

UTAH'S IPP POWER PLANT PROJECT ON PAGES 8-9



ENGINEERS NEWS

VOL. 36, NO. 7

SAN FRANCISCO, CA



JULY 1985

Important Election Notice On Pages 10-11

\$30 million San Jose job at stake

Local 3 puts heat on non-union contractor

By James Earp
Managing Editor

An intensive Local 3 investigation of an out-of-state, non-union contractor has prompted the State Attorney General and the Contractors License Board to schedule a hearing to determine whether Weiss Bros. Construction of McKeasport, Pa. should be allowed to keep the contractor's license that allows the firm to perform work in California.

The outcome of the hearing could determine whether or not the company will be able to continue work on a \$30 million transit mall project in San Jose.

Local 3 began investigating Weiss Bros. several months ago when it was learned the firm's \$29.3 million bid was

\$3 million lower than the next bidder for the project.

San Jose's transit mall project is expected to provide a critical link in the county-wide light rail and bus transit system and is intended to play an important role in downtown redevelopment.

Working with the Santa Clara Building and Construction Trades Council, Local 3 sent Research Director Larry Edginton to Pennsylvania, North Carolina, Maryland and West Virginia to search public records and obtain information on the firm's past work history.

"All of us in the building trades shared a deep concern that Weiss Bros. did not have the experience or the financial stability to adequately complete this major project," Local 3 Business Manager declared.

"We were also not happy with the fact that our local tax dollars would line the pockets of an out-of-state contractor who would be importing equipment and manpower to do the job."

Information obtained by Local 3 showed that:

- Weiss Bros. has left a trail of debts, liens and judgements incurred on past construction jobs, including an \$8.8 million judgement in favor of the Mellon Bank in Pennsylvania, federal tax liens totaling more than \$727,000 for money owed to the IRS, and numerous liens for failure to pay various city and state taxes.

- Weiss Bros. has never completed a project as large as the San Jose transit mall. In fact the largest project it has completed recently was for an \$8.4 million transit mall in Charlotte, N.C.

- The Charlotte, N.C. project is riddled with faulty construction work. The city has demanded that the firm redo at least \$1 million worth of work on the mall to bring it up to specifications.

- Many creditors received bad checks from Weiss Bros. in payment for materials the firm purchased from them to complete the Charlotte transit mall.

The Building Trades submitted a complete report of the union's findings to the City Council last April, however, despite the evidence against Weiss Bros., the council voted 6-4 to award the contract to the firm, so long as an audit showed the company was financially capable of doing the job.

City Manager Gerald Newfarmer admitted that Weiss Bros. was the subject of the most extensive investigation before a contract award he had seen in recent years. However, the City Council expressed fear that throwing

(Continued on page 3)



LOCAL 3 PRESIDENT Harold Huston swears Bill Markus into office as Rec.-Corr. Secretary while outgoing officer Red Ivy looks on.

Replaces Red Ivy as Rec.-Corr. Secty.

Bill Markus sworn into office

In accordance with Article 7, Section 3 of the Local Union Bylaws, William Markus has been elected to fill the remainder of the term of Recording-Corresponding Secretary left vacant by the retirement of James "Red" Ivy.

Markus was sworn into office at the July 6 Executive Board meeting in San Francisco.

Markus, a 29 year member of Local 3, has been District Representative in Utah since 1982.

After spending three and one half years in the Air Force, Markus joined Local 3 in 1956, working as a crane-man/oiler and shovel operator for Kennecott Copper Mine. While at Kennecott, Markus served as job steward, and in March, 1966 became Chief Steward, a position he held until 1972.

During that time he participated in contract negotiations, conducted safety meetings and first aid training, and

handled contract grievances and jurisdictional disputes.

In October, 1972, Markus went to work for Local 3 as a dispatcher in the Salt Lake City office. In 1974, he became a business representative for the sand and gravel plants, equipment dealers and service shops, the sawmills, underground uranium and copper mines and the iron and copper strip mines of Utah. In 1980, he was given the additional responsibility of representing all of the construction industry members in the southwest region of Utah.

Over the years, Markus has been actively involved in organizing and contract negotiations in a variety of industries in Utah. In addition to handling jurisdictional disputes and grievances, he was instrumental in establishing multi-craft seniority provisions and training programs in the

(Continued on back page)

Tom Stapleton elected to chair Heavy Construction Committee

By John McMahon

Local 3 Business Manager T. J. Stapleton has been elected Chairman of the newly formed Heavy and Highway Construction Committee for the 46 Northern California counties. The committee was formed in response to increased activity in California by out of state non-union contractors.

Also on the Committee are Tom Clark, Business Manager of the District Council of Laborers, Roy Nunes of the Teamsters Union and Bob Beam of the

Cement Masons. A representative from the Carpenters Union has yet to be named.

A sub-committee of the National Joint Heavy and Highway Construction Committee, it was formed to provide unity and cooperation among the basic construction trades in order to promote the employment of union construction workers.

First formed in 1954, the National Committee attempts to minimize labor

(Continued on back page)



Red Ivy addresses members at semi-annual meeting.

Red Ivy announces retirement

Dear Officers, Executive Board and Members of Local 3:

After 40 years as an operating engineer, I have decided to announce my retirement from the office of Recording-Corresponding Secretary, effective July 6, 1985.

The decision to resign has been a difficult one for me. I have thoroughly enjoyed my association with the members of this union, who I regard as the finest in the business. However, as I approach the "ripe old age" of 65, I feel it's time for me to

(Continued on page 3)



By T.J. (Tom) Stapleton, Business Manager

LOOKING AT LABOR

Building our own weapons to fight open shop

ENGINEERS NEWS

WIPA



PUBLISHED TO PROMOTE THE GENERAL WELFARE OF ALL ENGINEERS AND THEIR FAMILIES

T.J. "TOM" STAPLETON

Business Manager and Editor

HAROLD HUSTON

President

BOB SKIDGEL

Vice President

WILLIAM MARKUS

Rec.-Corres. Secretary

NORRIS CASEY

Treasurer

WALLY LEAN

Financial Secretary

JAMES EARP

Managing Editor

ENGINEERS NEWS is published monthly by Local 3 of the International Union of Operating Engineers, 474 Valencia St., San Francisco, CA 94103. Second class postage paid at San Francisco, CA. USPS Publication Number 176-560. Subscription price \$6.

OPEIU-3-AFL-CIO (3)

In the past three years since this administration took office, one of our greatest concerns has been our need to build a stronger defense against the growth of non-union contractors.

As we took a hard look at the situation, we concluded early on that "the best defense is a good offense." We would have to build our own weapons to protect ourselves. Building trades unions can no longer afford to rely on government bureaucrats to look after our interests.

The Davis-Bacon Act, which requires prevailing wage rates on publicly funded projects is suffering constant erosion by ultra-conservative politicians in Washington and in the state legislatures.

The National Labor Relations Board, which is supposed to ensure fair representation for workers, has become a tool of the employer under Reagan's administration.

These developments have not been on the front page headlines of our local newspapers, so they may have gone largely unnoticed, even among our own members. But the damage has been immeasurable.

We are experiencing the most threatening invasion of non-union work since before the Great Depression. Scab contractors, who used to settle for small commercial jobs residential contracts, are now being awarded major multi-million dollar industrial and public projects by business executives and government agencies who would like nothing more than to deal a crushing blow to labor.

For the past three years, we have expended more time, money and energy to combat this trend, than on any other single issue. We have operated on the principle that a short term, "band aid" will not solve our problems.

The job is far from over, but we are developing a three-pronged offense that is already making major strikes against

"Our program against the open shop movement can be summed up in a word that's easy for me to remember — TOM, for Training, Organizing and Monitoring."

the open shop movement.

Our program against the open shop movement can be summed up in a word that's easy for me to remember — TOM, for Training, Organizing and Monitoring.

Training

Training is the foundation for success in anything we do. Our survival as trade union craftsmen has always — and will always — rely on our ability to do a job faster and better than our non-union counterparts. The day they can do a job as well as we can for scab wages is the day we might as well throw our union cards away.

In three years, we have completely revamped the Local 3 joint apprenticeship program to give apprentices more "seat time" and hands on experience. We've upgraded our equipment and provided instructors with two-way radios to provide on-the-spot instruction to apprentices as they are operating the equipment.

On page 7 you will find an article by JAC Administrator Paul Headings, which outlines how we have changed the screening requirements to better select those candidates who are most likely to become qualified journeymen.

Our training program hasn't been limited to apprentices and upgrading journeyman skills. We are putting our business agents through a more rigorous training program than ever in the history of this union.

They are learning how to more effectively use certified payrolls and government records to track non-union contractors. They have taken an intensive seminar designed to increase their communication and problem solving skills, so they can do a better job of representing the membership.

We have drilled into them the principle that "there is no such thing as a business agent who knows it all."

Organizing

"Organize or die!" "Never, never give up the fight!" These are old battle cries during a time when the labor movement was a lot younger, but they still ring true today.

For the first time in many, many years, Local 3 has a true organizing force — experienced, qualified organizers who work full time at the job, and who are supported by a professional staff to assist them in legal matters, research and in providing organizing literature for their campaigns.

This department is just getting off the ground, but we expect great results in the months to come.

Monitoring

At the same time we began to upgrade our organizing department, we realized that something needed to be done on a more immediate basis to protect our members from losing jobs to non-union contractors who were getting contract awards on major federal and state funded projects.

Working with a number of fair union contractors, we established the Foundation for Fair Contracting to monitor non-union projects. Job monitors are posted on selected non-union projects and records are kept on the employer to make sure they are complying with prevailing wage, safety and apprenticeship standards.

As we suspected, many, many contractors are cheating, but we did not realize how successful we would be in having fines levied on these firms for their violations. There have been many reports in the *Engineers News* on the accomplishments of this program, so I won't go into detail here.

But suffice it to say that our agents and monitors have levied 187 cases against suspected firms in a few short months for a total of nearly \$1 million in assessed penalties. This is an unprecedented statistic.

None of these fines would ever have been assessed if we had left it up to government agencies to enforce the law.

Although we are very happy with the progress that has been made, we are the first to admit that much more needs to be done.

Above all, we need the support of you, the members of Local 3. There are over 20,000 of you in the construction sector. You can give us vital information on non-union projects you are aware of. You can help us organize the unorganized.

And most of all, you can work to become the best journeyman operating engineer possible. Take pride in your work and in your union, and we will always be on the winning team!

A lot to say after 50 years

You would think after 50 years in the union, Local 3 member John DeLaGrange — pictured here with Local 3 Officers Bill Markus, Harold Huston and Tom Stapleton — would have a lot to say upon receiving his 50-year gold watch at the semi-annual membership meeting. But in typical operating engineer fashion, John and Patrick Cooney each received their watches with grace and style, offering a few words of thanks and deep appreciation for Local 3.

In other semi-annual business, scholarships were awarded to first place winners Catherine Aragon and Eduardo Fisher.

The membership also overwhelmingly accepted the Executive Board's recommendation to reject three resolutions to amend Articles IV, XXI and XXII of the Bylaws.



Weiss Bros. work leaves great deal to be desired

(Editor's Note: The following is an edited version of an article that appeared in the San Jose Mercury News on June 4.)

Charlotte, NC — Gravestones are crumbling in the little oak-shrouded cemetery in Charlotte's heart — crumbling, cracking and sinking like the fancy granite paving stones that line the city's uptown streets.

The weathered headstones are more than a century old, but the granite of the Tryon Street Mall has been in place for just six months.

The mall was installed by Weiss Bros. Construction Co., the same Pennsylvania firm that in April won San Jose's downtown transit mall contract.

Many of the Charlotte project's loose "pavers" — paving blocks weighing 45 to 150 pounds — already have been removed and temporarily replaced with asphalt patches. Builders had hoped that the pavers could be repaired with epoxy, but the "Super Glue Experiment" failed.

Now the city manager wants the pavers replaced with concrete scored or molded to look like blocks. The cracking pavers in the crosswalks and sidewalks are not the only worry at the Tryon Street Mall.

The city paid \$40,000 to \$60,000 for each for 15 two sided, chrome-trimmed bus shelters custom-made of shatterproof glass and green aluminum canopies. When it rains, Charlotte residents say, the shelters are about as dry as a fully operating carwash.

After one winter, many of the 73 green steel chrome-domed trash cans are rusting at their bases. Paint is peeling, and the chrome tops are pitted. The cans cost \$820 each.

A consultant hired by the city blamed design, materials and workmanship for the problems.

The difficulties have gained increasing attention in the local newspaper, and local disc jockeys have taken to airing a satirical ditty mocking the mall and its faults. To the tune of the hit from "My Fair Lady," the song begins, "I have walked down this street before/ But the pavement never crumbled 'neath my feet before."

The Charlotte Observer also warned Weiss Bros. and project designers Skidmore, Owings & Merrill that "other cities will judge them by the job they do in Charlotte."

As Charlotte officials wait for the needed repairs, Weiss Bros.' creditors are complaining that the contractor wrote bad checks, and six suppliers say they cut off the company's credit for non-payment of bills.

The mayor of Charlotte insists that the repairs will cost the city nothing. In fact, he said, of the 1,500 "mostly minor" faults with the project, almost all have been remedied.

Weiss Bros. President David Weiss, interviewed by phone in his office at McKeesport, Pa., said that the repairs in Charlotte will be completed as soon as the architect agrees to pay for them.

Weiss characterized other reports of liens against his company as "all the old hash that the union is bringing out to Charlotte."

Local 3 puts heat on Weiss Brothers

(Continued from page 1)

out the bids and starting over would jeopardize the Federal Urban and Mass Transit Authority money that is funding 80 percent of the project.

In the meantime, Weiss Bros. was able to obtain a permanent state contractor's license, even though evidence was presented to the Contractor's License Board showing the company had misrepresented itself in answering several questions on the application.

"The board's basic contention was that the license could be pulled if it could be shown the company had withheld any more information concerning additional liens against the company," Local 3 Research Director Larry Edginton explained.

"At that point we did some more digging and discovered more liens against the company, which is why

Weiss Bros. is now scheduled to appear before the board to defend its license."

