

Engineers News

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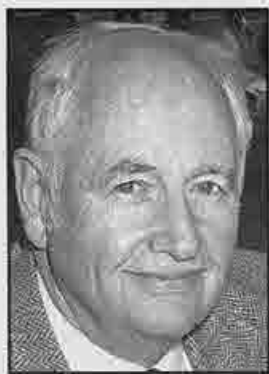
Heap of controversy

Local 3 members are battling 'no-growthers' over the future of Russian River gravel mining.

Semi-Annual Meeting

See page 18 for the schedule of the semi-annual membership meeting.





FOR THE Good & Welfare

By Tom Stapleton
Business Manager

Recently the *Wall Street Journal* published an article on the growing use of "union-only" pre-hire agreements by government agencies. The Supreme Court opened the door for such agreements in March 1993 when it upheld a pre-hire agreement between a Massachusetts water authority and the state's building trades unions in the \$6 million cleanup of Boston Harbor.

Although federal laws generally bar government entities from interfering in collective bargaining between employers and unions, the court ruled that the state had essentially the same rights as a private contractor when it was trying to secure services.

This was a landmark decision which pitted construction unions on the side supporting pre-hire agreements and the Associated Builders and Contractors on the opposing side. In the wake of that decision, local and state agencies throughout the country are finding the value of pre-hire agreements. They are learning that when you go with union contracts, you get a better product. For example, much of the earthquake repair work in Southern California is being done union – including the Santa Monica Freeway project which was finished months ahead of schedule and \$74 million under budget. We have worked out a pre-hire agreement with Morrison-Knudson Construction, which will be managing the Los Vaqueros Dam project in Contra Costa County, and we are working hard to secure a union-only agreement on the massive San Francisco Airport expansion project.

Bureaucrats are learning that higher wages do not mean higher prices for the final product. We've been preaching that message for years. That is why Governor Bob Miller of Nevada has directed his state agencies to require pre-hire agreements where possible.

They are learning that union contractors employ greater numbers of local workers – people who live in the community, coach Little League teams, buy cars and clothes for their kids and pay their taxes and mortgages. They are learning that non-union employers don't generally bring those advantages to the community.

But the fight – and the education process for our government bureaucrats – is far from over. The ABC continues to file lawsuits in opposition to pre-hire agreements. And here and there they have a victory. They lobbied successfully against a proposal in the Hawaiian Senate to allow state agencies to require such agreements. And last month a state judge in Salt Lake City scuttled a pre-hire agreement on a \$70 million convention center project.

But pre-hire agreements are good for our communities. We're giving that message to candidates seeking our support for election – and we intend to follow up to see how well they have learned their lessons!

'Learning the value of pre-hire agreements'

Officers Jack Baugh, Don Luba retire; Jerry Bennett, Max Spurgeon sworn in

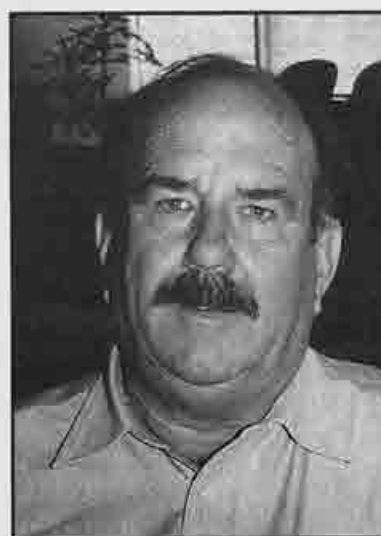
After many years of distinguished service in Local 3, Vice President Jack Baugh and Treasurer Don Luba are retiring.

Jack Baugh, who resigned his office on May 15, has served as Vice President and Director of Public Relations since 1989. In that post, he was assigned by Business Manager Tom Stapleton to be responsible for the union's political and public affairs programs, as well as general oversight of the Public Employee Dept.

Don Luba, whose retirement became effective May 1, served as Treasurer since 1988. Luba was responsible for negotiating and/or overseeing most of the collective bargaining agreements in the Rock, Sand and Gravel Industry, the mines and the Utah District.

"Jack and Don brought an impressive array of talent, experience and dedication to their offices," Business Manager Tom Stapleton said. "They will definitely be missed, not only by the members they served, but the associates and peers that worked with them on a daily basis. We wish them the very best in their retirement."

The vacancies left by Baugh and Luba have been filled by two veteran Local 3 members



Jerry Bennett replaces Jack Baugh as Vice President.



Max Spurgeon sworn in as Local 3's Financial Secretary.

who bring with them a wide range of experience in the construction industry.

Under the provisions of the Bylaws, Jerry Bennett was elected by the remaining officers on May 16 as Vice President. Pat O'Connell, who has served as Financial Secretary since 1992, became Treasurer on May 6 and San Jose District Representative Max Spurgeon was appointed as Financial Secretary on May 11.

Bennett will also retain his assignment as Director of Organizing and Spurgeon will continue in his post as District Representative in San Jose.

(Continued on page 3)

Election Committee Members

The following Local 3 members have been elected by their district membership to serve on the Election Committee during the election of Officers and District Executive Board members:

Dist. 01	Lloyd Kurtz
Dist. 04	Jack Short
Dist. 10	Marshall Bankert
Dist. 20	Lake Austin
Dist. 30	Anthony Cardoza
Dist. 40	L. Abe Sousa
Dist. 50	Robert Daniels
Dist. 60	Robert Christy
Dist. 70	Thomas Hester
Dist. 80	Ernest Sutton
Dist. 90	John Toney
Dist. 11	Edward Jones
Dist. 12	Shirley Smith
Dist. 17	Wayne Rapoza

Engineers News



WLPA

T.J. (Tom) Stapleton	Business Manager
Don Joser	President
Jerry Bennett	Vice President
Rob Wise	Recording-Corres. Secretary
Max Spurgeon	Financial Secretary
Pat O'Connell	Treasurer
Managing Editor	James Earp
Asst Editor	Steve Moler

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New Officers appointed

(Continued from page 2)

Jerry Bennett began working in the 1950's as a heavy equipment operator doing land levelling on the farms around Fresno.

He joined Local 3 in 1961 and for the next eight years operated scrapers, loaders and dozers for Morrison-Knudson, Peter Kiewit, Guy F. Atkinson, R. A. Heinz, Owl Rock and McNamara and Mannix.

The San Luis Dam, San Luis Canal, I-5 at Kettleman City and Prosser Creek Dam are some of the projects on which he worked during this time.

In 1969, Bennett was elected onto the Local 3 Election Committee and later that year was hired as a business agent in Fresno. In April 1970, he became Asst. District Representative in Modesto and a year later was promoted to District Representative in Reno, where he worked until September 1972, when he returned to work as a business agent in the Fresno District.

In 1987, Bennett was assigned to the Organizing Department and a year later became Director of Organizing, an assignment he will keep as the new Vice President.

Max Spurgeon is a native of the San Jose area. He joined Local 3 in 1966, working for Kaiser Permanente, West Valley Construction, Hood Pipeline, J. C. Bateman and Gordon H. Ball on numerous projects throughout the South Bay.

Spurgeon worked at the Rancho Murieta Training Center in 1972-73 and in 1974 was hired as a dispatcher in San Jose. In 1977, he became a Coordinator for the Joint Apprenticeship program and in 1981 was hired as a business agent, where he served until being promoted to District Representative in 1988.

Retiring Vice President Jack Baugh was born and raised in Oakland, CA. He served in the U.S. Army in Germany and following his term of duty joined the Alameda County Sheriff's Dept. in 1957. During his years in law enforcement, Baugh served as a Sergeant, Detective-Sergeant, Lieutenant, Captain and when he retired in 1978, he was Chief of the Criminal Division. Baugh was the Chief Investigator during the 1976 Chowchilla kidnapping. A book he co-wrote on the case was made into a television movie.

Baugh was hired by Local 3 in 1979 as a public employee business agent. In 1982, he was promoted to Director of the Public Employee Division, where he served until his appointment to Vice President in 1989.

Don Luba is a native of the Bay Area and joined Local 3 in 1950. He served in the Korean Conflict with the 120th Combat Engineers and

was later transferred to the 8th Army Engineers Specialist School, where he trained soldiers in the operation of heavy equipment.

After an honorable discharge in 1954, Luba returned to the construction industry in the Bay Area, working primarily on rubber tired scrapers and shovels.

Luba was hired by Local 3 as a business agent in Oakland in 1968 and in 1970 became Asst. District representative in San Francisco. He left the union payroll in 1972 and for the next several years worked in construction on numerous projects in the Bay Area and in Indonesia.

In 1978, Luba was hired on as a business agent in San Jose and in 1982 was promoted to District Representative, where he served until his appointment to office in 1988.

Business Manager Tom Stapleton has assigned Jim Earp as Director of Public Relations. He will assume the public affairs and political responsibilities formally held by Jack Baugh.

Earp is an honors graduate of journalism from Brigham Young University. He was hired by Local 3 as Asst. Editor of *Engineers News* in 1976 and became Managing Editor in 1979. Since that time, *Engineers News* has won more journalism awards than any other building trades newspaper in the United States. Earp became Asst. Director of Public Relations in 1987.

New auditors, trustee appointed

The appointment of a new Vice President and Financial Secretary has left, together with the retirement of a District Representative have created several vacancies in the lower offices which have now been filled.

District Representative John Bonilla of Sacramento was appointed on May 16 as Auditor to fill the position left vacant by Max Spurgeon, who became the new Financial Secretary.

District Representative Darrell Steele of Marysville was also appointed an Auditor on May 16 to fill the unexpired term of Jerry Bennett, who is the new Vice President.

On April 21, Utah District Representative Kay Leishman was appointed Trustee to fill the unexpired term of Tom Hester, who retired in March as District Representative in Redding. Hester has been replaced as District Representative by "Monty" Montgomery, who worked previously as a business agent in the Fresno District.

Labor candidates win key Primary races

THOUGH THE MAJORITY OF voters snoozed through California's June 7 primary, those who fulfilled their civic duty decided a number of important ballot measures and preferences for various statewide and local offices. Labor-endorsed issues and candidates won some important contests, but also lost a few.

In state constitutional officer races, Local 3-endorsed candidates won five of the eight major Democratic races. In the most noteworthy contest, Democratic gubernatorial candidate Kathleen Brown easily defeated Insurance Commissioner John Garamendi and Tom Hayden for the party's nomination for governor. Brown will face in November Republican incumbent Pete Wilson, who easily defeated Ron Unz for the GOP nomination.

In other Democratic constitutional officer races, Controller Gray Davis won the party nomination for lieutenant governor, while state Assemblyman Art Torres captured the party's nomination for insurance commissioner, both of whom were endorsed by Local 3.

Another union-endorsed candidate, Assemblywoman Delaine Eastin, D-Fremont, was the top vote-getter for the non-partisan superintendent of public instruction race. Eastin will face off against runner-up Maureen DiMarco, who is Gov. Wilson's secretary of child development and education.

Unfortunately, Gwen Moore lost her bid for secretary of state to Tony Miller, as did Rusty Areias for controller and David Roberti for treasurer, all three of whom were endorsed by Local 3.

Kathleen Connell will be the Democratic candidate for controller and Phil Angelides the party's candidate for treasurer on November 8. Tom Umberg, who ran unopposed on the Democratic side, will face Republican incumbent Dan Lungren for attorney general.

In the race for U.S. Senate, Democratic incumbent Dianne Feinstein easily won her party's nomination and will face Republican Michael



With significant help from the Operating Engineers and the California Labor Federation, Kathleen Brown won a decisive victory against Democratic opponents John Garamendi and Tom Hayden.

Huffington, who defeated William Dannemeyer for the GOP nomination.

The most surprising election results occurred among the state's nine propositions. Voters turned down all four bond measures. The most damaging defeat for Local 3 members was Prop. 1A, which would have provided California with \$2 billion in earthquake repairs and retrofit projects.

Prop. 1A also would have helped keep funds intended for Northern California earthquake repairs from being siphoned off to the Los Angeles area in the aftermath of the January 17 Northridge quake.

The loss of Prop. 1A, which Local 3 strongly endorsed, means the state may have to delay some transportation projects and put together a residential home loan program for earthquake victims to free up more money for seismic improvements.

The state, already grappling with a huge budget deficit, will have to come up with an additional \$200 million to pay for the state's share of certain infrastructure repairs stemming from the Northridge quake.

Because of Prop. 1A's defeat, state

"The loss of Prop. 1A ... means the state may have to delay some transportation projects..."

(Continued on page 9)



These water-filled gravel pits at Kaiser Sand and Gravel Company's operation near Windsor have been one source of controversy concerning gravel mining along the Russian River.

Photo: Kent Porter/Press Democrat

Fighting for survival

Local 3 and two employers are battling environmentalists in Sonoma County over the future of gravel mining on the Russian River

By Steve Moler
Assistant Editor

UNTIL THE LATE 1980s, business was humming along nicely at Syar Industries and Kaiser Sand and Gravel Co. near Healdsburg just north of Santa Rosa, Calif., where the two aggregate producers and their predecessors have been harvesting high-quality sand and gravel from the banks of the Russian River since the 1950s.

Work at that time for the nearly 100 Operating Engineers employed at the two companies couldn't have been much better. Abundant work hours produced hefty paychecks that brought the members a comfortable middle-class living. Things were cruising along so well, in fact, most of the members worried little about local politics and participated infrequently in union activities. It didn't seem necessary considering the rosy work outlook.

But beginning around mid-1989 the political currents began to shift in an entirely different direction, one that threatened the members' careers and livelihoods. While Syar and Kaiser's crews worked eight- and 10-hour days producing Sonoma County's major source of aggregate, local environmentalists started maneuvering behind the scenes to stop all gravel mining along the

Russian River.

