



Salt Lake Valley beltway construction in high gear - Pgs. 8 & 9

Important Notice

Please turn to pages 12 & 13 for official information and sample ballots on the election of Local Union #3 Officers and Executive Board Members.



JAC holds annual graduation ceremonies at Rancho Murieta - Pg. 7

Engineers News

Vol. 40, No. 7

Operating Engineers Local Union #3, AFL-CIO San Francisco, CA



July 1988

Pension Plan gets major improvements

Local 3 Business Manager Tom Stapleton announced this month that the Board of Trustees has approved major improvements in the pension plan which will result in benefit improvements of nearly 10 percent for both current retirees and active members.

"A recent analysis of the pension fund indicated that, due to our sound investment program, the pension fund has accumulated a sizable reserve that enabled us to make significant improvements in the plan," Stapleton explained.

The following improvements to the pension plan have been approved:

- Effective January 1, 1988, the benefit factor for active participants will be increased from 2.2 percent to 2.4 percent of contributions for all credit earned after Jan. 1, 1988. This will result in a 9.09 percent increase in the yearly benefit payment upon retirement.

- The minimum disability pension amount will also be increased from 70 percent to 80 percent for disability retirements effective on or after Jan. 1, 1988.

- All retirees currently receiving pensions with an effective date before Jan. 1, 1988 with at least 10 years of credited service will receive a permanent increase of \$50 per month. The adjustment checks will be mailed to all pensioners during the month of September, retroactive to January of this year.

From October on, the new increase will be reflected in each monthly check.

"As we met with the employer Trustees this month, they indicated their desire to have us turn that surplus back over to

(Continued on page 6)

Non union firm gets federal indictments

Weisscal bites the dust



Local 3 Business Manager Tom Stapleton addresses membership at July semi-annual meeting.

Stapleton gives state-of-the-union message at semi-annual meeting

"There is real improvement in our efforts against the nonunion," but we've got a long way to go before the war is won. That was the message delivered by Local 3 Business Manager Tom Stapleton to the membership at the union's semi-annual meeting on July 10.

"In tracking the bids during the first six months of this year, we're finding that we're having a great deal of success on the large work," Stapleton explained, "but the nonunion is still invading the smaller projects and we're losing out in this area. We can't let these smaller firms go free, because next thing you know, they've grown and now they're doing the big jobs."

Stapleton explained that Local 3's leadership role in the Heavy

and Highway Committee has been instrumental in helping to turn the tide against the nonunion. "Our efforts to help the fair union contractor compete in the marketplace have not only helped the members in our own local union, but they are helping other locals who were in far worse shape than us," Stapleton explained. "Arizona has gone from 70 percent nonunion to 23 percent nonunion in less than two years. Some people might think 23 percent nonunion is not that good, but in reality, it's wonderful. They were a defeated place. But they adopted Local 3's procedures and they turned it around."

Stapleton observed that other IUOE locals are not faring so

(Continued on page 3)

A three-year campaign against David Weiss, one of the state's most notorious nonunion firms won a major victory this month when a federal grand jury indicted the contractor on 10 counts of theft from his employees' health and pension funds and two charges of income tax evasion.

Weiss is accused of embezzling more than \$225,000 from the funds and avoiding about \$300,000 in income tax in 1985 and 1986 by concealing assets and income.

David Weiss' company, Weisscal is building San Jose's \$32.5 million transit mall without a union contract.

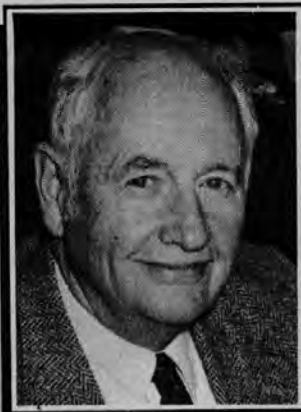
"Three years ago when Weiss submitted the low bid for the San Jose transit mall, we provided the city council with ample evidence questioning the contractor's ethics and ability to do the job," Local 3 Business Manager Tom Stapleton said. "With the exception of a couple of members who believed us, the board voted to give Weiss the job anyway. The people of San Jose and qualified union craftsmen in the area have paid dearly for that mistake."

Stapleton noted that the job has been riddled with controversy, investigations and delays "since the day Weisscal started working."

"We've worked very hard and spent many thousands of dollars to gather evidence of wrong doing on the Weisscal project," Stapleton commented. "I've even heard that Weiss intends to frame his defense around the argument that the building trades unions in the area have exerted pressure on enforcement agencies to investigate and prosecute him. All I can say is, if you operate clean, you shouldn't have to worry who's watching you."

Stapleton observed that the Weiss investigation is a "prime example" of why the union is asking members to participate in the 20-cent contribution program that has been proposed to those who've

(Continued on page 13)



Looking at Labor

By Tom Stapleton
Business Manager

Recently I spent a week in Montana trying to help the Operating Engineer local union there respond to a major crisis. The problem was this: as the union approached negotiations for its master agreement, every employer in the state served notice that they were disbanding from the bargaining unit. Taking advantage of a recent adverse ruling from the National Labor Relations Board, the employers told the union that they would have to hold a representation election in every bargaining unit they intended to negotiate for.

Imagine working for a contractor and without warning you received notice that at the expiration of the current agreement, you were no longer represented by the union and that you would take whatever wages the contractor chose to give you. If you didn't like it, you could go on down the road.

We spent long days travelling from one small town to another, talking to members and telling them how crucial it was that they stick together and support the union in its efforts to put back the pieces. These members were experiencing first hand what happens when the nonunion element gets the upper hand.

Earlier last year, I had a similar experience with another local union down south. The business manager asked me to put together a meeting with Bechtel in order to turn around a job that Bechtel's nonunion arm had bid in his area. We put together the meeting, and during the meeting, he told Bechtel's top labor relations man that if they would run that job union, he would give them top crane operators for \$12 an hour. That's virtually half what their operators normally made.

Bechtel said no. They had already made their decision to run the project nonunion.

Why am I talking about these things? The message is, if we don't keep our ducks in a row, we're going to be in the same boat. Sister locals all around us are falling by the wayside because they waited too long to respond to the nonunion threat. Some of the locals in New Mexico, Colorado and Wyoming have lost nearly everything to the nonunion.

The only reason we're still in good shape is because we took an aggressive stance against the nonunion early on. We fought them every inch of the way with programs we developed from scratch. But the problem is, it costs a lot of money to beat the nonunion—a lot more than we ever anticipated. Our campaign against the nonunion has proved very effective in those areas where we've been able to concentrate our efforts. Contractors like R.A. Hatch, Rail Roadway and Weisscal have been debarred from bidding future work or put out of business entirely because of our program to fight the nonunion.

But we've only scratched the surface. There is a tremendous need to expand our fight throughout the Valley where the nonunion is growing rapidly.

That's why we're asking for the 20-cent an hour contribution that has been discussed in this newspaper for the past two months. In the last negotiated wage increase that took effect June 16, those working under the Northern California Master Construction Agreement received a total package increase of \$.93 an hour to \$1.23 an hour, depending upon the classification. Twenty cents of that increase went into the

(Continued on page 14)

"Sister locals all around us are falling by the wayside because they waited too long to respond to the nonunion threat."



Now we're talkin' Union!

Get your new Local 3 'Union Yes' T-shirt now, while supplies last.

Available at your union hall. Made to last with 100% heavyweight cotton. Attractive blue and green 'Union Yes' logo. Sizes S, M, L, XL, XXL

New low price! \$6 each

Study shows 40 percent difference

Union workers get more pay

Wages and benefits of union workers are 40 percent higher than those of non-union employees, the Bureau of Labor Statistics reports.

The findings are based on a March 1988 survey which showed that the union advantage among blue-collar workers was even greater—nearly 70 percent.

The BLS employer cost index showed that the total hourly compensation—wages and benefits—for all union workers in private industry was \$18.16, compared with \$12.90 for nonunion employees. While the difference in hourly wages was 25 percent—\$12.04 for union workers to \$9.61 for nonunion—the edge in benefits reached 86 percent—\$6.12 versus \$3.29.

The BLS found that union blue collar workers earned \$18.91 an hour compared to \$11.13 for their nonunion counterparts—a gap of 69.9 percent. Again, employer-paid benefits produced the

largest gap with blue-collar union members receiving \$6.68 an hour, and nonunion workers getting just \$2.97—a difference of 124.9 percent. Union wages averaged \$12.24 versus \$8.16 for nonunion—a spread of 50 percent

For various industries, the survey found:

- Union workers in the service-producing industries earned \$17.03 an hour, compared with \$12.13 for nonunion, a 40 percent difference. Benefits were 80 percent higher—\$5.37 union, \$2.98 nonunion.

- Manufacturing industries paid unionized workers \$17.19 an hour and nonunion employees \$16.60—less than 8 percent difference. But union-won benefits were 31 percent more—\$6.45 to \$4.92.

- Unorganized workers in the non-manufacturing sector earned 49.2 percent less than union members—\$12.29 an hour, compared to \$18.34. And benefits were 95 percent higher for union workers.

Job Chase:

More than 4,000 workers lined up for 50 job openings at the E.I. Du Pont de Nemours & Co. plant in Virginia. The entry-level jobs pay \$6.75 an hour.

State employment service officials noted that about half of those applying for work already were employed at low paying jobs, some even working two jobs at the minimum wage scale. Of the 5,000 applications given out, the company said, all but a few were filled out.

The West Virginia AFL-CIO pointed out that the state's official jobless rate of 11.8 percent—the highest in the nation—does not take into account underemployment or discourage workers.