In June, the Building Trades challenged the results of the audit that concluded Weiss Bros. was capable of proceeding on the project.

At about the same time that the City Council approved the audit, it also voted to appropriate nearly half a million dollars to hire additional inspectors to keep an eye on Weiss Bros. during construction of the mall.

San Jose District Representative Don Luba charged the City Council with being two-faced. "On the one hand, they say Weiss Bros. can do the job, but just in case they can't, they're going to spend \$461,000 of our tax dollars to bird-dog the project."

The July 29 hearing before the contractors board appears to be the only hope left to prevent Weiss Bros. from

proceeding with the project.

The company will have to face four charges:

- The firms, in stating their were no liens or judgements against it, misrepresented the facts on its application for a license.

- A "willfull or fraudulent act" by the firm, i.e. non-payment of unemployment taxes that led to liens, caused substantial injury.

- By failing to disclose new liens or judgments against it, Weiss Bros. broke an agreement made with the board when the license was granted.

- The company avoided disciplinary actions by paying off liens they learned were turned up in the investigation. But if the late payment pattern on taxes continued in California, the board contends "that constitutes a threat to the health, safety and welfare of the people of the state of California."

I-580 contractors receive stiff penalties

Non-union contractors on the dispute-ridden Caltrans I-580 freeway project in Alameda County have been fined a total of \$109,500 for operating without California licenses.

Involved are two of the three subcontractors that the Alameda County Building and Construction Trades Council believes are phony fronts represented as minority-owned but controlled by the prime contractor. According to the law, ten percent of the \$43.7 million price of the project must go to firms owned by disadvantaged persons — minorities or women.

The largest fine assessed by the State Labor Commissioner's office was \$58,800 against C.E. Croff Construction, the iron work subcontractor for the Oregon joint venture of Hatch/RailRoadway which was granted the contract for the Castro Valley overpass portion of the I-580 widening project.

Croff, a purportedly disadvantaged construction firm, was cited for violating Section 1021 of the state labor code which prohibits employment of workers on construction by a firm lacking a state contractor's license.

Also fined was Jim Winston and Sons, the Hatch joint venture's earth moving subcontractor. Winston and Sons were fined \$41,200 for operating without a California contractors license. The California Labor Code calls for a fine of \$100 per day per employee for violation of Section 1021.

Hatch/RailRoadway was cited for violation of Section 1021.5 which prohibits contractors from doing business with unlicensed subcontractors. The labor commissioner's staff recommended a \$9,200 fine, \$4,400 for dealing with Winston and \$4,800 for doing business with Croff.

In other matters concerning the highway project:

- The Operating Engineers Local 3 and the Department of Apprenticeship Standards of the State Department of Industrial Relations have accused the contractor of willful failure to comply with minority hiring requirements for apprentices. The charges have been heard by the State Joint Apprenticeship Commission and a decision is pending.

- The Alameda County Superior Court denied a Hatch/RailRoadway motion for dismissal of the suit filed by the Alameda Building Trades. The suit seeks cancellation of the construction

contract on grounds that Caltrans violated its own rules in awarding the job. The companies had no valid license to operate as contractors in California when they were first awarded the contract.

They subsequently got licenses and Caltrans reaffirmed the contract.

- An internal Caltrans study of charges brought by the Black Business Association over certification of Hatch/RailRoadway subcontractors as minority or female owned reportedly was

being held in abeyance pending a possible study by the federal Department of Transportation. The Association charges that C.E. Croff Construction is actually controlled by Hatch. Croff is a former Hatch employee and has admitted to investing only \$500 in the firm.

Another "minority" subcontractor on the job is H & H Electric. It is said to be owned and operated by two women, one the wife of Hatch.

Red Ivy announces retirement

(Continued from page 1)

spend more time with my family and let younger blood take over the substantial responsibilities of this office.

For the past 23 years, I have worked as a representative of this great union — first as a business agent, then as Treasurer/Manager of the Local 3 Credit Union, and finally as your Recording-Corresponding Secretary.

There have been a lot of changes in the industry during that time, but none more challenging than those we face today. That's why it is so important to have officers and representatives who are experienced, qualified and who work unconditionally for the membership.

I commend the Officers' choice of Bill Markus as my replacement. Having had the opportunity to work with Brother Markus for the past 11 years while he served as a business agent and district representative in Utah, I have observed the hard work and desire for excellence that characterize everything he does. I have full confidence in his ability to fulfill all the requirements of the office of Recording-Corresponding Secretary. He'll do an excellent job.

Although I look forward to the more relaxed pace that retirement brings, I'll miss the day-to-day association I have shared with the other officers in this administration. Having worked directly with three of the four business managers that have led this union since its inception, I can say without reservation that Tom Stapleton is the best Business Manager this union has ever had.

His loyalties have always been strictly with the membership, and that attitude is shared by the entire administration.

More than anything else, I'll miss the association I've enjoyed with so many of you. Wherever I go in this great union, I am among friends. I know that I will still see many of you at retiree and other union functions, but common sense tells me our get togethers will be fewer and farther between.

I sincerely hope that, whether we are actively working or retired, as I soon will be, we will always maintain an active interest in this great union which has done so much for us.

Until we meet again, may God bless you and your families.

Sincerely and fraternally,
James "Red" Ivy



By HAROLD HUSTON, President

A Personal Note From The President's Pen

Fifty years ago they were whiz kids, helping to carve the biggest monument of the New Deal: the Social Security Act. Today, in their 70's and 80's themselves, they remain staunch defenders of the system that has helped so many elderly and poor.

Four survivors of those New Deal days gathered at a symposium to celebrate their legacy and to defend Social Security against those who question its costs and doubt its future.

Among those at the University of New Mexico session were Thomas H. Eliot, 73, the lawyer who drafted the bill for Franklin D. Roosevelt's cabinet level Committee on Economic Security in 1934-35; Wilbur J. Cohen, 71, a key staff aide who became Social Security's first employee and ultimately Secretary of Health, Education and Welfare; Robert J. Myer, 72, the system's legendary actuary; and economist, Eveline M. Burns, 85, another original staff member.

"I always find nowadays when ever I'm introduced, people are sort of amazed to discover I'm still alive," said the British-born Burns, a professor-emeritus at Columbia University. But Cohen, a University of Texas professor and leader of a Social Security lobby in Washington, asked the organizers to "please stop calling us 'the old timers'."

Eliot said many Americans do not realize that the original act created unemployment insurance and a wide range of state welfare grants for the

poor, elderly and blind, not just old-age benefits.

It was the first "massive (federal) excursion into the whole field of welfare and of help for the needy," said Eliot, who later served in Congress and became Chancellor of Washington University. Somehow he lamented, after World War II the old-age benefits began to "monopolize" the term, Social Security.

Cohen agreed that the retirement program was "a rather minor part" of the 1935 bill, and that the framers were concerned about the young as well as the old.

Originally, the old-age problem was to provide benefits only for retired workers. It was amended in 1939 before the first checks went out to add spouses' and survivors' benefits. In 1956 Congress added disability benefits and in 1965, Medicare. Then, in the most far-reaching change, it voted in 1972 to raise benefits each year to match inflation.

In fiscal 1984, Social Security paid out \$180 billion in retirement and disability benefits to 36.3 million people, while Medicare spent \$70 billion on health care for the elderly and disabled. To do that, it collected payroll taxes from 119 million workers and employers. Medicare beneficiaries also pay premiums and deductibles.

Fifty years from now the system is expected to have 80 million beneficiaries supported by 157 million workers, Myers said. The ratio of workers to beneficiaries will drop from 3.2 — 1, to 2 — 1.

But when asked at a news conference if Social Security would survive, Cohen replied testily, "Social Security is going to be there when you people get 65. There's no question in my mind about that. What surprises me is that the other countries are so much calmer than we are about it," she said. "They trust their government to respond reasonably."

But scholars at the conference pointed to growing concerns in many nations about the costs of caring for aging populations. "Bureaucrats have created a system that minimizes risk, maximizes rights and that is consequently the trouble," said University of New Mexico History Professor Charles E. McClelland. But McClelland also noted that the German insurance system — created in 1881 — has survived "two Kaisers, two republics, Hitler and even, in East Germany, Communism."

Perhaps the most passionate defense of Social Security came from W. Andrew Achenbaum, 37, a historian from Carnegie-Mellon University, who called Social Security "a symbol of national community." In a society so terribly concerned with 'what's in it for me?'... we often lose sight of responsibility," he said. "The bottom line is this: how we treat our fellow citizens and how we treat ourselves, under the principle of Social insurance, mirrors... the essential quality and tenor of American life."

JAC graduates 51 apprentices in annual ceremony, picnic

By Paul Headings
JAC Administrator

A warm sunny day, outstanding barbeque beef, and proud friends and relatives. These were just some of the ingredients for the annual completion ceremony for graduated apprentices of 1984. Rancho Murieta Training Center was the host of this year's ceremony held on Saturday, June 8th.

Recognition was given to fifty-one people who in 1984 graduated to Journeyman. In addition, seventeen apprentices were named as apprentice of the year by district. The apprentices of the year by district were eligible to come to Rancho Murieta Training Center the week before to compete for the Outstanding Apprentice of the Year Overall for CEO and HDR classifications.

In the CEO classification the individuals were graded on two pieces of equipment of their choice. The tests given were minimum journeyman level competency tests. The overall apprentice was selected by the highest combination of grade points scored for the two pieces of equipment. In the HDR classification each individual was competency tested in welding and diesel engines. Again, the overall apprentice was determined by the highest combination of grade points in the two HDR areas of testing.

The individuals participating this year were highly competitive in each classification. The total scores had a very narrow range and the difference between the first place and second place winners was only a tenth of a point!

We proudly salute Linda Rosenberg,

CEO from Sacramento and Jesus Vasquez, HDR from Sacramento as our Outstanding Apprentices of the Year Overall.

During the completion ceremony Harold Huston, President of the Operating Engineers Local Union No. 3 gave the invocation. Robert Skidgel, Vice President of Operating Engineers Local Union No. 3 was the master of ceremonies. Guest Speakers included T.J. Stapleton, Business Manager for Operating Engineers Local Union No. 3; Robert N. Mounce, Employers' Advocate; and Gary Fee, President of the Underground Contractors Association. Welcoming all guests and giving concluding remarks was Paul R. Headings, Administrator for the Northern California Joint Apprenticeship Committee.

Presenting completion certificates were Rita Tsuda, Division of Apprenticeship Standard for the State of California; Frank Pozar, J.A.C. Chairman; Norris Casey, Treasurer of Operating Engineers Local Union No. 3; and the various District Coordinators.

Receiving Journeyman certificates were: Richard M. Adams, Ben Amezcua, Clifton Bailey, Alex Bargas, Daniel Beans, Michael Booker, Leonard Brand, James Brown, Alfred Burch, Landis Burns, Larry Caporale, Rick Cisneros, Joseph Clark, Robert Daley, Robert Dela Vega, Ricky Fidely, Joseph Fusek, Steven Garcia, Gerald Harris, Michael Heriford, Larry Hetrick, Edward Johnson, Francis Jones, Larry Jones, Joseph Kearney, Richard King, Robert Kempel, David Liebgott, Gregory Lusk, Christopher



LEFT TO RIGHT are Vice President Bob Skidgel, Apprentice of the Year Jesus Vasquez, Business Manager Tom Stapleton, CEO Overall Apprentice of the Year Linda Rosenberg, and JAC Chairman Frank Pozar.

Maghoney, John Mantooth, Colores Martinez, Edward Mason, Cedric McCauley, James McKenzie, Roland Medina, John Molchan, Alonzo Nabal, Michael Nagal, David Nathan, Mark Naudus, Craig Ogans, Fred Ponce, Karen Roberds, Arturo Robles, Tom Sanders, Kathleen Story, Alejandro Valdes, James Vosburgh, Arnold Yip, and Sabrina Youngblood.

Named as Apprentices of the Year by district are: Larry Caporales, HDR, San Francisco/San Mateo; James Ian Ferguson, CRA, Ignacio; Richard Corbett, HDR, Ignacio; Jose Gonzalez, Dredge Operator, Fairfield; Craig Brabender, HDR, Fairfield; George Steffenson, CEO, Santa Rosa; Gary Mumm, HDR, Santa Rosa; Joseph Mate, UCB, Oakland; Robert Kempel,

HDR, Oakland; Edward Mason, CEO, Stockton/Ceres; Ricardo Mendoza, CEO, Eureka; Ralph Bucher, HDR, Eureka; Joseph Kearney, HDR, Redding; Linda Rosenberg, CEO, Sacramento; Jesus Vasquez, HDR, Sacramento; John Molchan, CEO, San Jose; and James Vosburgh, HDR, San Jose.

Grade Way Construction was recognized as the Outstanding Employer of the Year.

Our warmest congratulations goes to these new journeymen. It is also our pleasure to acknowledge those named as apprentice of the year both overall and by district. We wish continued success to all of those who have reached their journeyman status and to those apprentices who are working toward that goal.

Unions turn backs on Reagan's NLRB

National Labor Relations Board Chairman Donald L. Dotson and NLRB General Counsel Rosemary M. Collyer told a House subcommittee that the board has been reducing its backlog of cases and anticipates further improvement now that it has its full complement of five members.

But union witnesses and members of the House Employment & Housing Subcommittee suggested that one reason for the reduced backlog is that many workers and their unions have given up on the NLRB process because of long delays and a pattern of favoring employers.

Food & Commercial Workers Gen. Counsel George R. Murphy told the House panel that the 50-year-old National Labor Relations Act, which was "intended to promote economic stability in labor management relations, no longer serves that function."

"We're not using the board anymore except for a few pending cases," Murphy said. "Where we have the economic power, we're going to use it. The union is better off taking the matter straight to the streets with whatever economic power it has. I'd rather be devoured by a shark than nibbled to death by a swarm of minnows," he declared.

"Employers can delay an unfair labor practice proceeding interminably and, consequently, destroy a union organizing campaign through a war of attrition," Murphy told the panel.

