

# Engineers News

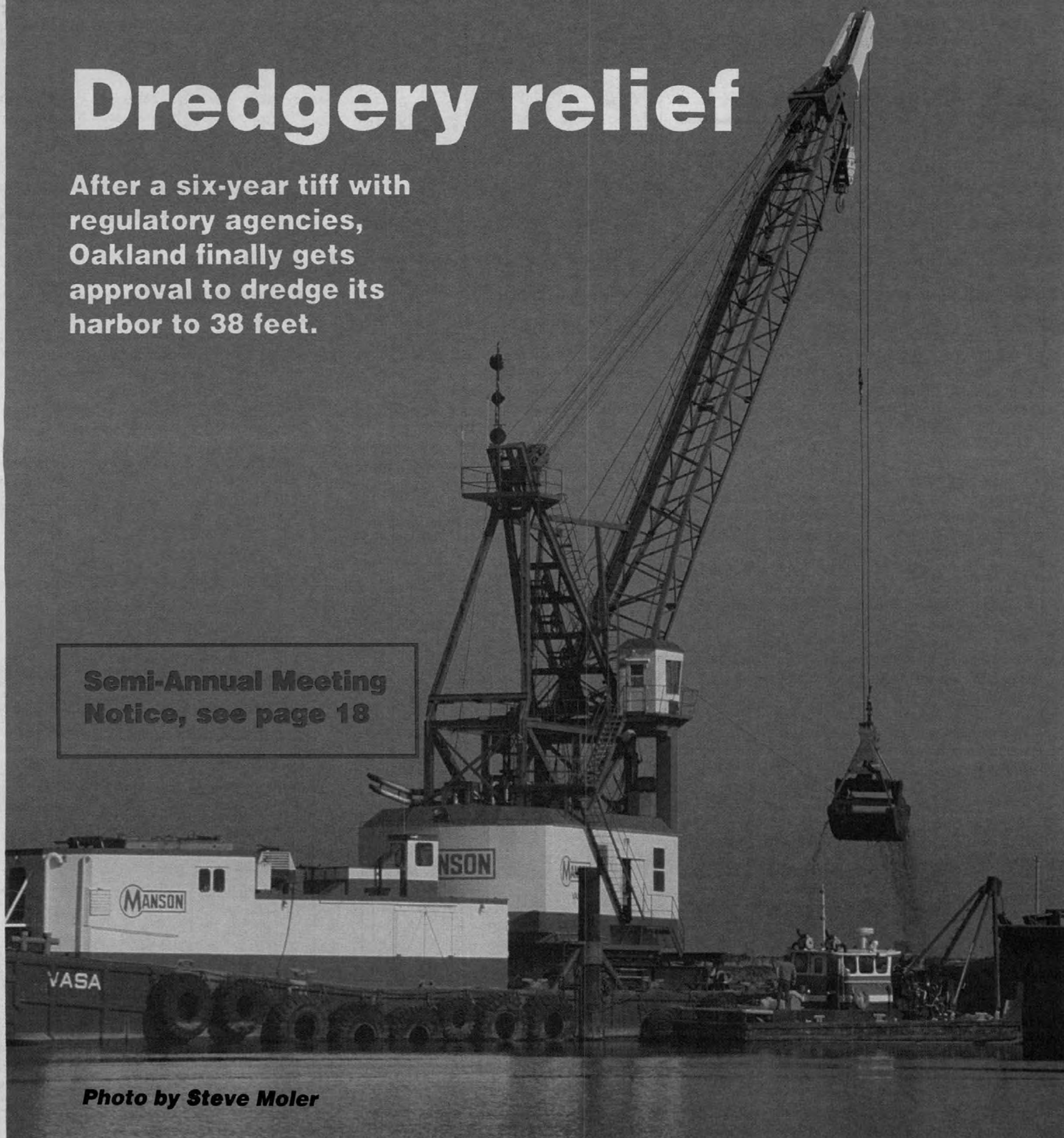
VOL. 50, NO 12

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

## Dredgery relief

**After a six-year tiff with regulatory agencies, Oakland finally gets approval to dredge its harbor to 38 feet.**

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



**Photo by Steve Moler**





## FOR THE Good & Welfare

By Tom Stapleton  
Business Manager

We've all heard a million "good news, bad news" jokes in our lifetime. I've got one, but it isn't a joke. The good news is, economists are predicting that the country seems to be showing signs of recovery. The bad news is, California isn't getting any of it. They say the Golden State may continue to slide for at least another year.

Here's another one. The good news is, Bill Clinton will soon be running the country. The bad news is, Pete Wilson is still at the helm of California.

### Good news, bad news

The bottom line here is that if we could get rid of Bad News Wilson, we might make some headway on our bad news economy.

It takes someone with backbone and vision to tackle big problems. Right now California is up to its neck in problems and Wilson's response is to melt away like the Wicked Witch of the West. Like the "two Georges" (Deukmejian and Bush), Wilson's hanging on to that worn out sign that says, "No New Taxes." That simplistic battle cry is more important to him than anything else.

None of us likes to pay taxes. But let's get one thing clear. Ten years of GOP governing in California has *not* reduced the cost of government. It simply transferred the burden to the local level where there hasn't been any money since Proposition 13.

What is the result? Our infrastructure is disintegrating. Our schools are going in the toilet. Our government services are cutting into bone marrow to make ends meet.

People don't want to live here any more. California's producers — skilled and professional workers between the age of 30 and 44 — are leaving the state in record numbers. The percentage of Californians who think this is a great state has dropped to 30 percent — half as many as there were in 1989. We've lost 800,000 jobs since the summer of 1990. Home prices and sales are declining.

I don't have all the answers to these problems. But I have a few for starters and if I were in Governor Wilson's shoes, I'd work harder to get some more.

I wouldn't mortgage our future by refusing to raise all taxes. Some taxes are legitimate. Tax money is like paying cash for something. You raise a billion dollars to build highways and you get a billion dollars worth of highways. Floating bonds is like paying for it with a credit card. You get a billion dollars of highway, but you pay a billion and a half or two billion.

Who ultimately pays for it? We do! If I'm buying something that costs a billion dollars, I want a billion dollars in value. Paying reasonable taxes actually costs us less in the long run.

California's economy is a complex puzzle and it takes many other pieces to put it back together. I know it's against his nature, but Governor Wilson needs to start by borrowing a page from Clinton and invest in this state's infrastructure to get this economy rolling again. If not, he can follow George Bush.



Dave Briggs (left) trains an apprentice while working as a welding instructor at Rancho Murieta Training Center in the late 1970s.

## In memory of Dave Briggs

I met Dave Briggs in 1977 at the Rancho Murieta Training Center. He was the welding instructor, and I had just hired on as a heavy-duty repair instructor. Dave was no doubt the best welder I have ever met, and I know some damn good ones.

Dave was a 54-year member of the International, the last 19 years in Local 3 and 12 years as an instructor at the RMTTC. I am sure there are a good number of member welders and HDR welders in the field today who owe a lot to the experience of Dave Briggs. As students in his welding class, they owe much to their ability to do the outstanding work that they

are capable of doing for our good union contractors.

This article is my way of saying thank you Dave for your knowledge and strong friendship. I'm going to miss Dave very much and so will a good number of my brother operating engineers that had the good fortune to know him. All my sympathy and love to Dave's wife, children and grandchildren.

Jerry L. White



Union Label and Service Trades Department AFL-CIO

## Engineers News



WUPA

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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.



## Election aftermath

# Clinton victory puts worker issues on front burner

After large numbers of union members voted for Democrats Bill Clinton and Al Gore following 12 years of blatant hostility from two consecutive Republican administrations, rank-and-filers may be wondering what exactly did they get for their vote.

Labor leaders agree that Clinton's administration definitely will be more sympathetic to workers' problems and more cooperative with organized labor. The new administration also will likely produce a government that has a more activist role in the economy, more government regulation to protect workers, tax relief for middle-class families and more spending for programs like public works and infrastructure rebuilding.

Trade union leaders were delighted with Clinton's solid victory over George Bush November 3, and they pledged to support his programs, chief among them: striker replacement legislation, medical and family leave, OSHA and health-care reform, and action to overturn President Bush's executive order that suspended federal prevailing wage laws in hurricane relief areas of Florida, Louisiana and Hawaii.

At the Associated Builders and Contractors' annual attorney conference November 5, Debra Bowland, deputy assistant secretary for policy at the Labor Department said voters "have dragged a Trojan horse into the capital city" filled with Democratic insurgents with a congressional labor agenda. She predicted early passage of a family leave law, indexing of the minimum wage, and repeal of Section 14(b) of the Taft-Hartley Act, to name just a few.

High on Clinton's agenda will be submitting legislation that will prohibit the hiring of permanent striker replacements during a labor dispute. Organized labor has concurred that passage of the Workplace Fairness

Act, HR 5, killed by a Republican filibuster in the Senate last June, remains a top priority.

But labor also wants the bill to be a springboard to much broader reform of the National Labor Relations Act, such as providing swifter and stricter penalties for violations and amending OSHA to require joint safety committees and heightening the role of unions in Department of Labor enforcement proceedings against employers.

"This bill is going to fly next year," said Randel Johnson, Republican consultant to the House Education and Labor Committee, at a November 6 California State Bar Association conference. "I think it's one of those excellent issues where there's going to be a lot of room for actual negotiations. But even on the Republican side, frankly, we feel there's a need to amend the OSHA act."

Family medical leave, which would allow family members to take up to six weeks of unpaid leave for the birth of child or for a family emergency, will likely be another Clinton legislative priority. Congress passed such a bill earlier this year only to have President Bush veto it in October. Johnson predicted the bill "is going to roll through, and I think it's going to become law rela-

tively early next Congress," he said.

The big question many working people are asking is what will be done to combat skyrocketing medical costs and provide health insurance for all Americans. Health care reform undoubtedly will be one of Clinton's highest priorities – and perhaps his primary domestic undertaking – during the 103rd Congress, which convenes in January. Congressional sources agree that health reform is almost certain to be among the first bills introduced by both parties.

Clinton wants to retain the existing private health care system but use the federal government to organize cost-containment solutions to reduce costs for those who already have insurance and provide access to health care for those who cannot now afford it. He says he would require employers and employees to buy private health insurance or opt to buy into a new public program.

With Democratic majorities in both houses of Congress, lawmakers are looking to Clinton to galvanize consensus on comprehensive health care reform where none existed in the 102nd Congress with President Bush.

"With the election of Gov. Clinton, we now have a president who wants to do something about health care,

who proposed a plan," Senate Majority Leader George Mitchell, D-Maine, told reporters the day after the election. "I welcome that, and we look forward to working with Clinton to develop a plan which will achieve those objectives."

Within days – perhaps even hours – of his inauguration January 20, Clinton will likely rescind Bush's Executive Order 12818, which precluded union contractors from bidding, using project labor agreements, on federal or federally assisted construction projects. The order also suspended federal prevailing wages in hurricane-

damaged areas of Florida, Louisiana and Hawaii.

Organized labor contended Bush signed the order to win a political endorsement from the anti-union Associated Builders and Contractors. Robert Georgine, president of the AFL-CIO Building and Construction Trades Department, said before election day that the order was a slap at building trade unions and "the most blatant political action I've ever seen. This is not a presidential action taken in an emergency," he said. "The only emergency in George Bush's view is his reelection."

In infrastructure rebuilding, Clinton is expected to propose an ambitious program to rebuild America's roads, bridges, sewers and water systems. Included in any major public works program will be plans for a high-speed rail network, development of "smart" highway technology and a national recycling system.

