Despite postal screw-ups
Slide show draws good response

Initial showings of Local 3's new audio-visual program, Changes In The Workplace: The Union's Challenge, have received very favorable responses from the membership in those districts where it has shown, in spite of the fact that slow mail delivery prevented members in several districts from getting timely notice of meetings in their respective areas.

(Continued on page 16)

Semi-annual Meeting Notice

Recording- Corresponding Secretary William M. Markus has announced that the next semi-annual meeting of the membership will be held on Saturday, July 9, 1988, at 1:00 p.m., at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, CA.

Members surveyed on 20-cent contribution to expand fight against nonunion element

By James Earp, Managing Editor

A proposal to allocate 20 cents an hour out of the upcoming $1.23 an hour for those working under the Northern California Master Construction Agreement to be used to develop and expand the union's program to defeat the nonunion has received "very positive response" from Local 3 members who responded to the survey, reports Business Manager Tom Stapleton.

The wage survey, which was sent out April 25 to approximately 10,000 Local 3 members who work under the agreement, sought the members' input on how they wanted the negotiated wage/fringe increase to be allocated.

Effective June 16, members working under the agreement will receive total package increases ranging from $1.23 an hour for those working under Group 1 classifications to $.98 an hour for those working under Group 8.

"In order to maintain our current health and welfare benefits, it is necessary to allocate 10 cents an hour out of the upcoming increase to the Health & Welfare Fund," Stapleton said. "However, in addition to the 10 cents for Health & Welfare, we proposed that 20 cents be allocated to the Vacation and Holiday Pay Plan, which would then be transferred each month to the union's general fund to be used to expand our fight against the nonunion element," Stapleton explained. The balance of the increase would be allocated to wages.

The proposal to transfer 20 cents an hour out of the Vacation and Holiday Pay Plan is designed to provide a temporary injection of much needed funds to finance the union's campaign against open shop. Members who authorize the transfer of funds will have the opportunity to withdraw from the program after two years.

"We feel that under normal conditions, the current dues structure is adequate," Stapleton said. "And because of that, we have no desire to increase the dues. Historically, once you raise the dues, they never come down.

"This proposal is completely voluntary," Stapleton stressed. "The purpose of the survey and was simply to get an idea how the membership felt about it. Over 70 percent of the survey and was completely against the nonunion element," Stapleton added.

IRS gives green light to Local 3 annuity plan

Business Manager Tom Stapleton announced this month that the Internal Revenue Service has issued a "Letter of Favorable Intent" on the Local 3 Annuity Plan. "This means that the IRS has made a determination that our annuity plan meets the requirements of a tax exempt retirement plan," Stapleton said.

The ruling comes three years after the plan was initially approved by Local 3 members and negotiated into the Master Construction and related agreements.

"We are happy to be able to make this announcement," Stapleton said, "although I don't think there was anyone who thought it would take the IRS that long to approve the plan."

During this interim period, Local 3 members working under collective bargaining agreements that provided for the annuity contribution have been receiving 35 cents an hour into their annuity account. However, because the plan was awaiting IRS approval, all funds accumulated into the plan

(Continued on page 16)


Senator Boatwright's Delta protection bill becomes law

Legislation designed to maintain and restore the levees in the Sacramento-San Joaquin Delta was signed into law last month.

The bill, SB34 was authored by Contra Costa Senator Dan Boatwright.

The bill appropriates $12 million a year in state funds for ten years to finance the restoration of the deteriorating levee system. In addition, $5 million a year for ten years will be provided to improve water quality, fisheries, and wildlife in the Delta, San Francisco Bay and Salton Sea and its tributaries.

Boatwright, who, along with Senator Ruben Ayala, negotiated with David Kennedy, director of the State Department of Water to gain approval of the bill, the legislation was passed by the Senate by a vote of 33-2.

"Since 1980 we've spent $100 million on emergency repairs in the Delta," Boatwright said. "This bill is directly needed because the federal government is very reluctant to make any more money available for a piecemeal approach to restoring the Delta."

In addition to the state funds, SB34 will trigger between $400 and $500 million in levee maintenance and repair funds from the federal government according to Boatwright.

The Delta water system contains over 700 miles of waterways and 1100 miles of levees. The Sacramento, San Joaquin, Mokelumne, Consumnes and Calaveras Rivers flow into the Delta. These rivers and their tributaries carry 47% of the state's total runoff.

Boutwight said the legislation calls for the expenditure of $12 million annually between January 1, 1989 and December 31, 1998 for local assistance to help rehabilitate and maintain the delta levees and implement delta

(Continued on page 6)
Union MasterCard a ‘better deal’

The “Better Deal” credit card negotiated by the AFL-CIO on behalf of its more than 13 million members is now in the hands of a million of those members. The program represents a major step in providing union benefits in the marketplace as well as in the workplace. The savings in finance charges and annual fees enjoyed by union members amounts to more than $50 million annually.

This program is widely recognized as being the best in the nation. To quote Elzie Holstein, Director of Finance for Bond Holders of America Association: “...the AFL-CIO (program) is a perfect example of the way it should be done. They negotiated a deal for an affinity group credit card...and they got the low interest deal simply because they decided to get a good deal for their members.”

Members of IUOE who missed the opportunity to sign up for the union-sponsored MasterCard with its lower finance charges and fees will get a second offer in the mail soon. Using the clout of its massive membership and the loyalty of union members, the AFL-CIO and IUOE are proud to bring members not only lower finance charges and annual fees but also a better deal than can be found anywhere else. In the second offer, union members are invited to apply for the Union MasterCard.

“Now the Governor suggests that we vote for a bond issue that will cost us $2 billion to pay off but only provide us $1 billion worth of funding for highway projects.”

The credit card is a better deal than any other card on the market. It offers union members, who may be having a hard time making ends meet, a way to improve their financial situation. With the “Better Deal” credit card, union members can enjoy the benefits of lower finance charges, lower annual fees, and a wide range of features that make it easier to manage their finances.

Questions and answers about Union MasterCard

Q. How is this MasterCard “better” than other credit cards?
A. Your Union MasterCard’s lower annual fee helps you save money as you use credit. And, it has special benefits designed for you as a union member.

Q. What is True CreditSM?
A. This MasterCard’s method of applying finance charges is called True CreditSM — a fair and easy-to-understand program. No annual fee and a lower rate.

Q. Can I really save money with this MasterCard?
A. Yes! Most nationally available credit cards charge 17% to 19% in finance charges plus an annual fee of $20 to $45. If you revolving credit like most Americans, your finance charges will be substantially lower with the Union MasterCard and you pay no annual fee. Even if you do pay off the balance on your card account, the finance charges on your Union MasterCard during the year you pay would still be less than the $20 to $45 fee charged by most other credit cards.

Q. Is it possible to save in other ways with credit cards?
A. Definitely! Through free Check-Up-N-Charge checks, your union has made it easy for you to transfer your higher-rate credit accounts to the reduced cost Union MasterCard. You will enjoy immediate savings in finance charges when you switch your other accounts to the Union MasterCard account.

Q. What can I do to help get credit approved?
A. You can make sure you answer all the questions on your application and that your information on your application is complete and accurate. If your annual income is less than $10,000, you may apply with a joint applicant. If you think there may be questions about your credit history, you may request a report from your credit bureau and clear up any misinformation it may include.

Q. What kind of things does the bank look at in its credit review?
A. The Bank uses a sophisticated credit scoring system which may take into account your credit history (which is provided by a credit bureau), as well as the information requested on the application.

Q. Are there special benefits for union members?
A. Yes! Your union has developed a unique benefit called the Skip Payment Option which allows you to skip payments during certain months without penalty, but with finance charges accruing. This can help you take a breather during those crunch times such as after the holidays or vacations. You may be able to skip payments on your bill during the specified times. Another special benefit is the Strike Skip Payment Option, available if a strike is union sanctioned, lasts for 30 consecutive days and starts after your card is issued. Finance charges continue to accrue during the months you skip, but there are no penalty charges.

(Continued on page 10)
Building Trades delegates told they must mobilize their membership

More than 3,000 local and state building trades leaders from across the country lobbied Congress for union legislative goals and pledged to carry on the fight by mobilizing their membership.

The three-day legislative conference of the AFL-CIO Building & Construction Trades Dept. focused most sharply on bread-and-butter issues directly affecting union members and their jobs.

BCTD President Robert A. Georgine told the delegates that the fate of a House-passed bill to curb double-breasted contractors is still in doubt because some senators labor has supported "would rather not have to deal with the issue." But a Senate majority is "attainable," he insisted.