He cited examples including:

- The clearly unlawful actions of a California food store in firing its

unionized workers and engaging in a "sham sale of the store to a non-union corporation controlled by the same owners." The workers involved have been waiting nearly two and one-half years for justice, he said.

- A refusal to bargain charge that dragged on for four-and-one-half years, by which time it didn't matter since only one of the original union members was still employed at the Texas establishment.

Murphy and Pamela Ames, an official of the American Nurses Association, said organizing health care workers had become much more difficult as a result of a 1984 board decision which limited the definition of what constitutes an appropriate bargaining unit in a health care facility.

Ames, a former organizer for the registered nurses organization, said, "When I organized a group of nurses at a hospital in Middletown, Ohio, in 1979, I never thought I'd sitting here in 1985 without ever having seen a bargaining table. . .

"Nurses who enthusiastically organize for collective bargaining purposes one year, but do not reach the negotiating table for five or more years — if ever — lose their interest in the representation process and ultimately their rights."

Dotson said the May 23 confirmation of new board members Wilford Johansen and Marshall Babson will put the board at full strength for the first time since August 1983, which he said will help cut the backlog.

The NLRB's backlog of unfair labor practice and representation cases reached a record of 1,647 in February 1984, but declined to 1,236 as of June 1, Dotson said the board has been using a "speed team" to expedite cases.



Building Union Jobs — Construction projects like this, financed by the pension fund of the Operating Engineers Local 675, are helping to generate some \$150 million of all-union construction work in Southern Florida. A federal court upheld the fund's decision to combine sound investment with job creation.

Fast food chains can't pay enough

Fast-food chains are discovering that the federal minimum wage is too low, not to high.

The hamburger and fried chicken establishments have generally paid the lowest legal wage to their predominantly youthful employees and have been the most active lobbyists for the Reagan Administration's proposals for a subminimum youth wage.

A new survey by the Bureau of

National Affairs discovered, however, that the fast-food industry is experiencing a nationwide labor shortage despite starting pay that averages more than the present \$3.35 an hour wage floor and substantially more than the still lower rate that can be paid to full-time students.

The survey found starting pay averaging \$3.59 an hour for full-time workers and \$3.43 for part-timers. About 75 percent of the industry's employees are under 21.

President Reagan wants to lower the minimum wage for teenagers to \$2.50 an hour from May through September.

Proposed budget cuts threaten to undermine Labor Dept. programs

The Reagan Administration's narrow approach to reducing the federal budget deficit could seriously undermine essential Labor Dept. programs, particularly those that provide job training and needed assistance to unemployed workers, the AFL-CIO warned at congressional hearings.

The federation expressed particular concern over proposed cutbacks in the department's appropriations for job safety and health enforcement, adjustment assistance for workers who lose their jobs to the flood of imports, services provided by the Bureau of Labor Statistics, funding of the summer youth employment program, and staffing of other department programs.

The most disturbing proposal in the department's request for fiscal year 1986 is in employment and training, Legislative Rep. Peggy Taylor told a House Appropriations subcommittee.

"The epitome of this regressive policy is the proposal to eliminate the Job Corps," Taylor said. "The Job Corps serves, successfully, some of the people most difficult to employ in our society."

Most Job Corps trainees usually have a limited education, are from the minorities and have never held a full-time job, she noted. Yet despite these odds, the Labor Dept.'s own data for

1984 show that more than 60 percent of the Job Corps students who completed training found employment, and another 15 percent went on for more education.

Taylor cited findings of an in-depth study the \$1.45 is returned to society for each \$1 invested in the Job Corps.

The federation also called for reauthorization of the Trade Adjustment Assistance program, "which the department presumes will expire without renewal."

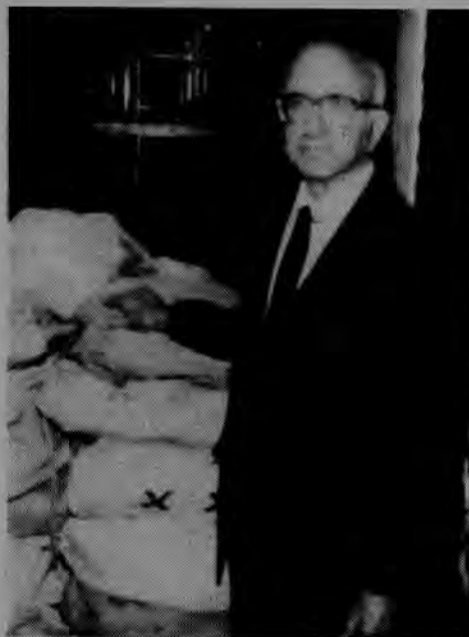
Pointing to low employee morale at the Labor Dept. that has resulted from "insensitive and often hostile" leadership during Reagan's first term, Taylor said organized labor welcomes the appointment of William E. Brock as the new Secretary of Labor.

She suggested that both the Labor Dept. and the nation's workers will benefit from the resignation of Robert A. Rowland as head of the Occupational Safety & Health Administration.

"President Reagan's policies as implemented at the Labor Dept. in the past have been harsh," she observed. "We remain hopeful that Mr. Brock's appointment is more than just a change of stewardship" for a federal agency that has had its effectiveness undermined by the White House Office of Management & Budget.



New President — Juel Drake has been elected president of the Iron Workers to fill out the unexpired term of John Lyons, who resigned because of declining health. Drake served as Secretary of the Iron Workers since 1971.



Grassroots campaign

Labor's campaign against taxation of health insurance and other employee benefits is spurred by the mailing from the Cleveland AFL-CIO to members of affiliated unions. Sebastian Lupica, executive secretary of the central body, shows the sacks of mail alerting union members to the threat.

Sometimes it pays to take those 'small jobs'

Business Representative Gil Anderson reports that frequently it doesn't pay for members to turn down those "short term" jobs to wait for one you think will last longer.

Approximately six weeks ago he found a boilermake doing operating engineer work, so he ran him off and called the hall for a welder mechanic.

The member showed up and asked the foreman, "How long is this job?" The foreman said 2 weeks and the member said he wouldn't take a short job and left. As luck would have it, a second member had car trouble and didn't make until the next day, and that man didn't last but two more days. Member number three didn't even bring his welding hood. Finally, number four stayed to finish the job and is still working for the company. Point — many two day jobs become two year jobs.

"Another time I found an iron worker on a Lull Hi Lift (forklift) and complained to the employer who had been using a crane on the job," Anderson added. "I said, 'Why didn't you keep the crane operator?' The employer said, 'I asked him to stay, but he did *not* want to run a forklift.'" Point — every member is a representative of Local #3. When he or she goes on a job and how they work, reflects what that employer will think of the Union and how he reacts in the future.

As for the workload in Southern Alameda County, all the rock plants are working a least some overtime and some are working so much that the Brothers are wishing for an extra day off. Most of the major dirt jobs are finished but there are still lots of building pads and house pads, and lots of ground work, but mostly short jobs.



Host of projects underway

Changing the face of Dublin

Business Representative Brian Bishop reports that numerous small jobs going on in the Dublin area are giving many Local 3 hands the chance to put some greenbacks into their pockets.

These jobs may lack the glamor of the million-yard spreads, but the size of the job does not reflect skill or ability. In fact, many of these small jobs tax a member's mastery more so than the large projects.

Pictured above is Independent's dirt spread, moving some 450,000 yards for a residential development off Alcosta Blvd. This job is being pushed by Foreman Reggie Marks and should be completed with the exception of the paving, by the end of this month.

There are about 14 Local 3 hands on the job. Independent also recently completed another 400,000-yard spread for Raffanelli and Nahas on Dublin's east side.

Keeping Independent's equipment operational on the Alcosta job are (below, left to right) HDR apprentice Clem Balanga, mechanics Tony Mattos, Vic "The Sleeper" Sanchez and Peterson Tractor's field mechanic, Maurice Roy.

Operator Gred Jurich (right) is shown on the Arbor Creek condominium project near San Ramon Valley Blvd.

Pictured at left is HDR apprentice Kim Sung, checking a dozer a Sierra Equipment Rental job.



Engineers News photos by John McMahon

JAC implements new selection procedure

By Paul Headings
JAC Administrator

What does it take to succeed in our trade? What type of individual can productively and safely run with a string of scrapers in the scorching valley heat, or put in ten hour days or nights keeping the big iron in running condition? Everyone in the business knows that it takes a special person to succeed in our demanding craft. We all know journeymen who rarely work and some who are in heavy demand; apprentices who cut the mustard and others who can't or won't.

Increasingly, apprenticeship is becoming the route to journeyman status in our trade. This places a heavy responsibility on the shoulders of the apprenticeship program to find and select people who will become skilled Operating Engineers.

The following is an explanation of the new selection procedure; why it was changed, what the changes are, and how to make application for entry into the Apprenticeship Program.

Why did we change the selection process? The answer is pretty simple. It wasn't working. Too many people were coming into the trade who really didn't understand its demands and couldn't or wouldn't meet them.

At the same time, there were a lot of people out there who were well suited for our craft, but couldn't successfully compete in the screening process because of its reliance upon a single factor — the written general aptitude test.

We agree that an Operating Engineer should have a good, general education, but we also feel that there are many other related qualities needed to become a Journeyman Operating Engineer.

What factors does the new selection procedure screen on? The criteria chosen were drawn from answers to these questions:

- What abilities and characteristics do successful operators and mechanics have in common that set them apart

from the average person?

- What characteristics does it take to succeed as an Operating Engineer?

The applicant with the *best chance* to profit from training and contribute to the strengthening of the craft is the individual who scores high on the following factors:

Reliability. They've proven that they are dependable. They have the means to get to a job.

Suitability to Working Conditions. They have the health, agility, and stamina to perform the work.

Work Experience/Skills. The applicants have shown that they have the desire and ability to work in the construction field by showing some type of related experience. Perhaps they have worked on a farm or as a laborer. The more closely it resembles the work in our trade, the more emphasis it gets.

Training/Schooling. The applicant has shown an interest in trade related rather than strictly academic subjects. The high school graduate with shop courses will now "score" higher than the college graduate who hasn't demonstrated similar interests. The criteria is training and/or job related, rather than academic.

Maturity. This is a person who can get along with other people, and communicate effectively. They are in control of their personal lives to the extent that they can fully concentrate on training and work.

Safety. The individuals' past reflects no health or safety deficiencies likely to affect their performance as an operating engineer.

We could sum up the changes by pointing out that the criteria are all trade related rather than academic, and they favor the persons who have already demonstrated their desire for a career in the trade.

How does the new procedure work? The basic eligibility requirements remain the same. They are: 1) Applicants must be 18 years of age or older. 2)

Possess a valid California driver's license.

There are several steps to the new procedure.

1. Applicants contact the apprenticeship coordinator at the local district office to indicate their interest in the program. Once a month, the coordinator will send to the Rancho Murieta Training Center a list of those people interested.

2. The Training Center staff will mail out an application packet. It's important that the application be carefully completed as it is "weighed" on the six factors discussed above.

3. The application and supporting documentation is returned to the Training Center for scoring. The applicants are placed on lists in the order of their scores and ethnic derivation.

A recruitment officer has been hired, whose responsibility is to recruit applicants from the entire work force in the 46 Northern Counties in California.

The final test in the selection process:

4. The oral interview is conducted at the district level by each Joint Apprenticeship Subcommittee.

It is already proven fact that the more motivated, more reliable individuals now being recruited into the Program, in addition to the improved curricula and better training, are providing the industry with a much higher quality apprentice.

The future of our Local Union is dependent on the skills of its members. Apprenticeship needs your help. Journeymen assisting the apprentices by sharing their many skills and hard earned knowledge to boost the abilities of the new apprentice coming into our industry will insure that they acquire the highest possible journeyman level skills through apprenticeship. These apprentices are the future of our Local Union.

Apprenticeship is our future - working together, apprenticeship will work.

Nevada legislature chips away at Davis-Bacon

Nevada District Representative Les Lassiter reports that the legislature recently closed its 1985 session but not before they approved S.B. 454, which in effect increases the threshold for prevailing wage jobs to \$100,000. However the bill precludes any job under \$100,000 from being used to calculate the wage. The legislation also retained the 30 percent rule and adds language that any person convicted of failing to pay the prevailing wage may not be awarded any contract for public works for two years.

Public hearings concerning the prevailing wage rates were held in Churchill County on June 5-6 where local contacts were asked to provide testimony. The hearings are a result of a decision by the Nevada Supreme Court on August 24, 1984 stipulating that the labor commissioner had to hold hear-

ings in counties to set the local prevailing wage rate. Hearings have already been held in Elko, and Douglas County.

Statistics were provided from various labor unions including the Operating Engineers. The majority of work in the county during the last two years were at the Naval Air Station, which was federally funded, and the Lahontan Dam and Irrigation District. Labor Commissioner Frank MacDonald, also read a letter addressed to him from the city attorney which more or less put the commissioner on notice that it will appeal any determination he makes which might be based wholly or in part on wages paid at the Naval Air Station.

Since the City Council put a moratorium on all building until August, construction in the Reno area is next to nothing. In addition, the June 4th

election also added two no-growthers to City Council, and this combination doesn't paint a very bright picture for building in the Reno area in the near future.

Acme is in full swing in Winnemucca doing the white paving on I-80. Helms Construction was low bidder on the I-580 interchange at \$12,793,000 which will consist of extending the freeway over So. Virginia and installing ramps at Del Monte Lane. In White Pine County, north of Lund to Ely, Frehner is widening portions of the existing roadway, and in Elko County Frehner has begun construction of approximately 16 miles of widening and overlay on S.R. 225. Also in Elko County, Gibbons & Reed was awarded the construction of the land application system and percolation ponds at \$1,208,180.

Credit Union

8% Annual rate — You're now earning 8% annual rate on your share savings account. This rate is effective through September 30, 1985.

4 x A Year — You'll be paid dividends four times each year, instead of twice. Starting July 1, 1985, dividends on your share savings account will be compounded quarterly instead of semi-annually. This will increase the annual yield on your share savings account.

Loan rates lowered — Loan rates on new and used cars, cars, pickups, travel trailers, boats, motor homes and 5th wheels have been reduced. So has the rate on loans secured by your share savings account.

