

Engineers News

VOL. 52, NO 7

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

July 1994

Union Quality

A 35-year history with Local 3 mechanics, parts and service representatives at Western Union City provide an extensive...
...and some of the best service in the industry... page 12

Election Notice

Please turn to pages 8-10 for official information and sample ballots on the election of Local Union #3 Officers and Executive Board Members.

Photo by Steve Moler



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

I have always felt that those who vote for term limitation laws end up getting something much worse than they bargained for. It's certainly happening in California. Proposition 140 was passed a couple of years ago by Californians fed up with what they perceived was a legislature that wasn't doing its job. Now they are now getting a crop of wide-eyed, wet-behind-the-ears politicians who don't know a good bill from a bad one.

Case in point. Year after year, the Associated Builders and Contractors and friends have introduced legislation to chip away at our prevailing wage laws.

These laws are vital to union workers and essential to preserving a stable, healthy construction industry. And a healthy construction, productive construction industry is especially needed in California right now.

Then a couple of years ago, the Legislature got a newly elected assemblyman from Southern California whose personal life's mission is to do away with prevailing wage laws. He undertakes a campaign to persuade the media and the rest of the Legislature that he has all the answers to California's budget problems — simply get rid of the prevailing wage.

The veteran legislators who have worked with us over the years are not impressed. They tell him to jump in a lake. But there's a lot of other new and inexperienced politicians running around in Sacramento and some of them go after this idea like it's cotton candy. They all have visions of being heroes.

The reality is, these inexperienced politicians are out to lunch. They haven't taken the time to learn the facts. They don't even know the rules of the game and already they think they are going to walk away with all the loot.

How do we deal with this sad state of affairs? In the short term, we have to turn to our friends (and their numbers are dwindling) who have taken time to learn the issues and who know the rules of the game. Good leaders like Senator Pat Johnston. They put on their suits of armor, ride out onto the floor and slay the dragons. Unfortunately, like the Knights of the Roundtable, they will not last forever. Proposition 140 made sure of that.

So we have to devise a long term plan. That plan will require a lot of work. It requires that we develop a program to teach and train new politicians on the issues that are vital to the livelihood of our members. And because there will be a constant stream of new politicians, our training program must be ongoing.

Our plan requires more involvement of our members at the grass-roots level. The political machines that worked so well for so long are breaking down because the new and inexperienced don't know how to run the equipment. We must work closely with individual politicians throughout our jurisdiction. We must cultivate them at the local level.

To carry out a program of this magnitude requires that we, too must know what to do and how to get it done. It's definitely not work for the inexperienced.

Politics is no place for inexperience

Stapleton announces pension plan increases

Business Manager Tom Stapleton, who serves as chairman of the Operating Engineers Trust Funds, announced this month that the Board of Trustees has approved a number of "significant improvements" in the Local 3 pension plan and the retiree health and welfare plan.

- **Increase for active participants.** The "benefit crediting factor" will be increased to 2.9% for all contributions made from January 1 of this year. "This amounts to a 3.57% increase in pension benefits, retroactive for all hours worked from January 1st of this year," Stapleton explained.

- **Disability grace period expanded.** The grace period allowance for disability has been increased from a maximum of 24 months to a maximum of 60 months. "This provides an additional 36 months of protection from a break in service for our members who are not yet vested who become disabled," Stapleton said.

- **Increases for current retirees.** Those who retired before January 1, 1994 and have at least 10 years of Local 3 credited service, will receive a permanent increase of \$25 per month. "This increase is also retroactive to January 1 of this year," Stapleton said. "Retirees will receive a separate check this month for \$175 over and above their regular pension check, which covers the \$25 monthly increase from January through July. All pension checks beginning with August will include the \$25 increase."

Those who retired this year but worked at least 350 hours in 1994 before their retirement, will receive the 2.9% benefit crediting factor for hours worked in 1994. Furthermore, they will receive a check for \$25 a month for each full month of retirement from their effective pension date through July 1994. Beginning with August, the \$25 increase will appear on their monthly pension checks.

- **Surviving spouses** of retirees whose effective pension date is prior to January 1, 1994, and whose pension was based on at least 10 years of Local 3 credited service, will receive an increase of \$12.50 per month. Those who are still receiving benefits under the 60-month Guarantee Period will receive \$25 a month for the remaining benefits payable under this provision.

- **Retiree health & welfare** has also received an increase in the annual reinstatement provision. Under the current plan, Schedule I retirees have \$200,000 in lifetime coverage. As benefits are used, the plan is replenished up to \$10,000 a year.

"The Trustees have now implemented an annual reinstatement of 10% of the lifetime cap," Stapleton said. "For Schedule I retirees, this represents an increase up to \$20,000 a year. This is a substantial improvement that will allow retirees who experience a major medical bill to replenish their coverage at a much faster rate."

Schedule II retirees, who have a \$100,000 lifetime cap will have their annual reinstatement increased from \$5,000 to \$10,000.

Under the new provision, if Trustees approve an increase in the lifetime plan maximums in the future, the annual reinstatement amounts will increase automatically.

- **Annual physical.** The annual free physical examination program which has been available to active members will now be extended to retirees. This program provides a number of options, including the Health Examinations testing service or an annual physical provided by your private doctor for up to \$150 per year.

"It's good that these pension increases can go entirely on the check," Stapleton explained. "We've worked very hard the past couple of years to control health care costs so that pension and wage increases don't get eaten up entirely by health and welfare increases."

New preferred provider network set to go on line

Effective August 1, the Trust Fund will be participating in a new preferred provider network in California and Nevada for both the retiree and the active health and welfare plans. The American Health Network includes a large number of physicians, hospitals, surgical centers, imaging centers, radiology centers and other health care providers.

A letter containing details of the plan will be sent to all participants this month, Stapleton said. (Continued on page 14)

Engineers News



T.J. (Tom) Stapleton	Business Manager
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Jerry Bennett	Vice President
Rob Wise	Recording-Corres. Secretary
Max Spurgeon	Financial Secretary
Pat O'Connell	Treasurer
Director of Public Relations & Managing Editor	
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Stapleton outlines job-producing programs at semi-annual meeting

CALIFORNIA'S CONSTRUCTION ECONOMY CONTINUES to improve slowly, and thanks in part to the union's efforts, the work picture could brighten further in the months ahead, Business Manager Tom Stapleton announced at the July 9 semi-annual membership meeting in San Francisco.

Of the four states in Local 3's jurisdiction, California remains the hardest hit by the economic slump, Stapleton said. But despite four years of recession, California is on the way back.

So far this year, the state has added about 50,000 jobs, the first substantial growth since 1990, and the state is expected to add more than 300,000 jobs per year over the next decade, according to economic reports. Unemployment has fallen from 10.1 percent in January to 8.3 percent in May. The University of California Los Angeles Business Forecasting Project predicts the state's construction industry will add more than 50,000 jobs through 1996.

As the work situation slowly improves, Local 3 is using all its political and economic resources to ensure that members get as much of the work as possible, Stapleton said.

Lobbying for Mountain House

Mountain House, an enormous residential and commercial development near Tracy that will contain some 16,000 housing units, is a classic example. With \$1 billion worth of work for Operating Engineers over three to four years, Local 3 is working diligently with the Legislature and San Joaquin County Supervisors to ensure the project clears all the planning and environmental hurdles so that construction begins as soon as possible, Stapleton said.

Seeking project agreement for SFO airport job

Local 3 also continues to work on obtaining a project agreement on the \$2.5 billion San Francisco International Airport expansion. This will be the largest public works project in the history of Northern California.

The expansion involves construction of a \$600 million international terminal, \$300 million light-rail shuttle system, \$200 million ground transportation center, a \$177 million

elevated loop road and \$40 million multi-level parking garage, which Tutor-Saliba has already begun work on.

Pension money to create jobs

Moreover, Local 3 is using pension investments and encouraging more state bond sales to help boost the state's construction economy. Since 1983, Local 3 and the other building trades have invested \$3.8 billion from their own union pension funds for various new commercial and residential construction projects throughout the region, funding that has provided Operating Engineers with 4,501 hours of work, Stapleton announced.

The Local 3 Pension Fund by itself has invested over \$380 million in projects built with union labor. Care has been taken to invest in projects throughout Local 3's jurisdiction, so that members everywhere receive the benefit of these jobs.

Local 3, Stapleton added, is also working closely with the California Public Employees Retiree System (Cal-PERS), the largest pension fund in the United States, to ensure that more Cal-PERS-financed projects are built all-union and here in Northern California.

Keeping Prop 111 money working for members

After voters defeated Prop. 1A, the \$2 billion earthquake retrofit bond measure that appeared on California's June primary ballot, Stapleton met with Caltrans Director James van Loben Sels and Assem-



Local 3 member Ray Parres (above) draws the winning SELEC raffle tickets at the semi-annual. Business Manager Tom Stapleton (lower left) presents \$3,000 scholarship check to first-place male winner John Kelly. Second place winner in the female category, Jaime Hart (below right) receives a scholarship check for \$2,000.



blyman Richard Katz, chairman of the Assembly Transportation Committee, to evaluate the impact of Prop. 1A's defeat.

To offset revenue lost from Prop. 1A, Stapleton proposed selling more Prop. 111 bonds to get more construction jobs moving. Stapleton requested that instead of using Prop. 111 funds primarily for seismic retrofit work, he asked that more be split evenly between retrofit and highway construction work, an arrangement that would provide more work for Local 3 members.

"We're fortunate that we're able to sit down with folks and express our concerns," Stapleton told the members. "It's all possible because of our involvement in politics."

The pitfalls of term limitations

Stapleton concluded his remarks with some thoughts on Prop. 140, California's term limit initiative that



voters approved in 1990. With the first wave of veteran lawmakers scheduled to leave the Legislature beginning in 1996, confusion and frustration are beginning to set in at the state Capitol, Stapleton said.

He pointed out that with no long-term incentives to attract qualified Californians to legislative office, big-business types like multi-millionaire Republican Ron Unz, who ran against Gov. Pete Wilson in the primary, threaten to lead our state into the next century.

"We can't educate people at our universities, put them in the Legislature, then promise them high-salary jobs when they finish their terms, like big business can," Stapleton said.

"When it's a short-term job with no real benefits at the end of the picture, it all falls to big business. We have to take that away from them and get our people elected."



The second phase of the Broadstone subdivision, which will contain 350 single-family homes, takes shape in late May. This is one of three major subdivision jobs that A. Teichert & Sons has in the Folsom-El Dorado Hills area east of Sacramento.

Subdivision work shines in El Dorado Hills area

Home building surge east of Sacramento along Hwy. 50 is indicative of how housing and commercial construction are picking up elsewhere in Northern California

*By Steve Moler
Assistant Editor*

If there's any doubt subdivision work is finally picking up, consider what's happening in the Sacramento District. For the first time in over three years, housing work is sprouting like dandelions throughout the region.

One area in particular along Hwy. 50 about 15 miles east of Sacramento is bustling with construction activity. In just a 10-square-mile area in the Folsom and El Dorado Hills area, A. Teichert & Sons Inc. alone has three major subdivision jobs.

The first is site preparation for the beginning of Phase II of the Broadstone housing development, a 2,000-acre site adjacent to Hwy. 50 off of Scott Road that will eventually contain 2,100 single-family homes when completed sometime in the late 1990s. Some 480 homes have already been completed as part of Phase I.

Teichert began \$3 million worth of dirt work in mid-March on a section of the development that will contain 350 homes. In addition to the grading and underground, the contract calls for extending about a half-mile a major street through the development, Oak Avenue.

A crew of up to 30 Operating Engineers moved a total of 850,000 yards, much of it hard shale and subterranean granite that required a lot of ripping and blasting. Despite the obstacles, the hands moved an impressive 35,000 yards a day using as many as eight dozers, 14 scrapers and three blades. They finished the earthworks on schedule April 30, and at press time all that remains is some underground utility work.

There's still much more construction planned for Phase II, including 1,150 more single-family homes, 500

apartment units, an elementary school, business park and a shopping mall – the Broadstone Mall.

The third phase, which could begin in two years, will include 600 more single-family homes, more commercial development, a light-rail station, parks and schools. Once Broadstone gets to the third stage, a new interchange will be constructed at Hwy. 50 and Oak Avenue, providing Local 3 members with still more work hours. Other streets in the area will have to be realigned and upgraded when construction on the

Broadstone Mall begins.

Broadstone is just one of several major residential developments that, over the next several years, will transform the grassy foothills along Hwy. 50 north of Folsom into a setting for extensive development and years of work for Operating Engineers.

