Dues proposal will go to members

Unanimous support at semi-annual

A proposal to make Local 3 dues more equitable for Nevada and Utah members working under addendum agreements gained unanimous support at the July 12 semi-annual membership meeting in San Francisco.

The proposed amendment would allow Local 3 members working under the Nevada or Utah master construction agreements, or under addendum agreements, to have their dues increased based on their wages earned under those agreements.

Currently, members working under those agreements have their dues based upon two hours of the wage-fringe package of the Northern California Master Construction Agreement.

The vote at the meeting enables the members to vote on the proposal in a round of specially called meetings in July and August (see back page for schedule). If adopted, the amendment would increase dues for members who spend all or a substantial portion of their time working under these agreements.

Business Manager Tom Stapleton said the change will make dues fairer, and is part of a continuing effort by the officers and Bylaws Committee to ensure a fair dues structure.

“We’re getting close,” Stapleton said. “We are striving to get rid of inequities in the dues structure.”

If the amendment passes, those working under a master agreement with a reduced wages addendum would pay dues equal to two hours a month of the average wage package of that agreement.

For those working under a master agreement, but working 25 percent or more hours under a master agreement with an addendum, the dues will equal two hours of work a month of a composite wage package.

The composite package would be reached by adding the average wage package of the master agreement to the average package of the lowest addendum and dividing by two.

Eligibility for the composite dues structure depends on a member’s certification prior to the payment of dues and whether the member worked 25 percent or more under an addendum. If a member certifies eligibility for the composite package, their dues will be increased.

Local 3 scholarships

College-bound students honored

College-bound Californians received the two first-place Operating Engineers Local Union No. 3 scholarships for 1986. Business Manager Tom Stapleton announced this month.

The two first place runners up were from Nevada and Utah.

First place winners were Michele Anberg, 18, San Andreas, Calif., the daughter of member William Anberg; and Roberto Fisher, 17, Rio Vista, Calif., the son of member Alvin Fisher. Anberg and Fisher each receive a $1,000 scholarship for use at the school of their choice.

The first place runners up are Wendy Lawson, 17, Stagecoach, Nevada, the daughter of member Charles Lawson; and Lee Sawdey, 18, Heber City, Utah, the son of member Robert Sawdey. Each received a $500 scholarship.

The scholarships were awarded after applications were evaluated by the Undergraduate Scholarship and Honors Committee at the University of California, Berkeley, and approved by Local 3’s executive board June 22.

Michele Anberg’s father joined the operating engineers in 1963. He has been a Local 3 member since 1963.

A graduate of Calaveras High School in San Andreas, Michele will attend University of California, Davis. She plans to study medicine and exercise physiology. Michele also hopes to attend medical school.

A career goal of Michele’s is to become an exercise physiologist with an emphasis on sports medicine. “I am obsessed with the idea of being the best I can be, because I always feel there is room for improvement,” she wrote in her application.

“This, I feel, will help me in my projected career as an exercise physiologist, because I will not only improve myself, but I will also help the athlete to improve,” Michele wrote in her application.

(Continued on page 2)
History offers many worthwhile lessons to those who are willing to learn from it. The fall of the Roman Empire, for example, shows us how one of the greatest empires that ever existed crumbled to barbarian hordes. The Roman citizens refused to take the threat from the north seriously.

The very armies that were supposed to protect the empire from the barbarians were in fact made up largely of barbarian mercenaries, because the Roman citizens were too spoiled and lazy to bother with protecting themselves. Little wonder that these armies eventually turned on their own empire and ushered in a thousand years of darkness.

The dark ages offer some interesting insights, as well. The feudal system was built upon the strength of the lords whose power relied on their armies and their castles. With each passing century, barons bought more and more elaborate castles in order to defend against attacking forces.

Eventually, with the advent of gunpowder, castles became useless, because it was impossible to build one strong enough to resist the explosive power of this new weapon.

We can draw conclusions from these examples of history and the labor movement today. Our members are quite aware by now that the labor movement is in the midst of a real shookdown. Union membership is declining across the nation. Employers have become more militant and aggressive in attacking workers' rights and in undermining union representation.

We can point an accusing finger at big business and at right wing politicians who have been instrumental in getting this project on line, the first three contracts went to non-union firms. A non-union firm was low bidder on the Davis-Bacon wage rates and gave the employer flexibility on some work rules.

The result was that the next three contracts went to union firms. A non-union firm was low bidder on the seventh contract, but, due to our aggressive monitoring program, we succeeded in getting the job awarded to a union firm.

That's the "new warfare" that will enable us to not only survive, but thrive.

I might add that we haven't taken a back seat to anyone in contract negotiations this year. A recent report by the Construction Labor Research Council indicates that average first year increases in new agreements are 40 cents, or 2.2 percent. None of the contracts ratified so far are 25 cents or less. Yes, we now have to live with a few things that we would rather do without. But the best contract in the world isn't worth the paper it's printed on if no one can get work with it.

The bottom line is, our strategy - with the support of our membership - is working. We are taking the non-union employer head on and we are getting more jobs for our members.

We are truly "fighting the good fight."
Courts OK verbal jabs at scabs

You can't use sticks and stones on strikebreakers, but a recent U.S. Supreme Court action upheld the right of strikers to toss epithets at workers crossing picket lines.

The court refused to hear an appeal by the National Right to Work Committee that stated strikebreakers in Virginia were defamed when picketers called them scabs and other choice words.

The case was from a 1977 steelworkers' strike of the Virginia Lime Co., Roanoke Va. The high court's refusal to hear the case let stand a Virginia Supreme Court ruling that the verbal shots were not cause for awarding damages under the state's insulting words statute.

The Virginia high court had overturned a county division awarding nine strikebreakers $99,000 in damages on grounds the words were insults and could lead to violence.

The other case involved a 1980 machinists' strike of the F.E. Myers Pump Co. in Ohio. The state's high court ruled that union members who crossed the picket lines and were called scabs were not entitled to compensation for emotional distress or invasion of privacy.

The court ruled the language by strikers was federally protected speech under provisions of the National Labor Relations Act.

Woodworkers strike

About 8,000 lumber workers struck Weyerhaeuser Co. in mid-June, closing 32 mills and logging sites in Oregon and Washington.

Woodworkers and carpenters rejected Weyerhaeuser's demand for pay cuts and working condition changes. About 7,000 woodworkers and 1,000 carpenters struck after federal mediation efforts failed.

Talks with Weyerhaeuser collapsed when the company insisted on steep concessions and control of work schedules and overtime, say union representatives.

In seeking concession, the timber giant argued that lower labor costs are needed to compete with Canadian imports and wood products from small mills in the Northwest and lower-cost operations in the South.

The unions, however, contend that increased demand for wood products and industry profit gains, particularly by Weyerhaeuser, make concessions unnecessary.

The unions seek national contracts with major timber companies to prevent the industry from pitying lower-paid Southern workers and the better-paid Western workers.

Union members link ideas via satellite

An electronic labor conference linking about 2,500 AFL-CIO members nationwide was held June 14 to discuss issues important to U.S. union members.

The seven-hour conference hooked up members at 20 union halls and other sites by transmitting speakers via satellite.

The "Union Meeting of Air" featured discussions on foreign trade, taxes, organizing labor's new benefits program and the perception of labor in the United States.

Those in attendance blasted federal officials with more than 1,000 questions on various topics affecting labor. The satellite link enabled seven union presidents and officers of four unions to join in the discussions.

The conference gave members a chance to vote in straw polls about labor-related issues.

