Trench Fanfare

A tacking crew from Sheehan Pipeline Construction Co. descends on a section of PGT-PG&E gas pipeline expansion in Merced County.

Photo by Steve Moler
Last spring we published a special report aimed specifically at employers to show them how Local 3 works to help them on the political front and in the marketplace. I received many calls from employers who expressed appreciation for this report, because they were completely unaware how the union works on behalf of the union contractor.

I'm pleased to report that the building trades unions have just succeeded in getting Governor Wilson to sign a major piece of legislation that should help union contractors in the construction industry obtain more cost-effective Workers Compensation plans.

On July 16, Governor Wilson signed into law Senate Bill 983 (Leroy Greene), a bill which will allow construction negotiators to better control worker compensation costs and determine where the savings go.

Specifically, the bill allows the state to recognize workers compensation programs negotiated between unions and construction employers that contain the following provisions:

1. An alternative dispute resolution system, such as arbitration or mediation.
2. The use of an agreed list of medical providers ... "that may be the exclusive source of all medical treatment."
3. The use of an agreed list of medical evaluators.
4. Joint labor-management safety committees.
5. A "light duty, modified job or return to work" program.
6. A vocational rehabilitation or retraining program utilizing an agreed list of providers of rehabilitation services.

This measure also provides that insurance companies, who are now required to charge lower rates than currently allowed by law, will not charge lower costs on bids, making them more competitive.

SB 983 also limits participation to construction employers paying a workers compensation premium of $250,000 or more per year or a group of employers with an annual premium of $5 million or more per year.

A similar law was passed two years ago in Massachusetts which paved the way for the building trades and employers in that state to draft an agreement that shows great promise in reducing workers compensation costs.

We fought hard this past three months to get this bill through the legislature. We overcame attempts to amend the bill from attorneys and efforts by other groups to be covered by the bill.

We overcame all these obstacles - primarily on the argument that the 40 percent unemployment in our industry demanded a need for...
Local 3's rank-and-file negotiating committee met with employers over a nine week period over the new contract.

**Master Agreement ratified**

New contract accepted by 93 percent at special round of meetings

By James Earp
Managing Editor

Local 3 members in Northern California this month ratified a new three-year Master Construction Agreement. An overwhelming majority of 93 percent of those who attended a specially called round of meetings held in every district voted to accept the agreement, which became effective June 16, 1993.

"I think a lot of members accepted this agreement because they realized we were able to negotiate a very reasonable contract in light of the hard times that have fallen on our industry," Local 3 Business Manager Tom Stapleton said.

It took nine weeks of intense negotiations before the employers and the union could come to a tentative agreement. Negotiations were held with three different employer groups. The Associated General Contractors of California (AGC) negotiated one Master Agreement with Local 3. A separate Master Construction Agreement containing the same terms and provisions as the AGC Agreement was also negotiated with the Association of Engineering Construction Employees (AECCE) and the Engineering and Utility Contractors Association (EUCA).

"This was not an easy agreement to negotiate" Stapleton explained. "The employers were looking for some very significant take-aways - especially after what they were able to get from some of the other crafts." Among those take-aways were:

- Separate geographic wage rates. The employers pressed for lower wage rates in all areas outside the six Bay Area counties, like they have negotiated with most of the other crafts. The AGC employers pressed for a 10% cut in the first year on all wage rates outside the Bay Area.
- Eliminate the guaranteed 8-hour day. In most of the other crafts, the employers have eliminated the guaranteed 8-hour day. The employers' proposal to Local 3 was a guaranteed four hours and pay by the hour thereafter.
- Cut the pension. In other crafts, the employers have negotiated a suspension or a significant cut in the pension contribution. Some of the employers wanted any increase in the Local 3 Health & Welfare Plan to be taken out of the pension.
- Local 3 was successful in getting the employers to back down from all of these major take-aways. "The proposed contract does contain elements that help the employers meet the realities of today's economy," Stapleton said, "but our members can feel good that they have a very solid agreement for the next three years."

The new agreement provides for a 50-cent per hour increase the first year to be allocated to the Health and Welfare Plan. Increases the second and third years range from 48 cents to 86 cents an hour, depending upon the classification. Increases during the second and third years can be allocated to wages and/or benefits.

Other key features of the new agreement include:

- A four-by-ten hour workweek has been extended to shops and the employers have been given the flexibility to utilize a Monday-through-Thursday or a Tuesday-through-Friday workweek under this schedule.
- More flexible starting times were negotiated, allowing the employer to start a regular shift between 5 a.m. and 9 a.m. However, in return for this added flexibility, the union obtained greater overtime protections for employees.
- Premium pay for working leadmen has been increased from 25 cents to 50 cents.
- If a new national or state health plan is adopted that results in a savings to the employer, the union is authorized to allocate the first 11 cents per hour of those savings to the pension plan and any additional savings to wages and/or benefits.
- A new substance abuse policy designed to provide a uniform drug and alcohol testing program on all job sites covered by the agreement.

"We were running into problems because some jobs had a stricter testing requirement, due to government regulation," Stapleton said. "The new program should eliminate most of those problems by establishing a program that meets those requirements."

The new substance abuse policy provides for "time of dispatch" and "probable cause" testing to be paid for by the employer. It also requires the company to place management and supervisory employees under the same program, Stapleton said.

(Editor's Note: Please turn to pages 11-14 for a pull-out section containing the major changes and wage rates provided for under the new agreement. This working copy is published as a service to the members until the very end contract books are printed and distributed.)
Race against diabetes

A Local 3 member and his all-union sprint car team raise money at DAD's Day race to help fight one of America's deadliest diseases

By Steve Moler
Assistant Editor

South Bay sprint car racing to begin with is practically an all-union affair. Quite a few race sponsors are union employers, and many car owners, drivers and pit crew members are trade unionists, like Local 3 member Dennis Johnson, a 34-year member and backhoe owner-operator, who owns the No. 8 sprint car.

The Santa Clara/San Benito building trades council and its affiliated locals throughout the South Bay sold sponsorships and tickets to last year's event and raised an impressive $7,000, nearly triple the amount raised in any of the previous five local DAD's Day events.

From small change to big bucks

This year the council sold three different types of sponsorships. A business could sponsor one of four heat races for $250 and receive four admission tickets plus have the company name announced several times over the speedway public address system; sponsor the main event for $1,000 and get 10 free admission tickets; or sponsor a car for $250 and receive four tickets plus have a sticker with the company name printed on it placed on a race car for the rest of the racing season. Business agents and staff from the San Jose District office sold tickets, and Local 3 purchased a $250 car sponsorship.

This year's event raised a record $15,000, with $4,000 going to the winner's purse and $12,000 going to the DAD's Day charity, money that will be used to construct a new $30 million research center at the University of Miami's Diabetes Research Institute.

When completed and fully operational later this year, the center will be the world's most comprehensive diabetes research, education and treatment center. Top scientists from around the world will be able to work together in finding a cure for diabetes, which is one of the five leading causes of death in the United States. The disease, which causes blindness, heart disease, stroke and kidney failure, affects more than 13 million Americans, including one in five infants born with diabetes.

The ideal formula

What has helped transform DAD's Day in the South Bay from a laborious, ho-hum fund-raiser into an exciting, profitable philanthropic spectacle has been the combination of John's knack for promoting sprint car racing and Pat's successful driving.

Before becoming John's driver in late 1991, Pat struggled to stay competitive because of inferior equipment, rarely finishing near the top following his rookie year in 1977. But in his first full year with John in 1992, Pat drove the No. 22 Budweiser car to the San Jose Speedways's track championship, winning 10 top five finishes in 15 races and never finishing lower than ninth among more than 40 racers each week. This year the team is again in the hunt for another track championship, currently placed in the top-five in total points.

John's influence in the community and his ability to attract new sponsors to the San Jose Speedway has proven the key to the race's fund-raising success. As business manager of the building trades council, John has been able to bring many new sponsors to the speedway. His own car is sponsored by several unionized businesses, including Budweiser, Cupertino Electric, Pacific Construction, Monterey Highway Center, J.D. Soto Backhoe and Frontier Ford.

To promote sprint car racing even

When Local 3 member Pat Rose isn't operating heavy equipment, he's racing the No. 22 Budweiser sprint car, shown here at the June 19 DAD's Day Race at the San Jose Speedway.

In the construction industry, the phrase "time in the seat" refers to the amount of hours an operator's buttocks has been glued to the leather seat covers of a piece of heavy equipment. But for Local 3 member Pat Rose, "time in the seat" has had a second meaning.

On weekends Pat operates heavy equipment at the San Jose/Santa Clara Water Pollution Control Plant, churning sledge in Brown Bear augers and building dikes and retention ponds using machines like dozers, loaders and motor graders.

But on weekends Pat strays himself into his other seat, that of a 410-cubic-inch, 760-horsepower sprint car and races around mile and one-third-mile ovals at speeds approaching 100 mph for prize money trophies and, of course, thrills at local raceways throughout the Bay Area.

Pat and his Budweiser No. 22 racing team competed June 19 in perhaps the most important race of the year - the second annual Dollars Against Diabetes Race at the San Jose Speedway. The DAD's Day Race was important not so much from the car from Pat in 1986, and just last year both men teamed up to win the NASCAR Winston Racing Series, John as car owner and Pat as his driver.

Another good union idea

Why not turn one of these races into a DAD's Day race, thought George Holley, a business agent with Sheet Metal Workers Local 104?
more, John has displayed the
Budweiser No. 22 show car at
events ranging from the World
Motorsports Show and the
Fireman's Chili Cookoff to the
Boy Scout's Pinewood Derby
and Klauer's Pick-N-Pull.
John's effort in promoting last
year's DAD's Day Race won
him the San Jose Speedway's
Sportman of the Year.
The event has done so well
the past two years the Santa
Clara/San Benito trades coun-
cil plans a repeat performance
next year, expecting to attract
even more sponsors and raise
perhaps $3,000 to $4,000 more
than this year. And if all goes
well for the remainder of the
sprint car season, Pat will
compete in next year's DAD's
Day Race sitting on another
track championship.

