

Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3,

ALAMEDA, CA

JULY 1993

Traffic Buster

C. A. Rasmussen's completion of Cloverdale Bypass will eliminate bottleneck on U. S. 101 in Sonoma County



Photo by Steve Moler



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

As we go to press, we have just reached a tentative settlement on a new Northern California Master Construction Agreement. I can say without reservation that these were some of the toughest negotiations I have ever experienced.

Over a nine week period, we met with two different employer groups in 29 discussion meetings and formal negotiation sessions. Some of these meetings went 12 to 14 hours at a stretch.

The employers came armed with major take-away proposals – and they expected to get them from us, because they have already obtained many of them from other crafts. Some of the take-aways they fought for were:

- **Separate geographic wage rates for all work outside the Bay Area counties.** The Carpenters pay \$3.48 per hour less for each classification outside the 10 Bay Area counties.

- **Eliminate the guaranteed 8-hour day.** The employers proposed a guaranteed four hours and pay by the hour thereafter.

- **Pay for Health & Welfare increases out of the pension.** Last year, the Carpenters signed an extension to their agreement which suspended their \$1.95 an hour pension contribution for all employers who signed the extension. The extension agreement calls for a gradual restoration of the pension to its former \$1.95 level in 1996. That's a huge loss of money the Carpenters will never recover.

- **Winter rates for mechanics.** The employers claimed they could keep more mechanics on the payroll if they could reduce the wage rate for mechanics in the winter.

- **Elimination of all manning protections.** The employers wanted to be the sole judge of how to man the equipment on the job.

- **Eliminate special single shift rate.** The employers wanted to pay straight time on all jobs which require special shift times. This would have a huge impact on our members, since Caltrans frequently requires us to work on highway jobs at night or off-commute hours.

As you can see from this partial list, these negotiations were no picnic. If you want to see how the contract turned out, I encourage you to attend the ratification meeting in your area.

We've just begun the round of ratification meetings. There will be at least one ratification meeting in every district. So, keep an eye on the mailbox, because you will soon receive a postcard – if you haven't already – notifying you of the meeting to be held in your district.

As I close, I want to extend special thanks to the elected rank-and-file members who served on the negotiating committee. They certainly went the extra mile this time around, and their contributions to the negotiations were much appreciated.

Ratification meetings begin on new Master Agreement

Thanks from a retiree

June 6, 1993

Operating Engineers Local #3
1620 South Loop Rd.
Alameda, CA 94501

Dear Mr. Stapleton,

This is a thank you letter to every member of the Operating Engineers Local No. 3.

We just returned home from the retiree picnic at Rancho Murieta. My husband, Clyde German, joined the union in 1952. He retired after 39 years.

The union has meant a lot to our family. Our son, Randy German, joined in 1976. He works for DSS. Our grandson, Andy Napier, joined in 1985. He works for David T. Price.

The retiree get-together is the best medicine there is for these operators. The stories of each job they were on and the dirt they moved, the laughter and good times, could not be hampered by the weather. It's a time to see old friends and a chance to make new ones.

When these men were working, they had little time. Now their time has come.

Thanks again,

Clyde & Jean German
Oakdale, Calif.

DRIVE A BARGAIN

Magic Kingdom Club members-even ones as goofy as these two characters-receive valuable discounts on rental cars at most National Car Rental locations across the U.S. For details, see Club Membership Guide.



To obtain your Disney package clip & fill out coupon and send to:
Operating Engineers Local Union No. 3
1620 South Loop Road Alameda, CA 94501
Attn: Public Relations

Name _____
Address _____
City _____ State _____ Zip _____
Social security # _____

Semi-Annual Meeting Notice

Recording-Corresponding Secretary Robert L. Wise has announced that the next semi-annual meeting of the membership will be held on Saturday, July 10, 1993, at 1 p.m., at the Seafarers International Union Auditorium, 350 Fremont Street, San Francisco, California.

Engineers News

WIPA



| | |
|----------------------|-----------------------------|
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Good news, bad news about new Cypress Fwy.



Map courtesy of S. F. Chronicle

Though the California Transportation Commission recently allocated funds to build a replacement for the Cypress Freeway, which collapsed in Oakland during the 1989 Loma Prieta earthquake, the \$695 project still faces potential delays or could be killed altogether.

The commission allocated \$452 million June 3 to build a smaller version of the freeway by 1998. The money will pay for construction of a new 1.5-mile, six-lane freeway linking interstates 880 and 80. The freeway, two lanes fewer than originally planned, will be built at ground level instead of double-decked like its predecessor.

The new version will also run closer to the bay shoreline than the previous route, which cut directly through West

Oakland. Most of the rest of the money needed for the project has already been approved and is being used to buy up right of way for the new route.

But two major road blocks remain before construction can begin early next year. First, Caltrans must sign a formal permission agreement with the city of Oakland. Even though Caltrans has promised Oakland officials that a large number of construction jobs and contracts will go to minorities and women, the two sides are at an impasse over the city's demand that up to half of new construction workers hired reside in Oakland. But because the project is federally funded, Caltrans cannot require contractors to hire locally.

The second hurdle stems from a lawsuit filed by a West Oakland minority coalition that contends that Caltrans and other agencies involved violated environmental and civil rights laws by not considering the impacts of the new freeway on the low-income, mostly black area the route will run through.

Despite the route being much closer to the shoreline than its predecessor, the new freeway still passes through some residential neighborhoods and requires the demolition of a few buildings important to the black community. One building, for example, is Esther's Orbit Room, where Louis Armstrong, Little Richard and other prominent black artists performed.

If the coalition prevails in federal court, Caltrans would have to stop the project and conduct a new environmental impact study on an alternative route. The project also could be put in jeopardy if the Oakland City Council votes this summer not to sign a freeway agreement, which would permit Caltrans to close off local streets for the freeway route.

If construction begins in January 1994, the project will take about four years to complete.

Significant statistics

Better-paying jobs vanish in 'recovery'

Employment change by industry 1991 - 1993



Source: Bureau of Labor Statistics

While a continuing rise in lower-paying services jobs helped push the jobless rate below 7 percent for the first time in 18 months, workers in manufacturing, construction and mining are still waiting for recovery from the Bush recession. Since the start of the economic recuperation in March 1991, service-producing sectors increased payrolls by 1.9 million while 939,000 better-paying jobs were lost in goods-producing industries. Thus far in the "recovery," manufacturing employment has dropped by 674,000; construction, 156,000; and mining, 109,000.

Unemployment rate

May 6.9 percent
Jobless workers 8.9 million

Factory orders

April -0.3 percent

Construction spending

April -0.4 percent

Real GDP

First quarter (annual rate) +0.9 percent

Leading indicators

April +0.1 percent

Anti-scab bill wins in House, faces filibuster in Senate

By an almost 50 vote margin, the House of Representatives ap-

proved legislation to prohibit the permanent replacement of strik-

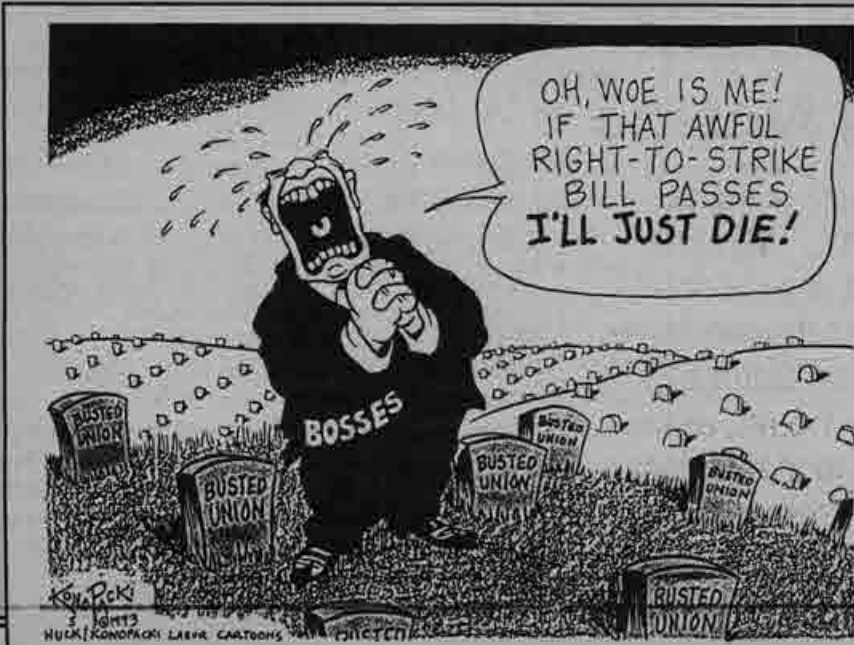
ers, a top legislative priority of the AFL-CIO and its affiliates nationwide.

The 239-190 vote June 15 sends the Workplace Fairness Bill to the Senate, where a pending filibuster will require an intensified grassroots effort to convince key senators to vote for cloture. There are currently 36 co-sponsors of S 55, with many other senators expected to support the bill once it hits the Senate floor. But labor still needs 60 votes to defeat the Republican filibuster.

In the previous congressional session, S 55 died in the Senate when only 57 senators voted for cloture. The recent loss of a Democratic seat in Texas means finding the needed 60 votes will be even tougher this year. S 55 has already

been reported out by the Senate Labor and Human Resources Committee, with floor action expected some time after the July recess. A large business coalition, led by the U.S. Chamber of Commerce and the anti-union Associated Builders and Contractors, has mounted an intensive lobbying campaign to defeat the bill.

In the House action, 221 Democrats and 17 Republicans backed the bill, HR 5, along with one independent. The 239 votes, however, were eight fewer than last session. The House also overwhelmingly rejected two amendments to HR 5, opposed by labor, that would have weakened the bill, one of which would have limited the bill to only unionized workers.





Gene Helstrom at his home in Los Gatos.

A true pioneer operator

Retiree Gene Helstrom is one of the few Local 3 oldtimers who began his career operating turn-of-the-century steam shovels and draglines

*By Steve Moler
Assistant Editor*

The era of steam-powered shovels and cranes may have passed 60-some years ago, but for retiree Gene Helstrom the years of hissing boilers, clattering dippers and belching smoke stacks remain etched in his memory as if it all happened just a decade ago.

Gene, who turned 90 in February, is one of the few Local 3 operating engineers still alive who began his career operating electric and steam-powered shovels and draglines, relics like the Bucyrus 30-B steam shovel and Brownhoist gasoline crane.

A few days after the retiree picnic, which took place June 5 at the Rancho Murieta Training Center, Gene brought out his historic scrapbooks and photo albums at his home in Los Gatos, Calif., and chronicled his 56-year career as a pioneer operating engineer.

Even after the steam era ended in the late 1920s, Gene went on to operate just about every type of gasoline and diesel-powered hoist, dragline, clamshell and backhoe built through the 1960s, from the early P & H, Link Belt and Northwest gasoline shovels and draglines to the more modern Link Belt LS-68 backhoe and Northwest 41 truck crane. One of the last pieces of equipment Gene operated was a Bucyrus 88-B dragline powered by a Cummins 12-cylinder, 368-horsepower diesel engine, a real hot rod compared with the first Bucyrus

steam shovel he operated 38 years earlier.

Gene's photo albums and scrapbooks are filled with enlarged black and white photographs that he took while working on such famous projects as the construction of the huge steel blimp hangars at Moffett Field in 1932, the Hetch Hetchy Reservoir in 1933, the Kaiser Permanente Cement Plant in Cupertino in 1939, and later on, the Ford Motor plant in Milpitas and the Valley Fair Shopping Center near the junction of Hwy. 17 and I-280 in San Jose.

There aren't many Local 3 members of Gene's generation who have documented their career so thoroughly. Gene has a collection of old photos and documents that would impress any historian. Gene has kept detailed records of just about every single piece of equipment he ever operated, complete with the project name, contractor, job location and technical specifications of each machine.

Where it all began

As he flipped passed the first pages of his photo album, Gene nostalgically recalled how such an illustrious career began so humbly. Around the turn of the century, Gene's father, Oscar Helstrom, was a chief engineer at the Guadalupe Mine about 10 miles southwest of San Jose. But when his father died in 1915, 12-year-old Gene had to go to work to help support his mother and 4-year-old sister. While his mother washed clothes at the mine,

Gene raised chickens and rabbits and worked as a janitor at the Guadalupe School.

Gene next landed a job at the mine's sorting shed breaking rocks with a sledge hammer and sorting the cinnabar ore, which was sent to the smelter for processing into pure quicksilver. A short time later, Gene got promoted to tending the big smelter furnaces and stationary engines. It was there that Gene operated his first steam hoist in 1917, a Lidgerwood four-level skip steam hoist.

Five years later, Gene went to work at the E.B. & A.L. Stone gravel plant in Coyote just outside San Jose, at first operating the plant's electric locomotive, then a Meese & Gottfried 25-ton mill hoist, and a year later a Brownhoist No. 2 gas crane with a 1-yard clamshell. Powered by a 60-horsepower gasoline engine, that crane had all horizontal levers.

Favorite work horse

Gene's most memorable machine, though, was the Bucyrus 30-B steam shovel that he operated for Pacific Coast Aggregates. This old work horse, No. 3596, had a 6 1/2-by-7-inch main steam engine, a 5-by-5-inch steam swing engine and a 5-by-5-inch steam crowd engine mounted on the boom to crowd the dipper in and out of the dirt banks. The 54-by-90-inch, 240-tube steam boiler — which burned the same thick, black crude oil used on the Southern Pacific Railroad steam locomotives —

had to be poked clean once a week. The boiler's hand-hole covers had to be removed and washed monthly because if too much sediment accumulated on the crown sheet the boiler would explode.

Gene's most memorable moment on the No. 3596 took place while he was working back at the E.B. & A.L. Stone Co. gravel pit in Coyote in 1926. Gene loaded the first bucket of gravel into the dump truck of Earl W. Heple, who later became one of San Jose's most prominent contractors until he was killed in October 1950 while building the Austrian Gulch Dam in the Santa Cruz Mountains for the San Jose Water Works.

End of an era

The Bucyrus 30-B crew that day consisted of Gene, who was the engineer, fireman Buck Mayes and pitman Chet Bradford. Buck had to arrive an hour ahead of starting time to build a wood fire in the boiler's firebox. Buck also had to keep a close eye on the water gauges to prevent the water level from dropping low enough to cause an explosion. When the old No. 3596 was retired in 1929 to make way for the newer, more efficient gas, diesel and electric rigs, the end of the glorious steam era quietly ended.