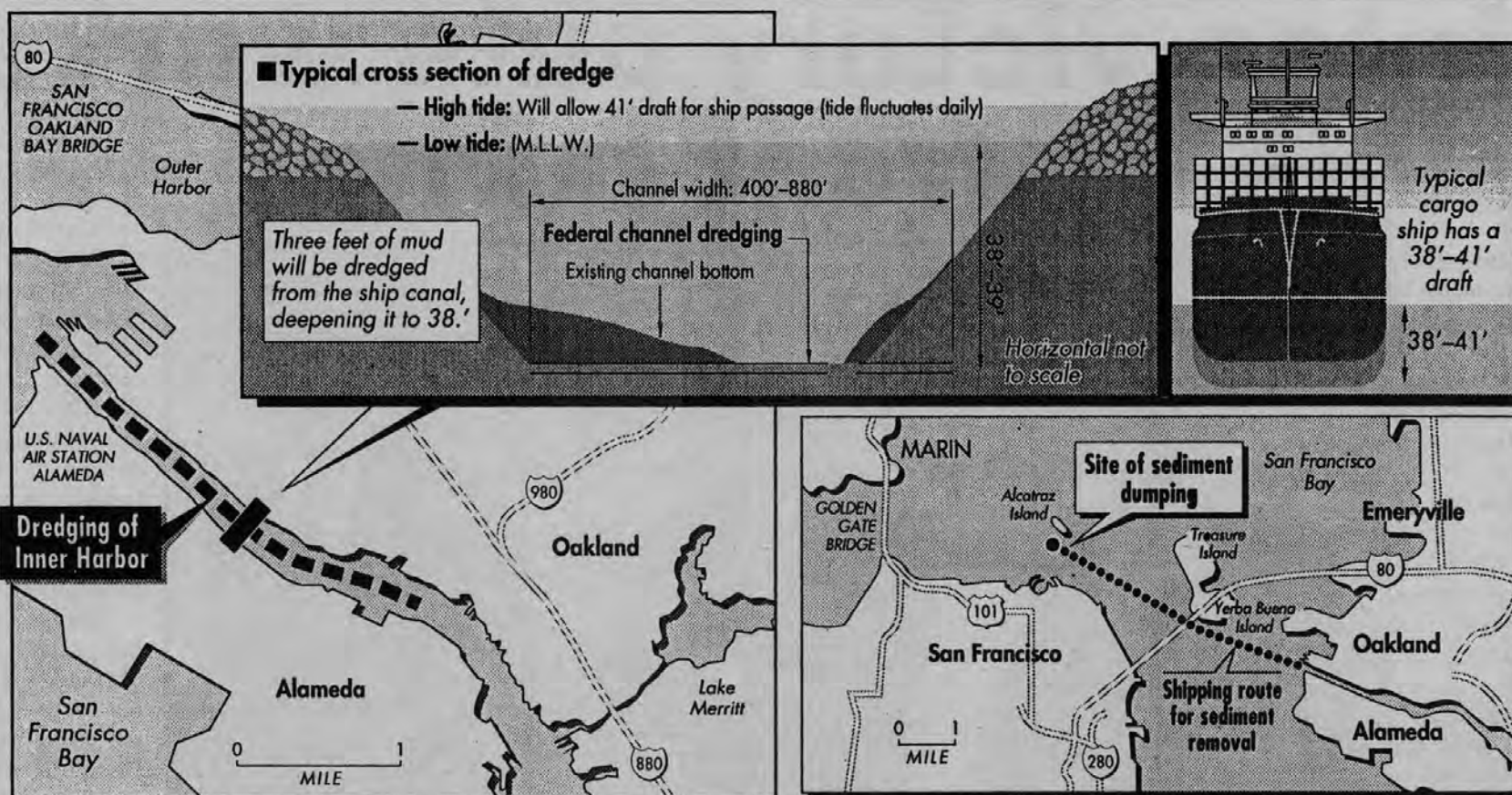
Recent economic indicators showing the economy improving somewhat after the election suggest that a new and young political team in the White House, with an ambitious program to revitalize America, already has helped renew consumer and business confidence, thus paving the way for economic recovery beginning as early as mid-1993.



President-elect Bill Clinton departs the Capitol with running mate Sen. Al Gore and House Speaker Tom Foley after meeting with Democratic and Republican congressional leaders to discuss ways to untangle 12 years of gridlock between the White House and Congress during the Reagan-Bush era.



## DREDGING OAKLAND'S INNER HARBOR



# At last, Oakland harbor dredging begins

By Steve Moler  
Assistant Editor

After nearly six years of political wrangling, environmental lawsuits and governmental infighting, dredging of the Port of Oakland has finally begun. Under a \$1.3 million contract with the port, Seattle-based Manson Construction & Engineering Company is deepening the port's inner harbor channel from 35 feet to 38 feet, a job that's requiring the dredging of about 562,000 cubic yards of sediments.

The dredging is desperately needed to accommodate the new generation of cargo ships that sail between Asia and North America. The current generation of "Panamax" container ships have a loaded draft of 38 feet, and the next generation of "post-Panamax" ships will require 41 feet of loaded draft. Shippers have threatened to take their business to competing West Coast ports if Oakland doesn't keep pace.

The years of dredging delays have occurred because of disputes over where and how to dispose of the dredge spoils. The U.S. Army Corps of Engineers, the Port of Oakland and environmental groups finally agreed on a

plan in September that allows 542,000 yards of "suitable" material to be dumped in deep water west of Alcatraz Island in San Francisco Bay and roughly 21,000 yards of "unsuitable" material to be deposited at drying ponds at Port Sonoma near Novato, then transported to a nearby landfill for use as cover material. The "unsuitable" material doesn't contain any toxic or contami-

nated material, just traces of hydrocarbons that make the spoils unsuitable for aquatic disposal.

When the project finally got started in mid-October, Manson brought in three dredges: a trailing-suction hopper to scoop up the suitable material and take it out to the Alcatraz disposal site, and two clamshells to do the more tedious work of removing the unsuitable material. One

clamshell, the Derrick 8, has been dredging the inner harbor and loading the material into a 2,000-yard-capacity dumpscow barge, the Manson 54. The other clamshell, the Vasa, with a 12-yard bucket, has been off-loading the barge at Port Sonoma.

Because the barge can only enter Port Sonoma during high tide, dredge crews have had to adjust their work schedules around Mother Nature. The crew of the Derrick 8 typically has been starting its work at the Port of Oakland during low tide, which has been running between 3 p.m. and 2 a.m. The men spend most of the evening and early morning hours digging the inner harbor and loading the Manson 54 in time for the barge to make the four-hour, 25-mile trip to Port Sonoma as high tide begins.

On November 11, *Engineers News* spent the day and evening observing the dredging operation from both the Oakland and Port Sonoma perspectives. That evening at around 8 p.m. the crew of the Derrick 8 —



Manson's dredge, the Derrick 8, has been digging in the Oakland Inner harbor since late October.



dredge operator Keith Orr, deck engineer John Hathaway, deckhand Ron Armstrong and chief of party Rob Silliman – assembled at Oakland's Jack London Square, where they caught a skiff out to the dredge.

While the dredge was being warmed up, Silliman unrolled the dredging blueprints on the galley table and reviewed the shift's work strategy, which called for moving the dredge out into the middle of the harbor to a precise location and digging in long, linear bands several yards wide and several hundred yards long. Using a Del Norte digital distance measuring system and other sophisticated instruments, the crew dredged within 1 meter of its desired location.

With the hopper dredging already completed, Manson's crew at Oakland was concentrating on removing the 21,000 yards of unsuitable material using a 5-yard digging bucket. But on that night the going was painstakingly slow because the operation had run into the dreaded Merit sand, an extremely hard sediment that required dragging the bucket back and forth in short sweeping motions. The crew worked well into the late night so the barge would be fully loaded in time to make the timely journey to Port Sonoma.

At the other end, the crew of the dredge Vasa – dredge operator Randy Morgan and dredge engineer Stan Pearlman – started offloading the barge the next morning at around 9 a.m. Using a 12-yard bucket, Morgan unloaded the material into the drying ponds in about an hour and a half.

Because the project is so environmentally sensitive, the corps of engineers monitors the project virtually every moment. At both ends, we ran into corps of engineers project administrator Tom McDonnell, who was on site to ensure that the pro-

ject complied with all safety, environmental and technical requirements.

"The days of simply sucking mud from the bottom are long gone," McDonnell said.

"Dredging nowadays is much more precise. It's a science. Operating engineers have to be better educated, highly trained and know a lot about new technology. The capabilities of these particular crews are simply exceptional."

Without top-notched crews, McDonnell added, the corps of engineers would have great difficulty completing these environmentally sensitive dredging projects. The San Francisco Bay has some of the strictest environmental regulations in the nation and therefore requires vigorous monitoring. "The success of this project will determine how much pressure the environmental groups will put on us for the next project," McDonnell said. "What we do today will affect us tomorrow."

McDonnell was indirectly referring to the corps' plan to dredge Oakland's inner harbor another 4 feet some-

time in 1995, a \$80 million project that will involve dredging another 7 million cubic yards to a depth of 42 feet. But the exact timing of the job will depend on when the corps of en-

gineers completes its \$16 million Long Term Management Strategy, which will propose a range of environmentally acceptable and economically and technically feasible disposal sites by December 1994.

Once this is done, other major dredging projects will be able to proceed, jobs that include the dredging of the Port of San Francisco, Richmond Harbor, Pinole Shoals, the Alameda Naval Air Station, Oakland Naval Supply Center and the third phase of the John F. Baldwin ship channel.

Once these project get underway, dredge work in the Bay Area ought to pick up nicely for a change. Until then, the industry is stuck with minimal maintenance dredging.

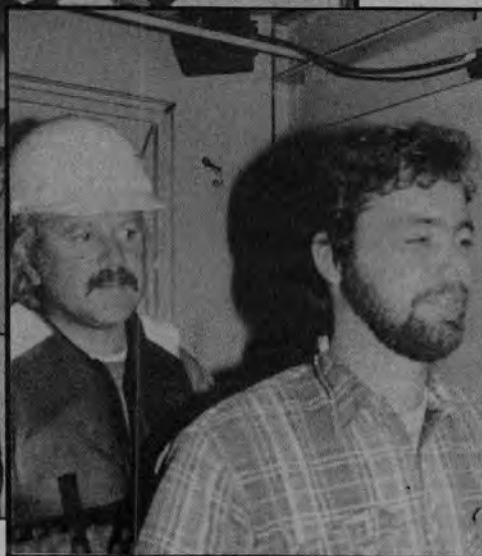


Top: Manson's dredge, the Vasa, has been offloading the dredge at Port Sonoma near Novato during high tide.

Above Inset: Operating the Vasa has been dredge operator Randy Morgan, son of Reno District Representative Ray Morgan.

Left: The Derrick 8 crew and corps of engineers inspectors are from left: Rob Silliman, chief of party; Tom McDonnell, corps of engineers project administrator; John Hathaway, deck engineer; Ron Armstrong, deckhand; Geoff Chatfield, corps of engineers inspector; and Keith Orr, dredge operator.

Inset: Chief of Party Rob Silliman, left, tells dredge operator Keith Orr where to drop the digging bucket.





# Dredging's environmental 'mudlock'

*How organized labor helped pull Oakland's harbor dredging out of the sand*

By Steve Moler  
Assistant Editor

If there's any doubt dredging has become an incredibly complex regulatory and environmental issue that threatens the Bay Area's \$5.4 billion maritime economy and thousands of union jobs, consider the calamity that has taken place over the past two decades at the Port of Oakland. Only after vigorous intervention by organized labor has light been seen at the end of the regulatory tunnel.

Six years ago the port stood poised to begin deepening its harbor to accommodate the new generation of container ships sailing mostly between Asia and North America. After nearly 14 years of consideration, Congress finally authorized the U.S. Army Corps of Engineers in 1986 to dredge Oakland's inner and outer harbor channels from 35 feet to 42 feet. With approval from all appropriate state and federal regulatory agencies, the port was set to deposit the dredge spoils at an EPA-approved disposal site 28 miles southwest of the Golden Gate Bridge in what is now the Farallones Marine Sanctuary.

But just before the \$74 million project was about to begin, the Half Moon Bay Fishermen's Marketing Association objected to the disposal site, claiming the dumping of dredge materials would adversely affect fishing in the area. The group's action was followed by a lawsuit, an injunction against sediment disposal at sea, an appeal by the port, and a higher court upholding the lower court's earlier decision.

So the port decided in 1988 to pursue disposing of dredge spoils upland at two Sacramento River delta sites to rebuild crumbling levees. But the Contra Costa Water District objected to this proposal, so another series of lawsuits, injunctions, counter lawsuits and appeals ensued.

As the litigation dragged on, the port continued to silt up, at a rate of 10 million tons of sediments a year, and the new container ships coming into Oakland, twice as big as the old ones and carrying four times the cargo, wasted considerable time and expense waiting for high tide so they could unload without running aground. Frustrated shippers threatened to take their business to competing ports in Southern California and the Pacific Northwest if Oakland and other bay ports didn't keep pace.



The major dispute over dredging has been where to deposit dredge material. This load, from Oakland's inner harbor, is deposited at drying ponds at the Port of Sonoma near Novato then transported to a nearby landfill.

Oakland, which was the nation's first port to accommodate container ships beginning in 1962, went back to the drawing board in late 1989 to consider new alternatives. The port's only other option at the time was to deposit dredge sediments at the last remaining open disposal site near Alcatraz Island in San Francisco Bay. But in July 1991 the National Marine Fisheries Service, under the authority of the Endangered Species Act, closed the site after it contended that the winter run of Chinook salmon had drastically declined, allegedly because of toxins in dredge spoils deposited off Alcatraz. The fisheries service subsequently stopped issuing dredge permits throughout San Francisco Bay until the suspected problem could be studied further.

Before the dredge moratorium, the Port of Oakland was the largest container port on the West Coast, owning as much as 37 percent of the West Coast market share. But as the bay dredging crisis dragged into its

fifth year, the port started to steadily lose business to the ports of Los Angeles, Long Beach, Tacoma and Seattle. Last year the port's market share plummeted to just 16 percent.

If maintenance dredging at Oakland and other Bay Area ports ceased permanently, water depth at all these locations would shrink to less than 28 feet within five to seven years, halting virtually all major shipping operations in the bay and devastating the local economy. The Bay Area would immediately lose \$3.3 billion in shipping-related economic activity: a \$500 million annual U.S. Navy payroll, 26 percent of its recreational marine berths, 1,422 jobs in the shipping industry with a \$58 million payroll, and \$40 million in annual revenue in the ship repair industry. Military facilities in three Bay Area counties would likely be closed.

The economic impact would also extend far beyond the maritime industry. New United Motors Manufacturing Company, for instance, the

joint GM-Toyota automobile and light truck manufacturing plant in Fremont that employs 3,800 workers with a payroll exceeding \$500 million, is the Port of Oakland's largest single shipper, accounting for 7 percent of the imported tonnage and 6 percent of the dollar value of goods moving through the port. The main reason the plant located in the Bay Area in the first place was because of its proximity to a major port. But without dredging the advantage no longer would exist. Lack of a deep-water port would discourage other major industries from locating in the Bay Area.