Georgine warned of continuing attempts in both Congress and the Executive Branch "to chip away at Davis-Bacon prevailing wage protections piece by piece." He stressed building trades support for construction of coal slurry pipelines as a jobs issue that makes "good sense."

National scandal

Safety and health hazards in the construction industry are "a national scandal," Georgine charged, with the construction death toll averaging 2,500 workers a year.

Workers accept the fact that "there will always be risks" on the construction site, Georgine noted. But he charged that the risk has been multiplied by employer "negligence and deceit."

Those responsible for killing workers should face criminal prosecution, Georgine said. That's part of the building trades legislative agenda.

Both Georgine and AFL-CIO Sec.-Treas. Thomas R. Donahue linked November's presidential and congressional elections to labor's program.

Under the Reagan Administration, Georgine noted, employers have been encouraged "to think they can trample on the rights of their workers at will."

Labor's efforts at the poll can "make a difference," he insisted. "This election and the next four years will show whether we have learned anything."

"We do not need 100 senators and 435 representatives who agree with us on every issue," Georgine said. But workers need a "President and Congress who will not fight us every inch of the way" and who "are fair and open-minded."

The first two bills introduced in this Congress, Wright noted, were especially important to the building trades—a clean water bill carrying funds to construct sewage treatment plants and a highway bill to free funds for road construction and mass transit. Both were vetoed by the President; both vetoes were overridden by more than two-thirds of the House and Senate.

Wright noted that Reagan has been "turning up his vocal cords" with veto threats aimed at the third bill introduced in the 100th Congress—the trade reform measure. Passage of the strongest possible measure is necessary, Wright said, because under Reagan's "do nothing" policy, the United States has been transformed in his administration from the world's principal creditor nation to its biggest debtor.

Good policy

Delegates to the BCTD legislative conference had an extra talking point when they visited congressional offices. BCTD President Robert A. Georgine suggested they remind members of Congress "that the building they work in—the U.S. Capital—was renovated with 100 percent union labor and that the job was done nine months ahead of schedule and $20 million under budget."

"Make sure they know that," he urged.

Bonus bucks for bosses

Profit-sharing bonuses shouldn't just go to executives, Chrysler Corp. negotiators conceded at the start of contract negotiations with the Auto Workers.

UAW President Owen Bieber and Vice President Marc Stepp agreed that workers should share in Chrysler's prosperity. But they pointed out that the huge bonuses received by Chrysler executives "blatantly contradict the message they try to send."

"The message we get all the time is to strive to be the best, to eliminate waste and other cost factors, and to mimic as much as possible the behavior of our strongest overseas competitors, the Japanese," they said.

But "the very people who preach this message most insistently—the top officers of the U.S. auto firms—seek to justify their stratospheric payouts on the basis of what other American companies pay—not on the basis of what's best or what our foreign competitors do," Bieber and Stepp added.

Chrysler Chairman Lee Iacocca received $1.5 million in cash and stock options last year.

At General Motors Corp., top executives also received lavish bonuses even though 350,000 UAW members were frozen out because the auto maker's profits weren't high enough.

At Ford Motor Co., 5,100 executives shared a pot of $248 million, while UAW members averaged $3,700 in bonuses.

Lorenzo's airline empire begins to crumble in wake of investigations

The heat continues to build against union-buster Frank Lorenzo's aviation empire and by all indications it's starting to hurt.

The government's "fitness" investigation of Lorenzo's entire Texas Air airline operation comes in the wake of a series of court set-backs for his union-busting operation. The first major investigation of an airline in 14 years will look into Lorenzo's juggling of assets among subsidiaries, and the impact on safety.

At the same time, the Federal Aviation Agency proposed $823,500 in new safety fines against Lorenzo's Eastern Airlines subsidiary, and began a plane-by-plane inspection of its 267 jets. FAA Chief Allan McArtor said the inspections were prompted by "what appears to be recurring trends of non-compliance" with safety regulations.

The Air Line Pilots and the Machinists, welcomed the government action. They've been the principal targets of Lorenzo's union-busting tactics, including his plan to subcontract Eastern flights to a non-union cargo line in the event of a strike.

The Air Line Pilots and the Machinists inspections to the 351 aircraft of Texas Air's non-union Continental Airlines subsidiary after a sweep of FAA files found nearly $1 million in proposed fines for alleged violations.

The Continental probe came after Capt. John J. Buvis, chairman of the Eastern ALPA unit, called for "a freeze-frame snapshot of the whole Texas Air system" so the Lorenzo operation could not "shuttle parts and resources around in a shell game."

Death and Destruction: Forty Steelworkers were injured in Henderson, NV May 4 when Pacific Engineering Company's rocket fuel plant exploded. The following day, explosions at a Shell Oil refinery in Norco, LA killed seven Oil, Chemical and Atomic Workers and injured 13. That same week, a fire in a Los Angeles highrise killed an Operating Engineer and injured dozens of members of Service Employees Local 399.
Human side of safety abuses told to Senate

The Occupational Safety & Health Administration’s failures during the Reagan years to set standards to prevent injuries and death, OSHA’s victims and their survivors testified.

Witnesses before the Senate Labor & Human Resources Committee included spouses and parents of workers killed on the job, a farmer who was nearly killed in a grain elevator explosion, a meatpacker who again faces hand surgery for carpal tunnel syndrome and a union organizer unable to get OSHA to enforce its field sanitation standard.

Committee Chairman Sen. Edward M. Kennedy said these witnesses provided “the human face” to the statistics and documents detailing the impact of OSHA policies on workers.

• David Snyder and John Simon both Steelworkers employed at St. Joe Minerals, a zinc processing plant in Monaca, Pa., died on July 24, 1985, in an accident that should not have taken place.

Snyder, 31, filling in for another worker, went into a condensing tank through a small hatch. Once inside, he was overcome by carbon monoxide. His wife testified he had expressed concern about safety at the plant and had taken out added life insurance. He had three children.

Simon, 36, was a would-be rescuer. After finding out he couldn’t enter the tank while wearing an airpack breathing device, he climbed in and was going to put on the unit once inside the tank. But he also was overcome. Snyder died in the tank and Simon was revived, but died the next day. He had two children.

OSHA has been working on developing a confined workspace standard for more than a dozen years.

• Eileen Paumier told how her husband, a maintenance man at Winters Industries in North Canton, Ohio, died while working on an elevator. Paumier turned off the elevator and climbed onto its roof. While he was working, another employee switched the elevator back on, and he was crushed to death.

Only 12 hours after his death, the company installed a lock-out switch—an inexpensive device that would have prevented his death.

OSHA has been working on a lock-out, tag-out standard since 1976.

• Dennis Herlyn, a farmer from Parker, S.D., was severely injured on Nov. 2, 1985, while making a phone call inside the (Continued on page 14)

Job Safety: The battle continues

Meatpacker David Kellen of the Food and Commercial Workers describes the pain he suffered from carpal tunnel syndrome, a potentially crippling injury caused by repetitive motion. He faces surgery on both wrists for a second time, while his employer has boosted the production speeds that caused the injuries.

Petition drive to save Cal-OSHA collects twice needed signatures

California AFL-CIO News

Petitions bearing the signatures of more than 724,000 Californians who want the people to vote Nov. 2 on restoration of Cal-OSHA were delivered this month to county registrars throughout the state.

The total is nearly twice the number needed to place the initiative on the ballot Nov. 2.

At Sacramento, success of the petition drive was announced during a news conference at the California Capitol by leaders of the 30 organizations allied with labor in the Coalition to Restore Safety at Work.

Speakers predicted that even after invalid names are removed there will be far more than are needed to give voters the opportunity to reinstate the acclaimed health and safety program that Gov. George Deukmejian dismantled through a budget veto last July.

Proponents of Cal-OSHA packed the State Capitol news conference chamber where the petition drive was launched last Dec. 14 by a handful of labor leaders.

“No labor-led campaign in memory has drawn more support from such a diverse cross-section of California society as has our fight to restore Cal-OSHA,” Henning declared to the assembled television and print journalists.

Senate hearings reveal Reagan’s people pressured for noncompliance

Reagan Administration officials, including Vice President George Bush, have pressured the Occupational Safety & Health Administration to acquiesce to industry-initiated regulatory changes that have weakened on-the-job health and safety protections for workers, ten OSHA employees testified at Senate hearings.

At the same hearings, the AFL-CIO called on Congress to strengthen OSHA by expanding worker protections, expediting standard setting, toughening criminal and penalty provisions and requiring worker training and education.

OSHA scientists told the Senate Labor & Human Resources Committee that they had to make endless runs around Administration roadblocks, and compliance officers described how OSHA management puffs up job site inspection figures as part of a “numbers game.”