Top: Pat Rose, fourth car from left, powers the No. 22 Budweiser car into second place during a DAD's Day heat race.

Below center: John Neece, business manager of Santa Clara/San Benito building trades, holds up Local 3's $250 car sponsorship sticker.

Bottom: Pat Rose, left, watches pit crew mechanics Lee Schwartz and Dick Barshow fine-tune the race car after qualifying heat.

No. 22
Budweiser
sprint car
team

Owner: John Neece,
Santa Clara and San
Benito Counties
Building and Con-
struction Trades
Council
Driver: Pat Rose,
Operating Engineers
Local 3
Pit Crew:
Matt Wachter, Ma-
chinists Local 1101
Dick Barshow, Ma-
chinists Local 1101
Chris Neece, student
Derek Overcamp,
Teamsters Local 297
Line Davis: Machin-
ists Local 1101
Nick Vicari, Team-
sters Local 297
Lee Schwartz,
Business owner
Glenn Bacon, student
One of Sheehan's tie-in crews works on a section of pipeline near Santa Nella in Madera County.

Trench fanfare

H.C. Price and Sheehan are finishing up work on the 396-mile California section of the PGT-PG&E gas pipeline expansion.

How time flies when you have good work.

By the time you read this article, over 300 operating engineers will be winding down work on the 396-mile California section of the PGT-PG&E natural gas pipeline expansion project, the largest construction job in Northern California over the past two seasons.

In case you're not familiar with this project, the pipeline expansion, which started in December 1991 and will be delivering natural gas to Pacific Gas & Electric (PG&E) customers by November 1, involves building 772 miles of 42-inch and 110 miles of 36-inch pipeline from Canada to central California.

The Pacific Gas Transmission Company (PGT) and its parent company, PG&E, hired Bechtel Corp. in February 1990 to manage the engineering, procurement, construction and testing of the $6.1 billion expansion project. Pipeline construction has been performed under a National Pipeline Agreement by contractors hired by Bechtel.

The project is divided into five major segments (see map this page). Spread 1 begins at the Canadian border, crosses through the panhandle of Idaho and ends at the Washington-Oregon border. Spreads 2 and 3 traverse the entire state of Oregon, and Spreads 4 and 5 extend from the Oregon-California border to Panoche Junction in Fresno County, where PG&E's existing gas line extends into Kern County and connects with facilities of the Southern California Gas Company.

The new pipeline parallels the existing 900-mile Alberta-California natural gas pipeline built 30 years ago by Bechtel. In addition to the pipeline itself, the project involves upgrading four major metering stations and 17 compressor stations and constructing one new compressor station. PGT and PG&E currently operate 29 gas-turbine-driven compressor units ranging from 9,000 to 16,000 hp on the existing pipeline.

As part of the expansion, three 35,000-hp Cooper Randels gas-turbine-driven compressor units are being installed at stations in Idaho and Washington. One new compressor, a 14,000-hp Solar gas-turbine-driven compressor unit, is being installed at Delavan station near Wilows, Calif. The new compressor station, with two 7,000-hp variable-speed electric motors driving centrifugal compressors, is being constructed over six months at Bethany near Tracy in northeast Alameda County.

A local pipe manufacturer, Napa Pipe Corp. of Napa, Calif., won the contract to make 660 miles of longitudinally welded 42-inch and 36-inch pipe for most of the Oregon and California pipeline.
spreads. Ipsco Inc. of Regina, Saskatchewan, got the contract to build 180 miles of spirally welded 42-inch pipe for parts of the Washington section.

The pipe itself is a combination of API Grades X65 and X70 with wall thicknesses ranging from 0.409 inches to 0.625 inches. The pipe will be externally coated with fusion-bonded epoxy and internally coated with epoxy paint.

H.C. Price Pipeline Construction Company out of Dallas, Texas, was awarded Spread 4, which extends 92.4 miles from the Oregon border to 13 miles south of Burney, Calif. Sheehan Pipeline Construction Company out of Tulsa, Okla., has Spread 5 (excluding the Sacramento Delta crossing), which begins south of Red Bluff and extends to the Panoche Station.

Last summer H.C. Price completed about 90 miles through some of the pipeline's toughest terrain, while Sheehan placed about 81 miles of pipe from Delevan to Bethany. Part of this section, known as the Sacramento Delta crossings, required horizontal drilling beneath three bodies of water: 2,680 feet at Dutch Slough, 3,520 feet at the San Joaquin River and 4,550 feet at the Sacramento River.

Bechtel hired directional drilling specialist Cherrington Corp. out of Sacramento to drill the three crossings, which were completed last year. The 4,550-foot Sacramento River crossing set a record for the longest directional bore for 42-inch pipe ever completed.

After a pause due to heavy spring rains in April, H.C. Price resumed work in May on Spread 4B, which begins at Burney on Hwy. 299 in Shasta County and extends to the Oregon border. Local 3 job steward Harold Meados, went smoothly because the pipeline traverses rolling hills and farmland.

However, from near Whitmore to Shingletown on Hwy. 44, the going got much tougher for the operating engineers working on this section. In this steep, rocky landscape Cat 235 backhoes replace trenching machines and sidebooms have to be held in place with winch lines. Despite the adversity, construction is on schedule, with completion of this spread expected within the next 30 days.

(Continued on page 8)
Sheehan's Spread 5B, which begins at Bethany near Livermore and terminates at Panoche Junction off I-5 west of Lemoore Naval Air Station, is also proceeding on schedule, with about 80 miles of pipe already in the ground. Sheehan's crew of about 570 crafts, including about 110 operating engineers, is moving rapidly through mostly rolling foothills and farmland along the existing PG&E right of way parallel to I-5.

While H.C. Price's biggest obstacle has been trenching and laying pipe through steep, rocky terrain, Sheehan has been challenged by the high number of crossings and tie-ins. Over the entire California section the pipeline crosses 496 secondary roads, 17 state highways, seven interstates, 179 rivers and streams, and four major river crossings.

A large number of these crossings is located in Sheehan's Spread 5B, requiring special design and engineering. Trenches, for example, have to be dug with hoes rather than with the much faster and more efficient trenching machines, small bores have to be punched beneath streams and highways and special bridges have to be constructed over irrigation canals.

As you'd expect for a project of this magnitude, environment impact has been a major concern. The project's environmental certification contains over 48 mitigations of wetlands, plant, animal and paleontologic impacts. Federal and state environmental agencies require, for example, detailed analysis of trenching, notice of whether equipment comes in contact with the water, and stream bank designation for crew work sites.

Making work even more restrictive is the requirement that crews work within the 100-foot pipeline right of way and the 30-foot temporary working strip extending along most of the expansion project. Also, construction is prohibited during periods of animal nesting and migration. For example, H.C. Price had to delay pipeline construction in certain areas several times in the spring and early summer because of deer migration. On Sheehan's spread, California Department of Fish & Game officers carefully monitor the project because endangered and threatened animals inhabit the area.

During construction of the Sacramento-Delta crossing, federal and state environmental agencies were concerned with silt buildup during salmon runs. Cherrington had to implement special turbidity measures to monitor silt levels, and when those levels reached federal and state mandated limits, corrective action had to be taken.

Despite all the environmental and technical demands, this enormous project will be completed on time thanks in large part to the skills of the various construction crafts. Once the gas begins to flow in early November, PG&E will be able to meet California's energy needs well into the next century.
Protection from the unexpected

The credit union is always looking for programs that benefit our members at a reasonable cost. Our OE Protection Plan is just such a program. It incorporates several insurance plans you will want to take advantage of.

When you take out a loan with your credit union, you have the option of purchasing Credit Disability Insurance, which is offered on consumer loans and covers monthly payments up to $700 for a maximum of 120 months. Should you become disabled for 30 days or more, your loan payments are made by the insurance company until you are released by your doctor to return to work. You or your co-borrower can be designated for the disability coverage.

The Credit Life Insurance for consumer loans is another optional program members may obtain to protect their loan. None of us want to place our family in a difficult situation should the unexpected happen. That's why we offer the Credit Life Protection Plan for you and your co-borrower. This plan provides for your credit union loan to be paid in full upon the death of you or your co-borrower.

Credit Life and Credit Disability insurance are requested at the time you take out a loan. They're a convenient and affordable way to prepare for the unexpected.

Another product of the OE Protection Plan is mechanical breakdown insurance. This coverage is available for most new and used automobiles. Car dealers refer to this coverage as an "extended warranty." Your credit union's mechanical breakdown insurance is less expensive when compared with the dealer's coverage. Repairs may be made at any licensed repair facility and are paid for by the insurance company so there's no out-of-pocket expense. Mechanical breakdown insurance is purchased at the time you make the automobile loan and the premium can be included in your loan balance or you may purchase separately the insurance.

The next time you take a loan with your credit union ask about the OE Protection Plan. It is designed to help with your financial planning and may provide the additional security you've been looking for.

Your Credit Union VISA goes where you go and you benefit from its:

- Worldwide acceptance
- No annual fee
- Credit limits to $10,000
- Low interest rate
- 25 day grace periods on purchases
- Cash advances at ATM machines and financial institutions displaying the VISA logo

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

TEACHING TECHS

Beware, heat stroke can be fatal

Considering the extremely hot weather we've had this summer, especially the two heat waves in June, a warning about working in the heat seems an appropriate theme for this month's column.

Heat exhaustion is dangerous, but heat stroke can be much worse. Heat exhaustion usually occurs when people work or exercise in warm, humid places where body fluids are lost due to heavy sweating. Symptoms include cool, moist, pale or red skin, heavy sweating, dilated pupils, headache, nausea, dizziness and weakness.

The body temperature remains normal or slightly below. When a person appears to have heat exhaustion, they need to get out of the sun and into a cool place and lay on their back with feet elevated. Clothes should be loosened and cool towels applied. Fanning also helps.

Heat stroke, however, is very serious and can be life threatening. The bodies natural system of cooling down functions through sweating. But in heat stroke, this system shuts down and, in extreme cases, can cause brain damage. Symptoms to look for are dry, hot, red skin, high body temperature, faint and shallow breathing, fast and weak pulse and, in severe cases, loss of consciousness.

