

Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3,

ALAMEDA, CA

AUGUST 1993

Trench Fanfare

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

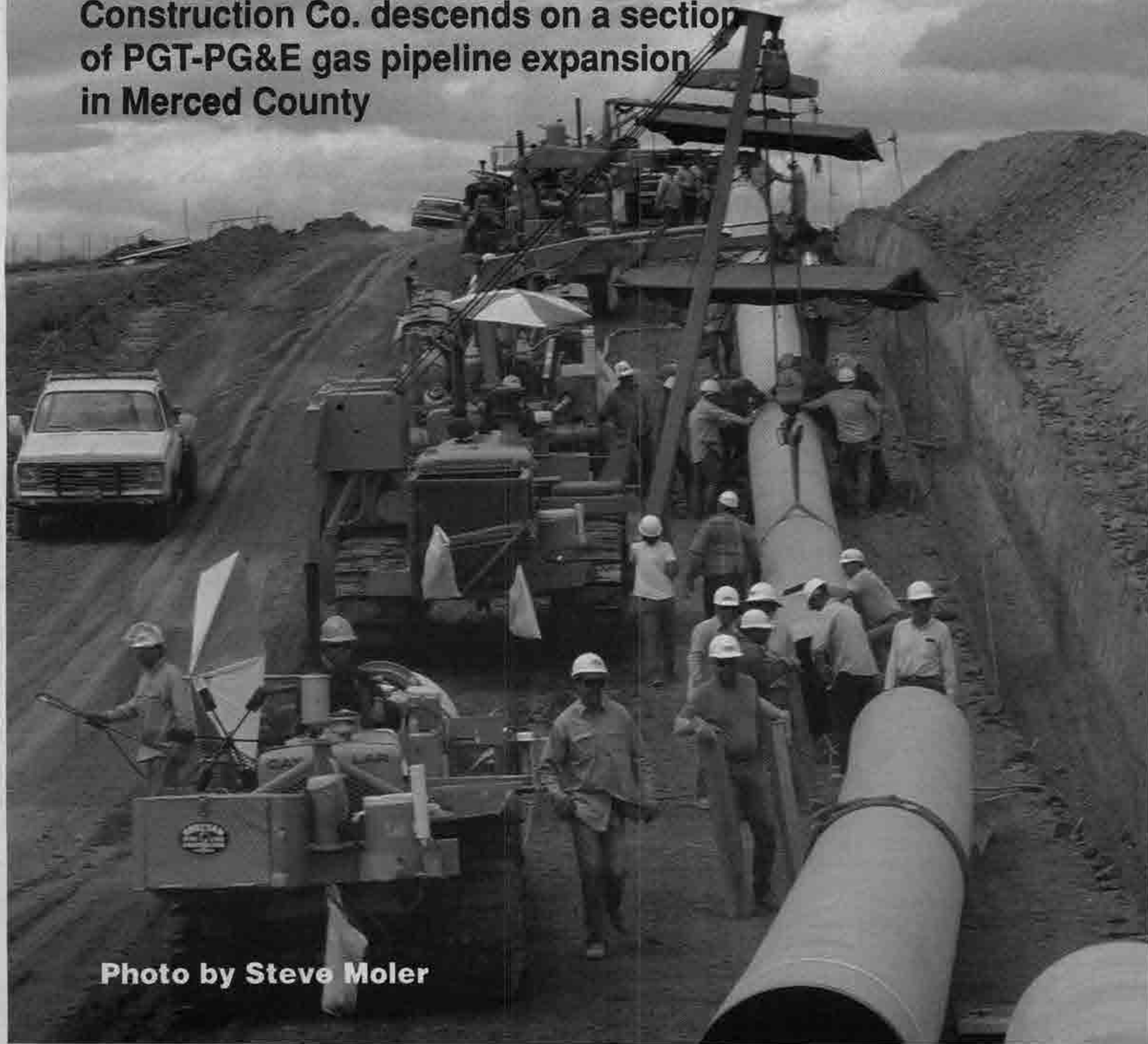


Photo by Steve Moler



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

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 market place. I have 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.

Good news for employers on workers comp

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:

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

This measure also provides that insurance companies practicing in the construction industry can charge lower rates than currently allowed by law. This allows contractors to project 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 \$2 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



Keith Wenk, center, son of Local 3 credit union marketing director Shirley Wenk, left, receives \$2,000 scholarship from Business Manager Tom Stapleton at the July 10 semi-annual meeting in San Francisco. Three other sons and daughters of Local 3 members also won Local 3 College Scholarship Awards: Nicole Colson, first-place female winner, daughter of San Jose District member Willard Colson; Keith Campbell, first-place male winner; son of Sacramento District member Jard Campbell; and Lora Crosby, second-place female winner, daughter of Utah District member Oran Crosby.

Local 3 miners reject 'final offer' from Newmont Gold Company

By James Earp
Managing Editor

Local 3 members employed at the Newmont Gold Mine in Carlin, NV turned out in large numbers this month to reject a "last and final" offer by the company for a new contract.

Nearly 600 members attended a series of four membership meetings at the Elko Convention Center on July 22 and 23 to see a presentation by the union which outlined the terms of the company's offer. The secret ballot vote, which was counted after the final meeting, rejected the company's offer by an 84 percent majority.

"The current agreement does not expire until September 30," said Local 3 Treasurer Don Luba, who is chairing the negotiations for the union. "Considering the strength of the membership's opposition to the company's offer, we can hopefully get the company to return to the table."

Local 3 entered into negotiations with Newmont on May 6. On June 30, after 19 days of negotiations, the company issued its "last and final" offer. During the negotiations, Local 3 presented numerous proposals which were all rejected by the company. These included a modest economic proposal and such items as rest breaks, sick leave, additional vacation and changes in work classifications.

Tentative agreement was reached on numerous items, but late in the day of June 30, the company summarily issued

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Engineers News

WIPA



| | |
|----------------------|-----------------------------|
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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 Employers (AECE) 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

Newmont

(continued from page 2)

its final proposal and broke off further negotiations.

"We felt we had no choice but to present the company's final offer to the membership and give them an objective assessment of the positives and negatives of the company's offer," Luba said.

Newmont's offer contains modest improvements in the company's 401K retirement plan and in an incentive plan which provides bonuses to the employees if certain production goals are met. The grievance procedure was streamlined and a prescription drug card was offered.

The company also offered a 12-hour shift proposal which had been changed to eliminate a controversial wage formula that the membership overwhelmingly rejected in a similar proposal last December.

However, the membership rejected the company's offer, due primarily to several economic take-aways. These included increases in monthly deductions for the medical plan, a lifetime cap of \$500,000 per person for medical benefits and a new "tool allowance" for mechanics instead of the tool replacement program that had been provided for in previous agreements for lost or damaged tools.

At press time, Local 3 and Newmont had scheduled to meet August 10 for the purpose of discussing possible dates for further negotiations.

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 all 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 new contract books are printed and distributed.)



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 weekdays 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 motorgraders.

But on weekends Pat straps 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 standpoint of determining the series championship, but because it raised money to help fight a disease that kills a staggering 300,000 Americans each year.

Best ever DAD's Day

For the seventh consecutive year, thousands of Building and Construction Trades union members, their

families and friends nationwide took to the streets June 18-20 to raise Dollars Against Diabetes (DAD). They stood on street corners and in shopping center parking lots filling buckets with donations of small bills and coins. This year's DAD's Day was conducted in more than 300 communities nationwide, more than double the number just four years ago.

This year, as well as last, the Santa Clara and San Benito Counties Building and Construction Trades Council, spearheaded by Business Manager John Neece, has organized the event a little differently. Rather than engage in the traditional filling of buckets with small change at shopping centers and on street corners, the Santa Clara/San Benito building trades decided to try raising money through a single event.

Finding that special event was easy. Like Pat, John and other trade unionists in the South Bay have been involved in sprint car racing at the San Jose Speedway for years. In fact, John purchased his first sprint 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?

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 \$16,000, 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 Speedway'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.

