

Important Notice: Turn to Page 18 for Schedule of Specially Called Meetings to Amend Article V (Initiation Fee) & Article VI (Dues) Of The Local Union By-Laws.



Engineers News

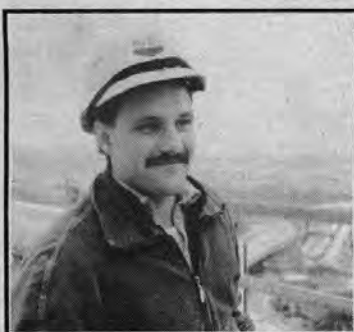
VOL. 47, NO. 6

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

JUNE 1989

Byggnads:

Swedish construction workers prove there's strength in unity. (Part II of special report: Pg. 3)



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.

Solano is booming

Construction is at an all time high along the I-80 corridor. (Page 10-11)



Union Industries Show draws over 100,000 in San Jose

Although union industries are woven into the fabric of American life, union members often perform their valuable work far from the public spotlight.

But union workers held center stage for four days in San Jose this month during the 44th Union Industries show sponsored by the AFL-CIO. Over 100,000 visitors made their way from booth to booth at the new San Jose Convention Center sampling a wide variety of union products and services.

They had their hair styled by members of the United Food and Commercial Workers, gobbled up goodies made by the Bakery Confectionary and Tobacco Workers, and got an inside view of the latest Indiana Jones movie in an exhibit by Theatrical and Stage Employees. Children flocked by the hundreds to climb aboard a Catpillar 936 loader and have their picture taken by members of Operating Engineers Local No. 3.

Like other unions, Operating Engineers took advantage of this broad contact with the public to acquaint people with the way in which the union touches their lives. The closeup look at the Cat-loader clearly impressed the youngsters and many of their parents as well, offering them a glimpse of what the work of a heavy equipment operator must be like.

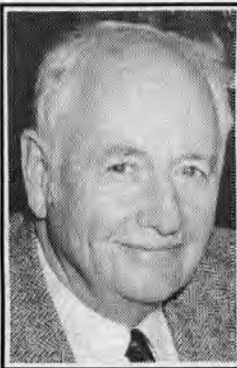
As a steady stream of children sat atop the giant Cat wheels to have their picture taken, others maneuvered a remote-controlled loader and dump truck around a box filled with beans. More than just a few parents looked like they wanted to take a turn at the controls themselves.

The children and adults who walked away from the Operating Engineers' exhibit with a Polaroid snapshot of themselves aboard a Cat-loader clearly had had an experi-

(Continued on page 2)



These kids got to see the world from the viewpoint of an operating engineer during the Union Industries Show in San Jose this month. Local 3 gave away over 700 Polaroid snapshots of kids sitting on this Cat 936 loader, which was loaned to Local 3 for the show by Peterson Tractor, Inc.



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

There's an old fable about the farmer who discovered a golden egg one morning in his barnyard. He thought someone might be playing a trick on him, so he took it to the local goldsmith to have it checked out, but sure enough, it was an egg of pure gold.

This was an exciting development in his life. But, to his total astonish-

ment, the farmer discovered another golden egg the next morning. This time he saw that it was a goose who had laid the egg. It took the old farmer only about a second to realize the value of this goose, so he carefully put the goose in its own pen and gave it plenty to eat and drink.

Every morning the goose would lay another egg of pure gold. The farmer became fabulously wealthy. But then something happened. The farmer began to lose touch with reality. Despite his great wealth, he began to feel it wasn't enough. "Why should I have to wait for the goose to lay one egg a day?" he thought. "Why can't I have it all now?"

Finally, he couldn't stand it any longer and one morning he rushed out into the barnyard, butcher knife in hand. He grabbed the prize goose, slashed it open and reached in to get all the rest of the golden eggs. To his horror, he discovered there were no golden eggs to be found.

Well, it's easy to condemn the old farmer for being an idiot and not realizing that killing the goose would bring an end to his income. But in reality, we can observe this type of bad judgement almost everywhere we look. For example, many employers kill the goose with the golden eggs in the way they treat their employees.

Time after time, we encounter an employer who for years has reaped healthy profits because of the skilled union employees who have worked for him. Then some kid with a business degree or a hot shot attorney tells him they could do better if they slash their labor costs. Next thing you know, we're banging heads with the employer because he thinks he can come out ahead by cutting wages and benefits. I could never understand this line of thinking. How are you going to get someone to do quality work for you when you give them worse treatment?

Some employers are really stupid. They throw the goose out, saying they'll just get some new "nonunion" geese, only to find that these kind generally aren't that skilled. They just lay regular old eggs, not golden ones.

The problem is, these misinformed attitudes cut both ways. Sometimes, we as union members also run the danger of killing the goose with the golden eggs. In this case, the goose is the fair union contractor who's paying those wages and benefits.

Year after year we reap the benefits of the best contracts in the industry. Then things start to change. Nonunion contractors, even though they are less productive, begin to get more and more of the work, because they can undercut our wage package.

Occasionally they get a big job like the USX POSCO steel plant in Pittsburg or the San Jose transit mall job.

It's kind of hard to feel threatened when you're working 50 or 60 hours a week.

(Continued on page 7)



Kids of all ages tried their hand at operating the remote control toy equipment set up at the display. The mock jobsite, which used dried beans as material, was set up by the Operating Engineers Joint Apprenticeship Committee.

Union Show draws thousands

(Continued from page 1)

ence to remember. And that was precisely the point: The loaders, scrapers and cranes that Californians see at highway and building construction sites are operated by real flesh and blood human beings with valuable skills. Their labor contributes in a very real way to the lifestyles enjoyed by the families of California. For the children in attendance the Operating Engineers' exhibit offered a glimpse at a way of life and work that some of the children may want to pursue themselves

The booths also made clear the point that if you're going to be an operator you're best off being a union operator

when they grow up.

The booths also made clear the point that if you're going to be an operator you're best off being a union operator. Radio and television ads

produced by Local 3's Public Relations department were aired regularly at the booth, explaining the advantages of belonging to a union.

In an era when unions receive little recognition for the contributions they make to American society and to the living standards of American indeed workers, the Union Industries show was a powerful reminder that America works best when American workers say "Union Yes!"

The Local 3 exhibit was made possible through the joint efforts of the union's Public Relations department, the Joint Apprenticeship Committee, and the San

Engineers News

WIPA



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OPEIU-3-AFL-CIO (3)

Jose district staff, including District Rep. Max Spurgeon and Business Reps. Lewis Bratton, Bob Delaney and Don Incardona.

Byggnads:

In Sweden, one union represents nearly all construction workers

(Editor's Note: Below is the final part in a two-part series on the Swedish Labor Movement.)

Article and photos by
James Earp, Managing Editor

As we drove up to the construction project, I almost felt at home. Even though I was in Sweden, almost 10,000 miles from San Francisco, it was a familiar feeling to step out of the business agent's car onto the muddy ground, don a hardhat, strap on my camera and begin my survey of the project to determine how I would photograph it for the *Engineers News*.

After several days filled with meetings and interviewing labor union officials, it felt good to get away from the office environment and out into the open air — even if we were in downtown Gothenburg. The second largest city in Sweden with a population of 400,000, Gothenburg lies on Sweden's west coast, about five hours train ride from Stockholm.

Ingvar Sarnbratt was the business agent that had agreed to pick me up at the hotel and show me around his local union for the day. I think he got the assignment by default, because he was the only business

"So far, all I had managed to learn in Swedish was, 'Thank you very much,' and 'You are beautiful,' which probably wouldn't get me too far on a construction job."

agent in the office who could speak English. His English was a little rusty, since this was the first time he had had to use it in several years, but I assured him his command of my language was much better than my command of his.

So far, all I had managed to learn in Swedish was, "Thank you very much," and "You are beautiful," which probably wouldn't get me too far on a construction job.

Ingvar works for Local 12 of Byggnads, the union that represents nearly all construction workers in Sweden. While our construction unions in the United States

are organized by craft jurisdiction, Byggnads represents all crafts with the exception of the painters and electricians.

Tower crane operator working for Skanska makes a lift at Gothenburg office complex.

It doesn't take long to figure out that there are some real advantages to having most construction crafts under one union. There are no jurisdictional disputes. There is less duplication of effort. One office takes care of an entire locality. One business agent can service everyone on the job. You never have to worry about "two-gate" jobs or whether or not everyone will honor your picket line. This solidarity among the workers gives the union tremendous power.

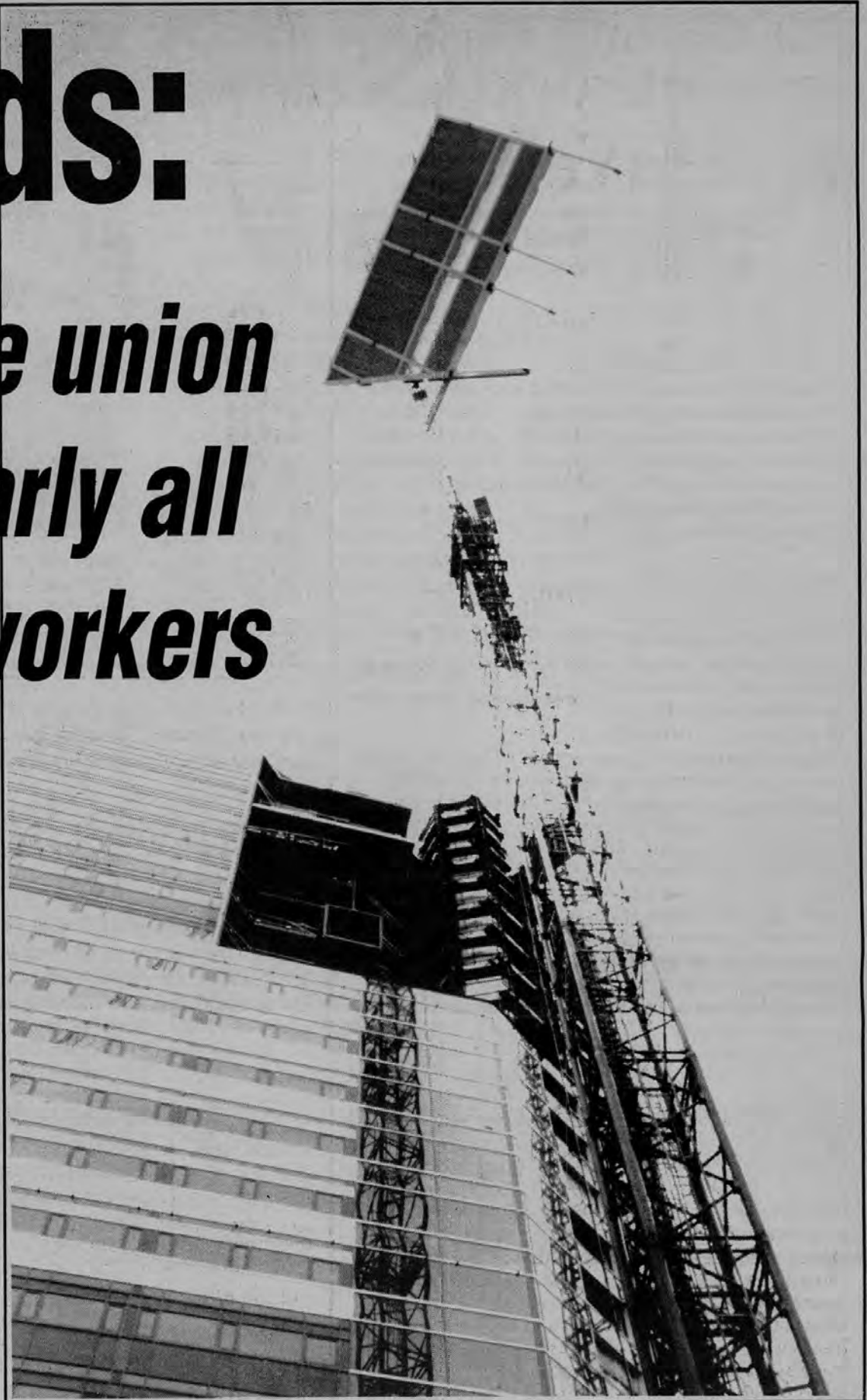
Before going out onto the job, we checked in at the temporary office that was located on site. Inside I met Raimo Frantsi, whose official job description is "team boss." There is not really any job title in our construction

industry — at least in the western United States — comparable to what Raimo does. He might be considered a master mechanic or full time job steward who is paid by the company but spends his time supervising the workers and working as a liaison with the union.

In some areas of Sweden — particularly in Stockholm — the team boss is actually a one-man hiring hall. He works with the contractor in planning the job. He hires the workers directly and negotiates the wages they will be paid. In some cases, entire crews will follow a team boss from one job to the next.

However, this system is rapidly dying, Raimo explained. Due to recent legislation, contractors are no longer allowed to hire

(Continued on page 20)



Utah Operating Engineers support striking Eastern Airlines workers

Eastern Airlines employees, on strike against modern day robber baron Frank Lorenzo since March 4, continue to inspire support from other trade unionists, including members of Operating Engineers Local 3 in Utah.

