 565 Mayten Dr., Livermore CA 94550. Ph. 415/447-9281. Reg. #1161107. 4/84

FOR SALE: 1976 TRAVELEZE. 39' Park model w/two popouts. Clean, perf. shape, extras. Has to be moved. C. L. Austin, 1450-80 Oakland Rd., San Jose CA 95112. Ph. 408/292-8989. Reg. #0383278. 5/84

FOR SALE: TOP SHOW WINNER. 1956 Ford F-100. 455 cu. in., Turbo 400, 4:11 rear end. Imron paint, custom thruout. Asking \$6,000. 'Bo' Rapp, 3650 Wedekind Rd, Sparks NV 89431. Ph. 702/331-1568. Reg. #1908228. 5/84

FOR SALE: 1972 COMMERCIAL SIERRA fiberglass 17'6" boat. 140 merc. 10 argo. tr. 2 hyd. gurties swing out poles, hook line, sinker. \$3,000 obo. James W. Ervin, Box 401, Palermo CA 95968. Ph. 916/534-6628. Reg. #0939634. 5/84

FOR SALE: 1961 TWO DOOR GALAXIE Ford w/th.bird motor, Gd cond. \$1,000 obo, cash. James Rule, 1559 Sylvaner Ave., St. Helena CA 94574. Ph. 707/963-3348. Reg. #386484. 5/84

FOR SALE: 1977 FORD RANCHERO automatic, air, new paint & tires. \$2,995. Bert Orman, Brentwood CA. Ph. 415/634-5510. Reg. #0892706. 5/84

FOR SALE: 1965 CHEVY 5 YD bobtail dump 4&2, diesel eng. Hvy duty spggs & axles, air, 10 hole bud whls. \$6,995. Bert Orman, Brentwood CA. Ph. 415/634-5510. Reg. #0892706. 5/84

FOR SALE: 1983 YAMAHA YZ 250 racer. Exc. shape, runs gd. \$1,000. Two 14x6 & two 14x8 Crager SST wheel w/tires \$500. Fits Datsun 6-lug w/knockoffs. Jim Tuccori, 6056 Plumas, #F, Reno NV 89509. Ph. 702/826-3532. Reg. #1769167. 5/84

FOR SALE: 20 ACRES nr Oroville. 3 BR Mobil. yr round stream. Fenced, lg. shop, oaks, pines. Ideal retirem. area. Will finance. \$89,000. Bob Rodrigues. Ph. 916/533-1854. Reg. #1006711. 5/84

FOR SALE: HAMMOND ORGAN Grandee 11000 series. Leslie speaker 710 series. Appr. \$3750, asking \$3000. John vonSalden, 81 Harrison Ave., Napa CA 94558. Ph. 707/226-3094. Reg. #0381837. 5/84

FOR SALE: 78 CAMARO. 305 eng., runs gd. Sunroof, air, p.b., p.s., am-fm. Harry Trainor, 1524 Greenbrae, Sparks NV 89431. Ph. 702/358-1766. Reg. #1930520. 5/84

FOR SALE: 1984 MACK WATER TRK 2,200 gal., bobtail cabover, new 5 spd w/2 spd rear, needs clutch. \$5,500. T. Finn, 106 Banbury Way, Benicia CA 94510. Reg. #1456365. 5/84

FOR SALE: 3 PT HOOKUP DISC 6' wide adj. 22" blades notched in front, reg. in rear. \$800 obo. Donald L. Ryan, Ph. 916/344-7799. Reg. #1492888. 5/84

FOR SALE: 57 CHEVY 4-dr. hdtop, gd cond, restored. 78,000 orig. miles. Asking \$1,800 obo. Alfred Ferreira. Ph. evenings 415/376-5006. Reg. #0592876. 5/84

FOR SALE: CABLE TOOL WELL drilling rig. Mntd on 2-ton Chevie trk. Compl. w/tools & welding mach. Make offer. Gerald Boyle, P. O. Box 743, Corning CA 96021. Ph. 916/824-1363. Reg. #0671365. 5/84

FOR SALE OR TRADE FOR BAY AREA PROPERTY lovely custom 3 BR 2 BA, lg unfin. basemnt & bath, view home. Robert W. Grant, 2827 City View, Eugene OR 97405. Ph. 503/484-7396. Reg. #0716361. 5/84

FOR SALE: 1983 STARCRAFT 19' tent tlr. Gas/elec refrig. Sleeps six. Extras. \$3,800 obo. Tony Hegel, 2801 - 6th, Hughson CA 95326. Ph. 209/883-4584. Reg. #0531523. 5/84

