Rock solid team

Raisch Products' crew is converting recycled byproduct into AC and asphalt at its new plant in Salinas, Calif.

(See story page 10-11)
Recently a Local 3 member came into one of our hiring halls to complain about the union's support for a local ballot measure seeking approval to build a large planned community. He said, "We don't want all those people moving into our area. This district happens to be one of the areas in our union hit hardest by the recession.

In our district meetings, I have spoken repeatedly about Local 3's ongoing efforts to secure legislation that would authorize construction of a $1.2 billion toll road expressway in east Contra Costa and Alameda counties. Several members have told me they oppose this project.

When we fought hard - but unfortunately - to seek passage of the statewide proposition that would have authorized construction of the Peripheral Canal, there were Local 3 members who objected.

A billion dollar freeway here, a multi-billion dollar canal there. It adds up to big bucks, hundreds of thousands of hours of work for our members and millions of dollars in wages and pension benefits.

But when those projects go down the toilet because there wasn't enough support, hours that could have been spent working levers and moving dirt are instead spent on legal bills and court hearings. Dollars that could have been earned to pay off the new truck and send kids to college now make it into the bank account. So trucks get repossessed and our families are left on their own to face a bleak future.

If we are going to make a living in this industry, we cannot buy into the "no-growth" movement. "No growth" is a religion that has no place in our homes.

"No growth" is a religion that has no place in our homes.

City of Hope representative Dick Egan (above left) presents "Spirit of Life Award" to Business Manager Tom Stapleton. Pictured above right are California Assembly Speaker Willie Brown, who was Master of Ceremonies and State Treasurer Kathleen Brown with Stapleton.

Stapleton's 'Spirit of Life' dinner raises $107,000 for medical center

Business Manager Tom Stapleton received the City of Hope's highest honor, the "Spirit of Life" Achievement Award, at an awards dinner April 30 at the San Francisco Hilton.

The City of Hope, an internationally renowned institution that conducts research and provides treatment for such diseases as cancer, heart and lung disease, Alzheimer's and AIDS, each year presents its prestigious "Spirit of Life" Award in recognition of distinguished professional and civic leadership.

Stapleton was recognized because of his years of commitment to the labor movement, which has provided broad support to the City of Hope since the institution's inception in 1913. Many of the City of Hope's wings, departments and research funds are union supported.

The achievement award dinner, which brought together top labor leaders, politicians and contractors from throughout California, raised $107,538, easily surpassing the event's fund-raising goal of $80,000. Proceeds from the event will establish the Tom Stapleton Research Fellowship at the City of Hope National Medical Center and Beckman Research Institute in Duarte, Calif.

In honor of Stapleton, California Controller Gray Davis told the more than 400 guests: "Those of you who know Tom know that he only speaks up when something really matters to him, and when it really matters to him, it means it's about the people he represents, and you can't help but want to fight for a guy like that."

Other speakers at the dinner included California Treasurer Kathleen Brown and state Assembly Speaker Willie Brown Jr., who warmed up the audience with an outstanding job as Master of Ceremonies.

Stapleton was also presented with a plaque, from Nevada Governor Bob Miller, proclaiming April 30, 1993 "Tom Stapleton Day."

The City of Hope is supported by thousands of volunteers, organized in chapters and industry groups throughout the country, and by a nationwide network of donors.
Highways get boost in Clinton’s ‘94 budget

The Clinton administration unveiled a $1.51 trillion 1994 federal budget April 8 that includes a 10.2 percent funding increase for transportation programs next year, with particularly generous increases slated for highways. The new budget is the most encouraging news highway and transit advocates have heard in the past 12 years.

Clinton is asking for about $40 billion for transportation in fiscal 1994, significantly more than the $36 billion provided in this year’s budget. In an April 8 statement, Transportation Secretary Frederico Pena said the funding increase will create jobs, stimulate the economy, invest in the future and reduce the deficit.

The president’s budget reflects the administration’s desire to fund highway programs at the levels authorized in the 1991 federal highway bill, the Intermodal Surface Transportation Efficiency Act of 1991 (ISTEA).

If Congress approves the transportation budget, the increased spending will ensure that many Bay Area highway and transit projects proceed on schedule. It will also reverse 12 years of decline in transportation during the Reagan and Bush administrations.

Some $20.6 billion will go to highways, including $2.1 billion in exempt programs. The highway obligation limit would be $18.3 billion, plus $36 million for the federal lands program. This is in contrast to the $18.4 billion Congress provided for highways this year. The new Clinton budget should ensure continued expansion of I-80 in Alameda and Contra Costa counties and I-880 in Alameda and Santa Clara counties.

On the transit side, the total budget for the Federal Transit Administration, which oversees grants for transit projects in cities, will be $4.6 billion, a 21 percent increase over the $3.8 billion provided this year, but still far less than the $5.1 billion authorized in ISTEA. The funding should help projects like BART’s rail-rebuilding program, the BART extension to San Francisco International Airport, San Francisco Muni’s new light-rail vehicles, Santa Clara County Transit’s light-rail extension between Mountain View and Milpitas, and AC Transit’s transfer centers.

Funding levels proposed for surface transportation programs, especially the federal aid highway program, assume that the 2.5 cents gas tax currently devoted to deficit reduction will be extended after it expires in fiscal 1995, then shifts to the Highway Trust Fund. Pena said the trust fund needs the extra revenue to ensure that the extra surface transportation act can be fully funded through the end of the reauthorization period.

Funding the highway program at ISTEA levels is expected to create a $12 billion shortfall for the trust fund’s highway account unless the additional tax gas revenues are put into it, the General Accounting Office told a Senate panel March 30.

Another positive side note to Clinton’s budget is that this is the first time since the early 1980s that an administration hasn’t called for major cuts in operating assistance, which is the funds used to help transit systems compensate for what they don’t recover at the fare box.

Caltrans gets $384 million more for hwv. improvements

The California Transportation Commission approved in late March more than $384 million for transportation projects throughout the state, with most of the money going to highway improvements. Below is a list of several major projects in Northern California:

• $19.78 million - Construct additional lanes, install barrier, widen roadway and construct soundwall on I-80 in Richmond, El Cerrito and Albany.
• $14.77 million - Widen roadway and construct soundwall on I-80 in Pinole and Hercules.
• $23.04 million - Construct lane additions and modify interchange in and around I-80/580 interchange.
• $17.35 million - Widen fwy. and construct lane addition on I-80 in Oakland and Emeryville, from Port of Oakland overcrossing to just west of Powell St. undercrossing.
• $80 million - Rebuild San Francisco’s Terminal Separation Viaduct, damaged during 1989 Loma Prieta earthquake, from 4th Street to Main Street.
• $8.13 million - For final engineering, right-of-way purchase and advance construction on the Tasman Corridor light-rail transit project in Santa Clara County (Prop. 108 funds).
• $6.84 million - Rehabilitate roadway near Willits in Mendocino County from 1.8 miles north of Reeves Canyon Rd. to 1.2 miles north of Ridgewood Ranch Rd.
• $2.56 million - Rehabilitate roadway at Pollack Pines in El Dorado County west of Sawmill Rd. undercrossing to 1 mile east of Sly Park Rd. undercrossing.
• $2.36 million - Replace northbound bridge near Alton in Humboldt county, from .5 mile south of Van Duzen River Bridge to Van Duzen River overflow bridge.
• $3.95 million - Replace Local 3 Caltrans Unit 12 members from the Chico Maintenance Station receive a safety award April 23 in recognition of the unit having worked 40 consecutive years without a lost-time injury or accident. From left are Marysville District Representative Darrell Steele, Director of Organizing Jerry Bennett, Sacramento District Representative John Bonilla, equipment operator Louis Keller, supervisor Mike Carter, equipment operators Lee Ann Fowler, Rich Ramos, Mike Laperziolo and Gary Smith, lead worker Ken Sutton, and Local 3 President Don Doser. Another Caltrans unit, the Colusa Maintenance Station, has also worked 40 years without a lost-time injury or accident.
Keeping the toll road alive

An inside look at how Local 3 has led the push for approval of the proposed 85-mile, $1.2 billion Mid-State Toll Road

By Steve Moler
Assistant Editor

When the California Toll Road Company received authorization from Caltrans in 1990 to build an 85-mile, $1.2 billion private toll road through parts of three East Bay counties, the organization learned quickly who to turn to for support.