Again, this can be life threatening and emergency medical treatment should be sought immediately. The victim's body should be cooled down totally and, if conscious, given a small drink of water.

First aid is the best cure for a problem. The NCSJAC requires that all apprentices maintain a first aid card. This is a good card for everyone to have as you never know when you or someone with you will need help.
First Lady Hillary Rodham Clinton discusses ways to improve the nation's ailing health care system last May with members of the AFL-CIO Health Care Committee, including Secretary-Treasurer Thomas R. Donahue, committee chairman John J. Sweeney, President Lane Kirkland and Employee Benefits Director Karen Ignagni.

"A universal program could rely on any of the financing sources used in Medicare, or it might be financed by additional revenues such as those from a value-added tax," he said. "The choice of financing sources is vitally important, and the initial political and economic difficulties brought about by shifting a large proportion of the estimated $460 billion of private health care funding into the public sector are considerable. A universal program could rely on any of the financing sources used in Medicare, or it might be financed by additional revenues such as those from a value-added tax," he said. "The choice of financing sources is vitally important, and the initial political and economic difficulties brought about by shifting a large proportion of the estimated $460 billion of private health care funding into the public sector are considerable."

Yet these are surmountable, one-time concerns and are eased by the recognition that on average the increase in taxes to finance universal coverage would be balanced by the decline in private payments for insurance premiums and care. The program would require a shift, not an augmentation, in health care financing," Fein wrote.

Retiree meetings

The summer round of Retiree Association meetings has begun (see schedule page 22). This is an invitation to all retirees and their spouses to please join us at the meeting in your area. You will hear the latest regarding the union, the credit union and the trust funds. Your input at these meetings is vital. We are looking forward to seeing you.

Managing your health care

It's always a good idea to discuss fees with your doctor or other providers before services are rendered. In order to receive the best benefit available under the union's plan, use a contract provider whenever possible. If you are unsure whether your doctor is a contract doctor, or whether a certain hospital is a contract hospital, be sure to call the trust fund office before seeking medical attention. Of course, if there is a medical emergency, seek medical attention at once at the nearest facility.

Information about your pension check

Q: What should I do if I don't receive my check?
A: If you do not receive your pension check by the 10th of the month, contact the Fringe Benefit Service Center (510-745-7450) or the Trust Fund Service Center (510-777-1770) to request a replacement check. A stop-payment order will be placed on the lost check and a replacement check issued at once.

Q: Who should be notified of my new address?
A: If you move, let the trust fund office and the union know your new address as soon as you know it. Every effort will be made to timely change your address for your pension check. Be sure to have a forwarding address on file with your local post office so you have no interruption in your mail delivery.
Northern California Master Construction Agreement

Editor's Note: Printed on these pages are the significant changes in the Master Construction Agreement for Northern California, which was ratified by the membership in a round of specially called meetings in June and July. Type shown with a line through it is deleted language. Bold type represents new language. Also included is the new substance abuse policy which was negotiated with the employers as part of this agreement.

07.05.00 Whenever an Employee person starts, stops or operates pumps over 750 GPM (except automatic electric pumps), compressors over 510 CFM (except automatic electric compressors), more than three (3) welding machines, or generators over 150 KW, he shall be an Employee covered by this Agreement. Any servicing and maintenance of the above equipment regardless of size, including automatic electric pumps and automatic electric compressors, shall also be performed by an Employee covered by this Agreement.

07.06.00 Pumps. Whenever the Individual Employer uses powered pumps (except automatic electric pumps, pumps 750 GPM or less, and water loading pumps), they shall be manned as follows:

(4) Over four (4) up to and including nine
   (9) one (1) Engineer required.

(5) Over nine (9) up to and including sixteen
   (16): two (2) Engineers required, and thereafter
   (6) for each six (6) additional pump one
       (1) additional Engineer.

07.06.01 Generators.
(a) Generator (single or multiple units),
   over 200 KW, up to and including 600 KW: one (1)
   Engineer required.
(b) For each additional 350 KW: one (1) additional
   Engineer required.
(c) Manned single units shall not be in-
   cluded in multiple unit count.
(d) Generator/Welder House: one (1) Engineer
   required.
(e) Not more than one (1) Engineer re-
    quired on any single unit.

07.06.02 Compressors.
(a) Building Jobs Only:
   (1) Compressors single or multiple
       (except automatic electric compressors), over 750
       CFM total capacity: one (1) Engineer required.
   (2) For each additional 2000 CFM
       total capacity: one (1) additional Engineer required.

(b) Other than Building Jobs:
   (1) Any single unit 750 CFM or over:
       one (1) Engineer required.
   (2) On compressor houses, manifold
       compressors large single unit compressors (750
       CFM or more) in the same location: one (1) Engi-
       neer required.
   (3) Any other combination of compre-
       ssors not previously mentioned above, and
       excluding the isolated single unit of 210 CFM or
       less, exceeding 750 CFM: one (1) Engineer re-
       quired, and thereafter, for each additional
       2000 CFM: one (1) additional Engineer required.

07.06.03 Welding Machines. (Excluding isolated
(a) welding machines, in an additional
(b) Engineer required.
(c) Four (4) or more up to and including
   (11) (11) one (1) Engineer required.
(d) Twelve (12) or more up to and including
   nineteen (19): two (2) Engineers required.
(e) Thereafter, for each additional eight (8)
   welding machines, one (1) additional Engineer re-
   quired.

10.01.00 Working Leadman. When an Individual
(a) Employer employs more than one (1) Heavy Duty
   Repairman and less than five (5) Heavy Duty Repair-
   men on any shift, and if a Heavy Duty Master
   Mechanic or Heavy Duty Repairman Foreman is
   not employed on such shift, then in lieu of such
   supervision one (1) Heavy Duty Repairman shall
   be a working Leadman and his straight-time
   hourly wage rate shall be that of Group 4, set out
   in Section 01.03.00 plus twenty-five-cents ($0.25)
fifty cents ($0.50) per hour.

12.01.01 If it is ever a National Health Act or State Health Care Act is enacted, the parties shall meet for the purpose of endeavoring to eliminate any duplicate coverage benefits and duplicate costs which may apply to the Individual Employer. If the Individual Employer's total benefit cost for providing Health and Welfare benefits to Employees is reduced because of a change in the law, the Union may allocate to wages and/or fringe benefits any savings that are necessary to restore the benefit cost. (§ 11) to the Operating Engineers' Pension Trust Fund's margin.

18.00.00 Grievances Procedure: Standardized forms and procedures.

JOINT LABOR/MANAGEMENT SUBSTANCE ABUSE POLICY

I. INTRODUCTION

The Union and the Employer establish this policy in order to provide the Individual Employers with a comprehensive substance abuse program, to provide Employees who abuse alcohol or are addicted to drugs, including alcohol, a means to receive treatment for their abuse and/or addiction, and to provide for a safe work place. An Individual Employer is not obligated by this agreement to have a substance abuse policy. Implementation of this policy is not mandatory by any Individual Employer, but once implemented, the Program shall remain in effect unless otherwise agreed to by the Union and the Individual Employer.

II. PURPOSE OF POLICY

A. The Employer, Individual Employer(s) and the Union are committed to providing a safe and productive work environment for Employees. The Employer, Individual Employer(s) and the Union recognize the valuable resource we have in our Employees and recognize that the state of an Employee's health affects attitude, effort, and job performance. Substance abuse causes decreased efficiency and greatly increased risk of injury to Employees. The Employer, Individual Employer(s) and the Union therefore adopt this policy. The intent of the policy is threefold:
1. To maintain a safe, drug-free and alcohol free workplace.
2. To maintain our work force at its maximum effectiveness.
3. To provide confidential referral to the Addiction Recovery Program ("ARP") and to provide confidential treatment to those Employees who recognize they have a substance abuse problem and voluntarily seek treatment for it.

B. In order to achieve these purposes, it is our primary goal to identify those Employees and refer them to professional counseling, and treatment before job performance has become a disciplinary problem. Employees are urged to use the services available through ARP. ARP will assist them and refer them to the appropriate treatment program.

1. Treatment for substance abuse and chemical dependency is provided under the Health and Welfare plan, up to the limits described in the plans.

2. An Employee shall be granted necessary leave of absence for treatment ARP recommends contingent upon signing a return-to-work agreement as provided for in Section IX.

III. EDUCATION PROGRAM

The Individual Employer will implement a comprehensive drug awareness and education program. The program shall include educating Employees and management/supervisory personnel about substance abuse and chemical dependency, the adverse effect they have on Employees and the Individual Employer, and the treatment available to Employees who abuse substances and/or are chemically dependent, and the penalties that may be imposed upon Employees who violate this Policy. ARP shall continue to provide an educational program for the Individual Employer.

IV. CONFIDENTIALITY

The Individual Employer will abide by all applicable State and Federal laws and regulations regarding confidentiality of medical records in any matter related to this Policy. The Individual Employer shall designate one of its management, supervisory or confidential employees to be its custodian of records and contact person for all matters related to this Policy. All such records shall be kept in a locked file which shall be labeled "confidential." Confidential Employee records including records related to this Policy shall not be kept in the Employee's personnel file.

V. TESTING

Testing for the presence of alcohol or controlled substances and/or their byproducts in one's body may only be performed under the conditions set forth herein. All testing shall be done in accordance with the standards established by the National Institute on Drug Abuse ("NIDA"), any successor agency, or any other agency of the federal government which has responsibility for establishing standards for drug testing. All such agencies shall be collectively referred to as "NIDA".

A. Chair of Custody: All NIDA standards for Chair of Custody will be adhered to. A specimen for which the NIDA standards are not complied with shall not be considered for any purpose under this policy.

B. Laboratories: All laboratories which perform tests under this Policy shall be NIDA certified. The Parties shall approve all laboratories. ARP will provide the Employer and the Union a list of NIDA certified laboratories at least once a year.