A few miles from Broadstone in El Dorado County, Teichert is doing the dirt work on another massive development – a 3,800-acre residential community that will be built around two 18-hole championship golf courses. Teichert is one of three partners that's developing the site. The other two are William Parker, a prominent Sacramento home builder, and Fred Anderson, owner of Pacific Coast Building Products Inc., a large building supply wholesale company.

The \$800 million project calls for construction of nearly 5,000 homes plus adding commercial and industrial development where Raley's supermarket is located at El Dorado Hills

(Continued on page 5)

Teichert's crew at the Broadstone subdivision job.



Housing surge...

(Continued from page 4)

Boulevard and Hwy. 50. Teichert and its two partners are going to pump some \$7.5 million into expanding the shopping center, a project that will produce even more work for Operating Engineers. Meanwhile, the first 200 custom home lots and 225 production home lots are scheduled to be completed by the end of the year, weather permitting, of course.

Teichert began construction in March on the first golf course, a project that requires moving 2 million yards of dirt. Teichert's crews have just completed the earthworks on the first golf course and are continuing grading in the residential area. The first nine holes are expected to be ready early next year, and the second nine holes could accommodate golfers by late 1995.

Despite the obstacles, the hands moved an impressive 35,000 yards a day

Another developer, Tony Mansour, has plans to build another residential development on 2,000 acres on the south side of Hwy. 50 that will contain some 4,000 homes and a \$150 million business and retail park.

Teichert's third subdivision project in the area is a 472-home residential development in Folsom called The Parkway. In this project, Local 3 hands are moving roughly 900,000 yards on a site where hydraulic mining occurred in the late 1800s. Because of the past mining activity, crews had to do some ground stabilization before putting in the house pads, which at press time have been completed.

The home building activity in the Folsom-El Dorado Hills area is indicative of how housing construction is picking up elsewhere in Northern California. Several Local 3 districts are reporting a surge in private subdivision work. The UCLA Business Forecast Project predicts that residential construction will improve slowly over the next several years, with new home construction rising from 108,000 units this year to 161,000 in 1995 and 181,000 in 1996.

(More photos on page 6)



Gradesetter Sam Vassy works near the fill area at Broadstone, where crews moved a total of 850,000 yards, much of it hard shale and granite.



Above: Excavator Operator Leonard Garten on a Cat 245.



Right: Surveyors from Spink Corp. are from left: Paul Keith, Wayne Schoeffler and Jack Wills.



Left: Boom truck operator Gardner Downey, a 38-year member.

Housing surge...

(Continued from page 5)



Above: Gradesetter Vicki Mills at El Dorado Hills Golf Course.



Above: Teichert is also doing the earthworks on the El Dorado Hills Golf Course, a project that involves moving about 2 million yards of dirt.



Right: 4th-step apprentice Kim Mitchell, left, goes over plans of the El Dorado Hills Golf Course with gradesetter Art Porter.



Above: Excavator Operator Steve Julian, using a compactor attachment, works on backfilling a utility trench at Broadstone.



Right: Gradesetter Max Wels signals a scraper operator where to dump his load.

High school seniors win Local 3 scholarships

Four high school seniors have won academic scholarships from the 1994 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: Stephanie Marie Monzon

Hometown: Carmichael, Calif.

School: El Camino Fundamental High School

Educational/career goals: English professor

Colleges/universities applied: Stanford Univ., Cal-State Sacramento, Cal-Poly San Luis Obispo, UC Davis, UC Santa Cruz, UC San Diego, UC Berkeley (accepted to Stanford Univ.)

Activities: Earth Club, Key Club, Multi-Cultural Club, Spanish Club, Wilderness Club, varsity and JV softball, English tutoring, currently working on journalism assignment for Developmental Disabilities Service Organization Inc.

Achievements: Academic letter and lamp patch, English Dept. Award, Art Dept. photo award, writing awards for literary analysis and poetry,

selected to participate in two-week minority journalism workshop sponsored by Sacramento Bee and Dow Jones Newspaper Fund.

Parent: Dector Wayne Monzon



FIRST PLACE, Male (\$3,000)

Name: John Martin Kelly

Hometown: Martinez, Calif.

School: De La Salle High School

Educational/career goals: Physics, science professor

Colleges/universities applied: Princeton, Stanford, UC Berkeley, Cal-Poly San Luis Obispo, Villanova Univ. (accepted to Princeton).

Activities: Varsity cross-country and track, academic decathlon, cycling club, junior class council, National Honors Society, Latin Honor Society, Parish Youth Group, tutorial leader.

Achievements: National Merit Scholar, William Holt Scholar, Academic Decathlon, all-league, all-section athlete, Who's Who of America's High School Students.

Parent: Martin Kelly

SECOND PLACE, Female (\$2,000)

Name: Jaimie Katherin Hart

Hometown: Willits, Calif.

School: Willits High School

Educational/career goals: Medicine, physician

Colleges/universities applied: Stanford Univ., Santa Clara Univ., UC Berkeley, UC Davis, Denison Univ. (accepted to Denison Univ.)



Activities: Student council, student Senate (senior class VP, junior class co-president, sophomore class president), varsity volleyball, basketball, softball, track, swimming, Students Against Drunk Driving, Key Club, school newspaper editor, various volunteer work.

Achievements: Soroptimist Youth Citizenship Award, Rotary Youth Leadership Award, Hugh O'Brien Youth Leadership Award, Academy Introduction Mission Cadet-U.S. Coast Guard Academy, various coaches awards for athletics.

Parent: Scott Terry



SECOND PLACE, Male (\$2,000)

Name: Cesar Gomez Acosta

Hometown: Sun Valley, Nev.

School: Earl Wooster High School

Educational/career goals: Business, law school

Colleges/universities applied: Univ. of Nevada, Reno (accepted)

Activities: Varsity basketball, varsity Nike ARC summer league, Boys' State math tutor, attended youth leadership conference in Mexico City, math tutor, DARE program, Career Outlook to Success.

Achievements: Red Card winner 9th-12th grades for GFA 3.5 and above, Gold Card winner in 9th and 11th grades for GPA of 4.0, National Honor Society, Academic Olympics,

Parent: Margarito Acosta

Labor

CALENDAR

August



3 In 1981, the Professional Air Traffic Controllers (PATCO) strike against the Federal Aviation Administration began. President Reagan fired the workers three days later.

7 In 1890, Elizabeth Gurley Flynn, a founding member of the Industrial Workers of the World, was born.

16 George Meany, the American Federation of Labor president

who helped facilitate the partnership with the Congress of Industrial Organizations to form the AFL-CIO, was born in 1894. A plumber by trade, he became the first AFL-CIO president.

22 Barbers of Battle Creek, Mich. organized a union, elected officers, and appointed trustees in 1890.

23 Massachusetts labor activists and anarchists Nicola Sacco and Bartolomeo Vanzetti were executed in 1927. They were arrested in 1920 on charges of murdering a shoe factory paymaster and convicted on circumstantial evidence. Sacco wrote, "It is true, indeed, that they can execute the body, but they cannot execute the idea which is bound to live."

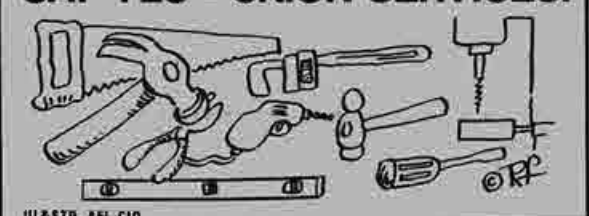
24 In 1827, the *Mechanics Gazette*, the first U.S. labor paper, was published in Philadelphia.

25 A small group of black employees of the Pullman Co. established the Brotherhood of Sleeping Car Porters in New York City in 1925. A. Philip Randolph was invited to address the group, and became its first organizer.

26 Women's Equality Day. Anniversary of certification as part of U.S. Constitution, in 1920, of the 19th Amendment, prohibiting discrimination on the basis of sex with regard to voting.

28 In 1963, Martin Luther King, Jr. made his famous "I have a dream..." speech at the March on Washington for Jobs and Freedom.

SAY YES - UNION SERVICES!



An Election of Officers and District Executive Board Members is being held in August 1994. Attention of all Members of Operating Engineers Local Union No. 3, is directed to Article XII - Section 3 - Elections, of the Local Union By-Laws, as printed on pages 58 through 65 inclusive, and specifically the following portions:

Section 3 Elections.

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a Member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

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

(c) The Election Committee shall determine whether or not each candidate nominated is eligible. Any candidate found not to be eligible shall be declared ineligible by the Election Committee. The Committee's decision shall be promptly communicated to each such ineligible candidate in writing. Unless the Election Committee's decision is reversed on appeal, it shall govern, and the ballots shall be prepared accordingly.

(d) The Election Committee shall be responsible for the conduct of the election, and specifically: for the preparation of the list of eligible voters, showing the Member's name and last known address as it appears on the records of this Local Union; the preparation and printing of the ballots, listing the nominees for Business Manager first and the Constitutional Officers next, and other positions thereafter in the order in which they appear in Article VII, Section 1 of these By-Laws with a separate ballot of a different color for each District for nominees for District Member, listing the incumbent for each Office or Position first and the other nominees for the same Office or Position in alphabetical order by their last name (the candidate's name and one occupational classification, i.e., classification set forth in collective bargaining agreement that the Local Union has entered into, if any, given by him being printed as it appears on Acceptance of Nominee Form) and envelopes; and the giving of a Notice of Election, by mailing a printed Notice thereof to each Member of

OFFICIAL NOTICE

ELECTION OF OFFICERS AND DISTRICT EXECUTIVE BOARD MEMBERS

the Local Union at his last known address as it appears on the records of this Local Union not less than fifteen (15) days prior to the mailing of the ballots to eligible voters.

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

The Election Committee shall deliver the list of names and last known addresses of eligible voters, and cause the printer to deliver the ballots and envelopes to the nationally known firm of certified public accountants chosen by the Local Union Executive Board, which firm shall rent a post office box to which the ballots shall be returned.

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

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

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

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

(f) The Election Committee shall declare the candidate for each Office and Position receiving a plurality of the votes elected, except that the three (3) candidates receiving the highest number of votes for the Office of Trustee and the Position of Auditor shall be declared elected. The certificate of the certified public accountant shall be published in the September edition of the *Engineers News* following the election.

(g) The newly elected Officers shall be installed, at a specially called District Meeting in District No. 1, not later than September 15th.

(h) Every Member who is not suspended for nonpayment of dues as of August 11th, the date for the first mailing of ballots, shall have the right to vote. No Member whose dues shall have been withheld by his Employer for payment to the Local Union pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote by reason of any alleged delay or default in the payment of dues by his Employer to the Local Union.

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

which such address is located

Section 4

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

Section 5

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

(Continued on page 10)

Special Election Notice: Unopposed Candidates

Article XII, Section 7 of the Local Union By-Laws states in part: "When any candidate duly nominated is unopposed for election, the secret ballot vote shall be dispensed with and the Recording-Corresponding Secretary shall cast one (1) ballot for such nominees who shall be declared duly elected to their respective Offices."

The Election Committee has found that the following candidates have been duly nominated for their respective Offices and are unopposed. A white ballot will be cast for each of them on August 26, 1994:

Vice President	Jerry Bennett
Recording-Corres.	
Secretary	Robert "Rob" Wise
Financial Secretary	Max Spurgeon
Treasurer	Pat O'Connell
Auditors	John Bonilla
	Robert Delaney
	Darell Steele
Conductor	William "Bill" Burns
Guard	Bob Baroni

Executive Board Members

District 01	Ray Mangini
District 04	Steven Lockett
District 10	Dave Spain
District 20	Tee Zhee Sanders
District 30	Tacho Zavala
District 40	Michael Johnson
District 50	Larry Daniels
District 60	Robert Barber
District 70	Wilfred Houghtby
District 80	Fred Myrick
District 90	Michael Sierra
District 12	Don Barney

Voting Instructions

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

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

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

Important: Remove stub from ballot card before placing it in secrecy envelope. After you have sealed your ballot card in the secrecy envelope and then in the business reply envelope, you must sign your name on the reverse side of the business reply envelope or your ballot will be voided (not counted). Your signature will only identify you as an eligible voter, but in no way indicates how you voted.

You must deposit your ballot in the mail so that it will be received no later than 10:00 a.m., August 26, 1994 at the P.O. Box in Alameda.

You should vote and mail your ballot early. Ballots arriving in the P.O. Box after this time and date will not be counted. **Do not**

mail dues payments or any other material with your ballot.

If you have a foreign address, you will not receive a business reply envelope, but will be required to pay the necessary postage yourself, since under present regulations it is impossible for the Local Union to arrange otherwise.