Gene ended up working for Earl W. Heple on and off from 1931 to 1939 operating various models of Northwest gasoline-powered cranes, clamshells, pile drivers and draglines. The Northwest 105

clamshell Gene operated in 1931 had the old style boom hoist lever on the floor between the operator and the motor. Gene later became Earl W. Heple's shovel and crane superintendent from 1945 to 1950. During those years, Gene helped build Earl W. Heple's rental and contracting business into the biggest in Santa Clara County, with the company owning 14 rigs at the time of Earl's death.

Gene was the kind of operating engineer every contractor loved to have on the payroll because he was frequently figuring out ways to improve productivity. During a demolition job for Karstedt & Karstedt in February 1931, for example, Gene took an old Link Belt K-30 dragline that had never been able to put out more than 900 yards in an eight-hour shift and retrofitted it to put out 1,544 yards, an innovation that cut the contractor's cost per yard by 42 percent. The demolition, which normally would have taken a month to complete, was accomplished in just nine hours.

Hetch Hetchy scare

One job that frightened even the veteran Gene was the construction of the Early Intake at the Hetch Hetchy Reservoir in 1933. The general contractor, Youdall Construction Co., was contracted to build a pipeline beneath the Tuolumne River through hard granite from the powerhouse to the main Hetch Hetchy line. But the road down into the steep canyon to Early Intake Dam was so narrow Youdall feared losing one of his own cranes to a rollover. So Youdall rented a crane from Earl W. Heple, the oldest one in his inventory, a Northwest 105, No. 1288. But Earl W. Heple sent his best operator, Gene,

to see that the job got done safely.

"One disturbing factor when I moved the crane down this road was that the operator's side of the crane where I sat was on the outside edge of the road all the way down," he recalled. "If the road gave way and the crane toppled down the canyon, there would be no way for me to jump to safety. Well, we got the job done without an accident in six months."

Working for Henry Kaiser

One of the most famous jobs Gene ever worked on was the construction of the Kaiser Cement Corporation

plant in the hills above Cupertino.

On September 30, 1939, Henry Kaiser himself raised his right arm at the Upper Quarry to signal Gene to swing the 5-yard, 175-ton Bucyrus-Erie electric shovel to scoop the first rock that fed the new Permanente Cement Plant, at the time the largest plant of its kind in the world.

Fifty years later, on June 3, 1989, Kaiser Cement Corporation celebrated the plant's 50th anniversary. During the festivities, Gene received a standing ovation from the crowd after the president of Kaiser Cement

introduced Gene and explained his historic contribution to the operation. During his years at the plant, Gene operated nearly 20 different types of shovels, cranes and draglines, including the Marion 371 and 490, Northwest 25, 78-D and 80, Bucyrus 10-B, Lorain 75-B, P&H 800, and even a Turnapull 20-ton crane.

Superintendent years

After Earl W. Heple died, Gene became shovel and crane superintendent for Hellman Equipment Co. and helped another emerging contractor, Al Kelly, get started in the crane and rigging business under the name Kelly Bros. Crane and Rigging Co. Gene and Al started with just one old Browning truck crane, the last crane sold at the Earl W. Heple auction.

Through the remainder of the 1950s, Gene served as shovel and crane superintendent for A.J. Peters & Sons and Associated Engineers, overseeing the operation of rigs like the Quick-Way and Lorain truck cranes and P&H and Link Belt draglines and clamshells.

Gene's longest

tenure with one employer was 19 years with Leo F. Piazza Paving Co., from the late 1950s until Gene's retirement in 1973. During this period, Gene especially enjoyed operating the Bucyrus-Erie 88-B, 125-ton dragline, a rig equipped with a 100-foot boom and powered by a 388-horsepower, 12-cylinder Cummins diesel engine. Gene used that machine to excavate the large holding pounds at what is now the Los Alamos Percolation System near the Almaden Expressway and Coleman Avenue in San Jose.



Top: Gene operated this Brownhoist No. 2 crane in 1923 at the E.B. & A. L. Stone gravel plant in Coyote near San Jose. The old clamshell, powered by a 60 horsepower gasoline motor, had horizontal operating levers.

Bottom: Gene Helstrom, on a Bucyrus 30-B steam shovel, loads the first bucketfull of material into Earl W. Heple's dump truck when Earl first started in the construction business in 1926.



Pensioners find the beef at retiree picnic

The threat of spring showers didn't keep nearly 2,000 retirees and guests from converging on the Rancho Murieta Training Center for the June 5 retiree picnic. In fact, this year's picnic, from a weather standpoint, was the most comfortable retiree celebration in years, with temperatures barely reaching into the mid-70s instead of the usual 90s.

Retirees and their guests feasted on cross-rib roast, beans, salad, dinner rolls and all the beer and soft drinks a person could consume. After lunch, Business Manager Tom Stapleton, Recording-Corresponding Secretary Rob Wise and Fringe Benefits Director Charlie Warren presented 20 retirees with well-deserved 50-year watches. Another 66 retirees who couldn't attend the picnic will receive their watches either at the July 10 semi-annual meeting or have the watches mailed to their homes.

On the Friday before the picnic, RMTC and Local 3 staff began the hours of picnic preparation. While JAC instructors and coordinators wrapped each of the 140 cross-rib roasts first in aluminum foil then in burlap sacks, a crew from the training center began laying down the eight cords of oak firewood at the bottom of two, 8-foot-deep roasting pits. The fire was lit at 2 p.m. and the four racks of roast lowered into the pits early Saturday morning for the eight-hour slow cook.

The racks of roasts were lifted out of the pits with a small truck crane about an hour before serving time, placed on a flat-bed truck and brought over to a row of cutting tables behind the refreshment stands. There, the meat was sliced into thin slabs and placed in stainless steel pans for delivery to the serving lines.

During the next hour or so, nearly 2,800 pounds of roast, 350 pounds of salad, 23 cases of beans and 1,800 dinner rolls were served. No wonder the retiree picnic has such good turnouts year after year.

Although many people deserve credit for making the retiree picnic a huge success, special recognition goes this year to new Fringe Benefits Director Charlie Warren, who organized the picnic for the first time since taking over the department's directorship following the retirement of Don Jones earlier this year. The retiree picnic went off without a single glitch.



Top left: An estimated 2,000 retirees and their guests enjoyed a day under the tent at the retiree picnic.

Top right: About an hour before serving time, the lid is lifted off the first roasting pit.

Center right: The first rack of cross-rib roast is brought out of the pit.

Bottom right: Tommy Thompson carves one of the 25-pound rib roasts.



Left: Preparing the beans are RMTC kitchen staff Becky Crawford, Janet Rudow, Juanita Carter and Sonja Chappell.



Left: Business Agent Gary Wagnon serves a retiree.

Right: The 20 retirees who received their 50-year watches at the retiree picnic were in alphabetical order: Arthur Ball, W. B. Berry, Claude Brown, T.J. Browning, Thomas Croft, S.S. DeCarlo, John Escover, Walter Gavrilko, Leo Harrison, H. E. Hayes, Harold Huston, Sidney Jones, Vern Klein, Harold Malcolm, Paul Marlow, Marvin Neal, K.L. Norris, George Phillips, Edward Springer, Yepe Yeghoian and Frank Youtsey.



Above: Business Manager Tom Stapleton, right, presents a 50-year watch to a retiree.



Above: Apprentice Coordinator Ted Sanchez sings the national anthem.

High school seniors win Local 3 scholarships

Four high school seniors have won academic scholarships from the 1993 Local 3 College Scholarship Awards. The winners are sons and daughters of Local 3 members. Two \$3,000 scholarships were awarded to the top female and male applicants, and two \$2,000 scholarships were awarded to each female and male runner-up.

The Operating Engineers Local 3 Federal Credit Union contributed \$1,500 to each first-place scholarship and \$1,000 to each second-place scholarship. A scholarship selection committee comprised of faculty from UC Berkeley's Center for Labor Research and Education chose the four finalists.

FIRST PLACE, Female (\$3,000)

Name: Nicole Lynn Colson

Hometown: San Jose, Calif.

School: Pioneer High School

Educational/career goals: English/journalism

Colleges/universities applied: Bryn Mawr College, UC Berkeley, UC Davis.

Activities: Calif. Scholarship Federation, National Honor Society, Academic Decathlon, Environmental Club, Mock Trial, Spanish Club, Peace Club, Varsity swim team, editor-in-chief of yearbook.

Achievements: Xerox Award (humanities), Coaches Award (swimming), Superintendent's Award, Outstanding Performance (mock trial), Student of the Month, Silver Medal (fine arts, academic decathlon).

Parent: Willard Colson

FIRST PLACE, Male (\$3,000)

Name: Keith Daniel Campbell

Hometown: El Dorado Hills, Calif.

School: Oak Ridge High School

Colleges/universities applied: Univ. of Puget Sound, Univ. of Washington, UC Berkeley, Cornell Univ.

Activities: Freshman and varsity football, JV and varsity basketball, Spanish Club, teaching Spanish to second graders at local elementary school, tutoring.

Achievements: All-league in football, principal's honor roll, Century III Leadership Award, National Merit Scholar semifinalist.

Parent: Jard Campbell

SECOND PLACE, Female (\$2,000)

Name: Lora Lynn Crosby

Hometown: Salt Lake City, Utah

School: North Sanpete High School

Educational/career goals: Business

Colleges/universities applied: Utah State, Univ. of Utah, Salt Lake Community College.

Activities: North Sanpete High homecoming royalty; Future Business Leaders of America, Wolverine Winter Wonderland community service project; Academy of Finance, Utah Business Week participant; Renaissance Program for students of superior academics, junior camp director.

Achievements: Presidential Academic Fitness Award, Outstanding Business Math Student, Honor Program.

Parents: Oran E. and Mary Kaye Crosby

SECOND PLACE, Male (\$2,000)

Name: Keith Allan Wenk

Hometown: Dublin, Calif.

School: Dublin High School

Educational/career goals: Computer science/business

Colleges/universities applied: Stanford Univ., Pomona College, UC Berkeley, UCLA, Univ. of San Diego.

Activities: School Site Council, varsity football, Calif. Scholarship Federation, Technology Committee, Mock Trial, Future Business Leaders of America, Seascouts, Valley Christian Youth Group.

Achievements: National Merit Scholarship, Certificate of Distinction (UC Santa Barbara), high school honors in math, science; Lions Club Student of Month.

Parent: Shirley L. Wenk (Local 3 Federal Credit Union)



Thomas M. Blomquist

Exploits of a former scholarship winner

Local 3 members occasionally inform *Engineers News* of the professional achievements of past scholarship winners. William G. Blomquist, a 39-year member out of the San Jose District, let us know recently about his son, Thomas M. Blomquist, who received a Local 3 scholarship in 1975 after maintaining a high school grade point average of 3.98.

Thomas went on to graduate *cum laude* from Santa Clara University in 1979. In his junior year he won an American Heart Association Student Research Scholarship at Stanford University and was elected to the Sigma Xi scientific honor society.

After college Thomas took a year off to work for his father's construction company. In 1980, he enrolled at the University of New Mexico School of Medicine to pursue doctoral work in cardiac physiology. He studied the function of transplanted hearts and received his master's degree in 1985. He continued his studies in cardiac physiology, focusing on the conduction of electrical impulses in the heart. He received his Ph.D. in physiology in 1989.

That year, he began medical school at the University of New Mexico. He was elected to the national medical honor society Alpha Omega Alpha, received honors in virtually all his junior and senior level courses, was nominated for the faculty award for excellence, and graduated in the top 10 percent of his class. Thomas has also published 15 scientific papers, 25 scientific abstracts from scientific meetings and written one scientific book chapter.

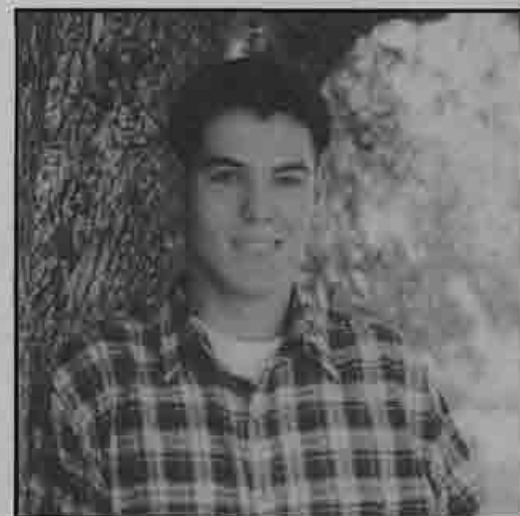
He will begin his general surgery residency at the University of New Mexico in July, with plans of pursuing a career in surgical critical care at a university medical center.

Thomas married Patricia Baum of South Dakota in 1983. They have two children, Alexandra and Michael. In addition to being the son of William Blomquist, Thomas is the grandson of recently deceased Local 3 member Theodore M. Blomquist.

The Blomquists want to express their gratitude to Local 3 for supporting Thomas early in his post high school education and want members to know the importance of the scholarship program. It's quite possible, William Blomquist said, that some day a Local 3 scholarship recipient will become U.S. president, find the cure for cancer or win a Nobel prize.



Nicole Lynn Colson



Keith Daniel Campbell



Lora Lynn Crosby



Keith Allan Wenk

Labor rights focus of women's group meeting

The Operating Engineers Women Support Group sponsored another meeting June 6 in Oakland that featured a guest speaker, discussion and a potluck barbecue.

Several of the more than 12 women in attendance expressed concerns over the dismal job picture. A few members spoke of their fears of living on the edge without health benefits and having unemployment insurance about to expire. Others expressed enthusiasm about going back to work but felt empathy for those who have not been so fortunate.

Local 3 Attorney Lynn Faris was the meeting's keynote speaker. She spoke about the history of U.S. labor law following the Great Depression, beginning with a discussion of President Roosevelt's New Deal, which enabled people to get back into the work force.

Lynn discussed laws governing employees, employers and unions, including an overview of the Wagner, Taft-Hartley and Landrum-Griffin acts. She followed this up with a question-and-answer period about Local 3's bylaws, constitution and collective bargaining agreement, including grievance and arbitration provisions that are the key to members' rights in the union. Lynn also offered some insights into workers' compensation, state disability and OSHA regulations.

