



Engineers News

VOL. 47, NO. 4

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

MAY 1989

End of era

South Bay quarry closes, but operator's legacy will live on.
(Page 10 & 11)



Semi-Annual Meeting

Recording-Corresponding Secretary William M. Markus has announced that the next semi-annual meeting of the membership will be held on Saturday, July 8, 1989, at 1:00 p.m. at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, Ca.

A question of balance

New bridge on Potato Slough tests operator's skills.
(Page 5)



A look at labor in Sweden

(Editor's Note: At the invitation of the Swedish Embassy and the Swedish Trade Union Confederation (LO), Managing Editor James Earp was one of four labor editors from the United States to travel to Sweden last month at their expense to learn first hand how the labor movement functions in a nation known for its progressive trade unions. Beginning on page 2 is the first in a two part series which shows how Sweden uses a very different strategy to deal with economic problems that are similar to ours.)



Over 35,000 trade union members and their families gather on May 1st in Stockholm, Sweden to celebrate the 100th anniversary of the Social Democratic Party. It's ironic that the First of May, which commemorates the 1886 Haymarket Riot in Chicago where seven policemen and four workers were killed at a labor demonstration, is widely celebrated throughout Europe as a holiday for working people, yet it is not observed in the United States.



FOR THE

Good & Welfare

By Tom Stapleton
Business Manager

(Editor's Note: The following article appears courtesy of Steelabor, official publication of the United Steelworkers of America.)

For 20 years Marty Levitt was a union-buster, a consultant hired by companies to run campaigns against union organizing efforts. Then Levitt took a good look at his profession. Today, Levitt is a union-buster-buster, campaigning to expose what he describes as "a very dirty business."

Levitt has written a book about union-busting which is to be published in 1989. In October he described the business to USWA organizers at a seminar in Columbia, S.C., and to potential USWA members at a union organizing meeting in Reading, Pa.

"The common thread in the campaign against you is fear and intimidation," Levitt said.

Asked what management fears most, Levitt answered: "What the employer fears most is that you'll stay united, that you'll stay tough."

Describing the tactics he used during about 200 anti-union campaigns, Levitt said that his front-line attack was made by supervisors and foremen, whose jobs were on the line if they didn't produce.

In daily meetings with individual supervisors, Levitt went over charts listing information on each worker. "Every time I'd interview a supervisor I'd rate you (each worker) a plus (anti-union), question mark, or minus (pro-union)."

Periodically and at the campaign's end, Levitt met with the company's top brass and assessed each supervisor's effectiveness. "If they weren't out there hard-charging, they weren't doing their job."

In fact, Levitt said, most supervisors "didn't want to do what I asked them to do, but they had no choice."

Describing other tactics, Levitt said that in letters to employees, he threw in a lot of zingers, "hoping to anger union workers. 'That was part of my design-to get them defensive, to get them to react to what I was throwing at them, so we could get off the central issues that were facing you.'"

Among his favorite targets were authorizations cards—"it's a blank check I bet you can't get it back"; union dues—"all they're in business for is money"; and the union's constitution and bylaws—"they can bring you to trial, they can fine you."

"And boy, would I try to contaminate house visits. I'd warn that you're going to be bothered at your homes, your privacy is going to be invaded. But you don't have to let them in your house, you can throw them off your property if you want. And on and on and on."

What made Levitt quit union-busting?

After campaigns, Levitt said, "I started calling the first-line supervisors, the foremen, the people I mercilessly worked over in the campaign. And the horror stories I got, of brutality, of fatalities, of employees being discharged, about retraction of hope that benefits and other areas would improve, about the discharge of supervisors who weren't as effective as they should have been in nine out of ten of those campaigns, there were people being taken advantage of."

"What the employer fears most is that you'll stay united, that you'll stay tough.."

Sweden: land where the sun always shines on labor

By James Earp, Managing Editor

As a first time traveller to Sweden, there were a number of things that had an immediate impact upon me. First was the beautiful blonde Pan Am employee that greeted us as we passed through customs. A good friend who directs the communications department of one of the United States' largest international unions recently told me how he had grown tired of seeing so many blonde women after spending a month in Sweden. I told him I hadn't experienced that problem during my stay.

More significant was the apparent absence of poverty. Like any red blooded American, I had always been sceptical of reports that there were actually a few countries—Sweden being one of them—that enjoyed a higher standard of living than the U.S. Our group did considerable traveling during our brief stay. Nowhere did I see the slums or even the run down neighborhoods and growing numbers of the homeless that can be found here in the U.S.

What I did see was the obvious pride the Swedes take in keeping their country beautiful. San Francisco may well be the most enchanting city in the United States, but I would hate to pit it in a contest against Stockholm. Perhaps Mayor Mats Hult of Stockholm stated it best: "We have a housing shortage in Stockholm. We have financial difficulties. We have our share of problems. But when I meet with leaders of other cities, I feel that we have no problems."

To be fair, one should not lose sight of the fact that the entire nation of Sweden contains only 8.4 million people in an area roughly equivalent to California, Oregon and Washington. It's a lot easier to adjust an economy of that size than one like ours with a population well over the 200 million mark. Nevertheless, you can't visit Sweden and come away without a feeling that they're doing something right.

I went to Sweden with my share of preconceived notions. The idea of a socialist welfare state conjured up a vision of an economy mostly owned and operated by the government, filled with people who had a guaranteed income whether they worked or not (and were therefore probably not very productive) and a tax system that sucked the incentive out of anyone who might have a desire to get ahead in life.

I was happily wrong on nearly every count. What I did find was a country that has somehow managed to have virtually no unemployment, yet maintain an average inflation rate of about six percent. It's a nation that has 90 percent private ownership of its companies. It is essentially a right-to-work nation in that there are practically no union security clauses in its collective bargaining agreements, yet over 90 percent of the workforce is organized.

Yes, their taxes are high—perhaps the highest in the world—but the money goes back to working people in the form of excellent health care,

national pension and social security benefits, unemployment compensation that pays 90 percent of a worker's wage rate, low cost public transportation, government-assisted housing and much more. The net result is a redistribution of

income that produces a high overall standard of living.

Despite the tax structure, nearly half the households in Stockholm own a boat. Many families in the cities own a vacation home on the coast and most employ-

ees get at least five weeks of vacation a year—from the first year of employment.

Caring for the environment ranks high on Sweden's list of priorities. But what impressed me most was that "environment" in Sweden doesn't seem to be limited to rivers, lakes and other natural resources. To them, environment also encompasses the way they work, live and play. It's part of a prevailing attitude that people are Sweden's most valuable resource. Their politicians, their unions and even their employers devote a great deal of time and energy to improve the quality of life.

The Swedish Trade Union Confederation
(Continued on page 20)

Engineers News



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Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 474 Valencia St., San Francisco, CA 94103. Second Class Postage Paid at San Francisco, CA. Engineers News is sent to all members of Operating Engineers Local in good standing. Subscription price is \$6 per year. POSTMASTER: Send address changes to Engineers News, 474 Valencia St., San Francisco, CA 94103.

Operator's son honored in Ukiah for rescue attempt

When a friend came rushing inside saying that a child had just been hurt in an automobile accident, Dondi Miller knew exactly what to do.

After pushing his way through the crowd, Miller, the 18-year old son of Local 3 member Jim Miller, checked the child's vital signs. Anthony Bettega, age 3 had a strong pulse but was not breathing. Drawing on his experience as a nursing assistant student Miller began to administer mouth-to-mouth resuscitation.

"These grownups surrounding the child on the street were doing nothing because they were so frightened," said Joan Pacini, a registered nurse and Miller's nursing instructor at Ukiah High School. "He just bombed through the crowd and said, 'Stand back everyone. I'm a nursing assistant,' and he just took over," Pacini said.

While Dennis Peterson, a fellow student, was calling 911 for emergency assistance, Miller remained on the scene administering aid.

"He wasn't breathing, so I had to breathe for him," Miller said. For ten long minutes Miller kept Anthony Bettega, the victim of a hit-and-run accident, alive. Finally an ambulance crew arrived and took Bettega to the hospital. Tragically, he died a short time later.

But as far as the city of Ukiah was concerned, Bettega's death did not diminish the heroism that Miller displayed in trying to save him. On May 9, the Mendocino County Board of Supervisors and the California Highway Patrol honored Miller for his courageous act.

"You have shown great concern for your fellow citizen and are a credit to your community," read the Highway Patrol's certificate of commendation. The Highway Patrol's high opinion of Miller is shared by Pacini, his instructor, who characterized his classroom performance as "inspiring."

"He inspires everyone to take risks and to set goals," she said.

While others found his performance exceptional, Miller took it all in stride. At the Board of Supervisors' meeting he made a point of introducing, one by one, the other students in his nursing class. Miller doesn't buy the popular notion that young people these days only think about themselves.

"There are students at the high school who do care for other



Local 3 member Jim Miller (right) and his wife Gladys proudly display public service awards presented by Mendocino County Board of Supervisors and the California Highway Patrol to their son, Dondi, for his attempt to rescue a hit-and-run victim.

people and will go out of their way to help if it's necessary. I think it's great that they will do that . . . because the more there are people out there who care and will help people who are in a bad situation the better it is," Miller said.

Miller's parents are understandably proud of their son, not simply for this one heroic act, but because of the maturity with which he approaches life in general. In addition to excelling as a student, Miller devotes several hours each week to caring for two

people with Down's Syndrome, his father said, noting "That in itself tells you what kind of person Dondi is."

When he graduates from high school Miller plans to attend Mendocino Community College with an eye toward eventually going to medical school. If he succeeds in his ambition of becoming a doctor, it is doubtful that Miller will have an opportunity to follow in his father's footsteps and belong to a union. But Miller understands and appreciates the role that the union has played in

the life of his family.

"I think the union's great because it shows how a group of people will stick together and do what's best for themselves. And the community benefits from what they're doing," Miller said. Membership in a union, he said, is a sign that workers "will get top pay for what they are doing and they do the best job they can."

Clearly Dondi Miller is one young man who has learned the importance of doing the best that he can.

San Jose hosts Union-Industries Show

Local 3 will put heavy equipment on display in San Jose on June 9-12 at the AFL-CIO Union-Industries Show.

This year's show, the 44th in a series dating from 1938, will be held at the new San Jose Convention Center. Local 3 members and their families can gain free admission by presenting the coupon on this page.

"The response of AFL-CIO unions throughout the Bay area is unprecedented," stated Jack Lutz, manager of the annual salute to America's union workers. "It is fitting testimony to the vitality of organized labor in northern California."

Many of the 300 plus exhibits will feature exciting demonstrations of American union-made products and services:

- The national AFL-CIO exhibit will set the tone for the San

Jose show by presenting a pictorial history of organized labor in the Santa Clara Valley from the 1930s till today.

- IBEW Local 22, with the cooperation of Bay Area television stations, will demonstrate the making of the nightly news.

Among the estimated \$100,000 in American union-made products and services that will be given away during the show's four-day run will be a \$10,000 Harley-Davidson motorcycle (Allied Industrial Workers).

Directions to the new San Jose Convention center:

- Off I-280: Bird Ave. exit to San Carlos St., turn right, go four blocks. turn right on Market St. Parking garage entrance on right.