Fed up with the regulatory "mudlock" and anticipating an impending economic disaster, organized labor decided to take matters into its own hands and take immediate action.

"It was a situation where organized labor suddenly realized it was going to be the endangered species unless it did something," said Jack Farless, the corps of engineer's acting director of construction operations for the Pacific southwest region. "The unions realized that the problem wasn't necessarily with the Port of Oakland, but with some of the government agencies that in many ways were anti-dredging. Labor started using its political horsepower to get the politician behind dredging."

Soon after the fisheries service closed the Alcatraz disposal site, leaders of the building and construction trades councils and central labor councils in Northern California organized a meeting in August 1991 with the Bay Area congressional delegation to find ways to cut through all the regulatory red tape that threatened the future of the Bay Area's maritime industry and its 100,000 jobs, more than half of which were union.

Every major trade union sent representatives to the meeting, including Local 3, the International Longshoremen's and Warehousemen's Union, Seafarers International Union, International Brotherhood of Electrical Workers and dozens of others. Local 3's Oakland District Representative Tom Butterfield and Business Agent Brian Bishop, now the union's safety director, attended and gave input on behalf of operating engineers.

Almost every Bay Area congressional leader sent representatives to the meeting, including those from the offices of Reps. Barbara Boxer, Nancy Pelosi, George Miller, Vic Fazio, Tom Lantos and Ron Delums. Rep. Pete Stark, D-Alameda,



showed up in person and told the group that the dredging problem essentially amounted to a jurisdictional dispute among regulatory agencies. He reassured the group that every member of the Bay Area congressional delegation supported immediate action on the dredging crisis, but "we look to labor for guidance on this issue," Stark told the group.

During the meeting, labor leaders and lawmakers hammered out a three-point plan, agreeing to:

- Establish a working committee consisting of representatives from the unions affected by the dredging crisis to propose strategies for dealing with the short- and long-term dredging problems. The committee would include one representative for each of the Bay Area central labor councils, one representative from each of the building and construction trades councils, one from maritime labor, one from longshore labor and one from the Teamsters.

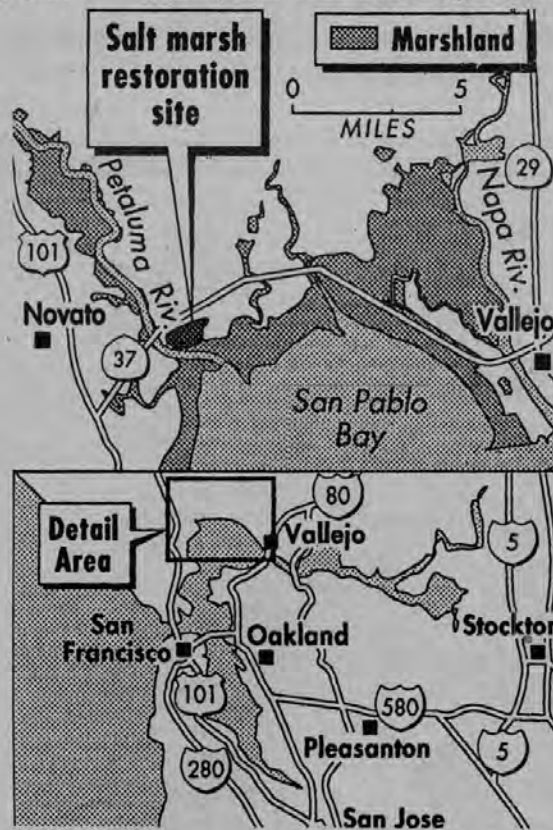
- Campaign for requiring all dredging environmental reports to include economic and social impacts on working people and the community.

- Seek the support of Congress and state and local regulatory agencies involved to resume immediate maintenance dredging to keep ship channels and docks open.

It was the third strategy that paid off almost immediately. Back in Washington D.C., Rep. Ron Dellums, D-Oakland, a longtime union supporter, attached an amendment to the federal dredging authorization bill that provided \$3 million for dredging the Oakland inner harbor channel to 38 feet, designated a location about 50 miles off the Golden Gate as the first priority for disposing of dredge spoils and the Alcatraz dumping site as the second alternative, and provided \$2.7 million for the corps of engineers to begin its Long Term Management Strategy, which would study the bay dredging crisis and propose a range of environmentally acceptable and economically and technically feasible disposal sites by December 1994.

The amendment also instructed the corps of engineers to use \$250,000 to start planning the Sonoma Baylands Wetlands project, which would allow dredge material to be used to restore wetlands on the north and west sides of San Pablo

Bay in Sonoma County. The project is one of the promising short-term solutions to the dredging crisis because it would permit up to 3 million cubic yards of clean dredge material



This map shows where the Sonoma Baylands Wetlands project is located, where some 3 million cubic yards of dredge material may be deposited.

to be deposited on 322 acres of salt marsh habitat near the mouth of the Petaluma River between Hwy. 37 and the bay.

About a month after President Bush signed the dredging authorization bill, the Bay Area congressional delegation helped forge a compromise among federal agencies that allowed the first phase of Oakland's inner harbor dredging to begin. The fisheries service, corps of engineers, Environmental Protection Agency and the Fish and Wildlife Service finally agreed that 542,000 cubic yards of clean dredge spoils could be dumped at the Alcatraz disposal site and 21,000 cubic yards of "unsuitable" material could be dumped on land. In mid-October, Seattle-based Manson Construction & Engineering Company finally began dredging Oakland's inner harbor to 38 feet (see related story page 4).

With some of the immediate dredging problems solved, organized labor next focused on long-term solutions. If dredging the Oakland harbor just three feet took 20 years to approve, how would the Bay Area survive in the next century as a world-class maritime center? The answer was to somehow pull together all the groups with an interest in dredging to develop a cohesive long-term strategy for bay dredging, a plan that would emphasize developing common government procedures and regulations for dredge permitting.

That dream came true a year ago,

when the Bay Dredging Action Coalition was formed, an organization of shippers, large employers, ports, community organizations, legislators, local elected officials and, of

community and environmental groups. Before long all parties involved decided to pool their efforts and establish the coalition. The organization's goal was to shape public policy in support of dredging, serve as a dredging advocate for business, labor, community groups and others directly dependent on maritime commerce, develop public relations campaigns to educate the public about the need for dredging, and facilitate the timely completion of the Long Term Management Strategy, which would lay the groundwork for the federal government to develop common regulations to handle the disposal of dredge materials for the next 50 years.



Army Corps of Engineers project administrator Tom McDonnell, back to camera, accompanied by Manson's deck hand Ron Armstrong, returned from the dredge Derrick 8 after monitoring dredge operations at the Port of Oakland.

course, organized labor. The point man for labor was Owen Marron, executive secretary of the Alameda County Central Labor Council.

When the bay dredging crisis came to a head in 1989, Marron brought together all the trade unions with an interest in dredging to form a labor action group. Local 3 Business Manager Tom Stapleton, special dredge representative Bill Dorresteyn, Oakland District Representative Tom Butterfield and several business agents from the Oakland District office attended numerous meetings and provided valuable input on how to deal with the crisis and put union members to work.

"This action group was one of the best examples I've seen of what can happen when organized labor unites," Marron said. "I truly believe that without labor's action dredging would have come to a complete standstill because of all the disputes among government agencies. We became the advocate, the facilitators of dredging in the bay."

Labor next started networking with business, the federal government, congressional leaders, and

As the first phase of Oakland's dredging winds down, the coalition continues to meet regularly with government agencies and environmental groups to untangle the regulatory "mudlock" and forge a compromise between the Bay Area's economic and environmental needs.

Local 3's new dredging special representative, Bob Baroni, former Fairfield District representative, has been working at the forefront of this effort, attending numerous meetings and providing expert advice on behalf of the union.

Meanwhile, the corps of engineers is progressing on schedule with its Long Term Management Strategy, with completion expected a few months earlier than originally planned, perhaps as early as late summer or early fall 1993. If all goes well, the public might soon see dredging move forward in the Bay Area as early as winter 1995 thanks primarily to organized labor.



# Hawaii says thanks for hurricane relief

*A few days after Hurricane Iniki ravaged the island of Kauai on September 11, Local 3 contributed \$50,000 to the American Red Cross and established a disaster relief fund for the nearly 200 Local 3 members who suffered significant damage or loss during the disaster. Many Local 3 members donated money to the fund. Below are some of the letters of gratitude we've received from beneficiaries of the relief fund.*

Dear Mr. Stapleton and other Local 3 members,

Ever since I have been a baby my father and brother have been members of Local 3. Now I have grown up, got married and have three girls of my own. Now they are children of a Local 3 member.

The one thing I was taught was that all members cared about one another. That being a member or family of a member also brought good things. Well, this was all proven with yesterday's mail. We have lived on the island of Kauai for a couple of years now. When everything started to look down for us, we received a check from Local 3.

This letter is to say thanks to Mr. Tom Stapleton and other members and their families for their support and donations. All of it helps us over here. It will take awhile for all of us on Kauai to get our lives back together, but it's nice to know that you all care about us.

Take care of yourselves and again, thank you.

Michelle D. Croisant  
Berthiaume

• • • • •

Dear Mr. Stapleton and brother members,

Thank you so very much for your disaster help check. My home was severely damaged, and I lost a lot of personal stuff. The insurance does not cover that much, so I appreciate the check with heartfelt thanks and gratitude.

I am a retiree and am sorry I could not vote in the representation election. I spoke to some of the young people who are members of Local 3 about not letting Local 3 down and how it would affect all their benefits and hoped that they would stick to our Local 3.

I understood that Local 3 won the election and I am elated. Thank you also for



all the years of help I have received from you. As we say in Hawaii, mahalo and aloha!

Sincerely Joseph Akita

• • • • •

Dear Mr. Stapleton,  
I would like to take this opportunity to thank you and all of the union members who found it in their generous hearts to contribute to the disaster fund. I received my check and realized that a lot of sacrifice was made in order to help me out in this time of need. Thank you all!

Hurricane Iniki has been the worst blow we have ever suffered. The aftermath left so many of us without homes and necessities. Those of us who own homes and have some insurance did not receive any assistance from the Red Cross nor the government, not even a bottle of water. There is still a big question as to what happened to all the money donated to the island. No one seems to know except maybe the mayor.

The only assistance I received was from friends and relatives and this is true for almost everyone I have talked to. Because of this, I am even more grateful for your assistance. Many sent food and supplies, but money is most welcome. After all, the bills still must be paid

despite the circumstances.

I want you to know that you did the right thing by sending out checks to each member because everyone needs help right now. I am sure that each and every member appreciates what you have done. I thank you again from the bottom of my heart.

Sincerely,  
Stephen L. Rapozo

• • • • •

Dear Mr. Stapleton,

I want to take this time to express my sincere appreciation for all that Local 3 has done to help in the aftermath of Hurricane Iniki.

I especially am grateful for the \$245 check that I received recently. Finally someone has thought of a fair and equitable way to distribute funds received and get it to the people it was intended for. Many of the funds contributed to larger relief funds are not really available to most of us operators.

Kauai is coming along just fine. It will take time to rebuild, but it will be done. Again, thank you and aloha.

Sincerely,  
Joe Victorino Jr.

• • • • •

Dear Local 3 members,  
Mahalo nui loa for your

generous contribution in assisting members on Kauai affected by Hurricane Iniki. Your monetary contribution of \$245 is definitely in need for all of us here.

As for me personally, the check could not have come at a better time when my house note was due. Work on Kauai has been at a very minimal rate. We've worked two days since the hurricane of September 11.

God bless all of you who gave so graciously from your hearts. It is people like you who help to put Kauai back together again.

Aloha Pumehana,  
Michael A. Lingaton

• • • • •

Dear Mr. Stapleton,

Thank you very much for the check we received from Local 3. How very thoughtful and kind of everyone. We appreciate your writing to us. It made our day brighter.

Thank you again and our blessing go with this letter.

Much aloha,  
Mamaru and Mrs. Wakula

• • • • •

Dear Local 3 brothers and sisters,

Just a note to express our sincere thanks for your overwhelming concern and sincerity. We've known for 30 years that this is the most caring union to belong to and you continue to show it daily. Praise God for the election that will allow us to continue enjoying this paradise.

Again we thank you with all our heart.

Robert Croisont Sr. and Jan

• • • • •

Dear Local 3,

On behalf of my family and I, we would like to thank Local 3 and its members who generously donated monies given to us. We are very, very grateful.

Mahalo nui loa, Lawrence K.  
Kamakele and family





## Holiday Gifts

(List may not be complete. Additional sporting goods listed in the AFL-CIO News Aug. 3, and fragrances, May 11.)