The presentation was very informative and educational, and Lynn's effort was appreciated by the entire group. Apprentice Virginia Morgan said she enjoyed the historical overview and appreciated the insight on how executive decisions are made at the union to benefit all members. Fifteen-year member Kathy Mitchell added that Lynn is a valuable asset to the women's group and Local 3 because she can explain the legal jar-

gon in our master agreement and international bylaws, language that many members don't understand. Kathy also found it comforting to know that Lynn makes herself available to our group.

After Lynn's presentation, the group took a break to enjoy a potluck barbecue and other goodies.

When the group reconvened, the members engaged in lively discussion about how the women's group has personally helped each member and which direction the group can go.

The women agreed that support, friendship, networking and outreach are some of the group's main goals. We are always looking for input from our current members and from those whom we haven't heard from.

Kathy Mitchell said he has enjoyed the contact with other women in the industry and has found that she has met some very interesting and talented women. Virginia felt that the women's group has been an enormous avenue of support and friendship and has enabled her to learn how to cope with some of the problems women face in our industry.

A women's group survey was recently mailed to all women in our union. We urge everyone who received the survey to complete and return it as soon as possible so we can tabulate the results and hear your voice.



During a break at the June 6 women's support group meeting, Local 3 Attorney Lynn Faris, right, discusses legal issues concerning the recently won Turlock Irrigation District case with crane operator Beth Youhn, left, surveyor Carla Lurie-Harley and apprentice Virginia Morgan.

Women's support group members Donna Rivas Ozura-Lucero and Terry Sandoval arrived at Fanchon Murieta Training Center June 7 to speak to the new class of apprentices. They offered advice and hints on how to survive the apprenticeship program, emphasizing safety precautions and a positive attitude.

Terry also added that racism and sexism are not tolerated in the industry or in our union. She also stressed the importance of being an informed and registered voter. Terry stressed that *Engineers News* contains valuable information regarding legislation to enact laws that bring about public works jobs, which in turn provide jobs for our members.

She also said that in the past *Engineers News* has provided important telephone numbers and addresses of our elected representatives. The apprentices were very attentive and asked questions about our industry and the benefits of being a union member. The women's support group wishes the new class of apprentices much luck and success in their new chosen careers.

Quarry Foreman Willie Carrington Jr. and Materials Manager Mark Sanchez of Gallagher & Burk Inc., a union contractor based in Oakland, sponsored a fishing trip June 12 at Bodega Bay. Several women from the support group were invited, among them crane operator Lisa Sidor and equipment operators Jeanneen Titsworth, Lisa Frank, Donna Rivas-Lucero and Terry Sandoval.

The group had a great time fishing with other union members. Lisa Frank said she enjoyed meeting new people from the Bay Area and was touched by the warmth and friendship of all the people on the boat. She also mentioned that mechanic foreman Scott Laughridge and operator Dave Lehman were very helpful in instructing her on the art of deep-sea fishing. Donna Rivas-Lucero was the lucky one by catching the largest fish on the boat, a 151-pound ling cod. She took home the pot of \$70. The women are all anxiously awaiting the next trip.

Terry Sandoval

Labor

CALENDAR

July



3 Feminist and labor activist Charlotte Perkins Gilman's birthday, in 1860. Her landmark study, *Women and Economics*, called for the financial independence for women and proposed a network of child care centers.

5 The National Labor Relations Act, or Wagner Act, was signed into law in 1935. The act, which stated that collective bargaining was in the national interest, led to significant gains in union organizing. The act also established the Na-

tional Labor Relations Board to administer union representation elections, define employers' unfair labor practices, and enforce the legal rights of employees to join unions.

5 This day became known as "Bloody Thursday" in San Francisco when in 1934 the city's mayor called out the police in an effort to hold off a strike by longshoremen. The longshoremen were angered by employer practices, among them hiring that perpetuated blacklisting and favoritism. At least two died and a hundred were injured. Workers responded with a general strike, which prompted arbitration, winning longshoremen many of their demands.

6 In 1933, delegates from four unions formed the National Leather Workers Association.

6 In 1892, striking workers battled "Pinkertons"—hired detectives who were predecessors to today's

union busters—trying to get into the Carnegie Steel Works in Homestead, Pa. by way of a Monongahela River barge.

8 Labor organizer Ella Reeve Eloor was born in 1862. Among her activities were investigating child labor in glass factories and mines and going undercover to verify for federal investigators the conditions Upton Sinclair revealed in *The Jungle*, his expose of immigrants' exploitation by Chicago meatpackers.

19 A two-day women's rights convention began in Seneca Falls, N.Y. in 1848. Some 260 women attended the meeting to discuss their social, civil, and religious rights, including the right to work for a living and collect their own wages.

29 In 1970, the United Farm Workers forced grape growers to sign a contract after a five-year strike.

FRINGE BENEFITS FORUM

By Charlie Warren, Fringe Benefit Director



Clinton's health plan put on hold

Negotiations of President Clinton's economic plan appear to have put the unveiling of the administration's health care plan proposals on hold for

awhile. The task force on health care, chaired by Hillary Rodham Clinton, will probably wait until the end of the summer to issue its report.

Although forthcoming health care proposals were put together in sessions not open to the public, here is a brief overview of what is known about the proposal:

- All Americans and legal residents would be covered by a standard package of benefits. Medicaid patients and the uninsured would be included in the standard plan. Medicare patients could buy in if they wished, but wouldn't have to. Their benefits might be expanded.

- All workers and employers would make payments to fund the plan. For workers, payments would be deducted from paychecks and would replace insurance premiums. Employers would pay premiums, replacing the money they now pay insurance companies. The amount is yet to be determined.

- People would buy coverage

through health alliances that would offer a variety of plans, including networks of doctors and hospitals, group practices and traditional fee-for-service care.

- Although employers would help pay for health care, their employees would be able to choose insurance plans not offered by their employers.

- A national health budget would limit the amount to be spent on health care every year.

Health care reform doesn't cost, it saves

When greeted with criticisms about how much health care reform will cost, AFL-CIO Employee Benefits Director Karen Ignagni counters, "Reform doesn't cost, it saves." A recent Kaiser Foundation study estimated the United States could save up to \$3.1 trillion in health outlays over the next decade through income-based financing.

Health Examinetics testing program

Health Examinetics Mobile Health Testing Program, for active members and spouses (Schedule A) only, has returned. You will be notified when the program is in your area. Call for an appointment toll free at 1-800-542-6233, between 8 a.m. and 8 p.m., Monday through Friday. The list below of locations and dates are all in California and in 1993.

Davis - June 1
Sacramento - June 2, 3, July 2, 6,

16, 20

Roseville - June 4, 8, 28, 29, 30, July 15

Auburn - June 9

Grass Valley - June 10

Truckee - June 11

Kings Beach - June 12

S. Lake Tahoe - June 15, July 14

Placerville - June 16, July 19

Jackson - June 17

Sonoma - June 18

Modesto - June 19, 22, 23, July 13

Manteca - June 24

Stockton - June 25, 26, July 9

Rancho Cordova - July 7

Lodi - July 8

Ceres - July 12

Marysville - July 21

Oroville - July 22

Paradise - July 23

Susanville - July 26

Chico - July 27, 28

Red Bluff - July 29

Anderson - July 30

Redding - Aug. 2, 3, 4

Crescent City - Aug. 5, 6

Arcata - Aug. 9

Eureka - Aug. 10

Ft. Bragg - Aug. 11

Ukiah - Aug. 12

Lakeport - Aug. 13

Clearlake - Aug. 16

Sebastopol - Aug. 17

Santa Rosa - Aug. 18, 19, 20

Rohnert Park - Aug. 23

Petaluma - Aug. 24, 25

Santa Cruz - Aug. 26, 27, 30

Watsonville - Aug. 31, Sept. 1

Salinas - Sept. 2, 3, 7

Monterey - Sept. 8, 9, 10

Hollister - Sept. 14

Great retiree picnic

It was great to see so many of you at the retiree picnic at Rancho Murieta on Saturday, June 5. The weather cooperated, the food was excellent, and even the "war stories" were somewhat believable. The officers and the entire Local 3 staff would like to thank you for coming and making the event so enjoyable. A special thanks to Larry Uhde, Steve Stromgren, Karen Baumberger and the entire training center staff for helping make the event such a success.

New round of Retiree Association meetings begins

A new round of Retiree Association meetings has begun, so be sure to check the schedule on page 22 and come on out to the meeting in your area. For you "newcomers" to the retiree ranks, welcome. We'd like to see you at one of the meetings. You'll meet some of the people you have worked with over the years, and you'll probably make some new friends. Representatives from the union, the trust fund office and the credit union will bring you up to date on the latest goings-on. We also ask for your input about the benefit programs, so we can keep them fine-tuned to meet the varying needs of the retirees. So come on out and join us. See you there.

YOUR CREDIT UNION

By Rob Wise, Credit Union Treasurer



Beware of high-yield investments

No doubt savings interest rates are low. Though your credit union's rates are higher than most, some members who have been financially affected by the low return feel they must invest their funds elsewhere. We want to caution you to do some investigating and know the risks that go with any investment.

We have had some members withdraw funds from their insured accounts with the credit union and invest in mutual funds or stocks. We are not saying these investments are good or bad, but we want our members to be cautious. We do not want our members' hope for high-

er yields to end up as a loss on their initial investment. Know what you are purchasing and consider the plus and minus side of the investment. Remember, when buying mutual funds or stocks, they are being sold by commissioned salespeople who naturally have an incentive to persuade people into buying. Some of the money out of your initial investment will go to the salesperson.

Mutual funds are a block of stocks from a variety of businesses. The idea is to buy low and sell high. However, if they are not sold at the proper time, you could become the loser. Mutual funds are usually for the long-term investor, three to five years. During those years the rates will probably fluctu-

ate. If sold at the wrong time, your initial investment could be greatly reduced in value.

Stocks are certificates of ownership in a particular business. Stocks ideally are purchased low and sold high for a profit. Depending on the company's business, the stocks may increase or decrease from their original purchase price. Having to sell at the wrong time could mean a loss on your initial investment.

While you may be tempted to put your money into other investments, you can be assured your money in your credit union is safe. Savings accounts are backed by insurance under the National Credit Union Administration (NCUA), up to \$100,000. A private insurance company, American Share Insurance, covers an additional \$250,000 for a total coverage of \$350,000. In addition, your credit union has reserves well in excess of what is required, adding to the safety and security of your money.

Though your credit union cannot advise you on how to invest your money, we can advise you to be cautious. Know the risks involved before investing.

Home Equity Loans

Design a home equity loan to fit your needs both fixed and adjustable loans are available on one line of credit.

Call your Credit Union today for more information.



Operating Engineers Local Union No. 3
Federal Credit Union

(510) 829-4400

SAFETY

By Brian Bishop, Safety Director

OSHA adopts confined-space standards



After almost two years in the making, OSHA's permit-required confined-spaces standard became effective April 15. OSHA expects implementation of the final rule (29 CFR 1910.146) to save an estimated 54 lives and prevent more than 5,000 serious injuries each year. That's about 85 percent of the 63 annual fatalities associated with confined-space entry in the industry.

The standard focuses on areas with immediate health or safety risks. It requires the employer to:

- Identify and control the hazards
- Document entry procedures
- Prevent unauthorized entries
- Provide training and equipment for attendants, entry supervisors and workers authorized to enter
- Develop and use written permits to document compliance
- Provide attendants to control and monitor entry operations

Everyone has its own version of what constitutes a confined-space. However, the OSHA standard establishes three basic definitions: limited means of entry and exit, not designed for human occupancy, existing ventilation is insufficient to remove dangerous air contamination or oxygen deficiency that may exist or develop.

The definition of dangerous air contamination is an atmosphere presenting a threat of causing death, injury, acute illness or disability due to the presence of flammable or explosive, toxic or otherwise injurious or incapacitating substances.

Hazardous atmosphere is also defined as an atmosphere that puts a person's life or health at risk from one or more of the following causes:

1. Flammable gas in excess of 10 percent of its lower flammable limits (LEL or LFL). This is a change from the previous 20 percent LEL
2. Airborne combustible dust at concentration greater or equal to its LFL
3. Atmospheric oxygen concentration below 19.5 percent (oxygen deficiency) or above 23.5 percent (oxygen enriched)
4. Atmospheric concentrations of any substance for which an exposure limit is published in Subpart G, Occupational Health and Environmental Control, or in Subpart Z, Toxic and Hazardous Substances
5. Any other atmospheric conditions that threatens life or

health

The following shall be identified under the entry permit:

- Space to be entered
- Purpose of the entry
- Date and authorized duration of the permit
- Attendants
- Authorized entrants
- Entry supervisor
- Known hazards
- Measures used to eliminate hazards before entry
- Acceptable entry condition
- Results of tests performed
- Rescue and emergency services available
- Communication procedures for entrants and attendants
- Equipment provided
- Any other information necessary to each particular situation
- Any additional permits used to authorize work

I realize there are many operators and employers out there who consider the above requirements – which, by the way, are minimum requirements – as a great deal of overkill. But as I stated at the beginning of this article, this standard

is expected to save 54 lives and prevent more than 5,000 serious injuries. Maybe if they knew someone, or were themselves part of the statistics, then this standard would not seem to be so severe.

Bay Area Training Trust (BATT)

Seven of the Bay Area's chemical plants and refineries will put their eight-hour BATT safety orientation program into effect July 1. These plants will not allow employees to enter their areas until those employees have completed a mandatory safety orientation.

Local 3 has been putting on classes to enable our members to gain entry to these job sites, but we still need to get more of you trained. Our next scheduled classes will be Sunday, July 18; Tuesday, July 20; and Wednesday, July 21.

These classes will be held at the Local 3 headquarters in Alameda. Due to restrictions put on us by BATT, we are limited to the number of students we're allowed to have in each class. We will continue to hold more classes through the summer and fall in an attempt to get as many of our people trained as possible.

You will have to register with your dispatchers to sign up for these classes. Only the Oakland and Fairfield dispatch halls will be getting calls to dispatch hands with the BATT certification.

TEACHING TECHS

By Art McArdle, Administrator

This year's hands-on program announced



Our 1993-1994 hands-on classes for apprentices, journey upgrades and all Local 3 members have been determined and scheduled.

This year's course schedule includes GPS, data collection, ALTA surveying, radial surveying, slope staking, leveling, curve staking and traverse surveying.

Anyone who is interested in attending these classes – and those of you not already in our program – need only contact the Northern California Surveyors Joint Apprenticeship Committee administrative office at (510) 635-3255 and sign up for the course or courses you want. We will then have an idea of class size and will schedule the actual dates of the classes.