A day earlier, Steelworkers President Lynn R. Williams, chairman of the AFL-CIO Standing Committee on Safety & Occupational Health, testified that OSHA is “failing to do its job to protect the safety and health of American workers.” Reagan policies have weakened standards, cut budget and staffing and left an “empty shell of a program,” he said.

Williams urged expanding protections to workers not currently covered by the law and requiring worker training. Penalties must be strengthened and union participation should be a “cornerstone of all workplace safety and health programs,” he said.

Safety committees should have the right to inspect workplaces, shut down dangerous jobs and review employer hazard control measures, Williams said.

In his questioning, Committee Chairman Sen. Edward M. Kennedy noted a memo from Labor Dept. Assistant Sec. Michael E. Baroody to OSHA Administrator John A. Pendergrass. The memo detailed Vice President Bush’s directive at a meeting of the Task Force on Regulatory Relief on Mar. 23, 1988, that OSHA “cooperate fully with OMB” in fulfilling (Continued on page 15)
Is there a solution to the traffic congestion mess?

Transportation continues to be an increasingly complex problem across the nation as government officials struggle to resolve issues of urban growth, traffic congestion and lack of funds to finance needed projects in major cities and surrounding suburban areas.

Recent studies have found that in California alone, traffic congestion costs the state over $2 million per day in lost productivity. This loss can be measured in lowered output, reduced wages and less taxes paid. With congestion expected to increase by over 150 percent in major urban areas over the next 10 years, the specter of unmanageable traffic tie-ups threatens to undermine California's and the nation's economic vitality into the 21st century.

Most of California's 15,171 mile highway system was built in the 1950s and 1960s and with the normal 20-25 year life cycle, is showing signs of severe deterioration. The state has had to provide for maintenance of existing highways as well as meet demands for expansion with new highway construction.

In 1966, the state's maintenance budget for the highway system was $55 million. Today, it is over $500 million, and the money must be diverted from money earmarked for new construction or major repair projects.

Governor Deukmejian's budgets have reflected an increase in spending for roads, but much of the new money has come from gas tax increases approved by his predecessors, Jerry Brown and Ronald Reagan, for which he can claim little credit.

Critics of the governor's program complain that he has failed to come up with any bold new approaches to bridge the gap between what the highway system needs with what is actually available from state revenues.

"We are very frustrated," said a construction industry lobbyist. "As an industry, we backed the governor in both his elections, and yet we are getting less results from this governor that we did from Jerry Brown."

The financing problems are compounded by the fact that most of the money for new highway construction comes from the federal government, which stipulates that most of it be spent on interstate highways. That results in the neglect of highways such as U.S. 101 or state highway 99.

And as the public becomes increasingly frustrated with the problem, it remains deeply divided over a solution. Recent studies over the past several years in the Bay Area have placed transportation as the number one problem with the public, but little consensus on what to do about it.

Sales tax increases to pay for transportation have been passed in Santa Clara County in 1984 and Alameda County in 1986. But in Contra Costa County, where the system is approaching terminal gridlock, a similar measure was defeated after a campaign in which proponents became identified in the voters' minds with pro-development interests.

Another sales tax measure aimed at generating much needed road and highway improvement money is on the June Primary ballot for Sacramento County.

Highway construction alone cannot solve California's transportation problems. For one thing, it takes time to build a new highway, with environmental and legal battles often lasting over 20 years. For example, the Devil's Slide bypass along San Mateo County's coast, first being approved in the early 1960's and there has yet to be a yard of dirt moved. Another example is the Interstate 580 expansion from Hayward to Dublin in Alameda County. The ten mile project was approved in 1975 and is still under construction.

Growing concerns over traffic congestion has spurred Caltrans officials to consider many new techniques in traffic engineering to make highways carry more people. By opening more high-occupancy vehicle lanes, they hope to increase capacity without increasing actual road miles. This idea, however, has not been accepted by the public.

Caltrans also plans to make greater use of tolling lights, like those at the Bay Bridge toll plaza.

The possibility of adding additional lanes built above existing freeways called "double-decking" is also being considered. A prototype of such a project is expected to open in the Los Angeles area by the early 1990s.

MTC adopts $2.1 billion BART plan

Following several months of intercounty negotiations, the Metropolitan Transportation Commission has resolved a debate over the region's rail extension blueprint by adopting a $2.1 billion plan for adding 36 miles in new lines for the BART and CalTrain network.

Immediately, the long-range "New Rail Transit Starts and Extensions" plan was embraced by previously divided factions of the region, as well as a wide range of the Bay Area media.

Despite such acclaim, MTC commissioners sounded a cautionary tone with respect to the hurdles—primarily financial—still to be overcome before any new track is laid.

"This is not the beginning of the end or the end of the beginning," MTC Commissioner and Marin County Supervisor Robert Stockwell said upon presenting the plan, the result of talks among commissioners from around the region as well as the Bay Area's congressional delegation. "We're right smack in the middle of this process now, and we're in for the long haul."

The prospects for financing the new plan got a quick boost when the California Transportation Commission (CTC), on the same day of the MTC action, programmed $237 million in state funds in fiscal 1989 for BART extensions and agreed to consider committing up to $200 million in future state funds for a BART extension to San Francisco International Airport. The future state funds would be contingent upon a variety of conditions, including the understanding that San Mateo County would transfer an equal amount of its own funds to BART for East Bay extensions.

The newly adopted plan revises the already existing New Rail Transit Starts and Extensions program adopted by the Commission in 1984. Since 1984, major progress has been made on projects in the original plan, such as construction of the first segment of the 20-mile Guadalupe Corridor light rail system in Santa Clara County. At the core of the revised plan is a $2.1 billion list of projects resulting from a compromise between East Bay and West Bay officials. It envisions extending BART in four

(Continued on page 10)
San Jose Picnic

In last month's issue, an announcement was made concerning the upcoming San Jose picnic. One thing missing, though, was the price. For $10, per adult, you will be dining on steak, salad, beans, garlic bread, plus beer for the adults and soft drinks for the kids. Children under 12 will be admitted free. The picnic will be held on Sunday, July 31 at Hellyer Park in South San Jose from 11:00 am to 6:00 pm.

Nevada apprentices graduate

Graduation ceremonies were held on March 26 for graduates of the Nevada JAC program. Pictured above left to right are Bill Walker of Bureau of Apprenticeship and Training, Dave McAnany, Joe Evans, Labor Commissioner Frank McDonald, Charlie Morrow, Hodger Gondo, Management Apprentice member Tom Watters, Steve Hernandez and Apprentice Coordinator Philip Williams.

Northern Nevada AGC chapter manager John Madole (above) presents Employer of the Year Award to Jerry Heims of Helm Construction. Below, Foreman of the Year Award is presented to Cal Scialli (center) of Helms Construction by Local 3 Business Agent Ed Jones (left) and John Madole of Nevada AGC.

Boatwright bill to rebuild Delta levees is law

(Continued from page 1)

area flood control projects. Six million dollars a year will go directly into the existing Delta levee maintenance program, deleting the existing cap of $2 million a year and increasing reimbursements to local reclamation districts from 50% to 75% of the costs of levee work incurred in excess of $1,000 per mile of levee.

Another $6 million will be directed annually by the Department of Water Resources for special flood protection projects on the following Delta Islands: Bethel, Bradford, Holland, Hotchkiss, Jersey, Sherman, Twitchell and Webo, along with the towns of Thornton and Walnut Grove.

The passage of the legislation was applauded by Local 3 Business Manager Tom Stapleton. “This money will not only put a lot of our members to work for a long time, it will provide a lasting protection of California's water system. In this year of near drought and water rationing, everyone knows how important that is,” Stapleton said. “I thank Senator Boatwright and Senator Ayala for their dedication to this issue.”

Bids open for Santa Cruz wastewater plant

The long-awaited bid opening for the Santa Cruz Wastewater Treatment Plant modifications finally became reality on May 5. According to business agent Bob Delaney, there were six general contractors who bid the job—all of them union.

The apparent low bidder for the project was a joint venture outfit from Portland, Oregon named Hoffman/Marmolejo Construction. However, the low bid was $1.7 million over the engineers estimate. The other companies in order of bid was Kiewit Pacific, Dillingham Construction, M.A. Mortenson, Swinerton & Walberg and Dan Caputo.

It is uncertain at this time if the City of Santa Cruz will award the job to the apparent low bidder because of the three modifications they made in the package prior to the bid opening, which gives them 120 days to make up their mind. It also has to be approved by the Santa Cruz City Council.

The other good news involving this project is that Pomeroy Co. has the pile driving and Gradeway Construction has the paving.