- Off US 101: Guadalupe Pkwy. exit, continue for four miles toward downtown. Exit at Park Ave., turn left onto Park Ave. Go two blocks, turn right onto Market St. Go two

blocks to convention center Parking garage entrance on right.

For more information call 408-295-9600. Show hours are 1 p.m.-10 p.m., June 9, 10, 11 and 11 a.m.-7 p.m., June 12.

Admit one IUOE Local 3 family

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JUNE 9-12, 1989

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- ★ GLASSBLOWING
- ★ CAKE DECORATING
- ★ HAIR STYLING
- ★ MANY MORE LIVE DEMONSTRATIONS

Get Your Tickets Now

We have received hundreds of calls from members responding to last month's ad announcing Local 3's 50th anniversary celebration to take place on Sunday, July 9 at Marine World Africa U.S.A. Well, we now have the tickets in hand. Simply fill out the form below and mail to the address indicated and your tickets will be mailed to you promptly. It's as easy as that.

For those who didn't see the ad or have a short memory, here's a little reminder about what's going on.

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

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

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



Registration Form: Fill out this form completely. Be sure to indicate how many adult and/or children's tickets you want. Send the form and check for the correct amount to the address listed below. Your tickets will be mailed to you. Registration deadline is Monday, June 26, 1989. This special offer is valid only to Local 3 members and their families (including grandchildren). Season ticket holders and charter members receive no additional discount with this offer.

Member's Name _____ Soc. Sec. # _____ - _____ - _____

Street _____ City _____ State _____ Zip _____

Telephone (_____) _____

No. of Children's Tickets _____ @ \$9.00 each: \$ _____

No. of Adult Tickets _____ @ \$12.00 each: \$ _____

Total Ticket Price \$ _____

**Mail to: Public Relations Dept.
Operating Engineers Local 3
474 Valencia St.
San Francisco, CA 94103**

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

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

Marine World Africa USA

Our 50th Anniversary Celebration

A question of balance. . .

Putting a new bridge across Potato Slough near Stockton, Ca. will be no piece of cake. It will require precision and care, the sort of skills that members of Local 3 can bring to the job.

"It's going to be a slow, demanding project," said Mario "Mo" Dumlao, business rep. for Local 3. "It's a swivel bridge and everything's got to be poured in balance. If they're going to pour a ton on this side, they've got to pour a ton on that side."

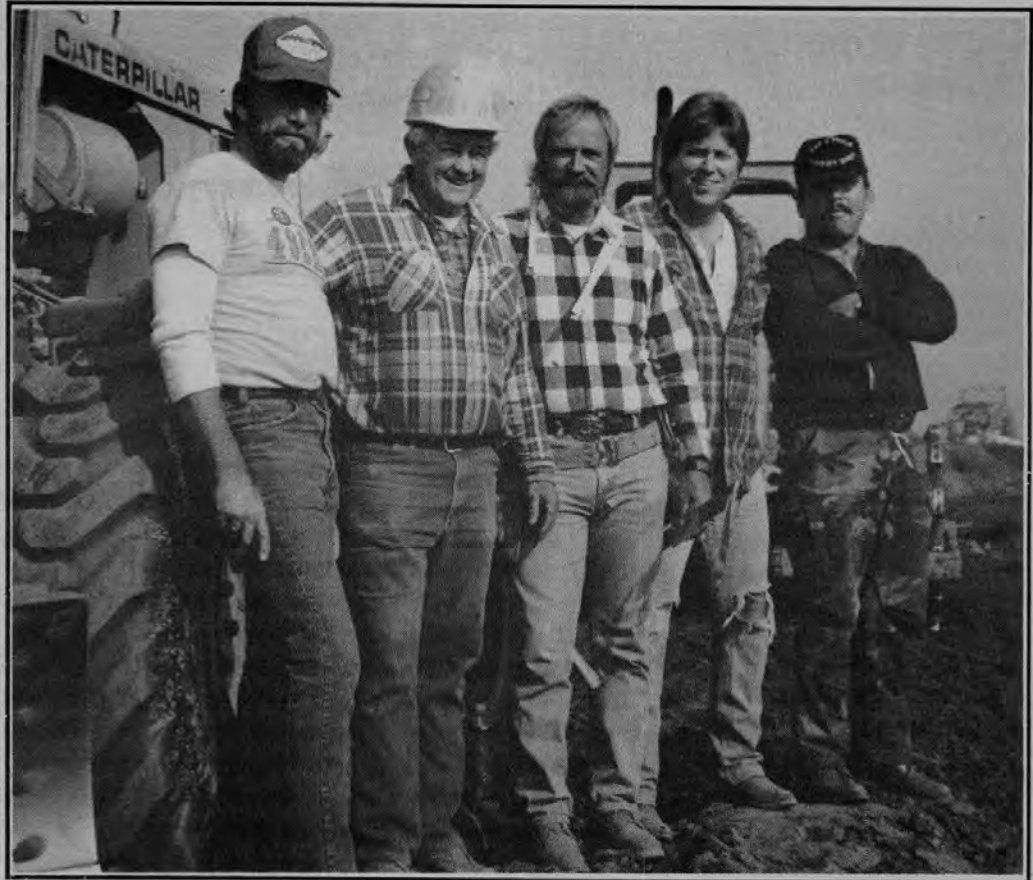
The total bridge structure measures 3,000 feet, with a 360-foot span. The top part of the structure will be structural steel, with a light-weight concrete deck which will be hydraulically and electrically activated. The completed struc-

ture will swivel 90 degrees to allow boat traffic through.

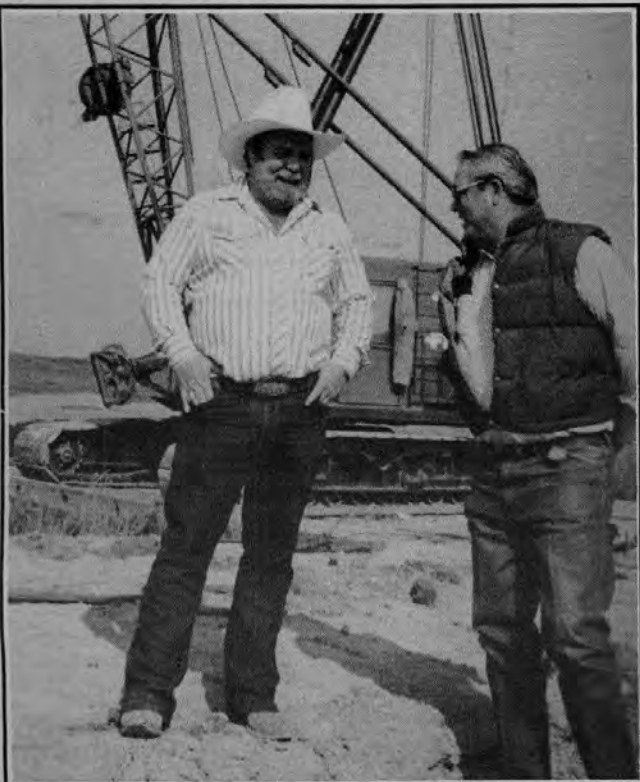
During the spring the job has kept about four engineers busy. Once the three-year project gets fully underway, about ten engineers will be working.

The contractor on this CalTrans project is MCM. Project Manager Carl Carter had one word to describe the old structure that is being replaced: "Dilapidated."

Right now Local 3 surveyors are laying out the center supports for the bridge, staying one step ahead of the 75-ton rig that is putting in the footings. Three years from now it will be a modern efficient bridge, another example of how Local 3 members are building a better California.



Dirt spreaders (above, from left) Tim Meyer, eight years, Wayne Duncan, twenty-eight years, Larry Norris, sixteen years (foreman), Dave Watson, two months and E. S. Santos, six years, help prepare the site. At right, B. J. Wright, a 38-year member of Local 3, operates the 75-ton rig putting in footings. Operating a mud cat (below) is Local 3 member Jane Lea. Below left, MCM project manager Carl Carter (left) confers with Local 3 Business Rep. Mo Dumlao. Pictured left, Bob Sage (left) and Michael Tietz, surveyors for Tekton from Redding, lay out the center supports for the bridge. Sage's Lietz Set 2 "total station" comes equipped with a computer keyboard that measures distances and determines angles.



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(Continued on page 18)

FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefit Director

Important changes in your H&W Plan

Attention all participants covered by Schedule A or Schedule B of the Operating Engineers Health and Welfare Trust Fund—if you should have any questions about the important changes in

your health and welfare plan effective May 1, 1989, be sure to contact the Trust Fund Office or the Fringe Benefit Center, where the staff will be pleased to assist you.

In answer to a few questions raised so far, the \$100 individual/\$300 family deductible applies to comprehensive medical benefits. The deductible does not apply to Supplemental Mental Health Benefit, Physical Exami-

nation Benefit or Chemical Dependency Treatment Benefit. Hospital Benefits—co-payments apply per disability, the same as they did prior to May 1, 1989. Medical Benefits co-payments apply per calendar year.

Use Contract Labs

The Operating Engineers Health and Welfare Trust Fund (No. CA.) and the Pensioned Operating Engineers Health and Welfare Trust Fund have saved money by setting up the Cost Containment Program—(1) hospital contracts, (2) physician contracts, and (3) laboratory, x-ray, radiology contracts.

The labs, x-ray, radiology part of the Program can be the easiest one of the three to use. But it takes effort by you and your family. Contract labs are not being used as much as they could be, so savings to the Plan and to you are not as high as they might be.

Please remember—when you or your family member go to a doctor's office, even if the doctor is not a Contract doctor, tell the doctor and staff that you have a Contract lab program, and request they use a Contract lab. To make it easier for you and your doctor's office, give them the list of Contract labs and ask them to keep it on file.

The Contract labs are conveniently located, many in fact very near the non-contract labs for which claims are currently being submitted!

So let's work together on this. Use Contract labs whenever possible to realize maximum savings for both the Plan and you.

If you have any questions about the Contract labs, or any part of the Cost Containment Program, feel free to contact the Trust Fund Office or the Fringe

(Continued on page 18)

TEACHING TECHS

By Art McArdle, Administrator

Apprentices: get the training you have coming

Apprentices help your program—be sure your employers are giving you the training agreed to in the NCSJAC Standards. The NCSJAC is to furnish supplemental and related training, and the employer, by agreement in our standards, furnishes diversified experience and training on the job. The employers are to see that all apprentices are trained under the immediate supervision of qualified personnel who will devote the necessary time and interest to the *apprentice's training*. You, as an apprentice, will attend related training classes at one of the classroom locations or through correspondence instruction. This is done in conjunction with your on the job training and is also specified by NCSJAC Standards.

Most apprentices and journeyman upgrade students are aware that we are continually upgrading our curricula. For newer apprentices and journeyman upgrade students we want to be sure they understand how this affects their book ordering process. Book orders should be for the period to be studied and when completed the next period

should be ordered. Some students want to order the whole program at once; however, the curricula may change before they start their studies in a particular period. For example, periods three, four, seven and eight are in the process of being upgraded. To do a proper job of upgrading it takes time, so no immediate change in any of the periods will be done overnight, but these changes are in the works. Ordering the material only for the current period to be studied will cut down your financial outlay and keep you more on track with our ever changing industry.