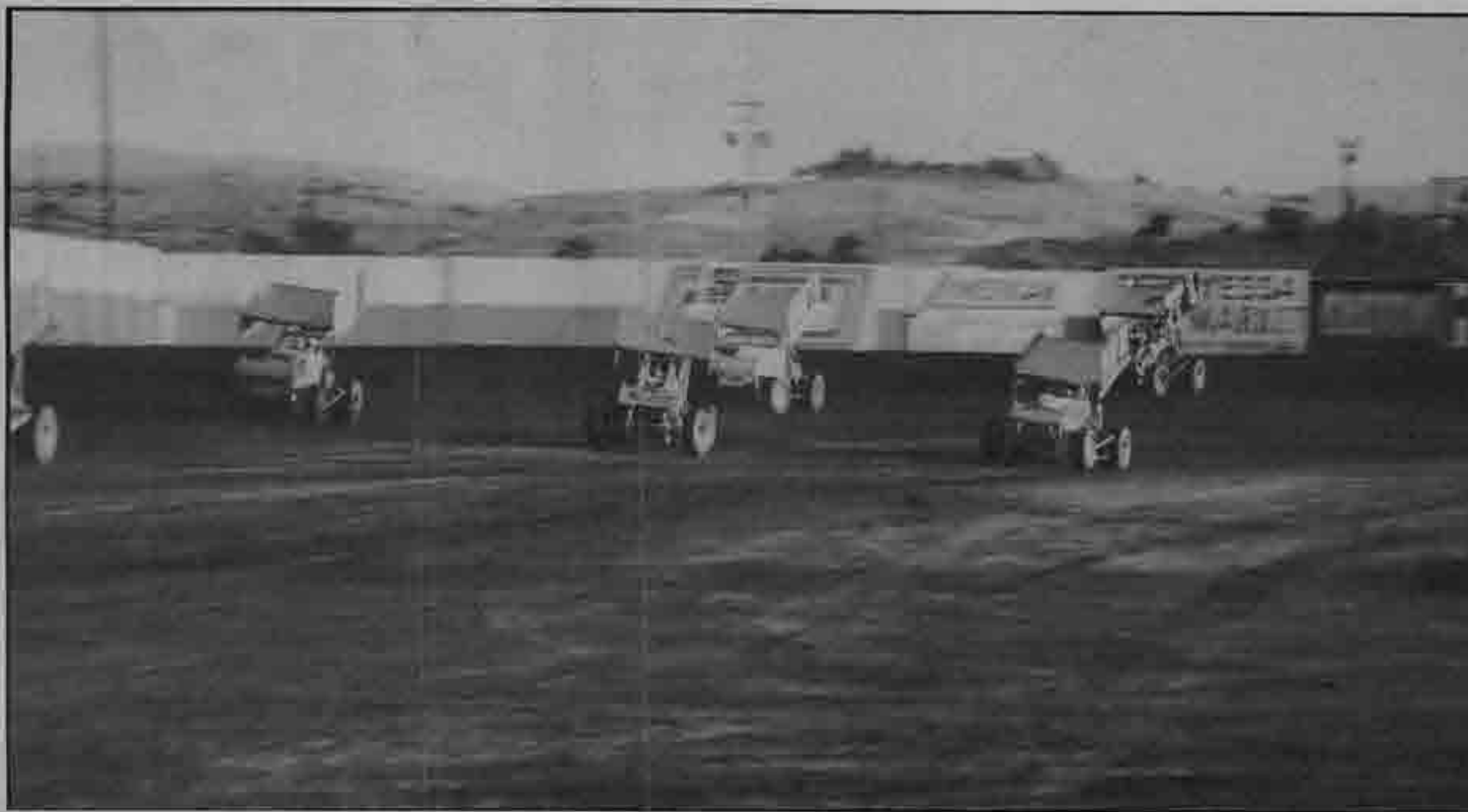
John's influence in the community and his ability to attract new sponsors to the San Jose Speedway has proven the key to the race's fund-raising success. As business manager of the building trades council, John has been able to bring many new sponsors to the speedway. His own car is sponsored by several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

To promote sprint car racing even

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.

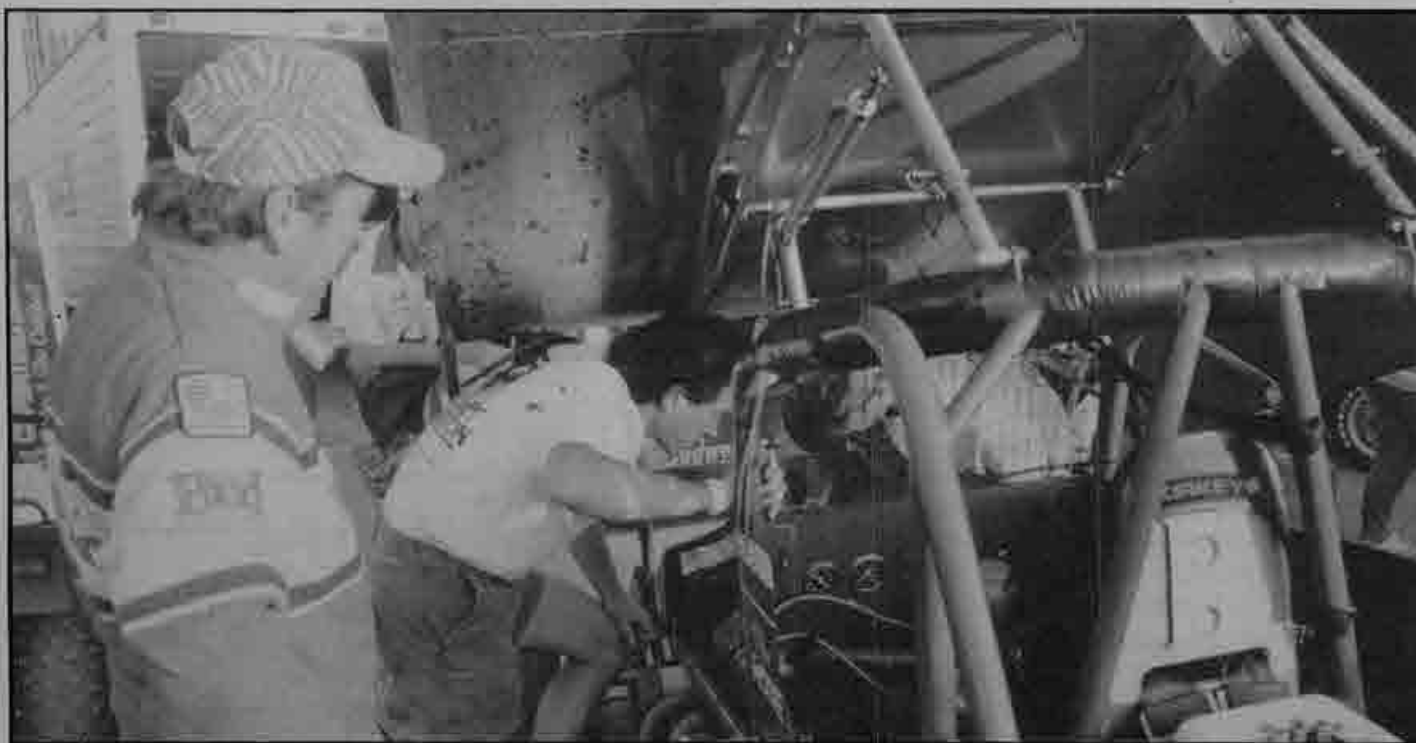
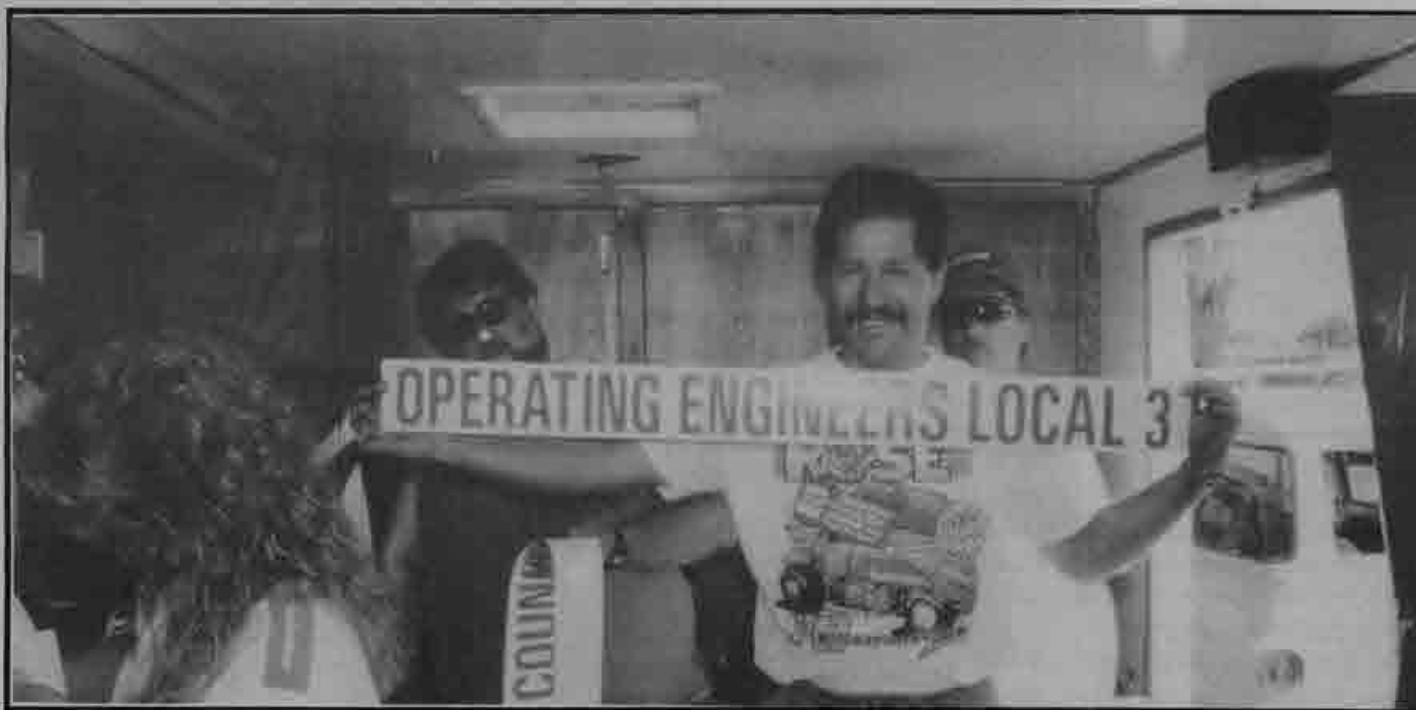
The event has done so well the past two years the Santa Clara/San Benito trades council plans a repeat performance next year, expecting to attract even more sponsors and raise perhaps \$3,000 to \$4,000 more than this year. And if all goes well for the remainder of the sprint car season, Pat will compete 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 Barshaw 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 Barshaw, Ma-
chinists Local 1101

