

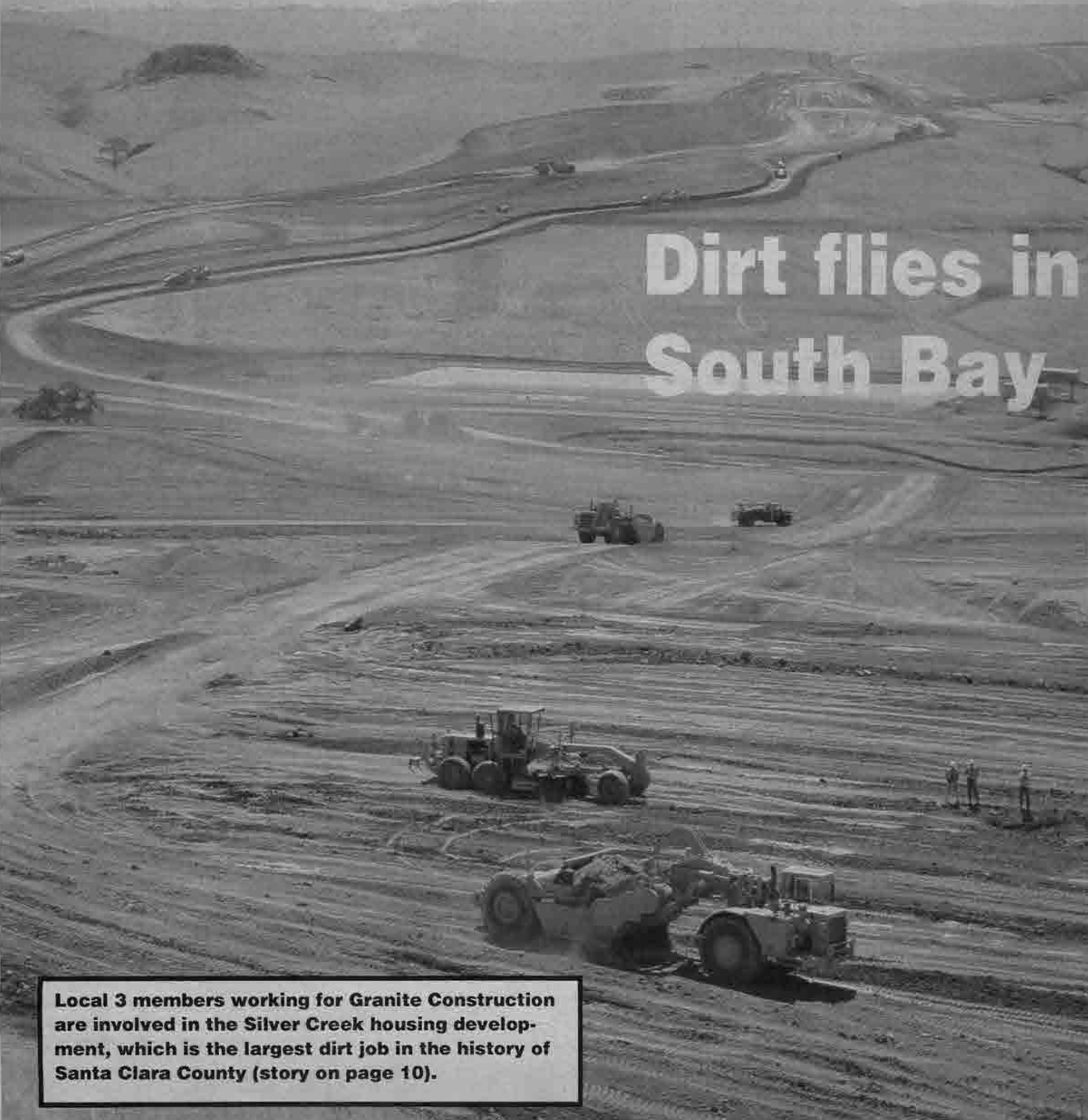
Engineers News

VOL. 49, NO. 1

OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA

JANUARY 1991

Dirt flies in South Bay



Local 3 members working for Granite Construction are involved in the Silver Creek housing development, which is the largest dirt job in the history of Santa Clara County (story on page 10).



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

There was a time when our people packed city halls and county supervisors' chambers, dressed in our hard hats and work boots to fight for construction projects that were being threatened by what was then a fledgling no-growth movement. Over the years, the big confrontations died down as the public incorporated a more reasonable philosophy of "planned" or "controlled" growth, while at the same time becoming less tolerant of the tactics espoused by the more extreme no-growthers.

'Guerilla Warfare' against no-growthers

It looks like we are rapidly approaching the old "guerilla warfare" days where we must take a much more active stand if we want to have a job tomorrow.

Case in point: Last year we worked day and night to get Propositions 108 and 111 passed, so California would have adequate funds for building new highways and transit systems to reduce traffic congestion. Thanks to the hard work of our own members and many others, those propositions passed by a narrow margin.

Now we have no-growth activists filing lawsuits to halt the first major Bay Area projects which were made possible by the new funds generated from these propositions. Last month a federal district judge in San Francisco ruled that two projects along the I-680 corridor and one on I-880 near Fremont cannot be built unless the Metropolitan Transportation Commission can show that expansion projects designed to reduce traffic congestion also meet anti-pollution standards.

The ruling effectively blocks construction of these projects until new impact studies are carried out.

Another case: As I reported in district meetings earlier last year, Local 3 is working with a construction consortium to build a \$1.2 billion, 85-mile, four-lane toll road from Sunol to Vacaville. This major project, which would provide significant work for our people is already meeting considerable resistance from no-growth politicians and activists.

Most frightening of all is a "three phase" plan on the verge of being adopted by the Bay Air Quality Management District which reads like something from a Stephen King horror novel. It calls for reducing traffic by 35 percent in the Bay Area over the next seven years by raising bridge tolls to \$2, increasing gas tax another 14 cents, charging employees for parking, "smog fees" on older cars, and even outfitting cars with electronic devices which would automatically charge you every time you travel through a designated "congestion point." Of course, none of the money generated from all this regulation would

(Continued on page 6)



Members at the semi-annual meeting gather around display of sales booth containing Local 3 jackets, T-shirts and other items.

Pat Johnston wins senate seat

Democratic Assemblyman Pat Johnston won his bid for State Senate this month in a special election for the seat that was vacated by John Garamendi, when he was elected last November as state Insurance Commissioner.

Johnston, who has represented nearly half the Fifth Senate District members as an assemblyman for the past 10 years, led Republican Phillip Wallace by a 56 percent to 37 percent margin. Johnston won the Democratic nomination over Garamendi's wife, Patti, in a hard-fought November 6 primary. The district includes all of Alpine, Amador, Calaveras, Mono, San Joaquin and Tuolumne counties, and parts of Sacramento and Yolo counties.

"We are thrilled that Johnston has come out victorious on this crucial election," Local 3 Business Manager Tom Stapleton said. "Our relationship with Pat goes back a long way. Ten years ago, Local 3 encouraged him to run for the Assembly seat he now holds, because we were fed up with the Democratic incumbent who had received our support year after year but wouldn't lift a finger to help us when we needed his support on issues that were important to our members. We worked hard to help Pat get elected and he did — by one of the closest margins in California's history."

"In the past 10 years, Pat has proven himself as one of the most dedicated and effective legislators in Sacramento," Stapleton added. "He has risen to a position of leadership in the Assembly, but he has never forgotten who his friends are. He is someone we can depend on to be at our side when we need help on legislative issues."

Johnston's victory increases the Democratic majority in the 40-seat Senate to 26

seats. The upper house also has two other vacancies because two Republicans resigned this month — John Doolittle of Rocklin vacated to take a seat in Congress and John Seymour of Anaheim quit because he will succeed Governor Pete Wilson in the U.S. Senate.

Engineers News



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Judge says union wage law is legal

But more lawsuits pending

Organized labor's fight to keep a new prevailing wage law in effect in Contra Costa County is beginning to resemble a tag-team boxing match. And before it's over a lot of other counties may join in the union wage free-for-all.

The fight began in May when San Mateo County became the first county in the nation to pass a prevailing wage ordinance requiring all building projects worth more than \$250,000 — public or private — to pay construction workers union-scale wages.

The anti-union Associated Builders and Contractors countered with a lawsuit filed in July challenging the ordinance on the grounds that it conflicted with the state minimum wage laws. The case is still pending.

Round two began on August 14, when the Contra Costa County Supervisors voted to enact an ordinance requiring contractors performing private industrial work on projects worth \$500,000 or more in unincorporated areas of the county to pay union-scale wages to all workers.

In this round, two industrial groups and the Contra Costa Central Labor Council came out swinging. The industrial groups landed the first blow by filing a lawsuit claiming the county board of supervisors overstepped its authority when approving the ordinance because minimum wage law fell under state authority.

But the referee, Superior Court Judge James Marchiano, upheld the new ordinance in early November, ruling the industrial group's legal challenge lacked merit. "The board of supervisors has properly exercised its police powers," the judge said. "The ordinance is appropriate and constitutional."

The next round began in mid-December with a new opponent entering the ring against the Contra Costa labor council. The U.S. Chamber of Commerce filed a lawsuit in U.S. District Court, claiming federal labor laws preempt the Contra Costa measure. The chamber filed the suit on behalf of its 341 Contra Costa

members and 17,747 members statewide, which include Shell Oil near Martinez and Unocal in Rodeo.

The chamber decided to sue because it feared cities and counties throughout the country may pass similar measures. The Contra Costa County Supervisors contended that paying higher wages could encourage job safety by attracting more skilled workers. Prevailing wages in the area are generally 15 to 20 percent higher than salaries of non-union workers.

"The chamber's history is to fight a 10-cent-an-hour minimum wage increase," said Steve Roberti of the Contra Costa Central Labor Council. "Union or non-union, it doesn't make any difference to them. They want people to work for nothing."

In addition to the safety issues, prevailing wage laws are necessary to protect local workers and local economies from private contractors that bring in workers from depressed areas of the country and pay them far less than what local workers would require.

A study commissioned by the Contra Costa Board of Supervisors found that a \$350 million USS-POSCO steel mill renovation project awarded to a non-union contractor resulted in a loss of spending in the local economy of about \$18.6 million because of the lower wages paid to workers.

Prevailing wages have been required on federal public works projects since passage of the Davis-Bacon Act in the 1930s. Union-scale wages also have been required for decades on state and local construction projects built with public funds. Only in the past six years have cities and counties considered expanding prevailing wage requirements to projects built with private money.

Whatever their outcome, the Contra Costa County and San Mateo County cases will likely establish a nationwide legal precedent that could open up the tag-team match to just about any jurisdiction that wants to duke it out in the prevailing wage ring.



Local 3 officers selected an ineligible voter, Ryan Earp, to choose the winners of the "I voted" raffle.



Semi-Annual meeting message: Get Involved!

What do the recession, prevailing wage laws and fighting the environmentalists have in common? They're extensions of politics, and the best way to deal effectively with these issues is to get involved.

That was the message Local 3 Business Manager Tom Stapleton hammered home to the Local 3 members at the Semi-Annual meeting held January 5 at the Seafarers International Union hall in San Francisco.

Some indicators point to a recession in the construction industry, Stapleton said. The banking and loan industry's tighter credit policies, for example, are preventing good union contractors from completing jobs and starting new ones. The fact that Local 3 surveyors have less work is another indication of a slowdown in private-sector work. But if history is any indication, the recession should last less than a year. Since 1945, Stapleton pointed out, the United States has had eight recessions lasting an average of 11 months.

There are some bright spots amid the economic gloom. San Francisco is projecting some \$800 million in public works contracts next year, and a proposed 85-mile toll road in the East Bay worth \$1.2 billion could keep a lot of Operating Engineers busy if the project clears all the political obstacles.

Some politicians and environmental groups are expected to oppose the toll road, claiming it will increase traffic congestion and pollution and encourage growth.

"But that's not what these groups are after," Stapleton said. "It seems like all these folks want is to keep taking something from us. Now they want to take our cars away from us. We're going to fight the environmentalists. We've got to really take after these folks."

In addition to the toll road, environmentalists have \$74.4 million dollars in freeway projects in the Oakland District tied up in court. A federal judge blocked the projects — the Hwy. 24/I-680 interchange, widening of I-680 near San Ramon and widening of I-880 in the Fremont area — until the Metropolitan Transportation Commission shows the projects meet federal pollution standards.

Another Stapleton concern are some changes in state prevailing wage laws stemming from recent court decisions in Oregon and California. Under a recent U.S. District Court decision, open shop contractors on public projects in California can lower wages below the amount considered prevailing as long as the employer contributes money equivalent to the reduction to fringe benefits.

The court ruled that California prevailing wage law is "clearly preempted" by the federal Employee Retirement Income Security Act (ERISA) because the California law places a cap on the amount of money an employer voluntarily provides to fringe benefit plans in lieu of cash compensation.

This new rule eliminates the so-called "line item by line item" portion of the state prevailing wage law, which allows for wages, pension and welfare benefits to be listed separately. Now non-union contractors can lump all compensation together in order to meet the pre-

(Continued on page 6)

Is your job or lifestyle killing you?

Study finds possible link between personal habits and certain occupational diseases

First in a series

By Steve Moler
Assistant Editor

Every day hundreds of people converge on the Vietnam War Memorial in Washington D.C. to commemorate the 58,000 Americans who died in Southeast Asia during the war. What many of these visitors may not realize as they gaze at the names inscribed on the black granite wall is that they too have been fighting a war right here in the United States — the war against occupational disease.