Last month Delaney reported that Bechtel Construction was waiting for their machinery to arrive from other parts of the country on their King City cogeneration plant. The wait is over. It finally arrived and Shedy Drayage is now unloading the machinery and moving the equipment into place.

The operator for Shedy is Thomas Sanders with Harold Harrington doing the oiling. When the machinery gets to the jobsite, Rudy Rivas, operating Bechtel's 4100 unloads it and puts it into place. His oiler is David Mendiola. So far they have set two auxiliary boilers and four main boilers.

As for the rest of the area, Delaney says that the work is just starting to pick up.

Bill Markus

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This printout can help you when vehicle shopping, since you'll know the true cost of the vehicle and its options. There is a $10 fee for the printout, but this is refundable when you finance the vehicle through the Credit Union. If you wish, our Consultant can also negotiate the deal for you. We have saved members THOUSANDS of dollars through the S-O-S Program. Here are some recent quotes from satisfied members:

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In addition to the savings on the vehicle is the savings you (Continued on page 8)

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East Bay work starts to pick up

The work picture in northern Alameda County has finally started to pick up, reports business agent Brian Bishop. He notes that Oliver de Silva has work lined up to produce a very good year for them. However, the other area contractors do not have an over abundance of work.

The interchange work on I-580-238 is going great guns. Now that the joint venture of de Silva and C. C. Meyers took over from the scabs, the work started to proceed at a rapid rate and took on the appearance of a professional job.

In the local elections held in Hayward and San Leandro last month, the candidates supported by Local 3 were not very successful. Two no-growth candidates were elected, with the support of the Central Labor Council and the business agents who lost. Although the business agents worked the phone banks and contacted many voters, they could not vote for everyone. The elections were lost because of an unorganized membership.

With the loss of the Hayward election, it is suspected that a major construction project, the widening of Route 238-Mission Blvd. will either have a long delay or worse, be abandoned. Part of the funding for this project through Hayward was to come from the Measure B (1/2e sales tax) transportation plan for Alameda County.

In a recent newspaper article, a statement was made that the transportation tax was already in trouble and led the readers to believe they had made a mistake in voting for this tax. But for anyone driving in Alameda County it is easy to see that it was needed.

The following is quoted from a recent letter from Al Gallardo, Executive Director of Alameda County's Transportation Authority. "This year, no project will be delayed due to lowered income...the Authority will be making every attempt to capture outside funds."

Congratulations are in order for one of the local contractors, McGuire and Hester, for receiving the A.G.C.'s award for "excellence in construction," by winning the meeting of the challenge of a difficult job in their completion of the outfall for the San Francisco sewer project.

Santa Rosa spearheads new productivity committee

The first meeting of the Productivity Enhancement Committee for the Atkinson/Ostrander project in Cloverdale was held in late April, reports Santa Rosa District Representative Chuck Smith. The purpose of the meeting was to enable representatives from labor and management review work practices and develop more productive ways of performing their jobs.

"How many times have we worked on a job and to us it was obvious that management was doing something that was slowing down production," Smith said, "However, we were afraid to say anything because we figured our supervisor would think we were trying to get his job. This type of a cooperative meeting solves that problem."

Representing Local 3 were Dick Gregory, working with the T-S.24 spread and Don Brenner, working with service and repair. At the next meeting, Bob Richards, an alternater, working with the 651 spread will be attending the meeting. "This is another first in the construction industry and the business manager as well as the employer representatives want the idea to work. I think the hard work being done by the committee will see that it is successful," Smith added.

Business agent Stew Orchard reports that Berglund, Inc. was represented by two of the seven brothers and a man was sent to the Atkinson/Ostrander project in construction industry and the business side. It is successful," Smith said.

There will be fishing, swimming, water sports, as well as raffles, games for kids and adults. Steak, salad, beans and French bread will be served and all the hamdogs the kids can eat. Tickets are available at the Fairchild office or from the Fairchild Business Agents.

June 25: Redding

Tickets are now available for the annual barbecue on Saturday, June 25 along the beautifulSacramento River at the Anderson River Park. Cost is $6 per person, with the exception of Retirees, who pay $4 each. Children are $2.50 (under six free).

June 25: Santa Rosa

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

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

All the agents will have tickets available so any interested member should get in touch with them. The picnic will be held at the Founders Grove, Sontoma Cost Fairgrounds.

June 18: Utah

District Representative Donald R. Strate has announced that the Retirees Picnic will be held on June 18, 1988 at 11:00 a.m. Located at the Operating Engineers' Hall, 1958 West North Temple. The annual picnic will also be held on June 18th at 1:00 p.m. at the Operating Engineers' Hall, 1958 West North Temple. There will be a Pre-retirement meeting at 1:00 p.m. at the same location on June 18, 1988. The retirees will eat first and will not be charged for their meals. The price for the annual picnic is $5 for active members and their families (for the picnic beginning at 1:00 p.m.).

July 10: Oakland

Plans are being made for the Oakland district picnic. Scheduled for July 10th at the John F. Kennedy Regional Recreation Area in El Sobrante, the menu will include BBQ beef, chicken, hot dogs, salad, rolls, beans, soft drinks, coffee and beer. The park opens at 10:30 and food will be served beginning at 12:00. Bring your hat-gloves, horse-shoes, soccer and volleyball gear. There will also be door prizes. The price will be $8.00 per ticket with children under 12 admis- ted free. Tickets will be available at the Oakland office or from the business agents. We hope to make this an annual event and are looking forward to having a great turn-out.

July 17: Fairfield

Tickets for the Solano-Napa area picnic are now on sale. The advance ticket price is $8 per person. Location of the picnic will be at the Lake Solano Park. There is a $3 parking fee per car, or you may park on the road and walk in. There will be fishing, swimming, water sports, as well as raffles, games for kids and adults.

Remember to vote on June 7!
The Sacramento work prospects for 1988 are still looking promising, according to business agent Dave Young. The 3,500 acre planned community of Rocklin has set aside 40 acres for a medical mall and has conducted a study for health care needs in order to attract new medical services to the area. Within three years, the area is expected to grow from 330 families to 4,000 people.

In the south area of Sacramento, there are 39 proposed housing projects, some just waiting for final mapping. These projects are being conducted on 3,400 acres. Hopefully, Local 3 hands should get their fair share of the work.

The construction in downtown Sacramento is a little slow at this time. The rock, sand and gravel is up with Teichert and Granite running full guns. Lone Star, Teichert and Granite's ready mix plants are also working steady. Teichert's prefab shop has one of the largest crews ever and are making products for many other contractors such as Granite and R.C. Collet to mention a few.

Business agent Hugh Rogan reports that things in his area are starting to move. Peter Kiewit has approximately one million yards to move in Woodland off Road 102. R.C. Collet has all their men working now with a lot of small jobs in the area and their plans are going in the Vacaville area. Teichert Rock Sand in Woodland is going strongly, they put up a portable ready mix plant on the property as a satellite plant.

Layne-Western has all their people working all over the state of California and Nevada. Solano's rock states their plants are empty people working. The paddle wheels sometimes run up to two miles for rock. Syar Rock Sand still has two shifts working. They are moving the products out as fast as they can produce them.

Morgan Equipment is having their shops up and running all over the state. Cal State Equipment has all their people working and are looking for a good year. Jeffery Soil Stabilization has been going really strong with about nine brothers working and have work on the books until the end of this year and possibly longer. Work in the placer County area is also beginning to pick up according to business agent John Bonilla. In the past 30 days, there have been three big projects let in the Roseville-Rocklin area. Granite Construction was the low bidder on the $8 million Johnson Ranch project.

Kiewit Pacific has begun moving dirt in Rocklin for Dominican Development. They were the low bidder at $1.1 million. A. Teichert & son has begun their $3 million road project on Garrett Way, which will extend to Sierra College Blvd. They are also low bidder in Lincoln for a $2.5 million road project.

CFB Construction is just finishing up on their underground project off Atlantic Street in Roseville, which is worth about $1 million. Morrison-Knudsen pretty keen ones going about 25 operators busy on their 1-80 project at Auburn. Later this month, Caltrans is putting up for construction of a $2.5 million road and bridge project at Atlantic Street in Roseville.

Bonilla also reports that negotiations have been completed with Joe Chevreaux and his crew for a ready mix plant. The brothers working at their Meadow Vista plant received a 4 percent increase. Chevreaux keeps between 10-15 engineers working year around.

Negotiations have also been completed with Bohemia, Inc., of Rocklin. The three down graphed this year, Cal State Equipment has all their people working and are ready to fire up their new hot plant. The brothers working at their Plant are very busy at this time.