The Dupont plant is nonunion but its wages and benefits generally piggyback on gains won by union workers.



Business Manager Tom Stapleton (left) presents 50-year watches to Peter Houghnes, C.G. Owens, Howard Harris, Bill Beebe, Fred Schalesky, Harry Rosenberg, Bill Poyser, Milton Jacobs and Bill Drummond



Stapleton gives state-of-union address at semi-annual mtg.

(Continued from page 1)

well. Colorado is experiencing 84 percent nonunion penetration in the construction industry. New Mexico has 91 percent nonunion and Wyoming has virtually all its work going nonunion.

Montana is fighting hard to survive after the employers conspired together to break the union. Taking advantage of a recent NLRB ruling called the Deklewa Decision, the employers served notice to the union that at the conclusion of the current agreement, they would no longer recognize the union as the bargaining agent for the employees.

The union was forced to approach every bargaining unit and have its members sign authorization cards to prove to the employer that the union still had majority representation.

"I took a week's vacation and attended about seven meetings and met with the rank-and-file at their request, because they needed all the help they could get" Stapleton recalled. "The way we look at it is, if we can stop the employer from pulling this kind of stunt in Montana, we won't have to fight them in California, Nevada and Utah. So we lend a helping hand when we can to our sister locals."

In discussing the union's pension, Stapleton noted that "we have a 45-cent surplus in the pension. The Carpenters gave their surplus back to the employers, which sets a bad stage as far as we're concerned. Our employers suggested we give the 45 cents back, too. My response to that was, there will be snowballs in hell before they get any of that money back."

Stapleton said that the pension surplus, which has been the result of sound investment strategies is going back into increased benefits for both current retirees and the active membership amounting to about a 10 percent increase for both (see related article this issue).

"Over \$4 million a month in pension benefits goes to our retirees," he observed. "That's a lot of money going back into the economy that is made possible only because our union is strong."

Stapleton spoke out on the need to use good judgement and a variety of weapons against the nonunion.

"Some of our people don't like market area agreements," he said. "We don't like them either. But we put a lot of thought in this area before we moved in that direction. The Laborers, Carpenters and others have taken another route, which we don't feel is good for the industry. Right now the Carpenters just completed a five-year agreement that calls for a total freeze in the wages outside the Bay Area and elimination of their pension for the next two years."

"We approach it in a different way," Stapleton continued. "We



First place scholarship winner Kami Dessert (above) accepts her award at the semi-annual meeting. Pictured left are two more 50-year members who received their Local 3 watches: William Tregembo and Trinidad Hernandez.

don't believe that the people in all areas should be penalized because we have a problem in one or two markets."

Stapleton pointed out that less than six percent of Local 3 members currently work in market area agreements. "Our approach is to

concentrate on the specific market areas that need the help," Stapleton stressed.

"We have to continue our attack. What we've been able to accomplish, we've only been able to do because of your support. Without your support, we're nothing."

SELEC raffle winners picked at semi-annual

Three long time members of Local 3 had their names drawn in a raffle held at Local 3's semi-annual membership meeting held in July. They each won a trip for two to Hawaii.

The drawing was held to draw attention to a fund-raising drive being conducted by SELEC, Local 3's political action committee.

Winner of the first prize, which was to be round-trip airfare and one week stay in Honolulu for the whole family living at home, was retiree Jack Salisbury of Meridian, CA. Second prize, which was round-trip airfare and seven nights stay for two went to Lyle Turpin of Coulterville, CA. And, third prize winner of a trip for two was Roger Beaver of Sacramento.

According to Business Manager Tom Stapleton, the fund-raising effort was a huge success. Beginning in January,

(Continued on page 15)



Local 3 member Donna Lake picks the winning tickets.

Annual scholarship winners announced

The winners of the 1988 Operating Engineers Local 3 Scholarship completion were announced by Business Manager Tom Stapleton at the July semi-annual membership meeting.

First place winners are Kami Dessert of Escalon, Ca. and Joseph Hansen of Sparks, Nev. Both will receive a \$1,000 scholarship to the school of their choice.

First runners up are Geneva Freemyers of Greenville, Ca. and Matt Johanson of Castro Valley, Ca. They will each receive a \$500 scholarship.

The scholarship applications are analyzed by the Undergraduate Affairs Committee at the University of California, Berkeley. Their recommendations are then forwarded to the Local 3 Executive Board for concurrence. The scholarships are then presented to the winners at the Semi-Annual membership meeting held in early July.

Kami Noelle Dessert is the daughter of Vernon Baumbach, a Local 3 member since 1958. Kami attended Escalon High School. She hopes to attend either UC Davis, UC Santa Barbara or Cal Poly, San Luis Obispo to study mechanical engineering.

While attending high school, she was active in the Spanish Club and the Kiwanis Club. She was a Class President, a Class Vice President, Director of Student Body Activities, Prom Chairman and Homecoming Queen. She is listed in Who's Who Among High School Students, was named Scholar/Athlete, was on the High Honor Roll for four years and was Homecoming Queen in 1987.

The first runner up was Geneva Louise Freemyers of Greenville, Ca. Her father is Gerald S. Freemyers. Geneva attended Greenville Junior/Senior High School. She has applied to Norfolk State University of Virginia, Old Dominion University in Virginia and Sacramento State University. She plans on studying English Education to become a secondary teacher.

Geneva was freshman Class Vice President, Sophomore Class President, Secretary to Indian Valley Chapter of Californians for a Drug Free Youth, Student Representative for the Plumas Unified Districts Governing Board and Associated Student Body President. She was the Lions Club Speech Contest Winner, twice named Student of the Month, Homecoming Princess and recipient of the Youth Citizenship Award.

Top male scholarship winner was Joseph Taylor Hansen of Sparks, Nevada. Joseph is the son of Bruce Robert Hansen, a member of Local 3 since 1965.

Having a life long interest in the stars, Joseph has applied to UC Berkeley and the University of Nevada, Reno with the desire to eventually earn a Doctorate Degree

in Astronomy and Physics.

While attending Edward Reed High School in Sparks, Joseph was in the Academically Talented Program, the Debate Team, National Honor Society and the German Club. He received an award and varsity letter for participation in the Academic Olympics, the National Honor Society Award and trophies in Chinese Kempo Karate.

First runner up for the boys scholarship is Matthew Thomas Johanson of Castro Valley. The son of Thomas Edward Johanson, a member since 1965, Matthew attended Castro Valley High School. He has applied to UC Berkeley, UC Santa Cruz, Cal State Hayward and San Jose State University.

Matthew intends to major in journalism and eventually become a newspaper editor. While in high school he was a member of the school band, orchestra and jazz band. He was captain of the varsity newspaper staff, he was Sports Editor and the next year was named Editor in Chief.



Business Manager Tom Stapleton (above) congratulates first place scholarship winner Joseph Hansen and his father, Local 3 member Bruce Hansen of Sparks, Nev. Below, Local 3 member Thomas Johansen of Castro Valley accepts first runner-up award for his son, Matthew, who was not able to attend.



George Meany Award available to eligible union members

The San Mateo County Central Labor Council has announced that applications are being accepted for the 1988 George Meany Award in Scouting. Established in 1974, the George Meany Award is presented to those male or female union members who have made a significant contribution to the youth of their community through scouting.

Since 1974, there have been over 1,000 awards presented by local and state central labor councils throughout the United States. The purpose of this award is to recognize the recipients' outstanding service to youth through the programs of the Boy Scouts of America.

In order to qualify, candidates must be members in good standing

with Local 3, must be active in the Boy Scouts of America. Any interested scouting member should contact Local 3's San Mateo office. Members in other districts may also qualify for the award if their local Scouting Council is participating in the program.

Grievance Committee Election to be held

On August 31, 1988 at 8:00 p.m., at the regular quarterly District 20 membership meeting, there will be an election for a District 20 Grievance Committee Member to fill the balance of an unexpired term left vacant by resignation. The meeting will be held at Sunol Valley Country Club, Hwy. 680 & Andrade Road, Sunol, California.

Bazooka cocaine: deadly new form

A new form of cocaine appearing on the streets poses a "triple threat" to users because of its low price, high potency and quick addictive effect. It is called "basuco," "bazooka," "little devil," "diesel" or "coke paste," and it sells for as little as \$1.00 per vial. It is said to give a faster and stronger high than the cocaine derivative crack.

"Basuco" is the Spanish word for cocaine paste or cocaine sulfate. It is made in a simple, one-step process that produces a highly impure, but devastatingly potent substance. Its power exceeds that of standard cocaine or even the more powerful substance, crack, and it has an enhanced addictive effect.

It is the simple process that makes the product so inexpensive. But potential users must be made aware that the hidden price for abusing this substance is exorbitant. Due to the presence of toxic by-products including high residues of lead, sulfuric acid and other contaminants, it poses a serious health threat in addition to those already associated with cocaine use.

Addiction Recovery Program



For information, confidential inquiries or referral please call:

A non-profit labor cooperative
California (800) 562-3277
Outside California (800) 562-2773

Labor Roundup



Louisiana Governor signs bill

Another state dumps Davis-Bacon

Following through on a campaign promise by newly installed Governor Buddy Roemer, the Louisiana legislature voted last month to repeal the state's prevailing wage law. Roemer had indicated he would sign the bill.

The state's prevailing wage law was put into place in 1968 and several construction trade groups have been trying to get it repealed ever since. Led by the Associated General Contractors and the Associated Builders and Contractors, the groups

pushed a repeal measure through the legislature in 1985, only to have it vetoed by then Governor Edwin Edwards. Edwards left office earlier this year.