Vineyard owner Marty Griffin, who spearheaded opposition to the Warm Springs Dam two decades earlier, joined forces with other local vineyard owners in forming the Westside Winery Coalition, whose ultimate goal was to persuade the county to permanently halt all pit and terrace mining along the Russian. Such operations, the coalition claimed, had inflicted long-term environmental damage to the river, particularly along a 10-mile section between Healdsburg and Wohler Bridge known as the Middle Reach.

The coalition, which later expanded and became the Russian River Task Force, asserted that excessive gravel mining had removed more sediments than was naturally replaced, creating erosion problems, degrading the river's water quality and harming fish and wildlife. According to one study, the riverbed along the Middle Reach dropped as much as 20 feet between 1940 and 1991.

The task force and other conservation groups used the study and others to ignite a "Save the Russian River" campaign. Over the course of two years, from mid-1989 to late 1991, the economic rug began slowly slipping from beneath the Local 3 members' boots. The task force, with help from the Sierra Club Legal Defense Fund, filed suit that summer of 1989 to prevent Syar from

obtaining a permit to mine a 35-acre parcel just south of its Healdsburg plant without first completing an environmental impact review.

During the same two-year period, the Sonoma County district attorney filed suit against Kaiser, claiming the company had improperly obtained some of its mining permits. Both suits, along with other developments, succeeded in shutting down gravel mining along the river for almost two years.

Syar and Kaiser suddenly found themselves threatened with extinction and the members confronted with temporary layoffs and the dreadful prospects of permanently losing their jobs. The prevailing sense of well-being at the two operations suddenly turned to outright concern.

Counter attack

But rather than allow the environmentalists to gain the upper hand, Local 3 joined forces with Syar and Kaiser to mount an all-out counter offensive. The members, most of whom had rarely participated in union activities and local politics, started attending every public hearing and county supervisor meeting related to the mining dispute. They organized phone banks to encourage additional union members to attend the meetings. Within a short time Local 3 was consistently filling the hearings and supervisors' meetings with upwards of 40 to

50 rancorous members.

When Griffin held a fund-raiser at his Hop K'n Winery, the members put up an informational picket at the entrance to his property. Santa Rosa District staff, meanwhile, worked behind the scenes to explain the company and union point of view to local politicians. Members wrote letters to their elected representatives and published letters-to-the-editor in local newspapers.

"Before the gravel wars heated up I wasn't involved much in local politics," said plant operator Scott Rymer, who works at Syar's asphalt plant in Healdsburg. "I think this controversy spurred me to get involved. If I wanted to stay working, I had to get involved. These environmentalists are determined to stop growth up here, so we have to out-do them if we want to keep our jobs."

Tough going at first

At first, the going was as tough as slogging through a marsh wearing swim fins. After Syar submitted its first EIR on the 35-acre parcel, Griffin and company filed suit in spring 1991 to force the company to resubmit the EIR because the report failed to address some issues.

Then, in early 1992 Kaiser got yanked into the fray. In March of that year, the supervisors ruled that

(Continued on page 5)

(Continued from page 4)

in order for Kaiser to mine its Piombo Pit the company had to file a reclamation plan, which would be subjected to an EIR. While the suit was being settled, Kaiser was allowed to crush only the material it had already stockpiled, about a one-year supply.

But the early setbacks didn't dampen the members' determination to keep their jobs and continue delivering a product vital to Sonoma County's economy. They continued to jam every public hearing and supervisors' meetings. They asked the board to consider the environmentalists' hidden agenda, which, in many people's opinion, was to use the gravel mining dispute as a means to limit or stop growth in the county.

The members reminded the supervisors that Syar and Kaiser were two of the county's biggest taxpayers. They reminded the board that one mile of interstate freeway required 85,000 tons of aggregate, a school or hospital 15,000 tons and the average house 90 tons. If Russian River gravel mining permanently ceased, they told the board, aggregate would have to be imported from other regions, thus increasing construction costs and making accurate construction bids more difficult to calculate.

Who's right?

Syar and Kaiser, meanwhile, hired their own experts to study the river. John Perry, a consultant for Syar, agreed that intense gravel mining in the 1950s and 1960s had caused the riverbed to drop, but he concluded the Middle Reach has stabilized since then. Perry's analysis showed insignificant changes in the river's elevation since 1980. He pointed out that Sonoma County data indicated that gravel deposits have actually increased in some areas.

Another study conducted by hydrologist Daryl Simons, another Syar consultant, came to a similar conclusion. He determined that when the entire channel was studied rather than just the deepest part, no significant sediment loss has occurred, and that there has been no long-term degradation in the Middle Reach.

By late 1992, company and union efforts began to pay off. In December of that year, the board, rather than stopping mining altogether, voted 5-0 to allow Kaiser to extract a limited amount of material, 250,000 tons a year, about one month's work for two shifts. A few months later, the board voted 5-0 to allow Syar to mine the 35-acre parcel along the river, 25 acres of deep-pit mining and 10 acres of shallow extraction.

"We wouldn't be this far along if

Local 3 had not been at these permit meetings, I guarantee you that," said Sonoma County Supervisor James Harberson. "When you see 40 to 50 workers and their families at those meetings saying, 'Why are you taking my job away?' that makes a difference."

One proposed solution is for the county to develop an entirely new Aggregate Resource Mining (ARM) plan, which would govern the county's gravel mining for the next 10 to 20 years. The county enacted an ARM plan in 1980 that designated 2,000 acres along the river for ter-

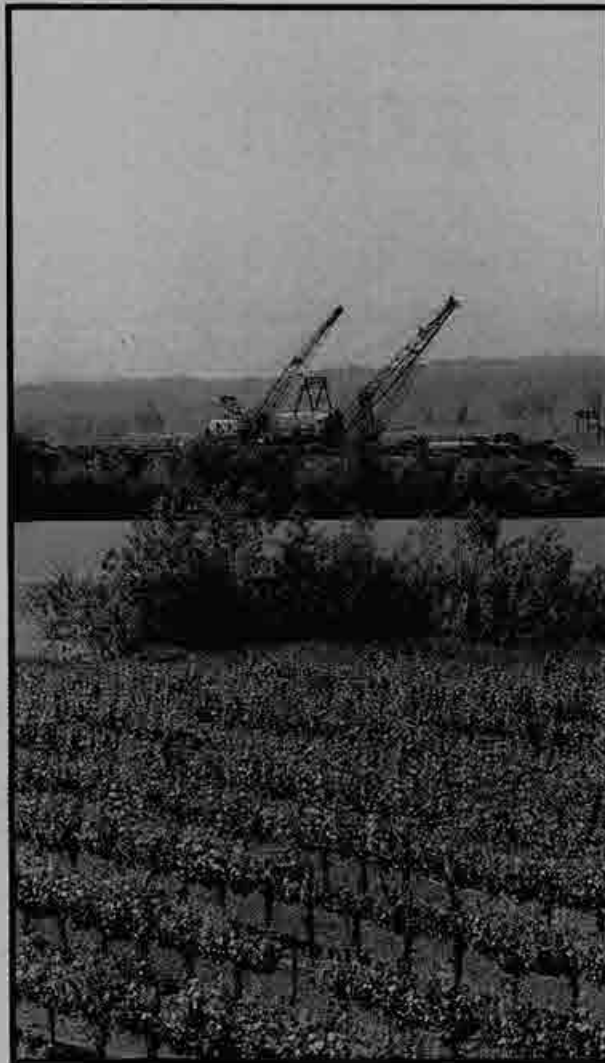
noise, traffic and dust – would certainly fight the plan as vigorously as Griffin and company have challenged river mining.

A wider problem?

The Russian River isn't the only gravel mining area environmentalists and government regulatory agencies are scrutinizing and planning to attack. Gravel mining disputes are brewing all over Northern California. According to a State Lands Commission study last year, most rivers in California, especially those with gravel mining, are experi-

other areas keep on top of things, don't get complacent," said George Bottorf, a plant operator at Syar's Healdsburg plant. "Read the papers, listen to the radio, start talking to your local politicians and let them know what's going on and know how you feel."

Pete Magri, an oiler at the Healdsburg plant, agreed: "We're a big union that carries a lot of weight. The union is all we got left. We've got to get more involved as a union, go to the meetings, stay involved in local politics. I used to go along with the status quo, but



Above: These Kaiser Sand and Gravel Co. employees – from left: Gary Pina, Rusty Anderson, laborer Jesse Reina, Paul Williams and Frank Husar – stand to lose their jobs, along with about 80 other Local 3 members, if gravel mining along the Middle Reach is permanently shut down.

Left: While two Syar draglines, background, extract limited amounts of gravel from the banks of the Russian River, the company has been reclaiming its spent pits, foreground, for agriculture.

race mining provided the pits were filled in and reclaimed for agriculture, mostly vineyards. The plan has fallen short of its original goal because reclaiming the pits proved difficult and unworkable.

The new ARM plan calls for limiting new deep-pit terrace mining to a maximum of 230 acres, with each pit not to exceed 20 acres compared with the existing pits of 50 to 100 acres. Syar and Kaiser would also have to prove their operations wouldn't affect ground water levels.

"We acknowledge that there should be limited gravel mining," said Local 3's Santa Rosa District Representative Bob Miller. "But we can't just stop the mining tomorrow. You have to phase it out slowly over 20 years or so. That would give us time to find alternatives."

One option under consideration is to shift aggregate extraction to hillside quarries. But the change would create as many problems as it would solve. For starters, quarries don't contain sand, and second, residents living near the quarries – fearing

encing at least some, if not significant, declining environmental health.

Aggregate companies along the Mad River in Humboldt County, for example, have been forced by environmental groups to curtail gravel mining and shift some production to the Eel River because erosion, allegedly caused by gravel mining, has caused \$1 million in damage to Hwy. 299 and threatens the region's drinking water. Glenn County's heavily mined Stoney Creek is beginning to have erosion problems, as is the San Luis Rey, Yuba and American rivers.

Conservationists increasingly are asking government agencies and the courts to force aggregate producers to prove they're not damaging the rivers they mine. The resulting lawsuits and required EIRs could seriously jeopardize rock, sand and gravel operations just about anywhere, causing layoffs and even permanent job losses.

"As someone who's been through it, I recommend that members in

maybe if I had been more involved before, we wouldn't be in the situation we're in up here."

Rymer summarized his feelings concerning the controversy: "You can't expect to just pay your dues and have your job nowadays. It's a little more complicated than that. The union needs its members to get out and campaign when there's a threat. The union needs people who can knock on doors and get people properly informed."

Incidentally, during recent public hearings on the new ARM plan, several additional environmental issues were raised. As a result, the board of supervisors, which was supposed to make a final decision on the ARM plan's EIR June 6, delayed the decision 45 days to allow time for further study and more public hearings.

It appears this battle will rage for many more months, even years. But one thing remains certain, thanks to the joint effort of the employers and Local 3, the environmentalists will definitely get a run for their money.

A cure for political apathy

Voting with your union is better than not voting at all

POLLSTERS AND POLITICAL SCIENTISTS WEREN'T surprised that voter turnout for California's June 7 primary was the lowest on record. Fewer than 38 percent of the state's 14.2 million registered voters cast ballots, well below the previous record low of 40 percent in 1986. In fact, voter participation in California – and the entire nation – has been declining steadily for the past 30 years.

So what's happening to one of America's most revered constitutional rights? Why is democracy in danger of becoming the country's number one spectator sport? The answers to these two questions are as complex as the political issues non-voters are avoiding. But regardless of the reasons, voter apathy can be easily overcome, especially for those who belong to a union.

Non-voters abound

To give you an idea of how bad voter participation has become, in the 1988 presidential election, where turnout traditionally is the highest, a mere 50.1 percent of the nation's eligible voters cast ballots, the worst turnout in 64 years. It was also the second lowest voter turnout rate of any industrialized nation and the lowest voter participation rate of any democracy in the world.

What's astonishing about America's lethargic voting behavior is that political apathy is running ramped in a society simmering with deep dissatisfaction with the country's overall condition. A California Field Poll in January found that a whopping 70 percent of Californians believe the state is on the wrong track. A nationwide poll conducted prior to the 1992 presidential election showed that a stunning 63 percent of Americans believed the country was heading in the wrong direction.

San Francisco pollster Mervin Field, who has been analyzing the state's voting patterns for the past 30 years, has said publicly that political passiveness this year is greater than he's ever experienced. Registered voters at unprecedented levels are disengaged, unaware of the candidates and ignorant of the issues.

Excuses, excuses!

Pollsters and political scientists studying U.S. voting trends say the reason people cite most for not voting is not a lack of interest or disdain for the candidates, but that vot-

ing has simply become too difficult to fit into modern life.

Overwhelmed by the demands of everyday living, single parents and working couples find little time and energy left in their lives to get sufficiently informed on the candidates and issues, much less get registered to vote. They simply feel powerless to exert influence over public policy. They tell researchers: "My vote doesn't really count" and "it doesn't really matter who wins." As a result, they choose, unfortunately, to leave the decisions to others.

But there's a surprisingly simple and effective cure for the political paralysis afflicting so many otherwise responsible citizens. Recent studies indicate that Americans who previously had lost interest or faith in the electoral process increasingly have adopted a different strategy. Instead of seeing themselves as single voters powerless to influence an election in which millions vote, they go to the polls in groups or large blocks.

An easy solution

They accomplish this by joining a politically active group or association that shares their social and economic interests, then vote according to that group's political recommendations. The National Association of Retired Persons and The National Rifle Association are classic examples. By casting ballots in large blocks, citizens gain a renewed sense of strength and purpose, not to mention civic pride and self-esteem.

A perfectly sensible way to get involved on election day is to vote as a union member.