UNION	COMPANY	ITEM
<b>Allied Industrial Workers</b>	Today's Kid (Division of Spang Industries)	Large toys: workbench, toy trucks, basketball hoop, school desk, picnic benches
	Power Wheels	Motorized riding cars
<b>Electronic Workers</b>	Porta Court	Basketball backboard
<b>Flint Glass Workers</b>	Coming Inc., Lenox Crystal Inc.	Ornaments
<b>Leather Goods, Plastics and Novelty Workers</b>	St. Thomas Leather	Wallets
<b>Machinists</b>	Product Miniature Co., Inc.	Plastic model cars, trucks
	Columbia Manufacturing Co., Inc.	Bicycles
<b>Novelty and Production Workers</b>	Carl Goldberg	Model airplanes, boats
	Craft House	Plastic gumball banks
<b>Paper-workers</b>	Cleo Inc. of Gibson Greetings	Wrapping paper, tags, seals, ribbons, bags with handles, cards
	Sangamon, Crystal Tissue	Wrapping paper
<b>Retail, Wholesale and Department Store Union</b>	Milton Bradley	Games (Shark Attack, Taboo, Mr. Bucket, Operation, Simon, Monopoly, Scrabble, Game of Life, Battleship, Electronic Battleship, Candyland, Chutes & Ladders, Pass the Pig, Lite Brite, others); assorted children's and adult puzzles
<b>Rubber Workers</b>	Blazon Flexible Flyer	Sleds, wagons, hobby horses, wheelbarrows, table and chair sets
	Hedstrom Corp.	Hoppity ball, toy balls and bats, punchball balloons
	Mattel, Inc.	Toys, games
<b>Steel-workers</b>	Huffy Corp.	Bicycles
	Strydel, Inc. (Subsidiary of Ohio Arts Co.)	Twirl-A-Paint; Etch-A-Sketch; Ghost Writer; Michael Jordan Jr. Jammer; Frustration; Wall Ball; Tot Traps drum set; Pfaltzgraff cook and serve set; Pfaltzgraff deluxe play set assortment; Pfaltzgraff tea set assortment
<b>Teamsters</b>	Ace Novelty Co.	Plush animals, toys, novelties
	American Greetings Corp.	Greeting cards, wrapping paper
	Arrow Games	Games
	Baronet Accessories Corp.	Leather billfolds, other leather goods
	Brogan, Inc.; Criterion Bead & Novelty Corp.	Jewelry
	Candle Corp. of America	Christmas candles, candle lamps
	Century Products	Infants' toys, accessories
	Chanel, Inc.	Fragrances, cosmetics
	Cosmair Canada, Inc.; Del Laboratories; Houbigant, Inc.; Shulton, Inc.	Perfumes, colognes
	Lander Co. Canada Ltd., Brucci Ltd.	Cosmetics, toiletries
	Rapid Mounting and Finishing Co. (CADACO Division)	Games, educational products
	Replogle Globes, Inc.	Geographical Globes
	Tyco Industries, Inc.; Tara Toy Corp.	Toys
	Fisher Price	Sandbox, playhouse
	Ertl	Toy tractors, trucks and cars, toy record players, Matchbox cars
<b>UAW</b>	Lionel	Model trains
	Radio Flyer	Children's wagons
	Testor Corp.	Hobby kits, supplies
	Western Publishing	Golden books, activity boxes, games, puzzles
	Shaeffer Pens	Fountain, ballpoint pens
<b>United Textile Workers</b>	Scooba Mfg.	Gloves
	Wigwam Mills	Gloves, scarves, socks
	Dan Dee Belt & Bag Co.	Belts, handbags

# Insist on buying American this holiday season

Do yourself a favor. Read the label on the collar of your shirt or blouse when you get dressed tomorrow morning. And take a look inside your shoes before you slip them on.

If you don't find words reading "Made in the USA," I don't care what kind of bargain you thought you were getting when you bought those things. The fact is, in your own small way, you helped put another American out of a job. You probably even helped put your own job in danger.

This isn't meant to criticize: we're all too busy to devote major portions of our waking hours anguishing over every purchase we make. But the reality is that working people can help each other out, and help the nation's economy, by becoming responsible consumers.

When you buy goods with the "Made in the USA" designation, and even more so with the union label, you're helping to keep jobs here in the United States.

"Hey, I'm a public employee, my job's not at risk because of imports." Yeah? Tell it to the tens of thousands of building tradespeople who have lost out on public projects work because tax revenue declined, or who would be building a new auto plant somewhere in the United States if only Americans weren't buying so many imports.

Go down the list of occupations in this country. You'll find very, very few that are not at risk. Think about the impact on our economy if 15 to 20 million union members insisted on buying only "Made in the USA" goods.

Brothers and sisters, we've got the power. We've got to use it.

Richard J. Perry

Union Label & Service Trades Dept., AFL-CIO

## Give every union family the best Christmas present ...jobs.

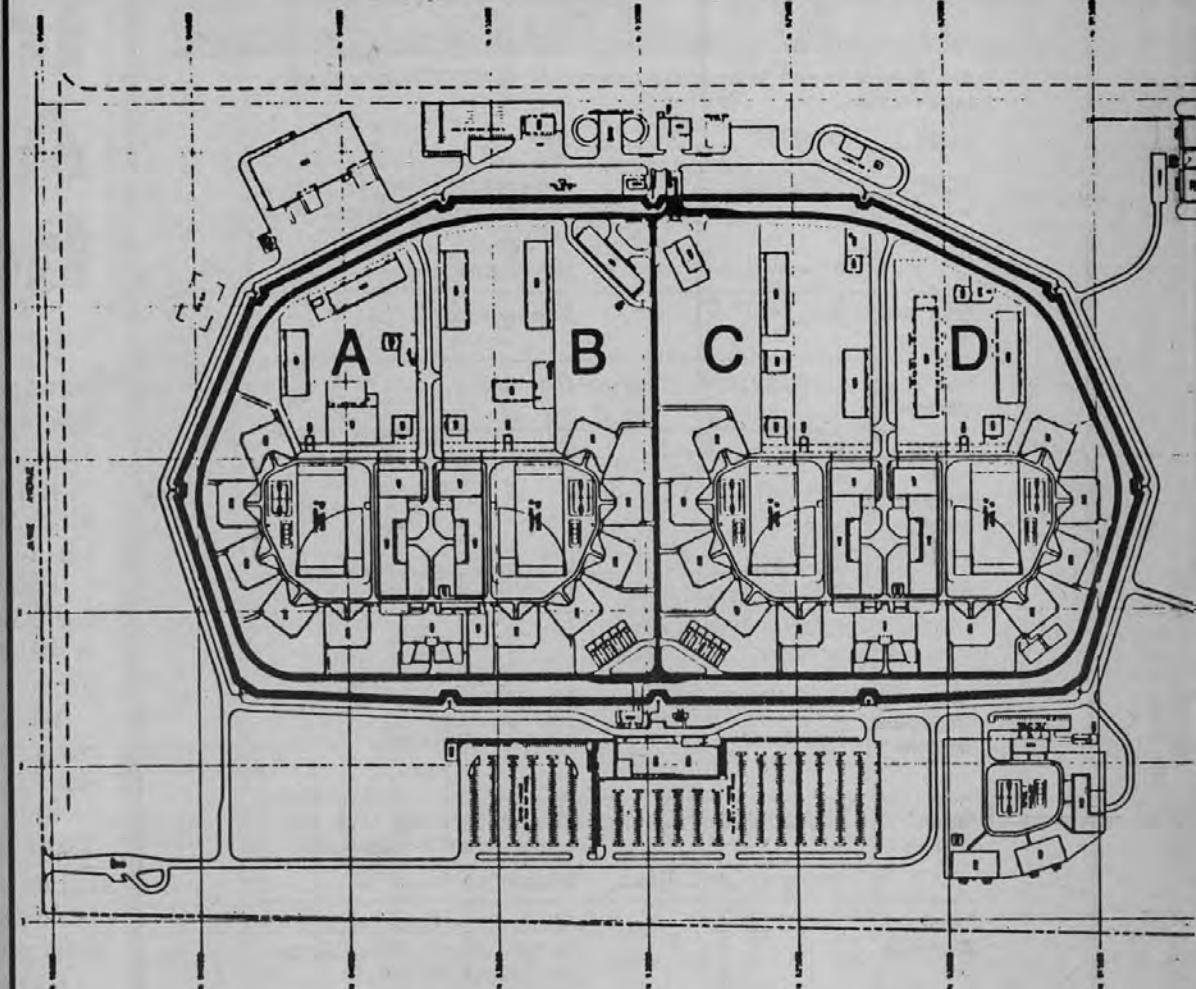
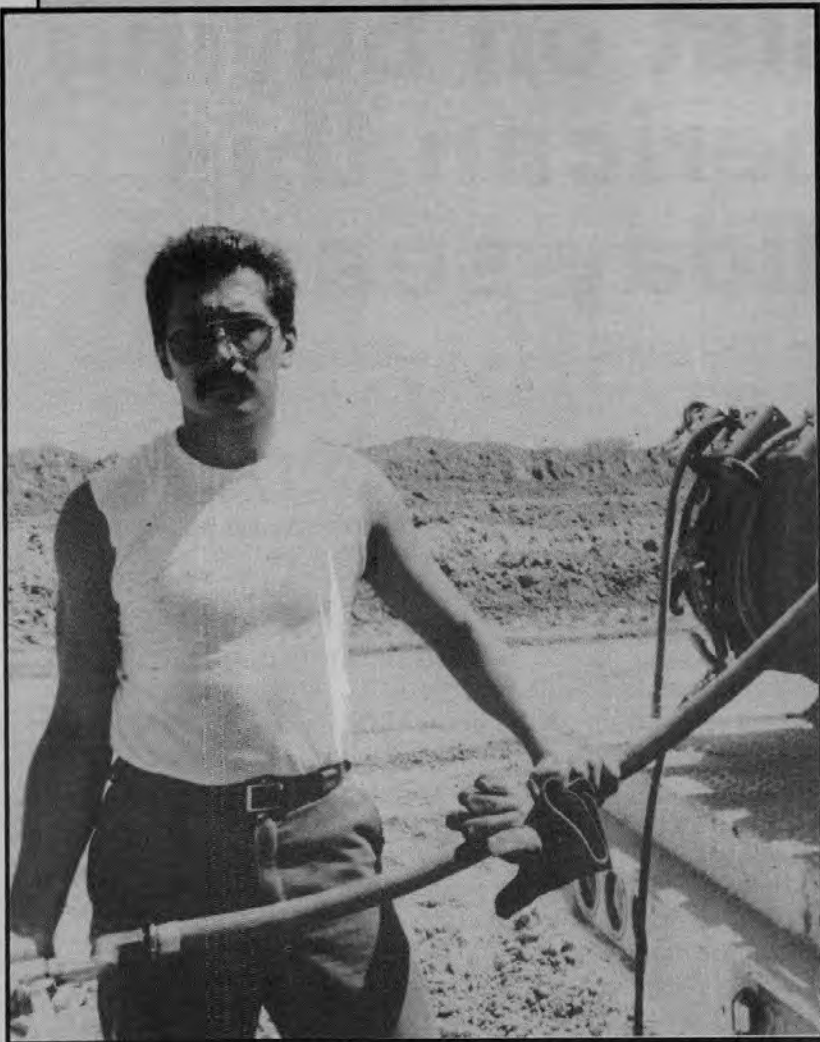
Buy Union-Made Gifts

Shop in Union Stores

Use Union Services







Above: Scraper operators move some of the project's 1.7 million yards of dirt.

Below: A backhoe from Floyd Johnston Construction over excavates in preparation for recompaction.



Top left: Lubeman John Pino of Floyd Johnston Construction.

Center right: Chief of Party Steve Fleming of Fleming Surveys.

Top right: Randy Jokela, left, and George Kraft of Fleming Surveys based in Coalinga.

## Secure construction

### *PCL Construction begins site preparation for Coalinga Prison in Fresno County*

**W**hile subdivision and new highway construction may be slow these days, California's prison construction is booming. The Department of Corrections released more than \$450 million in contracts last year and slightly more the year before. The positive news is that union contractors are grabbing most of the work.

One good project in particular is the Coalinga Prison in Fresno County, a 2,200-bed medium security, \$209 million facility located on a 640-acre site just outside the small San Joaquin Valley town of Coalinga. PCL Construction is currently doing the site preparation, a \$2 million contract that includes grading, excavation of building pads and excavation of sewage treatment ponds.

Operating engineers started moving the project's 1.7 million yards of dirt in late July, and if the weather holds, the crew should finish by the end of December. Except for encountering some wet soil at depths of 10 to 15 feet, the 25 operators working on the job have run into few problems.

Floyd Johnston Construction is doing the underground and R.P. Richards out of Santa Barbara is the mechanical subcontractor. Fleming Surveys out of Santa

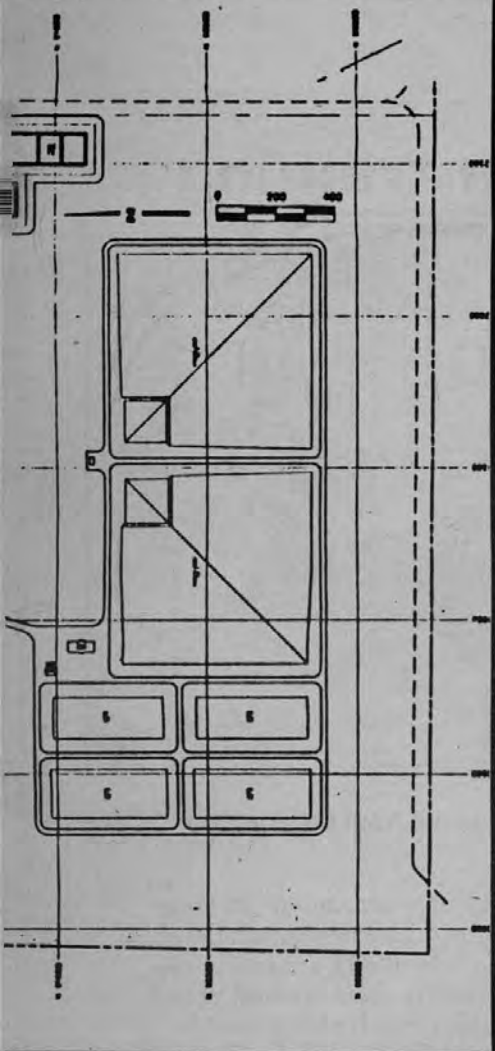
Maria is providing

When PCL finishes housing and guard housing for offsite utilities industries facilities construction of administrative and health clinics.