The Annual Percentage Rate on new cars, pickups and vans is 12.5% at the Saver's Rate and 14.5% at the Regular Rate. (The Saver's Rate is available if you have \$1,000 or more on deposit in any one or any combination of your Credit Union's savings programs.)

On used autos, vans and pickups the Saver's Rate is 14%, the Regular Rate is 16%. The same rates apply on new or used travel trailers, boats, motor homes and 5th wheel trailers; 14% Saver's Rate; 16% Regular Rate.

The rate on a loan secured by your share savings account is 12%.

These rates apply to new loans written after July 8, 1985, not on loans existing before that day.

IRA Rate — The rate effective on existing IRAs as of July 1 is 10.25% per-annum, compounded daily. That rate is good through December 31, 1985.

Rates have been on a downward trend. If you haven't made your 1985 IRA contribution yet, you may want to do so now to take advantage of the 10.25% annual rate.

The 10.25% is also the rate offered for new IRAs at your Credit Union as we write this column. That rate, however, is subject to change at any time for new IRAs.

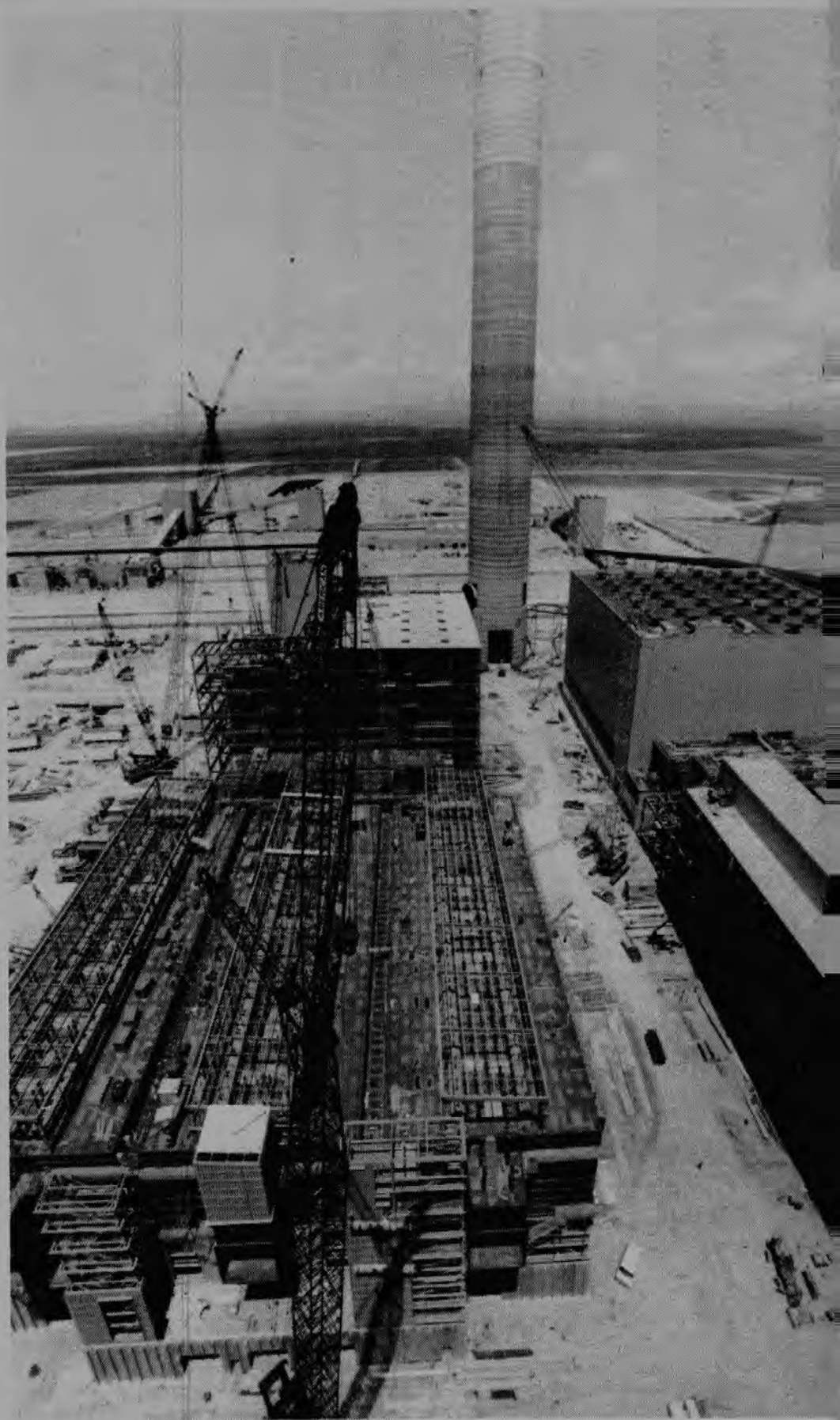
Benefit — At your Credit Union, you can receive up to a total of \$5,000 life insurance on your loan(s) at no additional charge to you if you're insurable under the terms of the contract. Call the Loan Department for more details.

One timer — If you've already filled out a Phone-A-Loan application, you don't have to fill out another to apply for a loan. Just call, write or visit your Credit Union.

Reno Picnic

Tickets have gone on sale for our annual picnic which will be held on Saturday, August 10th, at Deer Park, located at the corner of Rock Blvd. & Prater Way in Sparks. Tickets are \$20.00 per family and the festivities will begin at 1:00 p.m. There will be plenty of food, drink, music and door prizes and we hope to see you there. There will be, as in the past, no charge for retirees and their spouses. We will hold our regular retirees meeting at the park at 11:00 a.m. and will begin serving to the retirees at noon. Please contact your district agent, anyone on the grievance committee, or stop by the hall for tickets.

AMERICAN IS BEAUTIFUL
Buy American... and look for the Union Label



BEGINNING AT THE TOP RIGHT and moving across are: oiler Lauren Frank and operator Lynn Reese on American 125 crane; Galleon Crane operator Jay Lint and Business Agent Nile Reese; and Galleon Crane operator Almie Moulton. Next photos down are apprentice Mary Crosby and operator Dan Daly on American 100 crane; and Roy Bean making a lift on his 450-ton American Skyhorse. This mammoth crane is equipped with 380 feet of stick and nearly 500,000 lbs. of counterweight. On the left page starting at the top are the four galleon cranes perched at the top of the Unit #1. Moving down are oiler John Suazo and operator Buzz Johnson on a Manitowoc 4100. Directly above are operator Blair Rose and Business Agent Nile Reese (top row) with the boilermaker crew at quitting time. To the right are (left to right, top row) hoist operators Gale Madsen and LeRoy Stephensen and Galleon Crane operator Kenny Mories. Bottom row (left to right) are Galleon Crane operator Karl Carter and American Skyhorse crane operator Paul Brown.

Intermountain Power Project reaches peak

Originally it was supposed to be the Kaiparowits project, a monstrous 3,000 megawatt coal fired power plant perched on the Kaiparowits Plateau in southern Utah.

That location proved to be extremely controversial for environmental reasons, so after years of studies, public hearings and political battles, a site near Delta, Utah was finally approved in 1979 by the Secretary of the Interior.

A lot had changed in the interim, however. Energy conservation brought

on by rocketing fuel prices had reduced the forecasts for electrical loads. The Intermountain Power Agency had been formed to finance the project, which had been scaled down to half its original size. And of course the name had been changed to the Intermountain Power Project.

For the building trades, the battle was far from over. Political pressure led by Senator Orrin Hatch threatened to make the entire project non-union, but after considerable fighting on the part

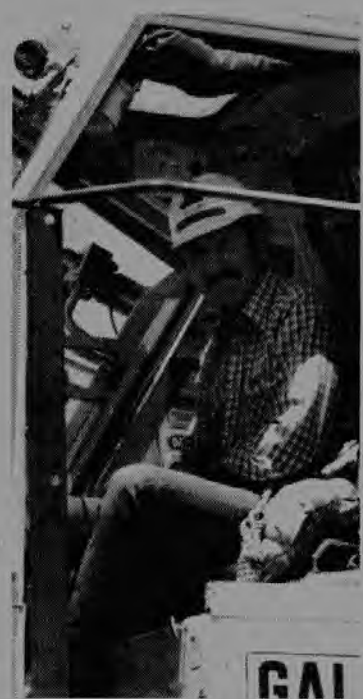
of Local 3 and other unions, a project agreement was hammered out allowing union firms to bid for the work on an equal basis.

As a result, over 85 percent of the work has gone to union contractors, with the exception of the site preparation, according to Jim Eaton, Labor Relations representative for Bechtel Corp., which is managing the project.

It doesn't take much time on the job to see that this is no place for someone who doesn't know what he is doing.

That's why, when it came to putting it all together, skilled craftsmen working for such firms as Shurtliff & Andrews, Cherne, NAVCO, and Babcoxx & Wilcox were called in to do the job.

"There have been over 8 million man-hours of work on this job without a work stoppage," Eaton told Engineers News. "The quality and quantity of the work done here exceed just about any job I've ever seen. It's a tribute to the leadership of the unions and the quality of their members."



Engineers News photos by James Earp

OFFICIAL ELECTION NOTICE

Election of Officers and District Executive Board Members

Attention of all members of Operating Engineers Local Union No. 3 is directed to Article XII, Section 3 (Elections) of the Local Union Bylaws, as printed on pages 54 through 60 inclusive, and specifically the following portions:

Section 3

Elections.

- (a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.
- (b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

- (c) The Election Committee shall determine whether or not each candidate nominated is eligible. Any candidate found not to be eligible shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall govern, and the ballots shall be prepared accordingly.
- (d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the nominees for Business Manager first and the Constitutional Officers next, and other positions thereafter in the order in which they appear in Article VII, Section 1 of these By-Laws with a separate ballot of a different color for each District for nominees for District Member, listing the incumbent for each Office or Position first and the other nominees for the same Office or Position in alphabetical order by their last name (the candidate's name and one occupational classification, i.e., classification set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him being printed as it appears on Acceptance of Nominee Form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

The Election Committee shall cause a sample ballot to be published in the July edition of the *Engineers News* preceding the election, and to be promptly posted in the District Job Placement Centers.

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union

Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

- (e) The certified public accountants shall mail the ballots and return envelopes to the eligible voters between August 10th and 16th preceding the election, and shall open the post office box for the first and last time on the August 26th next following, at 10 o'clock a.m. of that day. In the event August 26th should be a Sunday or a holiday, the post office box shall be opened by the certified public accountants on the following day, at the same time.

The certified public accountants shall remove the returned ballots, count the same and certify the results in writing to the Election Committee.

The Election Committee, or a sub-committee thereof, shall be present at the mailing of the ballots, the opening of the post office box, and the counting of the ballots.

The Election Committee shall make certain that adequate safeguards are maintained so as to protect the secrecy of the ballots.

- (f) The Election Committee shall declare the candidate for each Office and Position receiving a plurality of the votes elected, except that the three (3) candidates receiving the highest number of votes for the Office of Trustee and the Position of Auditor shall be declared elected. The certificate of the certified public accountant shall be published in the September edition of the *Engineers News* following the election.
- (g) The newly elected Officers shall be installed, at a specially called District Meeting in District No. 1, not later than September 15th.
- (h) Every Member who is not suspended for nonpayment of dues as of August 11th, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his Employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his Employer to the Local Union.

Eligibility to vote for District Member shall, in addition, be based on each Member's last known address as shown on the records of the Local Union on August 1st prior to the mailing of the ballots, and each Member shall be eligible to vote only for the nominees for District Member for the District in which such address is located.

Section 4

Each candidate shall have the right to have an observer at the polls and at the counting of the ballots; that is, each candidate shall have the right to have an observer to check the eligibility list of voters, check the ballots, see that the ballots are mailed, be present at the opening of the post office box and the counting of the ballots. The observer may challenge the eligibility of any voter, and the ballots of all voters who may have been challenged shall be set aside, pending determination as to their validity. If the challenged ballots are sufficient in number to affect the results of the election, all challenges shall be investigated by the Election Committee to determine their validity as promptly as possible.

Section 5

- (a) Every Member shall have the right to express his views and opinions with respect to the candidates; provided, however, that no Member shall libel or slander the Local Union, its Members, its Officers, District Members, or any candidate, and all Members shall avoid all personalities and indecorous

language in any expression of view and opinions with respect to candidates.

- (b) Any Member found guilty of violating Paragraph (a) of this Section 5 shall be subject to discipline in accordance with the applicable procedures of the Constitution and By-Laws, and if such Member should be a candidate he shall, if found guilty, in addition to any fine, suspension or expulsion, suffer the loss of the Office for which he is a candidate, if elected thereto.

Section 6

The Recording-Corresponding Secretary, upon request of any bona fide candidate for Office, shall distribute such candidate's campaign literature, by mail or otherwise; provided the candidate making such request does so in writing, advising the Recording-Corresponding Secretary of the type of mailing, or other form of distribution desired, pays all costs involved, and delivers the literature, if it is to be mailed, to the Recording-Corresponding Secretary in a sealed and stamped envelope, with two (2) copies of the literature, the contents of the sealed and stamped envelope and two (2) of the envelopes in which the literature was enclosed. Two (2) copies of the literature are to be delivered to the Recording-Corresponding Secretary if it is to be distributed other than by mail.

No such request shall be honored if made on or after 5:00 p.m., Local Time, the 5th day of August next preceding the mailing of the ballots.

Section 7

Where any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall then be declared duly elected to their respective Offices. Nomination, and Acceptance of Nomination and election records — including but not limited to the list of eligible voters, the ballots cast and all challenges and challenged ballots, the certificate of the certified public accountants, copies of all requests for distribution of campaign literature with copies thereof, and envelopes in which mailed, if mailed, the record of the cost thereof and the amount received for such work — shall be preserved by the Recording-Corresponding Secretary for a period of at least one (1) year.

Special Election Notice Unopposed Candidates

Pursuant to Article XII, Section 7, first sentence: "When any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall be declared duly elected to their respective offices."