Chris Neece, student
Derek Overcamp,
Teamsters Local 297

Linc 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 Rolls 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 Delevan station near Willows, 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

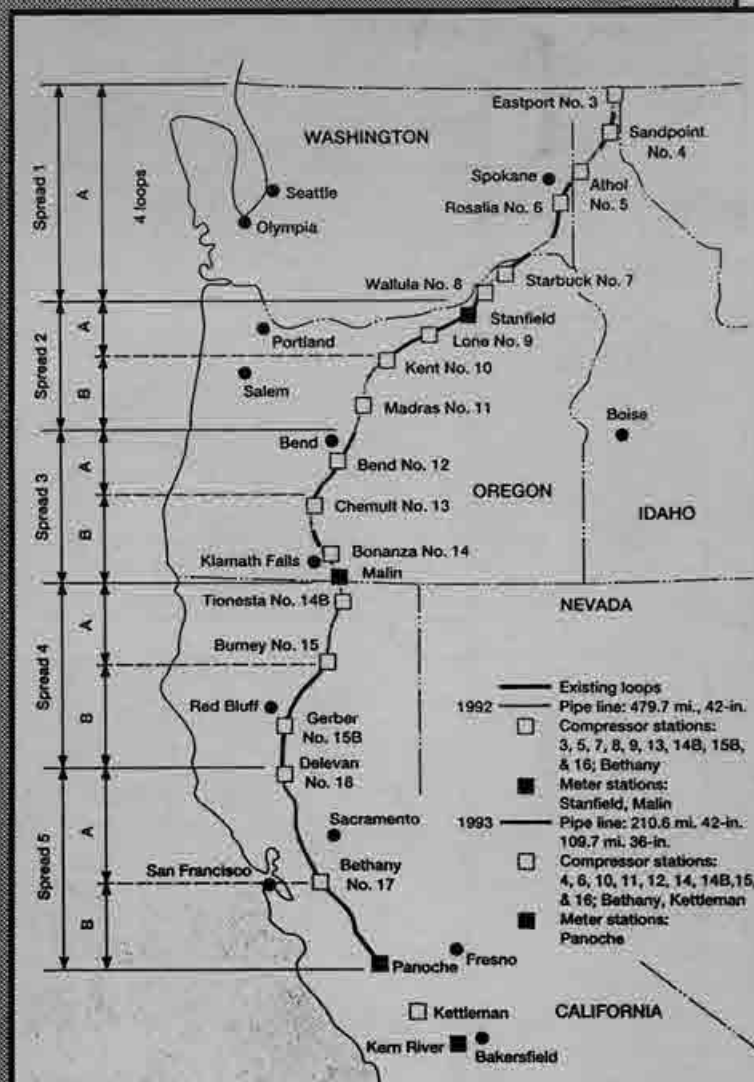


Fig. 2. Pipe line spreads, compressor and meter station locations



Top left: After the surveyors marked the pipeline route, the clearing crew on various dozers prepare the right of way.

Top right: After the right of way is cleared, the trenching crew, consisting of operator Bill Serpa and oiler Jess Saylor, uses a Trencher Jetco trencher to excavate the pipeline ditch.

Left: Pipe arrives in 80-foot lengths after being manufactured by the Napa Pipe Corp. in Napa, Calif.

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 FL 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 ends near Delevan about halfway between Red Bluff and Chico off U.S. 99. According to Local 3 job steward Harold Meadows, the first 40 miles of Spread 4B, between Burney and Whitmore, 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)

Above: Once the pipe is delivered, the tacking crew welds each 80-foot segment together.

Left: Operator Dinnie Echols.



Once the pipe is welded, the stringing crew places pipe into the trench.

Below: After the stringing crew finishes its work, the padding crew backfills the trench.



Above: Because not all pipeline segments are perfectly straight, the bending crew puts in the pipe when needed.

Right: Operator Rick Center, right, and sideboom operator Terry Boome, put a segment into the bending machine.



Business Agent Monty Montgomery with sideboom operator Dean Secatt.

Below: Padding crew is from left: Business Agent Monty Montgomery, Donald Graves, Dwayne Woods, David Behlen (in cab), Gerald Feitor and Job Steward Charles Lambert.



(Continued from page 7)

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 backhoes 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.

YOUR CREDIT UNION

By Rob Wise, Credit Union Treasurer



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

By Art McArdle, Administrator



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 can help.

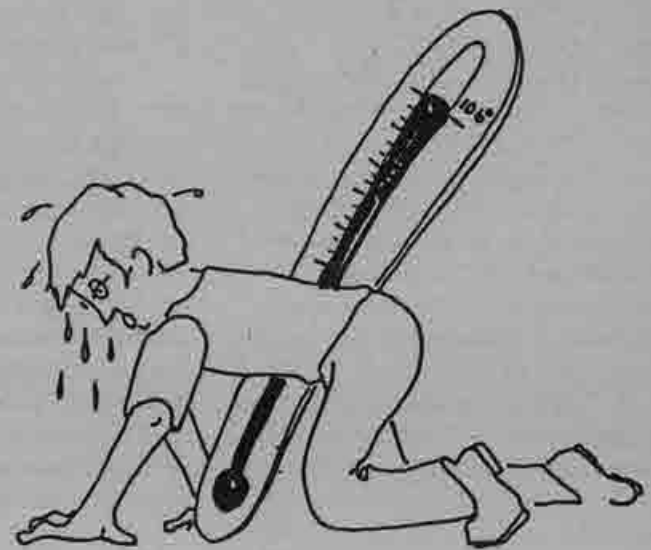
Heat stroke, however, is very serious and can be life threatening. The body's natural system of cooling down functions through sweating. But in heat stroke, this system shuts down and, in extreme cases, can cause brain damage. Symptoms to look for are dry, hot, red skin, high body temperature, faint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

There are always potential dangers at work, play and home, and they can be less of a problem if someone knows what to do. Let's all get our first aid card and keep it current.

Don't forget to call the NCSJAC if interested in the next hands-on classes starting in September. We plan these classes from employer and employee input, so if you have any ideas please let us know.



FRINGE BENEFITS FORUM

By Charlie Warren, Fringe Benefits Director



As I mentioned last month, the task force on health care, chaired by Hillary Rodham Clinton, will most likely wait until the end of the summer or

early fall to issue its report. All indications are that the Clinton administration favors a "managed competition" system in which every American would receive health insurance through large health care cooperatives that purchase coverage for all members.

However, there are some consumer and labor activists who are continuing to debate the so-called "single payer system." Although Local 3 and the AFL-CIO have not yet announced support for any particular health care reform package, we thought we'd pass along some information about the single-payer system as part of our on-going coverage of health care reform.

A single-payer system in the United States might be patterned after Canada, which has a single-payer system under which multiple private and public purchasers of health care have been replaced with a single public payer. Premiums paid to insurance companies are a thing of the past. The federal government sets minimum care quality standards and provincial budgets for health care spending. The government also collects funds from employers and individuals to pay for health care and reimburses health care providers based on publicly set rates.

