

Local 3, Clinton Win Big (Page 2&3)

Engineers News

VOL. 50, NO 11

OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA NOVEMBER 1992

Flood Insurance

C. W. Rasmussen races against clock to finish enlarging Big Dry Creek Dam before the rainy season arrives

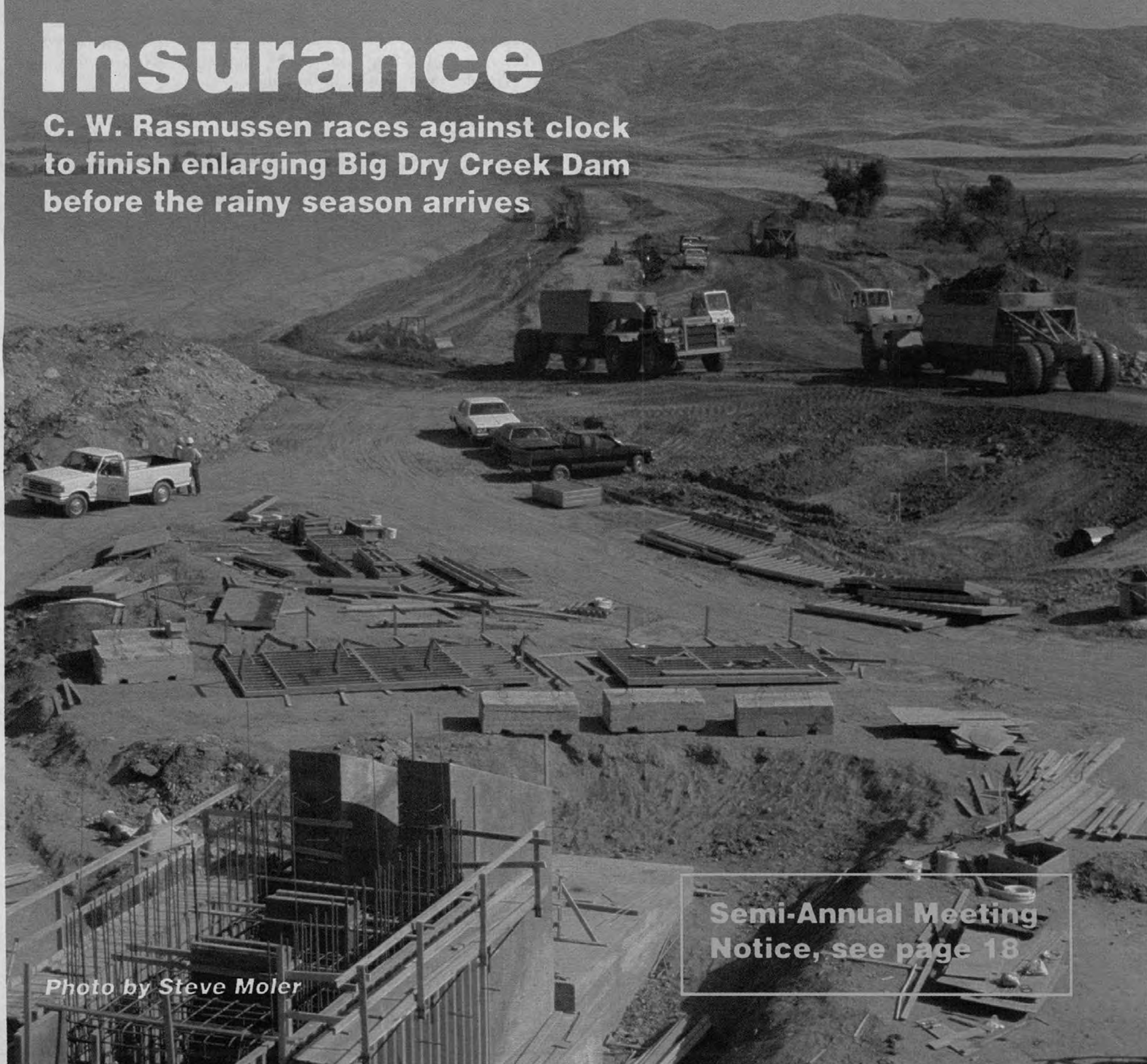
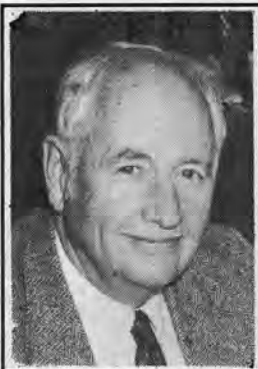


Photo by Steve Moler

**Semi-Annual Meeting
Notice, see page 18**



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

Someone once said that "men and nations behave wisely once they have exhausted all the other alternatives." That can certainly be said of our presidential election, but I'm not so sure it applies to the representation election we just completed in Hawaii.

With regard to the national election, all I can say is, "It's about time." For 12 years working families have paid the price for choosing the unwise alternative. First it was Reagan. Then it was his junior clone, George Bush.

The American people finally realized that the sugar-coated pills Reagan gave out on the street corner during the eighties turned out to be very hard to swallow. They were bitter on the inside. Those bitter pills may have enriched a privileged few, but they brought pain and suffering to those of us who have to work for a living.

We are now entering the third year of recession in the construction industry. If Clinton can deliver on his commitment to jumpstart our economy by investing in this nation's infrastructure, we may pull out of this thing yet.

No doubt, when Clinton takes office in January, he will feel like Kennedy did back in 1960 who said at the time: "When we got into office, the thing that surprised me the most was that things were as bad as we'd been saying they were."

Things are bad. They're every bit as bad as Clinton said they were. But finally we have someone in office who isn't going around trying to convince everyone that we're not in a recession. It's time to roll up our shirt sleeves and get to work.

As far as our representation election in Hawaii, I have to give credit where it is due — our members made the wise choice the first time. They didn't have to exhaust the unwise alternatives.

This election was costly, but maybe it's the price you have to pay to maintain a democratic union. I'm deeply grateful to the business agents and staff who literally worked day and night this past two months on this campaign, and to the many Local 3 members throughout the islands who stood by this union and encouraged those with whom they worked to do the same. It wasn't an easy thing to do.

When 75 percent of the members in Hawaii voted to stay with Local 3, they sent a very clear message to the employers: "Local 3 is our union."

Experiences like these deepen my commitment to our membership. Local 3 has the best members any union could hope to represent. During these tough times, we will continue to do all we can to produce new jobs for the membership and protect those we already have.

In closing, as we approach this time of Thanksgiving, I ask our members in Hawaii to put away the hard feelings and differences that came out these past two months. It's a time for healing. It's time to get on with our lives and work hard to make Local 3 the best union it can be.

It's a time for healing

Hawaii members choose Local 3 by 3-to-1 margin

By James Earp
Managing Editor

An election that will go down as the largest and one of the most hard-fought union representation elections in the history of Hawaii resulted in a big victory this month for Local 3.

During a two-week period from October 17 through October 29, nearly 2,600 Operating Engineers voted by secret ballot at polling places located on the five main islands of Hawaii on who they wanted to represent them — the Operating Engineers Local 3 or the independent Hawaii Heavy Equipment Operators Local 711. Members were also given a third choice on the ballot of "No Representation."

On October 30, federal agents of the National Labor Relations Board met in Honolulu at 1:00 p.m. to count the ballots. Three hours later, the votes were tallied — 1,883 for Local 3 and 654 for Local 711. There were 38 challenged ballots, 10 votes for no representation and five void ballots.

Federal law allows the parties involved in the election five days to challenge the election. However, both the employers and representatives of Local 711 waived all rights to challenge and requested an immediate certification of the election, which was granted by the NLRB on November 5.

The election was held at the request of Local 3 after former District Representative and Financial Secretary Wally Lean resigned from Local 3 on August 17 and announced his intention to establish his own independent union.

His resignation came just two weeks before the expiration of the Master Agreement for Hawaii, which covers most of Hawaii's largest construction contractors and approximately

2,100 Local 3 members.

Local 3 responded quickly to Lean's resignation. Business Manager Tom Stapleton issued a letter to the employers advising them that Lean had resigned and was no longer authorized to act on behalf of Local 3.

Stapleton also requested an immediate up-

date on the status of contract negotiations from the employers.

By August 26, the employers still had not responded to Stapleton's request. Local 3 then filed a petition with the National Labor Relations Board for an election to deter-

mine who would represent operating engineers in Hawaii.

On August 25, Local 3 President Don Doser arrived at the Honolulu office, relieved Lean and his business agents of their duties and installed former business agent Joe Trehern as District Representative. Within days, several additional business agents and office staff were hired to run the office and police the job sites.

On September 1, two days after the expiration of the Master Agreement, Lean opened a hiring hall in Honolulu dubbed "Local 711" and began operations. At the same time, the employers and Lean announced they had entered into an interim agreement which would remain in force until after the election.

Local 3 mounted an aggressive mail campaign to inform the members in Hawaii what was happening. The union also warned the employers that the interim agreement they entered with Local 711 was illegal and that they were still obligated to bargain with Local 3.

"It was our firm belief that the members would continue to support Local 3 once they were presented with all the facts," Business

(Continued on page 3)



Engineers News



WUPA

T.J. (Tom) Stapleton	Business Manager
Don Doser	President
Jack Baugh	Vice President
William Markus	Recording-Corres. Secretary
Rob Wise	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.

Workers fared best on election day

After the ballots were cast and the votes counted, Local 3 members had lots to cheer about following the November 3 election. Democrats not only captured the White House and maintained solid control of Capitol Hill, they won big in many state and local elections. Not since the mid-1960s have so many pro-labor candidates been swept into office in one election.

After enduring 12 years of open hostility from the federal government, union members finally have a friend in the White House. Bill Clinton won large numbers of votes from just about every demographic group except those earning over \$200,000 a year. He matched Bush in the South and drew the lion's share of votes from union members, women, independents, the young, the elderly and those who didn't vote in 1988. He also pulled back more than half

of his party's long-lost Reagan Democrats — the ethnic, blue-collar, Rust Belt voters who had helped elect Republican presidents since 1980.

When Clinton is inaugurated in January, he's likely to quickly implement policies and programs that will have a positive impact on working people. In his first 100 days in office, Clinton will probably rescind several executive orders from the Reagan-Bush era that have weakened the Davis-Bacon Act, such as the orders that have suspended prevailing wages on federally funded construction projects in riot-damaged neighborhoods of Los Angeles and in hurricane-ravaged areas of Florida, Louisiana and Hawaii.

Furthermore, Clinton will likely urge banks to loosen their tight lending policies in order to stimulate the economy. This will help develop-

ers raise the necessary funds to build large housing developments and other major construction projects that are essential to putting Local 3 members back to work. Ranking high on Clinton's priority list will be programs to rehabilitate roads, bridges and tunnels and to build a high-speed rail system linking U.S. cities.

Clinton is also expected to pursue an aggressive domestic agenda that will include a national health care plan aimed at expanding health coverage and controlling costs, and as promised in the campaign, Clinton will introduce "tax fairness" by raising taxes on those earning more than \$200,000 a year.

What will likely benefit union members even more is having a Democratic White House working closely with a democratically controlled Congress. The Democrats

gained one seat in the Senate, which gave the party a 58 to 42 advantage, and they kept their hefty majority in the House of Representatives, 252 to 181. Of the 20 Local 3-endorsed House candidates from California, 16 won election.

When the 103rd Congress convenes January 5, these majorities will allow Congress to rapidly pass a host of legislation previously stymied by Bush vetoes or Republican filibusters. Chief among the legislation will probably be bills that would prohibit the permanent replacement of striking workers and allow workers to take up to six weeks of unpaid leave for the birth of a child or family emergency. The AFL-CIO will also have a much easier time pursuing its legislative agenda, such as pushing for health-care, OSHA and Davis-Bacon reform next

(Continued on page 13)

Hawaii Victory *(Continued from page 2)*

Manager Tom Stapleton said. "But there was a great deal of false information being spread throughout the islands and we had to work very hard to inform the members how harmful it would be to them if they split off into a small independent local with no backing from the International Union."

On September 14, attorneys representing Local 3, Local 711 and the employers met at the NLRB offices in Honolulu to work out an agreement on how the election would be conducted. At Local 3's insistence, the election would be done by secret ballot vote at polling places located at convenient locations on each of Hawaii's five main islands.

"This election was unusual in that it is only the third representation election in the country ever held for an employer association," Local 3 attorney Larry Miller explained. "It was also unique because the parties agreed that, for the sake of the members, the winner of the election should represent all operating engineers in Hawaii, not just those covered by the Master Construction Agreement."

The election received considerable media attention in Hawaii, especially after Local 3 began running radio advertisements and full page newspaper ads explaining the issues to the members and encouraging them to support Local 3.

"This was a very hard fought election on both sides," Stapleton said. "But the margin of victory for Local 3 sends a clear message to the employers and the community at large that Local 3's members stand united. Now it is time to put away our differences and work together to make Local 3 the best union in Hawaii." Stapleton praised President Don Doser "for a job well done in a very tough situation." He also extended his thanks to the business agents and staff people who worked "day and night these past two months to get the job done. It was an example of true teamwork and what can be accomplished when you work together for the benefit of the members."

"Most of all," Stapleton said, "I am grateful for the Local 3 members who stood up for Local 3 and gave us their support when it was needed most. It shows me once again we have the finest members in the world."

Judge OKs I-80 widening project

An Alameda County judge rejected a lawsuit by environmental groups and ruled November 2 that construction can continue on a \$318 million project to improve a 17-mile stretch of Interstate 80 between Hercules and West Oakland, one of the most congested freeways in Northern California and one of the nation's top 10 gridlocked roadways.

The project will provide high-occupancy-vehicle lanes between the West Grand Avenue interchange near the Bay Bridge and Hwy. 4 and will improve the I-80 and I-580 interchange in Albany. Construction of the first \$10.5 million segment from Ashby Avenue to Gilman Street in Berkeley began September 9 but was halted a week later when the court issued a temporary stay.

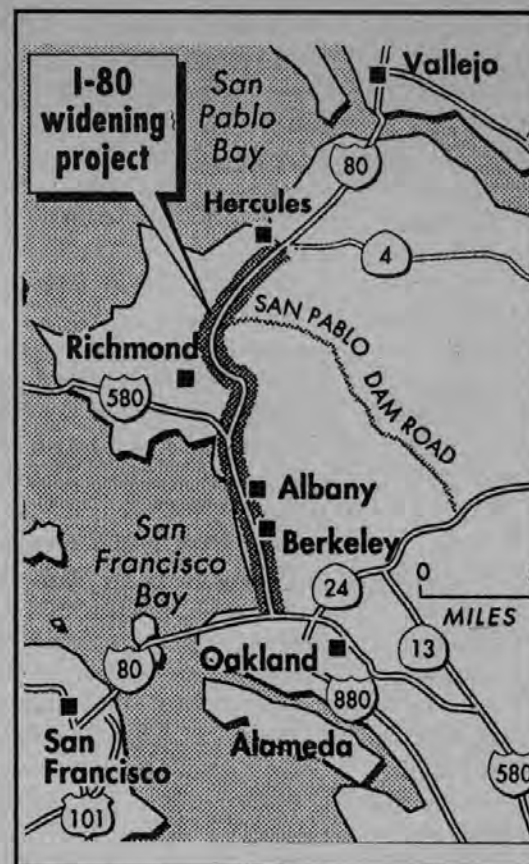
But Superior Court Judge James R. Lambden ruled that the suit, which sought to block the project under provisions of the California Environmental Quality Act, was filed after the statute of limitations expired. The environmental groups contended that the clock started running March 25, when the Metropolitan Transportation Commission approved the project, therefore the suit was filed within the 180-day limit. However, Lambden ruled that the 180-days began Nov. 14, 1991, when the environmental impact report was amended and approved.

