



ENGINEERS NEWS

VOL. 36, NO. 5

SAN FRANCISCO, CA

MAY 1985

Semi-annual Meeting

Recording-Corresponding Secretary James "Red" Ivy has announced that the next semi-annual meeting of the membership will be held on Saturday, July 6 at 1:00 p.m., at the CALIFORNIA MASONIC MEMORIAL TEMPLE AUDITORIUM, 1111 California Street, San Francisco, CA. Free parking will be available in the Masonic Garage upon presentation of your union membership card. **Please have your card ready upon arrival at the garage** for presentation to the attendant. Those who do not present a Local 3 membership card must pay the parking fee of \$6. Please be advised that there will be no smoking in the Auditorium. **The Annual Credit Union Meeting** will be held immediately after the conclusion of the semi-annual membership meeting.



PG&E photograph by Lou Stewart

Spanning the Straits

With the help of two Lampson 4100 Manitowocs and the expertise of Local 3 hands Don Atkinson and Jim Hester at the controls, PG&E is erecting two huge towers on the Carquinez Straits. These 385-foot structures are being erected to support transmission lines bringing power from the Geysers to the Bay Area.

Business Representative Bob Baroni reports that the tower cranes are equipped with 253 feet of main tower, 170 feet of boom with a 60-foot jib on top. "That's a long ways up and takes a lot of skill to operate, especially with the high winds through the straits," Baroni commented.

The rigs are maintained by brothers Clancy Brophy and Rudy Benno.

Building Trades continue full court press on I-580

The suit to force the California Department of Transportation to abide by its own rules and cancel a \$46.6 million contract awarded to a non-union joint venture that put forward "dummy" disadvantaged subcontractors continues to be waged in Alameda County Superior Court.

Attorneys for the Building and Construction Trades Council of Alameda County have amended their complaint after lawyers for Caltrans and the contractor argued that the trades council had failed to exhaust administrative remedies before going to court. The labor attorneys agreed to do so and will return to Superior Court.

At the heart of the trades council case is evidence that the main contractors used subcontractors they control to get around federal and state requirements for participation by firms operated by business persons disadvantaged by reason of being female or of a racial minority.

The trades council contends that Caltrans, if it had followed its own rules, would have discovered that the Oregon-based joint venture of R.A. Hatch Construction Co./Rail Roadway Construction Co. used sham fronts as its disadvantaged subcontractors and would have been obliged to throw out the bid.

The contract, for reconstruction of an interchange at State Route 238 and Interstate 580 in Hayward, also is under fire at Sacramento and at Washington, D.C.

In Sacramento, the Joint Legislative Audit Committee has instructed Auditor General Thomas Hayes to investigate the contract award. Claude Everhart, committee consultant, said the auditor general already had begun his investigation.

Assemblyman Johan Klehs and Elihu Harris and State Senator Bill Lockyer, all Democrats, asked the committee to act. After the Auditor General's investigation and report are completed, the committee can release the findings and hold hearings.

In Washington, Representatives Fortney Stark, Jr., Ron Dellums and George Miller, all Democrats, have asked the House Small Business Committee to undertake investigations of the minority participation in the Hatch/Rail Roadway contract.

John C. Richardson, consultant to the trades council, has received a copy of a letter the committee chairman, Rep. Parren Mitchell, D-Maryland, sent to Transportation Secretary Elizabeth Dole.

Mitchell wrote, in part:

"... despite our shared concern for its success, the DBE (Minority Business Enterprise/Disadvantaged Business Enterprise) program is threatened by the actions of a few who seek the benefit of

the program while purposefully evading its responsibilities. One of the most egregious examples of this evasion that has been reported to me is an apparent manipulation of nominal minority and women's businesses undertaken by the R.A. Hatch Construction Company on federally-assisted construction projects in Oregon and, lately, in California...

"I would like confirmation of your agency's intention to stop this contractor from receiving further federal funds on the (I-580) or any future DOT-assisted projects. If I do not receive these assurances... I will have to consider holding public hearings on this matter."

One of the disputed contractors is H&H Electric, ostensibly operated by a partnership that includes the wife of the owner of Hatch Construction. H&H, which is listed for \$2,158,390 worth of electrical work, was denied status of disadvantaged business enterprise by

(Continued on page 8)

Congressman Stark introduces bill to deduct travel costs

Construction workers would gain the right to deduct from their income tax the cost of traveling to and from the job site under legislation introduced by Reps. Pete Stark (D-Calif.) and Charles B. Rangel (D-N.Y.) and Sen. John Melcher (D-Mont.). Stark was one of the speakers at last month's National Legislative Conference.

The legislation (H.R. 1927 and S. 828) would stop the Internal Revenue Service from following rules that deny construction workers the right to deduct expenses that are allowed for people in other trades and professions:

These rules ignore the special problems construction workers face in practicing their craft.

The bill would go a long way to resolve these problems:

- Construction workers would be allowed to deduct their travel expenses for their first two years of employment at a job located more than 30 miles away from home.

- If a job lasts more than two years, individual factors would be examined to determine what expenses could be deducted.

- Expenses for the first two years would still be allowed.

Under current rules, construction workers can only deduct their expenses for jobs that last less than one year. If a job lasts more than one

(Continued on page 2)



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

LOOKING AT LABOR

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

NORRIS CASEY
Treasurer

WALLY LEAN
Financial Secretary

JAMES EARP
Managing Editor

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

OPEIU-3-AFL-CIO (3)

Recently in this column, I stressed the importance of the building trades unions taking more decisive action against the open shop movement and I outlined what steps we have taken specifically in Local 3 to combat non-union contractors.

It is reassuring to note that we are not alone in our recognition of the challenges facing the labor movement and our determination to do something about them. In a comprehensive study, the AFL-CIO has issued a report on the changing situation of workers and unions.

In this report, the AFL-CIO recognizes that the nature of the workforce in the United States is changing rapidly. The labor movement must keep abreast of a workforce that is vastly different today than what it was a hundred or even fifty years ago when it was much younger.

Despite these changes, the labor movement has remained a steadfast soldier fighting for the rights of workers. Unions represent over 20 million working men and women in the United States.

These statistics show that organized labor remains a vital force for progress in this nation. No one can deny that unions have played and continue to play a major role in improving the working conditions and lifestyle of all workers, whether or not they belong to unions.

But despite our accomplishments, we must not drop behind the pace of

change. During the 1960's and 70's, the American workforce grew in an unprecedented way — adding millions to the workforce, while organized labor's membership remained largely static.

In the 1980's, union membership has declined. In the past 30 years, the percentage of workers who belong to unions has dropped from 45 percent to 19 percent. If labor is to reverse this trend, it must first re-evaluate why unions exist.

Unions first and foremost seek to improve the lives of those they represent by improving their conditions of work and by insuring respect for their dignity as workers. Organized labor believes that each worker is entitled to a fair day's pay for a fair day's work.

That pay should include a share of the profits the worker helps to create. Since the earliest days, the labor movement has sought to improve the quality of worklife and participate in joint employer-employee decisionmaking — long before these approaches became fashionable.

We agree that confrontation and conflict are wasteful and that a cooperative approach to solving problems is desirable. However, because most employers have different ideas about equality and "fair share" than do their employees, we must always be ready to hold our ground. Because of what it has accom-

plished for its own members, the labor movement has succeeded in improving the livelihoods of all workers in America. Many employers have recognized that the only way to remain non-union is to adopt similar wages and working conditions that are enjoyed in the organized sector.

It is with these basic principles that organized labor today must meet new challenges. Our nation is undergoing a scientific, technological and economic revolution every bit as significant as the industrial revolution of the nineteenth century.

There is now a world economy in which workers in underdeveloped nations, working at subsistence wages, are producing the most sophisticated goods and services for more developed nations.

Technological advances have eliminated thousands of jobs. Entire industries are disintegrating before our very eyes and re-emerging in third world countries. Plants are closing down overnight and jobs eliminated, only to be replaced by cheap wages overseas.

Foreign countries, anxious to gain a foothold in our market, "dump" products on the American market at prices so low that even they aren't making any money. American craftsmanship and American wages can't compete fairly on this unstable playing field.

Nor should we have to. Those who maintain that the only way we can compete in this economy is to lower our wages so they will be more on line with what third world workers are making, ought to set the example by reducing their own wages first.

Then we will see how they plan to feed their families, pay their mortgage, drive their automobiles and send their kids to college.

Our challenge in the labor movement is to develop strategies that will combat the perils of a "world economy" without sacrificing what took us a hundred years to get. We are confident that we have the capacity to do this.

It will come by working on several fronts. We must identify fair union employers and work with them and they with us. We must fight in the political arena to develop legislation that will protect our industries against unfair invasion from overseas.

We must harness the media to better educate our own membership and the public at large on the immense value and resource that trade unions have to offer.

Above all, we must never, never, never give up the fight. For the past 50 years, ultra-conservatives have prophesied that the labor movement was dying, that it was no longer needed in our "enlightened" society.

Well, we are still here and workers everywhere voluntarily maintain their union membership, because they know that unions are just as vital today as ever.

GOP takes another swing at Davis-Bacon

Republicans on the Senate Armed Services Committee launched a new attack on the Davis-Bacon Act, which requires payment of local prevailing wages and benefits to workers employed on federally funded contracts.

The committee's 10-9 party-line vote amended a multi-billion dollar funding authorization bill for the Defense Department so as to exempt all military construction from Davis-Bacon requirements. The amendment also would exempt both procurement and construction contracts from the eight-hour workday provisions of two other long-standing labor standards laws.

The Davis-Bacon Act, which dates from 1931, has already been seriously weakened by regulatory changes imposed by the Labor Dept. during President Reagan's first term. But the committee vote showed that open-shop contractors and their political allies haven't abandoned their effort to wipe it off the statute books entirely. Its elimination from military construction contracts would be a big step toward out right repeal.

The same Senate committee tried the same tactic in 1981, when the Republicans first took control of the Senate.

Then, too, the committee moved to exempt military construction from Davis-Bacon requirements. But, the late Sen. Henry M. Jackson (D-Wash.) took the battle to the Senate floor and

won.

Jackson, with Sen. Edward M. Kennedy (D-Mass.) as chief co-sponsor, introduced an amendment to restore Davis-Bacon coverage to the bill and it

carried on a 55-42 vote. Sixteen Republicans voted with 39 Democrats to keep prevailing wage protection, while seven Democrats sided with 35 Republicans.

Bill to deduct travel costs

(Continued from page 1)

year, then an individual may not be able to deduct expenses even for the first year.

For example, if a construction worker drives 50 miles back and forth from a job for over a year, those expenses cannot be deducted. And even if the job is cut short for some reason after the first year, expenses still cannot be deducted.

Business men, on the other hand, are allowed to deduct their travel expenses. For example, when an architect travels to visit a building site or goes on an out-of-town business trip, he can usually deduct those expenses. And even when an executive takes a client on a fishing trip, those expenses can often be deducted.

The proposed legislation would make it clear that construction workers have the right to deduct the costs spent traveling to jobs in distant locations.

It would also prevent even harsher rules proposed under the Treasury Department's so-called "tax simplification" plan. These rules would make it even harder to get a deduction.

Under the Treasury Department's proposals, deductions would be limited to only the first year of a job and no deduction would be allowed if a job lasted more than one year.

In addition, no deduction would be allowed for the first and last 35 miles of a worker's daily trip. And it would severely limit the amount that could be deducted.

H.R. 1927 and S. 828 would prevent these unfair rules from becoming law and end the discriminatory treatment of construction workers.

Contact your lawmakers and urge them to become co-sponsors of H.R. 1927 and S. 828. Tell them tax reform should start by giving construction workers the right to deduct their travel expenses.

Building Trades legislative conference focuses in on tax fairness issues

The AFL-CIO News reports that more than 3,000 local and state leaders of building trades unions carried a crusade for fairness in tax policy and labor relations to Capitol Hill last month and then headed back to their home communities to organize a follow-up lobbying effort.

A major focus of the four-day legislative conference of the AFL-CIO Building & Construction Trades Dept. was reinforcement for the labor movement's campaign against so-called "tax simplification" proposals that would tax workers on the value of employer-provided benefits such as health insurance.

Whatever it's called, that's still a tax increase, BCTD President Robert A. Georgine stressed at the opening of the conference. "By counting benefits as through they were income," he said, the government would be taxing workers "on money that never appears in their paychecks."

AFL-CIO President Lane Kirkland told the delegates they will have to "speak more forcefully than ever" to get the attention of Congress and the Reagan Administration.

Otherwise, he warned, the deficit brought by tax giveaways to corporations and the rich will be used as an excuse to demolish needed government programs and shift more of the burden on to workers and retirees.