The good news is that Local 3 members already belong to such a group – their own union. In addition to representing members in collective bargaining, Local 3 invests considerable time and resources to ensure that every member's economic interests are vigorously represented at all levels of government, from Capitol Hill to city council chambers.

During an election season, the Local 3 Executive Board and each of the union's district political action committees (PACs) carefully scrutinize and interview candidates to determine which ones will best represent the members' interests in government. The board and PACs, whose members are elected by the membership, carefully evaluate each candidate on such important labor issues as protection of prevailing wages,

the right to strike, growth and planning, and collective bargaining. After the board and PACs make their final endorsements, the results are published in the *Engineers News*, usually in the month's issue prior to the election.

Power in numbers

For apolitical members or those feeling overwhelmed by the electoral process, a perfectly sensible way to get involved on election day is to simply carry a copy of the *Engineers News* political endorsements to the polls and use the recommendations as a guideline. While you may not

necessarily agree with Local 3-endorsed candidates on such personal issues as capital punishment, gun control and abortion, you can be assured these candidates share your views on labor issues – and that certainly beats not voting at all.

Consider the influence unions could exert on a presidential election if nearly all the nation's 16.5 million union members voted as a block. That figure would represent roughly a third of all the votes a presidential candidate typically receives in an election.

Think of the outcome of this fall's California gubernatorial race if nearly all of state's million-plus union members voted for Democrat Kathleen Brown. Consider the impact the 20,000-plus Local 3 members in California could bring to bear on any statewide election if they voted as a group.

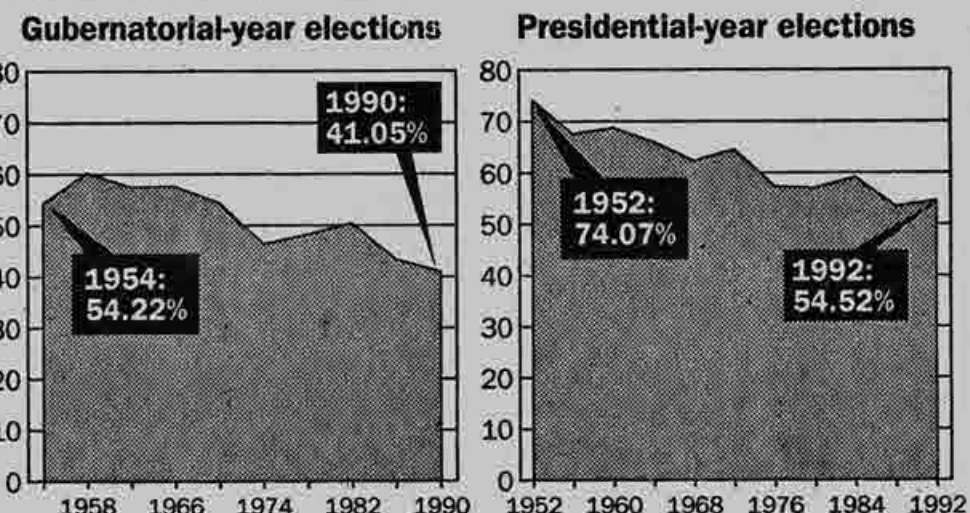
Non-voters left out

Politicians pay very close attention to voting trends. They know precisely which groups vote and which don't. Although they don't admit it publicly, many politicians routinely shun non-voters in favor of those who can get them re-elected. Today that means mostly white non-Hispanics, who made up 59 percent of the state's population but represented 81 percent of the votes in the June 1992 primary. Minorities, particularly Latinos and Asians, and those in the 18-24 age group are the biggest non-voters.

Local 3 members don't have to be part of these dismal statistics. If you are thinking about staying home on election day for whatever reason, try this: first, get registered, then vote in a block, as a member of Local 3. Your vote will seem like it counts more. This approach is better than not voting at all.

VOTER TURNOUT

Percentages of eligible voters who cast votes in California



SOURCE: California Secretary of State

EXAMINER GRAPHICS

Watch out! Congress wants to tax your health benefits

THE UNTHINKABLE IS emerging from national health care reform legislation.

Congress, after spending most of the spring debating the employer mandate aspects of health care reform, is now seriously considering taxing the health care benefits workers receive from their employers.

One proposal being examined by congressional lawmakers is establishing a cap on the amount of health benefits workers can receive tax free — around \$4,000 per family per year — then tax any amount over that figure like wages. The new tax, if approved, would raise an extra \$19 billion a year to help finance a new national health care system, according to the Congressional Budget Office.

Under such a scheme, families with no insurance or insurance worth less than \$4,000 would see no changes in their taxes.

However, families with benefits above the limit would likely see a tax increase from \$100 to \$600 annually, or about 0.5 percent of family income. The \$19 billion would likely be used to subsidize small businesses to help them pay for health insurance for their workers, about half of whom are uninsured.

Another attempt to tax employee health benefits, contained in a proposal by Rep. Dan Rostenkowski, the former chairman of the Ways and Means Committee who was forced to resign his chairmanship after being indicted on felony corruption charges, calls for taxing health benefits for those with gross incomes above \$90,000 and couples filing jointly with incomes exceeding \$115,000. Rep. Michael Andres (D-Tex.), who supports the tax, met privately April 19 with Rostenkowski, who suggested at the time that a broad tax increase may be required.

Labor's opposition

Organized labor, of course, vigorously opposes any tax on employee health benefits. "New taxes on health benefits imply that workers who have employer-provided coverage are somehow to blame for the health care crisis," said AFL-CIO President Lane Kirkland. "The fact is that working people have paid for that coverage many times over, particularly in the wages and other benefits they've had to sacrifice in order



Studies indicate the tax change under consideration would subject union members to higher taxes, lower wages or reduced insurance coverage.

to maintain decent coverage."

Union members would be especially hard hit because they have negotiated generous health insurance packages over the years, often in exchange for lower wage increases. Studies indicate the tax change under consideration would subject union members to higher taxes, lower wages or reduced insurance coverage.

A study by the health benefits consulting firm of Lewin-VHI showed that taxing health benefits would lead to a loss of between \$34 billion and \$128 billion for working families from now until 2000, either through lower wages, additional premium payments, higher out-of-pocket costs or higher taxes.

A separate analysis by the consumer group Families USA, in contrast, showed that President Clinton's Health Securities Act would save families an average

exceeding \$700 the first year it is fully implemented — \$278 on health insurance premiums, \$142 on taxes and \$311 in out-of-pocket expenses.

Mounting support

Congressional leaders, who once considered taxing health benefits completely out of the question, now feel the tax may not be such a bad idea after all. Several Republican Senators, including John Chafee of Rhode Island and John C. Danforth of Missouri, have endorsed capping health benefits. Even some Senate Democrats are reconsidering their position on such a tax.

At least four Republican and two Democrats on the Senate Finance Committee favor some changes in the taxing of health benefits. The *Washington Post* reported April 24 that Finance Committee chairman Daniel Moynihan (D-New York) declined to comment on the issue, but one worried labor official report-

ed that, after meeting with Moynihan, the congressman wouldn't commit to helping labor block any effort to tax health benefits.

The Clinton administration, meanwhile, appears to be sticking to its original plan, which calls for no taxes on current employer-paid benefits and letting unions continue bargaining for additional benefits. After 10 years, only benefits in excess of the comprehensive coverage would be taxed. However, administration officials privately have told reporters that Clinton may accept some changes in the tax code if congressional leaders can muster a majority of supporters.

Labor's counterattack

Organized labor has launched a major grass-roots lobbying campaign against taxing employee health benefits. Labor is urging its members to write letters, send faxes or call their congressional representatives urging them to oppose the tax.

Two California Democrats on the Ways and Means Committee in particular may need some additional encouragement: Robert Matsui, whose 5th Congressional District covers part of Sacramento County, and Fortney "Pete" Stark, whose 13th district includes parts of Alameda and Contra Costa County.

These two key lawmakers can be reached at:

Robert Matsui
2311 Rayburn Bldg.
U.S. House of Representatives
Washington, DC 20515
(202) 225-7163
(916) 551-2846

Pete Stark
239 Cannon Bldg.
U.S. House of Representatives
Washington, DC 20515
(202) 225-5065
(510) 635-1092

The AFL-CIO has told Clinton that any tax on employee health benefits would mean labor's immediate withdrawal of support for the president's national health care reform package. Such a proposal would also trigger a union response equal to or more vigorous than labor's anti-NAFTA campaign late last year.

Labor candidates win key elections

(Continued from page 3)

Senator Quentin Kopp, I-San Francisco, said he intends to push for a bill that would raise the state gasoline tax by 2 cents a gallon for 3 1/2 years.

The increase would raise about \$1 billion to ease the backlog of hundreds of seismic retrofit projects for highways and bridges without delaying other similar projects.

Two school bond measures that Local 3 endorsed, Prop. 1B for primary and secondary schools and Prop. 1C for colleges and universities, both lost. But voters may get another chance at helping the state's public school system. Organizers are already gathering signatures to place similar school bond measures on the November ballot.

In local elections, San Francisco voters decided they wanted to see the new BART extension to San Francisco International Airport go directly into the airport, with a station built beneath the proposed international terminal. This scheme was favored over having the route

bypass the airport and an airport station constructed about a mile away from the airport near U.S. 101 adjacent to the Caltrain tracks.

Measure I doesn't require transportation and airport officials to take BART directly into the airport, but it does gauge how the public wants BART funds to be spent.

Although taking BART directly into the airport means Operating Engineers would build an additional 9,000 feet of tunnel or deep cut and cover, choosing such a route might delay construction of the new international terminal by as much as a year.

The biggest surprise in state Assembly contests took place when Assemblywoman Vivien Bronshvag, D-Kentfield, who was a strong Local 3 supporter, was defeated by Novato school trustee Kerry Mazzoni 51 percent to 49 percent.

Now it's on to November for the mid-term election. Remember to get registered if you already haven't and vote for labor-endorsed candidates on election day.

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The tickets are valid throughout 1994 and are good for all shows and exhibits including the Shark Experience and the returning "DINOSAURS! A Prehistoric Adventure". Just complete the form below and sent it along with a check payable to OPERATING ENGINEERS LOCAL 3 to:

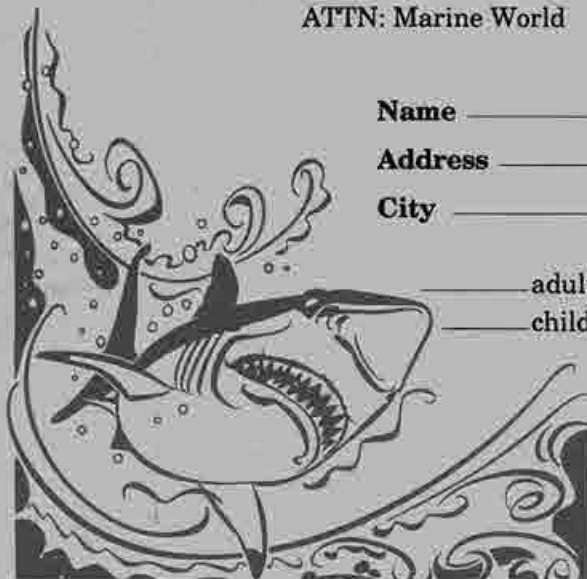
Operating Engineers Local 3
1620 South Loop Road
Alameda, CA 94502
ATTN: Marine World

Name _____
Address _____
City _____ State _____ Zip _____

_____ adult tickets @ \$16.00 each
_____ child tickets (ages 4-12)
_____ @ \$13.00 each

3 years and under free

Total amount
enclosed \$ _____

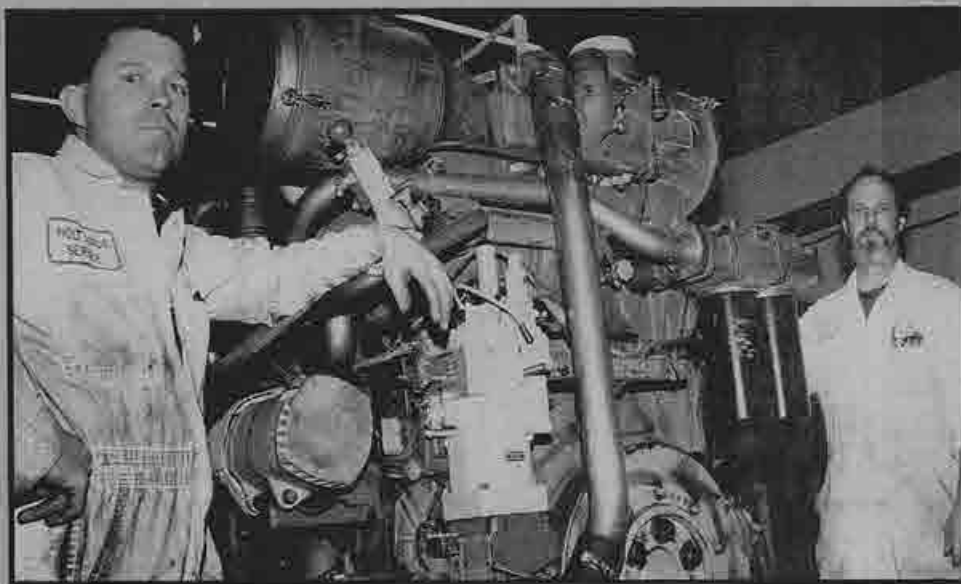


UNION YES

Sweets

(Union-made candies, cakes and cookies. List may not be complete)