Work on the highway expansion was halt-

ed September 15 when the suit was brought against Caltrans by the Urban Ecology, the Bay Chapter of the Sierra Club, the Auto-Free Area Coalition and Golden Gate Chapter of the Audubon Society. The groups argued that Caltrans had not adequately reviewed alternative methods of transportation, such as light rail lines and ferry service.

Caltrans attorney Tony Anziano argued that Caltrans properly followed requirements for the environmental report by filing an addendum, which took into account all changes approved since 1983. Public officials from Alameda to Vallejo feared that a protracted delay could have had a serious effect on a total \$1.2 billion worth of development projects planned for the corridor.

Oakland officials said delays on the freeway improvement could have jeopardized federal funds for the rebuilding of the earthquake destroyed Cypress viaduct if deadlines were missed. It is expected that it will cost \$695 million to replace the Cypress freeway. Anziano warned that an appeals court could impose a temporary order to halt construction again while the court reviews the case.



The Thomas Edison of Local 3

Gradesetter Larry Beard has patented not one but three inventions that make construction work safer and more efficient for operating engineers

***By Steve Moler
Assistant Editor***

It would be nice if every time we encountered an inefficient way of doing a job we could just invent a device that would make the task much easier. For most of us such thoughts are wishful thinking, but for Local 3 member Larry Beard, a gradesetter for Don Lawley Company in Stockton, conceiving ways to make work more efficient has become a second career. In the past five years, Larry has patented not one but three inventions that have helped him and the construction industry overcome safety and productivity barriers, devices that have proven so effective they are rapidly becoming standard equipment in the local construction industry.

In the mid-1980s, frustrated with getting down on his hands and knees to hammer in guineas to set grade, Larry thought there must be a better way. After playing around with some ideas, Larry invented and patented the Guinea Thumper in 1986, a rod within a pole that allows gradesetters to pound guineas into the ground standing up. Larry developed two types, a lightweight aluminum model for most applications and a steel model for use in 95-percent compacted road base. The device has proven so effective over 140 Guinea Thumpers have been sold to various contractors throughout Northern California.

A few years later, Larry became annoyed with another problem. In subdivision work, blade operators too often had to halt production while laborers, struggling with measly flathead shovels, cleared excess gravel from the curb gutters. Larry went back to his home workshop and developed the Curb and Gutter Shovel, a device that rests on the gutter between the curb and the lip of the curb at a 45-degree angle and pushes excess gravel back into the base rock like a snowplow pushes snow off of a highway. The shovel can also be used to clean large, flat surfaces such as streets and parking lots. With its long handle and large angled blade, a single laborer can work an entire subdivision five times faster than a worker using the traditional flathead shovel.

Construction companies that have purchased the shovel – Oliver de

Silva, Kiewit, Shea Holms, McClullough Construction and Joe Foster Excavating, to name a few – rave about the shovel's ability to increase productivity and lower labor costs. "It really works well," said Jim Quilici, a Joe Foster Excavating superintendent. "It's really worth the money and really cuts down on time."

And now, to many people's amazement, Larry has developed and patented yet another invention that will help union contractors maintain their competitive edge. Everyone working in the dirt-moving business knows how often guinea feathers break out or pull out of the guinea after the motorgrader passes over them. Gradesetters then have the inenviable task of having to find the guineas and reattach new feathers, a process that frustrates gradesetters and slows down equipment operators. Larry has developed and patented a method of attaching the feathers to the guineas so they don't come loose nearly as often.

A standard guinea feather is attached to a metal tab and hammered down into the guinea from the top in the same direction as the grain. However, the Feathered Guinea, as Larry's invention is called, is attached to the side of the guinea with two separate staples, one driven in perpendicular to the grain, the other about an inch below and parallel to the grain. The configuration makes the attached feather much stronger and more flexible, resulting in far fewer failures.

Field tests show the Feathered Guinea works much better than its standard counterpart. In one test conducted last summer, Larry and three colleagues installed four rows of guineas 0.10 feet below ground, with each row having 36 guineas, nine facing in each of the four primary directions. The first row had all 32 strands of feathers attached with just one staple; the second row contained the standard feathered guineas; the third row used Larry's Feathered Guinea configuration of

16 looped strands forming 32 strands double stapled; and the last row used a single staple with 16 strands looped to form 32 strands. After the motorgrader cut away the excess 0.10 feet of material, the first row experienced seven failures, the second row of standard guineas 18 failures, the third row of Larry's Feathered Guineas just two failures, and the final row three failures.

"The test proved that my Feathered Guinea is vastly superior to the traditional type," Larry said. "My guineas rarely break. Once this product becomes standard in the industry, gradesetters won't have to hunt down guineas any more. We'll be able to have uninterrupted production. When you have an entire crew costing \$400 an hour, the Feathered Guinea translates into substantial savings for the contractor."

What's even more impressive about the Feathered Guinea is that



Larry Beard displays his three inventions: the Guinea Thumper in his right hand, the Curb and Gutter Shovel in the left hand and Feathered Guineas around his gradesetter's bucket.

it costs about the same as standard guineas and feathers, 18 cents each for 6-inch Feathered Guineas and 21 cents each for 8-inch Feathered Guineas. Larry mass produces his new product with a machine he designed and built that cranks out about 1,000 Feathered Guineas an hour.

For no extra cost a contractor can purchase a product that's far more reliable than what's now being used. If any gradesetter, foreman or superintendent wants to try out the Feathered Guineas, Larry will send you free samples. If you like them, you can go to management and have them order a supply directly from Larry. All you have to do is call him at (209) 547-1095. If he's not home, leave your name and address on his answering machine and he'll send you a complimentary batch of Feathered Guineas the next day via UPS.

Several other ingenious Local 3 members have invented devices in

recent years that have helped make construction work safer and more efficient. There was Clifford "Cap" Gouker's "Manhole Raising Form," then Willie Lee's "Willie Rod," followed by Frank Moell's "Riggit" and Sal Dorado's "Trench Paver," and finally Giovanni Donfranco's "USA Power Beam Light Pro."

But Larry's three patented inventions over a five-year span puts him in a class by himself. Conceiving an invention is one thing, actually designing it, manufacturing the prototype and obtaining the patent are quite another matter. While many inventors spend years – sometimes a lifetime – trying to turn an idea into a functional device, Larry has this uncanny ability to identify a problem, then quickly overcome it by inventing a brilliantly conceived gad-

get.

In his younger days, for instance, Larry got into a jam once while dating a Native American woman. Some of the Native American men didn't like the idea of an interracial courtship, so they threatened Larry with bodily harm if he continued the romance. Since Larry wasn't about to give in, he expected trouble.

The problem was how to protect himself. He could have bought a pistol, but that would have meant having to carry a concealed weapon. A pistol would also be too conspicuous. So Larry solved the problem in typical Beard fashion: he invented a pocket-sized 22-caliber firearm, a device about the size of a roll of lipstick that had a 2-inch barrel, firing pin and an elaborate safety system to keep the firearm from discharging

accidentally. Fortunately, Larry never had to use the weapon, but the incident demonstrated how he, like so many other great American inventors, overcame a problem with persistence and ingenuity.

Larry's knack for inventiveness goes back to early childhood, when he used to build toys using scrap materials from his father's basement workshop. At around age 9 or 10, Larry built a motorbike from a Briggs & Stratton engine mounted on a 28-inch bicycle frame. In junior high school he excelled in math and in industrial arts classes like auto shop, wood shop and machine shop.

After high school, Larry served in the Air Force as a aircraft mechanic, then used the GI Bill to attend commercial aircraft mechanics school. After an eight-year stint with United Airlines overhauling jet engines and airframes, Larry

yearned for a change. Larry mentioned to a friend, Local 3 oiler Dave Eaton, that he was interested in a new career. Knowing Larry possessed strong math skills, and with work plentiful in those days, Dave suggested gradesetting. After a period of on-the-job training and self-study, Larry got his first union gradesetting job in 1978. Since then, he's worked for Piombo, Oliver de Silva, Joe Foster and now Don Lawley.

All of these contractors have put Larry's inventions to the test and say the devices have benefitted their operations immensely. When the Guinea Thumper, Curb and Gutter Shovel and Feathered Guinea eventually go nationwide, union labor will have yet another set of weapons to help maintain its advantage over the non-union.

Larry Beard's inventions

Guinea Thumper (Top)

A rod within a pole that allows gradesetters to pound guineas into the road base without getting down on their hands and knees. One end of the pole is equipped with a steel gad, which is used to dig holes for the guineas, the other end contains a housing that holds the guinea. The gradesetter loads the guinea in the housing, turns the pole over and pounds the guinea into the ground. The device will drive a guinea up to two-tenths of an inch below the existing road surface without the gradesetter having to dig a hole first. The device then can be used to shoot grade or sweep the grade. With the Guinea Thumper, a gradesetter can drive in two guineas in the time it takes to do one the conventional way. The tool can accommodate the new Feathered Guinea and both round and square standard guineas. The tool helps prevent knee and back problems and, because the gradesetter is standing, it reduces the danger of being run over.

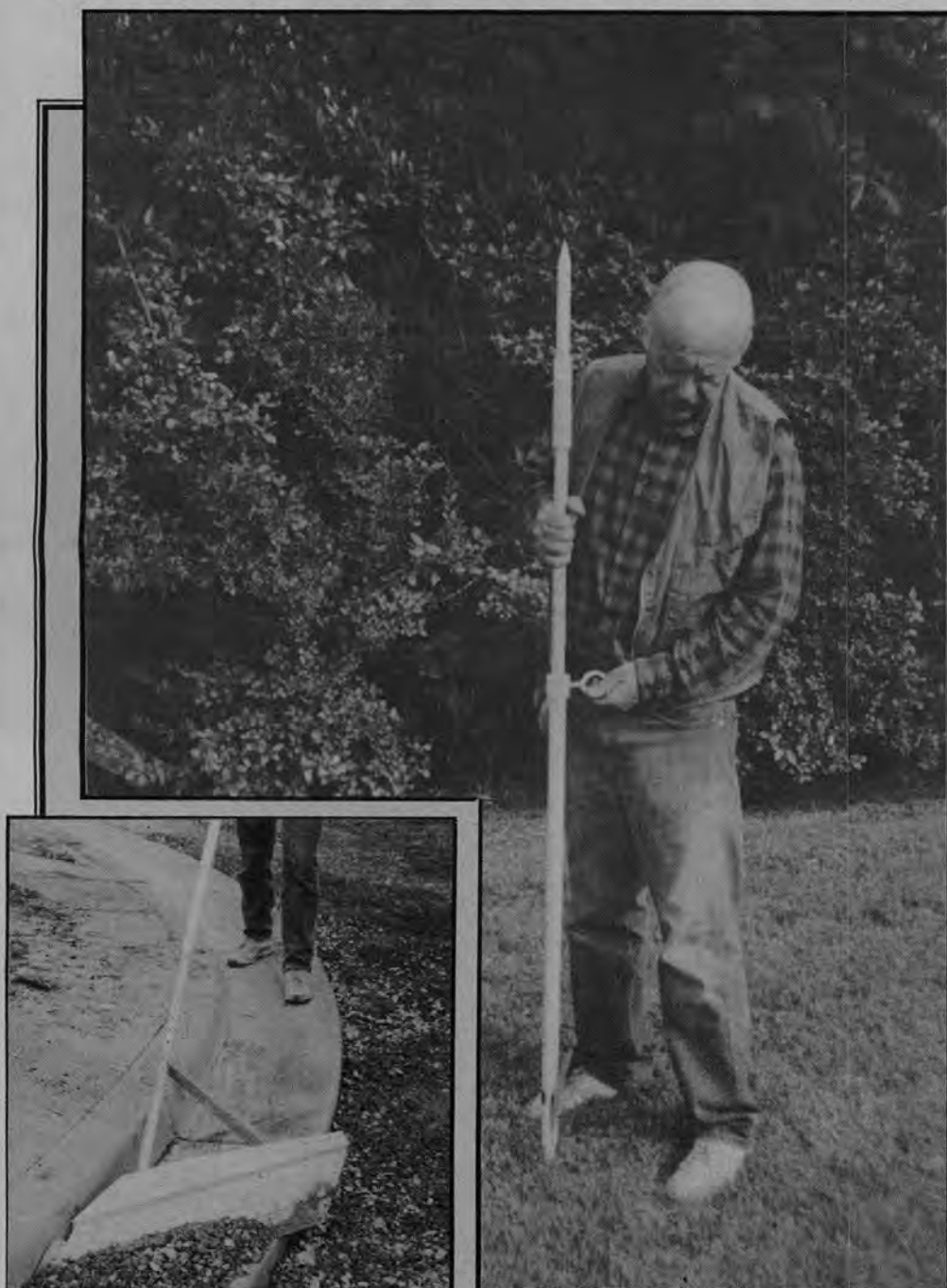
Curb and Gutter Shovel (Center)

A lightweight, durable shovel whose head or blade rest between the curb and gutter at a 45-degree angle to the curb. As the worker moves forward, the blade pushes excess gravel back into the base rock so the motorgrader can obtain accurate sonar readings. The shovel allows a laborer to work an entire subdivision five times faster than with a standard flathead shovel, which means the blade operator never has to wait for a laborer to clean the gutter.

Feathered Guinea (Bottom)

A method of attaching feathers to guineas so they don't break out or pull out when the motorgrader blade rides over the top of them. Standard guinea feathers are normally attached to a metal tab and hammered into the wood. But because the metal tab penetrates the wood with the grain, it often breaks off from the guinea under the load from the passing blade. Gradesetters waste precious time relocating the guinea and hammering new feathers back in place. The Feathered Guinea, in contrast, is attached to the side of the guinea with two staples, one parallel to the grain, the other perpendicular the grain, thus making the feather and guinea nearly inseparable.

For more information about these products or to place an order, call Larry at (209)547-1095.



Retiree Guss O'Daniel, 91, still a union man from head to foot

Whenever the Public Relations Department goes on assignment for *Engineers News*, the staff often takes time out to visit retirees living near the job site. During visits recently to some construction projects in the Fresno District, I had an opportunity to interview a remarkable retiree.

In September, Guss O'Daniel reached two milestones in his life: he celebrated his 91st birthday and earned his 50-year watch. "It's the most precious thing I've ever seen," Guss told me during an interview near his home in Hanford, a small farming town just east of Visalia. "My membership in Local 3 has been one of love and trust. Being in the union is the greatest thing I've ever done. It's the highest honor."