Just as Reagan showed himself willing to abandon his promise to protect social security benefits, "the promise of no new taxes does not extend to the taxes the working people pay," Kirkland noted.

The two other fairness issues on the conference's "short list" lobbying agenda dealt with matters of special importance to the 15 building trades unions and their more than four million affiliated members.

• Through new regulations, the Internal Revenue Service is seeking to curtail travel expense tax deductions for building trades workers who have to travel to job sites far beyond normal

commuting distances — or else uproot or leave behind families to move closer to temporary work sites.

The building trades are backing remedial legislation that has been introduced by Representatives Fortney H. Stark (D-Calif.) and Charles Rangel (D-N.Y.)

• Contractors with pre-hire collective bargaining agreements have been able to evade paying prevailing wages and benefits by going "double-breasted," setting up non-union subsidiaries through dummy corporations. Legislation introduced by Rep. William Clay (D-Mo.) and 36 cosponsors would require contractors to apply provisions of a collective bargaining agreement to all their operations.

Clay, who addressed the conference, gave this succinct description of his bill: "Simply, it says that no legal loopholes will be allowed which permit those contractors who have entered into a collective bargaining agreement to weasel out of it."

In the fight against taxation of worker benefits, delegates got a strong and unequivocal pledge of support from Senate Finance Committee Chairman Bob Packwood (R-OR).

Packwood's committee has jurisdiction over tax legislation, and he told the delegates that Treasury Sec. James A. Baker III is on notice that no proposal than includes taxation of worker benefits will get the panel's sympathetic consideration.

If such a proposal is included in the Administration tax reform bill, Packwood said he informed Baker, "I will do everything I can to defeat the bill no matter what else is in it."

Georgine and Kirkland addressed a range of labor concerns in their opening day speeches.

Like other segments of the labor movement, Georgine said, the building



Building & Construction Trades President Robert Georgine addresses more than 3,000 delegates at the annual legislative conference in Washington, D.C.

trades have found they can't rely on the National Labor Relations Board to look after the interests of workers.

"It is we who must organize," he stressed, including "further organizing the organized into a more potent political force, into an aggressive lobbying arm . . . working together across trade and geographic lines."

Skills training must be improved, he urged, pension funds used to generate union jobs, and "we must be more competitive to retain the work we have and to gain new work . . . Assigning one craftsman too many to a job is as wasteful as having a crew wait a couple of hours for needed supplies."

It's "political realism" to work with both parties in Congress and with the Executive Branch on behalf of union members, Georgine said, but "we make

no apologies" for supporting the Democratic presidential ticket "and we don't look for scapegoats."

Kirkland's speech also touched on the outcome of the presidential election. "We tried hard and failed to elect an honorable candidate who shared our convictions and our principles," he said.

"More important than the outcome are the things you stand for," Kirkland stressed. If unions were to abandon convictions "each time the political winds change direction," he warned, "we would soon stand for nothing, and be good for nothing. The same might well be said of the Democratic Party."

The trade union movement must continue to fight for America's workers, Kirkland said, and to do "a better job of getting our message across to Congress and to our fellow citizens."

Idaho union members fight right-to-work

Idaho union members have gathered 61,335 signatures — nearly twice the necessary number — calling for a referendum on the recently enacted "right-to-work" law.

State AFL-CIO President Jim Kerns said more than 1,000 union volunteers pounded pavements to collect the signatures in half the time allotted.

The petition drive was organized by United Labor of Idaho, a coalition of all unions in Idaho led by the state federation.

The signatures were certified by the deputy secretary of state, and the referendum question will be placed on the November 1986 ballot. An additional 5,000 signatures were received too late to be included.

The new law was enacted earlier this year when the Republican-controlled legislature overrode a veto by Gov. John Evans (D) to make Idaho the 21st "right-to-work" state. Enforcement of the law remains blocked while the state federation pursues court challenges.



Signing them up—Thousands of garment and textile workers rally in New York's Herald Square seeking relief from excessive imports in the textile and apparel industries. The April 10 demonstration was one of 50 across the country organized by the Ladies Garment Workers and the Clothing and Textile Workers to launch a petition drive for legislation to preserve American jobs and industry. The unions estimate that 250,000 jobs have been lost to imports and they hope to gather one million signatures on the petition.

Can you make it on \$700 an hour?

The way the Big Three auto companies see it, American workers should wage "restraint" to stay competitive with Japanese workers. But top executives need a stronger incentive.

Reports on 1984 compensation to the top auto executives show even higher rewards than the previous year, when huge bonuses drew strong criticism. General Motors Chairman Roger Smith got a \$300,000 raise to \$1.8 million; Ford Chairman Phillip Caldwell added \$200,000 to \$1.6 million, and Chrysler Chairman Lee Iacocca got nearly \$1.2 million — more than double his 1983 salary. At that level, their average pay works out to sell over \$700 an hour, not including fringe benefits.

Auto Workers President Owen Beiber said if the U.S. executives really want to emulate their Japanese counterparts, they might consider that in Japan a chief executive's salary is much closer to that of production workers. Corporate greed, he suggested, is "incredibly short-sighted" and "way out of line with the message being sent to workers and the public on the need to become more competitive."



By HAROLD HUSTON, President

A Personal Note From The President's Pen

Breaking a legislative log jam that began in 1984, the Senate approved, 94-0, the allocation of more than \$7 billion among the states for Interstate Highway Construction and other transportation projects.

Consideration of the popular bill — estimated to create up to 200,000 construction jobs — had been held up for four days due to a filibuster over emergency agricultural credit. When farm-state Democrats dropped their speechmaking marathon, the Senate confirmed Edwin Meese III as Attorney General and then turned to the highway bill.

The highway measure has been called a "Clean Bill," lacking many of the "demonstration projects" and other pork-barrel specialties that led to a deadlock last year over a similar bill.

The measure is called ICE — an acronym for its formal title, the Interstate Cost Estimates. It allocates money among the states for completing sections of the 42,500 mile Interstate Highway system.

The money comes from the Highway Trust Fund, into which the revenues from the Federal Gasoline Tax flow.

Some states, however, choose to spend some of the money on other types of transportation projects, such as subway systems. About \$780 million of the total will go for such other projects.

Congressional staffers said the allocations under the bill are based on how much of the projected interstate highway is incomplete in a state.

According to a list put into the Congressional Record by Senate Majority Leader Robert Dole, R-Kan., California is in line for the largest amount, \$598.8 million. Texas is next with \$551.1 million, followed by New York at \$432.8 million and Pennsylvania at \$397.3 million.

The bill was sent over to the House and the House of Representatives later passed their own bill that would guarantee, at least through 1986, funding for three of Contra Costa's biggest freeway projects.

Working quickly after 36 states pressured Congress, the House voted to extend funding to assure the continued construction and renovation of

freeways across the nation. Included in the list is the John Knox — formerly Hoffman — freeway in Richmond, Interstate 80 in Contra Costa and Alameda Counties and the I-680/Highway 24 Interchange in Walnut Creek.

The House Public Works Committee voted a three year extension of what had been a routine federal program until a dispute over special pork barrel projects stymied the bills' approval. The principle dispute centered on a \$2.2 billion project through Boston that is being pushed by House Speaker Thomas P. "Tip" O'Neill. The House action, according to Rep. George Miller, D-Martinez, still assures that project.

Miller said he voted for the bill in order to assure freeway projects, such as the ones in Contra Costa, would be guaranteed continued federal funding.

The bill still needs to be resolved with conflicting legislation passed by the Senate. Representatives and Senators have told the Washington press corp that their versions are non-negotiable. However, Federal Highway Division Manager, Bruce Cannon, who runs the federal program for California, said he is optimistic that a compromise will be worked out within a few weeks and the money will be released.

Two months ago Cannon said federal freeway money enabling further progress on many major road projects throughout the state — including the three in Contra Costa — had dried up because of Congressional inaction. After final congressional action, the states can draw this money for specific projects, mostly over the new two years.

The State Department of Transportation proposed a \$13.4 billion construction program with big projects in Contra Costa and Alameda Counties but slim revenue to pay for them. The department's annual update of the five-year State Transportation Improvement Program (STIP) includes \$138 million to build the six-lane John T. Knox (Hoffman) Freeway in Richmond between now and 1990. As part of that project, the California Transportation Commission approved \$34 million to build the portion from South 47th Street to Garrard Boulevard, including overcrossings at Erlandson Street

and South 23rd Street. That work is scheduled to be finished in two years.

The proposed STIP also includes \$138.3 million to rebuild the Interstate 680-Highway 24 interchange in Walnut Creek in 1989-1990, and \$17.4 million to buy the right-of-way to upgrade the I-680 interchange with Highway 4 in Martinez. Also included is \$219 million to widen I-680 from Highway 238 to Marina Vista, \$218.7 million in 1985-1988 for carpool-bus lanes on Interstate 80 from the Bay Bridge to Willow Avenue in Hercules, and \$25 million in 1988-89 for carpool-bus lanes on Interstates 580 and 80 from Hwy. 24 to the Bay Bridge.

The projects in Alameda and Contra Costa counties have been in previous STIPs, and placing them, on the updated list indicates the transportation department's commitment.

Statewide hearings on the proposed STIP, which includes 1,600 projects around the state, will be held before the transportation commission votes on it in June.

The \$13.4 billion to pay for the projects comes from \$6.8 billion in expected federal money and \$6.6 billion from the state. However, this ambitious spending plan comes amid warnings that California faces an estimated \$1 billion shortage in transit funding over the next five years. Legislative Analyst William Hamm recommended this week that the shortage be offset by higher vehicle registration fees, gasoline taxes, and truck weight fees, among other measures. Hamm and Senator John Foran, D-San Francisco, chairman of the Senate Transportation Commission, attribute much of the funding shortage to lower gasoline prices and vehicles that travel farther on less fuel. A severe decline in matching federal money for transit projects also contributes to the problem, according to Hamm.

Transportation department officials quietly agree that revenue will drop sharply, but Governor George Deukmejian has firmly rejected proposals by Foran and Hamm to increase the existing 9 cents per gallon gasoline tax by another 5 cents.

Basalt regains its permits

Work picking up in Santa Rosa

Work in the area has started to pick up pretty good these past few weeks, reports District Representative Chuck Smith. "We hope that by the time you read this most of the brothers and sisters will be back to work."

Basalt's permits were granted with some stipulation. However, these stipulations can be worked out without too much difficulty. If the up coming meeting on the Sewer Moratorium goes as planned, it should be another good year.

Smith announced that work on the 1st Annual Western BBQ, coming up June 29th at the Sonoma County Fairgrounds is shaping up. "We expect a good turn-out so get your tickets early, guests are welcome."

Smith was talking to brother Ray Cathey, Superintendent for Don Dowd, and was informed that Dowd has a lot of work coming up this season: the company plans to start an underground operation. Dowd has been a fair employer over many years and we wish them all the best in their new venture.

Smith expressed his thanks to the brothers and sisters who participated in the picket lines against C.R. Fedrick

and Gary Larsen Construction. "The picketing was well manned and we truly need this type of help when these rat contractors move into the area and take our work," Smith said.

Business Representative Bill Burns reports that things should be looking up soon in Sonoma County. The Labor Relations Coordinator from the Geysers has reported that CCPA #1 will be under the Geysers Project Agreement. This means that all work done on that job will be union. The employees will get \$17.50 a day subsistence and a bus ride from Santa Rosa or Cloverdale.

In talking with Lanny Sjoden of Brelje & Race, a local engineering and surveying firm, Burns found that they have been doing a lot of surveying up in the Geysers area for several thousand feet of steamline.

Parnum Paving just picked up a \$1.2 million overlay job from Flynn Creek to Highway 1, east of Boonville on Highway 128.

Business Representative Rob Wise says it looks like a good year in the Geysers. There is a fair amount of work underway and lots of work is coming out to bid.



Local 3 members picketed C.R. Fedrick Construction recently at a job in the Santa Rosa area.

Several sewer projects will be done this year in Lake County. On April 17, a sewer project near the Highlands will bid with an engineer's estimate of \$10 million. There are also several minor road jobs to bid around the Lake this summer.

Down in the flats, the key men have gone back to work for the local contractors. It is still a bit wet, but they are getting the projects opened up. Everyone is looking forward to a good year ahead.

Kennecott to shut down Bingham mine

Utah District Representative Bill Markus reports that the recent Kennecott announcement to shutdown their Utah Division will result in some 2,200 workers losing their jobs. Kennecott President G. Frank Joklik stated that because of continuing losses, Kennecott had reached the point where they could no longer sustain the operation of the Utah Copper Division," Markus said.

