The tax bill shaped by a House-Senate conference committee will edge closer to the AFL-CIO's tax justice goals for most people and corporations, but not for all.

House and Senate conferees broke a deadlock on tax reform legislation before Congress began its summer recess, paving the way for final action this month. Because of the complexities of the legislation, the tax-writing committees are expected to consider some fine-tuning changes in the law in the next Congress to deal with unintended inequities.

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Are You Registered To Vote?
Deadline Is Oct. 6

Go to jail, do not pass go

The owners of Star Excavation, a non-union construction company out of the Bay Area have been fined and sentenced to jail terms for requiring their employees to kickback a portion of their wages in order to keep their jobs.

The conviction culminates a major investigation that was initiated by Local 3 over three years ago, and carried out by the San Mateo District Attorney and State Labor Commissioner.

Durward and Diana Miley, owners of Star Excavation of Burlingame, were convicted of felony and misdemeanor violations of sections of the labor code dealing with the illegal taking of employee wages on public works projects.

The couple was fined $9,175 and Durward Miley was sentenced to eight months in jail and given three years formal probation. Diana Miley, his wife, was sentenced to two years formal probation and three days in jail.

Both were ordered not to become principals in any business without the approval of the probation officer.

The case has also referred to the Contractor's State License Board for action on the defendant's contractor's license.

Local 3 Business Manager Tom Stapleton hailed the conviction, but expressed disappointment that the defendants did not receive a stiffer sentence.

"There is no telling how much damage has been done by this con-

Minimum Competancy Testing
A key to our survival

By James Earp
Managing Editor

If you were to stop by the Ranch Murieta Training Center near Sacramento these days, you would very likely see something new going on.

Yes, you will find apprentices equipped with state-of-the-art headphones getting valuable seat time on a wide range of new equipment, and you will also see qualified instructors in constant radio communication with the trainees.

But that's not all.

Some of those individuals working out on the equipment aren't apprentices at all. They're here to take a "minimum competency test" to determine if they meet the minimum requirements of a qualified journeyman.

Although it's a program that's only a few months old, minimum competency testing is a term that will eventually become a household word within the Operating Engineers Local 3. And because it is new, there is some mis-

(Continued on page 2)

'Song Bill' one of many casualties
Duke vetoes labor bill

Governor George Deukmejian has vetoed SB 1651, the so-called Song Bill, which would have precluded future attempts by a governor or place persons not connected with the labor movement in the seats on the Cal-Osha Appeals Board that are reserved by law for workers' representatives.

In general, corporations that have paid the least taxes on their profits will be hit with the biggest increase under the new law. And some 6 million low-income households will no longer have to pay income taxes. These changes will make the tax system fairer, as the AFL-CIO sees it.

Uniform rates

Another step towards fairness is the decision to tax capital gains income from investments at the same rates applied to paychecks. At present, inventors pay less taxes than workers on

(Continued on page 11)

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(Continued on page 11)
Star conviction

(Continued from page 1)

tractor," Stapleton stressed, "Based on this firm's record and the 47 indictments that were documented in the investigation, you cannot help but believe this company profited from breaking the law.

Stapleton cautioned that anything less than revoking the firm's contractor's license by the Contractors License Board would be "a serious mistake."

"We will monitor the action taken by the Contractor's License Board on the Star Case," the Business Manager said. "No one with Star's record should ever be allowed to have a contractor's license in this state."

The investigation of Star Excavation began when a former Star employee filed a complaint with the Labor Commissioner. It revealed a scheme in which the Mays, who had been awarded a number of public works contracts around the Bay Area, paid employees on these jobs with two checks.

The first was for hourly wages and the second for benefits. Employees testified they were required to cash the benefits check and return the money to the defendants as a condition for keeping their jobs. They said this was standard practice when working for the contractor.

The Building and Construction Trades Department of the AFL-CIO launches a national boycott of Toyota over the refusal of the Japanese automaker and its Japanese general contractor to negotiate a project agreement with the building trades unions.

A recent study indicates that non-union construction journeymen wages average less than $11 an hour. How can these events have anything to do with Local 3's new minimum competency testing program?

The answer is: They have a great deal to do with it. Let's take a closer look.

The National Building and Construction Trades have initiated a boycott against Toyota, because of labor's dispute with the Japanese construction firm of Ohbayashi Corp., which received the contract to manage construction of an $800 million 1,010 auto assembly plant in Kentucky.

All five of the general contractors chosen by Ohbayashi to perform work on the massive project are nonunion. Despite lengthy and heated negotiations, Ohbayashi refused to yield from its position that it would operate the project with nonunion tradesmen.

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Minimum Competency testing

A key to our survival

(Continued from page 1)

information on what this new program is and why it has been established.

“When you search for answers to beat the non-union element in the construction industry, the most obvious answer is the skill of the operator,” says Business Manager Tom Stapleton.

“Our union — any union for that matter — cannot tolerate mediocrity.

“The day that we cannot demonstrate we are more highly skilled, more productive than the non-union worker is the day our union will cease to exist,” he states.

The new minimum competency testing program is one tool that is being developed to maintain and even improve the margin of skill between the union craftman and the non-union worker.

The program was created through a provision negotiated into the new Northern California Master Construction Agreement which states that individuals desiring to register on the A, B or C out-of-work list must take a minimum competency test if they have not worked at least 500 hours in the industry for employers covered by the collective bargaining agreement during the prior 36 months.

This test must be taken in those classifications in which the individual wants to register.

The provision for a testing program was negotiated into the agreement because of a long standing problem that occurs frequently during periods of peak employment when some classifications on the out-of-work list run out of qualified journeymen.

Some operators brought into the union on the "C List" to fill job orders are not qualified to perform the work.

“What has been happening out there is some C-men are getting run off of one job after another, because they are trying to train at the employer’s expense,” Stapleton explains.