UNION	COMPANY	ITEM
BC&T*	Hostess Cakes, Dolly Madison, Entenmann's Inc., Freihofers, Drake, Campbell-Taggart Cakes	Cakes and cookies
	Ambrosia, American Licorice, Annabelle, Asher Bros., Astor, Banner, Boehm's, Brach, Brown and Haley, Cellas Confections, Chiodo, Clark, Curtiss, Dare Foods, Falcon, Fanny Farmer, Frankford, Ghiardelli, Gimbal, Goldenberg Peanut Chews, Herman Goelitz, Hershey, Hoopers Confections, Jolly Rancher, Joyva, Just Born, Koppers, Leaf Confections, Miss Saylor's, NECCO, Northwest, Ozone Confectioners and King's, Pearson, Perugina, Quality Confections, Russell Stover, Richardson, See's, Shaw's, 6th Avenue, Tootsie Roll, Vernell's, Van Leer, Whitman's, Wilbur	Candies
	Liechman Ice Cream Co., Inc.; Safeway Dairy Div., Capital Heights, Md.; Shaws Ice Cream	Ice cream
RWDSU	Awrey's, Deer Park, Interbake Foods (FFV cookies, Girl Scout cookies), Broughton Foods, Sunshine Biscuits Co., Broughton Foods' frozen desserts	Cakes and cookies
	Nestlé (Nestlé Morsels, O'Henry, Alpine White Bar, Crunch Bar, Baby Ruth, 100,000 Bar, Butterfinger, Chunky, Nestlé Milk Chocolate and Milk Chocolate w/Almonds, Bit-O-Honey), Sanders', Lifesavers (Lifesavers, Holes, Bubble Yum, Lifesavers Lollypops, Fruit-Striped Gum, Breathsavers), Bob's Candies, American Candy Co., C&D Candies (Smarties candies, candy lollypops, lipsticks and necklaces), Wayne's Bun candies	Candies
	Borden's (Borden's, Meadow Gold, Viva, Glacier Club, Celebrity); Broughton Foods; Drumstick (Drumstick ice cream cones, Flintstone Push Ups), Freckers (Melody Farms, Pierre's, Northwest, 6 Santa's, 6 Tree's);	Ice cream
Teamsters	Continental Baking Co. (Hostess Cakes), Drake Bakeries, Entenmann's Inc., Interbake Foods, Inc.; Interstate Brands Corp. (Dolly Madison Cakes); Keebler Co.; Mother's Cake & Cookie Co.; Mrs. Allison's Cookie Co.; Ms. Desserts; Nabisco Brands, Inc.; Original Cookie Co.; Shur-Good Biscuit Co.; Smith Cookie Co.; Stella D'Ora Biscuit Co.; Sunshine Biscuit Co. (Bavarian Fingers, Grahamy Bears graham crackers, Hydrox cookies, Vienna Fingers cookies); Wortz Co.	Cakes and cookies
	Ambrosia Chocolate Co.; Borden, Inc. (Cracker Jacks); E.J. Brach Corp.; Doumak Co.; Fanny Farmer Candy Shops, Inc.; Hershey Canada; Hershey Chocolate U.S.A. (Luden's, York Peppermint Patties, Fifth Avenue Bars); Leaf Confectionary, Inc. (Milk Duds, Black Cow); Leaf, Inc. (Switzer, Good N' Plenty); Peerless Confection Co.; Pet, Inc. (Whitman's Chocolates); Powers Candy and Nut Co.; See's Candy Shops, Inc.; Shari Candies, Inc. (Roundy's Old Time Candies); Spangler Candy Co.; Topps Co., Inc.	Candies
	Baskin Robbins U.S.A., Inc.; Borden, Inc. (Meadow Gold); Dairy Fresh Corp.; Dunkirk Ice Cream Co.; Hagan Ice Cream Co.; Hawthorne Melody, Inc.; Jackson Ice Cream Co., Inc.; Kraft General Foods (Breyer's and Sealtest); Leichtman's; Maplehurst Farms, Inc.; Merrit Foods, Inc.; Potts Ice Cream Co.; Roney-Oatman, Inc.; Schrafft's Ice Cream Co.; Southern Products Co.;	Ice cream

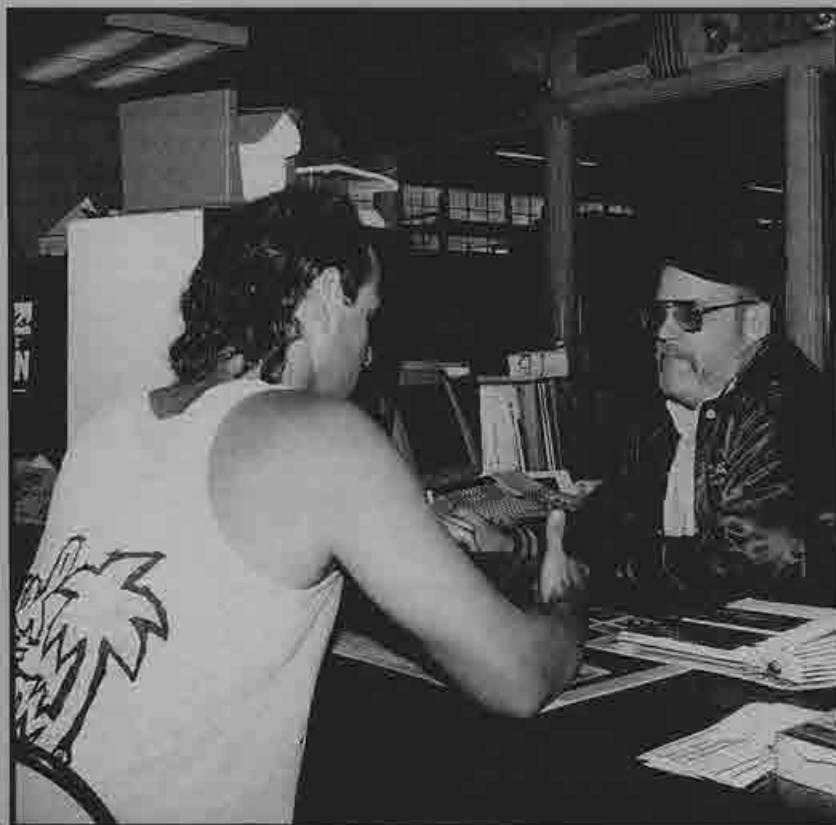


Top: Hugh Thompson, left, and Robert Winslow work on a Cat 3508 engine for a D11 dozer.



Above: Main shop partsmen are from left: Wyman Hommond, Sean O'Donoghue, Joe Silva, Butch Gonzales and Bill Kearney.

Below: Service representative Mark Allen, right, helps a customer order parts.



Holt Bros. — pr of mighty Cater



When younger farmers and Operating Engineers of California's San Joaquin Valley hear the name "Holt Bros.," they most likely think of the company's two fine Caterpillar dealership facilities on Charter Way in Stockton and on Hwy. 152 in Los Banos.

But to oldtimers and history buffs, the Holt Bros. name triggers proud memories of one of the greatest families of inventors and manufacturers in U.S. history. The Holt Bros. Caterpillar dealership, where today a little over a hundred Local 3 mechanics and parts and service employees work, is the predecessor of mighty Caterpillar Inc., the largest manufacturer of earth-moving equipment in the world.

The Holt Bros. saga began back in 1864, when Charles Henry Holt came out West from New Hampshire, and after being joined by his brother Benjamin Holt and two other brothers, the four Holts established a wagon wheel company called the Stockton Wheel Company in 1883. After purchasing some patents, the Holt brothers built one of the first combined harvesters in 1886.

Over the course of the next 22 years, the Holt Company bought three competing manufacturing companies that gave the Holts a near monopoly on combined harvesters built on the Pacific Coast. Over 90 percent of all the grain grown in the Pacific West during this period was harvested by Holt harvesters.

During the 1890s, Benjamin started manufacturing huge steam traction engines to replace horses that pulled farm machinery, including the combined harvester. But these 20-ton behemoths tended to bog down in the soft delta soil near Stockton despite being equipped with wide extension wheels.

To solve the problem, Benjamin decided to experiment with something totally new. One day in 1904 he asked his mechanics to remove the round wheels on one of the traction engines and

outfit it with a pair of track units, and that became the world's first functional Caterpillar track-type tractor.

One day, as the engine was being to the factory after a test, company president Charles Clements commented, "It crawls like a caterpillar."

Benjamin, struck by the appropriate name, replied, "Caterpillar it is. That's for it." The Holt Manufacturing Company received a copyright on the Caterpillar name in 1910.

Benjamin's track-type tractor, which operated in very rough terrain, proved useful in logging, mining, road building and all types of moving. The invention proved so successful, that during the early years of World War I, the British, French and Russian governments purchased 2,101 Holt crawler tractor-artillery and supplies. The Holt Manufacturing Company had built the machines that led to the development of the armored tank. During World War II, the bulldozer of World War II snowmobile of today. Benjamin held patents for his mechanical innovations until his death in 1920.

The Holt Manufacturing Company, the Caterpillar Tractor Co. of Peoria, Ill. Today Caterpillar Inc. has sales of over \$1 billion, making it one of the largest exporters of manufactured goods in the United States.

Benjamin's grandnephews, Parker and Harry D. Holt, established Holt Bros. Caterpillar dealership in 1939. Today, the company, now owned by Vic Wykoff and Ron, is one of about 70 Cat dealerships in the United States and 210 worldwide.

Holt Bros. is a full service dealer, selling new and used Cat equipment, from engines and truck engines to generators and remanufactured parts. Holt Bros. services and repairs Cat products for customers.

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spread out over six counties: Calaveras, Tuolumne and Mariposa in the Sierra Nevada foothills and San Joaquin, Stanislaus and Merced in the San Joaquin Valley. The company also rents crawler tractors, wheel loaders, backhoes and excavators and other types of dirt-moving equipment.

The main shop in Stockton, where about 93 Local 3 members work, is the largest construction and earth-moving equipment sales and service facility in the six-county area of Stockton, Modesto and Merced. The truck service center alone has 12 bays staffed with mechanics with an average of 10 years experience in truck engine and mechanical repairs.

Several other Local 3 members and former members now in management have between 20 and 30 years of service with the company: Mark Allen, Lloyd Anderson, Keith Cooper, Harry Geddes, Bob Hume, Bill Kemp, Bill Kearney, Ben Koch, Pete McDonald, Jack Moorehead, Sat Murakami, Ismael Ochoa, Reno Righetti, Richard Silveria, Nic Villarreal, Ray Valentin, Bill Whatley and Bob Winslow.

The Los Banos shop, where 13 mechanics and 4 parts and service representatives are employed, is also a full service operation, carrying out virtually the same functions as the main shop, but on a smaller scale.

Both locations have large, efficient parts departments, where a computerized inventory control system provides rapid, accurate ordering. Holt Bros. computers are connected with computers at Caterpillar's parts distribution center in Morton, Ill. Holt Bros. customers receive parts the same day they're ordered 85 percent of the time. And if a part is not in stock, the company gets the item to its customers within 24 hours 98 percent of the time.

The quality and efficiency that turned Holt Bros. into a major manufacturer a century ago obviously still prevails in the 1990s, and will into the decade of the 2000s and beyond.



Top: Los Banos branch mechanics are from left: Nic Villarreal (service manager), Barry Conlin (seated), Mel Flores, Ward Russell, Benji Townsend, Mike Baptista, Joe Camacho and Larry Young

Above: Los Banos branch partsmen are from left: Jack Moorehead, Rene Sanchez, John Silva and Anthony Domoto.

Below: Main shop mechanics are from left: Patrick Hunte, James Moppins, John Christian and Steve Douglas.



WITH SAFETY IN MIND

By Brian Bishop, Director of Safety

A handy guide to Hazmat placards



Ever wonder what the meaning of certain types of Hazmat placard mean? There is a quick reference manual that will answer these questions for you. The name of the book is the Emergency Response Guidebook,

published by the U.S. Department of Transportation and updated every three years, with the newest edition being 1993.

The guidebook is primarily used for responders during the initial phase of a hazardous materials incident. You may be the one who first arrives on the scene and the information contained within the pages of this book could provide you with information that could protect you

as well as those near the scene.

The guidebook is broken down into sections to explain the placard. In the placard, at right, the "3" at the bottom of the diamond is the UN Number, which will advise you as to the class of the material. The classes are broken down as follows:

- Class 1 - Explosives
- Class 2 - Gases
- Class 3 - Flammable liquids and combustible liquids
- Class 4 - Flammable solids
- Class 6 - Poisonous materials and infectious substance
- Class 7 - Radioactive material
- Class 8 - Corrosive material
- Class 9 - Miscellaneous hazardous material

These classes can be further broken down into divisions. For example, Division 2.1 would indicate it is not only a gas but a flammable gas. The "3" in this example tells that it is a flammable or combustible liquid.

The next portion of the placard is the number "1090." This is the "ID" number for this product. The guide-

book has thousands of chemicals numerically listed by identification numbers. Another section of the guidebook lists these same chemicals in alphabetical order as a cross reference.

You will need that section because sometimes the chemical names are written on the placard instead of the identification number. When we look up the number "1090" in our book, we will find this product is acetone and solutions. We now know that the chemical is a flammable liquid or combustible liquid and is acetone and solutions.

Now we need to know how to handle this material. When we look up the chemical under the numerical listing, it gives us the guide number "26."

Farther back in the guidebook there is a section that will give you the emergency actions to take, the potential hazards, health hazards

and first-aid for the chemical. Under the information listed, you may also find evacuation distances.

Farther on in the book there is also a "Table of Evacuation Distances," which will give you the information on how far to evacuate the surrounding population. The guidebook will also list the emergency Chemtrec phone number (1-800-424-9300). Chemtrec will give you more specific information about the chemical.

Even though the DOT Emergency Response Guidebook does not give you all the information on every product, it does give you the basic action to be taken in case of an emergency involving thousands of different chemicals.

These guidebooks may be purchased from most bookstores, the government printing offices, and usually in stores that sell bottled compressed gases for cutting or burning, and also from trucking associations. The cost ranges from about \$3 to \$7.