Workers polled supported a minimum tax on the wealthy and corporations and a tax system based on the ability to pay. There was also support for more federal money for education, health care and public works programs.

On the issue of foreign trade, unionists said U.S. trade laws should deal more effectively with international trading partners. Workers also made clear their disagreement with President Reagan's opposition to trade legislation.

Unions aid farmers

Union members and leaders have joined with farm, church and consumer groups to lobby for the American farmer.

AFL-CIO Secretary-Treasurer Thomas Donahue has said the federation is committed to helping farmers.

A key reason, he has said, is that fewer farms mean a loss of American self-sufficiency and that is a risk to the country.

Federation presidents from farm states have joined the effort to show labor's support for farmers.

An official of the Auto Workers has pointed out that 65,000 jobs in the agricultural machinery field have been lost in the past five years.

Cly Carpenter, president of the National Farmers Union, has said labor's embrace can help farmers.

"In every societal accomplishment that we benefit from today, you'll find organized labor's thumbprint in the development and the hard work and fighting that caused it to come into being," Carpenter has said.

Retirees urged to help Sen. Cranston

To prevent union-bashing and the destruction of workers' benefits and rights, retirees need to organize and act, Machinists International President William Wimpinger told retired workers in late June.

Wimpinger delivered his message in Oakland, Calif., to the second Northern California Political Action Conference, sponsored by the Alameda County Federation of Retired Union Members.

The labor leader told the crowd that senior citizens should gather behind Sen. Alan Cranston, D-Calif., in his re-election campaign against Rep. Ed Zschau, D-Calif.

Voter registration and door-to-door campaigning for Cranston should be aided by retired union members, Wimpinger said.
Marysville work load good

Work in the Marysville, Calif., area is steady and closing in on 1985 levels, District Representative George Morgan reports.

Morgan says the district office is within 74 dispatches of the 1985 total.

Work in the Feather River Canyon is far from complete, Morgan says. At $3.7 million, Stimpel-Wiebelhaus is low bidder on the rip rap and paving.

The contractor has a difficult job because traffic is allowed on Highway 70. Repairing the power houses and have had a fair amount of work this year, the same as last year.

So far this year, consumers have basked in the biggest price decline in 37 years. From February through April, prices tumbled at a rate of 5 percent or less-

Credit for this three-month spell of deflation goes largely to a sharp decline in energy prices. In that time, gasoline prices tumbled 26.5 percent to

levels last seen in mid-1979. But oil prices, which dipped as low as $10 a barrel on the spot market, have stabilized at near $16 a barrel. That is well below the $28 a barrel that prevailed a short time ago, but many economists believe the slide in energy prices has ended.

Baldwin Contracting will do the dirt work and Valley Crane will drive the piling.

G.E.B. Anderson, is working a bridge job at Dry Creek, south of Paradise. C.C. Meyers is working the Oro Dam Boulevard widening and bridge job.

Robinson Construction, Oravelle, is doing the dirt work and paving.

Robinson has begun a bridge job off Feather River Boulevard in Oravelle, Mostatis says, Peterson Tractor, Chico, and Tenco Tractor, Pleasant Grove, have had a fair amount of work this year, Mostatis says.

West side story

Pat O'Connell reports that work has begun to pick up on the west side of the district.

He says that W.M. Lyes is in the final stages of a pipeline project in Willows. In Hamilton City, Baldwin Contracting and MCM Construction have a good start on the $5.2 million Gareul Bridge project.

In the Chico area, Hood Construction has begun a more than $1 million job. In Columbus, Halvelb, Cox has started on a $92,074 sewer main job.

Baldwin Construction has started two sub-projects in Yuba City; a $760,863 job to improve Walton Avenue, and $545,932 worth of work at the business park.

Investment in IUOE pension project

Board of Trustees Chairman Dennis Walton of the IUOE Local 675 Pension Fund receives a check for $4 million from the Union Labor Life Insurance Company. The insurance firm is wholly owned by AFL-CIO affiliated unions and has provided loan financing on the Regency Park Project in Florida.

"Built in 1981, Regency Park has provided ample returns to our fund and was an excellent investment," Walton stated. The income stream will meet debt service and the proceeds of the loan will be used to generate another project to be funded by the pension fund.
Operator high on new crane

by James Earp
Managing Editor

You could say he's sitting on top of the world. Local 3 member Sam Timas is a tower crane operator who's running a state-of-the-art Liebherr Crane on a new Hilton Hotel tower in San Francisco.

Cahill Construction is the general contractor on the 28-story tower, with Herrick Construction subbing the iron work.

Made in Germany with a price tag of $1.3 million, the Liebherr crane is the only one of its kind in operation in the United States. "It's a sweetheart," Timas says from his air-conditioned, computerized cabin. I wish I could take it home with me. It would be hard to disagree with him. Although its oscillating boom removes it from the class of traditional tower cranes, the Liebherr is incredibly smooth in operation.

Job Superintendent Glenn Reed says the 325-ton crane will pick up 35 tons rigged out for capacity. "When I first looked at the construction job site, the only guy on the job who was clean and had a smile on his face was the tower crane operator," Timas says with a grin. "And I knew that's what I wanted to do."

"So I fibbed, told them I had experience which I didn't — and I got a shot at one." Timas admits he did a lot of practicing by coming in on weekends when the job was down, or early before starting time to practice lifts.

Throughout his career, Timas has worked hard to be the best operator possible and has developed a reputation as one of the best in the business. "I'm not the first tower crane operator in the states to run this prototype crane. The union helps operators to develop their skills," Timas says. "The fact we have schools and a way of knowing the operator's history will tend to make the operator better, if they're in the union."

Timas is adamant about the need for qualified journeymen. Having the best operators is the only way the union can maintain wages and benefits, he points out. He admits he doesn't have a lot of patience for an unskilled operator who has no desire to learn and improve.

Working a tower crane really varies from job to job, Timas says. He usually manages to read several books when he works for a general contractor, because the pace is much slower. But that's definitely not the case when you're working with ironworkers, like on the Hilton Tower job.

"You make a lot more picks when you are working with ironworkers," Timas says. "Plus, you have to be more accurate because you have men staring on these columns by their toes waiting for the next 2-ton piece coming at them as fast as you can go it, and still be safe."

"There's no doubt about ironworkers," Timas admits. "They either like you or don't like you. If they don't like you and they're worried about you, they'll shut the job down until they get rid of the operator."

Working in steel erection is a big responsibility, because worker's lives depend upon the skill of the operator. "You have to be professional at what you're doing," Timas says. For him, the responsibility and the challenge of working quickly and proficiently are what make the job exciting.
Outlook could improve
Santa Rosa work picks up

Work in the Santa Rosa area has increased some but is slower than engineers would like to see. District Representative Chuck Smith reports. The Highway 101 traffic from Santa Rosa to the Golden Gate Bridge gets more congested each day, but help may be on the way.

There is an attempt in Sonoma County to double the sales tax to raise the state's 0 percent sales tax, Smith says. A bill passed the Legislature that would allow Sonoma and other San Francisco Bay Area counties to raise the sales tax a half cent for transportation projects.

If the bill becomes law, and Sonoma county voters and the board of supervisors approve a transportation plan, the tax could raise $25 million for projects in the county.

Representative Smith urges union brothers and sisters to contact members of the board of supervisors and ask them to support the increase. Smith believes the increase could provide a lot of work for our members and help the traffic problem.