FOR SALE: IN GRANTS PASS, OR five acres, 2 BR 1 BA barn, shp, garden, fruit & nut trees. Irrigated. 2 rv hookups. Appraised \$85,000 asking \$81,000. Les Eddy, 118 Barker St., Crescent City CA 95531. Ph. 707/464-3702. Reg. #0892468. 5/84

FOR SALE: AIR COND. FOR motor home or tlr. 13500 btu, duotherm. \$300. John vonSalden, 81 Harrison Ave., Napa CA 94558. Ph. 707/226-7609. Reg. #0381837. 5/84

FOR SALE: FOUR PLUS ACRES in Willow Creek CA. Two redwd bldgs. All utls to property. Trinity River front. Cecil Gallamore, Bx 1593, Weaverville CA 96093. Ph. 916/623-3917. Reg. #1920058. 5/84

FOR SALE: LAYTON PAVING BOX on tracks, screed heter. \$1,200. Don Steneck, P. O. Box 1360, San Andreas CA. 95249. Ph. 209/754-4011. Reg. #1071087. 5/84

FOR SALE: BAY AREA 1250 SQ FT comm'l retail bldg on 50x100 lot. Access to backyd. Appraised 82,000 asking \$75,000. Will fin. w/50% dn. Terrence McMahon, 33513 - 6th St., Union City CA 94587. Ph. 415/489-8561. Reg. #1014516. 5/84

FOR SALE: 1965 INTL 3/4-TON trk w/camper, gd shape, gd tires. \$1,500. C. Burritt, 126 Buena Vista, Auburn CA 95603. Ph. 916/885-1620 evngs. Reg. #0750449. 5/84

FOR SALE: AKC REG. BLK PUPPIES \$100. Yellow pups \$200. Ronald Henry, 2760 Crawford, Concord CA 94520. Ph. 415/671-0974. Reg. #1324942. 5/84

FOR SALE: KELLY RIDGE panoramic vw lot. Overlooks Lake Oroville dam, Feather Riv. & valley. Next to state pk, nr golf course, club hs & boat ramp. Exc. area. \$45,000. K. Scharringhausen, 805 Sevely Dr., Mtn. View CA 94041. Ph. 415/967-5164. Reg. #1761656. 5/84

FOR SALE OR TRADE: FORD PICKUP Deloux cab 3/4-ton 1976, 6-cyl. stick sft only 28,000 mi w/10' cave man campber. \$4,950. Would trade on motor home. W. A. Seemann, 25 Alan Way, Martinez CA 94553. Ph. 415/228-1101. Reg. #0251068. 5/84

FOR SALE: COOK STOVE 30" Magic Chef gd cond, needs new oven control. \$40. W. A. Seemann, 25 Alan Way, Martinez CA 94553. Ph. 415/228-1101. Reg. #0251068. 5/84

FOR SALE: 3 BDRM 3 BATH HOME w/three lots. Mnt view, fruit trees, lg garage. Mountainair, NM, mild climate. \$69,500. James D. Sanders. Ph. 505/847-2739. Reg. #0820664. 5/84

FOR SALE: SIX LOTS, pinon, cedar trees, cactus. Beau. home setting, mtn view, Mountainair NM, mild climate. James D. Sanders. Ph. 505/847-2739. Reg. #0820664. 5/84

FOR SALE: 1978 CHEVY 3/4 CHEVY P.U. deluxe model. 454 eng. perfect cond. 27,000 mi. new 8-ply radial tires. Exc. tow vehic. Also 10 1/2' Lance overhead camper. Vernon Voss. Ph. 707/274-8584. Reg. #0625912. 5/84

FOR SALE: IN VERNAL, UTAH. 2-story, 5 BD, 1 1/2 BA home on 3/4-acre lot in lovely area. \$72,000. Michael Dudney, 5143 Tesla Rd., Livermore CA 94550. Ph. 415/443-5695. 801/789-6776. Reg. #1697151. 5/84

FOR SALE: LOVE BIRDS, mated pair w/small cage. Trade or \$50. Michael Dudney, 5143 Tesla Rd., Livermore CA 94550. Ph. 415/443-5695. Reg. #1697151. 5/84

RULES FOR SUBMITTING ADS

- Any Operating Engineer may advertise in these columns without charge any PERSONAL PROPERTY he wishes to sell, swap, or purchase. Ads will not be accepted for rentals, personal services or sldelines.
- PRINT OR TYPE the wording you want in your advertising on a separate sheet of paper, limiting yourself to 30 words or less, including your NAME, complete ADDRESS and REGISTER NUMBER.
- Allow for a time lapse of several weeks between the posting of letters and receipts of your ad by our readers.
- Because the purpose should be served within the period, ads henceforth will be dropped from the newspaper after three months.
- Address all ads to Engineers News Swap Shop, 474 Valencia Street, San Francisco, Ca. 94103. Be sure to include your register number. No ad will be published without this information.