Operators demonstrating against Eastern at the Salt Lake International Airport on May 12 were joined by the Utah AFL-CIO and Utah Congressman Wayne Owens, who showed his support for the strikers by returning a campaign contribution from Eastern.

"Apparently Eastern has made a number of these donations in an effort to buy support from Congressmen," said Local 3 District Rep. Donald Strate, one of those demonstrating at the airport.

The AFL-CIO in Washington has called the strike against Eastern Air Lines "a strike for dignity and self-respect." Striking workers include members of the Machinists, Pilots and Flight Attendants unions.

"Eastern's workers have staked their lives in the survival of their company, while current management views it as nothing more than a fiscal carcass to be picked over for the benefit of other corporate entities," the AFL-CIO stated.

The Utah unionists are not alone in showing support for the strikers. Thousands of trade unionists throughout the country have joined Eastern workers on the picket line and showed their support in other ways, such as donating money, food, and time to keep the strike alive.

Unionized employees gave Eastern \$1.5 billion in concessions over the past decade. But instead of using these concessions to make the airline more profitable, Lorenzo sold many of Eastern's most profitable assets—including its reservations system and many of its gates, routes and aircraft—to his Continental Airlines and other parts of his Texas Air operations for what objective estimates indicate is a small fraction of their real worth.

The Machinists sought to avoid a walkout by attempting repeatedly over 17 months to engage in good faith bargaining with Eastern's management, by accepting binding arbitration, and by trying to bring about the appointment of a Presidential Emergency Board to settle the dispute. Lorenzo

sought to force a strike and bust the union by refusing to negotiate in good faith, by rejecting binding arbitration, and by opposing the appointment of an emergency board.

Union representatives, vowing to never return to work for Lorenzo, have been trying to find a buyer for the airline, which went into Chapter 11 bankruptcy shortly after the strike began. Whether Lorenzo can be pressured into selling will depend to a great extent on how effective the labor movement is in convincing the public to honor the strike against Lorenzo's Continental Airlines.



Demonstrating in support of striking Eastern Airlines' workers are from left, Lynn Barlow, Local 3 business rep.; Ed Mayne, president, Utah State AFL-CIO; U.S. Rep. Wayne Owens; Don Strate, Local 3 district rep. and Kay Leishman, Local 3 business rep.

Talkin' Solidarity



Solidarity was the watch word at the 1989 Labor Notes Conference in Detroit last month.

Trade unionists from 38 states and 14 nations shared strategies for promoting greater democracy within unions, for shaping the labor movement into a more effective political force in America, and for finding ways for working people to reach across national borders to help one another's struggles.

Tony Mazzocchi, secretary-treasurer of the Oil, Chemical and Atomic Workers, called upon union members to begin the process of forming a labor political party.

Charging that both the Democratic and Republican parties are controlled by the interests of big business, Mazzocchi said he believes the American people are ready for a new movement. A labor party, he said, would provide working people a forum for expressing their interests and a vehicle for redefining the national political agenda.

During the three-day conference, over 1,000 unionists par-

ticipated in dozens of workshops ranging from the Eastern Airline strike to childcare as a union issue to conducting corporate campaigns. They also heard from trade unionists involved in campaigns to make their unions more democratic, including Jerry Tucker of the United Auto Workers' New Directions movement, Diana Kilbury of the Teamsters for a Democratic Union, and Glenn Berrien, president of the National Mail Handlers Union.

Many speakers denounced the idea that workers should make concessions to make their particular companies more competitive in the global market. Such a strategy, these unionists argued, pits workers against one another in a contest that drives wages and living standards down for everybody. Instead of bidding each other down, unionists must find ways to support one another across national boundaries.

By helping lift wages in the Third World, American unionists can help put a stop to the capital flight that throws workers out of work in the United States.

Union rockers lend a hand

Rock 'n roll has connected the lives of 11 developmentally disabled students in Vacaville, Ca. and five blue collar workers who like to get down and boogie in their spare time.

When Spellbound, a hard rock band that includes Local 3 members Curt Posthuma and Walt Powers, was invited to play at Vacaville's Fiesta Days the band decided it would like to donate its earnings to a worthy cause. Jeff Ryan, a Machinist union member and the band's lead vocalist, suggested that they help out Mark's Growing Center, Inc., a nonprofit group that generates jobs for developmentally disabled adults.

While most Americans like to complain about their jobs from time to time, work plays a large part in giving structure and meaning to our lives. For the developmentally disabled — a term that applies to anyone who experiences a disabling event prior to the age 18 — being deprived of the opportunity to work imposes just one more hardship on those who already have it hard enough. In its seven-year history, Mark's Growing Center has created three businesses which provide work and training opportunities for developmentally disabled persons (referred to as students).

According to Ann Francis, who co-founded the center with her husband Darrel, their project receives no funding from the government; it is funded entirely from donations and from revenues generated by its three businesses: Yellow Brick Road, Mark's Farm and the Wood Shop.



Spellbound's hard rock sound is created by (front row, from left) Rick Lucas, drummer, and Walt Powers, guitar; (back row, from left) Jeff Ryan, vocals, Curt Posthuma, bass and Rick Thompson, guitar.

When the members of Spellbound offered to donate the revenues from their two Fiesta Days concerts to the Center, "We didn't chase them away," Francis joked. "We're always happy to have donations."

The two concerts were a rock-ing success by any standard. Up to 1,500 people were entertained each night to a mixture of hard

rock classics and several of the band's original compositions. The members of the band, four of whom belong to unions, had just as much fun as the crowd.

"This was a way we could do something we enjoy and help somebody at the same time," said Powers, a dispatcher in Local 3's Fairfield office. "We had a good time because we knew it was for

a good cause."

On a visit to Yellow Brick Road Powers had an opportunity to see three students working on a project involving plastic industrial hazard warning signs. One student punched holes in the signs, a second pushed the scored plastic out of the hole, and a third ran string through the holes so that the signs could be hung. In some cases it might take a student several minutes to perform a single function, but Powers said the students clearly felt a sense of pride in being able to do their assigned tasks.

"Those kids were doing 100 percent — the best they could do," said Powers, who marveled at the patience the center's staff showed in assisting the students.

"They take the time to have those people feel like they're accomplishing something," he said.

The Center has an equally high opinion of the band. "They're a nice bunch of people," Francis said.

Initially the band expected to raise \$300 for the center with its pair of concerts. But the Fiesta Days promoters were so pleased with the band's performance they doubled the band's payment to \$600. The band recently presented a check for that amount to Mark's Growing Center.

Besides the two Operating Engineers and the Machinist, the band also includes Boilermaker Rick Thompson and Rick Lucas, the only band leader in a non-unionized job. Spellbound has already been approached about a repeat performance at next year's Fiesta Days. A whole lot of rock and roll fans and the folks at Mark's Growing Center hope the answer will be yes.



In memoriam: Frank Carlotta

The officers of Operating Engineers Local 3 and the San Jose office staff extend their deepest condolences to the family of Frank Carlotta, who was fatally injured on May 27 while driving his race car at the Santa Clara County Fairgrounds Speedway.

Frank was 30 years old and a member of Local 3 for 12 years. He was a mechanic at Patton Bros. Co., where he worked with

his twin brother Louis, his brother Chris, and his dad, "Mudd", a member of Local 3 for 40 years.

Frank was also an active member of NASCAT.

Frank is survived by his wife Cindy and his three children: Jennifer, Michael and Mathew; his parents "Mudd" and Mary; his brothers Louis and Chris and sister Cindy Tamez.

YOUR CREDIT UNION**Earn more at your Credit Union****Bill Markus**

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We offer 3 month, 6 month and 12 month certificates, which means you don't have to commit your money for long periods of time to earn a high rate. Call our Certificate Specialist today toll-free at (800) 877-4444 or (415) 829-4400 for more information, and start earning more on your money.

Dealer financing: fact or fantasy?

The dealers are again advertising low 2.9 percent financing and cash rebates. On the surface this looks great, but underneath the hype there are some things they don't tell you.

These low rates, for example, are often only available on loans with 24-month terms. Most people cannot afford the large monthly payments on a 24-month loan, and opt for a 48-month or 60-month term, at a much higher interest rate.

What about the rebate they offer you? Although a \$1,000 rebate can be a good deal, be careful that the dealer isn't padding the cost of the car to make up for the rebate. Some of our members have been disappointed to find out that even though they got the rebate they paid too much for the vehicle.

Your Credit Union has an Automobile Consultant who can

(Continued on page 19)

FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefit Director

'Q's and 'A's on Trust Fund changes

The Fringe Benefit Center and the Trust Fund Office have had many inquiries about the recent changes to the Operating Engineers Health and Welfare Trust Fund, effective May 1,

1989.

Below are questions and answers regarding one of the changes—the deductible. Members must satisfy a deductible of \$100 per person per calendar year, \$300 maximum per calendar year per family.

Q. Does the deductible apply to me?

A. Yes. The deductible applies to every participant of the Plan, for charges incurred on or after May 1, 1989, then once a year starting January 1.

Q. How does the deductible work?

A. Let's say, for example, an Engineer goes to the doctor and the doctor charges \$40.00 for the visit. The Engineer pays the doctor and sends the original doctor bill with a claim form to the Trust Fund Office. The Trust Fund Office will then process the claim and send the Engineer an advise of payment which shows that \$0.00 are paid on the claim, but that \$40.00 has been applied

to the deductible (\$60.00 of the deductible still to be satisfied for the Engineer before the Plan would begin paying its percentage of covered charges). A few weeks later, let's say, the Engineer again goes to see the doctor and the charges are \$80.00. Once again the Engineer pays the doctor and sends the bill with a claim form to the Trust Fund Office. \$60.00 of the \$80.00 goes towards satisfying the \$100.00 deductible, and the remaining \$20.00 is payable by the Plan at 90 percent (if the Engineer saw a Contract Doctor). The Plan would pay either \$18.00 (90 percent) or \$16.00 (80 percent) of the remaining \$20.00 after the \$100.00 deductible was satisfied. If the Engineer's spouse or other dependents had medical charges during the year, the same as above would apply—each dependent would have to satisfy the \$100.00 deductible during a year before the Plan would begin paying its applicable percentage of the covered charges. However, the maximum number of \$100.00 deductibles needing to be satisfied during a year are three, making the maximum deductible charges \$300.00 per family for any year.

Q. What if I pay toward the deductible at the end of the year. Do I have to pay again starting with January 1?

A. Any amounts paid toward the deductible in the last three

months of a year (October, November and December) will carry over and apply towards the deductible of the following year.

Retiree Picnic is big success

More than 3,000 Local 3 members and their spouses came to Rancho Murieta June 3 for the Retiree Association Picnic. The weather was beautiful, the food delicious, the camaraderie very enjoyable.

We wish to thank Larry Uhde and his apprenticeship instructors and coordinators for their help in making the picnic a huge success. We would like to thank all who worked so hard in the kitchen on the food preparation. A special thanks to all those who helped serve the meal and the beer and soft drinks. And a very special thanks to Joanne Doser for her tremendous assistance in the buckles and hat sales.

Most of all, on behalf of the officers of Local 3, thank you for joining us. It is you, our retirees, who make this gathering a special event each year. The support and enthusiasm you have given your union is sincerely appreciated.

WITH SAFETY IN MIND

By Jack Short, Director of Safety

The ABC's of Safety: Attitude, Behavior and Control

There is no end to the things that flash through our minds during the performance of daily tasks. Some pass quickly; others become absorbed—but our concern should be with the problem of becoming lost in thought which is entirely unrelated to what we're doing—not having our mind on what we're doing. Perhaps one answer is for each of us to make a deeper personal analysis of the potential danger to ourselves and others through failure to "keep our mind on what we're doing!"

Think—"Alertness Prevents Hurtness!"

Safety is more than just following your company's guidelines

while in the job. Safety is actually a combination of safe attitude, behavior and control both on and off the job.

Attitude means your frame of mind—the way in which you approach a given situation. Behavior means what you do about it—how you react to a situation.

Control refers to making your surroundings—where you do what you do—safe. Safe attitude, behavior, and control add up to a safer, more productive you.

When it comes to safety, attitude isn't exactly everything, but it's darn near close. A safe attitude means staying alert and focused on the job at hand, taking safety guidelines and practices

seriously, never horsing around on the job, and not letting emotions like anger and frustration get in the way of job performance.

How you react to a situation is an important part of being safe.

Following established safety guidelines and procedures, refusing to take "shortcuts," using personal protective equipment, asking questions when you need more information about the task at hand—all of these are safe behaviors. Safe behavior also means helping friends, co-workers, and family members understand the importance of safe practices at work, home or play.