“We enter into an agreement with the employer, we are telling him that the union will provide him with qualified journeymen from the hiring hall,” Stapleton says. “We’re not holding up our end of the agreement if we don’t do everything possible to ensure that we provide skilled workers.”

Local union members who work on a construction jobsite are generally part of a crew that must work together. “If one operator can’t make production, then he slows down the whole crew,” Stapleton explains.

Stapleton concedes that some members who have carried a card before but have not worked recently out of the hiring hall “really objected when they had to take a test and were furious when they failed.”

According to Paul Headings, JAC administrator who oversees the testing program, anyone who takes the test and fails really has no one to blame but himself. The tests are the same as those given to apprentices who are trying to qualify for journeymen level.

“It’s not a difficult test,” Headings says.

“An individual who barely passes with the minimum qualifying score of three points may still not be accepted in the industry.”

Requests for individuals to take a test are received from the district offices and a time is scheduled for individuals to come to the Ranch. Each test consists of a brief written exam and a hands-on skills test on the equipment. The entire process takes about two hours per qualifying test.

In the written exam, the individual must identify the various parts of the equipment on which he is being tested and demonstrate his knowledge of proper safety procedures.

This is followed by a hands-on skills test to determine if the individual has the minimum qualifications for a journeyman operator. For example, a scraper operator would be expected to perform a cut and fill operation on a staked out area.

A loader operator must be able to transfer material from a stockpile to a truck and lay a pad or cut a level area that has been staked out. Operators who can’t read stakes will have trouble passing the test.

Certain pieces of equipment, such as cranes, have critical safety factors. In one case, a crane operator who had worked over 17,000 hours in various locations within the International went to the training center to take the crane test. When he failed to read a load chart, he was not allowed on the equipment.

The test for the heavy duty repairman classification takes approximately six hours. Individuals will be given an engine with a malfunction and be required to diagnose and repair the problem.

Heavy duty repairman are also given a welding skills test. All HDR test applicants are expected to provide their own tools, since that is what is required in the field.

“An operator takes the skills portion of the minimum qualifications test on a loader at the Rancho Murieta Training Center.

“The day we cannot demonstrate we are more highly skilled, more productive than the non-union worker is the day our union will cease to exist.”

...
House protects Davis-Bacon

The House refused to weaken the Davis-Bacon Act and voted 244-167 against an Administration-backed proposal to exclude military construction contracts from an existing minimum wage. The $2,000 figure was set more than 50 years ago and has never been adjusted for inflation.

In a letter to House members before the vote, Labor Secretary William E. Brock said the Reagan Administration favored an even more drastic curtailing of the Davis-Bacon Act, to exclude military contracts under $250,000 from the prevailing wage law. He challenged the lowest wage to be paid for services covered by the Act, noted the Reagan Administration's approval of prevailing wage determinations the Labor Dept. made since the threshold was set at $5.30 an hour or less.

The veto would be a "meaningful step in the right direction." House Democrats and a break-off group of Republicans strongly disagreed.

This is not the first time the veto has been passed. In 1985, over the objections of the Reagan Administration, the veto was adopted.

How they voted

Below is a listing of how representatives voted on the Davis-Bacon bill. An "R" is a right vote, an "A" an absent vote, and "W" a wrong vote. "PR" means the individual did not vote, but his position on the issue was right or wrong respectively.

CALIFORNIA

1. Bosco (D) ......................  R
2. Applegarth (R) ............... W
3. Matsui (D) ...................... R
4. Fazio (D) ........................  R
5. Burton (D) ...................... R
6. Boxer (D) ........................ R
7. Miller (D) ........................ R
8. Drells (D) ....................... R
9. Stark (D) ........................ R
10. Edwards (D)....................  R
11. Lantos (D) ..................... R
12. Zischau (R) .................... R
13. Mineta (D) ..................... R
14. Shumway (D) .................. W
15. Lantos (D) ..................... R
16. Panetta (D) ..................... R
17. Pashayan (R) .................. R
18. Lehman (D) .................... R
19. Lagomarsino (R) .............. R
20. Fiedler (R) ..................... W
21. Fiedler (R) ..................... R
22. Moorhead (R) ................. W
23. Beiklen (D) ................... R
24. Watson (D) .................... R
25. Roybal (D) ..................... R
26. Berns (D) ...................... R
27. Levine (D) ..................... R
28. Lantos (D) ..................... R
29. Hawkins (D) .................. R
30. Martinez (D) ................. PR
31. Dymally (D) ................. R
32. Anderson (D) ................ R
33. Dreier (R) ..................... R
34. Torres (R) ...................... R
35. Lewis (R) ........................ R
36. Brown (D) ..................... R
37. McKinley (R) ................ R
38. Doman (R) .................... R
39. Dannermeier (R) ............. A
40. Badham (D) .................. W
41. Lowery (R) .................... R
42. Lungren (R) ................... W
43. Packard (R) ................... W
44. Bettes (R) ..................... R
45. Hunter (R) ..................... W

HAWAII

1. Vacancy
2. Akaka (D) ..................... R

NEVADA

1. Reid (D) ....................... R
2. Vucanovich (R) .............. W

UTAH

1. Hanson (R) ..................... W
2. Moss (R) ....................... W
3. Nielsen (R) ..................... W

A perfect fit — Speaker Pro-Tempore David Roberti of the State Senate really likes the look of Local 3, especially on one of our jackets. Local 3 Vice President Bob Skidgel took the opportunity at a recent fund-raising dinner to present Roberti with a Local 3 jacket that had been specially embroidered with Roberti's name and title. The jacket comes with a Local 3 emblem and is available to members at a cost of $25 ($29 for XXL). Proceeds go to support the union's political action fund.