San Mateo Blood Drive
This Summer's Blood Drive will again be held in conjunction with the Sausage Makers Union and the Teamsters Local 85. Included below are details.

LOCATION: Peninsula Blood Bank, 1791 El Camino Real, Burlingame.
FOOD: Homemicated breakfast served to donatees and volunteer help.
HELP: Volunteer help for Blood Drive.
(Continued on page 9)
The union hall and volunteer time to help elect friends of the labor movement. The phone numbers are 596-2677 in the Salt Lake City area and 1-800-662-3630 out of the area.

Strate pointed out that the State of Utah was $480 per capita income compared with the other approximately five million yards of area.

reported that Ball, Ball and shifts on their Highway 40 relocation project. The phone numbers are operators working two shifts again the union hall and volunteer time back to work on the first phase of the job. There is a possibility that the Bureau of Reclamation will give Torno an additional million dollar's worth on the first string of operators from the retirees' picnic will be held at the union hall in Salt Lake City, 1988 West North Temple. Also that day will be the pre-retirement meeting at 1:00 pm at the same location.

Torno's work in Utah is getting underway at last, reports business agent Virgil Blair. The operating engineers in Utah are looking forward to the pretty good year for a change, especially with the work around the Jordanelle Dam going to fair contractors.


Labor Critic Is Wrong

Whoever said women were discriminated against in the blue-collar industry is full of it (that view was put forth in an article by Don Edwards, D-Ca., chair of the House subcommittee on civil and constitutional rights).

I am a 36-year-old female operating engineer, working out of Local 3 for the past eight years. I have seen a lot of women accepted in apprenticeship programs and sent to school at union expense. Most quit for various reasons: "My boyfriend or husband doesn't want me that far away from home working with a bunch of men." "I had a baby." "My car doesn't run."

I'm sure glad my husband is understanding, because I almost always work away from home with a bunch of guys, and during my apprenticeship I had a baby who is now 3.

The opportunity is there, but a woman has to want to be a blue-collar worker, not just the good-looking one. I've given out a lot of free time to a lot of women to apply for our apprenticeship programs. None called.

Deb Morris, Winnetmoca

Utah looks at best season in years

(Continued from page 8)

The following list of candidates, running in the June 7 California primary election, have been endorsed either by the California Labor Federation, AFL-CIO, California State Building Trades Council and/or the Operating Engineers Local 3.

**U.S. Congress**

- **District 4**: Vic Fazio (Democrat)
- **District 5**: Nancy Pelosi (Democrat)
- **District 6**: Barbara Boxer (Democrat)
- **District 7**: George Miller (Democrat)
- **District 8**: Ron Dellums (Democrat)
- **District 9**: Pete Stark (Democrat)
- **District 10**: Don Edwards (Democrat)
- **District 11**: Tom Lantos (Democrat)
- **District 12**: Anna Eshoo (Democrat)
- **District 13**: Norman Mineta (Democrat)
- **District 14**: Patricia Malberg (Democrat)
- **District 15**: Tony Coelho (Democrat)
- **District 16**: Leon Panetta (Democrat)
- **District 17**: Vincent Lavery (Democrat)
- **District 18**: Richard Lehman (Democrat)

**California State Senate**

- **District 1**: Roy Whiteaker (Democrat)
- **District 3**: Milton Marks (Democrat)
- **District 5**: John Garamendi (Democrat)
- **District 7**: OPEN
- **District 9**: Nicholas Petris (Democrat)
- **District 11**: Bob MacK Jr. (Democrat)
- **District 13**: Alfred Aquist (Democrat)
- **District 15**: Rose Ann Vuich (Democrat)
- **District 17**: Henry Mello (Democrat)

**California Assembly**

- **District 1**: Artie Caudle (Democrat)
- **District 2**: Dan Hauser (Democrat)
- **District 4**: Tom Haggan (Democrat)
- **District 5**: John Byock (Democrat)
- **District 6**: Lloyd Connolly (Democrat)
- **District 7**: Norm Waters (Democrat)
- **District 8**: Bruce Kaltron (Democrat)
- **District 9**: Francis Parrell (Democrat)
- **District 10**: Phil Isenberg (Democrat)
- **District 11**: Bob Campbell (Democrat)
- **District 12**: Tom Bates (Democrat)
- **District 13**: Ed Hu Harris (Democrat)
- **District 14**: Johan Keets (Democrat)
- **District 15**: Wendell Williams (Democrat)
- **District 16**: John Burton (Democrat)
- **District 17**: Willie Brown Jr. (Democrat)
- **District 18**: Delaine Eastin (Democrat)
- **District 19**: Jackie Speier (Democrat)
- **District 20**: Ted Lempton (Democrat)
- **District 21**: Byron Sher (Democrat)
- **District 22**: Open
- **District 23**: John Vasconcellos (Democrat)
- **District 24**: Dom Cortese (Democrat)
- **District 25**: Open
- **District 26**: Pat Johnston (Democrat)
- **District 27**: Open
- **District 28**: Sam Farr (Democrat)
- **District 29**: Open
- **District 30**: Jim Costa (Democrat)
- **District 31**: Bruce Bronson (Democrat)
- **District 32**: Open

The following list of candidates have been interviewed by the local Grievance Committees and have received an endorsement from the Executive Board.

**San Mateo County**

- Board of Supervisors #1: Mary Griffin
- Board of Supervisors #4: Tom Nolan

**Solano County**

- Board of Supervisors #1: Osby Davis
- Board of Supervisors #2: Lee Sturm

**Sonoma County**

- Board of Supervisors #1: Janet Nicholas
- Board of Supervisors #3: Tim Smith

**Alameda County**

- Board of Supervisors #4: Mary King
- Bay Municipal Court: Lewis P. May

**Contra Costa County**

- Democratic Central Committee: Peter D. Nussbaum

**Stanislaus County**

- Board of Supervisors #1: Pat Paul
- Board of Supervisors #2: Sunny Washburn
- Superior Court #3: Charles E. Aguilar

**San Joaquin County**

- Board of Supervisors #4: Jack Snyder
- Stockton Unified School District #3: Lincoln Ellis
MTC finalizes $2.1 billion BART blueprint

A key ingredient to the plan is the nine-point understanding regarding San Mateo County’s “buy in” to the BART system and on how to proceed with CalTrain and BART projects.

As a result of the understanding, San Mateo County is expected to contribute $200 million for East Bay BART extensions and $148 million or 25 percent of the cost for a BART extension to the vicinity of San Francisco International Airport. San Mateo County also is expected to commit $242 million for a CalTrain extension in San Francisco. These funds, along with federal, state and other local funds, support the program of extensions around the three-county BART system.

The final plan calls for generating considerable new local sources of revenue. Alameda County led the way when its voters passed a sales tax measure in 1986 that will help finance planned BART extensions to Dublin and the Warm Springs area in the city of Fremont. San Mateo County is following in Alameda County’s footsteps by placing a half-cent sales tax measure on the June ballot, which could raise $169 million for a BART extension.

If Contra Costa County wants to extend BART beyond a North Concord station, residents there, too, will need to raise about $178 million for a West Pittsburg extension. Contra Costa County officials are considering placing a sales tax measure on the November ballot.

We are well into the Pre-Retirement meeting schedule, and there has been a real good turnout at each of the meetings. Representatives of the Credit Union, the Trust Fund Office and the Fringe Benefit Center have been in attendance at each meeting to field members’ questions relating to retirement.

The main question raised about the Pension Plan was “How much will I receive per month from the Pension Plan?” The answer: A vested participant can expect to receive, for a monthly benefit at age 62, the monthly amount shown on his Pension statement. For all the details, be sure to refer to the Pension Plan booklet, and if you have any questions about the Pension Plan, the Retiree Medical Plan, the Credit Union, etc., be sure to call on us at the Fringe Benefit Center.

Cost Containment

Your continued cooperation in the use of Contract Hospitals and Utilization Review as well as the use of generic prescription drugs whenever your doctor advises that it is okay is much appreciated. And what you’re really doing by using these cost containment measures is saving money not only for the Trust Funds but also for yourselves. Be sure to contact the Fringe Benefit Center if you have any questions about how the provisions work, or if you need to know the name of the Contract Hospital in your area.

Retiree Medical Plan

If you are retired and on Medicare and are filing claims, be sure to file first with Medicare, then with the Trust Fund Office. When you send your claim to the Trust Fund Office, be sure to attach a copy of the Medicare Explanation of Benefits. Unless the Trust Fund Office receives a copy of the Medicare Explanation of Benefits with your claim form, your claim cannot be processed.

Sending a properly completed claim form along with a copy of the Medicare Explanation of Benefits will insure prompt and accurate processing of your claim.