In the event you do not receive a ballot by August 18, 1994, or your ballot is destroyed or lost, you should call Price Waterhouse at a toll free number 1-800-795-5825 Monday through Friday from 8:30 a.m. to 5:30 p.m. Pacific Daylight time.

In addition, the phones will be manned on the weekend before the election (Saturday, August 20, 1994 and Sunday, August 21, 1994) for the same hours.



OPERATING ENGINEERS
LOCAL UNION NO. 3

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT

FOR
ELECTION OF OFFICERS

OPERATING ENGINEERS LOCAL UNION NO. 3
Ballot Box Closes August 26, 1994 at 10:00 a.m.

Business Manager		Vote for One
T. J. "TOM" STAPLETON	Incumbent	+
CARL J. DAVIS	Gradesetter	+
JEFF SAROUHAN	Foreman	+
President		Vote for One
DON DOSER	Incumbent	+
TERRY W. PORTER	Gradesetter	+
JIMMY S. TOGUCHI	Power Blade Operator	+
NATHAN K. YASSO	Foreman	+
Vice President		Vote for One
JERRY BENNETT	Incumbent	+
Recording-Corresponding Secretary		Vote for One
ROBERT "ROB" WISE	Incumbent	+
Financial Secretary		Vote for One
MAX SPURGEON	Incumbent	+
Treasurer		Vote for One
PAT O'CONNELL	Incumbent	+

TURN CARD OVER
AND CONTINUE VOTING

OE3-1

I HAVE VOTED-HAVE YOU?



Trustees		Vote for Three
RAY HELMICK	Incumbent	+
KAY LEISHMAN	Incumbent	+
JOE "IOKEPA" TREHERN	Incumbent	+
ARCHIE COX	Crane Operator	+
GRANT D.K. DAVIDSON	Crane Operator	+
CHARLES R.K. FREITAS	Loader Operator	+
MELVIN A. SCHMIDT, JR. "BUTCHIE"	Hoist Operator	+
Auditors		Vote for Three
JOHN BONILLA	Incumbent	+
ROBERT DELANEY	Incumbent	+
DARELL STEELE	Incumbent	+
Conductor		Vote for One
WILLIAM "BILL" BURNS	Incumbent	+
Guard		Vote for One
BOB BARONI	Crane Operator	+

OE3-2

►► OVER ►►



OPERATING ENGINEERS
LOCAL UNION NO. 3

DETACH THIS STUB
BEFORE RETURNING BALLOT

OFFICIAL BALLOT

FOR

ELECTION OF DISTRICT EXECUTIVE
BOARD MEMBER

OPERATING ENGINEERS LOCAL UNION NO. 3
DISTRICT NO. 11

Ballot Box Closes August 26, 1994 at 10:00 a.m.

District Executive Board Member District No. 11		Vote for One
RUSSELL E. TAYLOR	Incumbent	+
DEAN F. STONE	Crane Operator	+
District Executive Board Member District No. 17		Vote for One
REYNOLDS "SPEEDY" KAMA	Incumbent	+
RICHARD C. LACAR, JR.	Tower Crane Operator	+

NOTE: The sample ballot set out above is subject to correction by the Election Committee by reason of the failure of a candidate to continue to be eligible or to qualify for any reason.

NOTE: (Ballots for each District will be as shown in the Sample Ballot above. The only differences will be in the District Number & the candidates' names.

NOTE: There is no candidate for Sub-Dist. Advisor to the Executive Board so this position does not appear on the ballot.

Official Election Notice

Continued from page 8

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

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

Section 6

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

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

next preceding the mailing of the ballots.

Section 7

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

Pensioners congregate at annual retiree picnic

About 2,500 retirees and their guests enjoyed ideal spring weather at this year's June 4 retiree picnic at the Rancho Murieta Training Center. Picnickers enjoyed the usual menu of cross-rib roast, beans, salad, dinner rolls and all the beer and soft drinks a person could consume.

The highlight of the day came just after lunch, when Business Manager Tom Stapleton, Recording-Corresponding Secretary Rob Wise and Fringe Benefits Director Charlie Warren presented 14 retirees with well-deserved 50-year watches. Another 56 retirees who couldn't attend the picnic will have the watches mailed to their homes.

After the watch presentation, Stapleton introduced the union's three new officers: Vice President Jerry Bennett, Treasurer Pat O'Connell and Financial Secretary Max Spurgeon. Bennett, who also continues as director of organizing, replaces retiring Vice President Jack Baugh; O'Connell, who had been financial secretary since 1992, replaces retiring Treasurer Don Luba; and Spurgeon fills O'Connell's position and continues his duties as the San Jose District representative.

After that, Bud Dalton, chairman of the Auburn Chapter of the Retiree Association, capped the festivities by playing a few tunes on his harmonica.

Local 3 would like to thank all those who assisted in planning and organizing the picnic. A special thanks goes to Business Manager Tom Stapleton and the other officers, district representatives and agents for all their assistance. And many thanks to RMTD Director Ray Helmick and his entire staff, especially Barbara Helmick, Steve Stromgren, Karen Baumberger and Gary Herren.

We look forward to seeing you next year.



Top left: 50-year watch recipient William Metz, left, and retiree Bud Dalton gathered with some 2,500 other retirees, above, at the June 4 retiree picnic. **Below left:** From left are Carl Swanson, Harold Halbach, Jan Halbach, Barbara Bennett and Don Bennett. **Below right:** Oakland Dispatcher Steve Stewart (seated) with father, retiree Paul Stewart, left, and greatuncle John Melton, who received his 50-year watch.



Left: The 14 retirees who received 50-watches are in alphabetical order: William Alloway, John Bullock, Martin Ericson, Robert Franklin, Ralph Furlong, John Gardner, Bernard Hammond, Merle Laughlin, Leo Lowery, John M. Melton, Virgil Smoot, Henry Swarhout Merrill Weekley and Nolen Young.

Labor gets hard-nosed about 'soft triggers'

Unions upset with Congress' gimmick to water down universal health coverage

THE TERM "SOFT TRIGGER" HAS INVADED the health care debate. It's inside-Washington speak for "let's not provide universal health care coverage but try to make the voters think we did."

The gimmick is to have Congress vote on universal coverage at some future time if "market reforms" fail to provide health coverage for a certain percentage of workers. That percentage becomes the "trigger" that allegedly produces universal coverage.

The AFL-CIO joined in a strongly worded letter to President Clinton expressing opposition to the "soft trigger" scheme to deny health coverage to all Americans. More than a dozen AFL-CIO affiliates were among the 76 organizations signing the letter, most of them members of the Health Care Reform Project, as is the federation.

"Triggers are for guns, not for legislation," said House Ways and Means Committee Acting Chairman Sam Gibbons (D-Fla.). The letter to Clinton describes the trigger as a method "to raise Americans' hopes for real reform while delivering them much less."

"For all practical purposes, soft triggers are simply a way for Congress to delay a decision it should make this year: to guarantee every American health insurance coverage that can't be taken away," the letter said.

"Soft triggers, even when coupled with insurance reforms, still won't guarantee universal health insurance coverage because they don't provide needed financing and don't contain costs. Indeed, soft triggers are like blanks: they sound real but have no force or effect."

"In short, neither soft triggers nor insurance reforms alone will meet your goal for universal coverage or solve many of the most pressing health care problems."

The letter urged the president to "follow through on your promise to veto such a bill and state so publicly as soon as possible." Clinton said that he is still committed to universal coverage. "I think the important thing is that we should not walk away from this Congress without a commitment to cover everyone," he said.

A recent study prepared by

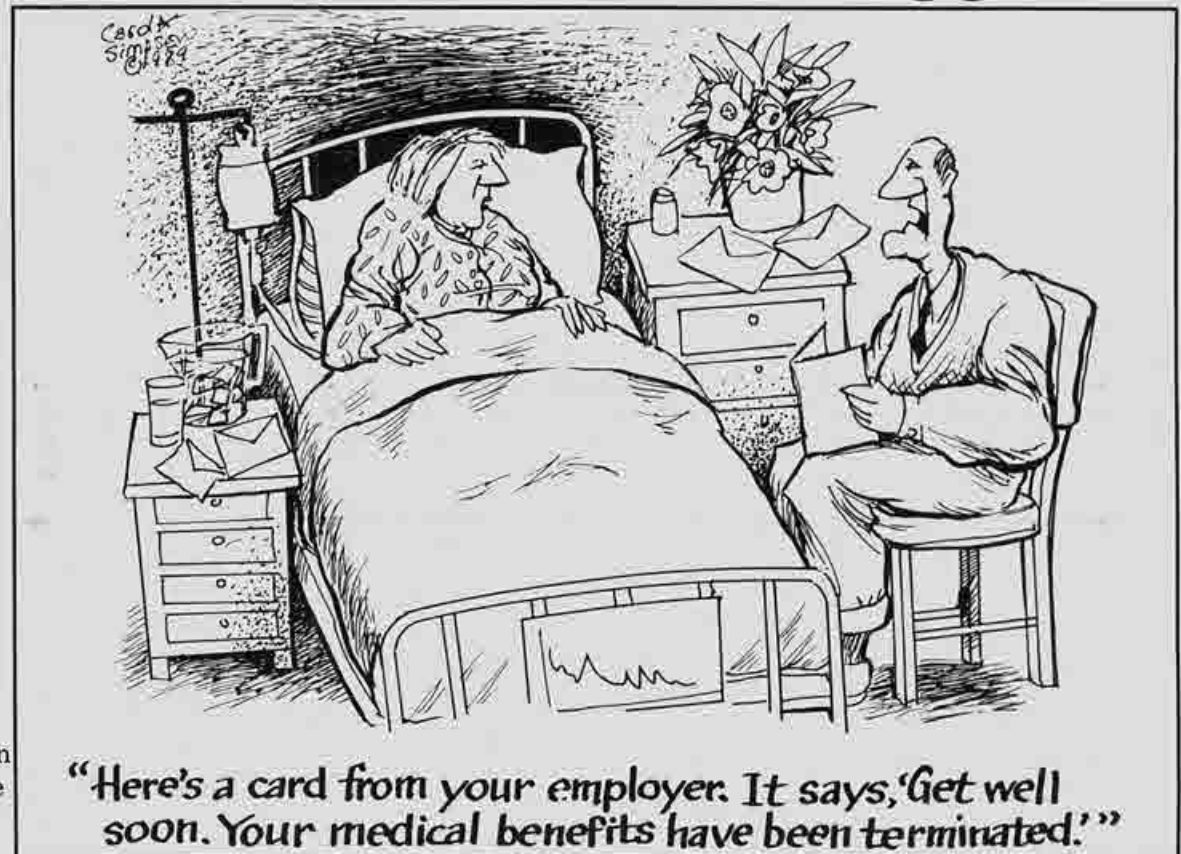
Democratic Sens. Tom Daschle (S.D.) and Jay Rockefeller (W.Va.) reveals that without universal coverage 22 million workers will be denied health care protection, states will pay \$45.8 billion more for health care by the turn of the century, and 2 million Americans will continue to lose their health insurance each month. The major bearer of this burden will be the middle class.

"Everything hinges on universal coverage," said AFL-CIO Health Care Campaign Coordinator Charles Stott. "Anything less than universal coverage hurts the middle class."

The federation believes that the best way to achieve universal coverage is through an employer mandate in which employers pay a fair share of the worker's health care premium. The White House has touted that as "building on the system we have."

But what a firestorm there has been from the employers who currently cheat the nation by offering no benefits to their own employees and thereby taking unfair competitive advantage of those do.

The "soft trigger" scheme is still another chapter in the endless



string of methods special interest groups have sought to avoid having legislation with an employer mandate.

Previous efforts to find some way to fund reform other than have employers pay a fair share included shifting the burden to workers via a tax on employer-paid benefits.

But the constant and concerted opposition from workers through letter writing, telephone calls and leafletting seems to have paid off, with many members of Congress de-emphasizing the tax and key committees leaving it out of their versions of the Health Security Act.

The House Ways and Means Committee is still actively working on legislation that includes universal coverage and the employer mandate. The Senate Finance Committee has been meeting behind closed doors, but it is clear to all congressional observers that promised

deadlines are slipping away.

Outside of Washington, support continues to swell for health care reform. The "flying squad" has landed in Tennessee to increase local awareness and participation in the reform project. The squad comprises AFL-CIO field and COPE media specialists and other Health Care Reform Project organizers who are traveling to different areas around the country to work with grass-roots coalitions.