IN addition to the above, we have a new curricula committee for the NCSJAC. This committee will make suggestions and oversee the material that makes up our curricula. The chairman of the committee is Frank Morales, who most of you know is the director for Technical Engineers for Operating Engineers Local 3. The other members are John Toney, San Jose's Local 3 technical engineers representative, Dennis Curtin, a senior engineer for Creegan & D'Angelo's Pleasanton Office and Dave Craveli, field

crew coordinator for Sandis and Associated of Mountain View. The NCSJAC knows how busy all of these individuals are and appreciates their interest, time and effort in assisting the NCSJAC in its ongoing curricula needs.

By all indications the last few rains have helped our construction outlook for 1989. We are always looking ahead to determine work load and apprentice needs. With 1989 a good year, 1990 could be a slight bit slower. For those individuals that have been around the construction industry for a few years there is a pattern. Several good years means a slow one or two. If 1989 is as good as it looks now, there should be some overtime—this overtime money should be shelved in anticipation of winter needs and a possible slow construction season.

The signs of the times also tells us we need to be more aware of how our politicians affect our livelihood. We cannot just sit back and think everyone is going to do our work for us.

We need to attend local council, planning commission, union

(Continued on page 19)



Granite crew makes leak proof pond to store chemical waste

Proper disposal of toxic waste has become big business in California. Chem Waste Management in Kettleman City has such a high volume of business, it has had to expand its facilities to meet the demand.

Under the skilled hands of Local 3 operators working for Granite Construction, finishing touches are being put on a new 100 percent leak proof toxic waste pond at the Chem Waste site.

Granite crews worked 10-hour shifts, six to seven days a week since last August to excavate the



Pictured above is the Granite Construction crew working on the new Chem Waste holding pond. Pictured upper left are Business Agent Monty Montgomery and Granite Superintendent Dan Ball.

site and carefully construct the base of the pond. Huge strips of geosynthetic plastic are welded together and 100 percent vacuum tested to spot potential leaks. This material is then placed in multiple layers of clay and gravel to form a base that is supposed to hold the toxic material forever. When the pond is filled, it will be capped with the same kind of layering.



An impervious lining of clay, gravel and geosynthetic plastic will form the base of the new holding pond.

Work in downtown Sacramento going strong

The rain has finally stopped, and members are going back to work. R. C. Collet's mechanics have moved from their old shop in Woodland to a new shop in Rio Linda, but their office is still in Woodland. Collet has been trying to work, but it's been on and off. They're looking forward to spring so everybody can get back to work.

Downtown Sacramento is going real strong with Rudolph & Sletten still working on the library. They have about eight more months work to go on it. Campbell Construction is just getting off the ground with their 24-story building, which will keep three members going for about a year.

Teichert's rock crushing plant in Sacramento has gone back to working two shifts after completing winter repairs. They are looking forward to a real good year.

Teichert Construction has a few jobs to clean up from last

year in Elk Grove and up off Elverta. They also have some new jobs on the books. They purchased some new iron, so that's a good sign that they have the work.

RMC Lonestar's rock crushing plant is working two shifts and has started a graveyard repair shift in order to keep up with repairs on the plant.

Contract negotiations have been completed with Henningsen & Sons' ready mix plant in Placerville. We were able to get a modest increase for 1989 with the Agreement open in 1990 and 1991 for wages and/or fringe benefit increases.

We are in negotiations with Rancho Murieta Association, and we hope to get a satisfactory settlement with them.

Joe Vicini was the low bidder on the \$3 million Sutter Mills School, and Hardrock was the low bidder on Highway 49 near Coloma for \$1.83 million.

Granite Construction has been working all winter in their shop getting ready for spring. Like Teichert, they have work in Elk Grove to clean up and new work to do. Granite has a \$3 million job in Folsom, which will keep a few members going for about five months.

Lund Construction was real slow in their shop this year. They have some work left over from last year that will take a few months to clean up and some new work that they just picked up that will keep their people working for the rest of the year and then some.

Delta Construction has a few jobs, but they're waiting for things to dry out so they can get back to them. They opened one job before the rains came and this made it worse. They need some good north winds.

Kiewit Pacific was the low bidder on the reservoir and water treatment plant in Pollock Pines

at \$7,251,571, and Azteca Construction of Sacramento will do the paving. This should keep some members working for about 1-1/2 years on site work and paving.

Our dispatcher, Andy, asked me to mention that we now have four Out-Of-Work lists for the Sacramento district: Area 1 - work in the valley; Area 2 - work in the mountains; Area 7 - addendum work, and Area 8 - hazardous material work (provided you're certified). Anyone interested in taking the hazardous material class should call Dave Young at 916/383-8480.

Andy would like to remind everybody to renew your registration on the Out-Of-Work list before your 84 days are up. When you go back to work, please call him to get your name taken off the list.

*By Hugh Rogan
Business Representative*

NEWS FROM THE DISTRICTS

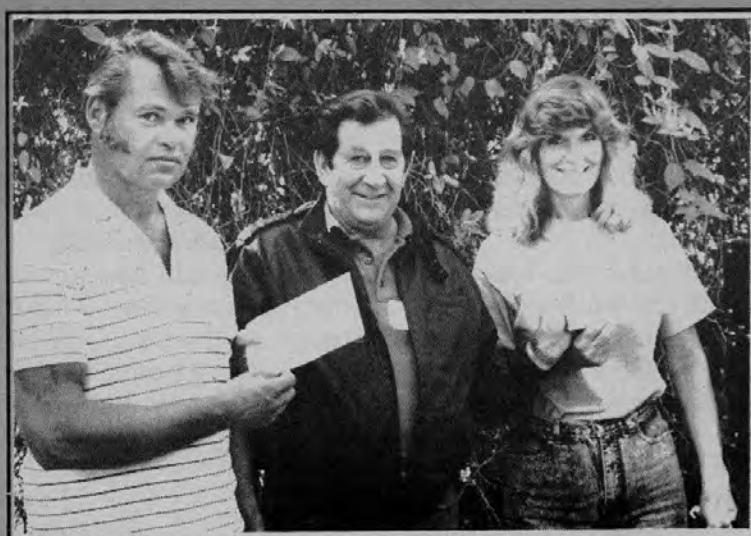
Merriment in Marysville



...picnic prompts
food, fun & frolic



Winners of Oakland A's tickets at the Marysville picnic raffle (below left) are Glen Moore, left, and Sherry Larson, right, with Local 3 Rec.-Corres. Secretary William Markus. Local 3 belt buckles and other prizes were also raffled off during the day by District Rep. Darell Steele.



NEWS FROM THE DISTRICTS

Marysville goes to work

The work picture in the Marysville District is starting to pick up. Ghilotti Bros. are back to work on Hwy. 20 in Colusa County and should finish things up this week. Madonna Construction is doing the overlay portion of Hwy. 20 and should finish that project and move on to the project in Yuba City by the end of this month.

Jaeger Construction and Baldwin Contracting have started back up on the sewer line and street improvement project in Yuba City and are also in full swing on the Belza College View Subdivision in Linda. Jaeger also has some work at the north end of Yuba City which will start up again this week. Baldwin Contracting was low bidder on the Highway 70/99 project near East Nicolaus for \$1,693,000 and will start this job next week.

Hood Corp. and ARB Construction have moved into the area to do some work for PG&E on Franklin Ave. in Yuba City.

Pacific Western from Fresno was low bidder on some road repair work in Sutter County at various locations and started this work last week.

R.J.T. Construction from Auburn was low bidder on the Yuba City Police Facility. Jaeger Construction has moved in to start the underground, with Baldwin doing the site work.

This year's picnic was, the best that Marysville has ever had. I want to thank the volunteers who spent many hours helping with the picnic. I also want to thank the many people who made donations towards this event. I hope that everyone enjoyed themselves.

*Dan Mostats
Business Rep*

After just six weeks, the staff of the Marysville District Office has taken pictures of 48 retirees as they came into the hall on business. The pictures are on display on the Retiree's Bulletin Board in the Marysville Hall. Congratulations to the Marysville office staff (from left) Lucia Johnson, Bing Pennington and Barbara Siegel on this creative project.



Material Agreement ratified

We are glad to announce that the Material Producers Agreement has been ratified in the Marysville area, as we had to settle for a freeze with some strong incentives to organize our competitors. We have also agreed with the Material Producers to implement a productivity enhancement program which will allow the employees to offer ideas and suggestions to management through monthly meetings to increase production and decrease costs.

Larry Edginton is the facilitator of this program, and the Baldwin employees elected to serve are Maurice Herlax and Steve Fox from the Chico area, and Don Louderback, Harry Holland and Vic Baker from the Oroville-Marysville area. The committee for Robinson Construction has not been elected yet.

President Don Doser and I have been meeting with Jason Baker for the past four months trying to convince him to sign an agreement for his construction division. I would like to announce that he has signed, and many thanks to Don for making that happen.

Our Volunteer Organizing Committee meetings are still being held on the 2nd and 4th Mondays in the Marysville area and the 2nd and 4th Tuesday in the Chico area.

Now that some of the hard-line negotiations and ratifications meetings are behind us we will pick up the intensity of our V.O.C. activities, as well as working jointly with management in an all-out effort to organize our competition.

I would like to thank everyone for the great turnout at our Marysville Picnic. We had a great time and plenty of good food, drinks, and music.

A special thanks goes to my entire office staff (Lucy, Barbara, Bing and Dan) along with our Grievance Committeemen Bill Hodges, Bob Barber, Glen Moore and Gene Garewal for their help in putting it on.

A reminder to all our retirees: when you come into our office, be wearing a smile, because Bing will be taking your picture to put on our retirees' Bulletin Board. Just a little personal touch, thanks to Bing and Lucy.

*Darell Steele
District Rep.*

Dredging work picks up

Dredging is starting to pick up a bit.

Smith/Rice is going on a \$3.2. million lake modification and fishing pier construction job in Monterey. This job will run approximately two years.

Western is still planning their rig for the Sacramento deep water channel job. This is the first phase of this job.

Mason is doing a small channel job in Richmond. Dutra finished their job in Petaluma and also in Mare Island. Great Lakes Dredge finished in Hunter's Point Shipyard and will return at a later date for a bit more work.

There are a lot of small bids on hold due to dump sites problems. No one will commit to where to dump! In the future there will be hearings regarding the dump sites. I will try to attend these hearings to report the information.

The Santa Cruz maintenance job is still going as of this date. I am in the pro-

cess of visiting all the crew shifts that I am aware of. We are getting together with Great Lakes and maybe the W.D.A. regarding an agreement. Let's hope it works out for us.

There is a lot of small pier work in San Francisco with some pile and electric work. In Rio Vista the deep water channel job was delayed as the dredge hands had to get a barge ready to send up to Alaska as soon as possible.