For the past three years, Local 3 has worked closely with the toll road company to ensure that this enormous project makes it through the difficult regulatory approval process and provides jobs for operating engineers.

"If it weren't for Local 3, the toll road would be dead," said Dennis Parker, project manager for the toll road company, an international consortium led by The Parsons Corporation, a major California engineering and construction company.

I would have to say that the most important participant outside the toll road company itself as been Local 3. When Local 3 has said it was going to do something, the union has done it."

If approved by the Metropolitan Transportation Commission, operating engineers will get the vast majority of the toll road work. To put the project in perspective, the Mid-State Toll Road, which will begin at I-680 in Sunol, traverse the vineyards of the Livermore Valley and connect with I-50 near Vacaville after passing over the San Joaquin-Sacramento River delta, represents the largest new highway construction project in Local 3's jurisdiction since construction of I-5 in the late 1960s. Construction is expected to last two to three years and provide hundreds of hours of work for operating engineers.

Toll road origin

The toll road story began in January 1989 when the California Legislature passed two bills, AB 680 and SB 2217, that authorized Caltrans to enter into public-private partnerships for the development of up to four "demonstration" toll road projects. After a competitive selection process, Caltrans awarded contracts for the four projects in 1990: an 11.5-mile, $700 million toll road extension of I-5 in Orange County; a 10-mile, $38 million toll road along the existing I-91 right-of-way in Orange County; a 10-mile, $400 million toll road in San Diego County near the Mexican border; and the Mid-State Toll Road.

But within days after Caltrans awarded the toll road company the agreement to develop the Mid-State Toll Road, the project came under vigorous attack by no-growth politicians and environmentalists determined to kill the project. Leading the political charge was state Senator Bill Lockyer, D-Hayward, and Assemblywoman Delaine Eastin, D-San Jose, who introduced Senate Bill 144 that would have restricted local government authority to impose traffic fees for participation in public-private transportation partnerships. The bill, in short, would have killed the Bay Area and San Diego toll road projects. The bill passed the Senate 26-2, but the Assembly version never made it out of committee due largely to Local 3's intense lobbying campaign.

"Senator Lockyer's bill would have prevented the toll road from going forward," Parker said. "It would have also stopped other toll roads from going forward. Local 3 was the organization that killed that bill and allowed the project to proceed." The project received another reprise when the Sierra Club-Green Belt Alliance and PECG lawsuits were settled. In late January 1992, a Sacramento Superior Court judge ruled that Caltrans and the toll road company had acted properly and were in compliance with state environmental law when they signed their agreement. Two weeks later, a San Francisco Superior Court judge dismissed most procedural and environmental claims in the PECG suit.

Project agreement signed

With SB 144 dead and the two lawsuits settled, the toll road, though far from reality, finally proceeded through a short period of relative calm. Local 3 next focused on getting a project agreement signed. Local 3 Business Manager Tom Stapleton, in conjunction with the union's Contracts Department, worked closely with the toll road company the possibility of using some $80 million in public funds to finance a portion of the toll road through Oakland and Brentwood instead of the county building two costly public highways - the Delta Expressway and the realignment of Vasco Road to make way for the new Los Vaqueros Reservoir.

Several state legislators, including Lockyer, hit the roof when they learned of the plan. They claimed the toll road company had assured the Legislature that no public funds would be used to finance any portion of the project. To thwart the plan, Lockyer introduced Senate Bill 144 that would have restricted local government authority to impose traffic fees for participation in public-private transportation partnerships. The bill, in short, would have killed the Bay Area and San Diego toll road projects. The bill passed the Senate 26-2, but the Assembly version never made it out of committee due largely to Local 3's intense lobbying campaign.

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company, the Heavy and Highway Committee and the California State Building and Construction Trades Council to hash out a workable agreement.

"My feeling was that the heavy and highway unions — and primarily Tom Stapleton representing them — were about as reasonable bunch of people I could have ever come across," Parker said.

The project agreement — among the unions, the toll road company and Kiewit Construction — calls for the project to be built all union. In addition to clarifying certain working conditions and work hours unique to the project, the agreement stipulates that each craft will work under its respective master agreement.

After the project agreement was signed, the toll road moved into the planning, study and public hearing phase in mid-1992. The Metropolitan Transportation Commission, which can approve the toll road by including it in its regional transportation plan, sponsored numerous public hearings throughout the East Bay so all project concerns could be discussed. Cities and counties affected by the toll road also began holding their own public hearings.

The project agreement set the project moving.

Local 3 campaign

It was at this stage that Local 3 cranked up its grass-roots political machine. Unions represented at the hearings attended just about every public hearing to testify in favor of the project. Local 3 district representatives and business agents from the Fairfield and Oakland district offices attended numerous evening meetings with advisory boards, city councils in Dublin, Livermore, Pleasanton and Oakland, and boards of supervisors in Solano, Contra Costa and Alameda counties. When Local 3 representatives couldn't cover all the meetings, Local 3 rank-and-file members filled in.

Despite these efforts, a lot of opposition remains. The Association of Bay Area Governments (ABAG), a regionwide agency that advises cities and counties on planning and growth issues, voiced its opposition to the toll road in March. The decision, however, was only advisory. The new slow-growth Pleasanton City Council also voted in March to oppose the toll road, saying the project is "philosophically" the least desirable option for relieving traffic congestion in the Tri-Valley area. Livermore has also announced its opposition to the project.

Favorable reviews

Just when opponents seemed to gain an edge, the toll road received a needed lift when the MTC, in cooperation with the ABAG, released a study earlier this year that contradicted environmentalists' claims that the project would create an ecological disaster. The study, released January 28, concluded that the toll road could actually help preserve valuable agricultural land and open space by forcing local governments to come up with strategies for coping with suburban growth before it becomes sprawl...

The report said growth is inevitable along the toll road corridor because cities such as Brentwood, Oakley and Antioch are already growing rapidly and may add as many as 135,000 people to their populations by 2010. Another MTC-ABAG report released in October of last year concluded that the population in the toll road area would double over the next 20 years and employment during the same period would increase over 115 percent. Despite these whopping figures, no major public highway improvements are budgeted for the region.

The report did, however, recommend that the toll road company consider dropping the Solano County portion from Antioch to Vacaville because of the "environmental sensitivity" of agricultural land in the area. Parker said the toll road company had already considered this option because of problems building a bridge over the delta and lower-than-expected traffic demand in the area.

EIR to proceed

But perhaps the project's biggest boost came about a month later when the MTC voted 10-4 to proceed with an environmental impact review (EIR), a decision that represents a major step towards final approval.

Antioch Mayor Joel Keller said the commission's vote showed the MTC realizes the importance of tackling the East Bay's transportation needs. "We need a roadway for growth that's already been approved," Keller told the Antioch Daily Ledger-Post Dispatch. "A rejection of the study by MTCC would have taken an option off the table for east county to get a new highway."

"I don't know if I support the toll road or not, but I do support going forward with the EIR process," said Commissioner Steve Weir, who represents Contra Costa County.

As part of the environmental review, which could take up to two years to complete, the MTC approved 10 requirements to ensure that the project will be desirable and any adverse effects will be avoided or properly mitigated. Among some of the requirements, Caltrans and the toll road company are required to:

- Study the potential for public transportation, especially rail alternatives.
- Study the toll road's impact on adjacent counties.
- Follow the transportation planning procedures established through Proposition 111.
- Certain highway improvements, such as the Delta Expressway and Isabel Parkway, cannot be "competing facilities."
- The toll road company and cities along the route must work with each other to assure the toll road complements local traffic flow.
- The Antioch to Vacaville section of the tollway must be dropped.
- Whether the toll road is built will depend largely on two circumstances: the outcome of the environmental review and the continued effectiveness of the pre-toll road campaign. The latter means Local 3 and the construction trades must keep the pressure on local politicians, reminding them that the toll road would provide major benefits to taxpayers. Not only will create jobs and boost the economy, but wouldn't dip into the public treasury like federal or state highway projects do.