In other prison projects, Phelps recently completed a prison at Wasco in the contract to build a medium security facility did \$18 million with the Delano Prison. Also been getting contracts, most notably housing and guard housing.

The Department of Corrections has proliferated because the state is experiencing a burgeoning inmate population that will reach nearly 200,000 by the year 2000.





Coalinga Prison Site Plan

Santa Maria.

## Construction

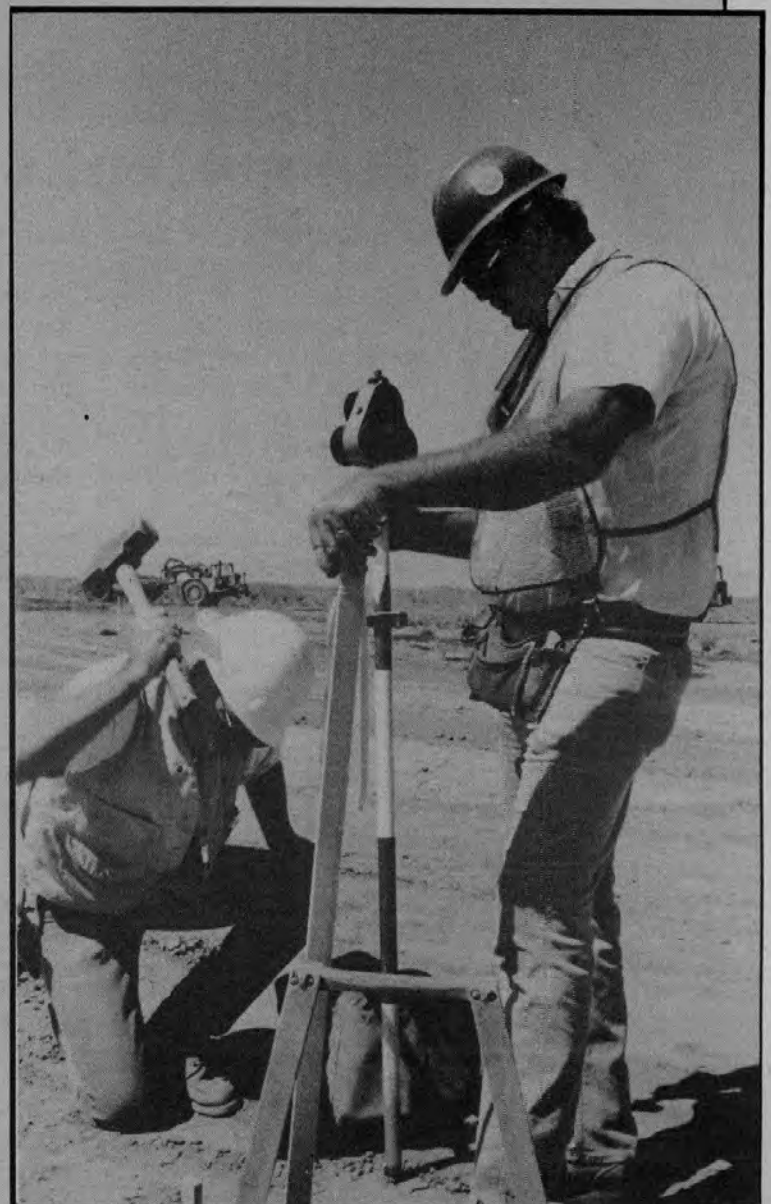
### Construction on Coalinga

ing technical engineering services.

When it comes up, another contract will be let for tower construction, a third contract for onsite utilities, warehouse and prison offices, and a fourth contract will cover construction buildings, the kitchen, laundry and gym.

In other construction around the state, Hensel-Phelps completed the 2,450-bed, \$185 million prison in Kern County. Hensel-Phelps also won the contract for the \$207 million, 2,200-bed prison in Lancaster. Claude C. Wood completed the north of onsite and offsite utility work at the prison last summer. Kiewit Construction has been awarded a \$50.5 million job to construct guard towers at Wasco.

The Department of Corrections says construction of prisons has been unable to keep pace with the state population, which is expected to reach 1.5 million this year.



Above: PCL's crew at the Coalinga Prison project.

Left: PCL Construction, with Floyd Johnston as the subcontractor, had to over excavate about 10 feet and recompact the soil at several areas of the prison site.



## TEACHING TECHS

By Art McArdle, Administrator



## Competent staff key to calibrating our training

In continuing our discussion of the inner workings of the Northern California Surveyors Joint Apprenticeship Committee, we want to acknowledge our competent staff of instructors. The NCSJAC hires instructors who are graduates of our training program, are employed by employers who are signatory to a union agreement with Local 3, and who are

dedicated to passing on their knowledge of surveying to apprentices.

Once instructors are hired, they sign an agreement with the NCSJAC indicating that they will apply for and fulfill all of the requirements necessary to obtain a California Vocational Education Teaching Credential in surveying and related subjects. One of the criteria of the credential is a rigorous 40-hour mock teaching class presented by the UC Berkeley extension. Instructors must also verify three to four quarters of classroom instruction and update their credential every two years to keep their certification current.

Our classes meet one night per week in various locations throughout Northern California. Instructors teach these three-hour classes and then spend an additional two hours per week correcting papers and tests. The entire eight periods of our curricula is written in-house by instructors. Many of them spend hours in addition to their regular class hours helping us upgrade and add to our curricula. Our instructors do all of this and maintain their regular field position from their

daily employers. They are a dedicated bunch and we sincerely appreciate them.

We have mentioned the California Department of Apprenticeship Standards (DAS), our union and employers (JAC), our instructors and finally our staff, which helps to coordinate it all. As you might imagine, administering a training program means keeping track of all the records. At times the paperwork seems voluminous, but our able staff moves along each day making sure report deadlines are met, that apprentice records are in proper order, that employers are hiring apprentices and that extra jobs are completed on time.

When we say we produce all of our curricula in house, that not only means it is written in-house but also typed, formatted and copied by our office staff. Additionally, we maintain an effective safety program and so far have had no accidents.

Our staff must also be flexible enough to handle additional jobs and change. One recent change, initiated by our JAC, ensures that ap-



The NCSJAC staff at work during hands-on competition are from left Joanie Thornton, Dana Seiji-Barker and Janet Crisosto.

prentices and journey upgrades maintain class attendance and progress. Our new Attendance Violation Policy will be presented by the administrator to all classes shortly after the first of the year. The policy outlines criteria that must be met in order to advance from one period to another, and what disciplinary action will be taken when a student fails to comply. Office staff will keep track of individual records and notify them if a problem exists.

We would like to thank each group of individuals that make the NCSJAC program possible and wish them and you alike a very safe and happy holiday. We look forward to next year.

## Scholarship Contest Rules Announced for 1993

## General rules &amp; instructions for Local 3 College Scholarship Awards

## 1992-1993 school year

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

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

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

## Who may apply:

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

Sons and daughters of deceased members of Local 3 are eligible to

apply for the scholarships. The parent of the applicant must have been a member of Local 3 for a least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1992), or (2) the spring semester (beginning in 1993), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1993 and March 1, 1993.

## Awarding scholarships:

Upon receipt of the application and required forms, Local 3 will verify the membership of the parent. The application will then be submitted for judging to a University Schol-

arship Selection Committee, an independent, outside group composed entirely of professional educators.

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

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

## Instructions:

All of the following items must be received by March 1, 1993.

1. The application—to be filled out and returned by the applicant
2. Report on applicant and transcript—to be filled out by the high

school principal or person he designates and returned directly to Local 3 by the officer completing it.

3. Letters of recommendation—every applicant should submit one to three letters of recommendation giving information about his/her character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. These may be submitted with the applications, or sent directly by the writers to Local 3.

4. Photograph—A recent photograph, preferably 2 inches by 3 inches with the applicant's name written on the back. (Photo should be clear enough to reproduce in the *Engineers News*.)

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

William M. Markus  
Recording-Corresponding Secretary  
Operating Engineers Local Union No. 3  
1620 South Loop Road  
Alameda, CA 94501



## YOUR CREDIT UNION

By Bill Markus, Treasurer



# Short of Christmas money?

While making your holiday list and checking it twice, you may have discovered you're short of funds. If so, it's time to contact your

credit union branch office for a loan. Our staff is ready to assist you in making the holiday season special. Whether it's an automobile, furniture, jewelry, travel expenses or just gifts for the family, your credit union has low interest loans to help with your purchase. And with our flexible terms, you can find a payment to easily fit your budget.

If you need loans for several purchases, your credit union is there to assist you. If you already have a loan application on file, you can call to make your loan request. If you need an application, contact any branch office. There's no need to come by a credit union branch to make application. You can do it all by mail.

If during the holidays you didn't use your credit union's VISA card but used other credit cards, you'll want to consider a consolidation loan to payoff the balances. Why pay 18 percent or more APR on your charges when you can save on interest by financing the balances with your credit union? Once the holidays are over and you wish to consolidate

those holiday bills, do it with a signature loan. You will have one monthly payment at a low interest rate. Pay off the loan at any time, there's no pre-payment penalty.

Still looking for gift ideas for family members or fellow Local 3 union members? How about membership to the credit union? For a minimum \$5 savings deposit, you can give the

gift that continues to give for a lifetime. As a member, they may apply for loans, whether they want vehicles, real estate or unsecured money. There's also our VISA cards free of annual fees with low fixed interest rates. Our checking accounts have no monthly service fees, with ATM cards for easy cash access and point-of-sale purchases. Give a gift of

membership today by contacting a branch office and requesting a membership card.

We hope your holiday season is filled with joy and happiness. Your credit union thanks you for your support and loyalty during this past year and looks forward to serving you in 1993.

Labor

## CALENDAR



January

**2** The Industrial Workers of the World was founded in Chicago in 1905. Known as "Wobblies," these advocates of revolutionary unionism believed that only by building "one big union" could the workers of the world combine to overthrow the management class.

**12** Novelist Jack London's birthday, in 1876. This excerpt is ascribed to the author: "After God

had finished the rattlesnake, the toad, the vampire, He had some awful substance left with which He made a scab. A scab is a two-legged animal with a cork-screw soul, a water-logged brain, a combination backbone of jelly and glue. Where others have hearts, he carries a tumor of rotten principles."

**15** Dr. Martin Luther King, Jr.'s birthday, in 1929. In addition to his contribution to the civil rights movement of the 1950s and 1960s, King was an earnest crusader for labor, particularly municipal and hospital workers.

**17** Ralph Chapin published the famous labor anthem "Solidarity Forever" in 1915.

**26** The Amalgamated Meat Cutters and Butcher Workmen

of North America was born in 1897 when it received a charter from the American Federation of Labor (AFL) to organize "every wage earner from the man who takes the bullock at the house until it goes into the hands of the consumer." The Meat Cutters merged with the Retail Clerks International Union in 1979 to form the UFCW.

**27** Samuel Gompers, the first president of the AFL, was born in 1850 in London, England. He emigrated to the U.S. as a youth. A cigarmaker by trade, Gompers received some of the education that shaped his approach to unionism through his work on the shop floor. The core leadership of the trade union movement built in the 1880s came from similar groups of politicized workers.

## FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director



## More Retiree Assoc. meetings coming

Season's greetings to all of you. May you, your family and friends enjoy this special season and may the New Year bring you much happiness and prosperity.

We would like to extend our sincere thanks to all those who worked with us this year. A special thanks to the officers, district representatives and staff.

Many thanks to all the chapter chairman of the Retiree Association: John Gardner, Bill Seeman, Butch Lafferty, Fred Crandall, Bud Dalton, Ernie Sutton, Bob Wagon, Gail Bishop, Henry Wille-son, Lawrence Ramos, Rocky Leroy, Earl Faria,

Bert Cunningham, Yoshio Azuma and Joe Reinert.

### Retire Association Meetings

Another round of Retiree Association meetings begins soon. Please check the schedule on page 18 and join us at the meeting in your area. We all learn something about the union, the benefit plans and the credit union at these meetings. They have been very informative and your excellent participation has made them that way. Also, there are the usual "lo-cal" donuts and coffee. It's guaranteed you'll meet some friends you probably haven't seen for awhile. See you there.

### Health care debate: what they're saying

Journalist Constance Mathiessen, in an article about the health care crisis published in the November 12 issue of *Mother Jones* magazine, wrote: "Political leaders in Washington seem

trapped in an arcane dialogue over how to craft the ideal health-care system; each reform they propose is more complicated than the last - and seems less likely to be enacted. This paralysis has plenty to do with the influence of what some call the "medical-industrial complex" in Washington.

In another article concerning health care, Paul Starr wrote in the October 1991 issue of *Harper's* magazine: "The keys to success are, first, 'hard' budget constraints that force decision makers, from physicians to managers, to develop styles of practice and plans of investment that make conservative use of the nation's resources; and second, a framework for insurance that does not segregate the poor in a second-rate public plan or allow insurers to dump onto the public sector those whose medical history puts them at the greater risk."