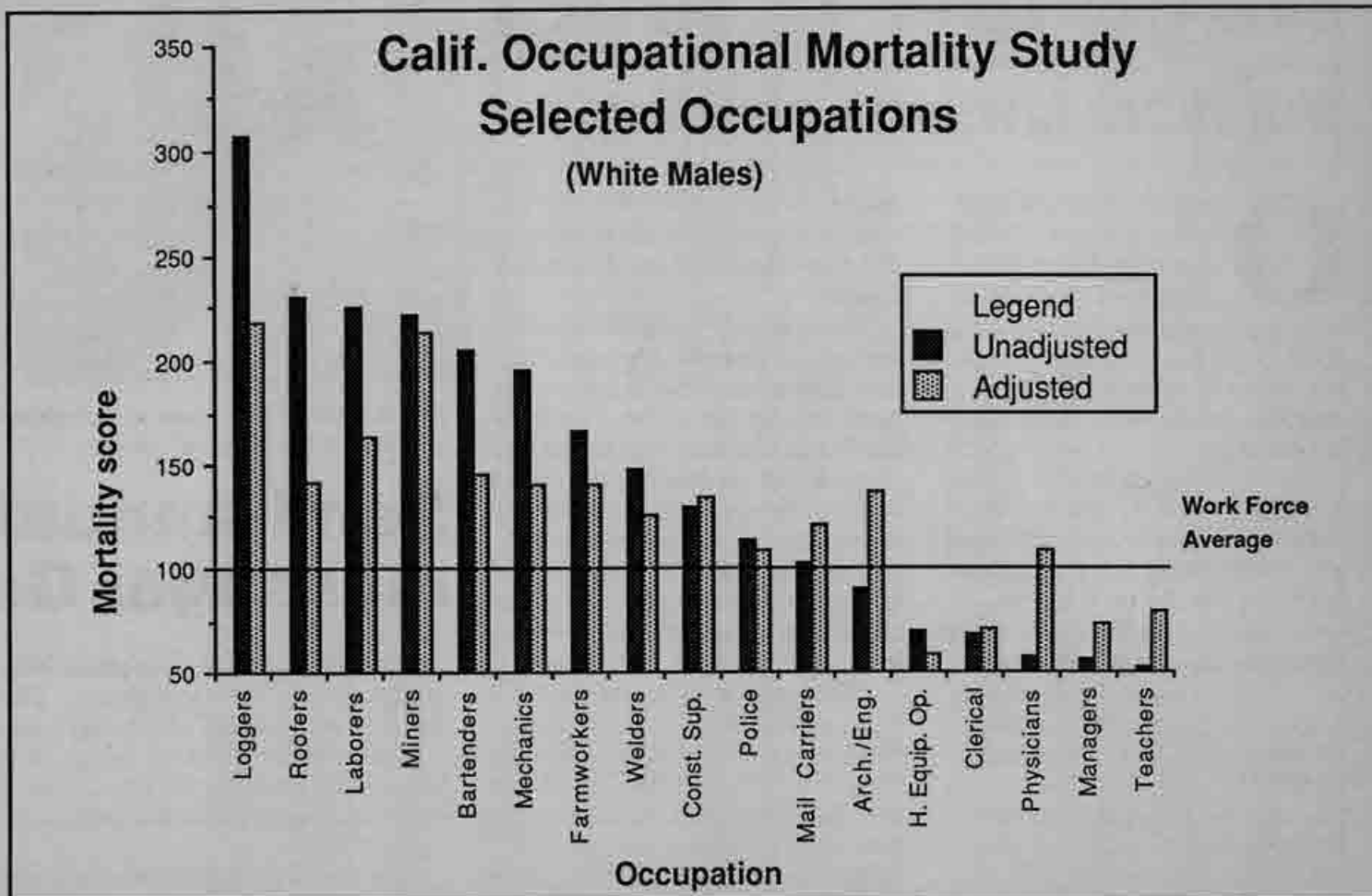
At a recent conference on occupational health and safety, AFL-CIO Secretary-Treasurer Thomas Donahue said if the United States wanted to honor all who die in this country from occupational diseases, a monument the size of the Vietnam War Memorial would have to be built about every eight to nine months.

According to the National Center for Health Statistics, an average of 70,000 workers die each year in this country from job-related illnesses. This is one-and-a-half times the total deaths each year from motor vehicle accidents, more than five times the number of deaths from AIDS and 12 times the number of deaths from drowning.

So what's causing such high casualties on the vocational battlefield? Up until about the early 1970s, health experts tended to link the causes of many of these diseases directly to job hazards: coal miners got Black Lung from coal dust, nuclear workers got leukemia from radiation poisoning, bartenders developed cirrhosis of the liver from consuming too many alcoholic beverages.

But as the work force changed in the 1970s and 1980s — as new technologies and materials were introduced and as the composition of the work force changed — direct connections between jobs and illnesses became more subtle and obscure. Occupational health officials couldn't pinpoint whether diseases were being caused by job hazards alone or by other exposures such as stress, air pollution, electromagnetic fields, video display terminals or perhaps even lifestyle.

As a result, the California legislature asked the state health



The graph shows standard mortality ratios (SMRs) for selected occupations for white males ages 16 to 64. Scores above 100 represent an excess risk. A score of 300 means that workers in that occupations had double the risk of dying prematurely from an occupational disease than the rest of the work force. A score of 400 represents a threefold risk, and so forth. A higher adjusted than unadjusted SMR suggests job hazards may have contributed to excess mortality, while a higher unadjusted than adjusted SMR indicates lifestyle may have contributed to increased deaths.

department in 1978 to investigate these environmental hazards and to see if any correlation existed between certain occupations and diseases.

During much of the 1980s, the health department conducted two major studies and found that, in addition to job hazards, a worker's lifestyle — particularly drinking and smoking — may be playing a major role in the nation's occupational disease tragedy. The studies found potential correlations between high levels of drinking and smoking in certain occupations and the diseases associated with these habits.

For instance, carpenters, roofers, masons and truck drivers had high estimated smoking and drinking levels coupled with significantly higher death rates from respiratory and cardiac disease than the rest of the work force. Bartenders, cooks, waitresses and performing artists had high estimated drinking levels coupled with high mortality rates from cirrhosis and other diseases, and from cancer of the lip, oral cavity or pharynx.

The study examined 180,000 California death certificates from

1979-81 of people aged 16 to 64. Scores, called Standard Mortality Ratios or SMRs, for various occupations were developed for males and females and by race. The SMRs compared deaths in an occupation with deaths that would be expected in the general work force.

Researchers then developed a methodology to remove the confounding effects of smoking, drinking and socioeconomic status. The primary purpose of this adjustment was to isolate the effects of job hazards and to identify occupations in which smoking and drinking may have contributed to excess mortality.

Researchers found that in many occupations, a person's occupational health risk dropped considerably after adjusting for smoking levels, alcohol consumption and socioeconomic status. For example, white male roofers were almost two-and-a-half times more likely to die prematurely from illness or accident compared to white males in other occupations. However, when smoking, drinking and socioeconomic factors were removed, their scores dropped to near the average of all white males in the

work force, suggesting that lifestyle, in combination with job hazards, may have contributed to excess deaths.

These significant drops in health risk after adjusting for lifestyle occurred in many of the construction trades. For example, laborers had a mortality rate for all causes of death more than double the general work force before adjustment, but when smoking, drinking and socioeconomic factors were removed, their risk dropped almost in half.

When it came to specific diseases, white laborers had excessive scores for stomach cancer, emphysema and cirrhosis before adjustment. But after adjusting for lifestyle, the scores for these three diseases dropped to a level near the average for all workers, indicating that lifestyle, in combination with job hazards, may have contributed to premature deaths in this occupation. Black male laborers, for unknown reasons, had very high unadjusted SMRs for urinary tract diseases, but after adjustment their risk dropped to insignificant levels, again suggesting that lifestyle, especially drinking, may have played a role in excess deaths.

Among Local 3 occupations examined in the study, only construction supervisors had higher scores after adjustment. The rest had lower adjusted scores, sug-

gesting that lifestyle may play an important role in the occupational health of many Local 3 members. Heavy equipment operators, according to the study, were the healthiest among the construction trades, scoring an overall adjusted SMR of 70, well below the average of 100 for all occupations. When drinking and smoking factors were removed, their risks dropped even more, to a very respectable 58. Their scores for all other diseases, before and after adjustment, were well below the work-force average. Even their SMRs for accidents were below those of the general work force.

For miners and drillers, the findings were quite different. This group had a fivefold excess death rate due to falls and machinery accidents. White male miners had a twofold excessive death rate from lung cancer, strokes, emphysema and cirrhosis even after adjustment, while black male miners had an excessive risk from heart disease. These results weren't surprising considering the group's job hazards and heavy smoking.

Police and guards were relatively healthy, with the exception of slightly higher than average

risks among white male policemen from strokes, cancer of the digestive organs and suicides. This group had average scores for hypertensive disease and ac-

cidents. Among other occupations, loggers were in one of the highest risk groups. With their moderately heavy drinking and smoking levels, they had extremely high death rates from bladder cancer, strokes, emphysema and cirrhosis. The biggest killer for this group, though, was falls and machinery accidents, which accounted for a death rate four times higher than the general work force.

Other men at risk after adjustment were doctors and dentists, who had suicide rates twice those in the general population; agriculture workers, who had an accidental death rate 60 percent above the general population; and welders, who had a 33 percent excess death rate from lung cancer. For men, the healthiest occupations were managers, teachers, business sales workers, clerical workers and janitors.

Occupations in which women were most at risk after adjusting for lifestyle included licensed nursing and health aides, who had excess suicide rate nearly double that of other women in the work place; secretaries and typists, who had an excess death rate due to breast cancer 33 percent higher than women in other

occupations; waitresses, who had extremely high rates of cirrhosis and liver disease; and textile workers, who showed significantly high rates of breast cancer in

link between occupation and health risk. Because of its greater accuracy, this report can play an important role in identifying possible health risks and early detection of preventable health problems."

Because occupational disease is a complex process involving countless variables, it's difficult to determine exactly what causes an occupational disease. While some illnesses such as Black Lung are entirely job related, most are caused by a combination of environmental hazards obtained both on and off the job.

Over a long period of time these exposures, in combination with smoking and drinking, can create deadly health problems. Because occupational ailments normally have long latency periods and mimic other illnesses, most people don't realize they have an occupational illness until it's too late, much less know they contracted the disease in the work place.

To add insult to illness, the medical profession in general has had limited training and experience with occupational diseases. Of the 15,646 students who graduated from U.S. medical schools in 1989, only 200 were in residencies specializing in occupational medicine. With so few specialists available, these services are inaccessible to much of the population.

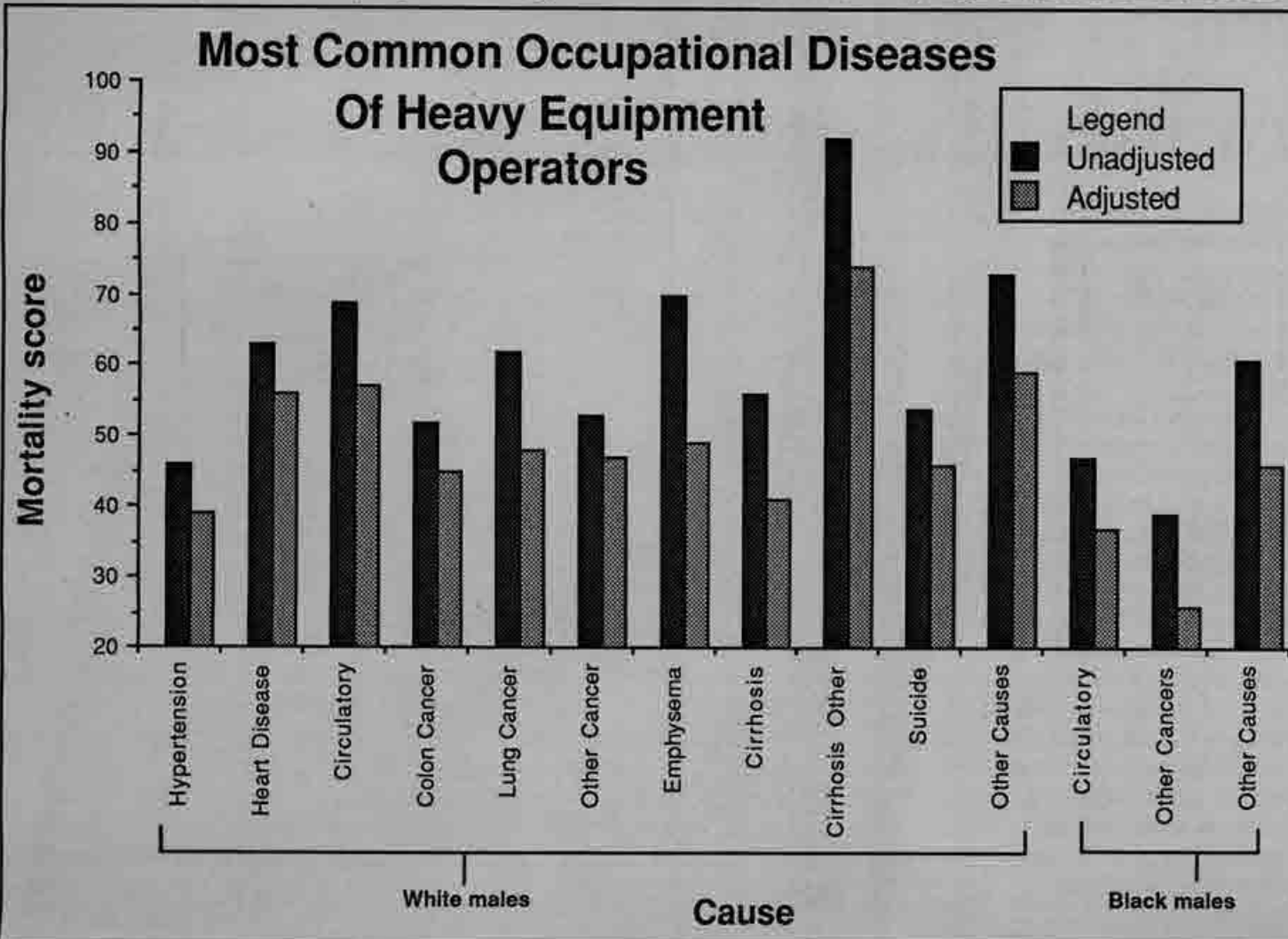
For those who see physicians who have not been trained in occupational medicine, workers risk having their problems misdiagnosed, thereby ending the search for the real cause of the illness. In one study of deaths among asbestos workers for asbestosis, only 48 percent were correctly diagnosed on the death certificates.

Considering society's limited ability to deal with the occupational disease epidemic, the best way to attack the problem is through prevention. Public health officials say that a substantial number of these diseases – and ultimately deaths – can be prevented through lifestyle changes.

"You can drink moderately and get away with it," Beaumont said, "but any kind of smoking isn't good. Smokers need to quit altogether. Clearly alcoholics need help and non-alcoholics need to cut down."

If this action can be taken, perhaps occupational disease won't remain the nation's #1 cause of premature death.

Next month: occupational health and smoking



"The study clearly shows that our lifestyles are causing excess disease," said James Beaumont, one of the study's authors.

"Those in the high-risk groups need to do something. They need to be motivated to stop smoking and cut down on drinking."

There were several occupations in which adjustment did not lower overall scores. Scientists, physicians, dentists and mail carriers had higher scores after adjustment for "all causes," suggesting that job hazards may have contributed more to excess death than lifestyle. Significantly higher SMRs after adjustment for heart disease, cancer of the trachea, bronchus and lung, and "other accidents" were recorded in these three groups.

