

Engineers News

VOL. 50, NO. 1

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

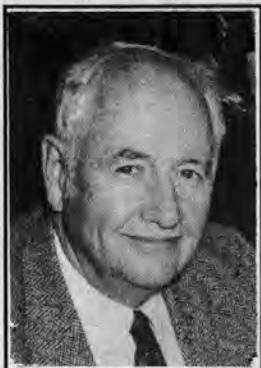
JANUARY 1992

Concrete objectives

Local 3 operator Ralph Bowman of Piombo Construction picks up 19,000 lb. storm drain pipe on West Valley Freeway job in Santa Clara County (see page 12).

UNION
GROVE

Photo by Steve Moler



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

It used to be that the "American Dream" was to pursue a career of our choice, earn a good living, buy a home, a new car and raise a family. For decades, that dream was attainable. Each generation could look forward to greater opportunity and prosperity than their parents. It was a progression based on hope, optimism and productivity.

After 11 years of Reagan/Bush, that dream is shattered. Today the American Dream for millions of hard working men and women has been replaced by a nightmare – a nightmare of survival.

Shattering the American Dream

Today it takes two incomes – both at substandard wages – to earn what one good paying job used to earn. Today both husband and wife must leave the home, drop the kids off at a day care center, and head for the office or jobsite. If either one loses his or her job, the family is in immediate financial crisis.

The statistics are appalling. For example:

- The average mortgage payment is \$1,000 a month. Yet the average job pays \$335 a week. Can one average job buy an average house? No way!
- Since Republicans took over the White House, there are now 1.8 million fewer blue collar jobs (most of them were good paying union jobs). Most of those have been replaced by lower paying service sector jobs.
- Over 300,000 people lost their unemployment benefits when Bush refused to sign the bill which would have extended those benefits. It's a damn shame that our economy is so bad that such legislation is even necessary. It's an obscene crime that we have a President who wouldn't even sign the bill when it was needed.
- Between 1979 and 1989, the productivity of the American workforce increased by 11.6 percent. Yet wages, when adjusted for inflation, fell by more than 9 percent. Benefits – like medical coverage and pension – fell by 13.8 percent.
- Even at age 29, 40 percent of American men have failed to find a stable, long term job.
- Of the 4.3 million people who lost permanent jobs from 1985 to 1990, 14 percent left the workforce and an equal number are *still looking* for jobs, but unable to find them. For those who did find full-time employment, 43 percent were earning less than they did on their previous job – an average of 11.8 percent less. Nearly one-third took pay cuts of 20 percent.
- There are a privileged few who support the Reagan/Bush rip-off of the middle class. The richest one percent of the nation went from an average \$289,000 a year to \$549,000 a year during the last decade.
- In 1985, there were 13 billionaires in the United States. Now there are at least 93. There were 832,000 millionaires in 1985. Now there are 1.5 million millionaires.

American CEO's make 85 times the salary as the average employee. That's higher than anywhere else in the world. In Japan, the top bosses make about 17 times what their employees earn.

How long are we going to put up with this crap? How many times are America's working people going to vote in a president who screws them to death? We better wake up this year, because next election will be too late.

J.S. ALBERICI CONSTRUCTION CO., INC.

October 3, 1991

Mr. Dan Rusnak, Executive Secretary
Building & Construction Trades Council of Northern Nevada
1150 Terminal Way
Reno, NV 89502

Dear Dan,

A year and a half ago we met with you and your affiliated local union representatives and negotiated a Project Agreement for work at Ralston Purina Company plant, Sparks, Nevada. Work at the plant has progressed as scheduled reaching a maximum employment of four hundred fifty (450) craft persons in June/July 1991. Completion is within sight and product production will begin in early November 1991. The work will complete on schedule and within budget.

We experienced no strikes, no slow downs or work interruptions and grievances have been minimal. This is a credit to your organization and your job site representatives.

Please convey our sincere appreciation for the outstanding cooperation we received from the local union officers and to the members who worked on the project. Further we commend their craftsmanship and outstanding safety record.

Our Project Agreement is proof that Labor and Management can work together for ourselves and the owner's benefit. Please extend our thanks to all your members.

Very truly yours,

J. S. Alberici Construction Co., Inc.

John C. Barnett
Vice President-Labor Relations

Notice on calendars

Business Manager Tom Stapleton has announced that, because of a significant drop in dues income brought on by the recession in the construction industry, it is necessary for Local 3 to conserve everywhere possible.

Therefore, the Local 3 calendars which have been printed and mailed to the membership for the past several years will not be published this year.

We have received many calls from members inquiring about the calendars and we regret that they will not be available. It is anticipated that if conditions improve this year, calendars for the membership will be produced next year.

Meeting Changes

Recording-Corresponding Secretary William Markus has announced that the dates of the following meetings have been changed. The new dates are listed below:

District 80 (Quarterly District Mtg.)

Monday, Feb. 24, 1992 at 8:00 p.m.
Auburn Recreation Center
123 Recreation Dr., Auburn, CA

District 80 (Specially Called Mtg.)

Thursday, Feb. 27, 1992 at 8:00 p.m.
Machinists Hall
2479 Sunrise Blvd., Rancho Cordova, CA

Engineers News



T.J. (Tom) Stapleton	Business Manager
Don Doser	President
Jack Baugh	Vice President
William Markus	Recording-Corres. Secretary
Wally Lean	Financial Secretary
Don Luba	Treasurer
Managing Editor	James Earp
Asst. Editor	Steve Moler
Graphic Artist	Arlene Lum

Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 474 Valencia St., San Francisco, CA 94103. Second Class Postage Paid at San Francisco, CA. Engineers News is sent to all members of Operating Engineers Local in good standing. Subscription price is \$6 per year. POSTMASTER: Send address changes to Engineers News, 474 Valencia St., San Francisco, CA 94103.

opeiu-3-afl-cio (3)



Local 3 Business Manager Tom Stapleton, at podium, addressed the membership at the semi-annual meeting held January 11 in San Francisco. Other officers from left were Treasurer Don Luba, Recording-Corresponding Secretary William Markus, President Don Doser, and Financial Secretary Wally Lean. Stapleton told the members that some good highway jobs are coming up this year. The new federal highway bill signed by President Bush in December will bring \$732 million in highway projects to Local 3's jurisdiction. Local 3 also has been working closely with state politicians and transportation officials to expedite the release of highway funds. As a result, Stapleton said Caltrans will let out an extra \$104 million in jobs in the first quarter of 1992 to help stimulate the economy.

Turlock canal workers win hefty overtime settlement

A group of 45 canal workers represented by Local 3 has won another crucial round in its lawsuit against the Turlock Irrigation District regarding overtime pay.

U.S. District Court Judge Edward Price ruled on January 6 that TID willfully violated the Fair Labor Standards Act when it refused to pay canal workers overtime.

"The ruling means that the canal workers could receive between \$3.5 and \$6.5 million in back wages and damages," said Local 3 Attorney

Lynn Rossman Faris. "This is a great victory."

The dispute began in the spring of 1986 when the canal workers asked the district to begin paying them overtime under provisions of the FLSA. A few months earlier, a federal court in Texas, in *Garcia v. San Antonio Metropolitan Transit District*, ruled that public employees were covered under the FLSA.

The TID employees – canal tenders, canal riders, a night rider, water master and reservoir atten-

dant who operated and maintained the irrigation system – continued to work 12-hour days, seven days a week during the irrigation season, which is from about mid-March to mid-October. They were also on call the other 12 hours, seven days a week, eight months of the year. Despite all the long hours, the workers never received a penny in overtime pay.

Workers employed in agriculture or in connection with the operation and maintenance of ditches, canals,

reservoirs or waterways used *exclusively* for agricultural purposes are exempt from the overtime provision of the act. But the employees at TID were not engaged exclusively in agricultural work.

Roughly 95 percent of TID's revenue comes from the sale of hydroelectric power generated from plants and dams that are part of the canal system. Furthermore, the district also provides water to schools, churches, business, residences and government agencies for watering lawns and gardens, customers that have nothing to do with farming.

So Local 3 filed a lawsuit in U.S. District Court on behalf of the canal workers in April 1990. Fifteen months later Judge Price ruled in favor of the canal employees, saying that because TID uses its waterways for domestic purposes, recreation and generating electricity, the district did not use its system "exclusively" for agriculture; therefore, the workers were not exempt from the overtime law.

With the liability issue settled, the court next had to decide damages to be awarded. The amount would depend on whether the court found that TID "willfully" violated the FLSA.

After the canal employees complained to the U.S. Department of Labor in July 1988 that TID was violating the act, a compliance officer was sent to investigate. The officer, based on interviews with the canal

Local 3 joins coalition to save pension fund

Local 3 is joining a coalition of retiree organizations, taxpayer groups, and other unions to place an important initiative on the 1992 general election ballot.

Last year California Gov. Pete Wilson raided \$1.66 billion from the Public Employees Retirement System (PERS) to help offset the state's whopping \$6 billion budget deficit. To prevent future raids on the system, the coalition is working to place the California Pension Protection Act of 1992 on the November general election ballot. To do so, the coalition needs 900,000 valid signatures, 20,000 from Local 3 alone.

The initiative would prohibit diversions from pension funds and prevent politicians from taking control of retirement boards. Under the provisions of the act, a clause would be placed in the state Constitution declaring that a retirement board's duty to provide benefits to retirees must take precedence over anything else.

"When politicians raid pension funds, they steal the dignity and security of all who depend on their hard-earned benefits to meet basic necessities during their retirement," said Local 3 Business Manager Tom Stapleton. "The result is massive tax increases in the future."

The coalition is unusual in that anti-tax groups and labor unions, normally adversaries, are working together. Ted Costa, executive director of the People's Advocate group (founded by the late anti-tax crusader Paul Gann) said that PERS is the best public retirement system in the country and that the initiative would save billions of taxpayers dollars by protecting the fund's ability to cover pension benefits when they eventually come due and payable.

"Every time the politicians reach into the (pension) cookie jar and take out a billion or a billion-and-a-half dollars, taxpayers down the road are going to have to pay for it with interest," Costa said.

In its petition and registration drive, Local 3 will target the recently won Caltrans Unit 12 employees and Public Employee Division members who are covered by the initiative. Retirees, construction, rock sand and gravel, and shop members who as taxpayers also need the protection of the initiative will be involved.

Those who want to volunteer to help circulate petitions are urged to contact your district office or business agent.

(Continued on page 21)

100 years ago in labor history

The year 1892 stands as one of labor's most extraordinary

First in a series

By Richard Taliaferro

"If you ever hope to see the future, you must stand on the shoulders of the past."

— anonymous

As union members across the country welcome the new year, we are reminded that this year marks the centennial of one of the most tumultuous and extraordinary years in labor history. In 1892, some of the most violent labor battles in U.S. history took place at work sites across the country. Chief among them was the Homestead strike in July 1892, which pitted striking steel workers against members of the Pinkerton detective agency. When the guns finally fell silent, several Pinkerton guards and a handful of workers lay dead.

As we begin to attain our new year's resolutions, it seems fitting that we look back with great pride and reverence on the courage and determination of the ones who, in the face of almost impossible odds, fought and died for the advancement of organized labor. For the next several months, a series of articles will examine the events of this incredible year to give Local 3 members a better understanding of their union heritage.

Events leading to 1892

But first, in order to understand 1892, it's necessary to review key events that took place in the decades before. During the Civil War unions grew at an unprecedented rate, from a few thousand in 1861 to over 200,000 in 1863, and unions continued to grow after the Civil War. The first national federation of unions, the National Labor Union, was formed under the leadership of William Sylvis in 1866, and was able to win shorter hours and better wages for its members, at least for awhile.

But in 1873 there was a severe economic depression

that threw millions out of work, resulting in widespread poverty and suffering. Meanwhile, the captains of industry, such as Jay Gould, J. P. Morgan, John D. Rockefeller, Andrew Carnegie and W. D. Vanderbilt, who had already built up colossal fortunes since the Civil War, were hard at work building bigger and more powerful monopolies on the misfortunes of smaller businesses that were failing in record numbers because of the depression.

Union membership fell by 90 percent, to less than 50,000 nationwide, because of employers' anti-union campaigns. Some of the tactics used included black listing known union members and using "iron clad" or "yellow dog contracts" that stipulat-

ed, under conditions of employment, that the employee would not join a union.

Without a strong labor movement, wages and working conditions became intolerable, particularly for railroad workers. In 1877, the nation exploded into a great upheaval of labor unrest unsurpassed in U.S. history. Violent railroad strikes broke out all over the country. State and federal troops were called in and National Guard armories were established in several cities for the sole purpose of crushing strikes.

The St. Louis *Republican* reported, "Strikes were occurring almost every hour," and listed several cities around the country that were in a state of complete chaos because of

the strikes.

Out of the carnage and devastation sprouted a new labor movement. As young labor pioneer Samuel Gompers stated, "The railroad strike of 1877 was the tocsin (alarm bell) that sounded a ringing message of hope for us all."

Renewed labor movement

As the nation entered the next decade, the economy picked up, and with renewed faith, union membership grew to an all-time high. The Knights of Labor would establish itself as a leading federation of unions on a national level, growing from 50,000 members in 1884 to over 700,000 in 1886 under the leadership of Terence V. Powderly.

The year 1886 marked a turning point for organized labor. In an effort to gain shorter working hours, a nationwide strike was organized, and on May 1, 1886, nearly half a million workers stopped work and demanded that eight hours be recognized as a legal day's labor. As a result, almost 200,000 gained a shorter work day. A few days later violence erupted in Chicago and ended in the death of seven police officers and at least four strikers at the infamous Haymarket riot on May 4, 1886.

Genesis of AFL

The Federation of Organized Trades and Labor Unions was a group of skilled crafts unions within the Knights of Labor that had organized the May 1 strike against the wishes of its parent organization, the Knights of Labor. Shortly after the May 1 strike, the Federation of Trades separated from the Knights of Labor and called itself the American Federation of Labor. A bitter rivalry between the Knights of Labor and AFL developed. Although the AFL started with only 138,000 members, less than one-fourth the size of the Knights of Labor, it would eventually become one of the largest labor organizations in history under the leadership of its founder and first president Samuel Gompers.

By 1890, industry surpassed agriculture as the nation's number one wealth producer, and by the end of



During the railroad strikes of 1877, destruction of railroad property was extensive.

the decade, the United States became the leading industrial power in the world.

Many people feared that wealthy industrialists were becoming too powerful and should be regulated. In 1890, the Sherman Anti-Trust Act was passed by Congress to protect commerce against unlawful restraints, but the act was never effectively used against monopolies.

By 1891, the Rockefeller family's Standard Oil Company accounted for 90 percent of America's exports of kerosene and controlled 70 percent of the world market. Meanwhile, J. P. Morgan, Jay Gould, W. D. Vanderbilt, Andrew Carnegie and a few others controlled most other industries and finance companies.