What you can do

Local 3 members living in the toll road area who want to see this project break ground can become active participants by calling their district union hall and volunteering to help with the campaign.

There's still a long, tough fight ahead. But if the toll road succeeds, so will Local 3 members.
Dutra finishes off Larkspur Terminal dredging contract

By James Earp
Managing Editor

Working around the clock, Local 3 dredge hands employed by Dutra polished off a 200,000-yard dredging job this month at the Golden Gate Ferry service's Larkspur Terminal in Marin County.

The contract called for deepening the approach channel and turning basin. In order to minimize disruption to the ferry commute service, Dutra employed 13 Local 3 dredge hands on a three-shift basis to get the job done as quickly as possible.

The dump scows used to haul the material out were equipped with a grizzly screen which sifted out all objects larger than a square foot. The sifted mud would then fall into the 3,000-yard scow.

Dredge operator Steve Durham told Engineers News it took about 35 seconds to complete one cycle with the bucket and about four to five hours to completely fill the scow. Once filled, the scow was hauled out to the dump site near Alcatraz Island with tug boats.
Retiree recalls lift that made construction history

although this year's retirees picnic, which will take place June 5 at the Rancho Murieta Training Center, is less than a month away, retiree John Battenfeld can't stop thinking about last year's picnic. On that May 30 afternoon under the huge circus tent at the training center John received his 50-year watch from Local 3 President Don Doser and Fringe Benefit Director Don Jones.

John and the other 57 retirees who received their watches that day are part of a class of operating engineers who joined the union at about the time the United States entered World War II. While many operators enlisted in the military and served in construction units such as the Navy Seabees and Army Corps of Engineers, others, like John, worked as civilians at stateside military facilities.

John actually started working in the industry in 1940 as a chairman when the surveyors belonged to the Technical Engineers and Architects Local 89. But John always desired to operate equipment. So after working the winter of 1941 in the old General Motors factory in Oakland, John took a job that spring on a dredge at the Oakland Army Base, which served as a major supply depot for U.S. military operations against the Japanese in the Pacific.

For the remainder of the war, from 1942 to 1945, John worked as a crane operator at Moore Dry Dock on Atlantic Street near the Navy Supply Center in Oakland, where large cargo and liberty ships were built. After the war, John continued to work in crane and hoisting for a variety of employers until his retirement in 1976.

When John thinks back over all those good work years, a lot of fond memories reel through his mind. One particular day in 1964 stands out above the rest. John was working as a hoist and crane operator at the Shell Oil refinery in Martinez, Calif., for C.F. Braun Company, which had been contracted to build a major refinery expansion. The task one morning was to

lift a 400-ton, 300-foot-long cracker unit into place.

Engineers had rigged up two lifting poles with 20 parts of lifting line on each pole so the cracker could be plumbed up from the front while a 165-ton American crane tailed the cracker from the back. Winch trucks were placed on each side of the cracker so it wouldn't move laterally.

With John at the controls of the hydraulic hoist unit, the lift began at 6 a.m. The enormous cracker unit, which was about as tall as the refinery stacks but about twice the circumference, inched slowly from a horizontal to 45-degree position. Then, as the cracker was gently moved to a near vertical position, John believes construction history was made. The lift was quite possibly the first time this type of load had been lifted above the lifting poles. By the time the day shift started work at 8 a.m., the cracker unit was securely fastened to its concrete base. Many of the 1,000 or so workers at the job site probably never knew of the lift's significance. John made another similar lift about a year later at the Standard Oil refinery in Richmond.

John made hundreds of lifts during his 34-year career as a crane operator without a single injury or accident. But John never imagined that one day, when he wasn't even operating a piece of equipment, would need to draw on all his years of training and experience to save two men from falling to their deaths.

The incident took place in mid-1963 while John was working for Chicago Bridge & Iron Company during construction of the Antioch Power House. John happened to be operating a crane near where two workers were being brought down in a boatman's chair from atop a 500-foot-high powerhouse stack. But for some unknown reason the operator suddenly lost control of the hoist and both men began free-falling to what appeared to be their certain demise.

As the operator struggled frantically to bring the plummeting boatman's chair under control, John ran over to the rig, pushed the operator aside and stopped the chair before it hit the ground. The rescue involved more than just finding and jamming on the brakes. John had to ease the chair to a slow stop so the men wouldn't be whiplashed or thrown from the chair. John later received a National Safety Council award for his courageous feat.

John, who lives in Rodeo, not far from the job sites he so competently worked, has been enjoying his retirement. He's been spending time salmon fishing, bird hunting, playing cards and traveling. But he does admit "missing the great people he worked with over the years." That's why the retiree picnic is so important to John; it's a time when he can rekindle friendships and find out what his union brothers and their spouses have been up to since last year.

Don't miss the retirees picnic Sat., June 5, Rancho Murieta
Hearings on anti-scab bill begin in Congress

For the second consecutive congressional session, anti-striker replacement legislation is winding its way through the House and Senate, with floor action expected some time this summer. You'll recall that the same legislation was approved by the House in the last congressional session but stymied in the Senate by a Republican filibuster.

The Workplace Fairness Act, which would prohibit the permanent replacement of economic strikers, was introduced in the House by Rep. William Clay, D-Mo., on January 5, and in the Senate by Sen. Howard Metzenbaum, D-Ohio, on January 21. The legislation, H 5 in the House and S 55 in the Senate, is one of labor's highest legislative priorities of the current 103rd Congress.

The House and Senate are currently holding hearings on Workplace Fairness. Labor Secretary Robert Reich told House and Senate panels March 30 that banning the permanent replacement of economic strikers would help boost the nation's productivity by reducing tensions between labor and management and restoring "balance" in collective bargaining.

Reich told the House Subcommittee on Labor-Management Relations that President Clinton has made his mind and believes that the legislation should be enacted to "close the book" on the counter-productive chapter in American labor law that has seen dramatic growth in the use of permanent replacement workers during the past 12 years of Republican administrations.

Although Clinton has said he will sign HR 5 and S 55, the AFL-CIO and its allies want to secure at least 200 co-sponsors in the House, where only a simply majority is required for passage. So far HR 5 has 181 co-sponsors.

But the Senate represents an entire different challenge because 60 votes will be needed to kill an expected Republican filibuster. Those tactics essentially killed President Clinton's recent jobs bill and stalled Workplace Fairness in the previous Congress when only 57 senators could be persuaded to vote for closure. Senate Minority Leader Robert Dole, R-Kan., appearing on ABC's This Week With David Brinkley last November, said a filibuster might be in the cards this time as well.

AFL-CIO Secretary-Treasurer Thomas R. Donahue also testified before the same panels. He noted that during the past decade there has been a "quantum increase in the number of employers who view collective bargaining negotiations not as the good faith renegotiation of wages and working conditions, but as an opportunity to override their employees' free choice of a union representative by recruiting a new force of permanent replacements."

Workers who became victims of that type of employer action also testified. One of them was Cynthia Zavala, 52, a Teamster employed by Diamond Walnut Co. in Stockton for 24 years. Her husband worked there for 33 years. In 1985 workers at Diamond Walnut reluctantly agreed to accept pay cuts of up to 40 percent, "to help save our company," Zavala testified.

Over the years, "Our hard work paid off," said the 1990 Employee of the Year. But two things happened the next year. Diamond Walnut sales reached an all-time high of $171 million, and the growers' return on their investment hit a profitable 30 percent. With their contract up for renegotiation, "We felt sure the company would be ready to repay us for our sacrifices and hard work," Zavala said.