Members of AFL-CIO affiliates continue to sign up for the "train the trainer" program. Several groups of workers gathered to analyze the content and comment for the news media at "watch parties," held in conjunction with the NBC news special "To Your Health." The two-hour presentation examined many aspects of the health care debate and included an appeal from Hillary Rodham Clinton to Congress to give Americans the same type of health coverage that they have.

In Indianapolis, workers turned their "watch" party into a \$2,000 fund-raiser for a five-year-old shooting victim who may be facing reconstructive surgery. Indiana AFL-CIO President Chuck Deppert made the point that the child's family was eligible for Medicaid, but used the event to emphasize the number of working families who have no benefits on a job that pays barely enough to make them ineligible for Medicaid.

- AFL-CIO News



Everyone Should Have Access to Quality, Affordable Health Care. Demand Health Care Reform Now.





Top: Field mechanic Marc Soth; **Above:** Transport driver Frank Fisher; **Below** from left: Service Manager Ellis Johnson (25-year member), Service Writer Brian Long, and Shop Foreman Jim Madsen; **Bottom:** Some of the attachments Western Traction installs on its new equipment.



Western Traction Co. — t with a solid grip on heav

There aren't many construction sites in Northern California that don't have at least one piece of equipment purchased or rented through Western Traction Company, a construction and maintenance equipment dealership based in Union City, Calif.

The reason Western Traction plays such an important role in California's construction industry is because it offers such an impressive line of heavy equipment products backed by some of the best service in the industry.

Western Traction, where 18 Local 3 mechanics and parts and service employees work out of a state-of-the-art facility on Atlantic Street, specializes in distributing LinkBelt cranes and excavators, Broderson cranes and hammers, HyPac compaction equipment, Johnston Sweepers, JCB tractor-loader-backhoes, Gradall excavators and material handlers.

The company also distributes Allied hydraulic hammers and compactors, Atlas Copco air compressors and drills, Amulet hoe-clamps, LaBounty shears and MultiQuip compaction equipment, pumps, generators and welders, Snorkel-Economy self-propelled aerial booms and scissorlift work platforms and Simon RO boom trucks.

What has made Western Traction so successful over its 62-year history is that the company backs up its impressive product line with quality service. The company employs four field mechanics and 10 shop mechanics who service and repair the company's products.

The company also devotes considerable time preparing new factory equipment for delivery to the customer. Western Traction, for instance, recently prepped one of LinkBelt's newest 65-ton truck cranes for Bigge Crane and Rigging Co. They not only tested all the rigs functions and installed attachments, but painted the crane with Bigge's familiar green and white markings.

One particular type of pre-delivery work the mechanics take considerable pride in doing is installing attachments to cranes, backhoes and other heavy equipment. "We make it look like the attachments were installed at the factory," said Field Service Representative Greg Miller. "They don't look like any after-market setup."

And the relationship with the customer doesn't end with final

delivery. In fact, the follow-up an

"What makes—committed to ou customers have we get the custo ment, and we kn tomers."

Good service Western Traction their jobs. Much ed to sound work structive relation and President Ro

Since Local 3 s ny hasn't had a s "The reason we b many long-term Carlston said.

Western Tract because it's a fan comes out to the when a guy has a Ron's door is alwa

Ron understand every department Traction in 1952, department, whe er. Ron then work executive vice pre dent and owner.

Western Tract Herrington all-wh ity on Fremont S in 1962, then to i

Ron signed wi Traction and Loc ship.



Above: Mechanic Jim Carduff; **Top right:** Mechanic Don Bihl; **Right:** Mechanic Antonio Lopez Guzman.

The dealership y equipment

it's just getting started. Western Traction does all warranty work on the equipment it sells. "Our special is that everyone at Western Traction is for customers and our jobs," Miller said. "When our a problem, we're all in it together. We make sure ner up and running first. We have good equip- ow what our responsibilities are to our cus-

s passed on to customers, in large part, because 's employees feel good about themselves and of the company's upbeat attitude can be attribut- er-management relations, specifically the con- ship the rank and file has with company owner n Carlston.

igned with Western Traction in 1959, the compa- ngle grievance at its Union City headquarters. haven't had any grievances, and why we have so mployees, is because we treat our people right,"

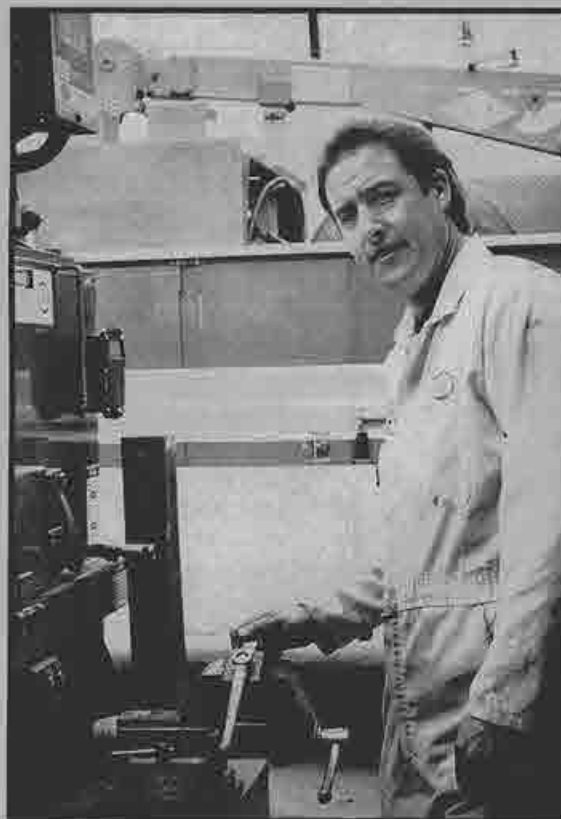
on is such an attractive employer, Miller added, ily-owned business. "We see Ron everyday. He hop everyday and talks to his employees, and problem, we usually deal with it internally. ys open."

ds his employees well because he has worked in at Western Traction. Ron joined Western first going to work in the parts and service re his father, Carl Carlston, was service manag- ed his way through sales, to sales manager, to sident and general manager, and finally to presi-

on started out in 1932 distributing Marmon- eel trucks and doing Ford conversions at a facil- reet in San Francisco before moving to Hayward s current location in Union City in 1979.

h Local 3 in 1959, and since then Western al 3 have maintained a sound working relation-

Below: Mechanic Jeff Miller; **Below right:** Mechanic Rich Stephenson



Right: After this LinkBelt LS 218H 100-ton crawler crane was delivered to Western Traction, Local 3 mechanics outfitted the rig for drilling and pile driving for Peter Kiewit Construction.



Even low drug levels can get you fired

Consider the following case: A process technician for an Exxon oil refinery was given a scheduled periodic drug test at which he tested positive for marijuana. The test was confirmed by gas chromatography coupled with gas spectrometry, with a marijuana level of 28.6 nanograms per milliliter of urine. Pursuant to Exxon policy, the company fired the process technician, who, represented by his union, argued that he had been discharged unjustly.

There was no disagreement about the facts: the test was accurate, and it was positive for marijuana. The union's arguments were as follows:

- The violation of the alcohol and drug abuse policy did not justify as severe a penalty as discharge.
- The test was positive, but just a bit above the cutoff of 15 ng/ml. There is no evidence that such a low level indicates impairment.
- Public policy dictates that employees with drug problems should be rehabilitated, not cast aside.
- The collective bargaining agreement only provides for termination if an employee uses or possesses drugs on company property, is a habitual

user, or comes to work under the influence.

• There were four days between the initial screening test and the GC/MS confirmation test during which the worker was on the job, working unimpaired.

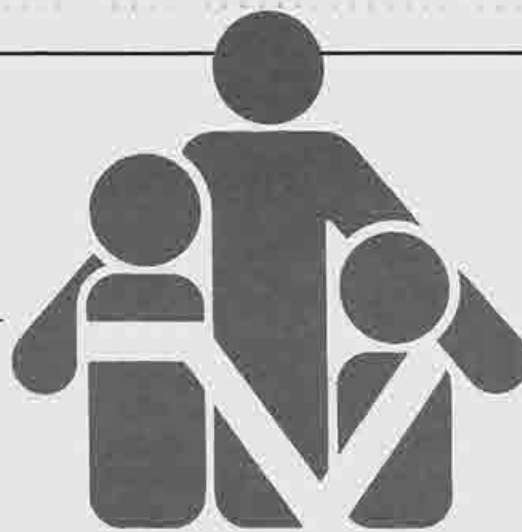
Exxon rebutted that not only did it have the right to fire the worker, but that not to fire him would negate the company's anti-drug program.

• Company policy clearly states that testing positive is grounds for discharge.

• The worker was well aware of company anti-drug rules. He had also signed a statement indicating that he had read and understood the rules.

• To give a punishment any less severe than discharge would nullify the company's policy. Reinstating him after a positive drug test, whatever the level, would send a message to the rest of the company that they may use illegal drugs and get at least one chance.

• The company does offer rehabilitation through its Employee Health Advisory Program. However, the



Addiction Recovery Program

(800) 562-3277

Hawaii Members Call:

(808) 842-4624

worker didn't seek rehabilitation, and the company can't provide it if it isn't sought.

• The employee had a safety-sensitive position, and in addition knew of the company's rule against testing positive. Given these two points, the company clearly had just cause to fire the worker.

• Exxon has an obligation to the community and to its employees to ensure that the refinery is run safely. Reinstating the worker would weaken the company's efforts to keep drug users out of safety-sensi-

tive jobs.

The ruling. Arbitrator Samuel J. Nicholas, Jr. ruled the worker stays fired. While it is true that company policy does not mandate firing for a positive drug test, it clearly allows it. And it is clear that Exxon's main concern is eliminating potentially dangerous employees from the work force, the arbitrator said. "Indeed, employers and the public at large have a legitimate and reasonable basis for mandating that employees who pose a potential health risk to themselves, to other employees, or to the public at large be removed from the industrial workplace."

And while there is no proof that the low-level positive test indicated impairment, the arbitrator said, no one offered any proof that it excludes the possibility of impairment. Not only did the worker know that testing positive was against the rules, but he knew the date that he was to be tested ahead of time; it was not a random test. It is possible, the arbitrator added, that the worker didn't even think he had a drug problem until he tested positive, and that is why he didn't seek help. Exxon had just cause to fire the worker, the arbitrator said.

Reprinted from "Drugs in the Workplace."

Resources available for tradeswomen

If you are a woman Operating Engineer – or a man who works with women on the job or knows a woman who would like to work in the trades – you should know about some important resources that are run by and for women in the trades.

Several of these groups and programs exist right here in the Bay Area. Tradeswomen Inc. began in 1979 as a nonprofit membership organization to provide peer support, networking and advocacy for women in blue-collar jobs. The group publishes *Tradeswomen* magazine, the only national publication written by and for women in the trades. It also puts out *Trade Trax*, a bi-monthly newsletter covering current events, resources and job openings.

Another group, Women Empowering Women, was formed in 1985 to teach hands-on workshops in basic trades skills to women interested in entering the building trades and those who want basic skills for personal use.

In January, an exciting new joint project of these two groups opened in Berkeley, Calif. EnTRADE is a women's training and support center offering quality pre-apprenticeship training for careers in the trades

and ongoing support for established tradeswomen. The 16-week course includes an overview of careers in the skilled trades, basic hands-on training in carpentry, plumbing and electrical, life skills, physical fitness training, and assistance in applying for apprenticeships and other entry-level positions.

A very successful first course was completed this spring and a new program starts in September. Meanwhile, several week-long, day-long and evening classes, as well as a two-week "Summer Building Camp," are being held over the summer. For more information on any of these programs, call EnTRADE at (510) 649-6270.

Many such groups and programs also exist nationally. Last April 15, about 300 people attended the National Tradeswomen Summit in Kansas City, Mo., sponsored by the U.S. Department of Labor Women's Bureau, which, under the Clinton administration, has taken an direct interest in tradeswomen's issues.

The summit brought together many regional tradeswomen advocates, organizers and teachers of local training and recruitment programs, staff and officials of state and

federal government agencies and union apprenticeship programs, private contractors, and numerous working tradeswomen and other interested parties.

The main purpose of the summit – only the third such national gathering of tradeswomen and their supporters since the trades were opened to women in 1978 – was to devise strategies on how to improve employment opportunities and equity for women in the skilled trades, where women nationally still comprise less than 3 percent of the work force.

We'll be writing more on these topics in the future. Meanwhile, our own union resource for women members is the Local 3 Women's Support Group. To our union brothers, we'd like to say thanks for all your encouragement and support; we really appreciate it. To our union sisters, thanks for making our get-togethers fun and meaningful. For those of you not on our regular contact list, give us a call and get involved – this is your group, and we want it to be valuable to you.