As Guss glanced down and stroked his new watch, a stream of fond memories began to run freely through his mind. Born in West Grove, Ark., on September 24, 1901, Guss told me how he and his family moved to Oklahoma in three covered wagons when he was 13 years old. Like most Okies of that period, Guss took to farming, learning how to plant corn and pick cotton.

You could say Guss' career as a heavy equipment operator began in 1936, when a county commissioner Guss knew got him a job running horse-drawn graders for Pittsburgh County. In those days, many public-sector jobs were political appointments. Though wages were low and the work tough, Guss pushed himself hard to learn what he could and develop a strong work ethic. But when the commissioner lost the next election, Guss got fired.

Unfortunately, during this same period severe drought had turned Oklahoma's farm country into a dust bowl. So like the characters in John Steinbeck's novel *The Grapes of Wrath*, Guss, his wife and four sons moved to California to work on cotton and grape farms in the San Joaquin Valley. Guss operated Cat tractors and graders.

About a year later, though, Guss got homesick and moved the family back to Oklahoma. But rough economic times still prevailed in Oklahoma and wages weren't nearly as good as California's, so the O'Daniels decided once again to head out West in hopes of finding better fortunes. Because the United States was gearing up for World War II, Guss was able to find work in fall 1942 running a dozer at the



Above: Guss O'Daniel, center, with his sons Lester, left, and Chester.

Below: Guss O'Daniel



Lemoore Army Air Station near Hanford. The job was union, so Guss had the opportunity to join Local 3, an event that forever changed his life.

From there, Guss held a variety of jobs with various union contractors throughout Northern California

and Nevada. After the job at Lemoore, Guss ran an International TR 24 dozer for Fresno Paving. Next he went to work for Phoenix Construction out of Bakersfield, working on U.S. 99. He also ran dozers on the Friant-Kern and San Luis canal jobs. In the early 1950s, Guss

worked for Morrison-Knudson, then ran a D-8 for Walsh-Perini on the Wishon Dam project east of Fresno.

By the time Guss retired in 1963, he had worked on just about every kind of dirt-moving job possible. He believed strongly in the Operating Engineers work ethic that if you weren't making the contractor money, you didn't belong on the job. And when he had problems with an employer, he expected protection and good representation from his union, which he always got.

But above all, Guss is a union man from head to foot. "The union is my soul," Guss said. "The union did everything for me and I did everything for the union. I appreciate what the union has done for me, allowing me to earn a decent wage so I could raise my four children comfortably, so I could retire and not have to worry about making ends meet. Local 3 is the best organization ever developed."

Guss' son Lester, whose nickname is LD, has vivid childhood memories of his father speaking highly of the union. "He knew the contracts by heart," LD said. "He knew each contract word for word. He was not only a true Okie but a true union man. Local 3 was like family to him."

One of the most remarkable aspects of Guss' retirement has been his health. After being in the seat for over 27 years and having reached the age of 91, Guss is in excellent health. He doesn't have to take any medications, except an occasional Tylenol. The day after the interview, Guss departed with his sons LD and Chester on a cross-country automobile trip to Oklahoma, to visit relatives and friends and to show off his precious new watch.

Congratulations Guss on 50 distinguished years of service in Local 3!

Steve Moler,
Assistant Editor

UNION-MADE WORK CLOTHES

UNION	COMPANY	ITEM
ACTWU	Angelica Uniforms Inc.	Angelica scrub suits
	Artistic Creations	Artistic Creations smocks
	Jay Garment Co.	Big Mac coveralls, jeans, pants, shirts
	Big Yank Corp.	Big Yank jeans, pants, shirts; Fairway jeans; Sport Abouts jeans; Tour De France jeans
	Brew Apparel, Inc.	Brew Apparel hospital uniforms
	Butwin Sportswear Co.	Butwin airline and school jackets, school uniforms
	Caleb V. Smith & Sons, Inc.	Caleb V. Smith coveralls, uniforms
	Choctaw Mfg. Co.	Choctaw jumpers, pants
	Colt Ent. Inc.	Colt pants
	Cowden Mfg. Co.	Cowden jeans, overalls, pants
	Reltoc Mfg. Co.	Cutler jeans
	Elder Mfg. Co.	Elders jeans, Elderado jeans, Tom Sawyer jeans
	Euclid Mfg. Co.	Euclid flame-retardant and lint-free uniforms, shop coats, coveralls, jackets, jeans, pants, smocks; Vidaro shop coats, jeans, coveralls, pants, smocks
	Eudora Garment	Eudora hospital uniforms
	Lake Village Ind.	Fashion Seal hospital apparel
	Superior Surgical Mfg.	Fashion Seal coveralls, smocks, hospital gowns and uniforms
	M. Fine & Sons	Fines shirts
	Fyrepel Products, Inc.	Fyrepel industrial suits
	Gross-Galesburg Co.	Gross coveralls, jackets
	Texas Apparel Co.	Gap jeans, Rock Bottom jeans, Roebuck jeans, Sheplers jeans, Thumbs Up jeans, Toughskin jeans
	Jos. Rogow & Sons	J. Rogow laboratory coats
	Jay Garment Co.	Jay coveralls
	Jomac Products Inc.	Jomac industrial rainwear
	Lee County Mfg.	Lee uniforms
	McGehee Ind.	Martin Coveralls; McGehee tunics, jackets
	OK Uniform Co.	OK Uniform industrial aprons, jackets, pants, shirts
	Ottenheimer & Co.	Ottenheimer uniforms
	Unitog Co.	Our Best insulated coveralls; Unitog shop coats, jeans, coveralls, pants, shirts
	Prairie Mfg.	Prairie jeans, uniforms
	Progressive Uniform Mfg.	Prime Cut overalls
	Protexall, Inc.	Protexall coveralls, quilted jackets, pants, shirts
	Seagoing Uniform Co	Seafarer military dungarees
	Canton Mfg.	Universal jeans
	Portland Glove Co.	Wells/Lamont leather aprons
	Granby Mfg., Mid South Mfg. and Laurel Ind. Corp.	Workwear pants
	Madewell Mfg.	Madewell of New Bedford coveralls, men's jeans
	Bayly Corp.	Bayly men's jeans
	BTK Ind., Inc.	Bill Blass men's and boy's jeans
	Farah Mfg. Co., Inc.	Farah jeans
	Command Enterprise Corp.	Command smocks
ILGWU	American Apparel, Inc.; Berkley; VT Fashions, Ltd.	Uniforms
	Clever Maid	Uniforms, career coats, suits and jackets
	Demoulin & Co.; Hatillo Apparel Corp.; Rand & Rand, Inc.; United Uniform	Uniforms, career accessories
	Felco Athletic Wear	Jackets, caps
	Panache, Thermal Dimensions	Thermal outerwear
	Rainfair, Inc.	Outerwear
	Wallace Apparel, Inc.; Together Crafts, Inc.	Jeans
	Windjammer, Inc.	Sweatshirts, T-shirts, caps



UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

Give the best gift of all this Christmas

Merry Christmas, guys and gals. Here's your gift-wrapped layoff notice.

It's no joke. Every year around Christmas a lot of people — a lot of people — lose their jobs. As soon as the buying frenzy stops, huge numbers of businesses look for ways to reduce overhead. More often than not that means cutting payroll.

For a lot of manufacturing workers the bad news actually comes well before the big shopping season. Once workers have made as much of a product as the sales experts believe will be sold, the assembly lines stop. For retail workers, once the last shoppers leave the store, that's it for a lot of sales help.

Some of the job terminations aren't holiday-related, but rather budge-related. Many employers use a calendar year to set budget for their operations and tend to decide toward the end of each year what kind of staffing they're going to go with in the 12 months ahead.

It all adds up to a less-than-joyful holiday season for hundreds of thousands of Americans. It's something that, individually, these folks can't do much about. But it's something that we, collectively, can do a lot about. All it takes is keeping the

true spirit of giving in mind. And what can be more in the Christmas spirit than giving someone a job?

What does it take? It takes using common sense when you shop: looking for the union label, looking for the "Made in the USA" symbol.

The fact is that for every \$1 billion Americans spend on imports, the equivalent of 20,800 U.S. jobs flow overseas. Putting it in Christmas-shopping terms, that means every \$23 spent on imported goods takes one hour of work away from an American.

It doesn't take much to see how those multiples of \$23 can add up to job losses for an awful lot of friends and neighbors...and even, in fact, yourself.

So when the spirit of giving hits you this holiday season, don't think just about the gifts that's going under the tree or in the stocking. Think about the impact on the recipient or the impact on his or her family, of how those gift dollars are spent.

Give a real gift. Give the gift of a job. Buy union. Buy American.

Richard J. Perry,
Union Label & Service Trades
Dept., AFL-CIO

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

Beware of deceptive TV drug ads



Some drug manufacturers are beginning to use television ads to sell certain prescription drugs and some over-the-counter products. Beware! Do not be misled, many ads can be very deceptive. Be sure to discuss at some length with your doctor any prescription drugs your doctor advises you to take. Ask about all possible side effects. Let your doctor know about any other medications you're taking. Once you begin taking medication under your doctor's advice, carefully watch for any adverse reactions to the medications. Report all such side effects to your doctor immediately. We are not giving you medical advice here. Get medical advice from your doctor. We are simply asking you to use a common sense approach to taking good care of yourself. Remember, do not put your doctor on a pedestal. Work with your doctor closely to ensure your continued good health.

Retiree Medical Plan

If you are retired and on Medicare, be sure to have your doctor or other provider file first with Medicare. After you have received the Medicare Explanation of Benefits, file your claim with the Trust Fund Service Center. When you send your claim to the trust fund office, be sure to send along a copy of the Medicare Explanation of Benefits with your claim form, otherwise your claim cannot be processed. Sending a properly completed claim form along with a copy of the Medicare Explanation of Benefits will ensure prompt and accurate claim processing.

Questions about pension checks

Q: When can I expect my check?

A: Monthly benefits checks are mailed so they arrive at your home or bank by the first of the month. As you know, monthly checks are dated the first of the month and represent benefits due for the month in which they are dated. The check is not negotiable until the first even if received prior to the first.

Q: What should I do if I don't receive my checks?

A: If you don't receive your pension check by the 10th of the month, contact the Fringe Benefits Service Center or the Trust Fund Service

Center to request a replacement check. A stop-payment order will be placed on the lost check and a replacement check issued.

Q: If I move, who should be notified of my new address?

A: Let the trust fund office and the union office know your new address as soon as you know it. Please include your Social Security number when you write. Every effort will be made to expedite address changes for your pension check. Be sure to have a forwarding address on file with your local post office so you have no mail interruption.

If you have a direct deposit and wish to change banks, be sure to request new direct agreement forms from the trust fund office. And re-

member, even if you have a direct deposit, the trust fund office must always know your home address to be able to send you your 1099-R form and important notices concerning your benefits.

To keep the health care debate in sharp focus, we offer a quote from Rashi Fein, author of *Medical Care, Medical Costs: The Search for a Health Insurance Policy*:

"Any description of a universal health insurance program must outline its basic administrative structure, method of enrollment and financing, types of benefits, forms of payment and reimbursement and the incentives. In all these areas we can choose among numerous options. The selection process should

be responsive to two constraints. The first is that the choice be related to the American experience and attitudes. The second is that it be related to existing health and financing and delivery patterns and the institutional framework now in place. We are not a new nation with an undeveloped health sector. We are in the United States... with a \$400 billion health industry. New times and new conditions compel us to reconsider and reexamine earlier health insurance proposals, lest they no longer be appropriate. We need a national health insurance program that is responsive to our present conditions."

Be sure to participate in the debate by writing your congressional representative.

YOUR CREDIT UNION

By Bill Markus, Treasurer

ATM network expanding



On November 30, your credit union's ATM program will be enhanced. If you don't have your checking account and ATM card with the credit union already, these improvements to our ATM program may convince you it's time to change.

Five ATM networks will soon be available to members for account access. This expansion increases the number of outlets through which you can make de-

posits and withdrawals. It also allows for additional transactions. A new feature, Point-to-Scale, has been added to our ATM program. Point-to-Scale enables members to make ATM purchases in stores displaying the "Explore logo." There's no check to write. Just slide your card through the machine, enter your code and the purchase is complete. When the transaction is finished, you'll be given a receipt for your checking account records. Many grocery stores and convenience stores make this purchasing system available. Some stores allow you to obtain cash over and above the purchase amount.

We are also introducing credit union branch sharing through CU Service Centers. This allows members to conduct more of their credit union business at a shared credit union branch. The credit union might not have operating engineers in their name, but if they display the "CU Service" logo you will be able to access your account from their branch. ATM card holders may transfer funds, make deposits or withdrawals, request a loan advance, purchase traveler's checks and do many other transactions through the branch sharing network.

The expanded ATM network adds greater flexibility and convenience to the checking account. If you are already using your credit union's ATM program, watch for

your new ATM card with the five ATM logos showing on the back. If you're not yet an ATM card holder, call a credit union branch and request the Checking/ATM Card application. Remember, overdraft protection and direct deposit of payroll, social security and pension checks are available. And there is no monthly service charge on your checking accounts.

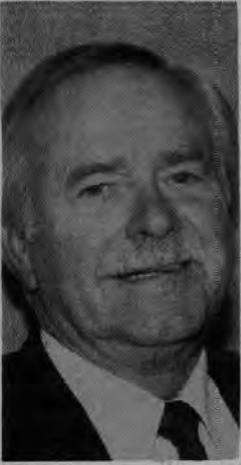
15-year mortgages available

Once again your credit union has expanded its real estate lending program. Qualified borrowers may now have the option of a 15-year mortgage. The savings in finance charges by paying a mortgage loan off in 15 years versus the customary 30 years is astounding. For many members, the increased payment on the 15-year mortgage is easily handled. If you're interested in learning more about our 15-year mortgage program, give the credit union a call. And if the 15-year mortgage is not what you want, ask about the fixed or adjustable 30-year mortgage. We want to help you into a home loan built to fit your need.