Syrar Industries is doing well since Syar, John Fay runs the Healdsburg operation for Syar and does a good job of increasing production, Smith said.

Business Agent Rob Wise reports that work in the Sonoma County area was slow in mid-June. All local companies had managed to keep their "regular hands" busy, and there was a fair amount of action at the job placement center. The list is getting low for graduates, blade operators and backhoe operators.

Cherie Pike says her dispatch job would be easier if working members still on the job list ask their employers to send in a recall slip or telephone the hall.

Business Agent Stew Orchard reports that the Dan Caputo Co. at CCPA No. 1 had kept 10 operators busy at the Geysers through June, but cut back in early July.

Pete Barretta should be going strong on the Geysers Road job. The job is about two miles long.

In the Santa Rosa area, Argauna has kept about 35 to 40 brothers busy at various locations, including Sea Ranch, which is a familiar spot for some Arguna employees. Don Dowd Co. does not have as many big dirt jobs going as it would like, but it does have a number of operators working various jobs from Geyserville to Napa.

Representative Smith says as long as union brothers and sisters are interested in his office's grade checking class, there will be job offers. Knowing how to read grade stakes is an important part of our business. If all our members knew how to do it, they could better out-produce non-union workers. Please contact the Santa Rosa office about the class.

Santa Rosa picnic 'wet and wild'

Santa Rosa's picnic on June 28 turned out to be wet and wild, even though there was no rain. A dunk tank rented for the event was a popular item among the picnic goers, especially when District Representative Chuck Smith finally got up on the seat and was downed twice by his grandson.

Picnic attendees also danced to country music (top photo) and got a chance at raffle prizes.

Vice President Bob Bidelgei contemplates throwing the baseball he purchased for the dunk tank (left) and takes a moment with Assemblywoman candidate Johannes Willman, who also attended the picnic.

All kinds of prizes were raffled off at the picnic, including a grade checker's pole which was won by retiree Don Dillon. He promptly sold it to another member.

Santa Rosa work picks up

Nevada Labor Picnic will be held on Saturday, July 10 at the Community Park in Carlin, Nevada. Tickets are $15 per family. There will be food, live music, door prizes, beer and soda. All crafts have been invited for this event. For more information, contact Derlin Proctor in the Reno office. Retirees living east of Love-Lock are invited to attend a retiree meeting to be held at the Carlin Community Park prior to the picnic at 11 a.m. As in the past, there will be no charge for retirees and their spouses and we will begin serving at 12 noon.

Stockton District Picnic will be held Saturday, August 2 at Oak Grove Regional Park in Stockton, from 11 a.m. to 6 p.m. For more information, contact the Stockton office at (209) 943-2365.

Dredgers Annual Picnic will be held on Sunday, August 3 at Oak Grove Regional Park in Stockton. This is a family affair with lots of fun and games for the kids, as well as the "grown-ups." For more information, contact:

Oscar Wilson (415) 223-9488
Marlin Wibbenhorst (707) 429-5008

Retirees can contact Nick Carlson at (415) 685-2589.

Sacramento District Picnic will be held Saturday, August 9 from 11 a.m. to 6 p.m. at Elk Grove Park. Steak, salad, beans and all the fixings, plus free beer and soft drinks are included in the $6 per person price. Children under 15 are free and there is a $2 per car entrance fee into the park.

Reno District Picnic will be held on Saturday, August 9 at Deer Park in Sparks (corner of Prater and Rock Blvd.). The retirees are invited to a retiree meeting at 11 a.m. after which they will be given free entrance into the picnic. Tickets for everyone else can be purchased from the Reno office at $15 per family. There will be pit-roasted beef with all the trimmings and free soft drinks and beer. Festivities start at 1 p.m.

Fresno District Picnic will be held Saturday, August 16 from 10 a.m. to 5 p.m. at the Pistol Range off Herndon and Hwy. 99 (same place as last year). There'll be steak, beans, potato salad, rolls, beer, soft drinks and plenty of fun. Hot dogs served to the kids who don't like steak. Children under 12 free. Contact the Fresno office for ticket information.

Take your picnic!

The ABC's for back to school needs are made...
The Supreme Court has rebuffed an attempt by the Justice Department to limit the ability of unions and other associations to represent their members in court.

In an important 5 to 4 decision, the court held that the United Auto Workers had legal standing to challenge a restrictive Labor Department interpretation of eligibility requirements for trade adjustment assistance.

If the decision had gone the way Justice Department attorneys had urged, organizations would have been seriously limited in their ability to protect the rights of their members.

In the case that reached the Supreme Court, a federal district judge agreed with the Auto Workers that the Labor Department had improperly instructed state unemployment insurance agencies not to count days of leave or vacation toward the length of employment needed to qualify for trade adjustment benefits.

But on appeal, a divided U.S. Court of Appeals for the District of Columbia Circuit ruled the union didn't have legal standing to bring the suit.

It based its conclusion on the fact that many of the workers adversely affected were not union members, most Auto Workers were not directly involved, and the individuals directly affected were not listed as parties to the suit. The 2 to 1 appellate court decision was written by Judge Clement F. Haynsworth Jr., and supported by Judge Antonin Scalia, who has been nominated for the Supreme Court by President Reagan.

Justice Department attorneys representing the Labor Department argued for even more stringent restrictions on the right of associations to represent members.

The AFL-CIO, concerned at the implications of the administration's legal argument, filed a brief supporting the Auto Workers' position as part of a remarkably broad coalition of national organizations.

The coalition included the U.S. Chamber of Commerce, NAACP, National Association of Manufacturers, Chemical Manufacturers Association, Sierra Club and Alliance for Justice.

The Supreme Court's decision permits the UAW to represent its members affected by the Labor Department's interpretation.

Marshall wrote: "And there is no reason to doubt the ability of the UAW to represent its members affected by the Labor Department's interpretation of the law," the federation noted. "Like other segments of society, we have been divided over what the law permits. Now that the court has spoken, we will redouble our efforts to assure both vigorous enforcement and complete compliance."

In one case, the high court upheld a federal court order that Local 28 of the Sheet Metal Workers in the New York City area increase its minority membership to 29 percent. The order also requires the local to take steps to remedy discrimination dating from a time when apprenticeship opportunities were largely limited to children or relatives of members.

(Continued on page 11)
Getting to work on the ocean outfall job was not the normal commute for Local 3 members. The 'Betty L' (top left) is equipped with a helicopter landing pad to carry workers on and off board. On deck of the 'Betty L' is the workhorse of the barge, a 500-ton Clyde Crane (above).

Last section of outfall pipe laid on San Francisco's sewer project

By John McMahon

The end of the line is in sight for the San Francisco sewer outfall line being built by Morrison-Knudsen off Ocean Beach. The $158 million project began in early 1983. Extending four and a half miles out to sea, the outfall line is part of the $1.3 billion Clean Water Project under way in San Francisco.

Using a specially built, 430-foot long derrick barge, the Betty L, Morrison-Knudsen has laid pipe ranging from 12 feet to 8 feet in diameter in water 110-feet deep.

With visibility at that depth less than 18 inches, most of the delicate work is done slowly by underwater radio and by hand. Divers, encased in underwater diving bells and connected to the barge by a lifeline and air hose, stay underwater about 70 minutes each dive.

The workhorse on the Betty L is a Model 42 Clyde crane, rated at 500 tons. It is equipped with a 196-foot boom and a 450-ton counterweight. It sits on a turntable 42-feet in diameter. There is more than a mile of 1 1/4-inch boom cable, and 6,000 feet of 1 1/4-inch cable for the main block. The hoist is powered by two, 1,200 horsepower, supercharged Cummins engines.