For more information and to find out about our next meeting, call Beth at (510) 835-2511.

Preferred provider

(Continued from page 2)

ton said. "This is the end product of a lot of hard work and discussions," Stapleton explained.

"A couple of years ago, as we grappled with how to bring our health care costs in line and still provide quality service, I began to meet with the other basic crafts to discuss with them the possibility of forming a coalition of unions that could bring the combined bargaining power of all our members together.

"We have now formed the Basic Crafts Consumer Coalition. With the tens of thousands of members we represent, we are in a position to bargain very effectively with provider networks and HMOs."

Trust Funds administrator John Sweeney said another important reason for changing to the American Health Network was increasing dissatisfaction with the service provided by the old network.

"We had difficulty getting updated listings from the old PPO," he said. "Sometimes a doctor or hospital would drop out of the network and we would not be notified."

TECH ENGINEERS

By Paul Schissler, Tech Business Agent

Contracting out law ruled unconstitutional



A Sacramento Superior Court judge has ruled that a bill allowing the California Department of Transportation to contract out design and survey work to private firms is unconstitutional. This decision represents a direct threat to the well being of millions of Californians. It could also delay some \$60 million in highway contracts this year and threatens \$160 million more in proposed contracts next year.

Last fall, the state Legislature passed SB 1209, which was intended to permit millions of dollars in delayed highway work to move forward by allowing Caltrans to farm out excess design and survey work. But Sacramento Superior Court Judge Eugene Gualco recently ruled in favor of the Professional Engineers in California Government (PECG), which filed suit against Caltrans immediately after Wilson signed SB 1209 into law last September 22.

You'll recall that the contracting out problem began back in 1988,

when a bill similar to SB 1209 passed in the Legislature. But PECG, which represents Caltrans' in-house engineers, brought suit against Caltrans in 1990 claiming the new law violated a provision of the state Constitution prohibiting private contractors from doing the work of civil servants.

Gualco agreed with PECG and ruled that Caltrans could contract out to private firms only under certain conditions. Caltrans responded by temporarily freezing design work performed by private companies, then issued a departmental directive that reduced the amount of such work available to private firms.

Meanwhile, a huge backlog of design work began piling up shortly after voters approved Proposition 111 in November 1990. The contracting out restrictions at the time potentially delayed some \$1.5 billion in highway work, tied up another \$150 million in seismic retrofit work and threatened some 30,000 construction jobs.

The construction trades, along with business and transportation groups, formed a coalition to push for legislation that would overturn the court ruling and speed delivery of the stalled projects. Local 3 Busi-

ness Manager Tom Stapleton and Vice President Jack Baugh met with Caltrans Director James van Loben Sels and key members of the state Assembly in early 1992 to help expedite the projects. SB 1209 was introduced in early 1993 to overturn the court decision and give Caltrans the authority to use outside engineering firms to design highway projects.

Caltrans is currently appealing Gualco's decision in hopes the court of appeals will first issue a stay, then overturn the decision so that work in progress can continue.

Out-of-work list

If you are recalled back to work, please take the time to call the dispatch office and let them know. It is not fair to those members waiting to be called for a job, not to mention the wasted time of our dispatchers.

Organizing

The following firms have been organized since January 1:

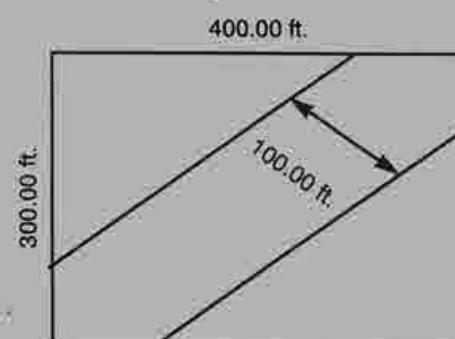
Raymond Yick, L.S. - Belmont
Carlile & Associates - Santa Rosa
Ackland International Inc. - Oakland
Espinosa Surveying Inc. - Fresno
W.C.S. Inc. - Pinole
Mathaler Land Surveying - Martinez
Fisher & Associates - San Jose

Abacus Surveying - Bakersfield
Cinquini & Passarino - Santa Rosa
Work picture

The refineries are providing a lot of work for surveyors. We have three tunnel projects getting underway in the San Francisco area. The subdivision work in picking up better than it has in the past few years. Caltrans and BART work has been steady. Overall, the remainder of the work season looks good.

Increasing your employability

To increase your employability you should consider Hazmat training and BATT certification so you can perform work in the refineries. These certificates are required to get through the gate. Alcohol and drug testing are required on many major construction projects, particularly federal government facilities.

Survey Problem

A right-of-way 100 ft. wide crosses a lot as shown in the above diagram. What is the area in acres within the right-of-way? Submit your answer and supporting notes to:
Tech Engineers, 8105 Capwell Dr., Oakland, CA 94621

TEACHING TECHS

By Art McArdle, Administrator

Training increases surveyors' employability

Work has picked up in some areas, but it still remains sporadic at best. Due to the efficiency of today's survey crews, we seem to need fewer surveyors. That's where apprenticeship comes into play. The better-trained surveyor will be working more hours than the lesser-skilled surveyor.

We are setting up our 1994-95 hands-on schedule, with our instructors playing a large role in setting up the classes, which are set up not only for the apprentice, but for all members of Local 3 with an interest in surveying. Our upgrade program gives journey-level surveyors a chance to keep their skills sharp.

The NCSJAC will be holding one hands-on competition in Sacramento in 1995. At least that's the plan at this time. The competition gives apprentices and journey upgrades the chance to show their stuff. It's always a great event, and thanks to Local 3, some great prizes are

awarded for the best crews.

Part of the training for apprentice surveyors includes learning how to show responsibility: getting to work on time, doing a good day's work and being responsible to one's family and community. The family aspects we all know about, but the community is what makes the jobs come around.

As a responsible person, you should express your concerns at the polls. It is vital to your family and your own welfare to vote.

Voting is the only way to have a say on what is going on. Many say, "Oh, what is one vote," but it may be the one that gets your candidate in office. Let's do our part by voting.

There is a Local 3 election coming up in August, as well as a general election in November, so we need to get the word to all our brothers and sisters to get out the vote.

Pictured above are the first place winners for Oakland at the recent "Hands-On" competition. Left to right are: Larry Thompson, Carolyn Clark and Albert Pope. Second place for Oakland were (below left) James Dawson, Ron Wagner and Joe Terin. Third place winners (below right) were Paul Auer, Ivan Phillips and Marshall Bankert.



FRINGE BENEFITS FORUM

By Charlie Warren, Fringe Benefits Director

How the Guaranteed 120-month Pension works



Over the past two months, I have written about two different pension payment methods available to retirees: the Husband and Wife Pension and the Guaranteed 60-Month Pension. This month I'm going to explain

another payment method – the **Guaranteed 120 month Pension.**

This option is similar to the 60-Month Pension except that a lower amount is payable in exchange for the guarantee that if you die before 120 monthly payments have been made, the balance of the 120 pay-

ments will be made to your beneficiary.

Election of this option must be made before your pension begins and will not take effect until 24 months after you make the election. If you elect an early pension with a 120-Month Guarantee and change later to a Disability Pension, your monthly benefit beginning with the 25th payment may decrease further.

Example: You choose a Guaranteed 120-Month Pension, you are not on a Disability Pension, you are age 62, and your monthly pension amount is \$1,000. Your first 24 checks would be paid at \$1,000 per month. Your 25th check, and continuing for your lifetime, would be paid at \$967 a month.

If you were to die once your pension benefits were being paid at

\$967 per month, and before receiving 120 monthly payments altogether, your designated beneficiary would receive \$967 per month for the balance of the 120 monthly payments you did not receive. Then monthly benefits would stop. If you live longer than 120 months from your pension effective date, you will of course continue receiving your \$967 a month for every month you live. Upon your death there would be no further benefits payable from the pension plan.

There are still other methods of payment available to members at retirement time. These will be discussed in the next Fringe Benefits Forum column.

Retiree picnic success

I would like to thank all those retirees and their spouses who came to

the June 4 retiree picnic at Rancho Murieta. Many thanks! All had a most enjoyable day.

A special thanks to Business Manager Tom Stapleton and all the other officers, district representatives and agents for all their assistance. And many thanks to Ray Helmick and his entire staff, especially Barbara Helmick, Steve Stromgren, Karen Baumberger and Gary Herren.

Inflation down but loan costs up

AFL-CIO NEWS – Although government reports show that inflation remains in check, rising loan costs are hurting the American consumer.

Over the past 12 months, the CPI-W has edged up only 2.1 percent, the lowest increase in several years.

Despite the leveling off of prices, the Federal Reserve Board jacked up short-term borrowing rates four times this year. FRB Chairman Alan Greenspan insisted that tighter monetary action was needed to head off an increased economic activity. Major banks have followed by raising the prime lending rate three times.

But the only sign of inflation that materialized has been the higher costs that consumers pay for car loans and home mortgages, AFL-CIO economist Frank Parente said.

"The act of raising interest rates itself is inflationary as higher rates get rolled into the costs of products and services across the board of the economy," Parente told a House banking subcommittee.

"Consumers suffer as higher rates translate into interest payments on credit card balances, on car loans, home equity lines of credit and higher monthly payments for first-time home buyers," Parente noted.

Because of the surge in interest rates, the monthly payment on a typical home mortgage jumped by \$128 in the first five months of 1994.

"There is room in the economy for faster economic growth without inflation," Parente said.

YOUR CREDIT UNION

By Rob Wise, Credit Union Treasurer

Pitfalls of automobile leasing



At the credit union, we don't offer auto leasing because we think the leases are not bargains for car shoppers. We also believe auto leasing is not in the best interest of the credit union and its mem-

bers. Here are a few of the major reasons:

1. You don't build equity in the car. You are like a renter. All you are doing is making monthly payments, at the end of which you have nothing. With an auto loan for buying a car, you have equity in the car. At the end of the loan payments you own the car. It has value that can be used for purchasing your next car.
2. There are plenty of hidden costs associated with leasing. For example:
 - **Penalty for excess mileage.** If you drive the car more than stated in the terms of the lease – generally from 10,000 to 15,000 miles per year – you will probably have to pay as much as 15 cents per mile over the limit, and that can

add up fast.

- **Excess wear and tear.** When you turn in a leased car, the judge of that wear and tear is the auto dealer. Such wear and tear can be chipped paint, stained seat belts, missed maintenance (the schedule of which is rigorous), dirty carpeting and so on.

- **Gap insurance of up to \$300.** It covers the amount of money due on your lease that your insurance company won't pay in case the car is totalled.

- **Extra charges.** Such as a \$200 acquisition fee for a dealer to find the car you want and a \$150 disposition fee for turning your leased car over to an auction house.

- **Higher liability insurance.** Because you are not the true owner of the car, you are leasing.

3. **Potential residual value risk.** When you lease a car, the lessor makes an estimate of the value of the car at the end of the lease. Many lessors inflate that estimate to make your monthly payments lower. If the car is really worth less on the street than the lessor guessed, you might be liable for the difference.

All the above would be enough for the credit union to shun auto leasing. But there is another reason. It

can put your credit union in the role of the "bad guy." If we lease to you, your credit union would be the car's owner. We would have to guess at the residual value and take a good look at the car when you brought it in at the end of the lease. If you had excess mileage on the car, missed maintenance or had excess wear, your credit union would have to go after you for more money. We don't want to be put in that position.

A Better Way

Using an auto loan to purchase a car is a far better way to finance a car. Your credit union's auto loan rates are low, so you can do better by financing a vehicle through your credit union. We feel auto leasing is a bad deal for you and for us. Our recommendation is to stick with our low-rate auto loans.

Auto loans with low rates and flexible terms are waiting for you at your Credit Union



New members are always welcome!



Operating Engineers Local Union No. 3
Federal Credit Union
(510) 829-4400

NEWS FROM THE DISTRICTS

Oakland holds picnic at Crow Canyon Park

The Oakland District held this year's annual picnic for the first time at Crow Canyon Park, and the new venue added new character to the event. The park offered quite an assortment of activities in a tranquil, shady location in the midst of Crow Canyon between Castro Valley and San Ramon.