Instead the company offered a small wage increase and then turned around and demanded even more back in the form of health insurance premium payments for the workers. On Sept. 4, 1991, the workers, 75 percent of whom are minorities and women, went on strike for the first time in 40 years of union representation.

"The next day the company put the scabs to work on the line," she said. "The company told us we were not wanted, that their loyalty is to the replacement workers. If the law says we have the right to strike without being punished, then how can Diamond Walnut get away with replacing us?" she testified.

Although the National Labor Relations Act gives workers the right to strike, the Supreme Court ruled in a 1938 decision, NLRB v. Mackay Radio and Telegraph Co., that employers have the right to hire permanent replacement workers during a lawful strike. Up until the early 1980s, employers rarely exploited the ruling, but when the Reagan administration fired and permanently replaced 12,000 striking air traffic controllers in 1981, the action sent a clear message to businesses that it was now acceptable to fire and permanently replace striking workers.

Since 1985, employers have used or threatened to use permanent replacements in one out of every three strikes in the United States, according to the General Accounting Office. Other studies, such as one conducted at the University of Alabama, also confirm the GAO's findings.

Workplace Fairness is intended to restore "balance" in collective bargaining, and to end the disintegration of trust between management and labor that began in the early 1980s. Write or call your congressional representatives and urge them to sign on as co-sponsors of HR 5 or S 55.

Casualties of permanent replacement

- Over 3,500 pilots, machinists and flight attendants were replaced by Frank Lorenzo after taking Continental Airlines into bankruptcy in 1983.
- 30,000 striking machinists, flight attendants and pilots fired by Lorenzo after taking Eastern Airlines into bankruptcy in 1989.
- 2,400 workers from 13 unions at Phelps Dodge in Arizona in 1983.
- 12,600 UAW members at Caterpillar Inc. threatened with permanent replacement following Nov. 1991 dispute.
- 7,000 steelworkers locked out at Ravenswood Aluminum Corp. in New York City in 1990.
- 3,000 members of the Amalgamated Transit Union permanently replaced by Greyhound Lines Inc. in March 1990 following strike. Tentative agreement reached last month.
The following is a description, from the Pension Plan booklet, concerning the payment methods available to participants at the time of retirement.

Guaranteed 60-month pension

If you are single, or if you are married but are not receiving a husband-and-wife pension, you will receive monthly pension payments guaranteed for 60 months after your retirement date. Of course, benefits are paid to you for your lifetime, but if you live less than 60 months after retirement, monthly payments will continue to any beneficiary you name for the remainder of the 60 months.

Husband-and-wife pension

If you are married when you retire, you will automatically receive a husband-and-wife pension unless you elect to waive that form of payment and your spouse consents in writing to such election. The husband-and-wife pension may be waived any time before payments begin.

This form of payment provides a fixed monthly payment for your lifetime, and, after your death, continues to provide a lifetime pension to your surviving spouse equal to one-half the amount you were receiving. The amount you will receive is adjusted to take into account your expected life span and your spouse's expected life span.

Some important facts concerning the husband-and-wife pension:

- The husband-and-wife pension will not be paid to the surviving spouse if the pensioner and spouse had not been married to each other for at least one year at the time of the pensioner's death.
- The husband-and-wife pension, once payable, cannot be revoked. However, if the spouse dies before the pensioner, the pensioner's benefit will be increased to the amount payable had a husband-and-wife pension not been chosen.

Optional forms of payment:

Instead of the automatic methods of payment described above, you may elect one of the following payment options:

Guaranteed 120-month pension.

This option is similar to the 60-month pension, except that a larger amount is payable in exchange for the guarantee that if you die before 120 monthly payments have been made, the balance of the 120 payments will be made to your beneficiary.

Election of this option must be made before your pension begins and will not take effect until 24 months after you make the election. If you elect an early pension with a 120-month guarantee and change later to a disability pension, your monthly benefit beginning with the 25th payment might decrease further.

Contingent Annuity Option.

This option is similar to the husband-and-wife pension, except that a lower amount is payable to the pensioner in exchange for a higher benefit (75 percent or 100 percent) continuing to the surviving spouse. This option is not available to disability pensioners.

Pre-retirement meetings

Please check the schedule on page 18 for the dates of the upcoming round of pre-retirement meetings. Make every effort to attend the meeting in your area. Engineers age 50 or older and not yet retired are urged to attend. Spouses are welcome, of course. And any Engineer not yet retired who is interested in discussing retirement matters is welcome. We'd like to see you there.

Retiree picnic

Remember to mark your calendar for Saturday, June 6. This is the date of this year's retiree picnic at Rancho Murieta. Come on up Friday, the day before, at noon, and stay until Sunday noon. There will be plenty of parking for RV. Local 3 is picking up the tab. Come join us and have a good time. See you there.
Raisch Products, a Bay Area concrete aggregate and asphalt producer, has turned the old saying, "One man's garbage is another man's treasure," into a profitable reality. The company's crew of about nine Local 3 operating engineers are recrushing and resizing a byproduct from a nearby rock quarry and, in turn, producing concrete aggregate and asphalt at the company's new Natividad-Salinas Plant.

In the foothills east of Salinas in Monterey County, National Refractories and Mineral Corporation has been mining high-grade dolomite from its quarry next to Raisch's new plant since the early 1940s. Over the years, however, the quarry's byproduct - thousands of cubic yards of 3-inch-minus dolomite mixed with decomposed granite - continued to accumulate on the hillsides next to the quarry. About four years ago, National and Raisch, which had been buying sand from National for over 15 years, started discussing ways to recycle the material. Raisch conducted a marketing survey of the Salinas area and concluded there was enough demand to support another aggregate and asphalt supplier.

So Raisch drew up plans to transport the material from National's rock quarry about a half-mile away to a crushing and asphalt operation. The material, arriving from the quarry via scraper, would be recrushed, resized and washed to make concrete aggregate, rock asphalt. Raisch Executive Vice President Steve Gossett, Local 3 management Bill Byerly, 1992, Chuck Berry and were assigned to supervision and operation.

Once Raisch obtained the necessary permits, they built a 5-acre rock quarry to make the crusher while Morehouse constructed the asphalt plant, ultimately automated Astec 12,000 with two 300-ton silos. In July 1992, a crew of operating engineers began operations and the erection of the crusher and hot plant. Morehouse and his crew were able to make the asphalt for paving the lot. On October 1, Salinas Plant opened for business, selling its first load to Contractors.

Since the grand opening, the operation has been pushing 1000 tons per hour of 3/4-inch aggregate, as well as washed sand. The hot producing about 400 tons per hour.
duct is another's profit

Material from National Refractories' AC and asphalt

Raisch' rock crushing operation

Left: Lube Engineer Roy Jones.

Below: At the asphalt plant are Plant Engineer Steve Morehouse, left, and Plant Operator Steve Gilliam.

Left: Superintendents Chuck Berry, left, and George Morehouse examine rock before being fed to the asphalt plant.

Below: In front of the 360-foot feeder tunnel are from left: San Jose District Rep. Max Spurgen, Business Agent Frank Rodriguez, Plant Superintendent George Morehouse and Superintendent Plant/Equipment Chuck Berry.

Top center: Raisch Products' rock crushing operation.

* dust, sand and gravel are objects of a new design. George Morehouse, who retired in June, is the design consultant. The use permit in Raisch's new plant was issued in June, and the permanent use permit was issued in March. Meanwhile, the permanent use permit was issued in March. The permanent use permit was issued in March. The permanent use permit was issued in March.

* a use permit in the Permanent Use Permit program was issued in March. The use permit in Raisch's new plant was issued in June. The use permit in Raisch's new plant was issued in June. The use permit in Raisch's new plant was issued in June.

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In 1886, at the height of the movement for the *r*, wage-cuts. They voted to form a union, which became the International Association of Machinists.

In 1942, the Steelworkers Organizing Committee formally became the United Steelworkers of America (USWA).