UNION LABEL AND SERVICE TRADES DEPT., AFL-CIO

TEACHING TECHS

By Art McArdle,
Administrator

How the JAC team helps apprentices win

The Northern California Surveyors Joint Apprenticeship Committee consists of many indi-

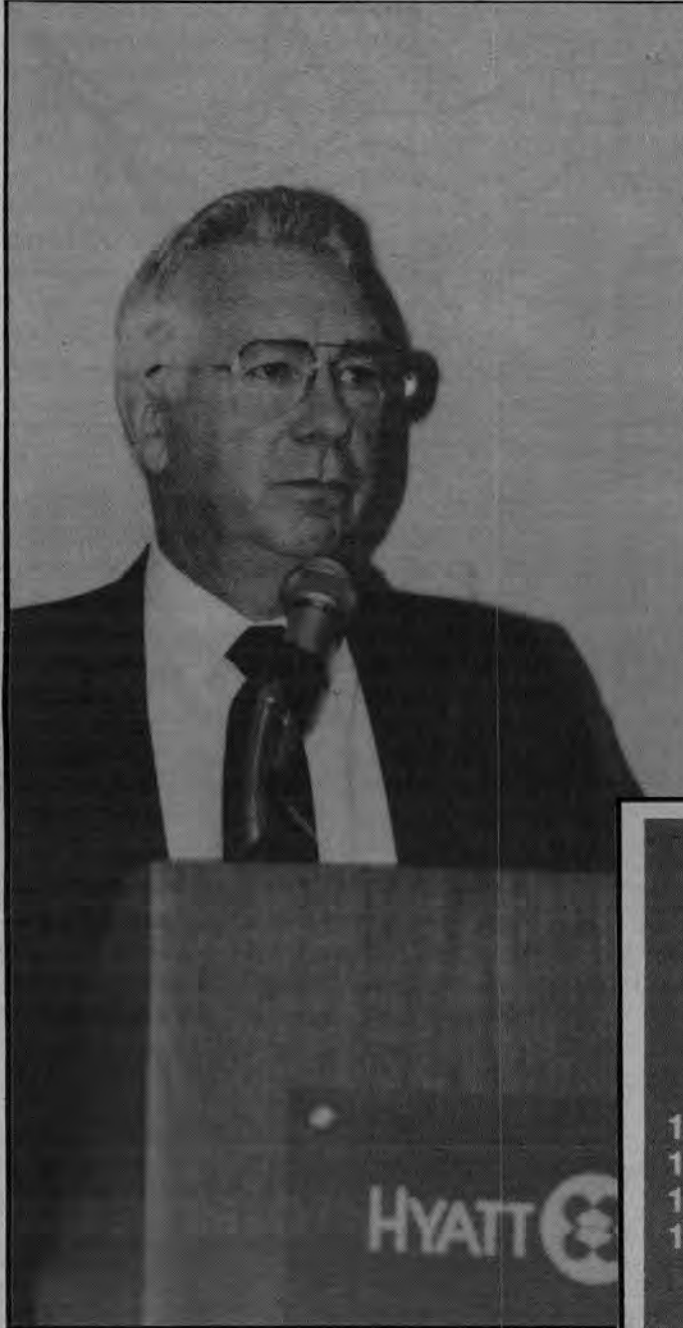
viduals, standards, rules, curricula and training. The JAC is responsible for the program portion of the NC-SJAC while the Trust is responsible for the program's funding. Each of these committees is made up of six Local 3 officials and six management persons. But there's more that makes the NCSJAC one of the most outstanding programs available, and we would like to take this opportunity to tell you about them.

The NCSJAC has developed a set of apprenticeship training standards that must be approved by the California Division of Apprenticeship Standards (DAS), which is a division of the California Department of Industrial Relations. This agreement that we have with the state allows us to assure apprentices that they are receiving the highest quality program available as certified by their JAC, the state and instructors.

Each apprentice, upon being indentured, agrees in writing to comply with these standards and will be issued a Certification of Completion by the DAS when they have completed their 144 hours per year of related training, obtained a Red Cross first-aid certificate and complete 8,000 hours of on-the-job training with signatory employers, 1,000 of which must be worked as a party chief.

The DAS provides consultants to the apprenticeship program to evaluate the training the JAC is giving. The DAS also carries out regulations formulated by the California Apprenticeship Council, which is responsible by law to "foster, promote and develop the welfare of the apprentices and the industry." This is done to improve working conditions

and advance profitable employment opportunities for the apprentices. The four major components of an apprenticeship program are DAS, union and employer, instructors and staff. We have covered the DAS and union and employer group, and next month we will continue our article with instructors and staff.



Eugene Berkebille, the DAS administrator for California's northern region, along with many other consultants, helps to ensure that apprentices are receiving quality training and education.

Remember, all of these individuals work hard to provide you, the member, with an excellent training program. Contact the NCSJAC now at (510) 635-3255, to find out how you can participate. Until next month, have a safe and happy Thanksgiving.

SAFETY

By Brian Bishop,
Safety Director

Forklift safety tips

Have you ever noticed how many people on the job site think they're expert forklift operators. Usually the forklift is the smallest piece of equipment on the job, which leads workers to the false impression that if you can ride a tricycle as a child, you can operate a forklift. This attitude may contribute to the relatively high accident rate of industrial trucks or forklifts.

According to the Bureau of Labor Statistics, in a report published in the January 1992 issue of *Safety & Health*, of the 41,895 Workers' Compensation disability claims in just 14 states in 1988, in the most serious accidents, 15,638 people were struck by forklift and 7,488 were caught in, under or between

these trucks and another object. In these accidents, 299 resulted in amputations and 6,712 resulted in fractures.

The OSHA regulation that covers operator training for lift trucks and other powered industrial trucks (Code of Federal Regulations, Section 1910.178(L) Title 29) states: Only trained and authorized operators shall be permitted to operate a powered industrial truck. Methods shall be devised to train operators in the safe operation of powered industrial trucks."

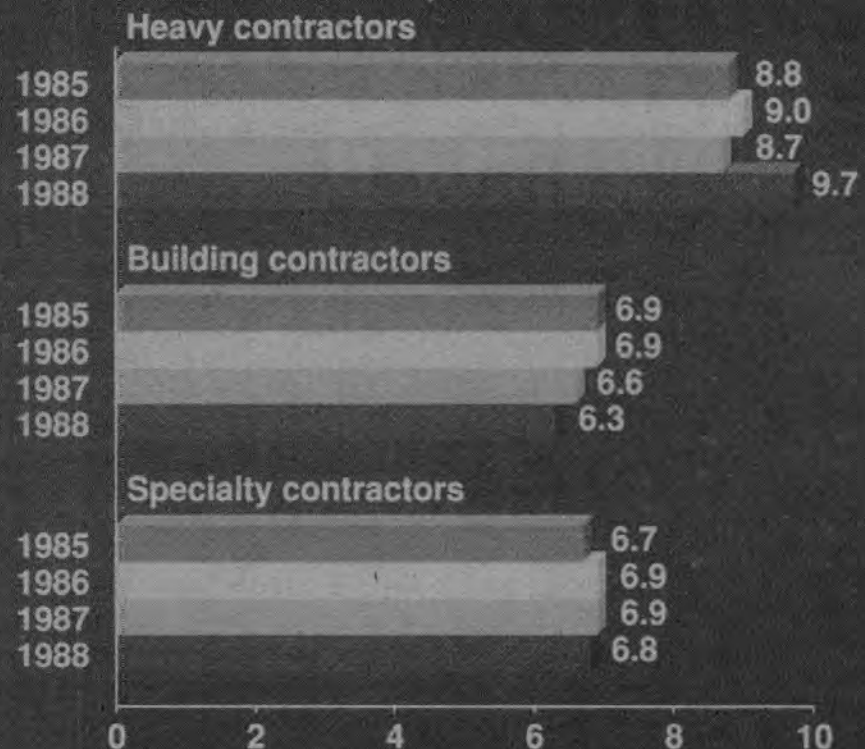
These requirements have also been incorporated into the Cal-OSHA standards (Title 8 General Industry Safety Orders Section 3664) **Copies of these rules for operation and instruction are available from the Local 3 Safety Department upon request.**

There appears to be a lot of standards. This may be, but company's can and will be cited if they or their employees don't obey these rules. All companies in California on construction job sites are required by Cal-OSHA's Injury and Illness Prevention Program (SB198) to incorporate a "code of safe practices" on their job sites. Companies with forklifts would be wise to incorporate the listed operating rules and instructions into their programs and enforce them.

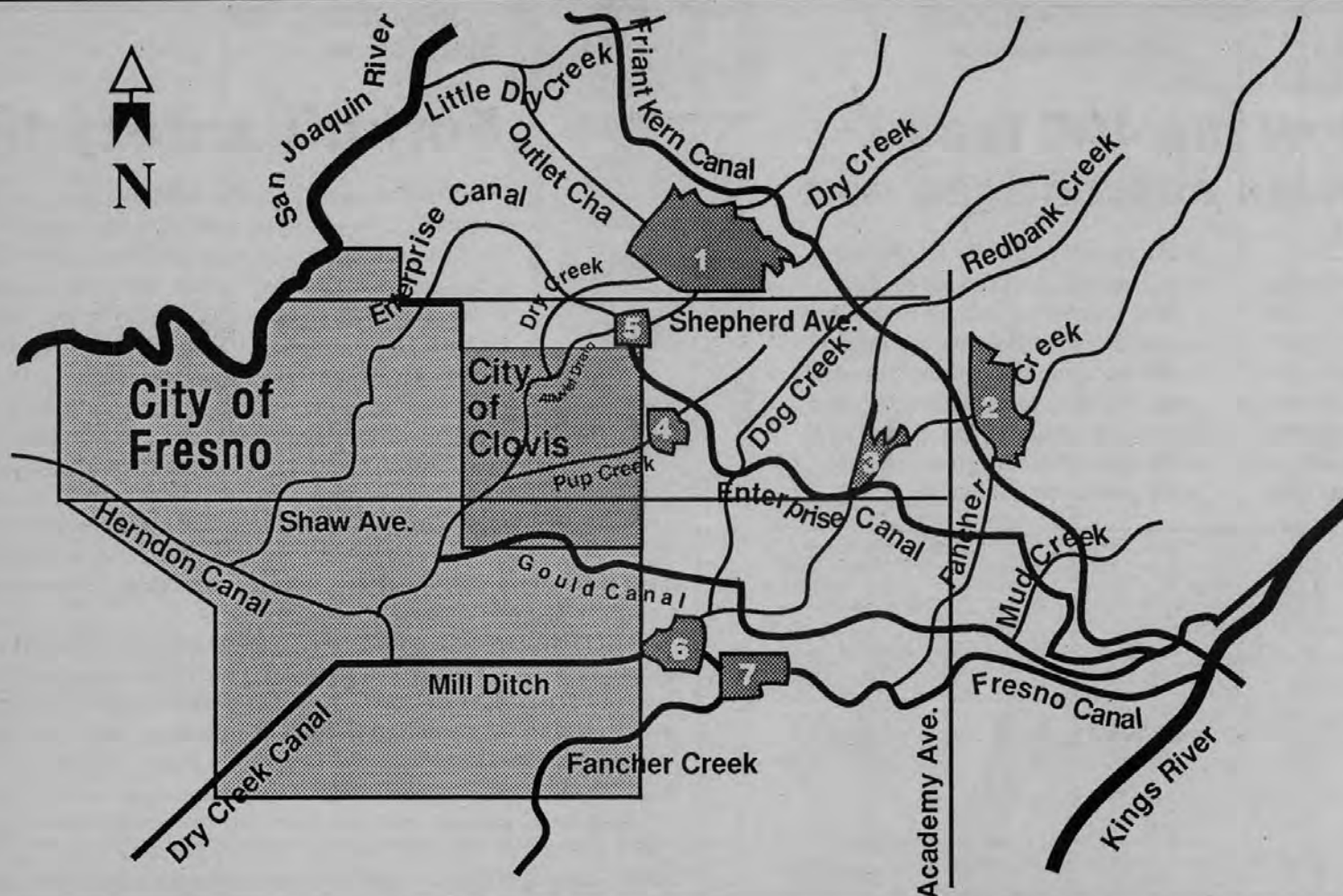
Study these requirements and abide by them. We do not want you or your coworkers listed as a statistic. By the way, a great number of us fell off those tricycles.

Heavy construction is more hazardous

(Rate of injuries and illnesses per 100 employees, 1985-88)



Source: U.S. Occupational Safety and Health Administration



Fresno Floo-

1. Enlargement of Big Dry Creek. C.W. Rasmussen Company and is expected to complete six months ahead of schedule and cost estimates.

2. Construction of Fancher Dam. Completed by Dutra Construction and is expected to complete ahead of schedule and cost estimates.

3. Construction of Redbank Dam. Part of Fancher Dam project.

4. Construction of Pup Creek Dam. Included in Big Dry Creek project.

5. Construction of Alluvial Drain. Included in Big Dry Creek project.

6. Construction of Fancher Dam. Completed in August 1991, one year ahead of schedule.

7. Construction of Big Dry Creek Dam. To begin sometime in 1992.



Above left: Rasmussen's crew at Pup Creek Detention Basin.

Above right: Apprentice mechanic Victor Vallejo, left, and Mechanic Wayne Weber adjust cleaner bars on a compactor.

Below: A Holland side loader at the Pup Creek Detention Basin loads this 140-ton haul truck in less than a minute.



Union su

Union labor has been instrumental in the Redbank-Fancher Creek flood control project in record time.

If there's a project that best demonstrates the superiority of union labor, a top consideration would have to be the Redbank-Fancher Creek flood control project in the Fresno-Clovis area. Since the late 1980s, union contractors have been constructing in record time and under budget a rural flood control system of dams, reservoirs and retention basins for the U.S. Army Corps of Engineers and the Fresno Metropolitan Flood Control District.

The first major installment consisted of the \$9 million Redbank Creek Detention Basin, a 170-acre flood control storage facility that Ball, Ball & Brosamer finished in August 1990, one year ahead of schedule. Next came the \$15 million Fancher Creek Dam, a 44.5-foot-high, 2.9-mile-long earth dam that Dutra Construction and its subcontractors finished in August 1991, six months ahead of schedule and substantially under original cost estimates.

Now Operating Engineers working for C.W. Rasmussen Company are finishing up the third and final portion of the project: the \$14.5 million Big Dry Creek Dam, a project that consists of upgrading and enlarging the existing 5-mile-long dam from 41 feet to 48 feet, building the necessary structures, and building two detention basins on Pup Creek and Alluvial Drain east of Clovis.

Thanks to Rasmussen's innovative and efficient construction methods, this particular segment will be finished six months ahead of schedule and millions of dollars under budget. Engineers originally estimated that moving the project's 3 million cubic yards of dirt would cost an estimated \$4 to \$5 per yard. But because Rasmussen was able to secure right-of-ways for more



Flood Control Projects

Big Dry Creek Dam -

Construction began in March 1991, one year before the \$14.5 million project this spring, scheduled to be completed under original

Fancher Creek Dam -

Construction in August 1991, one year before the \$4.5 million under original cost

Redbank Creek Diversion -

Project contract

Big Dry Creek Detention Basin -

Project contract

Fluvial Drain Detention Basin -

Project contract

Redbank Creek Detention Basin -

1990 by Ball, Ball & Brosamer, one

Fancher Creek Detention Basin -

1993 or possibly in 1994.

Superiority

Completing Fresno's Redbank-Fancher one and millions under cost estimates

efficient haul roads, where haul trucks averaged between 40 to 50 mph, the cost plummeted to just \$2 per yard.

According to Doug Harrison, general manager of the Fresno Metropolitan Flood Control District, these haul roads have reduced the number of haul trips from an original estimate of 75,000 to just 20,000. Furthermore, Congress originally authorized \$119 million for the entire Redbank-Fancher Creek flood control project, a price that was based on 1992 engineering cost estimates. The project is now expected to be completed for a little less than \$69 million, a \$51 million savings to taxpayers.

Construction on raising the Big Dry Creek Dam began in March and is expected to be completed this spring. Rasmussen finished the dirt work last month and is now finishing up odds and ends. At the project's peak, about 40 operators and 11 mechanics worked five, eight-hour days, moving dirt from the two retention basins to the dam embankment. One suspected weak area of the original dam had to be completely rebuilt. Operators first removed the old material, then excavated 35 feet below existing ground before bringing the material back and restabilizing and recompacting the dirt.