To Our Hawaiian Members

Many thanks to Wally Lealoha and his staff and to all our Hawaiian brothers and sisters for their gracious hospitality on our recent trip to the Islands. We found as we always do, members vitally concerned about the goings-on of our business. We are more than willing to field any questions our Hawaiian members may have. Simply contact the District Office, and Wally Lealoha will be in touch with us at the Fringe Benefit Center.

Retiree Picnic

I know all of you have your calendars marked for June 4, 1988, the date of this year’s Retiree Picnic at Rancho Murietta. This is simply one last reminder! Come on up Friday at noon (June 3) and stay until Sunday at noon (June 5), if you wish. As always, there will be plenty of parking for your motor homes, your trailers, etc. So come on up and have a good time. See you there.

These figures are pending an agreement between BART and San Mateo County. The first $50 million installment on the San Mateo County “buy in” would be committed upon federal grant approval for a BART station at Colma, the first stop along the leg to San Francisco Airport, with another $50 million due at the beginning of construction of the Colma station.

Before the “buy in” agreement was reached, the region had been torn by conflict as East Bay leaders argued that long-awaited BART extension in Alameda and Contra Costa counties should be pursued before any laying of track on the Peninsula, which is outside the three-county BART system.

The tug of war ended with weeks of negotiations among several commissioners headed by Stockwell, Tom Nolan of San Mateo County and Steve Weir of Contra Costa County.

The final plan calls for generating considerable new local sources of revenue. Alameda County led the way when its voters passed a sales tax measure in 1986 that will help finance planned BART extensions to Dublin and the Warm Springs area in the city of Fremont.

San Mateo County is following in Alameda County’s footsteps by placing a half-cent sales tax measure on the June ballot, which could raise $169 million for a BART extension.

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Union MasterCard Questions and Answers

Q. Will I be able to get cash with this card?

A. Of course! Your Union MasterCard is linked with the MasterTeller 24/7 Automated Teller Machines, which means you will be able to get cash anytime at your nationwide locations — day or night. There are more than 30,000 banks worldwide where the card is honored for cash. When you apply for your card, you will also have the option of getting an Immediate Cash Advance of which you will be applied to your qualified line of credit. A check will be sent to you on request as soon as your account is open.

Q. When I apply for the Union MasterCard, how long will I have to wait for my card, if appropriate?

A. Members should allow three to four weeks for processing and time in the mail.

Q. Will my credit rating be revealed to my union or to others?

A. Absolutely not. All credit information is strictly confidential between you and The Bank of New York (Delaware).

Q. What does the union get out of this?

A. Your union does not profit in any way from this program. Your union endorses the Union MasterCard program to offer its members benefits that will save you money. Your union’s goal is to keep upgrading the benefits of the program to continually improve members’ lifestyles and strengthen their purchasing power.

Q. If I don’t receive an offer in the mail, can I still apply for the card?

A. Yes. Applications are available through your union. Ask at your local union.
With safety in mind

By Jack Short, Director of Safety

In the past decade, industry, government, labor and the general public have become increasingly aware of the need to respond to hazardous waste problems in this country, which has grown steadily over the past 40 years. In 1980 Congress passed the Comprehensive Environmental Response, Compensation and Liability Act (commonly known as CERCLA, the Superfund Law) to provide for liability, compensation, cleanup and emergency response, for hazardous substances released into the environment and the cleanup of inactive waste disposal sites.

California followed suit in the year of 1984 by passing the Hazardous Substance Cleanup Bond Act of 1984, thereby providing in the State two Superfunds.

### Honorary Members

At the Executive Board Meeting on April 10, 1988, it was reported that the following retirees have 35 or more years of membership in the Local Union as of April 1988, and have been determined eligible for Honorary Membership, effective July 1988:

- Chris Berg 0735905
- Paul Brothers 0739292
- Clarence Brown 0754268
- William Daugherty 0634684
- Charlie Donley 0625639
- Walt Fearnson 0764401
- Ernest George 0750282
- Eugene Gilmer 0574325
- Anthony Goularte 0622749
- Buster Hipp 0750492
- Russell Hutchinson 0622762
- Arlen Johnson 0642666
- Nall Johnson 0745064
- John Kapetanich 0659664
- Les Kennedy 0769411
- Bill Lauderdale 0726755
- Louis Lovett 0647088
- Wilbur Lund 0750331
- Robert Neup 0732098
- Robert Posey 0754191
- Frank Sorensen 0738662
- Robert Savage 0750837
- Carlton Shaw 0760647
- Ervin Shelmadine 0657834
- Mike Shrum 0756302
- Donzald Wood 0645888

Throughout the jurisdiction of Local 3, we have compiled information through the Superfund’s data, on some 250 hazardous waste sites in our jurisdiction that are scheduled for cleanup in the near future.

Fed/OSHA passed an interim final rule providing protection for employees working at hazardous waste removal sites. Without going into lengthy detail in regard to this rule, the highlights are that the OSHA rule includes specific provisions for initial and review training of employees before they are permitted to engage in hazardous waste removal operations that could expose them to safety and health hazards. The ruling stipulates that 40 hours of training will be conducted for employees before they can go to work.

The International Union was successful in securing a training grant from the National Institute of Environmental Health Services (NIEHS) to train instructors who, in turn, will be certified to conduct the required 40 hours of training.

Training is conducted for the following: Introduction to Hazardous Waste Sites, OSHA Standards, Site Safety Plan, Industrial Hygiene, Toxicology, Routes of Contamination, Hazardous Material Identification Systems, Material Safety Data Sheets (M.S.D.S.), Monitoring Instruments, Medical Surveillance, Respirators—type, selection, fitting, maintenance, hands on session with respirators, Protective Clothing, Construction Safety, Fire Protection, Emergency Response, Work Site Zone (Hot Zone, Free Zone), Decontamination Zone, Personnel Decontamination, Equipment Decontamination, and other aspects encountered while working at a hazardous waste site.

Hazardous waste site training has been completed for three classes to date: Two in Redding (as pictured below), and one in the Sacramento Area (pictures not available for this issue). One class is being scheduled for the Marysville area, beginning June 20, and there is also a weekend class being conducted at Redding.

Members who are interested in attending this training program, please contact your District Office.

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### Fifth Annual Addiction Recovery Program (ARP, Inc.)

**Barbeque at Azure Acres**

**2264 Green Hill Rd.**

**Subsastopol, CA 95477**

**July 24th, 1988**

**Directions:**

Highway 116 to Sebastopol Turn left at Occidental Rd. At 2-1/2 miles turn right on Green Hill Road. At 8 mile turn left to Azure Acres.

**Fifth Annual Addiction Recovery Program (ARP, Inc.)**

Barbeque at Azure Acres

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### Annuity Plan gets IRS OK

(Continued from page 1)

were held in an escrow account, where they were essentially frozen.

With approval of the annuity plan, the Trust Fund is preparing a Summary Plan description booklet that will contain all the rules and regulations of the plan. Participants will receive a copy of the booklet as soon as it has been printed. Participants will also receive an annual statement that will provide detailed information on the participant's account.

"The value of the annuity plan is that it provides an excellent supplement to our Local 3 pension," Stapleton explained. "Whereas our pension provides excellent retirement benefits for those who obtain a minimum of 10 pension credits, the annuity plan provides immediate vesting to participants."

Participants can receive the annuity plan benefits:

- Upon retirement from the Pension Trust Fund,
- Upon receipt of a Social Security Disability Award,
- Six months after entitlement to State Unemployment benefits, or
- When a participant has worked less than 300 hours under a contract that provides for the annuity in any two consecutive calendar years.

"Now that the annuity plan is approved, our investment managers will have more flexibility to invest the funds where they will receive higher returns than they have been able to obtain while they were in escrow," Stapleton observed.

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

ARTICLE XII

ELECTIONS

Section 1. Eligibility.

(a) Officers other than the Business Manager: No Member shall be eligible for election, be elected nor hold office unless he shall have been a member con-


cisely in good standing in the Local Union for one (1) year preceding the month of nominations; and provided that no member shall be eligible for election, be elected nor hold office unless he shall also have been a member of the Local Union for two years immediately prior to election (subject to [e] below), and nominated by at least 1/10th of 1% of the Members of the Local Union and its Sub-Divisions (except the Registered Apprentice Subdivision), who are not suspended for non-payment of dues as of the last day of February preceding the election.