"While this report is the first of its kind in the nation to examine the health risks of particular occupations and remove the confounding effects of smoking, drinking and socioeconomic status," said Kenneth Kizer, director of the California Department of Health Services, "these findings should not be interpreted to suggest a direct cause-and-effect

Engineers News captures seven journalism awards

The Engineers News, which over the past 12 years has won more labor journalism awards than any other construction trades publication in the United States, was a big winner in the 1990 Journalistic Awards Contest, covering 1989 publications.

Local 3's official publication competed against all other local union publications throughout the AFL-CIO — over 1,380 entries in all. The awards were:

- First Award for best original photograph, for the cover photo by Managing Editor James Earp on the October 1989 issue. "This outstanding photo shows operating engineers repairing the damage resulting from the San Francisco earthquake," the judges report stated. "Dramatic, highly topical and well presented."

- First Award for best feature story. This article by James Earp, "tells the story, with quotes and anecdotes from individual members, of how San Francisco operating engineers helped repair the damage of the recent earthquake, including the demanding job of fixing the Bay Bridge," the report stated.

- Second Award for Best Series, on the labor movement in Sweden. The series was based upon information James Earp gathered on a 10-day trip to Sweden at the invitation of the Swedish Labor Federation, which appeared in the May and June 1989 issues.

- First Award for Unique Performance for the October 1989 issue, which was almost entirely devoted to coverage by James Earp and Asst. Editor Eric Wolfe of the aftermath of the Loma Prieta earthquake. "This may have been the easiest category to judge," the report stated. "The paper provides a permanent record of the aftermath of a tragedy the entire nation witnessed on television. The October issue of the Engineers News is a job extremely well done."

- Third Award for best use of graphics. The award was given for the photos and layout on the October 1989 issue.

- First Award for best front page — newspaper format, for the October 1989 issue. "This cover

dramatically introduces the theme of operating engineers 'picking up the pieces' after the San Francisco earthquake," the report said.

- Second award for best graphics, non-periodical publications. This award was presented for the 1989 Local 3 calendar, which commemorated the 50th anniversary of the union. "The union has effectively used the calendar as a daily reminder to its members of the proud history of the local union with the marvelous photographs of projects members have worked on over the past 50 years," the judges stated.

The calendar also featured an original mural of Local 3 images designed by graphic artist Susan Edginton.

Judges in the contest were: Karen Ball, labor writer for the Associated Press; Joseph Foote, independent writer and journalism lecturer; Alice Hoffman, director of the Pennsylvania Dislocated Workers Unit; David Kusnet, free lance writer and consultant; Charles Perlik, Jr., retired president of the Newspaper Guild; David Perlman, retired associate editor of the AFL-CIO News; Bob Rodden, retired assistant to the president of the Machinists Union; and Frank Swoboda, writer for the Washington Post.

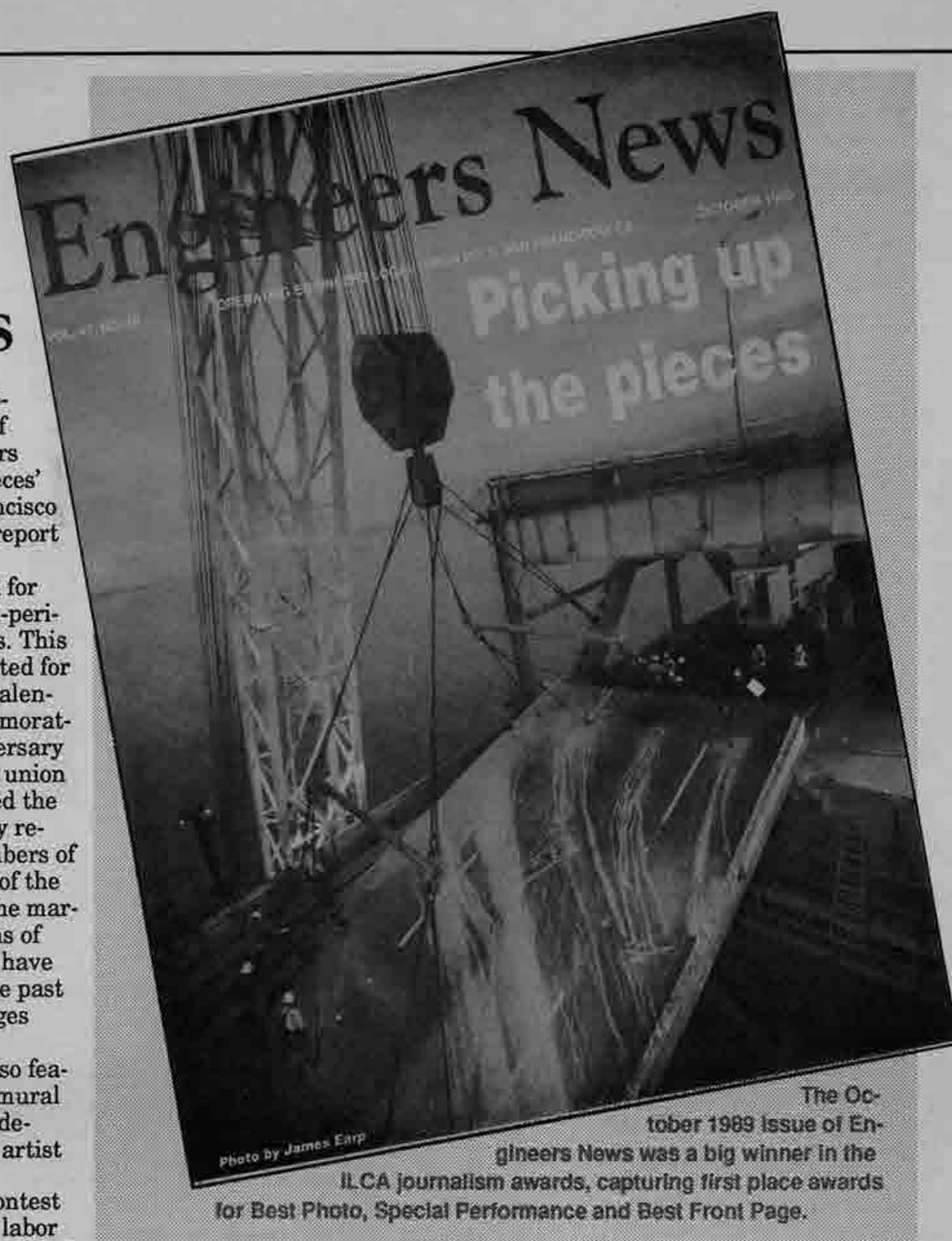
Good & Welfare continued

(Continued from page 2)

go to improving any of our highways. It would go to subsidize mass transit.

My message is simple. It's time to turn off the boob tube once in a while and make a trip down to City Hall to fight against this garbage. As a union, we're going to have to turn out the troops to protect our livelihood. If you get a call to help out by attending a public hearing or passing out fliers at a shopping center, please help yourself by helping us to combat these anti-growth elitists who've forgotten that we still live in a democracy.

Note: As I conclude this column, we are just receiving news reports that the U.S. has begun air attacks on Iraq. I am sure we all feel a need at this time to unite behind our armed forces. They are most certainly in our thoughts and prayers, and we wish for a speedy end to this conflict so that they may return home to their families.



Semi-annual meeting

(Continued from page 3)

vailing wage.

Stapleton fears the courts will take the decision a step further and interpret prevailing wage laws to include only wages. As a result, non-union contractors could avoid paying any health and welfare benefits and still meet prevailing wage require-

ments. This could give the non-union a \$10-an-hour-plus wage advantage over the union. "We will fight this and do everything that's possible to block it," he said.

At a recent meeting of the state Building and Construction Trades Council in Los Angeles, Stapleton recommended federal legislation to amend ERISA so it won't affect fringe benefits.

In his concluding remarks, Stapleton stressed that all of these issues have to be dealt with on the political front. This means that Local 3 members must get involved by voting for politicians that can help labor.

"We always have some reason not to vote for the people that help us," he said. "Either they're female or they like guns or they're for abortion or something. We keep stabbing ourselves in the back. We've got to quit looking at these types of criteria"

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director



Mobile health program returns

As you are aware, the cost of prescription drugs has been increasing rapidly. Be sure to shop around for the best price on prescription drugs. Sometimes there may be a huge savings on a prescription at a pharmacy that is just as close to your home as the pharmacy you most often use.

Also, use generic drugs if your doctor is prescribing drugs and he or she says a generic is all right for you. Check with your doctor. Generic drugs are of the same good quality as the brand name drugs, and the cost is usually much less.

For maintenance drugs, such as high blood pressure pills, use the mail order plan, National Rx Services, Inc. of Nevada. The cost of prescription drugs through the mail order plan is very reasonable for the funds, and you do not have any out-of-pocket costs. The mail order plan dispenses generics wherever possible. Brand names are available if your doctor so specifies.

If you have any questions about how to use the prescription drug plans, please call the trust fund office or the fringe benefit center and the staff will be happy to assist you.

Income tax information

1990 year-end summaries (W-2P form for pension payments, 1099-R form for lump-sum annuity payments), including the detail of any federal or state income tax withholding you may have authorized, will be mailed to you by the end of January 1991. If you note any discrepancies with your personal work records, contact the trust fund office or the fringe benefit center.

Health care crisis update

The following is taken from a proposed health care bill (AB 1521) that did not pass during the last California legislative session:

"... This lack of basic minimum health insurance for the population is causing the following very serious problem:

1. Low and decreasing access to inpatient care, prenatal care,

emergency care and out patient care.

2. A greater incidence of fair to poor health, disability, birth defects, life-long disabilities, uncontrolled diabetes, hypertension, untreated chronic conditions, and restricted ability to perform daily activities.

3. Increasing financial problems among those providers that continue to treat a disproportionate share of persons without health coverage.

4. Steadily increasing health insurance premiums for those decreasing numbers of payers who pay full charges for health services.

5. Reliance on the government funded Medi-Cal and county health programs as catastrophic health insurer of last resort..."

We printed this to point out that there has been some serious effort by a few state lawmakers to address the medical care crisis and, in particular, the uninsured in California. Health care costs are skyrocketing because overall medical costs are being shifted to patients with health care plans such as the Operating Engineers Health and Welfare Plan. Be sure to participate in the public debate on the health care issue by writing to your state and federal elected representatives. We'll keep you updated from time to time in this column regarding any major legislative initiatives.

Health Examinetix Mobile Health Testing Program

The Mobile Health Testing Program for eligible active members (Schedule A only) provided by Health Examinetix, has returned. You will be notified when the program is in your area. Call for an appointment toll free at 1-800-542-6233, between 8 a.m. and 8:30 p.m., Monday through Friday, and Saturdays, 8 a.m. to 12 noon.

Health Examinetix Schedule

Jan. 18, 19, 22	Hayward, CA
Jan. 21	Tollhouse, CA
Jan. 22	Oakhurst, CA
Jan. 23, 24	Madera, CA
Jan. 23, 24	Pleasanton, CA
Jan. 25	Chowchilla, CA
Jan. 25, 26, 29, and Feb. 1	San Jose, CA
Jan. 28, 29, 30, 31	
Feb. 1, 4, 5, 6	Merced, CA
Feb. 2	Mountain View, CA
Feb. 4	Redwood City, CA
Feb. 5, 6	Burlingame, CA

Feb. 7, 8	Atwater, CA	Feb. 20	Mendota, CA
Feb. 11	Liverington, CA	Feb. 21	Keenan, CA
Feb. 12	Turlock, CA	Feb. 22	Transquillity, CA
Feb. 13, 14	Los Banos, CA	Feb. 25	Helm, CA
Feb. 15, 18	Dos Palos, CA	Feb. 26	Lemoore, CA
Feb. 19	Firebaugh, CA	Feb. 27, 28	Coalinga, CA

TEACHING TECHS

By Art McArdle, Administrator



Start 1991 right: attend hands-on training classes



Apprentice Shorna Murphy receives a few pointers from instructor Mark Trimble.

The Christmas holiday season has come and gone, and all of us at the Northern California Surveyors Joint Apprenticeship Committee hope you all had a good holiday and are now looking to the new year.

It's always good to start the new year in a way that will carry you through the entire year. For all registered apprentices and journey upgrades, this means attending **every** related training class, giving that little extra on your job that keeps you employed when others are not, and saving that summer overtime money for the rainy winter.

Work may be more scattered this year, meaning you may have to travel a little more to maintain a job. But a little travel is better than no job at all. The apprentice that gets more hours is the apprentice that employers want and remember. The employers are paying for your program through the collective bargaining agreement with Local 3. Remember, the employer signs your pay checks! Your employer wants a dependable, well-trained and educated employee. The NCSJAC offers this to you through our related training and hands-on classes.

We had our first hands-on training session on December 8, and it was very well received. However, there wasn't full attendance, which is what we're hoping to attain at the January 12 hands-on. The dates are all set, so put them on your calendar and be sure to attend. It's a great way to learn and help others learn.

Saturday hands-on dates are January 12, February 9, March 9, April 13 and May 11. Let's start the new year with safety first on our minds. Be sure to renew your American Red Cross first aid card when it expires.

Several employers have helped the hands-on program by donating equipment. The NCSJAC would like to thank Kister, Savio, and Rei, Creegan & D'Angelo, KCA Engineers, Herbert G. Pasarino and Meridian Technical Services for furnishing equipment for use in these courses.

SAFETY

By Jack Short, Safety Director



This is the season for hypothermia

December's record-breaking cold spell was a reminder to those who work outdoors that they must guard against the life-threatening condition of hypothermia.

Hypothermia is a condition in which the body's core temperature drops below 95 degrees. One of the most dangerous aspects of hypothermia is its gradual onset and the early impairment of judgement it causes.

The sooner the condition is recognized, the greater the chance of total recovery. If the condition is allowed to worsen, the victim will become apathetic and could collapse and die. This article is intended to create an awareness of hypothermia and steps that can be taken to prevent it.

Heat loss

The body loses heat in four ways:

Radiation: heat transferred by electromagnetic waves from warm objects to cooler objects.

Evaporation: heat loss by the diffusion of water molecules from the skin surface, in other words, perspiration turning to vapor. Perspiration occurs in cold temperatures as well as warm.

Convection: heat transfer by molecules of air or liquids moving between areas of unequal temperature. Wind causes a tremendous amount of your body heat to be carried away. Water, as well, in the case of immersion or soaking of clothing, greatly reduces your body's ability to insulate itself by extracting the heat away from your skin.

Conduction: heat exchange between objects in contact with each other. Sitting on a cold rock, in snow or on cold ground will literally pull the heat out of you, as will cold rain coming in contact with absorbent clothing or directly with your body.