Cloverdale Bypass will be let soon

Work in the Santa Rosa area is picking up a little, however, it is still pretty slow, reports District Rep. Chuck Smith. The Cloverdale by-pass is closer to reality than it has ever been. Cal Trans is supposed to advertise the bid in September but they also state the job can be postponed. The first phase of the project is estimated to be $39 million. The Empire Tractor Agreement was finally resolved. Ken Foley, who works in the Parts Dept., sat in on the negotiation, and did a real good job. These were tough negotiations and a Federal Mediator was finally brought in to help the concerned parties arrive at a fair agreement.

Business Representative, Rob Wise, reports that there is just an average amount of work in his area at this time. Part of the slow down is due to the lack of work in the Geyers. With the slump in oil prices, the Energy Development Companies put everything on hold. "We are having problems with non-union contractors also," Wise said. On August 16, Local 3's Foundation for Fair Contracting put on a seminar at our local Building Trades Council. Chuck Center is working hard to educate the agents on how to deal with the non-union contractor more effectively. At this seminar, Chuck Center instructed all construction unions in our area on how to better enforce our prevailing wage laws.

Local 3 and the FFC are committed to preserving our members work. It is a tough fight, but you, the members of Local 3, must also join in the battle. One of the most important things you can do is to watch for non-union work on prevailing wage jobs (any state, county, city, schools, fire, police, etc.)

Duke veto

(Continued from page 1)

labor union and had no connection with the labor movement.

Alfred Song, a former member of the Legislature and an attorney, was such a person. Deukmejian appointed Song to one of the two labor seats on the Cal-OSHA Appeals Board.

The California Labor Federation objected strongly and immediately. Song withdrew his name from consideration late last year on the eve of confirmation hearings in the Senate, subsequently accepting a part-time position in the office of the attorney general.

The Petris bill was introduced to define once and for all the requirements for holding such a labor seat and to lay to rest the argument that participation in the labor movement as a member of organized labor was not necessary.
Court upholds subcontractor clause

San Francisco-The legality of a collective bargaining agreement between the Laborers and Southern California general contractors barring subcontracts with nonunion firms was upheld by the 9th Circuit U.S. Court of Appeals.

By a 6-to-5 margin, the court affirmed a ruling of the U.S. District Court for Central California that the contract did not violate either the Taft-Hartley or Sherman Antitrust Acts.

The suit was brought by Sun-Land Nurseries Inc. against the Southern California District Council of Laborers, claiming that the ban on nonunion subcontractors violated the "hot cargo" provisions of Taft-Hartley.

But the court dismissed the argument, pointing out that when Congress enacted Taft-Hartley in 1959, it specifically exempted the construction industry from the ban on "hot cargo" clauses.

Collective bargaining agreements requiring an employer to refrain from doing business with a non-union firm. As to Sun-Land's companion argument—that the provision violated the antitrust law—the court said there was no evidence that the Laborers engaged in a "conspiracy" to restrain trade. In the absence of any conspiracy, the majority opinion declared "a union is free to pursue its own bargaining objectives in the traditional way without interference from the antitrust laws."

Construction unions "must be given breathing room to operate" on behalf of their members, the court held. Although subcontracting clauses may have anticompetitive effects, the court said, "the goal of federal labor law cannot be achieved if every anticompetitive effect is ended."

CWA wraps up main telephone contracts

The Communications Workers have nearly wrapped up this year's round of bargaining, reaching tentative settlements covering 23,000 workers at Nynex, Michigan Bell and U.S. West Direct, a directory sales and publishing unit. Only a 400-member Ohio unit at Ameritech Publishing remains on strike.

CWA signed new accords in 47 of 48 bargaining units with only minimal strike activity. A nine-day walkout at Nynex was the only regional strike, as 59,000 workers went out—most at New England Telephone Co.

That settlement provides a combination of wage and cost-of-living increases estimated at 11.5 percent over the three-year life of the contract, along with a range of improvements in employment security and a 10 percent boost in pensions benefits in three steps. Substantial gains were made in health benefits with the addition of a drug prescription plan, psychiatric coverage, a new substance abuse program, improved dental and vision care, along with the coverage for birthing centers, home health care and hospice care.

The Electrical Workers concluded bargaining with all but one of the dozen Bell units employing IBEW members without a strike. Only the 252-member unit at U.S. West Direct in Denver hasn't reached an accord, the union reported.

IBEW's 50,000 Bell members had identical contacts until this year's bargaining, but the new three-year agreements vary in pay formulas.

Reagan promise of jobs doesn't pan out

Washington—President Reagan's first Labor Day message in 1981 committed his Administration to "jobs, jobs and more jobs." A new study by the Senate's Democratic Policy Committee compares the "new jobs" created during the first five-and-one-half years of the Reagan Administration with the lost jobs between January 1981, when Reagan took office, and June 1986. The job loss came in the relatively shorter period of the Carter Presidency.

It found that nearly 2.5 million of the 9.7 million new jobs under Reagan provided only part-time employment, and that the number of unemployed Americans was half a million higher than when President took office.

Even counting the part-timers, the rise in employment was less than during the shorter period of the Carter Presidency. Most significant, the study found, was the loss of 1.365.000 manufacturing and mining jobs between January 1981, when Reagan took office, and June 1986. The job loss came in the relatively well-paid industrial sector; the job gains were in the lower-wage service sector.

In terms of manufacturing employment, only one state did better during the 1980-85 period than during the Carter Administration. Pennsylvania, Illinois, New York and Ohio each lost more than 100,000 manufacturing jobs. Many smaller states lost larger proportions of their industrial jobs, such as West Virginia which had 25.5 percent of its manufacturing jobs and 32.3 percent of its mining jobs wiped out.