1. Testing Procedures and Protocols: All NIDA standards for testing standards and protocols shall be followed. To maintain a test's validity, the test may only be performed by NIDA certified laboratories.

2. Second Test: The laboratory shall save a sufficient portion of each specimen in a manner approved by NIDA so that an Employee may have a second test performed. Any Employee whose specimen is tested positive and who challenges a test result may have a sample of his/her specimen tested at his/her expense at a laboratory of his/her choice so long as that Laboratory is NIDA certified and has been or is approved by the Parties. If the second test is negative, the Employee will be considered to have been tested negative.

C. Cut-off Levels: To ensure that tests for cut-off levels will be completed with the applicable results, only tests which are positive pursuant to the NIDA standards shall be reported to the Medical Review Officer as positive. A .04 blood/alcohol level or above shall be considered to be positive.

D. Medical Review Officer: A Medical Review Officer ("MRO") shall review all positive test results. The MRO shall be a member of the American Society of Addictive Medicine ("ASAM") if available. If no members of ASAM are available, the MRO must be a licensed physician with knowledge of drug abuse disorders and appropriate training to interpret and evaluate test results. The Union shall approve all MRO's. Upon confirmation of a positive test result, the MRO shall refer the affected Employee to ARP for assessment and referral to treatment, if appropriate.

Consent Form: Any Employee directed to submit to a test in accordance with this Policy will sign a consent and release form, a copy of which is attached hereto. The consent and release form will only authorize (1) the facility where the specimen is collected to collect the specimen, (2) the laboratory which performs the test to perform the test and to provide the results to the MRO, and, if negative, to the Individual Employer, and (3) the MRO to review tests and report to the Individual Employer whether the test is positive or negative, and (4) the presence of a job steward if available.

The consent and release form will also provide for an Employee's statement of prescription medication and over-the-counter drugs he/she has recently used. The Employee may be disciplined if he/she refuses to sign the authorization if the Individual Employer has advised the Employee (1) he/she must sign it or he/she will be disciplined up to and including termination, (2) the release is limited as provided herein, and (3) the Employee has a right to consult with a Union representative before signing the release and before submitting to the test. An Employee who believes the Individual Employer is improperly disciplining him/her for refusing to submit to a test may file a grievance under Section 18.00.00 of the Master Agreement. The test results will be disregarded if the Board of Adjustment or Arbitrator determines the Individual Employer was not authorize by this Policy to direct the Employee to submit to the test.

3. To provide for an Employee's statement of prescription medication and over-the-counter drugs he/she has recently used. The Employee may be disciplined if he/she refuses to sign the authorization if the Individual Employer has advised the Employee (1) he/she must sign it or he/she will be disciplined up to and including termination, (2) the release is limited as provided herein, and (3) the Employee has a right to consult with a Union representative before signing the release and before submitting to the test. An Employee who believes the Individual Employer is improperly disciplining him/her for refusing to submit to a test may file a grievance under Section 18.00.00 of the Master Agreement. The test results will be disregarded if the Board of Adjustment or Arbitrator determines the Individual Employer was not authorize by this Policy to direct the Employee to submit to the test.

VI. TYPES OF PERMISSIVE TESTING

A. TIME OF DISPATCH TESTING

An Individual Employer may require an Employee to be tested for the presence in the Employee's body of one of the drugs or byproduct thereof set forth above at the time the Employee is dispatched. It must test all Employees at the time they are dispatched if it tests any Employee. The Individual Employer shall put the Employee to
work or pay the Employee pending the test results unless it has probable cause to believe the Employee is impaired, intoxicated, or under the influence of a drug. The standards for probable cause are set forth in Section B. If the Individual Employer does not allow an Employee to work pending the test results because it believes there is probable cause, it shall make the Employee whole for all lost wages and benefits if the Employee tests negative. Employees who test positive will be referred to ARP. The Individual Employer shall not be obligated to employ any such Employee after ARP releases him to return to work but may employ such an Employee under the terms of a return-to-work agreement.

B. PROBABLE CAUSE TESTING

An Individual Employer may require an Employee to submit to a drug test if it has probable cause that the Employee is impaired, intoxicated, or under the influence of a drug. Probable cause must be based on supervisory observations and may be based upon abnormal coordination, appearance, behavior, absenteeism, speech or odor. The Supervisor’s observations and conclusions must be confirmed by another Supervisor. The Individual Employer shall advise the Employee of his/her right to consult with a Union representative (including a steward) and allow the Employee to consult with a Union representative before the Employee submits to the test, if the Union representative is available.

Employees required to submit to a test under Section B will be paid for all time related to the test including the time the Employee is transported to and from the collection site, all time spent at the collection site, and all time involved completing the consent and release form if the test results are negative.

The Individual Employer may not implement this policy unless it subjects all management and supervisory employees to the same type of testing provided herein.

C. OWNER/AWARDING AGENCY REQUIREMENTS

Whenever owner or awarding agency specifications require the Individual Employer to provide a drug-free workplace, the Union and the Employer or the Individual Employer shall negotiate such additional requirements and shall incorporate therein.

VII. EMPLOYER REFERRAL

A decline in an Employee’s job performance is often the first sign of a personal problem which may include substance abuse or chemical dependency. Supervisory personnel will be trained to identify signs of substance abuse, chemical dependency, and declining job performance. The Individual Employer may formally refer an Employee to ARP based upon documented declining job performance or other observations prior to testing under Paragraph VI and/or disciplining the Employee.

VIII. PROHIBITED ACTIVITIES/DISCIPLINE

An Employee shall not possess, use, provide, dispense, receive, sell or manufacture alcohol and/or any controlled substances as defined herein or have any measurable amount of any such substance or byproduct thereof as defined in Section V while on the jobsite or while working for the Individual Employer unless the Employee has the Individual Employer’s express permission to do so. An Employee shall not offer to sell any illegal controlled substances while on the Individual Employer’s property or the jobsite and/or while working for the Individual Employer. An Employee shall not work while impaired, intoxicated or under the influence of alcohol and/or controlled substance. An Employee who uses medication prescribed by a physician will not violate these rules by using such medication as prescribed if his physician has released him to work. An Employee who uses over-the-counter medication in accordance with the manufacturer’s and/or doctor’s recommendation shall not violate the rules by using such medication. Impairment caused by prescribed medication and/or over-the-counter medication does constitute a violation. Employees who violate the provisions shall be subject to appropriate discipline up to and including discharge.

IX. REHABILITATION/DISCIPLINE

The Individual Employer may not discipline any Employee who violates any provision of paragraph VIII except for those prohibiting the sale of, attempted sale of or manufacture of prohibited substances and those Employees who are directly or indirectly involved in an accident involving property damage exceeding an estimated $5,000 or bodily injury requiring medical care until such time that the Employee has been offered an opportunity to receive treatment and/or counseling. The Individual Employer shall refer all such Employees to ARP.

Any Employee who is referred to ARP must sign the appropriate ARP Information Release Authorization Form in order to reemploy the Employee. Treatment is available through the Health and Welfare Trust Fund should the Employee comply with and complete all treatment ARP deems necessary.

X. NON DISCRIMINATION

The Individual Employer shall not discriminate against an Employee who is receiving treatment for substance abuse and/or chemical dependency.

All Employees who participate in ARP and/or are undergoing or have undergone treatment and rehabilitation pursuant to this Policy shall be subject to the same rules, working conditions, and discipline procedures in effect for all Employees.

Employees cannot escape discipline for future infractions by participating in ARP and/or undergoing treatment and rehabilitation.

XI. COST OF PROGRAM

Evaluation and treatment for substance abuse and chemical addiction are provided for through the Health and Welfare Plan. An Individual Employer who adopts this policy will not incur any additional cost for assessment, referral and treatment beyond that which is incorporated into its Health and Welfare contribution rate. ARP is funded through the Health and Welfare Trust to provide its current level of service which includes performing assessments of Employees and their spouses, referral of Employees and spouses to treatment, monitoring of Employees and spouses who are undergoing rehabilitation and providing limited education and training programs to Individual Employers. If ARP has to hire additional staff to provide the services, the increased cost shall be shared among the ARP Participating Employers.

WAGES AND FRINGES

1993 Wages - Freeze

Health and Welfare $.60 per hour increase - Effective June 26, 1993 - from $.379

per hour to $.439 per hour.

Contract Administration Fund $.03 increase - from $.03 per hour to $.06 per hour

New Industry Promotion Fund - $.09

In addition, the Individual Employer shall contribute $.08 per hour to an escrow account the parties shall establish, $.02 per hour of the $.08 per hour will go to CIFAC.

The remainder will go to a Joint Trust Fund after the parties agree upon the Fund’s purpose and operation and after they establish the Fund. The Fund shall be a Taft-Hartley Trust.

1994 $.65 to Group 4 which equals 2.8% increase to be applied to all groups (Classifications) - the Union may allocate the increase to Wages and/or Health and Welfare. Any increase in Health and Welfare will be effective June 27, 1994.

1995 $.65 to Group 4 which equals 2.72% increase to be applied to all groups (Classifications) - the Union may allocate the increase to Wages and/or Health and Welfare. Any increase in Health and Welfare will be effective June 26, 1995.

01.03.00CLASSIFICATIONS:

Wage/Fringe Increases

<table>
<thead>
<tr>
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<td>$19.95</td>
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<td>$19.95</td>
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</table>
**All Cranes & Attachments**

The straight-time hourly wage rate of Employees on crane or equipment and attachments (including jib and under), on which, if any assistance is required, shall be by an Employee covered by this Agreement.

Special Single Shift and Second Shift Wage Rates

<table>
<thead>
<tr>
<th>Group</th>
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<tr>
<td>(Area 2 rates are $2.00 more for all classifications)</td>
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</table>

**Steel Erection & Fabricators**

NOTE: The manning of Compressors, Generators, Welding Machines, Pumps or any combination thereof shall be in accordance with Sections 07.05.00 and 07.06.00 of this Agreement.