Don't be fooled by the idea that hypothermia can only occur in below freezing weather. Cool winds and rains can cause hypothermia even when the temperature is well above freezing. Remember that your core tem-

perature is around 98 degrees. If enough heat loss occurs through any of the means described above, you are in danger.

Symptoms:

- Complaints of cold and shivering
- Cold sensation and goose bumps
- Difficulty performing complex tasks with the hands
- Numbness of the skin
- Withdrawal and apathy

First aid

1. Move the victim to a warm dry environment. In a wilderness environment, search for natural shelters such as caves, rocks or trees. Should you be unable to introduce heat externally by altering the environment, then internal heat production can be increased by exercising, such as vigorous walking in place. However, this is only recommended for very mild cases. Severe hypothermia is much more complex and can not be treated with the same measures.

2. Remove clothing and replace with dry clothing if possible. If not, add insulation to the wet clothing. Cover the victim with a vapor barrier - space blanket, rainwear, even a plastic garbage bag - to prevent further convective and evaporative heat loss. Be sure to cover the victim's head also. Up to 75 percent of heat loss occurs through the head.

3. Replace the victim's food and fluid level. Dehydration always results from hypothermia. Give the victim warmed fluids and food if possible, but only when they are coherent and able to swallow easily.

Prevention

Hypothermia can be avoided by the adequate prevention of the body's heat loss, termination of exposure to wet and cold conditions and early recognition of the onset of the illness.

Layering and regulating your clothing will minimize evaporative heat loss through perspiration. Wear fabrics that wick moisture away from your skin and insulate you when they are wet, such as wool, polypropylene and synthetics.

Also, be sure to wear plenty of insulated clothing if you are more sedentary. Stop windchill with a windproof and preferably breathable outer shell such as Gore-Tex. Cover the extremities

with extra insulation. Your hands, neck and especially your head are very sensitive to heat loss.

Place insulation between the body and cold objects. Do not sit directly on cold equipment, ground, rocks or snow. Shorten your exposure by getting out of the wind and rain.

Eat more than you normally do and more frequently. Consume food that is high in carbo-

hydrates and simple sugars for quick metabolism, and proteins and fats for longer lasting energy. **Do not drink alcohol - it increases your heat loss.**

Be alert to the symptoms of hypothermia. The victim may not realize the condition until it has advanced beyond a safe point. Don't take chances. Learn more about the dangers of this illness, particularly if you spend much time outdoors in cold weather.

YOUR CREDIT UNION

By Bill Markus, Treasurer



How to beat the holiday bill blues

Office hours at the credit union are

one of the most important features of convenient member service. Although we wish we could have every one of our offices open 24 hours a day, it's not possible. However, by using our audio response system, C.A.L.L., you can access your account 24 hours a day.

The C.A.L.L. program is easy to use. Once you have your secret code on file, you use a touch-tone phone and call the toll free number. You will first enter your account number, then your secret code, then the number of the transaction you want. We provide you with all the C.A.L.L. transaction codes printed on a card that fits easily into your wallet. You will be able to get balances on saving, checking and loans, transfer funds between accounts or request a withdrawal from savings. All these transactions and more can be done at your convenience because C.A.L.L. is available 24 hours a day. With C.A.L.L., no matter where you live, work or travel in the United States, your account

is as close as the nearest touch-tone phone. You won't be placed on hold and you can call any time, any day, even on holidays. C.A.L.L. is available when you are. Contact a credit union office for a C.A.L.L. application today.

Holiday bills?

Let's face it, we often spend more money than anticipated during the holidays. Many of these expenses are temporarily deferred until the first of the year. In January, the bills come due and we end up with a case of the holiday blues.

Don't let those holiday blues get you down. Ask about a signature loan with your credit union to take care of those bills. With our 14.50 percent interest rate, we are bound to save you money on finance charges and in many cases, lower your monthly payment. Our loan department staff can arrange a payment that works best for you. And you don't need to worry about an application fee or prepayment penalty because there aren't any with your credit union. Always think of your credit union first for any of your loan needs. We have low interest rates and the fast service you are looking for.

NEWS FROM THE DISTRICTS

Heavy-duty weight loss

Local 3 member drops 206 pounds

STOCKTON – Anyone who needs inspiration to fulfill a New Years resolution to lose weight need only hear the story of Roy Brawley, a 64 year old Operating Engineer from Stockton.

About 15 months ago, Roy started on a crusade. He needed to lose weight – lots of weight. Before the crusade began, Roy weighed 396 pounds. He walked with crutches and in a great deal of pain. Today, he's 206 pounds lighter, wears pants 30 inches smaller in the waist and has the blood pressure of a young man.

Roy went to his physician, Dr. D. Powell, four years ago with knee pain and unable to do many of the activities he wanted. Roy had osteo-arthritis, also known as degenerative joint disease. Dr. Powell recommended that Roy lose weight.

"I never dreamed Roy would carry it to this degree," Dr. Powell said. "It takes an exceptional person to do this."

Dr. Powell explained that as we age our metabolism slows but our eating habits often remain the same. Exercise can increase metabolism, and a person's mental attitude also makes a big difference, he said.

Because Roy had previously led a physically active life, he had a strong desire to be fit once again. Dr. Powell said that out of

the 6,000 or so patients he treats in a year, only one or two achieve Roy's level of success.

After trying many other diets that didn't work, Roy went on the Nutri-System diet in November 1989 and stayed on it for almost a year. The food, he said, was the best tasting "diet" he has ever tried.

Roy took his exercise program to the Easter Seal Society, where he works out regularly. The organization has exercise equipment with ramps to allow the handicapped to participate in a personalized program. People can work out in the 92-degree therapy pool.

Robert Witherell of the Easter Seal Society stressed that individuals progress at their own pace. The program focuses on helping the disabled overcome their limitations and become as physically fit and healthy as possible. The program is open to everyone at a reasonable price. One of the program's big advantages is that those who might be intimidated at a more vigorous health club feel more comfortable with the Easter Seal Society program.

When Roy first started, Witherell was amazed at the change in Roy even after just a few nights. It was Roy's discipline and commitment that made him so successful. When it came to di-

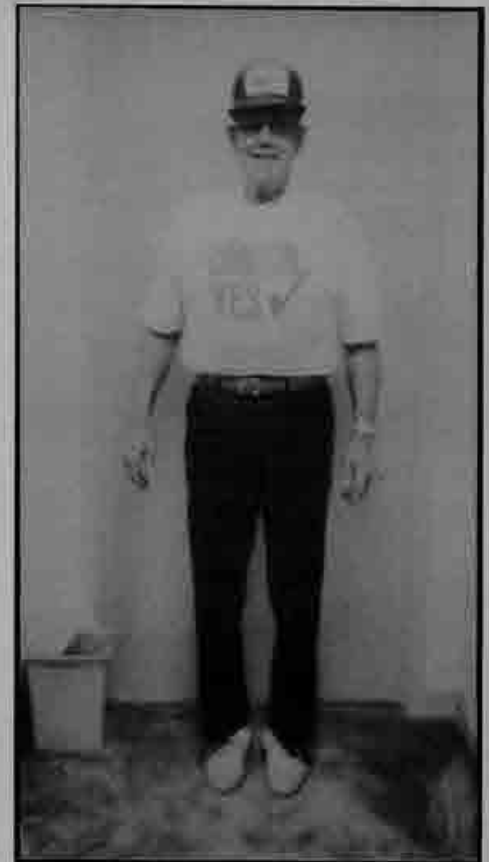


Before Roy Brawley went on his weight-loss crusade, he weighed 396 pounds.

eting and exercising to overcome his disability, Roy was one of the finest examples Witherell has ever seen.

Roy spoke openly about the pain of the exercises at first, admitting that he was ready to chuck it all after two weeks of working with two young volunteers in the Easter Seal Society therapy pool. However, Roy did not give in. He persisted and the results have been extremely rewarding.

Roy now works out several hours a week in the pool, on the life-cycle and the treadmill. He is currently lifting 80-plus pounds with his legs that a year ago had a range of less than 6".



Roy after losing 206 pounds.

The key to his success: "The pain. The pain in my knees was a great motivator," Roy said. "I knew I had to do something about it or I was going to be in a wheelchair, and I did not want that."

Roy also feels that the great encouragement he received from the people at the Easter Seal Society helped him succeed. Roy suggests that if you want to lose weight and become a happier, healthier human being, get on a program and stick to it no matter how bad it hurts at first. Persistence will pay big rewards, he said.

Joyce Skeen,
Dispatcher, Stockton District

Bright work forecast for 1991

REDDING – We in Redding wish everyone a happy, prosperous New Year! We also are wishing for rain. Seeing the sun daily at this time of year is confounding to ones expectations. Dealing with record-breaking cold temperatures has been a real learning experience for many. Most of the damage can be summed up in one word: pipes.

We are anticipating a good year in the north state, with work to be finished and work

coming to bid. Kiewit has started the crushing plant at Tulelake near the Oregon line. The project award was \$9.5 million. The project mostly entails a flat ground widening. Most of the project is AB and AC. J.F. Shea has nearly completed its Iron Mountain Project. This was \$3.4 million Superfund site with Hazmat requirements. Shea's \$4.3 million road realignment project near Hayfork has only been cleared to this date.

Granite Construction finished the Muck Valley Dam near Bieber. This was really a tough project. J.W. Brashear Construction Company has finished most of its project and is looking for more. Stimpel-Wiebelhaus, Inc. still has two large Interstate 5 projects that will start again in the spring. The Brown Creek slide, Buckhorn Dam, After Day Dam at Muck Valley and other projects have been completed. It looks like Stimpel-Wiebelhaus is

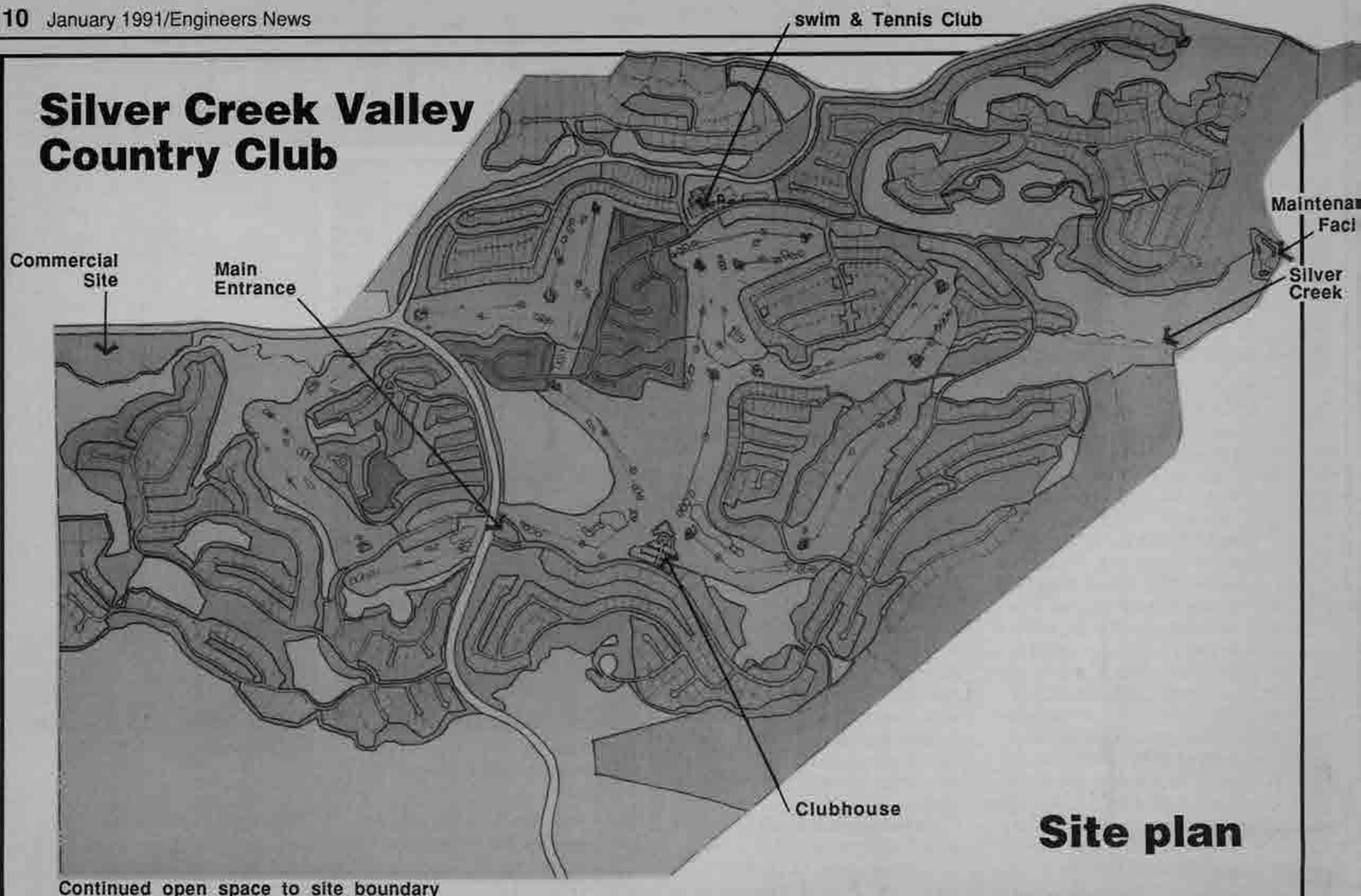
also going to do about \$4 million worth of grading on a power substation area near Redding. Work has really been good for us in 1990. We appreciate it and are thankful.

Who won the belt buckle?

Would the person who won the 50th Anniversary Commemorative Belt Buckle at our annual barbecue in 1989 please contact the Redding office at (916) 241-0158. We have your certificate of authenticity.

Wendell King,
Business Rep.

Silver Creek Valley Country Club



Grading the Club

Granite hands are involved in the largest dirt-moving job in Santa Clara County history.

By Steve Moler
Assistant Editor

The San Jose District office staff can't remember a project within its jurisdiction as large as the Silver Creek Valley Country Club. That's because the project is the largest single earthmoving job in Santa Clara County history: about 10 million cubic yards of mass excavation, grading and roadway excavation on a 500-acre site.

And this is only the first of four phases. When the entire development is completed some time in late 1995, more than 20 million yards of dirt will have been moved over what will eventually be a 1,500-acre residential country club community located in the foothills of south San Jose.

To grasp the sheer magnitude of this project, you only need to stand on what will be the Hilltop Overlook near the proposed club-

house and scan in all directions. You see dozens of scrapers and dozer, blades and compactors carefully sculpturing the foothills into what will be an 18-hole championship golf course winding through 22 planned neighborhoods.