Even in service employment, the Senate Democratic study noted, job growth slumped under Reagan. The average annual gain in service employment was 1.8 million jobs under Reagan, down from the 2.1 million average in the Carter years.

Stepping out in Detroit — More than 165,000 union members and supporters strode through Detroit this month in the nation's largest Labor Day parade. The three-hour march included thousands of steelworkers and AFSCME workers who are celebrating 50th anniversaries this year. Scores of union sponsored picnics and events followed the parade.

Todd Shipyards settles new contract

Los Angeles-The Marine & Shipbuilding Workers overwhelmingly ratified a new three-year contract with Todd Shipyards Corp. that provides improvements in medical and pension benefits in exchange for a freeze on wages. The pact, the first settlement reached in this year's negotiations with West Coast shipbuilders, covers 1,700 workers. Shipbuilders, who have traditionally bargained through the Pacific Coast Shipbuilders Association, are bargaining on a company-by-company basis for the first time since the 1950's.

Marine & Shipbuilding Workers Local 9 President George Samanie said major gains were made in pension and health benefits, including an improvement in the indemnity plan, and dental.
Dirt's flying on Hwy. 99 job

It's been a long time since the Sacramento district has had as many big highway jobs as it's had this season. In addition to the Roseville Bypass (see page 7), Hwy. 99 is undergoing a major expansion to four lanes just north of town.

Teichert Construction has been working on a $5 million segment of the project since last May. The job calls for moving about 250,000 yards of dirt, as well as the construction of two structures, which have subbed out to C.K. Moseman.

The total project is divided into five phases. Teichert has phase 1 and Granite is working on phase two. Teichert's spread employed about 15 operators during peak production this summer.

Pictured left to right are: gradesetter Richard Daudson, blade operator Cecil Lewelling, scraper hand Art Coronado and compactor operator Babe Byer. Pictured at far left is apprentice grade-checker Eric Bauer.
Making Roseville Bypass a reality

Many people wondered if it would ever be a reality, but if you pull off 1-80 just east of Taylor Road, you could see it’s big in size. The Hwy. 65 Roseville Bypass is finally in high gear.

Ground was broken on the $57 million bypass last November, but according to Business Agent John Bonilla, it wasn’t until this summer that work on the first two phases reached peak production.

Phase One is a $16.5 million contract to construct a new interchange on I-80 east of Taylor Road and a 1.4 mile section of the four-lane freeway to the north. MCM Construction is the general contractor, and they have subbed out approximately $5 million of the dirt work to Teichert Construction.

Granite Construction began work last spring on the $10 million second phase of the project, which calls for construction of two and a half miles of four-lane expressway from where the first phase ends to Blue Oaks Road.

Construction on the third and final phase, which will reconstruct the Atlantic Street and Taylor Road interchanges on I-80, will begin in the fall of 1987.

Granite Foreman Roy Christianson, a 33-year member of Local 3 is supervising the work on phase two. Granite presently has about 34 Local 3 members working nine-hour shifts to move about a half million yards of material — most of which is river rock or sandstone.

The much needed bypass has been on the drawing boards for more than 30 years. It was approved by the California Transportation Commission in 1980 to relieve severe traffic congestion through downtown Roseville.

The bypass will also allow for development of the existing industrial park area near Roseville, creating approximately 30,000 new jobs — and 44,000 new homes — over the next couple of decades.

The Bypass will be dubbed the Harold T. "Buzz" Johnson Expressway when it is completed, in honor of the retired congressman who represented the citizens of Roseville and who was instrumental in obtaining the necessary funding for the project.
Three cans line up in a push-pull operation on the northern spread of the project.

George Morelock, blade operator
Bob Horne, loader operator
Don McAlee, blade operator

Redwood Ntl. Park

Biggest to Date

The largest single highway project ever let by the California Department of Transportation is buttoning down after its first full work season. According to Business Agent Bill Burns, over 120 Local 3 members working for the joint venture of Tutor-Saliba-Perini are pulling in two ten-hour shifts a day, six days a week in an effort to bring the long-awaited Redwood National Park Bypass project up to schedule before an October 15 deadline.

Located about 40 miles north of Eureka, this controversial project to bypass nearly 13 miles of the state's choicest groves of redwoods was many years in the making. During summer months, the existing stretch of two-lane highway becomes extremely congested with hundreds of thousands of vacationers, logging trucks and business traffic.

A controversial proposal to provide a four-lane freeway that begins just north of Orick to bypass the most congested area was finally approved last year.

Tutor-Saliba-Perini trimmed nearly $10 million off the engineer's estimate of $74 million to get stage 2 of the contract for $64.3 million. This phase of the project, which calls for grading, structures and soil stabilization work, is the largest chunk of what will be the largest single highway contract in the state's history.

The contract for clearing over 16,000 redwood trees — the first phase of the project — was completed last year by a local firm.

Cecil Martin mans backhoe (above) while Harold Grant handles dozer.
wraps up first season

highway job in state

For those who have never worked in this area, the Redwood Bypass will be a job they will not soon forget. The terrain is rugged with many steep grades. Thousands of huge redwood stumps still remain and must be uprooted, cleared off and burned with tons of smaller growth that covers the project site.

The ground is extremely unstable in many locations. The soil retains a high moisture content and compaction is difficult to contain. More often than not, the days are foggy, wet and cold. Not your typical summer working weather.

The long, wet winters on the north coast have also placed severe restrictions on the work season. The contract calls for all work to be done between May 15 and October 15 of each year, with completion scheduled in 1989.

A separate contract for paving will be let when stage 2 is completed. Phillips & Jordon, a clearing contractor out of Tennessee, is subcontracting the removal of the stumps and undergrowth. The firm, which employed about 30 Local 3 hands during peak activity this summer, is now down to about four operators for the duration of this season.

They have cleared about 45 percent of the project and plan to complete the rest next season.