Personal Notes

Reno: Congratulations to Casey Holloway and his wife Marsha on the birth of their daughter, and Rick and Darla Hegarty who had a baby boy on April 6th.

Our sincerest sympathy is extended to the families and loved ones of the following recently departed brothers: Retiree Pete Laca, Retiree Hi Jeppson, Retiree Dennis "Chub" Whalen, Retiree Gerald Laird, Glen Ackerman.

We would also like to extend our condolences to Brother Kent Niles on the recent loss of his stepson, and Brother Rick Pollock on the loss of his wife Jolynn.

Sania Rosa: Our deepest sympathy goes to the family and friends of a late Brother, John McLaughlin, who was accidentally killed when he fell while rock climbing.

Building Trades Conference

(Continued from Page 14)

aides by a government-encouraged anti-union climate and such actions as the Labor Dept.'s decimation of the Davis-Bacon Act through regulatory changes.

Strength in adversity

An anti-union climate is nothing new, Georgine reminded the delegates. Unions have survived and gotten stronger in adversity. And "by raising the standard of living of working people, we created the greatest economy in the world."

He asked support for the department's "market recovery program" which is keyed to helping fair contractors become more cost competitive with open shop firms. By such measures as a critical examination of traditional work practices, Georgine said, "we will recapture work that is now going non-union."

In their home communities, Georgine urged, unions can use the expertise of their members to identify public facilities that need to be repaired, rebuilt or replaced. They can develop com-

munity needs surveys and publicize the findings in the news media, he stressed.

Kirkland told the delegates that "the building trades are not afflicted in isolation" by the regressive policies of the Reagan Administration.

"The hardships your members have suffered cannot be separated from the problems of the poor, the decline of industry, disastrous trade policies, outrageous interest rates, and repressive social policies that have brought pain to your brothers and sisters in other trades. We are all in the same boat," Kirkland pointed out.

Grievance Committee Elections

At its meeting on April 18, 1984, the District 7 membership elected the following to serve on its Grievance Committee to fill a vacancy left by resignation: Brother Robert Currie.

At its meeting on April 25, 1984, the District 17 membership elected the following to serve on its Grievance Committee to fill a vacancy left by resignation: Brother Paul Anae.

ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of Honolulu, Hilo and Maui, which convene at 7:00 p.m.

July

- 19th Fairfield:** Holiday Inn, 1350 Holiday Lane
25th Honolulu: Kalihi Waena School, 1240 Gulick Ave.
26th Hilo: Kapiolani School, 966 Kilauea Ave.
27th Maui: Cameron Center, 95 Mahalani St., Wailuku
31st Eureka: Engineers Bldg., 2806 Broadway

August

- 1st Redding:** Engineers Bldg., 100 Lake Blvd.
2nd Gridley: Engineers Bldg., 1010 "I" Street, Marysville
7th Stockton: Engineers Bldg., 1916 North Broadway
9th Sunol: Sunol Valley Country Club, Hwy. 680 & Andrade Rd.
14th Fresno: Laborer's Hall, 5431 East Hedges

- 21st Sacramento:** Laborer's Hall, 6545 Stockton Blvd.

September

- 5th Salt Lake City:** Engineers Bldg., 1958 W. N. Temple
6th Reno: Musicians Hall, 124 West Taylor
20th San Jose: Labor Temple, 2102 Almaden Rd.
27th Santa Rosa: Veterans Bldg., 1351 Maple St.

October

- 2nd Eureka:** Engineers Bldg., 2806 Broadway
3rd Redding: Engineers Bldg., 100 Lake Blvd.
4th Yuba City: Yuba-Sutter Fairgrnds., Arts/Crafts Bldg., 442 Franklin Rd.
10th Honolulu: Kalihi Waena School, 1240 Gulick Ave.
11th Hilo: Kapiolani School, 966 Kilauea Ave.

State legislative conference

(Continued from Page 1)

"Your basic goal is to win decent wages, safety and fairness on the job and an educated and compassionate society.