**Special Single Shift and Second Shift Wage Rates**

<table>
<thead>
<tr>
<th>Group</th>
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<tr>
<td>(Area 2 rates are $2.00 more for all classifications)</td>
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**Pile Drivers**

Truck Crane Oiler or Oiler (as appropriate), are required on all the cranes listed below, except Tower Cranes, Self Propelled Boom Type Hydraulic Lifting Devices; and Hydraulic Truck Cranes, (15 tons and under), on which, if any assistance is required, shall be by an Employee covered by this Agreement.

**Special Single Shift and Second Shift Wage Rates**

<table>
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<tr>
<td>(Area 2 rates are $2.00 more for all classifications)</td>
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</table>

**Tunnel & Underground**

The straight-time hourly wage rate of Employees working underground and/or within shafts, stopes and raises shall be as follows:

<table>
<thead>
<tr>
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<th>6/16/95</th>
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<td>Group 8</td>
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<tr>
<td>(Area 2 rates are $2.00 more for all classifications)</td>
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</table>

**Regular Promotions - $2.00 more for all classifications**

GROUP 1 | $26.60 | $.74 | $.74 |
GROUP 2 | 25.55 | .71 | .71 |
GROUP 3 | 24.02 | .68 | .68 |
GROUP 4 | 22.91 | .64 | .64 |
GROUP 5 | 21.79 | .61 | .61 |
GROUP 6 | 20.67 | .58 | .58 |
GROUP 7 | 19.55 | .54 | .54 |
GROUP 8 | 18.43 | .50 | .50 |

(These rates are $2.00 more for all classifications)
Utah picnic honors 50-year retirees

SALT LAKE CITY - Our district and retiree picnic was held this year on June 19 in one of Murray Park’s big pavilions. Early June weather had been rainy and cold, but by picnic day we had an outdoor kind of day.

The day before the picnic, the retiree golf tournament was held at Mickey Riley Golf Course. Don Strate won first prize; with second prize going to Ray Barnes, and third place resulting in a four-way tie among Coleman Seal, his wife Ruby, Neal Bridges and Joel Williams. Ruby and Coleman ought to work on taking separate prizes; last year they tied for second place.

Two retirees, Nephi Nemetha and Albert L. Christensen, received 50-year watches. Several other 50-year members, unable to attend for health reasons, also earned 50-year watches: Cliff Anderson, Providence; Donald Ewing, Ogden; Glen Fullmer, Salt Lake; Lester Gomm, Ogden; Douglas Hunter, Cedar City; and Raymond Rider, Provo. Their watches have been delivered to their homes.

These men and our other older retirees reflect the early growth and development of Local 3 in Utah. It was these men, and others like them, who made the sacrifices through sweat and courage and, at times, losses, to keep the union functioning and helping establish the benefits we now all share. They struggled for a better life for their growing families and some security for themselves and their wives as they got older.

Through the financial hardships each life produced, each of these men managed to remain a dues payer of this local for at least 35 years. I congratulate these fine gentlemen for their support of and belief in the union.

When I get with a group of Local 3 retirees, I recall my years on union jobs with many of them, and I appreciate their feelings when they talk about the respect and gratitude they have for Local 3 and the benefits the union has provided. And I agree that everyone’s battle for the necessities of life would have been much more difficult without our union.

Many people have commented on the loss of Hank Willeisen. Hank and his wife Ruby were killed in an auto accident in January. His accidental death stands as a loss to Local 3 because Hank always voiced his heartfelt support for his union and encouraged others to do the same.

Hank’s position as the Utah Chapter Chairman of the Retiree Association has been filled by Don Strate, who was one of our union representatives for many years and Utah’s district representative from May 1985 until his retirement in January 1991. Don has the background and experience to assist retirees in Utah, and all of us look forward to working with him in his new appointment.

Don comes originally from Canada and still has family in Alberta. When you travel the cities of that majestic region and think you spot Don, you probably have. He also spent a term at Harvard’s Labor College honing his ideas and gaining from the ideas of those who attended with him regarding the purpose and viability of the U.S. labor movement.

I want to thank everyone who came out in support of our picnic this year. I also want to extend a blanket invitation to our active members to attend next year’s picnic. Bring your family and enjoy the pleasant exchange with our brothers and sisters in the union.


Marysville work picture looks ‘fair’ this year

MARYSVILLE – The work picture is still looking fair in our district, with a few more projects bid this past month.

Madonna Construction from San Luis Obispo was low bidder at $2.8 million on the Plumas County job in Portola. Teichert Construction from Woodland was low bidder at $1.8 million on the highway job near Colusa. W. Jason Baker from Chico was low bidder at $265,281 on various street repairs in Chico.

Baldwin Contracting’s joint venture, was low bidder at $2.3 million on the roadway rehabilitation job in Glenn County. Baldwin Contracting of Marysville was low bidder at $271,900 on the asphalt concrete overlay in Glenn County.

We have a few projects coming up for bid this next month:
- Fremont Street maintenance project in Colusa
- Bridge erection over Black Rock Creek trail in the Plumas National Forest
- Street improvements in Marysville
- First phase of Wildwood Park in Chico
- Remodeling of Plumas County Jail in East Quincy

On work in progress, Baldwin Contracting is moving along on the 20th Street extension in Chico, with Stone Ridge Construction doing the joint pipe. Baldwin has also started work in the Marysville District.

Peterson Tractor in Chico is keeping everyone busy with a lot of work in the shop. Guy F. Atkinson is still working a few members at the Bucks Lake PG&E tunnel and powerhouse project. Lorang Bros. from Colfax is moving along on the Hwy. 70 project just north of Quincy with Yuba-Sierra Constructors doing the paving.

Siri Grading & Paving Inc. is in full swing on the race track starting west of Willows for the Sports Car Club of America. Hard Rock Construction is about to finish the Hwy. 20 job and also is working in Chico.

I would like to invite everyone to the Ninth Annual Marysville picnic at River Front Park in Marysville August 14. We will be serving tri-tip roast from 12 noon to 2 p.m.

Tickets are $7 each, $3 for retirees. Please come and have a fun day.

At the Utah retiree picnic are from left: Henry “Doc” Lumbly, Utah District Rep. Kay Leishman, Paul Wright and Jay Neesley.

Unions file unfair labor practice against Kennecott

SALT LAKE CITY – It became apparent that Kennecott wanted to force its employees to strike as the June 30 contract deadline approached, and the company refused to meet with the unions the last two days prior to the contract’s expiration. Kennecott made a final offer to its unions June 28.

Kennecott hired a new security force of goons, and 200 strike breakers showed up company property the evening the contract expired. The company also notified employees to report to work or they would be replaced.

The union side of the bargaining committee voted to allow employees to work day to day and informed the company the unions would continue to negotiate, a move that stunned company negotiators. Kennecott was not prepared to deal with employees working day to day. The company’s tactic had backfired and only served to create disgruntled and angry employees, who are following all known safety rules and operating procedures, which has resulted in a drastic reduction in productivity.

The unions filed unfair labor practice charges against the company for failing to bargain in good faith, surface bargaining, permissive subjects of bargaining remaining in the company’s final offer, and failing to provide information requests.

To say the least, 1993’s negotiations have been some of the most difficult. The company has exercised its right to immediately stop dues checkoff. This is a harassment tool and indicative of the type of burdensome measures that we’ve been faced with in these negotiations.

We have been successful in getting the company back to the bargaining table and have scheduled meetings through the third week of July.

With every member’s support we will succeed in getting a fair contract written. Thanks for your encouragement to the union negotiating committee. Kennecott’s stewards, Richard Nepolis, Jerry Coy, Jess Jacobson and Byron Timothy have worked night and day for many weeks to secure this contract. I want to thank them for all their assistance and immediate response through these serious times.

George Stauros, Business Rep.
NEWS FROM THE DISTRICTS

H. C. Price cranks up second phase of PGT-PG&E pipeline

REDDEING — After numerous delays caused by deer migration and objections from the California Department of Fish and Game and Public Utilities Commission, the second phase of the PGT-PG&E gas pipeline job is finally going full force.

The pipeline contractor in our area, H. C. Price Pipeline Construction Company, has close to 200 operating engineers working on the project. Completion is expected around the first of October.

The Walmart distribution center in Red Bluff has been a real good project for us. At peak employment Hasel Phelps had 56 operators working. This project should finish up at the end of summer. Ford Construction is moving right along with a $3.9 million job on U.S. 395 near Hwy. 70.

J. F. Shea Company has a few members working on its Hwy. 139 project at the Perez Overcrossing south of Tulelake. Ford Construction was low bidder, at $8 million, on site work at the Susanville Prison, which should start in the very near future.

We have quite a few overlays going throughout the Redding District. We are expecting about $6 million worth of work at Iron Mountain Mine this year. Plans to enlarge Spring Creek Dam just below Iron Mountain Mine should take place in the next two years. Plans call for raising the dam 200 feet. Since this is an earth dam, this will be a major dirt job. Overall, the work picture looks pretty good this year.

I would like to thank all the people who helped out at and attended our district picnic. I would also like to thank President Don Doser and Recording Corresponding Secretary Rob Wise for finding time in their busy schedules to attend. I urge all members to attend their district meetings.

Tom Hester, District Rep.

Granite wins large Sacto. airport bid

SACRAMENTO — We would like to thank everyone who turned out for the July 12 ratification meeting. It was a good turnout for a good meeting.

On the work scene, Granite is the apparent low bidder on the $11 million worth of work at the Sacramento airport, and the company is still going strong on Howe Avenue in Sacramento.

Maggiara Ghilotti and O.C. Jones, both Bay Area contractors, picked up work totally on Hwy 160. We seem to see more and more Bay Area contractors bidding work in the Valley.

Granite and Teichert are paving all over the area, and Yuba Sierra Construction is paving Hwy 49.

Recently completed negotiations include SMA Equipment, Teichert Pre-Cast, Geremia Pools, Cal State Equipment, R.J. Miles and Teichert Ready Mix. We are currently in negotiations with Syr Industries at the Madison Plant and with R.C. Collet at its Rocklin Plant.