We offer our hands-on classes in Sacramento (location to be announced), and in the district offices in



Frank Morales

Santa Rosa, Oakland and San Jose. All classes meet on the second Saturday of the month from 8:30 a.m. to 12:30 p.m. and are set to start in September. Specific classes rotate between the four locations so you need to contact our office for the schedule of the location nearest you.

We are also planning a photogrammetric class in addition to the scheduled hands-on classes. No date or location has been set as we really need a count of individuals who would be interested in attending. Please contact our office if you are interested in any of these fine courses.

Good-bye to another person who has given 35-plus years to the surveying industry. Frank Morales, director of Local 3's Technical Engineers Division, is retiring to sit back and enjoy the rewards of many years of labor both in private

survey work and for Local 3. He served many years on the NCSJAC and Northern California Surveyors Trust Fund and was a strong supporter of our training program. Thanks for a job well done, Frank, and good luck in your many years ahead at whatever you do.



Top left: Lube engineer greases 657s during lunch hour.
Center: Foundation Construction's pile-driving crew are from left: George Riebli, boom truck crane operator; Don Rose, oiler; Fred Cresty, pile driver operator; Jim Halladay, pile driver foreman; and Local 3 Business Agent Hank Munroe.
Bottom left: Fleet of 657s coming out of the cut.
Bottom right: Keith Leffler of Davest Inc. works on digging up existing sewer and water lines that will be relocated to make way for the freeway.

Top center: These 657 scrapers are moving most of the job's 1.3 million
Top right: C. A. Rasmussen's crew.

Right center: At the Cloverdale Bypass project are from left: Project Manager Lucas, Business Agent Hank Munroe, Larry Rasmussen and District Representative
Bottom right: Mechanic Chris Hendricks.

Bypass spell

C. A. Rasmussen means more money for the County until next summer.

Those who live in the Area on U.S. 101 at the end of a mile Cloverdale's new town, but because they live in a horrendous traffic jam.

About 32 miles a day down a congested downtown road motorists react an average of 25 mph on the road is bad enough two to three hours a day and Labor Day.

Since the city plans to build a new financial planning stage change.

C. A. Rasmussen second and first Bypass, a \$26 million way that will of town instead of a district, thus eliminating Ghilotti Bros. Fall 1992, a \$100 million Cloverdale Bypass.





yards from this cut to various fills along the 5-mile route.

Manager Gene Petrini, Area Manager Larry Regular, Area Superintendent John Representative Bob Miller.

s traffic relief

Rasmussen's completion of freeway one year early motorists traveling through Cloverdale in Sonoma won't have to endure horrendous traffic jams

Drive south towards the Bay Area through Sonoma County at a major holiday weekend know as the Fourth of July, you'll find the main street well, not necessarily a good place to rest and walk around because they're usually stuck in a traffic jam.

Miles south of Ukiah U.S. 101 shifts from two-lane highway to a downtown business district when it enters Cloverdale. On a typical day, 25,000 cars and trucks creep along at an average speed of around 10 mph. On weekdays traffic is nothing compared with the backups that occur on big holiday weekends like Fourth of July.

In the early 1960s, Caltrans has had a bypass, but environmental concerns kept the project in the shadows. But all of that is about to change.

Rasmussen Inc. is constructing the final phase of the Cloverdale Bypass, a 5-mile section of freeway that will take traffic along the outskirts of the town, bypassing the business district and eliminating the traffic bottleneck. The project was completed the first phase in 1991, a 1.5 million interchange at South Cloverdale at the south end of

town.

What's so exciting about this job is that Rasmussen is expected to finish what was supposed to be a two-year job in just one year, with the freeway scheduled to be open to the public this December. The job, which began last November, entails moving about 1.3 million yards of dirt and constructing six bridges and an interchange at Central Cloverdale Boulevard.

To meet the strict production deadlines, Rasmussen has put between 30 and 40 operators on the job running eight 657 scrapers, six 633 scrapers and an assortment of dozers and compactors. Subcontractors, such as Davest Inc. (underground), Foundation Construction Inc. (railroad bridge) and Salm (railroad track relocation), are also putting members to work.

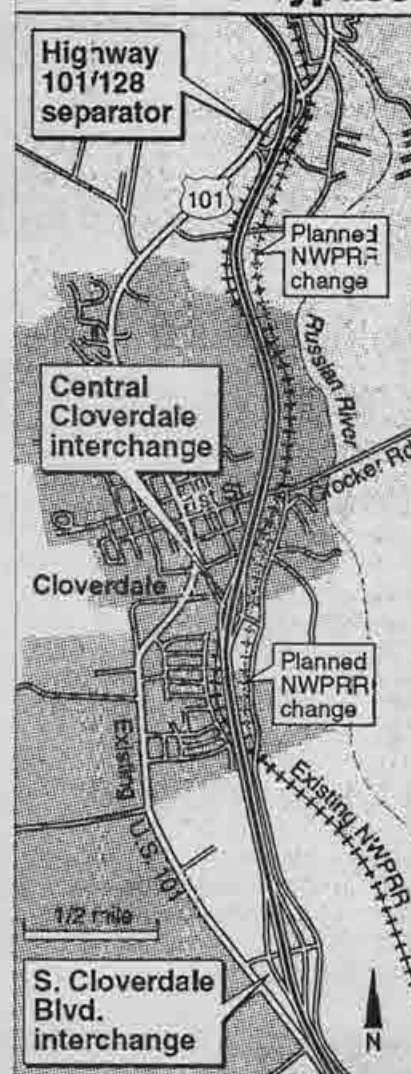
Two of the job's biggest challenges, in addition to finishing work in half the normal time, are trying to move dirt efficiently while Salm relocates 14,000 feet of Northern Pacific Railroad tracks and constructing all six bridges simultaneously. But according to Larry Rasmussen, the job is moving along well, in large part, because "crew quality has been excellent."

The Cloverdale Bypass is yet another example of a union contractor getting the job done not just on schedule but ahead of schedule — way ahead of schedule.

Map courtesy of Press Democrat



Cloverdale bypass



NEWS FROM THE DISTRICT

Hawaii holds first-ever Hazmat class

HONOLULU – Through the combined efforts of Business Manager Tom Stapleton, President Don Doser and Hawaii District Representative Joe Trehern, a 40-hour Hazmat class was held in Honolulu May 24-28. Local 3 Safety Director Brian Bishop conducted the first-ever class that proved to be very informative and fun. A total of 20 members attended the course.

During one part of the class, groups were formed to respond to various problems that Brian presented. Individuals in each group were assigned different tasks that included:

- Providing a site plan that detailed how an area was to be rendered safe
- Identifying what level of protection was required when working in different parts of the site
- Identifying what equipment was to be used to solve the particular problem
- Identifying the method of decontamination
- Identifying what, if any, placards were required when transporting the contaminated material

The members performed admirably, and all 20 received certification at the completion of the course.

Class participants were introduced to different levels of protection suits and observed the "suing up" of a few of our members. Emphasis was placed on the proper methods of donning the suit with its related equipment and proper removal of the suit and equipment to prevent self contamination.

After the last class, Brian had just enough time to join brother members in a short celebration prior to his rushing to the airport to catch his plane. To our surprise, Brian didn't hesitate to try some local culinary delights: raw fish and prepared octopus. We hope to see him back for another class and promised him more culinary delights.

Hazmat classes address the need for qualified hazardous materials workers in the state, while upgrading the skills and enhancing the marketability of members within the industry. These classes, along with others in the future, continue to reinforce the efforts of this administration to improve the skills of members in the field.

Allan Parker, Chief Instructor



Top: Local 3 members Sam Kelii, right, and Mike Kilantang, middle, assist Peter Kersting to suit up.



Center: During a group exercise, Jerry Kaluhiwa, at board, and Richard Ing, Henry Hookano and Revelation Alo give their assessment of the Hazmat problem.



Above: Hazmat certification recipients are, kneeling from left: Michael Kilantang, Richard Ing, Gary Iwamoto, Stan McCormick, Alan Los Banos, Leonard Foster Jr. and Ernest Keawe; standing from left: Keoki Leslie, Henry Keohohou, Sam Kelii, Revelation Alo, Adrian Kechokalole, Henry Hookano, Terry Turner, Allan Parker, Harold Dickinson, Cecil Spencer, Peter Kersting, Local 3 Safety Director Brian Bishop, Jerry Kaluhiwa and Al Cho.

American Standard joins Local 3

HONOLULU – Employees of American Standard Concrete Pumping have voted overwhelmingly to be represented by Local 3, with contract bargaining expected to begin soon.

In January, Local 3 Business Agent Stan McCormick and Oliver Kupau of the Laborer's Union met with employees of American Standard Concrete Pumping regarding possible union representation. A meeting of union representatives and employees was held on February 7. Numerous issues were discussed such as working conditions and unpaid wages. After a thorough discussion on union policies, master agreement and fringe benefits, every employee in attendance signed authorization cards.

Numerous meetings between management and employees were held over the next five

months. Not all the meetings were encouraging, however. Employees expressed frustration and anger over the unfair working conditions that management had brought on. Management requested a pre-hire agreement with the Carpenter's Union, but neither the Carpenters nor American Standard agreed with what the employees wanted.

The employees were told to attend a ratification meeting at the Carpenter's Union hall. By that time, there were several unfair labor practice charges filed and the hearings began. Meanwhile, the employees attended the ratification meeting and rejected the proposal submitted by the Carpenter's Union. The National Labor Relations Board ruled that the pre-hire contract was null and void.

This resulted in Local 3 being allowed to hold a representation election June 18. American Standard management, its employees, representatives from the NLRB and Local 3 were present at the election. We are pleased to announce that Local 3 won the election by a landslide. Contract bargaining will begin in the near future.

The employees deserve a lot of credit for uniting. They stood firm in their beliefs, and now they have union representation. On behalf of Local 3, we welcome our new brothers and sisters to our family. We also would like to take this time to thank the joint efforts of organizers Stan McCormick and Oliver Kupau, who made our extended family possible. *McAlo!*

Joe Trehern, District Rep.

NEWS FROM THE DISTRICTS

Hawaii's stabilization fund benefits members, employers

HONOLULU – The Hawaii Operating Engineers Industry Stabilization Fund (HOEISF) is an organization made up of both labor and management. It is funded by an hourly contribution of signatory contractors for each hour worked by our employees working under agreements in Hawaii.

The governing body consists of the following trustees: for labor: Local 3 Business Manager Tom Stapleton, President Don Doser and Hawaii District Representative Joe Trehern. For management: Bruce Coppa, Ron Oshiro, Marvin Koga and Wilfred Nakakura.

The function of the industry stabilization fund is to work for the benefit of our industry, namely Local 3 members and signatory employers.

Our approach is to help our industry in two ways:

1. Legislation - We participate in the legal process by introducing and supporting legislation that will benefit us and the unionized section of our industry. Equally important, we actively oppose any legislation that we feel is not in our best interest.

We approach this arena in various ways. We participate in hearings, meet with legislative staff, meet with government agencies, write letters and meet directly with our lawmakers. We develop working relationships with many governmental agencies, individuals and most importantly, our elected officials.

2. Monitoring - We are initiating a monitoring program that will ensure that non-union contractors are forced to bid for projects on a level playing field with our union contractors.



The Hawaii stabilization fund contributed \$10,000 to the American Red Cross to help victims of Hurricane Iniki. From left are: J. P. Ortmann, Jesse Manlapit, Willy Crozier, Joe Trehern, Adrian Keohokalole, Governor John Waihee, Wilfred Nakakura, Bruce Coppa and Ron Oshiro.

The mechanics of this program is to monitor the total wage and fringe package of non-union contractors and force them to pay the prevailing wage and fringe benefits to their employee. By doing this, we eliminate this unfair advantage that the non-union has by paying sub-standard wages.

Another recent benefit to our brothers and sisters has been monetary contributions. The stabilization fund recently made a cash contribution of \$10,000 to the American Red Cross for the Hurricane Iniki Fund, which helped hurricane victims on Kauai who were devastated by the disaster.

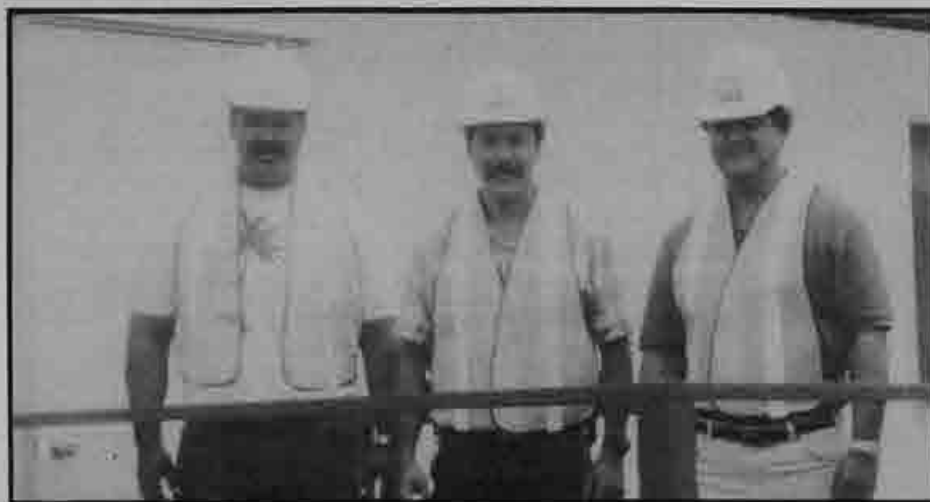
Many Local 3 members live on Kauai and were affected by the hurricane and received help from the American Red Cross during this time of need. In later articles we will further discuss the legislative results here in Hawaii. Our future success will require your assistance.

New hands-on training center opens in Hawaii

HONOLULU – Local 3's Hawaii Joint Apprenticeship Committee will be opening its hands-on training center July 12. After using the state's community college system for the past 26 years to fulfill the supplemental-related training requirements of our apprenticeship program, the transition is somewhat bittersweet.

We've made a lot of friendships, received help and cooperation at the drop of a hat and experienced changes that were always done to benefit our program. But the timing is right and necessary for us to move from theory-based instruction to a competency-based training program.