(Continued on page 19)

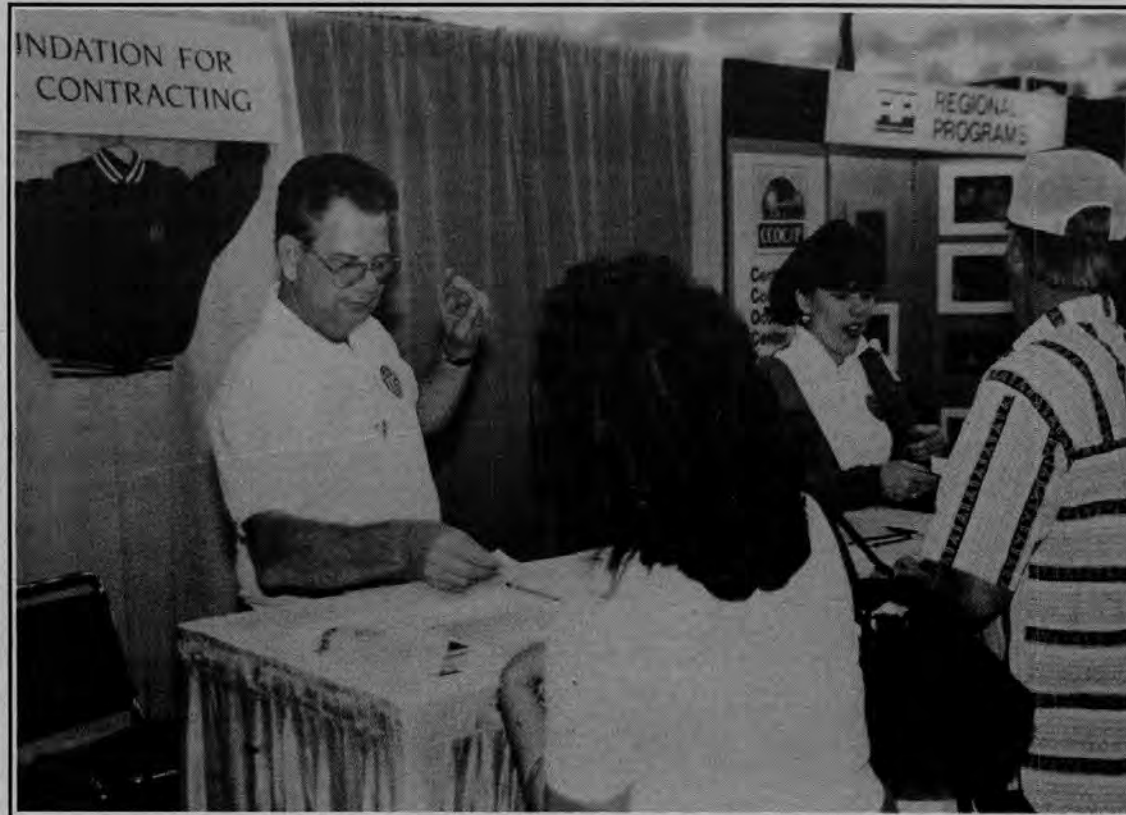
Workshop set for contractors

The Foundation for Fair Contracting is sponsoring a one-day workshop for contractors working on public works projects.

Participating in the workshop will be representatives from the Department of Industrial Relations dealing with public works coverage, responsibilities and duties of contractors, prevailing wage rates, and the role of the enforcement agency.

Participants from the Foundation for Fair Contracting will cover the basics of working on a public works project and contractors' legal rights and obligations.

The seminar is July 15, 9 a.m. to 4 p.m., in Sacramento. All seats must be reserved. Please contact Dorothy Auteri at the Foundation office, 916/923-1008, for reservations. Space is limited—first come, first serve.



Spreading the word about the work of the Foundation for Fair Contracting at the recent Union Industries show in San Jose are (left) Daril Wiley, field rep. superintendent, and Darbi Griffin, wage survey coordinator.

FOR THE Good & Welfare

By Tom Stapleton
Business Manager

(Continued from page 2)

But mostly they concentrate on the smaller private jobs. Before you know it, tens of millions of dollars in construction is lost and the cancer grows.

If the economy remains strong, like it has in California the past several years, many of our members don't feel these adverse currents swirling all around them. It's kind of hard to feel threatened when you're working 50 or 60 hours a week.

Then when the union tells you at a contract ratification meeting that it might be wise to settle for a more modest package in order to protect our market, all you can think of is, "with all the hours I'm putting in, why shouldn't I go for the biggest egg I can get?"

It's easy to understand these feelings, but if we're not careful and we fail to work with our union employers, we'll lose the goose altogether.

Maybe we don't want to settle for one golden egg a day. Why not go for it all and get as much as we can today?

The answer is obvious. It really isn't that hard to kill a goose. And let's face it, with today's cost of living, it's pretty hard to get by on those regular old eggs that the nonunion employer is paying.

This is it!

At press time, over 3,600 Local 3 members and their families had purchased tickets to the union's 50th Anniversary Celebration at Marine World Africa U.S.A., and the registration forms keep streaming in! Because of the demand, we are extending the deadline a few more days.

If you want to enjoy the biggest, most fun celebration Local 3 has ever had, fill out the registration form below immediately! Enclose a check for the correct amount and on July 9 come and have a great time with your family!

Important Notice: We will hold tickets at the gate for all members whose registration forms are postmarked June 26th or later. We cannot

guarantee tickets to anyone who mails their registration form after July 1. Sorry, we cannot sell any tickets at the gate.

What do you Get?

- Entrance to all the shows, events and attractions at the park.
- Exclusive picnic area for Local 3 members and their families, with all you can eat barbecued chicken, hotdogs, three kinds of salad, bread, dessert, soft drinks and beer.
- Face painters, jugglers, fortune tellers, entertainment, tons of door prizes.
- Free parking.
- Games for the kids.

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. After June 26, your tickets will be held at the gate. Registration deadline is July 1, 1989. This special offer is valid only to Local 3 members and their families (including grandchildren).

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

Street _____ City _____ State _____ Zip _____

Telephone (_____) _____

No. Children's Tickets (age 4-12) _____ @ \$9.00 each: \$ _____

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

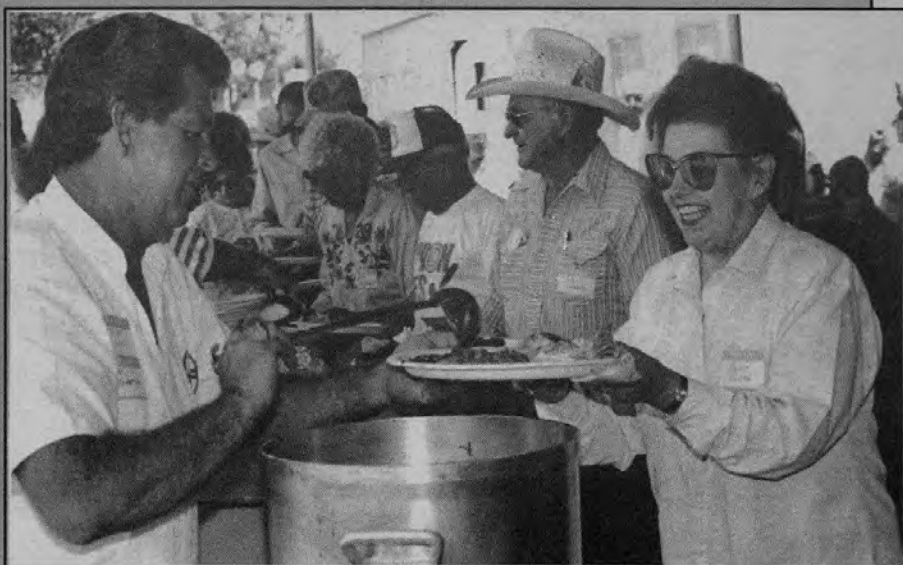
Total Amount of Check \$ _____

NOTE: Children under 4 are free.

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

Retirees throw a shindig

Local 3 members whoop it up at Rancho Murieta



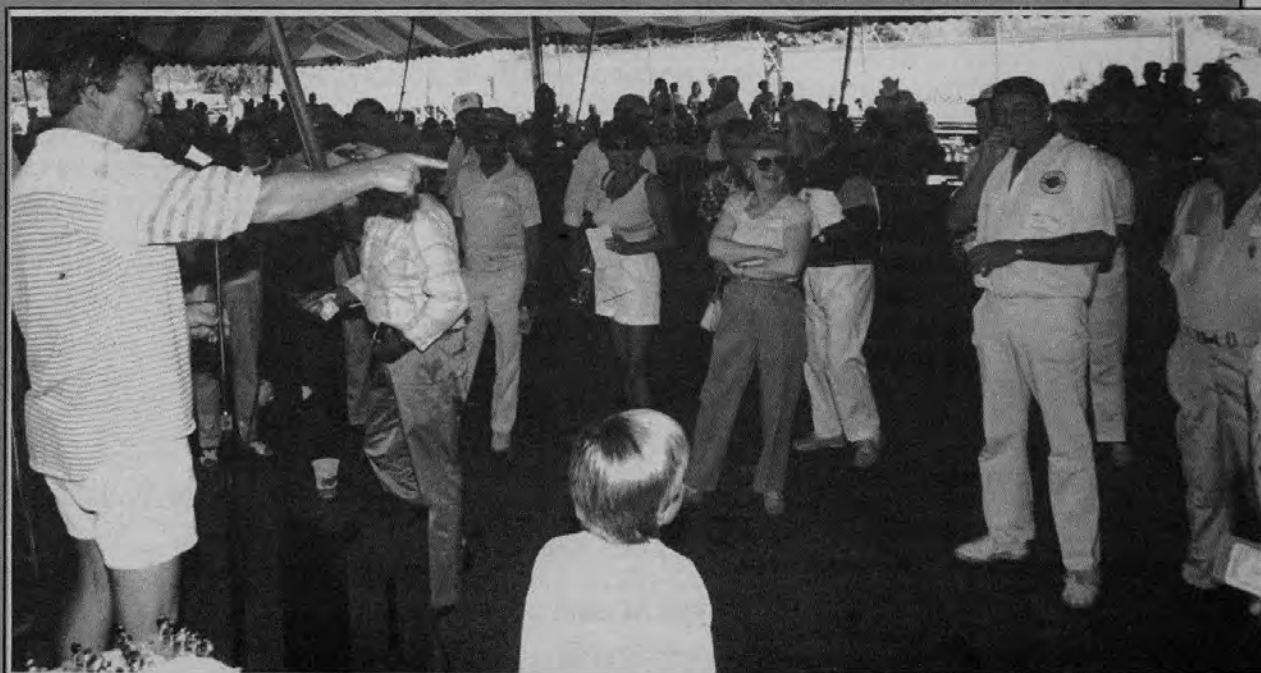
Business Manager Tom Stapleton, above, practices pitching with his grandson. Wes and Ida Cravens (below) relax and listen to the music.



Otto Popovich, a 55-year union member, and his wife Marian (above) take it easy, as does the retired couple pictured to the left.



Business Rep. Bob Blagg (top right of page) heaps more food on Virginia Pierce's plate, while youngsters (above) prepare to get down to some serious eating. Below, the bidding is fast and friendly as sides of beef go up for auction.

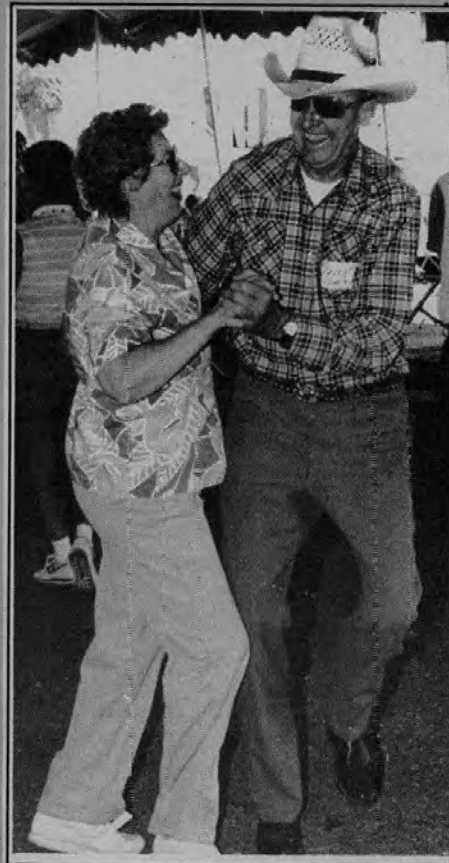




The picnic provided everyone a chance to just be themselves, from the young women below to the obviously still-young-at-heart Dick Bee, left, who proves that if there's a will to wear more than one hat at a time, there's a way.



Union-made beer is distributed (above) by Organizer Derlin Proctor (In Union Yes hat) and Business Rep. Dan Mostats.



Dancers (above, below and to the right) prove beyond a doubt that retirees can still swing with the best of 'em.



Past and current officers enjoying an impromptu reunion are (below, from left): former Business Rep. Russ Swanson, Vice President Robert Skidgel, former Treasurer Norris Casey, Treasurer Don Luba, former officer Buck Hope, Business Manager Tom Stapleton and President Don Doser.