In addition to the main clubhouse, the project developer, Shea Homes, plans to build 1,500 homes, including 330 attached resort homes, 440 detached golf and tennis village homes, 450 hillside executive homes, 325 estate homes situated on large lots and a small assortment of rural lots for large, private states. Open space will cover more than half the development.

Given these impressive numbers, it wasn't surprising that just about every major earthmoving company in the Bay Area wanted to get their hands on this contract. Granite Construction emerged as the low bidder at \$17.5 million for Phase I, which

includes excavation for the golf course, 500 house pads and two major boulevards leading into the development.

According to Granite's San Jose Branch Manager Tom Collins, Silver Creek is the largest earthmoving job ever undertaken by a branch of Granite Construction. In the past, projects of this magnitude have been handled by the company's heavy construction division. At its peak, Silver Creek will employ nearly half of the larger crawlers and scrapes from Granite's central equipment pool.

Using nine 651s, seven 637s, six 631 scrapers, eight dozer and an array of compactors and blades, about 40 Operators have been working five, 10-hour days since May moving as much as 50,000 yards of dirt a day. Two D8Ns, a D8L and a D6, all equipped with slopeboards, are handling the embankment grading. A Cat 824 with a sheepsfoot

roller and three Cat 825s are providing compaction in the fill areas. McKay and Soms is the consulting engineer and Meridian Technical Services is handling the surveying.

Because of the site's variable terrain, the project presents tough challenges for the Operators. Silver Creek rests on the Franciscan formation, a complex mix of mostly chert, limestone and serpentine. Operators move soft dirt one day, then wrestle with tough muck the next. While Operators have been successful at ripping most of the hard stuff, blasting has been needed for about 150,000 yards.

"We get going like gangbusters, then we run into hard rock," said Project Manager Tim Alexander. "Grading has been difficult and demanding, so we need talented Operators. We're slowly building a good team."

Before grading could begin, Granite crews had to mass exca-



Mechanic Greg Kniffen (left) and Operator Jack Epps.



From left: Business Agent Don Incardona with J. C. Ross.



Above: Because of Silver Creek's variable terrain, grading has been demanding.

Below: Some 22 miles of subdrains are being installed.



vate nearly 4 million yards of material. This phase included stabilizing slide areas and extracting several thousands yards of silt and clay sediments from the canyon bottoms and refilling these areas with soil more suitable for compaction. Entire hill-tops have been shaved off and valleys filled, helping to increase the amount of land that can be used for house pads and golf course fairways and greens.

Because of the project's high profile and proximity to nearby housing developments, dust control has been a top priority. Five water trucks and two water pulls have been dousing 300,000 gallons of water a day on the site for compaction and dust control.

To provide water for the site, Shea Homes built a 3-million-gallon plastic-lined reservoir. To keep it full, a fleet of 12 to 15 tanker trucks have been bringing in reclaimed water 10

hours a day. A dust retardant chemical is being mixed with the water to improve dust-control efficiency. Shea Homes is also hydroseeding finished slopes to help control dust and prevent erosion this winter.

Construction should be able to continue through the winter even if there is above-average rainfall. Temporary sedimentation ponds have been built at seven locations to catch runoff. If all goes as planned, Granite expects to wrap up Phase I in October 1991.

Below: This 637 Scraper picks up a hand-full of the 10 million yards of dirt being moved in Phase 1.



Above: Granite's crew at Silver Creek.

Below: Granite has employed at Silver Creek half of the larger crawlers and scrapers from its central equipment pool.



NEWS FROM THE DISTRICTS

Union improves everyone's living standard

SACRAMENTO – Organizing means talking union to our friends, relatives, neighbors, workers at non-union work places and non-members in our own work place. Sometimes it means getting up at the crack of dawn to hand out leaflets at non-union work places.

When we bring more workers into the union, we help improve everyone's living standards, and we strengthen job security by making it harder for management to use labor costs as an excuse to sub out work to non-union contractors.

The more workers we organize in any industry or service, the greater our strength at the bargaining table will be and the greater influence with politicians we'll have. Whether you're active or retired, there's power in the union. Let's make organizing a total union effort. Find out how you can get involved by calling your union hall. After all, no one can talk union to a fellow worker like another worker.

While checking non-union contractors' jobs,

the Sacramento District business agents have found some of our own members working for these contractors. Brothers, when you do this, you are giving the non-union employers the only weapon we have to fight them with: skilled, qualified Operating Engineers. So when we try to organize non-union contractors, they flatly tell us, "What do I need you for, I already have your qualified operators working for me." So in return, our own brothers are tying our hands to organize the unorganized brothers.

If we find out that you are working for a non-union employer and you have active health and welfare coverage, your coverage could be frozen the first of the following month once this is discovered. So brothers, please don't be out there defeating everything that your union stands for.

Gradesetting class

We will hold a gradesetting class starting January 29. The class will be held on Tuesdays and Thursdays, at 6 p.m. and last between two to three

hours per night over about a two-month period. Our instructor for the class is Whitey Opdyke, a very qualified instructor who most of the members know. If you are interested, contact the Sacramento office at (916) 383-8480 to register.

Our next quarterly union meeting will be held Tuesday, February 19 at 8 p.m. at the Auburn Recreation Center, 123 Recreation Drive in Auburn. At this district meeting we will elect three members to serve on the Auburn Market Area Addendum Committee and also three members to serve on the Grievance Committee. These are important election for your district, so you as members should make every effort possible to attend.

We will hold a special meeting to elect three members of the Sacramento Market Area Addendum Committee on Thursday, February 21 at 7 p.m. at the Laborers' Hall, 6545 Stockton Blvd. in Sacramento.

*Bill Marshall,
District Rep.*

Union contractor does the impossible

SANTA ROSA – Doing the impossible is what separates the union contractor from the non-union contractor.

An example of this was performed by one of our Sonoma County contractors, Cheli and Young. While I didn't witness the project myself, Keith Leffler, an operator for Cheri and Young, told me about it.

The challenge facing them was to build a triple 60-inch no joint, cast-in-place, on a 70-degree radius with two 90-degree turns on each end. They had to cut the boat (cast-in-place machine) in half and put hinges on it to make the turns.

Being able to do things like this and taking pride in our workmanship make the union and employee that much better than the non-union.

By the way, I would like give a belated congratulate to Keith on another accomplishment: On Aug. 15, Keith's wife, Renee, gave birth to Jacquelynn Leffler, a 9-pound, 8-ounce, 22-inch baby girl.

Kaiser Sand and Gravel in Windsor went before the Sonoma County Board of Supervisors to hear the board's decision on whether to grant Kaiser new mining permits. It turns out that the California Department of Fish and Game won't let Kaiser use the river to reclaim one of the gravel pits. The county has to come up with a revised plan for reclamation. So Kaiser will amend its application and the county will hold new public hearings, which should start in three to four months. Meanwhile, Kaiser will continue mining in the areas under of the old permit.

Not much has changed in the work picture from last month. Those contractors that do have work are starting back up. W.K. McClellan started a \$370,000 project in Sonoma for Caltrans, and Vintage Grading and Paving should be starting the Sonoma County over-

(Continued on page 13)

Scholarship Contest Rules Announced for 1991

General rules & instructions for Local 3 College Scholarship Awards 1990-1991 school year

Two college scholarships of \$1,000 each will be awarded winners, for study at any accredited college or university, one award to a daughter and one to a son of members of Operating Engineers Local 3.

Two college scholarships of \$500 each will be awarded 1st runners-up for study at any accredited college or university, one awarded to a daughter and one to a son of members of Operating Engineers Local 3.

The Local 3 scholarships will impose no restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not in themselves rule out scholarship aid from other sources.

Who may apply:

Sons and daughters of members of Local 3 may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships. The parent of the applicant must have been a member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1)

the fall semester (beginning in 1990), or (2) the spring semester (beginning in 1991), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1991 and March 1, 1991.

Awarding scholarships:

Upon receipt of the application and required forms, Local 3 will verify the membership of the parent. The application will then be submitted for judging to a University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced as soon as possible, probably in either May or June, and the checks will be deposited in each winning student's name at the college or university he/she plans to attend.

Instructions:

All of the following items must be received by March 1, 1991.

1. The application—to be filled out and returned by the applicant.
2. Report on applicant and transcript—to be filled out by the high school principal or person he designates and returned directly to Local 3 by the officer completing it.
3. Letters of recommendation—every applicant should submit one to three letters of recommendation giving information about his/her character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. These may be submitted with the applications, or sent directly by the writers to Local 3.
4. Photograph—A recent photograph, preferably 2 inches by 3 inches with the applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

It is the responsibility of the applicant to see to it that all the above items are received on time and that they are sent to:

William M. Markus
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA 94103

NEWS FROM THE DISTRICTS

Job stewards get recognition

Weather gives new meaning to word 'dry'

SANTA ROSA - On January 2, the Santa Rosa District hosted the 1st Annual Job Stewards Awards Presentation. Seventeen members and stewards attended. We meet four times a year to educate our stewards and to revive our fledging stewards program.

Business Representative Bob Miller is in charge of the job steward program for the Santa Rosa office and reports the following highlights of the awards ceremony:

- Keynote speaker, Jack Short, director of job stewards for Local 3, gave a superb presentation. Despite being on vacation, he still came all the way to Santa Rosa for the meeting.

- Jim Earp, managing editor of *Engineers News*, was present for group pictures.

- Rob Wise, Santa Rosa District representative, gave a very informative talk on current problems



Members who attended job stewards awards presentation.

with our job steward program.

- George Steffensen, Santa Rosa District business representative, distributed a stewards test to determine who would be Steward of the Year.

Annual Awards were as follows:

Tallest Steward: Dean Birrell, Petersen Tractor
Shortest Steward: Dennis Becker, Ghilotti Brothers

Steward Serving the Largest Group: Scott Rymer, Syar Industries

Safety Award: Dean Birrell, Petersen Tractor
Steward of the Year: Dennis Becker, Ghilotti Brothers

Many job stewards present felt that the program has a somewhat outdated

approach. They also voiced concern about stewards' duties and the preception employers and members have of stewards.

We hope to address these and other issues at our next meeting on April 3. With your input, we will attempt to update our local stewards agenda to a realistic level. It's important to all of us.

Remember, with 1,600 members in the Santa Rosa District and only 30 stewards, all Local 3 brothers and sisters should familiarize themselves with who their steward is and what he or she does.

*Bob Miller
Business Rep.*

SANTA ROSA - The word "dry" characterizes the weather picture and the work situation here in Lake and Mendocino counties.

Most of the companies shut down for the holidays. The only brothers who worked were the drilling and pump contractors. Weeks Drilling, Petersen Drilling and Pump, and Bartley Pump were extremely busy, as overnight temperatures dipped into the teens during several consecutive nights, causing a huge rash of broken pipes and valves. There was a week-long backlog for service calls, and many replacement parts were unavailable. Local 3 members working for these three companies have had a very busy holiday season indeed.

The New Year arrived without rainfall. To date, we have received only 2 of our normal 10 inches-plus of precipitation. A persistent high-pressure ridge continues to divert the normal winter storms to the north, leaving us with brown, parched hillsides and dusty fields. It's defi-

nately not the lush emerald vista we're accustomed to. Thank heaven for the Local 3 brothers who built Warm Springs Dam. Without this reservoir, our three-county district would be facing water rationing and dead lawns. Please, let it rain soon!

Cloverdale is planning for a future without gridlock, as town leaders have unveiled a \$3.6 million plan for the downtown area when the Hwy. 101 bypass is completed. A weekend traffic nightmare may soon be transformed into a quiet haven for residents and tourists, with a plaza, trees and pedestrian paths. Ghilotti Brothers, low bidder on Phase I of the bypass, should break ground this spring, and the entire \$42 million bypass is expected to be completed by late 1993.

The staff here in the Santa Rosa District office would like to wish our members the very best for the upcoming New Year. We hope 1991 will be healthy and profitable for all of you.

*Bob Miller,
Business Rep.*

Union contractor

(Continued from page 13)

lays on various county roads.

Bartley Pumps and Weeks Drilling are continuing to stay busy. The drought has put a demand on elaborate pump setups to get water from wherever they can get it.

*George Steffensen,
Business Rep.*



The 1990 Nevada State High School Rodeo finals were held at the Reno Livestock Event Center on June 29 through July 1, 1990. The Nevada team qualified for the National High School Rodeo finals and several of the youths placed in the finals, which were held in Shawnee, Oklahoma on July 23 through 29. For the second year, Local 3 purchased the team jackets that show the Local 3 logo.

NEWS FROM THE DISTRICTS

No picnic for union volunteers at work day

SALT LAKE CITY - With Smokey the Bear looking on, a group of volunteers from the Utah building trades gathered last summer in the mountains east of Salt Lake City to save one of the region's most popular recreation areas.

Because of federal budget cuts, the Church Fork Picnic Area in the Wasatch-Cache National Forest just 20 minutes from downtown Salt Lake City had fallen into such disrepair the Forest Service was thinking about closing the picnic ground. But with the help of over 200 union trades volunteers, the picnic area was revived in one work day last Aug. 25.

Under the supervision of Smokey, Teamsters drove trucks, masons rebuilt retaining walls, carpenters and painters refurbished rest rooms, plumbers installed new drinking fountains, laborers upgraded hiking trails, Operating Engineers ran equipment and helped lay new road base. Just about every union building trades sent volunteers. By day's end, the picnic ground was ready to receive visitors again.

The Forest Service had identified Church Fork, which receives over 700,000 visitors a year, as one of the recreation areas in the Wasatch-



Backhoe Operator Eligio "Blacky" Herrera donates his time and M.H. Cook donates the backhoe for the Church Fork work day.

Cache National Forest in most need of rehabilitation. But because of the extensive work required

work day, the Forest Service pointed out what needed to be done and the volunteers did the



Over 200 union volunteers from the Utah trades rehabilitate the Church Fork Picnic Area near Salt Lake City.

to bring the site up to standard, the agency needed skilled labor to get the job done. So the Forest Service, with help from County Commissioners Randy Horiuchi and Jim Bradley, got in touch with the Utah building trades council, and together they organized what became known as the Church Fork Rehabilitation Work Day.