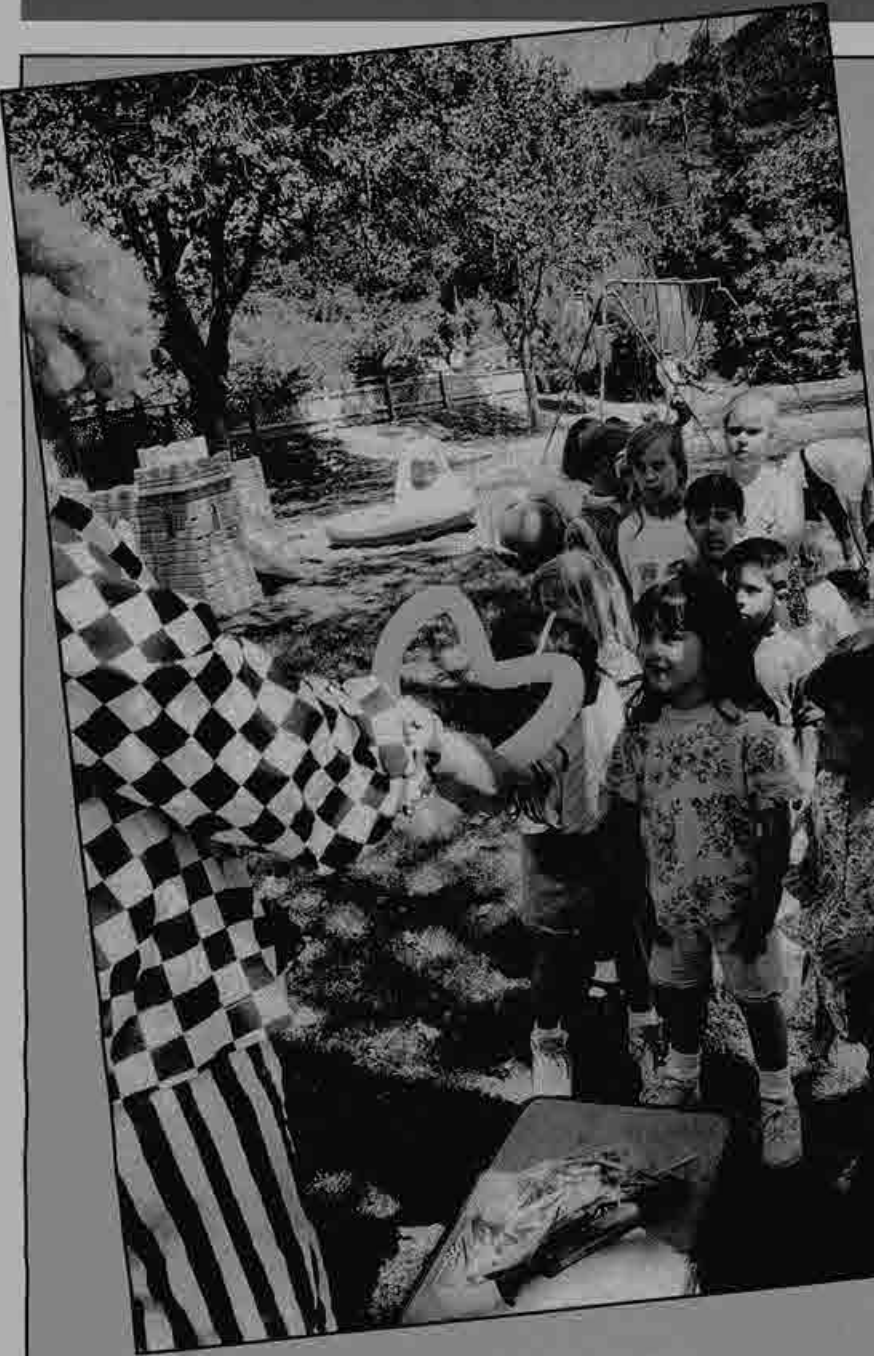
Before lunch, picnic goers enjoyed the park's swimming pool, ping-pong, basketball, volleyball and softball. Lunch consisted of barbecued chicken breast, several different types of salads, French bread and, of course, all the beer and soda you could consume.

After lunch, the horse-

shoe pit became the center of action, with several teams vying for the tournament championship. The team of Business Agent Joe Tarin and credit union representative Cindy Loya took first prize.

While the horseshoe tournament was going on, children enjoyed the entertainment of a professional clown, balloon sculptures and face painting, plus a little tetherball and swimming. There was also two raffles, one sponsored by the Oakland District office, the other by the Local 3 credit union.

Most of picnic goers seemed to enjoy the new location and look forward to coming back next year.



About 250 Local 3 members and guests gathered around these shady picnic benches (photos at left and above) at Crow Canyon Park to enjoy barbecued chicken, salad and other culinary delights. Balloon sculpturing (top left) was one of many activities for the youngsters. After lunch, the horseshoe pit became the center of action (far left).

NEWS FROM THE DISTRICTS



In top photo are Local 3 members from District 17 at the "Level C" HAZMAT class. Left to right are: Fred Dumlaio, Jeff Black, Charles Armstrong, Olga Ahsing Daun, Reed Mokiao, Bruce Omoto, Richard Martin, John Kaeo, Jimmy Smith and Tim Chun. A HAZMAT 8-hour refresher course was held in May (bottom photo). Pictured are Cecil Spencer, Aaron Foster, Nathan Paikai, Peter Kersting, Paulo DeAzevedo and Revelation Alo.

Kennecott expansion generates new dispatches

SALT LAKE CITY – The work picture looks brighter than usual in the northern Utah and Salt Lake areas.

The expansion work at Kennecott's smelter has finally started taking some union hands. Leonard Construction is building the acid plant, and all subcontractors on this part of Kennecott's project are union. Local 3 has over a dozen operators and oilers on cranes and backhoes on Leonard's project, along with another dozen or so working for Shurtleff Andrews on its part of the project. Shurtleff has two sky horses running, along with several of its smaller rigs. Shurtleff will finish up ahead of schedule some time in July. Leonard's project will continue into late 1995. Right now, Leonard is also ahead of schedule.

You recall the controversy

regarding the Salt Lake County Board of Commissioners' support for union wages on the Salt Palace expansion and remodeling project earlier in the spring. The project agreement had been written, complete with those fair wages and fringes, and was set to go into effect until a judge ruled against the board's action.

But a union contractor won out in the bidding process anyhow and will hire union help and pay union wages on the Salt Palace work. This should be a good project all this year and into 1995.

Gibbons Reed Company is moving along well with work in Ogden, Layton, Salt Lake, Park City, Coalville and on Kennecott's projects.

One of Gibbons longtime employees and Salt Lake shop superintendent, Chuck Taylor, retired last month.

Chuck will be missed, as he was very reasonable and made working with him very easy the past few years.

(Continued on page 24)

Attention Hawaii members!

Take notice motorcyclists, the Hawaii District is initiating a monthly motorcycle ride for all interested Local 3 motorcyclists. Besides having fun, a variety of community events are in the works. Our first outing this summer will include a voter registration drive. Please contact your business agent at 845-7871 for more details and bike ride schedules.

Symposium prepares Local 3 for upcoming federal Hazmat work

HONOLULU – An environmental remediation subcontractor symposium was held June 4 in Honolulu.

The symposium was intended primarily for small and disadvantaged businesses to discuss business opportunities with representatives of OHM Remediation Services Corp. out of Washington D.C. In attendance were Local 3 Hazmat Administrator-Instructor Nelson Umiamaka, Instructor Allan Parker and Local 3 Organizer Stan McCormick.

Mini seminars were held throughout the day on such topics as critical small business accounting requirements, subcontracting procedures, health and safety requirements and quality assurance and quality control.

OHM Remediation is a subsidiary of OHM Corp., which, according to Engineering News Record, ranked 44th out of the top 400 Hazmat contractors in 1993. OHM is the prime contractor for a \$250 million federally funded government remediation project in the Pacific Ocean and Indian Ocean regions.

On the day before the symposium, a meeting was held in our office to discuss OHM goals and directions. We expressed Local 3's intent and ability to provide as much assistance and participation in making this a successful venture for all concerned, one that will provide Hazmat-certified Operating Engineers work for the next five-plus years.

OHM's Marketing Vice President Robert Blackwell, Local 3's Contracts Manager Rollie Katz, Hawaii business agents, union contractors and I spent several hours discussing OHM goals and directions and came away with new goals for the upcoming projects.

We as Operating Engineers have no time to waste on yesterday's negative thinking. We must be pre-

pared to compete against the non-union contractors. As our wages continue to increase, there will be more non-union types trying to get our work.

A skilled Operating Engineer will out-produce inexperienced non-union workers. In order for us to have future advantages, we must plan now and exploit the training provided to upgrade our skills.

One such skill is Hazmat certification. One of the main reasons OHM Remediation is willing to work with us is because we have trained and certified over 250 operators in Hazmat.

Let's move forward and prepare to be productive and professional Operating Engineers. When our thoughts are positive, successful results are sure to happen. Let's continue to strive for a better tomorrow.

Joe 'Iokepa' Trehern
District Rep.

Hawaii offers Hazmat, first-aid classes

HONOLULU – CPR and first-aid classes will be conducted on the Big Island, Maui and Oahu and will be offered to journey upgrades for the first time. These classes are a requirement for our apprentices. While apprentices will be scheduled for the classes, interested journey upgrades should contact the JAC office. Class size will be limited and filled on a first-come first-serve basis.

Hazmat classes are continuing in Honolulu. The current session concluded June 18 and 25. New classes began July 9. To date, there are about 250 certified members in Hawaii, 14 of them women.

Allan Parker,
JAC Instructor

NEWS FROM THE DISTRICTS

Hawaii members enjoy food, fellowship at district picnics

HONOLULU – District Representative Joe Trehern and staff gathered June 25 on Molokai to kick off the Hawaii District's round of picnics. Light showers blessed the event, and games, lucky number drawings and tons of food culminated the occasion.

Job steward Santos Pacheco gave us a bit of his wisdom as it related to being a brother union member and thanked Joe Trehern and staff for making it possible to come together and enjoy good food and good fellowship.

Picnicers on the Big Island, numbering 250 strong, gathered at Spencer Park. What fun we had with a fishing contest and karaoke contest, to name a few activities, all of which made our Sunday outing a grand event.

It is at times like these that we remember all the past good times and encourage our members to also remember the hard times, the difficult times when all was not as it is. Remember this so we don't fall into the same difficult times. On the shores of Kawaihae Spencer Park, we again enjoyed good food, a good fellowship and also had the enjoyment of nature's splendor in our gorgeous ocean, outstanding climate and beautiful people.

Hawaii No Ka Oe.

Lionel Stone, Business Rep.



The kids enjoy a bean bag toss at the Hilo picnic (left). Pictured below is Grievance Committeeman Donald Medeiros, who was given a ceramic Ipo for a job well done. Winner of the "Littlest Fish" contest (lower left) went to Chase Tam and his dad, Russell.



Pictured above at the Hilo picnic are Stephen Henriques and his family.



District Representative Joe Trehern (Left) congratulates door prize winner Lonnie Kaai at the Molokai picnic. Picture to the right is Santos Pacheco at the Molokai picnic.



NEWS FROM THE DISTRICTS

Dispatches up in Sacramento

SACRAMENTO – Work in the Sacramento District is still going strong. We've had over 100 dispatches for the third consecutive month.

A. Teichert & Sons seems to have the majority of the work. Master Mechanic Scott Alves and his crew have been working a lot of overtime keeping their iron working. Teichert's Sacramento office has just completed the first phase of the Del Webb project. Some 400,000 yards of dirt was moved and crews are now starting the second phase, which has over 700,000 yards to move. Tim Riolo has a crew of 25 Operating Engineers. As fast as the lots are completed they're sold.

Teichert was also low bidder on a co-generation plant for Century West Contractors in south Sacramento. Teichert is also doing the majority of work in western El Dorado County. Some of the projects there include large subdivisions, a golf course, underground and overlays. Teichert is also busy along Elk Grove and Florin Road working in conjunction with MCM and M&M Electric.

In the Woodland area, Teichert is finishing up a \$2.5 million project at Mace Ranch and was low bidder on a \$5 million job at Gibson Ranch. The company is also doing other projects throughout the district.

Granite has just started the El Dorado Hills Boulevard realignment and finished the underground on Scott Road. They are also paving freeway ramps throughout the district.

Granite is also busy in the Grass Valley area on the Sierra College satellite campus. About 15 operators are staying busy. A pre-job is set with Granite on a \$7.7 million project on the Consumnes River Boulevard and Calvine Road projects. Granite crews are also busy on a \$2 million sewer line project on Calvine Road.

Hoffman Construction of Oregon was in our office July 6 to hold a pre-job con-

ference regarding its \$66 million sewer treatment project in South Sacramento, with Delta Construction scheduled to do the access road.