The sewer line got off to a bad start during the winter of 1983. In early March, severe storms caused the mooring cables to break, forcing the barge aground at Ocean Beach.

The barge was beached for two weeks until freed by a salvage crew that worked between a steady barrage of Pacific storms using two helicopters, two tugboats and a 200-foot towship. The 6,300-ton barge was then towed to dry dock at the Triple A shipyard, where it underwent repair for nearly a year.

For the 48 operating engineers who worked on the project at its peak, getting to work was not always easy. When the weather was clear, they were flown from the construction yard to the Betty L by helicopter. If the weather wasn't agreeable, they had to take a barge from a trestle on the beach to the site. This often made for a rough commute.

Now that the job is winding down, the trestle is being torn down and the Betty L will go into dry dock for maintenance and refurbishing.
The wrong right-to-work movement

By Karin Chenoweth
California AFL-CIO News

The "right-to-work" movement. The name implies that it aims to secure for all competent people who wish to work the right to obtain a job — and that anyone opposed to a right-to-work law must be conniving to deprive somebody else of that right.

The professed goal of the movement's organization, the National Right to Work Committee, is to combat what it calls "compulsory unionism." Both the name and the professed goal appeal to characteristic American beliefs in fairness, individual rights, self-reliance, and sticking up for the "little guy" in uneven contests with entrenched powers.

But the work of the committee goes far beyond its supposedly single-minded fight against compulsory unionism. For 30 years it has battled unions on many different fronts — showing along the way its hostility to the idea of workers organizing to defend their interests.

The ideas that have inspired the modern labor movement are ironically reflected in the imagery of Right to Work Committee propaganda. American sympathies have been roused at different times by the image of workers braving the cruel tactics of employers. Unions also appeal to the virtues of fairness and self-reliance — as well as a reluctance to involve government in labor disputes. For the collective bargaining system, protected by law, is essentially a mechanism of the free market — something that conservatives ought to favor.

For 30 years, the right-to-work movement has battled unions on many different fronts — showing its hostility to the principle of worker's rights.

Thoughtful conservatives do understand that autonomous unions are an inevitable outgrowth of a free society. Yet the brand of conservatism embodied in the right-to-work movement is so extreme as to deny the validity of this basic form of free association.

The committee and its tax-exempt Right to Work Legal Defense Foundation are most visible to the public in promotional advertisements featuring downtrodden workers (often black), exhausted and desperate in their struggles to be free of union violence and intimidation.

Those appeals for support are often highly deceptive. Insinuations that workers have no protection from violent and powerful unions, and the foundation's claims to work for workers in the public interest, mask the group's opposition to unions.

Once a union wins the right to represent the employees in a workplace — usually after an election, but sometimes after a petition drive — one of the union's first steps is usually to negotiate a union or agency shop agreement for union security.

This means that all employees must join the union within a specified period after being hired, usually 30 or 60 days, or, in the case of the agency shop, that non-union members pay a fee to the union.

The reason union security is considered so important by trade unions is that autonomous unions are an inevitable outgrowth of a free society. Yet the brand of conservatism embodied in the right-to-work movement is so extreme as to deny the validity of this basic form of free association.

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Once a union wins the right to represent the employees in a workplace — usually after an election, but sometimes after a petition drive — one of the union's first steps is usually to negotiate a union or agency shop agreement for union security.

This means that all employees must join the union within a specified period after being hired, usually 30 or 60 days, or, in the case of the agency shop, that non-union members pay a fee to the union.

The reason union security is considered so important by trade unions is that autonomous unions are an inevitable outgrowth of a free society. Yet the brand of conservatism embodied in the right-to-work movement is so extreme as to deny the validity of this basic form of free association.

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**Fringe Benefit Forum**

By Don Jones, Director of Fringe Benefits

We have just concluded another round of pretirement counseling meetings. Many thanks to all engineers and spouses who attended.

The presentation describing the Operating Engineers Credit Union, pension plan and the retiree medical plan was shown at the meetings. The large turnout indicates you believe the benefits have great value. They do.

It also showed that you believe, as we do, that retirement takes careful planning. Knowing how your benefits work is an important step in that planning. Benefits continue to provide retirees and spouses with financial security and medical coverage necessary in retirement years.

If you have questions about your programs and how they work, please get in touch with the Fringe Benefit Counselor.

**Your hour bank**

Working engineers and their families have the added protection of continued coverage if they become unemployed. You can build a hour bank up of 12 months work covered under the plan if you are unable to work.

The hour bank is one of the most valuable features of your health and welfare plan. It protects you and your family with up to 12 months of work when you are unable to work. When you work 90 hours or more in a month, you have a month's coverage. Any of the hours over 90 go into your hour bank until you have built up a 12-month reserve.

Although the fund provides coverage for 90 hours of work, it takes 120 hours of contributions to pay for a month of coverage. The fund receives contributions on an average of 130 hours and it uses the contribution of hours 121 through 130 to maintain a reserve for the hour banks. The extra hours are needed because the cost of coverage keeps going up.

When you use your hour bank in the future, the costs of benefits are higher than now. So the fund has to have a reserve to pay for your benefits then at costs similar to current prices. The surplus is also needed to pay for part of the costs for those who work between 90 and 120 hours.

California and Hawaii Members in these states and the trust fund save if a contract hospital is used

We have written often in this column about contract hospitals. Many engineers who have needed hospital care have saved themselves and the trust funds a lot of money by using a contract hospital along with a utilization review.

We are continually monitoring the Contract Hospital-Utilization Review Program to see that you receive quality care at reduced rates. And remember, your doctor has admitting privileges at a contract hospital. Have your doctor check with the hospital near you.

**Pension plan**

Last year, the trustees amended the pension plan to allow engineers to earn credits for service and benefits in any year, starting with plan year 1981, in which a member worked at least 300 hours in covered employment. The prerequisite requirement was a minimum of 500 hours in a plan year.

Effective Sept. 1, 1985, pension plan provisions were expanded to include new payment options for married engineers. These options permit a member, upon retirement, to choose a reduced monthly benefit payment to ensure a spouse gets 75 percent or 100 percent of the monthly benefit amount if the spouse lives longer than the member.

If these provisions of the health plan and the pension plan have put you in one of those rare moods to search your home to find benefit booklets, relax. New, updated booklets will be mailed to you. When you receive them, read them carefully to determine how the plans work.

As always, if you have questions about any plan provision, get in touch with the Fringe Benefit Counselor or your local district office.

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**Hawaii’s H-1 freeway nearly done**

After more than 30 years and more than $506 million, the H-1 interchange freeway is being completed. Financial Secretary Wallace Lean reports from Point Naval Air Station.

A nine-mile section called H-2 was completed in 1977 for about $44 million, has called the right-to-work movement the "right-to-work-for-less movement." Most right-to-work states are in the South, Southwest and Midwest, where wages are lower and unionization not as prevalent as in the East. States have been permitted to enact right-to-work laws since 1947, when Congress passed the Taft-Hartley amendments to the Wagner Act. But even earlier, a few states had passed such laws. Most notably Florida, where in 1943 a right-to-work law was passed after intense lobbying by such organizations as the Florida Citrus Cannery Cooperative, the United Growers & Shippers Association and the Florida Citrus Producers Trade Association. Right-to-work movement

The term "open shop" was intended to convey that such shops or factories were open to all workers, union or nonunion, whereas the "closed shop" was closed to all but union members.