Mary Harris "Mother" Jones was born in 1830. The renowned labor organizer, who lived to be 100, said, "I live in the United States, but I do not know exactly where. My address is wherever there is a fight against oppression. My address is like my shoes; it travels with me. I abide where there is a fight against wrong."

In 1835, the Ladies Shoe Binders' Union was formed in New York. The union merged with the United Society of Machinists in 1919.

May Day, or International Workers' Day, which commemorates the historical struggle of working people around the world.

In 1886, the movement for the eight-hour day, police opened fire in a crowd of workers participating in a general strike at McCormick Harvester Co. in Chicago. Four workers were killed, and anarchists called a public rally the following day at Haymarket Square to protest the police brutality. As the peaceful protest drew to a close, a bomb was thrown into the police line. One officer was killed and several were wounded. Police responded by firing into the crowd, killing one and wounding many. The incident kicked off an intensive campaign against labor leaders and other activists, and eight anarchists were later framed for the bombing.

In 1917, the United Auto Workers (UAW) merged with the Automobile Workers Union, having organized in 1935. The union represented auto workers until 1954, when it merged with the United Automobile Workers of America, and is now part of the United Auto Workers.

In 1937, Ford held out until 1942. The 15,000-member union merged with the United Food and Commercial Workers in 1983.

In 1888, 19 machinists at the East Tennessee, Virginia, and Georgia Railroad assembled in a locomotive pit to decide what to do about a wage cut. They voted to form a union, which became the International Association of Machinists.

In 1938, the U.S. Supreme Court issued the Mackay decision permitting employers to permanently replace striking workers. Employers used this weapon against striking workers sparingly until the 1980s, when its use increased under the influence of the Reagan Administration's antimonopoly policies.

In 1895, the Knights of Labor, the first national labor union in the United States, was founded. The union merged with the American Federation of Labor in 1905.

In 1924, the Steelworkers Organizing Committee formally became the United Steelworkers of America (USWA).

Is alcohol or drug use causing you or your family embarrassment or guilt?

Alcohol or drugs are commonly used or abused: beer, wine, hard liquor, prescription drugs, street drugs and recreational drugs.

Does the use of any of the above help you cope with life's problems?

Does it really help or does it create greater problems?

There are those of us who found this to be true. We are willing to help you or your family.

A.R.P. Addiction Recovery Program

Call our toll-free number nationwide
1-800-562-3277

Hawaii members, please call
1-800-942-4624

In 1886, Philip Murray was born in Blantyre, Scotland. He was the USWA's founding president and head of the Congress of Industrial Organizations from 1940 until his death in 1952.

In 1937, when company goons attacked United Auto Workers (UAW) organizers at the Battle of the Overpass outside of the River Rouge plant, though General Motors and Chrysler signed collective bargaining agreements with the UAW in 1937, Ford held out until 1942.

In 1959, delegates of the Insurance Agent's International Union and the Insurance Workers of America, having ratified the merger agreement at their respective conventions, convened as delegates of the merged union, the Insurance Workers International Union. The 15,000-member union merged with the United Food and Commercial Workers in 1983.

In 1935, the Ladies Shoe Binders Society was formed in New York.

Anniversary of the Memorial Day massacre at Chicago's Republic Steel plant in 1937. Police attacked strikers, killing seven, wounding 100.
SANTA ROSA - In April we signed up another new company, Engelke Brothers in Healdsburg. I would like to welcome Jerry and Lee's company into the union. Bob Miller has been talking with the owners and crew for the past three years. Jerry and Lee finally decided it was time to bring their company into the union. This is another example of how organizing helps the members. When Engelke Brothers starts to get more work, they will be hiring more operating engineers to do that work.

Report from our contractors

Some of our members are starting back to work. If only it would stop raining, they might be able to get a full week of employment. I talked with Brian Brown at Don Dowd Company and he told me that every time they get ready to go back to work it starts to rain. Don Dowd Company has nearly completed its Hwy. 121 project at the Stornetta Dairy.

At Argonaut, Lynn Russey and his crew are working on the tank site in Cotati. Tim Ottman and his crew are working at the tank site in Oakmont. Both projects are for the Sonoma County Water Agency. Johnnie Heing has a crew working on a small project by Spring Lake.

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I talked with Dave Soiland from Davest, and he said the general contractor for the new southwest high school project will be setting up a new schedule. He feels optimistic they will be able to get started on the project within the next couple of months. The Press Democrat reported that the school district has reduced the size of the project by 13 acres in hopes of getting the permits from the U.S. Army Corps of Engineers.

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On my second visit with him, I learned how well the Operating Engineers had taken care of him during his retirement. As I remember, James told me he retired some time in the 1960s and his employer had only contributed to his pension for a very short period. He said his pension was about $70 a month and 30 years later he was receiving over $500 a month. His health care was covered by Medicare and the Local 3 retirees health and welfare trust fund. James passed away at the end of March, and we in the office all express our deepest condolences to his wife, Anna.

In the future, about picnic

Our district picnic will be at the Windsor Water Works again on August 1. The cost will be $12 for adults, $9 for retirees, $1 for children. If you want tickets for the barbecue or if you want to volunteer to help at the picnic, call the office at (707) 546-2487.

April 21 was Secretary's Day, and because our secretary, Cathie Smith is such a great one, I entered her in a Secretary of the Day contest with one of our local radio stations. Guess what? She won. The radio station picked Cathie up in a limousine and took her and five other secretaries to lunch. Congratulations Cathie. We know you are the best, especially having to put up with Bob, Hank and I.

George Steffensen, Business Rep.

Engelke Brothers joins Local 3 family

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Engelke Brothers joins Local 3 family
 contractors calling operators back to work

MARYSVILLE - Work in the Marysville District has picked up some. Guy F. Atkinson, for example, has called back a few operators on the Bucks Lake project to help with snow removal.

Shasta Constructors of Redding has moved in on the Middle Yuba River Bridge Replacement Project on Hwy. 49 along with sub-contractor Byron Grant from Hoopa.

West Valley Construction of Chico is in high gear on the Sutter County water system job on Franklin Road. Lund Construction has also moved in on the Yuba City Project this past week.

Hard Rock Construction of Redding is still working on the Hwy. 20 slide project just east of the Lake County line. Parnum Construction from Santa Rosa should be moving back soon on the Hwy. 20 widening project.

Baldwin Contracting has a fair amount of work and has called back some operators. Baldwin is also starting to move in on various other projects in the district.

W. Jaxon Baker has started back up on the Hwy. 99 and 20th Street overcrossing project in Chico, along with subcontractor FoLloch and Deniso. Swinerton & Walberg Construction is in the middle of valve crossovers on the Delevan project. Crews have been working two shifts.

C. C. Myers has moved back in on the I-5 Stoney Creek Bridge project just north of Orland. DelTerra Inc. from Redding is in Quincy staking the Hwy. 70 project for Lorang Brothers from Colfax. It should be moving in any day to begin work.

Evans Brothers Inc. from Livermore has moved in on the Yuba City to do the demolition of the old Yuba City steel building, which is now owned by the city. Plans are for a mall in that area. The city is presently putting plans together to extend Plumas Street across that lot.

We have a few more projects coming up for bid this next month.

Dan Montais, Business Rep.

granite readsies Howe Ave. job

SACRAMENTO - As things begin to dry out in the valley, we see each day more and more projects starting or restarting.

Granite is about to gear up to start the $6 million Howe Avenue project. Teichert has jobs at the Pace store in South Sacramentio, Gold River, Kaiser Hospital in Roseville and various other locations. R.G.W. is also going strong at Hwy. 50 and Hazel Avenue.

We are currently in negotiations with Teichert Pre-Cast and SMA Equipment. We hope to have these negotiations wrapped up shortly.

District Representative John Bonilla and negotiating committee member Steve Smith will be in the Bay Area on May 4 for the initial meeting with the AGC on the Master Agreement for construction.