(b) Business Manager: No Member shall be eligible for election to, be elected to, nor hold the office of Business Manager unless he shall have been continuously in good standing in the Local Union for a period of two (2) years preceding the month of nominations (subject to [e] below); and nominated by at least 1/10th of 1% of the Members of the Local Union and its Sub-Divisions (except the Registered Apprentice Subdivision), who are not suspended for non-payment of dues as of the first nominating meeting, in the manner and form set out in Section 2, Nominations, of this Article. The 1/10th of 1% shall be 1/10th of 1% of the Members shown on the records of the Union as of the last day of February preceding the election.

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

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

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

No Member who is retired from work at the trade shall be elected to hold office in this Local Union. This restriction, however, shall not be applicable to any member who retired who, commencing in 1980, at least one (1) year prior to the month of nominations, has ceased to accept retirement benefits and has returned, or is continuously working and has returned, to full-time work at the trade.

In commencing in 1986, no member shall be eligible for election, be elected nor hold office who has not during the year, and commencing in 1996, in the case of one seeking the office of Business Manager, at least two (2) years immediately prior to the month of nominations, has ceased to accept retirement benefits and has returned, or is continuously working and is continuously working and has returned, to full-time work at the trade.

(e) If no Member fulfills the foregoing conditions of eligibility for a particular Office or Position, any Member currently in good standing in the Local Union, and otherwise eligible, shall, upon the filing of an Affidavit that he meets the requirements of Section 904 of the Labor Management Reporting and Disclosure Act of 1959 (P.L. 112 Section 11A of these Local Union By-Laws to be eligible to be nominated for and elected to, and to hold, that Office or Position.

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

(g) No Member retired from work at the trade shall be elected to hold office in this Local Union. This restriction, however, shall not be applicable to any member who retired who, commencing in 1980, at least one (1) year prior to the month of nominations, has ceased to accept retirement benefits and has returned, or is continuously working and has returned, to full-time work at the trade.

(h) In commencing in 1986, no member shall be eligible for election, be elected nor hold office who has not during the year, and commencing in 1996, in the case of one seeking the office of Business Manager, at least two (2) years immediately prior to the month of nominations, has ceased to accept retirement benefits and has returned, or is continuously working and has returned, to full-time work at the trade.

The following is the complete test of Article XII, Elections, of the Local Union Bylaws:
inations to the Recording- Corresponding Secretary who shall cause them to be delivered to the Secretary of the Election Committee.

(c) Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security No. and Register Number in the form following:

If by a single nominator:

**NOMINATION**

I hereby nominate

[Name]

(print Name)

[Social Security No.]

[Register No.]

[Signature]

For

[Office or Position]

We hereby nominate

[Name]

(print Name)

[Social Security No.]

[Register No.]

[Signature]

For

[Office or Position]

If by more than one nominator:

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

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

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

**DECLARATION OF NOMINEE**

The Undersigned states that he declines all nominations:

[(Name) (Signature) (Register No.) (Social Security No.) (Date)]

**ACCEPTANCE OF NOMINEE**

The Undersigned states that he will accept nomination for...

[(Name) (Signature) (Register No.) (Social Security No.) (Date) (PRINT Name)]

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

(1) All Members nominated who are more than one hundred (100) miles from San Francisco on the day prior to and the day of the Semi-Annual Meeting in San Francisco, shall be scheduled for voting for good cause, as are all who are more than one hundred (100) miles from their regular District Meetings the day before and the day of the Meeting. However, a Member nomination may be excused for this reason shall notify the Recording- Corresponding Secretary in writing, by letter or telegram, not later than (50) p.m. Local San Francisco Time, within five (5) days after such Meeting.

(2) The Election Committee shall be responsible for the conduct of the election, and specifically: for the pre-

(Continued on page 15)
Talking to Techs

By Frank Morales

Engineers News

Engineers the Land Surveyors Association and the Independent Technical Engineers Agreement will be open for wages and fringes only, on July 16, 1988. The first negotiation meeting has been set for June 3rd.

There have been two pre-negotiation meetings held, one in Sacramento and one in Santa Rosa. Both meetings were well attended.

At the Sacramento meeting, Bill Schneider presented Ken Hall with his 30 year pin. Ken is on the Sacramento Market Area Committee and attends all union meetings. He is an outstanding union member. Congratulations, Ken, on your long time membership with Local 73.

Work is starting to pick up, calls have been coming in and the out of work list is starting to go down. While talking to some of the employers, they tell me that a lot of their work will start in June.

Starting in August, the San Francisco Community College Labor Studies Program starts its Fall session. Its goals are to educate working people and union members by providing training in technical skills needed to exercise union and civic responsibilities in a rapidly changing society.

They will be offering information on employee job rights and protections, developing a broader understanding of the economic, political and social framework of labor management relations and providing an opportunity for individual growth.

Workers tell horror stories

(Continued from page 4)

City Councilman Jim Beall tries his hand as an Operating Engineer at the Highway 85 groundbreaking.

Groundbreaking for Hwy. 85

Groundbreaking ceremonies were held in late April for Highway 85 in Santa Clara County. The $438 million project is being funded by proceeds from Measure A, a half cent sales tax increase approved by the voters of Santa Clara County in 1984. County Supervisor and chairperson of the Santa Clara Traffic Authority Zoe Loergren was master of ceremonies. The new 18 mile freeway will run from Highway 101 near Bernal Road in south San Jose north to Stevens Creek Boulevard in Cupertino. It will cross Highway 17 north of Lark Avenue. The project is scheduled for completion in late 1992 or early 1993. San Jose City Councilman Jim Beall is pictured firing up the scrapper during the ceremonies.

City Councilman Jim Beall tries his hand as an Operating Engineer at the Highway 85 groundbreaking.

Pictured above are Amy Brunfenst, rod/chainsaw and Don Philips, Party Chief working in Danville.

Students who satisfactorily complete 21 units of courses in the Labor Studies Department will be awarded a Certificate in Labor Studies. This is a very good course, and I say this because I'm proud of my Certificate in Labor Studies. For additional information, call or write the Labor Studies Program, San Francisco Community College District; 33 Gough Street; San Francisco, CA 94103. The phone number is 415-239-3090.

Our deepest sympathy to the family and friends of departed brother Bill Labrasca, a 10 year member. Bill was employed by Industrial Testing International Inc. in Rancho Cordova at the time of his death.

front office of a grain elevator. A tremendous explosion destroyed the room he was in, setting fire to other persons nearby and killing three workers in the elevator.

Nearly buried alive

The 38-year old Herlyn fell amidst concrete and corn into the basement where he was trapped for three hours in an elevator. A tremendous explosion destroyed the building. Herlyn was buried alive amidst concrete and corn into the basement where he was trapped for three hours in an elevator.

Grain dust standard following three brought back to sweep floors. He testified. His left leg was severely fractured and his right leg was amputated. Ten weeks in the hospital were followed by extensive therapy. It was nearly a year before he was able to walk unaided.

OSHA began rulemaking on a grain dust standard following three fatal explosions during Christmas week 1977. Extended court action by unions and others resulted in OSHA's issuance last December of a rule severely watered down by the White House Office of Management & Budget.

• David Kellen, a meatpacker from Sioux Falls, S.D., has worked for John Morrell Co. for 17 years. In 1975, he was put on the hog kill line as a leaf land puller, ripping fat from the ribs cages of carcasses, a physically tough job. He had to grab the fat, twist his wrist 180 degrees and lift, like a weight lifter doing a curl, more than 1,300 times an hour. By 1978, he had carpal tunnel syndrome, an ailment that can cripple.

After surgery, he returned to work. A speed up pushed him to make more than 2,000 picks an hour. By 1985, his wrists were as bad as in 1978 and he was put on light duty. But "light duty" meant he had to scoop dry ice into boxes more than two times a shift. When his doctor said "no more scooping," Kellen was laid off, then brought back to sweep floors. He again faces surgery.

• Mary Wall tearfully told how her 19-year-old son, Martin Lawless, fell 30 feet to his death on Christmas Eve 1986 while working as an apprentice roofer on a General Motors plant in Farmington, Minnesota. His father was working only a few feet away and saw his son fall. Mrs. Wall told the committee her son had expressed concern about safety at the job site and had nearly fallen three weeks earlier.

Formal complaint

An officer of the Farmingham-Newton Building & Construction Trades Council had asked OSHA four days before the accident to inspect the site. OSHA told him to make a formal complaint in writing. He did so and it was being processed when Lawless died.

Senate hearings spotlight failure of OSHA enforcement

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Senate hearings on OSHA

(Continued from page 4)

the task force’s goals. A key item, Baroody noted, is the revision of the methods of compliance rule.

Both Mariton and Werner agreed that the changes sought by OMB would have permitted greater use of respirators in place of communication rule. Sen. Howard Delta Canvas, Galley, Porta-Potty, 165 Mercruisre, 10.

agreed that the changes sought by satisfied first, said Jennifer Silk, Kennedy (415)537-2594 8371 Noms Cyn Rd. Castro Valley,.