Roemer pushed for repeal of the law as part of his campaign to "Get Louisiana moving again," says a spokesman. "The state's economy is devastated," notes Derrel Cohoon, assistant executive director of the AGC of Louisiana. "There is very little state work going on."

State construction funds, which are used primarily for road repair and university construction, have been cut severely because of the fiscal crisis brought on by the bust in the oil patch. Nevertheless, the state legislature's fiscal office predicts that repeal to the wage law will save Louisiana about 17 percent of its construction budget. The total construction budget is about \$110 million.

The savings estimate is disputed by the labor movement. "That argument is bogus," claims Peter Babin, business manager of Operating Engineers Local 406. He says wages would have to be cut almost in half to achieve those savings, using a formula where wages make up about 40 percent of construction costs.

Babin expects, however, that wage rates on state-funded work will drop due to an influx of contractors from neighboring states that pay less. He predicts that wage rates for operating engineers will drop by \$3 to \$4 per hour by next year.

Work of Art:

California artist T. Scott Sayre puts the finishing touches on a 45-foot long oil mural at the Plumbers and Pipefitters Local 467 hall in Burlingame that portrays the history of the American labor movement. At the center of the artwork is a rendering of George Meany, the first AFL-CIO president, surrounded by 70 separate scenes. A history of the local union will be displayed with the artwork.

Building trades will oppose it Nonunion apprentice program to start

California building trades unions are challenging a decision by state authorities to give the green light to two nonunion apprenticeship programs in construction. This marks the first open shop training approved in the state. The state Department of Industri-

al Relations approved separate apprentice programs developed by the San Diego chapters of the Associated Builders and Contractors and the Associated General Contractors of America.

The catalyst for the programs is the state's "little Davis-Bacon Act," which requires contractors on state public works jobs to employ at least one apprentice for every five journeymen in apprenticeable crafts.

Under AGC's program, nonunion contractors will pay starting apprentices 50 percent of prevailing rates for carpenters, painters, drywaller-lathers, cement masons, equipment operators and mechanics. AGC contractors will pay as much as 24¢ an hour per apprentice into a trust fund that will help pay for training classes being set up at local colleges. AGC officials say the program could be expanded to other regions of the state but they concede that a similar open-shop apprentice program developed in Los Angeles and approved by the state last year was overturned on appeal by the building trades.

'Buy America' policy kept

The Senate overruled its Armed Services Committee last month and refused to scrap a 40-year Buy American policy.

It voted by a bipartisan 64-32 majority against allowing the Defense Dept. to import various products it now must obtain from domestic producers except in emergencies. The list includes specialty steel products, textile goods from tents to uniforms, and food products.

At stake are tens of thousands of jobs and in some cases the ability of import-endangered U.S. firms to survive.

The Armed Services Committee sent to the Senate floor a Defense Dept. spending authorization bill that included an amendment by Sen. Phil Gramm (R-Tex.) to substantially reduce the domestic preference.

It would have allowed the Defense Dept. to buy from other countries previously restricted goods if the selling price were at least 10 percent below domestic prices and if the selling country didn't bar its own military market to U.S. goods.

Sen. John Heinz (R-Pa.) led the successful bipartisan drive to retain the Buy American provision.

On the Mall: AFL-CIO President Lane Kirkland addresses the crowd at the American Family Day celebration, held recently on the Washington Monument grounds.

Thousands of union families joined in the festivities, demonstrating their support for national health care, health and parental leave policies. In a children's area, singers, magicians and a Chinese dragon captivated the crowd. The festival was sponsored by the Coalition of Labor Union Women.



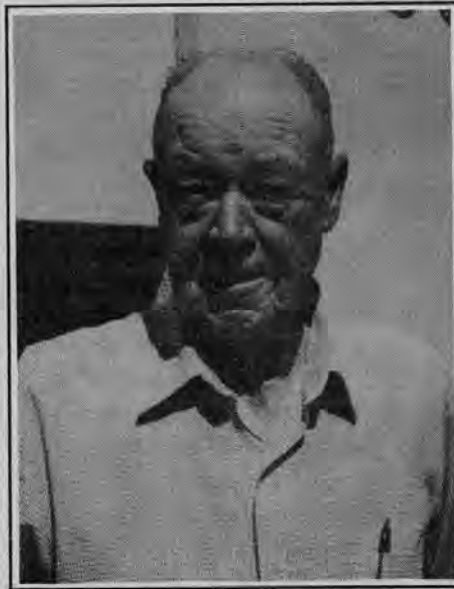
Marysville member wins SELEC raffle

A 40-year member of Local 3, Jack Salisbury of Meridian, CA was the lucky winner in the drawing held at Local 3's semi-annual membership meeting in July. Salisbury won the first prize of a trip to Hawaii that was conducted by SELEC.

Brother Salisbury has been a member of Local 3 since 1941, has been a resident of Meridian (where he tends his walnut ranch) since 1930 and he recently celebrated his 78th birthday. Jack has three children, several grandchildren and great grandchildren.

Jack is the beginning of three generations of Operating Engineers. His son, William, is a member of Local 3, and William's son Steve is also an Operating Engineer.

Jack has worked for Poalus and McEwen and joined Local 3 in 1941 when that employer was organized by Local 3. He has remained a member ever since and has worked on most of the large construction projects in California. Jack has worked primarily as a



Jack Salisbury was first place winner of the SELEC raffle.

dozer or scraper operator. He worked for Teichert when they were working on Immigrant Gap and for Guy F. Atkinson on several dam construction jobs on the Feather River.

Salisbury also worked on the Davis Dam in Portola for Pasqual and Ludwin; Interstate 5 for Gran-

ite; Martes Dam for Carl Woods and Jackson Meadows Dam for Hardiman. He also worked on I-80 over Donner Pass.

Brother Jack says in all his years of Union membership, he has never appeared in *Engineers News*. The Marysville staff can't think of a better way to get mentioned than to win a trip to Hawaii, and help the union by donating to its political program at the same time. From all of the Marysville staff, a giant "Congratulations Brother Jack Salisbury." Go to Hawaii and have a great time, after all these years, you deserve it!

In other Marysville District news, a recent government report indicates there are over 2.3 billion tons of PCC-grade aggregate resources in the Yuba City-Marysville region. And guess who is sitting on this reserve? It is Western Aggregates, who is owned by Centrex. This deposit will be able to supply the local area with PCC-grade aggregate past the year 2035. This is a very serious threat to the material producers in the area and the entire Northern California area stretching down into the Bay Area.

"It is a must that we get this company from Texas signed to an agreement," Morgan said. "This is not going to be easy. We need the help of every member in this District or anyone else that will lend a hand."

Morgan commented that in these times, it is hard to see so many nonunion companies who are growing and have better equipment than the fair contractors. Baldwin Contracting dropped out of the AGC and joined AECE which represents only union contractors. AGC has both union and nonunion members.

Morgan sent personal thanks to those members who helped out on the picket line on Duke Sherwood in Oroville: Cy Houghton, George Cheatum, John Comer, Steve Pittard, George Fritz, Ray Cearley, Ted Rife, Ron Turner, Jimmy Herrera, Bob Lee, Don Callaway and Ken McCullough.

Pension improvements announced

(Continued from page 1)

them in the form of a 45-cent an hour decrease in our pension contribution," Stapleton explained. "We were quite clear in our response that this money belonged to the members and we intended for them to receive it in the form of improved benefits.

"We have unquestionably the best pension plan in the industry," Stapleton observed. "It's due to the skill of our members and the strength of the union. We need to get that message out to the nonunion worker. What qualified operator would be satisfied with nonunion wages when he has a topflight pension and benefits pro-

Report from the President

By Don Doser, President

As your new President, the first thing I would like to say is, Happy Retirement to the past President, Harold Huston. Harold has been in this position for the past 15 years.

A little about myself, I have been working for the past 6 years in the Redding district as District Representative. I have enjoyed representing the Brothers and Sisters in the far north state.



Before that I worked all over the jurisdiction of Local No. 3 for various contractors. Just to name a few: Gibbons & Reed, Asbury Contracting, Flintkote Company, Griffith Company, Cal-ORE Constructors.

In addition to my responsibilities set forth in the By-laws and Constitution, I also handle grievance's in the Construction and related industries, such as equipment dealers, etc. I also chair negotiations on contracts assigned to me by the Business Manager.

I also sit on all the Trust Funds, i.e.; Pension, Health & Welfare, Pension Health & Welfare. We have a strong and healthy pension plan, one of the top in the nation backed by over one billion dollars in assets.

At the last Pension Trust meeting, the Board of Trustees was able to improve the active members future pension credits by over 9 percent by raising the factor from 2.2 to 2.4 effective Jan 1988.

The retired members will be receiving a \$50.00 per month raise.

In closing, I would just like to say that I look forward to serving the membership in the future.

Straight Talk

By Don Luba, Treasurer

Recent weeks of negotiations with the A.C.A. (Aggregate & Concrete Association of Northern California) and Local 3 have successfully concluded with new three year agreements. These negotiations were headed up by Norris Casey and assisted by myself. The negotiations were done separately, as usual, for the Bay Area Material dealers and the Rock, Sand and Gravel producers even though in most cases the employers are the same in these two industries, but the fact remains, they are separate bargaining units.

It is my opinion that these two agreements are good agreements, as they relate to today's material dealers and rock, sand and gravel industries and markets.

The future of these rock-sand producers and material dealers is at best, very uncertain. The dealers are faced every year with more and more crop ups of NON-UNION Material Dealers. The producers are increasingly faced with difficulty in renewing quarrying permits, as the continued urban sprawl surrounds their production sites.