Next district meeting

Our next district meeting is scheduled for Tuesday, May 18, at 8 p.m. It will be held at the Machinists Hall at 2749 Sunrise Blvd. Service pins will be presented. If you are eligible for a service pin, please call our office and you will be presented with a pin at our next meeting. Please try to attend.

We would also like to remind those on the out-of-work list to renew your registration by the 84th day to retain your spot. A pre-retirement meeting will be held on May 26 at the Auburn Recreation Center, and on May 27 at the Machinists Hall on Sunrise Blvd.

Andy Mullen, Business Rep.

sheehan begins 110-mile stretch of PG&E pipeline

FRESNO - After a long, wet winter, the work outlook is beginning to shape up. The soil is finally drying out enough to allow for some decent dirt moving.

From Business Rep. Bob Sheffield

The Shaw Avenue job in Fresno that Granite Construction was originally given was finally awarded to Ford Construction. We have had pre-jobs with Ford Construction for the following three projects:

* Shaw Avenue, $2.59 million, which will run a special single shift.
* Avenue 12 to Hwy. 99 reconstruction and overlay ($950,000).
* Avenue 12 to Hwy. 99 reconstruction and repaving ($950,000).

All three jobs will start immediately.

Ford's portion of Hwy. 180 "Gap" project is ahead of schedule, and the company plans to complete the job in October 1994.

From Bus. Rep. Monty Montgomery

Sheehan Pipeline has kicked off its job in Santa Nella, which will run for 110 miles. At this point they are stretched 63 miles from lead crew to end crew with 94 operators on site.

Kiewit Pacific has started the overlay on I-5. It has 170,000 tons of asphalt plus panel replacement. The company's portable hot plant is set up in the Artesia Ready Mix pit in Coalinga. Kiewit will be supplying all the material. Granite Construction has picked up quite a bit of work in the area and will be putting crews back to work after a long hard winter.
### District and retiree picnics

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<thead>
<tr>
<th>District</th>
<th>Date</th>
<th>Time</th>
<th>Activities/Notes</th>
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<tbody>
<tr>
<td>Fairfield District</td>
<td>Sunday, May 23</td>
<td></td>
<td>Lunch served from 12:30 p.m. to 2:30 p.m. BBQ beef, hot dogs, salad, beans.</td>
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<td>Country band and raffle</td>
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<tr>
<td>Redding District</td>
<td>Saturday, June 12</td>
<td>noon to 2 p.m.</td>
<td>Plenty of RV parking</td>
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<td>Info: (510) 222-6053</td>
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<tr>
<td>Utah District</td>
<td>Saturday, June 19</td>
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<td>$8 adults, retirees $5, children 6-14 years $3, under 6 free</td>
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<td>noon retirees, 1 p.m. active</td>
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<td>Murray Park, Pavillion 5</td>
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<td>(Enter park from 330 E. Vine or 406 E. Vine St.)</td>
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<td>$6 individual, $12 family BBQ chicken with all the trimmings</td>
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<tr>
<td>Sacramento District</td>
<td>Saturday, June 26</td>
<td>11 a.m. to 5 p.m.</td>
<td>BBQ beef, hot dogs, salad, beans.</td>
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<td>Live music, volleyball, activities for children, raffle</td>
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<td>Reno District</td>
<td>Saturday, July 17</td>
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<td>$7.50 adult, retirees $5, under 15 free</td>
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<td>BBQ steak, beans, salad</td>
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<td>Stockton-</td>
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<td>Ceres District</td>
<td>Sunday, July 25</td>
<td>11 a.m. to 6 p.m.</td>
<td>$10 active, $8 retirees, children under 15 free</td>
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<td>Raffle, games for kids</td>
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### Women's support group promotes union solidarity

The Local 3 women's support group — Women's Operating Engineers Groups (WOPEN) — is sponsoring another potluck in Oakland on Sunday, June 6, at 12 noon. The gathering will be at Terry Sandofa’s house. She lives at 3841 14th Avenue. Take I-580 east to the Park Boulevard exit, follow Park east to 14th Avenue, then turn right and proceed to 3841.

Local 3 Attorney Lynn Faris will be the guest speaker. She plans on discussing legal rights in the workplace. Don’t forget to bring a dish to share. If you need more information concerning the potluck, call Terry at (510) 530-5699 or Lisa at (510) 769-0940.

An original play based on the oral histories of tradeswomen, titled "Journeyworker Jones,” written by George Crowe and directed by Paul Hellyer, opens May 13 at the South of Market Cultural Center, 934 Brannan at 8th Street, San Francisco. The play, about the trials and triumphs of a woman apprentice electrician, runs through May 29. Tickets are $20. No-host bar opens at 6:30 p.m., curtain at 8 p.m. There’s limited seating, so call for reservations at (415) 621-7334.

There’s going to be a special benefit performance for the Democratic Party on Saturday, May 22, 6:30 p.m., with reception, food and no-host bar. For more information on this performance, call Terry Tully at (510) 278-5859.

Thirty percent of the union’s nearly 340 women operating engineers have responded to the group. The following statement describes the purpose of forming and continuing the group. We encourage all union women members to get involved. We extend an invitation to all members to help us succeed and improve.

Local 3 Women’s Operating Engineers Group (WOPEN) Statement of Purpose:
- To help promote understanding and cooperation among union members of all race and gender
- To promote information, offer assistance, and strengthen solidarity and friendship among union members
- To help promote the cause and future of Local 3 and facilitate support and networking among members
- To strengthen the role of and encourage active participation among union women
- To assist in the recruitment of women and minorities into the apprenticeship program
- To address workplace issues related to discrimination and harassment
- To help fulfill the career goals of union women operating engineers

### Oakland Gradesetting Class

Any members interested in gradesetting classes in the Oakland area, call the district hall at (510) 638-7273 and ask to have your name placed on a list for future classes.

If response warrants, we will have a evening class.

### Backhoe Rodeo and Safety Fair

Bobby Jones Arena, Cottonwood, Calif.
May 22, 10 a.m. to 4 p.m.
Backhoe rodeo events for men, women, children
Entry fee: $10, children under 14 $5
Info: (916) 223-6255 or (800) 273-5753
Proceeds go to Brad Doelker Memorial Trust Fund
1991 and 1992 graduates


Completion ceremony honors 143 graduating apprentices

Local 3's Joint Apprenticeship Committee recognized 143 individuals as graduating to journey status Saturday evening, April 24, at the Holiday Inn in Sacramento. These people have joined the ranks as full journeymen and journeywomen for the years 1991 and 1992.

The ceremony paid tribute to the outstanding graduating apprentice equipment operator, mechanic and crane operator, as well as the outstanding contractor of the year for providing apprentice training. Service awards were given to those individuals who contributed their time and effort toward the apprenticeship program.

The event's master of ceremonies was JAC Administrator Larry Uhle. Assisting in presenting certificates and awards were Gail Jesswain, chief of the California Division of Apprenticeship Standards; Tom Stapleton, Local 3 business manager; retired JAC member Ed Simons, Robert Wise, Local 3 recording-corresponding secretary; and all the Local 3 JAC district coordinators.

Tom Stapleton addressed the graduates, congratulating them on this major career accomplishment. Connie Gipson, administrator for Sex Equity, Vocational-Education at the California Department of Education, gave the keynote speech. She discussed the progress men, women, minorities and the disabled have made in the workplace.

Graduating Apprentice of the Year awards went to the following people:

- Rickey Bushnell, Oakland District, CEO
- Eddie Dupee, San Jose District, CEO
- Terry Taylor, Redding District, HDR
- David McGarry, San Jose District, cranes
- Employer of the Year is awarded to the company that best provides on-the-job training and encourages an active training program within the organization. This year's honor went to Robert Burns Construction Inc. of Stockton. Runner-ups were American Paving out of Fresno and Baldwin Contracting from Marysville. Appreciation certificates were presented to Roy E. Ladd Inc., Redding, and O'Grady Paving, San Jose.