A popular president at this time, Grover Cleveland, in a message to Congress, wrote: "As we view the achievements of aggregated capital, we discover the existence of trusts, combinations and monopolies, while the citizen is struggling far in the rear or is trampled to death beneath an iron heel. Corporations which should be...servants of the people, are fast becoming the people's masters."

Events of 1892

In addition to the Homestead battle in 1892, there were other major strikes, such as the miners strike in Couer D' Alene, Idaho. In the fall of 1891, two major railroads raised their rates for hauling coal out of the Couer D' Alene mining region. In response, the Mine Owners Associations closed down all of its big mining operations on January 16, 1892 and began discussing the need for wage cuts of the miners before the mines could open again. Unemployed miners faced a cruel winter. This was the first of many actions that led to violent strikes later in the year, which will be discussed in upcoming issues of *Engineers News*.

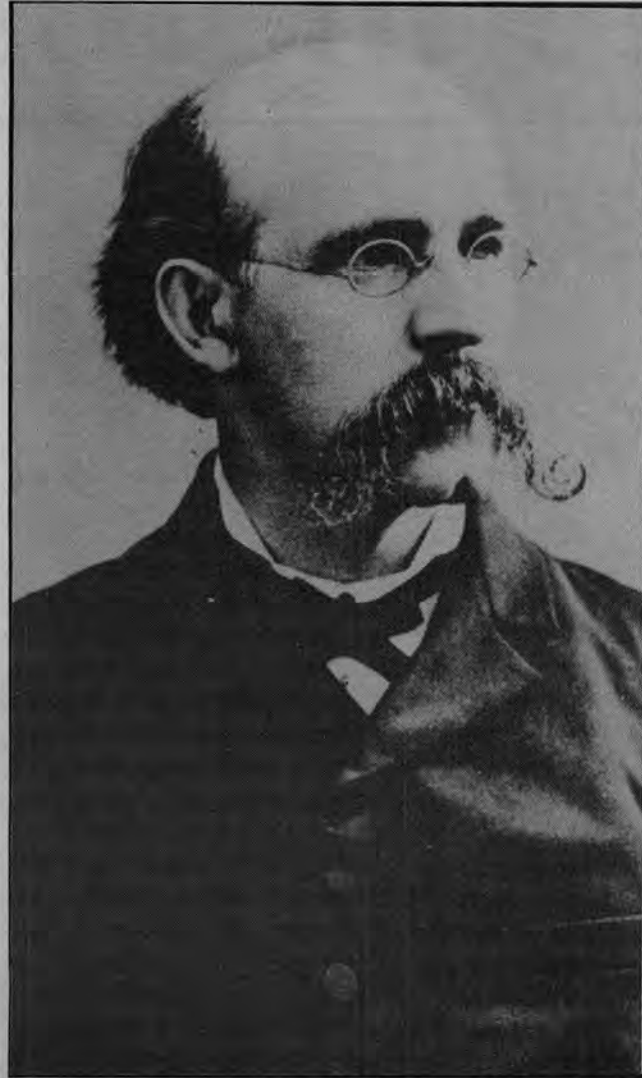
The Pinkerton detective agency, hired by companies having labor disputes, used some of the most brutal anti-union tactics against strikers, actions so severe the House of Representatives considered passing a bill to investigate the agency's character, rules and regulations in order to determine whether the agency was a "legally constituted body," or whether it was a threat to the country's civil institutions.

Other events of 1892

- An explosion in a coal mine at McAllister, Indiana Territory, killed nearly 100 men, with an equal number seriously injured.

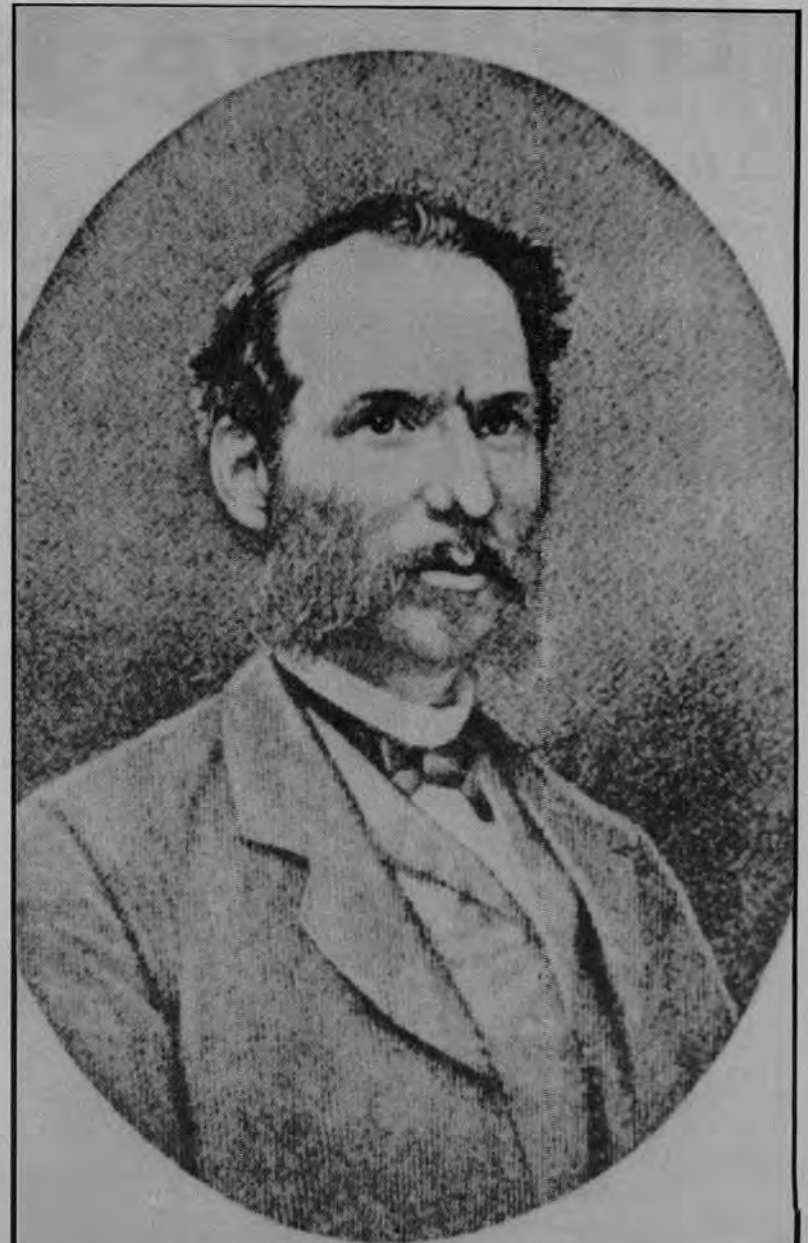
- Total number of railroad employees killed in 1891 was 2,451, with 22,390 injured. When a reporter ask Henry Vanderbilt, owner of the New York Central Railroad, if he was running the railroad in the public interest, he replied: "The public be damned. I am working for my

stockholders. If the public wants the train, why don't they pay for it." The statement, "the public be damned," is, to this day, remembered as one of the best examples of corporate disregard for the public.



Above: Under the leadership of Terrence V. Powderly, the Knights of Labor established itself as a leading federation of unions.

Right: William H. Sylvis, founder of the National Labor Union, the first national federation of unions.



William H. Sylvis, founder of the National Labor Union.

Below: This cartoon, from the late 1800s, depicts the relationship between corporations and labor unions.



Retiree benefits from active role in union



Above: Crane's place rock on the face of Bear River Dam between 1951-1954.

Right: Hwy 88 shortly after the big snow storm of 1953.

Below: Local 3 member Carl Black burrowed in snow in the winter of 1953.

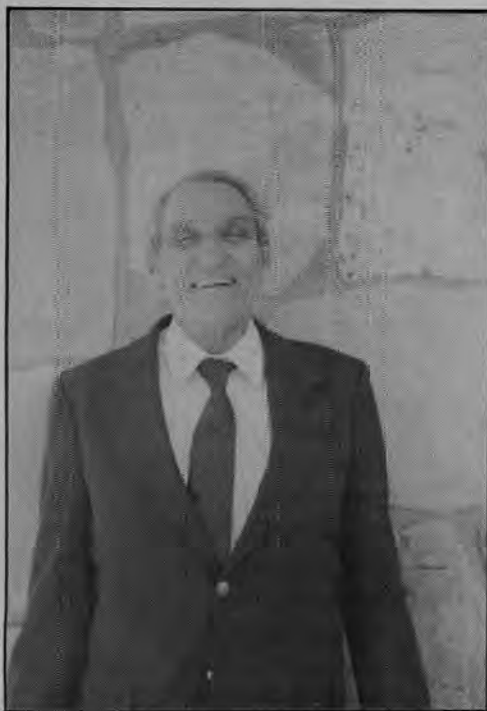


In my duties at the Salt Lake City district office, I work closely with retirees. Two of them, Hank Willesen and Glen Hardwick, have become special to me. Hank is almost 82, and Glen isn't far behind. Hank and Glen are both members of the board of directors of the Seniors Legislature here in Utah, members on PIC committees for labor in Utah, and are strong promoters of unionism and fairness. They have also served on the city councils in the towns where they live.

When I listen to them talk, I'm often amazed at how meaningful and humorous their conversations are. So I've put together a two-part series covering several recent conversations that I had with them. We begin this month with Glen, and conclude next month with Hank's story.

—Kaelynn R. Tuckett

I joined the Operating Engineers in Stockton while working for Utah Construction on the Bear River Dam project in 1951. I would like Local 3 members to know just how pleased I am that I joined. My union association made it possible for my wife and I to successfully raise our family. The health and welfare has been one of the most reliable benefits we have had over the years. And now that I'm retired, I've taken an active role in seeing to



Glen Hardwick

it that we maintain and improve our benefits.

My long and satisfying association with the union began shortly after World War II. I was pretty ill and my wife, Anella, and I decided to go back to Enterprise Utah, where Anella's family was living so I could recover and get my strength back.

I started working for E. H. Rider, an outfit based out of Stockton. We tried to organize, but when Rider found out, he fired us all. In those years, there wasn't much we could do about being let go. Then I started working for a mediocre outfit, Zuckerman Company, and after awhile, asked for a nickel-an-hour raise. The owner wouldn't give it to me, so I quit and went to work for an outfit called Gerald Brewster. Because he

was signatory out of California, he paid me at that state's scale, which was \$2.10 an hour, 58 cents an hour above Utah scale.

After working for Brewster, I went to work for Utah Construction. I was on Utah's payroll for 16 years without a layoff, and I never drew unemployment because Local 3 always kept me working. I was usually a repairman or shop foreman. Whenever I started a job, I'd tell the superintendents: "If you don't like me in the first three months I'm here, it's my fault. After that three months is up, if you don't like me, and don't pay me the highest scale on the job, it's your fault."

I always got what I wanted. I was on strike only three days in my life, and that was when a job shut down to get the surveyors into the Operating Engineers.

In 1952, I was working for Utah Construction on this Bear River Dam, which was about 40 miles east of Jackson, Calif. We were preparing to shoot a mountain down. We drilled a coyote hole and laid 225 tons of dynamite in it. About the time we put the charge in, a big electrical storm came. Those of us working around the charge took off running and got in the house on the back of the shovel. Lightning hit the charge and blew the mountain up, and part of it came down over the front of the machine. Fortunately, we were able to crawl out the back of the machine.

In 1953, I was still working on the Bear River project in the Sierra Nevada mountains. My wife and family were living in Lodi, Calif. One day it started to snow, and it snowed until all 11 men on the project were snowed in, myself included. Because the passenger train, the City of San Francisco Streamliner,

was snowed in too, there was no way to get help or get word to our families concerning our plight. Some of the other men and I kept the road open using a snow plow, that is, until the machines quit.

We were snowed in for 31 days. After the snow melted, we learned that the snow had reached as high as 70 feet in some places. When they did finally get us out, my son climbed up and put a tape around the flag pole where the snow stopped accumulating just one foot from the top of the pole.

The gas lines ruptured, so, using the oxy-acetylene, I connected a low pressure line to the cook stove so we could warm the pea soup that we ended up living on. We didn't have heat in the bunkhouse and didn't need any because the building was covered with snow. When they got to us, we had whiskey but no food. Needless to say, I was one happy man when I knew we were getting out.

Now that I'm retired, I've been in the Seniors Legislature since its inception 10 years ago. I was called to serve by Les Lassiter when he was the district representative in Utah. The Operating Engineers sponsored both Hank and I from that time. We currently have three members on the board of trustees of the Seniors Legislature who retired through the Operating Engineers: Hank Willeesen, John Thornton and myself. I'm the secretary of the Utah Legislative Committee for the American Association of Retired Persons. I've represented organized labor on the federally sponsored Job Training Partnership Act for many years, and I served on the vocational college planning board in eastern Utah and the city council in Mt. Pleasant where I live.

Since everybody should believe in something, I'll tell you what I believe: all retirees should be involved in public service and senior's activities. I think it's a fine way to return to our society what we take out of it.

In this legislative session of the Seniors Legislature, we voted unanimously to pass a bill to eliminate the balanced billing on health insurance. "Balanced billing" means hospitals charge more for services to those who can pay than to those who can't pay, which is done to cover their losses.

Balanced billing is very costly to our Local 3 health and welfare plans because the insurance carriers – or in our case the health and welfare trust fund – pay for those who can't or won't pay their bills. If this is allowed to continue unchecked, it will have a very detrimental effect on our insurance and on each of us individually.

Many American corporations hire part-time people and don't provide health and welfare so they can raise their profits. Then plans like ours are forced into picking up the unpaid amount. We need to pressure our state legislators and federal lawmakers to revoke balanced billing and outlaw it so we can have a single carrier. This is one of the things that can happen under the national health reform.

Just for your information, a regular hospital stay generates 41 bills. Each bill is handled five times. Thirty percent of the money spent for insurance goes to overhead and the handling of claims.

I know that Hank Willeesen, John Thornton and I are proud that we were able to set a positive example for our craft and union during our working lives. We took pride in our work and we still love our union.



Operator Jack Haslinger opens road from project to Hwy. 88.



After the big snow storm in 1953, Carl Black, Jack Haslinger and Red Andrews take a quick pose for the record.

Don Dowd wraps up Hwy. 1 project

By James Earp, Managing Editor

The Santa Rosa district didn't see much last year in the way of significant highway improvement projects, however, Don Dowd Construction did manage to land a \$3.5 million realignment of Hwy. 1 near the coastal town of Mendocino.