We recently saw a good example of union solidarity in our district. The Iron Workers put up a picket downtown and our operators refused to work behind it. About a week later a group of Iron Workers had heard about the picket walked off another job in our area when the superintendent asked them to work with a non-union operator. The protest caused the contractor to order a union operator.

Special thanks to all the members who joined us at the picnic. Also, thanks to the members who are picketing at Cal Sierra. We appreciate your support.


Don Dowd Co. will cease operations by year's end

SANTA ROSA — It is with much sadness that we have learned that Don Dowd Company, in business in Sonoma County since 1946, plans to cease operations late this year when longtime Local 3 members and employees of Dowd, will lose their jobs when the company's familiar white and yellow trucks pull into the yard.

Dick and William Dowd took over the family business from their late father, Don Dowd, who founded the company 47 years ago. DDC grew into one of Sonoma County's largest construction companies, employing over 150 workers at its peak. It is still ranked as the fifth largest commercial builder in the county.

Over 50 workers, many of them longtime Local 3 members and employees of Dowd, will lose their jobs when the company's familiar white and yellow trucks pull into the yard for the last time.

The two Dowd brothers agonized over the decision to close down for the last year and decided on July 4 to cease operations. Dick Dowd explained, "I don't see any significant improvement in our market area for the next two or three years."

Our office and Local 3 wish the brothers the very best luck as they continue to work to manage their commercial and industrial properties.

T. Robert Miller, District Rep.

District picnics

Fresno District
Saturday, August 14
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.
BBQ tri-tip roast, salad, beans, hot dogs for children:
$7 per person for non-Roadeo participants.
*Roadeo* registrants and family free.
Kids under 12 also free.
Live music by Up Town Country
Info: (916) 743-7521

Free hot dogs for children under 12
Tickets: $7 retirees, $11 actives
Info: (209) 252-8903

Marysville District
Saturday, August 14
Following Caltrans equipment 'Roadeo'
Riverfront Park 1 p.m. to 4 p.m.,
Lunch served 1 p.m. to 2:30 p.m.
Local 3 president makes labor history in Hawaii District

HONOLULU - Local 3 President Don Doser recently made history in Hawaii. For the first time in the union's history a brother member was honored by the Hawaii state Senate, which recognized Don for his work in the labor movement and his contribution to Local 3's membership in Hawaii.

He was specifically commended for his leadership and compassion for the members of our district during the controversial leadership issue last year. His community service and monetary contribution to our brothers and sisters on the island of Kauai after the destruction of Hurricane Iniki were also commended.

Don was honored on the Senate floor in a recognition ceremony. A brief recess was called by the Senate president to ensure that each senator had the opportunity to personally meet and congratulate Don. Hawaii Senator Mike McCartney presented Don with a plaque, which read in part, "The Senate hereby recognizing Don Doser for his contributions as a labor organizer and community leader."

It is an honor for all brothers and sisters in our union to have our president commended on such high standards within the legislative system. We are very proud of our president, Don Doser.

Hawaii revs up driver program with new classes

HONOLULU - Our Driver Improvement Program, which used updated curricula, held classes May 10-11 in our conference room at the Honolulu District office.

The intensive eight-hour class included lectures and videos on professional shifting, controlling slips and falls, correct procedures for performing pre-trip inspections, and explanations and demonstrations on anti-lock brakes for commercial vehicles. An hour of the program was devoted to drug awareness as required under FMCSR 391.119 and 391.121, with another hour of the program focusing on alcohol and the commercial driver.

The drivers completed the two-hour road evaluation on Saturday, May 15. This consisted of about one hour of hands-on instruction in proper pre-trip vehicle inspection, 30 minutes of closed course maneuvering (alley dock, reversing and parallel parking from both sides) and finishing with a 30-minute criteria.

Twenty-two drivers representing Grace Pacific, Delta Construction and Road Builders completed the course. All were issued completion certificates. Those drivers who were violation and accident free for the previous 12 months were issued courtesy and safety award patches.

Congratulations to the following drivers who received this award:

- Delta Construction
  - Gary Asano
  - Dave Furumizo
  - Joseph Hooehuli
  - Guy Kaleimamahu
  - Randal Kuwahara
  - Abraham Leedy
  - William Lyman III
  - Clyde Oshiro
  - Edward Sabanal
  - Danilo Santiago
  - Louis K. Santiago Jr.
  - Mike Satele
  - Vincent Torricer
  - Clyde Pacific Corp.
  - Joe Trehern

Road Builders Corp.
  - Maurino Batangan
  - Paulino Batangan
  - Benino Puea
  - Francisco Rabago

STOCKTON - The sun is just topping the levee as I arrive to open the gate at the Stockton District office. As I go about setting up shop for the day I am thinking that summer is upon us in full splendor and still work is so slow. I have little or no new news to share with you as members come to take care of business and hope to hear words of encouragement from me.

We process unemployed dues and re-register you on the out-of-work list, check on the status of your dues, and see if your health insurance is still good. We talk about the weather and the lack of work, of where to go hustle a job.

I watch the pain in your eyes as you talk of losing homes and spouses to the hard times — of dreams gone sour. We talk of past good jobs and better times. I watch you walk away feeling frustrated, defeated, angry at...me...something...anything, because you feel powerless over the destiny of your own lives.

I too feel frustrated that I cannot make something happen to help you, my brothers and sisters on the other side of the window, many of you I have known for years. Being human I sometimes become disgruntled, but I always try to remember that sometimes all I have to offer is a sympathetic and patient ear to you when I serve you from my dispatch window.

I know too having watched the ebb and flow of our trade over the past 25 years that you are survivors and will come back again to the bounty and pride of being giant movers of the earth, operating engineers.

John Nagy, Driver Improvement Coordinator

Joyce J. Sheen, Dispatcher
NEWS FROM PUBLIC EMPLOYEES

Operating on borrowed time

Though Alameda County has scraped together money to temporarily save some Sheriff's Department programs, officers still face disastrous layoffs if voters don't approve 1/2-cent sales tax in November

By Steve Moler
Assistant Editor

Second in a series

For the past several months, Alameda County's criminal justice system has teetered on the brink of disaster. To help eliminate a $175 million budget shortfall, the board of supervisors last spring proposed massive budget cuts and layoffs in county public safety services for fiscal 1993-94, a move that would have resulted in cutting sheriffs patrols, releasing prisoners from jail, discontinuing prosecution of misdemeanors, and abandoning supervision of adult paroles.

But instead of falling over the edge, the system is now operating on borrowed time. When the supervisors finally approved the county's new budget June 29, they scraped together $13.5 million to temporarily save some public safety services.

The supervisors, however, appropriated the money for only five months, until December 1, rather than the entire fiscal year, hoping that voters will bail the county out of fiscal inc arensement by approving a permanent half-cent sales tax this November. If voters reject the tax measure, which would put $65.6 million in local coffers, the system could indeed fall over the edge.

Alameda County's current budget crisis didn't fester just last year. Beginning in the late 1980s, the county started rolling up increasingly large budget deficits due in part to several circumstances: declining property tax revenues due to Proposition 13, drastic cuts in federal aid during the Reagan-Bush administrations, and, of course, California's ongoing recession, the worst economic downturn since the Great Depression. As budget deficits rose so did layoffs. Since 1990, for example, the Sheriff's Department alone has lost 156 deputy sheriffs to budget reductions.

This year's fiscal emergency emerged during budget talks in May and June. The county, in an attempt to cope with Gov. Pete Wilson's $2.6 billion property tax grab and close its whopping $175 million budget deficit, drew up plans for massive cuts that would have included laying off up to 1,370 county employees.

**Layoff plan**

The Sheriff's Department, whose 800 deputy sheriffs, sergeants, lieutenants, captains and commanders are represented by Local 3, faced having its already bare-bones budget slashed nearly 40 percent, or $52 million, in fiscal 1993-94, resulting in proposed layoffs of some 342 Sheriff's Department employees, including 153 sworn officers.

The county's Probation Department, under the original budget plan, also would have taken a harsh blow - a proposed $1.4 million cut that would have forced up to 250 layoffs. Such cuts would have required reducing the number of beds at Juvenile Hall from 302 to 35, reduced the number of beds at the Los Cerritos Camp from 100 to 30, and suspended supervision of all adult paroles.

**Freeing criminals**

But the most shocking news to come out of last spring's budget talks was Sheriff Charles Plummer's announcement that if the supervisors approved Sheriff's Department cuts, not only would 40 patrol deputies be taken off the streets, but half the Santa Rita Jail in Dublin would have to close, forcing the early release of up to 700 inmates.

To save the county another $8.9 million, some high-risk inmates would have to be transferred to lower security dorms and triple bunks, and more than 450 inmates would be crammed in jail cells built for 192.

But when the supervisors finally approved the new budget June 29, they managed to scrounge up the $13.5 million from other sources, thus delaying layoffs and cuts in public protection services for at least five months. The $13.5 million - $6.4 million of which will go to the Sheriff's Department - temporarily maintains sheriff patrols and keeps staffing at the Santa Rita Jail at current levels. The money will also restore between 42 and 55 prosecutor positions, all Juvenile Hall beds and youth probation officers, plus 47 probation officers to monitor high-threat adult offenders who have been already released from jail.

The reprieve was made possible, in large part, because the supervisors spread the $13.5 million over five months, until December 1, instead of the entire fiscal year. However, if voters don't approve the half-cent sales tax in November, many of the original cuts proposed last spring would probably have to be implemented.

**Jail sentenced to hard times**

Nowhere would these potential cuts be more profoundly felt than at the Santa Rita Jail, where 227 deputies, 22 sergeants, six lieutenants and one captain work. Opened in 1989, Santa Rita Jail, with a capacity of up to 3,500 inmates, is considered one of the most modern jails in the country. But despite a state-of-the-art design and security system, budget cuts over the past several years have prevented the facility from achieving what it was originally designed to do - relieve prison overcrowding.

Each housing unit's floor plan resembles the shape of a baseball home plate, with two-tiered jail cells situated along the four outer walls. Another wall dissecting each housing unit separates one half of the unit from the other, and a high-tech control room in the middle allows guards to watch inmates on both sides. Under normal staffing, two deputies are assigned to half of a housing unit with one deputy serving as a float.