The task is now up to Tutor-Saliba-Perini to provide adequate drainage on all the areas that have been cleared and to cover their work with mulch by the October 15 deadline.

As of the beginning of September, the contractor was about a million yards behind schedule, which explains the two-shift operation that is now underway.

The $5 million subcontract for drainage work is being done by Novaco, Inc., which is employing about five Local 3 operators.

The total project will require over 12 million yards of earthwork.
Get a preauthorization

Getting major dental work?

Considering Expensive Dental Work? Immediately Preauthorization. As you probably know, the cost of hospital- medical/dental care has increased substantially over the past few years. To help reduce costs to your fund, you should reduce your benefits—the Trustees of the Health and Welfare Fund and Delta Dental now have any dental care expected to exceed $400 preauthorized. This of course does not apply in emergency situations or if you are suffering pain.

When your dentist tells you that you need a lot of dental work—more than just a few fillings— remind your dentist that he is supposed to send for a preauthorization from Delta Dental to check the necessity and the cost before the work is started. Remember, your dentist is not perfect—dentists are human too.

A preauthorization is easy to get. The dentist fills out the form listing all of the treatment he or she wants to do. Then the form is sent to Delta before any of the major work is done. Your dentist will get the form back—look the form over before the work is started. It will show you what is covered and how much you must pay.

Knowing exactly how much the treatment costs you in advance is important. You can avoid advantage of preauthorization. This way, if you need a lot of work done, you can plan accordingly to your personal finances. In addition, you won’t be taken by surprise by having to pay for things not covered by your insurance.

A preauthorization from Delta Dental is required for major dental work expected to cost more than $400. In most cases of procedures that may exceed $400 are:

Kaiser enrollment deadline nears

October is open enrollment month for Kaiser. Both Active and Retired Operating Engineers have until October 12th to change their Hospital-Surgical-Medical coverage to or from Kaiser Health Plans. Operating Engineers can make this change only once per Plan to the other only once each year in October for November coverage. Therefore, members are urged to carefully consider the merits of both plans before making any choices. After an election has been made it must remain in effect for the year. The only exception is if the member moves out of the 30 mile Kaiser service area. All other benefits such as Death and Disability, Vision Care, Prescription Drug and Dental benefits for active members will continue to be provided directly by the Trust Fund regardless of which medical coverage you elect.

If you wish to change your current coverage or you want additional information, please complete the attached form, cut out and mail to the Trust Office at 642 Harrison St. San Francisco, CA 94107. Election forms will be mailed to you directly. Your election must be made no later than October 12th for November coverage.

If you do not wish to change your Hospital-Surgical-Medical coverage—no action is required.

The benefits provided by Union Labor Life are described in the Health and Welfare Booklet, Kaiser Health Plan benefits are described in a separate brochure.
Tax Reform

(Continued from page 1)

While top tax rates will go down so will allowable deductions. For example: Although taxpayers can continue to deduct state and local income taxes, they will no longer be able to take a deduction on sales taxes paid on purchases or interest paid on credit cards or installment payments.

A new standard deduction will be allowed only for amounts above 2 percent of adjusted gross income. Workers in a high-income bracket that have had enough disposable income to put aside money in a tax-deferred individual retirement account (IRA) may be affected by various limitations of the new legislation. Some higher-income workers will not be able to exclude the money they put into such plans from that year's state and local income taxes, but they would be able to do so. The tax credit for political contributions would be eliminated, and so would the tax credit for political contributions.

Many tax examples in newspaper stories of the tax bill are based on average or typical households at various income levels. Listings of "winners" and "losers" may not always be accurate.

One change that the trade union movement opposed affects the method of taxing the benefits of persons who retire under contributory pension plans. It would make the tax paid on retirement income taxable. But the intent is that workers will be able to exclude the money they put into such plans from that year's state and local income taxes, but they would be able to pay taxes on the income they receive on retirement.

This job was going to be the test case for the way the new law deals with income from retirement investments. The rates of work-related injuries, illnesses and deaths began rising across the board. By 1984, the latest year for which statistics are available, occupational safety and health professionals expect the 1985 rates to show continued increase. They say that workplace safety has simply become less important to employers than it once was.

Less stress on study

Corner—cutting accounts for some of the rise in accidents. During the recession of the early 1980's companies reduced sharply their spending on health and safety. Then, with the recovery, many employers hired back workers skilled in a specific number of experienced workers, which further contributed to the increase in injuries. The Reagan administration has emphasized the written and enforcement of safety rules. And employers are increasingly aware of the productivity of safety, often at the expense of safety, specialists say.

The number of workplace fatalities in 1984 rose 21% from 1983 to 1,740 and injuries, 13% to 5.3 million. Workplace accidents in 1984 cost the economy $33 billion in direct and indirect costs, according to the Labor Department's National Safety Council estimates. The total excludes the effects of exposures to toxic substances, which can cause occupational illnesses that don't become evident for years.

"Occupational safety is suffering greatly by the neglect of the administration and greed of employers," asserts Eric Furman, the director of health and safety for the Amalgamated Clothing and Textile Workers Union.

"Things will probably get worse before they get better," predicts Eula Brigham, a professor of environment health at the University of Cincinnati, who was the OSHA chief in the Carter administration.

She argues that workplace accident trends seem to run in cycles, reflecting a three-to-five year lag between policy changes and their results. The 1984 increase in workplace accidents and illness rates came three years after the Reagan administration started cutting health and safety enforcement and five years after employers slashed health spending.

Spending bounced back only in 1984 and 1985 and is expected to level off this year.

1984 workplace-harmful indicators rose too many in too many categories to represent a fluke. The Bureau's safety data, the best available, greatly understate accident and illness rates. It is generally conceded.