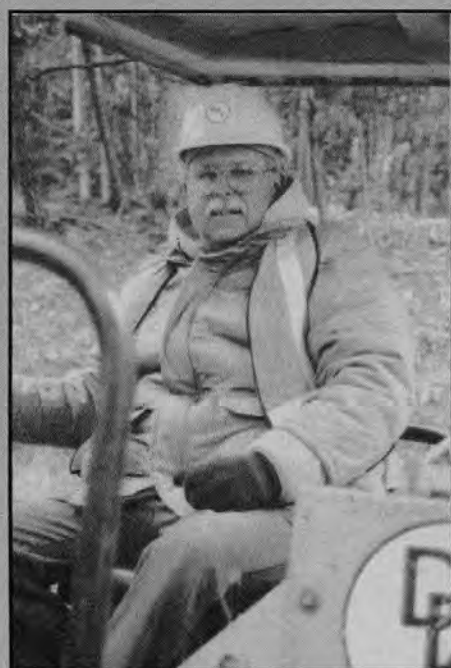
This project started at Albion and involved everything from major realignment of some sharp curves to construction of tie-back walls on a particularly steep section of road. The project even called for construction of a fish ladder to be built through two 48-inch culverts.

An additional eight miles of road underwent a "grind and replace" operation. Dowd commenced work in July and completed the job this month.

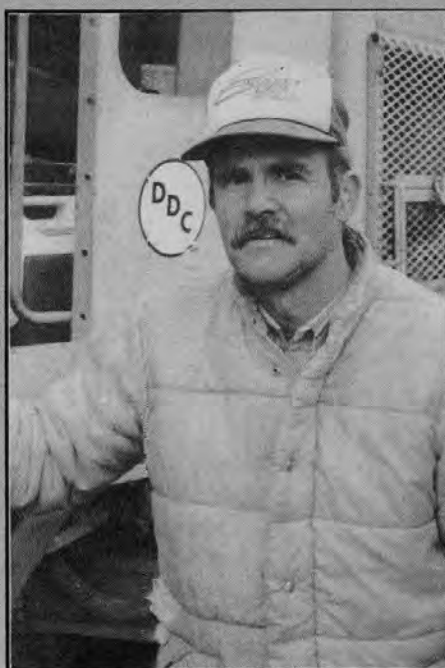
Dowd employed approximately 15 operating engineers throughout most of the job, working two eight-hour shifts, five days a week. The asphalt grinding operation was subcontracted out to Anrak, and the drilling for the tie-back pillars was subbed out to Pacific Coast Drilling. Dowd did everything else with its own crews.



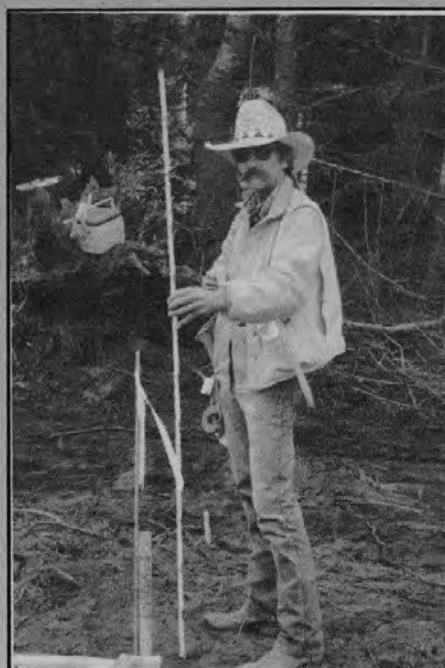
Scraper operator Mike Smith gets a little push from D-8 dozer operator Mike Parmeter (above). Pictured left on the excavator is VOC member Jim Long with Business Agent Bob Miller. Apprentice operator Sergio Mariscal (below) works a tight fill with his compactor.



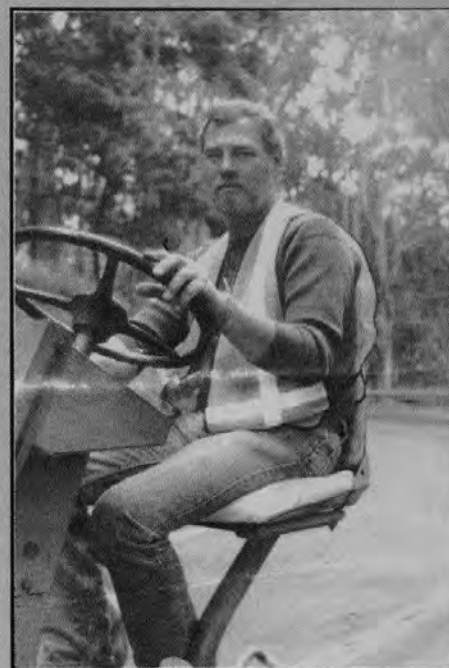
Fred Sollom, roller operator.



Ken Melville, blade operator.



Joe Van Meter, grade checker.



Max Riggs, paving machine.

Despite dredging crisis, some jobs proceeding in S. F. Bay

For the better part of a year now, the Bay Area has been experience a dredging crisis that threatens to cripple the region's \$5 billion maritime shipping industry. An inter-agency dispute over the safety of chinook salmon spawning has halted much of the dredging in the San Francisco Bay. Recently, however, some dredging at the ports of Oakland and San Francisco have been allowed to continue until the dispute is settled.

Despite all the problems, there are some dredging jobs going on in other areas as well. Delta Dredging of Pinole, for example, has been doing a hazardous materials dredging job at the old Selby Smelter in Crockett. This is probably one of the first Hazmat jobs of its kind in Northern California. The job entails removing about 110,000 yards of contaminated mud. Delta recently got an extension to dredge more material.

Paul McQueen, owner of Delta Dredging and long-time Local 3 member, has had problems finding Hazmat-trained personnel. Fortunately for Paul, Local 3 held a 40-hour Hazmat class, so he sent his people to get certified. I advise dredgers who are interested in Hazmat training to take advantage of the union's Hazmat training program. Hazardous waste cleanup jobs are increasing and will continue to do so for some time.

The photographs on this page are of Paul's rig, the Monarch. It's old, built around

1918, and still has a wood bottom. The dredge has an 8-cubic-yard bucket. It originally had 220 feet of boom but now has 190 feet. The bucket is unique: it was designed by Paul and has a top that vents for closing, which Paul needed for his toxic waste jobs. The other rig is called the Holland, which is also an older dredge. The crews of these two rigs consist of levermen Frank Cross and Alvin Fisher, deckhands Gary Wibbenhorst and Craig Parker, and Charlie Black and Joe Orosco. The project superintendent is Mike McQueen.

Our politicians need to quit listening to only the environmentalists and fishermen and realize that the whole economy of Northern California will be affected if we can't dredge the bay and hold onto our shipping interests. Write to your local and national politicians and voice your concerns.

Bill Dorresteyn, special dredging rep.



Top: Leverman Frank Cross operates the dredge Monarch.

Bottom: Deck Hand Gary Wibbenhorst with the dredge Monarch in the distance.

Right: Superintendent Mike McQueen, left, Deck Hand Gary Wibbenhorst, center, and Leverman Frank Cross on the dredge Monarch.

TEACHING TECHS

By Art McArdle,
Administrator

Continuing education is key to success

Welcome 1992. We have had some rain but need more, and now we need some work. Let's hope 1992 will be the turnaround year so that work hours will not only increase but continue for many years.

I have mentioned before the importance of

attending your union meetings. I cannot stress enough about getting involved in local politics. It is the people that get things done, so support your union and your community. This is an election year, and the incumbents are going to tell you how good you have it. We can remember how bad it was, and we need to let them know. Get active and promote the Democratic ticket. Be sure you vote.

I am often asked by people looking to enter the surveying industry if there are any jobs. My standard answer is that there is always a job for a good surveyor. What constitutes a good surveyor? A day's work for a day's pay, being dependable, knowing accuracy limits, making that extra check, continuing education and giving that little extra to show the boss you will work and be there when he needs you.

A job works both ways. You should remember that the employer signs the check. If he is not

making money, you will not make money either. Employers are competing in a tight market for work, so it is vital that you work together. Communicate with the employer. Keeping the lines of communication open can solve many problems before they become unsolvable.

Training program

Local 3 members with at least a "B" hiring status are welcome to join the Northern California Surveyors Joint Apprenticeship Committee Journey Upgrade Training Program. There are various levels of curricula available. Keeping up on new equipment is one of our 1992 goals. We would like to set up extra courses in the following areas: 48SX, GPS, data collection and Hazmat (through Local 3). We will set up classes according to the number of respondents for each class. Interested parties should contact the NCSJAC administrative office at (510) 635-3255.

DeAnza College in Cupertino is offering a GPS class. Anyone interested in enrolling in this class can contact the NCSJAC.

Our first Saturday hands-on session went well. The following is a list of the first hands-on training classes and the apprentices and journey upgrades who attended:

Oakland: Paul Auer, Charles Harrington, Scott Harrington, James Heck, Albert Pope, Patrick Rei, Denise Rodrigues, Karim Shahid,



A hands-on training course in session in Sacramento.

Larry Thompson.

Sacramento: Ron Bunting, Monique Cabral, Michael Chism, Romandia Collins, David Crisosto, Michael Foulk, Susan Harrington, Juan Lovato, Tracy Marcinkoski, Scott Nordahl, Sean Prevost, Charles Robb, Shane Steed, Paul Stone, Sherry Taylor, Jeffrey Vest, Richard Zamora, Robert Zamora.

San Jose: Ken Anderson, Don Caruth, Frank Donk, Juan Gonzalez, Brent McDonald, David Niemeyer, Luis Ramirez, Blair Readhead, Steven Rodrigues, Robert Ruiz, Dennis Stern, Felipe Vera.

Santa Rosa: Dana Ahola, Marshall Bankert, Richard Bekey, Emmert Briggs, Mark Duncan, Fred Feickert, Peter Grim, Jerry LaMerrill, Richard Lammer.

Congratulations to Administrative Assistant Joanie Thornton and her husband Dennis on the birth of their new baby son, Connor MacKenzie.

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

Sign up for Mobile Health Testing Program

The best of the New Year to all of you. May the New Year be prosperous for you and your family.

This year we will once again be keeping a

watchful eye on all legislative efforts for meaningful health care reform. The ultimate "health" of our health care plans may very well depend on the success of efforts in state legislatures as well as in Congress. After all, how can any bona fide health plan survive when the ranks of the uninsured continue to grow?

There were over 1.3 million more uninsured people in 1990, according to the U.S. Census Bureau, putting the total of those without health care nationwide at 34.7 million. The real alarming news is that many of those added to the ranks of the uninsured are families earning more than \$25,000 per year. More and more working people have no health care, which is a compelling reason for us to unite behind the ongoing efforts to secure universal access to health care for all America. Continue to write to your legislators to give them your input in this all-important debate.

As I indicated in last month's article, we have held a round of specially called meetings to discuss with the membership the current status of the union's health and welfare plan and to explain our need to build up the plan's seriously depleted reserves.

Our options are to either suffer major cutbacks in benefits or maintain the current level of benefits by diverting \$24 million in future pension fund contributions into the health and welfare plan. The vote of the members who attended the October and November round of meetings was to maintain the current level of health and welfare benefits by diverting \$24 million in future pension fund contributions.

We are hopeful this action will stabilize our health and welfare plan. But the grim fact is, until the state and federal government get behind real health care reform, there is no end in sight to skyrocketing costs.

Mobile Health Testing Program

The Mobile Health Testing Program for eligible active members

(Schedule A only) provided by Health Examinetics, 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 7 p.m. Monday through Friday. All locations are in California. The schedule is as follows:

Oakland - Jan. 6,7, Feb. 12
 Martinez - Jan. 8,9, Feb. 13
 Pleasanton - Jan. 22,23, Feb. 21
 Hayward - Jan. 24,25,28, Feb. 22
 San Francisco - Jan. 10,11, Feb. 14
 Vacaville - Jan. 14
 Napa - Jan. 15
 Vallejo - Jan. 16, Feb. 18
 San Pablo - Jan. 17
 Antioch - Jan. 18, Feb. 19

Concord - Jan. 21, Feb. 20
 Fremont - Jan. 29,30, Feb. 25
 San Jose - Jan. 31, Feb. 1,4,5,26,27
 Burlingame - Feb. 8,10,28
 Mt. View - Feb. 6
 Redwood City - Feb. 7
 San Rafael - Feb. 11.

Retiree Association meetings

The current round of Retiree Association meetings has begun. Come on out to the meeting in your area and get together with some friends you've worked with over the years. And you'll be meeting some new friends too. The agenda is always simple: to share information regarding the latest goings-on of the union and the benefit plans. Check the schedule on this page. See you there.

We'll have the usual coffee and low-calorie donuts for all.

Income tax information

Your 1991 year-end Form 1099-R, for both pension payments and 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 1992. If you note any discrepancies with your personal records, contact the Trust Fund Service Center or the Fringe Benefit Service Center. Pensioners take note: the IRS requires the trust fund office to mail a 1099-R instead of a W-2P. The trust fund office will no longer be mailing W-2Ps. Use the 1099-R when filing your tax return.

YOUR CREDIT UNIONBy Bill Markus,
Treasurer**A variety of loans for all your needs**

If you're thinking about borrowing money, there's no better place than from your credit union. Whether you need a short-term loan for a wonderful vacation or a long-term mortgage, you'll find that your credit union has loans with great rates and excellent service.

It's easy to borrow with your credit union. Once a completed loan application is on file, there is no need to complete another. Updated information can be taken over the phone. Only if you add or delete a co-applicant will it be necessary to

complete another application. The one exception is mortgage loans, which have a specific application of their own.

A variety of loans await you at your credit union. Signature loans are used for many purposes: taxes, bill consolidation, major purchases, education. Borrow up to \$10,000 and take up to 60 months to repay the loan. Payoff the loan sooner without the concern of pre-payment penalty.

To simplify the purchase of your next vehicle, apply for a pre-approved loan. A pre-approved loan allows members to concentrate on negotiating the best possible price instead of worrying about applying and qualifying for a loan, interest rates and repayment terms. That's all taken care of with your credit union's pre-approval loan. Use a pre-approved loan for your next auto, boat or trailer purchase and select from a wide range of loan rates and terms.

If you are looking for lending flexibility, your credit union's VISA card is what you need. VISA cards are the best credit card for personal and family shopping, travel, entertainment and overall credit usage. VISA cards are the best known credit card and most valued by consumers. Your credit union offers three VISA cards, all with 25-day grace periods, fixed interest rates and low annual fees that are waived if other services are used. The advantages of a VISA card are many, but most members like it for its worldwide acceptance and cash access.

And don't forget your credit union when you are buying a new home, refinancing your existing home or moving up to a better home. Your credit union offers a variety of mortgage options with both fixed and adjustable rates. First mortgage and home equity loans offer income tax advantages with the interest still allowable as a tax deduction. Your credit union is ready to design a real estate loan that best meets your needs.

Make it your New Year's resolution to come to your credit union for all your borrowing needs.

Data Processing

Dept. improves member service thru computer innovation

To help Local 3 members familiarize themselves with the new union headquarters in Alameda, Engineers News begins a series that takes an in-depth look at each of the union's major departments and how they serve the members.

In this "age of information" Local 3 would suffer organizational amnesia without the Data Processing Department. Tucked away on the first floor in the southwest corner of the new building, this department of nine computer specialists and two managers is responsible for keeping the union's cerebral cortex in peak operating condition 24-hours a day, seven days a week.