Working behind the scenes to make sure everyone gets enough to eat—and there's no doubt that everybody did—is the Rancho Murieta kitchen crew.





Digging a trench for Peter Kiewit on its Rancho Salona job is backhoe operator Hoa Dip (above). To the right are grade checker Dale Batye, foreman Dennis Batye and grade checker Howard Harrow, working for Oliver de Silva in Cordelia.



Vic Berry (above) runs blade for Oliver de Silva on the Southbrook housing development in Cordelia. Operating compactor on the same job is Jack Brookman (right). Other Local 3 members working on the job not pictured are scraper operators Dean Bravos and Larry McMaster.



Photos by James Earp



Ghilotti Bros. has one of million yard housing dev.

Work is

Let's take a tour through Solano County starting at the Benicia Bridge. Here we have Kiewit Pacific doing a \$4 million, two year, bridge widening project with several operating engineers a special night shift due terrible traffic conditions during the day. We wish them all well on this one

as it's really treacherous duty.

Moving northwest through the hills, we have Syar Industries' Lake Herman Quarry running around the clock to produce rock, gravel, asphalt, and concrete for all these jobs around the country. At this writing, there are approximately 50 hands working here.

As we travel further west into Vallejo, we see one of the biggest dirt spreads in the state with Ghilotti Bros. moving approximately 11 million yards with about 40 operating engineers working 5-10's at present.

Upon reaching the water front, we find Dillingham just getting started on a \$20 million treatment plant addition. J. H. Pomeroy is driving the piles right now, and on completion of that, Dillingham will be hiring about a dozen operating engineers for the 2 1/2 year project. There are a couple of pipe jobs that tie into this plant. One is being done by W. H. Ebert Co., and has had about 10 hands going the last couple of months. The other, a \$2 million project, has to be awarded, but at least we were successful in knocking Westcon, a nonunion firm, off the list of bidders.

Heading east up Hwy. 80 we find Kiewit's Sky Valley job. This job is currently shut down, due to a change in ownership, but has had up to 40 members on it. We certainly hope this one is back in operation shortly.

On reaching Cordelia we find Oliver de Silva putting the finishing touches on a sub-





the biggest dirt spreads in the state going right now — an 11 development and business park in Vallejo.



Pictured above on Ghilotti's job is mechanic Bob Barber. Peter Kiewit is doing the site work in Fairfield for a future shopping center and school. Pictured right on that job are project manager Joe Andrews (left), foreman Ken Peterson and blade operator Dave Hill.



booming is Solano County

division for A.D. Seen. Amos & Andrews is just starting the underground on this job with about 10 members working.

As we reach Fairfield, we find Kiewit, Oliver de Silva, Valley Crest Landscape, and Amos & Andrews, with several hands each, on the massive Rancho Solano project. This job has been going strong for approximately 3 years and could go that much longer with additional lands being negotiated for.

Teichert Const. has a nice \$6 million street and underground renovation project downtown on W. Texas St., with Don Dowd Co. doing the same on Empire St. These two projects have the merchants and residents pulling their hair out during construction, but will be a real improvement when completed.

Before leaving Fairfield, we see O.C. Jones' Rolling Hills project. This job had Kiewit, North Bay and Jones' own crews all employing several operating engineers. We also see Don Dowd and Antioch Paving doing jobs in the Cement Hill area, along with Teichert doing a nice job in Paradise Valley.

On entering Vacaville, we find R.C. Collet, and Gradeway on several nice sub-division jobs, with lots of brothers and sisters moving dirt. As we reach the southeastern tip of Vacaville at Elmira, we find Kaweah Const. on a \$14 million sewer treatment expansion job, with Wolin & Sons moving the dirt, and Foundation Const. driving piles.

Moving back north, we see R. C. Collet, Teichert, Orca and a few others working on sub-divisions in the Browns Valley area.

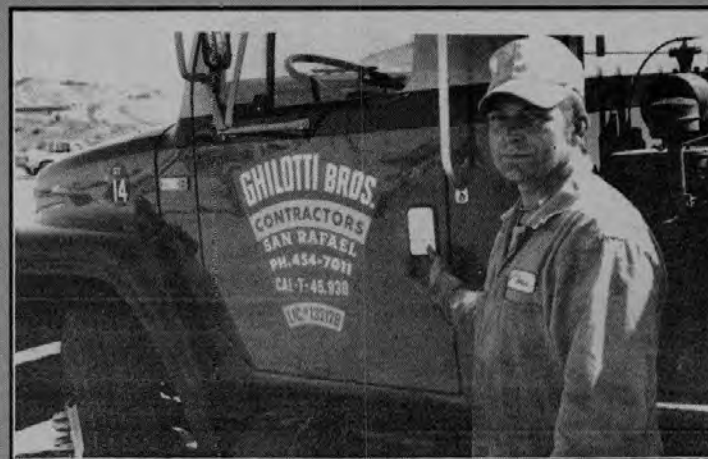
Heading on east to Dixon, we find several new developments just getting started with Teichert, Oliver de Silva and R.C. Collet doing most of the work.

That concludes our tour of the county,

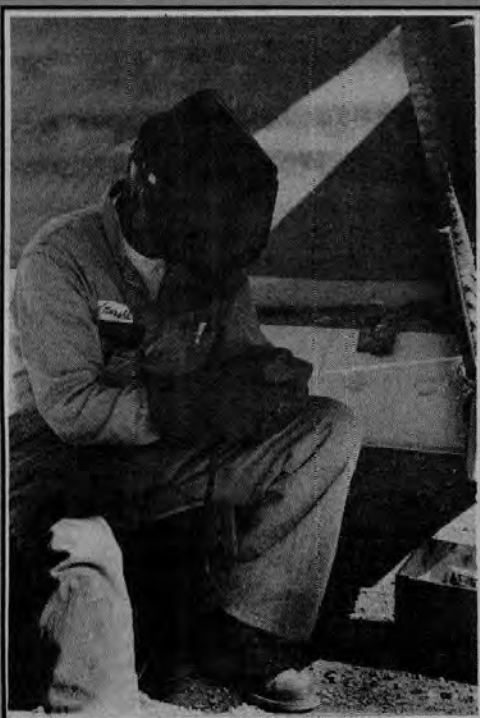
but you might note that we just visited the larger jobs. There are a lot of smaller jobs going with contractors like Heide & Williams, Evans, Vintage, Huntington Bros., Slinson and Pfister Exc., just to name a few, all employing several Local 3 hands.

Although things are looking pretty good in Solano County, we do have a few non-union projects going that should be manned by our people. The only way to solve this problem is politically and we need your votes to do it. There are some very important elections coming up in 1990, and I sure hope you all get out and vote for the people and issues that will keep you working.

Bob Baroni



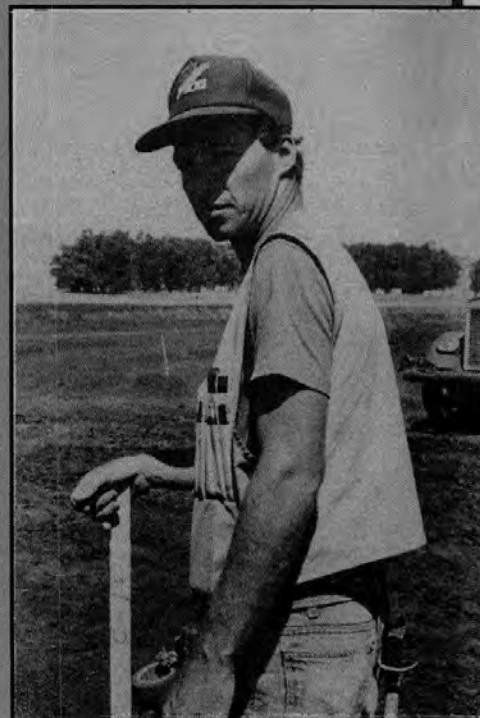
Mechanic Dennis Becker is working for Ghilotti on its Vallejo spread.



Mechanic Marshall Jones repairs a scraper on Ghilotti's Vallejo job.



Working for Peter Kiewit at Fairfield's Rancho Solano job is John Robinson.



Checking grade for Oliver de Silva is Bob Conn.

NEWS FROM THE DISTRICTS



At work for R.C. Collet widening Industrial Ave. in West Sacramento are Local 3 members Doug Gray, gradesetter, and Elvis McGee, third-step apprentice.

Rancho Murieta seminar focuses on organizing

The Operating Engineers held an organizing seminar April 9 through April 14 at the Rancho Murieta training and learning center, located approximately twenty miles east of Sacramento.

The seminar, attended by 33 agents from the western states was sponsored by the International. It was designed to update business agents, and organizers on how to combat the non-union element that has invested millions of dollars to un-

dermine our livelihood. The classes ranged from basic organizing techniques to research, public speaking, and a writing course to help unionists communicate about labor's accomplishments.

On behalf of the many students who graduated from the seminar we would like to thank the entire staff for the ammunition they gave us to help us in our battle against the non-union.

*Dennis DeCosta
Business Rep.*

Changing Oakland's skyline

Six large projects have just begun in Oakland which will greatly effect her skyline. The massive Governmental Building (GSA) will soon get under way. The GSA Building will be constructed by Hensel Phelps. We worked long and hard in Oakland to have this project constructed here rather than other proposed cities. We are fortunate that this job went to a union contractor because even on this federally funded project foreign companies were called to submit bids.

Perini Corporation is currently constructing a seven story parking structure in Jack London Square to accommodate the tenants of other buildings being constructed in the area. Swinnerton and Walberg is doing the construction on the seven story office complex adjacent to Perini's job. Turner Construction is the prime for the Ahmanson Commercial Develop Building on Grand Ave. near Lake Merritt. After completing this project, Turner is also looking to construct two high rise towers on adjacent lots.

Lathrop Construction Associates are the prime on the East Bay MUD building, an 11 story structure on 10th Street. Hensen Phelps/Simmons is also doing the 12 story office complex on Clay Street. Swinnerton and Walberg Company is putting up a 24 story office building for Bramaleh Pacific which is just coming out of the ground on Broadway.

Dan Caputo is going "great guns" on it's water treatment facility adjacent to the Oakland Coliseum. The initial excavating on all of these jobs was performed by local union contractors. Even though there are millions and millions of dollars in these projects, they still

only afford a steady job to a handful of our brothers. The man-lifts and tower crane operators will be gaining the most on these jobs. These are the high visibility jobs where man-lifts, and crane boons loom up like something out of a science fiction story.

See photos, Page 13

The real story which will unfold in Oakland and her surrounding area is the great number of underground jobs which have popped up seemingly overnight in the bid sheets. These jobs range from \$8,000 to \$25 million and there is no way I can even find them all. Give a call to the Oakland office if you happen to run across any new ground-work; it might be a small job but underground work takes more Engineers than these high visibility jobs. A two month job for six of our brothers on underground work will equal the man hours of that tower crane operator for a year.

Out of work list

The out of work list is having a lot of action and our dispatchers, Gary Armstrong and Joe Turin, are requesting that members who have returned to work should call in and take their names off the list. It takes a lot of time to call numbers over and over—time which is wasted and could be put to better use dispatching brothers and sisters. Members going out on five year, ten year, or minority letters must bring those letters to a hall to get a dispatch.

Don't give Joe or Gary a bad time when they ask you to fill out verification of eligibility to work I-9 Forms. They are provided by and mandatory by the U.S. Department of Justice. It's the law and you won't be dispatched without the necessary identi-

fication—usually a driver's license and original Social Security card. I can't find all the jobs members are working on in my area and if I haven't been by to see you in northern Alameda County, give me a call at the office 415-638-7273 or at home 415-886-6838 and I'll stop by. This also goes for those of you working in shops in my area. If you feel I've been neglectful in stopping by "drop a dime"—make it two dimes.

Final note

Mechanics, lube truck operators, or anyone else who is required to carry their own hand tools—Please fill out a tool inventory sheet, keep it up-graded, and give a copy to your employer. I know this takes a lot of time, but it will be time well spent if you try to collect for stolen tools without an inventory. Even in a grievance or arbitration, without an inventory you're "hand cuffing" those fighting for you.

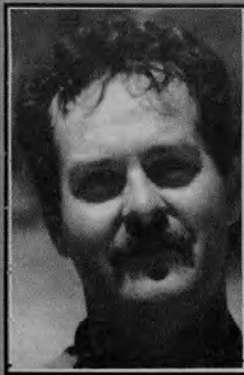
*Brian Bishop,
Business Rep.*



For great Mickey Mouse vacations under the warm Florida sun, write for your copy of the Magic Kingdom Club Membership Guide.