The company warned the shutdown was likely if they did not get cost concessions from the unions during meetings held in Albuquerque, New Mexico, in mid-January 1985. Negotiations were futile and the company is, in fact, in the process of shutting down the Utah Division as promised.

Markus noted that Kennecott has experienced continued losses since its acquisition by Standard Oil of Ohio (SOHIO — a subsidiary of the British Petroleum Company) in June 1981. The company reported the following losses: \$187 million in 1982, \$91 million in 1983, and \$106 million in 1984. During the first quarter of 1985, the company reported an additional loss of \$40 million and expected that figure to reach \$165 million by year's end.

The shutdown will leave Kennecott with about 500 division and headquarter employees in Salt Lake City, compared to the 7,300 employees in 1981 when Kennecott was the state's largest private employer.

U.S. Senator Jake Garn (R-Utah), who is chairman of the Senate Banking Committee, criticized the Reagan Administration, saying the administration had failed to push for voluntary cutbacks on copper production by the four major foreign producers: Chile, Peru, Zaire and Zambia.

Kennecott President Joklik has expressed confidence that the Utah Division will eventually resume operations. In part, he attributed his optimism to the ore reserves which are still one of Utah's major natural resources. He further stated three factors will play "major roles in determining whether operations will resume:

- The unions agreeing to some "meaningful (wage and fringe) concessions."
- The possibility of copper prices rising sufficiently as consumption exceeds supply.
- Kennecott deciding to implement its modernization program, which calls for revamping of the ore and waste haulage systems in the copper mine and the construction of a new concentrator near the copper pit."

Kennecott President Joklik also said the shutdown of the Utah Division is a temporary measure — except — we don't know what the duration of the shutdown might be.

Markus believes that Mr. Joklik is saying *if* copper prices rise, *if* the demand/consumption increases, and *if* Kennecott decides to modernize their Utah operations, maybe they will resume operations. And now the big *if* — *if* the unions agree to meaningful (major) wage and fringe concessions between now and June 1986, maybe Kennecott (SOHIO) won't try to resume operations at a later date as a *nonunion* company.

Kennecott has contributed more employment, more income, more tax revenue than any other single firm in the state since the early 1900's, and the impact of the shutdown will be hard felt in the state's coffers.

Budget officials have estimated the shutdown will have a \$24.5 million direct and indirect revenue impact in the coming year. State Budget Director Dale C. Hatch said the state doesn't know if this revenue reduction means appropriations' cutbacks or other belt-tightening, because a lot hinges on what the legislature decides to do with \$96 million set aside for pumping or diking in regard to the Great Salt Lake flooding issue.

Economists figured direct losses to the state in such areas as sales tax and mine occupation taxes, and then figured indirect losses. The latter are losses which occur when secondary industries pay less taxes from having less income through no longer providing Kennecott and its' former employees with goods and services.

Conservatively, they figured a multiplier of one. That is, each dollar of lost direct tax

UTAH OPERATING ENGINEERS ANNUAL MEMBERSHIP PICNIC

A family outing and picnic is scheduled for
SATURDAY, JUNE 22, 1985

at Saratoga Resort, Lehi, Utah

for Operating Engineer Members and their families.

The price of the tickets will include food and refreshments and unlimited use of the following: "Group all day pass," free parking, picnic terrace with tables reserved for the day, overnight camping, kiddieland ride pass, unlimited swimming in Saratoga's four natural warm spring swimming pools. All day pass on the "Kamikazi" waterslide (three stories high and 350 feet long), miniature golf, volleyball, soft ball, and horseshoe equipment.

Price of the tickets: children under three will be free, children three to 16 years of age \$5.50 each, and adults over 16 years of age will be \$10.00 each.

Name: _____

Address: _____

Phone: _____ No. attending: _____

R.S.V.P. by June 10, 1985, to the Salt Lake Office, 1958 West North Temple, Salt Lake City, UTAH 84116-3091, or call 1-800-662-3630 (WATS) or Local 532-6081.

is mirrored by an additional dollar of lost indirect tax. Sales taxes directly lost (through Kennecott retail purchases) will amount to \$6.9 million, and indirect sales taxes lost (through decreased buying power of the Kennecott workers) will amount to another \$6.9 million. Income taxes lost from Kennecott workers will be \$3.6 million, and indirectly from satellite industry workers another \$3.6 million. Loss in insurance premium taxes, directly and indirectly, will be \$320,000. There will be a \$1 million direct loss in motor fuel taxes and another \$1 million indirect loss.

There is no doubt the shutdown of Kennecott's Utah Division will have far reaching effects on Utah's economy and create serious financial burdens that may impact on appropriations already established for flood control. Also, jobs and projects could now be set aside or cancelled due to lack of funds, including construction work involved in the modernization of the open pit mine and the new concentrator at an estimate of \$1 billion. All this does not take into account the time and money that will also be necessary to retrain and relocate several thousand, not hundreds, of Kennecott workers that have been laid off since June 1983, and the workers in the numerous satellite industries that will be added to the unemployment roles.

Markus said that the future of the copper industry in Utah is questionable. "Who do we blame? Do we point an incriminating finger at third world producers? At the Reagan Administration? The U.S. Congress? The U.S. copper producers? The unions? Or do all these factors, in fact, share in the responsibility for the possible death of an industry and the crippling psychological, moral and economic effect it will have on the laid off workers and the state of Utah, in general. One thing is certain . . . all the players in this game lost. There will be no winners.

"Perhaps we all need to take a good look at ourselves and reevaluate our positions. Don't we have an obligation to ourselves, our families, our communities in which we live, the United States, and our heritage, to survive for the future, rather than continue in a head first pursuit down a suicidal course leading only to oblivion?"

Congressional delay slows road work

Business Agent Don Strate reports that the work in Utah is very slow getting started this year, mostly due to the fact congress dragged their feet on releasing the federal highway money. \$110 million has been appropriated for interstate highway construction at this time, and \$50 million for secondary highway and bridge replacement. The Utah Department of Transportation has started the bid work, so projects should be starting soon.

On April 16, 1985, both the following highway jobs are being advertised in Salt Lake County: flood repair damage on S.R. 65, I-80, I-215 and S.R. 210, with the Engineer's estimate of \$204,000; emergency grade raise and slope protection on I-80 from Black Rock to Saltair (3.8 miles), with the Engineer's estimate at \$11,141,000.

Business agent Lynn Barlow reports that after committing themselves to going union on their \$21,761,000 job on I-15 near Nephi right up to the time the job started, Kasler chose to go open shop. This change in Kasler's previous declarations, both verbal and contractual, leaves a very serious question as to their credibility.

Kasler Corporation has specialized in grading and concrete placement on freeways, airports, etc. With a home office in San Bernardino, California, Kasler historically had been a good union employer doing a considerable amount of work in California, Nevada, Hawaii and the other western states.

In 1983 Kasler was awarded two jobs at the Salt Lake International Airport totaling close to \$8 million. They went non-union on both projects. In 1984 Kasler was awarded a \$9,837,000 job on I-80 in Salt Lake City. This job they also began non-union. But that time a six-month organizing effort paid off. With the employees concerned about their pensions and other union benefits, 95 percent of them signed union authorization cards. Being at critical stages of construction on both the airport and the I-80 projects and wanting to avoid a strike, the company agreed to negotiate a contract. The company signed a project agreement and indicated all future work in Utah would be done union.

The disparity between what Kasler communicated in 1984 when they were in a bind and what took place on the Nephi job in 1985 brings up serious questions on their objectives through Local No. 3's jurisdiction.

Business agent Jasper Delray reports that W.W. Clyde submitted the low bid on the bridge widening and overlay near the Moab Airport on state Highway 163 in the amount of \$1,623,085, and the job started in early April.

Elbert Lowdermilk was low bid (\$614,000) on the irrigation ponds near Elmo and Huntington, Utah. Also, work has started up in the interchange south of price on Highway 6. Work will presently resume on the Waddis Railroad job southwest of Price, also.

Heckett Engineering has landed a slag hauling contract from U.S. steel who will be phasing out the railroad slag trains and going to a 631 Hot Pot Handling machine that will be working three shifts (around the clock) to keep up with the steel mill.

Foreign trade offers lesson in home economics

"I'm going to write a little about economics," says Marysville District Representative George Morgan. "United States economics, Operating Engineers Local Union No. 3 economics, yours and mine. If you think this has nothing to do with you and me, your elevator does not go all the way to the top."

Recently, United States Trade Representatives met with Japan to discuss trade inequities. Our people wanted to talk about beef and citrus products. The Japanese said nothing was negotiable. Japan restricts our beef and citrus products, tomatoes, American pharmaceuticals, telecommunications equipment, fiber, optics and even our American made cigarettes. These are the most asinine rules and regulations and we go along with them. Japan does allow American cigarettes to be sold, but only in 8% of the tobacco shops, and then a 50 cents duty per pack is put on them. And until 1981, American cigarette manufacturers were not allowed to advertise in Japan, except in the English language. So, in return, the United States should not allow the Japanese to advertise in America except in the Japanese language. It makes one wonder how to say "Oh, what a feeling!" in Japanese.

The Japanese have taken one industry after another. They have already taken electronics, sporting goods, copiers, cameras and one-fourth of the auto industry.

Another example is the steel industry. Pittsburgh Steel recently filed for a Chapter 13 bankruptcy. Japan has a very clever method of smuggling steel into the United States. They paint it, put four wheels on it, and call it a car or pickup. And while Japan is shipping Toyotas, the U.S. is actually importing something other than cars. Americans are importing unemployment, and this affects everyone. When people have jobs, they buy homes and houses near projects which generates more demand for power which means dams and powerhouses.

Japan will raise its U.S. auto export quotas by 24% to 2.3 million vehicles per year. Owen Bieber, President, U.A.W., predicts that extra shipments will cost the United States 90,000 jobs. While Japan is a very real threat to the American economy, there is something much closer to home which is a real threat to union members daily lives, the non-union contractor that is eroding union conditions. A good example is Brown & Root in Oroville, doing a \$2.5 million powerhouse job. *This stinks!* if the unions do not stick together and pull in the same direction, they will be saddled with more of the rats from other states.

Members ask, "What can I do about this?" According to Morgan "You can support your union and your livelihood by coming to your union meetings and by buying union made products. Let me say that Japan and the non-union entity is really doing nothing wrong. They are dealing in their own self-interest. It is time that we all get started dealing in ours!"

The work picture in the Marysville District has picked up during the past few weeks reports Business Representatives Dan Mostats.

Dalton Construction from South San Francisco was low bidder on a \$1.4

(Continued on page 6)

A question of tax fairness

It's a question of fairness. American workers have always paid their full share of taxes, even when corporations and the rich have been able to escape their fair share through a labyrinth of loopholes. Now the Reagan Administration is asking Congress to shift an even bigger portion of our nation's tax burden to the backs of workers.

Worker benefits such as health and life insurance, educational programs, legal services, dependent care, and other programs could be severely undermined if the Treasury Department's tax plan is adopted. The plan calls for taxing these benefits as well as all unemployment insurance and worker's compensation benefits.

Taxing worker's benefits is a quick and easy way for the Treasury to recoup some of the huge revenue losses that resulted from the 1981 Reagan tax cut, and it would keep President Reagan's pledge not to increase tax rates. Rather, Treasury would consider more items as "income" eligible to be taxed.

Efforts to cut the federal deficit will spark a search for quick fixes and scapegoats. Despite widespread agreement that \$200 billion deficits threaten economic disaster, the options for significantly reducing it are limited. Federal social programs already have been savaged. Regardless of where the defense budget debate ultimately winds up, spending still will increase.

And neither Congress nor the administration seems interested in fair and sensible tax reform that can enhance equity while at the same time increasing federal revenue.

Against this backdrop, attempts to find a last-minute quick-fix solution during the scramble to adopt a federal budget could involve taxing employee benefits. The threat is real.

Proponents use a variety of arguments

Marysville

(Continued from page 5)

million underground project for Glide Water District in Willows, and they have begun working on the job. Jaeger Construction of Yuba City was low bidder on some sludge ponds for the City of Yuba City at \$429,000. Work should begin any day.

Baldwin Contracting from Marysville was low bidder on the Earth Reservoir and Pipeline Project for Paradise Irrigation District at \$367,000 and should begin just any day. Baldwin was also low bidder on a subdivision in Smartville for about \$1.5 million. Baldwin is busy on the Hwy 99 road widening project in Yuba City. Peter Giordano, Oroville area, has begun the clearing on a \$1.3 million road job at Bullards Bar. Baldwin is the contractor on that particular project also.