In the past, the odds were high that an apprentice could be studying a topic in the classroom but doing something entirely unrelated on the job site. It was very difficult for apprentices to put into practice what they had just been studying. At the hands-on training center, however, apprentices will now have the opportunity to develop competency that includes knowledge, skills and attitudes that will allow them to perform tasks successfully so they meet



At the Kunia training site mobile training classroom are from left: SRI Instructors Sam Spencer, Alan Kumalae and Chief Instructor Allan Parker.

specific performance standards.

We in Hawaii appreciate that the Rancho Murieta Training Center is the pace setter in training for Local 3. RMTC is serving as our role model in developing our training center. One major difference between RMTC and our training center, besides the scale of operation, will be its portability. The difficulty in finding land on Oahu, where the

majority of apprentices live, mandates using alternatives that are appropriate and cost effective. The numerous details and stumbling blocks associated with putting a training center together gave us an excellent opportunity to problem-solve – using research, resources, ingenuity and creativity.

Our Chief Instructor, Allan Parker, and SRT Instructors, Alan Ku-

malae and Sam Spencer, who have recently completed instructor training at RMTC, make up a dedicated team, intent on making this aspect of our apprenticeship program a progressive and productive operation.

We will accommodate three types of trainees at the center: Probationary Orientation Program apprentices or POPs, Supplemental Related Training apprentice or SRTs and journey-upgrade trainees. Course curriculum, which include class and field exercises and competency tests for the different types of training classes, have already been prepared and rehearsed and are now ready for implementation.

Our apprenticeship standards have also been revised to reflect the changes to our related training requirements due to the establishment of our hands-on training center. As the weeks and months go by we will make adjustments and improvements as necessary to address the training concerns of our industry here in Hawaii.

Nelson P. Umiamaka
State Administrator

NEWS FROM THE DISTRICTS

City council approves 559-home retirement community

SANTA ROSA – The Santa Rosa City Council recently voted 4-1 to approve a \$125 million retirement community. Pacific Lifecare plans to construct 559 housing units for senior citizens on 119 acres near Anadel Park. This would require annexation of 68 acres of Oakmont and would also include some large single-family homes. The project is expected to take 18 months to build, generate 300 construction jobs and provide 200 to 275 staff jobs when completed.

In another matter, our office has been very involved in fighting the latest no-growth movement in Sonoma County. The U.S. Army Corps of Engineers wants to suspend "Nationwide Permit No. 26" on the Santa Rosa Plain. This would require a detailed federal review, costing up to \$100,000, for any project no matter how small.

Now construction projects of 10 acres or less are approved without going through this expensive dog-and-pony show, but suspension of the permit would severely affect all small construction in the plain, 100,000 acres of land that encompasses the whole valley.

Developers say it would add two or three years to the permit process, and that Santa Rosa is the only place in the United States being considered for the suspension. Lt. Col. Len Cardoza, the Corps' district engineer said it will be two months before he will decide whether to retain, suspend or amend the permit that controls the destiny of hundreds of small-scale developments.

Local 3 is an active sponsor of the campaign to oppose this permit suspension. We've even assembled a "Who's Who" of various county polit-

ical, building, labor, business, agricultural and environmental interests.

Farewell George Steffensen

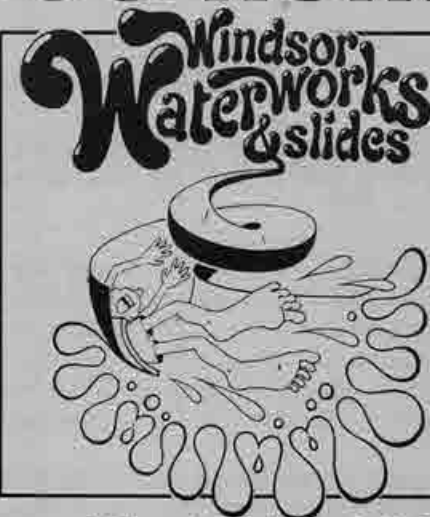
It is with great sorrow that we say good-bye to business agent George Steffensen. George, whose last day was June 11, plans to return to field work as a gradesetter. He explained that after nearly four years with Local 3 he was a bit burned out and looking forward to some time with his family. We presented George with a plaque on his last day that read, "Our sincere appreciation." He leaves with our high-

est personal and professional recommendations.

Wet & Wild district picnic

Don't forget to put Sunday, August 1 on your calendar, for our third annual barbecue at the Windsor Water Works, which features waterslides and swimming pools. We're also organizing a volleyball tournament. We sold out all 800 tickets last year, so be sure to reserve yours for this year.

Prices are \$12 adults, \$9 retirees, \$1 children (12 and under). Price includes park admission, steak or



chicken with fixin's and all the beer or soda you can drink. Many local politicians and union officials are expected to attend, and the raffle prizes will include bed and breakfast, tickets to the Wine Train, dinners, gym memberships and a rifle for a door prize.

Tickets are available in the district office at 3900 Mayette Avenue in Santa Rosa. You can call for a ticket request form at 707-546-2487, or get one from a business agent.

Hope to see you there.

T. Robert Miller, District Rep.

Ford Construction wins Gardnerville landfill job

RENO – Ford Construction Company out of Lodi, Calif., has recently moved to the Reno area. Ford's Nevada Division is headed by one-time Local 3 member Jeff Geist.

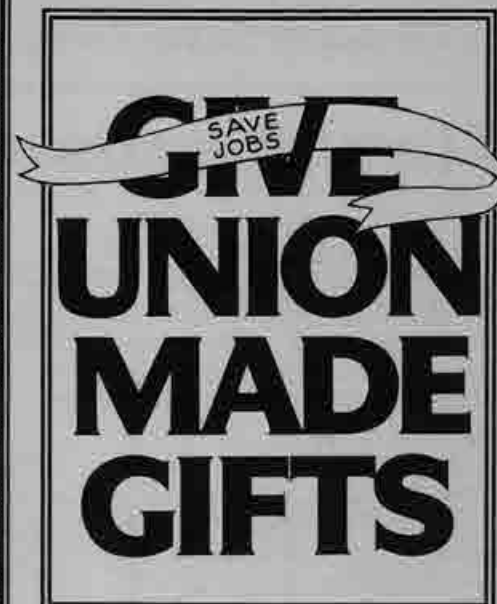
Ford was the successful bidder on the closure of the Gardnerville landfill south of Carson City. The original bid went to a non-signatory contractor, but there were discrepancies in the bid, so the contract was rebid and eventually awarded to Ford Construction.

The crews are supervised by "Big" Frank Cooper, with the work being accomplished with six 637 scrapers and support equipment keeping 16 of the hands busy, moving about 700,000 yards of dirt. Ford was also successful in its bid on a new golf course in Washoe Valley south of Reno. This job consists of moving 730,000 yards at the south end of Washoe Valley.

Ames Construction has been busy putting operators to work at the new ROTP plant being built near Carlin. This is a project agreement managed by Bechtel Construction and just getting under way.

Work is really getting busy in northern Nevada, with many overlay jobs, the Reno Airport, Stead Airport and several housing subdivisions. Most of our local hands are working now, but we still have many members from out of the area on the out-of-work list.

Pete Cox, Business Rep.



District and retiree picnics

Reno District Saturday, July 17
Deer Park (Rock Blvd. & Prater Wy.), Sparks
\$7.50 single, \$15 family
BBQ steaks, beans, salad
Live music, volleyball, activities for children, raffle
Info: (702) 329-0236

Stockton-Ceres District Sunday July 25, 11 a.m. to 6 p.m.
Oak Grove Regional Park
I-5 and 8-mile Rd.
\$10 active, \$8 retirees, children under 15 free
BBQ steaks, hot dogs, beans, salad, cold drinks

Raffle, games for kids
Info: (209) 943-2332

Santa Rosa District
Sunday, August 1, 10 a.m. to 5 p.m.
Lunch served from 11 a.m. to 3 p.m.
Windsor Water Works, Conde Lane
\$12 adults, \$9 retirees, \$1 children
Raffle, door prizes, food, water slides, pool, game arcade
Info: (707) 546-2487
* Note change from previous notice

Fresno District Saturday, August 14

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

Marysville District
Saturday, August 14
Riverfront Park
In conjunction with Caltrans equipment rodeo
Info: (916) 743-7321

NEWS FROM THE DISTRICTS



Local 3 member Mike Hawthorn of Brentwood, Calif., displays third and fourth-place trophies he won May 22 at the 1993 Backhoe Rodeo & Safety Fair at the Bobby Jones Arena in Cottonwood, Calif.

Local 3 helping Caltrans win I-80 ramp approval

OAKLAND — It sure feels good to see scrapers moving dirt.

Rasmussen has three of them on its Richmond Parkway job. Haskins is also at Hill-top moving some Hazmat dirt for Chevron. The contractor should be there for about another month.

Independent Construction is getting ready to move back on its Pinole job, which entails extending the shopping center in combination with the east end of the Richmond Parkway. Crews have been waiting for PG&E to relocate a gas main that runs through the property. Once they get going, there will be about 600,000 yards to move.

O.C. Jones was low bidder, at \$5 million, on the next phase of the parkway. Along with the usual road work, the company will also be adding bicycle paths, retaining walls, widening for two bridges, landscaping and traffic signals.

The business agents here in Oakland have been going to a lot of meetings trying to help

Caltrans get the permits it needs to finish the final phase of I-80 near the east end of the Bay Bridge in Emeryville. The staff of the San Francisco Bay Conservation and Development Commission has recommended to commission members that Caltrans be denied application for a permit to build a "fly-over" ramp that would take westbound I-80 car-poolers and buses to the Bay Bridge toll plaza.

The BCDC's staff claims that the concrete ramp would harm wildlife habitat and spoil panoramic views of the bay. Caltrans can't build on tidal lands without BCDC permission. It is very important that Caltrans obtain timely approval of this permit because this could affect construction of the Cypress replacement project. If you would like to attend any of these meetings, please call me at the Oakland union hall.

One more thing to remember, school is out. Let's keep an eye out for the young ones.

Joe Tarin, Business Rep.

Unions and working families—partners in the fight for child care, family leave, health care, and other policies that mean a better life for parents and their children.



Panguitch's Kaibab mill struggles to stay open

SALT LAKE CITY — The Kaibab Lumber Mill at Panguitch is still operating week to week. With all the environmental problems, Kaibab Industries doesn't know how much longer it can get timber and remain in business.

The people protesting the timber sales have summer cabins at Duck Creek near Panguitch. Due to the heavy snow this winter, several cabin roofs collapsed. Our members at Kaibab are anxiously anticipating being able to protest if these environmentalists use wood to rebuild their cabins.

The town of Panguitch has a stable population of around 1,500, and it really devastates that town's economy when so many of our members working at the lumber mill are laid off. There are around 30 laid off

workers in the Panguitch area trying to cope with this situation, a number that represents about 2 percent of the town's population and a much larger percentage of the area's working people.

Valley Asphalt's job at Cisco has run into sub-grade problems that are hampering the resurfacing project. Gibbons & Reed is laying oil at Blanding Airport and was the low bidder on a job at Natural Bridges National Monument.

Shurtleff & Andrews has moved a couple of cranes up to Sheep Creek and our members on these rigs will be working on a steel liner for asphalt. Geneva Rock is busy supplying grout for the lining of the tunnel at Sheep Creek.

Verlyn K. Shumway,
Business Rep.

NEWS FROM PUBLIC EMPLOYEES

Under the gun

If Alameda County approves drastic Sheriff's Department budget cuts, deputies will be the ones getting out of town, not outlaws

By Steve Moler
Assistant Editor

First in a series

In the Old West days, the sheriff and his deputies used to tell outlaws to get out of town before sundown. Today, in Alameda County, it's the deputy sheriffs who are being ordered to get out of town.

Of all the law enforcement agencies represented by Local 3 that are being decimated by drastic budget cuts, the Alameda County Sheriff's Department is emerging as the worst case. Severe budget cuts over the past three years – and quite likely this fiscal year as well – have turned the county's criminal justice system into a lawbreaker's delight.

Since 1990, the Sheriff's Department has lost 155 deputies to budget reductions, even though violent crime has increased substantially during the same period. And now that the California Legislature has approved Gov. Pete Wilson's plan to shift \$2.6 billion in property taxes from local government to the state for schools, the county is considering slashing another \$32 million from the Sheriff's Department budget to help close a predicted \$175 million shortfall in the 1993-94 budget.

More layoffs expected

These cuts could result in the lay-off of 342 Sheriff's Department employees, including 153 sworn officers, 40 of which could come from the 103-deputy patrol division. Patrol services in the 122,000-population unincorporated Alameda County would be reduced from 0.87 officers per 1,000 residents to 0.53 officers per 1,000 residents, well below the countywide average of 1.26 officers per 1,000 residents.

Alameda County Sheriff Charles Plummer warned that the cuts could result in an "absolute total breakdown in the criminal justice system." Under the proposed cuts, in addition to having nearly half as many officers on patrol, the Sheriff's

Department would have only two detectives to investigate major crimes. The department would also have to eliminate its misdemeanor crime investigation unit, youth drug and crime prevention program D.A.R.E., school resource officer units and the narcotic and gang suppression special enforcement team.

All of these cuts, by the way, would take place despite significant increases in violent crime. Since 1990, aggravated assault in unincorporated Alameda County has risen 179 percent, robbery 44 percent, rape 21 percent, burglary 17 percent, homicide 14 percent and grand theft 8 percent.

Unanswered calls

To understand how serious matters actually have become, here's how a typical swing shift at the Sheriff's Department Eden Township Substation in San Leandro began June 8: Several exasperated deputy sheriffs gathered in front of a computer terminal to check the long list of unanswered calls before heading out into the field.

As the deputies evaluate each call, they could only shake their heads in disbelief: suspicious person call (five hours, 9 minutes old), burglary (five hours, 1 minute old), threatening phone call (four hours old), grand theft (three hours, 26 minutes old), vandalism (three hours old), stolen vehicle (three hours old), grand theft (two hours, 15 minutes old), temporary restraining order violation (two hours, 15 minutes old).

Welcome to law enforcement of the 1990s. A few years ago, when the Sheriff's Department had adequate staff, these types of calls would have been answered within a reasonable time. Today, unfortunately, about all that will happen to these calls is a deputy will eventual-



Sgt. Kevin Hart, right, hands out leaflet to local residents at the Mervyn's department store in San Lorenzo.

ly arrive at the crime scene and merely fill out a report. The suspect or suspects, meanwhile, will have had hours – possibly days – to flee the area.