In the past five years, the Data Processing Department has been going through an on-going transformation. In the mid-1980s, the department's 10-year-old computer, a Univac 90/30, was reaching the end of its useful life, so finding a replacement and designing its software became the department's top priority.

In the far corner of the computer room stands the union's new brain, the Unisys 1100, a sophisticated and capable main-frame computer that has greatly enhanced the union's ability to manage its affairs and improve member service. Data Processing has spent countless hours designing and redesigning the new software so it can handle the union's diverse needs. The initial conversion required specialists in Systems and Programming to write all new software and train Local 3 staff on how to use the system.

One of the computer's main functions has been communicating with the district offices so that Local 3 can maintain its on-line dispatching system. If an employer, for example, requests a backhoe operator with Hazmat certification, the computer automatically matches the request with the first qualified operator registered on the out-of-work list. Local 3 was the first union in the United States to introduce this system, an example of the union's progressive approach to improving service to the membership.

One of the department's proudest achievements since purchasing the Unisys 1100 has been the introduction of a new, integrated billing and membership accounting system, a project that took a team of five data processing personnel three years to



Data Processing staff from left are programmer Richard Oppenheimer, assistant programmer John O'Driscoll, software trainer Patty Bryan, date entry operator Zigrida Miles, Systems and Programming Manager Aileen Fisher-Isaksen, programmer Chase Vacca and Computer Operations Supervisor Jim Olsen. Not shown are computer operators Ben Guevara, Lisa Harlsey and Art Ysmael.

complete. And the system is still being refined and improved.

In contrast to the old Univac 90-30 system, which used punched cards and required clerks to do a lot of tasks by hand, the Unisys 1100 does everything automatically. An optical scanner, similar to those used in banks to process checks, reads a line of codes printed on the member's dues payment stub. Once the computer reads the member's social security number, it finds the individual's account, determines what kind of payment is needed and codes the payment.

In addition to minimizing cumbersome paper work, the new system has been especially helpful at the district offices. Members can now walk into their local union hall and immediately obtain information about their accounts, from payment history to status changes. Under the old system, personnel from the Files Department had to research a member's payment history by scanning through quarterly transaction registers and microfiche, but now such information is available at the press of a few computer keys.

When a member stops by the local hall to drop off a dues payment, for

example, the dispatcher or secretary can enter the payment directly into the computer and generate a receipt. The payment is then processed in the Data Processing Department that evening. The speed with which payments are now processed helps eliminate problems such as suspension errors caused by late posting of payments, which occurred from time to time under the old system.

Data Processing is divided into two sub-departments. In Systems and Programming, four computer programmers design the new software programs to accommodate changes in the organization and union membership. In Computer Operations, data entry goes on throughout the day shift, and as the business day winds down and there's less load on the system, the swing shift updates the master files and processes dues payments. The night shift, in addition to other responsibilities, brings the system on-line before the district offices open at 7 a.m.

On top of all the recent improvements, Data Processing continues to tackle new and challenging projects to enhance member service. The department is working on creating an

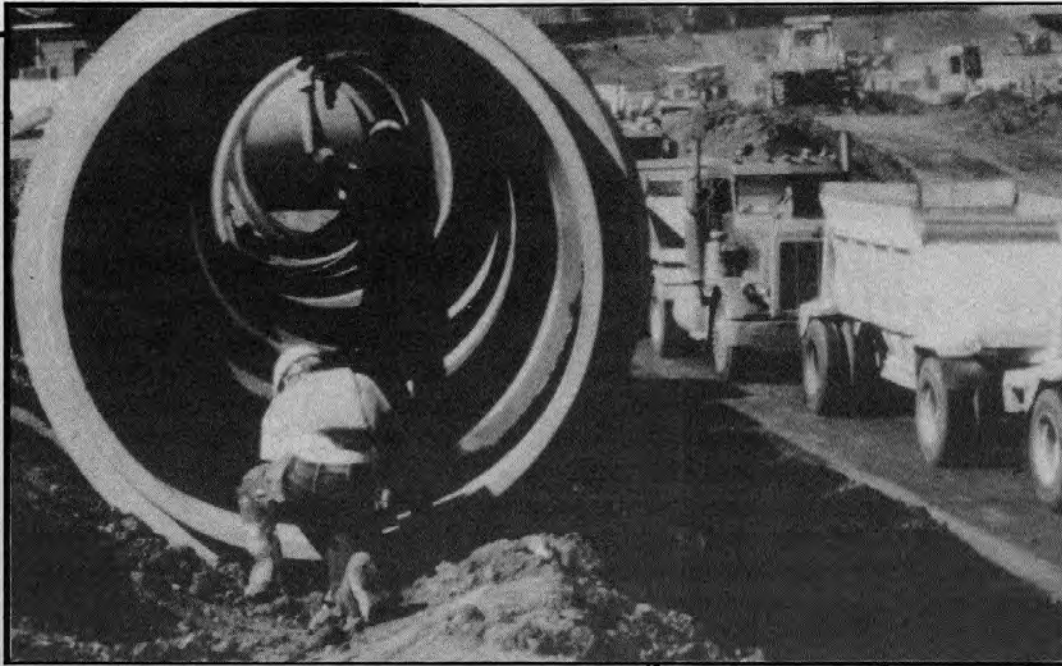
employer data base, which will include basic employer identification information, wages and fringes, contract opening dates, grievances, delinquency information, and a transaction history and comments related to administration of individual contracts. Local 3 will be able to track contracts in process to assure their timely completion. Form letters notifying the district and employers of contract openings will be automatically produced by the computer, as will dues calculations and billing of fringe benefits to the trust fund.

In response to increased demands for hazardous materials training and certification, the department is creating a file of Hazmat-certified operators, a system that will provide a list of trained personnel for job placement and automatically notify members when their certification expires.

Whatever changes occur in the field, the Data Processing Department stands ready to incorporate new information into its computer, and in the end, provide members with quicker service and more accurate record keeping.

Next month: the Files Department

1 - Right: Along this section of Route 85 in Saratoga, Plombo is doing the underground and soundwall work while Granite Construction is moving the dirt.

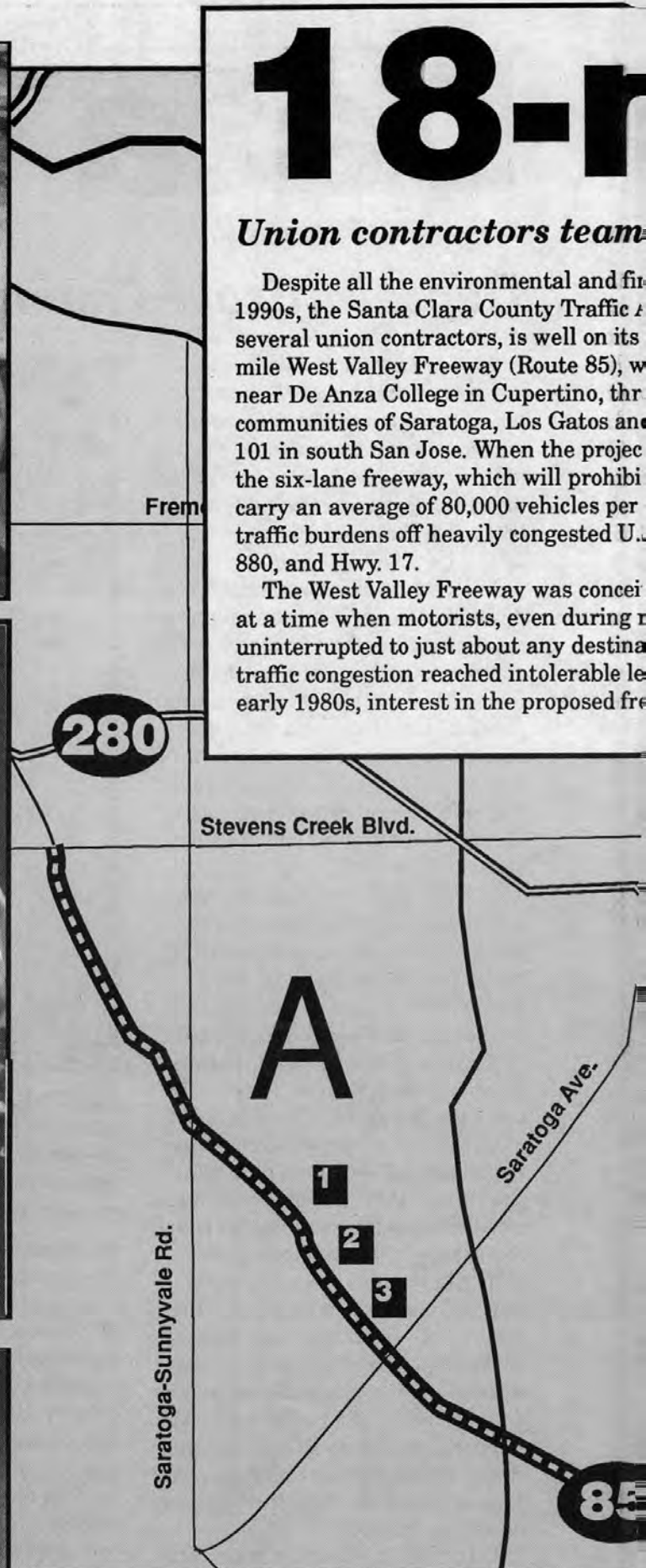


2 - Above: When work was humming late last summer, Granite was moving 18,000 cubic yards a day using two loaders and dozens of bottom-dump haul trucks.

3 - Above right: Plombo's crane operator Ralph Bowman, on a Grove Rt 735, moves 19,000 pound concrete pipes into position.



4 - Above: Raisch Grateway and Granite are teaming up to complete this section of freeway near Camden Ave. in San Jose.



18-r

Union contractors team

Despite all the environmental and financial challenges of the 1990s, the Santa Clara County Traffic Authority, a joint venture of several union contractors, is well on its way to completing a 1.8-mile West Valley Freeway (Route 85), which will bypass the congested De Anza College in Cupertino, through the communities of Saratoga, Los Gatos and San Jose. The project, which will prohibit the six-lane freeway, which will prohibit carry an average of 80,000 vehicles per day off heavily congested U.S. 880, and Hwy. 17.

The West Valley Freeway was conceived at a time when motorists, even during rush hour, could get to just about any destination without traffic congestion reached intolerable levels. In the early 1980s, interest in the proposed freeway



mile drive

up to build 6-lane freeway through heart of Santa Clara

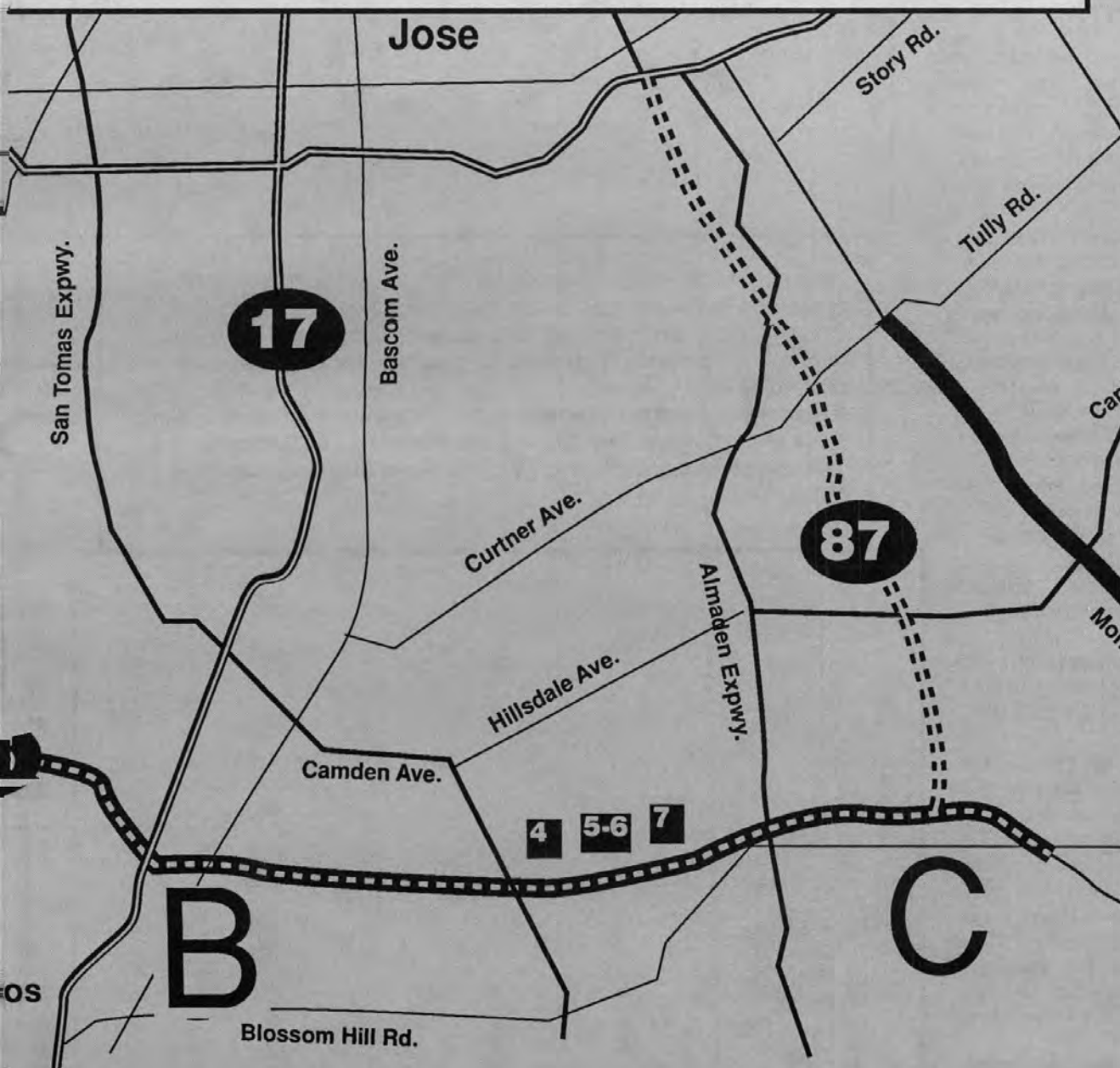
Financial restrictions of the authority, in conjunction with way to completing the 18-mile highway which swings south from I-280 through the suburban

ough the suburban Campbell, and joins U.S. 101, Interstates 280 and 5. Trucks over 4 tons, will pay, taking a tremendous toll on the Bay Area. But as levels in the late 1970s and freeway rekindled. In 1984

Santa Clara County voters passed Measure A, a 1/2-cent sales tax increase to fund major transportation projects throughout the county, a plan that paved the way for completion of the West Valley Freeway.

Contracts have been let for two- to three-mile sections since early 1989. Presently, Plombo and Granite are working on a section in Saratoga, and Granite is working on another section in San Jose. Last month, Raisch Gradeway was the low bidder, at \$49.2 million, on the Route 85/Hwy. 17 interchange contract. Next month, three additional contracts totaling \$123.6 million are scheduled to be advertised.