Some projects coming up for bid are:

- Yuba County — Simpson Lane road widening and bridge reconstruction. This should be around \$1.5 million.
- Extension of the runway and lighting at the Yuba County Airport.
- City of Marysville — street widening on Bizz Johnson Avenue from 1st Street to under the railroad tracks and on Yuba Street from 8th Street to 17th Street.
- Sutter County — Signals and lighting at George Washington Boulevard and El Margarita Road.

to create a smokescreen to obscure the fact that such a plan will result in higher taxes for working people and a lower level of essential benefits.

One of the main arguments used to justify the taxation of worker's benefits is based on equal treatment for taxpayers in similar situations. The Treasury Department proposal described the argument this way:

Many fringe benefits are not subject to tax under current law; among the most important fringe benefits presently excluded from tax are contributions to qualified retirement plans, and accident, health, and group life insurance provided by employers. It is unfair that one taxpayer is excused from paying income tax on the value of a fringe benefit, while another who wants to enjoy the same good or service, but does not receive it as a fringe benefit, must purchase it with after-tax dollars.

That line of reasoning makes some sense when considering tax avoidance-motivated preferences and abuses that have few redeeming features. The charge of "unfair" certainly applies to abuses such as personal use of company planes, yachts, and other property by high-paid executives, unlimited expense accounts, country club memberships, and other questionable practices that certainly should not be encouraged by the tax code.

But employee benefit programs are not frivolous "perks" or gimmicks to shelter income, generate phony losses, or otherwise reduce the taxes of the already privileged. These programs are long-standing economic buttresses of the tax code, providing benefits and protections that are widely distributed and clearly in the national interest.

It is unfair that not all workers are afforded the benefits of adequate medical insurance, pension protection, life insurance, and other benefits. But such inequities should be resolved through public and private policies that encourage a leveling-up of benefits, not policies that seek to reduce everyone to the lowest common denominator.

President Reagan's Treasury Department ignores the far greater inequity that would result from a lowering of benefit levels and fewer participants. It also implies that tax justice means merely rearranging the tax burdens of working people.

Moreover, many fringe benefits already are taxed. The most widespread fringe benefits, which account for over 40 percent of total benefit costs, are paid vacation, holidays, and sick leave. These payments are treated similarly to wages and are taxed appropriately.

A recent Library of Congress study examined the reasons for the growth of worker benefits, and noted that the Great Depression and other historical events led to the need to supplement government programs.

The study concluded that worker benefits have a positive effect in reducing worker turnover and promoting employment stability. Relative to other industrialized countries, the analysis pointed out, the level of worker benefits in the U.S. represents a smaller portion of total compensation.

Following are some of the administration's proposals regarding taxing workers' fringe benefits.

Health insurance — The administration proposes placing a monthly limit of \$175 per family and \$70 per



Taxing Benefits: Myth vs. Fact

Myth: Many workers don't get employee benefits through their jobs and have to shop elsewhere for them.

Fact: According to the Bureau of Labor Statistics, 82 percent of full-time workers in medium and large firms have employer-provided pension protection; 96 percent have employer-provided health and life insurance protections.

Myth: Employee benefit programs benefit primarily highly paid workers.

Fact: According to the U.S. Census Bureau, 76 percent of workers who receive employer-provided pension pro-

tection earned less than \$25,000 in 1982. For workers covered by employer-provided health insurance, 80 percent earned less than \$25,000.

Myth: Employers would continue to provide the same level of employee benefits if tax incentives were removed.

Fact: Without tax incentives, most of these employer-provided programs would be cut back substantially, leading to a demand for new government programs to replace them. This would cost the government far more in direct expenditures than the current system.

individual on the amount of tax-free contributions that employers make to worker health insurance plans.

If enacted, millions of families would be forced, out of economic necessity, to avoid paying higher taxes by giving up their protection against the high cost of getting sick. The most likely items to be dropped from benefit plans are preventive care, outpatient diagnostic services, dental, eyeglasses, and other benefits. Such a plan would have a disastrous effect on negotiated health benefits.

The administration erroneously assumes that health care is a benefit that costs nothing to workers. In fact, tough economic decisions are made during negotiations, and often other benefits, including wages, are sacrificed to preserve and enhance health care benefit packages.

Other nations have established basic health care coverage as a national right at government cost. This is called "national health insurance." In the U.S., rather than extending government into the health care process, a decision was made to encourage private health insurance plans so that government would not have to provide health care to all Americans. Making contributions to these plans tax-free was the method chosen to encourage private plans. The Reagan Administration wants to reverse that commitment.

Unemployment assistance and workers' compensation — Unquestionably, the most mean-spirited aspect of the administration's proposal is taxing the life support benefits of those workers suffering from unemployment and work-related injuries and illnesses. The administration proposes taxing all unemployment insurance benefits and all workers' compensation benefits.

Unemployment insurance benefits average only \$119 per week nationwide, and are already subject to taxation if income exceeds \$18,000 for married taxpayers and \$12,000 for single taxpayers. Taxing these modest benefits would further widen the gap between net income levels and what is necessary to maintain a decent living standard.

Pensions — The administration also wants to tax employer contributions to workers' pension plans, in addition to the current tax on pension income when it is received by workers and their beneficiaries.

There are many flaws in this plan, including the fact that many workers never get vested rights to the money being placed into the pension fund in their names. This means that people would be taxed on money they will never receive. In addition, many pension funds are not fully funded, raising a question about whether workers would be taxed on the benefits they have accrued or on the amount which the employer actually has contributed. Also, in situations where corporations terminate healthy pension plans to "recapture excess assets," would workers be given tax credits?

The interest in taxing pension contributions is difficult to understand in light of recent attempts to widen exclusions for Individual Retirement Accounts and to expand plans for the self-employed — measures that contain few of the constraints and protections against abuse that apply to qualified employee plans.

Other worker programs — Other proposals include taxing all employer-provided group term life insurance premiums. Currently, the first \$50,000 is excluded from tax, which prevents discrimination and abuse.

Group legal services plans also would be taxed, eliminating the availability of such services at minimal cost to many who otherwise would be denied such protection. There is no evidence that such plans have been abused or exploited as tax shelters or have led to inequities or discriminatory practices.

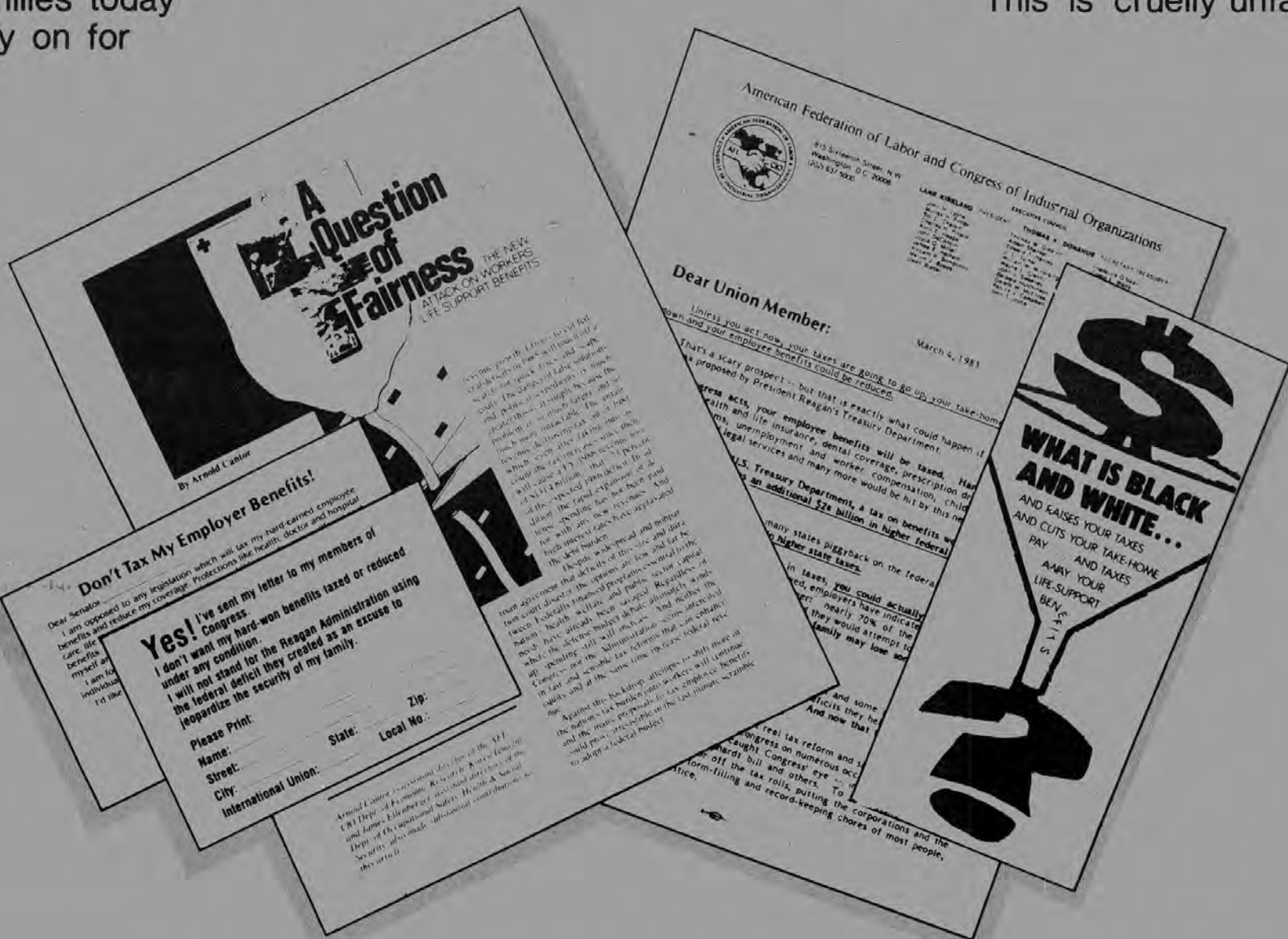
Dependent care services and educational assistance would be subject to tax as well under the administration plan.

This pattern of heaping more and more of the tax burden on working people must be reversed. And it must be recognized that any revenue to be gained through taxing workers on their benefits would cause more injustice, not less.

Your Life-Support Benefits Are on The Chopping Block!

Congress right now is drafting a tax on the health care, life insurance, dental plans, prepaid legal service, disability payments and other workplace benefits that American families today rely on for

their very security. Hidden in the "tax simplification" plan of the Reagan Administration, the new tax will cut your take-home pay, reduce your benefits and leave you with less protection. This is cruelly unfair.



Here's How You Can Fight This Takeaway!

The AFL-CIO is leading a nation-wide campaign to stop this unfair tax dead in its tracks. The campaign materials shown above are available now from the AFL-CIO Legislative Department to help you spread the word in time to save your hard-earned life supports. Send for them today.

In the meantime, use the letter shown here as a sample or write your own and send it to your two senators and your representative. Write to your Senators, care of the U.S. Senate, Washington, D.C., 20510, and to your Represent-

tative, care of the U.S. House of Representatives, Washington, D.C. 20515. Don't wait. Write Now!

Dear Senator _____:

I am opposed to any legislation which will tax my hard-earned employee benefits and reduce my coverage. Protections like health, doctor and hospital care, life insurance, educational assistance, child care, etc., are my life support benefits. Taxing them reduces my take-home pay and could cut benefits for myself and my family.

I'd like to know how you stand on this issue. Please let me know.

Sincerely,

POST ON BULLETIN BOARD

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



Thanks to all of you who attended the Pre-Retirement Counseling meetings, attendance reached an all time high in each District. More important than the attendance figures, however, was your enthusiastic participation. It was your interest, honest expression of opinions and many questions that made these meetings so successful and informative.

Retirement planning is an important matter and the Fringe Benefit Office is always available to assist with your Pension and Health & Welfare questions.

Retirees Association picnic

The big day is drawing closer — any retired member planning on attending the picnic who has not returned his reply post card, is requested to do so immediately. These cards are important to us for planning purposes and important to you because they will be used for the prize drawings. If you've misplaced your card, notify the Fringe Benefit Office at (415) 431-1568.

We're looking forward to sharing a great day with you at Rancho Murieta on June 1st.

Health Examinetics testing

The Health Examinetics testing program is being reactivated. Beginning in June, mobile testing units will be visiting locations in Northern California. Members and spouses covered under the Active California Health and Welfare Trust Fund, including those with Kaiser coverage, are eligible for the special health testing services offered by Health Examinetics, Inc. This testing is being offered at no cost to the participants.