The Election Committee has found that the following candidates have been duly nominated for their respective office, and by virtue of Article XII, Section 7, the following candidates will not appear on the Official Ballot:

Office of Guard Ted Wright

Executive Board

District #2 Tee Zhee Sanders
District #3 John R. Dorton
District #4 John Bradbury
District #5 Marion Whitson
District #6 ... Robert L. "Bob" Christy
District #7 Wilfred Houghtby
District #8 Jim Brown
District #10 James P. Killean
District #17 Paul Anae

VOTING INSTRUCTIONS

In accordance with Article XII, Section 3(e) of the Local Union Bylaws, "certified public accountants shall mail the ballots and return envelopes to the eligible voters between August 10th and 16th preceding the election, and shall open the post office box for the first and last time on the August 26th next following, at 10 o'clock a.m. of that day."

In an envelope marked "OFFICIAL BALLOT," you will receive a business reply envelope, ballot cards and a ballot envelope with voting instructions. When you receive your Official Ballot envelope, open it, and remove the contents. Follow the voting instructions. When you have made your choices and marked the ballot cards accordingly, place the ballot cards in the secrecy envelope, seal it and insert it in the business reply envelope.

IMPORTANT: Remove stubs from ballot cards before placing them in secrecy envelope. After you have sealed your ballot cards in the secrecy envelope and then in the business reply envelope, you must sign your

name on the reverse side of the business reply envelope or your ballot will be voided (not counted). Your signature will only identify you as an eligible voter, but in no way will indicate how you voted.

You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m. August 26, 1985 at the P.O. Box in San Francisco. You should vote and mail your ballot early. Ballots arriving in the P.O. Box after this time and date will not be counted.

Under no circumstances change the address on the business reply envelope. If you do, your ballot will not be counted. Do not mail dues payments or any other material with your ballot.

If you have a foreign address, you will not receive a business reply envelope, but will be required to pay the necessary postage yourself, since under present regulations it is impossible for the Local Union to arrange otherwise. In the event you do not receive a ballot by August 16, 1985, or your ballot is destroyed or lost, you should call Zee Janko collect at Price Waterhouse (415) 393-8500.

NOTE: The Sample Ballots set out on this page are subject to correction by the Election Committee by reason of the failure of a candidate to continue to be eligible or to qualify for any reason. There is no candidate for Sub-District Advisor to the Executive Board, so this position does not appear on the ballot.

Ballots for each District Executive Board position will be as shown in the Sample Ballot below. The only differences will be in the District Number and the candidates names as shown.

OPERATING ENGINEERS LOCAL UNION NO. 3



DETACH THIS STUB
BEFORE RETURNING BALLOT

ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER OPERATING ENGINEERS LOCAL UNION No. 3 DISTRICT NO. 1

Ballot Box Closes August 26, 1985 at 10:00 a.m.

District Executive Board Member District No. 1		Vote for One
JIM O'BRIEN Incumbent		+
RAYMOND L. PARRES Backhoe Oper		+

ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER OPERATING ENGINEERS LOCAL UNION No. 3 DISTRICT NO. 9

Ballot Box Closes August 26, 1985 at 10:00 a.m.

District Executive Board Member District No. 9		Vote for One
BILL L. DALTON Incumbent		+
TED W. KRAYNICK Grade Setter/Grade Checker		+

ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER OPERATING ENGINEERS LOCAL UNION No. 3 DISTRICT NO. 11

Ballot Box Closes August 26, 1985 at 10:00 a.m.

District Executive Board Member District No. 11		Vote for One
GLENN D. LEIN Incumbent		+
JAMES D. CAUMIANT Scrapper Operator		+

ELECTION OF DISTRICT EXECUTIVE BOARD MEMBER OPERATING ENGINEERS LOCAL UNION No. 3 DISTRICT NO. 12

Ballot Box Closes August 26, 1985 at 10:00 a.m.

District Executive Board Member District No. 12		Vote for One
DON C. BARNEY Incumbent		+
REX DAUGHERTY Hoist Operator		+

OPERATING ENGINEERS LOCAL UNION NO. 3



DETACH THIS STUB
BEFORE RETURNING BALLOT

I HAVE VOTED-HAVE YOU?



OFFICIAL BALLOT FOR ELECTION OF OFFICERS OPERATING ENGINEERS LOCAL UNION No. 3

Ballot Box Closes August 26, 1985 at 10:00 a.m.

Business Manager		Vote for One
T. J. "TOM" STAPLETON Incumbent		+
JOE "CHIEF" ALMODOVA		+
CLAUDE ODOM Multiple Engine Scraper Operator		+
President		Vote for One
HAROLD HUSTON Incumbent		+
JIMMIE (JIM) JOHNSTON Mucking Machine Operator		+
Vice President		Vote for One
ROBERT SKIDGEL Incumbent		+
STAN McNULTY Grade Setter		+
Recording-Corresponding Secretary		Vote for One
WILLIAM (BILL) MARKUS Incumbent		+
A A "ALEX" CELLINI Boom Truck Operator		+
Financial Secretary		Vote for One
WALLY LEAN Incumbent		+
ADAM GONZALEZ Crane Operator		+
Treasurer		Vote for One
NORRIS A. CASEY Incumbent		+
PAUL WISE Certified Chief of Party		+
TURN CARD OVER AND CONTINUE VOTING		

Trustees		Vote for Three
KEN BOWERSMITH Incumbent		+
WAYNE "LES" LASSITER Incumbent		+
PAT O'CONNELL Incumbent		+
RICHARD E. ABSTON Grade Setter		+
DAVE JOHNSON		+
Auditors		Vote for Three
JACK BAUGH Incumbent		+
DON R. STRATE Incumbent		+
RON A. WILSON Incumbent		+
ROBERT (BOB) DELGADO		+
LARRY KEENE		+
JERRY L. WHITE		+
Conductor		Vote for One
WILLIAM "BILL" BURNS Incumbent		+
JACK D. MASTER Heavy Duty Repairman and/or Welder		+
TURN CARD OVER AND CONTINUE VOTING		

OP3102

VOTE BOTH SIDES

A

OP3101



Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



In the April issue we discussed the value of the Pension Plan as reflected in your Pension Credit statement. We posed the questions "How much do I get?" and "How are benefits paid?" We said the Pension Credit statement, which shows your monthly benefit for retirement at age 62, is the yardstick you use to measure the value of your Plan.

You may retire earlier than age 62, as early as age 55, even earlier if you have at least 15 Pension Credits and are totally disabled.

You may also continue to work past age 62. If you do, your monthly benefit amount will continue to increase as you earn additional Pension Credit.

Recognizing the varying needs of Engineers, the Trustees have made the Plan very flexible as to how benefits may be paid to you.

You have a choice not only of when you may retire, but also of how benefits are paid. Please read carefully pages 15 and 16 of your Pension Plan book.

Look at the Options Election form on this page. This is the form mailed to you when your application for benefits has been processed and the benefit amounts determined.

The Options Election form shows how monthly benefits may be paid. There are three choices:

(In our example we are assuming the Engineer qualifies for a monthly retirement benefit of \$1,000 at age 62, and that his wife is also 62).

• Husband & Wife Pension — If you are married, you may choose to receive \$900 per month which would be paid for your lifetime. If your wife lives longer than you, she would begin receiving,

at your death, \$450 per month, one-half of the amount you were receiving, for the rest of her lifetime. Note however, if you choose the Husband and Wife Pension and your wife predeceases you or you are divorced after your pension begins, your pension amount will not be increased.

• Life Pension with 60 Months Guaranteed — This option would pay you the full benefit of \$1,000 per month for your lifetime. Any remaining guaranteed payments would be payable to your beneficiary (your wife or someone else) at \$1,000 per month if you die before receiving 60 monthly payments.

• Life Pension with 120 Months Guaranteed — You choose to double the number of minimum payments guaranteed by electing this option. For the first 24 months you will receive monthly payments of \$1,000 payable as 60 month guaranteed (see (2) above). Your 25th monthly payment will be \$967 and will continue at this reduced amount for your lifetime. If you die once you have begun receiving the reduced amount and before receiving 120 monthly pension payments, the remaining guaranteed payments will be paid to your beneficiary at \$967 per month.

How do you want your benefits paid? The Trustees have built into the Plan the flexibility necessary to offer you a variety of choices on how your benefits may be paid when you retire. The payment method you choose will depend on your own personal financial situation, your marital status, your health, your wife's health, and other factors. You are free to choose the method of pension payments best suited to your needs.

Note that the 60 or 120 month options are the minimum guaranteed payments in the event the retiree does not live for 5 or 10 years after retirement. All pensions are guaranteed for the full lifetime of the pensioner. As long as you are alive you will receive a monthly check. At your death, benefits payable will have been determined by the option you have chosen at the time you retired.

Regional shopping mall approved

Good jobs coming up in Santa Rosa

Work in the area was slow to start this summer, but July looks promising, reports Santa Rosa District Representative Chuck Smith. "We have some excellent jobs scheduled to begin July 1st."

Business Representative, Bill Burns, reports that a 72 acre regional shopping center has been granted final approval by the Rohnert Park Planning Commission. The Commission approved development and architectural plans for the center to be located at the southwest corner of the Rohnert Park Expressway and Redwood Drive. The 904,000 square foot, two-story enclosed mall will be larger than the Santa Rosa Plaza.

The Ukiah Chamber of Commerce and Teachers Management and Investment Corp of Newport Beach may have revived interest in a convention and tourist center near Ukiah, but they realize that the cooperation of both City and County officials is needed if the project is to succeed.

TMI owns a 15 acre tract of land north of the city and adjacent to Highway 101 where the center is targeted. The company would like to build a complex that would cater to local tourists and corporations, seeking a multi-purpose facility which would meet all the needs for a convention. While TMI and Chamber officials believe a multi-purpose convention center would attract corporations and boost local economy, they are reluctant to proceed with the plans unless they have the support of both City and County.

Four years ago, Mendocino County Supervisors refused to amend the general plan to open up agricultural land for a similar convention center proposal. The board has since reversed its stance on the issue and now favors a facility in the Ukiah Valley.

Pete Baretta Grading Construction has picked up a \$1.3 million dollar boat launch facility at Warm Springs Dam, Lake Sonoma. This facility will complete the boat ramp so that many people will be able to enjoy Lake Sonoma.

Business Agent, Rob Wise, says work in his area is just average to good. There are no large jobs underway. The bulk of

the work is subdivisions, commercial site work and small public funded jobs. Some of this work is being done non-union.

In response to this problem, Wise says he likes the recent advice of District 10 Executive Board member, Jim Killean: "Take a close look at all jobs you pass and if you see a non-union contractor doing the work, then call your district office immediately." Killean says, "We members must get to know the non-union contractors and do all we can to halt their progress."

Retiree Mtg. Schedule

- Hilo**
Thursday, July 25, 1985 6:00 p.m.
Kapiolani School
966 Kilauea Ave., Hilo HI
- Maui**
Friday, July 26, 1985 6:00 p.m.
Kahului Elementary School
410 S. Hina Ave., Kahului, Maui
- Honolulu**
Saturday, July 27, 1985 9:30 a.m.
Kalihi Waena School
1240 Gulick Ave., Honolulu HI
- Ceres**
Tuesday, August 6, 1985 10:00 a.m.
Teamsters Hall
1225 13th St., Modesto CA
- Stockton**
Tuesday August 6, 1985 2:00 p.m.
Operating Engineers Bldg.
1916 N. Broadway, Stockton CA
- Concord-Mu Chapter**
Wed., August 7, 1985 10:00 a.m.
Elks Lodge #1994
3994 Willow Pass Rd., Concord CA
- Oakland-Nu Chapter**
Thursday, August 8, 1985 10:00 a.m.
Oakland Zoo Snow Bldg.
9777 Golf Links Rd., Oakland CA
- Reno-XI Chapter Meeting & District Picnic**
Sat., August 10, 1985 11:00 a.m.
Deer Park
Rock Blvd. & Prater Way, Sparks NV
- Fresno-Theta Chapter**
Tuesday, August 13, 1985 2:00 p.m.
Laborers HGall
5431 E. Hedges, Fresno CA
- Auburn-Epsilon Chapter**
Tues., August 20, 1985 10:00 a.m.
Auburn Recreation Center
123 Recreation Dr., Auburn CA
- Sacramento-Zeta Chapter**
Tuesday, August 20, 1985 2:00 p.m.
Laborers Hall
6545 Stockton Blvd., Sacramento CA
- Salt Lake City-Pi Chapter**
Wed., Sept. 11, 1985 2:00 p.m.
Operating Engineers Bldg.
1958 W. N. Temple, Salt Lake City UT
- Lake County**
Thurs., Sept. 19, 1985 10:00 a.m.
Senior Citizens Auditorium
4750 Golf St., Clear Lake CA
- Santa Rosa-Chi Chapter**
Thurs., Sept. 19, 1985 2:00 p.m.
1351 Maple St., Santa Rosa CA
- Watsonville-Iota Chapter**
Thurs., Sept. 26, 1985 10:00 a.m.
V.F.W. Post #1716
1960 Freedom Blvd., Freedom CA
- San Jose-Kappa Chapter**
Thurs., Sept. 26, 1985 2:00 p.m.
Holiday Inn Park Center Plaza
282 Almaden Blvd., San Jose CA

PENSION TRUST FUND FOR OPERATING ENGINEERS

Pension Benefit Options:

TYPE OF PENSION: Regular Retirement EFFECTIVE DATE: 7/1/85

The following options are available to you under the Rules and Regulations of the Plan. Please check the type of benefit you prefer and return one copy of this form to the Trust Fund office.

Note: If the dollar values for the husband and wife option are provided below, your spouse must sign this form.