A recent 1986 study completed by the California Department of Conservation, Division of Mines and Geology very strongly indicates the entire future of Rock-Sand Production will take place in the Yuba City-Marysville region.

This same study indicates the target of the best spec rock to be the Dredger Tailings of the old Yuba Gold Fields. Unfortunately, the recent acquisition of 13,000 acres of this prime source of rock sand deposits by a mega-buck national conglomerate named Centex Corporation gives us much concern as to what the future holds for Union production of these natural resources.

One of our existing producers in the Livermore Valley has already received a tentative proposal for a higher spec rock than his company produces, delivered to his plant site in Livermore for a cheaper price than his company can presently produce at his own site. This proposal is calculated on rail shipments from the Yuba Gold Fields area. Obviously, it is reasonable to assume that this material is not being produced with union wage rates built into the economic equation.

Our future task of organizing the non-union has never before been so challenging. The challenge can be made easier and more promising for the future if the working men and women of this country seize upon the opportunities available to them in the upcoming November general elections. An ultra-conservative mood has prevailed in Washington for eight years now, and in that same eight year period, the trade union movement has suffered losses across the board.

The November elections provide an opportunity to shift the Washington mood back to a more moderate position, as opposed to the extreme right that has prevailed.





Pictured above is the entire class of 1988 graduating apprentices who were in attendance at the graduating ceremonies.

JAC graduates apprentices

This year's graduating apprentices were accompanied by hundreds of families and friends who came to enjoy the festivities and celebrate the achievements of those who have worked hard to complete all the requirements necessary to become qualified journeymen.

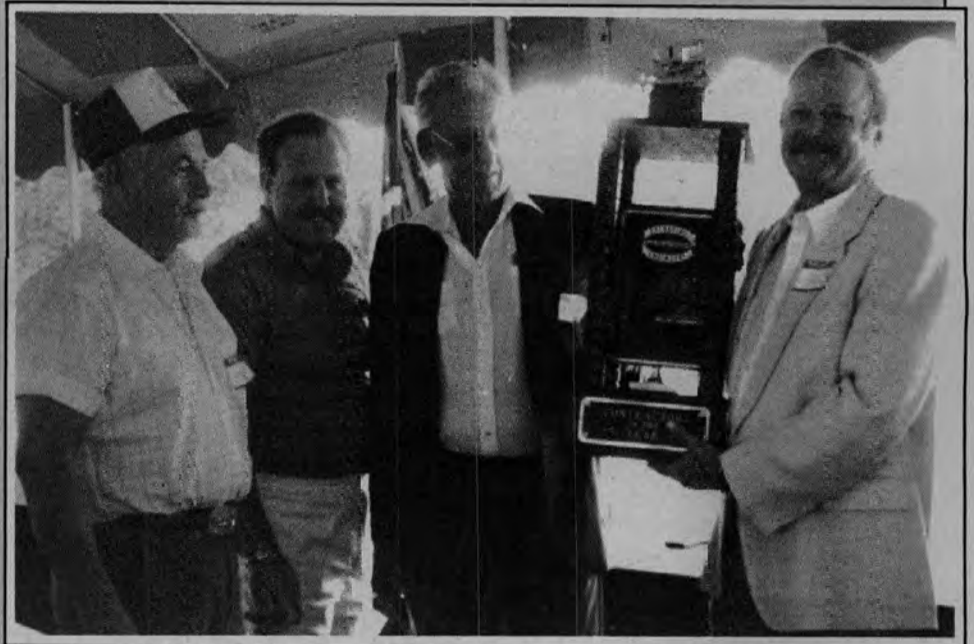
A rock and roll band played music while everyone enjoyed pit-roasted beef with all the trimmings. Contractor of the Year Award went to Mallory-Green Halgh Construction Co. of Sacramento. Runners-up for the award were Argonaut Construction of Santa Rosa and Stimpel-Wiebel-

haus of Redding.

Winner of the HDR Apprentice of the Year Award was David Davidson. Glenn Vander Plaats of Arnold, CA was the recipient of the Apprentice of the Year Award for equipment operators.

In accepting his award, Vander Plaats said: "When I was accepted into the program, I had no way of knowing just how good it would be. It has been fantastic.

He expressed thanks to those in the JAC program who had helped him, as well as Sierra Constructors for providing him with "the best job an apprentice could have."



Winner of the Contractor of the Year Award was Mallory-Greenhalgh Construction. Pictured left to right are Business Manager Tom Stapleton, AGC representative Tom Pappas, Archie Mallory and Jack Greenhalgh.



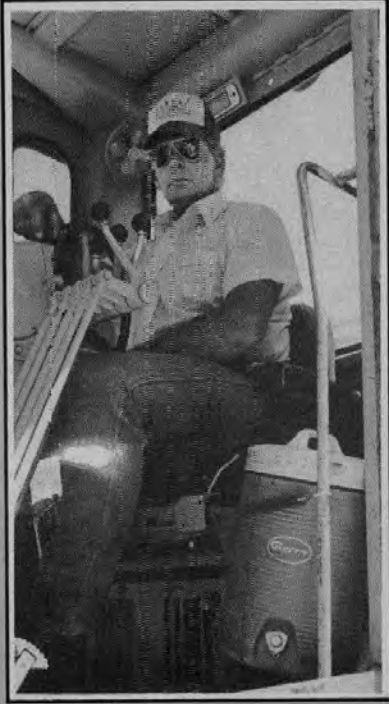
Presenting the HDR Apprentice of the Year Award to David Davidson are Archie Headley, Business Manager Tom Stapleton and Vice President Bob Skidgel.



Heavy equipment operator Glenn Vander Plaats receives Apprentice of the Year Award from Archie Headley, Tom Stapleton and Bob Skidgel.



Merlin Buck, blade man for Gibbons & Reed.



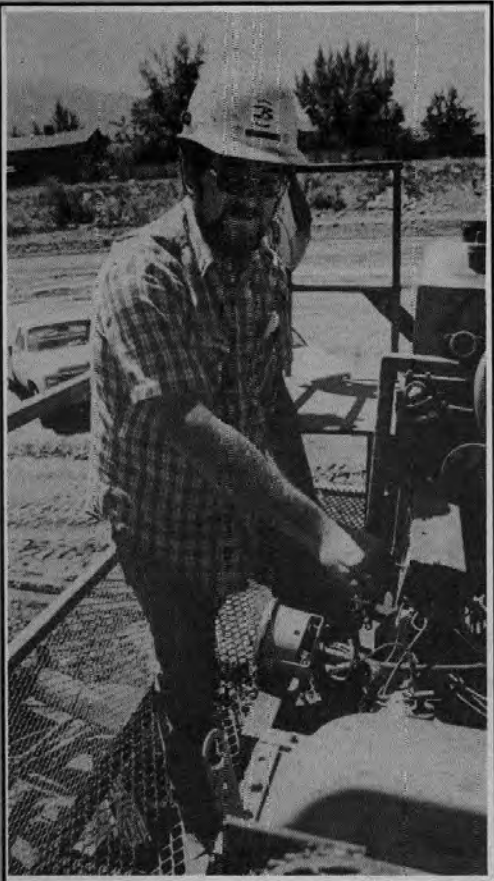
Leggs Facer blade man for Ball, Ball & Brosamer.



Nyle Boyce, mechanic on Ball, Ball & Brosamer job.



Jim Briggs keeps the dirt flying, as he runs a Holland loader.



Pictured above, left to right are Shane Woolsey, foreman; Murray Christiansen, blade man; Nyle Reese, Business Agent; and Buddy Henry, General Foreman. At left, mechanic Bill Dezell works on the Holland Loader.



Dirt flying on Salt Lake Valley

It seems like work on the I-215 Beltway in the Salt Lake Valley has been going on forever, but this year it's really shifted into high gear. Veteran Utah contractors like W.W. Clyde and Gibbons and Reed are doing major sections, as well as some out-of-state union contractors like Ball, Ball & Brosamer.

W.W. Clyde started on a \$4.5 million job at the intersection of I-215 and I-80 near the airport last April. The job, which will link the two expressways together calls for an October 1989 completion date. An unusual feature of this job is that the baserock consists of 158,000 yards of slag hauled in from Kennecott. The relatively light weight of the slag makes it an ideal base for the unstable ground.

Gibbons and Reed has a \$20 million contract at 5th South that is keeping more than 50 Local 3 hands busy. Begun last October, the project entails the construction of five structures and 90,000 yards of concrete paving.

Bartholomew has the subcontract for the paving, which got underway last April.

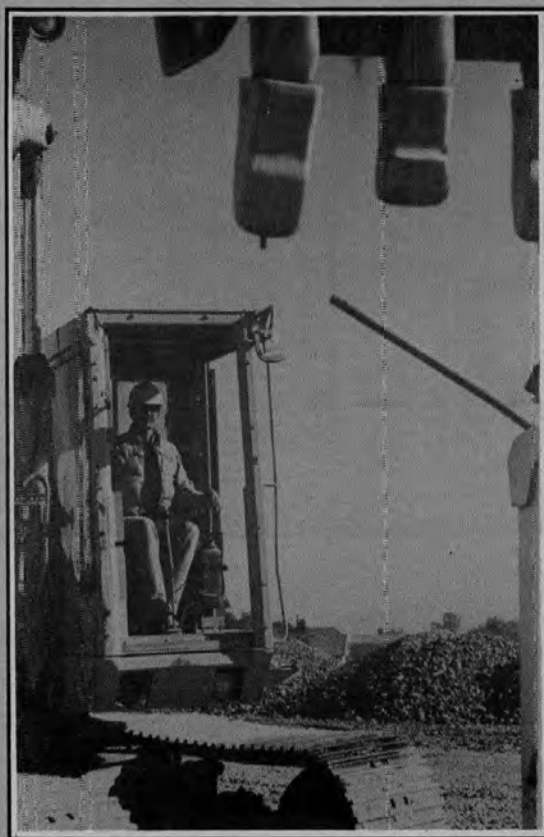
The biggest of the projects currently underway is Ball, Ball and Brosamer's \$29.3 million section up on the base of Mt. Olympia on the



Master mechanic Mike Lange (far left) checks out the Holland Loader for Ball, Ball & Brosamer during lunch break. Pictured immediate left on backhoe is Joe Gruhl. Andy Cook (above) clears away overburden with Cat 988 loader. Workers make a major concrete pour (right) on Gibbons & Reed contract at 5th South & I-215.



land Loader for Ball, Ball & Brosamer.