## NEWS FROM THE DISTRICTS

### Lots of small jobs better than no jobs

FAIRFIELD – As you can see from the job bids below work in this district is improving. Prior jobs released to bid this year were mostly in the \$200,000 to \$500,000 range. Job bids for October and November were as follows:

- Jameson Canyon water pump station – 38,300-gallons-per-minute pumps and 5,000 feet of 30-inch-diameter concrete cylinder pipe. Tentative low bidder is T & S Construction of Sacramento at \$4.3 million.
- Kimberly Park grading project at American Canyon in Napa County - Excavation and fill of about 3,725 cubic yards of earth. Apparent low bidder is Eugene Alves Construction at \$15,764.
- Fairfield Civic Center temporary parking improvements – Tentative low bidder is Heidi & Company at \$227,028.
- Community park concession rest room building for Benicia parks department – Concrete paving, multi-purpose field, Little League field, tennis courts, basketball courts, irrigation earthworks. Tentative low bidder is Watkin & Bartolussi at \$3.8 million.
- Fire station site improvements at American Canyon in Napa County – Clearing and constructing parking lots, paving and constructing drainage facilities, concrete ditches, catch basins, headwalls and storm drains. Apparent low bidder is Oliver de Silva at \$61,433.
- City of Vacaville street resurfacing – Clearing, grubbing and asphalt concrete. Tentative low bidder is Teichert Construction at \$230,000.
- Solano County asphalt concrete surfacing, with Granite Construction the low bidder at \$620,000.
- Reservoir improvements for the City of Vacaville were bid by Palma Inc. of Fairfield at \$267,000. The project will be subcontracted to R.C. Collet, which will also be the subcontractor on the K Street Mall in Sacramento.

Don Dowd was low bidder on two projects: Allison Park parking lot, concession stand and bathroom building (\$1.2 million), and the City of Vallejo road improvements, which includes curb, gutters, sidewalks, asphalt paving, grading of storm drains.

There are two large projects to be bid soon. The first is the Fleming Hill Water Treatment Plant expansion to be bid December 3, valued at \$40 million. There are about 39 plan holders for this project. Some non-union firms are bidding on this project, so we are very apprehensive as to how the bidding will go. The second project is a job at Travis Air Force Base, valued at \$150 million. We hope to attain a project agreement similar to the one we had for construction of the veterans hospital. Members that worked there told us that they were very pleased with the project's success.

Water treatment plant rehabilitation was released for bid November 20. Low bidder was non-union Esky Benavidez from Douglas Flats at \$3.8 million. The second low bidder was Claude C. Woods. We have been advised that if we can prove that Esky is not a creditable contractor, the project will be awarded to Claude C. Woods. All the building trades affected are making every effort possible to make this event take place.

We are presently negotiating with Prunuske Chatham for a new industry agreement. This company is expected to make great advances in ecological restoration in the next four years. Also, we have been negotiating with Palma, which is headed by the well-known Tom Sullivan. Palma was the successful bidder on Delta View Estates at the corner of Isleton and Buck.

We are happy to announce that Hall-Buck was successful bidder for the coke load-out facility at the Exxon refineries in Benicia.

We want to remind all members to practice their Wiengarten rights if you are being interviewed by an employer and are fearful that such an interview would result in some form of adverse action taken against you, such as lay-off, reduced pay or termination. You may request union representation and you may have reasonable time to consult with your union representative regarding the subject and purpose of the meeting. Giving up your Wiengarten rights would hamper the union being able to help block any disciplinary action.

The Fairfield District staff wishes all of you a happy and healthy holiday season and a successful New Year.

*Dave Young,  
District Rep.*

### Western Stone outshines two non-union firms

FRESNO – We've got a couple of items worth discussing this month.

Gentz Construction was awarded a \$1 million storm drain project in the North Fresno Bluff area for all the new homes in this rapidly growing area. The company has a 90-day completion schedule on the project, which has 30,000 yards of dirt to move and 7,000 feet of pipe to lay. The storm drain will run on the river bottom but is designed not to interfere with the river water.

Western Stone was the successful low bidder on a \$2.8 million job on Hwy. 140 in Merced County. This project involves widening a 10-mile

stretch of highway. Also, we would like to congratulate Western Stone for successfully taking a \$1.4 million site preparation contract from the previous first and second low bidders that were non-union. We also want to thank the Foundation For Fair Contracting for its help in investigating the two non-union firms as not responsible contractors. The group effort of Western Stone in going after this project paid off. Thanks guys!

We want to congratulate the members at Modine Western and Friction Inc. for ratifying their contracts by a 3 to 1 margin.

### As work tapers off, 1993 may takeoff

REDDING – Work in the Redding area is tapering off for the winter.

H.C. Price's work on the PGT-PG&E gas pipeline project is finished for this year. The company is scheduled to start up again around the first week in February, starting 23 miles south of Burney and going to Delevan pump station near Williams. This has been a good job for the four crafts signed to the Pipeline Agreement. From March 1 to October 31 of this year, the hours for this project totaled 676,111. Some 206,819 hours were paid to the Local 3 trust fund. We expect about the same amount next year.

Price started ditch excavation March 4 and by July 8 had opened 78 miles, using 33 excavators. Price still has plenty of lava rock to go through northeast of Red Bluff. At peak employment, there were 225 operating engineers on the project. Dillingham Company is currently working on the pump stations at Gerber and Tionesta and should be finished this summer.

Roy E. Ladd Construction is finishing its job on Hwy. 299W near French Gulch. M.C.M. is moving right along with its bridge widening projects on I-5 at Red Bluff. W. Jaxon Baker Company has just about finished its paving jobs around the Redding area, and Stimpel-Wiebelhaus started its \$5.2 million project on South Fork Mountain on Hwy. 36 west of Redding. This will be a good dirt job for scraper operators, who will go until the weather shuts them down. J.W. Brashear's Company is moving right along with its widening job on Buckhorn Mountain located west of Redding on Highway 299.

Caltrans has allotted \$60 million for the Redding District. I don't look for any major dirt moving projects, just a lot of paving and widening jobs. We are looking forward to a fairly good season in 1993, with the pipeline finishing up and various Caltrans projects. We will be holding an eight-hour Hazmat class in February, so call the hall if you need to attend.

From the staff of the Redding office, we wish all a Merry Christmas and a prosperous New Year.

*Tom Hester, District Rep.*



## NEWS FROM THE DISTRICTS

## Keahole runway extension cleared for takeoff

HONOLULU – After having been through two hurricanes, one being Hurricane Iniki and the other the organizing election, we should be very proud that we belong to such a great organization as Local 3.

The monetary donations of the members in California, Nevada, Utah and elsewhere for the hurricane damage in Kauai were very much appreciated. We also received enormous support and assistance from the Local 3 staff and others during the election.

On behalf of the members here in the islands, a warm *aloha* and *mahalo* to all of you brothers and sisters on the mainland for helping us through these last few months of difficult times. This is what a union is all about, helping others when others need help.

The work picture here in the state has taken a downward turn. We are hoping the industry will pick up after the beginning of the year. Now would be the time for all of us to look at our job

skills and focus on being the best operating engineers possible. For you brothers and sisters who are on the out-of-work list and who would like to upgrade your skills, call the JAC and sign up for schooling at the training facility. Experience is the best teacher, provided we become the best students.

For you brothers and sisters on the Big Island, work has begun on the Keahole Airport runway extension. The \$30 million project, which will lengthen and strengthen the airport's existing runway and taxiway to accommodate larger air-

craft, is expected to be completed by June 1994. This will help about 25 hands get back to work for the holidays, but we still have another 75 waiting anxiously.

*Mele Kalikimaka* (Merry Christmas) and *Hauoli Makahiki Hou* (Happy New Year) to all of you from Hawaii.

Joe Trehern, District Rep.

Stanley McCormick, Business Rep.



American Crane and Rigging crew in Honolulu are from left: Ray Isaacs, owner-operator, Milton Correa, Thomas Dikilato, Jimmy Hauashida, Derwir Hayashida, Bill White, Jaymas Hayashida, Alex Needham and Tim Correa.

## Operators finish Jordanelle Dam project

SALT LAKE CITY – The Jordanelle Dam project has been completed after five years of good and needed work for our hands. On October 19, Granite dumped the last load of fill on the dam. Many important people, several political figures, along with Granite's supervision and vice president, and Utah District Representative Kay Leishman, attended a ceremony to honor the end of the project.

As part of the Central Utah Project, people in Utah waited many years for Jordanelle to begin, and now the project is completed. Granite will keep a few operators and mechanics working this fall and next spring to finish the clean up and the shipping out of the equipment.

Construction on the dam began in 1987 when the first phase was awarded to Torno-America, a union contractor based in California. Torno completed the first phase in December 1988. The second phase started in spring 1989, with Granite Construction picking up and completing it. Included in the dam work was the relocation of Hwy. 40 and Hwy. 189. W.W. Clyde and J.J. Welcome Construction both completed different portions of the relocated highway work. This is one project people hate to see come to an end.

Sheehan Pipeline Company has



After five years of good work, operating engineers dumped the last load of fill on the Jordanelle Dam on October 19.

nearly completed the pipeline from Meeker, Colo., to near Vernal, Utah. This was a good pipeline project and the members who worked the project are anxious to start another job. There will be pipeline work coming up next year in Utah and Colorado, and we hope to have our hands working on all of it.

W.W. Clyde kept quite a number of hands working at Kennecott and Butterfield Canyon all this year. With winter coming, there was a cutback but with more work promised next year. Gibbons and Reed also worked at Kennecott and anticipates being there again in

1993. Gibbons was the low bidder on the first phase of the Salt Lake City airport expansion, the wetlands projects. The job has started and Gibbons is hoping to work most of the winter.

This is just the tip of the work at the airport. We hope our fair contractors pick up more work as it comes out to bid.

Good luck to all members and their families in the coming year, and as Tiny Tim said in a Christmas carol, "God bless us each and every one."

Virgil Blair,  
Business Rep.

## The spirit of giving

SACRAMENTO – With times as tough as they are it's nice to still see the union spirit. The guys working on the PGT-PG&E pipeline for Cherrington Corp. have done pretty well this year, so to help those less fortunate and to promote the holiday spirit, they, along with the Sacramento office staff, pitched in to buy turkeys and hams for everyone who attended our last district meeting. A big thanks also goes to Scooter Gentry, a grievance committee member, for helping with this program.

I would also like to thank John Lombard, Richard Taliaferro, Elvis McGee, Clyde Sims, Lou Costa and Phil Flathers for giving up a Sunday, when the 49ers were playing, to help campaign for Rep. Vic Fazio, who won his congressional seat by a close margin on election day. It doesn't sound like much, but it's help like this, and our members' work on the phone banks at night, that gave us a strong political voice when we needed it.

Gradesetting classes will be held every Tuesday and Thursday evenings from 6 p.m. to 9 p.m. at the Sacramento hall beginning January 5. Nick Capachi will be the instructor.

Happy holidays from the staff at the Sacramento office.

Andy Mullen, Business Rep.



## NEWS FROM PUBLIC EMPLOYEES

# Who needs privatization?

*Through labor-management cooperation programs the public sector has found an effective alternative to contracting out*

By Steve Moler  
Assistant Editor

**W**hen Joseph Sensenbrenner became mayor of Madison, Wis. in 1983, there was lots of talk about privatization, a scheme that for many conservative local politicians and city administrators was the solution to the city's budget crisis. By eliminating some of the city's bloated, ineffective departments, laying off their workers and contracting out those services to private firms, the city theoretically could save a few bucks.

But privatization, Sensenbrenner quickly learned, was not the answer. It would be too easy, he thought, for private companies to first low ball bids, then once the city became dependent on the services, jack up the price. The city also risked getting bogged down in enforcing all the new contracts. What would the city do, for example, if several of the new firms started shirking their contract responsibilities? The city could become mired in lawsuits for years.

Madison's citizens, as research revealed, were less concerned about saving nickels and dimes through privatization and more interested in getting more overall value for their tax dollars. They had grown weary of wasteful and ineffective city government that seemed paralyzed to adapt to a rapidly changing society. What people really wanted were more flexible, adaptable and cost-effective services.

To appease their constituents, some mayors and governors have embraced radical new concepts like "public-private partnerships," "enterprise management" and "self-reliant cities" to make their governments more responsive and efficient. But Sensenbrenner decided to focus instead on improving existing city services through labor-management cooperation. The city shunned privatization altogether, and it abandoned its tra-

ditional adversarial relationship with labor in favor of pursuing unity and collaboration with the unions. The approach proved so successful that Sensenbrenner's successor, Republican Mayor Paul Soglin, has continued with and even expanded on the program.

The Madison experience represents one of hundreds of cases nationwide in which local governments and unions have joined forces in avoiding destructive privatization campaigns by finding more innovative and effective alternatives to dealing with inefficient bureaucracies and nagging budget deficits. Labor has always sought greater employee participation in decision making, and now mayors, county supervisors and governors all across the country, faced with some of the worst economic conditions since the Great Depression, are taking a shot at improving government services by relying on those who know best, public employees, to give input and make decisions on how to do their jobs better.

America's unionized public employees are well-positioned to make a major contribution in securing their own future. Current figures show that 36 percent of the public-sector work force is unionized and 43 percent are represented in collective bargaining units. In contrast, only 11 percent of private-sector workers are organized. Of the total U.S. work force in 1990, 15.6 percent were public employees.