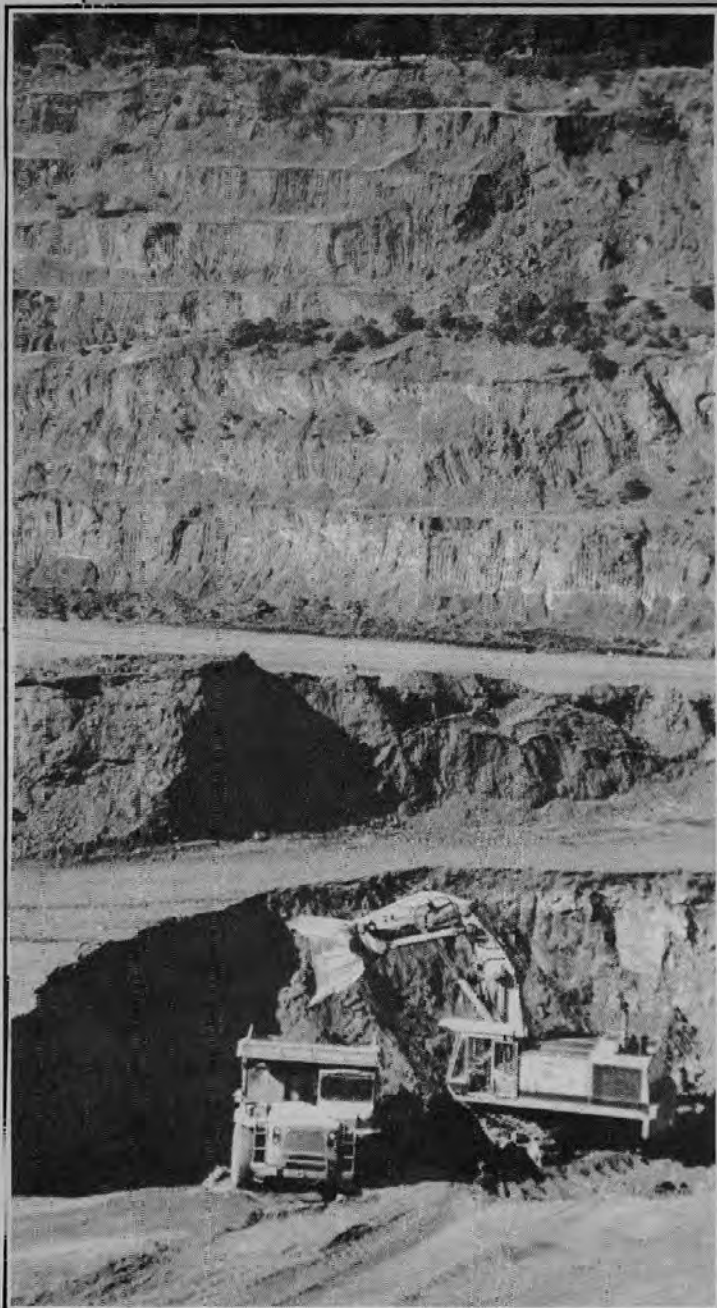
Shipyard work is slow with the government closing some installations. This may affect ship repair. Also yards may be closing and layoffs will occur. The loss of the Missouri and its support ships is a disaster for the ship repair industry in the Bay Area. This will not help us stay organized as the small ship repair will be up for grabs: cheap labor and weaker working conditions.

*William Doresteyn
Dredge Rep.*

End of era



Above, from left, Local 3 members Mud Carlotta (42 years in the union), Bill Brumley (18 years), Mark Gallagher (9 years), Joe Mendez (2 years), Louis Carlotta (11 years) and Chris Carlotta (1 year).



Deep cuts into the earth (left) at Patton Bros. quarry reveal 50 years of activity by operating engineers. Taking a break from the shoveling are (above, from left) Ron Rhodes, operator, 21 years in the union, and Ralph Avila, oiler, 30 years in the union. Lanny Stover (right), plant operator and 7-year member of Local 3, stands at the control panel of the crusher plant (far right).

For Mud Carlotta and a lot of other members of Operating Engineers Local 3 it will be the end of an era when Patton Bros. closes its quarry operation near San Jose, Calif. this month.

Carlotta, a member of Local 3 for 42 years, remembers when it was Neary Quarry, opened up by George Neary, Sr. in 1939. He remembers when George, Jr. took the operation over in 1956. And he remembers when Patton Bros. took it over 14 years ago in 1975.

But today the quarry seems to have outlived its usefulness, and is apparently destined to give way to housing tracts.

"This valley is all built up," said Carlotta. The demand for the gravel products that the quarry produces has begun to dry up, he maintains, and the facility which once employed as many as 20 operating engineers at its peak now employs just 12 to 15.

These remaining operators know their work well. Their raw material is the rock in the hillside around them and in the ground beneath their feet. Their finished product is the gravel of various sizes used as base-rock for highways, parking lots and other structures.

Ron Rhodes, a Local 3 member for 21 years, operates the shovel that gathers up the rock. His oiler, Ralph Avila, has been a Local 3 member since 1959. A Teamster trucks the rock a short distance to the on-site crushing

plant, Local 3. The cr... rock d... and it... into v... tem c... screens... his oile... plant h... since 1... ment o...

"It p... Stover. ly. The... ing en... spot tr... clogs t... the sh... operat... times e... in the... ken d... Knowin... lems a... prompt... job int... Quam.

Thro... is tran... of grav... cheape... the be... gravel, expens... base a... ings. T... as "qua...

"Fin... Carlott... fines i... "howev...



Story & photos by Eric Wolfe

a for quarry workers

operated by seven-year member Lanny Stover. Crushing plant breaks the rock into smaller pieces and also separates the rock into various sizes through a system of conveyor belts and screens. According to Stover and Lanny, Clint Quam, the present operator, has been in operation only since 1986 and is a vast improvement over the previous plant.

"Practically runs itself," said Stover. Practically, but not entirely. The trained eye of the operator is still required to double-check. When wet material gets on the crusher, or backs up in the chutes causing spillage, the operator must dig it out. Some oversized rocks get caught in the crusher and must be broken down with a jack-hammer. Knowing how to anticipate problems and head them off with the right action is what makes this a rewarding job for Stover and

though their efforts, raw rock is transformed into three grades of gravel. Class three gravel, the finest grade, is used in laying base for roads. Class two is slightly smaller and more uniform, is also used as a road base. The third class is referred to as "quarry fines."

"These are the binder," explains Stover. The operators can mix these with the other classes of gravel we want" to create the

desired mix of gravel.

Although fines are sometimes referred to as "quarry waste," it is a type of waste that is in high demand, not only as a binder, but also as ground-covering for garden centers and horse stalls.

"We've had very few complaints about the quality of the product," said Stover, who, like the other operators here, clearly takes pride in his work. The goals of the workforce at the quarry, according to Stover, are 1) safety, 2) quality of product, 3) quantity of product, and 4) maintenance of the machines.

"When I go to the store to get a bag of cement I want a good bag of cement," said Stover. The quarry's customers have the same expectation, Stover said, and at Patton Bros. Quarry those expectations are met.

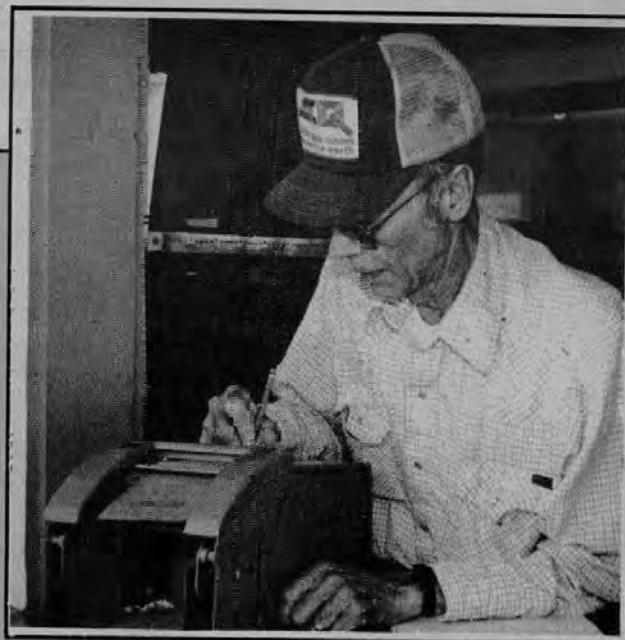
If Patton Bros. has a workforce dedicated to quality, the fact that they are represented by a good union has a lot to do with it, according to Quam.

"The union's the greatest thing that ever happened to me," Quam said. "They keep our wage high — they've got the best benefits going . . ." Quam's health benefits are better even than the benefits enjoyed by his parents, he said, noting "There's not very many working people that have got that kind of coverage."

The union operators at the quarry are confident that Local 3 will be able to help them find

work when the quarry closes around the end of the month. Although the crusher ceased operation during the first week of May, workers will be kept busy during the remainder of the month disassembling the plant, putting it on a flat-bed and moving it out.

Future development will probably erase all evidence that operating engineers ever worked here. But the product of their skilled labor will continue to provide support for the roads and buildings used by Californians every day for years to come.



Above, Floyd Foreman, loader. Below, Clint Quam, operator on the crusher



NEWS FROM THE DISTRICTS



A 40-member class of operators and employer representatives completed a 40-hour hazardous waste material training program at Rancho Murieta Feb. 27-March 3.

Granite wins bid on Jordanelle Dam

The contract for the second phase of Jordanelle Dam has been awarded to Granite Construction out of Watsonville, Calif. This contract went for \$78.7 million, which is a little lower than expected. We've been waiting for this decision of a couple months, and we're pleased to receive the good news.

I met Project Manager Karl Poss while I was on the project the first week of May. Karl is a 34-year member of Local 3, and I'm looking forward to working with him and Granite on this project.

I would like to say, also, it was a pleasure working with Gregg Caston and his crew from Torno-America, and I hope they'll be doing work in Utah again soon.

W.W. Clyde at Kamas and Hwy. 40 are back in full production and going strong. For the Kamas project crew missed last year for pictures for the *Engineers News*, I'll be around soon, so keep a clean shave and white shirt available.

I want to let Mrs. Justice know it may not be this edition, and to keep watching for what she wants to see.

I found out in the last year or so many of our members wives look forward to and enjoy reading

our newspaper, and we enjoy hearing regarding it.

J. J. Welcome has called back some hands, and it is looking forward to another good year on it's job near Park City.

Gibbons & Reed Company picked up and started a few jobs around the state and are looking to bid many more this year. The company is working on a job now at the Salt Lake Airport, and is progressing well.

G. P. Construction, on

it's job north of Tremonton, is back to full force and is pushing to be ready for Ball and Ball in a couple of months.

G & R Contractors in Ogden is ready for production at it's asphalt plant and crusher, and is looking forward to seeing all our members on the jobs this year, and at our approaching district meetings.

Have a good year in 1989.

Virgil Blair
Business Rep.

Dear Operating Engineers,

I want to thank you for the beautiful bible that was given to me.

My husband of 50 years died April 21. I had the Bible within 10 days.

It's the greatest gift that could be given. The cedar case it's in is really nice.

I'm so proud of Operating Engineers for your thoughtfulness and kindness.

Thank you again.

Sincerely,
Velma Bristol.

Coal slurry pipeline would boost fuel, jobs

Once again there is a strong movement in this country to create a less costly means to transport coal from source to the point of consumption or export. Coal is an excellent energy resource the United States has, one that could give our country 500 years of fuel. Research tells us the problem with coal is the cost of transporting it.