One advocate of the single-payer system, R. Fein, wrote in the November 1992 issue of *Scientific American*: "If everyone is enrolled in the same program, a number of otherwise complex financing issues are automatically resolved. Again, Medicare provides a helpful precedent. Medicare is financed through a combination of sources.

"In 1992, an estimated 58 percent of total income to the fund will be derived from payroll taxes, 25 percent from general revenues and 9 percent from individual premiums. Just as none of these payments are related to the individual's health status," Fein wrote, "the same would be true in an expanded universal program that included all Americans. Experience rating and its unfavorable effects would disappear.

A look at 'single-payer' health care plan



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.

"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 (510-748-7450) 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.

Women's group meets after semi-annual

Local 3 Women's Support Group members who attended the July 10 semi-annual meeting in San Francisco gathered afterwards at a local pub for lunch and good conversation.

We were joined by brothers Roger, Joe, Jay and Andy. Thanks for stopping by. We are always happy to meet male women's group supporters. Joe offered to be our chef at our next barbecue-picnic, which has not yet been scheduled, but we'll hold him to his offer.

We recently ran across a very good book titled, *Women and the American Labor Movement*, by Philip S. Foner, that profiles some of our country's most fascinating women labor leaders, including the legendary Mary Harris "Mother" Jones.

Foner documents in his book how Mother Jones got started as a union organizer as she immersed herself in the struggles of the United Mine Workers of America, leading miners in strikes throughout West Virginia, Pennsylvania and Colorado from 1891 to 1921.

So how did Mother Jones get involved in the plight of miners? After immigrating to the United States from Ireland with her parents at age 5 in 1835, Mary Harris attended parochial and public schools, studying elementary education and dressmaking. In 1861, Foner writes, she accepted a teaching job in Memphis and married George Jones, a "staunch member of the Iron Moulders Union and organizer for the Knights of Labor in the southern and southwestern coal fields. Mary Harris and her four children accompanied George on his extensive travels for the Knights.

But in 1867 a yellow fever epidemic swept western Tennessee and struck the Jones' Memphis home. All four children and George died from the disease. To earn a living, Mother Jones started a dressmaking business in Chicago, where, from her shop window, she observed "the poor, shivering wretches, jobless and hungry." At night she started attending the rallies

(Continued on page 24)

THIS AGREEMENT, made and entered into this ___ day of July, 1993, by and between ASSOCIATED GENERAL CONTRACTORS OF CALIFORNIA, INC. ("Employer") and OPERATING ENGINEERS LOCAL UNION NO. 3 of the International Union of Operating Engineers, AFL-CIO ("Union").

01.02.00 Adjust boundaries subject to Laborers agreeing to the same changes.

01.03.00 Add to Group 8

Gunite/Shotcrete Equipment Operator
Add new Group 8(A)

Area 1 pay \$17.00

Area 2 pay \$19.00

Elevator Operator (move from Group 6)

Mini Excavator under 25 H.P. (Backhoe - Trencher) (New)

Skidsteer Loader - Bobcat 743 series or smaller and similar (without attachments) (move from Group 6)

Note: Change Skidsteer Loader in Group 6 to be Bobcat larger than 743 series or similar (with attachments)

~~01.05.00 Boom Length. In the application of the above, the length of the boom shall be measured from the center of the heel pin to the center of the boom or jib point above.~~

~~01.06.00 **COST OF LIVING ADJUSTMENT. In addition to the wage rates set forth in Section 01.00.00 and the fringe benefits rates set forth in Section 12.00.00, the parties have agreed to the following with respect to cost of living adjustments for the term of this Agreement:~~

03.01.00 *Pre-Job Conferences.* The Individual Employer or an Employer shall notify the Union at least one (1) week prior to the commencement of work by an Employee or Employees covered by this Agreement on all jobs or projects where the estimated or agreed price to be paid to the Individual Employer is \$1,000,000.00 \$3,000,000.00 or more. If the Individual Employer conducts a pre-job conference with any other basic craft for a job or project of less than \$3,000,000.00, it will notify the Union and the Union may participate in the pre-job conference.

~~03.03.01 Employee Transfer. When an Individual Employer transfers a crew consisting of a Foreman and Employees from one Job Placement Center area to another, he shall notify the Job Placement Center involved within twenty-four (24) hours of such transfer. This Section shall not apply to Employees assigned to maintenance or repair work, or to transfers of five (5) days' duration or less. No Employee may be transferred from an Individual Employer's payroll to another Individual Employer's payroll, except in accordance with the Job Placement Regulations.~~

06.01.01 *Plants and Shops.* To the extent permitted by law, a four (4) by ten (10) -hour workweek may apply to plants or shops, Monday through Friday upon mutual agreement of a majority of Employees at each plant or shop, the Individual Employer and the Union. The workweek shall may commence on Monday and Tuesday unless otherwise agreed to by the Employees, the Individual Employer and the Union. Any four (4) by ten (10) -hour workweek established shall be four (4) consecutive days.

06.03.02 *Employees who work on a chip seal job shall be paid not less than four (4) hours at the applicable rate. Work performed in excess of four (4) hours up to a full shift shall be reckoned by the hour.*

06.04.00 On a single shift, eight (8) consecutive

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.

hours or ten (10) consecutive hours (exclusive of meal period) shall constitute a shift's work; the regular starting times of the single shift shall be between 6:00 5:00 a.m. and 8:00 a.m. 9:00 a.m.; provided, however, once such starting time has been established on a job or project, it shall not be changed except by mutual consent of the Union and the Individual Employer. An earlier or later starting time may be established by mutual agreement between the Union and the Individual Employer. The Individual Employer shall not engage in any scheme, device or subterfuge to circumvent Sections 06.04.01 and/or 06.14.01, including, but not limited to changing Employees from one piece of equipment to another, or from one assignment to another, moving equipment and/or Employees from one work site to another, or using a different piece of equipment to perform the work.

06.04.01 The Heavy Duty Repairman and/or Welder performing a particular heavy duty repair assignment shall be given the first choice to perform the assignment before or after the shift.

06.04.05 *Special Service and Maintenance Shift.* Upon written notice to the Union, and Individual Employer may initiate a special service and maintenance shift (not to include heavy duty repair) other than during the normal shift hours. The Employees' straight-time wage rate for all work on special service and maintenance shift shall be the applicable wage rate set forth in Group 4 of this Agreement. For the purpose of this Section, changing filters and belts and making minor adjustments are not considered to be heavy duty repair.

06.25.03 *Tide Work.* Except as provided for in Section 14.02.06 when an Employee is called out to work tide work, the minimum pay for such work shall be eight (8) hours at regular straight time including fringe benefits. In computing time to be paid for under this provision, each hour worked before 8:00 a.m. or after 4:30 p.m. and on Saturdays shall be considered as being one and one-half (1-1/2) straight-time hours. Each hour worked on Sundays and holidays shall be considered to be two (2) straight-time hours. In the event an Employee or Employees are called out to work on Saturdays, Sundays, or holidays, the applicable overtime rate shall be paid for each hour worked, and the minimum pay shall be six (6) hours at the overtime rate.

07.05.00 Whenever an Employee person starts, stops or operates pumps over 750 GPM (except automatic electric pumps), compressors over 210 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:~~

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

(2) ~~Over nine (9) up to and including sixteen (16): two (2) Engineers required; and thereafter~~

(3) ~~for each six (6) additional pumps: one (1) additional Engineer.~~

~~07.06.01 Generators.~~

(1) ~~Generator (single or multiple units), over 250 KW, up to and including 600 KW: one (1) Engineer required.~~

(2) ~~For each additional 350 KW: one (1) additional Engineer required.~~

(3) ~~Manned single units shall not be included in multiple unit count.~~

(4) ~~Generator/Welder House: one (1) Engineer required.~~

(5) ~~Not more than one (1) Engineer required on any single unit.~~

~~07.06.02 Compressors.~~

(1) ~~Building Jobs Only:~~

(a) ~~Compressors single or multiple (except automatic electric compressors), over 750 CFM total capacity: one (1) Engineer required.~~

(b) ~~For each additional 3000 CFM total capacity: one (1) additional Engineer required.~~

(2) ~~Other than Building Jobs:~~

(a) ~~Any single unit 750 CFM or over: one (1) Engineer required.~~

(b) ~~On compressor houses, manifold compressors large single unit compressors (750 CFM or more) in the same location: one (1) Engineer required.~~

(c) ~~Any other combination of compressors (excluding those as named above, and excluding the isolated single unit of 210 CFM or less), exceeding 750 CFM: one (1) Engineer required; and thereafter, for each additional 3000 CFM: one (1) additional Engineer required.~~

~~07.06.03 Welding Machines. (Excluding isolated single units.)~~

(1) ~~Four (4) or more up to and including eleven (11): one (1) Engineer required.~~

(2) ~~Twelve (12) or more up to and including nineteen: two (2) Engineers required.~~

(3) ~~Thereafter, for each additional eight (8) welding machines, an additional Engineer required.~~

10.01.00 *Working Leadman.* When an Individual Employer employs more than one (1) Heavy Duty Repairman and less than five (5) Heavy Duty Repairmen 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 (\$.50) per hour.