Send your name address, & S. S. # to:
Operating Eng. Local # 3
Rosemary Garvey
474 Valencia St.
San Francisco, Ca. 94103

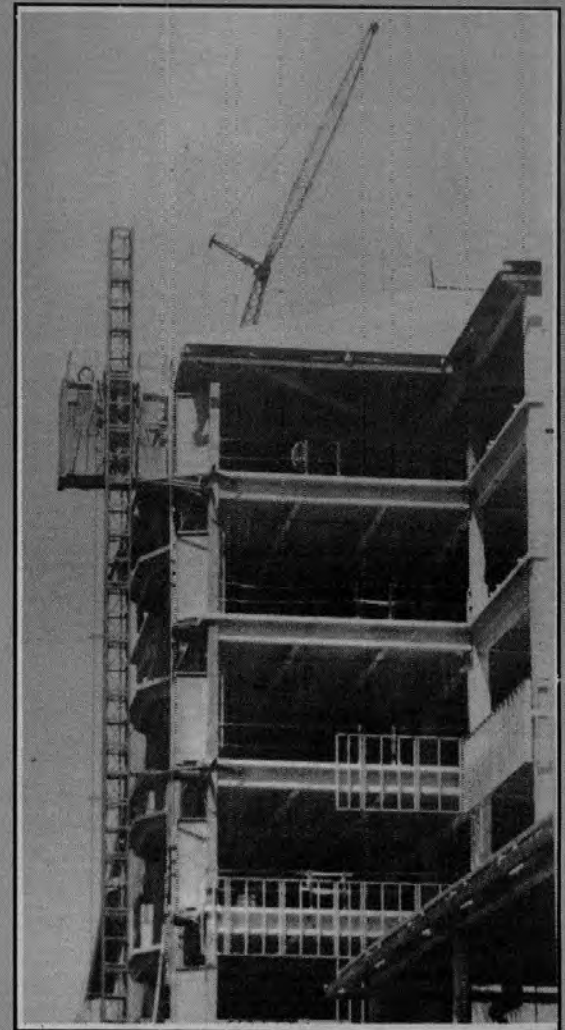
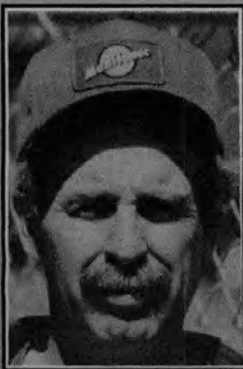
The faces behind Oakland's changing skyline



Mitch Neuner, far left, getting a few hours on the tower crane for Concrete Form Constructors on Perini's Jack London Square job. Vern March, left, tower crane operator on Swinnerton & Walberg's Broadway job. Paul Cooney, below, tower crane, Caputo's job off I-80

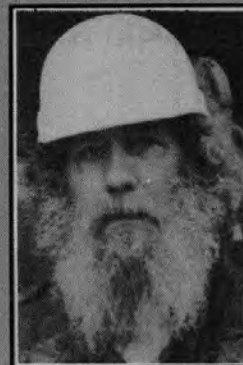
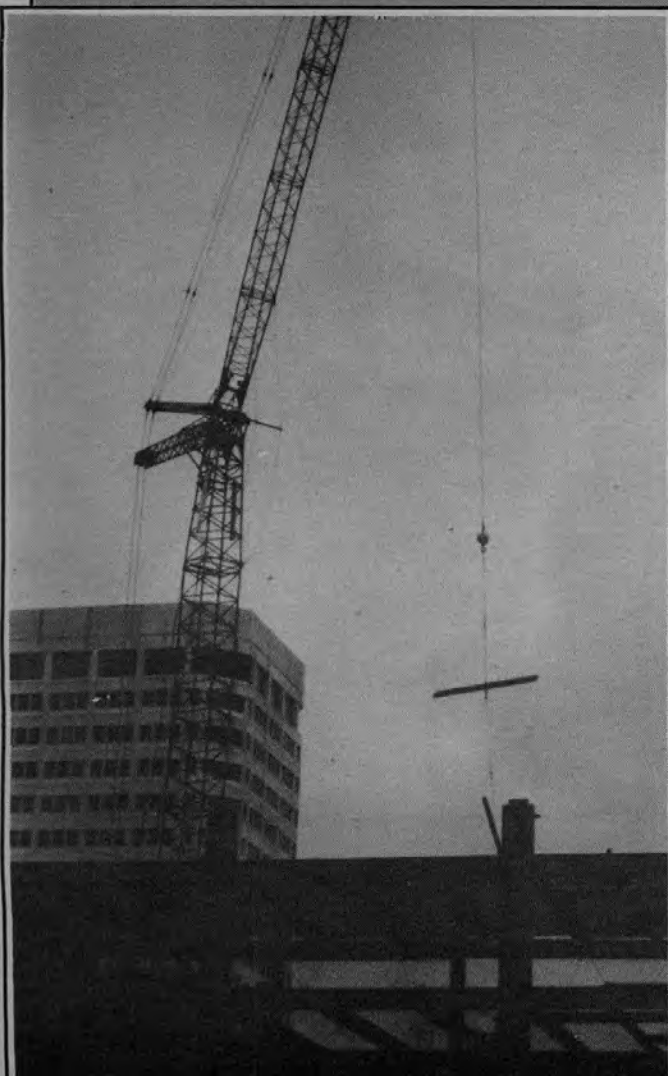


John Jackman, above, man-lift operator and Bill Eisensee, below, tower crane operator on Lathrop's EBMUD job.

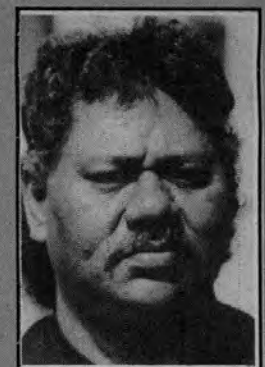


Above, a man-lift at Swinnerton & Walberg's job in Jack London Square.

Peninsula Crane and Rigging, left, hanging iron on Turner's job.



Don McClean, oiling for Peninsula on Turner's job.



Jim Hilton, (above left), tower crane operator. George Vaisau, (above right) man-lift operator.



Tom Russell, above, operator for Peninsula Crane and Rigging subcontracting on Turner's job. Arnold Gentry, right, man-lift operator

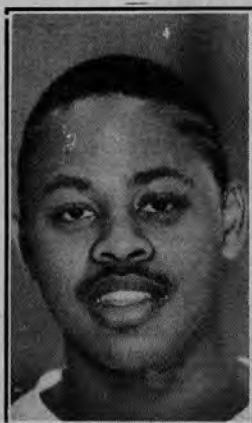


NEWS FROM THE DISTRICTS

Redding apprentice & son both excel at what they do

We have an outstanding apprentice, Curtis Brooks, who entered into the apprentice program in May of 1986 and in three years has advanced to 4th step and passed seven competency tests.

Curtis is an above-average worker—all employers Curtis has worked for are very happy with his work and his outlook. Ken Bettis, apprentice coordinator wishes he had six



Gaylon

more just like him.

It looks like Local 3 is going to have a top hand. Curtis also has a son, Gaylon, who is a top hand of sorts.

Gaylon is a high school senior at Central Valley high school here in the Redding area and won a baseball scholarship.

His hitting average is .387 with 4 home runs, 15 RBI and 17 runs scored. Last year he hit .409. This hard-hitting center fielder has signed a letter of intent to enroll in the Sacramento State University.

Now that's a boy to be proud of.

A late spring bringing scattered storms has made some short weeks for the brethren in the northern area.

Stimpel-Wiebelhaus' job on the Buckhorn Dam has been the biggest project thus far with 27 hands on a double shift. This will be a stage situation with more muck to be moved

after a concrete spillway is poured. The dam is to be catch basin for decomposed granite which erodes into the Trinity River causing a fish habitat problem.

J. F. Shea has a scraper spread mucking on the I-5 job. Supt. Leroy DeMartin is planning to use a big excavator and 769 Cat wagons for the tougher material.

Kiewit Pacific on the I-5 Gibson job is making subgrade and guard railing its structures. Kiewit's job at Macdoel is finally paving away. The type of material and high water table has been a problem.

Hardrock Construction downtown storm drain project in Susanville is going strong despite all the downtown problems. Brother Curt Jones is in charge of all the headaches there.

Hardrock recently picked up a curve correction job on Hwy. 44 for \$359,000. Hardrock & Cox will be doing the Dunsmuir sewer job for \$828,000 which was a recent bid.

Baldwin recently was low bidder on two bids (\$1.8 million and \$1.4 million) for work on Hwy. 395 near Doyle—lots of black stuff.

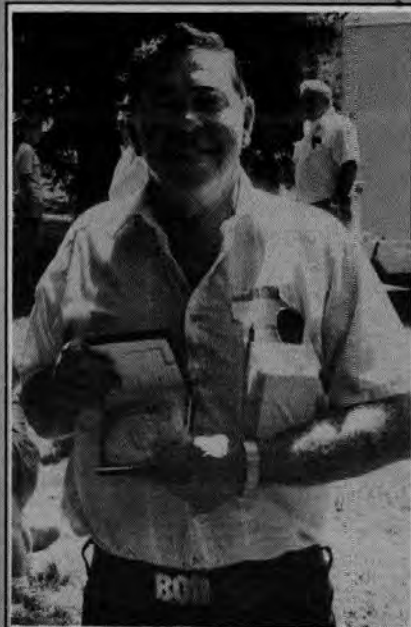
Tullis and Associates are paving at Alturas and J. W. Brashear has been the low bidder on two (\$486,000 and \$177,000) forest service jobs in our area. This will be a good year—it's just running a little late.

Wendall King,
Business Rep.

District 70 Election

On July 12, 1989 at 8 p.m., at the regular quarterly District 70 membership meeting, there will be an election for a District 70 Grievance Committee member to fill the balance of an unexpired term left by resignation. The meeting will be held at Engineers Building, 100 Lake Blvd., Redding, Ca.

Redding throws a party



In addition to food and music (below), the Redding Picnic featured sweatshirt winners (top), belt buckle winners (above), and the opportunity for at least one youngster (right) to get in some practice walking.



NEWS FROM THE DISTRICTS

Parnum Paving working hard in Santa Rosa district

Work is picking up at a steady pace with work orders coming in almost daily.

Parnum Paving in Ukiah has been picking up quite a few jobs scattered all over Mendocino and Lake Counties. One of Parnum's jobs stretched out over 90 miles along State Hwy. 1.

New faces are starting to show up on Piombo job sites as its work picture continues to grow. Piombo has 8-10 jobs in our area and should be into the roadwork phase of their Santa Rosa Ave. with some bigger jobs going in the Bay Area.

Bob Golden of Don Dowd Co. says work looks better than it did last year at this time.

Dowd is working four 10's and an 8 so as to not burn people out too early. Hours will probably increase later.

Valley Engineers is wrapping up its work at the Geysers. Apprentice Leo Fernandez enjoys working for Valley and feels fortunate to be learning so much from a good teacher.

North Bay has been very busy, as it anticipated earlier this year. Hands are working 50 to 60 hours a week.

Ghilottis' Equipment can be seen all over the area and is hoping to start the "cookie factory" job north of Ukiah as soon as it is awarded the contract. Don Teach with Cheli & Young reports that work is really picking up with some Saturday's being worked. Don is glad to see Bob and George doing well. Cheli & Young is a young company that was "born union." C & Y is calling back a lot of people and Don is especially glad to see John Norton back, after his bad car wreck last year. We are all glad to see you back, John.

Mendocino Paving out of Willits is getting its fair share of work also, mostly in Mendocino County.

Empire Tractors shop in Rohnert Park has so much work right now that they are working mandatory overtime.

*Greg Gunheim,
Business Rep.*

District 17 elects Lacar

Richard Lacar has been elected to serve as the District 17 Executive Board Member, to fill the balance of a term left vacant due to the resignation of Nathan Yasso. The election was held at the regular quarterly district membership meetings April 25, 26 and 27, 1989 in Hawaii.

THE WRONG WAY TO CONTACT PG&E.



THE RIGHT WAY.



Before you dig, make sure you don't hit trouble in the form of an underground gas or power line. One phone call to the Underground Service Alert is all it takes. So before you break ground, call toll-free 1 800 642-2444. In Santa Barbara and San Bernardino Counties, call 1 800 422-4133.

This reminder comes to you from the people at PG&E.



At your service.

Pete Baretta continues work on Rock Pile Road

Pete Baretta and crew are finishing the subgrade on the last four miles of Rockpile Rd. in the Santa Rosa district and getting ready to place the base rock.

Mundale Bros. are putting the finishing touches on the part of the new 18 hole Windsor municipal golf course on Shiloh Rd. in Windsor.

Argonaut Const. is very busy right now with a good size subdivision on Barnes Rd. and a water and sewer job on Third & Wilson Sts. They are also getting ready to do the Marlow Rd. job.

Pacific underground is doing seven miles of 24" water line starting at Spring Lake pump

station to Pythian Rd. on Hwy. 12.

North Bay Const. has been working on its \$1.1 million job to extend Rohnert Park expressway to Stony Pt. Rd.

Piombo Construction is keeping some hands busy around the area on jobs in Healdsburg, the Airport Business Park, North Point Business Park, Santa Rosa Ave. improvement, and a job on Hwy. 12 and Melita Rd.

Piombo Const. was low bidder on one mile of Hwy. 12 in front of the fairgrounds at \$7.9 million.