Pictured top left is Ray Karcich on backhoe for W.W. Clyde. Pictured top right are Glenn Mills, Gen. Superintendent and Jim Carlton, paving superintendent for Gibbons & Reed. Pictured above is Lloyd Woodward, concrete pump operator.

Lake Beltway

East side of the Valley. This project is five miles long and involves the construction of seven structures and a retaining wall. The three-year project, which just got underway in May, will consist of a concrete surface. Nearly 50 operating engineers are employed on the project.



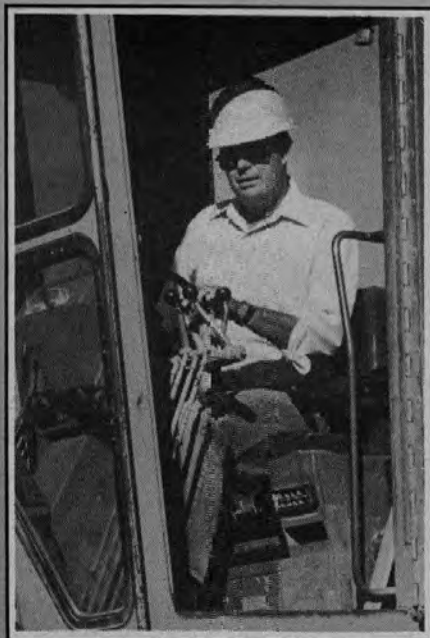
lane Nye runs slope board for Ball, Ball & Brosamer.



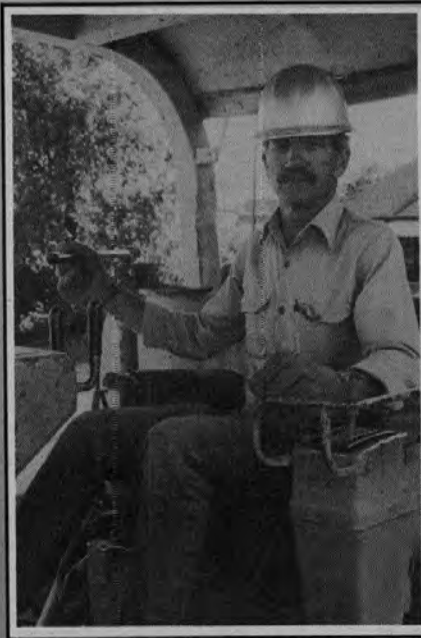
Operating loader for Bartholomew Enterprises is Shirley Seeley



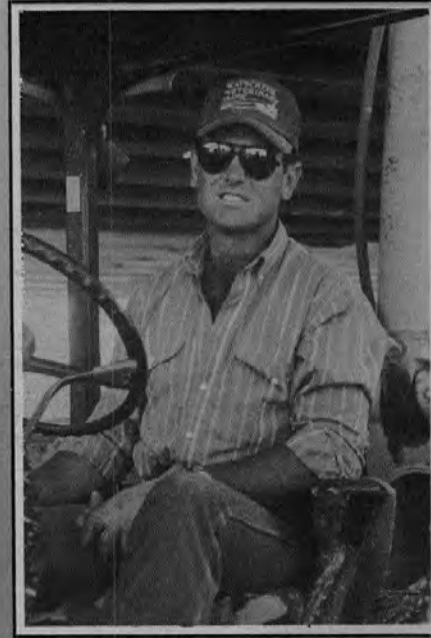
Pictured with Business Agent Nyle Reese (left) are, Ron Lair, Jim Graves, Norm Breeze and John Kopchok.



Wayne Betts, blademan.



Mark Fotou on John Deere Backhoe.



Kelly Stone Bissell on dozer.

Fringe Benefit Forum

By Don Jones,
Director of
Fringe Benefits



Recently as reported in the *Engineers News*, the Internal Revenue Service issued a letter of Favorable Determination on Local 3's annuity Plan. This means the Plan has met the IRS requirements for tax exempt status as a "qualified" Plan that provides retirement income benefits. The Trust Fund office is now addressing three areas of immediate concern:

Annual Statement

This provides you with the detailed information on your Individual Account for 1987 and summarizes employer contributions, investment income, and your account balances for each year of participation. If you do not receive your Statement by August 1, 1988, please contact the Trust Fund Office.

Summary Plan Description

The Summary Plan Description is the Plan booklet and contains the rules and regulations of the Plan as approved by the Department of Labor and the Internal Revenue Service. This is in preparation for printing and will be mailed to you as soon as it is available.

Here are some of the major feature of the Plan:

Individual Accounts

You become a participant with an Individual Account as soon as an employer makes a contribution in your behalf to this Plan. Because your account is immediately vested, you can expect payment on your account under one of the following circumstances.

Distribution

- Upon retirement from the Pension Trust Fund.
- Upon receipt of a Social Security Disability Award.
- Six months after entitlement to State Unemployment Benefits.
- When you have worked less than 300 hours in covered employment in any two consecutive calendar years.
- At death (to your spouse/beneficiary).

Retirees and Beneficiaries

Applications will be mailed to all Participant Retirees and Beneficiaries for payment of Individual Account balances. If you are entitled to a payment and have not received an application by August 1, 1988, please contact the Trust Fund office.

If you have any questions, please contact the Trust Fund office or the Fringe Benefit Center.

Shasta Dam Reunion

It can't be! But it is! The 50th (Golden) anniversary of the building of Shasta Dam. We are planning a reunion for the families of all employees of the Shasta Dam Project including the Pit River Bridge, Clearing, Keswick, etc. Some of you joined us last year for our "warm up" and we hope you will be back along with all of you who couldn't attend.

Our celebration will be the kick-off, followed by the week-long activities planned by the Shasta Dam Area Chamber of Commerce. The reunion will be held from Saturday morning, September 3rd, through Sunday noon, September 4th at the Central Valley Senior Community Center. When you arrive, please go to the Central Valley Senior Community Center to sign the guest book and receive your name tag. For those of you coming in RV's, camping areas will be provided.

We will have a dinner Saturday, September 3rd at 5:00 p.m. for former employees and their families. After dinner on Saturday evening, Ike Geroy and Leonard Grove will be Masters of Ceremonies for a program for your entertainment. Sunday morning, September 4th, at 7:00 a.m. we will have a Pancake Breakfast open to all. The Central Valley Lions and Kiwanas will provide booths selling food and cold drinks available. Buses will leave the Central Valley area every 1/2 hour for the Dam.

Please call for reservations as soon as possible for the Dinner and the Pancake Breakfast. The dinner needs to be prepaid. We only need a count of those planning to attend the Pancake Breakfast.

Do bring your family and come and join us for a fun-filled weekend, and help bring back our memories of 50 years ago.

Committee Members

Ray Rodgers	
Ella Barbera	
Norm Young	(916) 243-1767
Ike Geroy	
Leonard Grove	(916) 275-4194
Hank Bauer	
Bernice Davis	
Reva Richard	(916) 243-2491

Contract physicians program will reduce costs for retirees

The provider Contracting Program, which has been instrumental in containing medical costs for the Local 3 trust funds has just expanded for retirees.

Effective August 1, 1988, in addition to Contract Hospitals, the Retiree Health and Welfare Fund will have contracts with more than 4,500 physicians and 170 labs, X-ray and radiology facilities throughout Northern California.

These providers of quality health care who have agreed to reduce their regular charges for Retired Operating Engineers and their spouses. The new program expands the highly successful Contract Hospital Program, which started in April 1986. The Contract Hospital Program has saved the Pensioned Operating Engineers Health and Welfare Fund over \$900,000 since it started. It has also saved you substantial amount when you or your spouse have needed hospitalization, whether or not you are on Medicare.

I.D. cards to be issued

A list of Contracting Physicians, labs, X-ray and radiology facilities will be sent to you by August 1, 1988. The I.D. cards will have the Utilization Review (necessity and length of hospital stay) phone number for you to call before you go into a hospital.

As indicated on the new card, you can contact the Trust Fund office to find out if a particular physician, hospital or other provider is still on the list, or if a new one was added. You can also call the nearest District office of the Operating Engineers and they will contact the Fringe Benefits Center for the information you need.

Easier to use.

The contracting physician, lab, x-ray and radiology facility program will work very much like the Contracting Hospital Program. It may make things simpler for you because many of the physicians on the list are already practicing at Contracting Hospitals. All the physicians on the list have agreed to use a Contracting Hospital. In addition, they must agree to use a contract lab, x-ray and radiology facility.

How it will work

Use the Contract Physician Program by:

- Selecting a doctor from the Contract Physician List (which will be mailed to you soon.) Your doctor may already be signed up.
- Carrying your Plan I.D. card with you (new ones are being prepared and will be distributed with the Contract Physicians List.)
- Letting your doctor know you are a Participant in this program.
- Assigning payment to your doctor.