You may be saying to yourself that you'll never be involved in a response to a hazardous situation, but who knows when an accident might happen or where.



Two strikes, you're out

The question raised in this month's column is: Can a worker be fired for a second positive drug test if he or she isn't fired for the first? Here's what happened in one important case.

As a backhoe operator on live gas lines, William LaGard, an employee of Columbia Gas of Pennsylvania, was subject to random drug testing under requirement of the U.S. Department of Transportation. He also was a member of the Utility Workers Union, which negotiated a collective bargaining agreement allowing management to fire workers for "proper cause."

When he tested positive for cocaine in 1992, Columbia Gas referred LaGard to the Employee Assistance Program (EAP), and he was given the chance for treatment. After he returned from treatment and the company's medical review officer cleared him to return to work, the company worked out a last-chance agreement with him that clearly stated that his next positive test for drugs or alcohol would result

in termination. At this meeting, LaGard declined union representation.

But less than a year later, LaGard again tested positive for cocaine. The company fired him, and the union cried foul, arguing that:

- If the first positive test wasn't grounds to fire the worker, then neither was the second positive test.
- In negotiating directly with LaGard, Columbia Gas violated the collective bargaining agreement, making the last-chance agreement invalid.

• Union and management never agreed that two positive tests are justification for discharge.

The company rebutted that it did have the right to fire the worker for the following reasons:

- Had it so desired, Columbia Gas could have fired him after the first positive test; just because it waived its right to do so doesn't mean it can't do so after the second.
- Firing the worker is necessary to uphold public policy, which is rooted in protecting public safety.
- LaGard said he didn't want



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union representation at the meeting during which the last-chance agreement was negotiated.

Arbitrator James C. Duff, in a January 31 decision, ruled in favor of the employer. The deciding factor, the referee said, was "proper cause." When a worker is employed in a safety-sensitive job, as LaGard even admitted he was, and when that worker twice tests positive for drugs, he has no guarantee of his job, according to the ruling.

And the arbitrator was impressed by the fact that the worker had been given the chance to go to treatment.



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Nothing guarantees that multiple treatment or rehabilitation opportunities will be afforded to multiple offenders," said Duff.

The idea that if a single positive test merits treatment instead of firing, then so should the second positive, is "too strained to be accepted," he said, noting that the employee had been clearly notified that his next positive test would not be followed by the same degree of tolerance.

As for the validity of the last-chance agreement, LaGard lost his right to argue this when he declined union representation at the meeting, the arbitrator said. Furthermore, the fact that there was "proper cause" for the termination made the claim of invalidity moot.

Reprinted from the May 1994 issue of "Drugs in the Workplace."

TEACHING TECHS

By Art McArdle, Administrator

Hands-on season ends with competition

The 1993-94 season of hands-on training is over. The final class was a full-scale competition held in Oakland and Sacramento.

The Oakland competition was conceived, organized, calculated, laid out and run completely by our Oakland and Martinez instructors Floyd Harley and Terry Warren. Also assisting was Pat Rei of Kister Savio & Rei.

The competition consisted of ALTA survey, level loop, slope staking and the completion and neatness of field notes. First place winners were Larry Thompson, Carolyn Clark and Albert Pope. They received Local 3 jackets.

Second place went to James Dawson, Ron Wagner and Joe Terin, who received Local 3 T-shirts and caps. Third place winners were Paul Auer, Ivan Philips and Marshall Bankert.

They received Local 3 caps.

As in Oakland, the Sacramento competition was put together by instructor Ron Nesgis and assisted by instructor Gene Feickert. Their competition problem was to stake a cul-de-sac on a curved street from control with coordinates that were set by the class at previous hands-on sessions.

They were not aware of their challenge. The crews not only staked 25-foot stations and center line control, but also right-of-way points and curb



At the Sacramento Hands-On competition is third place crew (from left): Robert Gilinug, Chuck Molleson, Dave Loera and Robert Zamora.

and gutter. They were graded on the number of points they put in the ground and the accuracy and neat-

ness of notes.

First place winners were Michael Foulk, Richard Zamora, Aaron Juan Lovato, Charlie Sirman, John Cabral and Dwayne Fricks.

Third place went to Robert Zamora, Juan Lovato, Robert Gilinug and Dave Loera. All winners received the same prizes as the Oakland class courtesy of Local 3.

Both competitions were follow-ups to the previous hands-on classes that gave all students the opportunities to show their stuff.

We want to thank Local 3 for its generous donation of prizes and support of our hands-on program.

Also, much thanks goes to our instructors for their hard work, and to the students for their participation and drive to make both competitions great.

Remember, now that the hands-on Saturday classes and the competitions are over, regular classes will be held twice monthly in the classroom until September, when we hope to start our hands-on program again.

TECH ENGINEERS

By Paul Schissler, Tech Engineer Rep.

Tech Engineers OK new contract

Meetings were recently concluded in Sacramento, San Jose and Alameda on a new Bay Counties Association contract. The vote was unanimous to accept a new four-year agreement. Listed below is a summary of the major changes.

WAGES: 4/10/94 through 7/16/94

Job Classification	Effective 4/10/94	Effective 5/1/94	Effective 7/16/94
Lic. Land Survey			
2001+	\$25.47		
0-2000	24.88		
Certified Chief of Party			
5 Certifications (\$1.04)	25.47		
3-4 Certifications (\$.75)	25.18		
1-2 Certifications (\$.45)	24.88		
Chief of Party	24.43		
Instrumentman	22.03		
Chainman/Rodman	19.82		
Apprentice			
Probation (40%)	0	7.93	
1st Period (50%)	9.91		
2nd Period (60%)	11.89		
3rd Period (70%)	13.87		
4th Period (80%)	15.86		

Fringe benefits effective May 1, 1994:

• Pensioned health and welfare for journey level will be reduced from 59 cents per hour to 56 cents per hour. Under the pensioned health and welfare fund's current rules, this change will not affect the level of benefits eligible employees will receive at retirement.

• The affirmative action/apprentice contribution for hours worked by journey-upgrades will be increased from 39 cents per hour to 53 cents per hour. Three cents of this increase will come from the reduction in the pensioned health and welfare contribution, the remaining 11 cents will be an additional cost for the employers.

• Pension will be reduced from 90 cents per hour for apprentices to 55 cents per hour for apprentices. Vacation-holiday pay will be reduced from \$1.10 per hour for apprentices to 80 cents per hour. And annuity will be reduced from 35 cents per hour to no contribution. This savings of \$1 will be added to the affirmative action/apprentice contribution for hours worked by apprentices. This change is being made because the apprenticeship fund will not have enough money to continue to operate if the hourly contribution rate is not increased.

• The fringe benefit contribution rates for probationary apprentices shall be:

- **Health and welfare** - 100 percent of the journey-level rate
- **Pension** - 5 cents per hour
- **Affirmative action** - \$1.39 per hour.

Fringe benefits effective August 1, 1994:

• Health and welfare will be increased from \$3.99 per hour to \$4.29 per hour for journey level and apprentices.

• Each employer shall have the option of paying the hourly rate for health and welfare for all employees or paying the hourly rate for those

employees who work 115 hours or less each month and a flat monthly rate, currently \$476, for each employee who works more than 115 hours per month.

The flat rate will be increased no more than once a year by the amount the trust fund determines is necessary to maintain benefits. Each employer may exercise the option once a year. An employer that elects the option to pay the flat rate shall pay the hourly rate or flat rate each month based upon an employee's hours.

For example, if an employee exercised the option and the employee works 110 hours in March and 130 hours in April, the employer will pay 110 hours at the hourly rate for the employee in March and will pay the flat rate for the employee in April. Employees on whose behalf an employer makes a flat-rate payment accrue 15 hours in their bank of hours.

Fringe benefits effective March 1, 1995, March 1, 1996 and March 1, 1997:

Union members may allocate all or part of their raises to benefits. The members will allocate the amount necessary to maintain health and welfare benefits. The fringe benefit rates are set forth in the table below:

"A" FRINGE BENEFITS: 4/10/94 - 8/1/94						
FRINGE BENEFIT	Effect. 4/10/94		Effect. 5/1/94		Effect. 8/1/94	
	Journ.	App.	Journ.	App.	Journ.	App.
Health & Welfare	\$3.99	\$3.99	\$3.99	\$3.99	\$4.29	\$4.29
Retiree H&W	.59	.05	.56	.05	.56	.05
Pension	3.75	.90	3.75	.55	3.75	.55
Affirmative Action	.39	.39	.53	1.39	.53	1.39
Vacation/Holiday	2.50	1.10	2.50	.80	2.50	.80
Annuity	.35	.35	.35	.00	.35	.00
TOTAL FRINGES	\$11.57	\$6.78	\$11.68	\$6.78	\$11.98	\$7.08
PROBATIONARY APPRENTICE						
Health & Welfare				\$3.99		\$4.29
Pension				.05		.05
Affirmative Action				1.39		1.39

FRINGE BENEFITS FORUM

By Charlie Warren,
Fringe Benefits Director

Another way to receive pension payments



Last month I wrote about ways members can receive the Husband and Wife Pension that's available to participants at the time of retirement. The following is a description from the pension plan booklet of another pension payment method.

Guaranteed 60-Month Pension

If you are single, or if you are

married but are not receiving a Husband and Wife Pension, you will receive monthly payments guaranteed for 60 months after your retirement date. Of course, benefits are paid to you for your lifetime, but if you live less than 60 months after retirement, monthly payments will continue to any beneficiary you name for the remainder of the 60 months.

Here's an example. Let's say you are being paid a pension benefit in the form of a Guaranteed 60-Month Pension, and the amount is \$1,000 per month. If you die before receiving 60 monthly payments, your designated beneficiary would receive

the balance of the 60 monthly payments you did not receive, at \$1,000 per month, and then the monthly benefit would stop. (If you had received 24 payments prior to your death, your beneficiary would then receive 36 payments.)

If you live longer than the 60 months, you will, of course continue receiving your \$1,000 monthly benefit for every month you live. Upon your death there would be no further benefits payable from the pension plan.

There are still other methods of payment available to members at retirement time. The Guaranteed 60-

Month Pension is just one of those options. Others will be discussed in subsequent Fringe Benefit Forum columns.

Retiree Association meetings to begin

A new round of Retiree Association meetings will soon begin, so be sure to check the schedule on page 18 and come out to the meeting in your area. For you newcomers to the retiree ranks, welcome. We'd like to see you at the meetings. You'll meet some of the people you've worked with over the years, and you'll probably make some new friends. Representatives from the union, the Trust Fund Service Center and the credit union will bring you up to date on the latest goings-on. We also ask for your input about the benefit programs so we can keep them fine-tuned to meet the varying needs of the retirees. So, come on out and join us. (See pg. 20 for mtg. schedule)

YOUR CREDIT UNION

By Rob Wise, Credit Union Treasurer

Other credit cards no match for our VISA

Your credit union knows its members are being bombarded with pre-approved credit card offers.

Most sound like wonderful deals but really aren't. Compare other cards with your credit union VISA, then decide which is the best offer.

• **Interest rates** - Nations Bank advertises

its cards as having a 6 percent annual percentage rate with no annual fee. However, when you read the disclosure, the 6 percent is only good through September 1994, after which the rate is based on the prime rate plus 9.9 percent. Today, that figure would be 15.9 percent.

Cards offered through AT&T, Bank of America and Wells Fargo, have interest rates ranging from 9.9 percent to 15.4 percent, but they too are variable rates, based on an index plus percentage points. With interest rates rising, variable rates such as these may be adjusted often. Your credit union VISA card has a low fixed rate.

• **Annual fee** - The "no annual fee" advertised by Nations Bank and Wells Fargo is for the first year only. After that, there is an \$18 to \$35 annual fee that will be waived only if you use the card during the year. AT&T's Master Card requires you to use the card once a year to avoid the

annual fee. The same is true with the Bank of America's gold card. Compare this with your credit union's VISA card that has no annual fee and no strings attached.

• **Grace period** - Cards that don't have a 25-day grace period begin to accrue interest at the time of purchase. If you pay off your credit card balance monthly, a grace period will save you interest. With your credit union's VISA you have 25 days to pay off purchases without paying interest.

• **Minimum payments** - Minimum monthly payments required by

some cards cover the interest due, with very little going to decrease the balance. Minimum payments on your credit union VISA card allow for interest due but will reduce the balance faster, meaning less in finance charges and more available credit for future use.

• **Cash advance fees** - Credit cards through Nations Bank, Bank of America, Wells Fargo and AT&T all charge fees for cash advances. The fees range from 2 to 3 percent of the cash advance with a minimum fee of \$2 to \$3 and maximum fee of \$20 or more. Once again, there's a

savings with your credit union VISA card as there are no fees for cash advances.

• **Transfer balances** - Bank of America and Wells Fargo are willing to pay you \$25 to \$50 to transfer \$1,000 or more from other credit cards to theirs. This may sound good, but not when you are paying high interest rates. You can transfer balances to your credit union VISA card and save with our low fixed interest rates.

Now, review what your credit union VISA card has to offer:

- No annual fee
- No cash advance fee
- Low fixed interest rate and 25-day grace period

Why would you choose to carry any other card?

How Much Life Insurance Is Enough?

By David Silberman, President, Union Privilege, AFL-CIO

How much life insurance do you really need? It's a tricky question. Buy too little, and your family's security is at risk. Too much, however, wastes money you could use to add to your savings and improve your lifestyle.

Why buy life insurance at all? To make sure you don't leave loved ones burdened by your debts. To replace income others depend on. To ensure your family can stay in the home you worked so hard for. To enable your children to get the type of education they deserve. In short, to be financially responsible.

Choosing the right amount of insurance is a very personal matter. It involves considering many things—like health, careers, ambitions, needs and desires.