A slide presentation describing the lot of money by using a contract hospital.

The closed shop, since outlawed by federal law, was a form of union security where any new employee had to be a union member in good standing to be hired.

In reality, the open shop was open only to non-union workers. The contractors trade group, for example, allowed membership to businesses that "pledge themselves to the open shop." Meaning, "not only no dealings with the union, but no employment of union members." The featured speaker at the 1956 exposition was J.C. Creighton, chairman of the American Plan. Similar to the open-shop campaign, this time called the American Plan. Similar to the open-shop campaign, and supported by many of the same organizations, its supposed intent was that "volumes of unionism" was acceptable, while the union shop was "un-American."

The campaign for the open-shop was successful, a success. Union membership dropped from more than 5 million in 1920 to 3.6 million in 1923. Given this pattern of employer resistance to unionization, it is hardly surprising that the post-World War II surge of union membership would provoke a new anti-union drive. But this time, instead of leaving the anti-union message to the manufacturer's and chambers of commerce, a group of prominent Southern business owners began their own, more radical campaign -- the National Right to Work Committee.

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**Right-to-work movement**

(Continued from page 9)
Experience in San Jose shows project agreements save jobs
By Don Luba
San Jose District Representative

It has come to our attention that in recent weeks there exist a certain amount of unrest and dissatisfaction among some operating engineers employed on Guadalupe Corridor projects and some workers under project agreements in the San Jose area.

Engineers working under these project agreements are not receiving wage rates and fringe rates, effective June 16, 1986, as spelled out in the new AGC Master Agreement for Northern California.

It is our feeling that long-term wage increases of June 16 are not in effect, and why the wage and fringe rates in effect prior to June 16 will apply to the Guadalupe project until completion.

Complete execution of the project agreements was given to the membership at every District 90 quarterly meeting since mid-1985. For those not at the meetings, the Santa Clara County Building and Construction Trades spent many hours of dollars and voluntary time on critical arena to make this project a reality, only to see the work on the first three agreements awarded to non-union, out-of-state contractors.

The first, the Downtown Transit Mall, went to Weiss Bros. (now known as Weiss Cal) of McKeesport, Pa., for $30 million. The second and third segment went to Roadway of Oregon, for $3 million and $7 million respectively.

By mid-1985 it was apparent to Business Manager Tom Stapleton, the officers of Local 3 and myself that something had to be done, and quickly, or we could end up with no work in the corridor.

Stapleton, the chairman of the Northern California Heavy and Highway Committee, formed a San Jose subcommittee to look into the serious problem of losing work to non-union, out-of-state contractors.

We analyzed and studied the major disadvantages, one major being that the basic crafts' master agreements expired in mid-1986 and prevailing wage laws only require the successful low bidder to pay the prevailing wages and fringe rates posted on the day the bid award. Those wages and fringe rates would remain in effect for the duration of the job because there were no wage and fringe rates posted by mid-1986 by the city of California.

This placed the union contractor at a serious disadvantage. It was clear what had to be done to keep from losing anymore projects on the Guadalupe Corridor.

Representatives of the basic crafts operating engineers, cement masons, teamsters, carpenters and ironworkers—from 46 counties in Northern California—decided that the individual project agreements were the best way to attack the problem of job losses.

We opted for these agreements because they are for the future, and union contractors were at an economic disadvantage in the bid process.

We had to get the union contractors a voice. The voice will be the fair contracts of non-union contractors. The vehicle was project agreements. They allow union contractors to pay the same prevailing wages and fringe rates the nonunion contractor is required by law to pay. On the day the job is awarded, it is awarded for and the duration of the job.

We also worked out some flexibility in the agreements to allow for some change, as the agreement is awarded and for the duration of the job.

Because of the project agreements, the second and third bids went to one of our union contractors, Raisch Construction, San Jose, for about $32 million. The next six segments to date were awarded to union contractors, despite many nonunion bidders.

Weiss Cal went to Weiss Bros. (now known as Weiss Cal), and the corridor is 20 miles long and work is to be bid in 22 segments.

The seventh segment to date had nonunion Road Way as the apparent low bidder. Granite had the second lowest bid. We successfully protested awarding the bid to Road Way, and Granite got the contract. This was because the Foundation for Fair Contracting monitored Road Way's work on Guadalupe projects and saw some violations of the agreement.

It is important that Local 3 members understand that it's been a difficult struggle in the past.

Because the basic crafts had to enter into project agreements in 1985— the third year of the 1983 through 1989 Master Agreement — nonunion construction work being lost to nonunion contractors, Stapleton entered negotiations on the 1986 through 99 Master Agreement as early as permissible in the spring of 1986.

Stapleton did this so our new wage and fringe rates would be posted as prevailing wages as soon as possible in mid-1986, thereby eliminating the need for project agreements up to the third year of the 1986 through 99 agreement.

I believe that in the explanation of the Guadalupe Corridor and the project agreements there, it is understandable and reasonable to see that it is better to respond to changing conditions than to do nothing and risk losing all the work to nonunion contractors.

Project agreements are a change from what we have been accustomed to in the past. Change for some is difficult to accept, but the trade union movement has a long history of adjusting to changes.

Engineers working for any of the contractors in the Guadalupe Corridor, and those who may work on the corridor in the future, should keep an accurate daily time log. This is a must if your employer works you on the corridor and on various projects covered by the wage and fringe rates of the master agreement.

Any employer signed to a corridor project agreement receives dual monthly fringe billing sheets from our trust fund office. The corridor work fringe rate is $9.60 an hour. The master agreement fringe rate is $9.78 an hour, effective June 16, 1986.

In recent days it has come to our attention that two contractors working the corridor are capable of paying master agreement fringe rates because the flexible work rules (which were incorporated into the master agreement, effective June 16, 1986) kept them competitive with nonunion contractors. This proof of fair contractors will share success with Local 3 when we properly position to succeed as competitors in the marketplace.

Teaching Techs
By Gene Machado, Administrator, Surveyors JAC

Many members of Local 3 may look down on apprenticeship for various reasons, yet apprenticeship is the most important link in the skilled craft work chain.

Apprenticeship is new hope for young people just out of school and looking for a career that will last the rest of their lives. Not many young people who have gone to school for the past 13 to 15 years. An average of 75 percent of their lives up then — want to start their working life going back to school for another three to five years. Going to school should be in the past, as they see it.

For the new person, apprenticeship offers a chance at a job. To the journeyman, an apprentice is a "green weenie" with no experience who is going to slow down the crew. Many of these young people do not have good work habits and are phased out because of this.

The journeyman has no tolerance for those who take their work lightly or don't show up for work on time. Those who apply themselves are more welcome in the work force and are helped along the way by everyone.

The apprentice needs to be taught the skills that are required to actually do the job. A necessary, trained worker will make our industry even stronger. Worker excellence is the only way we can survive against the influx of nonunion contractors in the workplace who take jobs that are rightfully ours.

Apprenticeship has made our union strong, and we must continue to support apprenticeship. Apprenticeship is the most important tool for advancement to party chief and certified party chief. A person can become qualified through apprenticeship or through the joint apprenticeship committee and the old trial-and-error method. Even if apprenticeship is.

It takes a lot of cents to make a dollar. Apprenticeship offers you the chance to make plenty of dollars, so apply yourselves and you will benefit from your efforts.

Notes and ideas
To all first through fourth period apprentices. A few jobs will open up in remote areas. These jobs are hard to fill because a mobile home or trailer is usually necessary. If you have mobile living quarters and want a chance at a remote job, please let us know. There are no remote jobs on file, but if we know you are interested we can help when one opens up.