Name John Henry

Social Security Number 000-00-0000

	Monthly benefit for your lifetime or the guaranteed period, if longer	Monthly benefit for lifetime of surviving spouse (payable at member's death)
<input type="checkbox"/> Husband and Wife Pension*	\$ 900. ⁰⁰	\$ 450. ⁰⁰
<input type="checkbox"/> Life Pension with 60 Months Guaranteed Payable as long as Pensioner lives—remaining guaranteed payments to beneficiary if Pensioner dies before receiving 60 monthly payments)	\$ 1,000. ⁰⁰	Not applicable
<input type="checkbox"/> Life Pension with 120 Months Guaranteed (Payable as long as Pensioner lives—payable as 60 month guaranteed for first 24 months—then if Pensioner dies before receiving 120 monthly pension payments, remaining guaranteed payments to beneficiary)		
Effective <u>7/1/85</u>	\$ 1,000. ⁰⁰	Not applicable
Effective <u>7/1/87</u>	\$ 967. ⁰⁰	Not applicable

*If you choose the Husband and Wife Pension and your spouse dies or you are divorced after your pension begins, your pension will not be increased.

Health Examinetics

The second and third phases of the Health Examinetics Testing Schedule is printed below. For an appointment at one of the convenient locations, call the toll free number: (800) 542-6233, between 8 a.m. and 9 p.m. Monday through Friday.

Date	Mobile Unit I	City
7/29	King City	King City
7/30, 31	Monterey	Monterey
8/1 - 4	Salinas	Salinas
8/5, 6	Watsonville	Watsonville
8/7 - 11	Santa Cruz	Santa Cruz
8/13 - 15	Salinas	Salinas
8/16, 17	Santa Cruz	Santa Cruz
	Mobile Unit II	
8/15	Merced	Merced
8/16	Madera	Madera
8/17 - 20	Fresno	Fresno
8/21, 22	Visalia	Visalia
8/23	Porterville	Porterville
8/24 - 26	Fresno	Fresno

Your rights and obligations for smog check test

Most California consumers don't realize there are two parts to the Smog Check test required by law since 1984.

"It often comes as a surprise that there's more to the check than the tail pipe test," said Department of Consumer Affairs' Bureau of Automotive Repair Chief John M. Grow. The Bureau of Automotive Repair administers the Smog Check program.

"The check includes both the tail pipe test and the visual or under-the-hood test," said Grow. "The Smog Check, consisting of both tests, will fall within an estimated \$15 to \$40 price range, depending on which Smog Check station you choose to do the tests. Be sure to check around to get the best price."

Grow explained that the primary pollutants produced by automobiles are carbon monoxide (CO), hydrocarbons (HC) and oxides of nitrogen (NOx). The two parts of the Smog Check inspection are necessary to check for the presence of all three pollutants.

The two parts of the Smog Check inspection are:

- The computerized tail pipe test that measures the emissions of HC and CO of warmed-up vehicles at idle and at 2500 RPM. A specially-trained mechanic performs this test with a computer-analyzer. The computer, not the mechanic, determines if the vehicle passes or fails the tail pipe test.

- The under-the-hood, or visual, test that verifies the presence of pollution control equipment necessary for the regulation of NOx emissions. This test also enables the mechanic to determine if all emission control components are present and connected.

Any service station bearing a Smog Check sign can perform the tests. If repairs are necessary, most of the stations are licensed to do both inspections and repairs.

Grow offered the following tips for vehicle owners:

- Cars that fail the Smog Check must be reinspected after they have been repaired. Many stations will do the reinspection free of charge if they perform the necessary repairs. Consumers are advised to shop around for the best bargain.

- If a vehicle fails inspection and is less than five years old or has been driven less than 50,000 miles, some or all of the necessary repair work may be covered by the vehicle manufacturer's warranty, which usually is explained in a warranty information pamphlet in the vehicle.

- It is not necessary to get a tune-up before the Smog Check inspection. If the emission control equipment in the vehicle is not missing, modified or disconnected, you will not be required to spend more than \$50 on repairs. This limit does not apply to any work done before the inspection, or to work performed by an individual who is not a state licensed inspection and repair mechanic.

Car owners will know whether or not they need a Smog Check when they receive their registration renewal notice for 1985.

A vehicle owner has between 30 and 45 days to get the Smog Check, which must be completed before the renewal registration is sent to the state Department of Motor Vehicles, according to Grow.

WITH SAFETY IN MIND



By JACK SHORT, Director of Safety

Learning proper protections on hazardous waste projects

Thousands of workers will be involved in the task of correcting the existing environmental problems and emergencies resulting from many years of inadequate storage and disposal of the nation's hazardous waste. These workers must be properly protected.



Many of these dump sites have been abandoned and present a potential danger to human health and/or the environment.

Removal or treatment of this improperly stored or discarded waste with subsequent disposal at an approved site will help correct past problems.

Work situations such as these require that you enter potentially hazardous environments. Therefore, it is important that you be adequately trained to recognize and deal with hazardous situations which may arise.

Business Manager Tom Stapleton set up a seminar for Business Representatives and members to address the problems involved with working at hazardous waste sites. The seminar was conducted by a very professional staff from two state agencies: Mrs. Pamela Murcell Bare from the Department of Health Services Agency that oversees toxic wastes, and Mr. Richard Beall of Cal/Osha Consultation.

Topics that were covered are as follows:

1. Employer's responsibility to train workers.
2. Overview of hazardous waste sites.
 - a. Superfund
 - b. Projects in California
3. General hazards.
 - a. Physical hazards at waste cleanup sites.
 - Excavation, trenching
 - Noise
 - Heat stress
 - Personal protective clothing bulk
 - b. Work zones contamination
 - c. Chemical hazards
 - Rules of entry — inhalation, skin absorption, ingestion
4. Overview of toxicology:
 - Commonly encountered substances

5. Levels of protection:

- Decontamination process

6. Respiratory protection:

- a. Types of respirators
 - Air purifying, dust, gas, mist-vapor combination

7. Respirator fit testing demonstration

- Different respiratory protection is required for different situations. The selection of the proper respirator must be based on evaluation of the hazard

present, including a determination of the concentration and form of the contaminant and/or lack of sufficient oxygen to sustain life.

You can work safely at a hazardous waste site if you are informed of the hazards involved, receive the necessary training, follow the proper procedures, use the required personal protective equipment, and remain aware of the conditions or situations around you at all times.

For more information on how to prevent childhood poisonings, call the toll-free CPSC Hotline on 800-638-CPSC. A TTY for the hearing-impaired can be reached on 800-638-8270 (Maryland TTY calls: 800-492-8104).

To prevent this continuing tragedy:

1) Parents and grandparents must keep medicines out of the reach — and out of sight — of grandchildren.

2) Grandparents should use child-resistant vials if they are able to. Although grandparents may get traditional easy-to-open closures by asking their pharmacist for them, the child-resistant vials should be used when ever children are around. It is true that child-resistant closures are inconvenient to use — but the inconvenience is worth it to save a child's life.

Children are curious — adults must

Startling number of children poisoned at grandparents' homes

A startling fact has been learned in a recent study undertaken by the U.S. Consumer Product Safety Commission in association with the Poison Information Center at the Children's Hospital in Birmingham, Alabama. This study showed that **36% of the childhood ingestions related to a prescription vial involved a grandparent's medication.**

Grandparents and parents must become aware of this surprising finding that over one-third of the accidental childhood prescription drug ingestions involve a grandparent's medication.



ATTENDING THE HAZARDOUS WASTE seminar (above) are: Ken Bowersmith, District Representative; Jack Short, Safety Director, and rank-and-file members Richard Parker, John Martinago, Robert Vines, Paul Basquez, John Jordan and Robert McNabb. Pamela Murcell of the Department of Health Services (below) was one of the instructors for the seminar.



keep children safe.

For more information on how to prevent childhood poisonings, call the toll-free CPSC Hotline on 800-638-CPSC. A TTY for the hearing-impaired can be reached on 800-638-8270 (Maryland TTY calls: 800-492-8104).

To prevent this continuing tragedy:

- 1) Parents and grandparents must keep medicines out of the reach — and out of sight — of grandchildren.
- 2) Grandparents should use child-resistant vials if they are able to. Although grandparents may get traditional easy-to-open closures by asking their pharmacist for them, the child-resistant vials should be used when ever children are around. It is true that child-resistant closures are inconvenient to use — but the inconvenience is worth it to save a child's life.

Children are curious — adults must

DECLARE INDEPENDENCE FROM NON-UNION PRODUCTS

Talking to Techs

By Frank Morales & Wally Schissler

In the last few months, some of our members have had questions regarding the Good Standing Fund. The purpose of this fund is to provide a means to financially assist those members who have not been suspended for non-payment of dues and who are stricken with extended illness, or disabled for protracted periods by sickness, accident or injury. By payment from this fund of their dues, membership is secured thereby protecting their benefits in this local union and the International Union.

This fund is not to be used for those who are on the Employer's payroll or who are receiving sick pay or leave, or who are receiving a pension. Members entitled to this fund, upon the approval of their individual claims, will be paid from this fund and transferred to the credit of the account of the member, a sum equivalent to their membership dues for any period of illness or disability of more than thirty (30) days duration.

Payments shall be made for not more than two (2) quarters or six (6) months in any consecutive period of two (2) years; provided, however, that any member who has exhausted his six (6) months may make application to the Recording-Corresponding Secretary of the local union, accompanied by a doctor's certificate signed by a doctor within the limits of his license, or a Christian Science Practitioner, and the Business Representative in your area, for an extension of the six (6) months limitation. The Recording-Corresponding Secretary shall present the same to the local union Executive Board at its next meeting.

The local union Executive Board may extend such period for an additional two (2) quarters or six (6) months; provided further that any member who has had four (4) quarters or twelve (12) months dues paid from the Good Standing Fund may, upon furnishing



Pictured above standing by the Instrument is Gary Lanterman, Party Chief for M.T.S. and a member of Local #3 for 27 years. Sitting on the Honda is Larry Vaughters, Chairman for M.T.S. and a member of Local #3 for 12 years. MTS is known for its use of the latest technology in the Surveying field, the Honda is used to carry equipment, and also by using the Honda, Larry can set the control points quicker and with less fatigue.

the Recording-Corresponding Secretary with a doctor's certificate each thirty (30) days, signed by a doctor within the limits of his license, or a Christian Science Practitioner and your Business Representative, with the consent of the Local Union Executive Board, be allowed to pay dues at the rate of five dollars (\$5.00) per month. No member shall be permitted to pay dues at this rate who is working at any gainful occupation whatsoever.

Any member who has received six (6) quarters or eighteen (18) months benefits under this fund, and who is then unable to return to work shall be automatically granted a Withdrawal Card from the local union, provided he/she does not pay the full dues.

Application for benefits from this fund shall be in the form and ac-

companied by such medical or other certificates as the Administrators of the fund shall from time to time determine. We hope that this article will help clear up some of the questions you may have regarding the Good Standing Fund.

The Tech department would like to extend its deepest sympathy to the family of James E. Manning who recently passed away. James was the victim of a hit and run, at the time of the accident he was riding a ten speed bicycle. James was employed by Westfall Engineers and a member of Local #3 for thirty years.

Teaching Techs

By Gene Machado,
Administrator, Surveyors JAC

The NCSJAC is proud to report that much has been done as planned and reported to you in prior articles. The Apprentice curricula has been rewritten and updated, three new subjects have been written or purchased, and several extra Journeymen classes have been presented. All of this was accomplished through funding by the Trust, which is made up of six Employers and six Union members.

The instructors that present the classes are the real core of the NCSJAC. They are members that have given their nights to teach others. Many of you attending class give one night a week to learn. The instructors have given two and three nights a week plus a great deal of time in research and writing on the weekends to make the Surveyors Training Program even better. They are hard working and deserve recognition. Some past instructors that gave years teaching were Elroy Rakstad with Bissel and Karn. He taught for over 12 years in Oakland and Lafayette. Russ Reed taught in San Francisco for over four years. Other instructors include John Rinehart in San Jose, Charles Madrid in Lafayette and San Jose. Wally Schissler taught the Job Corp class in San Jose, Rick Morales taught the Job Corp class in

San Jose and the NCSJAC in Sacramento.

Current instructors are Fred Seiji, Ted Taylor, Socorro Vera, Richard Stephan, Joe Rollheiser, Tim Wong, Ted Kerber, Pat O'Connor, Bill Hysell and Joe Sanders. Fred Seiji teaches two classes in Oakland and is writing new material. Ted Taylor, a long time instructor teaches a class in San Jose. Socorro Vera, a short timer also teaches a San Jose class. Richard Stephan and Joe Rollheiser are two long time instructors for Santa Rosa.

Tim Wong started teaching this year in Sacramento and also taught a course in Heavy Construction. Ted Kerber teaches a HP41CV course in Oakland, a Slope Staking/Grade Checking course and a Heavy Construction course in San Jose. Pat O'Connor taught for some time in Santa Rosa and just started a related training class at Shaver Lake. He is also teaching a course in Slope Staking in Fresno. Bill Hysell just started a related training class and a Slope Staking/Grade Checking course in Modesto. Last but not least is Bobby Joe Sanders who has been at the Job Corp in Sacramento for over three years.

All of the instructors mentioned have been in surveying for a number of years and are still working at the trade. They give a lot of their spare time so that young people can learn a good trade and make a good life for themselves. These instructors are also helping the Journeymen upgrade their skills so that they can do a better job. The membership of Local 3 owes them a big thank you for a job well done and the NCSJAC could not be without them. This is as it should be — union members helping other members to do a better job.

The International Union of Operating Engineers along with other local Unions with survey programs will sponsor and run a Surveying Merit Badge booth at the upcoming Boy Scouts of America jamboree at Ft. A.P. Hill, Virginia in 1985. Local 3 will be part of this function in July where more than 30,000 will gather to learn leadership and program ideas which they can apply upon their return home to improve the quality of scouting. The Operating Engineers has had a great part in the development of the Surveying Merit Badge criteria and will continue its support at this Jamboree.

Grievance Committee Election

Recording-Corresponding Secretary William Markus has announced that due to the vacancy left on the District 9, San Jose Grievance Committee, a Grievance Committee Election will be held at the next regularly scheduled quarterly membership meeting to be held on September 25, 1985, in San Jose.

Recording-Corresponding Secretary William M. Markus has announced that due to the vacancy left on the District 12, Salt Lake City Grievance Committee, a Grievance Committee Election will be held at the next regularly scheduled quarterly membership meeting to be held on September 11, 1985.