12.01.01 If in the event 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 cost 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 beyond that necessary to restore eleven cents (\$.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 and/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 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 Em-

ployees and management/supervisory personnel about substance abuse and chemical dependency, the adverse affect 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 of 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".

Chain of Custody: All NIDA standards for Chain 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.

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.

Testing Procedures and Protocols: All NIDA standards for testing standards and protocols shall be followed. All specimens which are determined to be positive by the NIDA approved screening test shall be subject to a NIDA certified confirmatory test (Gas Chromatography/Mass Spectrometry).

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.

Cut-Off Levels: NIDA standards for cut-off levels will be complied with when applicable. 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.

Medical Review Officer: A Medical Review Officer ("MRO") shall review all positive test results. The MRO must be a licensed physician. 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 posi-

tive 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 and requested. The consent and release form also will 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 directing him/her 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 authorized by this Policy to direct the Employee to submit to the test.

Substances to be tested for: A Specimen may be tested for alcohol, marijuana, barbiturates, opiates, cocaine, phencyclidines (PCP) amphetamines, and methaqualone or the by-products of these substances.

The laboratory will report the test results to the MRO. The MRO will determine whether the test is positive or negative. The MRO shall report to the Individual Employer only whether the Employee tested positive or negative for one of these substances. The MRO will not identify the substance(s) for which the Employee tested positive.

Urine, Blood, or Breath test: The Individual Employer may direct the Employee to submit to a urine test or a blood test for alcohol and/or other drugs, or a breath test for alcohol. An Employee who is unable to provide a urine sample within one hour of being directed to do so, will submit to a blood test.

Notification to Employer of Test Results: The laboratory shall report negative test results to the Individual Employer. The laboratory will report positive test results to the MRO. The MRO will determine whether the test was positive or negative and will report the final results to the Individual Employer. If the laboratory has the results of more than one test to report at one time and one or more of the test results is positive, it shall not report the negative test results to the Individual Employer until the MRO reports to the Individual Employer the results of the test(s) he reviews.

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 below in Section B. If the Individual Employer does not allow an Employee to work pending the test results because it believes it has 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, and/or under the influence of a drug. Probable cause must be based on a Supervisor's objective 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 herein.

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 Individual Employer's property or jobsite and/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 any 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 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 to enable ARP to develop a treatment and return to work agreement and to enable ARP staff to consult with the Individual Employer and the Union on the Employee's behalf. ARP will conduct an assessment of the Employee and will determine the appropriate treatment for the Employee. Treatment is available through the Health and Welfare Trust Fund to the extent provided by the Fund (presently Employee and spouse).

The Employee will not be discharged if he/she agrees in writing to undergo the counseling/treatment ARP prescribes. The Individual Employer shall reemploy the Employee when ARP releases him to return to work if it has work available. It will not be required to lay-off any current Employee in order to reemploy the Employee. If it does not have any work available when ARP releases him, it shall reemploy him as soon as it has work available. The Employee will be subject to a return-to-work agreement. The Individual Employer, the Union, and the Employee will enter into a return to work agreement. The return to work agreement will require the Employee to comply with and complete all treatment ARP determines is appropriate. It will also provide a monitoring of the Employee's compliance with the treatment plan ARP develops and will allow the Individual Employer to require the Employee to submit to unannounced testing. The Individual Employer may discipline the Employee for not complying with the return to work agreement. A positive test on an unannounced test will be considered a violation of the return to work agreement. Any unannounced testing shall be performed in accordance with this Policy. The Union and the Individual Employer will attempt to meet with any Employee who violates the return to work agreement and attempt to persuade the Employee to comply with the return to work agreement before the Individual Employer disciplines the Employee for not complying with the return to work agreement.

Employees who are working under a return to work agreement shall be subject to all of the Individual Employer's rules to the same extent as all other Employees are required to comply with them.

X. NON DISCRIMINATION

The Individual Employer shall not discriminate against any 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 rehabilitating 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 spouse who are undergoing rehabilitation and providing limited education and training programs to Individual Employers. If ARP has to hire additional staff or incur additional cost to provide the services set forth herein, the Individual Employer will pay for such services on a fee for service basis. The Individual Employer will pay all costs for testing.

WAGES AND FRINGES

1993 Wages - Freeze

Health and Welfare \$.50 per hour increase - Effective June 28, 1993 - from \$3.79 per hour to \$4.29 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 \$.09 per hour to an escrow account the parties shall establish. \$.02 per hour of the \$.09 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.

01.03.00 CLASSIFICATIONS:

Wage/Fringe Increases

| Group | Construction | | |
|---------|--------------|---------|---------|
| | 6/15/93 | 6/16/94 | 6/16/95 |
| Group 1 | \$27.07 | \$.76 | \$.76 |
| Group 2 | 25.74 | .72 | .72 |
| Group 3 | 24.46 | .68 | .68 |
| Group 4 | 23.23 | .65 | .65 |
| Group 5 | 22.11 | .62 | .62 |
| Group 6 | 20.94 | .59 | .59 |
| Group 7 | 19.95 | .56 | .56 |

| | | | |
|---|----------------|----------------|----------------|
| Group 8 | 18.96 | .53 | .53 |
| Group 8A | 17.00 | .48 | .48 |
| <i>Special Single Shift and Second Shift Wage Rates</i> | | | |
| | <u>6/16/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
| Group 1 | \$30.53 | \$.86 | \$.86 |
| Group 2 | 29.04 | .81 | .81 |
| Group 3 | 27.60 | .77 | .77 |
| Group 4 | 26.21 | .73 | .73 |
| Group 5 | 24.95 | .70 | .70 |
| Group 6 | 23.64 | .66 | .66 |
| Group 7 | 22.52 | .63 | .63 |
| Group 8 | 21.41 | .60 | .60 |
| Group 8A | 19.21 | .54 | .54 |

(Area 2 rates are \$2.00 more for all classifications)

All Cranes & Attachments

The straight-time hourly wage rate of Employees on cranes or equipment and attachments (including jib and/or leads) shall be as follows:

**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, it shall be by an Employee covered by this Agreement.

| Group | <u>6/15/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|------------------|----------------|----------------|----------------|
| Group 1-A | \$27.85 | \$.78 | \$.78 |
| Truck Cr. Oiler* | 21.73 | .61 | .61 |
| Oiler | 19.74 | .55 | .55 |
| Group 2-A | 26.29 | .74 | .74 |
| Truck Cr. Oiler | 21.52 | .60 | .60 |
| Oiler | 19.53 | .55 | .55 |
| Group 3-A | 24.80 | .69 | .69 |
| Truck Cr. Oiler | 21.28 | .60 | .60 |
| Hydraulic | 20.94 | .59 | .59 |
| Oiler | 19.30 | .54 | .54 |

Special Single Shift and Second Shift Wage Rates

| | <u>6/16/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-----------------|----------------|----------------|----------------|
| Group 1-A | \$31.41 | \$.88 | \$.88 |
| Truck Cr. Oiler | 24.53 | .69 | .69 |
| Oiler | 22.29 | .62 | .62 |
| Group 2-A | 29.66 | .83 | .83 |
| Truck Cr. Oiler | 24.29 | .68 | .68 |
| Oiler | 22.05 | .62 | .62 |
| Group 3-A | 27.98 | .77 | .77 |
| Truck Cr. Oiler | 24.02 | .68 | .68 |
| Hydraulic | 23.64 | .66 | .66 |
| Oiler | 21.79 | .61 | .61 |

(Area 2 rates are \$2.00 more for all classifications)

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.