Contract Physicians will automatically refer you to x-ray and ra-

diology facilities that are part of this network. All lab work performed at Contracting labs will be paid at 100 percent (a list of Contracting Labs will also be provided to you).

What does it mean in terms of dollars and cents for you? The physician, lab, x-ray and radiology contracts have set reduced rates for contract hospitals, doctors and radiology. Your payments will be less because the total bill will be less. You and the Trust Fund will save money.

Your doctor isn't listed?

Encourage your doctor to contact Affordable Health Care Concepts for information about becoming a Contract Physician. Let your doctor know that he/she will be

(Continued on page 14)

Retiree Meetings

Ceres

Tues. Aug. 2, 10 a.m.

Tuolumne River Lodge
2429 River Rd., Modesto, CA.

Stockton: Eta Chapter

Tues. Aug. 2, 2 p.m.

Operating Engineers Bldg.
1916 N. Broadway

Concord: Mu Chapter

Weds. Aug. 3, 10 a.m.

Concord Elks Lodge # 1994
3994 Willow Pass Rd.

Oakland: Nu Chapter

Thurs. Aug. 4, 10 a.m.

Oakland Zoo - Snow Bldg.
9777 Golf Link Rd.

Reno: Mtg. & Picnic

Sat. Aug. 6, 11 a.m.

Deer Park, Rock Blvd. & Prater Way
Sparks, Nev.

Fresno: Theta Chapter

Tues. Aug. 16, 2 p.m.

Laborers Hall
5431 E. Hedges

Sacramento: Zeta Chapter

Tues. Aug. 23, 2 p.m.

Laborers Hall
6545 Stockton Blvd.

Auburn: Epsilon Chapter

Wed. Sept. 7, 10 a.m.

Auburn Rec. Center
123 Recreation Dr.

Lake County

Tues. Sept. 13, 10 a.m.

American Legion Post # 437
14770 Austin, Clearlake, CA

Santa Rosa: Chi Beta Chapter

Tues. Sept. 13, 2 p.m.

Veterans Memorial Bldg.
1351 Maple St.

Watsonville: Iota Chapter

Thurs. Sept. 22, 10 a.m.

V.F.W. Post 1716
1960 Freedom Blvd., Freedom, CA.

San Jose: Kappa Chapter

Tues. Sept. 27, 2 p.m.

Holiday Inn Park Center Plaza
282 Almaden Blvd.



Your Credit Union will be opening a new branch in the Sacramento area in September, 1988. This branch will make the Credit Union more accessible for our many members in the Sacramento area, and to any Operating Engineers travelling through Sacramento.

In August we will send an announcement to all Operating Engineers in Sacramento and adjoining areas. Watch your mail for details.

The new branch opening is one of the many ways we are trying to make the Credit Union more convenient for our members. Other new services, such as Checking Accounts, ATMs and the C.A.L.L. Service, also make it easy for all members to use the Credit Union.

If you would like 24 hour access to your Credit Union call us and ask for applications for a Checking Account, ATM Card and the C.A.L.L. Service. Please call us at (415) 829-4400 or (800) 877-4444. Members residing in the Utah area should call (801) 261-2223.

Strength and stability

A recent article published in *The Federal Credit Union Magazine* listed the Operating Engineers Local Union No. 3 Federal Credit Union as the 57th largest Federal Credit Union in the United States. Your Credit Union was singled out as having the greatest asset growth in 1987, 15 percent, of any membership category in the top 100.

Operating Engineers also showed the greatest share growth, 16 percent, of any category in the top 100 performing Credit Unions. Loan growth was also impressive: 21 percent in loans placed your Credit Union second in this category.

In addition, our return on assets, 98 percent, was the highest of any of the categories in the top 100 credit unions. This accomplishment is particularly important because return on assets is a major indicator of a financial organization's strength. As a member owned financial organization we realize that behind these figures of financial success lies the real strength of the Credit Union is the Local 3 members.

We want to thank all our members for your support, and with your continued support we can remain strong and provide financial services that benefit all Local 3 members and your families.

Need a car Loan?

Buying a new car is the sec-

(Continued on page 14)

Lots of mountain work for Sacramento

Work in the Sierra Mountains is providing work for many Local 3 members on jobs throughout the range, reports business agent Bill Marshall.

Las Vegas Paving is keeping some of the brothers busy on their \$1.5 million job at Ski Run in South Lake Tahoe. Delta Construction is getting along on their road work job on Highway 50, and Modern Alloys is completing the median strip on time and will be moving to their Folsom job real soon.

Roy E. Ladd, Inc. is employing a lot of operators on three different sites on Hwy. 50 at Kyburz. M.C.M. Construction will be starting their \$10 million bridge job at Kyburz this month and should be putting some brothers to work.

R. A. Nemetz Construction is also keeping the brothers busy on their job at Echo Summit Road on Hwy. 89. Dutra Construction finally got started at the Truckee Airport Erosion Control job and are hoping to get it finished before the snow starts flying.

Claude C. Wood Co. is moving along real well on their Ice House jobs, and at this time, have ten engineers working under the qualified supervision of Harold Meadows who is also the Executive Board member for District 80.

Syblon-Reid has \$5.1 million water treatment project

Syblon-Reid is moving real well on their water treatment plant in Pollock Pines. This \$5.1 million job is a real good job for some brothers. Perata Excavation, Joe Suter Const., John E. Northrop Co., Sittre's Excavating, Larry Pierce Paving, Teichert's plant in Truckee, and contractors in the South Lake Tahoe Basin are keeping the brothers real busy at this time.

Baldwin Contracting is scattered all over Nevada County doing different types of work from private subdivisions to road work at the prevailing rate. R.J. Miles Company in Colfax and Industrial Asphalt in Grass Valley are really busy at this time also.

I-80 job at Donner Summit

Ball, Ball, & Brosamer is the prime contractor on the Interstate 80 job at Cisco Grove. Granite will be putting down two inches of asphalt and Ball, Ball and Brosamer will be laying eight inches of concrete on top of the asphalt on the existing highway from Cisco Grove to Kingvale. They were just awarded the next phase starting at Donner Summit and will stop at the agricultural check point in Truckee. There will be approximately 9-10 operators on the job and hopefully a few more on the next project.

Teichert is moving along on their project at Gold Run under the capable supervision of Les Duffy.

Members living in the foothill area can pick up medical, prescription and vision forms at several lo-

A reminder to Sacramento members, the annual picnic will be held on Sunday, August 7 at the Elk Grove Park. Tickets are available at the office and the agents also carry tickets with them.

cations. The Grass Valley Drug Store and Longs Drug in Grass Valley and the Longs Drug Store in Truckee have the forms available. Ray's Licquor store in Placerville and the Medicine Chest Pharmacy in Pallock Pines also have these forms on hand.

Golf Course going in near Watt Ave. & Elverta Rd.

Business agent Hugh Rogan reports that things are going fairly well in North Sacramento and in Yolo County. Dutra Construction is constructing an 18-hole golf course near Watt Avenue and Elverta

Road. This job will keep about 22 people going for close to ten months. Teichert Construction is about through with their job at the end of Elverta Road.

Arco Arena nears completion

The job at Arco Arena is close to finishing up. R.C. Collet, Granite and Lukenbill have the dirt work and the paving done. It was a good job which lasted about 15 months for the members.

R. C. Collet has a \$1.6 million job on Del Paso Blvd. and a \$2.6 million job on Road 120 and Road 24 in Woodland, which should keep several members busy for the rest of the year.

Although Teichert started out slow this year, they are beginning to pick up some work. They just received a \$1.6 million job in Woodland to move close to 200,000 yards of dirt.

The County of Sacramento is going to put out to bid \$72 million for the Metro Airport which will be three separate bids for rehabilitation of the existing terminals, new roads and runways.



With Safety In Mind

By JACK SHORT
Director of Safety

Safety: A matter of habit

You can get into the habit of being safe on any kind of job, whether at work or at home. The safe way can become something you do matter-of-factly- and do it without stopping to think about it.



Jack Short

Take for example, if you get into the habit of shutting machines off before you make adjustments on them, that habit will keep you from doing an unsafe thing-attempting to work on or adjust moving machinery.

If you get into the safe lifting habit, of lifting with your strong, heavy leg muscles, the habit won't let you lift with your weak back muscles. If you get into the habit of turning with your whole body when handling materials by pointing your toe the way you go, you won't twist and strain your lower back muscles.

Establish good habits like looking at things and asking yourself "What if I do this, will I get hurt?" or "What if I do that, will someone else be hurt?" or by looking around before you start jobs and asking yourself "Why is that guard miss-

ing or why isn't that guard that ought to be there in place?" It's all a matter of habit. Habits will never allow you to overlook first aid for an injury, no matter how small it may seem.

But don't forget that while there's safety in good habits like those we've been talking about, there's pain and danger in bad habits. Take for example the person with the bad habit of getting out on the left side of the car right into traffic without even looking. That habit of theirs could land them where it has landed others. You can probably think of other similar bad habits, ones that you do, right here at work. So then, how do you go about establishing a good habit? There are three simple steps:

STEP ONE: First you start the job right. You learn the safe job habits.

STEP TWO: Secondly, you practice the right habits, and you keep on doing them and doing your job right, properly, safely, every time you do it.

STEP THREE: Finally, you never let a habit slip away. You take no short cuts or chances. You just keep doing what you're supposed to do in the right way, the safe way.