A reminder to all apprentices. Before you can advance to the next step and higher pay, you must have a Red Cross First Aid card. It takes time to get one, so start now. When you complete your course material and accumulate enough on-the-job training hours you can advance.

It looks down upon, it is an important tool for use by everyone.

Many party chiefs may qualify for certification in one or more of the following six categories: boundary, topographic, light construction, heavy construction, photogrammetric, and agriculture. The Northern California Surveyors Joint Apprenticeship Committee has the necessary certification forms.

Certification requires the following:
• Qualification as a chief of party by the joint apprenticeship committee.
• Verified employment with an apprenticeship-approved company for 1,000 hours as a chief of party in the certification category applied for.
• Passing any apprenticeship committee tests about the category applied for.

If this is important to you, write to the telephone and we will gladly guide you toward certification you may already be entitled to. The address of the apprenticeship committee is 401 Roland Way, Suite 202, Oakland, Calif. 94612. The telephone number is (415) 635-3255.

San Jose Business Agent Max Spurgeon is pictured above with gradechecker Joe Koehler on the San Jose convention center project.
Credit Union

Effective July 1, 1986, the Credit Union board of directors announced new rates for savings programs. Share savings accounts will earn 7.5 percent annually, compounded quarterly. Individual Retirement Accounts will earn 7.5 percent annually, compounded quarterly. The Golden Three service plan, for retired members only, will earn 7.5 percent annually, compounded monthly.

Loan rates change

Many of the loan rates at Credit Union are 14 percent. If you are in the market for a car, truck, 4x4 or van, the Credit Union offers annual percentage rates of 14 percent. The Credit Union has a 13.5 percent Regular Rate for new vehicles, and a 13 percent Saver’s Rate and 13.5 percent Regular Rate for used vehicles. Other loan rates include a Saver’s Rate of 14 percent for travel trailers, boats, motor homes or fifth wheels, and a 16 percent Regular Rate for the same items. Airplanes are available at a rate of 14 percent.

Shared Secured loans are offered at a rate of 10 percent, and unsecured lines of credit are available at 18 percent. The Credit Union has programs available to meet your borrowing needs at rates and terms you can afford.

Mechanical Breakdown Insurance

If you are in the market to buy a new or used vehicle, make sure you check with the Credit Union about Mechanical Breakdown Insurance. This package, offered to Credit Union members only, provides up to five years and unlimited mileage coverage on new cars, or three years and 36,000 miles for used cars. This service is available to meet your mechanical repair needs in the continental United States.

If you have recently purchased a new car and bought the dealer’s service contract but want to save money, call the Credit Union and ask about transferring your coverage to the Mechanical Breakdown Insurance program.

IRAs and tax reform

For those members who participate in an IRA at the Credit Union or any other financial institution, the word on the tax reform issue is not promising. The Senate Finance Committee approved its portion of the tax bill without reinstating the tax deduction on IRA deposits.

The Senate and House bills on tax reform, now being debated by a conference committee of senators and representatives. However, the chance of IRAs maintaining a tax deductible status does not look good.

If you have an opinion on this issue, we urge you to write or call your representative in Washington, D.C., and voice your feelings. An IRA account is one of the few programs that allows each person to have some control over their savings for retirement.

Although a new or used vehicle is an excellent investment, you may not be dependent on Social Security benefits or pension plans that may not generate enough income to allow you to maintain your standard of living upon retirement.

Alcohol, drugs: fact vs. fiction

Fiction: Chemical abusers are “skid row alcoholics” or “drug addicts” who cannot hold a job or function in society.

Fact: Chemical abusers can be found anywhere. They can be professionals, blue collar workers, retirees, housewives or students.

Fiction: People who are chemically dependent get drunk or “high” every day.

Fact: Many people who are chemically dependent do not drink or take drugs every day. However, chemical abusers develop a pattern of time over time of increasing amount of use and are not able to cope with pressure, avoid problems or just to have a good time.

Fiction: Chemical dependency is caused by a lack of “willpower.”

Fact: Chemical dependency is a progressive and fatal disease. People who are chemically dependent need professional treatment for their disease and professional treatment to help them develop the skills to lead their lives free of alcohol and drugs.

Fiction: Chemical abusers have to want to stop drinking and taking drugs before they can be cured.

Fact: Most chemical abusers do not really believe they even have a problem with drugs and alcohol. The key is to get them into treatment right away.

Fiction: If I am a recovering alcoholic or recovering drug addict, I can return to “social” drinking or use any kind of mood altering drugs, and conversely, If I am recovering from drug dependency, I can still drink alcohol.

Fact: Recovering alcoholic can never return to “social” drinking or use any kind of mood altering drugs, nor can a recovering drug user return to “recreational” drug use, or to “social” consumption of alcoholic beverages. You see, alcohol is a drug, too, and you are really “chemically dependent.”

Fiction: Chemical dependency affects many people. Family, friends, co-workers, etc. In many ways these co-abusers are affected in a much deeper sense.

Chemical abuse or dependency is a growing problem. The cost of chemical abuse or dependency is staggering: lost productivity, job losses, and lives lost because of the problems of drugs and alcohol.


Local 3 battles non-union in Utah

Local 3 members in Utah have uncovered some interesting schemes practiced by non-union companies, District Representative Don Strate reports.

The most recent one is by contractor Steven L. Weaver Inc. at work at Hill Aerospace Force Base in Ogden. Three Weaver employees were fired for refusing to participate in an illegal kickback scheme depriving employees of their money and benefits outlined in the Davis-Bacon Act, which applies to government projects.

The suits filed against Weaver Inc. by the three workers confirmed the suspicions strate had of the kickback scheme. The union also filed a lawsuit against the Army Corps of Engineers, Secretary of Defense Caspar Weinberger and Weaver Inc. and Steven L. Weaver, its chief executive officer.

The suit claims Weaver Inc. officials told the three workers they could not receive their money unless each signed an affidavit to kick back some money from their checks. First the workers refused to sign and asked to talk to Weaver. But because of intimidation, the three workers signed the affidavits. Four days later, they were fired because of their initial refusal to go along with the scheme.

Local 3 suit claims the Corps of Engineers and Defense Department failed to adequately ensure enforcement of the Davis-Bacon Act. On behalf of the employees, the union seeks compensatory and punitive damages of $55,000 from Weaver.

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

Alcohol or drugs most commonly used or abused: Beer, Wine, hard liquor, prescription drugs, street drugs and recreational drugs.

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

Does it really help or does it create greater problems?

Is there anyone who feels this is true? We are willing to help you or your family.

If you have a question please call.

All inquiries are handled with strict confidentiality.

Operating Engineers Local Union No. 3

A.R.P.

ADDITION RECOVERY PROGRAM

Call our toll free numbers

In California call: 800/562-3277
Outside of California call: 800/562-2772
Utah workers plagued by anti-union schemes

(Continued from page 12)

natural resources department in a week. Strait says the Associated General Contractors of America and individual contractors are protesting the handling of this affair. Representative Strait is not sure this will help.

"We must not forget that in one political climate, what are considered these untouchable and above reproach politicians can do anything they want because there is nobody to whom they have to answer," he says. "I don't like to sound like a broken record, but politics is now the name of the game and that is what is wrong with that state Sen. Fred Finlinson, the legislator sponsoring the bill to make it legal to bypass the state procurement code, says the bill is also a part in the law that represents Southern Pacific Railroad.” Such work will be demanded by the rising level of the Great Salt Lake.