Because of budget cuts, however, only 14 of the jail's 18 housing units are being used. In the maximum security areas two deputies staff each side of a unit, and in the lower security areas there's just one deputy covering each side.

But if the half-cent sales tax initiative is defeated and the county has to resort to its original layoff plan, the Sheriff's Department would likely have to close half the jail, accelerate the controversial early inmate release program, cram 460 inmates into a single housing unit designed for 192 and staff both sides of lower security units with just one deputy.

**Low security for high-risk inmates**

Worse yet, many high-risk or violent prisoners would be housed in lower security units and triple bunks, thus increasing the security risk to deputies.

"There definitely has been an increase in assaults and weapons found on inmates," said Deputy Sheriff Ronnie Kahoali, who works in one of the jail's maximum security areas.
Above: Deputy Ronnie Kahoalii opens the door to one of the jail's safety cells in the maximum security area.

Below: Deputies George Carvalho, left, and David Snyder search an inmate in the maximum security unit. If sales tax measure fails November 2 and drastic cuts implemented, only one deputy would be assigned to as many as 460 inmates.

Above: In the women's section are deputies Clare Glieden, left, and Gael Filgate.

Below: Deputies Bill Borland, left, and Jeff Andrade in unit West 33, where minimum security inmates are housed.

Above: Deputy Ronnie Kahoalii opens the door to one of the jail's safety cells in the maximum security area.

Below: Deputies George Carvalho, left, and David Snyder search an inmate in the maximum security unit. If sales tax measure fails November 2 and drastic cuts implemented, only one deputy would be assigned to as many as 460 inmates.

units. "It's starting to get scary. Even if inmates sent to the hole (isolated cell), they'll get out early because of overcrowding."

The county began the first phase of the early release program on May 21, when 70 prisoners were freed from Santa Rita. Another 168, for a total of 238 prisoners, were released in June. Since the supervisors came up with the $13.5 million, the early release program has been curtailed.

Half-cent sales tax needed

The key to easing the Sheriff's Department's budget crisis will be approval of the half-cent sales tax, which was placed on the November general election ballot by the state Legislature as part of the new budget package. If approved, the referendum would permanently extend the temporary half-cent sales tax that was due to expire July 1 but was extended to December 31 to give voters time to decide on the permanent extension. The referendum would also earmark a significant portion of the sales tax revenue for public safety services.

To ensure that the referendum passes, Sheriff's Department employees are planning to participate in an expected countywide and statewide campaign in support of the referendum, which needs only a simple majority to pass.

Although getting voters to approve the referendum will no doubt be an uphill struggle until election day, there are indications the ballot measure has public support. A recent Field Poll showed that 66 percent of those surveyed would approve the measure.

If the Field Poll proves accurate and the referendum passes, the Sheriff's Department likely won't have to implement its original layoff plan, and the county's criminal justice system will remain teetering on the edge rather than sink into chaos.
What ARP's all about
Union's Addiction Recovery Program addresses problems of drug and alcohol abuse

Each month the Addiction Recovery Program (ARP) provides members with information in the Engineers News about chemical dependency. This month we'd like to provide you with an overview of ARP's programs and explain what each staff member does.

ARP is a confidential Employee Assistance Program designed to address work-site productivity and safety issues associated with employee drug and alcohol abuse. Your ARP emphasizes problems of drug and alcohol abuse, but we also have access to many community resources for other personal problems that tend to affect an employee's well-being. Such problems may be related to family, marital, financial, legal or mental health issues.

Since ARP is the gate keeper for the chemical dependency benefit under the union's various health plans, we do not administer benefits other than for chemical dependency. But ARP is often in a position to guide and assist the member or spouse in finding appropriate help for these other problems.

Confidentiality
ARP activities are subject to federal and state confidentiality guidelines. Contacts with ARP are held in the strictest confidentiality. Information regarding access to ARP or referrals to treatment is not given out except in limited circumstances and only with the consent of the client.

Training
ARP provides training to supervisors and employees on chemical dependency in the work place and job performance monitoring. This training must be requested through the ARP office and is available on a limited basis to signatory employers.

How to find us
ARP is located in a leased office at the Local 3 headquarters in Alameda. Please feel free to contact your ARP at 1-800-562-3277. Hawaii members call 1-800-842-4624. If we do not have an immediate answer for you, we can get one.

ARP is in constant contact with the trust fund and also works cooperatively with your Fringe Benefits Service Center. Our local phone number is (510) 748-7444.

Because of the large geographic area served by ARP, it is physically impossible to administer the program from each district; therefore, a 24-hour, toll-free confidential line is dedicated to ARP activities.

Messages placed to ARP after regular working hours are monitored by the staff, and requests for assistance will be answered after working hours by ARP staff. But remember, ARP will have to wait until the next business day to verify benefits with the trust fund. Contacts with ARP that do not require immediate medical attention will be assessed by ARP staff, and an appropriate referral will be made on either an outpatient or inpatient basis.

Emergency access to medical detoxification is treated as a medical emergency: the client will be advised to seek medical assistance at the nearest contract hospital for emergency detoxification.

Preferred provider network
After medical evaluation, the chemically dependent client will be transferred from the hospital to a preferred provider chemical dependency treatment center as provided under the trust fund benefit. All clients accessing rehabilitation will be followed through their course of treatment by trained ARP staff, who will assist the client while in treatment and also during a one-year period of after care.

Client contacts with ARP are usually on the toll-free number, but everyone is welcome to come by and visit with ARP staff at any time.

Grass-roots coordinators
An indispensable aspect of ARP is our 66-volunteer grass-roots coordinators. These volunteers are available in many communities to assist ARP clients in finding local support and guidance. ARP grass-roots coordinators are familiar with ARP activities and give advice to ARP staff on matters of mutual concern.

ARP clients and staff owe a great debt of gratitude and honor to these fine men and women who labor on behalf of fellow union members and their beneficiaries. Often a grass-roots coordinator will have been with a client for months or even years. But once a client calls, that volunteer coordinator eagerly introduces the client to local support groups. Often a grass-roots coordinator will act as a temporary sponsor for the client until the client becomes stable in his or her own recovery. Our hats go off to the sometimes unrecognized ARP grass-roots coordinators.

From ARP Director Armon 'Bud' Ketchum
ARP is a non-profit corporation organized under California law. Our primary goal is to provide low-cost, high-quality assessment and referral services to union members and beneficiaries. ARP is presently sponsored by Local 3, the Metal Trades-Machinists District Lodge No. 115 and Battle Mountain Gold Company.

ARP acts as a gate keeper for the chemical dependency benefit to ensure that ARP clients are matched to the appropriate level of care. ARP follows the progress of each client for one year to ensure each client has the best opportunity for continued success.

ARP does not have to make a profit; therefore, we can spend our time trying to improve ARP benefits and quality of care rather than trying to maximize income. We are a service provided under your collective bargaining health and welfare plans. We have been obligated to provide the highest quality, lowest cost chemical dependency treatment available.

We began to accomplish this many years ago, prior to the age of "managed care" and benefit cutting. My job is to ensure quality of operations in the ARP office, competency of ARP staff and continued quality of care for ARP clients. My door is always open when I am not training employees and supervisors on chemical dependency in the workplace.

Please feel free to contact me regarding our program and the services we provide.

From secretary-counselor Patty Leal
One of my functions is to provide administrative support to the ARP director. I process communications to various entities and assist in record keeping regarding bills. My duties also include preparing and printing various statistical reports concerning ARP activities. A procedures manual is used and is constantly being updated to reflect changes occurring in policies and procedures. Also, minor expenses occur as a result of maintaining supplies to help the ARP office run efficiently.

Part of my duties includes doing assessments and referrals for clients. This requires me to stay informed on the various treatment facilities and their programs. I often communicate with the trust fund to determine client eligibility. Also, there are times when I am needed to facilitate communications between parties in the process of paying claims.

(Continued on page 24)
Journey training integral part of RMTC program

By Larry Uhde, RMTC administrator

One of the most frequently asked questions about training at the Rancho Murieta Training Center comes from journey upgrades wanting to know how they can get training at the center. I will try to answer that question in this article.

The training center was established to handle the training of apprentices entering the operating engineers trade and also to assist journey upgrades to brush up on or learn new skills. The most difficult issue is scheduling training that accommodates everyone's interests.

One of the major considerations when making up the training schedules is to handle the mandatory training requirements for each apprentice participating in the program. All registered apprenticeship programs by law must provide a certain number of supplemental training hours for each registered apprentice, and due to the size of our program, this consumes the majority of our training slots.

**Training slots for journeys**

However, we try to keep a few training slots open for journeys in each class. We also provide special classes, such as advanced blade training, that are scheduled for journey upgrades only.

One of the other areas that affects the scheduling is the classification of training being requested and the number of requests for each classification. The training center is capable of handling about 72 trainees during a two-week training session in both the operator and heavy-duty repair classifications. However, like the rest of the industry, we too have felt the impact of the recession and are not operating with a full compliment of instructors and support staff. This means we have to alternate the training classifications, which reduces the number of trainees we can handle.

**New procedure for journeys**

I have tried to outline some of the circumstances that make it difficult to provide training for everyone who makes a request. We have, however, implemented some new procedures that should take care of the extremely long delays that have been experienced in the past. Because we are limited to the number of trainees we can handle at any given time, there still will be a waiting period, but the new procedure should shorten that time.

Journeymen and journeywomen interested in coming to the training center need to contact the dispatcher in their district. The dispatcher will, in turn, check your eligibility according to section 07.09.00 of the master agreement. If you are eligible to attend the training center, you can request to be placed on the list for training by classification.

Once your request has been entered into the computer, the process works the same as the out-of-work list.

The training center sets all training schedules and then calls by classification those individuals whose names are on the list. You are dispatched for training the same as if you were called for a job, that is, on a first-come basis by classification, under section 07.09.03, depending on availability. If for any reason you cannot attend the training center when called, you may refuse and not lose your place on the list. However, anyone with three refusals will have their name removed from the list.