Gail Jesswain also gave service awards to individuals who contributed to apprenticeship.
The road to journey status

The final attainment of a goal is the best of all rewards. The self-satisfaction of finally reaching the end - accomplishing a task, a feat or a skill - has no other feeling that can compare to that of knowing you did it. You made it happen. No one but you can be congratulated. Yes, maybe someone gave you advice or a little help by showing you a better, easier way. But the reality is that you were the one who ended up really having to complete your goal.

That is how it works when you are involved in an apprenticeship program. You start out as a novice, not having much experience, perhaps not the skills that take so much time to acquire, to hone, to improve to perfection. Later, as time goes by, those skills begin to take shape. You begin to figure out how to approach a task, figure the best way to complete it, and with a little help from other operators who have had years of experience, you too start to show your abilities.

Then the day comes when you must prove you can do the job with the skill of a journey. Your knowledge and proficiency are tested. The day proves you can take your place alongside others in this trade who call themselves journeymen and journeywomen.

Our sincerest congratulations go out to the graduating apprentices for 1991 and 1992. All the staff and instructors at Rancho Murieta Training Center wish all those who have completed their apprenticeship the best of luck. Our greatest reward is seeing you succeeded in one of the best programs for operating engineers in the United States.

Duane Belchley, Media Coordinator

JAC Awards

Graduating Apprentices of the Year
Rickey Bushnell, Oakland District, CEO
Eddie Dupee, San Jose District, CEO
Terry Taylor, Redding District, HED
David McGarry, San Jose District, cranes

Outstanding Graduating Apprentice nominees
San Francisco - William Longstreet
Fairfield - Dwight Williams
Santa Rosa - Sabrena Rosenberg
Oakland - Carlos E. Salmon, Rickey D. Bushnell
Stockton-Ceres - Xavier Merlos
Fresno - Jason Kempt
Marysville - Donald Schwartz
Redding - Steve Rhodes, Terry Taylor
Sacramento - Josif Brandusa
San Jose - Eddie, Dupee, David McGarry, Mark Sala

Employer of the Year
Robert Burns Construction, Inc., Stockton

Above: Local 3 Business Manager Tom Stapleton, left, presents Rickey Bushnell with Outstanding Apprentice of the Year for CEO.

Above: Business Manager Tom Stapleton, left, and Ed Sumrall of JAC, right, present Bill Burns of Robert Burns Construction with Employer of Year award.
HONORARY MEMBERS

As approved at the Executive Board Meeting on April 25, 1993, the following retirees have 35 or more years of membership in the Local Union, as of April 1993, and have been determined to be eligible for Honorary Membership effective July 1, 1993.

- Rollin Batham 0904599
- Andrew Bodine 0736309
- Homer Chilton 0711897
- Charles Crane 0908527
- Anthony Delia 0955193
- Donald Frost 0848365
- Arvin Hansen 0679217
- Clyde Hewitt 0821540
- Harry Johnson 0950806
- Marvin Lawson 0750325
- William Little 0779285
- James McGee 0912025
- Leonard Menefee 0754321
- Homer Chillon 0711897
- Charles Crane 0908527
- Andrew Bodine 0736309
- Rollin Batham 0904599

* Effective April 1, 1993 - Recently determined to have been eligible in March, 1993.

District Meetings

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

MAY

- 4th District 3: Stockton Engineers Bldg., 1916 North Broadway
- 5th District 5: Fresno Laborer's Hall 5431 East Hedges
- 6th District 6: Sacramento Machinists Hall 2749 Sunrise Blvd. Rancho Cordova
- 17th District 17: Eureka Operating Engineers Bldg.

JUNE

- 2nd District 12: Provo Orem City Building 56 North State Street Orem, Utah
- 3rd District 11: Reno Carpenters Hall 150 Terminal Way Reno, NV
- 15th District 10: Ukiah Grange Hall 340 State Street Ukiah, CA
- 17th District 8: Sacramento Airport Plaza 5220 Glen Avenue Sacramento, CA
- 24th District 9: Freedom Veterans of Foreign Wars Hall 1900 Freedom Blvd.

Departed Members

Business Manager Tom Stapleton and the officers of Local 3 extend their condolences to the families and friends of the following deceased:

MARCH

- Edward Burke of Tempe, Az., 3/28
- Grover Chandler of Carson City, Nv., 3/24
- James Tattier of Santa Rosa, Ca., 3/27
- Walter White of Caruthers, Ca., 3/27

- Homer F. Chilton of Salt Lake, Ut., 4/6
- Charlie Collins of Laton, Ca., 4/14
- Wallace Cramer of San Andreas, Ca., 4/8
- Jack Curtis of Yuba City, Ca., 4/17
- Quentio Erickson of Springville, Ut., 4/23
- Leon God of Heavener, Ok., 4/24
- Glenn Johnson of Manteca, Ca., 4/22
- Andrew Johnston of San Jose, Ca., 4/20
- Herbert Kay Sr. of Waimanalo, Hi., 4/11
- Leon Goad of Heavener, Ok., 4/11
- Charles Collins of Laton, Ca., 4/14
- Wallace Cramer of San Andreas, Ca., 4/8
- Jack Curtis of Yuba City, Ca., 4/17
- Quentio Erickson of Springville, Ut., 4/23
- Leon God of Heavener, Ok., 4/24
- Glenn Johnson of Manteca, Ca., 4/22
- Andrew Johnston of Murrieta, Ca., 4/20
- Herbert Kay Sr. of Waimanalo, Hi., 4/11
- Arville Starbuck of Stockton, Ca., 4/23
- Orville McDonald of Sacramento, Ca., 4/11
- M. R. Phillips of La Grange, Ca., 4/16
- Alvi Rogers of Fallon, Nv., 4/27
- Emilio Ruiz of Hayward, Ca., 4/24
- W. L. Shutt of San Jose, Ca., 4/24
- Calvin Smith of Napa, Ca., 4/10
- Thomas Steele of Aplos, Ca., 4/21
- T. W. Stillman of Central Pt., Or., 4/8

JUNE

- Jack Curtis of Yuba City, Ca., 4/17
- Quentio Erickson of Springville, Ut., 4/23
- Leon God of Heavener, Ok., 4/24
- Glenn Johnson of Manteca, Ca., 4/22
- Andrew Johnston of Murrieta, Ca., 4/20
- Herbert Kay Sr. of Waimanalo, Hi., 4/11
- Arville Starbuck of Stockton, Ca., 4/23
- Orville McDonald of Sacramento, Ca., 4/11
- M. R. Phillips of La Grange, Ca., 4/16
- Alvi Rogers of Fallon, Nv., 4/27
- Emilio Ruiz of Hayward, Ca., 4/24
- W. L. Shutt of San Jose, Ca., 4/24
- Calvin Smith of Napa, Ca., 4/10
- Thomas Steele of Aplos, Ca., 4/21
- T. W. Stillman of Central Pt., Or., 4/8
- Harold Watts of Black Canyon, Az., 4/19

Your local union representative can help.