The Board of Trustees, recognizing that periodic routine checkups can detect abnormalities and early symptoms of disease, which when promptly treated, can save lives, unnecessary pain and suffering as well as time and money, is encouraging your participation.

The testing is done in absolute privacy and takes approximately 40 minutes. This comprehensive health screening measures each major organ system and includes an electrocardiogram, chest x-ray, blood pressure check, lung function testing, blood tests, blood chemistries, vision and hearing testing, urinalysis and for women, a pap test. All testing is conducted by Registered Nurses and physician trained technicians.

Test results are confidential and will be sent to your personal physician. If you do not have a private doctor, Health Examinetics will arrange for a review of your test results with a qualified physician in your area.

In the near future, eligible members will receive a letter confirming the dates of the mobile unit's visit in their area along with an appointment request form. Since all testing is done by appointment only, it is important you return these forms promptly.

This benefit is not intended to interfere with the type of care or the relationship established by you and your doctor. The intent is to provide your doctor with comprehensive test results, obtained at no cost and minimum inconvenience to you, which can be used by the doctor as your situation indicates.

Contact the Fringe Benefit Center if you have any questions about the program or your eligibility.

The June location schedule for Health Examinetics Mobile Unit testing is printed below. Additional scheduling will be published in forthcoming issues of Engineers News. All eligible members will receive a letter confirming the location and dates in their area.

June 10	Placerville
June 11	Auburn
June 12	Grass Valley
June 13	Marysville
June 14	Marysville
June 15	Sacramento
June 16	Sacramento
June 17	Sacramento
June 18	Sacramento
June 19	Vacaville
June 20	Fairfield
June 21	Fairfield
June 22	Vallejo
June 24	Vallejo
June 25	Napa
June 26	Napa
June 28	Santa Rosa
June 29	Santa Rosa
June 30	Santa Rosa

Putting punch in RMTC's safety program

Loud bang and roar of laughter

A loud bang and a roar of laughter. Safety meeting? Sure enough. Don Cramer of Bert Lovell Welding Supply is getting the trainee's attention at a recent Monday morning safety meeting at Rancho Murieta Training Center. Cramer's demonstration of the explosive hazards of welding gasses exemplifies one of the many hazards we face as operating engineers. While we accept the risks of our profession, we tend to become complacent about those risks. Our complacency is due to the lack of attention to the potential hazards on the job and/or a lack of understanding of those hazards. The goal of the safety program at RMTC is to instill knowledge and a safety consciousness.

Each week at the "Ranch" begins with a safety meeting for trainees and instructors. These meetings are conducted by a different instructor each week, on topics from noise and hearing loss to safe equipment operation and alcohol and drug abuse. The topics are supported by films, slides, and first hand experience of the students as well as the instructors.

Another source of support are guest speakers, and Don Cramer is an example of the best.

As a product and safety representative for Bert Lovell Welding Supply, Cramer has presented several quality welding safety programs to the Monday morning meeting as well as the HDR welding classes throughout the 1984 session.

Anyone attending one of Don's presentations on safe oxygen and acetylene gas handling comes away with respect for the potential hazards of these commonly used gasses. His use of visual aids and demonstrations drive home the necessity of safe working habits when handling or working with these common welding gasses.

Don's fast paced, animated delivery is always popular with the trainees. An occasional joke keeps things light, but he never allows the audience to lose sight of the seriousness of the subject.

Whether you are an apprentice or journeyman, operator or mechanic, contractor or business agent, safety should be your number one priority. Rancho Murieta Training Center is dedicated to safety and will continue to strive to provide understanding of work hazards and replace complacency with vigilance.

Our thanks to Bert Lovell Welding Supply of Sacramento, and their Representative Don Cramer, for their contribution toward that goal.

Don Cramer, for their contribution toward that goal.



Don Cramer fields questions on welding hazards.

I-580 dispute

(Continued from page 1)

the state of Nevada when it was proposed as a subcontractor on a highway project there, according to documents that the trades council has received from Nevada.

The other disputed contractor is C.E. Croff, listed for \$3,769,016 worth of prestress and concrete steel work. The purported owner, Charles Croff, has been identified as a long-time employee of Hatch who has no employees of his own and owns no construction equipment.

The Black Business Association is pushing a separate challenge through the Caltrans protest procedures.

Gerald W. Johnson, president said the association was challenging the independence of H&H Electric and C.E. Croff. He said the association was protesting also the fact that a disproportionate amount of the purported minority business share of the contract was going to companies from outside California, and was contending that there was fraud and collusion.

United work of Building Trades saves Davis-Bacon in Nevada

The Labor Management Committee on April 22nd, voted unanimously (9-0) to kill a bill that would have repealed Nevada's Prevailing Wage law, reports District Representative Les Lassiter.

Less than a week prior to the vote committee hearings were held in Reno, Las Vegas and Winnemucca to gather public opinion on repealing the act. Construction workers turned out by the hundreds at each of these hearings to voice their opposition to AB 376.

And it was this support, along with the thousands of letters and phone calls to local assemblymen and senators, that was able to sway the minds of the committee members.

"I would like to take this opportunity to thank each and every one of our members who took the time to write,

call or participate at the hearings to support the repeal of this bill," Lassiter said.

With spring upon us, the work picture in Reno is beginning to show signs of improvement. In Mineral County, Helms Construction will be doing overlay on U.S. 95 from 0.4 miles north of Mina to 2.7 miles north of State Route 361. Helms bid was \$3,999,447.

Granite Construction will be doing the overlay on State Route 28 from U.S. 50 north to 4.9 miles north of the Carson City-Washoe County line and at the intersections of Country Club Dr. and Village Blvd. in Incline Village. Their bid was \$3,261,476 and the job will consist of trenching, widening and overlaying portions of the roadway.

(Continued on page 9)



Local 3 members and other construction workers turn out at a public hearing in Reno to oppose a bill to repeal the state's prevailing wage law.

More from Reno

(Continued from page 8)

Granite will also be doing the city of Reno's 1985 patch program.

Bids have been called for on the \$23.3 million I-580 interchange which is set for construction this summer. The interchange is an extension of the freeway over So. Virginia and installation of ramps at Del Monte Lane, a distance of approximately 1.061 miles. The State D.O.T. is also hoping for the passage of another bill allocating \$7.3 million for off and on ramps from the freeway to Reno Cannon Airport, with work possibly beginning this fall.

All eligible Nevada Health & Welfare participants were recently sent a letter encouraging them to use St. Mary's Hospital which would result in 100% coverage for in-patient service. In addition, special low daily room and board rates are available in conjunction with our preferred provider agreement with St. Mary's.

This same discount service is available to retirees and their spouses. When you use St. Mary's, remember when checking in to make sure that you tell the business office if your health and welfare coverage is in Nevada or California. This will eliminate any confusion and make the processing of your claim much easier.

WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

I've got two arms and two legs, two feet and two hands, ten toes and ten fingers. I've got two eyes. What's more, all these



things are in good repair and I want to keep them that way. When we lack any part of our body, or can't use some part properly, we say we have a handicap. And you know what a handicap is — in horse racing it's an extra dead weight a good horse has to carry to give poorer horses a chance to win. In golf or bowling, it's a system that gives the better player a disadvantage in scores so that mediocre players have a chance to win.

In life, a handicap, such as missing some fingers, having a lame leg, or blindness or deafness, is something that makes the whole business of living and working a lot tougher. People can do great things with a handicap, but those people have to work harder than the

rest of us to accomplish the same end.

There's nothing in our work operations that needs to cause accidents that will leave you handicapped. But there's no kind of work in which handicapping accidents can't happen.

Any piece of moving machinery can cripple if you don't handle it right. If you try to oil, clean, adjust or repair a machine in motion, you're just asking for a hand injury that may never again do a good day's work.

When you handle anything heavy you risk a damaged back, unless you lift with your legs instead of your back and unless you get help if it's too big for you. And heavy things can also crush feet unless you handle them properly and protect your feet with hard-toed safety shoes.

The slightest cut can be infected unless you get first aid. An untreated infection often forces the doctors to cut off the infected finger or hand or foot.

An eye is very easily damaged — a tiny sliver of metal or even dust can damage it. So can acids and other chemicals. That's why certain of our

Why be handicapped?

work operations call for the use of eye protection — to keep you from the handicap of blindness.

Then there are all those handicap-producing accidents that can happen at work or play or at home — falls, burns and so on. They can and do happen. If you want to avoid handicaps, learn to work safely, to respect things that can hurt you, and to keep an eye out for traffic, whether it be on the highway or in your work environment.

Remember Mom On Mother's Day With Union Made Gifts



LOOK
FOR
THE
UNION
LABEL

Directory of Officers and Business Agents

HOME PHONES

T. J. Stapleton, Business Manager 707/584-8655
Harold Huston, President 415/820-5463
Robert Skidgel, Vice President 415/348-1493
James R. Ivy, Rec.-Corres. Secty. 415/933-0814
Norris Casey, Treasurer 415/687-8545
Wally Lean, Financial Secretary 808/293-1491

District 1 San Francisco
Hank Munroe, District Representative 415/689-8136
Business Representatives:
Ted Wright 415/589-4668
Jim Derby 415/3594392

Ignacio
Business Representatives:
Pat O'Connell 707/585-2665

San Mateo
Business Representatives:
John Jaquysh 415/341-9383

Fairfield
Business Representatives:
Cliff Wilkins 707/554-6633

District 2 Oakland
Wm. Dorresteyn, District Representative 707/745-4846
Business Representatives:
Gil Anderson 415/797-4457
Brian Bishop 415/886-6838
Tom Butterfield 415/687-4879
Tom Westoby 415/523-8777
Bob Baroni 415/758-3285

District 3 Stockton
Ray Helmick, District Representative 209/772-2705
Business Representatives:
Robert Blagg 209/334-4288

Ceres
Gerald Steele, Business Representative 209/847-9015

District 4 Eureka
Gene Lake, District Representative 707/443-5843

District 5 Fresno
Ron Wilson, District Representative 209/299-4051
Business Representatives:
Jerry Bennett 209/275-3774
Bob Merriott 209/733-4892
Harold Smith 209/222-8333

District 6 Marysville
George Morgan, District Representative 916/755-0292
Business Representatives:
Dan Mostats 916/673-1644

District 7 Redding
Don Doser, District Representative 916/549-3866
Tom Hester 916/241-7409

District 8 Sacramento
Ken Bowersmith, District Representative 916/685-5482
Business Representatives:
John Bonilla 916/371-8332
Wilbur Marshall 916/432-0667
Hugh Rogan 916/687-6998
Dave Young 702/747-7923

District 9 San Jose
Don Luba, District Representative 415/595-1710
Business Representatives:
Lewis Bratton 408/377-0422
Robert Delaney 408/749-0650
Max Spurgeon 408/258-7030
Joe Wendt 415/366-6915
Steve Stromgren 415/634-1603

District 10 Santa Rosa
Charles Smith, District Representative 707/544-6241
Business Representatives:
Bill Burns 707/523-0599
Robert Wise 707/579-0351

District 11 Reno
Les Lassiter, District Representative 702/356-7799
Business Representatives:
Ed Jones 702/358-7100
Derlin Proctor 702/246-3643
Steve Willis, Organizer 702/738-6996

District 12 Salt Lake City
William Markus, District Representative 801/295-2142
Business Representatives:
Lynn Barlow 801/571-7235
Kay Leishman 801/278-1531
Nyle Reese 801/485-2602
Don Strate 801/943-6210

District 13 Provo
Jasper Delray 801/561-0987

District 17 Honolulu
Wally Lean, District Representative 808/293-1491
Business Representatives:
Hilarion Gascon 808/456-5133
Herman Meek 808/261-2281
Joe Trehem 808/235-8939

Hilo
Victor Ohelo 808/841-4140

Maui
James Hezekia 808/242-6928
808/261-4293

Fringe Benefits Service Center

Don Jones 707/823-4798

Apprenticeship

Paul Headings, Administrator CA 209/245-4154
Larry Uhde, Appren. Div. Mgr. CA 916/456-4124
Francis Borges, Adm. HI 808/396-6565

Coordinators

Robert Beall, Dist. 9 408/972-1019
Ken Bettis, Dist. 6, 7 & 8 916/533-8261
Wilfred Brown, Dist. 17 808/486-3842
Rickie Bryan, Dist. 12 801/532-6091
Norby Flanagan, Dist. 3 & 5 209/275-6648
Pete Gomez, Dist. 1 & 2 408/293-2075
Archie Headley, Dist. 1 & 2 415/686-1600
Jerry Nago, Dist. 17 808/959-9072
John Smith, Dist. 1, 10 & 4 707/538-3940
Steve Stromgren, Dist. 1 & 9 415/634-1603
Shoichi Tamashiro, Dist. 17 808/845-0934
Albert Terry, Dist. 17 808/969-1005
Salvatore Villa, Dist. 17 808/487-3990

N. Cal.-Nev. Surveyors JAC

Gene Machado, Adm. 408/637-0120

Technical Engineers Division

Frank Morales, Special Rep. 415/689-3152
Wallace Schissler, Dist. 9 415/783-8179
Dan Senechal, Dist. 2 415/837-5664
Bill Schneider, Dist. 8 916/687-6405

Dredging

Steve Fensler 916/687-7287

Prevailing Wages

Chuck Center 916/453-1920
Charles Snyder 415/479-2113

Public Employees Division

Jack Baugh, Director 415/562-0347
Dan Valesano, Asst. Director 415/568-2267
Mike Baldwin 415/339-2448
Steven Conway 707/576-7552
Barbara Cullinane 408/427-0491
George Bist 408/946-1872
Bob Criddle 916/743-6929
George Matzek 209/728-3235
Bill Reeves 209/892-3221

Organizers

Ken Allen, Director 916/363-5344
Dave Coburn 209/538-2665
Ray Morgan 916/364-5034
Darrell Steele 707/994-3162
Robert Sheffield 209/299-3778
Dennis DeCosta 415/568-4768

Safety Department

Jack Short, Director 707/252-0210

Talking to Techs

By Frank Morales & Wally Schissler

The tech department would like to inform its members that William (Bill) Schneider has been appointed as a Tech Agent to service the Sacramento and Santa Rosa areas. Bill has been surveying and a member of Operating Engineers Local #3 since 1965. We feel that Bill will be an asset to the tech department.