There is no magic formula, but here are several rules of thumb to follow:

If you have no dependents, and your spouse earns as much or more than you, you may need little or no life insurance. Just be sure to cover your personal debts and burial expenses. (This assumes your spouse will

continue to work. If he or she suffers poor health, or is employed in an occupation with an uncertain future, consider buying some insurance for an emergency fund.)

If you have dependents, you'll need more insurance. For a simple estimate of your life insurance needs, just multiply your current gross income by five.

This is based on the life insurance agent's old rule of thumb that life insurance coverage should equal five to seven times a person's annual salary.

This assumes your family is "typical." You may need more insurance if you have four or more children; if you have greater-than-average family debt; if any family member suffers poor health; or if your spouse has poor employment potential.

On the other hand, factors such as Social Security benefits may reduce your insurance needs. Remember, what's appropriate for one person may be totally inappropriate for another.

Don't neglect to insure a spouse just because he or

she is "only" the homemaker. It is expensive for a family with small children to replace his or her services. Day-care alone costs between \$3,000 and \$10,000 year, depending on where you live. Add housecleaning (\$3,000 to \$9,000), more meals out (\$1,000 on up), extra carfare and laundry services, and the out-of-pocket, after-tax costs can easily top \$20,000 a year.

Not included are the lost potential earnings of the surviving spouse, who must often take time away from the job to care for the family.

Make sure you purchase enough insurance to cover these costs until your youngest child no longer needs day-care.

As you consider your insurance needs, don't forget life insurance you may have through your union contract, or through mortgage and credit life insurance.

If you find you need more, check to see if your union offers the Union Privilege Life Insurance Plan, a supplemental, low-cost group life insurance plan designed to offer full protection for your family.

NEWS FROM THE DISTRICTS

Granite goes full throttle on Oroville Airport job

MARYSVILLE – Work in the Marysville District is continuing to pick up slowly. Teichert Construction from Woodland has moved back in on the Hwy. 20 reconstruction project in Colusa. Baldwin Contracting has put a few of its employees back to work. Baldwin was low bidder, at \$368,015, on a Glenn County overlay project.

Lund Construction is back in Yuba City doing more work for the Water District. Peter Kiewit is still working for the railroad on replacing the wooden trestle south of Marysville. The equipment dealer shops in the district have been busy, but they're now starting to slow down some.

We have a job coming up for bid this week in Orland on Hwy. 32 for removal and relocation of an existing water system and to construct about 80 linear feet of 6-inch water main and construct storm drainage facilities. Caltrans also has a resurfacing projects coming up in various locations.

Granite Construction from Watsonville was low



bidder, at \$570,739, on the Hwy. 70 overlay in Oroville and should be starting work this week.

Granite Construction is also going full bore on the Oroville Airport project, which has over 1 million yards of dirt to move. The company has been moving around 35,000 yards of dirt per day and plans to have the major portion of the

At Granite's Oroville Airport project, push Cat operators Ben Schallberger and Warner Hooker team up with scraper operators Richard King, Monty Phillips, Dan Huntington and Chuck Hunt.

dirt moved in about 50 days.

Dan Mostats, Business Rep.



Pictured above are District Rep. Darrell Steele (left) and gradsetter John Parra. At right are Business Agent Dan Mostats with backhoe operator Al Caporalle

Kaibab growth hinges on timber sale decision

SALT LAKE CITY – Work in southern Utah has been spotty so far this year. Kaibab is still waiting for a U.S. Forest Service decision on timber sales. The environmentalists are still trying to stop the sales, and the Dixie National Forest in southern Utah is initiating an eligibility study of streams in the area for possible inclusion in the National Wild and Scenic Rivers system.

This could not only harm the timber industry and adversely affect Kaibab, but also stop the possibility of water storage facilities, recreational development, and hinder the growth of nearby communities.

If you see notices of meet-

ings in your area, be sure to attend to find out what's going on and to voice your opinion. A letter to the Forest Supervisor at Post Office Box 0580, Cedar City, Utah, 84721-0580, would also help.

In other business, Valley Asphalt has finished its jobs at Notom Road and Hanksville, resumed paving at Huntington, and started its job at Vernal. IPC was awarded a job at Hunter Steam plant and is looking to get more work there as it becomes available. Its work at the coal handling facility has gone very well and IPC is ahead of schedule, often having to wait for steel and equipment to continue.

*Verlyn K. Shumway
Business Representative*

Conference & Equipment Show

What: 26th Annual MSA Conference and Equipment Show

When: August 24-26

Where: Sands Regency Hotel/Casino Reno, Nevada

Conference activities: Maintenance Superintendents Association's annual conference features workshops on Total Quality Management, Continuous Quality Improvement, Japanese Style Management and Hazardous Materials Disposal.

Equipment show: will feature equipment, products, services on display on Wednesday and Thursday, August 24-25.

Registration: \$165 for members, \$225 for non-members, \$395 for vendors.

Room rates: \$36 per night mid week, \$52 on Fri. and Sat.

Info: Call (702) 353-2271

NEWS FROM THE DISTRICTS

Equipment disputes persist in refineries

OAKLAND – The work picture for the district looks real good for the year. Some of the work has already started, and there is more to go out to bid throughout the year.

One of the real bright spots in our district is I-80 between Hwy. 4 and the Bay Bridge. Caltrans is giving this section of I-80, which is one of the most congested stretches of freeway in California, a major overhaul over the next couple of years, adding a carpool lane, rebuilding 13 bridges and upgrading two major interchanges.

Work has already begun on a section from Pinole Valley Road to east of Hilltop Drive in Pinole and from San Pablo Dam Road to Carlson Boulevard in Richmond. Several additional I-80 projects have recently gotten underway or are about to start. They include a section from Appian Way to Hilltop Drive, San Pablo Dam Road to Macdonald Avenue and Macdonald Avenue to Central Avenue in Richmond.

The flyover ramp leading from southbound I-80 to the Bay Bridge toll plaza will begin this fall, and improvements to the I-80/I-580 in-

terchange will begin this summer. Work on the I-80/Powell Street interchange improvements got underway last spring and is expected to be completed next spring.

Thanks to the members and Oakland office staff for all the hard work in attending the public hearings concerning the Los Vaqueros Reservoir project. We have two good Los Vaqueros jobs coming up this year: the realignment of Vasco Road and the dam itself. Tom Butterfield, your district representative prior to my arrival, spent a lot of time and many evenings attending meetings getting this project approved.

Another good side to this is that we have a project agreement already signed and in place with the construction manager, Morrison Knudsen Construction, which will oversee both the Vasco Road realignment and the reservoir and dam project.

The \$37 million realignment of Vasco Road will be let in June. When the traffic gets moved off Vasco Road to the new road, work will begin on the reservoir. Both projects will put a lot of our members to work. Having the projects under agree-

ment ahead of time means the work will be all be union.

The refinery work has not taken off the way everyone expected, but it will within the next few months. While I am on the subject of refineries, I would like to take some time here to explain the problems your business agents have when they try to service the jobs in the various refineries.

First, the agents need to make an appointment with the employers so someone can pick the agents up at the front gate and escort them to the job site. Once in the plant, the agents don't have as much freedom to move from one employer to employer. In order to visit another employer's job site, the agents have to go back outside and get someone from the other employer to pick them up.

This is really a problem for all the crafts working in the refineries and has been discussed a lot among the different unions. It has also been discussed among the different employers that work in the refineries because the employers have the same problem trying to move employees from one job site to another within the same compound.

This brings me to one of our big problems within the refineries. The employers know what it takes for us to get access, so they have been assigning certain work to the wrong crafts. The boom truck and carry deck crane have been our biggest problems. The Pipefitters claim them as tools of their trade. Concerning the carry deck crane, Business Agent Joe Tarin and I met with the Pipefitters more than three months ago, and they said they wouldn't claim the carry deck crane or the boom truck. But the very next day they claimed it. We have filed a jurisdictional complaint against the Pipefitters regarding the carry deck.



Local 3 member gets patent on manhole raising form

Local 3 member Clifford "Cap" Gouker, who four years ago invented Cap's Manhole Raising Form, was awarded a patent on his device March 1. Cap's invention allows laborers to slap "mud" between the casting and sewer cones during construction of subdivisions without spilling any of the material into live sewers or storm drains. Cap is now searching for a company or individual to market the device. He can be reached at (408) 724-0215.

The case currently being reviewed by the two unions' respective internationals.

Meanwhile, the boom truck and carry deck crane are still being assigned to the wrong craft, and because of the problem with job-site accessibility, we need your help in the refineries. If you observe another craft running one of the above pieces of equipment, and if it is being run daily, you can contact your business representative and give him the details (dates, times and how long the equipment had been run). This way we can follow up with filing a grievance and bring this matter to a stop.

Before I go on, I would like to explain that the employers working in the refineries aren't the ones that set the standards. It is the refineries themselves that impose these restrictions on

everyone entering the different facilities.

Brothers and sisters, this is your union, and we need to work together to fight off the invasion of the other crafts trying to claim our work. It happens on all the jobs, not just in the refineries.

I have always had an open-door policy in my office and invite you to come in and discuss any problem you may see going on that needs attention. It is better to come in and discuss the problem rather than letting it build up and fester.

I would like to thank everyone in the district for all the support that you all have given me and my staff. I hope to see you at a meeting, at the union hall or on the job. Have a good and prosperous year.

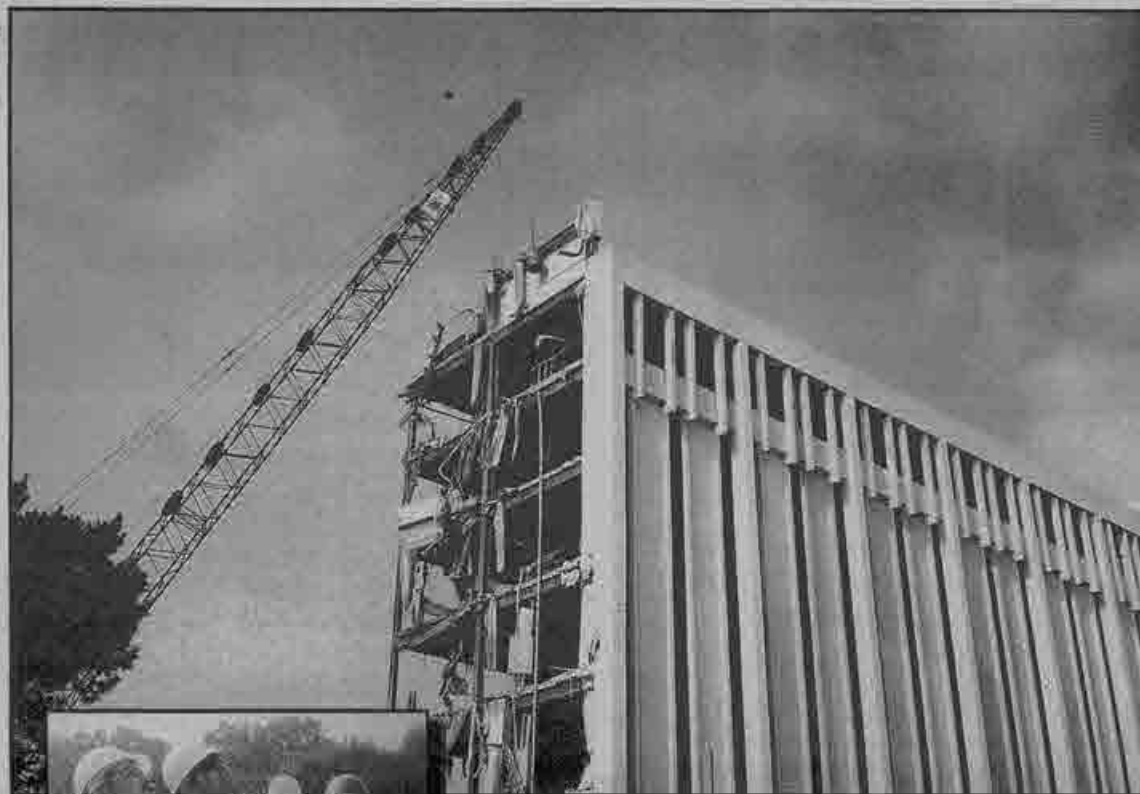
Robert Delaney,
District Representative

West Point appointment for member's daughter

Carma Kaleinani Lau, daughter of Local 3 member Clifford Lau, recently received an appointment to the U.S. Military Academy at West Point after finishing in the top 5 percent of her class at San Ramon Valley High School. Clifford works in the parts department at Peterson Tractor in San Leandro.



NEWS FROM THE DISTRICTS



Guy F. Atkinson demolishes old headquarters building

Building demolition specialist Evans Bros. Inc. of Livermore, Calif., photo above, razes the former world headquarters of Guy F. Atkinson Co. on Orange Avenue in South San Francisco to make way for a Kaiser Permanente Medical Center complex. Guy F. Atkinson's new headquarters is located on Bayhill in San Bruno.

In inset photo, Evans Bros. President Dan Evans, far left, views demolition work on the old Guy F. Atkinson headquarters, along with Foreman Robert Sparks, Estimator Dick Eychner and Flagman Octavio Martinez.

Caltrans Equipment 'Rodeo' Schedule

Caltrans Craft and Maintenance Division (Unit 12) announces the schedule for its 1994 heavy equipment competition. Contestants demonstrate safety and operator skills on various pieces of heavy equipment through a series of six events.

The top two contestants from each district competition will be invited to compete at the state finals in San Luis Obispo on September 24. All Caltrans Unit 12 members and Local 3 members from private construction are eligible to compete.