*Stew Orchard,
Business Rep.*

**Don't fly Continental
Don't fly Eastern**

NEWS FROM THE DISTRICTS

Granite wins Hwy. 99 bid

The work picture in the Marysville District is looking pretty good. We are sending more members to work each week.

Granite Construction was low bidder on the Curve Improvement Project off Hwy. 99 and the Tudor turnoff at about \$1 million. Granite has also started work on the Hwy. 70-99 project in south Sutter County.

Baldwin Contracting is in full swing on the Hwy. 70 project near East Nicolaus. Baldwin is moving in the portable hot plant at Sloat to get started on the overlay work at Sierra Pacific in Quincy and at Loyalton and will also have the project at Clio.

Shasta Const. has begun the bridge project in Graeagle.

Nibbi Bros. Const. from San Francisco was low bidder on the Glenn County Adult Detention Facility in Willows.

Kaweah Const. from Sacramento was low bidder on the Water Treatment Plant Expansion in Yuba City, at about \$1 million.

Robinson Const. has moved back onto Ophir Rd. to complete this project and is busy with other projects in Butte and Sutter Counties.

Pacific Western is moving along on the various road locations project for the Sutter County Dept. of Public Works.

ABC Const. should finish the gas line project for PG&E within the next two weeks.

Jaxon Baker was low bidder on the turn lane project in Marysville at the "E" St. Bridge.

We still had some projects coming up for bid in June—Hwy. 20 Realignment Project in Yuba County and two jobs in Sierra County.

*Dan Mostats,
Business Rep.*



Caterpillar 30s like this saw a lot of action in the late 1930s, which is when this union operator was at work in Prescott, Az.

*Photo courtesy of
Local 3 retiree
Jim Frazer.*

Nevada ratification talks get underway

By the time you read this article, discussion will be underway to ratify a new Northern Nevada Master & Addendum A Agreement.

Over the years we have seen big changes in our requests and settlements at negotiations. Years ago, working conditions were our main concern, wage increases came with little opposition.

Today it is a totally different situation. It's a continuous battle to hold onto

what our union has worked hard to gain over the years and still allow contractors to be competitive.

I feel the ever-increasing work force is causing the changes. Years before the contractors were very limited on hiring qualified help. Unions had the only help. Today, as the non-union workforce grows, so does the number of non-union contractors and the threat on our jobs.

One way to hurt the

non-union contractor is to take his help. To do that, we need a lot more work. Every day I talk to non-union operators interested in joining the union. We don't have the work now to sign up a lot of members. I know that a combination of our organizing operations, Addendum A and our professionalism has kept us ahead in the battle.

*Chuck Billings,
Reno Dispatcher*

Everist votes for Local 3 representation

The employees of L.G. Everist, Inc. in Utah voted in an NLRB election May 24 to be represented by Operating Engineers Local 3. The union got 71 percent of the vote to the company's 29 percent.

Local 3 would like to thank Bill A. Morland for the time and help he gave in this organizing drive.

A news release issued by the governor's office called the West Valley Highway Salt Lake's most immediate transportation priority, saying it should be built before improvement is made to Salt Lake's Interstate 15 corridor. The governor's plan gave a \$40 million estimate for design and construction costs for building ten miles of expressway from 90th South at approximately 40th West.

Once right-of-way is provided, UDOT officials think it will be possible to begin actual construction of the highway in about six months.

*Kay Leishman
Business Rep.*

Funds needed to aid ailing apprentice

We would like to make an appeal to the membership for financial aid for one of our apprentices, David McAnany. Some of you may recall that we wrote of Dave suffering an aneurysm back in November 1988.

He has been hospitalized since then and, since March has been participating in Washoe Medical Center's Rehabilitation

Program. Dave is making excellent progress, but, he has reached the maximum on his medical insurance coverage and there are no more funds for continued therapy. More therapy is critical to Dave's continued improvement, so we are asking you to help.

Donations can be made to "Washoe Medical Foundation" for "The

Dave McAnany Fund"

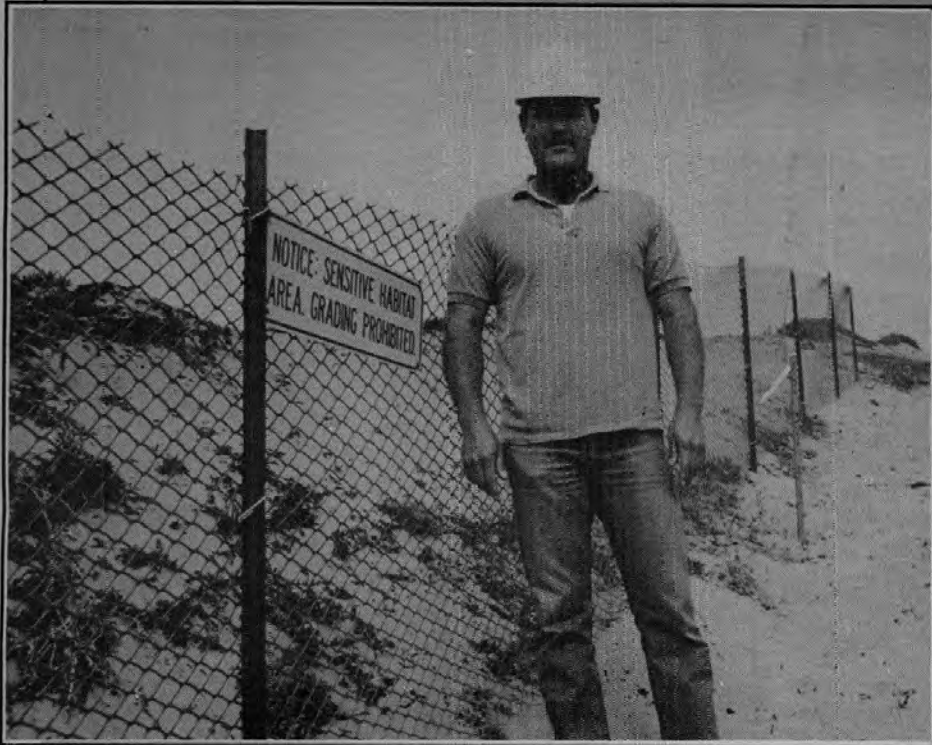
Checks should be made and sent to:

Washoe Medical Foundation

77 Pringle Way, Reno, Nevada 89520

Attn: David McAnany Fund

All donations are tax deductible.



One side of this fence is reserved for the Black Legless Lizard, the Bluesmith Butterfly and the Buckwheat Plant. Standing on the other side, the future site of a Costco store, is foreman Steve Moore.

Room enough for both

If they ever crossed paths with such an unlikely critter, most folks would probably introduce the Black Legless Lizard to the heel of their boot.

But Operating Engineers working on a project for Granite Construction Co. in Monterey, Ca. are giving the lizard with the unlikely name a wide berth. The new Costco store they are helping to build is smack in the middle of a federally-protected sensitive habitat area. The project threatened not only the lizard but the Buckwheat Plant and the Bluesmith Butterfly as well, so the company erected a long fence to separate the do-

main of man and beasts. On one side butterflies flutter and legless lizards slither; on the other, Local 3 operators and surveyors prepare the way for a 100,000-sq. ft. retail outlet scheduled to open by Christmas.

A crew of ten operators moves about 11,000 yards of sand per day, according to Steve Moore, foreman.

"This is an outstanding crew," said Moore, himself a Local 3 member for 15 years. "They are able to visualize a project and then they build it."

The operators are assisted by Jim Hochgraef and Jonathon Wenman, surveyors for Monterey Construction Surveys. According to Hochgraef, party chief and a Local 3 member for 11 years, the surveyors use a radial stakeout, which means the surveyors don't have to move their instruments as often. That, Hochgraef said, saves time.

The Granite Construction project is a convincing demonstration that urban development and natural diversity don't have to be at odds. There can be room enough for both.

At right, Local 3 operators work on sand that has been pre-irrigated to support their heavy equipment.



Operating Engineers on the Costco project are (below, from left, front row) Dan Clarke, 21 years in Local 3; Bob Delaney, business rep.; Robert Burns, Jr., 7 years; Mike Brown, 15 years; Steve Wilson, 10 years; Earl Maschmeyer, 31 years; Brent Edelman, apprentice, 3 years; and Steve Moore, foreman, 15 years. Back row, from left: Larry Martinez, Jr., 10 years and Gary Higuera, 10 years.



Above, Survey Party Chief Jim Hochgraef of Monterey Construction Surveys. At left, Surveyor Jonathan Wenman of Monterey Construction Surveys.



Official Meeting Notice

Specially Called District Meetings Special Order of Business at Regular District Meetings Regarding Amendment of Article V—"Initiation Fee" & Article VI—"Dues" Of The Local Union By-Laws

(* Denotes regularly scheduled district meetings.)

July 11, 1989, Tues. 3:00 p.m. and 8:00 p.m.*
Eureka: Eng. Bldg. 2806 Broadway Eureka, Ca.
 July 12, 1989 Wed. 3:00 p.m.
Redding: Moose Lodge 320 Lake Blvd. Redding, Ca.
 July 12, 1989 Wed. 8:00 p.m.*
Redding: Eng. Bldg. 100 Lake Blvd. Redding, Ca.
 July 13, 1989 Thurs. 2:00 p.m.
Gridley: Veterans Memorial Hall 249 Sycamore St.
 July 13, 1989 Thurs. 8:00 p.m.*
Marysville: Eng. Bldg. 1010 "I" St. Marysville, Ca.
 July 17, 1989 Mon. 3:00 p.m. and 8:00 p.m.*
Stockton: Eng. Bldg. 1916 North Broadway Stockton, Ca.
 July 18, 1989 Tues. 10:00 a.m. and 8:00 p.m.*
Fairfield: Holiday Inn, 1350 Holiday Lane Fairfield, Ca.
 July 19, 1989 Wed. 3:00 p.m. and 8:00 p.m.*
Sunol: Sunol Valley Ctry Club, Hwy 680 & Andrade Rd.
 July 20, 1989 Thurs. 10:00 a.m. and 8:00 p.m.*
Sacramento: Laborer's Hall 6545 Stockton Blvd.
 July 24, 1989 Mon. 7:00 p.m.*
Kauai: Wilcox Elem. School 4319 Hardy St. Kauai, Hi.
 July 25, 1989 Tues. 7:00 p.m.*
Maui: Maui High School 660 South Lono Ave. Kahului, Maui
 July 26, 1989 Wed. 7:00 p.m.*
Hilo: Kapiolani School 966 Kilauea Ave. Hilo, Hi.
 July 27, 1989 Thurs. 7:00 p.m.*
Kona: Konawaena School. Kealahou
 July 28, 1989 Fri. 2:00 p.m. and 7:00 p.m.*
Honolulu: Kalihi Waena School 1240 Gulick Ave. Honolulu,
 July 29, 1989 Sat. 9:00 a.m.
Molokai: Mitchell Pauole Park Kaunakakai, Molokai

Retiree Meetings

Revised for special called meetings where possible.

Eureka-Alpha Chap. Tues. July 11, 1989 2 p.m.
 Operating Engineers Bldg. 2806 Broadway
Redding-Beta Chap. 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.
Stockton-Eta Chap. Mon. July 17, 1989 2 p.m.
 Operating Engineers Bldg. 1916 N. Broadway
Fairfield-Napa-Chi Gamma Chap.
 Tues. July 18, 1989 10 a.m.
 Holiday Inn Fairfield. 1350 Holiday Lane
Ignacio-Chi Chap. Tues. July 18, 1989 2 p.m.
 Alvarado Inn. 6045 Redwood Hwy. Novato, Ca.
Sacramento-Zeta Chap.
 Thurs. July 20, 1989 10 a.m.
 Laborers Hall, 6545 Stockton Blvd.
Reno-Xi Chap. Mtg. & Picnic
 Sat. July 22, 1989 11 a.m.
 Deer Park-Rock Blvd & Prater Way, Sparks, Nev.

Picnic Schedule

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.

Fresno: The Fresno Picnic is set for Saturday, Sept. 9, from noon- 4 p.m. Dinner will be at 2 p.m. The menu will include steaks, beer, soft drinks, beans, salad, rolls and a whole lot more. Gear up people—time to challenge last year's winner of the horseshoe contest! Location: Fresno police range—Herndon and 99 by the Riverbend. Cost: \$8 per person for active member (kids under 12 free) and \$5 per person for retired persons. Yes—we have hot dogs! Tickets are available through the Fresno District Office or if you can catch your representative on the road get 10 or 12 tickets from him. Let's make it a whopper of a good time. Please help us by purchasing tickets in advance so we can purchase the much needed supplies. It's your ticket sales that buy the food and that's why we need funds up front. Thanks and see you soon.

Departed Members

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

NOVEMBER

Eva Jay Blood of Dorris, CA 11/12/88; **Everett Carlson** of Concord, CA 11/28/88.