In fact, about the only calls the Sheriff's Department responds to quickly nowadays are so-called crimes against people such as assault, armed robbery, attempted murder, homicide and domestic violence. Calls for lesser felonies not directly involving personal safety, such as auto theft and burglary and most misdemeanors, are often answered only as time and resources allow, which, depending on the alleged crime, can take hours, even days to investigate.

Even if deputies manage to arrest suspects, budget cuts in other areas of the criminal justice system, such as the district attorney's office, probation department and county jail, will make prosecuting and incarcerating felons much more difficult, and make it virtually impossible to prosecute lesser offenders like shoplifters, drunken drivers and bad-check writers.

Job safety compromised

The most recent round of cuts would not only increase the average response time for many calls, but

would undoubtedly create more unsafe conditions for deputies in the field. It's not uncommon now for deputies to respond to potentially dangerous calls without adequate backup. With the latest round of cutbacks looming, the situation will only get worse.

"It's a sad situation," said Deputy Sheriff Matt Francis, who took *Engineers News* on two "ride-alongs" May 21 and June 8. "The only crimes we're responding to are crimes against people. There's no proactive law enforcement, just reactive law enforcement. The reductions have raised the stress level of the deputies to the breaking point. It's getting unsafe out here."

During the May 21 swing-shift ride-along, for example, Francis spent most of his shift racing from one call to another, in many cases arriving on scene too late to apprehend any suspects. One call of possible vandalism in the parking area of an apartment complex went unanswered for an hour and a half, and when Francis finally found a spare moment to respond, whatever criminal activity might have been taking place vanished into the cool night, perhaps to reappear elsewhere at another time and place.

NEWS FROM PUBLIC EMPLOYEES

Long response times

Another example of how long response times give criminals an advantage occurred at around 10:25 p.m. that same night. Francis received a call of a man being threat-

ened at the scene of a minor traffic accident on Castro Valley Boulevard off I-580. Francis, unfortunately, was patrolling on the opposite end of his district when the call came in. By the time he arrived on scene nine

minutes later, the suspect had fled in his vehicle. Despite a search of the area, the suspect wasn't found.

Had a patrol unit arrived moments sooner, the suspect, at least in this particular case, probably

would have been caught or not had the opportunity to leave the scene. Instead, a minor fender-bender turned into a felony hit-and-run.

During a call about 20 minutes earlier, Francis had to investigate a possible prowler in a resident's back yard on Cordova Street in unincorporated San Lorenzo without any backup because other patrol units in the area were busy responding to other urgent calls. Although no prowler was ever found, Francis could have faced a potentially dangerous confrontation with an armed burglar with no other officers around to help out.

Fighting back

The Deputy Sheriffs Association, in conjunction with Local 3, hasn't taken the threat of more budget cuts lightly. Since the beginning of June, when the Alameda County Board of Supervisors began finalizing the county's 1993-94 budget, deputies began an intensive leafleting campaign at area shopping malls. The flyers, containing a large headline at the top that read, "911 Emergency, Criminals Don't Have Budget Problems," outlined how cuts in law enforcement will affect public safety.

Deputies also handed out pre-printed post cards addressed to the county supervisors that asked the board, "Law enforcement is my priority, don't give the badge to criminals. Do not decrease Sheriff's Dept. staff!"

On June 23, some 250 uniformed officers joined Sheriff Charles Plummer in a march around the County Administration Building in Oakland. Plummer led the march holding a buzzing chain saw to symbolize state budget cuts. The Sheriff's Department wants the supervisors to set aside all of the county's \$32 million in expected revenue from the recently extended 1/2-cent sales tax and use it for law enforcement.

At press time, the California Legislature had approved extending the temporary 1/2-cent sales tax, which expires June 30, until December 31 and placed on the November ballot a proposed constitutional amendment that, if approved, would permanently extend the tax.

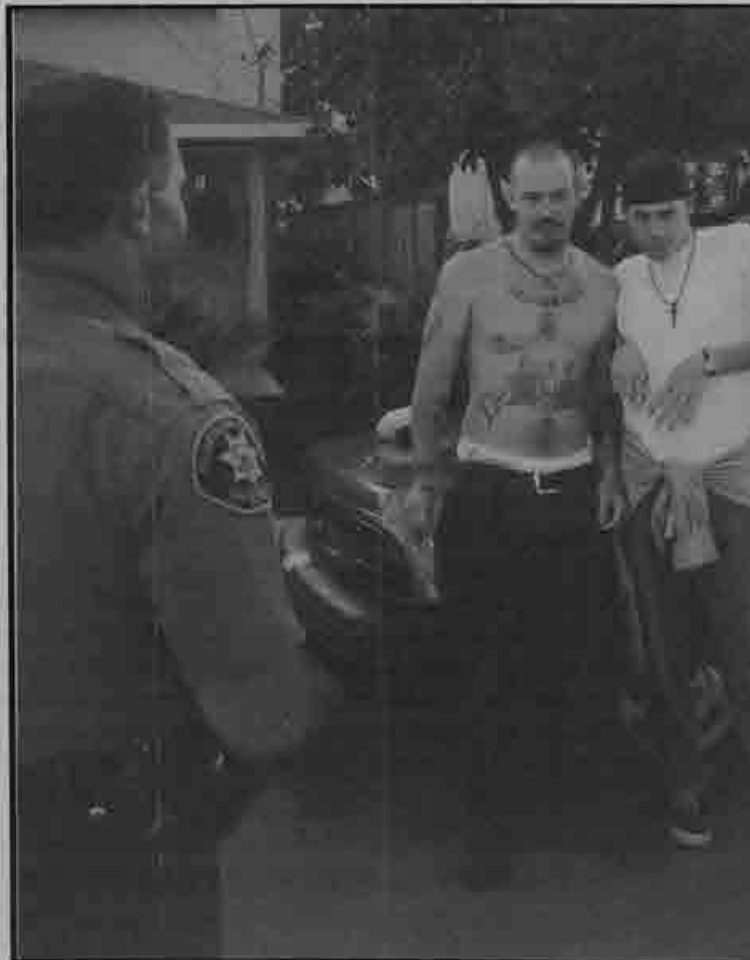
Wilson also agreed to allow more of the sales tax revenue to help counties pay for police, fire and public safety. The Alameda County Board of Supervisors is expected to vote on its new budget June 29.



Above: Deputies Matt Francis, left, Elizabeth Williams, middle, and John Hardester return to their police cruisers following a domestic dispute call, a type of call that does evoke a quick response because of its potential danger to people and deputies.



Above left: Deputy Doug Gibson leads a suspect away following a domestic dispute on Sunset Blvd. in unincorporated Hayward.



Above right: Deputy Matt Francis chats with a known gang member and his younger brother. If proposed Sheriff's Department budget cuts go through, the department's gang suppression enforcement team will be eliminated.

NEWS FROM Rancho Murieta Training Center

Need more blade training?

Training center now offers two journey-level blade classes featuring instruction on advanced blade techniques plus lasers, sonar and cross-slope systems.

By Larry Uhde, RMTTC administrator



In addition to preparing apprentices to enter the construction industry, the staff at Rancho Murieta Training Center tries to provide training that will benefit journeymen and journeymen. Everyone is aware of the changes taking place in the industry with the use of automatic controls, lasers and such. To address the industry's need for blade operators and to assist journey operators to understand the automatic control systems, we offer two journey-level classes for blades at the training center.

Advanced blade class

The advanced blade class is designed to upgrade beginning blade operators' skills. It is a two-week course that covers finish blade techniques including balancing materials and grading building pads, parking areas and streets. These exercises will be done while operating the grader both manually and, when applicable, using a laser-directed automatic blade control system.

The setup and use of lasers during finish grading operations will be covered. The training center uses for training Laser Alignment's LB-4 dual grade laser, its laser-directed automatic blade control system, and its new sonar and cross-slope control system. This is the very latest technology available in automatic blade control systems. Its design will eliminate a lot of the problems associated with other automatic blade control systems.

The course will also include how to cut both vee-type and flat-bottom ditches. These ditching exercises are very useful in demonstrating the graders versatility by using different blade positions to get a job done, especially when working close to property lines and fence lines, where the grader can only work from one side. These techniques can be applied to other finish grading operations to allow the operator to perform the work efficiently and produce a better finished product.

This course is not for someone with no blade experience. We have a basic blade course available for anyone who wants to learn how to operate a blade. This course will not make you a finish blade operator. However, we think it will help anyone with basic skills become more



proficient in operating a blade.

New blade control class

Last year the training center acquired a laser control system for the blade class from Laser Alignment Inc. This year the company has installed its latest blade control system, The Sonicmaster, on another of the training center's 12G blades. This is the most advanced system available for automatic blade control. It incorporates an extremely accurate triangulation system that uses two ultrasonic transducers to locate and maintain elevations over a stringline, curb or previous.

Triangulation eliminates elevation errors caused by sideways movement of the sensor over the reference line and also provides a reference by which the control panel can automatically side shift the blade to maintain its vertical position over the stringline or curb edge. There is also a fixed third transducer in the sonar head that measures and compensates for temperature, humidity and barometric pressure changes in the atmosphere, conditions that affect sound waves. This system can be set up in various combinations of blade control using laser or sonar for elevation control in conjunction with cross-slope control.

RMTTC trains journeymen too

During a phone conversation with RMTTC Manager Steve Stromgren, Loren Beebe of Granite Construction said it would be great if the training center could provide training to journeymen and journeymen. Steve's reply was that the training center has always been available to journey upgrades who want to improve their skills. Steve went on to explain that the training center has just acquired the Sonicmaster from Laser Alignment, and instructor Tom Mullahey is putting together a class for jour-

neys with blade experience who need training on automatic blade controls.

Loren sent four Granite operators - Troy Blair, Edward Briggs, Mike Fitz and Bill Dodd - to the training center to participate in a 40-hour course using this new system. After an initial orientation on the Sonicmaster system components, control panel functions and setup for various grading operations, the operators went through the calibration procedure for the Sonicmaster. They were impressed with how easy it was to calibrate this system. An on-screen menu takes the operator through the calibration, and rather than having to calibrate each sensor individually - rotation sensor, mainfall sensor and crossfall sensor - it calibrates the entire system in one procedure.

One of the training exercises was cutting sidewalk grade using a stringline reference for the sonar head along with cross-slope control. This system's ability to track along the string using the automatic side shift produced excellent results in cutting line. The system also has the ability to maintain exact grade.

These operators were also instructed on the setup and use of the laser directed automatic blade control system. Each of the operators was given a building pad to lay out and set grade for. They graded their pads manually, using the old bubble-in-your-seat method. Then each operator set up and used the laser control panel to automatically finish grading their building pads.

When asked how the training went, Mullahey said: "It was a busy week of training and the guys were enthusiastic about the class. It was a pleasure working with these operators. I think one thing that was



A Laser Alignment Sonicmaster has been installed on one of the training center's 12G motorgraders for training journey-level blade operators on how to use automatic blade control systems.

clear to them is that automatic blade control systems will not reduce the need for skilled finish blade operators.

"However, these systems will decrease time spent on finish grading operations and reduce or eliminate cost overruns on import material and is one of the main reasons contractors are beginning to use these systems. So there is a definite need to train operators using this technology. I have used different automatic systems in the field and I'd like to thank Laser Alignment for supplying Local 3's training center with what I feel is the best system available."

I personally want to thank Loren Beebe and Granite for recognizing the value of this training, with special thanks to the journeymen who took part in the training. Tom Mullahey and the staff at the training center are dedicated to maintaining the highest standards for the members of Local 3 and encourage all of you to take advantage of the training opportunities whenever possible.

Union Briefs

Health care reform campaign

If President Clinton's health care plan is one that the AFL-CIO can support, the federation will launch a massive lobbying campaign in support of national health care reform.

The AFL-CIO has allocated several million dollars to the campaign, which will be launched as soon as union leaders endorse a plan. The federation says many aspects of the campaign are already in place and ready to go when an endorsement is made. Union officials repeatedly have said that in order to gain their support, any plan must provide for universal access, cost containment and quality care. They have also rejected taxation of employee benefits.

Striker replacement update

The victory of Republican Kay Bailey Hutchison in Texas June 5 over interim Sen. Bob Krueger for the Senate seat vacated by Treasury Secretary Lloyd Bentsen is considered a setback for organized labor trying to line up the 60 votes needed to overcome a threatened Republican filibuster of the Workplace Fairness Bill, S 55, which would ban the permanent replacement of economic strikers.

Hutchison's victory changes the ratio of Democrats to Republicans to 56-44. Prior to Hutchison's election, union lobbyists and other observers estimated that proponents had lined up as many as 58 senators, including Krueger, to vote for cloture on the bill. However, they acknowledged that gaining the additional two votes that would allow the bill to be brought up for a vote would be difficult. Hutchison is expected to oppose the bill.

Union election win rate highest since 1984

The percentage of representation elections won by unions in 1992 was the highest recorded since 1984, according to National Labor Relations Board data. Unions won 49.9 percent of the 2,712 elections held in 1992. The win rate was up from 46.8 percent in 1991 and from 47.6 percent in 1990, reversing a two-year trend of declining win rates.

NLRB rules companies can't bypass unions with committees

Similar to the *Electromation* case featured in the April 1993 *Engineers News*, the National Labor Relations Board has ruled that Dupont Company violated federal law in setting up seven employee committees at its Chambers Works plant in Deepwater, N.J. The board found that the company had illegally bypassed its union when the company dealt directly with employees in setting up and administering safety and recreation committees.

The NLRB also clarified what a legal labor-management committee is. A brainstorming or information-sharing group, for instance, would fall within the law, the NLRB said. So would a team with decision-making authority, as long as decisions were made by majority vote and management representatives were in the minority.

Labor was generally pleased by the ruling. The NLRB said in its ruling that employers could not use teams to get around dealing with unions on conditions of employment, including rates of pay, hours and grievances.

In the *Electromation* case, the NLRB ruled last spring that the company's "action committees" at its Elkart, Ind. plant were illegal labor organizations hand-picked, dominated and supported by management. The board said that *Electromation* usurped the rights of its employees, who are represented by the Teamsters, to pick their own representation and "gave employees the illusion of a bargaining representative without the reality of one."

Is drinking a problem for you?



ADDICTION RECOVERY PROGRAM

1-800-562-3277

This questionnaire is designed to help you determine if you have symptoms that may indicate alcoholism. Mark "yes" or "no" next to each question. At the end of the exercise, you'll evaluate your answers.