Twenty questions revisited

	YES	NO		YES	NO
1. Do you find more time for work these days?	___	___	12. Do you sleep better?	___	___
2. Has your home life become happier?	___	___	13. Is your efficiency increasing?	___	___
3. Do you find you are less shy with other people?	___	___	14. Is not-drinking and using affecting you in your job or business?	___	___
4. Is the fact that you are not now drinking and using affecting your reputation?	___	___	15. Do you deal with your troubles and worries head-on?	___	___
5. Are you waking up in the morning without guilt and remorse?	___	___	16. Do you find it easier to live with yourself?	___	___
6. Are your financial difficulties becoming easier to manage?	___	___	17. Is your memory improving?	___	___
7. Do you turn to sober companions and a superior environment?	___	___	18. Has your doctor recently commented on improvement in your health?	___	___
8. Are you more concerned with your family's welfare?	___	___	19. Is your self-confidence increasing?	___	___
9. Has your ambition increased?	___	___	20. Have you ever been asked to share your story with others?	___	___
10. Do you have a craving to pray and meditate at a definite time daily?	___	___			
11. Do you feel gratitude when you wake up in the morning?	___	___			

If in fact you desire some of these benefits, which being free from the disease of alcoholism and drug addiction can bring, please give us a call at A.R.P. (Addiction Recovery Program).

A.R.P. Toll Free Numbers:

No. California 800/LOC-3ARP
Nevada, Hawaii, Utah 800/LOC-ARP3

Swap Shop: Free Want Ads for Engineers

FOR SALE: 4.91 acres: 24' x 60' Bendix; 10' x 60' covered concrete patio; 8' x 24' Redwood deck; 106 p.m. wellfenced, quiet, secluded. 16035 Morgan Cyn Rd. Prather CA, phone Karl Cameron (907) 337-6713. Reg. #1580045. 5/85

PRICED RIGHT: 148 acres. water, electricity, telephone, new 20 x 40 bldg., spectacular views, owner financed. \$1,650 per acre. James Sloan, 7377 Solano Ave., #420, Napa CA, 94558 (707) 253-1089. Reg. #090864. 5/85

FOR SALE: Two view lots, joining. Located at Clear Lake in Nice, lake rights included. Priced at \$16,000 for both (208) 365-7352 Ivan E. Blauser, 1016 E. Second St., Emmett ID 83617. Reg. #531610. 5/85

FOR SALE: Reconditioned cable tool well drilling rig. Mounted on a Chevy 2 ton truck; complete with all tools needed plus extra's. Welding machine included \$9,000 or best offer. Gerald Boyle, (916) 824-1363; P.O. Box 743, Corning CA 96021. Reg. #0671365. 5/85

FOR SALE: 2 Bedroom home, hardwood floors, R.V. parking, good location, new roof. \$68,500. 1984 Dodge van conversion, low mileage, like new V8318 motor, Dodge 250 \$16,500. Luther D. Holloway, 702 Vinewood Ave., Roseville CA 95678. Reg. #477051. 5/85

FOR SALE: 6V92T Detroit complete #9 speed trans. 10,000 miles since overhauled. Can see and hear run 78 year model 350 HP. A-1 shape. Henry Sand Jr., (209) 239-2242, call before 7 am or after 6 pm. 6643 E. Woodward, Manteca CA 95336. Reg. #1101983. 5/85

FOR SALE: 1400 Pecco Tower Crane. Free standing 105' newly sandblasted, primed and painted, asking \$60,000 or best offer. B. Sheppard (415) 487-3653, 2541 Gramarcy Ave., Union City CA 94587. Reg. #1006715. 5/85

FOR SALE: 45 ton Northwest truck crane 1961 110' boom, 30' jib. Dragline and clam set-up. Asking \$40,000 or best offer. B. Sheppard, (415) 487-3653, 2541 Gramarcy Ave., Union City CA 94587. Reg. #1006715. 5/85

FOR SALE: Hy-Dynamic R.T. 1969 50' boom, 20' jib 12 1/2 ton derated to 10 ton asking \$20,000. B. Sheppard, (415) 487-3653, 2541 Gramarcy Ave., Union City CA 94587. Reg. #1006715. 5/85

FOR SALE: BAJA 2 bedroom, furnished, ocean front home. 45 minutes to downtown San Diego. Well developed community with pools, tennis courts and new golf course. Perfect for retiring or vacationing family. \$56,000. Some terms. J. Smallwood, (415) 653-5159, 1036 - 60th St., Oakland CA 94068. Reg. #1870665. 5/85

FOR SALE: 1978 - 1/2 T. A.C., A.T. LO MI. w/ camper shell and boat rack \$5,800; 1977 Pinto x cond. \$2,000; 1976 Dodge motorhome \$12,000. Chuck Ramirez, (408) 637-2464, 101 Dry Creek Rd., Hollister CA 95023. Reg. #1586184. 5/85

WANTED: Parts for 63 or 64 Chev. Nova with a 283 that can be rebuilt and a standard trans. Cecil R. Martin (707) 444-2902, 2862 Lowell St., Eureka CA 95501. Reg. #1504419. 5/85

FOR SALE: 1982 Yamaha 750 Virago, only 700 miles, new condition, must sell \$2,500. Mark Stroud (415) 443-7367, 794 South "M" St., Livermore CA 94550. Reg. #1946478. 5/85

FOR SALE: Sleista camper. Cabover, 8' with jacks. Sleeps 4, stove & ice box \$800. Daniel Ramirez, (415) 782-3112, 2772 Cryer St., Hayward CA 94545. Reg. #1136327. 5/85

FOR SALE: 1971 Winnabago 22' generator, cruise, loaded w/ extras. Good condition 8,950. Dune buggy, fiberglass body, completely rebuilt, new motor. Sharp condition \$2,200. Allan Kelley (415) 846-0210, 3768 Eastwood Way, Pleasanton CA 94566. Reg. #128313. 5/85

FOR SALE: 1965 Warner Swasey duplex carrier, Model #H434A, Truck #3763, 471 Detroit diesel engine, 90X20 tires in good condition. \$4,000. Tom Daniels, P.O. Box 335, Danville, CA 94526. (415) 820-3558. Reg. No. #1913172. 6/85

FOR SALE: Ski Boat, 1969 V Drive Sanger 18' 10" seats four, good cond., w/two axle trailer. Daryl Wolfe, 3563 Oakleaf Drive, San Jose CA 95127. Reg. #1704174. 6/85

FOR SALE: 40 acres. Delta, Utah, 3 miles south of IPP Plant with 2 bedroom house (fixer upper) and a flow-well \$30,000. \$6,000 down and 10% interest. Norman Clemens, P.O. Box 62, Lockeford CA 95237. Phone (209) 368-4613. Reg. #1238702. 6/85

FOR SALE: 5 Acres, Lodi, Galt, CA area. 3 bedroom house, 2 bath, fireplace, 2 car garage, approx. 1500 sq. feet. 12 x 20 patio. 30 x 30 shop. Completely fenced. \$105,000; \$65,000 assumable; \$636.18 mo. 1 1/4% Gibraltar. Norman Clemens P.O. Box 62, Lockeford CA 95237. Phone (209) 368-4613. Reg. #1238702. 6/85

FOR SALE: Save \$2,500. Membership in Thousand Trails R.V. Parks. Nationwide \$4,500 or best offer. Roy Blake, Route 1, Box 443, Crescent City CA 95531. Phone (707) 464-1167. Reg. #1174967. 6/85

FOR SALE: Six year old home. 3 bedrooms, 2 1/2 baths, utility room, large garage. On 1 1/4 acres. Just minutes from Yosemite, Bass Lake and Oakhurst \$89,000. Call (209) 299-3817, Daniel Collins, 6370 N. Temperance, Clovis CA 93612. Reg. #0998883. 6/85

FOR SALE by owner. Older home in Mountainair, New Mexico. 3 bedroom, family room, large kitchen, dining room, front and back porches, good summer home or investment \$42,500. (505) 847-2739. James D. Sanders. Reg. #0820664. 6/85

FOR SALE by owner in Mountainair, New Mexico. 3 bedroom, 2 1/2 bath, large kitchen, fireplace insert, fruit trees, view of mountains \$66,500. (505) 847-2739. James D. Sanders. Reg. #0820664. 6/85

FOR SALE: 2 commercial lots \$4,000. 6 wooded lots \$9,000. all in Mountainair, New Mexico (505) 847-2739. James D. Sanders. Reg. #0820664. 6/85

FOR SALE: 5 acres, double wide mobile home. Fruit and shade trees. Sunroom, large patio w/ adjoining store-room, three miles from town. Quiet and peaceful. Owner will carry note with substantial down payment. Full price \$59,500. Boyd Barney (702) 463-3257, 14 Yermo Lane, Yerington NV 89447. Reg. #0977712. 6/85

FOR SALE: 40A/Large home & shop barn: 16' roll-up door. Just off Hwy. 299, 32 miles east of Redding CA growing corn. Ideal climate. Call (916) 337-6667 or write Ken Brockman, P.O. Box 101, Montgomery Creek CA 96065. \$139,500. Reg. #1226178. 6/85

FOR SALE: 26 ft. travelze trailer. Sleeps 4, 5 new tires. Extra clean. Self contained, 2 way refrigerator, shower, flush toilet, holding tank \$5,500. B.F. Edelman (415) 674-1094, 104 A Elder Drive, Pacheco CA 94553. Reg. #0689209. 6/85

FOR SALE: 20 ton Bay City truck crane 1949. 70' boom, 30' jib. Good condition \$15,500. Martin M. Best, 1010 DeLacy Ave., Martinez CA 94553. (415) 228-8796. Reg. #0736443. 6/85

FOR SALE: Motor home. 1979 Dodge Sportsman, 19'-360. 29,000 miles, 4500 generator, sleeps 4; stereo, TV antennae, cruise control; 10.5 miles per gallon; roof air, dash air, 3 way refrigerator, excellent condition, 2 year, 24,000 mile mechanical insurance \$14,000. Robert C. Weiskotten, 221 W. Herndon Ave. SP 118, Pinedale CA 93650 (209) 435-9134. Reg. #0865583. 6/85

FOR SALE: bath tub enclosure new. Standard size \$60; Hartwick woodstove with warmer, tan and green, \$600. Call (916) 933-6862 Robert A. Campbell, 2480 New York Ravine, Folsom CA 95630. Reg. #0773037. 6/85

FOR SALE: 40' 5th wheel Globe Star trailer, with 5th wheel bar. Two air conditioners. 20ft. awning, washer & dryer, tub and shower, stereo, intercom, queen bed. Can be seen at Idle Wheelers, R.V. Center, 4625 Missouri Flat Rd., Placerville CA 95667; (916) 621-0258. \$11,000 or b.o. Gary Delfino. Reg. #1461541. 6/85

FOR SALE: Cummings V555 late model truck block and all the parts for the short block except the crankshaft. Pump for 580 Case Backhoe, half price. Front end bucket for 933 Catloader \$150 or best offer. 1974 Walking Beam for Eaton Hendrickson, \$50 each. International 13" pressure plate and disk new \$25. Leslie E. Mulhair, 97 Southridge Way, Daly City CA 94014; (415) 333-9006. Reg. #154371. 6/85

FOR SALE: Used tires 14", some half down \$5 to \$10 each. Truck tires 8:25x20, 9:00x20; 10:00x20, \$10 and up.

Electric motors \$12.50 and up. 1/8, 1/4 H.P. Phone Mate answering service \$50, electric adding machine \$25. Lawnmower \$20; Kenmore automatic washing machine in good working condition, being used every day \$40. Leslie E. Mulhair, 97 Southridge Way, Daly City CA 94014. (415) 333-9006. Reg. #154371. 6/85

FOR SALE: 2 1/2 acre, double wide M/H, 2 bedroom 1 1/2 bath, central air and heat, 2 car garage, swimming pool and gazabo with BBQ 824-1363. Terms \$45,000 discount for cash. Gerald Boyle, P.O. Box 743, Corning CA 96021, 824-1363. Reg. #0671365. 6/85

FOR SALE: Ford Truck parts — Late model V8 400 engine (low miles) 5 sp. trans. fl. & rear axle (incl. tires & wheels). 75 gal. saddle tank, HD leaf sp. Bob Tormai, 2050 Redwood Ave., Redwood City CA; (415) 368-4535. Reg. #1522813. 6/85

FOR SALE: 10 acres Sierra foothills. Zoned RE 5. One mile from Hwy. 50 & Shingle Springs, \$60,000 or will consider trade for property on water (Calif. lake or delta) Bob Tormai, 2050 Redwood Ave., Redwood City CA; (415) 368-4535. Reg. #1522813. 6/85

FOR SALE: Armstrong Cable Tool Well Drilling rig mounted on a Chevy 2 ton truck. Complete with tools and welding machine. Phone (916) 824-1363. \$8,000 or best offer. Gerald Boyle, P.O. Box 743, Corning CA 96021. Reg. #0671365. 6/85

FOR SALE: 1974 Dodge Van, 48,000 original miles \$2,250. Ken Wayman, 3002 Hoover St., Redwood City CA 94063. Phone (415) 369-9740. Reg. #1826083. 6/85

FOR SALE: 50' wood navy liberty launch \$5,000 located at Haystack dock, Petaluma, CA. Motor/sailer plans for above \$600. Asa Wright, 4332 Bailey St., Eureka CA 95501; (707) 443-7783. Reg. #1487929. 6/85

FOR SALE: 1961 24' airstream, immaculate \$4,000. Asa Wright, 4332 Bailey St., Eureka CA 95501, (707) 443-7783. Reg. #1487929. 6/85

FOR SALE: Two mobile homes: One 2 bedroom, 2 bath all electric kitchen appliances and air cooler. One 3 bedroom being remodeled. near completion. One cabin-size building, 2 sheds. On 9.6 acres, fenced and year round creek. Two miles to Lake Oroville. \$85,000. Low down, owner finance at 10% int, Eugene S. Wayman, 205 Chapman Ave., So. San Francisco CA 94080; Phone (415) 589-7343. Reg. #0899497. 6/85