Pictured left to right are Paul Martinez a 21 year member of Operating Engineers and Mel Faria a 26 year member. They are working at the new addition to the Stanford Medical Center located on the Stanford Campus in Palo Alto. This project should take about two years to complete.

Teaching Techs

By Gene Machado,
Administrator, Surveyors JAC

Webster's Dictionary defines Apprenticeship as "1. A person under legal agreement to work a specified length of time for a master craftsman in a craft or trade in return for instruction and, formerly, support; 2. one not proficient in a subject; a beginner in a trade, occupation, or profession; novice; as, a literary apprentice." It then defines Apprenticeship as "1. The term for which an apprentice serves, -2. the service, state, or condition of an apprentice; preliminary practice or training."

The NCSJAC serves all of these definitions and more. First through fourth period apprentices serve a period of time specified in their apprenticeship agreement while training in classes given by the NCSJAC. Their on the job training is obtained through master craftsmen, you the members.

The Local No. 3 membership plays an important part in the apprenticeship process. Without their guidance and training the program will not work and the Surveyors' trade will suffer from unqualified persons performing in the workforce. Today's economy demands more from the total workforce than in the past. Competition within the workforce itself, created by less jobs and more workers, and the influx of non-union employers competing for those few jobs have changed the conditions such that properly trained workers are the ones that will prosper now, and in the future.

As stated above the NCSJAC does more than just provide training for apprentices, it provides training to the

journeymen to upgrade their skills in an ever changing industry. We have also introduced first aid courses and over 800 journeymen took advantage of those courses. Safety slide shows have been developed to improve and insure a safer working environment.

Classes on the HP41CV were developed and over ninety members have taken advantage of these and are currently attending classes being given. Heavy Construction Plan Reading courses have and are presently being given with over 25 completing this course. The biggest success by far has been the Slope Staking Grade Checking course (written and developed by the NCSJAC) with well over 200 completing and over seventy-five currently enrolled in classes in Fresno, Modesto, San Jose and Oakland.

These are journeymen upgrading their skills because they are concerned about the kind of job they can do. It is this kind of attitude that will insure work and prosperity for them and the trade they work in.

Attitude creates a force within that will make things work for you that would not be possible without it. Without proper training many job prospects will not be available no matter how many good breaks come your way.

Two new apprentice classes have started, one in Modesto with Bill Hysel instructing and one at Shaver Lake in the Fresno area with Pat O'Conner instructing. In both classes over 90% of the apprentices are in their fifth through eighth periods working toward Party Chief.

All courses being offered by the NCSJAC are designed and presented for surveyors. Since we have opened our training to all members in good

standing with the Union that have achieved an A or B hiring status, some operators have received training in the Journeyman Training sector of our program. Many have taken the Slope Staking Grade Checking course with many more signing up every day. We feel that it is as important for the surveyor to know about grades and the stakes put in the field for construction as it is for the operators that use them. A smoother operation on the construction site can be achieved with an understanding of how the total grading process is put together. Surveyors work hand in hand with operators on the construction site and a clear understanding of each job function insures a smoother working relationship.

The development of all the functions that the NCSJAC does has been accomplished with the joint efforts of many persons concerned about the training of surveyors. The members themselves began this with their efforts in the beginning with their time and knowledge devoted to starting lesson plans. The catalyst that put all of this together was the Union. Acting on the behalf of the membership, many hours and monies were spent making this into a working program. All concerned know the value of a trained workforce. The Trust and Joint Apprenticeship Committee are composed of half Union and half Employers and they are the guiding and ruling body that has kept the Surveyors Training Program together and expanded as the need arose.

It is a time consuming and costly program to maintain but all needs have been met, telling all that the Employers and the Union are concerned when it comes to training and education.

On all-terrain vehicles

U.S. Consumer Product Alert

The U.S. Consumer Product Safety Commission and the Specialty Vehicle Institute of America issue this safety alert to warn consumers of the potential operator risks associated with three-wheeled all-terrain vehicles. CPSC's injury statistics have indicated a dramatic increase in injuries and deaths associated with three-wheeled all-terrain vehicles.

Three-wheeled all-terrain vehicles, often called ATV's, are small motorized recreational cycles with three large, soft tires and are designed for off-road use on a variety of terrains. Some manufacturers also offer a similar type of ATV in a four-wheeled configuration. In recent years, their popularity and sales have soared.

Most units are sold for recreational use. Information from the Commission's National Electronic Injury Surveillance System (NEISS) indicates that the estimated number of ATV-related injuries treated in hospital emergency rooms jumped from 8,600 in 1982 to 27,600 in 1983; and to 67,000 in 1984. Since January 1, 1982, 104 deaths involving all-terrain vehicles have been reported.

CPSC and the Specialty Vehicle Institute of America (SVIA) are working together to find ways to help reduce injuries. The Commission held a public meeting with SVIA and the major manufacturers of ATVs on October 23,

1984 to discuss these injuries and how to reduce them.

CPSC and the Specialty Vehicle Institute of America believe that increased safety awareness will contribute to a reduction of injuries and therefore are urging users to observe the following safety rules while using ATVs:

- Three-wheeled ATVs have unique handling characteristics. Beginning riders should receive professional instruction and certification and should practice first on a level area and then in a more difficult but controlled environment before riding an ATV in rough or unfamiliar terrain.

- CPSC injury investigations show that the majority of accidents occur when the vehicle rolls over, flips over, or throws the rider, when the rider attempts a turn, loses control, or hits a rock or other small obstacle. Riders should not exceed speeds which are safe for the terrain on which they are traveling.

- Parents should remember that ATVs are not simply overgrown tricycles. Children should use motorized ATVs only after having received instruction under adult supervision and only when they are old enough to safely handle them.

Always wear an approved protective helmet and other protective gear.

- Three-wheeled ATVs are designed for one rider only. Do not ride double.

Wear a helmet.

It is important to get professional instruction before riding.

Don't speed.

Never ride "double."

There has been a dramatic increase in injuries and deaths associated with three-wheeled all-terrain vehicles (ATV's). Users of ATVs should always wear a helmet, never ride "double," and keep speeds low enough to permit safe traveling for the terrain. The majority of accidents occur when the vehicle rolls over, flips over, or throws the rider, when the rider attempts a turn, loses control, or hits a rock or other small obstacle.

Swap Shop: Free Want Ads for Engineers

FOR SALE: 1961 CHEV. BOOT TRUCK 12' spray bar, 1250 gal. \$5000. Bitch pot, aeriol 200 gal. heated \$1200. John Corbett, 2606 Carpenter Rd, Stockton CA 95205. Ph. 209/463-7305. Reg. #1208766. 4/85

FOR SALE: THREE BR HOME nr hosp, school, church. New steel siding, best hs on st. \$37,000. Mel Gragg, 604 N. Lowe, Hobart OK 73651. Reg. #0795988. 4/85

FOR SALE: 1976 EMBASSY MOBILE HOME 20x56' 2 BR, 2 BA, lg lot. 2 blks from lake. \$39,500. Fay W. Lacy, Lucerne CA. Ph. 707/274-1444. Reg. #291361. 4/85

FOR SALE: 1885 SOLID OAK ICE BOX, beau., 5'2"x3'6" widex2' deep. Patented h/ware. \$1000 or bo. Dale Epperson, 9710 Sheldon Ave, Live Oak CA 95953. Ph. 916/695-2842. 710 Sheldon Ave. Reg. #1852293. 4/85

FOR SALE: 1978 SEA SWIRL BOAT 17', 140 1/0 Mercruiser motor trail-rite thr. \$4750. R. A. Wise, 6601 St. Ives, Citrus Heights CA 95621. Ph. 916/723-9319. Reg. #0408155. 4/85

FOR SALE: OVAL TANK 4/15: 14x8; 6x18. Greenhse boilers 6x9 5x14 4x12 can be used for septic & culverts. Lee W. Mansker, 1969 Frandon Ave, Los Altos CA 94022. Reg. #1067423. 4/85

FOR SALE: HARLEY-DAVIDSON parts. Pre-50's frame, front end, whls, trans, some eng. pts., tanks, all stock. \$1500 takes all. C. Coleman, 15820 #45 Harlan Rd, Lathrop CA 95330. Reg. #1957923. 4/85

FOR SALE: HOME IN CLEAR LAKE OAKS CA, 2BR, frplce, deck, private dock. Ideal for retirement, wk-ends, rental. \$67,500. Robert Mathews, 2474 Grandby Dr, San Jose CA 95130. Ph. 408/379-8267. Reg. #1157816. 4/85

FOR SALE: 1979 BEMCO END DUMPTLR, 2-axle, 20+ yd. capacity. Lic. #US3887, \$17,000. Tom Daniels, P.O. Box 335, Danville CA 94526. Ph. 415/820-3558. Reg. #1913172. 4/85

FOR SALE: 1978 SKYLINE TRAILER 1BR, 12W 54' C. L. Cox, 3707 Framington Rd, #18, Stockton CA 95205. Ph. 209/465-3785. Reg. #477240. 4/85

FOR SALE: 1989 TWIN COACH 30' rebilt Cummins diesel 185-V8 pusher, 15 mpg, 5 spd man. trans, cust. int. "84", Mich, new diesel 4000 gen, rear dbl bed, cntr bath, ice maker. \$35,000. James Burke, P.O. Box 413, San Andreas CA 95249. Ph. 209/754-5616. Reg. #299398. 4/85

WANTED: 461 BUCKET & RIPPER BAR for Cat. 941-B. Ted Amarillas, San Jose Ca. Ph. 408/258-7284 aft. 5 PM. Reg. #0826783. 4/85

FOR SALE: TWO JOHN DEERE 310-A BACKHOES. 1977, \$14,000. 1980, \$19,000. Both less than 3,000 hrs. Tony G. Jaquez, 670 Seely Ave, Aromas CA 95004. Reg. #1117579. 4/85

FOR SALE: BLOOMING 140 ORCHIDS, 37 varieties. \$15 to \$45 ea. Nick Ratkovich, 1634 Brewster, Redwood City CA 94062. Ph. 415/366-1962. Reg. #270468. 4/85

FOR SALE: 1975 or 1976 MF 200 TRACK LOADER, 4 in 1 bucket, rippers. \$9500. Don Wise, 26851 Old San Jose Rd, Los Gatos CA 95030. Ph. 408/353-1612. Reg. #1148422. 4/85

FOR SALE: 20 ACRES Santa Cruz mntns. Oak, Madrone, redwood trees, level, rolling & steep, Monterey view, nr Soquel. \$150,000. Don Wise, 26851 Old San Jose Rd., Los Gatos CA 95030. Ph. 408/353-1612. Reg. #1148422. 4/85

FOR SALE: SAWMILL SEMI-PORTABLE 16' carriage, 3-blk, 30" opening, steel huss frame, compl exc. dogs. One 60" saw. One 3-blade edger & tables. No motors. \$1200. C. O. Arbuckle, P.O. Box 23, Weaverville CA 96093. Ph. 916/623-6644. Reg. #0915544. 4/85