Contra Costa looks good in foreseeable future

The work-out look for Central Contra Costa looks real good for the rest of this year and next year also, reports Business agent Rod Farnum. Gus Newberg at the Santa Rita jail says they have their crimes pouring concrete. Basalt has a 4,000 Manitoewoc placing the concrete. Art Hasley finished at Canyon Lake and Black Hawk; all the big yardage is gone and all that is left is the finishing work. This will keep some of the brothers busy through the winter. These have been two good jobs for the Operating Engineers.

Joe Foster has a number of jobs in Contra Costa County. Their Danville job has about three weeks left of heavy dirt then a lot of finish work. The Martine job is moving along real well; there are about ten operators on this job.

Independent has two small jobs in the Danville area. Reggie Marks and his crew are working in Rossmore and this looks like a tough job; there is a lot of rock. Joe Foster has moved into Discovery Bay with about 600 feet of yards to move this year. Joe was killed a few weeks ago and we missed him here in Oakland. He was a big, flamboyant guy who lived life to the "max" and you could put his word in the bank. Our condescences to his family.

Business agent Tom Butlerfield reports that the work is down just a bit in East Contra Costa County as many of the housing projects are finishing up. Joe Foster has moved into Discovery Bay with about 600 feet of yards to move this year. Joe was killed a few weeks ago and we missed him here in Oakland. He was a big, flamboyant guy who lived life to the "max" and you could put his word in the bank.

Gold watch for retiree

Retired member Henry Fernandes is shown being presented his fifty year gold watch by Business Representative, Brian Bishop. Henry and his wife of fifty years, Margaret, of Oakland, Henry was born in Hawaii, played semi-professional baseball until the age of fifty and retired as an Operating Engineer in 1981. Most of his career he worked as a Heavy Duty Repairman and Hot Plant Operator for Independent Construction Company, where he enjoys playing golf, and his son Dennis, is employed as an operator at the Dumbarton Quarry.

(Continued on page 13)
Controversial measures on November Ballot

Proposition 53 The Green-High School Building Lease-Purchase Bond Law. This measure, put on the ballot by the Legislature, would provide for $300 million in bond funds to renovate and/or construct school building facilities throughout the state. The proposal seeks to determine if the $800 million in bond funds to be allocated for public school construction in Proposition 13 will be enough to meet the needs for educational facilities. The Executive Board recommends a Yes vote.

Proposition 54 The Prison Construction Bond Act. This is a $500 million bond measure to build state prisons. The proposal seeks to address the increase in the state's prison population due to Proposition 13. The Executive Board recommends a Yes vote.

Proposition 55 The Safe Drinking Water Bond Act. This is a $100 million bond measure to improve domestic water systems so that they meet minimum drinking water standards. The proposal seeks to address the increase in the state's prison population due to Proposition 13. The Executive Board recommends a Yes vote.

Proposition 56 The Higher Education Facilities Bond Act. This measure, put on the ballot by the Legislature, would provide $300 million in bond funds to renovate and/or construct facilities for community colleges. The proposal seeks to determine if the $800 million in bond funds to be allocated for public school construction in Proposition 13 will be enough to meet the needs for educational facilities. The Executive Board recommends a Yes vote.

Proposition 57 This is a constitutional amendment which is designed to close a loophole in state law that has allowed candidates for state and local office to receive money from employees. The measure seeks to make political campaigns more transparent and accountable. The Executive Board recommends a Yes vote.

Proposition 58 This is an initiative to raise the minimum wage for workers in the state. The proposal seeks to increase the minimum wage to $10.50 per hour. The Executive Board recommends a Yes vote.

Proposition 59 This is an initiative to change the state's primary election system to a primary-election system. The proposal seeks to increase the number of candidates who can run for office. The Executive Board recommends a Yes vote.

Proposition 60 Written by Assemblyman David Elder of Long Beach, this amendment would allow people 55 or older to sell their homes and move to a different community without having to be reassessed for property tax purposes. The measure seeks to make it easier for elderly people to downsize and move to communities that are more suitable for their needs. The Executive Board recommends a Yes vote.

Proposition 61 This initiative would change the state's primary election system to a primary-election system. The proposal seeks to increase the number of candidates who can run for office. The Executive Board recommends a Yes vote.

Proposition 62 Sponsored by the late Howard Jarvis, this initiative would require the state to provide transportation for voters who live far from polling places. The measure seeks to make it easier for people to vote, especially those who live in rural areas. The Executive Board recommends a Yes vote.

Proposition 63 This initiative would designate English as the state's official language, meaning that all official government activities and voter's materials would have to be in English only. The proposal seeks to increase the number of people who can understand and participate in government. The Executive Board recommends a No vote.

Proposition 64 This initiative is sponsored by the right-wing political figure Lyndon B. Johnson and briefly, would require victims suffering from Acquired Immune Deficiency Syndrome to be quarantined and isolated. This is a highly emotionally charged issue which does not directly effect the Union. However, it would cost the state of California $8 billion if passed, money that the state does not have. Medical experts say the measure is unnecessary and political leaders say it is a publicity ploy. The Executive Board recommends a No vote.

Proposition 65 This issue would deal with the environment, specifically with the disposal of hazardous waste. The proposal seeks to increase the number of facilities that can accept hazardous waste. The Executive Board recommends a Yes vote.
The new law will provide an option for workers to receive a specified monthly payment to make up the difference. The employer's 10-year vesting requirement would be unchanged for multiemployer plans where workers will receive a specified monthly payment to make up the difference. The employer's 10-year vesting requirement would be unchanged for multiemployer plans.

Effective in 1986

These changes, and a new limitation on social security offsets, would take place on Jan 1, 1989, unless a collective bargaining agreement covering a pension plan expired at a later date. The change would then take place when the contract expired at a date later than Jan 1, 1991.