On the morning of the

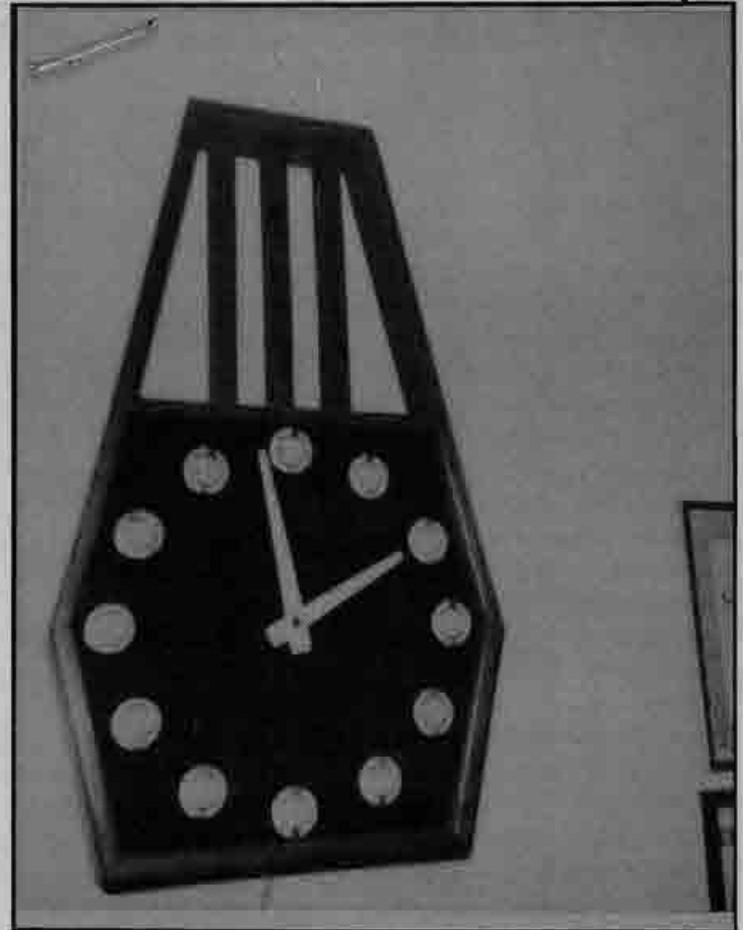
work. "Without doubt, this was the most outstanding project of the summer," said Kim Vogel, a resource assistant with the Forest Service. "We had such good coordination with the unions. The project had a big impact."

Had the Forest Service eventually done the job itself, a crew of eight workers would have had to labor full-time for a month to accomplish

what the volunteers finished in one day. The Forest Service estimated the volunteers worked a combined total of 600 hours, and the value in labor, equipment and material totaled about \$13,500. Several local firms - H. M. Cook, Geneva Rock and W. W. Clyde - donated material and heavy equipment. Without all this help, the Forest Service said the project could not have been completed.

"We normally rely on volunteers to maintain our recreation areas, but to get skilled volunteers was fantastic," Vogel said. "We didn't have to worry about the work not getting done right."

The project was so successful the Forest Service wants to bring the union volunteers back next year, this time to build hiking trails capable of accommodating the handicapped.



Retired Local 3 member Robert Chenoweth built this clock using his Local 3 pins as numerals. Chenoweth, who lives in Santa Maria, Calif., does woodworking as a hobby.

December 11, 1990

To the editor:

I would like to thank all my Local 3 friends for their concern over the loss of my wife Joy. I would especially like to thank every person on the Fancher Creek Dam project: Operators, Teamsters, laborers and even the office personnel.

These people completely shut down this project so that they could all attend my wife's funeral.

Thanks again to each and every one of you. I will never forget this.

God bless you,
Bob Daniels

Fresno District

NEWS FROM THE MINES

The ups and downs of organizing

ELKO — A little over a year ago, when work here in Elko became too much for one business agent and Siemon Ostrander was hired, my duties changed. In addition to keeping my responsibilities as the business agent for Battle Mountain Gold and Basic Inc., I also became a full-time organizer. I told Local 3 Business Manager Tom Stapleton that by this time next year, I would try to have one or two more mines organized. Tom just lifted an eyebrow, smiled and said okay.

That commitment started what turned out to be quite a learning experience for me. I started helping one of the other organizers at a mine south of Elko. We put in a lot of time. At the close of some days, we would get to a motel at 1 a.m. and have to be up at 5 a.m. to meet employees in the middle of the desert. There were times when we got into some of these small Nevada towns and all of the restaurants were closed, so we wouldn't get to eat until the next day.

But we also got to meet some great people, some who will remain good friends forever. Some of

these people have asked me to help them organize because they were being ripped off by their employer. Some knew nothing about unions except what they heard and saw in the news.

Some of these people have asked me to help them organize because they were being ripped off by their employer.

We talked with them, answered their questions, showed them how we have helped others. We had meetings until we were sure they didn't have anymore questions. Then someone new would come to a meeting and we'd have to start all over again, making sure they new how much Local 3 could help them.

When election day came, we figured we had it won by a large margin. A big victory meant easier contract negotiations, right? But upon hearing the results of the ballot count, our stomachs suddenly felt like we had eaten road kill for breakfast. We lost the election by two votes.

We wondered over and over again what did we forget. What did we do wrong? As it turned out, a foreman had told the workers that if the union won, the company would have to shut down the

mine. So we had to file charges against the company for unfair labor practices and the organizing effort remained up in the air.

Let's take another organizing effort. I was asked to talk to employees at another company.

They were being ripped off for one to four hours of pay a week. They were being cussed and called names regularly. Some of them had been grabbed and pushed up against the wall and threatened. They also had to drive 140 miles round trip to work on their own time, with their own vehicles and with their own gas. I thought if anyone needed Local 3's help, these people did.

It took no time at all to get over 90 percent of the employees to sign cards authorizing an election. Most came to the meetings, and those who didn't I went to their homes or called them on

the phone. We filed for an election. I told them exactly what the company would do to get them to vote against the union. They all said they wouldn't fall for the company's tricks because they had been lied to before.

As soon as we filed for the election, the company removed the boss who was causing all the problems, then they started furnishing them with vehicles to drive to work. The company gave them back vacation that previously had been taken away. The company had a barbecue. Suddenly the big boss from the head office was their best friend. He started putting certain people in charge of special projects. The company said the employees and their families were its biggest concern. The company admitted it wasn't perfect, but that it could change.

All the smaller bosses were talking to the employees one-on-one, hinting at strikes, talking about boss jobs for some if they would vote against the union and talk their coworkers into doing the same. The company even hinted of bringing back the boss that caused all the problems in the first place if the union won the election. All of this

was taken place just as I had predicted, just as I had told the employees.

And you know, they fell for it. Only six employees out of 20 could see through the company's smoke screen. Only six workers had the guts to stand up for their rights and hope for a better future for them and their families. These six brave workers voted UNION YES. Five of them ended up joining the union after we lost the election, so that some day they might have a better future with Local 3.

Is organizing an easy job? No, not when those companies go back to business as usual within 30 days. You know that those people who had the guts to try to help were still on their own. The ones who were tricked by the company deserved what the company gave them, but they too will see in the future that they made a big mistake and will call us back again some day for another election.

Organizing isn't easy. There are a lot of times when I wonder why I try. But I know it's because it will make a difference to those who won't be fooled and who will vote UNION YES.

*Delmar Nickeson,
Business Rep.*

Lots of gains in '90, more expected in '91

ELKO — As another year comes to a close, I reflect back on the past 12 months and see that there have been lots of accomplishments.

Steve Cummins came on board to help Siemon Ostrander with the Newmont contract and to relieve some of the organizing pressure. The new Newmont contract that Steve, Siemon, Treasurer Don Luba and Attorney Rollie Katz worked so very hard on was one of our best accomplishments.

Also, we have seen the end to the Battle Mountain Gold theft

case. We have also seen our new secretary, Gerri Howard, come from a novice in her knowledge of unions to a very hard working professional union hand in the Elko office.

And speaking of the Elko office, I hope all of our hands in the mines look with pride on our new office and the credit union that are here to serve the members and their families. I know our office closes at 5 p.m., but a lot of our members have found us here after quitting time. That's because we take pride in what we do for our members.

What does the new year bring to the Elko office. We are right in the middle of putting a new contract together for the members at Battle Mountain Gold. We will negotiate that contract this March or April. The new year also finds us with three new organizing efforts starting, two of which will be right here in Elko.

I also see the new year raising a lot of questions and concerns about the economy. What impact will it have and how will it affect our members? I think

the 1990's will be a time when all members will have to realize that they are the union, and it will take all of our efforts to make a brighter future for ourselves and our families. When we all pull together as one, we have the strength to win in the work place and have lived up to our name.

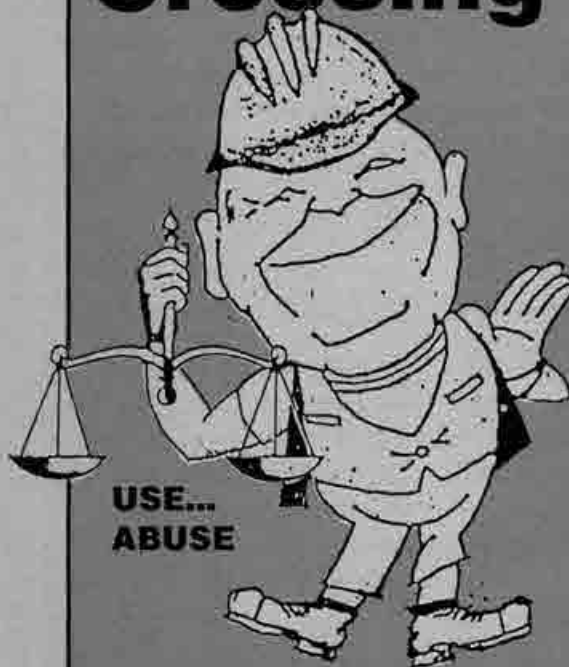
I hope each and every one of you and your families have a great New Year. Together we can make a difference.

*Delmar Nickeson,
Business Rep.*

NEWS FROM Rancho Murieta training center

Safety Guards

Crossing the line from use to abuse



After writing last month's Safety Guards, I spent a lot of time thinking about the questions it raised. To refresh your memory, after an evening with pepperoni pizza, country and western music and beer, Bill ran his loader over the edge of an excavation filled with laborers the next morning. No one was hurt, but the circumstances surrounding the incident raised several questions about the forces that led to this near disaster.

Bill was working away from home and apparently felt lonely. The beer and music seemed to ease the pain. The day of the incident, Bill and I had ridden to work together. I was aware that he was badly hung over. Bill looked so bad at lunch a laborer friend offered him a joint, which Bill adamantly refused. The question is what part did all this play in the incident? Did Bill cross the line of use to abuse?

For the past seven years, the Joint Apprenticeship Committee has provided alcohol and drug information to new Operating Engineers apprentices. This information is provided by sub-

stance abuse consultant Claudia Dias. As a part of the training, Dias has the apprentices of each class identify what they want from the use of alcohol or drugs.

I wonder what Bill would have listed? He probably did not sit down and have a few beers in the hope of getting that hangover.

Maybe he wanted something else, such as:

- Relief from the loneliness of being separated from his wife and family.
- Acceptance from the guys at work who drank with him.
- Maintenance of his image and identity as a work-hard, play-hard operator who is lots of fun and a good guy.

Dias would have pointed out to Bill that all of these "wants" were valid. All of us in this business have had to cope at one time or another with working away from family. Being accepted by those we work with is a basic need for most of us.

Children aren't the only ones who struggle with peer pressure. Maybe the beer that Bill drank the night before was an attempt to get these very real and necessary wants. It worked initially. Feelings of loneliness became dulled and the pain lessened. The guys he drank with that night enjoyed his company. They thought he was a real party-hearty kind of guy. Unfortunately, sometimes we pay a high price for these wants. There's no such thing as a free lunch. Even one that won't stay down.

The second list that

Dias helps the new apprentices put together is the "get" list. There are consequences that often result when alcohol or drugs are used to fulfill the "want" list. Common "gets" that the classes come up with are:

- Hangovers.
- Becoming less productive at work.
- Becoming an unsafe operator.
- Hurting someone else.
- Killing oneself or someone else.
- Losing job.
- Losing family

I can tell you that Bill got the first three for sure and was damn lucky he didn't get the next three. When you compare the "wants" with the "gets," it seems that maybe he was paying an awfully high price to forget his loneliness and trying to fit in with his coworkers. When Bill's beers became the means to fulfill those "wants," the "gets" were what resulted.

How else could Bill have got those worthwhile wants and needs met? Maybe understanding and acknowledging those wants and needs was important in figuring out other ways of fulfilling them.

Bill probably could have figured out some cheaper ways to feel better. He might have called his wife and kids more often to remain a part of the daily routine. How much does a phone call cost compared to a couple of pitchers of beer? A daily letter to his wife describing his day and the loneliness he was feeling might have gone a long way toward easing the pain.

Maybe they could exchange personal tape

recordings. When having a pizza and listening to country and western music, he could have ordered a glass of beer and a pitcher of coke. Of course, country and western music can make some people feel down and out.

Bill could have looked for things to do after work: fishing, exercise, hobbies, hanging out with coworkers who shared his interests. By finding constructive ways to cope, he might have avoided the "gets" that were a result of depending on drugs or alcohol to change the way he felt.

What is the difference between use and abuse? Take a second look at the "wants" and "gets" list. The "gets" list represents a threat to Bill's well-being or the well-being of those around him. When Bill chose to use alcohol to point he did, was he crossing that line?

It is up to each one of us to examine our use and decide if we have crossed that line. That line may be different for each person or circumstance. Did I have the right or responsibility to tell him that I thought he was too hung over to work on equipment that day?

The issues that led to Bill's incident were ones that the entire construction industry is concerned about and is attempting to address. Here at Rancho Murieta, we have taken an educational, non-judgemental approach to the subject. No attempt is made at passing judgement on anyone and their use. Information and tools are provided so that the apprentices can make their own decisions about their use and about how to deal with a coworker

whose use or abuse threatens them.

Local 3 has addressed the issue during collective bargaining. Also, alcohol and drug treatment benefits are available through Local 3's Addiction Recovery Program (ARP), which provides high quality cost-effective chemical dependency treatment for members and their spouses.

Contractors are often requiring pre-employment drug and alcohol testing, with the blood alcohol limit being as low as .02. Local 3 members are also expressing their concerns through letters written to Safety Guards. The national figures show that about 43 percent of the adults in the United States define themselves as non-drinkers, which means there are lots of folks out there willing to accept Bill into a new peer group.

Bill knew that he wasn't one-hundred percent the morning of the incident, yet he chose to ignore the danger. Just as he made choices the night before, he made the choice to try to function on the job. The result was a near tragedy that could have resulted in life-long guilt. Guilt is one of the "gets" that appears most often on the "get" list.

Shortly after the incident, the job finished and Bill and I went our separate ways. I don't know if he ever got the information or tools to fulfill his wants and needs. What did happen was that I took a long look at what part I had played. If you remember, the only role I played was as an observer.