The railroads have a strong monopoly on transportation of coal. My investigation of this showed a ton of coal in certain areas in Utah costs approximately \$60. To purchase that same type coal on the west coast would cost about \$200. The \$140 difference is transportation costs.

What I'm talking about is the establishment of coal slurry pipelines.

This technology would make the energy resource less expensive, easier to export, safer to transport. This method of transportation would create thousands of jobs for workers in dozens of immobilized industries. This process would mean crushing the coal to powder, mixing it with water until it becomes liquid form, and pumping it through pipelines to the point of use.

The Department of Energy has rated this method among the top five, "clean-coal" technologies.

gies.

President John Kennedy first proposed coal slurry legislation in his term in office, and since 1963, railroad interests have successfully blocked construction of coal slurry by defeating legislation to enable slurry builders to acquire right-of-way access.

Under the strong leadership of Rep. Morris K. Udall (D-Arizona) this bill was successfully reported out of the House Interior Insular Affairs Committee by a substantial margin. This is legislation supported by Congressman Wayne Owens with Senator Jake Garn co-sponsoring it. However, I strongly urge everyone to drop a postcard or note to all senators and congressmen from Utah and ask them to support H.R. 402 and S.B. 318 when they come up for vote. Ironically, this country is importing this energy source because it is more costly to move it across the country than to import it from other nations.

Energy experts estimate that developing this transportation system would increase coal exports two or three times the current volume amount.

Please contact our politicians on this issue at the addresses below.

Donald Strate
District Rep.

Senator Orin Hatch
135 Russell Senate Bldg.
Washington, D.C. 20510

Rep. James V. Hansen
1113 Longworth Bldg.
Washington, D.C. 20515

Senator E. Jake Garn
Dirksen Senate Bldg.
Washington, D.C. 20510

Rep. Wayne Owens
1728 Longworth Bldg.
Washington, D.C. 20515

Rep. Howard Nielsen
1229 Longworth Bldg.
Washington, D.C. 20515

Write today!

NEWS FROM THE DISTRICTS

Members in Utah approve multi-craft pact

A three-year agreement has been successfully negotiated with United Concrete Pipe Corp., a division of U.S. Pipe Co., for their plant at Pleasant Grove, Utah.

Employees ratified the multi-craft agreement by a large margin. Along with Local 3, the union negotiating committee included representatives from Boilermakers Local 182, Teamsters Local 222 and Laborers 295.

For the Operating Engineers on May 1, 1989, wages increased 15 cents, pension increased 18 cents, health and welfare increased 12 cents, for a total of 45 cents. May 1, 1990 and May 1, 1991, wages will again increase 15 cents and fringe benefits will increase 30 cents each year. Fringes will be allocated as needed.

Other positive changes include an optional 4 X 10 workweek, better defined application of seniority, more liberal vacation and holiday rules, and a craft jurisdiction procedure.

Geneva Rock Products Co. picked up some good jobs, including SR-190, Salt Lake City, \$5.2 mil-

lion; Indiana Ave. overpass, Salt Lake City \$395,818; Peoples Freeway, Salt Lake City, \$316,256; University Ave., Provo, \$2.2 million; mix seal coat project, Utah County, \$277,720; and numerous small jobs in Salt Lake and Utah Counties, along with the projects to

be completed from last year. Geneva Rock employees are in for a busy year.

Valley Asphalt, Inc. also won a couple of good jobs this year, including a grading, drainage and surfacing job at Wellington for \$4.1 million, and an asphalt project at

Moab for \$167,487. Along with their work on the Jordanelle bypass road and the I-15 job near Santaquin to be completed this year, Valley's employees can also look for a good year.

*Lynn Barlow
Business Rep.*

Utah work picks up with good weather

Construction work on I-70 between Fremont Junction east to Rattlesnake Bench in Emery County provided work for many members of Local 3 through the winter, and will continue to do so for this construction season. W. W. Clyde & Co. has about 45 brothers working on the \$22 million section. Clyde is working a double shift on its screening plant; the scraper spread is working one shift. Brother Maurice Anderson is job steward.

Ron Lewis Construction has worked through the winter months with little lost time. They have about 50 operators working. The rock spreads are working double shifts

with the scraper spread and finish crews working one shift. The project is progressing well since the Local 3 contract was signed. Many non-union workers have left and been replaced by union operators. Management has expressed satisfaction with the union operators working there.

James Cape & Sons has started surfacing its \$14 million 11.3 miles of I-70 from South Richfield to Sigurd. The company had problems on previous work in Nevada, and is getting a late start here. This job was bid on April 1988. Cape has started working two 12-hour shifts hoping to meet the Sept. 1 completion date.

J. J. Welcome is on schedule on the Green River Missile Base toxic waste project. The company worked through the winter with some time lost. With warm weather, things are progressing well. About 14 operators are working.

Morrison-Knudsen, has worked through the winter preparing for the mole on the Syar Tunnel. M-K had to drill out about 400 feet, manually, to make room for it. The mole is being rebuilt back east, and hasn't been shipped, delaying production a couple of months. Brother Ike Harward is job steward on this project.

*Kay Leishman
Business Rep.*

New Caltrans projects ready for bidding

The California Transportation Commission last month approved 24 highway projects worth more than \$153 million.

All engineering and environmental work on these projects is complete. Now that funding is approved, CalTrans can call for bids on the work. Major projects in northern California include:

Alameda County- \$21 million to widen a 2.3 mile-portion of I-880 in Hayward to eight lanes between Route 92 and West A Street. Includes construction of sound walls at residential locations within the project limits, and auxiliary lanes at three major interchanges. Scheduled to begin this summer, taking approximately one-and-a-half years to complete.

Marin County- \$12.1 million to widen a 3.3 mile portion of Hwy. 101 between the Miller Creek Rd. and South Novato Blvd. over-crossings to provide for extension of the high occupancy vehicle (HOV) lanes which currently run from North San Pedro to Miller Creek Rd. Includes construction of sound walls southbound at the Miller Creek Rd. off ramp (the Marinwood Subdivision), and northbound from Alameda del Prado to the state access road just north of Hamilton Field. Construction is scheduled to begin this summer, and will take approximately eight months to complete.

Nevada County- \$8.5 million to rehabilitate I-80 and replace bridges near Truckee.

Contra Costa County- \$9.2 million to construct fringe parking facilities along Route 680 in Pleasant Hill at the Pleasant Hill Bart station.

Five Crane Operators completed the 40 hour HAZMAT Training in January in San Leandro. John Norris, Vice-President of Husky Crane Inc. (center) and Randall Fall, Steven Turner, Steven Fredricks, and Robert Currie.



NEWS FROM THE DISTRICTS

Miners finalize demands for upcoming contract negotiations

In the big town of Gabbs—one store, two bars, one restaurant, one service station, and a lot of kids—we have been finishing up pre-negotiation meetings, with the members finalizing the list of wants and hope-fors. In the upcoming negotiations all looks pretty good. A few word changes, a little money, something for retirement and a couple of goodies—your standard contract.

Battle Mountain Gold is still there. We lost one of our chief stewards, K.C. Rochester, who will further his horizons in an-

other mine. We have replaced him with Vern Proctor. We needed someone to keep honest George honest. Good luck Vern. You'll need it.

Union members in our union mines want to become more involved with safety in their work areas. It is surprising the careless attitude some companies have toward safety. A lot of union members would like to have a MSHA office in the Elko area, where all the problems are.

Newmont Gold had another large fire April 14. It burned down its third

crusher. The one that burned this time also burned last year. The cause is being attributed to a highly flammable lino-tech chute liner. No one knows what caused this last fire. Naturally an employee was blamed in part. That's why we need to have unions.

Dust is also a big problem at all area mines. EPA is, it seems, a full time visitor at Newmont Gold Co. of late.

Katy and gals are all gearing up and getting ready for a great year with the Operating Engineers girls ball team. She

says they have a lot of people worried this year. We wish you gals a lot of luck and ask our members to go to their games and support these gals.

Operating Engineers Local 3 will have a booth at this year's mining expo June 8-10. Look for us when you attend the expo.

Thanks to all the members and others who called to comment on the "Union Yes" radio spots. A lot of people said they felt

just great when they heard them. Me too!

After spending a week at Rancho Murieta, attending some very informative 12 and 14-hour classes on organizing, it's great to be back in the thick of it. Remember when you see your union stewards to tell them thanks. They give up a lot for us all and remember:

Think Union Yes!

*Delmar Nickerson,
Business Rep.*

Nevada work increases

Good weather has helped to decrease our out-of-work list.

Las Vegas Paving is going strong on the Carlin and Lages jobs and will soon be starting the Austin job.

Frehner is working in Salt Wells and Hawthorne, and just started Getchell Mine Rd. Frehner was low bidder on Sunnyside Rd. in White Pine County at \$5.6 million and \$1.8 million on a job in Pershing County.

Helms seems to have its share of work for the season, picking up the Battle Mountain to Austin job at \$12.3 million, and 395 & I-580 in Washoe County for \$10.7 million. The company currently has many of our members working on private jobs also. Delgado has started the white paving on I-580.

Granite has started the Mira Loma Canal job. It recently opened a yard in Gardnerville, hoping to compete there. Granite will soon start a 3-million yard mine-strip job near Lovelock and hopes to get more. In addition, it'll be doing the Carson Streets, \$2.4 million, and Paradise Park, \$2.5 million.

T.W. Harker & Harker and Earl Games have all put most of their men back to work.

The Keystone Interchange and Vista to Patrick White paving bids

were slated for May 18.

Negotiations have started with the AGC on the Northern Nevada Agreement. It's too early to report on anything.

Dean Witter Reynolds is pleased to announce a unique, free, service now available to members of the Operating Engineers. If you are 50 or over, or are considering retiring within the next 10 years, or if you are already retired, this could be your first step towards a more secure financial future.

PRIME consists of a confidential, easy to complete questionnaire. Based on data you supply, you will receive an analysis that takes into account all the sources of income available to you at retirement and provides you with answers regarding important retirement decisions. In addition to the 35-page analysis, you will receive a consultation with a Dean Witter account executive who can help you put your analysis into perspective, answer questions you may have and assist you in implementing investment changes.

There is no charge or obligation connected with the service.

Please contact the Reno Office for more information.

*Chuck Billings
Dispatcher*



Graduate Apprentices In Nevada were honored by Local 3 officers at a recent JAC graduation ceremony. On hand were (above, from left) Bob Skidgel, Don Luba, Tom Watters, Rod Young, Stan Jones, Debbie Morris, Don Doser, Karen Braese & Bill Walker. Graduate Vince Petrillena was unable to attend. Contractor of the Year award went to Frehner Construction Co. Accepting the award is (below left) Larry Gandolfo, along with Pete Cox, Bus. Rep., and Ron Murray, JAC Committee.



NEWS FROM THE DISTRICTS

Redding volunteers

About 20 members of Local 3 (right) gathered at the Redding District office May 8 to organize a Volunteer Organizing Committee. Elected to co-chair the effort were (below) Ron McWilliams and Don Blakesley. Local 3 organizers Robert Yturiaga and Frank Herrera said the union needed the help of all its members in fighting the nonunion and pledged to help the volunteers in whatever way they could.