Some pension plans specify that workers will receive a specified monthly retirement benefit, consisting of social security as a base and a company individual deduction will result in high-income taxpayers paying for years of vesting after seven years. The 10-year vesting requirement would be unchanged for multiemployer plans, but the stretch-out option to 15 years would be dropped.

Pictured above are o'lier Justo Daoang and backhoe operator Richard Robb. They are working for R & R Construction on the Kapolei Community College project.

A 470 acre resort is now being considered for Kohanaiki on the Big Island's Kona Coast. The man behind it is Christian Wolffer. He estimated the ultimate cost of the venture at a state and federal partnership, Kona Beach Development Venture, wants to build two hotels totaling 700 rooms, 800 condominium units and 400 tents, a center for golf, and a 200 single family residential lots.

Wolffer decided to take a look at the property, which is about five miles north of Kailua-Kona. He decided to spend $50,000 to $100,000 to see if the project was feasible to set about "doing his homework" becoming acquainted with the permit and zoning process here on the Island. He is looking at the existing resort market here.

He considered other vacation spots with which he is familiar but had drawbacks to each, ranging from weather to the threat of International terrorism. Hawaii, he concluded, is "in the forefront of these concerns, plus there is an ingredient here that can't be matched anywhere else, and that's the people.

He said the concept of his proposed Kohanaiki development is to let the environment give us ideas rather than the architect give us ideas. The homes are being designed as a high quality product to meet the needs of those living in surrounding middle class communities. Site work should start in the middle of August.

Oahu Construction will be doing the grading and excavation work. Albert C. Kobayashi, Inc. will be building the homes.

The project being built in Kaneohe will have 1,420 homes, $95,000 to $99,000 for a two bedroom, one and a half bath model, $102,000 to $116,000 for a three bedroom model and up to about $195,000 for a four bedroom, two bath model. Work on the project will cost $25.5 million and should be completed by September or December of 1987.

Wick at Village Park is going along smoothly on Phase 8 increment 2. Thirty seven new lots will consist of two-car fully enclosed garages. Three and four bedroom single family homes overlooking Pearl Harbor, will be priced at $132,200.

Hawaiian Dredging has been doing the excavation work, while Pacific Const. is building the homes.

Groundbreaking for a $7.3 million Honolulu Police Academy will start in the middle of August on a 12-acre site on Wa'ahilu Depot road, next to the Makaha Makalea Golf Course. A $20,000 square feet administration on class-room building will be constructed during the first phase of work.

Richard Lee has done the ground work already and Allied Construction will do the buildings and work's to be completed by February of 1988.
The Operating Engineers Local 3 is proud to endorse Gary Huss for Municipal Court Judge in Fresno, because of his outstanding record on crime, reports District Representative Ron Wilson.

Huss has been a career criminal prosecutor for nine years and he believes the courts must do more to protect victims’ rights. Huss has served on the Homicide Prosecution Team, Sexual Assault and Child Abuse Prosecution Team and has worked on major narcotics prosecutions.

Local 3 urges your support of Huss for judge.

In other news, the Engineers News is happy to report that brother Lawrence Ramos, whose obituary appeared in the August issue is actually alive and well! It seems we got our wires crossed with the Fresno Office, who simply wanted to congratulate brother Ramos on receiving his Honorary Membership.

Our apologies to brother Ramos, although he can now claim to be one of a very few who read his own obituary and lived to tell about it!

**Retiree Potluck**

The Fresno District announces that its annual Retiree Potluck will be held October 8 at Lost Lake in Friant from 11 a.m. to 3 p.m. If you live nearby, bring a hot dish. If you don’t, come anyway and bring a cold dish, like a salad or dessert.

**District 5 Election**

On November 25, 1986, at 8:00 p.m., at the regular quarterly District 5 membership meeting there will be an election for a District 5 Executive Board Member to fill the balance of an unexpired term left vacant by MARION WHITSON. The meeting will be held at the following address:

Laborers Hall  
5431 East Hedges  
Fresno, CA

*Fresno enjoys annual picnic*

Over 200 members, retirees and family members came to enjoy a great steak barbecue at Fresno’s annual picnic last month.

In addition to terrific food, there was a raffle in which lucky winners received a 10-speed bike, television and other great prizes.

Business Agents Harold Smith, Bob Sheffield, Jerry Bennett, JAC coordinator Jim Eguunders and their wives (pictured right) made sure everyone got fed one time.

District Representative Ron Wilson (below) gave special recognition to Bob Marriott, who retired recently after working for many years as a Business Agent for Local 3. Vice President Bob Skidgel (left) was also present at the event. Special thanks goes to Dee Rigg of the Fresno office, who organized the picnic.

(Continued from page 10)

appropriations and authorization bills awaiting final action will affect staffing of state employment offices, postal rate increases for union publications and Davis-Bacon Act coverage for military construction, along with highway, transportation and housing programs that all are important to large groups of workers.

If spending cuts are needed to hold the federal budget deficit under the Gramm-Rudman ceiling, Congress will have to vote to impose them when it returns from its recess.

After the Supreme Court nullified the trigger, there is a possibility that an across-the-board cut can be avoided because the one-time revenue surplus from the pending tax bill may bring the budget deficit below the Gramm-Rudman ceiling.

If spending cuts are needed to hold the fiscal 1987 deficit under the Gramm-Rudman ceiling, Congress will have to vote to impose them when it returns from its recess.

There is a possibility that an across-the-board cut can be avoided because the one-time revenue surplus from the pending tax bill may bring the budget deficit below the Gramm-Rudman ceiling.

The supposedly simple deficit-reduction law Congress passed to achieve a balanced budget by 1991 now has the Democratic House, the Republican Senate and the Reagan White House trying to wigggle out of an economic straitjacket.