**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, it shall be by an Employee covered by this Agreement.

| | <u>6/15/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-----------------|----------------|----------------|----------------|
| Group 1 | \$28.72 | \$.80 | \$.80 |
| Truck Cr. Oiler | 22.30 | .62 | .62 |
| Oiler | 20.32 | .57 | .57 |
| Group 2 | 27.15 | .76 | .76 |
| Truck Cr. Oiler | 22.08 | .62 | .62 |

| | | | |
|-----------------|-------|-----|-----|
| Oiler | 20.10 | .56 | .56 |
| Group 3 | 25.87 | .72 | .72 |
| Truck Cr. Oiler | 21.86 | .61 | .61 |
| Hydraulic | 21.52 | .60 | .60 |
| Oiler | 19.88 | .56 | .56 |
| Group 4 | 24.10 | .67 | .67 |
| Group 5 | 22.95 | .64 | .64 |

Special Single Shift and Second Shift Wage Rates

| | <u>6/16/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-----------------|----------------|----------------|----------------|
| Group 1 | \$32.39 | \$.90 | \$.90 |
| Truck Cr. Oiler | 25.17 | .70 | .70 |
| Oiler | 22.94 | .64 | .64 |
| Group 2 | 30.62 | .86 | .86 |
| Truck Cr. Oiler | 24.92 | .70 | .70 |
| Oiler | 22.69 | .64 | .64 |
| Group 3 | 29.18 | .81 | .81 |
| Truck Cr. Oiler | 24.67 | .69 | .69 |
| Hydraulic | 24.29 | .68 | .68 |
| Oiler | 22.44 | .63 | .63 |
| Group 4 | 27.19 | .76 | .76 |
| Group 5 | 25.90 | .72 | .72 |

(Area 2 rates are \$2.00 more for all classifications)

Piledrivers

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, it shall be by an Employee covered by this Agreement. All of the above are Assistants to Engineer.)

Piledrivers, Special Single Shift and Second Shift Wage Rates

| | <u>6/15/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-----------------|----------------|----------------|----------------|
| Group 1 | 28.14 | \$.79 | \$.79 |
| Truck Cr. Oiler | 22.01 | .62 | .62 |
| Oiler | 20.03 | .56 | .56 |
| Group 2 | 26.57 | .74 | .74 |
| Truck Cr. Oiler | 21.81 | .61 | .61 |
| Oiler | 19.81 | .55 | .55 |
| Group 3 | 25.09 | .70 | .70 |
| Truck Cr. Oiler | 21.57 | .60 | .60 |
| Oiler | 19.59 | .55 | .55 |
| Group 4 | 23.52 | .66 | .66 |
| Group 5 | 22.37 | .66 | .66 |
| Group 6 | 21.23 | .59 | .59 |
| Group 7 | 20.04 | .57 | .57 |
| Group 8 | 19.25 | .54 | .54 |

Special Single Shift and Second Shift Wage Rates

| | <u>6/16/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-----------------|----------------|----------------|----------------|
| Group 1 | \$31.74 | \$.89 | \$.89 |
| Truck Cr. Oiler | 24.84 | .70 | .70 |
| Oiler | 22.61 | .63 | .63 |
| Group 2 | 29.97 | .83 | .83 |
| Truck Cr. Oiler | 24.62 | .69 | .69 |
| Oiler | 22.37 | .62 | .62 |
| Group 3 | 28.31 | .79 | .79 |
| Truck Cr. Oiler | 24.35 | .68 | .68 |
| Oiler | 22.12 | .62 | .62 |
| Group 4 | 26.54 | .74 | .74 |
| Group 5 | 25.25 | .71 | .71 |
| Group 6 | 23.96 | .66 | .66 |
| Group 7 | 22.85 | .64 | .64 |
| Group 8 | 21.74 | .61 | .61 |

(Area 2 rates are \$2.00 more for all classifications)

Tunnel & Underground

The straight-time hourly wage rate of Employees working underground and/or within shafts, stopes

and raises shall be as follows:

| | <u>6/15/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-----------|----------------|----------------|----------------|
| Group 1 | \$23.57 | \$.66 | \$.66 |
| S, S & R* | 23.67 | .66 | .66 |
| Group 2 | 22.46 | .63 | .63 |
| S, S & R | 22.56 | .63 | .63 |
| Group 3 | 21.28 | .60 | .60 |
| S, S & R | 21.38 | .60 | .60 |
| Group 4 | 20.29 | .57 | .57 |
| S, S & R | 20.39 | .57 | .57 |
| Group 5 | 19.30 | .54 | .54 |
| S, S & R | 19.40 | .54 | .54 |

Special Single Shift and Second Shift Wage Rates

| | <u>6/16/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|----------|----------------|----------------|----------------|
| GROUP 1 | \$26.60 | \$.74 | \$.74 |
| S, S & R | 26.71 | .74 | .74 |
| GROUP 2 | 25.35 | .71 | .71 |
| S, S & R | 25.46 | .71 | .71 |
| GROUP 3 | 24.02 | .68 | .68 |
| S, S & R | 24.13 | .68 | .68 |
| GROUP 4 | 22.91 | .64 | .64 |
| S, S & R | 23.02 | .64 | .64 |
| GROUP 5 | 21.79 | .61 | .61 |
| S, S & R | 21.90 | .61 | .61 |

(Area 2 rates are \$2.00 more for all classifications)

*S, S & R indicates Shafts, Stopes and Raises.

Foreman & Shifters

| | <u>6/16/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-------------------|----------------|----------------|----------------|
| Over 7 Employees | \$27.07 | \$.76 | \$.76 |
| Under 7 Employees | 25.74 | .72 | .72 |
| Master Mechanic | 27.07 | .76 | .76 |

Special Single Shift and Second Shift Wage Rates

| | <u>6/16/93</u> | <u>6/16/94</u> | <u>6/16/95</u> |
|-------------------|----------------|----------------|----------------|
| Over 7 Employees | \$30.53 | \$.86 | \$.86 |
| Under 7 Employees | 29.04 | .81 | .81 |
| Master Mechanic | 30.53 | .86 | .86 |

12.02.00 Health and Welfare

\$4.29 per hour effective 6/28/93

12.03.00 Pensioned Health and Welfare

\$.79 per hour effective 6/28/93

12.04.00 Pensions

\$3.75 per hour effective 6/28/93

12.05.00 Affirmative Action

\$.45 per hour effective 6/28/93

12.06.00 Vacation and Holiday Pay Plan

\$2.70 per hour effective 6/28/93

12.07.00 Annuity Fund

\$.35 per hour effective 6/28/93

12.08.00 Contract Administration Fund

\$.06 per hour effective 6/28/93

12.09.00 Industry Stabilization Fund

\$.06 per hour effective 6/28/93

12.10.00 Job Placement Center Fund

\$.04 per hour effective 6/28/93

12.11.00 **Industry Promotion Fund.** The parties will establish a Taft-Hartley Trust Fund after they agree upon the Trust Fund's purposes and operations. Pending the establishment of the Trust Fund, the parties will establish an escrow account in which the Individual Employer contributions for the Trust Fund provided herein shall be deposited. Each Individual Employer covered by this Agreement shall pay into the Trust Fund (the escrow account before the Trust Fund is established) according to the following schedule:

\$.09 per hour effective June 28, 1993

12.11.01 Two cents (\$.02) per hour of the nine cents (\$.09) per hour provided for in 12.11.00 shall be paid to the Construction Industry Force Account.

NEWS FROM THE DISTRICTS

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 Mick 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 Nemelka 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 re-

tirees reflect the early growth and development of Local 3 in Utah. It was these men, and others like them, who made the sacrifice 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 them. 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



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

the loss of Hank Willeesen. 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 Cana-

da 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 gleaned 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.

Kay M. Leishman, District Rep.

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. Jaxon Baker from Chico was low bidder at \$265,281 on various street repairs in Chico.

Baldwin Contracting/W. Jaxon Baker, a 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 \$217,900 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 trails 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 no-joint pipe. Baldwin has other projects going 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.

Dan Mostats, Business Rep.

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 on 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 informational 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, Kerry 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 Stavros,
Business Rep.

NEWS FROM THE DISTRICTS

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

REDDING – 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 Hensel-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 Tulare. 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 \$11 million worth of work at the Sacramento airport, and the company is still going strong on Howe Avenue in Sacramento.

Maggiore Ghilotti and O.C. Jones, both Bay Area contractors, picked up work totally \$4.8 million 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 Syar 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 who 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 of the members who joined us at the picnic. Also, thanks to the members who are picketing at Cal Sierra. We appreciate your support.

Andy Mullen, Business Rep

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 all contracts are completed.

Don Dowd Co. is one of our oldest family-owned construction companies and has built some of the area's best known wineries and most heavily traveled roads. Dick Dowd said company revenues plunged from \$30 million in 1989 to less than \$15 million this year, and he blamed the worst recession since the Great Depression for drying up financing for commercial building.

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.*



Local 3 member John Kvansnicka rode this 140 blade, provided by Par-num Paving, in the Willits July 4 Frontier Days parade.

District picnics

Fresno District
Saturday, August 14
Fresno County Sportman's Club
(Off of Friant Rd.)
12 noon to 5 p.m.,
Lunch served 12:30 p.m. to 2 p.m.
Tri-tip roast, beans, salad, bread

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

Marysville District
Saturday, August 14
Following Caltrans equipment 'Roadoe'
Riverfront Park 1 p.m. to 4 p.m.,
Lunch served 1 p.m. to 2:30 p.m.

