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 Caterpillar 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 Poloroid snapshot of themselves aboard a Cat-loader clearly had had an experi-

(Continued on page 2)
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.

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

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 judgment 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 hotshot attorney tells him they could do better if they slash their labor costs. Next thing you know, we’re banging our 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?

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. Nunnuncontractors, 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 Pittsburgh or the San Jose transit mall job.

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)

Once 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 wish to pursue themselves 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 Jose district staff, including District Rep. Max Spurgeon and Business Reps. Lewis Bratton, Bob Delaney and Don Incardona.
Byggnadss:

In Sweden, one union represents nearly all construction workers

(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 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 Byggnadss, the union that represents nearly all construction workers in Sweden. While our construction unions in the United States are organized by craft jurisdiction, Byggnadss represents all crafts with the exception of the painters and electricians.

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 steward who is paid by the company but spends his time supervising the workers and working as a liaison with the union.

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.

Unionized employees 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.

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 participated 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 Kilmary 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.

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 rocking 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.
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 $100.00 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 Engineers 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 Explanation of Benefits 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 bakes 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

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

By Jack Short, Director of Safety

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 Hurriness!”

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.

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 barbecue 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 $ _______

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

NOTE: Children under 4 are free.
Retirees throw a shindig

Local 3 members whoop it up at Rancho Murieta

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.

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

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.

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

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.

Union-made beer is distributed (above) by Organizer Derlin Proctor (in Union Yes hat) and Business Rep. Dan Mostats.
Ghilotti Bros. has one of the largest mill yard housing developments. Let's take a tour through Solano County starting at the Benicia Bridge. Here we have Kiewit doing a $4 million, two year, bridge widening project with several operating engineers and a special night shift due to 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 see 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 waterfront, 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-
booming is Solano County

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

As we reach Fairfield, we see 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 landings 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.

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 Heckle & 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 supported 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
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 ahmann 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. hensel 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 bramalea pacific which is just coming out of the ground on broadway.

dan caputo is going "great guns" on its 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 booms 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 $5,000 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 these 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 1-9 forms. they are provided by and mandated by the u.s. department of justice. it's the law and you won't be dispatched without the necessary identification—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.

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 upgraded, 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.
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.

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

Don McCleanathan picking for Peninsula on Turner's job.

Jim Hilton, (above left), tower crane operator. George Valsau, (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.

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

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.
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.

Ghilotti’s 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.

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.

THE RIGHT WAY.

Don’t fly Continental
Don’t fly Eastern
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 on 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 “F” 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.

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 often a matter of the company, 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

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.

Dave McAnany Fund

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 improvements are 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.
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 domains 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 Jonathan 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.
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

Official Meeting Notice

July 11, 1989, Tues. 3:00 p.m. and 8:00 p.m.*
July 12, 1989 Wed. 3:00 p.m.
Redding: Moose Lodge 320 Lake Blvd. Redding, Ca.
July 12, 1989 Wed. 8:00 p.m.*
July 13, 1989 Thurs. 2:00 p.m.
Grindley: Veterans Memorial Hall 249 Sycamore St.
July 13, 1989 Thurs. 8:00 p.m.*
July 17, 1989 Mon. 3:00 p.m. and 8:00 p.m.
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.*
San Joaquin Valley City Club, Hwy 68 & Andrade Rd.
July 20, 1989 Thurs. 10:00 a.m. and 8:00 p.m.*
Sacramento: Laborer's Hall 5545 Stockton Blvd.
July 24, 1989 Mon. 7:00 p.m.*
Kauai: Wicon Elem. School 419 Hardy St. Kauai, Hi.
July 25, 1989 Tues. 7:00 p.m.*
Mclean High School 660 South Lena Ave. Kahului, Maui, Hi.
July 26, 1989 Wed. 7:00 a.m.*
Hilo: Kaipioani School 966 Kliauea Ave. Hilo, Hi.
July 27, 1989 Thurs. 7:00 p.m.*
Kona: Konawaena School, Kaoakakua
July 28, 1989 Fri. 2:00 p.m. and 7:00 p.m.*
Honolulu: Kalihi Waena School 1240 Gulick Ave. Honolulu, July 28, 1989 Sat. 9:00 a.m.
Molokai: Mitchell Pauole Park Kaunakakai, Molokai

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

Sacramento-Chi Chap. Thurs. July 20, 1989 10 a.m.
Holiday Inn: Fairfield, 1350 Holiday Lane
Ignaacio-Chi Chap. Tues. July 18, 1989 2 p.m.
Laborers Hall, 6545 Stockton Blvd.
Deer Park Rock Blvd & Prater Way, Sparks, Nev.
FOR SALE: Sacramento 1200 CC Revolution Automobile Consultant.

FOR SALE OR TRADE: Mom & Pop grocery store

FOR SALE: '83 Ford Ranger delux cab, Ca. 62K org. mi. completely stock new paint /inter. of Mex. good soil palm, pine, Oak trees. high 6800 Micro trac Impulse fish liner w/trailer $5,000. 726-7743 Reg # 1076530 6/89

FOR SALE: New lobby hours opened. The Sacramento and Utah branches. The Sacramento and Utah branches are closed for lunch from 1 p.m. to 2 p.m. on Fridays. The Sacramento and Utah branches hours are 8:30 a.m. to 5 p.m. Monday through Thursday and 8 a.m. to 6 p.m. Fridays. The Sacramento and Utah branches are open to Operating Engineers Local 3, 474 Valencia St., San Francisco. He is survived by his wife, Harriet, their daughter, Krys-...
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 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 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 accounts. 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 break 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 be or she enrolls in 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 job site, after which Ingvar drove me over to his 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 workplace 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 trip to the coastal resort town of Nora, where we would enjoy some good music and a taste of Swedish life and a look at Sweden's occupational safety and health programs.

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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.

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.