Caltrans Districts 1 & 2	June 25
Redding Maintenance Station, 1450 George Drive, Redding	
Caltrans District 4	August 20
Jack London Square, Oakland	
Caltrans Districts 3 & 10	August 27
Rancho Murieta Training Center, 7388 Murieta Dr., Rancho Murieta	
Caltrans Districts 5 & 6	Sept. 17
META Training Center Camp, San Luis Obispo	
State Finals	Sept. 24
META Training Center Camp, San Luis Obispo	

For more info call: (916) 741-4322



**Look
for
the
union
label.**

Local 3 Picnics

Redding District **Saturday, June 18**

Anderson River Park, 12 noon to 2 p.m. BBQ roast beef, raffle, live music. \$9 adults, \$5 retirees, \$3 children, under 6 free. Info: (916) 222-6093

Hawaii District

Molokai **Saturday, June 25**
Mitchell Pauoli Center

Big Island **Sunday, June 26**
Spencer Park, Kawaihae

Honolulu **Sunday, July 24**
Sand Island

Maui **Saturday, July 30**
Iao Valley Kepaniwai Park

Kauai **Sunday, July 31**
Lydgate Park

Admission: *Malama Pono* (free), "Taking care of one another." Menu: Kalua pig, roast beef, oriental chicken salad, fruit salad, corn on the cob, rice, poi, refreshments, entertainment, games, door prizes.
Info: (808) 845-7871

Marysville District **Saturday, June 25**

Lake Oroville Loafer Creek Picnic Area, 12:30 p.m. to 4 p.m. \$7 per person, retirees \$3.50, under 12 free. BBQ, beans, salad, French bread, soft drinks and beer. Local 3 Team Bass Tournament prior to picnic. Info: (916) 743-7321

Stockton District **Sunday, June 26**

11 a.m. to 6 p.m., Oak Grove Regional Park, (I-5 and 8-mile Rd.) \$10 active, \$8 retirees, children under 15 free. Bring the family, raffle, lots of games for the kids. Info: (209) 943-2332

Reno District **Saturday, July 16**

Deer Park (corner of Rock Blvd. and Prater Wy., Sparks). 1 p.m. (Retirees will have their regular meeting at park at 11 a.m. and served lunch right after meeting). \$7.50 per person, \$15 family, retirees and spouses free. Steak, hot dogs, salad, beans, garlic bread, ice cream, soft drinks and beer, raffle, music. Info: (702) 329-0236

Santa Rosa District **Sunday, July 31**

Windsor Water Works, 11 a.m. to 3 p.m. (Park opens at 10 a.m.). \$12 adults, \$9 retirees, \$1 children under 12. Water slides, swimming pools, children's pool, raffle, door prizes, game arcade. Limited number of tickets. Info: (707) 546-2487

Sacramento District **Sunday, August 7**

Elk Grove Park. Lunch served from 12:30 p.m. to 2:30 p.m. \$7.50 adults, retirees \$5, under 15 free. Tri-tip, hot dogs, salad, beans. Info: (916) 565-6170

Fresno District **Saturday, August 13**

Fresno County Sportsman's Club (off of Friant Rd.) 12 noon to 5 p.m. Lunch served 12:30 p.m. to 2 p.m. Tri-tip, beans, salad, garlic bread, free hot dogs for children under 12. \$7 retirees, \$11 actives. Info: (209) 252-8903

Semi-Annual Meeting

Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership will be held on Saturday, July 9, 1994 at 1:00 p.m. at the Seafarer's International Union Auditorium, 350 Fremont Street, San Francisco, CA.

Departed Members

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

Harv R. Lawson of Selma, CA, 8/13/93

APRIL 1994

James Davis of Yoncalla, OR, 4/6; **Leslie Geer** of Pittsburg, CA, 4/12; **Laurel Musselman** of Healdsburg, CA, 4/27; **James Pakele, Jr.** of Kaneohe, HI, 4/24; **Jack R. Ponte** of So. San Francisco, 4/27; **Gayl Richards** of Modesto, CA, 4/19; **Irvin W. Snow** of Magna, UT, 4/26; **Joseph Solmons** of Sumner, WA, 4/28; **John Sontheim** of Placerville, CA, 4/28; **Howard Winterhalder** of Stockton, CA, 4/30.

MAY 1994

Wesley Agerup of Bremerton, WA, 5/4; **Ralph C. Anderson** of Modesto, CA, 5/2; **Melvin Bacigalupi** of Roseville, CA, 5/6; **Richard Cain** of El Dorado Hills, CA, 5/7; **Dennis Fernandes** of Pleasanton, CA, 5/9; **Charles M. Gaffney** of Morgan Hill, CA, 5/4; **Yates Hammett** of Enoree, SC, 5/9; **Joseph Keanini** of Kualapuu, HI, 5/16; **John P. Lassalette** of Livermore, CA, 5/24; **Henry Lumby** of West Jordan, UT, 5/11; **R. Macy** of Suisun City, CA, 5/2; **Manuel Mederios** of Pleasanton, CA, 5/8; **W. Meinberg** of Chico, CA, 5/3; **William R. Mills** of Modesto, CA, 5/11; **Donald Oxborrow** of Carson City, NV, 5/6; **Robert Pearson** of Oroville, CA, 5/8; **William A. Poole** of Trinity Center, CA, 5/3; **Delmar Schilling** of Kaneohe, HI, 5/12; **C. Serr** of Sacramento, CA, 5/18; **Elmo Taylor** of Salt Lake City, UT, 5/2; **Walter Underwood** of Calistoga, CA, 5/3; **F.E. Valverde** of Stockton, CA, 5/15; **C. Vargas, Jr.** of San Jose, CA, 5/11.

DECEASED DEPENDENTS

Eulila Tyra, wife of Jessie, 12/19/93; **Gladys Cartee**, wife of Howard, 4/28; **Maida Parker**, wife of Revoc, 4/29; **Betty Dalton**, wife of Ernest, 5/13; **Mary Kay**, wife of Herbert, 5/14; **Opal Lindsey**, wife of Fred, 5/12; **Linda Rogers**, wife of Rudolph, 5/6; **Marian Swick**, wife of George, 5/11.

**BUY
UNION-MADE**



San Francisco District Election

Recording-Corresponding Secretary Robert L. Wise announces that on **July 21, 1994 at 8:00 p.m.**, there will be an election for one (1) Grievance Committee member to fill the unexpired term left vacant by resignation. The meeting will be held at the **Seafarer's International Auditorium, 350 Fremont Street, San Francisco, CA.**

Eureka District Election

Recording-Corresponding Secretary Robert L. Wise, announces that on **July 12, 1994, at 8:00 p.m.**, at the regular quarterly District 40 Membership Meeting, there will be an election for one (1) Executive Board member to fill the unexpired term left vacant by resignation.

The meeting will be held at the **Engineers Building, 2806 Broadway, Eureka, CA**

Attention Women Operators!

Join your union sisters immediately following the Sat, July 9 semi-annual meeting for lunch and socializing. After the semi-annual, we'll walk to Delancy Street Restaurant at 600 Embarcadero at about 2 p.m.. See you there. For more info, call Beth at (510) 835-2511 or Terry at (510) 530-5659.

Fishing Trip

Local 3 members, their friends and family are invited to attend a salmon fishing (mooching) trip. **When:** July 23, The *New Sea Angler* leave Porto Bodega at 6 a.m., returns between 3 p.m. and 5 p.m. **Cost:** \$40 per person per trip, plus \$7.50 for rod and reel. **Tickets:** First-come first-serve. Send check or money order payable to "Greg Gunheim" to Santa Rosa District Business Agent Greg Gunheim at the Operating Engineers Local 3, 3900 Mayette Ave., Santa Rosa, CA, 95405. **Info:** (707) 546-2487

District Meetings

District meetings convene at 8 PM with the exception of Hawaii meetings and specially called meetings, which convene at 7 PM.

JULY

- 12th **District 40: Eureka**
Engineers Bldg.
2806 Broadway
- 13th **District 70: Redding**
Engineers Bldg.
20308 Engineers Lane
- 14th **District 60: Marysville**
Cannery Workers
3557 Oro Dam Blvd.
Oroville, CA
- 19th **District 30: Stockton**
Engineers Bldg.
1916 North Broadway
- 21st **District 01: San Francisco**
Seafarers Int. Aud.
350 Fremont St.
- 25th **District 17: Kona**
Kona Imin Community Center
76-5877 Mamalahoa, Holualoa
- 26th **District 17: Hilo**
Hilo ILWU Hall
100 W. Lanikaula St.
- 27th **District 17: Maui**
Waikapu Comm. Ctr.
22 Waiko Place
Wailuku
- 28th **District 17: Honolulu**
Farrington High School Library
1564 King Street
- 29th **District 17: Kauai**
Kauai High School Cafeteria
Lihue

AUGUST

- 11th **District 50: Fresno**
Laborer's hall
5431 East Hedges
- 16th **District 20: Oakland**
Holiday Inn Airport
880 Fwy./ Hegenberger
- 18th **District 80: Sacramento**
Engineers Building
4044 North Freeway Blvd.

SEPTEMBER

- 7th **District 12: Salt Lake City**
Engineers Building
1958 W. N. Temple
- 8th **District 11: Reno**
Carpenters Hall
1150 Terminal Way
- 13th **District 04: Fairfield**
Engineers Building
2540 North Watney Way
- 15th **District 10: Santa Rosa**
St. Eugene's Church
Msgr. Becker Center
2323 Montgomery Drive
- 22nd **District 90: San Jose**
Labor Temple
2102 Almaden

FOR SALE: Water truck Ford diesel, 78K miles on it, was certified Excell. Cond. \$35K. + 1-767 Paddle wheel John Deere scraper, good cond. \$30K. equip. stored in Modesto. Call (408)76-5594, Evenings Reg.#1930465 5/94

FOR SALE: '93 Travel Trailer 30' Sandpiper, assume OE loan. Also, 1980-26' Tahiti Bay Cruiser, exl. cond., only 300 hrs.\$10K. Call (415)712-0356, or (916)344-3668, or (916)375-1606. Reg.#2014236 5/94

FOR SALE: '86 Diesel Flatbed F-350, everything heavy duty, Exl. Shape, dual rear wheels, new tires. \$9,200. Also, 82' Chevy Blazer Diesel 4x4 400 trans., Silverado, loaded, babied'. \$4,900. '74 Ford LN800 Bobtail, new 1160 motor, runs great! \$8,000. '76 Miller tilt trailer 12 ton, \$4,000. Fuel tank, \$150. Pump for back of truck, 60 gal cap., \$250. Call (415)726-3062 Eve. & Weekends. Reg.#1711192 5/94

FOR SALE: Campgrnd membership Thousand Trails unlimited. Good for all campgrnds. Relax at campgrnds all over the U.S. in a safe, clean environment. Facil and activities for all age levels. \$700. plus transfer fees. Call (916)878-2204. Reg.#1737266. 5/94

FOR SALE: '80 Mobile Home, 2 Bedrm, 1 Bth, 14'x56' on 1/3 acre. Fenced trees, lawn, patio, carport, 2 sheds, garden spot. Must see to appreciate! Silver Springs, NV. \$39K. Call (702)577-2155. Reg.#1178193 Satellite 5/94

FOR SALE: 3 Bedrm Home, 1 3/4 Bth, dbl car gar., pool w/covered patio in large backyard. Central air & heat. In prime Del Rosa Area of San Bernardino, CA. Asking \$120K. Call (909)862-3101. Reg.#0977712 5/94

FOR SALE: Mobile Home Far West, 60'x24', double wide, one mile south of Oroville Dam after bay, in East Biggs, CA, 2 bd/2 ba on 0.53 acres. New alum roof (20 yr. guar.) new carport, new wood stove & hearth, new washer/dryer, 1-16'x10' storage shed & loft, one metal shed. \$69,500. Call (916)868-1644 Reg.#0822741 5/94

FOR SALE: '92 Mallard Trailer, 23' Immaculate! Rear bedroom, loaded, A/C, Microwave, awning, etc. \$10,995. Call (510)895-6543 Reg.#0915793 5/94

FOR SALE: '83 Motor Home, Win-nebago, 21' Class A, 83K miles, all new tires, 2 new large batteries. 3 way Ref. Top Air also Dash Air. Has Big 454 Chevy motor. Good shape, very clean. \$12,900 cash or trade for smaller Toyota Motor Home of same value. Call (707)442-0926 Reg.#0814786 5/94

FOR SALE: 5th Wheel, '91 Alfa Sun, 30'. Located in Isleton. 20' awning, good storage areas. Aluminum frame. Easy to pull, hauled under 500 mi. Has all the regular stuff; air, microwave, stereo radio & speakers in living rm & bedroom. Rear kitchen. Mauve colors. Slide-out in LR. Queensize couch/bed, mini blinds, queen size bed in front. \$25K Call (916)777-5968 Reg.#2012260 5/94

FOR SALE: '86 ATC 250 R. Less than

Swap Shop

FREE WANT ADS FOR ENGINEERS

50 hrs., Top Shape! Extra Sand Paddle Tires and wheels. Only \$950. Call (916)682-9086 Reg.#1555527 5/94

FOR SALE: Mobile Home, Adult PK. 55 & 24'x64' 2 Large Bdrms/2 Bth, custom drapes & curtains, new carpet, new linoleum, new roof, new dishwasher, microwave, formal dining room, family room, wet bar, kitchen garden window, W/D, closed-in porch, auto sprinkler, 2 metal sheds w/elec. Patrolled at night. Fenced yard for dog. Central heat & air. Call (510)689-4932 Reg.#0921384 5/94

FOR SALE: Credit Union Owned '81 Madison Mobile Home. Double-wide, 56'x24', 3 BR/2 BA, Landscaped, Fresh Paint, Covered Drive-way. Located in family park in Tracy with good freeway access and shopping. Call Operating Engineers Credit Union, (510)829-7703 and ask for John. 5/94