1. Do you occasionally drink heavily after a disappointment, a quarrel or when the boss gives you a hard time?
2. When you have trouble or feel under pressure, do you always drink more heavily than usual?
3. Have you noticed that you are able to handle more liquor than you did when you were first drinking?
4. Do you ever wake up on the "morning after" and discover that you could not remember part of the evening before, even though your friends tell you that you did not "pass out"?
5. When drinking with other people, do you try to have a few extra drinks when others will not know it?
6. Are there certain occasions when you feel uncomfortable if alcohol is not available?
7. Have you recently noticed when you begin drinking you are in more of a hurry to get the first drink than you used to be?
8. Do you sometimes feel a little guilty about your drinking?
9. Are you secretly irritated when your family or friends discuss your drinking?
10. Have you recently noticed an increase in the frequency of your memory blackouts?
11. Do you often find that you wish to continue drinking after your friends say they have had enough?
12. Do you usually have a reason for

the occasions when you drink heavily?

13. When you are sober, do you often regret things you have said or done while drinking?

14. Have you tried switching brands or following different plans for controlling your drinking?

15. Have you often failed to keep the promises you have made to yourself about controlling or cutting down on your drinking?

16. Have you ever tried to control your drinking by making a change in jobs or moving to a new location?

17. Do you try to avoid family or close friends while you are drinking?

18. Are you having an increasing number of financial and work problems?

19. Do more people seem to be treating you unfairly without good reason?

20. Do you eat very little or irregularly when you are drinking?

21. Do you sometimes have the "shakes" in the morning and find that it helps to have a little drink?

22. Have you recently noticed that you cannot drink as much as you once did?

23. Do you sometimes stay drunk for several days at a time?

24. Do you sometimes feel very depressed and wonder whether life is worth living?

25. Sometimes after periods of drinking do you see or hear things that aren't there?

26. Do you get terribly frightened after you have been drinking heavily?

If you answered "yes" to any of the questions, you have some of the symptoms that may indicate alcoholism.

"Yes" answers to several of the questions indicate the following stages of alcoholism:

Questions 1-8: early stage.

Questions 9-12: middle stage.

Questions 13-21: late stage.

Questions 22-26: beginning of final stage.

If we can be of service to you, please contact your Addiction Recovery Program (ARP) at 1-800-562-3277. Hawaii members call 1-800-842-4624.

HONORARY MEMBERS

As approved at the Executive Board Meeting on June 20, 1993, the following retirees have 35 or more years of membership in the Local Union, as of May 1993, and have been determined to be eligible for Honorary Membership effective July 1, 1993.

| | |
|-------------------|---------|
| John Amuchastegui | 0666920 |
| Gilbert Avila | 0873299 |
| Thomas Bills | 0925065 |
| G. L. Bowman | 0939850 |
| Jesse Bowden | 0899284 |
| Paul Cayer | 0845373 |
| Raymond Chattman | 0879702 |
| John Cook | 0515881 |
| Billy Dooley | 0841526 |
| Paul Easley | 0918846 |
| Bill Estabrook | 0915721 |
| James Every | 0908546 |
| Richard Fanta | 0845514 |
| Elmer Finwick | 0931022 |
| Marvin Gardiner | 0971408 |
| Clinton Green | 0622848 |
| Dale James | 0558800 |
| Edward Kozacek | 0969666 |
| Richard Macy | 0698398 |
| Joseph Marquez | 0931224 |
| John McFadden | 0698506 |
| William Mello | 0845433 |
| James Melton | 0683280 |
| Raymond Mokiao | 0971466 |
| Roy Moore | 0698513 |
| James Strauch | 0720412 |
| Clyde Upchurch | 0985486 |
| Richard Walker | 0769495 |
| Evan White | 0879679 |
| Paul Williamson | 0531667 |

Departed Members

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

APRIL

Paul Driver of Waianae, Hi., 4/30; Glenn L. Johnston of Redding, Ca., 4/25; James Matsuda of Ewa Beach, Hi., 4/27; Herb M. Maunder of Sparks, Nv., 4/25; Roy Teed of Medford, Or., 4/29.

MAY

John Batalona of Wahiawa, Hi., 5/10; Jack H. Bennett of Crane, Mo., 5/6; Ronald Casaleggio of Jackson, Ca., 5/24; David J. Devincenzi of San Francisco, Ca., 5/15; Henry D. Ford of Ukiah, Ca., 5/11; J. W. Fothergill of Cedar Ridge, Ca., 5/17; Ted Fox of Anderson, Ca., 5/2; N. L. Gates of Danville, Ca., 5/9; Don L. Hart of Oroville, Ca., 5/21; James Helms of Fresno, Ca., 5/5; Hubert Howard of Grants, NM., 5/10; Arthur Kirkpatrick of Lake Havas, Az., 5/19; Mario Lucchetti of Cupertino, Ca., 5/16; E. McCarty of Aloha, Or., 5/23; George McNees of Orem, Ut., 5/17; Vern Motley of Halfway, Or., 5/9; Ray F. Newhouse of Mad River, Ca., 5/1; Fred Potter of Sacramento, Ca., 5/7; Raymond Santiago of Haleiwa, Hi., 5/10; Daniel Smalling of Yuba City, Ca., 5/1; Wayne Stokes of Livermore, Ca., 5/1; Lynn Tillotson of Grass Valley, Ca., 5/7; T. Turner of San Leandro, Ca., 5/20; Orville Warrington of Fresno, Ca., 5/14.

DECEASED DEPENDENTS

Joan Troxel, wife of Jay, 5/12. Cheryl Viernes, wife of Gary, 2/14.

District Meetings

District meetings convene at 8 PM with the exception of District 17 meetings, which convene at 7 PM

JULY

- 6th District 4: Eureka
Engineers Building
2806 Broadway
- 7th District 7: Redding
Engineers Bldg.
20308 Engineers Lane
- 8th District 6: Marysville
Veterans Memorial Hall
249 Sycamore St
Gridley
- 19th District 17: Kauai
Kauai High School Cafeteria
Lihue
- 20th District 17: Maui
Wailuku Community Center
279 Hala Place
Wailuku
- 21st District 17: Hilo
Hilo ILWU Hall
100 W Lanikaula Street
- 22nd District 17: Honolulu
Farrington High School
Auditorium
1564 King Street
- 23rd District 17: Kona
Konawaena
Intermediate/High School
Cafeteria
Kealahakua

AUGUST

- 3rd District 3: Stockton
Engineers Bldg.
1916 North Broadway
- 10th District 2: Sunol
Sunol Vly Ctry Club
Hwy 680 & Andrade Rd.
- 12th District 5: Fresno
Laborer's Hall
5431 East Hedges
- 24th District 1: San Francisco
Seafarers Int. Aud.
350 Fremont Street
- 26th District 8: Auburn
Auburn Recreation Center
123 Recreation Drive

Hawaii District Election

At the regularly scheduled quarterly District 17 membership meetings, which are listed above, there will be an election for a District 17 Executive Board member to fill the balance of an unexpired term left vacant by resignation. Please check the Hawaii District regularly scheduled meetings above for dates, times and location. All meetings begin at 7 p.m.

SEMI-ANNUAL MEETING

Recording-Corresponding Secretary Robert L. Wise, has announced that the next semi-annual meeting of the membership will be held on Saturday, July 10, 1993, at 1:00 p.m., at the SEAFARERS INTERNATIONAL UNION AUDITORIUM, 350 Fremont Street, San Francisco, CA.

1993 RETIREE ASSOCIATION MEETINGS

- EUREKA - July 6 2 PM
Operating Engineers Bldg.
2806 Broadway
- REDDING - July 7 2 PM
Moose Lodge
320 Lake Blvd.
- MARYSVILLE - July 8 2 PM
Veterans Memorial Bldg.
249 Sycamore
Gridley, CA
- RENO - July 17 11 AM
Dear Park
Rock Blvd & Prater Way
Sparks, Nevada
- CERES - August 3 10 AM
Tuolumne River Lodge
2429 River Rd.
Modesto, CA
- STOCKTON - August 3 2 PM
Operating Engineers Bldg.
1916 N. Broadway
- OAKLAND - August 10 10 AM
Oakland Zoo, Snow Bldg.
9777 Golf Links Rd.
- CONCORD - August 11 10 AM
Concord Elks Lodge
3994 Willow Pass Rd.
- FRESNO - August 12 2 PM
Laborers Hall
5431 E. Hedges
- S. F./SAN MATEO - August 24 10 AM
IAM Air Transport Employees
1511 Rollins Rd.
Burlingame, CA
- IGNACIO - August 24 2 PM
Alvarado Inn
250 Entrada Dr.
Novato, CA
- AUBURN - August 26 10 AM
Auburn Recreation Center
123 Recreation Dr.
- SACRAMENTO - August 26 2 PM
Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova

Swap shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to Operating Engineers Local 3, 1620 S. Loop Rd., Alameda, CA 94501, ATTN: Swap Shop.* Ads are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in Swap Shop.

*All ads must include Member Registration Number. Social security numbers not accepted.

** All ads should be no longer than 50 words in length. 3/31/91

Swap Shop

FREE WANT ADS FOR ENGINEERS

FOR SALE: '72 El Camino 350 eng., AT, P/S, AM radio, Primed grey, 178 K good cond. \$2K sale, 2 service station type gas pumps, good cond. PS Pumps \$50 each. Call Geo. (510)525-2165. Reg.#0291501

FOR SALE: Backhoe Buckets 24" & 18" for case 580 super e model, like new \$1K for both. Also 2 brand new Bias tires, G-60-14, \$75 for both OBO. Call (916)878-1494. Reg.#2072172 6/93

FOR SALE: Turbocharger ATS fits GM, 6.2 Diesel have all hoses, pipes, clamps, gages and instructions. \$1K. Call (916)275-2011. Reg.#586558 6/93

FOR SALE: '86 Ford Van 350 Econoline, ice box, closet & sink, 6.9 liter diesel, AC, power locks/windows/steering/brakes. Tilt wheel, new tires, dual fuel tanks, excel cond., \$7,500 or trade for pick-up extend cab 4x4. Call (916)283-3823. Reg.#1142922 6/93

FOR SALE: '62 Boat Chris Craft 53', 3 staterooms, 2 ba., full elect galley, 2 GMC 371 diesels, electric generator. All wood hull. Have to see to appreciate \$95K. Call (415)873-8546. Reg.#924959 6/93

FOR SALE: 4-plus acres Silver Springs, Nev. Cor. Prop. paved rd., 320 +/- to power, \$9,500 terms. Call (916)644-5178. Reg.#1152629 6/93

FOR SALE: '77 -5th wheel 34' Ardon, awning, full bath \$ shower, queen bed, furnace, air conditioner. Lots of closet space, could be lived in \$7K OBO. Call 643-7246 (Vallejo, Ca.). Reg.#1098191 6/93

FOR SALE/TRADE: Duplex Lg. 2 story - 10 min. from Lake Oroville, Feather River and Mt. Recreation, many upgrades, good income or owner occupied. One unit makes payment. Ass. loan, trade equity for 40' 5th wheel, street rod, collector car. Nev. Property, antiques will deal, call (916)384-1016 or 534-6817. Reg.#2188985 6/93

FOR SALE: '85 Chevy Van G 20, Landmark by National Coach, 350 V8 gas, 4 speed, auto trans w/overdrive. Electronic speed control, air cond., TA tires, fully loaded, 4 high back, 6-way lumbar adjustable chairs + 6' sofa bed. 42K miles, immaculate inside & out. Asking \$11K. Call (707)226-3442. Reg.#0983164 9/93

FOR SALE: Home Near Clear Lake, 24'x50 mobile home + executive 26' class A motor home. Mobile home \$24,900. Motor home \$14K. Both for \$35K or offer. Call (707)263-3313. Reg.#496052 6/93

FOR SALE: '52 Chevy 2 door coupe, partial restored eng., trans, out, but complete. Has 90% of options for '52 in original boxes. Will trade for old 1/2 ton pick-up w/side boxes or flat bed. Body cond. doesn't matter but must run. Prefer Chevy, Ford or Dodge. Call (415)586-2207. Reg.#1852493 6/93

FOR SALE: Mobile home 12'x40' Hill-Crest, 1bd, excel cond., country living in

adult park above the fog and below the snow. 1 mile from Auburn, Ca., full length patio awning & storage shed, \$9,500. Call (916)823-2983, leave message/will return call. Reg.#0863743 6/93

FOR SALE: Post hole digger Danhauser, 18"x9" augers ready for 3 point hitch, like new \$1,200. Howard Rotovader 60" w/80 new lines \$2,200. good cond. Call (510)623-1210 Reg.#2010999 6/93

FOR SALE: Mobile home in Tehama Co. price reduced to \$69,500. Secluded w/view, 3bd/2ba, 1900 sq. ft. on 6.7 ac. w/oaks, pines & manzanita trees. Gazebo & man-made waterfall, fruit trees. Many extras. OWC some \$. Also 2.7 acres. Lots of oak, pine trees. Good build site. Secluded & quiet. \$5K down, OWC balance. Call (916)585-2420. Reg.#1189004 6/93

SUMMER RENTAL: Santa Rosa single w de mobile home in quiet mobile park. \$400 p/mo. 537-0235. Reg.#1910408 7/93

FOR SALE: 88 Acres Recreational property, hunting-fishing-borders, BLM land. Partly wooded/meadow. 2 hrs. so. of Salt Lake City, Ut. Call (801)487-9687 or (801)484-1079. Reg.#1196044 7/93

FOR SALE: '88 Alpha Gold 38' 5th. wheel, 4x10 slide out, 2 a/c, wsh/dry, fbrgl siding, elec jacks, awning, rear kitchen, located in Pittsburgh, \$25K ofr. Call (510)427-1627. (916)275-1989. Reg.#2014006 7/93

FOR SALE: Mower Ride around 12HP, MTD, 38" cut. \$650. Call (209)763-5334. Reg.#0632559 7/93

FOR SALE: '84 Motor Home Dolphin 21' class C, Chev 350, auto cruise, awning, dash & roof air. 22K mi. clean, well maint. w/records. No pets, non smoker. \$14K. Call (415)593-4571. Reg.#1522813 7/93

FOR SALE: '65 Ford Mustang conv. 289 eng. 4spd trans. + 113K orig. mi., excel. cond., power top + Toni cover, disc brakes, im-on paint, GT wheels, light bar + ster wheel, lots more, Extras, \$15,500 OBO. Call (408)724-0215. Reg.#657788 7/93

FOR SALE: '75 Backhoe Skip & backhoe Ford \$9K OBO. Very good equipment. '70 Dodge 2 ton truck. 1 owner stake body \$3,500 OBO. Enough steel to build house. Call (619)769-4440. Reg.#1181795 7/93

RETIREMENT SALE: 2bd/2ba 2-1/2 years old, 3 car garage & shop on 2 acres, 50' U-shaped dock w/elec and water on quiet Delta Slough, \$495K. '68 - 18' Silver line fiberglass ski boat w/ltr. All new interior. Call (916)777-7036. Reg.#1137569 7/93

FOR SALE: '75 Prowler 27' Travel trailer, self contained, full ba, refrig., stove, sleeps 6, roof air, awning, \$3,500 OBO. Call (209)896-0512. Reg.#1571837 7/93

FOR SALE: Ranchlet 2 acres all fenced. Agriculture zone riding horses permitted.