To give you an idea of how important this project is for Fresno County, the largest flood to hit the area inundated more than 14,500 acres of agricultural, residential, commercial, industrial and public properties in 1969, causing about \$4.7 million in damages. If the same flood occurred this winter, the damages would exceed \$22 million.

A project with such high stakes can only be built one way - with union labor.

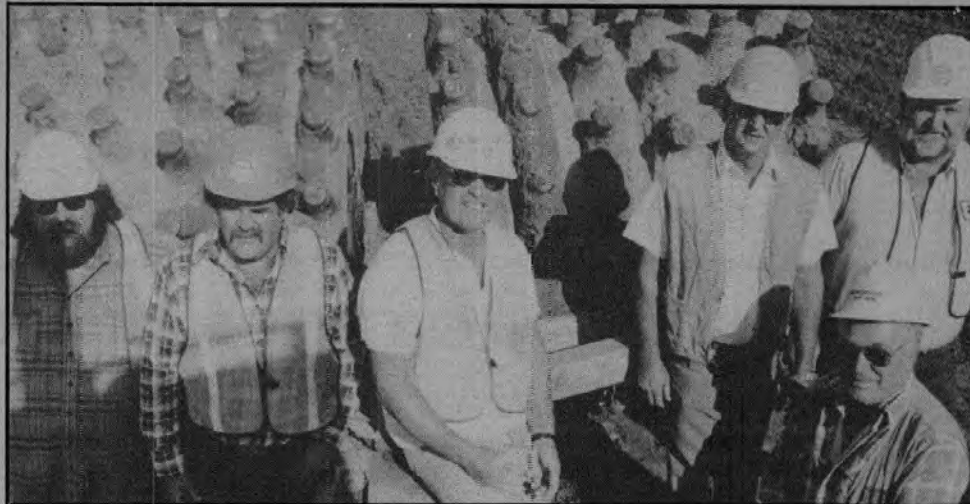


Enlargement of the Big Dry Creek Dam as it took shape during the summer, when 40 operators and about 11 mechanics were on the job.

"Photo: Fresno flood control district."



Top left: Some of Rasmussen's crew at Big Dry Creek Dam project.



Center: Compactor operators from left are Bob Sawyer, David Clem, Barry Schwartz, Business Agent Monty Montgomery, Tony Godoy and Charley Bates.



Bottom: From left are Business Agent Monty Montgomery, Larry Braden, Jerry Sharp, Ray Ronell and Bill Foust.

NEWS FROM THE DISTRICTS

Temporary cease-fire in gravel wars

SANTA ROSA – I would like to begin with a special thanks to Marshall Bankert, Frank Cortez, Ted Lyman and Gary Pina. These members helped me walk a precinct for Sonoma County Supervisor Mike Cale. They took time away from a valuable Saturday morning to walk four hours and with their help, we might get a politician elected. I know a lot of us have prior commitments and can't help out, but just remember, we have gained a lot over the years and if we don't get involved and help out, we could lose it all.

Sonoma County is finishing up its sixth year of drought. I feel some of our contractors think we might be heading into a seventh year because I have been hearing rumors of contractors wanting to start dirt jobs this winter. That's okay with me, it will keep our members working. For instance, this month, C.A. Rasmussen is planning to start its Hwy. 101 project between Petaluma and Rohnert Park.

At press time, Kaiser Sand and Gravel still hasn't received approval on its environmental impact review (EIR) to mine the Piombo pit. On October 12, the board of supervisors was ready to make a recommendation to approve the EIR, but the county counsel said there was some unfinished paperwork in the application. Kaiser didn't sign an indemnification letter, which would have required Kaiser to pay for any attorney's fees the county might incur if the county were sued over the EIR approval. The reason Kaiser didn't sign the letter was because the planning department put limitations on the area Kaiser could mine, 1,000 feet from the Town of Windsor's wells. The limitation is considered a "taking," which is defined in legal terms as a restriction placed on a property owner, in this case Kaiser, to keep that owner from using the property for anything other than what it was intended for.

The only thing Kaiser could do to get reimbursed

for the "taking" would be to sue the county to get reimbursed for the loss of the property use. However, if Kaiser had signed the indemnification letter, Kaiser would be required to pay the county's legal fees for suing the county. Kaiser asked for a postponement so its attorney could work out something with the county counsel. The latest hearing took place on November 3. Ironically, Supervisor Ernie Carpenter, who is our biggest opponent to the terrace mining along the Russian River, was ready to approve the EIR at the October 12 meeting.

Get your pencil out and mark your calendar. First, Saturday, November 21, is Marin County's first annual Let's Have Fun deep sea fishing trip. The cost is \$40 per person. Sign up at San Francisco's district office or Santa Rosa's district office. Second, on Tuesday, December 15, at 8 p.m., is our district meeting at the Lakeport Senior Citizens Center. Third, January 1993 is when the gradechecking class will begin. Call the Santa Rosa District office to sign up. We also have a sign-up sheet for a 40-hour Hazmat class. Call the office for the dates and reserve your space. Remember, class space is limited.

Other reminders

Dispatcher Donna Lake wants to remind you to sign up for your unemployed dues between the 1st and 10th of the following month. You have to be on the out-of-work list for the entire month to qualify. Secretary Cathy Smith wants to let everyone know that we have the Sonoma Express Books on sale for \$20. They make good Christmas gifts.

Everyone in the office would like to congratulate our District Representative Bob Miller on his promotion from assistant district representative to district representative. Also, congratulations to Bob and Valera on their wedding this month. May they have many years of happiness.

George Steffensen,

While some projects wind down, others are cranking up

FRESNO – Work in this district is moving along nicely considering the economic climate.

Kiewit Pacific has picked up two overlay jobs on I-5 for Caltrans in Kings and Fresno counties. These jobs are worth about \$6 million. The company is going to set up its portable hot plant in Artesia Ready Mixes' Coalinga Prison. Artesia will make all the material for both jobs.

By press time, Ebenstienner will have finished its Chem-Waste project in Kettleman City. It has employed about 100 members for the last two months working five, 10-hour days. Granite has been keeping a few members busy on its Hwy. 41 job and its Kings Mall job in Hanford. Granite also has picked up a couple of small jobs for the winter months. McCarthy Western was low bidder on the third bid package for the Coalinga Prison. This will be a good winter job, weather permitting of course, and will keep a few members busy through the slow months.

American Paving is working on a 300-acre subdivision adjacent to Fort Washington Golf Course on the east side. There's probably two to three development phases that will keep operators busy for quite some time.

C.A. Rasmussen is on schedule at Big Dry Creek Dam. Crews should finish the bulk of the dirt work this month, and there will be cleanup for several operators until the end of December (see cover story page 10-11). MCM is nearing completion on the widening of the overpasses at Hwy. 99 and Ashlan and at Hwy. 99 and Clinton. This will relieve a lot of traffic problems for folks on the west side of Fresno.

Monty Montgomery and
Bob Sheffield, Business Reps.

\$12 million runway expansion ready for takeoff

SACRAMENTO – Let me start by mentioning that MK Company is working in El Dorado Hills. This project is an underground line and has about five operators working. Lathrop Horizontal Boring is the subcontractor and is drilling under Hwy. 50 at Cambridge Road.

Kiewit Pacific is close to completing its Bass Lake Road project, which will bring reclaimed water into the proposed El Dorado Hills golf course, a contract expected to be let this spring. El Dorado Hills will have two exclusive golf courses and estate homes with views of the Sacramento Valley, Folsom Lake and the Sierra Nevada. There will also be 45 acres of commercial buildings, a school and a park.

Kaweah Construction has started renovation of the Green Valley sewer plant in Grass Valley. What a pleasure it is to work with a project su-

perintendent who tells the union up front that he will be glad to honor all the terms and conditions of the agreement. This man has been a union member for 30 years, and he believes in qualified union help for an honest days pay. J.J. Trenching signed an agreement and will be working in the Elk Grove and Galt areas on the RGW project.

Jim Aja of the Foundation for Fair Contracting has been working with Local 3 on monitoring non-union employer Scuffy Construction from Orangevale, Calif. Scuffy's case is proof of the need for the Foundation for Fair Contracting. Employees that bring their check stubs into the FFC are given assistance on how to collect wages, and if they were employed on publicly funded projects and they don't receive prevailing wages, these monies can be collected by the labor commissioner.

There will soon be operators working on a \$12.2 million runway expansion at the Sacramento Metro Airport. Gabe Mendez is starting his project on Douglas Boulevard in Roseville. This work is similar to the project Granite has been working on. Granite's North Central project, which her employed several operators for the past 18 months, is nearing completion. Granite is also trying to complete the Hwy. 174-Colfax Highway project before winter.

The wildfire in El Dorado County devastated thousands of acres, and loggers are busy trying to salvage the burned trees before they rot, with some being lifted out by helicopter. The hills have been seeded and we hope the erosion will not be devastating.

Gary Wagon,
Business Rep.

NEWS FROM THE DISTRICTS

Workers fared best on election day

(Continued from page 3)

year, all of which were stifled by Bush and Republican lawmakers last year.

On the state level, labor-endorsed candidates more than held their own in Nevada, Utah and Hawaii. But it was in California where the victories were most impressive. Despite newly redrawn districts that were supposed to favor the Republicans, 27 out of 31 Local 3-endorsed state Assembly candidates won election. Overall, Democrats gained two seats in the Assembly, giving the party a 49 to 31 advantage over the Republicans. In the California Senate races, six of the eight Local 3 candidates also won, leaving Democrats with a 23 to 15 advantage over the GOP.

As far as California ballot propositions were concerned, Local 3 won a few and lost a few. While the public school construction bond initiative, Prop. 155, passed by a relatively narrow margin, the \$1 billion inter-city rail bond measure, Prop. 156, was defeated. Local 3's public employees won an important victory when voters approved Prop. 162, a measure that will prohibit politicians from raiding public employee pension funds. Local 3 joined a coalition earlier this year that campaigned to get Prop. 162 placed on the ballot.

But labor's sweetest victory in California came when Gov. Wilson's welfare initiative, Prop. 165, was soundly defeated. The proposition would have reduced welfare benefits and expanded the governor's authority over the state budget. Labor had vigorously opposed Prop. 165 because it would have allowed Wilson, under certain circumstances, to eliminate programs he didn't like, such as prevailing wage and workplace safety.

On the local level, Local 3 members in the South Bay will be seeing more transportation projects with the approval by Santa Clara County voters of Measure A, a 20-year program that will create a comprehensive rail transit and transportation system to reduce traffic congestion and improve air quality in the county. Measure A means that highway projects, like the upgrade of the Guadalupe Parkway through downtown San Jose and the new interchange at Hwy. 237 and I-880 in Milpitas, will proceed on schedule.

Dublin BART extension finally breaks ground

OAKLAND – The work in southern Alameda County has picked up in the last month. Many of our members are currently putting in some decent hours. Unfortunately, the very late start dramatically shortens the work season.

We do have some bright spots to report. The BART extension to Dublin broke ground recently and some operators will be working on and off through the winter on bridges, underground and rail bedways. RGW has picked up some additional sound wall work on I-880 in Fremont and is still working on the widening project in the Union City area.

Les McDonald is continuing on the Dublin Boulevard extension in Dublin. In the same area, Evans Brothers Inc. is finishing up on the demolition at the old Santa Rita Jail. Kiewit is finishing up the water treatment facility in Fremont and is keeping a group of operators busy at the Altamont dump for waste management.

Now for the good news about future work in my area. There are several good-sized projects planned for

the I-880 improvement, including rebuilding overpasses and widening off ramps that will require major infrastructure improvements to complete. Some of these projects are being planned, some are in the approval stage and others are scheduled to bid and start in the near future.

As we head into winter, the quarries in Pleasanton and Sunol are beginning to slow down after a mediocre year at best. For all hands working for the Big Five quarries, there doesn't seem to be any changes in our situation with the implemented agreement, so hang in there. The tide, as always, will change in time, and then maybe we will be able to reach a mutually agreed on a contract.

With the rains not far away, many of you will be periodically getting on the out-of-work list during the winter. When you are called back to work, please remember to take your name off the list. This way the dispatcher won't call you at home to fill a job order only to find out you've actually returned to work after all. Also, if you have Hazmat certifica-

tion, you need to tell the district office each time you get on the list, as Hazmat listings are separate from the regular out-of-work list.

If you read Safety Director Brian Bishop's column in last month's *Engineers News*, you know about the Hazmat class schedule for this winter. If interested, please contact your district office so you can be placed on the list. Companies that are interested in having their employees trained should contact Brian Bishop at our main office in Alameda at (510) 748-7400.

In closing, I would like all our members to think about how we as a union got where we are today, not by being complacent or lazy but with hard work and sacrifice and unity. In these times, what we as a union need is ourselves, each one of us needs to be involved, with our families, our communities, our union. Put the "you" back in the union by attending your union meetings.

Wishing you a happy holiday season.

Mark August,
Business Rep.

Labor

CALENDAR

December



1 Rosa Parks Day. In 1955, 43-year-old African-American seamstress Rosa Parks boarded a crowded bus in downtown Montgomery, Ala. for the ride home from her job in a department store. There was standing room only in the "Negro" section in the rear, but the weary Parks sat down in front and refused to give up her seat to a white man. The action caused her arrest, triggered a year-long boycott of the city bus system, and led to legal actions which ended racial segregation on municipal buses throughout the southern U.S.

5 The "union of unions" was established on this date in 1955 when the American Federation of Labor (AFL) and the Congress of Industrial Organizations (CIO) merged into a single trade union center—the AFL-CIO. The merger ended a 20-year split in the American labor movement growing out of differences over the form trade union organization should take. The merger recognizes that both craft and industrial unions are appropriate, equal, and necessary as methods of union organization.

6 The Colored National Labor Convention met for the first time in Washington, D.C. in 1869.

8 The American Federation of Labor (AFL) was organized in Columbus, Ohio in 1886 by 25 craft unions.

13 AFL President Samuel Gompers died in 1924 at age 74. One of the labor leader's most

famous remarks, in response to the question, "What does labor want?" was: "We want more schoolhouses and less jails, more books and less arsenals, more learning and less vice, more constant work and less crime, more leisure and less greed, more justice and less revenge."

24 The Retail Clerks National Protective Association (RCNPA) was chartered by the AFL in 1888. The RCNPA became the Retail Clerks International Union, which merged with the Amalgamated Meat Cutters and Butcher Workmen of North America to form the UFCW in 1979.

28 The Knights of Labor was founded in 1869. The Knights broadened the labor movement beyond a few skilled trades and reached out to all working men and women. Its goals of equal pay for equal work, abolishing child labor, and the eight-hour day provided a rallying cry for all workers.

NEWS FROM THE DISTRICTS



Top left and right: Last spring, operators shifted into high gear in moving the projects 406,000 cubic yards of dirt.

Center right and far right: Gradesetter John Thorman.