RC Collet's rock plant in Rocklin is working six days a week and working on four or five other projects. Lund Construction has about six jobs going throughout the district that are keeping about 25 operators busy. Yuba-Sierra Construction is looking at a lot of work this season according to General Superintendent Ron Hicks.

ARK Energy Inc., the developer of the SEPCO project (ethanol production and gas fire co-generation power plant), which will be located in the Rio Linda area, has

hit a snag. It looks like it will not go until spring of 1995. This project is one of four co-generation plants that will be on line by 1997.

There are two state buildings coming up this year, each worth about \$160 million, one downtown, the other on the riverfront. Baldwin is working in Winters on a \$629,000 roadway rehabilitation.

We will be starting rock, sand and gravel negotiations June 30 in Oakland. We are currently in negotiations with RC Collet's rock plant in Rocklin, Syar Industries' Ready Mix plant in Woodland, Rancho Murieta Association and GS Roofing Products. Upcoming negotiations include Tenco Tractor, In-

gersol Rand and Sierra Metal Fab. Carl Wagner, Mike Bohannon and Carlos Stuckey have recently ratified an agreement at Clarks Welding. They are getting a 75-cent-an-hour increase and have allocated 50 cents to wages and 25 cents to pension.

District picnic

Don't forget our annual picnic. It will be held on August 7 at Elk Grove Park. Our menu consists of tri-tip, beans, salad, hot dogs, beer and soda. Tickets are available at the Sacramento office or from the agents in the field. Uptown Country will be providing the music. Hope to see you there.

*John Bonilla,
District Rep.*

Jansson General Engineering signs contract with Local 3

SANTA ROSA – Jeffrey L. Jansson, a local demolition and grinding contractor in Sonoma County signed an agreement with Local 3 effective June 1. Jeff recently purchased a \$500,000 Diamond "Z" portable grinding machine powered by an 800-horsepower Cat engine.

"I intend to do subcontracting work for many signatory general contractors in Northern California and provide a specialty service at a very competitive price," Jansson said.

Business Representative Jim Killeen worked with Jansson and negotiated the contract.

Work picture

Although work seemed to start slowly here in the Santa Rosa District, it's really taking off now. Dispatcher Donna Lake processed well over 100 dispatches in June. The four companies with the big jobs are Argonaut, Parnum, O.C. Jones and F & H/Earthworks.

Mike Smith, owner of Argonaut explained, "We have over double our normal amount of work on the books, and the main worry

now is how we're going to do it all."

Parnum Paving is well along on the \$6 million Ridgeway job in Willits and just starting on its other major project – the \$6 million Hwy. 101 job at Laytonville. All Parnum construction hands are back at work, and its rock-sand operations are also working at full capacity.

O.C. Jones was recently awarded the \$12 million Fountaingrove extension in Santa Rosa and hopes to begin work soon. It should be ordering some scraper hands from the hall because the project includes over 1 million yards of dirt. This area is very rocky, so the work will be a challenge.

F & H/Earthworks has teamed up to do the major portion of the \$11 million Hidden Valley sewer project in Lake County. The company has over a million yards of dirt to move and will be working in conjunction with Argonaut Constructors, which got Phase 1 of the job. Work should begin shortly, and our Lake County brothers and sisters can use a big

job close to home.

We would like to thank the dedicated members who attended our recent district meeting in Ukiah. It was good to see our Caltrans brothers and sisters present, specifically those who drove all the way in from Ft. Bragg. Meetings like this that keep our union strong.

District picnic

There is still time to get your tickets for our district picnic at the Windsor Water Works Sunday, July 3. We always sell out, so hurry. The cost is \$12 adults, \$9 retirees, \$1 children under 12. The menu will consist of steak, chicken, hot dogs, beer, soda and all the trimmings. The picnic starts at 10 a.m. and lasts until 5 p.m. The food will be served from 11 a.m. to 3 p.m. The park has four slides, two pools, a video arcade, horse-shoes, volleyball and more. For tickets call the union hall at (707) 546-2487, and we'll take your order and send your tickets. Looking forward to seeing you there for fun in the sun and water.

*T. Robert Miller,
District Representative*

District picnics

Reno District

Saturday, July 16
Deer Park (corner of Rock Blvd. and Prater Wy., Sparks)

1 p.m. (Retirees will have their regular meeting at park at 11 a.m. and served lunch right after meeting)

\$7.50 per person, \$15 family, retirees and spouses free
Steak, hot dogs, salad, beans, garlic bread, ice cream, soft drinks and beer, raffle, music
Info: (702) 329-0236

Santa Rosa District

Sunday, July 31
Windsor Water Works
11 a.m. to 3 p.m. (Park opens at 10 a.m.)
\$12 adults, \$9 retirees, \$1 children under 12
4 water slides, 2 swimming pools, children's pool, raffle, door prizes, game arcade
Limited number of tickets
Info: (707) 546-2487

Sacramento District

Sunday, August 7
Elk Grove Park
Lunch served from 12:30 p.m. to 2:30 p.m.
\$7.50 adults, retirees \$5, under 15 free
Tri-tip, hot dogs, salad, beans
Info: (916) 565-6170

Fresno District

Saturday, August 13
Fresno County Sportsman's Club (off of Friant Rd.)
12 noon to 5 p.m.
Lunch served 12:30 p.m. to 2 p.m.
Steak or chicken, bread, fresh fruit, drinks, beer and sodas.
Horseshoe tourney, bingo, raffles, bounce house for kids.
\$7 retirees, \$11 actives, children under 12 free hot dog lunch.
Info: (209) 252-8903

NEWS FROM THE DISTRICTS



Stockton picnic honors retiring Business Agent Moe Dumlao

It's fair to say there was no age discrimination at this year's Stockton District picnic. While the adults dedicated the picnic to a retiring business agent, the youngsters enjoyed a wide assortment of children's activities and games.

The June 26 picnic was again held at the Oak Grove Regional Park and featured the usual menu of barbecued steak, beans, salad, French bread and all-you-can-drink beer and

soda.

After lunch, District Representative Dave Young dedicated the picnic to retiring Business Agent Mario "Moe" Dumlao, who's been a Local 3 member since 1960. Before becoming a business agent in 1985, Moe worked as an asphalt plant engineer at what is now Western Stone. The union presented Moe with a plaque commemorating his years of service.

While the union honored the old, the young played bingo, took swings at a pinata, played Hula-Hoop and got their faces painted. The picnic raffle prizes included a color television, VCR, gas barbecue and several other prizes. The credit union also held a free raffle for those who filled out a questionnaire.

Stockton dispatcher Joyce Skeen (top right) has a lot of young fans waiting to have their faces painted. Business agent Jerry Steele (right) takes a well-earned breather at the beer truck.



Pictured at left are (l-r) Jack Hilbert and Jim Aja. Above is retired oiler Dick Durham. The staff takes a moment (right) to recognize retired business agent Moe Dumlao, in whose honor the picnic was held.



Departed Members

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

Warren Moody Visalia, CA, 11/15/93; **Eugene Loveland**, Carmichael, CA, 12/27/93; **Walter Johnston**, Cupertino, CA, 03/20/94; **Gasper Alessi**, San Leandro, CA, 04/13/94.

MAY 1994

Marvin Billings, Strathmore, CA, 05/29/94; **William Canepa**, Sonoma, CA, 05/24/94; **John Chandler**, Madera, CA, 05/30/94; **Leonard Chandler**, Gridley, CA, 05/20/94; **Willard Duncan**, Brookings, OR, 05/30/94; **Lloyd Dunkin**, Fresno, CA, 05/19/94; **Frank Dye**, San Jose, CA, 05/19/94; **Richard Grenon**, San Jose, CA, 05/30/94; **Ernest Houx**, Clovis, CA, 05/21/94; **Harold Jorgensen**, Rohnert Park, CA, 05/23/94; **Ross Petty**, Chico, CA, 05/24/94.

JUNE 1994

Frank Abendano, Honolulu, HI, 06/22/94; **K. Ahuna**, Kaneohe, HI, 06/19/94; **I.W. Bettinger**, Bangor, CA, 06/01/94; **Harlan Bothwell**, Sanger, CA, 06/06/94; **C.L. Cartmill**, Placerville, CA, 06/04/94; **Larry Castro**, Honolulu, HI, 06/12/94; **C.J. Cismonti**, Pacifica, CA, 06/06/94; **David M. Coggin**, Mokelumne HL, CA, 06/03/94; **Robert Conn**, San Jose, CA, 06/02/94; **Herbert Conn**, San Leandro, CA, 06/01/94; **L. Cox**, Oakley, CA, 06/23/94; **Paulus Craig**, Lathrop, CA, 06/12/94; **Bill Dean**, Novato, CA, 06/09/94; **Howard Duggin**, Citrus Hgts, CA, 06/01/94; **Richard Fisher**, San Pablo, CA, 06/21/94; **Sal Gordillo**, So. San Francisco, CA, 06/09/94; **Richard Gregory**, Cloverdale, CA, 06/20/94; **B.E. Griffis**, Visalia, CA, 06/07/94; **Rex Gross**, Santa Rosa, CA, 06/02/94; **Rex Holmes**, Lehi, UT, 06/19/94; **Ed Holmes, Jr.**, Fresno, CA, 06/25/94; **Rudolf Hupe**, Yuba City, CA, 06/15/94; **Donald Jones**, Redding, CA, 06/14/94; **Robert Lacy**, Clearlake Oaks, CA, 06/23/94; **John Lapp**, San Rafael, CA, 06/03/94; **Archie Leslie**, Watsonville, CA, 06/01/94; **Harold Moore**, La Honda, CA, 06/01/94; **F.G. Morss**, Fresno, CA, 06/12/94; **Marc Parenti**, Fresno, CA, 06/01/94.

DECEASED DEPENDENTS

Irene Kubota, wife of Ronald, 03/04/94; **Beatrice Case**, wife of Donald L., 05/24/94; **Tove Helena Strode**, daughter of Lee, 05/31/94; **Cindy Corbett**, wife of Kendall, 06/07/94; **Johanna Kaahue**, wife of Francis, 06/08/94; **Joann Keeler**, wife of George, 06/04/94.

District Meeting Change

At the Executive Board meeting of July 9, 1994, it was moved, seconded and carried to move the location of the August 16 district meeting for District 20 to:

**Operating Engineers Headquarters
1620 South Loop Road
Alameda, CA 94502**

Retiree Association Meetings

CERES

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

STOCKTON-Eta Chapter

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

IGNACIO-Chi Beta Chapter

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

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

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

FRESNO-Theta Chapter

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

OAKLAND-Nu Chapter

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

CONCORD-Mu Chapter

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

AUBURN-Epsilon Chapter

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

SACRAMENTO-Zeta Chapter

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

FAIRFIELD-Chi-Gamma Chapter

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

LAKEPORT

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

SANTA ROSA-Chi Chapter

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

District Meetings

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

JULY

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

AUGUST

- 11th **District 50: Fresno**
Laborer's hall
5431 East Hedges
- 16th **District 20: Oakland**
1620 South Loop Road
880 Fwy./Hegenberger
- 18th **District 80: Sacramento**
Engineers Building
4044 North Freeway Blvd.

SEPTEMBER

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: Ranchlet, 2 Acres Agriculture Zone, riding horses o.k., all fenced. 1 1/2 mi. from Delhi, CA, 1 mi. from Hwy. 99. 2BD/1BA, large frnt rm, sliding windows, "Imperial"

Swap Shop

FREE WANT ADS FOR ENGINEERS

\$3K rug value. Outside of house Sears siding, under house, 2 rooms w/7' high ceilings, electricity, rugs, windows, livable. 60' barn, parks 3 cars, 2-20' bldgs & nursery. Reduced from \$190K to \$160K. Call (209)634-3995. Reg.#0668753 6/94

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

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

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

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

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

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

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

FOR SALE: 10+ Acres, fully chain link fenced, locked gate, house, out-buildings. Easy access to freeway. South of Gilroy, CA Cash only. Call

(408)623-4198. Reg.#1916030. 6/94

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

FOR SALE: 3Bd/2Ba House on 3 acres, 3 mi. from Salmon on Salmon River & Hwy 93 No. Fenced, level land, many extras. Call (208)756-4132 Reg.#525368

FOR SALE: 3 Acres Shingle Town area. 4K foot elev. on Hwy 44, 24 mi. from Redding, 10 mi. to Lassen Park. All black top rds., near small airport. Bldg site is cleared, well & septic tank are in. Beautifully treed, exclusive homes. 50K/neg. Call (916)533-7474 Reg.#1006613

FOR SALE: 1989 Geo Tracker Convertible 5-speed, 4 cylinder, 1.6L engine, 36K mi., 4 W/D, AM/FM cassette stereo (pull-out) with 4 speakers, towing package, roll bar, blue w/black top. \$7,500 or offer. Call (510)551-7933 ask for Danna or leave message. Reg.#2057773

FOR SALE: Paddlewheel, Michigan 210, 23 Cu. Yd. \$17K or B/O. Call (707)996-6073 Reg.#2094758

FOR SALE: '52 DeSoto 4 dr. sedan, flat hd. 6 cyl. eng. runs, fluid drive trans. Original: glass, chrome, eng; owners man., shop man., orig. owner only pink slip. Complete, no dents ready for restoration. \$800.