CalTrans approves \$41 million I-5 project in Redding district

The long awaited Interstate 5 project was finally approved by CalTrans. The Engineers estimate is \$41 million. This project will run from the Dog Creek Bridge to just north of the Lamoine Overcrossing. It will consist of upgrading a four mile section of expressway to a four-lane freeway with interchanges at Vollmers and Lamoine. Bids open in June and work starts in August.

Also approved was \$417,000 to realign Hwy. 3 in Siskiyou County near Yreka from one and one-half miles east of Philipe Lane to just west of the Shasta River Bridge.

J. F. Shea Co. is anxious to start on their project on Interstate 5 at Gibson curve. According to Superintendent Leroy DeMartin, this job consists of an interchange at Gibson and widening of the existing highway. They have some 400,000 cubic yards of dirt to move.

Hardrock Construction Co. was low bidder on the Highway 36 job through Susanville. Their bid of

\$2.2 million will keep a few brothers busy this year! Kiewit Pacific is setting up their asphalt/concrete plant in Redding and getting ready to start their overlay job from the Pit River Bridge to O'Brien. Stimpel-Wiebelhaus, Inc. has about six weeks of finishing to do on the Interstate 5 Lakehead job. As soon as the rain stops, they will start their scraper spread on Buckhorn Dam. This should be a good dirt job running through the summer. They still have some work to do at Iron Mountain Mine (HAZMAT project). Torno-America has started its tunnel work at Iron Mountain Mine. They will be putting in new reinforcing steel, rock bolts, cleaning up the main tunnel, chamber and addits. All their people have completed the 40-hour Hazmat training.

Another Iron Mountain Mine job is being advertised at this time and will go to bid at the end of April or first of May. The amount of the contract will be from \$1 to \$4 million and consist of a creek

diversion and concrete settling pond.

B & H Construction Co. of Red Bluff has started its concrete repair on Interstate 5. This job starts at Tehama-Glenn county line and goes to the Oregon border.

Granite is coming right along with its fish bypass job at Red Bluff. They are backfilling now and should start concrete pours anytime. Adam Gonzales is on the 3900 and is job steward with Oiler Stan Green as safety committman. John McKinney is on the blade, Vic Santino is running the

excavator and Jon Hawley is on dozer.

Multi-Craft Installation Services, Inc. (M.C.I.S.) is coming right along with its co-generation plant at Burney. This job went right through the winter with little down time considering all the storms we had. It is expected to be on line in October, 1989.

Kiewit Pacific should be starting its Macdoel Highway 97 job anytime now. Kiewit still has some dirt work to do and should be paving by the end of May.

An N.L.R.B. election was held March 24 at the

Foothill Redi-Mix plant in Red Bluff. All 10 employees voted to go union with Local No.3. I would like to thank Jerry Bennett and his crew, Derlin Procter and Bob Yturiaga, for their help in organizing this unit. They did a terrific job.

1988 was a good year for the Redding area and 1989 looks even better.

We have a canned food drive going on in the Redding Office for the Woodworkers who are on strike here. Any help would be greatly appreciated.

*Tom Hester
District Rep.*



Thirty union members, including operators, laborers, sheet metal workers and electricians, received the 40-hour HAZMAT training in Redding Feb. 13-17

NEWS FROM THE DISTRICTS

Back to work in East Bay

Work in east Contra Costa County looks good for this season although home sales are down because of higher interest rates. The developers are still moving dirt; many projects that were graded in 1986 and 1987 are not built out yet.

At this time the out-of-work list is still heavy. As usual, the hands are being called back to work and not calling in to the hall to remove their name from the list. This makes it hard for the dispatchers who are trying to fill orders. They must call every one from the top down and sometimes call 30 to 40 members to find somebody.

National Energy Construction received the OK from Pittsburg on its final site: 500 generation plants at \$35 million each. This has been a good run for our crane operators. Three of the sites are near completion and have had some layoffs.

Ball, Ball & Brosamer are almost finished at Oakhurst in Clayton. Another phase is to be let sometime in May and it's up for grabs.

Manson Pacific has

the new dock at U.S.S. Posco and negotiations are in progress to insure future work goes to union contractors. I have been in those negotiations and it's my opinion that U. S. S. Posco is sorry they ever heard of BE&K. Any savings they may have made have been more than offset by shoddy workmanship, cost overruns, missed deadlines, and a project plagued by unnecessary accidents and deaths.

This job has had a terrible impact and not only on the Building Trades. With the loss of 1,200 jobs for union workers these non-union workers are paid Alabama wages, forced to live in camp grounds along the river banks, receive their health care from the county hospital and pay for groceries with county food stamps. The sad part is that a large number of these corporate victims are here to stay and the local union members who didn't get the work on this project are paying the non-union worker's keep with their tax money.

*Tom Butterfield
Business Rep.*



Attention Magic Kingdom Club Members!

Simply present your valid Club membership card at any Walt Disney World ticket booth and you'll receive a \$5.00 discount on 3-Day and 4-Day Worldpassports. Or, save \$2.00 on Walt Disney World One-Day Tickets. These discounts are available exclusively to Club members.

To pick up your Magic Kingdom Club card and Membership Guide, contact:

ROSEMARY GARVEY
Operating Engineers Local Union No. 3
474 Valencia Street,
San Francisco, CA. 94103

Cal-OSHA resumes work in Santa Rosa

Cal-OSHA is back in business and has re-opened its office here in Santa Rosa. Cal-OSHA has always worked closely with us in this area and Stan Bethal, district manager, has assured me this will continue.

Piombo was the apparent low bidder on the Hwy. 12 job in front of the Sonoma County Fair Grounds. Its bid was \$7.9 million. North Bay was a close second. This is Santa Rosa's worst traffic problem.

Ghilotti Bros. was apparent low bidder on the Hwy. 101 job north of Ukiah, with a bid of \$23 million. Ghilotti also has the second stage of the Cloverdale by-pass and another Hwy. 101 repair job from the south end of Ukiah to Hwy. 20 at Calpella. One north-bound lane has been

closed.

Lee Green, a brother working for Ghilotti, wanted to tell our brothers and sisters of Fort Bragg's yearly Salmon B.B.Q. to be held at Noyo River on July 1 from 11 a.m. to 7 p.m. Tickets are \$8. They will also have a fireworks display in the evening. For more information contact:

Fort Bragg Chamber of Commerce, 332 No. Main St., Fort Bragg, Ca. 95437 707-964-3153.

If you are planning to stay overnight be sure to make your reservations early for this popular event. The salmon is out of this world. Also don't forget the Santa Rosa B.B.Q. June 24. Tickets are going fast.

Clyde Smith of Argonaut reports that they are starting to pick up some work and hoped to

be busy in the very near future.

In the north area, Lake and Mendocino Counties, M.C.M. is coming right along on its bridge jobs, one in Potter Valley and the other near Lakeport. Fred Felkins is running its crane and Bob Horn is on loader and whatever else needs to be done.

Parnum Paving picked up several pretty fair jobs, according to Bob Carnahan, general manager.

I met Peter Kock and Frank Dutra of Mendocino Paving and they have had some pretty close bids, losing by just a few dollars. However, since our talk they've picked up some work. With all the talent and the top quality operators they employ, they will do all right.

*Chuck Smith
District Rep.*

Water treatment, erosion control will generate work in Sacramento

The work outlook in El Dorado County and upper Sacramento County is beginning to look up. In the Tahoe Basin area, Ford Construction will soon start construction at the water treatment plant, and it was also low bidder for erosion control and roadway near Meeks Bay. The low bid was \$640,230. Burdick (non-union) came in at \$660,803. Granite was low bidder for paving at the South Tahoe airport. The low bid was \$836,836; Teichert was second at \$899,000.

Hardrock Construction has started work on re-alignment of Hwy. 49 at Cool; its bid was \$1.8 million. Kiewit Pacific was low bidder on the Sly Park E.I.D. water treatment plant for \$7.2 million and was to be given a conditional award April 24. Joe Vicini was awarded construction of Sutter Mills Elementary School near Lotus for \$3 million.

El Dorado County Board of Supervisors approved the mass pad grading plan for Grupe Development Co. Lake-side Village located east of Bass Lake Road. Grupe Development is planning 150 homes.

Roy Ladd returned to work April 10 at Hwy. 50 near Ice House.

Contract negotiations have been completed with Rancho Murieta Country Club and Cart Handlers and also with Rancho Murieta's Apprentice Training Maintenance Agreement.

We are presently negotiating with Rancho Murieta Association for wages and fringe benefits and have hopes to get appropriate increases there.

The following are road improvements, and estimated costs, for the next five years:

Bass Lake Rd., \$5.9 million; Buck's Bar Rd. \$7.9 million; Camero Park Dr.,

\$6.0 million; Cold Springs Rd., \$6.3 million; Durluck Rd., \$3.6 million; El Dorado Rd., \$1.76 million; El Dorado Hills Blvd., \$6.6 million; Green Valley Rd., \$19.8 million; Latrobe Rd., \$2.8 million; Lotus Rd., \$8.1 million; Marshall Rd., \$6.2 million; Missouri Flat Rd., \$4.3 million; Mosquito Rd., \$2.0 million; North Shingle Rd., \$3.47 million; Pleasant Valley Rd., \$18.87 million; Sly Park Rd. \$6.12 million; White Rock Rd., \$4.12 million.

CalTrans has also listed new roads to be built in the next 20 years, including the following:

Silva Valley Pkwy., \$4.5 million; Wilson Blvd. Extension, \$5.8 million; Ray Lawyer Dr. Extension, Pleasant Valley Rd. System, \$11.22 million; roads designated to connect Mother Lode Dr. and El Dorado Rd., and Hwy. 50 with Mother Lode Dr., and to connect Missouri Flat Rd. with Cold Spring Rd., \$5 million.

*Dave Young
Business Rep.*

Classes prepare operators for handling toxics

The Oakland and San Jose district offices have just completed their second combined HAZMAT class. The classroom instruction was given by Don Incardona, Brian Bishop, Jack Short, and Dr. Fred Ottoboni.

The companies in these two districts have sponsored numerous Operators, Laborers, Teamsters, and management in these classes; they have become aware of the advantages of HAZMAT training as well as

the safety factors involved when dealing with toxic wastes. The next class in the area will be given late fall or early winter. If you are interested please notify your district office.



J. Lupe Barba, Bob Waldhaus of ICONCO.

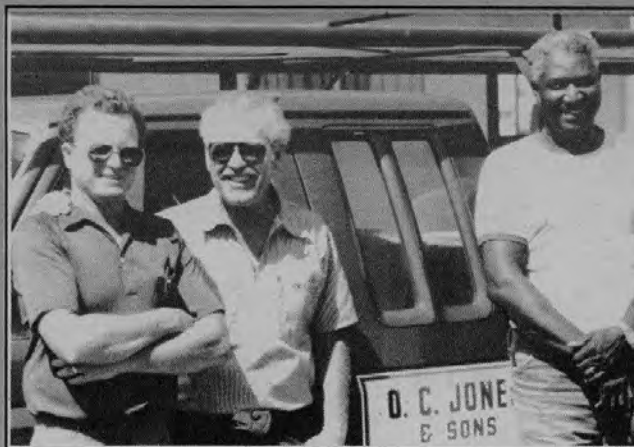
At right, Oakland/San Jose HAZMAT Class picture (not shown: Linda Oliver, Kitty Sneed)



Dr. Fred Ottoboni (pictured left) instructs class on level "A" suit. Pictured right are Ray Baird, Linwood Maye and Ken Rebiejo of Case-Pacific.