DECEMBER

Vinnie Andre of Richmond, CA 12/21/88; **Aragaki Saburo** of Hilo, HI 12/25/88 **Elliot Benoit** of Redwood City, CA 12/28/88; **Merlin Bowman** of Salt Lake City, UT 12/27/88; **Clifford Cearley** of Stockton, CA 12/24/88; **Norman Costa** of Livermore, CA 12/2/88; **Cornel Couch** of Blue Lake, CA 12/27/88; **Robert Cox** of Escalon, CA 12/22/88; **Roy Fowler** of Santa Rosa, CA 12/29/88; **Theodore Horst** of Lodi, CA 12/4/88; **Henry Kimerer** of Sutter, CA 12/31/88; **Kenneth Lacey** of Castro Valley, CA 12/31/88; **Charles McKinley** of Eagle River, Ak 12/26/88; **Leroy S. Lilley** of Antioch, CA 12/27/88; **Harold Norton** of Redding, CA 12/19/88; **Walter Pestoresi** of Castro Valley, CA 12/28/88; **Lawrence Ritchie** of Yerington, NV 12/19/88.

JANUARY

W. L. Pruitt of Standish, CA 1/19/89.

FEBRUARY

Maurice Bouzer of Sacramento, CA 2/25/89; **Jack Carwin** of Orangevale, CA 2/26/89; **Martin Casey** of So. San Francisco, CA 2/26/89; **Harry Fong, Sr.** of Kula, HI 2/27/89; **Daniel Kamelamela** of Kailua, HI 2/28/89; **George V. Logan** of Los Gatos, CA 2/27/89; **John Shoemaker** of Jamestown, CA 2/25/89; **William Slevin** of Martinez, CA 2/1/89; **Charles Wolfenbarger** of Fresno, CA 2/27/89; **Louis Wollbrinck** of San Jose, CA 2/25/89; **Tom Yager** of Rohnert Park, CA 2/21/89.

MARCH

John Castillou of Stockton, CA 3/22/89; **Veryl W. Dawson** of Aromas, CA 3/24/89; **Melvin Denny** of Tracy, CA 3/27/89; **Edward Elswood** of Sandy, UT 3/24/89; **James Armstrong** of El Sobrante, CA 3/9/89; **Floyd Ball** of Yuba City, CA 3/19/89; **James E. Basham** of Pilot Hill, CA 3/4/89; **Richard Bennett** of Merced, CA 3/12/89; **Jack Brady** of W. Sacramento, CA 3/18/89; **T. R. Bruhn** of Visalia, CA 3/26/89; **Kenneth Cline** of Benicia, CA 3/11/89; **Allyn Green** of Placerville, CA 3/7/89; **Harley**

Hamilton of Stevenson, WA 3/7/89; **Richard Hardesty** of Tracy, CA 3/4/89; **Roderick B. Hinds** of Garden Vly, Idaho. 3/1/89; **James R. Ivy** of Pine Grove, CA 3/15/89; **William Kerr** of Pleasanton, CA 3/19/89; **Dillon Langston** of St. Augustine, FLA 3/8/89; **George Mamala** of Honolulu, HI 3/12/89; **Joseph Marston** of Broderick, CA 3/9/89; **James Meek** of Martinez, CA 3/1/89; **Jack Mendonca Jr.** of Livermore, CA 3/16/89; **David Nui** of Kaneohe, HI 3/13/89; **Eric O' Neal** of Antioch, CA 3/18/89; **Rosendo Ortega** of Hayward, CA 3/12/89; **James Page** of Pittsburg, CA 3/17/89; **Frank Recania** of Honolulu, HI 3/10/89; **Justin Remy** of Hydro, Okla 3/13/89; **Chas Shafran** of San Francisco, CA 3/13/89; **Roy S. Shiota** of Papaikou, HI 3/9/89; **Barney Snorgrass** of Fresno, CA 3/1/89; **John Tiner** of Orangevale, CA 3/14/89; **Harold Trinklein** of Gilroy, CA 3/2/89; **Jay C. Weeks** of Martinez, CA 3/11/89; **Harry J. Wendell** of Hemet, CA 3/3/89; **John K. Whittington** of Hillsborough, CA 3/1/89; **Cliff E. Wilkins** of Vallejo, CA 3/13/89; **Richard Williams** of Dos Rios, CA 3/5/89; **Darrel Wilson** of Campbell, CA 3/22/89; **Marion W. Wilson** of San Jose, CA 3/13/89; **Melvin Neuffer** of Midvale, UT 3/25/89; **Merrill Reed** of Madera, CA 3/23/89.

APRIL

Melvin Coffey of Fortuna, CA 4/25/89; **Lee Garner** of Madera, CA 4/30/89; **Ralph Henley Jr.** of Harrison, ARK 4/17/89; **Ernest Hoffman** of Heavener, OKLA 4/27/89; **Francis Ishii** of Honolulu, HI 4/30/89; **Charles Jones** of Fremont, CA 4/27/89; **Calvin Smith** of Milpitas, CA 4/13/89; **Leroy Watkins** of Tulsa, OKLA 4/29/89; **Jack Whitefield** of Castro Valley 4/22/89; **Harold Farnsworth** of Ely, NV 4/23/89; **Francis M. Frazell** of Kelseyville, CA 4/9/89; **Jerry Bailey** of Vallejo, CA 4/29/89; **Kazuma Asada** of Honolulu, HI 4/19/89; **Ray F. Beam** of Georgetown, CA 4/4/89; **Jack Bristow** of Tulare, CA 4/21/89; **Richard Brown** of Seattle, WA 4/2/89; **W. M. Cargile** of Antioch, CA 4/7/89; **Gary Chiaverini** of San Lorenzo, CA 4/13/89; **Jesse Clay** of Aumsville, OR 4/1/89; **Oran Cobb** of Nixa, MO 4/24/89; **Wm. J. Costa** of Clayton, CA 4/27/89; **George Dickinson** of Lower Lake, CA 4/11/89; **Joe Dodd** of Riverbank, CA 4/14/89; **Bonnie Everson** of San Jose, CA 4/23/89; **Calvin Fink** of Orangevale, CA 4/4/89; **James Finley** of W. Sacramento, CA 4/13/89; **A. Frederickson** of Yreka, CA 4/16/89; **George Haas** of Newark, CA 4/2/89; **Chester Menacher** 4/18/89; **John Pelzel** of Acampo, CA 4/9/89; **Richard Ramirez** of Pinole, CA 4/8/89; **Ray L. Ransom** of Hayward, CA 4/15/89; **Norman Reardon** of San Ramon, CA 4/15/89; **Joe Sereno** of Sacramento, CA 4/9/89; **Thomas Stewart** of Oroville, CA 4/25/89; **Roy Stowe** of Hanford, CA 4/17/89; **Joseph Tuttle** of Menlo Park, CA 4/6/89.

MAY

A. B. Atkinson of Clovis, CA 5/18/89; **G. L. Bechthold** of Sacramento, CA 5/15/89; **Robert Brock** of Sacramento, CA 5/4/89; **Gustavo Chavez** of San Francisco, CA 5/19/89; **Kenneth Counts** of Berry Creek, CA 5/12/89; **Merle Davis Jr.** of Hurricane, UT 5/10/89; **George Eridio** of Napa, CA 5/5/89; **Tokuichi Kobayashi** of Hilo, HI 5/8/89; **Emil Lundgren** of Pioneer, CA 5/5/89; **John Mahan** of Cottonwood, AR 5/10/89; **Roland Mathews** of Kaulua Kona, HI 5/14/89; **Joseph Motta** of San Leandro, CA 5/10/89; **Alfred Noble** of Salt Lake, UT 5/14/89; **Charles H. Onthank** of Auburn, CA 5/17/89; **Alvin Shay** of Wadsworth, NV 5/1/89; **Ben Townsend** of Los Banos, CA 5/1/89; **Everett Walton** of San Mateo, CA 5/22/89; **Melvin Wolbert** of Palermo, CA 5/2/89.

DECEASED DEPENDENTS

Maureen Crandall, wife of Wesley Crandall 5/9/89; **Teresa Clarke**, daughter of Hugh Clarke 9/29/85; **Aurora Albonico**, wife of John Albonico 12/18/88; **Damon Stover**, husband of Jessie Stover 1/26/89; **Ellen E. Hall**, wife of John F. Hall Jr. 2/13/89; **Blanche Haskins**, wife of George Haskins 2/14/89; **Birdie Baleme**, wife of Melvin Baleme 3/3/89; **Evelyn Belue**, wife of B. C. Belue 3/11/89; **Kathryn Martin**, wife of Ivan Martin 3/17/89; **Agnes Mokuohai**, wife of Charles Mokuohai Jr. 3/18/89; **Evelyn Macedo**, wife of Frank Macedo 3/23/89; **Gerald Marshall Jr.**, son of Gerald Marshall 4/1/89; **Shirley Kashka**, wife of Louis V. Kashka 4/22/89; **Sandra Phillips**, wife of Ralph Phillips 4/12/89; **Edna Mae Wasson**, wife of Thomas N. Wasson 2/12/89; **Vera Elliott**, wife of Vern Elliott 5/4/89; **Grace Manzer**, wife of Charles J. Manzer (Deceased) 5/2/89.

Swap Shop

FREE WANTS ADS FOR ENGINEERS

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.

FOR SALE: '86 Harley 1200 CC Revolution Eng. low mi.-mint condit. lots of goodies. extra. parts. Helmet/shop stand inc. \$5,200 O.B.O. Harold Trott 1344 Balboa. Burlingame, Ca. 94010 (415) 342-9047 Reg # 1709806 6/89

FOR SALE: '85 Mobile Home, 2 bdrm, 2 ba. den, cent. Ht/Air. Many extras. Landscaped, backyd, completely fenced. Ceiling fans. Mobile Pk is 5 yrs. old, located in San Joaquin Valley, in Hilmar, just out of Turlock. Lovely park, for SENIORS ONLY, swim/pool, beautiful clubhouse, pooltable. Fred Stevens, 19960 American Ave. # 62 Hilmar, Ca. 95324 (209) 632-6062 Reg # 0821802 6/89

FOR SALE OR TRADE: 40 acres. Delta, Ut. 3 mi. So. of I.P.P. Plant. Flo-well, 2 bdrm fixer. \$20,000 Trade for St. George or Wash., Ut. property. Owner will carry. Low down. 9% Norman Clemens, 7709 Cotton Lane, Elk Grove, Ca. 95758 Reg # 1238702 6/89

FOR SALE: Rock hands Silversmith equipment grinder 8"-6" diamond saw, 2 buffers, 2 torches, butane tank, extras. Also rings. Reas. priced. Harold Cooper 6239 Main Ave. #13A Orangevale, Ca. 95662 (916) 988-8934 Reg. # 292566 6/89

FOR SALE: Membership -1,000 Trails Coast to Coast, unlimited. "Big Savings. Make decent offer. Neg. lost eye sight, can't drive. Jim Bonner 2213 Locust St. Selma, Ca. 93662 (209) 896-3226 Reg # 0349831 6/89

Personal Notes

Sacramento: Congratulations to brother Jess Bisby and Lynee LaManna on the birth of their daughter, Krystal Anne, born 4/18/89.

Our condolences are extended to the family and friends of departed retired brother Clem Hoover. He passed away 4/18/89. Clem was a 42-year member. 20 of those years he worked for Local 3 as a District Rep. coordinator and Business Rep. in Sacramento. He is survived by his wife, Juanita; sons, Michael, Scott and Steve; mother Florence, and three grandchildren.

We would like to express our sympathy to the families and friends of departed retired brothers Ray Beam, Calvin Fink, James Finley and Joe Sereno.

Santa Rose: Our condolences are extended to the family and friends of Francis Frazell who passed away on 4/9/89. We would like to express our sympathy to the family and friends of Maureen Crandall, wife of Wes Crandall.

Marysville: Our deepest sympathy is extended to the families and friends of deceased retired brother Kenneth Counts.

San Jose: We would like to express our deepest sympathies to the families and friends of recently departed brothers: Darrel Wilson, Carl J. Crevola, George V. Logan, William H. Sanderson, Harold Trinklein, Marion W. Wilson, Louie F. Wollbrinck.

Congratulations to Carl Lee and Susann Goff on the birth of their second daughter, Jullian Leigh Goff, born Mar. 22, weighing 8 lbs. and measuring 20 inches.