Traffic authority officials have expressed delight, especially during the recession, with the project's stable construction costs, which have resulted in bids being consistently below project estimates. Route 85 proves once again that union contractors can do top-quality work at a reasonable price.



Route 85 Projects

A Project: Widen Rt. 85 from approx. U.S. 101 to I-280.

Contractor: Ball, Ball, Brosamer, Raisch Gradeway

Status: completed June 1990.

Project: Construct overcrossing at Steven Creek Blvd.

Contractor: Granite Construction

Status: completed Dec. 1989.

Project: Construct fwy. from existing Hwy. 85 to Prospect Rd, including overcrossings and interchange. (\$37.2 million)

Contractor: unknown

Status: to be adv. in early 1992.

B Project: Construct overcrossing over Rt. 85 at Cox Ave., including pedestrian overcrossing. (\$14.7 million)

Contractor: Plombo

Status: under construction.

Project: Construct 3.1 miles of fwy. from Los Gatos Creek to Saratoga Creek, including overcrossings and soundwall. (\$36.3 million)

Contractor: unknown

Status: to be adv. early 1992.

Project: Construct fwy. from Bascom Ave. to west of Los Gatos Creek, including interchange at Rt. 85 and Hwy. 17 (3 loop ramps, 1 connector). (\$49.2 million)

Contractor: Raisch Gradeway

Status: start construction early 1992.

Project: Construct 2.7 miles of fwy. from Russo Dr. to E. Bascom Ave., including interchange and overcrossing. (\$39.8 million)

Contractor: unknown

Status: to be adv. early 1992

C Project: Construct fwy. from Russo Dr. to Dent Ave., including overcrossing, pedestrian crossing, soundwalls. (\$21 million)

Contractor: Granite Construction

Status: under construction

Project: Construct fwy. from Miyiki Dr. to Santa Teresa Blvd., including structures.

Contractor: Kiewit Marmolejo

Status: completed Sept. 1991.

Project: Construct fwy. from Great Oaks Blvd. to Miyuki Dr., including 2 undercrossings. (\$16.3 million)

Contractor: Raisch Gradeway

Status: under construction.

Project: Construct fwy. from U.S. 101 to Great Oaks Blvd., including Rt. 85/U.S. 101 interchange. (\$13.8 million)

Contractor: unknown

Status: to be adv. in late 1992.

5 - Far left: Curt Wiederhold bores holes for tie backs along soundwalls.

6 - Center: Curt Wiederhold.

7 - Left: Mole soundwall work along Route 85 near Camden Avenue.

NEWS FROM THE DISTRICTS

City council approves \$140 million dam project

SANTA ROSA – As 1992 gets underway, I am very interested in what develops with our union companies this year in Lake and Sonoma counties. With long-time company employees – management and operators – playing leap frog to different companies, it's like everyone has been placed in a blender or mixer and it's anyone's guess what will come out this spring.

Rumors are circulating about which companies are filing chapter 11, who's being bought out, and on. We must remember they are still only rumors and that's exactly how we should treat them. It's a wonderful network we operators have in passing around rumors. Wouldn't it be fantastic if we could use the rumor network to get a president elected who would help labor.

This is an election year, and you are going to hear, see and read about the importance of the June primary and the November general elections. Don't fight it, become informed and vote on your issues. Some of the major issues that need to be addressed are health care and affordable housing. In California, we are going to have to do everything possible to keep California Gov. Pete Wilson from doing away with prevailing wage law (Davis Bacon) like he did in San Diego. So if you haven't registered to vote, do it. If you are registered, be sure to vote. Use the rumor network to pass on important information about the issues and the importance of voting.

A major project coming up for the City of Santa Rosa is a \$140 million reservoir and distribution system for the collection and delivery of treated wastewater. The city council voted 3-2 in favor of the project, which will consist of constructing a 200-foot-high dam and distribution system to deliver the treated wastewater to the farmlands.

The reservoir, which will hold some 5 billion gallons, will be constructed near Petaluma. It's unknown when the project will go to bid because at one of the hearings a

structed near Petaluma. It's unknown when the project will go to bid because at one of the hearings a resident brought in a rare shrimp that she said she found in the area of the proposed reservoir. The city has checked the area for more of these rare shrimp and wasn't able to find any more.

The Sonoma County Water Agency has submitted a proposed new water supply agreement to the water contractors it supplies water to. The cost for the remaining facility built under the new agreement, is estimated to be \$100.2 million. These facilities will be built in the next 13 years. Let's hope the necessary approvals are obtained.

Some of the low bidders on recent projects in my area are:

- Piombo - Arnold Dr. reconstruction for \$2 million.
- Hogue Construction - Upper Wilfred Channel Conduit for \$500,000.
- Ford Construction (Lodi) - Enlargement of sewer reservoir for the City of Lakeport for \$1.2 million.

Times are hard, trying to make ends meet because of the recession and not having the amount of work we have grown accustomed to. One of our members lost her home, not because of the recession, but due to a fire. Sabrena Rosenberg lost her mobile home and all of her belongings to a fire. Fortunately, he was not at home when the fire struck, so she and her two children were unharmed.

The fire was caused by a transformer melting down in her stereo. Sabrena could use any help you could give her in the way of clothing, toys and furniture. She has a 7-year-old son, size 14, and a 5-year-old daughter who is a size 7. If you have anything to give, please bring it to the Santa Rosa dispatch hall and we'll make sure Sabrena gets the items.

*George Steffensen,
Business Rep.*



Above: Retiring Safety Director Jack Short, center, receives "In Appreciation of Excellence" award from Santa Rosa Business Rep. Bob Miller and Brian Bishop, who is taking Jack's place. Jack has served the Operating Engineers for over 30 years and will be sorely missed by all.

Below: Operators representing a dozen contractors from the Santa Rosa area attended Jack Short's last Hazmat class December 2-6. The course was coordinated by Santa Rosa Business Rep. Bob Miller.



NEWS FROM THE DISTRICTS

Gravel woes threaten jobs

SANTA ROSA – A deep recession, high prices, increasing unemployment, very little water, job losses left and right – you'd think all this would be enough, but not in the Santa Rosa District. Now add "no local aggregates" to the list of economic problems.

Kaiser Sand and Gravel in Windsor is facing a total shut down of its operation, a classic catch-22. The local district attorney has filed charges claiming that because Kaiser supposedly has not been reclaiming its mining pits, the company technically has been operating without a permit.

The truth is Kaiser has been attempting, without success, to reclaim its pits. The company first tried to make the pits into lakes, but local authorities said Kaiser couldn't do this for environmental reasons. Kaiser offered to reclaim the pits using other methods, like making them into recreation areas, but those proposals were also rejected. So Kaiser didn't do anything, and now the authorities are saying the inaction invalidates the company's mining permit. Kaiser isn't being allowed to do anything to reclaim its pits, but doing nothing is considered illegal, thus the catch-22.

Kaiser has appealed to the county board of supervisors, and a ruling is expected sometime in January. Our members have been signing petitions, distributing "mining money," a green slip of paper saying, "This purchase was made possible by aggregate," loading up meeting after meeting and putting pressure on the county in every possible way.

Our other major aggregate producer, Syar Industries, is experiencing similar problems. They currently have material stockpiled to last until about May, then it's all over for them too. Syar hopes to be able to continue mining in one small 10-acre tract, about a years worth of material.

Consider this:

- If materials were trucked into Sonoma County from outside sources, the premium paid would be about \$16 million a year.
- Truck traffic would increase by 280,000 trips per year in and out of the county.
- Direct construction employment, which now stands at 8,702 jobs, would suffer greatly.
- Construction related employ-



ment, which now stands at 12,284 jobs, would drop considerably.

Already our local contractors are experiencing difficulty simply bidding a job. What do you quote for base rock? How much will asphalt be? Will these products be available at all?

Sonoma County's local businesses are beginning to wake up, but it may be too little too late. The community mind set sounds something like this: "Don't worry, the rock producers won't get shut down, it'll work out, it always has." Meanwhile, Marty Griffin and the Westside Winery boys continue their high profile attack, hitting repeatedly from all angles and instructing their attorneys to shut them down. Their bottom line is let's stop growth in Sonoma County.

When we consider that if all 16.8 million registered cars in California sat bumper to bumper, they wouldn't fit on the states 47,794 miles of highways. Or when we consider that affordable housing has become one of our top political priorities in the 1990s, then ample affordable aggregate supplies are a must.

Any help you can provide is welcomed: a call to a county supervisor, a letter to the editor, a note to your congressional representative, attending a meeting, or simply making your feelings known. Just say, "I want my job to continue!" Do it before it's too late.

Our prayers and condolences go to George Steffensen, one of our business agents, on the death of his mother on December 28. Our thoughts are with you George and Anna.

Bob Miller, Business Rep.

Union contractors win fire cleanup jobs

OAKLAND – The skyline of Oakland is changing dramatically with the addition of the twin-tower General Service Administration building, which covers two square city blocks between 12th and 14th streets and Clay and Jefferson. When completed, each of the 18-story twin-towers will be connected by a pedestrian walkway at the 18th floor, high above a 5-story courthouse and a five-story auditorium with a five-story rotunda in the center of the entire complex. This will add a million square feet of office space to Oakland's City Center. The general contractor on this project is Walsh Construction, a division of Guy F. Atkinson. Herrick Corporation has been erecting the structural steel with two tower cranes operated by Local 3 members Gary Russell and Vernon March. Rios Grading did site preparation and back fill of the foundation; Conco did the concrete pumping.

Across the street, between Jefferson and Martin Luther King Jr. Way, Campbell Construction Company of Sacramento has begun work on a 9-story parking garage to shelter the autos driven by the workers who will occupy the GSA building. Rios Grading was again the dirt contractor selected to do site excavation and back fill, while Landvazo Brothers, Inc. is doing the concrete pumping on the reinforced steel concrete

structure. Brother James Hilton is operating the tower crane for Campbell.

Fire cleanup

Clean up operations continue in the Oakland hills fire area. On December 19, 1991, Ranger Pipeline of San Francisco, signatory with Local 3, was selected by ICF Kaiser Engineers, Inc. to clean up the remaining lots in the Rockridge area. To shed some light on the severity of the building slump, job seekers from as far away as Florida have been applying for jobs with this contractor, but of course, were told that new hires were made only through Local 3 hiring halls. On December 27, 1991 contracts were supposed to be awarded in the two remaining areas of the devastation; Ferma received Hiller Highlands.

On December 20, 1991, O.C. Jones & Sons was low bidder on a widening project on I-880 in San Leandro from Davis Street to Lewelling Blvd. The \$14.5 million Caltrans project includes the addition of one lane in each direction, widening one overcrossing and replacing three others. Shasta Constructors of Redding will be doing the structural work, which is expected to begin in February or March 1992 with completion expected in two years.

Myron Pederson,
Business Rep.

Good highway work expected in 1992

RENO – We are greeting 1992 with about 450 on the out-of-work list. Since Thanksgiving, most employers have finished their current projects and have slowed things down until weather improves and new projects begin.

The Chalk Bluff Water Treatment Plant was bid December 10. The low bidder was Monterey Mechanical for \$26.8 million, and we hope the owner will be awarding the project on January 7. We were fortunate to have local union contractors bidding as subs to Monterey Mechanical. Granite Construction, T. W. Construction and Lucky Concrete are some of our contractors scheduled to work on the project. We look forward to the job starting.

This year looks to be good for highway work. The Nevada Department of Transportation plans to let bids on several good projects in the first quarter of the year. Widening of the Mt. Rose and Pyramid highways should be advertised as well as the interchange at Robb Drive and I-80.

Dispatcher Chuck Billings wants to remind all of those on the out-of-work list to keep their registration current. If you are not sure what date your registration expires, please call the hall and check. Also, make sure that when your former employer recalls you to work notify Chuck that you have been recalled so you can be dispatched.

NEWS FROM THE DISTRICTS

Winter weather cools work outlook

SALT LAKE CITY – The year 1991 was very busy for us in Utah. We had more work going and more hands working than the last few years, and it sure felt good. Since most of our contracts expired in June and July, we've been in negotiations and sometimes it seemed like it was every week. We're still meeting with our major contractors here in Utah, and we hope to have these contracts signed before press time.

We've been organizing throughout Utah and that's a full time job. Local 3 needs every member to help organize and spread unionism through each of your towns. Look around your area and see how much work is being done by non-union employers and non-union workers. You probably don't have enough fingers and toes to count the jobs. In itself, this will show you how much we need every member's assistance in monitoring jobs and keeping track of the work.

The work picture this winter isn't too bright, but most of the hands that worked the Kern River

Pipeline, which was featured in last month's *Engineers News*, could use a little time off as they worked six or

seven days a week since the pipeline projects started last spring. Yet already they're looking forward to the

pipeline work in California and the surrounding states and hoping to be able to hit one of these jobs next spring.

The Jordanelle Dam has cut back for the winter, and Granite Construction is looking for another good year in 1992 on this project. Gibbons Reed has winter work at Lakeside and should be able to keep a few hands going for a while.

M. H. Cook kept its crews working pretty steadily until about the middle of December, and Cook's work looks pretty good for next year. Enoch Smith Sons Company has been picking up some pretty good jobs and keeping its crews busy also. Both companies have had work at the refineries most of the year. It all adds up.

Gibbons Reed's Ogden Division has had a good year and looks to have a little winter's work also. We're all pulling for a productive new year and work for all Local 3 members. A prosperous new year to you from Utah!

*George Stavros,
Business Rep.*

Virgil Blair, Business Rep.

Salt Lake County employees join Local 3

SALT LAKE CITY – Local 3 is organizing and representing Salt Lake County public employees. This is a first for us in Utah. For many years, Salt Lake County public employees have been represented by the Utah Public Employees Association, and many Salt Lake County employees have been unhappy with the representation received. Several county employees indicated to me that the association had become complacent and unable to meet county employee needs.

Once Local 3 started organizing county employees, blue collar workers employed in the county system realized the Operating Engineers had more expertise and commitment to them, and could offer superior representation. Local 3's expertise

has already paid off for them.

We will continue to work hard to resolve the many problems and meet the needs within Salt Lake County for the benefit of county workers.

Our public employee members are spread out into public works sectors that include the county landfill, Welby asphalt and crushing pit, the county highway department, flood control, shops and many other divisions. County officials have a lot of respect for the Operating Engineers, and we've developed a durable and productive working relationship that will benefit all employees of Salt Lake County. Local 3 welcomes these new public employees to our team.

Scholarship Contest Rules Announced for 1992

General rules & instructions for Local 3 College Scholarship Awards 1991-1992 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

1991), or (2) the spring semester (beginning in 1992), 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, 1992 and March 1, 1992.

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 stu-

dent's name at the college or university he/she plans to attend.

Instructions:

All of the following items must be received by March 1, 1992.