Pictured right, Herb Caraway, Chuck Loney and Roosevelt Handy of O.C. Jones and Sons Pictured left, Ray Thomas of Torno American.



Above: Linda Olivier



Pictured left, from Ferma Corporation (front row from left): Gerald Stackhouse, Louie Thunberg, David Baeta and John Romandia; (back row) Don Zschokke, James J. Bell, Kimo Pagonis, Ron Winchell and Matt Bockenstedt. Pictured right, Jose Luna and Sandy Meyers of Oliver DeSilva.



District Meetings

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

May	
23rd	District 8: Auburn Auburn Recreation Center 123 Recreation Drive
June	
7th	District 12: Provo Provo City Power Bldg. 251 West 800 No.
8th	District 11: Reno Musicians Hall 124 West Taylor
15th	District 9: Freedom Veterans of Foreign Wars Hall 1960 Freedom Blvd.
22nd	District 10: Santa Rosa Veterans Bldg. 1351 Maple St.
July	
8th	Semi-Annual Meeting Seafarers International Auditorium 350 Fremont Street, San Francisco.
11th	District 4: Eureka Engineers Bldg. 2806 Broadway
12th	District 7: Redding Engineers Bldg. 100 Lake Blvd.
13th	District 6: Marysville Engineers Bldg. 1010 "I" Street
18th	District 1: Fairfield Holiday Inn 1350 Holiday Lane
24th	District 17: Kauai Wilcox Elementary School 4319 Hardy Street
25th	District 17: Maui Kahului Elem. School 410 S. Hina Ave. Kahului, Maui
26th	District 17: Hilo Kapiolani School 966 Kilauea Ave.
27th	District 17: Kona Konawaena School. Kealahou
28th	District 17: Honolulu Kalihi Waena School 1240 Gulick Ave.

Retiree Meetings

Eureka-Alpha Chapter	Tues. July 11, 1989 2 p.m.
Operating Engineers Bldg. 2806 Broadway	
Redding-Beta Chapter	Wed. July 12, 1989 2 p.m.
Moose Lodge, 320 Lake Blvd.	
Marysville-Gamma Chap.	Thurs. July 13, 1989 2 p.m.
Veterans Memorial Bldg. 249 Sycamore, Gridley, Ca.	
Ignacio-Chi Chapter	Tues. July 18, 1989 10 a.m.
Alvarado Inn. 6045 Redwood Hwy. Novato, Ca.	
Fairfield-Napa-Chi Chapter	Tues. July 18, 1989 2 p.m.
Holiday Inn Fairfield. 1350 Holiday Lane	
San Mateo	
-S.F.-Kappa Nu Chapter	Thurs. July 20, 1989 10 a.m.
IAM Air Transport Employees	
1511 Rollins Rd. Burlingame, Ca.	
Reno-Xi Chap. Mtg. & Picnic	Sat. July 22, 1989 11 a.m.
Deer Park-Rock Blvd & Prater Way, Sparks, Nev.	

Picnic Schedule

Retiree: Okay, this is it! Your last chance to mark your calendars for June 3, 1989, the date of this year's Retiree Picnic at Rancho Murieta. Come on up Friday June 2 at noon and stay until Sunday June 4 at noon. As always, there will be plenty of parking for your motor homes, your trailers, etc. Come on up and have a good

time. See you there.

Redding: The Redding District 70 Barbecue will be held on Saturday June 10, 1989 at the Anderson River Park. Tickets are now on sale at the Redding office. \$6 for adults, \$4 for retirees, \$2.50 for kids 6-14 and children under 6 are free. We will be serving from 12 noon until 2 p.m.

Reno: Reno will be holding its annual picnic this year on Saturday, July 22 at Deer Park, corner of Rock Blvd. & Prater Way, in Sparks. As in the past, there will be no charge for retirees and their spouses, and the regular retirees meeting will be held that day at 11:00 A.M. at the park. Retirees will be served at noon and the regular festivities will begin at 1:00 P.M. Tickets are \$7.50 per person and are on sale now. The menu will include BBQ beef, beans, salad and garlic bread, along with beer and soda.

Victory in defeat



800/562-2773
Outside California
800/562-3277
Northern California

Convinced I never could belong, and vowing I'd never settle for any second-rate status, I felt I simply had to dominate in everything I chose to do: work or play. As this attractive formula for the good life began to succeed, according to my then specifications of success, I became deliriously happy.

But when an undertaking occasionally did fail, I was filled with resentment and depression that could be cured only by the next triumph. Very early, therefore, I came to value everything in terms of victory or defeat—"all or nothing." The only satisfaction I knew was to win.

Only through utter defeat are we able to take our first steps toward liberation and strength. Our admissions of personal powerlessness finally turn out to be firm bedrock upon which happy and purposeful lives may be built.

—Bill W—
Co-Founder A.A.

If you feel your personal battle with alcohol and drugs is a no win situation, and your life is failing, There is HOPE!

The beginning of recovery from addiction is to admit "utter defeat". Please call the ARP Office for confidential assistance below.

Credit Union, cont.

(Continued from page 6)

regular IRA upon maturity.

When comparing IRAs offered by other financial institutions it is important to look at more than just the advertised rates. Many institutions, for instance, charge a yearly maintenance fee from \$10 to \$40 for your IRA; your Credit Union has no yearly fee.

In addition, some of the high IRA rates you see advertised are variable, and depend on investments that are not guaranteed, such as stocks or mutual funds. A Credit Union IRA, on the other hand, offers you safe, consistent earning you can count on for retirement.

It's easy to open an IRA Certificate—just

Fringe Benefits, cont.

(Continued from page 6)

Benefit Center.

Pension Applications

If you are thinking about retiring, please send your application in about three or four months before your intended retirement date. After you file your application, you will receive a letter (unless you are a Disability applicant) asking you to let the Trust Fund Office know the last date of your work in covered employment and in the industry. As soon as you stop working, complete the copy of the letter and return it at once to the Trust Fund Office along with photocopies of your last three months' check stubs. The Trust Fund Office will then be able to finish processing your application.

Annuity Statements (CA)

Engineers working under collective bargaining agreements that provide contributions to the CA Annuity Plan are receiving an Annuity Statement for the Plan Year that ended December 31, 1988. Be sure to compare the Statement with your own records for accuracy and follow the written instructions on the back of the statement for corrections.

Retiree Medical Benefits

In re-acquainting you with the eligibility rules for the Retiree Medical benefits in this column last month, we neglected to mention the following: once eligibility under the Plan is established, a further determination is made as to whether the pensioner is entitled to schedule 1 or Schedule 2 benefits. This determination will be made using the rate paid by employer(s) and/or the amount of contributions paid by employer(s) during the last three years in which a pensioner earned pension credit.

Retiree Picnic

Okay, this is it! Your last chance to mark your calendars for June 3, 1989, the date of this year's Retiree Picnic at Rancho Murieta. Come on up Friday June 2 at noon and stay until Sunday June 4 at noon. As always, there will be plenty of parking for your motor homes, your trailers, etc. Come on up and have a good time. See you there.

call our IRA Specialist and she'll take care of all the details.

The Credit Union will be open July 17

We published in our April quarterly newsletter that we would be closed July 17 for a conversion to new computer software. Please note that it is no longer necessary for us to close on the 17th, and all branches will be open for regular business.

Extended Lobby Hours

For members convenience, starting June 2, 1989, the Credit Union will extend lobby hours on Fridays until 6:00 p.m. at our Dublin, Utah and Sacramento branches.

The Utah and Sacramento Branches will open at 9:30 a.m. on Fridays only.

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

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

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

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

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

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

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

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

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

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

FOR SALE: 31' wilderness trailer self-cont.

Swap Shop

FREE WANTS ADS FOR ENGINEERS

w/air condit. wired for phone & T.V. bunkhouse model-mint condit. perfect for big family \$10,000 O.B.O. Susan Little (916) 659-7205 SS # 559-80-391 8/4/89

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

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

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

FOR SALE: Pheasants, adult, chicks, eggs David Kennedy 8371 Norris Canyon Rd. Castro Valley, Ca. 94552 (415) 537-2594 Reg. # 1768889 5/89

FOR SALE: Oroville foothills 7 1/2 acres w/12 X 64 ft mobile home. Storage trailer, well septic & power & case tractor & Disc. \$55,000 will take as down a late model pick-up A/T/D/T. Alex Cellini 1521 Valley View Dr. Yuba City, Ca. 95991 (916) 674-3927 Reg. # 1013084 5/89

FOR SALE: Custom built 4 bdrm home. 2050sq ft. 2 tile ba. liv. rm. fam. rm. double fireplace wall in between. Laundry rm etc. Beautiful wood paneling all rooms. 18'X35'gunite pool. new filter sys. patio, BBQ. pit & more on 2

acres, lar. pines/oaks. Peaceful retreat. Redding water \$120,500 Joe M. Paulazzo 3342 Melwood Lane Redding, Ca. 96003 evening (916) 243-4302 or (916) 223-1026 Reg. # 0865537 5/89

FOR SALE: Beer & Wine Tavern in Tehema City nr. Red Bluff, Ca. Cement blk bldg. 2120 Sq. Ft. incl. 2 bdrm apt. Patio in rear. Deep well w/submersible pump & trailer pad w/all util. \$65,900 Joe M. Paulazzo 3342 Melwood Ln. Redding, Ca. 96003 (916) 243-4302 or (916) 223-1026 Reg. # 0865537 5/89

FOR SALE OR TRADE: Mom & Pop grocery Store In So. Or. Good gross. owner-wil-carry contract at 9% int. w/\$35,000. down incl. Land, Bldg, equip. & Stock. (503) 884-9500 or (503) 882-8081 Steve or Marcia. 6321 # a Onyx Ave. Klamath Falls, OR. 97603 SS # 539-50-3085 5/89

FOR SALE: 20 acres, 3 mi. fr Agency Lake Or. Good recreational property w/hunting, fishing, boating. Log Cabin needs work. Well & other small out bldgs. Need to sell. asking \$25,000 Dennis Michael Marsh (415) 726-7743 Reg # 1923125 5/89

FOR SALE: '72 Chevy Pickup. 3 spd., short-bed 62,000 org. mi. completely stock New paint, new inter. \$2,750. O.B.O. Dennis Michael Marsh (415) 726-7743 Reg # 1923125 5/89

FOR SALE: Home 1248 Sq. ft. in Crescent City. 2 story, 2 bdrm, 1 1/2 ba., study, (possible 3rd bdrm), liv. rm. 12'X26' open-kit., laundry/mud rm. 24'X28' detach gar. on 1 acre w/50+ redwoods. 3 mi. to ocean. 10 mi. to Smith River. best fishing on N. coast. \$102,500.