FOR SALE: Oroville foothills 7 1/2 acres w/12 X 64 ft mobilehome. Stor. trailer, well septic, power & case tractor 4 & Disc. \$55,000 will take as down a late model pick-up A/TD/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. dble 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. **Beer & Wine Tavern** in Tehama City nr. Red Bluff, 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-So. Or. Good gross. owner-will-carry contract 9% int. w/35K down incl. Land, Bldg, equip., Stock. (503) 884-9500 (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 Lk. Or. Good recr. prop. w/hunting, fishing, boating. Log cabin needs work. well, other sm.out bldgs. \$25,000. **'72 Chevy pickup**. 3 spd. shortbd. 62K org. mi. completely stock new paint, /inter. \$2,750. O.B.O. Dennis Michael Marsh (415) 726-7743 Reg # 1923125 5/89

FOR SALE: Home 1248 Sq. ft. Crescent City. 2 story, 2 bdrm, 1 1/2 ba. study, (or 3rd bdrm), liv. rm. 12'X26' open-kit., Indry/mud rm. 24'X28' detach gar.-1 acre w/50+ redwoods. 3 mi.-ocean. 10 mi.-Smith River. best fishing on N. coast. \$102,500. **Hunters Retreat** 5+ acres, Central Trinity County. sm. rust. cabin. Yr.-rd. 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 Dunellon, Fla. \$2,500 Restr. area-18mi. inland from Yankeetown/Gulf of Mex. good soil. Palm, Pine, Oak trees. high ground A.J. Benish P.O. Box 144 Lewiston, Ca. 96052 Reg # 0884521 5/89

FOR SALE: '50 "Willys" Jeep pickup 4X4, Tilt P.S. new trans./paint. Exc. condit. must see. \$6,000 **'78-32' 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. '71 20' Motorhome Less than 47K mi. "Extras" self-cont. Exc. Condit. \$6,200 (415) 523-1358 Wilfred R. Thomson Reg. # 0870909 5/89

FOR SALE: Boat 14ft. Klamath trailer boat, trailer w/winch, spare tire. new 18 HP Mercury motor, oar, anchor, seats complete. Gary Wagnon (916) 677-4272 Reg # 1166633 6/89

FOR SALE: '88 Aero Star Ford V-6 Auto Wheels. 28k mi. must sell. Take over payments. Credit Union. Buying Motor home. John, after 6p.m. (415) 222-5141 or (707) 426-1388 Reg # 1391930 6/89

FOR SALE: 25 ft. Motorhome 448 Dodge Chassis low mi. like new, runs great. fully self-cont. Generator low hrs. extras. Fuzz-buster, C.B. Radio, Micro-oven. new 18ft. awning sleep 8-two 40 gal. gas tanks. cruise control. two lar. holding tanks. roof & dash air call for more info. \$14,995. B.F. Edelman 104-A Elder Dr. Pacheco, Ca. 94553 (415) 674-1094 Reg # 0689209 6/89

FOR SALE: '65 Peterbilt C.O.E. 3 axle. 210" wheelbase. 80k mi. on out of frame rebuild. Detroit Eng. 13 sp. road ranger, all new rubber. \$4,500 O.B.O. (415) 530-2007 6/89

FOR SALE: '85 Ford Centurion pick-up-diesel 6.9-3/4 ton. Kingsize cab. automatic elect. windows/doorlocks. AM/FM stereo & tape deck 40k mi. exc. condit. George McCord (408) 996-8384 \$11,500 Reg. # 095708 6/89

FOR SALE: Pheasants, adult, chicks, eggs David Kennedy 8371 Norris Canyon Rd. Castro Valley, Ca. 94552 (415) 537-2594 Reg. # 1768889 6/89

FOR SALE: 80 acres, 17 mi. E. of Yreka-Montague area. farm land-can be divided down to 10 acre. 700 ft. frontage rd. Tim Foulke Box 38 Birds Landing, Ca. 94512-0038 (707) 374-2763 Reg. #1192122 6/89

FOR SALE: 21 Ft. Motorhome 1976 GMC Chassis, all amenities, runs great, low mi. \$8,000 Bob Baroni (707) 449-9163 Reg #1225929 6/89

FOR SALE: Camper fits 3/4 ton pickup Sleeps 2, stove, icebox, steel sink & 2 sleeping bags. \$400. Carl Silva 181 Miramontes, Woodside, Ca. 94062 (415) 851-0350. Reg # 643069. 6/89

FOR SALE: '73 Arena Craft Custom 21 ft. inboard, 454 Chev. eng. 8 pass. complete w/stereo, skis, ropes, cover etc. w/73 VM Cust. tandem boat trailer. Ex. condit. \$10,000. **Mercury 7 1/2 H.P. motor** w/elect. starter, for trolling. like new. \$700. **'79 Lincoln Continental Mark V** 51K mi. org. owner \$6,000

Norman Gates 4138 Quail Run Dr. Danville, Ca. 94526 (415) 831-0267 Reg # 688846 6/89

FOR SALE: '74-20 ft. Glasspar pleasure boat inboard motor. Ex. condit. new canvas top, 6800 Micro trac Impulse fish finder w/trailer \$5,000. **'79-32 ft. Holiday Rambler** Presidential TT3000 W/air, awning, subilizer jacks & subilizer sway tow bar. Stereo thru-out trailer, alum. frame, new Kelly tires. Dble bd. Lots of cupboard space. A-1 shape. \$11,500. Jay C. Weeks (916) 686-8389 or (206) 262-9839 Reg # 615155 6/89

FOR SALE: Meadow Vista-just off I-80 above Auburn. Immaculate 2 bdrm, 2 ba. home w/large 2 story warehouse/gar. Combination on pretty 1 acre parcel w/piped Meadow Vista water. Convenient loc. Assumable F.H.A. loan \$150,000 Lyle or Louise Engel. 10858 Footwall Dr. Grass Valley, Ca. 95945 (916) 273-7278 or (916) 273-7976 Reg # 553019 6/89

FOR SALE: Mountain property. 4 mi. from Brownsville, Ca. 1/4 acre w/water & electr. avail. Fishing/hunting area. \$13,500. sm. down & will carry paper. Roy Crites (916) 679-2425 6/89

FOR SALE: '83 Ford Ranger delux cab, diesel motor, A.C. 30MPG & 75K mi. Power steering/brakes. \$3,500 (707) 538-0670 Reg # 1076530 6/89

FOR SALE: 5.03 Acre. well/septic hook-up PGE ditch, pond, driveway PGE close-by, 2 pad's, beautiful view Jackson, Ca. Amador County. **FOR LEASE-W/OPTION: 2.03 acre.** 23GPM well. 3 bdrm, 2 ba. 24X68 Lancer. all usable land. Fresno county foothills. Tollhouse area. (209) 532-8010 Ex. terms. Lewis Peterson P.O. Box 1534 Jamestown, Ca. 95327 (209) 532-8010 Reg # 1812603 6/89

Credit Union, cont.

(Continued from page 6)

help you get the best deal for your hard-earned dollars. We recommend you talk with our Consultant FIRST, before car shopping, and find out how much the vehicle really costs.

Then, if a rebate is offered on the vehicle, we recommend you take the rebate and apply it to a vehicle loan with your Credit Union. Our rates range from 9.25 percent to 11.50 percent on new cars, and terms up to 72 months are available. Call today and ask for our Automobile Consultant.

New lobby hours

For members' convenience, we have extended lobby hours to 6 p.m. at our Dublin, Sacramento and Utah branches. The Dublin office hours are 8 a.m. to 5 p.m. Monday through Thursday, and 8 a.m. to 6 p.m. Fridays.

The Sacramento and Utah branches hours are 8:30 a.m. to 5 p.m. Monday through Thursday and 9:30 a.m. to 6 p.m. on Fridays. The Sacramento and Utah branches are closed for lunch from 1 p.m. to 2 p.m. Monday through Friday.

Safety, cont.

(Continued from page 6)

Control means taking responsibility for making your worksite, home, or recreational facility, a safe place to be. You can help keep your surroundings safe from potential hazards by keeping them clean and orderly. Keep machines in good repair, clean up spills and debris (or report them to the appropriate person), and make sure that walkways are free from obstacles. Store chemicals properly (both at home and on the job) and never switch containers. At work, be sure to report faulty equipment, or any potential hazards to your supervisor.

ABC's—Easy As 1-2-3

Attitude, behavior, and control are the three most important (and perhaps the simplest) aspects of personal safety both on and off the job. Take a moment to review your safety ABC's to see if you're doing all you can to protect yourself, your co-workers and your loved ones from careless, needless, injury.

Byggnads:

One construction union fits all

(Continued from page 3)

construction workers to fill the needs for a specific project. Now, when an employer hires construction workers, they must be considered permanent employees who remain on the payroll, even when the project they are working on is completed.

This is a radical departure from the way the construction industry operates in the United States. I asked them how the contractors remain competitive if they must keep employees on the payroll, regardless of whether or not they have work for them to do. I didn't really get a satisfactory answer to this question, perhaps because their concept of competition isn't the same as ours.

The two greatest threats to union construction in the United States — foreign competition and the growth of the nonunion element — are virtually nonexistent in Sweden. Over 95 percent of all construction workers in Sweden belong to the union. Furthermore, construction is at an all time high in Sweden, so at present, there seems to be no problem keeping everyone working.

As Raimo led us around the jobsite, I explained that in the early days of Local 3, the steam shovel operators were the top wage earners and very often supervised the dirt work on the job. He was surprised when I told him that a good crane operator or blade operator is one of the highest paid workers on a jobsite.

"Here in Sweden, the guys who drive the

members of Byggnads.

Construction is a popular livelihood in Sweden, primarily because of the high wage scale. An auto worker, for example, makes about 55 to 65 kronin an hour (\$9 to \$11) plus benefits, whereas a skilled construction tradesman can make as much as 85 kronin an hour. Union members also receive 11 kronin an hour into a vacation plan, which operates very similar to ours.

However, construction workers in Sweden receive formal time off for vacation during which time they draw from their vacation account. I was surprised to learn that, even in the construction industry, nearly everyone takes their vacation in the summer months. After a long cold winter when the land receives precious few hours of sunlight (if any at all), the Swedes look forward to warmer weather, and the entire country literally goes on vacation in the summer. Ingvar explained that in summer months, construction workers go home an hour earlier so they can enjoy the long evenings with their families.

Ingvar began working in the trade as a carpenter in 1961. At that time construction workers received three weeks vacation. Now they get four to five weeks "and we are trying to get six weeks," Ingvar said.

There are other differences in work practices. Full employment is something Sweden really believes in, so overtime is a rarity, even in the construction industry. The cold winters also require more extensive work breaks for construction workers, who frequently must work in sub-freezing conditions. A typical shift will have two half-hour eating breaks and one 15-minute coffee break. The contract requires that the job be shut down if the temperature reaches 20 degrees below 0. Despite the cold winters, it rarely gets that cold. The average year for a construction worker consists of about 1,700 hours.

Those who want to learn a trade in the construction industry begin their training during the last two years of "gymnasium," Sweden's equivalent to our high schools. An applicant must then attend two more years of trade school and then he or she enters a 5,000-hour apprenticeship program consisting primarily of on-the-job training.

There are typically one or two apprentices for every 10 journeymen on a project, Ingvar explained. Each apprentice is assigned on a full time basis to a veteran journeyman, who provides the apprentice with one-on-one instruction.

I saw only one female construction worker on the Skanska job. Ingvar said that, despite the strong equal opportunity laws in Sweden and the additional incentive offered by the high wage scale for construction workers, the industry attracts relatively few women.

We spent about three hours on the jobsite, after which Ingvar drove me over to his



Team boss Raimo Frantsi (left) and Byggnads business agent Ingvar Sarbratt enjoy the view of Gothenburg's harbor from the top floor of Skanska's office complex as they discuss the project.

local union office. As he returned a couple of phone calls, I couldn't help but notice that the computer terminals, stacks of contract booklets and construction knickknacks scattered across the desks and book shelves bore a striking resemblance to our own offices back home.

Finally, it was time to go. We bade each other farewell, exchanged business cards, a couple of gifts and a promise to keep in touch and I was off to meet up with the rest of my group.

A week of event-filled days still lay ahead. We would travel back to Stockholm where we would interview Mayor Mats Hult and Lars Ullander, a member of Parliament and business manager of the largest construction local in Sweden. There would be discussions on democratization of the workforce at the Swedish Center for Working Life and a look at Sweden's occupational safety and health programs.

The cold, windy weather that greeted us upon our arrival would eventually give way to blue skies and temperatures in the sixties. There would be time for long walks along Stockholm's beautiful streets and delightful evenings with new found friends. We would spend a day on a chartered bus

"Here in Sweden, the guys who drive the machines, they are lower members of the trade union," Ingvar explained. "I don't know the reason, but it is so."



Lars Ullander, an elected member of Parliament, also serves as the chief elected officer of Byggnads Local 1 in Stockholm, the largest building trades local in Sweden.

machines, they are lower members of the trade union," Ingvar explained. "I don't know the reason, but it is so." Many heavy equipment operators in Sweden own their own machines and are therefore not eligible under Swedish union regulations to be

trip to the coastal resort town of Norrtälje, listening to Swedish labor songs along the way and singing a few of our own.

On May 1st, we would march with 35,000 men, women and children of all ages in celebration of the 100th anniversary of the Social Democratic Party and that evening gather around neighborhood bonfires.

Before we knew it, our stay had come to an end. Loaded down with reams of reports, labor publications and a suitcase full of souvenirs, we made our way through airport security back onto a PanAm jet. During the 20-hour trip back to California, I would have plenty of time to reflect on what was truly a once in a lifetime experience.