**Up to 6 weeks of training**

Eligible members may receive up to six weeks of training a year on a space-available basis. Training classes are set up in two-week segments by classification. Individuals contacted to attend the training center are requested to wear appropriate work clothes. All individuals attending the training center are subject to a drug test.

While at the training center, you will be provided with free room and board. Members dispatched to the training center for training will not lose their place on the out-of-work list, and if a job opportunity comes up, the dispatcher will contact you through the training center staff.

The training center has a very competent and dedicated staff of instructors and support staff that takes pride in providing a quality training program.

Although we are somewhat limited to training in the more traditional classifications, we are also very interested in keeping pace with the changes in the industry and, to meet those needs, have developed training such as the automatic blade control classes. The available training slots are limited and there will always be some waiting necessary, but I would like to take this opportunity to encourage you to attend the training center whenever possible.

Top: Journeymen backhoe operators receive refresher training at the training center.

Bottom: Journeymen Mike Wilson, left, and Wayne Nickolsen connect a dragline during journey-upgrade training.
**HONORARY MEMBERS**

As approved at the Executive Board Meeting on July 10, 1993, the following retirees have 35 or more years of membership in the Local Union, and have been determined to be eligible for Honorary Membership effective October 1, 1993.

- Donald Campbell *
- Robert Cavallero 0947239
- Ed Christian 0976804
- Victor Coelho * 0989907
- Kenneth Duran 0795676
- Elvis Eidson * 0833508
- Roy Eidson 0904789
- George Nijrasha 0967795
- Robert Richards 0976142
- Prim Simmons * 0634669
- Donald Wardlow * 0899644
- Francis Weltz 0976160
- Wayne Witcher 0976162

* Effective July 1, 1993 - Recently determined to have been eligible in June, 1993

**Departed Members**

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

**MARCH**
- Louie G. Jurkovich of Boyes Hot Sp., Ca., 3/9; Sidney Rigor of Watsonville, Ca., 3/1.

**APRIL**

**MAY**
- Ferrmin Pascual of Honolulu, Hi., 5/31; L. F. Schoephoerste of Redwood City, Ca., 5/25; Hisashi Sensul of Pearl City, Hi., 5/20; Erman Theodore of Ceres, CA.

**JUNE**
- L. L. Brown of Los Banos, Ca., 6/26; Donald Burkett of San Mateo, Ca., 6/11; Bob Collins of Reno, Nv., 6/14; Clyde Dunsing of Stockton, Ca., 6/26; James Fancher of Monterey, Ca., 6/3; Lloyd Franklin of Min. View, Ca., 6/20; Adam Fredrick of Fresno, Ca., 6/4; William Garrett of Tucson, Az., 6/16; A. G. Getz of Redwood City, Ca., 6/7; John F. Hall of Hilmar, Ca., 6/15; James G. Holiday of Ogden, Ut., 6/21; Robert M. Layton of Santa Clara, Ca., 6/4; Charles Marsac of San Ramon, Ca., 6/21; Larry Merritt of Redding, Ca., 6/21; William Mohawk of Dublin, Ca., 6/1; Clayton Morris of Crevola, Ca., 6/10; Clement Napahi of El Paso, Tx., 6/9; John Perez of Hollister, Hi., 6/2; Harold Reynolds of Reno, Nv., 6/3; Fred Senn of Ogden, Ut., 6/10; Melvin Throp of Pittsburg, Ca., 6/11; Raymond Vasconcellos of Capitola, Ca., 6/1.

**DECEASED DEPENDENTS**

**District Meetings**

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

**AUGUST**
- 3rd District 3: Stockton Engineers Bldg., 1916 North Broadway
- 10th District 2: Sunol Sunol Vly City Club Hwy 880 & Andrade Rd.
- 12th District 5: Fresno Laborer's Hall 5411 East Hedges
- 24th District 7: San Francisco Seafarers Int. Aud. 350 Fremont Street
- 26th District 8: Auburn Auburn Recreation Ctr. 122 Recreation Drive

**SEPTEMBER**
- 1st District 12: Salt Lake City Engineers Bldg. 1958 W.N. Temple
- 2nd District 11: Reno Carpenters Hall 1150 Terminal Way
- 14th District 4: Fairfield Holiday Inn 1350 Holiday Lane
- 21st District 10: Santa Rosa Luther Burbank Ctr. 50 Mark W. Spr. Road
- 23rd District 9: San Jose Labor Temple 2102 Almaden Road

**OCTOBER**
- 5th District 17: Kauai Kauai High School Cafeteria Lihue
- 6th District 17: Kona Konawaena Int./High School Cafeteria Kona/Kealakekua
- 12th District 1: Marin Cattlemans Restaurant 6990 Redwood Blvd. Novato, CA
- 19th District 17: Maui Wailuku Comm. Ctr. 279 Hana Place Wailuku
- 20th District 17: Hilo Hilo ILWU Hall 100 W. Lanikaula St.
- 21st District 17: Honolulu Farrington High School Auditorium 1564 King Street

**1993 RETIREE ASSOCIATION MEETINGS**

**CERES** - August 3 10 AM Tuolumne River Lodge 2429 River Rd. Modesto, CA
**STOCKTON** - August 3 2 PM Operating Engineers Bldg. 1916 N. Broadway
**OAKLAND** - August 10 10 AM Oakland Zoo, Snow Bldg. 9777 Golf Links Rd.
**CONCORD** - August 11 10 AM Concord Elks Lodge 3994 Willow Pass Rd.
**FRESNO** - August 12 2 PM Laborers Hall 5431 E. Hedges
**S. F./SAN MATEO** - August 24 10 AM IAM Air Transport Employees 1511 Rolls Rd. Burlingame, CA
**IGNACIO** - August 24 2 PM Alvarado Inn 250 Entrada Dr. Novato, CA
**AUBURN** - August 26 10 AM Auburn Recreation Center 129 Recreation Dr.
**SACRAMENTO** - August 26 2 PM Machinists Hall 2749 Sunrise Blvd. Rancho Cordova
**FAIRFIELD** - September 14 2 PM Holiday Inn Fairfield 1350 Holiday Lane
**LAKEPORT** - September 21 10 AM Lakeport Senior Citizens Center 527 Konocti
**SANTA ROSA** - September 21 2 PM Luther Burbank Center 50 Mark W. Spr. Road
**WATSONVILLE** - September 23 10 AM V. F. W. Post #1716 1960 Freedom Blvd. Freedom, CA
**SAN JOSE** - September 28 2 PM Holiday Inn Park Center Plaza 282 Almaden

**New Executive Board member**

Recording/Corresponding Secretary Robert L. Wise announces that at the regular quarterly district meetings held July 19-25 in Hawaii the members elected R. Kama to serve as the District 17 Executive Board member, to fill the balance of a term left vacant due to the resignation of John Popovich.
Union Briefs

IUOE wants crane operators licensed

The International Union of Operating Engineers has informed the Occupational Safety and Health Administration that crane operators should be licensed by the federal government to ensure they are properly trained and medically fit to operate such equipment.

OSHA announced last October that it was considering revising construction safety provisions dealing with cranes, derricks, hoists, elevators and conveyors. As part of the rulemaking process, OSHA sought public comments from interested parties.

In its comments, the IUOE told OSHA that it should require operators to be licensed every three years "to substantiate their skill and knowledge." The unionкрат its comments on behalf of more than 200 individual local unions, including Local 36.

The IUOE's comments contrasted with those filed by several industry groups, including the Associated Builders and Contractors, American Petroleum Institute, Crane Safety Association of America and Edison Electric Institute. These groups recommended that operators be required to meet certain qualifications but should not have to be licensed or certified.

The Operating Engineers urged OSHA to require separate certification for three types of crane classifications: conventional, hydraulic and tower cranes. To avoid duplication and added costs, only one crane operator license should be issued, the union said.

As far as training is concerned, the IUOE suggested OSHA require a minimum of 1,000 hours of training per crane classification and three years of experience before a worker should be considered a candidate to become a licensed crane operator. Candidates also should have to pass written and practical tests and a medical evaluation.

Operators should be medically evaluated to ensure they have good vision, depth perception and have sharp reflexes, according to the comments.

Labor law advocate chosen to chair NLRB

William Gould, a Stanford University law professor and strong advocate of labor law reform, was selected June 28 by President Clinton to chair the National Labor Relations Board. Gould's appointment was strongly supported by organized labor because of his support for union-backed changes in labor law that would make it easier to recruit new members.

In a recently published treatise, Gould urged tougher remedies as a means to cope with employer violations aimed at defeating union organizing efforts. Gould described the National Labor Relations Act as being "incomplete" and "ineffective." If confirmed by the Senate, Gould would become the first black chairman in the history of the NLRA.

Bill seeks to repeal Davis-Bacon Act

Tom LeLay, R-Texas, has delivered on his commitment to introduce legislation to repeal the Davis-Bacon Act, the law requiring prevailing wages to be paid on federally financed construction projects.

The bill, HR 2393, with 63 co-sponsors, was introduced by Delay in the House June 10 and referred to the House Education and Labor Committee.

Last March, the Senate voted 69-30 to reject an amendment, introduced by Sen. Larry Craig, R-Idaho, to the fiscal 1994 budget resolution that would have repealed the Davis-Bacon Act.

In comments on the House floor, Delay said the Davis-Bacon Act has lost its mission and now benefits a few at the cost of many. He noted that only 42 percent and perhaps a mere 20 percent of the construction work force is unionized.

Delay said the Congressional Budget Office reported in 1983 that Davis-Bacon requirements increase the cost of federal construction by 5 to 15 percent and noted that a 1985 Oregon State University study placed the additional cost at 28 percent to 35 percent. He estimated that passage of HR 2393 would reduce federal infrastructure spending by $900 million and create an additional 45,000 construction jobs.

The construction trades vigorously dispute Delay's assessments, asserting instead that union contractors can build larger infrastructure projects faster, better and for less money than non-union companies, which often hire unskilled, low-paid workers in order to enhance profits.

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