BBQ tri-tip roast, salad, beans, hot dogs for children
\$7 per person for non-'Roadoe' participants
'Roadoe' registrants and family free
Kids under 12 also free
Games for kids, volleyball, horseshoes, raffle
Live music by Up Town Country
Info: (916) 743-7321

NEWS FROM THE DISTRICTS



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.

Willy Crozier, administrator;
Jesse Manlapit, JP Ortmann and
Adrian Keohokalole, educational specialists

At a recent ceremony in the Hawaii Legislature, State Senator Mike McCartney, left, presents Doser, middle, with a plaque. Hawaii District Rep. Joe Trehern is at right.

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

Grace Pacific Corp.

Dave Furumizo

Joseph Hoohuli

Guy Kaleimamahu

Randal Kuwahara

Abraham Leedy

William Lyman III

Clyde Oshiro

Edward Sabanal

Danilo Santiago

Louis K. Santiago Jr.

Mike Satele

Vincent Torricer

Ana Tuiasosopo

Jonathan Vellez

Byron Victor

Road Builders Corp.

Maurino Batangan

Paulino Batangan

Benjamin Puou

Francisco Rabago

John Nagy,

Driver Improvement Coordinator

View from a dispatcher's perspective

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.

Joyce J. Skeen, 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 sheriff's patrols, releasing prisoners from jail, discontinuing prosecution of misdemeanors, and abandoning supervision of adult parolees.

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 incarceration 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 155 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 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 \$32 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 \$14.9 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 58, reduced the number of beds at the Los Cerros Camp from 100 to 30, and suspended supervision of all adult parolees.

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 bunked, 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,



If the sales tax measure falls November 2 and drastic budget cuts are realized, a typical housing unit like this one, designed for 192 inmates will be crammed with up to 460 prisoners.

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 re-

sembles 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 each half of a housing unit with one deputy serving as a floater.

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 bunked, thus increasing the security risk to deputies.

"There definitely has been an increase in assaults and weapons found on inmates," said Deputy Sheriff Ronnie Kahoalii, who works in one of the jail's maximum security

FROM PUBLIC EMPLOYEES



Above: Deputy Ronnie Kahoalii opens the door to one of the jails' 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 get 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.

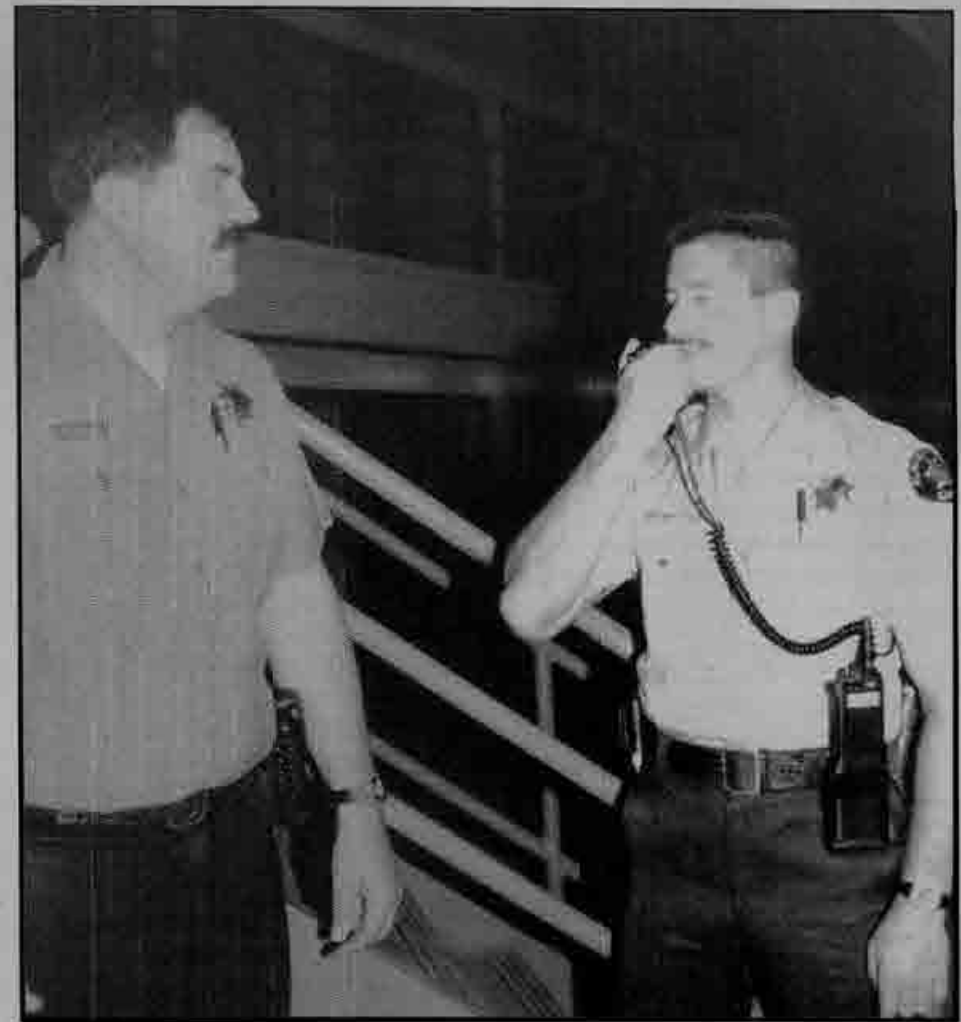
Half-cent sales tax needed

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



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.



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



ARP staff is from left: Ann Renshaw, Gerry Orme, Patty Leal and Bud Ketchum.

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 not hear from 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



ADDICTION RECOVERY PROGRAM

1-800-562-3277

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 work place. 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)

NEWS FROM Rancho Murieta Training

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 classifications 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 complement 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 journeymen 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



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



Bottom: Journeymen Mike Wilson, left, and Wayne Nickollsen connect a dragline during journey-upgrade training.

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.

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, as of July 1993, and have been determined to be eligible for Honorary Membership effective October 1, 1993.

| | |
|-------------------|---------|
| Donald Campbell * | 0947239 |
| Robert Cavallero | 0833901 |
| Ed Christian | 0976084 |
| Victor Coehlo * | 0899307 |
| Kenneth Duran | 0795876 |
| Elvis Eidson * | 0833508 |
| Roy Ellison | 0904849 |
| George Njirich | 0967796 |
| 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 deceased:

MARCH

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

APRIL

Donald Carey of Battle Mtn., Nv., 4/20.

MAY

Ferrmin Pascual of Honolulu, Hi., 5/31; L. F. Schoepfoerster of Redwood City, Ca., 5/25; Hisashi Sensul of Pearl City, Hi., 5/20; Erman Theodore of Pleasanton, Ca., 5/23; Roger K. Williams of Clearfield, Ut., 5/21.

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 Mtn. View, Ca., 6/20; Adam Fredrick of Fresno, Ca., 6/4; William Garrett of Tucson, Az., 6/16; A. G. Geister of Rohnert Park, Ca., 6/7; John F. Hall of Hilmar, Ca., 6/15; James G. Holliday 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 Oroville, Ca., 6/10; Clement Napeahl of El Paso, Tx., 6/9; John Perez of Hoolehua, Hi., 6/2; Harold Reynolds of Reno, Nv., 6/3; Fred Senn of Ogden, Ut., 6/10; Melvin Thorp of Pittsburg, Ca., 6/11; Raymond Vasconcellos of Capitola, Ca., 6/1.

DECEASED DEPENDENTS

Allen Estodaco, son of Donald, 6/27. Melissa Horsting, daughter of Robert, 3/12. Norma Peterson, wife of Jay O., 6/24.

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 Ctry Club
Hwy 680 & Andrade Rd.
- 12th District 5: Fresno
Laborer's Hall
5431 East Hedges
- 24th District 1: San Francisco
Seafarers Int. Aud.
350 Fremont Street
- 26th District 8: Auburn
Auburn Recreation Ctr.
123 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 04: 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
Kealahou
- 12th District 1: Marin
Cattlemen's Restaurant
6090 Redwood Blvd.
Novato, CA
- 19th District 17: Maui
Wailuku Comm. Ctr.
279 Hala 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 Rollins Rd.
Burlingame, CA
- IGNACIO - August 24 2 PM
Alvarado Inn
250 Entrada Dr.
Novato, CA
- AUBURN - August 26 10 AM
Auburn Recreation Center
123 Recreation Dr.
- SACRAMENTO - August 26 2 PM
Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova
- 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 West Springs Rd.
- 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 19-23 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.