Union-management committees such as this one at Newmont Gold in Nevada have become popular in the public sector as a way to improve efficiency.

With more than half of all U.S. cities now operating in the red and close to one-quarter near bankruptcy, there's tremendous pressure on public workers and state and local government officials to find ways to provide more and better public services with far less revenue. The consulting firm Cooper & Lybrand conducted a survey in 1987 and 1988 of city and county executives in jurisdiction with more than 50,000 people and found that virtually all the executives surveyed agreed that demand for public services was outstripping revenues, a conflict they expected to require continued emphasis on "doing more with less."

Their challenge actually began in June 1978, when California voters passed Proposition 13, which cut local property taxes in half. When Ronald Reagan became president in 1981, he took the tax revolt national by promising to "get government off our backs." He started by dramatically reducing federal grants and aid to state and local governments. By the end of Reagan's second year, state and local governments had lost nearly one of every four federal dollars they received in 1978. By the end of the decade, federal aid for such programs as low-income housing, community development, public

transit and job training had been slashed from a high of \$48.4 billion in 1981 to just \$19.5 billion in 1990.

Confronted with a "New Federalism" that had dropped the financial burden of providing vital public services square in their laps, local politicians and government officials in the mid-1980s had no choice but to radically change the way they did business. Also, the kind of government that emerged after World War II — with its sluggish, centralized bureaucracies preoccupied with hierarchical chains of command, rules and regulations — no longer work very well. So mayors and governors went back to the public administration drawing board and drafted new strategies for making government effective again.

The first temptation was to try privatization. Beginning in the early 1980s, financially strapped cities and counties, believing the myth that business can always do it better, started eliminating entire departments, laying off their workers and contracting out the services to private firms. In the beginning, contracting out saved some cities money, but as time passed and more cities jumped on the privatization bandwagon, problems proliferated.



## NEWS FROM PUBLIC EMPLOYEES

Many cities found that in the long-haul privatization actually increased costs, lowered the quality of services and increased corruption. When private companies win new contracts, for instance, they often hire low-skilled workers at substandard wages, ensuring high turnover and poor quality work. Government officials also have the tendency to give contracts to politically favored firms rather than the most qualified company.

In their new book, *Reinventing Government: How The Entrepreneurial Spirit is Transforming The Public Sector*, government consultant David Osborne and former Visalia city manager Ted Gaebler say that privatization is not the solution to streamlining government. "Those who advocate it on ideological grounds — because they believe business is always superior to government — are selling the American people snake oil," the authors argued.

Osborne and Gaebler assert that privatization is simply the wrong starting point for changing the role of government. Services can be contracted out or turned over to the private sector, but *governance* cannot. Government can privatize some functions, but not the overall process of governance. "If we did," Osborne and Gaebler say, "we would have no mechanism by which to make collective decisions, no way to set the rules of the marketplace, no means to enforce rules of behavior. We would lose all sense of equity and altruism."

A growing body of research has shown that employee involvement, with union representation, is the key to improving quality and productivity of public services. According to a major study by economists Adrienne Eaton and Paula Voos, unionized work places are more likely than non-union sites to implement labor-management cooperation programs designed to increase productivity."

According to Eaton and Voos, "Unions bring both protections for workers and an organized collective voice to the work place that are necessary to ensure the genuine participation of workers in decision-making. In this way, unions have the capacity not only to improve the likelihood that innovation will result in greater industrial democracy, but also that they will deliver on their potential to improve work method and increase

productivity."

Researchers Maryellen Kelley and Bennett Harrison studied the impact of employee involvement programs in more than 1,000 union and non-union machine tool shops. They found that in the unionized firms, employee involvement programs resulted in greater worker control, enhanced job security and small increases in productivity. In contrast, employee involvement programs in the non-union firms actually reduced productivity by 30 to 62 percent, with less job security and on-the-job control for workers.

Kelley and Harrison concluded that "for collaborative problem

solving to succeed, it must also be possible for employees to achieve outcomes that also empower them. In

management-initiated schemes, the narrow focus and limited objectives are quite possibly frustrating these aspirations, undermining the trust and commitment so necessary for success." Only when workers have a union to ensure that workers share in the benefits of employee involvement programs can their full potential be realized. Otherwise, instead of unleashing creative energies and new ideas, employee involvement simply takes up time.

Many state and local government management groups and unions are now striving to make government work better through labor-management cooperation. In 1985, 20 organizations came together nationally to form the State and Local Government Labor-Management Committee to evaluate how government could function more efficiently through labor-management cooperation. The committee was composed of nine major public management organizations and 11 unions representing public-sector employees.

The committee evaluated numerous labor-management cooperation programs nationally and concluded that, contrary to public perceptions, public employees and

their unions want desperately to improve public services. Public workers want a greater voice in the work place and in the management of public programs, and they will participate in constructive change if they have a collective voice to protect their interests and if they know that such participation will not put their jobs or living standards at risk.

Unionized city planners in San Francisco, for example, represented by Local 21 of the International Federation of Professional and Technical Engineers (IFPTE), were quite frustrated with the organizational structure of their department, which was made up of close

to 100 employees. The top-down, bureaucratic structure reinforced a political bias to concentrate

city planning services on the needs of downtown developers rather than in residential neighborhoods. Task specialization meant that planners rarely worked together to solve problems as a team.

The union decided to push for a reorganization of work. The union began by collectively writing an issue paper outlining the problems. Each union steward convened a group of planners who identified problems, and then the stewards worked together to draft the issue paper. The two major problems they identified were poor communication with the public and lack of coordination among the planners. To address these problems, the planners recommended that the department be reorganized into geographically based work teams.

The union gave the issue paper to management and to the city planning commission. In response, management suggested a labor-management committee to propose solutions. The committee, which includes top agency management, union stewards and the union chapter president, has been meeting for almost a year, and so far it has helped to improve numerous aspects of the department's operation, including improved internal

communications and better staff coordination and a revision of the city planning code, the law that the planning department administers.

While the verdict on whether the process will succeed has yet been delivered, union leaders believe they are making progress toward their most fundamental goal: greater participation and co-determination in decisions that affect their work.

In response to on-going contentious labor-management relations at the Mare Island Naval Shipyard in Vallejo, Calif., labor and management agreed to form a joint committee in April 1990 to explore ways to improve relations. The union-management committee is made up of five union presidents, representing the five union at the shipyard, and 12 management representatives. The unions represent both blue and white collar employees, including clerical workers, engineers, welders, fire fighters, draftsmen, painters and electricians.

The committee identified the performance appraisal system, which is the source of the vast majority of grievances within the shipyard, as the major impediment to positive relations. After extensive deliberations, the committee decided to restructure the system so that it would de-emphasize individual employee ratings, which were considered prone to subjective manipulation and the source of much controversy.

In the first year, grievances related to performance appraisals were down significantly from previous years. At the same time, the new system had saved \$750,000 and improved agency efficiency by eliminating the extensive paperwork and time involved in the individual performance ratings under the old system.

All across the country new kinds of public institutions with new ways of doing things are emerging. They're leaner, decentralized and innovative; they're becoming more flexible and adaptive to changing conditions. All of this, thanks to progressive government officials and dedicated public employees and their unions, is being accomplished without privatization.

**Coming next:** For the next several months, *Engineers News* will be visiting Local 3 public employee bargaining units to see how their labor-management programs are revolutionizing the work they do.

***"Those who advocate privatization on ideological grounds are selling the American people snake oil"***



## 1993 Grievance Committee Elections

Recording-Corresponding Secretary William Markus has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district or sub-district meeting of 1993. The schedule of these meetings appears below (see "District Meetings").

## District Meetings

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

### 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: Santa Rosa**  
Senior Citizens Center  
527 Konocti, Lakeport
- 17th District 9: Freedom**  
Veterans of Foreign Wars Hall  
1960 Freedom Blvd.

### January 1993

- 5th District 4: Eureka**  
Engineers Bldg.  
2806 Broadway
- 6th District 7: Redding**  
Engineers Bldg.  
20308 Engineers Lane
- 7th District 6: Marysville**  
Cannery Workers Local 849  
3557 Oro Dam Blvd. Oroville
- 25th District 17: Kona**  
Konawaena School  
Kona
- 26th District 17: Honolulu**  
Farrington High School  
1564 N. King St. Oahu
- 27th District 17: Hilo**  
Hilo I.L.W.U. Hall  
100 W. Lanikaula St.
- 28th District 17: Maui**  
Mauiwaena School  
795 Onehu St.  
Kahului

## 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.

## 1993 RETIREE ASSOCIATION MEETINGS

- EUREKA - January 5, 2 PM**  
Operating Engineers Bldg.  
2806 Broadway Eureka, CA
- REDDING - January 6, 2 PM**  
Moose Lodge  
320 Lake Blvd. Redding, CA
- MARYSVILLE - January 7, 2 PM**  
Veterans Memorial Bldg.  
249 Sycamore Gridley, CA
- CERES - February 9, 10AM**  
Tuolumne River Lodge  
2429 River Rd. Modesto, CA
- STOCKTON - February 9, 2PM**  
Operating Engineers Bldg.  
1916 N. Broadway Stockton, CA
- AUBURN - February 11, 10 AM**  
Auburn Rec. Center  
123 Recreation Dr. Auburn, CA
- SACRAMENTO - February 11, 2 PM**  
Machinists Hall Hall  
2749 Sunrise Blvd. Rancho Cordova, CA
- S.F./SAN MATEO - February 16, 10 AM**  
IAM Air Transport Employees  
1511 Rollins Rd. Burlingame, CA
- IGNACIO - February 16, 2 PM**  
Alvarado Inn  
250 Entrada Dr. Novato, CA
- FRESNO - February 18, 2 PM**  
Laborers Hall  
5431 E. Hedges Fresno, CA
- CONCORD - February 24, 10 AM**  
Concord Elks Lodge #1994  
3994 Willow Pass Rd. Concord, CA
- OAKLAND - February 25, 10 AM**  
Oakland Zoo - Snow Bldg.  
9777 Golf Links Rd. Oakland, CA
- SALT LAKE CITY - March 3, 2PM**  
Operating Engineers Bldg.  
1958 W. N. Temple Salt Lake City, Utah
- RENO - March 4, 2PM**  
Carpenters Hall  
1150 Terminal Way Reno, Nevada
- FAIRFIELD - March 9, 2PM**  
Elks Lodge #839  
2840 Soscol Ave. Napa, CA

## Departed Members

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

### SEPTEMBER

Ray Denney of El Sobrante, Ca., 9/15; David H. Henrichsen of Elko, Nv., 9/4; Jerry Mientkiewicz of Redwood Estates, Ca., 9/21; C. Schreiber of San Francisco, Ca., 9/19; Sharon Vanorum of Quincy, Ca., 9/26.

### OCTOBER

Charles Bowen of Redding, Ca., 10/22; Morris Gonsalves of Rackerby, Ca., 10/28; William Gray of San Jose, Ca., 10/18; Cleo E. Harper of San Lorenzo, Ca., 10/10; Shelby Johnson of Fortuna, Ca., 10/31; Lawrence Juliot of Truckee, Ca., 10/31; William Kelly of Oroville, Ca., 10/23; Klni T. Lepolo of Pearl City, Hi., 10/31; Clyde E. Mandeville of Carson City, Nv., 10/27; Stanley McCosker of Likely, Ca., 10/26; Andrew Munoz of Santa Clara, Ca., 10/25; Wayne H. Ogden of Redding, Ca., 10/27; Robert Richins of American Fo. Utah, 10/28; Jack Savage of Fresno, Ca., 10/23; Dave Tenney of Redding, Ca., 10/28; James Vail of No. Highland, Ca., 10/23; Wm. E. Wolfe of Clovis, Ca., 10/18; Sonny Woods of Fresno, Ca.

### NOVEMBER

Raymond Alvarado of Rochester, Wa., 11/2; John A. Avants of Oakdale, Ca., 11/18; Earl D. Baker of Salt Lake, Ut., 11/16; H. O. Blackmelder of Paradise, Ca., 11/6; D. Kent Bradshaw of Cedar City, Ut., 11/7; Ivan Butler of Modesto, Ca., 11/17; A. C. Chiappetta of Waianae, Hi., 11/12; T. Darden of Colfax, Ca., 11/11; Raymond David of Reno, Nv., 11/8; Wm. T. Gilson of Petaluma, Ca., 11/7; Glenn R. Gourley of Kelseyville, Ca., 11/15; John R. Hughes of Vacaville, Ca., 11/9; Sam Hylton of Lotus, Ca., 11/4; Don Killpack of Springville, Ut., 11/14; Fred E. Lacert of Sacramento, Ca., 11/10; A. B. McNamara of Stockton, Ca., 11/18; F. Mosher of Mtn. View, Ca., 11/16; Bobby Poston of Chowchilla, Ca., 11/7; Victor Rabe of Mesa, Az., 11/14; Dotchel Rosecrans of Woodside, Ca., 11/19; George Royer of Galt, Ca., 11/9; T. Spears of Vina, Ca., 11/19; Otis Wilbor of Sebastopol, Ca., 11/2; Louis Wyman of Oroville, Ca., 11/12.

### DECEASED DEPENDENTS

Patricia Coffman, wife of Terry, 10/29. Troy Maestas, son of Kent, 11/4.