Strait believes this smells funny because the state is allocating the money to Southern Pacific and having the railroad give the work to Lost Dutchman.

Work watch

G.P. Construction and Acme Concrete were the last leg on Highway 84 west of Tremonton. In July the job should be done in early or mid-August. Business Representative blouse says Utah union members hate to see the end work because the contract negotiations are good to go. He said members hope the two companies get more work in the state.

G.R. Construction, Ogden, is picking up a little work, but things are slow. Myra Brothers has the contract for the topsoil on the Tremonton job, and five of its members were there. Myra is looking for work in Ogden and should start there soon.

Gibbons & Reed's work in Salt Lake City is going well. The company has two shifts and is working on the job at the Smith-Morhucke power plant. They have problems with heavy snow and rain in the spring.

Gibbons & Reed has about 50 pumps working 24 hours a day to keep runoff contained and out of the work. The contractor is pleased on having the rolling 4-10-hour shifts. The mid-June busy time to. The work should be going strong by mid-July.

1986: Western low bid at $1,954,651 for slide repair work on Interstate 80 at Salt Lake and Summit counties. Kiewit was expected to start in late June, which should help the state cut a few more hands to work. Blair reports.

In early June, W.W. Clyde & Co. submitted the low bid of $2,198,499 for the canal rehabilitation work north of Duchesne. Crane rental work with Acme Crane and Shurtell & Andrews has been stopped, down this year.

"Here's hoping their work will pick up the second half of the year," he said.

More work watch


DECEASED DEPENDENTS

MARCH 1986


APRIL

Hawaii report continued

(Continued from page 10)

piles for the pier structure and 60 steel piles for the boat berths.

Representative Lean says Healey Tibbetts ran into some problems with the cost, which went up from the $2.3 million bid to $2.5 million. The work should be done by October. The work was helped along by a traditional Hawaiian blessing, Lean said.

At Kaiser Construction Inc., doing the $60 million Hilton Lagoon job, restaurants, bars, hotel rooms and conference rooms constitute most of the development. A lagoon is also being constructed. Subcontractors are Koga Engineering and Mutual Welding.

Kobayashi Inc. plans a housing subdivision and golf course in Hawaii Kai across from Sandy Beach. Kaiser Development Co. is the developer.

Mills mean work

Construction began in June on a parking deck at Kahala Mall. The deck slugs for sometime this summer. It will add 160 stalls, improve traffic flow and provide access to existing rooftop parking.

The new deck is part of $9 million Kahala Mall renovation that includes construction of 20 shops, some restaurants, and a five-screen movie theater in 75,000-square-feet of space formerly occupied by J.C. Penney.

Construction is expected to begin in early 1987 on Millani Mall, a long-planned pedestrian mall to run the length of Millani Street in downtown Honolulu. A contract for the $900,000 job was to be awarded in late June.

Going up, coming down

A 2,400-unit housing project in Hawaii Kai has won preliminary city approval, Lean says. Kaiser needs to build apartments on a 97-acre parcel between Lunaihmo Home Road and Kualihou Street.

To build, Kaiser needs the zoning changed. The 10-year project would require about $4 million in modifications to Kalanianaole Highway, including pedestrian overpasses and bus bays. Kaiser proposes to hire a traffic manager to coordinate car pooling and pay for modifications to keep traffic moving on the area's lone highway.

In early June, Shamrock Holding Inc. received a loan of $15 million to demolish four old buildings in preparation for its planned 11-story industrial and commercial complex fronting Kapiolani Boulevard. The demolition contractor was Pacific Construction Co. Ltd.

Education update

Summer's here, and everyone is gearing up for the long days of blues skies and clear ocean water. Apprenticeship school has ended for this year, but will start again in late August.

The apprentice supplemental training has ended for the summer, as has Rannie Henderson's plan reading-oiler classes. These classes, part of the apprentice class, were open to journeymen who wanted to better read the engineers' plans and improve on plan reading to become more productive.

With the closing of the plan reading-oiler classes for the semester, the new Instructo Apprenticeship Committee was formed. A man was selected for Kauai, Maui and Hawaii to be taught about the plan reading-oiler class.

Upon completing the class, these instructors can hold classes for apprentices and journeymen in their home-towns. The classes will be on a yearly basis, depending on demand.

Instructors selected were Walter Kan Hai, Maui; Alfred-Isabel, Hawaii, Francis Poai, Kauai, and Rannie Henderson, Honolulu.

Island work outlook

The work situation looks promising on the island of Hawaii. With more than $300 million in projects planned, including the Hyatt Regency Waikoloa and several other large jobs, construction will boom if they gain approval.

On jobs such as these, journeymen and apprentices benefit from job security and training.

On Kauai, work continues slowly. The only major project under way is the Kauai Surf renovation being done by Koga Engineering. There are two apprentices employed by Koga for the job, which should take about two years to complete.

Driver improvement

Representative Lean says members in Hawaii should know that the Operating Engineers Joint Apprenticeship Committee for the State of Hawaii will continue to provide a driver improvement program for all employers covered by the Affirmative Action Training Fund. Services provided include:

- A two-hour combination of pretrip and performance evaluation.
- Maintenance of drivers' records of accidents and violations.
- Review briefings with drivers and clients after accidents or violations.
- An annual eight-hour defensive driving course or alternatives such as the eight-hour tailgating session.
- Advice and assistance to clients when completing requirements of the state's driver training program. There is also participation in a safety awards program.

Work looking up in Contra Costa

Work in east Contra Costa County is better than last year, if that's possible, Business Agent Tom Butterfield says.

Butterfield says Walnut Creek has a lot of commercial work going, but with the passage of Measure H, a building moratorium, we'll be lucky to see a 7-11 convenience store going up next year.

In Concord, the Bank of America building will be complete in September. The second Tishman Tower is just coming out of the ground, as is the twin to the two tall Sanno Towers.

In August, U.S. Steel and its Korean partner, Pohany Steel, plan to let a $300 million bid for new construction and modernization work at their Pittsburg plant. They have threatened to use non-union labor if the building trades don't give large wage concessions.

The dirt is flying in the housing tracts and at commercial sites. Most of the work is by Coggin & Schuette, formerly William G. McCullough Co. Its more than 30 jobs are worth more than $20 million, and at last count, 84 operating engineers were on the payroll.

Coggin & Schuette is an aggressive company that likes to do a project from the storm sewers to the street lights, Butterfield says. He says the hands are as good as they come, and most stay busy all year.

Butterfield says the hands really put in a day's work. It's the kind of atmosphere the non-union contractor has no chance in, he says.

Pictured above is a completed section of the H-1 freeway, the Keahy Middle Street interchange. To the right are Local 3 members William Adolpho, operator and Vernon Ong, oiler on the Ewa Beach job for E.E. Black, LTD.

Two of the shop crews that are helping to keep the iron moving in the East Bay are (top) McGuire & Hester's "Hairtrigger" crew. Left to right are: Jim Walker, Jim Madsen, Chuck Perry, Butch Gray and Charlie Morris. Pictured immediately above is Lone Star's "Sapsucker" crew: Danny Miller, Miguel Ruiz, Ernie Theodore, Billie Gillespie and Rickey Banducea.
Another corridor is proposed near the legendary Lincoln, or mining on the 44 acres. His study indicates reserves of .27 ounces of gold per ton in the area. The report states that 99 "bona fide underwriters" for selling gold mining companies were involved in the project.