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
1620 South Loop Road
Alameda, CA 94501

NEWS FROM Rancho Murieta Training Center

Crisis in training

Inappropriate schooling leaves youths unprepared to enter work force



have been working, it stands to reason that we would produce more.

But work-force growth has actually slowed dramatically in the 1990s. We can no longer have a growing economy by simply adding more workers. In order to maintain our standard of living, we must have more productivity; we must produce more products and services that come from the work force to make our economy grow. For op-

tion rather than emphasizing professional and academic training.

According to a report from the Commission on the Skills of the American Workforce, "By the year 2000 more than 70 percent of the jobs in the United States will not require a college education. These blue collar jobs are the backbone of our economy, and the productivity of workers in these jobs will make or break our economic future." These jobs will require people to have technical skills and a strong general education. But children from our present educational system rank near the bottom of most international tests. They fall behind children in Europe and Asia and even behind children in some newly industrialized countries.

More than any other country the United States believes that natural ability, rather than effort, determines achievement. The tragedy is that we communicate to million of students, especially to low-income and minority students, that we do not believe they have what it takes to learn. These students then live up to that expectation. Unlike other nations, we don't have a national system that sets academic standards for the non-college-bound person. The United States may have the worst school-to-work-force transition system of any industrial country. If a student doesn't go to college, there are few choices other than the military to get any type of training for a trade or skill.

Inappropriate training

In the job market very few workers receive any formal training once they are placed on a job, and this is often limited to orientation for newly hired or short courses on team building or safety. The American post-secondary education and training system was never designed to meet the needs of the average worker. Our present system is geared for the full-time college-bound student. Education is rarely connected to training, and both are rarely connected to an effective job service or job placement function.

How does this education problem relate to our industry of training apprentices? Many of our applicants do

not have any background or experience that helps prepare them for a career as an operating engineer, or for that matter, any career in the trades. The average person sees operating a piece of heavy equipment as a relatively simple and easy task: you either drive it or lubricate and repair it. They see no need for learning to read. They see no requirement for math skills. They don't see that there's anything technical about setting up a construction site.

This attitude towards the concept of being in a trade is perpetuated in schools all across our nation. Former Labor Secretary William Brock explained, "What we have found is that we're not preparing our children for the world of work!" Seventy percent of U.S. high school graduates either don't enter or finish college. Brock said, "They're incredibly important. They're the base of our work force." Overall, only about one-third of all employers and about one-third of higher educators give a positive rating to the preparation of today's students to perform well in the job market.

Work-force illiteracy

A recent article from the Associated Press, which focused on worker illiteracy, states, "Workforce illiteracy is likely to be a rising problem during the 1990s." Few, if any, businesses and companies are prepared for the influx of workers who lack necessary reading skills. This comes at a time when today's jobs are becoming increasingly sophisticated and technical.

One can see this happening in our trade. Operators are using laser technology in setting up grade for roads, parking lots and building pads. Heavy duty repair people are finding more complicated electrical and hydraulic systems that are driven by computer chips and modules. To work with these items, our people must have good reading and math skills. The construction world is changing into a more technical field. Operating engineers must have knowledge about their particular job and acquire both hands on and academic skills necessary to compete in today's job market.

(Continued on page 21)

While an increasing amount of concern has been voiced about the construction industry's lack of skilled labor, little attention has been given to developing and grooming these desperately needed skills for crafts such as the operating engineers. In this first of a two-part series we will discuss some of the problems of training competent workers, look at some of the deficiencies in today's education system, and try to predict what the future educational requirements will be for training operating engineers.

Our economic problems

To see the problems we face in training operating engineers, we first need to look at the work force and our economy. Since the late 1970s, a family's average weekly earnings in the United States has actually fallen. In many families today both parents must work to make ends meet, while in the past one breadwinner was sufficient. That means that over half our population is employed. Since more of us

operating engineers this means we need to be highly trained to obtain all the skills necessary to be the most productive for the employer. But there exists an enormous problem within our education system concerning the basic education young people receive in high school. This directly affects our ability to train people to be productive members of our society.

A second problem

While the construction industry complains about the low quality of its applicants, few talk about the kinds of skills needed to be acquired in school. More than 80 percent of employers are willing to accept employees with minimal skills, so long as they have a good work ethic and such appropriate social behavior as reliability, positive attitude, pleasant appearance and a good personality.

With this in mind, we need to examine carefully how we prepare young people to enter the work force, how they can gain appropriate skills that can be applied to a voca-

NEWS FROM PUBLIC EMPLOYEES



Left: At the police communication center are dispatchers Julie Coleman, left and Helga Muhle.

Above: Administrative Clerk Ann Williams of the Records Services Section assists a person in obtaining a document.

Collective bargaining pays dividends for Sparks workers

Second of a four-part series

In the first segment of this series on the City of Sparks, Nevada, *Engineers News* examined how the Public Works Department, tired of being treated as second-class workers, decided to organize in the early 1970s. The department first formed an employee association and within a year voted to be represented by Local 3.

At about the same time, clerical workers in the Police Department, also disgruntled with wages and working conditions, decided to join the ranks of Local 3. As time went on, more and more employees from various departments realized they too needed Local 3's representation.

Today there are more than 220 employees from four major departments in the bargaining unit. Classifications include maintenance workers, mechanics, office assistants, accounting specialists, engineering technicians, inspectors, water treatment plant workers, community services representatives and several other smaller but equally important classifications. This month the series continues with a look at clerical and support staff in the Police Department and Finance Department.

The bulk of the Local 3 members

in the Finance Department work in the Accounting Division and Revenue Division. In Accounting, five employees do general ledger, accounts payable, accounts receivable, payroll and other accounting duties. In Revenue, four workers collect and account for various city charges ranging from sewer fees to dog licenses.

In the Police Department, Local 3 represents such non-sworn personnel as police assistants, dispatchers and administrative clerks. Police assistants generally do parking enforcement and animal control, while the administrative clerks handle such technical responsibilities as issuing work permits for casino workers, cab drivers and former felons, taking photo IDs and finger prints, and assisting with police reports. Nine police dispatchers work around the clock at the police communications center handling police radio traffic and 911 emergency calls.

You could hardly blame the clerical workers in the Police Department for organizing back in the early 1970s. The working conditions then, according to Police Civil Technician Sandra Jamieson, were unacceptable. Not only did the all-female staff suffer pay inequities compared with other similar departments, but they didn't even have their own rest rooms.

Barbara Jenkins, a former Police

Department employee who now works as a deputy city clerk, remembers having to wait in line to go to the bathroom because the rest rooms had only one toilet. "The police officers, who were in their own bargaining unit, used to gloat about their improvements," she said, "but when we wanted changes, management seemed indifferent."

Peggy Nelson, who retired last year, remembers meeting at a co-

same pay. So the group's primary goal in those earlier years was getting help in negotiating fair wages and better working conditions.

Upon joining Local 3, the new members immediately became eligible to join the union's superior health insurance plan and begin negotiating for these long-overdue pay raises. Workers who had been previously ignored finally had a voice in determining their professional fu-



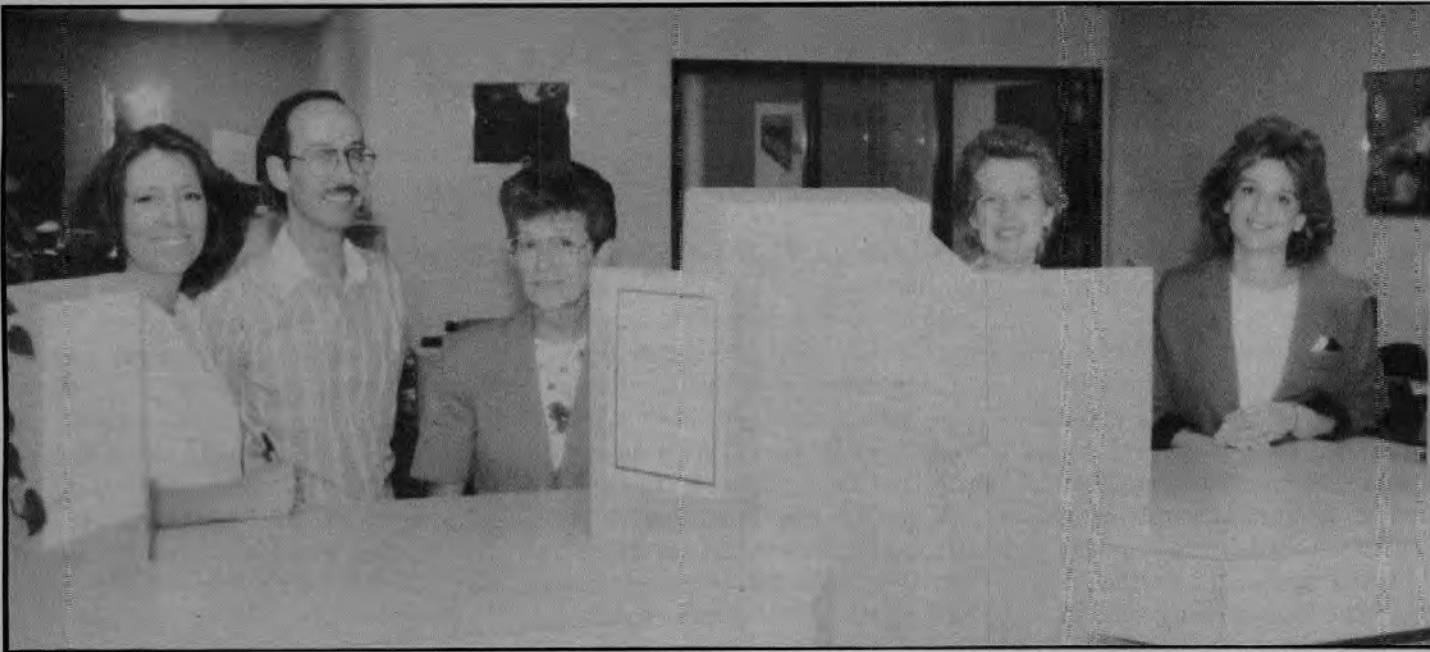
In the Special Services Section of the police department are Police Assistants Michele Lani, left, Matt Marquez, center and Carol Sobrio.

worker's house to discuss organizing. At that time, the support staff was working a nine-hour day while the rest of the department worked a straight eight-hour shift for the

tures. For two decades now, city employees have been making steady progress on several fronts.

However, the road has not always been smooth. During the spring and

NEWS FROM PUBLIC EMPLOYEES



Top: From the Revenue Division are from left: Revenue Assistants Jan Holman, Dave Hart, Lola Knightonb, Cheryl Myers and Supervisor Jennifer Lewis.

Bottom: From the accounting Division are Accounting Technicians Mary Baucom, left, Agnes Page, center and Elize Bowlin.



Bottom: Administrative Clerk Dina Hendricks prepares to take an ID photo.



summer of 1991, Sparks conducted a citywide classification and compensation study, which was supported by Local 3. The study updated job descriptions, adjusted internal relationships and established a consistent basis for comparing Sparks' salaries with other public employers.

At the time, the union agreed to the study and anticipated that the internal adjustments and the external survey data would be implemented at the same time, together with a cost-of-living increase. This would have provided an increase for everyone in the unit.

However, like so many other employers, the city was hard hit by the recession and was only able to implement the internal adjustments, leaving most employees receiving less than anticipated and some having their salaries temporarily frozen.

"No one is pleased with the outcome," said Dick Gleed, business representative assigned to the City of Sparks. "Even the employees who received increases felt they were short changed."

As a result, the union has sought fact finding to determine the city's ability to pay for a cost-of-living increase. A fact finder has been selected and a date for the hearing is being negotiated.

"Implementing the survey data will be a key part of upcoming negotiations," Gleed emphasized. "We need to finish implementing the results of this study and get on with other things."

Next month: the Reno-Sparks Wastewater Treatment Plant



ADDICTION RECOVERY PROGRAM

The ARP office has been very busy over the past year. We've grown, moved, made lots of changes in the program and made 1991 a very successful year.

Our success rate jumped because many who came through the program in late 1990 and throughout 1991 used the support system developed in early 1990. The average number of monthly inquiries to ARP reached about 1,900. We had to add three new telephone lines for those using the weekly check-in system. Here are some of last year's highlights:

- The number of employers referring members to ARP has increased. Procedures for follow-up contact were implemented at the counselor level. Employer packets, which include an explanation of ARP services and an invitation from ARP for a presentation at the job site, are immediately mailed to the employer. More and more employers are realizing that chemical dependency is a treatable illness, and that efforts to save our most valuable asset, the employee, begin when he or she enters treatment.

- In April 1990, ARP implemented the client check-in system, which asks all clients to call ARP weekly for three months, then monthly until one year of contact is completed. We revised this system to include all ARP clients. Previously only those accessing inpatient treatment were involved. No other treatment program uses this system.

- We also began using the Substance Abuse Subtle Screening Inventory (SASSI), which is an assessment questionnaire. Training was given so counselors could learn to use this tool, which allows ARP

counselors to assess client needs with a better than 90 percent accuracy rate for chemical dependency, co-dependency, and dual diagnosis problems such as depression.

- Our office developed and distributed written guidelines for providers regarding ARP expectations. The guidelines cover every facet of the treatment process and include an application for consideration as a preferred provider.

- ARP designed a customized computer maintenance system using the computer software MAPPER, a time-saving, efficient system that allows ARP staff to devote more time to client contact and outreach, as well as focus on relapse prevention and follow-up.

- In an effort to increase ARP Grass Root Coordinator enrollment, the office completed a prior client outreach mailing, which resulted in an increase of 33 coordinators, from 52 to 85. Additional information included statistical data and feedback used for quality control.

- In September of last year, ARP Grass Roots Coordinators were trained at the ARP office by Pauline Olsen and James Guy. A manual was developed and distributed to these facilitators.

- On October 7, 1991, Pauline Olsen, along with representatives from other trade unions, presented ARP services at the United States President's Advisory Council meeting in San Francisco. Compared to other programs, ARP services were declared to be unique in many areas.

- In March 1991, ARP began providing services to the Rancho Murieta Training Center, replacing a private contractor. Procedures were developed as well as special forms to the requirements of the RMTTC.

- In August 1991, ARP contracted with Battle Mountain Gold Company in Nevada to provide services for their estimated 354 employees. Education was provided at the job site to all management, supervisors and rank and file employees.

- Job descriptions were developed to include current and possible future staff. Staff requirements now include certification by the California Association of Drug Abuse Counselors, which requires completion of college or university courses and passing CAADAC exams.

- An ARP Alumni and Friends Association was formed. The alumni want to hold the first ARP Alumni Conference in 1992 and need repre-

sentatives from each district, speakers, set-up people, entertainment, and so on.

- In July 1991, the ARP was authorized to use the 12 Local 3 district offices to hold weekly Continuing Care Support Group meetings. Arrangements were easily made with each district representative for access to offices on specific days.

- On October 7, 1991, the first ARP Continuing Care Support Group meetings began. As of December 1991, eight groups have begun holding weekly meetings. No other program has this many support groups available.