FORECLOSURE: Credit Union Du-plex, in Copperopolis; 3 bedrooms, 2 baths, each side. Dwelling is 5 years old with good view. Existing tenants...possible income property or vacation house with accomodations for in-laws/guests. Contact (510)829-7703 for additional information. 5/94

FOR SALE: Kenworth Dump Truck, 10 Wheeler 12 yards w/ Bob-cat 843 2nd tailer. \$17,500 Sale all or by parts. (408)283-0559 or leave message at (209)575-5001 Reg.#1709767 6/94

FOR SALE: 1968 MGB-GT, This is a keeper! Body, running gear, tires excellent. Engine is good, needs driving & a tune-up. \$2,200/offer Call (916)246-0309 Reg.#1265020 6/94

FOR SALE: 1985 Corvette, Custom paint & Mag wheels, high performance computer chip. \$10,995. Also, a 1988 Cabriolet Convertible, Wolfsburg edition, white, 5-speed, fully loaded. \$8,500. Call (415)994-7928 Reg.#1589183 6/94

FOR SALE: 7 Acre Parcels, 4 beautiful parcels all with Hwy frontage. 1/2 meadow, 1/2 trees. Utilities available. Near Fort Smith, Ark. Only \$14,500/terms. Also, 1.68 acre lot in Calaveras Co. foothills. Lots of pine and oak trees with Hwy frontage. Great for retirement, relocation or cabin. \$23,900/terms. Call (209)223-3473 Reg.#1984886 6/94

FOR SALE: 1968 Ford Mustang 289. 2nd owner, excellent condition, good gas mileage, rebuilt factory air, power steering, dual exhaust, AM/FM cassette, low mileage, all original, everything works. Too many new parts to mention plus some extras. Manuals included. \$5,000. Also, a 1940 Chevrolet, 2-door, Town Sedan. One of a kind! Original 216, 6 cyl. motor, new upholstery, windows, carpeting, etc. Restored in 1990. Lots of chrome, mint condition inside and out, original manual, 2 extra motors and transmission. \$9,000. Call (916)534-5284. Reg.#1514858 6/94

FOR SALE: R.V. Membership, Merced River Resort membership. Can have Coast to Coast or R.P.I. to stay at private camp grounds, stay for \$1.00 per night at private campgrounds. Paid \$5,000. Make offer. Call (209)683-4467 Reg.#0661027 6/94

FOR SALE: 2 1/2 Acres Riverfront Recreation Property on beautiful St. Joe River in North Idaho, 15 miles from St. Maries. 410 feet river frontage county road, power, phone installed. Hunt, fish, water-ski, etc. Call (707)463-3958 or (208)245-2166. Reg.#2105199 6/94

FOR SALE: 2 Bdrm Home. Retiring? Come to Nevada! Nice, new paint 2-bdrm house, aluminum siding, fenced-city lot, R.V. parking, low crime, friendly people, fresh air, hunt, fish, golf, senior center, walk to shop, low taxes, Hawthorne, NV \$38K (702)945-3586. Reg.#2160907 6/94

FOR SALE: Boat-23 ft 1990 custom day cruiser with 3 axle trailer. Includes 6' bed and 2 love seats in cabin, 2 captain chairs and bench on deck, stereo system, full canvas cover, 454 Berkeley Jet. Excellent condition, used less than 25 hours. \$19K or B/O. Call (916)338-5836 Reg.#2062743 6/94

FOR SALE: '91 Mazda MX6, electric sunroof, cruise, tilt, A/C, cassette, alloy wheels, very clean, 30K mi., tinted windows. \$10K or B/O. Also, 15" wheels & tires. Yokohama tires mounted on Prime Racing wheels, brand new with receipts. \$550. or B/O. Wanted...Old & used guns, pay \$...Call (510)372-5893 Reg.#2084439 6/94

FOR SALE: Ranchlet, 2 Acres Agriculture Zone, riding horses o.k., all

fenced. 1 1/2 mi. from Delhi, CA, 1 mi. from Hwy. 99. 2BD/1BA, large frnt rm, sliding windows, "Imperial" \$3K rug value. Outside of house Sears siding, under house, 2 rooms w/7' high ceilings, electricity, rugs, windows, livable. 60' barn, parks 3 cars, 2-20' bldgs & nursery. Reduced from \$190K to \$160K. Call (209)634-3995. Reg.#0668753 6/94

FOR SALE: '84 Rabbit GTI, black, A/C, 5 sp., Alum. Spoke Wheels, long list of new parts, nice commute car. \$2,500. Call (916)983-7893. Also, '78 Chevy Van 10, Cordova Brown, sun roof & vent, A/C, some minor repairs needed. Beachcomber conv., seats 4 or sleeps 2, hitch, great camper or work van. \$2,000. Call (916)983-7893. Reg.#2139539 6/94

FOR SALE: Charter Membership, Holiday Adventure Resorts of America. Home resort, beautiful Sierra Springs by Rollins Lake. Clubhouse, spa, sports courts, activities, privileges, many others. \$3,500. Call (916)645-2560 Reg.#0848501

FOR SALE: '87 SeaRay, 25', low hours, full delta canvas, all amenities, like new. Must sell. \$19K. Call (209)833-0774. Reg.#1046810 6/94

FOR SALE: 3 Bdrm/2 Ba House, on 1.6 Acre in the Phoenix Lake area of Sonora, CA. This is a very nice home in the Mother Lode country, right on Sullivan Creek, close to shopping center, golfing & fishing. New work shop and R.V. parking w/full hook-up. If you like the country, yet be close to town, this is a must see! \$237K. Call (209)533-8603. Reg.#883757 6/94

FOR SALE: Chris-Craft Boat, 1980, 33' Sedan Sport Fishman, Corinthian, fiberglass, twin 350 flybridge, Onan 7.5 K.W. generator. V.H.F. C-B 2 depth sounders, full canvas, halon fire ext., much more. \$32K. Call (510)523-1358. Reg.#0870909 6/94

FOR SALE: Trailer, '89 Holiday Ram-bler Alum Lite XL, 31'. Front kitchen, rear twin beds. Lots of inside storage & extras. Excellent condition, clean. Dry weight 5,476 lbs. \$14K. Call (209)575-2456. Reg.#904634 6/94

FOR SALE: 29 Acres on Feather River, min. to Lake Oroville. 3 Bd/3 Ba., 3,600 sq. ft. home, 2 Bd/1 Ba., 1,300 sq. ft. home, 8 stall stable, barns, underground irrigation, water rights to river, almost level loamy soil, fenced & cross fenced, much more. All for \$300,000. Call (916)532-9327 or (916)533-7750. Reg.#1710894 6/94

FOR SALE: 10+ Acres, fully chain link fenced, locked gate, house, out-buildings. Easy access to freeway. South of Gilroy, CA Cash only. Call (408)623-4198. Reg.#1916030. 6/94

FOR SALE: NordicTrack "Pro" w/computer, 7 mos. old, \$550., Drafting table & stool, \$75. Black G.E. Stereo, old model \$50., Copy machine (paper roll) B/O., New Holland 9 ft. Mower, used once, \$1,000., Ford 3 point mower, \$200. Call (510)447-4760. Reg.#0971443 6/94



Santa Rosa

We are pleased to announce that Curt Trimble married Christina Ewing on April 9. They will reside in Santa Rosa.

We are also pleased to announce that retired brother Leon Caulkins was married on March 27 to Clarita. They will reside in Clearlake.

We are pleased to announce that Mark Mora and Helen Rege were wed on April 30, 1994. They will reside in Lower Lake.

To all of you, we wish the best of happiness! Congratulations!

We would also like to express our sincere condolences to the following families and friends of our departed:

Brother John Brodnansky who passed away on 3/16/94.

Sabrina Maria Tisell, daughter of sister Rosetta Marquez, who passed away on 3/21/94.

Brother Jack Zeigler who passed away on 3/20/94.

Brother Lee Drummond who passed away on 4/9/94.

Brother Laurel H. Musselman who passed away on 4/27/94.

Maida Parker, wife of brother Revoe Parker, who passed away on 4/29/94.

Marysville

The Marysville District Office Staff extends its condolences to retired brother Howard Cartee of Magalia, whose wife, Gladys, passed away on April 28, and to the family and friends of retired brother Bob Joe Reynolds of Yuba City, who passed away on April 24.

Redding

We wish to express our sincere sympathy to the family and friends of departed Brothers George Bodenschatz and William Poole.

Also, our sincerest sympathy to the family of member Art Woggon on the passing of his wife Miriam.

RETIREE ASSOCIATION MEETINGS

CERES

Tues. July 19, 1994 10:00 AM
Tuolumne River Lodge
2429 River Road
Modesto, CA

STOCKTON-Eta Chapter

Tues. July 19, 1994 2:00 PM
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

IGNACIO-Chi Beta Chapter

Wed. July 20, 1994 2:00 PM
Cattleman's Restaurant
6090 Redwood Blvd.
Novato, CA

S. F.-SAN MATEO-Kappa Nu Chap.

Thurs. July 21, 1994 10:00 AM
IAM Air Transport Employees
1511 Rollins Road
Burlingame, CA

FRESNO-Theta Chapter

Thurs. Aug. 11, 1994 2:00 PM
Laborers Hall
5431 E. Hedges
Fresno, CA

OAKLAND-Nu Chapter

Tues. Aug. 16, 1994 10:00 AM
Oakland Zoo, Snow Bldg.
9777 Golf Links Rd.
Oakland, CA

CONCORD-Mu Chapter

Wed. Aug. 17, 1994 10:00 AM
Concord Elks Lodge # 1994
3994 Willow Pass Rd.
Concord, CA

AUBURN-Epsilon Chapter

Thurs. Aug. 18, 1994 10:00 AM
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

SACRAMENTO-Zeta Chapter

Thurs. Aug. 18, 1994 2:00 PM
Operating Engineers Bldg.
4044 N. Freeway
Sacramento, CA

FAIRFIELD-Chi-Gamma Chapter

Tues. Sept. 13, 1994 2:00 PM
Operating Engineers Bldg.
2540 N. Wathey
Fairfield, CA

LAKEPORT

Thurs. Sept. 15, 1994 10:00 AM
Lakeport Yacht Club
55 5th St.
Lakeport, CA

SANTA ROSA-Chi Chapter

Thurs. Sept. 15, 1994 2:00 PM
Luther Burbank Center
50 Mark West Springs Rd.
Santa Rosa, CA

WATSONVILLE-Iota Chapter

Thurs. Sept. 22, 1994 10:00 AM
VFW Post 1716
1960 Freedom Blvd.
Freedom, CA

SAN JOSE-Kappa Chapter

Thurs. Sept. 22, 1994 2:00 PM
Italian Gardens
1500 Almaden Rd.
San Jose, CA

HONORARY MEMBERS

The following retirees have 35 or more years of membership in the Local Union, as of May 1994, and have been determined By the Executive Board to be eligible for Honorary Membership effective July 1, 1994:

NAME	REG. #
Gerell L. Conn	0857972
Charles F. Crohare	0811400
Melvin Davis	0740346
Otto W. Dezman	0921398
George J. Giovannoni	0814777
Earl P. Hardinger	0580348
Curtiss Jenkins	0763947
Bill C. Kennedy	0950894
Robert A. King	0361267
Don J. Long	0997607
John W. Miller	0821461
Ronald Miller	0846861
George Ratkay	0386901
Frank J. Sadek	0915642
Dwain Scott	0879778
Mark D. Sorenson	0987383
Ira H. Sweeney	0994191
Norman Wright	0858034

UNION BRIEFS

Striker replacement bill postponed

Legislation to ban the permanent replacement of striking workers, the Cesar Chavez Workplace Fairness Act, S 55, was supposed to reach the Senate floor in mid-May, but the vote once again has been put off until after Congress returns in June from its Memorial Day recess. Supporters of the bill are still a few votes shy of being able to head off an expected Republican filibuster.

Construction membership steady

Although the number of construction workers belonging to building trades unions increased by about 23,000 in 1993, the percentage of union members in the entire construction work force remained about the same at 20 percent, according to Bureau of Labor Statistics. Of the 4,638,000 construction workers in 1993, 973,000 were represented by unions.

Davis-Bacon compromise

In an attempt to resolve disputes in Congress over reform of the Davis-Bacon Act, the 1931 law that requires contractors to pay local prevailing wages on federally funded construction contracts, the Clinton administration is proposing a compromise measure.

Davis-Bacon opponents want to repeal the law altogether while supporters favor reform legislation by Rep. Austin J. Murphy (D-Pa) and Sen. Edward Kennedy (D-Mass.), which would raise the threshold to \$15,000 for repair or rehabilitation construction and to

\$100,000 for new construction, plus eliminate about 75 percent of the payroll reporting requirements and require the U.S. Labor Department to issue more timely wage surveys.

The administration's proposal would provide for a higher threshold for repair and renovation work than the Murphy bill — \$50,000 instead of \$15,000, would eliminate reporting requirements for contracts between \$50,000 and \$100,000, and would authorize the Labor Department to exempt from reporting requirements contractors "with a history of compliance with Davis-Bacon."

Senate ERISA preemption bill

A Senate committee has approved legislation that would give states authority to set prevailing wages and certain apprenticeship training standards on publicly funded projects without being preempted by the Employee Retirement Income Security Act (ERISA). The House passed its version of the bill, HR 1036, last November.

State prevailing wage laws have been successfully challenged and overturned in several states, including New York and California, based on the argument that ERISA preempts state laws regarding state prevailing wages, apprenticeship standards and mechanics' lien laws.

Sen. Edward Kennedy (D-Mass.), chairman of the Senate Labor and Human Resources Committee, which cleared the legislation by a 10 to 7 vote April 13, said Congress did not intend to interfere with the long-established federal-state joint partnership regulating state apprenticeship programs.

SAY YES!

UNION-MADE

UL&STD, AFL-CIO