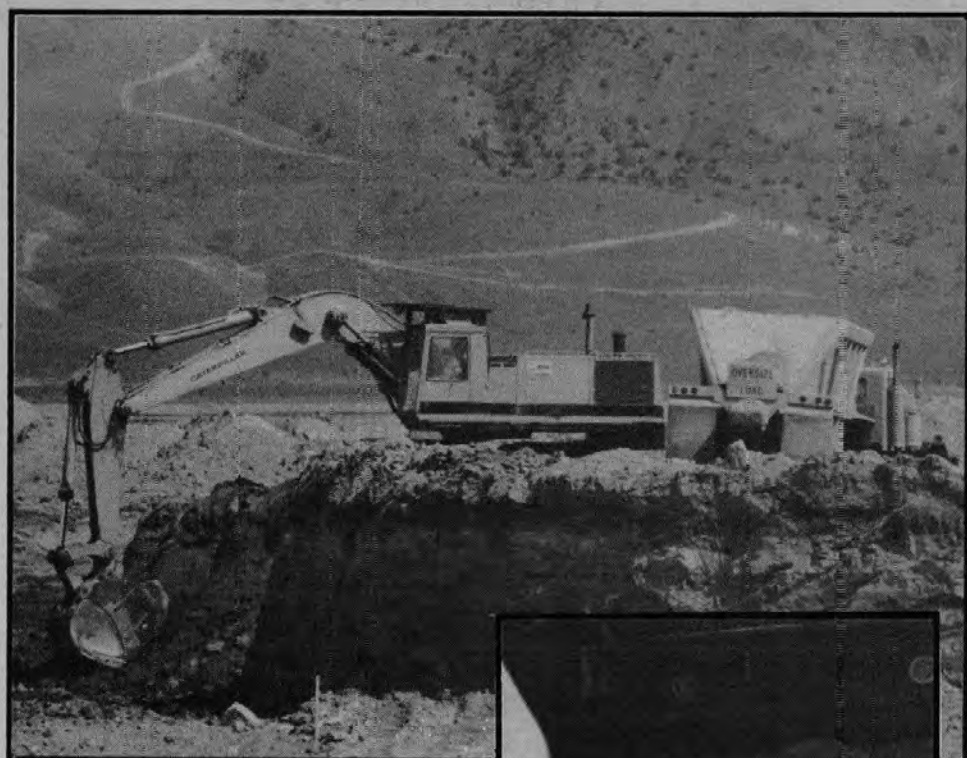
Helms Construction finishing up U.S. 395 extension job

RENO — One of the larger projects in the area has been Helm Construction's U.S. 395 extension. The \$4.2 million project involves extending the freeway about two-thirds of a mile to Diamond Boulevard on the outskirts of Reno. Helms has completed the dirt and concrete work and is now working on the paving.

The dirt-moving portion of the job, which was done mostly last spring and summer, contained two major components. First, operators on two D-8s and two D-7s excavated 45,000 cubic yards from a road cut. Bob Blair and apprentice Lisa Frank were running the Cat 825 compactors, and Gordon Peard was one of four dozer operators working on the road cut.

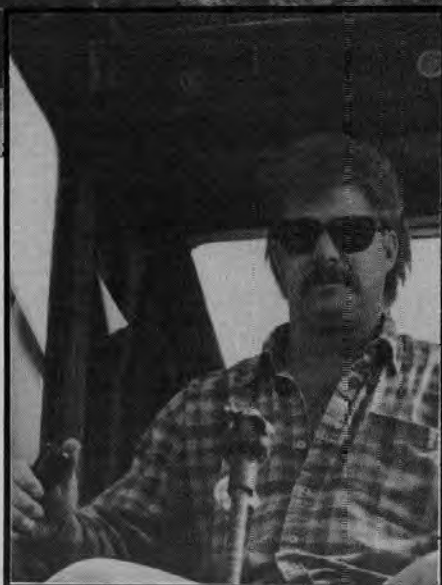
While that was going on, operators Bobby Helms and Mike Pennelli on two Cat 245 excavators dug out a nearby lake for a future subdivision and golf course. The 360,000 yards of material were loaded into belly dumps and 769 Haul Paks and transported to the highway extension as fill material.

Rumor has it that a contract to extend the freeway another two miles or so may be let sometime next fall. If so, we expect our operators to be back out there again doing their usual quality work.



Above and bottom right: Helms Construction is excavating a lake for a future subdivision and golf course. The material is being transported to the Hwy. 395 extension as fill material.

Right inset: Backhoe operator Bobby Helms, son of Jerry Helms, co-owner of Helms Construction.



NEWS FROM Rancho Murieta Training Center

Successful training also depends on the contractor

In apprenticeship training we often wonder how effective we are to the contractor. In an effort to continually improve our program, we ask the question, "Are we accomplishing what we set out to do?"

Apprentices initially come to the training center for 10 weeks, then are sent out into the industry to begin their training in the construction world. Our intention is to provide the apprentice with good safety habits, some knowledge of the construction industry and basic operation skills on the equipment. We can't expect apprentices to be journey upgrades in just 10 weeks.

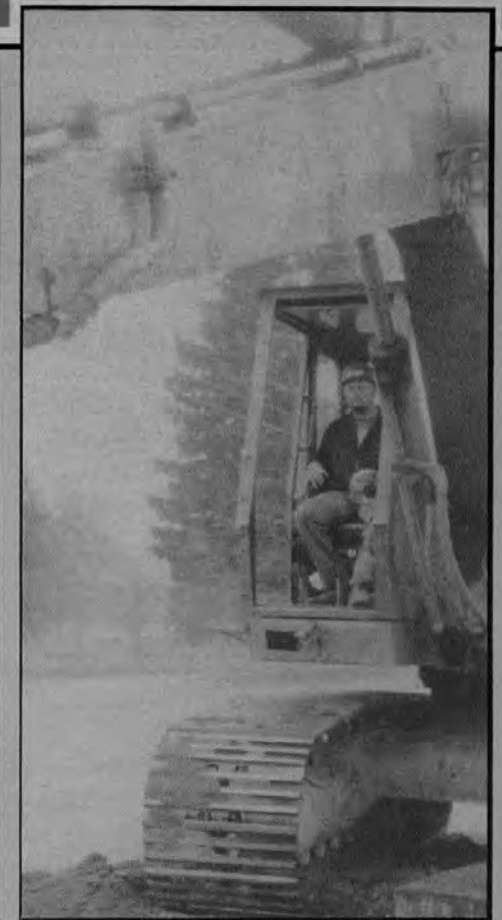
This is why it's important that the contractor takes time to give the apprentices opportunities to operate equipment and use other journeymen to show them how to get the job done. The key concept of apprenticeship has been passing skills from one generation to another. The most valuable training situation is when the apprentice is allowed time in the seat and is able to learn from other journeymen.

One company that is giving some excellent training opportunities to apprentices is Cheli and Young in Santa Rosa. At a job site near Windsor, foreman Richard Chadwick is using two apprentice operators for dig and place sections of drainage lines. Apprentice Joe Villarreal is operating an excavator and apprentice George Whaley is operating a loader. Joe is a second-step apprentice from Santa Rosa, while George, also from Santa Rosa, is in his fourth period.

These two cases shows how a wise contractor who provides on-site opportunities for the apprentice to learn can benefit greatly from the work that apprentices provide. For example, after operating the excavator for awhile, Joe's production in digging drainage lines increased 240 feet per day. Chadwick says George is becoming a very competent operator on the loader, and he definitely encourage the use of apprentices, especially if they are of the caliber and skill level of Joe and George. With a contractor committed to on-the-job training, combined with the additional training received at the training center, we can continue to provide the highly skilled individuals that our industry needs to remain competitive in today's marketplace.

Duane Beichley, Media Coordinator

Top right: Fourth period apprentice George Whaley.



Top left: Third period apprentice Joe Villarreal operating an excavator for Cheli and Young near Windsor.



Center: Fourth period apprentice George Whaley operating loader for Cheli and Young.



Bottom center: Training center instructor Tommy Thomason gives apprentice George Whaley some pointers on the D-6 dozer.



Bottom left: Foreman Richard Chadwick guides apprentice Joe Villarreal during the digging of drainage ditch.

Bottom right: Grade checking instructor Jack Kraft, watches as apprentice Joe Villarreal uses hand level to read grade.



NEWS FROM PUBLIC EMPLOYEES

Attack from the right

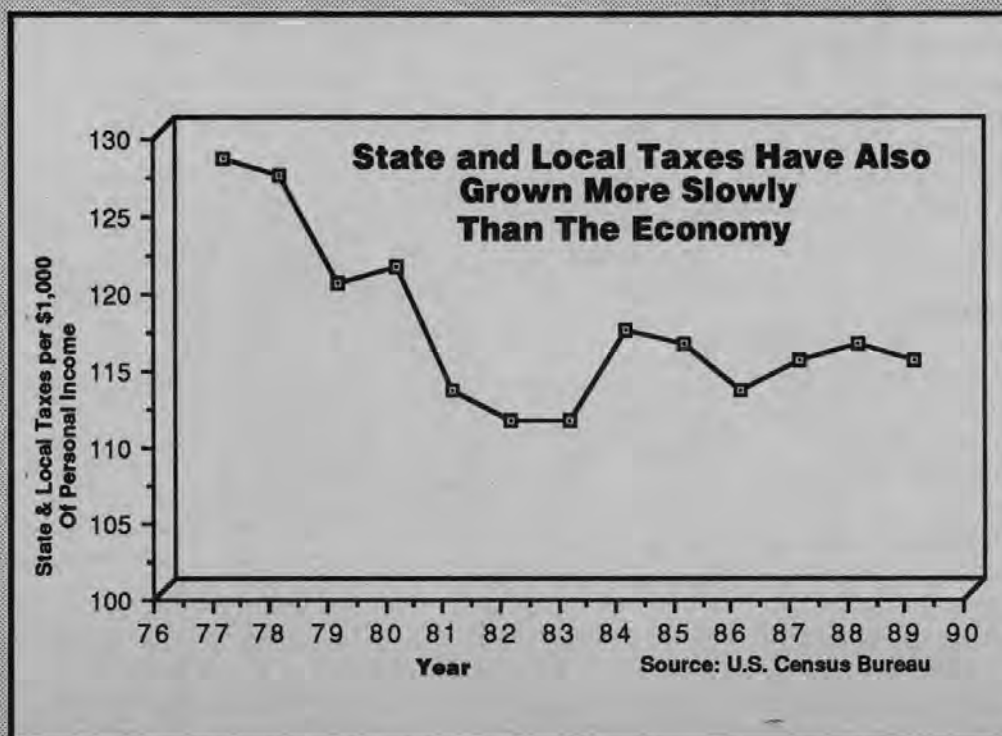
A conservative think tank's assault on public employees distorts facts about state and local government compensation

Republicans have a cynical strategy for dealing with failure: when in political trouble, blame the victim.

California's Republican Governor Pete Wilson used this technique shrewdly last December when he blamed the state's budget crisis not on himself or his predecessor, two-term Republican George Deukmejian, but on the influx of immigrants and the poor, calling them "tax receivers" as opposed to "taxpayers."

Now Republicans in Washington, particularly ex-Reagan and Bush appointees, are blaming their mishandling of the economy not on themselves but on rank-and-file public employees. Earlier this year, the American Legislative Exchange Council, a conservative think tank based in Washington D.C., published a controversial study titled "America's Protected Class: Why Excess Public Employee Compensation is Bankrupting the States." The report, co-authored by Samuel Brunelli, a former Reagan administration official, and Wendell Cox, a competitive contracting expert, charges that public employee salaries, not drastic domestic spending cuts during the Reagan-Bush era, are the main cause of the fiscal crisis plaguing the states.

The report claims the public's perception that state and local government employees are less well-compensated than their private-sector counterparts is now a myth. Because public employees made such "impressive" wage gains in the 1980s, forging well ahead of the private sector in quantity and quality of compensation, state budgets across the country have skyrocketed, leading to fiscal crises that "are testing the political will of state legislatures and governors." The tax increases needed to pay for these pay increases have stunted economic growth, increased joblessness and impeded the nation's ability to compete in the global marketplace, the report says.



The average public employee compensation, including wages, salaries and fringe benefits, has been rising more quickly than average private employee compensation for the past 40 years, the study claims. While average private-sector employee compensation increased by an inflation adjusted 3.4 percent from 1980 to 1989, average public-employee compensation increased by an inflation adjusted 14.6 percent during the same period. For every new dollar of average compensation increase for private-sector employees, public employees received more than \$4.20, inflation adjusted.

The report suggests that "public employees are truly 'America's Protected Class,' and it is critical that state legislatures enact policies that reduce excess public employee compensation and achieve an equitable balance between compensation in the public sector and private sector." The solution, the report concludes, is to apply competitive forces, such as privatization of public services, into the public sector to help bring about "pay equity."

Negative impact

Why should public employees be concerned about what seems like just another slanted think-tank

study? When the report was published in February, it was widely circulated in the media and among state and local government politicians who have been using the study as a weapon to justify cutting public employee compensation and to encourage privatization of public services.

Throughout the Reagan-Bush era, privatization of public services has become a strong force in urban America. Almost every major U.S. city now contracts out at least some – if not much – of its services to private companies. Many smaller municipalities have taken the extreme measure of laying off virtually all rank-and-file workers and turning over the responsibility of providing vital public services to private firms. Governor Wilson has proposed changing the state's constitution to remove the legal barriers to contracting out. He's also cut the pay of about 27,000 state supervisory employees and has tried to force some 200,000 unionized state workers to follow suit.

Right-wing columnists also have been quoting from the study in anti-public employee editorials nationwide. Local 3 Business Agent Dick Gleed, who services public employees primarily in northern Nevada, was stunned to read a

July 27 Sparks *Daily Tribune* editorial that supported the ALEC's assertion that public employee wages were out of line with those in the private sector. Citing statistics from the study, columnist Bill Thompson concluded, "If it is impossible for government leaders to work out laws and regulations that will address this problem, then it becomes imperative that privatization of all possible government services be the next step."

Larry Dunn, president of the Indiana State Employees Association, found a similar

editorial in the March 30 *Indianapolis Star*. Written by Paul Craig Roberts, former Reagan-Bush assistant secretary of the treasury, the editorial cited data from the study to argue that the people really responsible for the dismal American economy were rank-and-file public employees. The biggest winners under Reagan and Bush's economic policies, Roberts wrote, were greedy public employees who have robbed state treasuries of valuable resources, causing economic hardship for many Americans.

Distortions and flawed research

The AFL-CIO, public employee unions and academics have blasted the report for its distortions and flawed research. AFSCME called the report "a carefully crafted study to depict public employees as overpaid, inefficient workers who have drained public treasuries. This false and misleading conclusion was intended primarily to justify the conservative ideological bias for privatization."

In the first independent analysis of "America's Protected Class," Steven Gold and Sarah Ritchie of the Rockefeller Institute, in a report titled "Compensation of State

NEWS FROM PUBLIC EMPLOYEES

and Local Employees: Sorting Out The Issues," write: "Drawing valid conclusions about public-sector compensation is very complicated. If careful research methods are not followed, incorrect conclusions may be reached. A recent report by the American Legislative Exchange Council illustrates many of the pitfalls highlighted earlier in this chapter. The ALEC makes some serious research errors which lead to their conclusion that excessive state employee salaries are the main cause of the current fiscal stress in the American States."

Gold and Ritchie conclude that the reason the ALEC found that public employee compensation had forged ahead of the private sector is because "America's Protected Class" fails to properly analyze the variations in levels of public-sector salaries from state to state. Comparing public employee compensation in one state with that of another has serious shortcomings since the method fails to take into account differences in the occupational composition of the work force, fringe benefits and cost of living in each state.