"But if it's a 'special interest' to fight for the gains in unemployment insurance, disability insurance, social security health care and the right to organize and bargain collectively; if that's a special interest then you can bet it's my special interest. And you can be sure it's in the interest of every working Californian."

He attacked the "ultra-conservatives" for their attempt to steal the power they cannot win at the ballot box. Referring directly to Proposition 24—the Gann Initiative—which he declared "Republican extremists paid handsomely" to put it on the June 5 ballot.

Roberti labeled Prop. 24 as a "serious threat to representative government" which would destroy control of the legislature, give the minority an equal voice in the legislature, and move the center of power into the Governor's office.

Cremens talked of the many difficul-

ties faced by the trades covered by the 15 international unions of the Building and Construction Trades Council. He cited the "double gate" issue, the continuing attack of the Deukmejian and conservative forces on the traditional prevailing wage laws, the seeking to use more and more convict labor, plant closures and recourse to Chapter XI of the bankruptcy laws to break union contracts and conditions.

He declared we "all have our individual problems. In 1984 we must get back to the basics of 'in unity is our strength,' 'an injury to one is an injury to all,' and called for a "united labor front" against labor's enemies.

Henning urged maximum effort by organized labor to get out the vote on June 5. He explained how the State AFL-CIO had been able to coordinate campaign efforts with the Mondale for President drive and the national AFL-CIO in producing a maximum labor effort in the Primary Election.

Use of the absentee voters' ballots was emphasized. The State Fed leader pointed out that this had long been a weapon of Labor's conservative opponents.

International convention report

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tail the hardships inflicted by plant closings.

"Passage of this legislation will end management's callous practice of milking ultimate profits from workers and their communities, only to throw them into the discards on a whim," Turner pointed out.

But he stressed that success in either legislative initiative "depends totally on our ability to replace our enemies with our friends in the Congress and the White House in November."

Turner had harsh words for the Labor Dept., which he said has become "a mockery of its name, stripped of those who were advocates of working people and replaced by champions of employer causes and dedicated to the destruction of the trade union movement."

The delegates heard AFL-CIO President Lane Kirkland assail the anti-union bias of the Reagan administration, question Sen. Gary Hart's sympathies toward workers, and deliver a spirited endorsement for Walter Mondale for President.

"Sen. Hart, who actively sought our support in this campaign and accepted our support in the past, has defamed labor with code words and the 'special interest' label," Kirkland declared.

While Hart "offers himself as the spokesman of the younger generation," his record violates their interest, he said.

"He has favored a youth subminimum wage, the exclusion of all young workers in the fast-food chains such as McDonald's from OSHA protection against burning grease and slippery floors, and a step-up in interest payments on college loans," Kirkland noted. "So does Ronald Reagan. He professes concern for working people, but he insults their organizations. So does Ronald Reagan."

In other business, the delegates approved a resolution which assailed the misuses of bankruptcy laws "to undermine workers' rights" and pledged the union's support to "fighting back against the anti-union em-

ployers who use this tactic."

On per capita, the convention voted to raise the present payment of \$3.50 a month to \$4 on Jan. 1, 1985, and to \$4.50 a year later. The union's executive board was given discretion to raise the amount further in 1987 and 1988, if necessary.

Building & Construction Trades Dept. President Robert A. Georgine stressed the importance of pension fund investments in union-built construction projects and urged participation in joint labor-management efforts to help "good, fair contractors become more competitive with open-shop operators."

District Meeting Changes

The following changes in the District Meeting Schedule have been approved by the Local 3 Executive Board:

Eureka	July 31
From: July 10	
Engineers Bldg., 2806 Broadway	
Redding	August 1
From: July 11	
Engineers Bldg., 100 Lake Blvd.	
Santa Rosa	September 27
From: September 13	
Veterans Bldg., 1351 Maple St.	
Ukiah	November 1
From: November 15	
Grange Hall, 740 State Street	
Honolulu	October 10
From: October 24	
Kalihi Waena School, 1240 Gulick Ave.	
Hilo	October 11
From: October 25	
Kapiolani School, 966 Kilauea Ave.	
Maui	October 12
From: October 23	
Kahului Elem. School, 410 S. Hina Ave.	
Fresno	October 30
From: November 13	
Laborer's Hall, 5431 East Hedges	
Gridley	August 2
Engineers Bldg., 1010 "I" St., Marysville	
From: July 12	
Veterans Mem. Hall, 249 Sycamore St.	

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