Your Continuing Care Support Groups need your support. At some of the weekly meetings the facilitator is sometimes the only one who shows up. Let him know he waited for the miracle to happen and it was you! We figure this is how AA got started, so we're all full of patience.

Meeting schedule:

So. San Francisco - 5:00 p.m. Saturdays, Teamsters Hall, 1103 So. Airport Blvd. Facilitator: Gary De Renzi, (415) 583-9807.

Fairfield - 7 p.m. Mondays, call

for new location. Facilitator: Gary Dalbey, (707) 447-4517.

Santa Rosa - 7 p.m., 900 Mayette, Facilitator: Rickie Holmes, (707) 795-6105.

Alameda - 7 p.m. Thursdays, 1620 So. Loop Road, Facilitator: James Olsen, (707) 429-2883.

Stockton - 6 p.m. Wednesdays, 1916 N. Broadway, Facilitator: John Criner, (209) 952-1002.

Fresno - 7 p.m. Tuesdays, 1745 N. Fine Ave. Facilitator: Jim Pellanda, (209) 225-4426.

Sacramento - 7 p.m. Mondays, 8580 Elder Creek Road, Facilitator: Scooter Gentry, (916) 888-1219.

San Jose - 6 pm Tuesdays, 760 Emory St., Facilitator: Mario Amarillas, (408) 998-8260.

The next facilitator and coordinator training is Jan. 18, 10:30 a.m. to 4 p.m. at the Operating Engineers headquarters, 1620 South Loop Rd. in Alameda. RSVP!

Addiction facts

- The single greatest problem that keeps people from seeking alcohol and drug treatment is denial. Most people will not seek treatment until it is unavoidable, when they are forced by their families, employers or the courts.

- The American Hospital Association estimates that 85 percent of alcoholics and problem drinkers receive no help for their condition. Don't be one of them. Be a winner!

Winners

Who are winners? You know who: the men and women who sought help for an illness they never asked for and who used the tools they acquired to remain clean and sober. Those in recovery have some basic suggestions.

1. Go to meetings regularly. Get involved, take on a service commitment.

2. Work on the 12 steps and have a sponsor.

3. Stay away from slippery places and people.

4. Use stress management techniques. "Easy Does It."

5. Maintain a healthier diet than before. Black coffee and jelly donuts does not a good diet make.

6. Get regular exercise. A 20-minute walk three to four times per week is great. Don't over do it, but do it!

7. Read recovery literature and stay in touch with recovering people.

Next month: the adult child of an alcoholic.

*Pauline Olsen,
ARP office manager*



Union Briefs

New Year's resolutions

New laws cracking down on workers' compensation fraud and providing higher penalties for violating Cal-OSHA regulations highlight important new California statutes that took effect January 1.

Employers who violate state occupational safety and health regulations will face higher penalties in 1992. The new law, AB 1545, requires Cal-OSHA to adopt regulations that will increase the maximum civil penalty from \$1,000 for general violations and \$2,000 for serious violations to \$7,000 per violation, regardless of the classification. Maximum penalties for repeat and willful violations will increase from \$20,000 to \$70,000 per violation. The increase in penalties is required so that the penalties the state assesses remain in line with those included in equivalent federal regulations.

The major workers' compensation fraud bill, SB 1218, which makes specific conduct a felony, requires reporting of suspected fraud and provides funding for increased investigation and prosecution of fraud cases. Key provisions of the bill prohibit misleading advertising and provide for suspension or revocation of the license of an attorney or health care professional who engages in any conduct prohibited by the specified provisions.

California's safety record

California ranks first in the United States in work-place safety, according to a survey by the National Safe Workplace Institute, a non-profit research group in Chicago. California is followed in the ranking by New Jersey, Illinois, New York and Massachusetts. The worst states were Arkansas, Kansas, New Mexico and Wyoming.

California did not rank first in any single category but received high marks for injury prevention, safety enforcement and prosecution, and the state performed well enough in other categories to be judged best overall, according to the survey.

For that reason, the institute's director, Joseph Kinney, said California is not so much a role model for the country but rather leads in battling work-place safety problems because it has made the issue a priority.

Heavy bargaining forecast

About 42 percent of building tradesmen and women covered by major union contracts will have new agreements negotiated in 1992, according to a survey by the U.S. Labor Department.

This means that 148 of 353 major construction agreements expire next year covering 424,000 union construction workers. As in most years, the bulk of construction bargaining in 1992 will take place from March through July. On the whole, about one-third of workers covered by major union contractors surveyed by the agency will have new agreements negotiated in 1992.

Another major industry that joins construction in dominating the bargaining calendar next year is telephone communications, in which 21 agreements covering 472,000 will expire. Other non-manufacturing sectors that also have large numbers of workers with contracts coming up in 1992 include wholesale and retail trade (189,000 workers), health care (107,000), and gas, electric and sanitary services (106,000).

Bush dodges taxes

President Bush has legally avoided paying most state and local income taxes while in office by taking advantage of differing tax laws in the three places where he has residents, according to *Money* magazine.

The president and Barbara Bush paid \$3,596 in state taxes in 1990, or less than 1 percent of their adjusted gross income of \$452,732. As a result, the Bushes were able to cut their total tax bill, including federal income taxes, Social Security and local property taxes, to about 29.5 percent of their income, the magazine said. A typical U.S. family with adjusted income of \$52,011 paid 37.7 percent of income in combined taxes in 1990.

The Bushes live most of the year in either the White House or their vacation home in Kennebunkport, Maine, but their legal residence is a rented hotel suite in Texas, a state with no personal income tax. Taxpayers with an equivalent income in Washington, D.C. would have paid about \$30,000 in D.C. income tax, and in Maine \$29,000.

The Bushes take advantage of a special exemptions that allows congressional representatives and other politicians from to avoid paying taxes as long as they maintain a home elsewhere. Bush also legally skirts Maine's top 8.5 percent income tax rate by claiming the Houston hotel suite, where he has spent 14 days since moving to the White House in 1989.

Turlock Irrigation District

(Continued from page 4)

workers and information provided by TID, concluded that the district was in compliance with the act.

However, the court found that, although TID may not have deliberately misled the officer, "great care was taken in the selection of information submitted to the compliance officer." Had TID been more forthright in revealing its use of water for non-agricultural use, the officer told the court he would have concluded the workers were not entitled to the overtime.

The judge also ruled that because TID continued to claim exemption from the overtime law despite an existing court decision, *Dole v. West Extension*

Irrigation District, which clearly showed the contrary, the district must have known it was violating the act.

"The failure of the TID to recognize the inapplicability of the exemption...was willful. The record does not demonstrate that the TID took any steps to voluntarily apply the Fair Labor Standards Act to its water distribution employees for services rendered during the calendar year 1990."

In his remarks at a December 16 hearing, Price said: "I'm deeply troubled by this case...Why, when this suit was filed, the district didn't accept liability and attempt to negotiate a settlement is completely beyond my understanding...I think you've (TID's attorney) got a real problem with your board of directors, and I think you better go back to them and have a come to Jesus talk."

The court still must decide on several more issues before the case is settled. If Price rules that TID did not act in good faith, he can award from 0 percent to 100 percent of the back pay as double damages. Also, the court must decide on the amount and rate of overtime to be paid.



Crisis

(Continued from page 17)

So, one can see we have a long list of problems and deficiencies to overcome. Instead of a larger work force to stimulate the economy, we need a more productive work force. Employers must specify the work skills needed from their workers. Employees need to acquire and improve their reading, math and science skills in order to work in more technical areas of their jobs. Our educational system needs to look at how it prepares students to enter the work force. Although not everyone will

enter or finish college, young people, even college graduates, must make the transition from school to work and be productive to compete in today's global job market.

The answer and solutions to these problems are not easy. In next month's column, I'll introduce some innovative ideas that are being discussed by leaders in education, government, business and labor. These ideas could very well be applied within the operating engineers.

Duane Beichley, Media Coordinator

Retiree Meetings

FEBRUARY

- 4th **AUBURN** – 10AM
Auburn Recreation Center 123 Recreation Dr.
- 4th **SACRAMENTO** – 2PM
Laborers Hall 6545 Stockton Blvd.
- 11th **SAN FRANCISCO/**
SAN MATEO – 10AM
IAM Air Transport Employees 1511 Rollins Rd.
Burlingame, Ca.
- 12th **IGNACIO** – 2PM
Alvarado Inn 250 Entrada Novato, Ca.
- 13th **FRESNO** – 2PM
Laborers Hall 5431 E. Hedges
- 19th **CONCORD** – 10AM
Concord Elks Lodge #1994 3994 Willow Pass
- 20th **OAKLAND** – 10AM
Oakland Zoo, Snow Bldg. 9777 Golf Links Rd.

Departed Members

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

SEPTEMBER

Billy Nez of Panguitch, Utah, 9/16.

OCTOBER

George R. Barnes of Tucson, Arizona, 10/20; Wm. H. Cragholm of Livermore, Ca., 10/26; Roy C. Edwards of Carmichael, Ca., 10/31; Clyde A. Fore of Clovis, Ca., 10/21; C. V. Hazelwood of Turlock, Ca., 10/23; James Holt of Chatham, N.Y., 10/22; C. R. Hubbard of San Leandro, Ca., 10/28; Donald Malone of Sparks, Nevada, 10/20; James Mangiarelli of Fresno, Ca., 10/27; Joe Paden of Merced, Ca., 10/30; Earl Rickart of Salt Lake, Utah, 10/26; T. Schaufler of Hayward, Ca., 10/29; Richard Spriggs of Strawberry, Ca., 10/25; Leonard Tyler of Chico, Ca., 10/25; James Tyra of Oakdale, Ca., 10/24.

NOVEMBER

Robert J. Bahr of Newcastle, Ca., 11/6; Norman Barnard of Oakley, Ca., 11/1; Robert Barnett of Rio Linda, Ca., 11/10; Ben Berg of Loomis, Ca., 11/7; Fred Bousquet of Reno, Nevada, 11/9; Walter Britten of Lodi, Ca., 11/2; Wm. F. Brown of Healdsburg, Ca., 11/19; Noah Chong of Kailua Kon, Hawaii, 11/1; C. Dump of Auburn, Ca., 11/2; Wm. E. Gates of Chico, Ca., 11/17; Levi Hart of Marysville, Ca., 11/4; Mirl B. Hartsell of Sunnyvale, Ca., 11/11; Fred W. Hemstreet of Marysville, Ca., 11/5; Dave Huffman of Santa Marie, Ca., 11/9; Lewis H. Inman of Palermo, Ca., 11/19; Frank Lasswell of Shingle Sp., Ca., 11/5; John Lazar of Burney, Ca., 11/12; Earl McKenzie of Springville, Utah, 11/11; Melvin Norberg of Sanger, Ca., 11/8; William Owen of Salinas, CA., 11/11; Edward Rayner of Tulare, Ca., 11/1; George Russell of San Francisco, Ca., 11/23; Anthony Sanchez of Pleasanton, Ca., 11/2; John Sausedo of San Ysidro, Ca., 11/19; Geo. W. Snead of Redmond, Oregon, 11/22; James N. Thomson of Santa Rosa, Ca., 11/22; C. E. Vanhorne of La Mirada, Ca., 11/7; Harold Watts of Yerington, Nevada, 11/4; Ed Williams of Chico, Ca., 11/6.

DECEASED DEPENDENTS

Billie Coplin, Wife of Bob J., 11/6. Iris Everett, Wife of Monty, 10/22. Joseph Mullen, son of Andrew, 10/25.

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 1992. 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.

Election of Geographical Market Area Meetings

February

- 11th **District 1: San Francisco** 8pm
Seafarers International Aud.
350 Fremont Street
- 13th **District 5: Fresno** 8pm
Laborer's Hall
5431 East Hedges
- 20th **District 2: Oakland** 8pm
Holiday Inn - Airport
880 Fwy & Hegenberger
- 24th **District 8: Auburn** 8pm
Auburn Recreation Center
123 Recreation Drive
- 27th **District 8: Sacramento** 7pm
Machinists Hall
2749 Sunrise Blvd.

1992 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 1992. The schedule of these meetings appears below (see "District Meetings").

District Meetings

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

February

- 11th **District 1: San Francisco**
Seafarers International Aud.
350 Fremont Street
- 13th **District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 20th **District 2: Oakland**
Holiday Inn - Airport
880 Fwy & Hegenberger
- 24th **District 8: Auburn**
Auburn Recreation Center
123 Recreation Drive

March

- 4th **District 12: Salt Lake City**
Engineers Bldg.
1958 W. N. Temple
- 5th **District 11: Reno**
Carpenter's Hall
1150 Terminal Way
- 10th **District 04: Fairfield**
Holiday Inn
1350 Holiday Lane
- 17th **District 3: Stockton**
Engineers Bldg.
1916 North Broadway
- 19th **District 10: Santa Rosa**
Luther Burbank Ctr.
50 Mark West Spr. Rd.
- 24th **District 9: Santa Jose**
Labor Temple
2102 Almaden Road

HONORARY MEMBERS

As approved at the Executive Board Meeting on December 22, 1991, the following retirees have 35 or more years of membership in the Local Union, as of December 1991, and have been determined to be eligible for Honorary Membership effective January 1, 1992.

Bruce Ackerman	0832339	John Comer	0769472	Donald McMahon	0854268
Ernest Adams	0892415	William Corder	0698657	Charles North	0418538
Noah Adams	0879519	Robert Daniels	0569478	Robert Parker	0772882
Travis Adams	0879686	Richard Davidson	0620237	A. F. Paulazzo	0603448
Conrad Aguilar	0863687	Ed Dye	0811358	Vern Rakich	0846823
Albert Aguilar	0661022	Fred Freitas	0711863	Milton Smith	0899628
John Ahlfs	0787980	Doyle Graybill	0857910	Edward Springer	0434508
Verne Amon	0787982	Allen Haney	0908564	Wayne Stokes	0905030
Nick Bastovan	0904598	Harold Hayes	0899362	Fred Sweet	0821416
Adam Britz	0649229	Alfred Hurt	0835711	Ted Turner	0711847
William Byers	0889125	Donald Keir	0889032	Morris Walton	0899494
Paul Carpenter	0754108	Jim Larkin	0912121	Carlyle Wells	0557433
Oran Center	0899662	John Lindahl	0899585	Sidney Williamson	0908663
		LaVar Loveless	0638413		

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

*All ads must include Member Registration Number.