AFCSME's response to the ALEC report, "Fact Versus Fiction: Debunking the ALEC Report," has come to a similar conclusion, showing how the ALEC used flawed research methods and drew on very generalized data from two different surveys to reach its conclusion.

Comparing apples and oranges

First, "America's Protected Class" is based on comparisons between all public-sector and all private-sector employees. The ALEC study fails to account for large differences in the occupational and industrial distribution of the two groups. For example, professional and technical occupations are more prevalent in state and local government and generally experience above-average pay gains in both sectors, according to the U.S. Department of Labor. When wages and salaries in the public sector are compared to private-sector industries in which the proportion of professional and technical employees is similar, results show that wages run significantly lower in the public sector.

A second criticism of the ALEC study is that the time period used was carefully chosen to exclude periods when public-sector wage increases lagged behind the private sector. The Labor Department re-



ported that from 1975 to 1980, the period just prior to the ALEC study, local government workers in 27 large cities received less pay on average than similar private-sector workers. Other data from the U.S. Census Bureau has shown that state government workers received less pay on average than private-sector workers during this period.

A third major flaw of the study can be found in the authors' argument that increases in public employee

earnings are "excessive." This is based partially on the ALEC's assumption that productivity in the public sector ranks no better than in the private sector. Although the authors admit that reliable data on productivity are not available, they argue that more government services should be delivered by private contractors because they are more efficient, a con-

clusion based strictly on bias rather than fact.

But the most questionable facts presented in "America's Protected Class" is the assertion that real earnings of private-sector workers increased in the 1980s by 3.4 percent over 10 years. It's a well-established fact that private-sector workers did not share in the increased wealth produced by the private sector during the Reagan-Bush era. In fact, according to the

Bureau of Labor Statistics, production and non-supervisory workers in the private sector actually suffered a 3.8 percent decline in their real earnings from 1980 to 1989. In other words, once executives and managers were removed from consideration, American workers laboring in the private sector grew poorer, not richer during the 1980s.

The erosion of real earnings should lead to the conclusion that something

went seriously wrong for private-sector workers during the 1980s, yet the ALEC report completely ignores this. The report never mentions that under Reagan and Bush, taxes on the richest 5 percent of Americans were cut by \$80 billion but increased over \$5 billion for average working families. The report never mentions that Reagan-Bush deregulation resulted in a \$150 billion savings and loan scandal that will eventually cost working-class taxpayers over \$500 billion.

The study's biggest failure is that it never mentions Reagan and Bush's "New Federalism," a program that shifted much of the financial responsibilities of providing vital public services from the federal government to states and local government. Throughout the 1980s, federal aid to states and local governments for programs such as low-income housing, community development, public transit and job training was drastically reduced from a high of \$48.4 billion in 1981 to just \$19.5 billion in 1990. Because of the decreased funding, more than 60 percent of the nation's cities faced a general fund deficit in 1991, up from 46 percent of cities just a year earlier, and nearly a quarter of all U.S. cities are nearly bankrupt. A survey by the National League of Cities found that a quarter of all cities said federal aid cuts were the main cause of their budget woes.

After looking at the facts, public employees have been the victims, not the beneficiaries of Reagan and Bush's economic policies. "New Federalism" has forced over two-thirds of major U.S. municipalities to fire workers, freeze wages, cut programs, borrow from pension funds and levy taxes that have hurt middle-class families.

Because the Reagan and Bush administrations spent the past 12 years running up the national debt to nearly \$4 trillion, state and local governments have been robbed of their tax base. Now the administration officials who wrote the tax laws and regulations that allowed corporations to ship jobs overseas and excuse the wealthy from paying their fair share of taxes are trying to escape blame for the mess they caused. They're using the familiar Republican strategy of dealing with failure: instead of evaluating their own shortcomings, they're blaming the victims.

The truth about public employee compensation

According to data from the Bureau of Labor Statistics and the U.S. Census Bureau:

- Inflation stripped away most of the growth in public employee salaries. In real terms, state and local government employees earn about the same today as they did in 1977.

- Payroll is not pushing up the cost of government. Salaries and wages accounted for only 18.3 percent of total state expenditures in 1989. Over the past decade, this percentage has remained stable and has actually dropped some since 1975.

- State and local taxes have gone down compared with the rest of the economy, not up. Taxes were \$128 out of every \$1,000 of income in 1977, but only \$115 out of every \$1,000 in 1989.

- Corporate income taxes now provide less than 5 percent of state general revenue. This share has declined by more than 15 percent since 1979.

District Meetings

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

November

- 5th District 3: Stockton**
Engineers Bldg.
1916 North Broadway
- 10th District 8: Sacramento**
Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova
- 12th District 2: Concord**
Elks Lodge No. 1994
3994 Willow Pass Road
- 19th District 5: Fresno**
Laborer's Hall
5431 East Hedges

December

- 2nd District 12: Ogden**
Ogden Park Hotel
247 - 24th. Street
- 3rd District 11: Reno**
Carpenters Hall
1150 Terminal Way
- 10th District 04: Fairfield**
Holiday Inn
1350 Holiday Lane
- 15th District 10: Lakeport**
Senior Citizens Center
527 Konocti
- 17th District 9: Freedom**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.

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

Earnie Bagwell of Quitman, Arizona, 9/14; Neil J. Bonelli of Sacramento, CA., 9/30; Philip Brown of Red Bluff, CA., 9/23; Vernon Dark of Patterson, CA., 9/3; Vincent Duca of Foster City, CA., 9/20; Leland Larsen of Watsonville, CA., 9/26; Edwin McCreath of Napa, CA., 9/9; Orval P. Miller of Pinole, CA., 9/30; Shannon Perkins of Waianae, Hawaii, 9/11; Tom Shaw of Napa, CA., 9/23; Wm S. Tolladay of Fresno, CA., 9/29.

OCTOBER

Doninic Antonelli of Pleasant Hill, CA., 10/11; Preston Beck of Placerville, CA., 10/15; August Bonini of Danville, CA., 10/17; Jimmy W. Boswell of San Jose, CA., 10/7; Jas. F. Croon of Manteca, CA., 10/13; George Fleming of San Mateo, CA., 10/5; John A. Hackett of San Jose, CA., 10/12; C. A. Kinsey of Paradise, CA., 10/14; John H. Kinslow of Newcastle, CA., 10/19; Robert Militante of Stateline, Nevada, 10/14; Leroy Moore of Sacramento, CA., 10/1; Eugene Patterson of Jamestown, CA., 10/3; Louis Pinckney of Paradise, CA., 10/9; Vincent Ramirez of Oroville, CA., 10/9; Manuel Romero of Palo Alto, CA., 10/21; Ted Schaublin of Salem, Oregon, 10/16; James Shurtleff of San Francisco, CA., 10/24; Luther Walton of Troy, Texas, 10/20; Thomas Wasson of Salem, Oregon, 10/1.

HONORARY MEMBERS

As approved at the Executive Board Meeting on September 20, 1992, the following retirees have 35 or more years of membership in the Local Union, as of August 1992, and have been determined to be eligible for Honorary Membership effective October 1,

Claud Bandy	0904593
Calvin Best	0883611
Philip Carmen	0857969
Marvin Christensen	0646850
Lonzo Clevenger	0935376
Bernard Conti	0863865
Dick Curtis	0796057
John DeJong	0947034
Daniel Del Santi	0912105
George Dias	0863869
Albert Edwards	0947040
Bill Fakes	0888791
Robert Findley	0947052
Willard Frederickson	0719373
John Furtado Jr.	0876072
William Gray	0925024
Richard Hardin	0768975
Lee Hockaday	0707325
Ralph Hoffman	0660959
Clyde Hollenbeck	0622136
Clyde Hulett	0429260
LeGrand Iverson	0928059
Leroy James *	0422835
Alex Johnson	0918864
Elmer Kautz	0567643
Robert Malaspina	0892537
Russell Manning Jr.	0838823
Walter Markee Jr.	0374918
Eugene Martin	0572559
Burt Match	0947298
Bob McAlexander	0947127
Lester McKindley	0879605
Ernest Nelson	0947308
Glen Nielsen	0924965
H. C. Norred	0928080
Seitoku Oshiro	0931111
Glen Page	0779420
Raymond Piombo	0589278
Nick Pokovich	0821394
Andrew Ponsano	0892714
James Ragland *	0912202
Byron Robinson	0939760
Jackson Santos	0848311
John Schwartz	0589332
Billy Skinner	0674935
William Stark	0361371
William Steele	0947180
Elmer Utley	0925388

* Effective July 1, 1992 - Recently determined to have been eligible in June 1992.

Semi-Annual Meeting

Recording-Corresponding Secretary William M. Markus, has announced that the next semi-annual meeting of the membership will be held on Saturday, January 9, 1993, at 1:00 p.m., at the **Seafarers International Union Auditorium**, 350 Fremont Street, San Francisco, CA.

Unemployed Dues Eligibility Rules

- You must be a current dues paying member and not be retired or disabled or getting your dues paid from the Good Standing Fund.
- You must have been unemployed for a full calendar month during Oct. 1 through Sept. 30 to qualify to apply. Your first unemployed month is your qualification month.
- You can pay unemployed dues for each unemployed month thereafter until Sept. 20, the end of Local 3's fiscal year.
- You can work up to 24 hours a calendar month for a union employer and still be considered unemployed.
- You must be registered on a Job Placement Center's out-of-work list each calendar month in the classifications you normally work.
- You cannot refuse three dispatches during the calendar month you were unemployed.
- You must apply for unemployed dues in person at the Job Placement Center by the 10th day of each month after a calendar month of unemployment. You must do this after every month of unemployment.
- You must apply by telephone in cases of extreme hardship only. The dispatcher or secretary will send you a certification to sign and return by the expiration date printed on it.
- If you apply by phone, but you do not return your unemployed dues certification to the Job Placement Center by the expiration date, you will be ineligible for the month for which you applied.

DRIVE A BARGAIN

Magic Kingdom Club members-even ones as goofy as these two characters- receive valuable discounts on rental cars at most National Car Rental locations across the U.S.

For details, see Club Membership Guide.



To obtain your Disney package clip & fill out coupon and send to:
Operating Engineers Local Union No.3
1620 South Loop Road Alameda, CA 94501
Attn: Public Relations
Name _____
Address _____
City _____ State _____ Zip _____
Social security # _____

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

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

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

WANTED: Buy/sell/trade Budweiser, steins, mugs, miniature ceramics made by Ceremarte steins, mugs, minitures, many items. Ceramics made in Brazil many items. Call (510)656-9771, leave message. Reg.#0845527 9/92

FOR SALE: Motor home '89 Suncrest 27' class A, 454 engine loaded w/xtras. Mint cond. Non smoker. \$38,500 OBO. Call (916)343-0511. Reg.#519519 9/92

FOR SALE: '79 MF 40 overhauled, \$5,500, '56 - 5 ton flatbed, new tires, \$2,500, '76 International 2 axle tilt \$2,500, 15' Dump body complete \$2K, '91 CR 250R \$2,500. Call (408)287-2878. Reg.#2069835 9/92

FOR SALE: Motor home Class A Executive, 440 Dodge roof/dash air, roof storage, Onan gen., 6 new Michelin tires, trailer hitch, elec. step, TV antenna, rear bath, twin beds, cabinets over beds convert to bunks, double door domestic ref. 4 burner stove, unit like new, 64K mi., \$14,500 or trade, Call (707)263-3313. Reg.#496052 9/92

FOR SALE: Backhoe Case, 580K, 4 buckets, 600 hrs., Dump truck Chev., 3208 Cat Eng. 6 yd. water level bed, all air, ditch gate & etc., 20K mi., Excell shape. Trailer made for B-H & buckets, aluminum ramps. All like new. Total price \$75K. Call (707)829-0371. Reg.#1382392 9/92

FOR SALE: Motor home '73 Overland, 28', 4.0 kw Gen., roof a/c, cb, elec. leveler jacks, awning, sleeps 4-5, all nu tires, mech. & body excel. cond. \$10,500 OBO. Call (510)649-0380. Reg.#1551075 9/92

FOR SALE: '89 Suncrest 28', like new, 454 Chev. 3,500. Asking \$39,500. Call (916)367-2563 after 5pm. Reg.#1137645 9/92

FOR SALE: Home near Marina 3bdrm/2ba., 2 car garage, 63'x87' lot size, west of Lodi in Hwy 12, many community pluses such as swimming pool, tennis courts, etc., owner out of work 8 months, must sell, \$94K with 5% down financing available. Call (209)369-0478. Reg.#1601864 9/92

FOR SALE: Mobile home By owner, 8'x40', w/lg. porch on 95'x110' lot, storage shed all fenced in, Clearlake. \$38K. Call (707)995-7031. 9/92

FOR SALE: Time share S.S. Lake Tahoe, next to Heavenly Valley Ski resort, reasonable priced. And, 2bdrm/2ba w/view, sm. lot, Sonoma, Ca. \$135K. Call (209)532-8607/(916)283-3763. ALSO

WANTED: New/used double snowmobile trailer, good cond. Reasonable price, and property or 3 bdrm house w/ year round creek & acreage in Carson City area, Reasonable price. Call (209)532-8607 (916)283-3763. Reg.#1812603 9/92

FOR SALE: Mobile home 60'x24' Far West in East Biggs, Ca., double wide,

2bdrm/2ba on .53 acres, new carport, double pane windows, lg. front porch & awnings, new washer/dryer, alum. foam roof (20yrs guarantee) vents, wood stove & hearth, 8 almond trees, 4 walnut, 1 lg. ash shade tree, well water, 1-16'x10 wood storage shed & loft, 1 metal shed, \$72K. Call L. Shea (916)868-1644. Reg.#0822741 9/92

FOR SALE: '88 Motor home Winnebago, Elandan, reason for selling-death. 22,297 mi., 33'long, 454 Chev. eng. Blue/mauve, twin beds, microwave, 3 way frig., AM/FM cassette, generator, roof air, 3 holding tanks, air control for inside tires on outside, stabilizer, awning & 80 gal. gas tank. \$34K. Call (408)266-3217 or (408)286-6798. Reg.#1277921 9/92

FOR SALE: Cabin 24'x30' peace & quiet, no phones/TV, electric. Hunting, hiking, fishing, old swimming hole, indoor plumbing-water. US Forest leases, asking \$25K. Interested-send name + address, phone # to Bob, 15466 Los Gatos Blvd. #109-359, Los Gatos, Ca. 95032. Reg.#2118403 10/92

FOR SALE: Mobile home Fallon, Nv, 2bdrm/2ba, double wide, living room addition, shake roof, permanent foundation. Separate guest house, 2 car garage, laundry room, shop, cabin, storage bldgs., corrals. 20.59 water righted acres of excell farm ground. Owner will carru, \$164,900. Call (702)423-4953. Reg.#0531594 10/92