**RETIREMENT SALE:** '65 Ford bubble top, hard top, 5.0 turbocharged inline 6, 302 cu. in., H .C. & K. 351 cu. in., Hi-Permax turbo/6.91, *4, 4 spd, Latiat F- radio, low miles, great condition. Black. $52,500. Call (408)783-7905. Reg.#194165 5/93

**FOR SALE: '68 Ranchero 302 eng., C4 trans-americas, 14" mags, 6 Goodrich TA's, rear air shocks. All in one unit. 8'x33' - travel trailer, AC, water, gas, self contained, lots of storage. $14,500. Call (209)223-3473 Reg.#189486 4/93

**FOR SALE:** Mobile home Dodge Power Wagon on large private lot, 2bed/2ba, refrigerated air -)+ propane windows, awnings, full length on both sides & front windows can be opened with slider & storage. $37,500. Call (510)244-1791 Reg.#1211397 4/93

**FOR SALE:** '84 Dodge 2500 4x4. A classic, our family, 80,000 miles, 125,000 miles, and much more. Car top available. Have title to app. Call (510)783-7905 Reg.#194165 5/93

**FOR SALE:** '89 Ford Supercab DSL, hydraulic pump. Very dependable. $1,500. Call (209)223-3473 Reg.#0888849 4/93

**FOR SALE:** 14' mags, BF Goodrich FOR SALE: '75 Coachman value. Under house 2 rooms with full climate, excellent well, plenty of water. Asking $100. Call (510)783-7905 Reg.#194165 5/93

**FOR SALE:** '68 Mustang, dead or alive. $350. Reg.#1088849 4/93

**FOR SALE:** '90 Mobile home Cambria, $35,000. '65 - '70 Mustang, dead or alive. $350. Reg.#1088849 4/93

**FOR SALE:** '90 Jeep Wrangler, $9K. Refurbished, low miles. Asking $750. Call (510)783-7905 Reg.#194165 5/93

**FOR SALE:** '90 Motor home Camper, 5,000,000 miles, 4 bed/2 bath, fully loaded, 11 beds. New, never used, in original carton. $475. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** Home 'See forever' Sierra wagon w/camper shell, 15K on rebuilt engine, 11 beds. First 100 members to ask will get new slide -out. Asking $300. Call (510)783-7905 Reg.#194165 5/93

**PERSONAL NOTES...**

**FOR SALE:** Puppies Chesapeake, AKC. Healthy, great parents. Both parents on premises. Will be six weeks old 4/14. $400. Call (510)963-3175 Reg.#1088849 4/93

**FOR SALE:** '90 Dodge Power Wagon on large private lot, 2bed/2ba, refrigerated air -)+ propane windows, awnings, full length on both sides & front windows can be opened with slider & storage. $37,500. Call (510)244-1791 Reg.#1211397 4/93

**FOR SALE:** '89 Dodge Dakota, 4x4, windshield wiper guard. $500. Call (510)783-7905 Reg.#194165 5/93

**FOR SALE:** '90 Jeep Wrangler, $9K. Refurbished, low miles. Asking $750. Call (510)783-7905 Reg.#194165 5/93

**FOR SALE:** Retirement home 110x150 lot. Lovely Salomo island beau- tiful airstream yr. 1970. 35 sq.ft., full kitchen, bath, living, 1 bedroom. $100. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** Golf Cart E Z Go, recorded miles, very good condition. $200. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** Camera shell Winnipesauke full size bed & sofa, 70 sq.ft., 36' deep, useable, asking $200. Call (510)526-9279 Reg.#189486 4/93

**FOR SALE:** '90 Mobile home located in San Andreas foothills, 2bed/2ba, 15K on reconstructed engine. $300. Call (510)526-9279 Reg.#189486 4/93

**FOR SALE:** '90 Golf Cart, E Z Go, recorded miles, all good condition. $200. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** Treasure 4 sale. All in very good working condition. $500. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** '85 Plymouth PA, 5K miles. Asking $400. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** '85 Ford LTD Crown Victoria, black, very nice, runs great, fully loaded. $1,000. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** '84 Ford LTD Crown Victoria, black, very nice, runs great, fully loaded. $1,000. Call (510)526-9279 Reg.#1793811 4/93

**FOR SALE:** Bedliner, 3.53:1/rear. $8,500. '90 Demco fits full size 8' bed, 70'; wide, 36' deep, floor kitchen, bath, dining, living & 2 bedrooms. Asking $8,500. Call (510)963-3175 Reg.#1088849 4/93

**FOR SALE:** Capt. chairs, power windows/locks. May take good VW Jetta as part payment (510)226-6429 after 6pm Reg.#2159356 4/93
GRIEVANCE COMMITTEEMEN

San Francisco
Ray Mangini
John Reilly
Joe Wendi
Trent Erven
San Jose
Robert Reich
California
Mark Burton
Curt Posluma
Fairfield
Russell Burns
Ron Duran
Jac Crinklaw
Victoria Brown
Santa Rosa
David Spahn
Dennis Becker
John Kvasnikka
Oakland
Jim Bone
Eugene Schaeffer
Harold Lewis
Redding
Bill Barton
Dennis Dorton
Tacho Zavala
Fresno
Mike Johnson
Mike Powers
Max Lennan
Marysville
Bradley Foster
Mike Lithgow
Bill Hodges
Sacramento
James Matson
Albert Wilson
Dennis McCarthy
Stockton
James Matson
Albert Wilson
Dennis McCarthy
Stockton
Steve Grove
Manuel Simas
John Jarboe
Eureka
Mike Powers
Larry Heiner
Paul Lindner
Fresno
Mark Fagundes
Ranny McLane
Robert Wilson
Marysville
Alex Bryce Sr.
Gary Lahr
Ronald Turner
Sacramento
Ven Barnes
Dennis Freeman
Francis Gentry
San Jose
Ken Tail
Milton Peterson
Bob Taylor
Auburn
Peter Angelos
Todd Bradfrod
Paul Perez
San Jose
Brady Angelos
Fred Henschbach
Harry Wisler
Freedom
Michael Knudsen
Abraham Magana
Frank Underwood
Reno
Oliver Block
Jim Kendall
Carl Randolph
Hilo
Andrew Akau, Sr.
Albert Medeiros
Rodney Rezentes

Union Briefs

Labor-management cooperation panel formed

Two members of President Clinton's cabinet, Labor Secretary Robert Reich and Commerce Secretary Ron Brown, formally announced March 24 the creation of a new commission that will explore ways to increase labor-management cooperation and employee participation in the workplace.

The goals of the 10-member panel, created at the request of President Clinton, will be to:
- Determine whether there are any new methods or instructions that should be encouraged or required to enhance productivity through labor-management cooperation and employee participation.
- Whether current laws and collective bargaining practices should be changed to enhance cooperative behavior, improve productivity and reduce conflict.
- Whether steps should be taken to increase the extent to which work-place problems are resolved directly rather than through recourse to the courts and regulatory agencies.

The commission, called the Future of Worker-Management Relations, is expected to hold its first meeting in May.

Davis-Bacon reform introduced

On March 22, the Senate was preparing to take up an amendment, offered by Sen. Larry Craig, R-Idaho, to the fiscal 1994 budget resolution calling for repeal of the prevailing wage provision of the Davis-Bacon Act in order to save federal construction costs.

Davis-Bacon, which was enacted in 1931 to protect local prevailing wage standards from being undermined by outside competition, requires that prevailing wage rates be paid on federally financed construction contracts valued at more than $2,000.

To prevent the amendment from being passed, Sen. Edward Kennedy, D-Massa., chairman of the Senate Labor and Human Resources Committee, proposed a compromise: legislation (S 627) to raise the threshold for coverage under the act from $2,000 to $100,000 for new construction contracts, and to $15,000 for contracts for repair, alteration or demolition. "The current thresholds," Kennedy said, "are out of date and the new levels will significantly reduce the burdens associated with administering small contracts.

Building trades support bill to correct ERISA pre-emption

Building trade union officials told a House panel March 24 that Congress should pass legislation, HR 1036, which would shield state laws covering prevailing wages and apprenticeship training programs from pre-emption under the Employee Retirement Income Security Act (ERISA).

When states and counties have tried to pass laws requiring prevailing wages on public construction projects, they've been repealed because judges rule the laws are pre-empted by ERISA. At a congressional hearing on HR 1036, Robert A. Georgine, president of the AFL-CIO Building and Construction Trades Department, said the council would correct recent court decisions in California and New York that have incorrectly interpreted ERISA.

Help fight diabetes

D.A.D.'s Day Race
Sat., June 19, San Jose Speedway
Santa Clara County Fairgrounds
Gate opens 5 p.m., racing 7 p.m.
2 for 1 admission tickets $10
Get tickets thru
San Jose District office
Proceeds for diabetes research

Pictured above: Local 3 member and driver Pat Rose and owner John Neece of building trades will be competing at the D.A.D.'s Day Race.