1-1/2 mi. from Delhi, Ca. 1 mi. from 99 hwy. 2 bd/1ba, lg. front rm., kitchen. Wood heater in dining rm. Sliding windows "Imperial" \$3K rug value. Under house basement 2 rooms 7' high ceilings, electricity, rugs, windows, livable, 60' parks 3 cars barn. 2-20' bldgs., \$190K. Call (209)634-6174. Reg.#0668753 7/93

FOR SALE: Time share Vacation condo, health forces sale, Plaza resort club in downtown Reno, next to Comstock. Deeded 1 week a year, ownership (Dec.-April). Studio apart. sleeps 4, pool, spa, covered parking. Or trade thru RCI. Thousands of choices! \$5K-terms negotiable. Call (503)476-1229. Reg.#1087640 7/93

FOR SALE: 2 acres Beautifully treed in Swansboro/El Dorado Co. Private community w/airstrip, stocked ponds & paved roads. Secluded yet only 7 mi. to Placerville. Next to National Forest for great walks, horseback riding or motorcycles! Great price/opportunity! \$23K. Call (916)773-5842. Reg.#2123219 7/93

FOR SALE: 3bd/2ba Corralitos area, Santa Cruz Co. Deck, hot tub, view, 2 car garage w/opener. Gardener's delight, fruit & flowers. \$225K. Call (408)763-0120. Reg.#1482282 7/93

FOR SALE: House Custom built in best area of Modesto, pride of ownership, 2K sq. ft., 3 car garage, RV/boat space. EZ for bay area commuters. May trade for motorhome or nice P-up. \$185K. Also Willow Glen, San Jose home \$179,500. Lot \$9K sq. ft. Call (209)575-5001 after 7pm. or (408)283-0559. Reg.#1709767 7/93

FOR SALE: Porcelain doll shop Greenware. Buick head's Compo Body's, wigs, much more. Dealers welcome. '81 Madison Mablehome upgraded 3bd/2ba, lg. livingroom, formal dining room, nice kitchen, laundry room, forced air & heat, lg. shed, 2 car carport, easy care landscape, nice adult park close to shopping, RV parking, partly furnished in Citrus Hts, Ca. Call (916)723-2362. Reg.#1058704 7/93

FOR SALE: Home in a small Nebraska town. 5 bdrm, 2 story Victorian home w/full basement on corner, 3 lots, 24x24 garage w/30' carport. Excel. fishing & hunting area, deer, wild turkey, pheasants, other small game. Good lakes/dams/camping close. \$35K. Call (308)732-3460. Reg.#1148327 7/93

FOR SALE: CAT D-333 Power unit complete radiator, clutch, turbo, after cooler. Call (916)662-6696. Reg.#1196434 7/93

FOR SALE: 1/2 acre Grants Pass Or., older double wide 2bd/1ba, new carpets, all appl., inc. near shopping & college, beautiful trees, storage shed. 2 stall garage w/laundry room & 3/4 ba., elec. fire place. Use as guest room. \$69,900 will carry some paper. Details, call CA. (510)686-0591 or OR. (503)474-7725.

Personal Notes....

Reno: The Reno staff congratulates the following members on their new family additions: Beth Smith, the Elko Credit Union manager, had a baby girl, Sarah, on 5/19; apprentice Jeff McCargar is the proud father of a baby girl born 5/26; and Scott and Andrea Rannels had a son on 4/27. Congratulations and good luck.

Santa Rosa: Congratulations Aaron Hall and Terri Shel-drake who will be getting married on 7/31, and who will be attending our annual barbecue at Windsor Water Works the following day.

The district staff would like to express our sincere condolences and prayers to the family and friends of David Devincenzi who passed away on 5/15. Also, to the family and friends of August "Gus" Geister who passed away on 6/7.

Reg.#0946921

7/93

FOR SALE: Mobile home Santa Cruz, Ca., 2bd/2ba, dbl. wide-completely re-modeled kitchen/baths. Sheet rock and textured interior, newly painted ext. 2 sheds, grape arbor, family park, \$178.00 rent & rent control. 20 min. walk to beach. Must see \$79,900. Also sale or trade, '81 Sears 7.5 Outboard, runs good but noisy. Trade for 4x8 or bigger trailer or \$300 cash. Call (408)479-0273. Reg.#1071079 7/93

FOR SALE: Duplex Nearly new this super income property maybe the nicest unit in So. Lake Tahoe. Each unit has 1 bedroom/1bath w/inside laundry hookups. Property is priced to sell \$109K. Call (510)846-5503. Reg.#1559769 7/93

FOR SALE: '81 Honda CT, 110cc motorcycle, trail or street 4 spd. Auto clutch, hi/lo range transfer case, 485 orig. miles. Very good cond. Will throw in carrying rack for transporting \$950. Call (415)355-9046 after 6pm. Reg.#1808673 7/93

FOR SALE: AKC Puppies Registered Brittany Spaniel, champion bloodline in national field trials. Great hunting dogs. Ready to live with you 7/19. \$300 females, \$250 males. Call (707)426-1810. Reg.#1637611 7/93

FOR SALE: Tavern Tehama Co., 2100 sq. ft. cement block bldg and 2 bdrm apt. 3 acres under irrigation. Deep well w/submersible pump. Sep. trailer pad, all utilities, plenty of parking & room for expansion. \$69,950. Call (916)243-4302. Also 8 unit apt. 6-2 bdrm. & 2-3 bdrm units. Laundry room & covered parking. Plenty of room for 8 more. Low vacancy factor. \$290K negotiable. Call manager (916)459-3160. Reg.#865537 7/93

FOR SALE: 26' boat Gregor Pontoon, trailer & Johnson 50hp motor. Also many extras. \$6,200. Call (408)269-9006. Reg.#754336 7/93

FOR SALE: 5th wheel '91, 29' Alfa Sun. Tip out L/R. Back kitchen. Lg. awning. Mauve colors. Pulled only 300 mi. Take over pymts. with credit union. Cond. like new. Call (916)473-2064 evenings. Reg.#2012260 7/93

FOR SALE: Bed liner Allstar for short wide bed Ford pick up. \$50. Fuel tank, new 90 gal, aluminum. Florida Marine tank \$200 OBO. And Foam insulation blue board, high density 2x8, 30 sheets of 3" - 20 sheets of 2" - \$5 each. Call (707)585-1932. Reg.#1975656 7/93

FOR SALE: Home 2,814sq. ft., 4bd/2-1/2ba. on 2+ acres. Small mountain town in central Utah. Walking distance to schools, churches & shopping. Near hospital & college, fishing, lakes, hunting, ski resorts. Pressurized irrigation system. Horses and animals OK. 24x40 ft. shop & some tools. Tractor & some equipment. \$135K. Call (801)462-2144. Reg.#0688860 7/93

FOR SALE: Mobile 1440 sq. ft. in Lake Co., 4mi. north of Lakeport on your own 1/2 acre lot. City sewer & water + well. 100 yds. to semi private boat ramp. Lg. shade trees, lots of garden area, 15x30 above ground pool. \$89,500. All offers considered. (707)263-5074. Reg.#0889055 7/93

FOR SALE/TRADE: '59 Edsel 4 door, 3K invested, make an offer. Health prohibits further renovation. Address, 4529 Lewis Ave. SP. 24; Eureka, Ca., 95503. Reg.#0814786 7/93

FOR SALE: Time share One week deeded at Reno Spa Resort. Also good at Las Vegas; Waikiki and Atlantic City. \$5K or \$1,500 down, take over pmts of \$103.79. Call (916)275-1989. Reg.#2014006 7/93

FOR SALE: Cash registers 2 Panasonic used in restaurant + register adaptor & operating manuals & keys \$250 each OBO. 1 receipt printer \$40. 1-1/2 boxes receipt rolls 2ply \$30. 1 R-22 BP Sharp conventional microwave \$225. OBO. 1 Tappan gas range, 5 burners, self cleaning oven \$300. OBO. Call (209)277-0464. Reg.#0848239 7/93

FOR SALE: Motor home Ford, 20 ft., new tires, awning, roof & dash AC, clean & runs well. Good for first time RVer. \$5,200 OBO. Call (408)336-2301. Reg.#1155490 7/93

FOR SALE: "What'd That Stake Say?" A guide to reading construction stakes. Improve knowledge of construction stakes. \$5.95, includes tax and postage. Send check or money order to Doug Reed, 27330 Sherwood Road, Willits, CA 95490. Reg.#1143083 7/93

RETIREMENT SALE: '88 Ford Backhoe hauler 6.6 turbo diesel, 8K miles. Call (916)678-1777. Reg.#1123477 7/93

FOR SALE: Boat 14' Smoher Craft, trailer & 15 horsepower Johnson Motor. \$2K. EZ load boat rack, used only 2 times, \$500. 500 lb. EZ lift trailer hitch bolt on \$300. Call (408)993-1853 after 6pm-leave message. Reg.#1001691 7/93

BE COOL THIS SUMMER WITH A LOCAL 3 TEE

Whether you are out having fun or on the job site, let everyone know that you are a Local 3 member. This is easy to do when you have a Local 3 T-shirt. This summer we unveil our newest T-shirt, the OE3 "Proud to be UNION" tee. This 100% pre-shrunk cotton tee has been printed with the same stylized Local 3 logo that's on the black and neon hats. The logo is printed in three colors: 'Operating Engineers' in black, 'Local 3' in purple and the '3' is bright blue. Beneath the logo is the phrase 'Proud to be UNION' in yellow type with black outline. Be one of the first in your district to own this T-shirt.

When on the job site, wear a Local 3 orange safety T-shirt with pocket or a 14-pocket vest with a large Local 3 logo on the back. Be seen and let everyone know you belong to the best construction local in the U.S.

Wearing a Local 3 tee will help you stay cool this summer, but you still need to keep the sun out of your eyes. Why not put on a Local 3 hat? Available in black, neon green, neon yellow and neon pink, there's a hat for everyone.

In addition to the T-shirts, vest and hats, there are many items available to help you promote Local 3, including jackets, patches and pins. You can even have your children or grandchildren wear a Local 3 kid's T-shirt.

Whichever item you choose will show everyone you are proud to be union and proud to be an Operating Engineer with Local 3.



Operating Engineers Local Union No. 3

S. E. L. E. C.

(Supporter of Engineers Local 3 Endorsed Candidates)

1620 South Loop Road • Alameda, CA 94501 • (510) 748-7400

ORDER
FORM

Name: _____

Address: _____

City, State, Zip: _____

Date: _____

Select items you are ordering and where necessary indicate the STATE and/or STYLE by circling your choices. Example below shows how to indicate choices. ALLOW 2-3 WEEKS FOR DELIVERY. All orders are sent by UPS, please include street address.

| ITEM | Unit Price | S | M | L | XL | XXL | Quantity | Total |
|--|------------|-------------------|---|---|------------------|------------------|-----------------------|--------------|
| Summer Baseball Cap <input checked="" type="radio"/> NV <input type="radio"/> UT | \$6 | ONE SIZE FITS ALL | | | | | 2 | 12.00 |
| Black Jacket w/ patch CA NV HI UT | \$32 | | | | CA & HI Sold Out | CA Sold Out | | |
| Silver Jacket w/ patch CA NV HI UT | \$32 | | | | CA Sold Out | CA & UT Sold Out | | |
| Black Poplin Jacket w/ stylized Local 3 logo | \$40 | | | | | | | |
| Green Poplin Jacket w/ stylized Local 3 logo | \$40 | | | | | | | |
| Black Hooded Jacket w/ Local 3 logo | \$40 | | | | | | | |
| Green Hooded Jacket w/ Local 3 logo | \$40 | | | | | | | |
| Green Jacket w/ patch CA NV HI UT | \$22 | | | | CA Sold Out | | | |
| Adult Local 3 Sweatshirt | \$15 | | | | | | | |
| Orange 14 pocket Vest w/ Local 3 logo | \$15 | | | | | | | |
| Adult Orange Pocket T-shirt w/ Local 3 logo | \$10 | | | | | | | |
| Adult OE3 "Proud to be UNION" T-shirt | \$10 | | | | | | | |
| Child's "Dad" T-shirt -- Dozer | \$8 | | | | | Not Available | | |
| Child's "Dad" T-shirt -- Backhoe | \$8 | | | | | Not Available | | |
| Child's "Grandpa" T-shirt -- Dozer | \$8 | | | | | Not Available | | |
| Child's "Mom" T-shirt -- Dozer | \$8 | | | | | Not Available | | |
| Green Summer Baseball Cap NV UT | \$6 | ONE SIZE FITS ALL | | | | | | |
| Green Winter Baseball Cap NV UT | \$6 | ONE SIZE FITS ALL | | | | | | |
| Black Summer Cap w/ stylized Local 3 logo | \$8 | ONE SIZE FITS ALL | | | | | | |
| Neon Green Cap w/ stylized Local 3 logo | \$8 | ONE SIZE FITS ALL | | | | | | |
| Neon Yellow Cap w/ stylized Local 3 logo | \$8 | ONE SIZE FITS ALL | | | | | | |
| Neon Pink Cap w/ stylized Local 3 logo | \$8 | ONE SIZE FITS ALL | | | | | | |
| Local 3 Patch CA NV HI UT | \$5 | | | | | | | |
| Local 3 Lapel Pin Active Retired | \$3 | | | | | | | |
| Make checks payable to: S.E.L.E.C. | | | | | | | Sub Total | |
| | | | | | | | Shipping and Handling | \$3.00 |
| | | | | | | | Total | |