With budget deadlines overdue and budget reconciliation measures still pending, no one is quite sure what additional spending cuts will be needed to hold the fiscal 1987 deficit under the Gramm-Rudman ceiling.

There is a possibility that an across-the-board cut can be avoided because the one-time revenue surplus from the pending tax bill may bring the budget deficit below the Gramm-Rudman ceiling.

Otherwise, if Congress wants to comply with the Gramm-Rudman deficit ceiling, it will have to vote to impose the spending cuts in a resolution that will require the President’s signature.
See内文
ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of District 17 (Hawaii) meetings, which convene at 7:00 p.m.

October
7th District 4: Eureka Engineering Building, 2806 Broadway
7th District 17: Kauai Wilcox Elementary School, 4319 Hardy Street
8th District 7: Redding Engineers Building, 100 Lake Blvd.
9th District 6: Marysville Engineers Building, 1010 “T” Street
14th District 17: Kona Konaawaena School, Kealakekua
16th District 1: Ignacio Alvarado Inn 6045 Redwood Hwy.
21st District 17: Honolulu Kalihi Waena School, 1240 Gulick Avenue
22nd District 17: Hilo Kapolei School, 966 Kilauea Avenue
23rd District 17: Maui Kahului Elementary School, 410 S. Hina Avenue

November
4th District 3: Stockton Engineers Building, 1916 N. Broadway
18th District 8: Auburn Auburn Recreation Center 123 Recreation Drive
20th District 2: Concord Elks Lodge No. 1994 3994 Willow Pass Road
24th District 10: Clearlake Senior Citizens Center 4773 Lakeshore Drive
25th District 5: Fresno Laborers’ Hall, 5431 East Hedges

COMPETENCY TESTING

“I could not afford not to keep these people on the payroll,” he says. “They made me too much money.”

It’s this caliber of operating engineer that built Local 3. Today, the future of the union still lies with the membership. If we remain highly skilled and productive, the union will remain strong. That’s why apprenticeship training is so important, Stapleton emphasizes. “When we took office, one of our highest priorities was to overhaul the apprenticeship training program. We set up a program designed to train apprentices in an environment compatible to a construction site.”

Paul Headings has done an outstanding job of implementing this new program. Stapleton says, “A lot of people said it wouldn’t work. But the record shows that it is working very well.”

More than ever before, the apprentice graduating from the training center now will have the minimum skills needed to perform the tasks for which he or she has been trained.

At highest level since 1980

Housing is still booming

Don’t expect to see headlines about housing construction slumps in California newspapers anytime soon. Experts in the building and lending business say they expect single-family construction in the state to reach its highest levels since 1980. And officials in the Construction Industry Research Board expect the trend to continue through next year.

California has reflected building slumps occurring nationally over the summer months, but the research board says this will have little effect over the year’s total.

“We predict about 135,000 single-family building permits by the end of 1987,” says Ben Bartolotto, research director. For 1988, the board is predicting a slight increase to 145,000.

Even nationally, economists predict a strong housing market for 1987. According to the most recent housing report from the Bank of America research department, “There is every expectation that housing starts and home sales for both California and the United States will be the highest in many years at the end of 1986.”

According to the construction board, single-family building permits are up in the United States—14.3 percent for the first seven months of 1987 compared to the same period of 1986. California, permitted 122 percent—82,476 this year so far compared to 76,822 for the first six months of 1986.

The building industry research board and the Bank of America research department attribute single-family construction slumps in May, June and July to an increase in mortgage rates. Rates bottomed at 9.94 percent in April, but then rose to a peak of 11.14 percent in mid-June. The authors of BoA’s report, Michael Salkin and Carol Morgan, say, “With an increase of this magnitude (120 basis points), it is surprising that real estate activity has not fallen further.”

The construction research board reports a 4 percent drop in single-family building permits in July. “That’s still up a third over a year ago,” Bartolotto says.

Bartolotto suggests the summer slump was maybe a “delayed reaction” to the frantic activity during March and April.

Are you victim of the Notch?

If your birthday falls in the years of 1917 through 1921 and you are currently on Social Security, you are probably the unfair victim of “The Notch Years.” Under current law, people born in these years receive an average of up to 24 percent less in Social Security benefits.

This situation was brought to the attention of millions of Americans by newspaper columnist Abigail “Dear Abby” Van Buren, who helped uncover situations like the following:

Edith Deviter and her sister, Audrey Webb want to work for the same company on the same day. They did the same job for the same salary and paid the same amount into Social Security until they both retired on the same day 25 years later. They were shocked and outraged to discover that Edith, who was born in 1917, would receive $152 a month less than Audrey, who was born in 1916.

Congressman Edward R. Roybal is sponsoring a bill (H.R. 1917) which would restore thousands of dollars in benefits to millions of Social Security beneficiaries. He has been joined in this effort by former congressman James Roosevelt, son of the late Franklin D. Roosevelt.

Locally, members—particularly retirees—are urged to join in this campaign by writing a letter or sending a postcard to their congressman. Let them know it is grossly unfair to deny Social Security beneficiaries thousands of dollars in benefits simply because they were born in the “Notch Years.” Send a copy of your letter to:

National Committee to Preserve Social Security and Medicare
1300 19th Street N.W.
Washington, D.C. 20036

ARE YOU A RETIREE OF OPERATING ENGINEERS LOCAL UNION NO. 3?

If you would like to be a member of the Operating Engineers Local Union No. 3 Retirement Plan, complete the following:

Name ____________________________
Address ____________________________
City State Zip Code ____________________________

I have completed 25 years of service as a journeyman operating engineer and I would like to have the current benefit payment of $________ per month.

Signature ____________________________
Date ____________

Submit this form to: Operating Engineers Local Union No. 3 Retirement Plan
P.O. Box 2082, Dublin, CA 94568