The next step in the study is that each corridor will be placed in order of priority, and a public hearing will be held to gather public opinion regarding the corridor idea. A beltway will be created to provide a direct link between communities such as Folsom, Roseville and Sacramento County. This would provide a more direct travel route and increase the economic benefits of the area.

The return of gold mining possible in Amador County

Recent action by the Amador County Board of Supervisors may signal the return of gold mining to the area near Sutter Creek. The area is located in the nearby Lincoln, or mining on the 44 acres. His study indicates reserves of .27 ounces of gold per ton in the area. The report also says that 99 "bona fide underwriters" for selling gold mining companies were involved in the project.

The next step in the study is that each corridor will be placed in order of priority, and a public hearing will be held to gather public opinion regarding the corridor idea. A beltway will be created to provide a direct link between communities such as Folsom, Roseville and Sacramento County. This would provide a more direct travel route and increase the economic benefits of the area.
Official Meeting Notice
Specially Called District Meetings
Regarding Amendment of Article VI
of the Local Union Bylaws

Recording-Corresponding Secretary William M. Markus has announced that at its June 22 meeting, the Local 3 Executive Board approved a round of specially called meetings for the purpose of voting on a proposed amendment to Article VI (Dues) of the Local Union Bylaws. The meetings will be held as scheduled below, pending approval of the proposed amendment at the July 12 semi-annual membership meeting. The proposed amendment will be presented as a special order of business at those district meetings which are being held at their regularly scheduled time (see asterisk). It should be noted that some regularly scheduled district meetings as published in previous issues of Engineers News have been changed, therefore this schedule supersedes any previous notice of district meetings. Members are encouraged to take careful note of the schedule and to attend one of the meetings.

July 15, 1986
San Mateo: Laborers Hall, 300 7th Ave.
3:00 p.m. and 8:00 p.m.

July 16, 1986
Fairfield: Holiday Inn, 1350 Holiday Lane
10:00 a.m. and 8:00 p.m.*

July 17, 1986
Sacramento: Laborers Hall, 6545 Stockton Blvd.
10:00 a.m. and 8:00 p.m.*

July 21, 1986
Kona: Kona Waena School, Kealakekua, HI
7:00 p.m.

July 22, 1986
Hilo: Kapiolani School, 966 Klauea Ave.
7:00 p.m.*

July 23, 1986
Mau: Kahului Elementary School, 410 S. Hina Ave., Kahului
7:00 p.m.*

July 24, 1986
Honolulu: Kalihi Waena School, 12440 Gulick Ave.
2:00 p.m. and 7:00 p.m.*

July 25, 1986
Kauai: Wilcox Elementary School, 4319 Hardy St., Lihue
7:00 p.m.

July 26, 1986
Molokai: Mitchell Pauole Center, Kuanakakal
9:00 a.m.

July 29, 1986
Eureka: Engineers Building, 2806 Broadway
3:00 p.m. and 8:00 p.m.*

July 30, 1986
Redding: Engineers Building, 100 Lake Blvd.
3:00 p.m. and 8:00 p.m.*

July 31, 1986
Griddle: Veterans Memorial Hall, 249 Sycamore St.
2:00 p.m.

July 31, 1986
Marysvllle: Engineers Building, 1010 "1" Street
8:00 p.m.*

August 4, 1986
Stockton: Engineers Building, 1916 North Broadway
3:00 p.m. and 8:00 p.m.*

August 5, 1986
Concord: Sheridan Inn, 45 John Glenn Drive
3:00 p.m. and 6:00 p.m.

August 6, 1986
Sunol: Sunol Valley Country Club, Hwy. 880 & Andrade Rd.
10:00 a.m. and 8:00 p.m.*

August 7, 1986
Santa Rosa: Veterans Building Auditorium, 1351 Maple Street
10:00 a.m. and 8:00 p.m.*

August 12, 1986
Fresno: Laborers Hall, 5431 E. Hedges
3:00 p.m. and 8:00 p.m.*

August 15
Fremont: VFW Hall, 1960 Freedom Blvd.
3:00 p.m. and 6:00 p.m.

August 14, 1986
San Jose: Labor Temple, 2102 Almaden Road, Room BC
10:00 a.m. and 8:00 p.m.*

August 19, 1986
Orem: Steel Workers Hall, 1847 S. Columbia Lane
1:00 p.m. and 8:00 p.m.

August 20, 1986
Salt Lake City: Engineers Building, 1958 W. N. Temple
10:00 a.m. and 8:00 p.m.*

August 21, 1986
Reno: Musicians Hall, 124 West Taylor
3:00 p.m. and 8:00 p.m.

Elko: Stockman's Hotel, 340 Commercial St.
3:00 p.m. and 8:00 p.m.

* Denotes regularly scheduled district meeting.

Fifty-year members honored — Pictured above are eleven of the 25 retirees who were awarded their 50-year Local 3 watches at the semi-annual meeting, Fifty-year honorees listed in alphabetical order are: Richard Beebe, Robert Brodgen, Sterling Carrigan, Jack Carwin, D. Cherrington, H.R. Courtoy, James Croon, Henry Faber, Henry Fernandez, Elmer Ferrari, W.L. Freytag, Robert Hall, Calvin Hogg, Alfred "Buck" Hope, Norman Houge, Guy Jones, Ira Jones, John Keating, Martin Kenoyer, Arthur Kittke, Clarence Mort, Peter O'Neil, E.P. Squarzino, Robert Trask and Virgil Wimper.

High court

(Continued from page 1)

The other case approved, over objections by members of Cleveland's firefighters union, involved an agreement on promotions between the city and minority firefighters that settled a suit against the city. It resolved about half of future promotions for qualified minority candidates.

The court majority found that such a voluntary agreement which is not binding on a union that does not agree, and which a union can challenge in court — meets the guidelines of federal law, even though those benefiting may not have been victims of past race discrimination.

In the third case, the court ruled unanimously that an employer must remedy pay discrimination that existed before the Civil Rights Act became law that's the position the AFL-CIO advocated in its brief to the Supreme Court.

The case involved pay disparities for employees of the North Carolina Agricultural Extension Service. These dated from a time when there were separate black and white divisions serving farmers and homeowners. After the passage of the Civil Rights Act, the divisions were merged and newly hired workers were paid the same rate. But blacks hired before 1965 never had their pay raised to offset the discriminatory difference.

Brennan's decision found the 4th Circuit Court of Appeals was wrong to rule that an employer did not have an obligation to remedy discrimination that had its origins before the law was enacted.

at the meeting, which lasted about 90 minutes. He touched on the negotiations and solidarity that avoided a strike in Nevada in mid-June.

"That really shows you, that when members stick together you can get something," Stapleton said of the contract Nevada members ratified.

Stapleton compared what Local 3 members have received under the new agreements with other building trades unions, and concluded that "We don't have to apologize to anybody for the agreements we've been negotiating for our members."

Stapleton said Local 3 has the best workers because it stresses testing the skills of its members. The skilled, well-trained members of the local help stop the hiring of non-union workers, he said.

"You're what we have to beat the non-union workers, because I'm very confident that we have the best skills," Stapleton told the crowd.

In other business, Stapleton was honored by the international for his dedicated efforts, particularly in the area of occupational safety. The surprise presentation was made by international representative Ben Hill.

The business manager also received a plaque from Assemblyman Dick Boyd, D-Gardena, who praised Stapleton as "the best labor leader we've ever had in this state."

Retiree and former officer Buck Hope takes the floor mike.