Also, **'85 Honda Accord** hatchback, orig. owner, reg. oil chngs' 143,000 mi. \$2,500 (707)427-8004 Reg.#2119766

FOR SALE: Motorhome, '91 Mallard, Class "C" 24', A/C, gen, micro-fully self contained. Plans for sale, all equipment goes. Everything from levelers to storage pod. Too much to list ***BONUS* FREE CAR WITH PURCHASE.** Your choice: '87 Bronco II 4x4, A/C or '88 Ford Festiva. Both fully rigged for towing. \$37,000. (less than \$500. a month). Call (707)374-5954 Lv msg. Reg.#2163180

FOR SALE: Ranch 60 Acres near Nevada City, CA. 1900 elevation nearly level -5 wells. 2 pounds year round creek, 1/2 mi. of Hwy 49 Frontage, small orchard may be split & may exchange part \$265,000 or B/O. Call (916)273-9249 Reg.#1091259

FOR SALE: Or Trade, 3 Wabco D. Paddle Wheel Scrapers. Call

(408)637-3608 Reg.#577389

FOR SALE: 26' Gregor Pontoon Boat, 50 HP Johnson Motor Trailer-Many Extras. \$5,895. Call (408)269-9006 Re.#754336

WANTED: Belt Buckle 50th Anniversary, less expensive model, silver & gold. Call (707)747-5741 Lv Msg. Reg.#2077139

FOR SALE: Condo Timeshare Maui/Beautiful! Also, '69 Ford Bronco, 302 Eng., new tires, possi track, 6" lift, auto trans. \$4,500 or B/O. Call (408)279-8991. Also, solid oak pub style Dining Set-45" H 42" diam., Mauve covered bar stools, good cond. \$300 or B/O for dining set only. (408)288-6728 Reg.#2077175

FOR SALE: 2.45 Acre buildable lot near California City, CA. Nice homes are built in the area. Asking \$18K or B/O considered. Legal description: Lot 46, Tract 3335 Kern County. Call (909)862-3101. Reg.#0977712

FOR SALE: Trailer, utility or wood, extra heavy duty, 4'x4'x12' in side, tandem axle, elec. brakes, tool box, 3-way tailgate, 1 year old. Call (209)368-5625. Reg.#1904098

FOR SALE: Trailer, 1978 Komfort, 24 ft., self contained; refrigerator, 110 or gas, toilet, shower, tub, & new awning. \$3,750. Call (707)422-9683 Reg.#1661023

FOR SALE: Chipper, 5 H.P. horizontal, good shape. \$125.00. Also, Chipper, 6 H.P. up-right chipper, in good shape. \$75.00. Both on wheels so you can pull them around. Call (408)779-3663 Reg.#080701

FOR SALE: '62 Truck, Linkbelt 45 Ton, crane model #HC108B. 2 Drums w/Block & Ball CAT, 6 diesel upper Waukesha gas upper ties 50%. Good condition, recent certification. \$35K or reasonable offer. Call (707)664-9609. Reg.#1820702

FOR SALE: 1 Acre Lot in Stagecoach, NV. 25 mi. east of Carson City on Hwy 50. All utilities are available at lot line. Nice neighborhood. Asking \$10K. Also, **Mobile Home** in nice Vallejo trailerpark. Repainted, remodeled inside. All utilities included in park rent. Asking \$13K. Call (707)648-3325. Reg.#1020191

FOR SALE: '72 Motor Home, 20' Harvest Class C, Ford 302 Engine, low mi.; roof & dash air cond., awning, propane & elec. heat, fridge & cookstove, double sink, bath, sleeps 6. New tires. \$4,500. or B/O; will trade for small tractor or prop. Call (408)336-2301. Reg.#1155490

FOR SALE: Motor Home '93, Class A, 33', 3,365 mi. Failing health forces sale. This one is loaded...has the best of everything. Also, must sell boat. **'83 Beachcraft.** I/O 20' off-shore cruiser fully equipped for pleasure or fishing. New V-8 engine. For complete details on motor home & boat, Call Bill (801)674-5710 Reg.#0889148

FOR SALE: 2 Burial Plots, Lawncrest Memorial Park in Redding, CA. Half price...two for \$1,500. Call (503)592-6476 Reg.#828726

FOR SALE: '91 Mercury Cougar, 3.8 V-6 w/automatic pwr steering, pwr brakes, pwr windows, pwr drivers seat, keyless locks & AM/FM tape,color is silver w/gray leather-cloth interior, low mileage, 19K mi. \$11,900. or B/O. Call (209)722-8765. Reg.#1027903

FOR SALE: Houses, in Pittsburg, CA. Two on one lot. A 2Bd/1 1/2 Ba and a



SANTA ROSA

Congratulations to Chris and Nancy Hendricks on the birth of their daughter on 6/23/94. Chris' father, John Hendricks, is the economist in the Delinquent Employers Department at the headquarters located in Alameda. Congratulations GRANDPA! Chris and Nancy's daughter weighed 8 lbs. 11 oz. Her name is Patricia Frances Hendricks. Condolences: The Santa Rosa District Office wishes to extend its condolences and prayers to the following departed members:

Brother Harry Everett who passed away on 5/25/94

Brother Rex Gross who passed away on 6/2/94

Brother Harold J. Jorgenson who passed away on 5/23/94

Our condolences also go to brother Lee Strode, his wife, and family on the death of their daughter Tove Strode who passed away on 5/31/94.

FRESNO

Congratulations to Glen Wilkins and his wife on the birth of their new baby boy born June 1, 1994.

Friend Finder: Anyone knowing the present whereabouts of brother Eric Womack, formerly of Sacramento, please contact W.W. Moore at (707) 226-9158. He doesn't owe me any money. I have news from an old friend.

1 Bd/1Ba. Needs TLC. Reasonable. Present rental income \$670/mo. Call (510)432-4812 Reg.#1229745

FOR SALE: '87 Holiday Rambler Aluma Lite 31' travel trailer. Front kitchen, double bed, 7-1/2 gal. aluminum propane tanks, heavy duty hitch, double sway bars, extra electric cords, 9" Zenith color T, many extras. Must see to appreciate. Less than 20,000 miles. Equipped to travel. Call 916-342-9134 Reg. #0329532

FOR SALE: Oriental throne chair. Teak wood, inlaid with Mother of Pearl on back, arms and legs, marble back and seat. Auction appraised at \$800. Will take \$500. Call 916-342-9134. Reg. #0329532

Utah district report - continued

(Continued from page 18)

Enjoy your retirement, Chuck, because you earned it. Good fishing.

Doug Fife, one of our older employers in the sand-gravel and construction industries, passed away in June. Doug established Fife Rock Products Company in Brigham City and Ogden. Doug will be missed by everyone who knew him. He was well liked and widely known throughout Utah and the industries in which he was involved for so many years. Local 3's condolences are extended to the family of this fine, community-oriented man.

Politics plays a big role in our lives everyday, and it's important to be involved at all times. Because of my involvement in local politics, I was recently asked to assist when Vice President Al Gore came to Salt Lake to speak at a political function sponsored by Rep. Karen Shepherd. After being asked to help, I volunteered to drive a staff car and helped with the crowd and media control at the Salt Lake airport.

When I was introduced to the vice president and given a moment to speak with him briefly, it was a thrill I'll remember all my life. He's a fine man, someone with genuine concern for the American people.

I was also involved when President Bill Clinton came to Utah in fall 1992. And these are only two of the important and memorable opportunities I've had through my involvement with Utah politics.

To each of you, have a good year.

Virgil A. Blair, *Business Rep.*



Utah business agent Virgil Blair meets Vice President Al Gore at the Salt Lake International Airport.

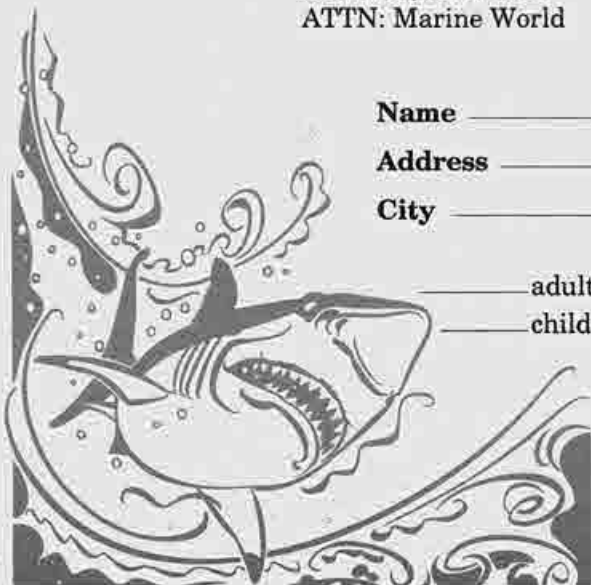
MARINE WORLD / AFRICA USA

YOU HAVE TO PAY, TO PLAY!

You want to go to Marine World, but you don't want to pay full price? We have got a deal for you. This year instead of paying \$23.95 for an adult ticket or \$16.95 for the kids at the gate, why not purchase your tickets through Operating Engineers Local 3. We have adult tickets for \$16.00 and kids get in for \$13.00.

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

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



Name _____
Address _____
City _____ State _____ Zip _____

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

3 years and under free

Total amount
enclosed \$ _____

UNION BRIEFS

Report finds poor employee- management relations

A federal commission appointed last year by President Clinton to examine ways of improving U.S. productivity and competitiveness released an interim report last month that painted a grim picture of how the American work force is coping with rapid change and antiquated labor laws.

The Commission on the Future of Worker-Management Relations, chair by former Labor Secretary John Dunlop, warned that the United States is moving toward a two-tiered society "with an upper tier of high-wage skilled workers and an increasing 'underclass' of low-paid labor," a trend that could lead to severe social tensions.

Moreover, secure full-time employment is disappearing as companies increasingly hire part-time and temporary workers to reduce labor costs. The report said "real" hourly compensation of American workers - once inflation is taken into account - has stagnated in the past two decades and actually fell for male workers, a development the commission said was "unprecedented in the past 75 years in this country."

The commission's other key findings included:

- Collective bargaining rights for workers have eroded, especially at companies where workers are considering joining a union or trying to negotiate a first contract.
- Illegal retaliation against union activists has increased in recent years.
- Employment-related litigation has exploded in the past two decades, coinciding with the passage of a slew of federal laws and regulations.

The AFL-CIO will urge the commission to recommend laws encouraging worker-management cooperation in union settings, legal protections for part-time workers and a halt to "the erosion of the rights of workers to form a union if the majority of people in the work place in-

dicated that is their preference."

Slow but steady growth for California

The University of California Los Angeles Business Forecasting Project predicted in its latest quarterly report that the California construction industry expects to add more than 50,000 jobs through 1996.

Residential construction will improve slowly, with new construction rising from 108,000 units in 1994 to 161,000 in 1995 and 181,000 in 1996, the report said. But the report also said, "These annual construction totals are probably below the number required to maintain the state's housing stock at a constant number."

Despite the optimistic report, residential construction remained slow in the first quarter of this year, with single family building permits totalling only 76,000 units, seasonally adjusted, virtually unchanged from the fourth quarter of last year.

Anti-striker bill may fall short

It appears, as *Engineers News* goes to press, that a bill to prohibit the permanent replacement of strikers, the Cesar Chavez Workplace Fairness Act, S. 55, will not survive a Republican filibuster and be considered on the Senate floor.

Although labor has enough votes to win passage with a simple majority, the bill appears to be several votes short of the 60 votes needed to invoke cloture that would end the filibuster. On July 12, the Senate voted 53-47 not to invoke cloture. A second cloture vote was scheduled to be taken July 13.

Five Democratic senators are key to the vote on cloture: Dale Bumpers (Ark.), David Pryor (Ark.), David Boren (Okla.), Ernest Hollings (SC) and Harlan Mathews (Tenn.). All but Mathews, who was not in the Senate at the time, voted against cloture in June 1992.