Official Election Notice

An Election of Officers and District Executive Board Members is being held in August 1988, pursuant to Article XII of the Local Union Bylaws. Pertinent sections of Article XII are reprinted below:

ARTICLE XII ELECTIONS

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

Article XII, Section 7, of the Local Union Bylaws states in part: "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 offices and are unopposed. A white ballot will be cast for each of them on August 26, 1988:

Financial Secretary	Wally Lean
Trustees	Ken Bowersmith Pat O'Connell Charles (Chuck) Smith
Auditors	Jack W. Baugh Frank Morales Donald R. Strate
Conductor	William (Bill) Burns
Guard	Ted Wright

Executive Board Members

District 1	Jim O'Brien
District 2	Tee Zhee Sanders
District 3	John R. Dorton
District 4	John Bradbury
District 5	Charles Steele
District 6	Gene Garewal
District 7	Wilfred Houghtby
District 8	Harold Meadows
District 9	Bill Dalton
District 10	James K. Killean
District 11	James Caumiant
District 12	Don Barney
District 17	Nathan Yasso

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 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 card accordingly, place the ballot card in the secrecy envelope, seal it and insert it in the business reply envelope.

Important: Remove stub from ballot card before placing it in secrecy envelope. After you have sealed your ballot card 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 indicates 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, 1988 at the P.O. Box in South 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. 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 18, 1988, or your ballot is destroyed or lost, you should call Tim Yang or Susan Goll collect at Price Waterhouse (415) 393-8500.

NOTE: The Sample Ballot set out on this page is 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.

OPERATING ENGINEERS
LOCAL UNION NO. 3



DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT

FOR

ELECTION OF OFFICERS

OPERATING ENGINEERS LOCAL UNION No. 3
Ballot Box Closes August 26, 1988 at 10:00 a.m.

Business Manager		Vote for One
T. J. "TOM" STAPLETON	Incumbent	+
STAN McNULTY	Gradesetter	+
President		Vote for One
DON DOSER	Incumbent	+
PAUL B. WISE	Certified Chief of Party	+
Vice President		Vote for One
BOB SKIDGEL	Incumbent	+
FRANK ACCETTOLA	Heavy Duty Repairman	+
Recording-Corresponding Secretary		Vote for One
WILLIAM (BILL) MARKUS	Incumbent	+
A. A. "ALEX" CELLINI	Dozer Operator	+
Financial Secretary		Vote for One
WALLY LEAN	Incumbent	+
Treasurer		Vote for One
DON LUBA	Incumbent	+
JERRY WHITE	Excavator Operator	+

TURN CARD OVER
AND CONTINUE VOTING

OP3101

I HAVE VOTED-HAVE YOU?



Trustees		Vote for Three
KEN BOWERSMITH	Incumbent	+
PAT O'CONNELL	Incumbent	+
CHARLES (CHUCK) SMITH	Incumbent	+
Auditors		Vote for Three
JACK W. BAUGH	Incumbent	+
FRANK MORALES	Incumbent	+
DONALD R. STRATE	Incumbent	+
Conductor		Vote for One
WILLIAM (BILL) BURNS	Incumbent	+
Guard		Vote for One
TED WRIGHT	Incumbent	+

VOTE BOTH SIDES

A

Weisscal bites the dust

(Continued from page 1)

just received a five percent increase under the Northern California Master Construction Agreement (see *Looking At Labor*, page 2).

"These indictments against Weisscal are the kinds of rewards that only come with hard work and a lot of money," Stapleton said. "Word of what has happened to Weisscal, R.A. Hatch and others like them gets around the industry and it becomes a very effective tool in convincing some nonunion contractors to stay away from our jurisdiction."

"But we need to expand our efforts," Stapleton explained. "There continues to be tremendous pressure from the nonunion in certain areas of Local 3. We've got to have the money to fight them."

If convicted, David Weiss faces 60 years in prison and \$2.7 million in fines, if given the maximum sentence. The probe that led to the in-

dictments spanned 18 months during which the grand jury and local and federal investigators from five agencies delved into thousands of financial documents.

Weiss also faces 37 charges filed last November that stem from gifts given to city inspectors and which contain allegations that he repeatedly failed to pay the state taxes withheld from employees' paychecks. That case is still pending.

According to U.S. Attorney Joseph Burton, federal investigators uncovered the alleged tax evasion while examining Weisscal's pension plan and other financial records.

Some of those same documents had been the focus of an earlier probe conducted by the U.S. Department of Labor after a laid-off Weisscal worker unsuccessfully attempted to collect health care benefits in 1985. The worker said Weisscal told him his benefits were cancelled when he was discharged.

The Labor Dept. found last November that Weisscal repeatedly fell behind in payments to the pension and health and welfare plans that are mandated by federal and state labor laws; that David Weiss and his wife, Judy, drew health plan benefits without contributing to the plan and that the company's health and pension plans were not properly insured.

The Labor Dept. agreed at that time not to take action against the contractor because he reportedly repaid money taken from the plan and took other steps to meet department requirements. At the same time, though, the department warned David Weiss that criminal charges could follow. The grand jury found that on 10 different dates between December 1985 and August 1986, Weiss moved amounts ranging from \$1,900 to \$85,000 from the health and pension funds to various Weisscal bank accounts.

The San Jose *Mercury News* reported several months ago that investigators were attempting to de-

termine whether the money was used to pay off debts on the East Coast. Weisscal is the California branch of Weiss Bros. Construction Co., Inc. based in Pennsylvania.

Weiss, who lives with his wife in a \$1 million Palo Alto mansion claims through his attorney that there has been no wrong doing.

But U.S. Attorney Burton said there was a "significant criminal offense," even if the money taken has been paid back. "That doesn't affect the charges. It's like a bank robber taking money, getting caught and saying: 'oops, I'd better put it back,'" Burton said.

The indictments are the latest setbacks for David Weiss, who won the transit mall contracts with a low bid of \$29.3 million, some \$3 million below city estimates for the eight-block job.

An investigation conducted by Local 3 at the time of the bid showed that Weiss Bros. was on the edge of financial ruin and had performed substandard work on other jobs, including a pedestrian mall in Charlotte, N.C.

Credit Union

(Continued from page 11)

ond most expensive purchase most people will make, next to buying a home. The Credit Union has 4 ways to save you time and money when buying a new vehicle:

- **Have your loan preapproved** by your Credit Union. This puts you in a better bargaining position when negotiating with a dealer. Our rates range from 7.5 percent to 10 percent, and we offer 100 percent financing.

- **Buy American.** For a limited time only we are giving a loan rate discount to members who buy a new car or truck that is made in America, by an American company. This promotion is our way of supporting American made goods and services.

- **Contact our S-O-S Car Consultant.** We have an In-House Consultant who can help you determine how much the vehicle should cost, locate the vehicle and even negotiate the deal for you. Our Consultant has saved members *thousand of dollars* off the purchase price.

- **Compare the Mechanical Breakdown Insurance (MBI)** contract the dealer offers to what is offered by your Credit Union. You'll find MBI purchased through the Credit Union is hundreds of dollars less expensive, and is often a more comprehensive policy.

In short, the Credit Union can save you lots of money when you are financing a vehicle, and you can be sure you'll be treated honestly and fairly. With a Credit Union loan you'll never find any hidden fees or hidden charges, and we'll work with you to make the whole process as simple as possible.

Call one of our Loan Specialists today for more information on vehicle loans. And don't forget our **Buy American** program is a limited offer, so act now to take advantage of our special low rate. Please call (415) 829-4400, or (800) 877-4444. Members residing in the Utah area should call (801) 261-2223.

Contract physicians program

(Continued from page 10)

joining more than 4,500 doctors in Northern California who are helping to reduce medical costs while providing the same quality care for their patients.

Retirees on Medicare

Your Medicare coverage is your primary payer. When Medicare payment meets or exceeds the Contract allowance, no further payment will be due to a Contract Doctor. When Medicare payment is less than the Contract Rate, payment is due to the Contract Doctor up to the Contract Rate, but not exceed-

Utah governor tries to sneak one through

In what has been described as a politically motivated decision, Utah Governor Norman Bangerter ordered a special session of the Legislature for the week of the Democratic National Convention in Atlanta.

The purpose of the special session was to approve a \$33 million industrial revenue bond for Pacific Engineering and Production Company (PEPCON) to relocate and build a chemical plant in the Cedar City area. PEPCON has an option on 4,800 acres of land. If this approval is given, it would create about 200 very badly needed jobs in that area. The new plant will replace the plant that recently blew up in Henderson, Nevada.

The project appears to have overwhelming support, even among most of Utah's politicians. However, because Bangerter decided to call the session when the Democratic leadership would be in Atlanta for their presidential nominating convention, the political motive of the Republican governor has been called into question.

"To call a special session of the legislature when the governor knew that the Democratic leaders would be on the other side of the country for their party's convention is irresponsible," District Representative Don Strate said. "I wonder what the Republicans are hiding in their bag of tricks this time."

Strate believes that government control of this type is what has created the problems Utah is facing today. "Crippling decisions have been made by the current state administration with no regard to the wishes of the people of Utah."

It reminds Strate of their control of everything from child bearing to burial. The Republicans think the people of Utah can't accomplish anything without the Republicans making all the decisions without any input from the people.

"Brothers and sisters, this must change if we are going to see a brighter future in Utah. This is the time when each of us must get involved and make changes happen. It's not a big inconvenience to anybody to register to vote. This can be done for you at the union hall.

Then take a few minutes of your time on election day and cast your ballot. Believe me, your vote counts."