One big Wacker back hauler ramps steel Bed electric winch lots of recent FOR... Henry R repairs. $2,000. Bud Wells 124 Hermosa Oakland, CA 94618 lion, Vernon C. Voss, RO. Box 505, Lucerne CA 954585/88

runs good $4,800. 4 new radial tires mounted on 10 hole (ft weight weighs, 10 x 10 = 100. One tag sprayed with 15%" Corpo. Pad runs real good $350. Henry S. J., Woodworth Montara, CA. 65720 23- 2742 REG #191339 4/88

FOR SALE: Walnut Bdrm set French peru couch & chair (call to see.) Tires, carpet, linoleum. Roof air, back bdrm. $6,500. Both plete $150. 9 drawer dresser $25.00. 3 ladder back chairs

FOR SALE: Lincoln Welder: gas 225 onaw air cooled FOR SALE: 21 Ft LAYTON trailer. 1986 model. Used only

FOR SALE: 3 bdrm, 2 1/2 ba. 7 yrs old Full Olivehurst CA 4/88

FOR SALE: 1980 HOME 4-20 - in a beautiful adult posh in Concord. 2 BR, 2 bath & 2 living areas. Sale price $50,000. Joe NPR. Box 98, Concord, CA 94520 2/88

FOR SALE: 27 ft 5 Travel Trailer. Excellent condition. A

park in Concord, 2 BR, 2 bath Ig family & Ig. kitchen, Lg Liv-

FOR SALE: 279th Power wheel 5 trailer, King size bed, full size kitchen, 3 bdrm, air conditioned, generator, microwave, washer, 2X4. $2,000. Stone, 816-5015 2/88

FOR SALE: 208th Info Setv, Co. Sell or Trade covered wagon John guard, thermx heater 6000 BTU, very clean, built in vacuum B’que pit & much more on 2 acres of large pina A quiet

FOR SALE: 4-Plex on 6 1/4 taxed commercial 2 bls
college lot of hunting & fishing. $20,000. Lot at 300-5015 2/88

FOR SALE: Foresthill, CA 95631 (916) 367-2182 Reg. #1958910 4/88

FOR SALE: 2-Bikes, Mar’s Woman’s Early 20th, 3 Speed, Good condition. Each $40.00 David Fischer 54 Ninth Ave. San Jose, CA 95122 4/88

FOR SALE: 27 Fl Travel Trailer. Excellent condition. A

For the heavy summer tourist traffic. Major oil compa-

FOR SALE: 210th Info Setv, Co. Sell or Trade covered wagon John guard, thermx heater 6000 BTU, very clean, built in vacuum B’que pit & much more on 2 acres of large pina A quiet

FOR SALE: 26 Bm & A, Houses w/ basement, renovation m, good house, large shop & rm, centered driveway, 2 credited trailer spaces w/ . & water. 1 2/5 acre

FOR SALE: 4-Plex on 6 1/4 taxed commercial 2 bls
college lot of hunting & fishing. $20,000. Lot at 300-5015 2/88


FORESALE: 4-Plex on 6 1/4 taxed commercial 2 bls
college lot of hunting & fishing. $20,000. Lot at 300-5015 2/88

FOR SALE: Antique stationary gas engine, glue boxes, old farm equipment, old cars, many tools, old pumps, old tools, old wood working tools, etc. Contact: Robert E. 400 E. Railroad Ave. Concord, CA 94520 3/88

FOR SALE: 1980 SUBARU and 1968 Ford pick-up, camper shell eye

FOR SALE: 4-Plex on 6 1/4 taxed commercial 2 bls
college lot of hunting & fishing. $20,000. Lot at 300-5015 2/88

FOR SALE: 3 Antique tables & 2 end tables, hand carved center wood top, excellent condition, $150.00. Pickup by appointment. Patti 1541 Walnut St San Jose, CA (408) 292-1560

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FOR SALE: NISSAN VAN 22 seater air cooled service runs good $1,500. Ford 1-7-1/2 ton box truck for sale has ice cream chest box could sell electric truck with box of runs good. $2,000. Wells 7410 Bennett Degalle, Oakland, CA 4/88

FOR SALE: John Kamoku

Members Elected to serve on the Election Committee

The following brothers have been elected by their district memberships to serve on the Election Committee during the election of Officers and District Executive Board Members:

Dist. No. Individual

1 Lloyd Kurzt
2 Jack Vanlandingham
3 Albert B. McNamara
4 H.L. Spence
5 Larry Braden
6 Robert E. Lee
7 Robert O. Currie
8 William L. Shutt
9 Van Stevenson
10 Charles Billings
11 Henry M. Willese
12 John Kamoku

years of staff time.

OMB’s involvement in the standard-setting process has a “chilling effect” on OSHA staff who are

The same game is played in Philadelphia, hygienist John Barry

SETTELETS: 3 Antique tables & 2 end tables, hand carved center wood top, excellent condition, $150.00. Pickup by appointment. Patti 1541 Walnut St San Jose, CA (408) 292-1560

Union Bylaws (Continued from page 13)

the ballots. The observer may challenge the digital tabulation of each ballot. Each ballot shall be cast at a single sitting, pending any challenge or objection, and the loss of the ballot shall be sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

Section 5

(a) Every Member shall have the right to receive views and opinions, with respect to the candidates; provided, however, that no Member shall be elected to the Local Union, its Members, its Officers, District Members, any candidate, and all Members shall avoid all personal attacks or criticism, including the expression of view and opinions with respect to candidates.

(b) Any Member found guilty of violation of this Section 5 shall be subject to discipline in accordance with the applicable procedures of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in any addition to fine or suspension, be removed from the list of candidates. The Election Committee to determine their validity as promptly as possible.

Section 6

The Recording Correscor-

dent, upon request of any bona fide

date making such request does so in writing, advising the RecordingCorres-

Corresponding Secretary to express his views and opinions

the applicable procedures of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in any addition to fine or suspension, be removed from the list of candidates. The Election Committee to determine their validity as promptly as possible.

Section 7

Where any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the RecordingCorre-
As of press time the program, which chronicles the union's campaign to fight the nonunion element and save jobs for its members, has been shown in specially scheduled meetings in Santa Rosa, Vallejo, San Jose, Stockton, Marysville, Fresno, Oakland and Sacramento. Additional meetings are being scheduled as meeting halls become available and members will receive notice of meetings to be held in their area.

Members surveyed on deduction to expand fight against nonunion

(Continued from page 1)

72% of those who responded to the survey in favor. However, no one will have the 20 cents transferred from his or her account unless we have obtained a signed authorization card from them.

Stapleton said the authorization cards would be sent out to those working under the Master Construction Agreement the first week of June. "We hope everyone will choose to participate," Stapleton said. "Local 3 has worked hard to save jobs for our members. Our programs are working, but they cost a lot of money - more than the union can afford at the present time.

One of the most costly areas in the union has been in the use of attorneys to file lawsuits and other legal maneuvers designed to knock nonunion contractors off of construction projects.

"Most nonunion contractors are dirty," Stapleton explained. "That's how they survive, by cheating workers on wages and benefits or through some other dishonest means. Once we do the necessary investigative work, we're usually able to provide evidence that can be used against the employer in a court of law. Although this has been a very effective tool, it's also costly.

"Educating the public through radio and newspaper advertising campaigns has also got to be at the top of our agenda," Stapleton continued. Two years ago we embarked on the Local 3 radio campaign in selected areas. The project lacked the funds needed to be real- nonunion and protect our mem-

"This program was produced with the idea that members and their families need to become more aware of the fight we are up against with the nonunion and how they can play a vital part in helping us win the war," Stapleton said. "We are encouraging members to bring their spouses to view the pro-

members of the public on the positive role years. We can see no other way to

...if we are going to win this fight against the nonunion and protect our members' jobs, we're going to need the money over the next couple of years. We can see no other way to do the job.

According to the IRS, "For tax years beginning after 1986, most miscellaneous itemized deductions (including 'union dues and fees') are subject to a 2% limit. The amount deductible is limited to the total of these miscellaneous deductions that is more than 2% of the adjusted gross income."

Stapleton said that all members who participate in the 20-ct annual hour program will receive an annual statement showing how much money was contributed the previous year from the Vacation and Holiday Pay Plan under this program would be deductible as union dues.

"This 20-cent an hour program is vital to the success of our campaign against the nonunion," Stapleton stressed. "We have no inten-

South

"It was our hope to have at least one initial viewing of the program in each district before the work season kicks into high gear," Sta-

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