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

FOR SALE: '77 - 5th. Wheel Ardon, Queen bed, full tub/shower, exceptional closet space/storage, immaculate cond., 3-way ref-frz., roof air conditioner/awning, front/rear door, could be lived in w/space left over. \$8K OBO. Call Jim (707)643-7246. Reg.#1098191 12/91

FOR SALE: '72 Porsche 911 T Targa, black/black, 5 speed/air cond., 3yrs. on new engine, maint. records available. \$8K OBO. Call (707)849-0258. Reg.#1984839 12/91

FOR SALE: '89 Alfa Gold 37' - 5th. wheel, duel Alcs, rear kitchen, 4x9 slide out living rm, built in microwave, washer/dryer ready, full set of storm windows, pulled less than 3k miles. Call Gary or Linda after 6pm or on weekends. (707)565-5248. Reg.#1972344 12/91

FOR SALE: Lincoln Welder 2 cyl. air cooled onan motor, complete haul Lincoln dealership, 2 new batteries, fresh paint, 110 volt generator, windings leads, possible finance. Call (510)547-0553. **FOR SALE: Construction straw** located in Livermore. Call Dick Balaam (209)545-3453. Reg.#2069769 12/91

FOR SALE: 30.9 AC. New lge. Bldg., 2rv facilities, mini storage and shop bldgs, \$150K. Call (209)826-8196. Reg.#0899307 12/91

FOR SALE: Charter membership Harmony Ridge resort w/Coast-coast membership. Based-Nevada City, sister park-Yosemite, major city-Sacramento, swimming, ball courts, recreation hall & picnic area. \$1,500. negotiable, make offer. Call (916)533-2169. Reg.#0679061 12/91

FOR SALE: Home 3bd/2ba, 1,836 sq. ft., carpeted, lg. family room w/flagstone fireplace & heatelator, liv. room and sep. dining room, many kitchen cabinets, glass sliding doors in mst. bdrm./family rm., enclosed patio w/spa, waterfall, city gas, sewer & water, 3 blocks to school on quiet street. Cyclone fenced w/RV parking, trees, sprinklers, landscaped. 9-1/2% loan attractive to Vets. Pop.40K. \$114,900. Call evenings (209)634-4195 or write Ms. Stocton P.O. Bx 832, Delhi, Ca. 95315. Reg.#006835 12/91

FOR SALE: Home 4bdm/2.5 ba w/view of Sierras & Sunsets, over 2,400 sq. ft., energy efficient living on 2.25 acres w/orchard, landscaping on drip. Frml living/dining rms, spa rm., glass enclosed patio, Koi pond, 2 car garage, + more. \$149,500. Call Eric (209)645-0286, Madera, Ca., Reg.#1493070 12/91

FOR SALE: Lot Lake Tahoe 99'X110' located on April Dr., left on Pioneer Trail. \$12,500. Call Ernest 1(702)871-1749. Reg.#0892415 12/91

FOR SALE: '89 Mallard Sprinter 22' Travel Trailer. Air cond. Also 3 bdrm/2ba. Mobilehome w/3+ acres. Secluded, near town Sonora. \$145K. Call (209)533-0212

eves. Reg.#1944001 12/91

FOR SALE: Condo Maui, desirable area on 2nd floor end unit of low rise garden complex w/pool, across from swimming beach. \$148,500. Also Vacation rental, Maui condo. near shopping, dining and across from swimming beach. Great location. \$65 per night until Dec.15th. than \$80 till May 1st. Call (916)889-1737. Reg.#553019 11/91

FOR SALE: D7E CAT hyd ripper and dozer w/tilt. Salt, tracks, extreme dtvce pads, new trans & converter, TI white water truck. 3300 gal. 8V det 13 speed (5) cab controled air spray heads, berkley pump self loading. Call (916)626-6245 or (916)622-0723 after 6pm. Reg.#346961 11/91

FOR SALE: VW Rabbit Diesel, 41 mpg, 5 speed tranny, AC, new/brakes, struts, springs. Camper shell \$2,500. Also '77 Mcnaco motor home, 23', 440 dodge eng., awning twin AC, onan gen., microwave, TV antenna, rear bath. Good tires, 75K miles. \$12K. Call (916)865-4476. Reg.#2027006 11/91

FOR SALE: Home Winterized on 3-cy-clore fenced acres. Peaceful country living. 2bd/2ba, library/den, master suite, lots of storage/closets, laundry room, central heat/AC country comfort wood heater. Pro. landscaping, lg. decks, X fenced garden area. Great neighborhood, asphalt drive, cement patio. Apple/ cherries/ pear/ nectarine/ apricot/ fig/ and plumb trees. Call (916)273-2712 7am to 10am. and 7pm to 10pm. Reg.#0994102. 11/91

FOR SALE: Vacant lot Emeryville. \$30K to me. Possible owner carry. Cal (510)654-4025. Reg.#1896082 11/91

FOR SALE: '68 Sportsman Special 10' Sportsman camp trailer. 3 burner stove, table (makes into bed), double bed, ice-box, storage, sleeps 5, can tow w/compact pick-up, no toilet, propane &/or electric lights. \$500.00 -OBO. Also '61 Mobilcraft 15' fiberglass boat. Lark 3 Evinrude w/40hp motor, great family boat ingood condition. \$800 -OBO. Call Angelo in Red Bluff, Ca. (916)527-3199 Reg.#1006579 12/91

FOR SALE: '74 Water Truck white, 2 axle, 6 year old tank, 2,500 gal. 1160 Cat, 10speed, 4 cyl. diesel pony motor, 5 spraus, Berkley pump. Good rubber, new stinger, ready to work \$16,500 -OBO. Call Herman (510)794-7077. Reg.#2010999 12/91

FOR SALE: '67 Jeep CJ5 w/jeep trailer, both for \$3,750. Disc -10' case \$475., scrapper 3 point , 6' \$365. 2 wheel metal wood hauling trailer \$375.3 horse trailer \$1,175., Radial arm saw \$325, Roto tiller \$150 12' fiberglass boat trailer & 7.5 Sea king motor \$475. Call Bo, (209)826-9465.

Reg.#1043556 12/91

FOR SALE/RENT: 3bdrm/2ba - 2 car attached gar., fenced back yard, dishwasher, sunscreens, 1,259sq. ft., assumable 1st., 8413 Carlin St., Sacramento south area. \$127,000. Call (916)689-4061. Reg.#1238702 12/91

FOR SALE: '77 - 5th. Wheel Ardon, Queen bed, full tub/shower, exceptional closet space/storage, immaculate cond., 3-way ref-frz., roof air conditioner/awning, front/rear door, could be lived in w/space left over. \$8K OBO. Call Jim (707)643-7246. Reg.#1098191 12/91

FOR SALE: '72 Porsche 911 T Targa, black/black, 5 speed/air cond., 3yrs. on new engine, maint. records available. \$8K OBO. Call (707)849-0258. Reg.#1984839 12/91

FOR SALE: '89 Alfa Gold 37' - 5th. wheel, duel Alcs, rear kitchen, 4x9 slide out living rm, built in microwave, washer/dryer ready, full set of storm windows, pulled less than 3k miles. Call Gary or Linda after 6pm or on weekends. (707)565-5248. Reg.#1972344 12/91

FOR SALE: Lincoln Welder 2 cyl. air cooled onan motor, complete haul Lincoln dealership, 2 new batteries, fresh paint, 110 volt generator, windings leads, possible finance. Call (510)547-0553. Reg.#0557433 12/91

FOR SALE: Construction straw located in Livermore. Call Dick Balaam (209)545-3453. Reg.#2069769 12/91

FOR SALE: 30.9 AC. New lge. Bldg., 2rv facilities, mini storage and shop bldgs, \$150K. Call (209)826-8196. Reg.#0899307 12/91

FOR SALE: Charter membership Harmony Ridge resort w/Coast-coast membership. Based-Nevada City, sister park-Yosemite, major city-Sacramento, swimming, ball courts, recreation hall & picnic area. \$1,500. negotiable, make offer. Call (916)533-2169. Reg.#0679061 12/91

FOR SALE: Home 3bd/2ba, 1,836 sq. ft., carpeted, lg. family room w/flagstone fireplace & heatelator, liv. room and sep. dining room, many kitchen cabinets, glass sliding doors in mst. bdrm./family rm., enclosed patio w/spa, waterfall, city gas, sewer & water, 3 blocks to school on quiet street. Cyclone fenced w/RV parking, trees, sprinklers, landscaped. 9-1/2% loan attractive to Vets. Pop.40K. \$114,900. Call evenings (209)634-4195 or write Ms. Stocton P.O. Bx 832, Delhi, Ca. 95315. Reg.#006835 12/91

FOR SALE: Home 4bdm/2.5 ba w/view of Sierras & Sunsets, over 2,400 sq. ft., energy efficient living on 2.25 acres w/orchard, landscaping on drip. Frml living/dining rms, spa rm., glass enclosed patio, Koi pond, 2 car garage, + more. \$149,500. Call Eric (209)645-0286,

Personal Notes....

Marysville: The district office staff extends their condolences to retired W. D. Dawson of Oroville on the death of his wife Gloria, and to the families and friends of the following deceased; Levi Hart of Marysville, Lewis Inman of Oroville, Robert D. Price of Marysville, Paul E. Spencer of Knights Landing and Wayne C. Wagner of Palermo.

Reno: The staff of the Reno office extends its condolences to the families of the following members and dependents who recently passed away: John R. Evans 10/9, Donald Malone 10/20, Harold "Red" Watts 11/4, Fred "Frenchie" Bousquet 11/9, Rlaph "Jug" Stephens 12/25, Clede Smith 12/5, Richard Anderson 12/14, Naoma Wibel, wife of Clarence 12/9, Sylvia Garner, widow of Verdon 11/12, Juanita "Sue" Smith, widow of James 11/13, Mrs. Leonard Mathews 11/7 and Claudia Hansen, wife of Bruce.

Also, our congratulations and best wishes to Orville and Kimberly Dotson on the birth of their daughter, Kaitlin Marie, on 12/21. Welcome Kaitlin!

Santa Rosa: Congratulations go to Jim McGinty of Huntington Brothers on his marriage to Marla "Golly" Welch 11/29 and to Mike Say who married Debbie Leabo on 11/30. Also John Nieto who married Charlene Marie Clifton on 12/14. Wishing all many happy years!

Our deepest sympathies and condolences go to the families and friends of departed William F. Brown, Jr. 11/19, James N. Thomson 11/22 and Lloyd V. Giannoni 12/22.

Madera, Ca., Reg.#1493070 12/91

FOR SALE: Lot Lake Tahoe 99'X110' located on April Dr., left on Pioneer Trail. \$12,500. Call Ernest 1(702)871-1749. Reg.#0892415 12/91

FOR SALE: '89 Mallard Sprinter 22' Travel Trailer. Air cond. Also 3 bdrm/2ba. Mobilehome w/3+ acres. Secluded, near town Sonora. \$145K. Call (209)533-0212 eves. Reg.#1944001 12/91

FOR SALE: '75 Int 1710B Cabover, 392 eng, 5spd, 10' flat bed. Tool Boxes, 2 tanks, air brakes, exc. cond. \$3,700. '88 Ziemer 10 Ton tilt trailer, air brakes, new cond. \$6,800, OBO. 5 acre view lot in Oroville, existing well, utilities close by, quiet end of road location, close to town. \$19K OBO. Call Ed (408)224-6733 Reg.#1710884 1/92

FOR SALE: '76 Toyota pickup, long bed, new radiator/clutch slave & master cyls/battery, r/b alternator,brakes, camper shell, am/fm cassett, 4 sp, Barden bumper, 92 platesvery clean, 138K hiway miles. \$995 OBO. 81 Buick Century, 4 door, V6 gas, auto, air, power brake, 89K mi., new battery/front tires/muffler & pipe/rear coil springs, tinted glass, metallic maroon, asking \$1,495 OBO. Call Jerry (415)344-6541. Reg.#1216125 1/92

FOR SALE: 3bd-2-1/2ba. Home 7 years old in Sacramento, N.E. foothills. 2.2 acres, open beam, 700ft. deck, landscaped, swimming pond, treated & irrigation water, 1800 sq. ft. barn, 600 sq. ft. guest house. \$250K. Pictures, call (916)637-4241. Reg.#1872382 1/92

FOR SALE: '76 Motor Home 25' Commander, full bed in rear, air awning, good

tires/condition, very clean. '82 Ford Escort w/tow bar, good condition, all \$11,500. '82 Prowler RV, excell cond. 23' long, full bed in rear, awning, good tires. Call (916)824-4822/384-2756. Reg.#854095 1/92

FOR SALE: Anvil - 90# 20in. \$180. Snow tires, 205 - 15x Michelin, good cond. 2/\$45. Mens 3-speed like new bike, KHS by Schwinn, blue \$60. Miller Thunderbolt Arc Welding Machine 225v, \$125. Vornado elect. leaf eater \$60. Skil 933 type 1 gas chain saw \$40. Call (415)898-7120. Reg.#716361 1/92

FOR SALE: 59 Gillig Bus Conver. 35', 1150 Cat diesel 10 spd road ranger transmission. Pwr. strg. air brakes, new tires, air, gen. TV/VCR, microwave, dinette, rear bdrm, twin beds, fully self cont. \$18,500. Call Jim (707)429-0869 eves. or week-ends. Reg.#1069128 1/92

FOR SALE: Leslie Speakers Hammond Organ \$400. Century Baby stroller \$25. Shotgun loader MEC 700 Versamec + big box shells- gun powder, shot shell primers, trap loads \$85. Rack for long bed Chevy pick up \$65. Call Norm (916)689-4061. Reg.#1238702 1/92

FOR SALE/TRADE: '71 Sportfisher Thunderbird w/current CA salmon lic., 27' twin chevys, w/Merk outdoves, runs good, less than 200 hrs. on engine & outdrives, sleeps 2 w/head. Radar & auto pilot. Trade for motorhome or sell \$20K. Call Luther (415)255-8812. Reg.#0876129. 1/92

WANTED: Old Calif. beer openers & beer bottles, call Harry (916)362-3590. Reg.#0738743 1/92

Back by popular demand!



Operating Engineers
Local 3

Family Day Marine World Africa USA

Sunday, April 26, 1992
9:30 a.m. to 5:30 p.m.

Adults \$14.00
Children \$10.75
Tots 3 & under Free!

Deadline to purchase tickets: April 13.

Our Day Includes:

- Admission to all shows, exhibits and attractions.
- Free parking stub included on ticket.
- All-you-can-eat barbecue hot dog lunch with salads, beans & dessert from 12 noon to 2:00 p.m.
- Unlimited soft drinks and beer served from 11:30 a.m. to 2:00 p.m.

- Exclusive lakeside picnic area.
- Games for the kids.
- Door prize drawings
- Face painting and balloon sculpturist for the kids from 11:30 a.m. to 2:00 p.m.
- Strolling jazz band.
- Surprise animal visits.

NO TICKETS SOLD AT GATE.
NO EXCHANGE OR REFUNDS.
ADVANCE TICKET SALES ONLY.

	NUMBER	AMOUNT
Adult at \$14.00 each		
Child (age 4-12) at \$10.75 each		
There is no charge for children 3 and under. Total		

Members Name _____

Address / Dept. _____

City / State _____

Home Phone (____) _____ Bus. (____) _____

Social Security Number _____

- Ticket deadline is:
Monday, April 13, 1992
- Please make checks payable to:
Operating Engineers Local 3
- And send to:
**Operating Engineers
Neal Sparks
1620 South Loop Road
Alameda, CA 94501**