Gene Herndon,
Curriculum
Coordinator

Hearing things?

Protection now can prevent bent ears later in life

There are all kinds of hearing protection devices on the market today that can be purchased at hearing aid centers and many drug stores. Prices vary from \$1.50 to \$45 a pair depending on the type and degree of protection you want.

Custom-made ear protectors molded to fit the individual's ear are the most expensive but also most efficient. These individual-molded protectors are usually cast by a hearing aid specialist and sold through hearing aid centers.

The following are the most widely used industrial hearing protection devices with a brief description, approximate cost and where available:

Disposable ear plugs - Come in a packet with enough Swedish wool to make about eight to 10 pairs of ear plugs that can be disposed of at day's end. Cost: \$4.60 a packet. Available: Hearing aid centers and some drug stores.

Ear puffs - Foam type, form fitted hearing plugs. Very effective for hazardous high-frequency noise. Each pair will last about two to five days before they have to be replaced. Cost: \$1.50 a pair. Available: Hearing aid centers and drug stores.

Plain ear plugs - For use when a small device is preferred over standard ear muffs. Soft and comfortable, they are usually designed with pull tabs and guard against inserting them too far into the ear canal. Usually come in small, medium and large sizes. Cost: \$3.50 per pair, \$5 per pair with safety cord connecting both plugs. Available: Hearing aid centers and drug stores.

Comfort fit ear plugs - Soft, silicone rubber plugs that come in two sizes and seat into the ear canal by disc-type tapers making a comfortable fit that has proven high sound suppression qualities. Cost: \$4.60 a pair, \$6.60 with safety cord. Available: Hearing aid centers and drug stores.

Tasco under-the-chin hearing protector - Very lightweight. Can be worn all day in total comfort. Suction cast comfort cushions trap air into the ear canal to achieve desired noise reduction. Cost: \$15.20 a pair. Available: Hearing aid centers and some drug stores.

Custom-made molded silicone ear plugs - Made on the spot by hearing specialist. These ear plugs mold to fit only your ear for perfect all day comfort. Soft, long lasting ear plugs for maximum noise reduction. Cost: \$25 a pair. Available: Hearing aid centers only.

Ear valves - This protector lets you hear everything but takes out the harm of nerve-shattering noise. The function of this valve is not necessarily to lessen sound but to obstruct and dissipate the harmful energy of loud noise. Especially effective where the need to hear conversation exists in loud noise situations. Cost: \$25 a pair. Available: Hearing aid centers and some drug stores.

Ear cups with head band - Comfort engineered to use in all noise environments, even up to the most severe conditions. Comes in both the standard, top-of-the-line tri-fit model and the lightweight (no metal) model for those who want an ear muff with no conductive material. Cost: \$37.50 a pair. Available: Hearing aid centers and drug stores.

Custom-made molded ear plugs - The ultimate in hearing protection. All plugs are molded to your individual ear cavity for a sure, comfortable fit with maximum noise reduction. Can be made in soft silicone or hard lucite material and with varied degrees of sound suppression. Plugs are molded by a hearing specialist and sent to a ear-mold laboratory for completion. Cost: \$35 lucite, \$45 silicone. Available: Hearing aid centers only.

The largest single cause of hearing loss in U.S. workers is industrial noise. One way to combat this problem is by wearing adequate hearing protection on the job - all day and every day. All the young men and women working today would like to feel that they can enjoy their older years without the having to wear a hearing aid to see them through the golden years.

This article was prepared by Boyce W. Calkins of the Discovery Hearing Aid Center in Placerville and submitted by Albert V. Bud" Dalton, Auburn chapter chairman of Local 3's Retiree Association.

Union Briefs

San Jose, Weiss reach settlement

San Jose's five-year legal battle with transit mall contractor David Weiss ended with a multimillion-dollar out-of-court settlement. But Weiss may not see much of the money.

Under the agreement, San Jose will pay \$2.5 million to Weiss' bonding company, which finished the \$46.6 million bus and trolley station when Weiss ran out of money three years ago. The design and consulting team that planned the mall will throw in \$1 million. The settlement nullifies \$16.8 million in claims Weiss and his bonding company filed against the city last year. The San Jose public works department will ban Weiss from all future municipal projects.

New penalties for concealing job hazards

Managers in California who conceal knowledge from their employees about serious job-site dangers face criminal charges that could result in up to three years in prison and a \$25,000 fine under the California Criminal Liability Act (AB 2249), signed into law September 30 and that takes effect this month.

Under the law, any corporation or business manager can be charged if a defendant has actual knowledge of a serious concealed danger subject to regulatory authority and fails to notify Cal-OSHA and warn affected employees in writing.

Construction wages up 3.9 percent

The average basic wage increase in new construction labor agreements for the first nine months of 1990 was 3.9 percent or 66 cents per hour, according to the Bureau of Labor Statistics. This year's construction wage increase compares with 2.7 percent for the same period of 1989 and 1.3 percent in 1988. Increases in the construction industry compare with an average wage increase of 4 percent for all industries. Manufacturing settlements provided a 3.5 percent wage increase, and non-manufacturing agreements provided increases of 4.5 percent.

Higher penalties for safety violations

The federal budget agreement approved by Congress October 27 contains a provision that increases the maximum penalty for safety and health violations from \$1,000 to \$7,000 per violation.

In addition, the measure establishes a new minimum penalty of \$5,000 for each willful violation of federal safety and health standards and raises the allowable civil penalty for each willful violation from \$10,000 to \$70,000. Until October, OSHA penalties had not been increased since the agency was established in 1970.

Unions winning slightly fewer elections

The percentage of representation election won by unions in the first half of 1990 slipped slightly compared to the first half of 1989, according to the Bureau of National Affairs, Inc. Unions won 47.5 percent of their elections in the first six months of 1990 compared with 49.6 percent in the same period of 1989. Until last year, union win rates had risen steadily since 1985, when unions won 45.9 percent of the time.

3 percent construction drop forecast for 1991

The construction industry will see business fall even more in 1991 than it did in 1990. The U.S. Commerce Department projects that the value of new construction will drop 3 percent this year. Last year the drop was 1 percent. Construction spending has gone down each year since 1986. Private non-residential construction will be off 5 percent, while public works will increase by 1 percent. The biggest gains will be in private hospital work, gas utilities and public education markets.

1991 RETIREE MEETINGS

- IGNACIO** – January 29, 2 PM
Alvarado Inn
250 Entrada Dr.
Novato, CA
- S.F./SAN MATEO** – February 7, 10 AM
IAM Air Transport Employees
1511 Rollins Rd.
Burlingame, CA
- FRESNO** – February 14, 2 PM
Laborers Hall
5431 E. Hedges
Fresno, CA
- SACRAMENTO** – February 19, 10 AM
Laborers Hall
6545 Stockton Blvd.
Sacramento, CA
- AUBURN** – February 19, 2 PM
Auburn Rec. Center
123 Recreation Dr.
Auburn, CA
- CONCORD** – February 27, 10 AM
Concord Elks Lodge #1994
3994 Willow Pass Rd.
Concord, CA
- OAKLAND** – February 28, 10 AM
Oakland Zoo - Snow Bldg.
9777 Golf Links Rd.
Oakland, CA
- SALT LAKE CITY** – March 6, 2 PM
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, Utah
- RENO** – March 7, 2 PM
Carpenters Hall
1150 Terminal Way
Reno, Nevada
- NAPA/FAIRFIELD** – March 13, 10 AM
Elks Lodge #839
2840 Soscol Ave.
Napa, CA
- CERES** – March 19, 10 AM
Tuolumne River Lodge
2429 River Rd.
Modesto, CA
- STOCKTON** – March 19, 2 PM
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA
- UKIAH** – March 21, 10 AM
Discovery Inn
1340 N. State St.
Ukiah, CA
- SANTA ROSA** – March 21, 2 PM
Labor Center
1701 Corby Ave.
Santa Rosa, CA
- WATSONVILLE** – March 26, 10 AM
V.F.W. Post #1716
1960 Freedom Blvd.
Watsonville, CA
- SAN JOSE** – March 26, 2 PM
Holiday Inn Park Center Plaza
282 Almaden Blvd.
San Jose, CA

Departed Members

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

OCTOBER

Elmer Hansen of San Jose, Ca., 10/27/90:

NOVEMBER

M. E. Adams of Walnut Creek, Ca., 11/15/90; Leroy Alpofo of Waianae, Hawaii, 11/9/90; Thomas Beathe of Hanford, Ca., 11/22/90; Reid Burrell of Ogden, Utah, 11/27/90; W. B. Christensen of Middletown, Ca., 11/11/90; Hugh H. Davis of Payson, Utah, 11/25/90; Albert Drake of Stockton, Ca., 11/17/90; Philip Filippelli of Hayfork, Ca., 11/22/90; Robert Gilman of Sonoma, Ca., 11/24/90; Steve Hancock of St. George, Utah, 11/26/90; Ralph Johnson of Redding, Ca., 11/12/90; Ivan Johnson of Parowan, Utah, 11/27/90; F. J. Leadabrand of Altaville, Ca., 11/25/90; James E. Lewis of Spanish Fo, Utah, 11/27/90; Ronald Lyons of Laytonville, Ca., 11/16/90; Leonard Martinelli of Stockton, Ca., 11/24/90; Ray Miessek of Vallejo, Ca., 11/26/90; Robert Mitchell of Oakland, Ca., 11/21/90; Claude Ozella of Pleasant Hill, Ca., 11/29/90; Howard Rowley of San Rafael, Ca., 11/26/90; D. Snider of Adin, Ca., 11/26/90; Edward Thozs of Stockton, Ca., 11/17/90; Gilbert Tote of Waipahu, Hawaii, 11/24/90; Edward Wong of Waianae, Hawaii, 11/27/90.

DECEMBER

Jack Almeida of Walnut Creek, Ca., 12/14/90; Jesse Arnett of Pittsburg, Ca., 12/21/90; Jerry W. Beardsley of Arcata, Ca., 12/4/90; John Cataldo of Daly City, Ca., 12/1/90; Ray Colby of Redmond, Utah, 12/9/90; Daniel Foster of Waianae, Hawaii, 12/3/90; John Haner of Sacramento, Ca., 12/3/90; Frank J. Helm Jr. of Cave Creek, Arizona, 12/9/90; A. L. Holmes of Magalia, Ca., 12/18/90; John R. Keating of San Francisco, Ca., 12/7/90; W. S. Kimble of Turlock, Ca., 12/19/90; Walter Masterson of Hickman, Ca., 12/9/90; C. W. McKee of Felton, Ca., 12/6/90; John Merrell of Fresno, Ca., 12/6/90; J. K. Pacheco of So. San Francisco, Ca., 12/16/90; Kenneth Peden of Stockton, Ca., 12/8/90; Merle D. Ross of Fresno, Ca., 12/10/90; Theodor Smith of Wailuku, Hawaii, 12/6/90; P. C. Snow of Broken Bow, Oklahoma, 12/7/90; Mario Sousa of Lincoln, Ca., 12/16/90; Hugh L. Webb of Aromas, Ca., 12/9/90; Ron E. Whipkey of Reno, Nevada, 12/11/90.

DECEASED DEPENDENTS

Willy Lee Brady, son of Earl Brady 11/24/90; Carol Jean Reedy, wife of Larry Reedy 11/29/90; Jeff Wilson, son of Darrell Wilson 5/17/90.

1991 Grievance Committee Elections

Recording-Corresponding Secretary William Markus has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district or sub-district meeting of 1991. The schedule of these meetings appears below (see "District Meetings").

Election of Geographical Market Area Addendum Committeemen

Business Manager T. J. Stapleton has announced that elections will be held for Geographical Market Area Addendum Committees at regularly scheduled district meetings in Northern California and Reno during the first quarter of 1991. The schedule of the meetings in which these elections will be held appears below (see "District Meetings").

Eligibility rules for serving on the committee are as follows:

No member shall be eligible for election, be elected or hold the position, of Geographical Market Area Addendum Committeemen.

(a) Unless he is living in the Committee's Geographical Market area.

(b) Unless he is employed in the industry in the area.

(c) He must be an "A" Journeyman.

(d) He must be a member in good standing.

(e) Must not be an owner-operator.

No members shall be nominated unless he or she is present at the meeting and will accept the nomination and the position, if elected.

No member is allowed to serve more than two (2) consecutive terms on the Geographical Market Area Committee.

District Meetings

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

February 1991

- 12th District 1: San Francisco**
Engineers Building 474 Valencia Street
- 14th District 5: Fresno**
Laborer's Hall 5431 East Hedges
- 19th District 8: Auburn**
Auburn Recreation Dr. 123 Recreation Drive
- 28th District 2: Oakland**
Warehouseman Local #6 99 Hegenberger Road
- March**
- 6th District 12: Salt Lake City**
Engineers Bldg. 1958 W. N. Temple
- 7th District 11: Reno**
Musicians Hall 124 West Taylor
- 12th District 04: Fairfield**
Holiday Inn 1350 Holiday Lane
- 19th District 3: Stockton**
Engineers Bldg. 1916 North Broadway
- 21st District 10: Santa Rosa**
Labor Center 1701 Corby Ave.

- 26th District 9: San Jose**
Labor Temple 2102 Almaden Rd.
- April**
- 9th District 4: Eureka**
Engineers Building 2806 Broadway
- 9th District 17: Kauai**
Wilcox Elementary School 4319 Hardy Street
- 10th District 17: Kona**
Konawaena School Kealahou
- 10th District 7: Redding**
Engineers Building 100 Lake Blvd.
- 11th District 6: Marysville**
Engineers Building 1010 "I" Street
- 16th District 1: San Mateo**
Dunfey Hotel 1770 So. Amphlett Blvd.
- 23rd District 17: Maui**
90 School Road Kahului
- 24th District 17: Hilo**
Kapiolani School 966 Kilauea Ave.
- 25th District 17: Honolulu**
Kalihi Waena School 1240 Gulick Ave.

Special called Meetings

At its meeting on January 5, 1991, the Executive Board concurred in the recommendation to approve special called meetings for election of Geographical Market Area Committeemen in the following locations.

District 80

Thursday, February 21, 1991 7PM
Laborers Hall
6545 Stockton Blvd.
Sacramento, CA

District 90

Thursday, March 28, 1991 7PM
VFW Hall
1960 Freedom Blvd.
Freedom, CA

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, 474 Valencia St., San Francisco, CA 94103, ATTN: Swap Shop.* Ads are 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.