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

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

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

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

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

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

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

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

FOR SALE: 1/2 acre Grants Pass Or., older double wide 2bd/1ba, new carpets, all appl., inc. near shopping & college, beautiful trees, storage shed. 2 stall garage w/laundry room & 3/4 ba., elec. fire place. Use as guest room. \$69,900 will carry some paper. Details, call CA. (510)686-0591 or OR. (503)474-7725. Reg.#0946921 7/93

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

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

FOR SALE: '81 Honda CT, 110cc motor-

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: '82 Motorhome 26' Imperial class C Ford 460 Motor Cruise control-leveling jacks, new transmission/tires, microwave, 4.5 generator, 2 gas tanks, can run on propane. Radio & CB. Sleeps 6. Roof & dash air. 30 gal propane tank. 15' awning. \$19,900. Call 682-9434. Reg.#0928024 8/93

FOR SALE: Travel Trailer '77 Terry 30', totally self contained, good cond. \$5K. OBO. Also cabover camper, wired for 110v, w/electric refrigerator, hydraulic jacks + set of cable jacks \$400. Call (209)868-3553 or see at 48781 Rd. 200, Oneals, Ca. Reg.#1182849 8/93

FOR SALE: 5th Wheel '88 - 40' Teton, 2 slideouts, in kitchen & livingroom. Like new, loaded, top of the line. Perfect home on wheels, \$29K. Call (209)526-6810. Reg.#1208485 8/93

FOR SALE: Plots 2 in Oakmont Garden of Meditation in Lafayette, \$1,696 ea. 4 in Oak Hill, San Jose, Ca., Parkview, \$2,450 ea., call (918)652-2163, or write Larry Harmon, Rt. 2 Box 347, Henryetta, Ok., 74437. Reg.#0745039 8/93

FOR SALE: '88 Motorhome 24' like new. 12K miles. \$26K. Call (916)421-0716. Reg.#1230295 8/93

FOR SALE: '87 TravelTrailer Holiday Rambler Alumalite 31', front kitchen, double bed, 7-1/2 gal alum. propane tanks, heavy duty hitch, double sway bars, xtra elect. cord, 9" zenith colored TV & many more. Must see to appreciate. Less than 20K miles. Call (916)342-9134. Reg.#0329532 8/93

Personal Notes....

Fresno: The Fresno office would like to extend its deepest sympathy to the friends and families of the following departed members and departed family members: Virgil Azlin, 4/26; James Helms, 5/5; Joan Troxel, wife of Jay, 5/12; Orville Warrington, 5/14; Adam Fredrick, 6/4; John Hall, 6/15; Joe Harrah, 7/7.

Marysville: The Marysville District staff extends its sincerest condolences to the families and friends of the following deceased members: Patrick Barrie of Yuba City, and retired Charles Yates of Colusa, Clayton Morris of Brownsville, Shirley Roberts of Nelson, Frank Pegdon of Marysville, Don L. Hart of Oroville, Daniel Smalling of Yuba City.

Also to retired Fred Comarsh on the death of his lovely wife Lois and to retired Bert Sylvester on the death of his lovely wife Theresa.

Reno: Our condolences to Robert O'Farrell, whose wife Mable, passed away on 7/5.

Sacramento: We'd like to extend our condolences to the friends and families of the following deceased members: Carl Schlink, Gilbert Elledge, William Blair, Alfred Human, Robert Bebout, Don Atkinson, Orville McDonald, George Canady, Melvin Byers, Daniel Smalling, Lynn Tillotson, Fred Potter, J. W. Fothergill and Lawrence Theis.

We would also like to extend our condolences to the following: Phillip Arnold on the recent death of his wife Ruth Ann, James Hardin on the recent death of his wife Geneva and Raymond Kepley on the recent death of his wife Pearl.

Congratulations to the following members: David Dokes on the birth of his daughter Deanna on 3/10, Marvin Carr on the birth of his daughter Janae Michele and to Roland Venable on the birth of his boy Jordan Jamigan on 7/6.

Santa Rosa: Congratulations to David S. Johnson who works for Syar. He and his new wife Laurie Risch were married on 6/5. They will be residing in Sabastopol. Good luck to you both!

Also, we wish to express our sincere condolences and prayers to the families and friends of August "Gus" Geister who passed away on 6/7, and to the families and friends of Stape Stapleton who passed away on 7/11. Stape is the uncle of Marysville District Representative, Darrell Steele. And finally, to the loved ones of Faney B. Haynes who passed away on 7/7.

EDITOR'S NOTE: We extend our deepest apologies to Local 3 member Carol Featherston. In the June Issue of Engineers News, there was an error in a Personal Note extending our condolences on the recent death of his wife, Clara. The error was brought to the attention of those responsible and we are taking steps to avoid such errors in the future.

BUY UNION

Union Label Week, Sept. 6 - 11

UNION LABEL & SERVICE TRADES DEPARTMENT, AFL-CIO

What ARP's all about

(Continued from page 20)

Counselor in training

As a counselor in training, I am attending chemical dependency classes to obtain a California Association of Alcohol and Drug Abuse Counselor (CAADAC) certificate. This educates me on the effects of alcohol and drugs on individuals and their families.

Clients are sometimes required to contact the ARP office and send in necessary information. I assist in tracking this process for them and reminding them of their responsibilities. I also stay informed on the various benefit plans offered to the members. As rules and policies change, I stay informed so I can assist the client better.

We welcome calls to ARP. Sometimes people just want to talk. We offer a safe environment so people can call or visit when they need to seek help or advice.

From coordinator Gerry Orme

Some of you know me from my years in the field, from Wasco to Orick, from Wells to Waikapu. Others know me as a voice on the phone. I manage the formal referrals and Rancho Murieta Training Center referrals, which deal with people who, because of a positive drug test, safety violations or inappropriate behavior, are referred to ARP for assessment or placement for education or treatment. In the formal procedure, people can be referred to ARP by their employers, union representatives, or in the case of apprentices, by their JAC coordinators or RMTC staff.

Managing cases daily requires me to be in contact with employers, employees, family members, counselors, rehabilitation facilities and others who work with ARP so that we can get the member or spouse back on the path of recovery. Educa-

tion is a major goal of ARP, so I train job-site supervisors and employees on the consequences of drugs and alcohol in the work place.

From secretary-receptionist Ann Renshaw

I've worked in ARP since January 1991. If you've called ARP with questions or for help, one way or another I may have spoken with you.

I started out here doing intakes and referrals and giving support to those who participated in an inpatient or outpatient program. I'm also the one who calls you and says, "We haven't heard from you in a while, is everything OK?"

I feel very close to many of you because I've been talking with you for at least a year or longer. ARP has really expanded, so now most of my time is spent giving support to members and spouses over the phone. We have additional support through our grass-roots coordinators. They are men and women who most likely have gone through a recovery program and in their spare time help the new people when they leave treatment.

My job is to connect these people with one of the coordinators. If you've gone through a treatment program, have over one year sobriety and are active in 12-step meetings, give us a call if you are interested in becoming a grass-roots coordinator. I also put together the fliers you receive in the mail and do data entry. We would love to hear from you. Let us know how things are going.

Final note

This year's ARP/Azure picnic will be held September 11. More information will be provided in next month's newsletter. Call ARP at 1-800-562-3277 or Azure Acres at 1-800-222-7292 for more information.

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 as a crane operator." The union made its comments on behalf of more than 200 individual local unions, including Local 3. Local 3 special representative Bob Baroni served on the IUOE committee that developed and prepared the comments to OSHA.

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 in "complete disarray" with a scheme that is "wide open to abuse through delay" and "ineffective remedies." If confirmed by the Senate, Gould would become the first black chairman in the history of the NLRB.

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 53 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 69-39 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 30 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 1982 Oregon State University study placed the additional cost at 28 percent to 38 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 large infrastructure projects faster, better and for less money than non-union companies, which often hire unskilled, low-paid workers in order to enhance profits.

Women's group meets after semi-annual

(Continued from page 10)

of the Knights of Labor. She took part in her first coal strike in 1882 in Hocking Valley, Ohio, and until her death in 1930 at age 100, she participated in hundreds of labor battles.

Foner's book is available in most large libraries, and smaller libraries that don't carry the book can get it through their inter-library loan system.

In August, "We Do The Work," a public television series on the lives and issues of working people, presents a half-hour magazine show featuring, "Trade Secrets: Blue Collar Women Speak Out," produced by Stephanie Antalocy, about four women – an ironworker, welder, sprinklerfitter and electrician – who reveal how their lives changed when they stepped into the traditionally male world of skilled crafts.

Trade Secrets will show on San Mateo's KCSM Channel 60 on Tuesday, August 10 at 6:30 p.m. and on San Francisco's KQED Channel 9 on Sunday, August 29 at 3:30 p.m.