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

Benjamin F. Badger 171 Tanbark Lane, Crescent City, CA. 95531 (707) 464-4625 Reg # 0814913 5/89

FOR SALE: Hunters Retreat 5+ acres, Central Trinity County. small rustic cabin. Yr- round steelhead creek. Tel. in, & elec. avail. \$25,500. Benjamin F. Badger 171 Tanbark Lane, Crescent City, CA. 95531 (707) 464-4625 Reg # 0814913 5/89

FOR SALE: 1.10 acres. \$2,500 at Dunellon, Fla. Restricted area-18 mi. inland from Yankee-town & Gulf of Mex. very good soil. Palm, Pine, & Oak trees. high ground. A.J. Benish P.O. Box 144 Lewiston, Ca. 96052 Reg # 0884521 5/89

FOR SALE: 1950 "Willeys" Jeep pickup 4X4, Tilt P.S. New Trans. & paint. Exc. condit. must see. \$6,000 Karen L. Smith 6801 Frontage Rd. Redwood Valley, CA. (707) 485-0639. SS # 546-82-6866 5/89

FOR SALE: 1978 32' Yellowstone Travel Trailer Self-cont. air, insulated, exc. condit/ \$6,000 Karen L. Smith 6801 Frontage Rd. Redwood Valley, CA. (707) 485-0639. SS # 546-82-6866 5/89

FOR SALE: G.M.C. 1971 20' Motorhome Less than 47K mi. "Extras" fully self-cont. Exc. Condit. \$6,200 (415) 523-1358 Wilfred R. Thomson Reg. # 0870909 5/89

Personal Notes

Reno: Our congratulations to each of the following: John and Brenda Hess on the birth of their baby daughter on 1/22; Russell and Diane Miller on the birth of their little girl on 2/8; James and Susanne Mandeville on the birth of their new daughter on 3/27; and Russ and Jill Taylor on their new little boy on 4/24.

Marysville: We would like to express our sympathy to the families and friends of deceased retired Brother Al Frederickson, a member since 2/54; retired Brother Melvin Wolbert, a member since 8/57; and retired Brother T. W. "Woody" Stewart, a member since 8/50 and a former long-time Marysville District Grievance Committeeman.

Oakland: Our sympathy to the family and friends of Grace "Babe" Manzer on 5/ 2/89, the wife of deceased member Charles "Blackie" Manzer.

San Jose: Our sincere sympathy to the families and friends of the following departed; Bobby L. Benson, Bonnie Everson, Veryl W. Dawson, and Richard Niemi. Our most sincere condolences go to Brother Ralph W. Phillips on the death of his wife Sandra L. Phillips.

Sant Rosa: Our heartfelt sympathy to the family and friends of the following recently deceased; Leo Beers, Vincent Matulas, Phillip Nelson, Ceasar Pagani, Paul Sanguinett, Jr., Richard Williams, Tom Yager, George Dickinson. Our most sincere condolences go to Brother Donald Clark on the death of his wife Carol Clark.

Teaching Techs

(Continued from page 6)
meetings and any other meeting that affects the work area. It is the concerned individuals who have an impact on the world around us and we need to be a part of that group.

The Operating Engineers are having hazard waste classes through the unions safety director, Jack Short. More and more work seems to be related to this relatively new type of work. The NCSJAC is looking into the impact this may have on our apprentice manning needs. The NCSJAC has always been concerned with safety, as is shown by our requirement that all apprentices

must have a current Red Cross first aid card. There will be more information of the HAZMAT classes as it becomes available.

Apprentices: remember to keep your first aid card up to date. The Red Cross runs classes on Saturday but they book fast, so start looking before your card expires. You know you cannot advance without a current Red Cross first aid card.

A first aid card is not only a requirement with the NCSJAC, but it also is education worth having. You never know when you may be in a situation to aid a fellow worker, a member of your family or someone who needs basic medical attention.

At a recent JAC meeting, one of the biggest concerns of employers was: "who will replace my retiring party chief?" We have many apprentices that reach rodman/chainman and do not continue on to the party chief positions. If you consider the increase in responsibility, you must also consider the increase in wages and job security. Who works year around? The party chief will always have more hours than a chainman. What does more hours mean? More money! So it appears that to become a party chief, you have all the pluses and no minuses. Surveying is becoming very specialized and keeping up with the changes take

dedication by one and all. So lets put our sights at party chief and work, work, work towards that goal. It will be more than worth your efforts.

G.P.S. (Global Positioning System) is the new satellite surveying system. It is new, expensive and does not put wood in the ground—yet. The NC-SJAC is looking into adding G.P.S. material to a portion of our curricula. There are several courses available through the manufacturer of the equipment to make the satellite observations. This type of surveying will become more and more available for control work. NCSJAC will keep you informed on its progress in G.P.S.

A look at trade unions in Sweden

(Continued from page 2)

(LO) enjoys a position of power and influence in Sweden that far surpasses anything our labor movement has been able to accomplish in the United States. Like our own trade unions, the LO was born in the midst of the industrial revolution that swept the world in the latter half of the last century. Unlike the American trade union movement, however, the early activists that organized Sweden's first unions believed their labor movement should be inseparably connected to the country's political structure.

As they organized into unions, they also organized a political party whose primary purpose was to represent the interests of working people. The year 1889 saw the birth of the Social Democratic Labor Party. (We were able to participate in the 100th anniversary celebration on May 1st. Over 35,000 members of the Social Democratic Party — many accompanied by their families — took part in a parade that culminated at the LO headquarters building where LO Chairman Stig Malm gave a keynote address.)

For the past 100 years, the LO and the Social Democratic Party have worked hand in hand to see to it that democracy exists not only in the government, but in the workplace. This partnership has served Sweden well. With the exception of a six year period from 1976 to 1982, the Social Democratic Party has enjoyed an uninterrupted reign of leadership in the Swedish parliament. During this same period, the LO has enjoyed a steady growth in membership that now surpasses 2 million members — over 90 percent of all blue collar workers in the country.

One would suspect that this long period of success would lead to a sense of false security and complacency within the labor movement. But in our many interviews and discussions with labor leaders from both local and national levels, there was ample evidence that the unions affiliated with the LO are working hard to maintain a sense of vitality and communication among the rank-and-file members.

We spent two and a half hours interviewing Stig Malm, chairman of the LO. It was not difficult to see how this relatively young man in his mid forties had risen to one of the most influential positions in the country. He is energetic, articulate and charismatic.

Malm began his involvement with the labor movement at age of 23 while working as a metalworker at a factory employing about 700 workers. Within six years, he became trade union chairman at the company. From there he was elected vice president of the local branch of the Metalworkers, which is roughly equivalent to a large local union. In 1981 he was elected as a vice president of the LO and two years later was elected Chairman at the age of 40.

"Last year was the 54th year in a row that the LO had an increase in membership," Malm noted. The key to the strength of the unions is that they maintain good contact with the members on the shop floor. Education and communication maintain a position of top priority, he explained.



Local 3's 'Union Yes' T-shirts are getting a world wide following. Volvo truck factory worker Jan Esper proudly displays his complimentary T-shirt. Esper serves as a union liaison for the 450 workers at the plant.

"It's not easy to explain to our members that low wages are sometimes better than high wages. The easiest and most irresponsible path would be to press for the highest wage increases possible."

It was clear during the course of our stay that what Malm was telling us is far more than idle talk. We visited a Volvo truck plant in Gothenberg. As we talked with union representatives Jan Esper and Tarmo Ahonen, they demonstrated a solid working knowledge of all 450 workers in the "Club" or collective bargaining unit represented by the Metalworkers union at the plant.

Workers at the plant have the opportunity to participate in study groups that teach concepts of trade unionism and may receive 32 hours of paid leave to attend courses sponsored by the union. The local branch of the Metalworkers union has nine staff people who work full time organizing and teaching study groups among the 14,000 members in the branch.

Even Stig Malm concedes that keeping good lines of communication is a constant challenge. "Sometimes we must make decisions which are not popular with our members," he says. A good example is the radical changes that have taken place in Sweden's shipping industry.

During the 1970s, Sweden had one of the largest shipbuilding industries in the world. However, by 1976, changes in the world market had drastically reduced demand for large capacity tankers and

freight ships. Sweden recognized the trend. Rather than letting the economy dislocate thousands of workers, the government, unions and companies worked together to phase out the nation's shipbuilding industry. Thousands of workers received training for new occupations. By 1986, shipyard employment had been reduced from 30,000 to less than 14,000 without an increase in unemployment. Virtually all those whose jobs were phased out received new jobs requiring similar skills and providing equal pay.

Carrying this program out was a tremendous challenge, Malm explained. It required tremendous cooperation. Many employees who had spent their entire working lives in the shipbuilding industry resisted the change, and it was difficult for union leaders to convince them that phasing out the industry and creating new jobs elsewhere was the best course of action in the long run.

Phasing out jobs is never an easy task. But Sweden's implementation of a policy of "wage solidarity" has drastically reduced the trauma of changing occupations. Wage solidarity means equal pay for equal work and an effort to reduce wage differentials among different occupations.

As we travelled from one workplace to

another, I was amazed to learn that the average difference in pay between auto workers, tobacco factory workers and day care workers in the service sector was less than 6 Kronin an hour (about \$1). Imagine how much easier it would be to change jobs if you knew that you weren't going to have to experience a drastic reduction in pay.

One big exception to this uniformity in wages was construction. Most skilled journeymen working in the Stockholm area, for example, earn about 85 Kronin an hour (\$14 an hour), or 25 Kronin an hour above the average.

The policy of wage solidarity evolved in the Fifties and Sixties when the LO's affiliated unions developed a strategy of centralized bargaining with the Swedish Employer's Confederation. By coordinating bargaining at the national level, Sweden was able to experience a gradual shrinking of wage differentials.

Unfortunately, the past few years have seen a growing movement on the part of employers to resist coordinated bargaining. Instead, they have tried to promote a fragmented form of bargaining and have forced the LO affiliates to face the confederation of employers individually across the negotiating table.

The danger in this strategy, Stig Malm explains, is that it introduces "wage drift," or the opposite of wage solidarity.

"It's not easy to explain to our members that low wages are sometimes better than high wages," Malm points out. The health of Sweden's economy is highly dependent on its export business. High wage gains will price its goods out of the international market and throw people out of work. Says Malm: "The problem is to convince workers not to press for large wage increases when their employers seem to be doing very well. The easiest and most irresponsible path would be to press for the highest wage increases possible."

Volvo Corp., for example, is Sweden's largest private employer and one of the most profitable corporations in the world. A national wage solidarity policy allows successful corporations like Volvo to pay its workers the same wages as less profitable companies. It is getting increasingly difficult to convince workers to look at the larger picture and forego higher wage increases for themselves.

Whether or not the LO and the Social Democratic Party can maintain a policy of strong wage solidarity and pursue full employment while keeping a cap on inflation will be critical for Sweden's future economic stability. The government is leaning heavily toward instituting measures that would cool off Sweden's overheated economy in the form of a value added tax of two percent.

It's an issue of considerable debate among workers, union leaders and parliament, because the effect of such a tax proposal would impact workers rather than companies. Malm believes that the current tax system is too favorable to employers and to individuals who have experienced an increase in net worth because of their real estate holdings. These are the sources, he argues, who should be taxed in the interests of working men and women.

(Next month: A look at Byggnads, Sweden's construction union.)