FOR SALE: MODEL 654 WAYNE LOT SWEEPER, new paint & battery, curb broom, 2-cyl Onan eng. all in gd cond. \$1500 or offer. Loyd Davidson, Fair Oaks CA Ph. 916/966-1502. Reg. #0711792. 4/85

FOR SALE: 4.91 acres: 24' x 60' Bendix; 10' x 60' covered concrete patio; 8' x 24' Redwood deck; 106 p.m. wellfenced, quiet, secluded. 16035 Morgan Cyn Rd. Prather CA, phone Karl Cameron (907) 337-6713. Reg. #1580045. 5/85

PRICED RIGHT: 148 acres, water, electricity, telephone, new 20 x 40 bldg., spectacular views, owner financed, \$1,650 per acre. James Sloan, 7377 Solano Ave., #420, Napa CA, 94558 (707) 253-1089. Reg. #090864. 5/85

FOR SALE: Two view lots, joining. Located at Clear Lake in Nice, lake rights included. Priced at \$16,000 for both (208) 365-7352 Ivan E. Blauser, 1016 E. Second St., Emmett ID 83617. Reg. #531610. 5/85

FOR SALE: Reconditioned cable tool well drilling rig. Mounted on a Chevy 2 ton truck; complete with all tools needed plus extra's. Welding machine included \$9,000 or best offer. Gerald Boyle, (916) 824-1363; P.O. Box 743, Corning CA 96021. Reg. #0671365. 5/85

FOR SALE: 2 Bedroom home, hardwood floors, R.V. parking, good location, new roof. \$68,500. 1984 Dodge van conversion, low mileage, like new V8318 motor, Dodge 250 \$16,500. Luther D. Holloway, 702 Vinewood Ave., Roseville CA 95678. Reg. #477051. 5/85

FOR SALE: 6V92T Deterit complete #9 speed trans. 10,000 miles since overhauled. Can see and hear run 78 year model 350 HP. A-1 shape. Henry Sand Jr., (209) 239-2242, call before 7 am or after 6 pm. 6643 E. Woodward, Manteca CA 95336. Reg. #1101983. 5/85

FOR SALE: 1400 Pacco Tower Crans. Free standing 105' newly sandblasted, primed and painted, asking \$60,000 or best offer. B. Sheppard (415) 487-3653, 2541

Gramarcy Ave., Union City CA 94587. Reg. #1006715. 5/85

FOR SALE: 45 ton Northwest truck crane 1961 110' boom, 30' jib. Dragline and clam set-up. Asking \$40,000 or best offer. B. Sheppard, (415) 487-3653, 2541 Gramarcy Ave., Union City CA 94587. Reg. #1006715. 5/85

FOR SALE: Hy-Dynamic R.T. 1969 50' boom, 20' jib 12 1/2 ton derated to 10 ton asking \$20,000. B. Sheppard, (415) 487-3653, 2541 Gramarcy Ave., Union City CA 94587. Reg. #1006715. 5/85

FOR SALE: BAJA 2 bedroom, furnished, ocean front home. 45 minutes to downtown San Diego. Well developed community with pools, tennis courts and new golf course. Perfect for retiring or vacationing family. \$56,000. Some terms. J. Smallwood, (415) 653-5159, 1036 - 60th St., Oakland CA 94068. Reg. #1870665. 5/85

FOR SALE: 1978 - 1/2 T. A.C., A.T. LO MI. w/ camper shell and boat rack \$5,800; 1977 Pinto x cond. \$2,000; 1976 Dodge motorhome \$12,000. Chuck Ramirez, (408) 637-2464, 101 Dry Creek Rd., Hollister CA 95023. Reg. #1586184. 5/85

WANTED: Parts for 63 or 64 Chev. Nova with a 283 that can be rebuilt and a standard trans. Cecil R. Martin (707) 444-2902; 2862 Lowell St., Eureka CA 95501. Reg. #1504419. 5/85

FOR SALE: 1982 Yamaha 750 Virago, only 700 miles, new condition, must sell \$2,500. Mark Stroud (415) 443-7367, 794 South "M" St., Livermore CA 94550. Reg. #1946478. 5/85

FOR SALE: Sleets camper. Cabover, 8' with jacks. Sleeps 4, stove & ice box \$800. Daniel Ramirez, (415) 782-3112, 2772 Cryer St., Hayward CA 94545. Reg. #1136327. 5/85

FOR SALE: 1971 Winnebago 22', generator, cruise, loaded/w extras. Good condition 8,950. Dune buggy, fiberglass body, completely rebuilt, new motor. Sharp condition \$2,200. Allan Kelley (415) 846-0210, 3766 Eastwood Way, Pleasanton CA 94566. Reg. #1128313. 5/85

FOR SALE: Small portable gas welding outfit including Tescom Jewlers Torch \$125. One 2' x 8' sheet of .020 brass coated steel. Mike Toma (209) 239-3388, 635 Martha St., Manteca CA 95336. Reg. #1076574. 5/85

FOR SALE: 83 - 35' Monaco Deluxe Motor Home, loaded with everything plus lots of outside storage. Cost \$90,000 take or b.o. also trailer hitch lifts either end of car off gr. cost \$750, take \$150. Floyd Briggs (916) 457-4472, 1617 - 42nd St., Sacramento CA 95819. Reg. #372986. 5/85

FOR SALE: Honda Goldwing Interstate. Mint cond. only 17,000 miles. Loaded - too many extras to list \$3,500. R.T. White (415) 432-7668. 2 Trinity Ct., Pittsburg CA 94565. Reg. #1191153. 5/85

FOR SALE: 37 acres with 2 bedroom house, 2 wells, stock pond, plenty of grass. Bill Stone (501) 934-4283, Rt. 1 B. 82, Scranton AR 72863. Reg. #0702408. 5/85

ESTATE SALES: Beautiful concert organ, two full key bds, 25 pedals. Many different sounds plus automatic & preset controls. Cost over \$11,000. Take \$5,000 or offer. Floyd Briggs (916) 457-4472, 1617 - 42nd St., Sacramento CA 95819. Reg. #372986. 5/85

FOR SALE: 1984 Six Pac overhead camper sleeps 5, oven, stove, refrig., hydraulic jacks, very clean condition. Must see now. Best offer. Bill Buffington (415) 467-2726. P.O. Box 281, Brisbane CA 94005. Reg. #1606597. 5/85

FOR SALE: 1970 Chevy custom 1/2 L.B. P.U. Low, low mi. Rblt. 350. Turbo Hydra A/T. P/S. P/B. A/C. One owner \$1495; 8' camper shell, insulated, boat rack. \$250 or best offer. Joseph E. Wingham (916) 846-4374, 854 Desnup Ave., Gridley CA 95948. Reg. #0711891. 5/85

FOR SALE: Mobile home - Bendix 600 24 x 60, 3 bedrooms, 2 bath, all electric, air, deck and arbor, large covered patio. Fishing at waters edge just 15' away. Oakley CA. Martin M. Best (415) 625-3374, 1010 DeLacy Ave., Martinez CA 94553. Reg. #0736443. 5/85

FOR SALE: Calif. Pines Resort 1 acre. Flat 1 mile from air strip. 1 1/2 miles from lodge. Fishing, hunting and skiing. \$7,000 cash or terms: \$2,000 down, \$86 per month at 11%. Melvin & Mary Amos, (415) 487-6208, 32733 Regents Blvd., Union City CA 94587. Reg. #1589172. 5/85

FOR SALE: Central Arkansas farm 114 acres. 2 bd home & Fm. Rm. All fenced, 2 stock ponds, barn, year round stream, city water, elect., black top road. Contact C. L. Greenwell (916) 675-2607 or (501) 729-3475. P.O. Box 156 Brownsville CA 95919. Reg. #0473777. 5/85

FOR SALE: 1983 Mercury Capri V-6 Automatic, all power, loaded 2 dr. brown metallic, wirewheels/locks. Insured to 48,000 miles, \$8,400. Alfred Zammarchi (415) 797-4434, 38131 Acacia St., Fremont CA 94536. Reg. #1697305. 5/85

FOR SALE: 3 Fords, C 900 73 yr. Mods. 534 & 477 c.i. engs. 5 speed trans & 2 speed axles. No wheels or tires, 10 hole hubs, air brakes, I with P.S. & 2 with sliding 5th wheels, all motors sound real good. Parts or in one piece, priced to sell. Henry Sand Jr. (209) 239-2242 before 7 am or after 6 pm, 6643 E. Woodward, Manteca CA 95336. Reg. #1101983. 5/85

A GREAT BUY! 1979 GMC P.U. & camper. Short bed, 1 1/2 ton truck, dual tanks, 4 speed manual trans. 62,000 miles. Camper sleeps 3. Excellent condition, clean body. \$5,500 or best offer. T. Raines, call (415) 821-3285 or (415) 431-1568 between 12:00 & 1:00 pm., 474 Valencia St., S.F. CA 94103, 5/85

District Picnic Schedule

Below is the schedule of district membership picnics that have been planned to date, along with information on each event. This schedule will be updated each month as other district picnics are added to the list.

Fresno
Saturday, May 18 at the Police Association Pistol Range (Herdon and Hwy. 99). Tickets are \$5 per person (children under 18 are free) and are available now at the Fresno district office. Picnic will feature deep-pit barbecue beef, home baked beans and salsa, french bread dipped in butter, tossed salad and plenty to drink!

Marysville
Saturday, June 15 from 11 a.m. to 6 p.m. at the Yuba-Sutter Fairgrounds. \$6 per person (\$5 for retirees) will get you steak, beans, salad and beer. Contact the Marysville office for more information and tickets.

Utah
June 22, Saratoga Resort, Lehi. Ticket price includes complete use of resort - swimming, water-slide, miniature golf, volleyball, softball, horseshoe equipment and more. See coupon on page 5 for more information.

Santa Rosa
Saturday, June 29 from 12 noon to 4 p.m. at the Sonoma County Fairgrounds. Tickets are \$7.50 per person for steak barbecue dinner, western band, soft drinks and beer. Children get hotdogs for free.

San Jose
Sunday, July 7 from 11 a.m. to 5:50 p.m. at Hellyer Park in South San Jose. Barbecued chicken, beans, green salad, garlic bread, beer for adults. Kids get free hotdogs or chili dogs and soft drinks.

Redding
Saturday, July 13 at 12 noon at Anderson Park. Ticket price is \$5 per person and \$4 for retirees. Contact Redding office for tickets and more information.

Sacramento
Saturday, July 27 at 10 a.m. at Elk Grove Park. Ticket price and details will be forthcoming.

Stockton
Saturday, August 3. More details will be forthcoming.

Reno
Retiree Mtg. and picnic on Saturday, August 10 at Deer Park. More details will be forthcoming.

ELECTION COMMITTEE NOTICE

James R. Ivy, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the month of August 1985.

Article XII, Section 3, Elections:

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

(b) The elections shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior

to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate, for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

Meetings to Elect Election Committee:

- MAY**
- 7th District 3: Stockton Engineers Bldg., 1916 North Broadway
 - 9th District 2: Richmond Point Marina Inn, 915 W. Cutting Blvd.
 - 14th District 5: Fresno Laborer's Hall, 5431 East Hedges
 - 23rd District 6: Auburn Auburn Recreation Center, 123 Recreation Drive

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.

May

- 7th District 3: Stockton**
Engineers Bldg.,
1916 North Broadway
- 9th District 2: Richmond**
Point Marina Inn,
915 W. Cutting Blvd.
- 14th District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 23rd District 8: Auburn**
Auburn Recreation Center,
123 Recreation Drive

June

- 3rd District 10: Santa Rosa**
Veterans Building
1351 Maple St.
- 5th District 12: Provo**
Provo City Power Bldg.
251 West 800 North
- 5th District 9: San Jose**
Italian Gardens,
1500 Almaden Rd.
- 6th District 11: Reno**
Musicians Hall
124 West Taylor

July

- 9th District 4: Eureka**
Engineers Bldg.,
2806 Broadway
- 10th District 7: Redding**
Engineers Bldg.,
100 Lake Blvd.
- 11th District 6: Marysville**
Engineers Bldg.,
1010 "I" Street
- 18th District 1: Fairfield**
Holiday Inn
1350 Holiday Lane
- 25th District 17: Hilo**
Kapiolani School
966 Kilauea Ave.
- 26th District 17: Maui**
Kahului Elementary School
410 S. Hina Ave., Kahului
- 27th District 17: Honolulu**
Special time: 9:30 a.m.
Kalihi Waena School
1240 Gulick Ave.

LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:

Attn: M. Kelly, Operating Engineers Local Union No. 3,
474 Valencia Street, San Francisco, California 94103
Please send me: A Membership card for the Magic Kingdom Club

My name is: _____
(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City, State & Zip Code _____ Social Security Number _____

CREDIT UNION INFORMATION

Dear Credit Union:
Send me the following brochures, kits or applications.

- Phone-A-Loan Application
- Individual Retirement Account (IRA)
- Vacation Pay Kit
- Easy Way Transfer
- Membership Card
- Homeowner Loan
- Save From Home Kit
- Loan Plus

(my name) _____

(social security number) _____

(address) _____

(city) _____ (state) _____ (zip) _____

Operating Engineers Local Union No. 3 CREDIT UNION
P.O. Box 2082, Dublin, CA 94568

IMPORTANT

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

REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

CITY & STATE _____ ZIP _____

Clip and mail to Engineers News, 474 Valencia St., San Francisco, CA 94103
Incomplete forms will not be processed



Notice of Nomination Meeting

Recording-Corresponding Secretary James "Red" Ivy, in compliance with the Local Union By-Laws, Article XII, Section 2(b), publishes the following notice:

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

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

(B) *Form in Which Nominations Will be Made*
Article XII, Section 2(e)

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

If by a single nominator:

NOMINATION

I hereby nominate _____

Register No. _____ For _____

Signature _____

Social Security No. _____

Register No. _____

If by more than one nominator:

NOMINATION

We hereby nominate _____

Register No. _____ For _____

Signature _____ Soc. Sec. No. _____ Register No. _____

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

The minimum number of eligible nominators required for a candidate for Officer based on the Local Union Membership (excluding Registered Apprentices) on February 28, 1985, of 29,956 members is thirty (30).

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

(D) The time and place of the regular and specially-called District Meetings at which nominations will be made:

Monday, June 3, 8:00 p.m.

- Dist. 1 San Francisco Engineers Building, 474 Valencia St.
Specially Called
- Dist. 10 Santa Rosa Veterans Building, 1351 Maple St.
Regular
- Dist. 5 Fresno Carpenter's Hall, 5407 E. Olive
Specially Called

Tuesday, June 4, 8:00 p.m.

- Dist. 8 Sacramento Laborer's Hall, 6545 Stockton Blvd.
Specially Called
- Dist. 2 Oakland Warehouse Union, Local 6, ILWU,
Specially Called 99 Hegenberger Rd.
- Dist. 4 Eureka Engineers Building, 2806 Broadway
Specially Called

Wednesday, June 5, 8:00 p.m.

- Dist. 12 Provo Provo City Power Bldg., 251 W. 800 N.
Regular
- Dist. 9 San Jose Italian Gardens, 1500 Almaden Rd.
Regular
- Dist. 7 Redding Engineers Building, 100 Lake Blvd.
Specially Called

Thursday, June 6, 8:00 p.m.

- Dist. 11 Reno Musicians Hall, 124 W. Taylor
Regular
- Dist. 3 Stockton Engineers Building, 1916 N. Broadway
Specially Called
- Dist. 6 Marysville Yuba-Sutter Frgrnds, Arts/Crafts Bldg.
Specially Called 442 Franklin Avenue

Monday, June 10, 7:00 p.m.

- Dist. 17 Honolulu Kapalama School, 1601 N. School St.
Specially Called

Tuesday, June 11, 7:00 p.m.

- Dist. 17 Hilo Kapiolani School, 966 Kilauea Ave.
Specially Called

Wednesday, June 12, 7:00 p.m.

- Dist. 17 Maui Lihikai School, 335 S. Papa Ave.,
Specially Called Kahului

Worker Benefits Under Attack: A Question of Fairness in Taxes

It's a question of fairness. American workers have always paid their full share of taxes, even when corporations and the rich have been able to escape their fair share through a labyrinth of loopholes. Now the Reagan Administration is asking Congress to shift an even bigger portion of our nation's tax burden to the backs of workers.

Worker benefits such as health and life insurance, educational programs, legal services, dependent care, and other programs could be severely undermined if the Treasury Department's tax plan is adopted. The plan calls for taxing these benefits as well as all unemployment insurance and workers' compensation benefits.

Taxing workers' benefits is a quick and easy way for the Treasury to recoup some of the huge revenue losses that resulted from the 1981 Reagan tax cut, and it would keep President Reagan's pledge not to increase tax rates. Rather, Treasury would consider more items as "income" eligible to be taxed.

Efforts to cut the federal deficit will spark a search for quick fixes and scapegoats. Despite widespread agreement that \$200 billion deficits threaten economic disaster, the options for significantly reducing it are limited. Federal social programs already have been savaged. Regardless of where the defense budget debate ultimately winds up, spending still will increase.

And neither Congress nor the administration seems interested in fair and sensible tax reform that can enhance equity while at the same time increasing federal revenue.

Against this backdrop, attempts to find a last-minute quick-fix solution during the scramble to adopt a federal budget could involve taxing employee benefits. The threat is real.

Proponents use a variety of arguments to create a smokescreen to obscure the fact that such a plan will result in higher taxes for working people and a lower level of essential benefits.

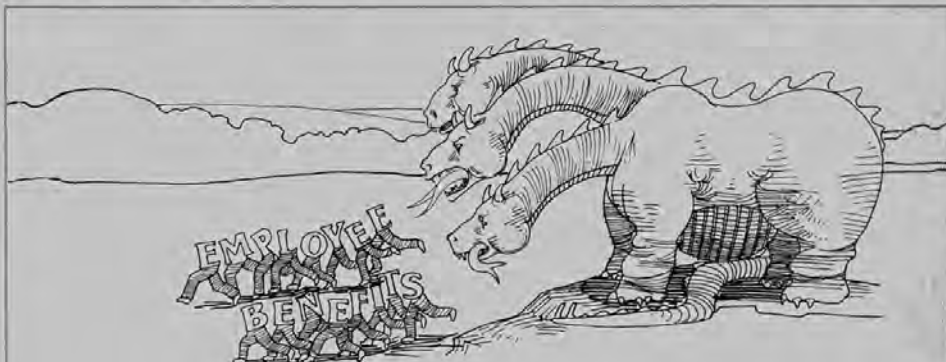
One of the main arguments used to justify taxation of workers' benefits is

based on equal treatment for taxpayers in similar situations. The Treasury Department proposal described the argument this way:

Many fringe benefits are not subject to tax under current law; among the most important fringe benefits presently excluded from tax are contributions to qualified retirement plans, and accident, health, and group life insurance provided by employers. It is unfair that one taxpayer is excused from paying income tax on the value of a fringe benefit, while another who wants to enjoy the same good or service, but does not receive it as a fringe benefit, must purchase it with after-tax dollars.

That line of reasoning makes some sense when considering tax avoidance-motivated preferences and abuses that have few redeeming features. The charge of "unfair" certainly applies to abuses such as personal use of company planes, yachts, and other property by high-paid executives, unlimited expense accounts, country club memberships, and other questionable practices that certainly should not be encouraged by the tax code.

But employee benefit programs are not frivolous "perks" or gimmicks to shelter income, generate phony losses, or otherwise reduce the taxes of the already privileged. These programs are long-standing economic buttresses



Taxing Benefits: Myth vs. Fact

MYTH: Many workers don't get employee benefits through their jobs and have to shop elsewhere for them.

FACT: According to the Bureau of Labor Statistics, 82 percent of full-time workers in medium and large firms have employer-provided pension protection; 96 percent have employer-provided health and life insurance protections.

MYTH: Employee benefit programs benefit primarily highly paid workers.

FACT: According to the U.S. Census Bureau, 76 percent of workers who received employer-provided pen-

sion protection earned less than \$25,000 in 1982. For workers covered by employer-provided health insurance, 80 percent earned less than \$25,000.

MYTH: Employers would continue to provide the same level of employee benefits if tax incentives were removed.

FACT: Without tax incentives, most of these employer-provided programs would be cut back substantially, leading to a demand for new government programs to replace them. This would cost the government far more in direct expenditures than the current system.

of the tax code, providing benefits and protections that are widely distributed and clearly in the national interest.

It is unfair that not all workers are afforded the benefits of adequate medical insurance, pension protection, life insurance, and other benefits. But such inequities should be resolved through public and private policies that encourage a leveling-up of benefits, not policies that seek to reduce everyone to the lowest common denominator.

President Reagan's Treasury Department ignores the far greater inequity that would result from a lowering of benefit levels and fewer participants. It also implies that tax justice means merely rearranging the tax burdens of working people.

Moreover, many fringe benefits already are taxed. The most widespread fringe benefits, which account for over 40 percent of total benefit costs, are paid vacations, holidays, and sick leave. These payments are treated similarly to wages and are taxed appropriately.

A recent Library of Congress study examined the reasons for the growth of worker benefits, and noted that the Great Depression and other historical events led to the need to supplement government programs.

The study concluded that worker benefits have a positive effect in reducing worker turnover and promoting employment stability. Relative to other industrialized countries, the analysis pointed out, the level of worker benefits in the U.S. represents a smaller portion of total compensation.

Following are some of the administration's proposals regarding taxing workers' fringe benefits.

Health insurance—The administration proposes placing a monthly limit of \$175 per family and \$70 per individual on the amount of tax-free contributions that employers make to worker health insurance plans.

If enacted, millions of families would be forced, out of economic necessity, to avoid paying higher taxes by giving up their protection against the high cost of getting sick. The most likely items to be dropped from benefit plans are preventive care, outpatient diagnostic services, dental, eyeglasses, and other benefits. Such a plan would have a disastrous effect on negotiated health benefits.

The administration erroneously assumes that health care is a benefit

Your Voice Makes a Difference

"The people back home are the most effective lobbyists—even if they never come to Washington," says UFCW Vice President and Government Affairs Office Director Arnold Mayer. "Writing letters to your elected representatives to let them know what you think is critical in the fight against taxing worker benefits."

Let your Representative and Senators know that you oppose taxation of your health insurance, pension, and other employer-paid worker benefits.

Write them at the following addresses: The Honorable _____, U.S. House of Representatives, Washington, D.C. 20515; The Honorable _____, U.S. Senate, Washington, D.C. 20510.

that costs nothing to workers. In fact, tough economic decisions are made during negotiations, and often other benefits, including wages, are sacrificed to preserve and enhance health care benefit packages.

Other nations have established basic health care coverage as a national right at government cost. This is called "national health insurance." In the U.S., rather than extending government into the health care process, a decision was made to encourage private health insurance plans so that government would not have to provide health care to all Americans. Making contributions to these plans tax-free was the method chosen to encourage private plans. The Reagan Administration wants to reverse that commitment.

Unemployment assistance and workers' compensation—Unquestionably, the most mean-spirited aspect of the administration's proposal is taxing the life support benefits of those workers suffering from unemployment and work-related injuries and illnesses. The administration proposes taxing all unemployment insurance benefits and all workers' compensation benefits.

Unemployment insurance benefits average only \$119 per week nationwide, and are already subject to taxation if income exceeds \$18,000 for

married taxpayers and \$12,000 for single taxpayers. Taxing these modest benefits would further widen the gap between net income levels and what is necessary to maintain a decent living standard.

Pensions—The administration also wants to tax employer contributions to workers' pension plans, in addition to the current tax on pension income when it is received by workers and their beneficiaries.

There are many flaws in this plan, including the fact that many workers never get vested rights to the money being placed into the pension fund in their names. This means that people would be taxed on money they will never receive. In addition, many pension funds are not fully funded, raising a question about whether workers would be taxed on the benefits they have accrued or on the amount which the employer actually has contributed. Also, in situations where corporations terminate healthy pension plans to "recapture excess assets," would workers be given tax credits?

The interest in taxing pension contributions is difficult to understand in light of recent attempts to widen exclusions for Individual Retirement Accounts and to expand plans for the self-employed—measures that contain few of the constraints and protections against abuse that apply to qualified employee plans.

Other worker programs—Other proposals include taxing all employer-provided group term life insurance premiums. Currently, the first \$50,000 is excluded from tax, which prevents discrimination and abuse.

Group legal services plans also would be taxed, eliminating the availability of such services at minimal cost to many who otherwise would be denied such protection. There is no evidence that such plans have been abused or exploited as tax shelters or have led to inequities or discriminatory practices.

Dependent care services and educational assistance would be subject to tax as well under the administration plan.

This pattern of heaping more and more of the tax burden on working people must be reversed. And it must be recognized that any revenue to be gained through taxing workers on their benefits would cause more injustice, not less. ●