The highway construction work in Utah is doing well and should continue into next year. It is all very welcome work. However, it is strange that the work picture always seems to improve right before an election. It makes people wonder if maybe the politicians aren't manipulating the work picture to make the voters think they are doing a great job and deserve to be re-elected.

The Operating Engineers have just ended a strike with Shurtleff and Andrews Corporation. The strike took place because the company was determined to cut the contract over a dollar an hour. Through negotiations, we were

able to make some progress, and the company is still behind union competitors over two dollars. Shurtleff wanted the contract to expire December, 1989, which would put Local 3 in the posture of negotiating when there was no work and everybody was laid off.

Final settlement called for an increase of \$2 per hour with the three year contract expiring June 30, 1991.

Most of the sand and gravel agreements have been settled for this year. This industry is flat on its rear, so it looks like a freeze will be the best that can be obtained.

Strate closed with a reminder to support the candidates that will help labor. "Remember, majority rules in government. When you vote, take your friends along with you."



Rank-and-file committee examines productivity

An innovative concept included in the project agreement on the Highway 101 Cloverdale Bypass job with Atkinson-Ostrander is the Productivity Enhancement Committee.

The Committee is made up of representatives from the trades, rank and file members working on the job and the contractors. They meet every two weeks to discuss ways that productivity can be improved.

Pictured above is the Committee. On the left side of the table, from front to back are: Chuck

Smith Santa Rosa District Representative, Tim Blythe, Carpenters Local 751, Rick Wunderlick, Atkinson-Ostrander, and Dick Gregory a Local 3 member. On the right side, front to back are Don Parriott, Carpenters 751, Sandy Murdock of Atkinson-Ostrander, Ray Bass a Local 3 member, Rob Wise, business agent for Local 3 and Don Brenner from Local 3. Standing in the background is Larry Edginton, Research Director for Operating Engineers.

Looking at Labor

(Continued from page 2)

Vacation and Holiday Pay Plan.

We're asking those who received this increase to sign an authorization card that would transfer that 20 cents to Local 3's General Fund, where we can use it to continue and expand the programs that protect your job.

The reason we are taking this approach, rather than asking for a dues increase, is that a deduction

from the Vacation Plan would only impact those members who are working.

If you've received an authorization card for the 20-cent contribution and haven't signed it yet, please do so. It is voluntary. You don't have to do it if you don't want to. But the bottom line is, that 20 cents is a small price to pay for the kind of job protection it will help us provide.

ing the patient coinsurance, deductible or other amounts as required by Medicare.

Two examples:

1) Medicare's payment meets or exceeds the Contract Rate:

Contract Allowance	\$100.00
Medicare Payment	\$100.00
Trust Pays	0
You Pay	0

2) Medicare's payment is less than the Contract Rate:

Contract Allowance	\$100.00
Medicare Payment	\$80.00
Trust Pays	\$16.00
You Pay	\$4.00

Take Your Picnic!

July 31: San Jose

Announcing the upcoming District 90 BBQ Picnic on Sunday, July 31, 1988, at the Hellyer Park in South San Jose. Hours: 11:00 am to 6:00 p.m. There will be fun games for both adults and children, music, raffles, etc. The menu will include: BBQ steaks, beans, salad, french bread, and hot dogs for the children. Wine, beer and soda will be served, too. Price of tickets are \$10 per person. Kids are free. Hellyer Park has recently raised the cost of its parking to \$3. The union has arranged to keep the parking fee at \$2 for members and their families. Please bring your picnic tickets for I.D. at the gate, or if you plan to purchase your ticket at the picnic, bring your dues card. We will have a business agent at the gate to assist the ranger.

and the regular festivities will begin at 1 p.m. Tickets are \$7.50 per person and are on sale now. The menu will be barbecued beef, beans, salad and garlic bread, along with beer and soda.

August 6: Stockton-Ceres

The sixth annual Stockton-Ceres area picnic will be held Aug. 6 from 11 a.m. to 6 p.m. at the Oak Grove Regional Park, which is located at the junction of I-5 and Eight Mile Road in Stockton.

Tickets are \$7.50 per active member and/or adult and \$6.50 per retiree. Tickets will be \$1 more if purchased at the door. Menu includes barbecued steak, hot dogs for the kids, regatoni, salad, French bread, sweet corn, ice cream, free beer and soft drinks.

Tickets can be purchased from business agents or in the Stockton or Ceres halls.

August 7: Dredgers

The 8th Annual Dredgermans Picnic & Barbecue will be held Sunday, August 7 beginning at 1 p.m. Location is at Oak Grove Regional Park at the junction of I-5 and Eight Mile Road. Ticket price of \$10 per adult includes barbecued steak and all the trimmings plus all the beer and soft drinks you want. Kids and retirees are free. There will be games for evRetirees & children free. There is a \$250 parking fee at the park entrance.

August 7: Sacramento

The annual Sacramento Picnic is being held Sunday, Aug. 7 at the Elk Grove Park from 11 a.m. to 5 p.m. Tickets are \$7.50 each and \$4 for retirees. Kids are free. The menu includes roast beef, baked beans, hot dogs, salad, beer and soft drinks. Lunch will be served from 12:30 p.m. to 2:30 p.m.

September 17: Fresno

The Fresno Annual District Picnic will be held on Saturday, September 17 from 12:00 noon until 4:00 p.m. The location is Kearney Park, Oaknoll-A section. Tickets are \$7.00 each, with kids under 12 free.

This year's menu includes barbecue steaks and hotdogs, salad, rolls, beans, beer, soft drinks and cakes. There are plenty of shade trees in the park to beat the heat. Entry into the park will be waived by way of a voucher you receive when you get your ticket. Tickets are available at the district office or from any of the business agents. We encourage you to get your ticket ahead of time so that we can order enough steaks.

Work picking up in Santa Rosa

Business Agent Rob Wise reports that work in the Santa Rosa area is starting to pick up. On the Cloverdale by-pass on Highway 101 the projects by Atkinson/Ostrander and Ghilotti Bros. are in full gear.

There are quite a few small jobs being bid and some local contractors are getting their share.

"I would like to acknowledge the 40 plus Operating Engineers who have been participating in bi-monthly meetings of the Volunteer Organizing Committee in the Santa Rosa area," Wise said.

"This grass roots organization is composed of Teamsters, Operators and Laborers who have realized we have a nonunion threat in this area and furthermore, they are willing to do what is necessary to save their work.

"There are a lot of talented and hardworking volunteers who are making a difference," he added. A good example is Donna Lake who worked many hours on designing a logo and Dennis Douglass who sold 20 shirts the first day he had them. "As union members, we need to be seen and identified as union workers," Wise said. "The Public Relations Committee of the Volunteer Organizing Committee on which Dennis and Donna serve recognized this need for **union visibility** and they have done something about it."

That's what the Volunteer Organizing Committee is doing, "Finding something to improve and doing what it takes to make it better". The Committee is actively recruiting members and urges you to call 546-2487 and get information on the next meeting. **It's Your Union, Be A Part Of It.**



The weather cooperated and the steaks were grilled to perfection, as usual, at the annual Santa Rosa picnic held in late June at the Sonoma County Fairgrounds. Even the local politicians had a good time. Being introduced by District Representative Chuck Smith is Local 3 endorsed candidate for the Board of Supervisors Tim Smith.

August 6: Reno

Reno will be holding its annual picnic Saturday, Aug. 6 at Deer park, corner of Rock Rd. and Prater Way in Sparks. As in the past, there will be no charge for retirees and their spouses. The Retiree meeting will be held that day at 11 a.m. at the park.

Retirees will be served at noon

District Meetings

District meetings convene at 8 p.m. with the exception of District 17 meetings, which convene at 7 p.m.

August

- 29th **District 8: Sacramento**
Laborer's Hall
6545 Stockton Blvd
- 30th **District 3: Stockton**
Engineers Bldg.
1916 North Broadway
- 31st **District 2: Sunol**
Sunol Valley Ctry. Club
Hwy. 680 & Andrade Rd

September

- 7th **District 12: Provo**
Provo City Power Bldg.
251 West 800 No.
- 8th **District 11: Reno**
Musicians Hall
124 West Taylor
- 13th **District 10: Ukiah**
Grange Hall
740 State St.
- 15th **District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 22nd **District 9: Freedom**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.

Reno District Report

Elko softball team on a roll

The women's softball team sponsored by Local 3 in Elko is on a terror as the season begins to wind down. Following an upset of second place Dee Gold, Local 3 continued on a hot streak.

The team, which in its first year of sponsorship by Local 3 is made up of Local 3 members or their wives.

In the big upset of Dee Gold, Bonnie Catt was the hero on both sides of the plate as she led Local 3 to a 10-9 victory over previously unbeaten Dee Gold in the Elko Women's Fast Pitch Softball League.

The catcher tagged out the go-ahead run in the top of the seventh inning. In the bottom of the seventh inning, Catt hit a two-out single to score Betty Chaney with the winning run. The game was played at the Cedar Street softball complex.

Local 3 trailed Dee 9-5 going into the bottom of the bottom of the sixth, but scored four runs to force an extra inning. The big blasts--both with two out--were a three run homer by Toni Owens and a RBI single by Mern Salinas.

In the bottom of the seventh, Chaney got a one out single, moved to second on a ground out and took third on a wild pitch to set up Catt's hit. Julie Freeman pitched for Local 3.

Engineers News

WIPA

T. J. (Tom) Stapleton
Business Manager and Editor

Don Doser
President

William Markus **Bob Skidgel**
Rec-Corres Secretary Vice President

Wally Lean **Don Luba**
Financial Secretary Treasurer

James Earp
Managing Editor

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