FOR SALE: Bass boat 15 foot, aluminum Fisher marine, 45 hp Chrysler motor, electric trolling motor, live well, depth finder, excellent shape \$3,395. Wm. A. Williams, 35122-D Lido Blvd., Newark CA 94560 (415) 794-9714. Reg. #0830852. 7/85

FOR SALE: 9.9 hp outboard boat motor with auxiliary gas tank. Used less than 5 hrs. \$500. Bob Gowan, 11 Seabrook St., Sacramento CA 95828 (916) 689-7153. Reg. #1355143. 7/85

FOR SALE: 1972 Ford C.O.E. moving van 20 ft box hydraulic lift gate. Good condition \$4,500. Bob Gowan, 11 Seabrook St., Sacramento CA 95828 (916) 689-7153. Reg. #1355143. 7/85

FOR SALE: Ranch home on 5 acres. 3 bedrooms, 3 bath, all electric kitchen, wet bar, photo lab, pond, fenced, outbldgs. Very nice. Owner may carry small second. Asking \$192,500. A. Carl Prentiss Jr., 14995 Indian Springs Rd., Rough & Ready, CA 95975 (916) 273-6852. Reg. #1829436. 7/85

FOR SALE: 3 bedroom, wood heat, in good area, close to all schools and shopping. Large yard plus extra lot. \$36,000 cash equity and assume balance on loan of \$16,000. Short drive to Lake Oroville. Martin Archuleta 3309 Ashley Ave., Oroville CA 95966. Reg. #0993894. 7/85

FOR SALE: 22B Dragline BMC Diesel Hendrix bucket \$15,000; 15B Dragline Cat. Diesel Hendrix bucket \$12,500. Gerald L. Lowrey, 1970 Elmer Ave. Yuba City CA 95991 (916) 674-3325. Reg. #289241. 7/85

FOR SALE: 3 bedroom, 2 bath, dining room, living room with fireplace, large garage, lots of shelves, 220 electric, fully insulated w/R-30, solar water heater, cuts electric to 1/2; auto. sprinklers/drips; 12 x 24 barn/shop; RV parking w/elec./water; fruit trees, berries, garden; approx. 100 eucalytus trees for firewood in 5 years. 3 fishing lakes for members only. 1 acre in Coarsegold, Calif. Indian Lakes Estates, 30 mi. N.E. of Fresno, off Hwy. 41; \$71,000. Joe E. Correia, 31389 Blackfoot Road, Coarsegold CA 93614 (209) 683-5113. Reg. #0592866. 7/85

FOR SALE: 10 (ten) acres with house and barn, outbuildings, tractor & misc. tools. \$35,000. Ralph W. Phillips, P.O. Box 381, San Martin CA 95046 (417) 345-7242. Reg. #1142830. 7/85

FOR SALE: Swartz Hydraulic lift bed with winch, mounted on cab over 2 ton Ford truck \$5,000; Garwood 2 1/2 yd dump box and hoist \$500; Cleveland wheel trancher \$1,000; Erwin Anderson, P.O. Box 5672, San Jose CA 95150 (408) 225-0803. Reg. #1230043. 7/85

FOR SALE: 2 bedroom, 1 bath, large loft, near skiing, hunting & fishing, price negotiable. Martin R. Wocken-fuss, P.O. Box 4274, Camp Connell CA 95223 (209) 795-1017. Reg. #1691082. 7/85

FOR SALE: 79 Ranchero G.T. last one made, good cond. \$3,500 or best offer; 79 Ford 3/4 ton rear end complete housing-droms-axels, etc. \$300. L. Morrison, 9890 Barrett Vy. Rd. Sebastopol CA. Reg. # (707) 823-4667.

FOR SALE: 1981 Dodge Ram 1/2 ton pickup, sport model 28,000 miles with shell and boat loader; 12 foot Valco aluminum boat, seats, and 9 1/2 Evenrude motor with 17 1/2 ft. Sharto Travel trailer fully self-contained. Paul Dudley, 4837 Faith Home Rd., Ceres CA 95307 (209) 537-7234. Reg. #0287929. 7/85

Honorary Members

At its meeting on April 14, 1985 it was reported to the Executive Board that the following Retirees who have 35 years or more of membership in Local 3 have been determined to be eligible for Honorary Membership:

Name	Reg. No.
Kenneth Anderson	0549265
Felix J. Basye	0593106
Philip Carvalho	0431534
Arthur Lee Chrisman	0418293
Alva Holmes	0338468
Mario Lucchetti	0610165
John G. Thornton	0577443
William G. Dunn*	0538710
Wally Hobson*	0501846
R.G. Malarich*	0496070
Alfred John Perry*	0598704
Deward Stringham*	0486218
Joseph L. Travers*	0516000

*(To be effective March 1985 — inadvertently omitted from the March 10, 1985 Executive Board Meeting.)

At its meeting on May 19, 1985, it was reported to the Executive Board that the following Retirees who have 35 years or more of membership in Local 3 have been determined to be eligible for Honorary Memberships:

Name	Reg. No.
George F. Azevedo	0640830
Fred Baroni	0598543
Louis Baumann	0535685
Marcel Bloesch	0558778
R. Frank Booth	0636949
Cecil L. Brown	0638381
James D. Carey	0632162
Bennie Ellsworth	0524794
Joe A. Garcia	0425206
Harold Malcolm	0429298
Edwin A. McCreath	0630711
Arthur Medina	0605100
Emil Munson	0516506
John A. Tabacco	0632489
Joe M. Valdez	0405443
Edward Vismara*	0558767
Kenneth Wilson	0589338
Richard Wilhusen	0615157

*(To be effective March 1985 — inadvertently omitted from the March 10, 1985 Executive Board Meeting.)

At its meeting on June 16, 1985, the Executive Board approved Honorary memberships for the following Retirees who have 35 years or more of membership in Local 3:

Name	Reg. No.
James L. Dubose	0643029
Walter Johnston	0418415
Merle Laughlin	0463892
Edward C. Miller	0319732
Wade D. Spittler	0549449
Albert J. Zang	0643084
Lawrence R. Zehnle	0246549

Union mourns death of Norby Flanagan

"We have all been deeply saddened by the passing of our Brother, Norby Flanagan, Apprentice Coordinator for the Fresno District for the past eight years," reports District Representative Ron Wilson. He also represented the Stockton District recently. Norby was a past Executive Board member and a member of the Grievance Committee. He was initiated in September 1960.

Norby will be remembered not only as an outstanding representative for his Union but as a friend to all who knew him. He was always available to help whenever needed and above all, presented a smile that melted barriers.

Norby Flanagan died June 23, 1985 of injuries resulting from a car accident.

To his wife and family we extend our sincere sympathy.

Letter from Mrs. Flanagan

On behalf of my family I want to express our love and gratitude for all the cards, flowers and remembrances sent in memory of my husband, Norby Flanagan. Your expressions of love have been a source of comfort and strength for me. There have been so many friends that it's impossible to thank each of you personally. Again, thank you all.

Imogene Flanagan

ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of Honolulu, Hilo and Maui, which convene at 7:00 p.m.

July

- 9th District 4: Eureka
Engineers Bldg.,
2806 Broadway
- 10th District 7: Redding
Engineers Bldg.,
100 Lake Blvd.
- 11th District 6: Marysville
Engineers Bldg.,
1010 "I" Street
- 18th District 1: Fairfield
Holiday Inn
1350 Holiday Lane
- 25th District 17: Hilo
Kapiolani School
966 Kilauea Ave.
- 26th District 17: Maui
Kahului Elementary School
410 S. Hina Ave., Kahului
- 27th District 17: Honolulu
Special time: 9:30 a.m.
Kalihi Waena School
1240 Gulick Ave.

August

- 6th District 3: Stockton
Engineers Building
1916 N. Broadway
- 8th District 2: Sunol
Sunol Valley Country Club
Hwy. 680 & Andrade Rd.
- 13th District 5: Fresno
Laborer's Hall
5431 East Hedges
- 20th District 8: Sacramento
Laborer's Hall
6545 Stockton Blvd.

September

- 11th District 12: Salt Lake City
Engineers Bldg.
1958 W. N. Temple
- 12th District 11: Reno
Musicians Hall
124 West Taylor
- 19th District 10: Santa Rosa
Veterans Bldg.
1351 Maple St.
- 26th District 9: San Jose
Labor Temple
2102 Almaden Rd.

Bill Markus sworn into office

(Continued from page 1)

mines and sawmills.

Markus served on the Utah Joint Apprenticeship Committee from 1974 to 1979, and from 1979 to 1982 was the only representative for organized labor on the Utah State Private Industry Council.

In 1982, Markus was elected Local 3 Auditor and was named District Representative in District 12, Utah. Since that time he has served as Chairman of the Utah Heavy and Highway Committee, Vice President and Delegate to the Utah State Building Trades, delegate to the Utah State AFL-CIO and member of the Utah State Central Federation of Labor.

He has also served as Secretary on the Utah Joint Apprenticeship Committee, Trustee for Local 3's Pension Trust,

Secretary on the Utah Health and Welfare Trust, and Secretary on the Utah Pre Apprentices, Apprentice and Journeyman Affirmative Action Training Trust. In March of this year, he graduated from the Trade Union Program of Harvard University in Cambridge, Massachusetts.

Business Manager Tom Stapleton praised the election of Markus as Recording-Corresponding Secretary. "I know I speak for all the officers when I say he is unquestionably the most qualified man for the job," he stated. "He demonstrated his leadership ability during his tenure as district representative in Utah, which is one of the toughest right-to-work states in the nation.

We all look forward to working closely with Bill on a day-to-day basis."

Stapleton to chair Hwy. Committee

(Continued from page 1)

disputes on construction projects by promoting project agreements and eliminating jurisdictional disputes without work stoppage or slowdowns.

The National Committee has also formed a joint labor/management information network to provide cooperation and timely information concerning projects and labor costs throughout the country. The purpose of this informational network is to help union contractors remain competitive with their non-union counterparts.

With the increased activity of non-union contractors from out of state, the California Heavy and Highway Committee will undertake an extensive job monitoring program for suspected violations of various labor laws and building codes. Patterned after Local 3's job monitoring program, the Committee will place monitors at selected job sites to document suspected labor law violations by non-union contractors.

The monitors closely observe the construction activity with a particular interest in safety and apprenticeship

managing violations, quality of work performed and the strict enforcement of prevailing wage laws. The monitors keep a daily log on the job, complete with photographs and personal interviews with employees, as a way to document violations in the event of a complaint hearing with the State Labor Commissioner's office.

In commenting on the formation of the Northern California Committee, Stapleton said that the building trades unions "are serving notice on out of state non-union contractors that if they want to do business in California, they will have to comply with the labor laws of our state, or we will have them in court."

Stapleton also said the Committee will establish an informational network with other locals throughout the nation concerning non-union contractors. "With additional information about non-union contractors, we will be prepared to deal with them in an appropriate manner. Knowing how a non-union company operates in other states will be a big help in our attempts to organize them when they come into our state."

LOCAL 3 MEMBERS—Save dollars on your Disneyland trip. Ask for your free membership card. Mail this coupon below to:

Attn: M. Kelly, Operating Engineers Local Union No. 3,
474 Valencia Street, San Francisco, California 94103
Please send me: A Membership card for the Magic Kingdom Club

My name is: _____
(PLEASE PRINT ALL INFORMATION)

Address: _____
(Street number & name, or box number)

City, State & Zip Code _____ Social Security Number _____

CREDIT UNION INFORMATION

Dear Credit Union:
Send me the following brochures, kits or applications.

- Phone-A-Loan Application
- Individual Retirement Account (IRA)
- Vacation Pay Kit
- Easy Way Transfer
- Membership Card
- Homeowner Loan
- Save From Home Kit
- Loan Plus

_____ (my name)

_____ (social security number)

_____ (address)

_____ (city) _____ (state) _____ (zip)

Operating Engineers Local Union No. 3 CREDIT UNION
P.O. Box 2082, Dublin, CA 94568

IMPORTANT

Detailed completion of this form will not only assure you of receiving your **ENGINEERS NEWS** each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

REG. NO. _____

LOCAL UNION NO. _____

SOC. SECURITY NO. _____

NAME _____

NEW ADDRESS _____

CITY & STATE _____ ZIP _____

Clip and mail to Engineers News, 474 Valencia St., San Francisco, CA 94103
Incomplete forms will not be processed



Personal Notes

Reno: Our sincere condolences to the family and friends of Brother Jim Rose who passed away on April 21st.

Congratulations to Gary Wintly and his wife on the birth of their baby daughter on April 12th.

Santa Rosa: Our deepest sympathy is extended to friends and family of our Brother, Chuck Fleming, who died May 5, 1985

Fresno: A BIG THANK YOU to all the great members, families and friends who came and enjoyed our district picnic held on May 18, and a special thank you to the super people who helped put it on!

We will miss our members who have recently passed away and we extend our sympathy to their families and friends: Glen Scott (12/7/84), Nick Gianetti (12/3/84), Roy Kauffman (12/10/84), Robert Cowan (1/6/85), Don Bertoldo (2/1/85), Harold Spurgeon (1/27/85), Clarence Bird (1/13/85), Ovner Pickartz (3/8/85), James Jackson (4/4/85), Roy Worley (3/20/85), Woodrow Martin (4/24/85) and Simon Sanchez (5/11/85).

Voting Results of Dues Resolution

At its meeting on June 16, 1985 the Executive Board concurred in recommendation to certify the final results of the Voting by the membership, on the Resolution submitted by Claude Odom, to amend Article VI (Dues) of the Local Union By-Laws, as follows:

In accordance with the "Procedure for resolving Resolution amending Article VI (Dues) of the Local Union By-Laws, the Executive Board reviewed the vote tally as submitted by the Chairman of the Vote Tallying Committee, elected in each District and the Tellers appointed by the Chairman to assist in tallying the votes, certified the results as follows:

YES (if in favor) 362
NO (if not in favor) 2,027

(Resolution did not pass by a vote of 2,027 to 362. There were 7 challenged votes which was not a sufficient number to affect the outcome of the results, therefore, they were not counted.)