FOR SALE: Pentax ME 35mm SLR Camera. 50mm 1.7 lens, UV filter, 70-210 zoom lens included w/flash attachment. Very good condition. \$180. Jack Baugh, (415) 581-4427, #1800339 11/90

FOR SALE: 4 Acres. Grass Valley, all paved roads, 60 GPM well. Great tree cover & view w/3/2 modular sheetrock interior, 2x6 ext walls, dual pane windows & lg. detached 2 car garage. \$154K or offer. Mack Abbott 13420 Abbott Hill, Grass Valley, Ca. (916)272-1307 Reg.#2041995 12/90

FOR SALE: Backhoe bucket, 24" new condition with 1 new pin for 510 or 710 John Deere. \$600. Call Vern Looper (408)722-1517 Reg.#1558161 12/90

FOR SALE: '84 Toyota 1/2 ton 4x4, 68K miles HD rear bumper Brush guard w/Halg tires, stereo tape deck, tool box, new lumber rack, new rubber. \$7K Call (916)877-2970 Joe Bertolas Reg.#0845499 12/90

FOR SALE: Membership 1000 Trails (Charter). Sickness forces sale. \$2K + transfer fees. Call (707)642-7319 after 5PM or weekends. Alphonse Fithian, 244 American Canyon Rd. #29, Vallejo, Ca. Reg.#1382649 12/90

FOR SALE: Bedroom set 5 pc. Dark Pine includes 4 post queen bed, 2 night stands (2 drw. 15-1/2"x27") dresser w/mirror (8drw. 19"x99") chest of drawers (5 drw. 19"x40") \$1K. Call Calvin Jones, Carson City, Nevada (702)883-3928 Reg.#1558149 12/90

FOR SALE: 1.14 Acres, 2 miles south of

Swap Shop

FREE WANT ADS FOR ENGINEERS

Portola Plumas County. \$11,500. Call Chuck Chandler (916)832-0350 Reg.#788000 12/90

FOR SALE: '76 Travel Trailer, 24' Shasta fully self-contained \$2,900 or best offer. Call Bob Delaney (408)993-1853. Reg.#1001691 12/90

FOR SALE: Mechanic's Truck, '81 Ford F 600 - 900/20 rubber 4&2 spd. 26K miles. Orig. owner. Electronic burglar alarm, elec. trailer brake package, 100 watt GE 2-way radio, 90 gal. fuel cap. beacon light for emergency road side work, adj. work lights, 14' all steel bed w/full width work bench w/vise at rear, 300 amp. hobart welder w/air arc, elect. start air compressor, air impact wrenches 3/8 drive, 1/2, 3/4, and 1" drive, and much more. Call E. Byrne (209)226-4736, P.O. 4158, Fresno, Ca. 93744, Reg.#297439 12/90

FOR SALE: '85 Mazda RX7 GSL SE Rare hard to find model. 138 high performance engine, 5 speed trans both have 40K miles, leather seats, air cond., sun roof, new tires/brakes, very good condition, looks and runs great. \$6,500. Call John Vinal (415)365-8444. Reg.#153560 12/90

FOR SALE: '73 GMC Truck, new front end,

tires, shocks, radiator, headers, smog exempt, many extras must see to appreciate 68,307 mi. on rebuilt motor. \$2K firm. Call Gary Lombard, (707)585-0408 Santa Rosa. Reg.#1761718 12/90

FOR SALE: Grocery store, Mon & Pop in Klamath Falls Oregon. \$280K gross, \$150K owner will carry. Call (503)882-8081. Reg.#1863157 1/91

FOR SALE: Outboard, '87 Honda late model, 7-1/2 HP. Long shaft-25" Used at Lake Tahoe only as trolling motor. Excellent condition, \$700 firm. Call Garry Wenzel after 6pm at (702)882-2408 Carson City, Nv. Reg.#1020766 1/91

FOR SALE/LEASE: Beer & Wine Tavern nr. Red Bluff, Ca. Tehema Cty. newly painted 2120' cement blk bldg w/2bdm, 1ba. apt. wash/dryer hookup cement patio, shop, basement, deep well w/new submersible pump, trailer pad w/all util. nearly 3 acres under irrig. prkg. \$66,900 Joe M. Paulazzo 3342 Melwood Ln. #3 Redding, Ca. 96003 eyes (916)243-4302 Reg.#0865537 10/90

FOR SALE: Horse setup 2 acres, 36x36 barn, 2yrs old, 3 stall metal feeders, auto water shut off, cross fenced, elect. wire, house 7 yrs old, modern, 3bd, 2ba, good carpet, double garage w/openers double pane windows-aluminum screens, swamp cooler, 5 fans, covered concrete patio, satellite dish, spa, good well, family orchard, sprinklers, neat/clean. Illness forces sale. \$135K assumable loan. Call Milton E. Sykes (415)682-5683. Reg.#1087611 1/91

FOR SALE: Washer/dryer Almond color Montgomery Ward lg. capacity \$250 each, Admiral 16.5 Cu Ft. refrigerator \$325 or best offer, Wood desk. Call Carla Lurie (415)636-1134 Reg.#1958016 1/91

FOR SALE: Time share Mountain retreat Arnold, Ca. one full week of fun in a beautiful 2bd, 2-1/2 ba. condo completely furnished. Free golf, tennis, swimming, racquet ball etc. Ski nearby, monthly maintenance fee \$29.00. Shares selling for \$10K will sacrifice for \$7K. Call Bill Dyson (702)883-8286 Reg.#1163162 1/91

FOR SALE: 7+ acres Irrigated pasture, 24x60 mobil 2bd, 2ba deck awnings, central heat, air cond., 2 RV hookups, 30x40 metal shop bldg. cement floor 220 wiring. 3 outside vapor lights, 2-pipe porta barns, 4 and 6 stalls, round pen wash rack- fenced x fenced. Lots of shade, 3 mi. to Alwater. \$150K. Also Case backhoe loader 24' bucket canopy. Good tires. 120 Hrs. on new Engin 28' 3 axel tilt 5th wheel equipment trailer 1988 model. Both \$14K cash. Other misc items Call, Gene Shaw (209)357-1485 Reg.#760647 1/91

Personal Notes.....

Redding: We wish to express our sympathy to the family and friends of departed brothers Anthony Lemos, Cecil Alexander, Delmer Huckstep, Paul Ford, George Vodjansky, John Meyers, Philip Filipelli, Harry-Tiffie, Ralph "Carl" Johnson and Roy McRee. Also, our sincere sympathy to brother Laurence Sackett on the passing of his wife Kathryn.

Sacramento: We would like to express our sympathies to the families and friends of departed brothers John Haner and Mario Sousa. Mario was an employee of Bohemia, Inc., in Rocklin.

Our sincerest condolences go to brother Luke Farrell on the death of his wife Margaret, and to brother

Larry Reedy on the death of his wife Carol, and to Earl Mark Brady on the tragic death of his 10-year old son Willy Lee.

Santa Rosa: We would like to wish a Happy 30th Birthday to Brother Jeff Clay 1/19

Congratulations to brother Larry Eaton and sister Roxanne Kerber who married on Jan. 1, 1991. Best wishes for many happy years!

Our deepest and sincerest condolences to the families and friends of our dearly departed brothers Robert Gilman and William Christensen.

Reno: Congratulations to Bill and Fawn McMasters on the birth of their son William Valentine on November 14.

FOR SALE: '86 Winnebago Chieftain, 28' 454 Chev. eng. 4.0 onan generator, xtra lg. transmission cooler, 9000 A/E awnings, air front & roof, driver door, custom made cabinet includes color TV & VHS, microwave, loaded with many xtras, mint condition. Asking \$38,500 includes Demco Kar-Kaddy II with rock shield. Call Bill Kant (503)688-4831 Eugene, Oregon. Reg.#0716483 1/91

FOR SALE: '86 Komfort 33' Travel Trailer. Fully self-contained w/living room, kitchen, dinette, fullsize bath & bedroom w/queen size bed. Sleeps 6. A/C stereo system, built in microwave, central heat plus more. Immaculate condition perfect for travel/live in. \$12,900. Also: 19+ acre campground and RV park in Sierra foothills w/2bd, 1ba house, small convenience store, bath house & sundry buildings. Year round stream runs thru property for fishing or panning for gold. \$395K. Call (415)223-6748. Reg.#1189100 1/91

FOR SALE: '90 Ford Aerostar XL, 7 passenger, 10K miles, 6yr warranty, Dk blue/silver, \$14K, call Jim or Kathy (415)585-8991, Reg.#1578850 1/91

FOR SALE: Puppies, Rottweiler, AKC, OFA registered, Champion lines, sire and bitch both on premises, available now, call for Union discount, Robert (415)372-5893 Reg.#2084439 1/91

FOR SALE: '80 Chevy Pick up, 1/2 ton AM/FM, Dual tanks. Tilt wheel, Power steering and brakes, LWB, Good condition. Low mileage, \$3K OBO. '83 Chevy pick up 4X4, V8, Auto transmission, air condition, 8' bed, new rebuilt transmission. 30K miles on engine, power steering & brakes, \$5,700 OBO. '80 Jaguar XJ6 111. Clean, good condition,

\$10K OBO. Call James Di Duca, (916)872-4361, 389 Wayland Rd. Paradise, Ca. Reg.#1051279 1/91

FOR SALE: Crockett House 4bd, 3ba Customized W/fabulous water view. Approx. 2K sq. ft. \$239K. Hoyer lift, 2 slings \$600. Wheelchair \$600. Porch lift for wheelchair \$1,500. '74 Mercedes 450SCL, silver \$14K. Call Bryan (415)787-2150. Reg.#1194970 1/91

FOR SALE: '58 Continental Mark 3, Model 65A in good restorable condition, no rust \$1,500. '52 Kaiser Manhattan \$1K OBO. '62 Corvair Monza, running condition, \$800 OBO Call J. D. Carner after 5pm (702)463-4297. P.O. Box 317, Yerington, Nv. 89447. Reg.#1136253 1/91

FOR SALE: '85 Mazda RX7 GS, 42K miles, air cond, AM/FM Cassette, good cond., 1 owner, must sell. \$6,300. Call Sonne Fleming (916)784-1046. Reg.#2074770 1/91

FOR SALE: Pheasants Call David Kennedy, 8371 Norris Cyn Rd. Castro Valley, Ca. 94552, (415)537-2594 Reg.#1768889 1/91

FOR SALE: Condo, Ridge Tahoe Tower. Fully furnished, fireplace, living, dining, gourmet kitchen, bar, w/d, 2bd, 2ba., master bdrm. has fireplace, jacuzzi & lockout option. A 5 star luxury resort on the Nevada side, time share, time can be traded thru-out the world. Full recreation facilities including a gondola to a Heavenly chair lift. Shuttle vans to casino's, to many items to list, divorce forces sale. Assumable loan \$11K or reasonable offers. Call Don at (707)429-4931 Reg.#2012255 1/91

HONORARY MEMBERS

As approved at the Executive Board Meeting on December 16, 1990, the following retirees have 35 or more years of membership in the Local Union, as of December 1990, and have been determined to be eligible for Honorary Membership effective January 1, 1991.

William Akins	0865490
Ed Breuss	0863704
Everett Dawson	0610142
Albert Denning	0678482
Howard Garrison	0845391
Clifford Kelly	0464075
William Martin	0841540
George Meacham	0865529
S. A. Minardi	0865452
Robert Moebus	0865533
Ernest Mylar	0826859
John Prindible	0865540
Robert Romiti	0543514
Mayer Sigall	0854352
Guy Simpson	0848315
Sam Sorce	0835689
Walter Strate	0841611
Clyde Thompson	0865481
Paul Warner	0754233

ive Board Meeting on January 5, 1991, the following retirees have 35 or more years of membership in the Local Union, as of January, 1991, and have been determined to be eligible for Honorary Membership effective April 1, 1991.

Raburne Babb*	0863697
Earl Beach	0750227
Harold Binkley*	0652450
T. M. Blomquist*	0827023
Earl Bonham*	0805860
Cecil Johnson	0812860
William Kasari	0868723
Delbert Klammer	0854144
Ted Knoff*	0402454
Paul Lindsay	0868728
William McGeehon*	0535761
Myrl Moxley*	0899600
Manuel Pascoal	0854164
Frank Piazza	0841496
Jerry Schmidt*	0865545
Richard Shotwell*	0745253

* Effective January 1, 1991 - has recently been determined to have been eligible in December 1990.

As approved at the Execu-

Watch Fobs

Local 3 member makes hobby of collecting construction mementos

By James Earp, Managing Editor

Keeping the time was once an elegant process. Watches weren't worn on the wrist. They were hand-crafted time pieces made in Switzerland, kept on a chain or leather strap and placed carefully in the pocket. If the watch was attached to a leather strap, the other end invariably had a "watch fob" which hung out of the pocket for balance and decoration. When you wanted to check the time, you reached down and gave a little tug on the watchfob and pulled the watch out of your pocket.

Times have changed and cheap digital watches with plastic wristbands have taken over. But there are a few folks around who have made a hobby of collecting the thousands of various watchfobs that were made for a more genteel time.

Local 3 member Mike McGuinney of Sonoma, Calif. is an ardent collector of watchfobs featuring heavy construction equipment and has one of the most complete collections in

the west of this specific category.

"My dad owned his own construction company (Wise and McGuinney) and he used to buy equipment," McGuinney said. "The sales men would come by and give him watch fobs all the time when we were kids and I just kind of hung onto them. I got real interested in it in '85."

A 13-year member of Local 3 and a slope-board operator for Granite Construction, McGuinney's main interest is promotional watchfobs of Caterpillar equipment.

"At one time, if you bought a Caterpillar tractor, they'd give you a watch fob or two," McGuinney explained. "If they were trying to sell you something they'd give you one. It was strictly promotional and they were all free until the 1970s. Then you had to

start buying them from Caterpillar."

Some of the watchfobs are made with silver plate, but most are bronze or nickel, according to McGuinney.

McGuinney has a watchfob collectors book which he claims lists at least 147 fobs of Caterpillar vintage. "I don't have all the Caterpillar fobs

that are in the book, but I already have over 200 different ones of my own, so that shows you no one really knows how many different ones were actually made," McGuinney said.

The pride of his collection is one produced by Holt Bros., the forerunner of Caterpillar. The fob was made in 1910 and is in excellent condition.

"I have close to a thousand fobs," McGuinney said. He's spent over \$10,000 on his collection, but has no interest in using his hobby for financial gain. "I have no intentions to sell them," he says, although he does often sell off or trade duplicates that he comes across.

McGuinney displays his oldest watch fob, a silver piece dated 1910 depicting a dozer manufactured by Holt Bros., which was a forerunner of the Caterpillar Co.



Mike McGuinney (left), a 13-year member of Local 3 displays part of his extensive collection of watchfobs depicting heavy construction equipment. Business Agent Bob Miller (right) shows one of McGuinney's books.