FOR SALE: '81 Tractor-loader 50C Massey Ferguson, 4/1 clam shell loader-50A Backhoe long boom & dipper, 8 b-hoe buckets & forklifts fit loader-4cyl. diesel eng. (400hr). '68 -F600 Ford long wheel base Bobtail dump truck, 4/2 speed axel. '71 M.A.I. Dovetail trailer-2 axel. All above + many xtra parts, \$25K. '68 Kenworth 10 wheel dump truck w/T 1 metal bed bottom, \$17K. Take all \$38K. Call after 5pm (408)246-0105. Reg.#1466470 10/92

FOR SALE: Home El Sobrante, Ca., Whitecliff, 1,200 sq.ft., 2 car finished gar. for play or pool, forced air/gas heater. Hardwood fl., oak on kitchen floor, w/w carpet, Mansfield fiberglass roof, lighted redwood deck, woodsy back yard, 2 dog runs, easy access to SF, Vacaville, Vallejo. Home protection plan & clear pest report. Call (510)223-3442. Reg.#0732090 10/92

FOR SALE: Antique wood medicine cabinet w/diamond glass mirror & full of old medicine bottles. Unique design. Sea Eagle GT-20 new! never used, inflatable, Cabela's catalogue \$650. 3bdrm/2ba. 2 car garage, fenced backyard, dishwasher, FHA, assumable, 8413 Carlin St. So. Sacto. area. \$119K. Sale due to illness. Call (916)689-4061. Reg.#1238702 10/92

FOR SALE: Home Willow Glen, San Jose, by owner, \$190K. Call (209)575-5001 or (408)283-0559. Reg.#1155490 10/92

FOR SALE: Home & cars Modesto, Ca., 2K sq. ft., 3 car garage, roman tub, best neighborhood, \$179,500 or lease option to buy. '88 Bronco 2, \$5K, '78 Dodge Van \$3,500. Call (209)575-5001. Reg.#170967 10/92

FOR SALE: '88 Jetskis Kawasaki, excell cond. 1-650 sx custom paint & CF numbers, finger throttle, speed package. One 650 x2, 2 person, custom paint & CF numbers, finger throttle, hot pink custom seat. Price includes Zeiman trailer w/storage box, custom tires & wheels, spare tire, 2 gas cans/wetsuits, ski vests, gloves, battery charger. Perfectly maintained. \$5K OBO. Call (408)636-9107. Reg.#1627893 10/92

FOR SALE: Table Butcher block, \$75. Dresser, 19"wd. x 70"long w/mirror. Tires, 2nd hand-good shape. Make offer. 2 each, Michelin 2T 235 R 15xCH4. UniRoyal 31-X50R 15L. Yokohama Super Digger 31x10 50 R 15LT. Michelin P215 70 R 15x24 MXS. Michelin P205 75 R 15xH. 1 each 30x9 50 R 15 LT MXS, 31x11 50 R15 Wrangler. Call (408)286-9178. Reg.#0750523 10/92

FOR SALE: '71 Chevrolet Corvette sport coupe, t-top, 350 V8/270 HP AT PS PB air tilt/telescopic am/fm, must sell \$9,500 OBO. Red porcelain o-clearance free standing fire place new all chimney pipes & metalbestos fitting including roof flashing & cap. \$1,200. Old upright piano, good cond. \$200. Call (209)835-6889. Reg.#1832902 10/92

FOR SALE: Resort membership Coast to Coast and Delta Isles, on the San Joaquin for only \$3,500, not \$6K. Stay at hundreds of related resorts for \$2.00 nightly in your camper. Resort has clubhouse pool, boat launch, dinners and many activities. Call (707)374-2472. Reg.#2162948 10/92

FOR SALE: 8 Unit complex 6-2bdrm, 2-3bdrm. apts, coin operated laundry, private office, 8 covered parking, garbage area, 6 city lots, room for 8 more apts. \$2,900,000., negotiable. Call (916)842-3160 evenings. Reg.#865537 10/92

FOR SALE: 5th Wheel 34' Fleetwood '77, fully self contained, battery/propane fridge, \$6K OBO, call (916)842-3089. Vacation club in Las Vegas, full deed to property, appraised at \$8K, asking \$4K. Call (707)864-1321. Reg.#1932872 10/92

FOR SALE: Membership Hamony Ridge Resort campground, Nevada City, sister resort Yosemite south coarsegold, affiliated w/Camp Coast of Coast. Swimming pool, recreation hall, picnic area, etc. Both campgrounds \$2,500. Call (209)476-

Personal Notes....

Fresno: The Fresno office would like to extend its deepest sympathy to the friends and families of the following departed members: William Wolfe, 10/18; Rexena Faye Wells, daughter of Martin Wells, 10/2; Sonny Woods, 10/18; William Tolladay, 9/29. They all will be missed dearly.

Marysville: The Marysville district office staff extends our sincerest condolences to the families and friends of the following deceased retirees: William F. Kelly Jr., of Oroville; Clifford A. Kinsey of Paradise; Louis Pinckney of Paradise and Vincent Ramirez of Oroville.

Santa Rosa: The Santa Rosa district is happy to announce that Lynn and Cathy Russey had a baby boy on 10/21, named Christopher Gary.

We are also pleased to announce that Mark Hawkins and Debbie Ielmorini were married on 10/3 and will be residing in Petaluma. Also, Gene Hollifield and Pat VonVargen were married on 9/12. They will be making their home in Santa Rosa. Congratulations to you both!

We would like to extend our condolences to the family and friends of Gilbert Bauer, whose wife Freeda passed away on 10/9. And we wish to express our sympathies and prayers to the family and friends of Thomas Sugrue who passed away on 5/8.

8713. Reg.#0925016 10/92

FOR SALE: Membership Naco Charter, all resorts East & West. Home resort "Snow flower" Emigrant Gap., Ca. \$3,500. '85 Chevy Lazer turbo, 3 door hatch back, AC,PS, A.T. C.C. AM/FM cassette, posture seat-power locks, windows. Body, interior, engine, trans, very good cond. 76K miles. \$2,500. Call (916)496-3625. Reg.#2164044 10/92

FOR SALE: Motor home '88 Pace Arrow Eleganza, 34' fully loaded, 37K mi., mint cond. \$39,500 or \$12,500 down & take over payments of \$350. mo. if financed w/ Good Sam, a 2nd home tax write off. Call (209)826-1425. Reg.#1837482 10/92

FOR SALE: 1-1/2 ton Diesel '81 Iveco, 11' flatbed, new alternator, batteries, brakes. 18-22 mpg., 5 cyl, 5 speed, 183K mi. \$4K OBO. Call (510)684-9168. Reg.#1597767 10/92

FOR SALE: '87 Ford F350 double cab, dually, roll-along package. Fully loaded, excel. cond., low miles \$16,500. Also construction straw, located in Livermore. Call Dick Balaam (209)545-3453. Reg.#2069769 10/92

FOR SALE: 5th Wheel '89 Holiday Crown Imperial, 34', built in VCR, TV, bake and broil microwave oven, queen bed, 2 a/c. Also XLF 250, '88 Ford Centurion 460 EFI, 3 quarter ton club cab pick up. Towing, special built in-CB, radio & tape - A/C bucket seats. Reminder of 60K mile warranty. \$43K. Call (209)772-2207. Reg.#1178198 10/92

FOR SALE: Ref-Freezer GE 17.2 cu. ft. frost free, ice maker, almond, \$200. Call (707)542-3399. Reg.#1265088 10/92

FOR SALE: '89 Chevy Astro LT (luxury touring) excell. cond., loaded, seats 8, 6 high back reclining seats, 4.3 V6, tinted windows, front & rear heat & air cond, cruise, tilt, power windows & locks, roof rack, custom wheels. \$11K. Must see. Call (415)363-0277. Reg.#1840398 10/92

FOR SALE: '92 Dodge D-350 extended cab dually. Cummins diesel, o/p automat-

ic. Mileage 12,500. \$18K. Call (209)722-8765. Reg.#1027908 11/92

FOR SALE: Oak firewood 16" split and seasoned \$175 per cord. Honda generator E.M.S. 4000 low hours \$800. Call (916)361-8333. Reg.#1447143 11/92

FOR SALE: Membership Holiday Adventure Resorts of America. \$800 plus transfer fee. William Rosamond P.O. Box 164 Haines, Or. 97833 or call (503)856-3645. Reg.#0994102 11/92

FOR SALE: '87 Husqvarna 430 c.c. Cross Country dirt bike in excellent condition. Asking \$2,500 OBO. Call (510)606-5738. Reg.#1975444 11/92

FOR SALE: E-Z-Go Golf car, has new brakes and front end good tires and batteries. Has top and windshield. Included is a \$200 battery charger. Asking \$950. Call Sacto area (916)482-1969. Reg.#1058503 11/92

FOR SALE: Tires BF Goodrich mud terrain -1 pair, 31-10.5-15 \$180. OBO. Hot tub w/new cover \$600. OBO. Rival food slicer \$40. OBO. Call (408)248-3971. Reg.#1797668 11/92

FOR SALE: Beer & Wine Bar in Tehama Co., 2400 + sq. ft. cement block bldg. w/2bdrm-1ba. apt. on 3 level acres under irrigation. 125' well w/1 year old submersible. New compressor, shop bldg., large cement patio. Trailer pad w/all utilities. Plenty of parking & room for expansion. Only \$69,950. Call (916)243-4302 evenings. Also

FOR SALE: 8 unit complex 6-2bd, 2-3bd, apts, coin operated laundry, private office, 8 covered parking, garbage area, 6 city lots, room for 8 more apts., \$290K, negotiable. Call Michael (916)459-3160 evenings. Reg.#865537 11/92

FOR SALE: '76 Travel Trailer Aljo 24' Tandem axle air, fully self contained tub and shower, many xtras, very clean and good condition \$3,800 or trade for smaller travel trailer 18 or 19 foot equal value. Call (209)537-0921. Reg.#1148387 11/92

A second chance

I've been with Local 3 for 17 years, mostly in grading and paving. I'm very proud of being a part of this union, for it was in this organization that I turned for help. I'm very thankful and privileged to be able to share my story with you.

You see, brothers and sisters, I have a disease called alcoholism. I found that I was powerless over alcohol and drugs. My life had become unmanageable. I was a beat up, faithless, self-centered, egotistical human being. I was defeated. The feelings of shame, guilt, anxiety and fear took its toll on my little body and mind. The drugs and alcohol no longer helped the pain. The fun of using had stopped a long time ago. In my disillusionment, the only escape I thought of was suicide, death. Recovery was just a word. The road that I had built for myself, the road of destruction, was almost complete.

The next phase would be the end. My family, friends, employers and coworkers couldn't understand why I had taken this path. Neither could I. I needed help. I called Local 3's Addiction Recovery Program. There I found people who cared and understood the disease I had. Today they are my friends.

I was directed to a chemical dependency recovery center in Sebastopol called Azure Acres. There I was given the tools and resources to fight this disease. I started to examine my life honestly for the first time. I began to let go of my old ideas. A new reality replaced those self-defeating patterns. Honesty, open-mindedness and willingness came into play. Recovery is indeed challenging, thrilling and terrifying. And in the end it's worth every second of it. Today I will go to any length for my sobriety. I now have a choice, unlike before when I didn't. Today I can face life on life's terms, and so can you. If you have or you think you might have a problem



ADDICTION RECOVERY PROGRAM

1-800-562-3277

with drugs or alcohol, give yourself a break, stop beating yourself up.

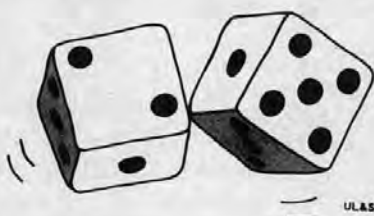
Brothers and sisters, there is help available for you. Please do as I did, call ARP. It's there for you. Again, I say thank you Operating Engineers for a second chance at life. God bless you all.

Jose O.,

Happy, joyous and free

Labor Support Group kicks off in Marysville

A new Labor Support Group will be inaugurated Thursday, November 5 at 7:30 p.m. at the Marysville District office. Sponsored by Maynard's Recovery Center, the group is open to Operating Engineers and other tradespeople and their families. Meetings will be held every Thursday at 7:30 p.m. at the Marysville District office, 1010 "I" Street. Much thanks to the staff of the Marysville office for making the hall available to our recovering brothers and sisters. Call ARP for complete information at 1-800-562-3277 or call Maynard's at (209) 928-3737.



DON'T GAMBLE ON THE FUTURE.
BUY AMERICAN... KEEP JOBS IN THE USA.

Union Briefs

Housing starts up in August

Housing starts increased 10.4 percent in August to a seasonally adjusted annual rate of 1.24 million units, the first advance since May, the Commerce Department reported. Revised data showed that starts fell 2.4 percent in July, somewhat less than the 2.8 percent estimated last month.

Regional figures showed that starts increased during August in the West by 15.2 percent, the Midwest by 14.5 percent and the South by 9.8 percent. The Northeast showed a drop of 6.7 percent. During the first eight months of this year, actual starts were about 20 percent higher than for the same period in 1991. Since the start of the recession in July 1990, starts hit their lowest point in January 1991 with an annual rate of 844,000 units.

President Bush courts non-union

President Bush once again showed his anti-labor stance when on September 23 he issued an executive order that seeks to open federal construction contracts to non-union firms. The order bans project agreements reached between a construction company and a labor organization that "discriminates against open-shop contractors and their employees in one or more ways." The White House said the order "prohibits any agency, contractor or construction manager from imposing a union-only requirement on any other contractor or subcontractor seeking to perform federal work."

Bush signed the order in exchange for an endorsement from the Associated Builders and Contractors, which had threatened to withdraw support for the president in the 1992 election if he didn't sign the order. Bush has already suspended prevailing wage laws on federal projects in hurricane-damaged areas of Florida, Louisiana and Hawaii. The order goes into effect at the end of this month.

Non-union wins 'helper' regulation

Open-shop contractors won an unexpected victory in a long-running battle to allow the use of "helpers" on federally funded or assisted construction projects. Organized labor had hoped Congress would cut off funding for the Department of Labor to implement its helper regulations. But a threat from President Bush to veto the appropriations bill containing the provision convinced legislators to let the bill stand, therefore funding the program.

No federal funds for Auburn Dam

The House of Representatives failed to appropriate federal funds for the Auburn Dam, instead approving legislation authorizing 23 other Corps of Engineers flood control, navigation and beach protection projects in Pennsylvania, Tennessee and Florida.

The most recent proposal for the dam on the North Fork of the American River near Sacramento had called for a 425-foot-high curved concrete gravity structure costing an estimated \$698 million. But the House felt that by the time the project was completed the cost would be more like \$1 billion and voted 273-140 to strike the amendment that would have funded the project.

Pendleton shirts moving to Mexico

Pendleton Woolen Mills, the company whose lumberjack shirts have symbolized the American Northwest for most of this century, is preparing to head for Mexico as soon as Bush's North American Free Trade Agreement is ratified and import tariffs are removed.

The family-owned company, based in Portland, Oregon, currently is conducting a test run of woolen blouses in Mexico. Pendleton's chairman, B.H. "Brot" Bishop, admitted that the company is evaluating labor costs as well as the quality of Mexican production. Such a move to Mexico would jeopardize the jobs of more than 2,000 American workers employed at mills in Iowa, Nebraska and New Hampshire, as well as in Washington and Oregon, where Pendleton was founded in 1909.