## Election of Geographical Market Area Addendum Committeemen

Business Manager T. J. Stapleton has announced the election of Geographical Market Area Addendum Committeemen to each of the Northern California and Reno, regularly scheduled district meetings and/or at Specially Called Meetings to be scheduled during the first quarter of 1993, with eligibility rules as follows. The schedule of the meetings in which these elections will be held appears below (see "District Meetings").

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

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

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

(c) He must be an "A" Journeyman

(d) He must be a member in good standing

(e) Must not be an owner-operator.

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

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

## Election of Geographical Market Area Meetings

### January

- 5th District 40: Eureka 8pm**  
Engineers Building  
2806 Broadway
- 6th District 70: Redding 8pm**  
Engineers Building  
20308 Engineers Lane
- 7th District 60: Marysville 8pm**  
Cannery Workers Local 849  
3557 Oro Dam Blvd. Oroville

### February

- 9th District 30: Stockton 8pm**  
Engineers Building  
1916 North Broadway
- 11th District 80: Auburn 8pm**  
Auburn Recreation Center  
123 Recreation Drive
- 16th District 01: San Francisco 8pm**  
Seafarers Int. Auditorium  
350 Fremont Street
- 18th District 50: Fresno 8pm**  
Laborer's Hall  
5431 East Hedges
- 23rd District 80: Sacramento 7pm**  
Machinists Hall  
2749 Sunrise Blvd., Rancho Cordova
- 25th District 20: Oakland 8pm**  
Holiday Inn - Airport  
880 Fwy & Hegenberger

### March

- 4th District 11: Reno 8pm**  
Carpenters Hall  
1150 Terminal Way
- 9th District 4: Fairfield 8pm**  
Holiday Inn  
350 Holiday Lane
- 18th District 10: Santa Rosa 8pm**  
Luther Burbank Center  
50 Mark West Spring Road
- 23rd District 90: San Jose 8pm**  
Labor Temple  
2102 Almaden Road
- 25th District 90: Freedom 7pm**  
VFW Hall, 1960 Freedom Blvd.



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

# Personal Notes....

**Fresno:** The Fresno office would like to congratulate apprentice Leslie Metcalf and his wife on the birth of their baby boy born 11/24. Looks like Leslie gets a fishing partner!

We send our deepest sympathy to the family and friends of deceased members Jack Savage, 10/23; Bobby Poston, 11/7; and Myrtle Hamby, wife of Paul, 11/14. All will be missed dearly.

**Marysville:** The Marysville district office staff extends our sincerest condolences to the families and friends of the following deceased members: Retired Morris Gonsalves of Rackerby, H. O. "Blackie" Blackwelder of Paradise and Hubert Jessee of Oroville. We will miss all.

**Redding:** We wish to express our sincere sympathy to the family and friends of departed William Bouyear, Charles Bowen, Philip Brown, Robert Jensen, Wayne Ogden, Dave Tenny Sr. and Sharon Van Ornum.

**Santa Rosa:** Congratulations go out to Don Palm and Debbie Lynn who were married on 10/31. He works for Ghilotti and they will reside in Sacramento with their family.

Also, condolences go out to the families and friends of the following departed members and/or their spouses: Otis Wilbor, 11/2; William T. Gilson, 11/7; Jane Evelyn Szomjas, wife of Frank, 11/8; Jenevieve Sonnikson, wife of Harry D., 11/21 and Glenn Gourley, 11/15.

## HONORARY MEMBERS

As approved at the Executive Board Meeting on November 22, 1992, the following retirees have 35 or more years of membership in the Local Union, as of November 1992, and have been determined to be eligible for Honorary Membership effective January 1, 1993.

James Alexander	0575501
Conrad Baker	0915546
Boyd Barney	0977712
Rudy Benno	0912092
Marcellus Bussman	0832309
Randal Choishsolm	0689107
Howard Copeland	0687133
John Fernandes	0868708
Otto Fink	0939640
Tommy Flanagan	0904649
Peter Gomez Sr.	0950889
Harold Halbach*	0826822
Joe Hellen	0876164
Frank Hernandez	0955080
Lawrence Jones	0947102
Joseph Leal	0503181
David Lophien	0868770
William MacFarland	0950811
Bruce McKenzie	0950707
Ted McNeill	0928184
Lester Paul	0955121
Francis Pedemonte	0955212
Bill Smith	0888919
Bob Smith	0904931
Oscar Staples	0935469
Paul Stone	0702409
Lester Thill	0728471
Leonard Verkuy	0688965
Eugene Wells	0750559
Ralph Whitaker Jr.	0649381
Sam Wirkkala	0883715

\* Effective October 1, 1992 - Recently determined to have been eligible in September 1992.

\$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 & metal bestos 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)476-8713. 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,P.S. 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: '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. \$10K OBO. Must see. Call (415)363-0277. Reg.#1840398 10/92

**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.#797668 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 extras, 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

**FOR SALE/TRADE: House** 3bdrm/2ba w/pool in W. Clovis, close to grade school & bus line. Recently painted in/out, excel. clean area, consider trade for E. Clovis w/large lot. No assumable loans, buyer to arrange max. loan, asking \$90K. Call (209)292-8392. Reg.#592866 12/92

**FOR SALE: '81 Jeep** CJ5 \$4,500 or will trade for 70-77 Ford F-150-F250. Ask for Mark (510)791-8124. Reg.#1993851 12/92

**FOR SALE: Motor home** '81 Holiday Rambler Presidential 30', \$28,595 or your \$6K trade down. Forklift, AC 2000 LP CAP. PN. tires rebuilt MTR & new paint \$2,500. 16' 1/0 Boat, 120 HP ski or fish elect. anchor. 5sp remote troll MTR. troll plate swim deck, canvas trailer has new tires and paint \$3,500. Call (415)484-4094. Reg.#1945393 12/92

**FOR SALE: Boat** 24' Dorsett, twin eng, twin drive and trailer very nice. \$6K. Call (510)799-9190. Reg.#1523011 12/92

**FOR SALE: Mobile home** '91 Redman 24'x56', on one acre, double detached garage, well and septic, 2bdrm/2ba, air cond., all elect, dry wall interior. 2 blocks from paved road. \$70,500. Call (702)727-0576. Reg.#519755 12/92

**FOR SALE/TRADE:** for So. Utah or So. Nevada, 3bdrm/2ba, 2 car garage, fireplace, fenced back yard, dishwasher, patio, near schools. 8413 Carlin ave. \$119K ne-

goitable, So. Sacto. (rented) Call (916)689-4061. Reg.#1238702 12/92

**FOR SALE: House** 3bdrm/1-3/4ba west side of San Bernardino. Double garage, fenced rear yard (block) w/fruit trees. Has 1,350 sq. ft. on tree lined street, large family room. Asking \$98,500 and very anxious. Call (909)862-3101. Reg.#0977712 12/92

**FOR SALE: Jet Boat** '76 Tahiti w/trailer, 460 Ford eng., set up for skiing. Current lic. \$3,500 OBO. Call (209)532-5979. Reg.#1157835 12/92

**FOR SALE: '71 Pick-up** International only 75,300 mi. Reg. paint, one owner, good shape, runs like new. Asking \$1,800. See at 4106 Alvarado St. Pleasanton, Ca. Reg.#826971 12/92

**FOR SALE: Mobile Home** Double wide 2 bdrm in Kelseyville. Park close to lake. Great vacation or full time home. Move right in. Large covered patio, 2 storage sheds and more. \$24,950. Will carry. Call (707)263-3313. Reg.#496052 12/92

**WANTED: Operating Engineers Constitution** Pre 1960 copy with original preamble. Call (707)226-9158. Reg.#1064123 12/92

**FOR SALE: Furniture** Governor Winthrop desk, oriental style mahogany & black lacquer, excell. \$500. Pecan french provincial bedroom set, chest, dresser w/mirror, night stand, headboard w/full mattress, good quality, excell. \$800. Lane cedar chest, antiques, \$400. Victorian style sofa, gold, excell. \$300. '73 Cutlass, hit rear, privable, for parts, 350 automatic etc. 81K, \$500. Call (707)448-4499 5-9pm. Reg.#1892380 12/92

**FOR SALE: 2.7 Acres** in Tehama Co. Lots of oak and pine trees, good building site, secluded & quiet. \$5K down, owner will carry balance. Call (916)585-2420. Reg.#1189004 12/92



# Help for holiday blues

As the holiday season approaches, ARP would like to take this opportunity to wish all Local 3 members and their families the merriest of Christmas and the happiest New Year.

During this season emotions often run high. The stress of Holiday preparations, running errands, shopping and friendly visits can frequently lead to increased use of alcoholic beverages. Please keep this in mind as you enjoy the holiday season. Should you experience difficulty with alcohol or drugs this season, your ARP is here to help.

## Facts about Employee Assistance Programs

As the year comes to a close, it may be appropriate to review what the ARP is and how it contributes in the work place. An Employee Assistance Program (EAP) is a worksite-based program designed to assist in the identification and resolution of productivity problems associated with employees impaired by personal concerns such as alcohol and drug abuse, marital discord, dysfunctional family relationships, financial hardship and legal problems.

Behavioral health problems, according to studies, represent a significant loss to American business. Some 40 percent of industrial fatalities and 47 percent of industrial injuries can be linked to alcohol consumption and alcoholism. Another \$40 billion is lost because of reduced productivity linked directly to addiction, and 36 percent of all employee thefts in a study of 102 companies were directly related to drug problems of abusing employees.

But the cost benefits of EAPs are substantial. For every dollar invested in a drug-free work-place program with an EAP as an integral part, employers generally save anywhere from \$5 to \$15. Studies show that there's a 66 percent drop in absenteeism traceable to alcohol abuse, a 33 percent decline in use of sickness benefits, 65 percent decline in work related accidents and a 30 percent decline in workers compensation claims.

The City of Los Angeles Department of Water and Power, for example, reports that it had a savings of \$350,000 over a four-year span in reduced sickness absenteeism for employees with alcohol problems. General Motors' drug-free work place program saves the company \$3,700 for each employee enrolled in the program. The Philadelphia Police Department employees undergo-



## ADDICTION RECOVERY PROGRAM

1-800-562-3277

ing treatment reduced their sick days by an average of 38 percent and their injured days by 62 percent. Oldsmobile's Lansing, Mich. plant saw health care benefits decrease by 29 percent and disciplinary problems decrease by 63 percent.

None of the above cases describe the invaluable human contribution your ARP makes to your union brothers and sisters. We are union members helping union members and their families. May you and your family have the brightest of holiday seasons.

### ARP Staff:

A.A. "Bud" Ketchum, Director  
Gary DeRenzi, Staff Coordinator, CIT  
Patty Leal, Staff Coordinator, CIT  
Ann Renshaw, General Secretary

## Attention Santa Rosa District members!

### Express Savings Cards

The Santa Rosa District office has Sonoma-Marin-Napa-Solano Express books for just \$20. They usually cost \$30. Call the district office at (707) 546-2487 for more information.

## Union Briefs

### Refinery renovation to create 1,600 union jobs

A project agreement for the modernization of the Shell Oil refinery in Martinez, Calif., guarantees that the projects 1,600 jobs will be union. Shell will spend more than a billion dollars on its Clean Fuels Project to make the company's Martinez Manufacturing Complex capable of producing lighter, cleaner-burning gasoline required by federal and state laws.

"This assures wages adequate to support literally thousands of families at decent standards of living," Greg Feere, secretary-treasurer and business manager of the Contra Costa County Building and Construction Trades Council, told the *California AFL-CIO News*. Feere also said the 1,600 union construction worker salaries can be expected to help create an additional 2,800 job in related service industries.

Work is expected to begin in about six months. Permits are pending with Contra Costa County and the Bay Area Air Quality Management District. The agreement was signed by Shell executives and representatives of building and construction trades unions following a luncheon November 5 at the Concord Sheraton Hotel. The agreement includes an innovative labor-management dispute resolution procedure and provides a uniform substance abuse program.

### Higher construction revenues in 1993

About 47 percent of the respondents to the fourth-annual Construction Financial Management Association survey expect higher revenues in 1993. But one third foresee declining revenues and one in five expect flat contract volume. Some 41 percent of the construction industry executives who responded to the survey indicated they expect to see the most growth next year in the heavy and highway construction segment, while 20 percent saw the most potential among industrial and non-residential contractors.

Asked where they expected most of their competition to come from in the next year, 68 percent said they expect increased competition from new U.S. contractors entering their region; 64 percent expect more competition from contractors already in their region but expanding into their market; and 16 percent see foreign competitors as the likely source of most new competition. Twenty-seven percent of respondents themselves said they planned to expand into new geographical regions.

### Rise in construction predicted for next year

New construction will rise 8 percent next year, with solid gains in residential building and public works, the F.W. Dodge division of McGraw-Hill said in a forecast released October 29. Single-family housing will increase 9 percent, rising to 1.05 million units from an estimated 960,000 units built this year, while apartment construction also will advance by 6 percent, the report said. The strongest gains in single-family housing are expected to be in hurricane-devastated Louisiana and Florida.

Non-residential building also will advance, although more modestly, posting a 2 percent increase. Commercial and manufacturing construction will rise 5 percent, led by gains in stores and shopping centers. But institutional buildings, such as schools and hospitals, are expected to decline 1 percent. Public works construction also is seen as registering a big jump next year, led by transportation projects, which are slated to rise 11 percent.

### Bush order requires 'open bidding'

President Bush signed an executive order October 23 requiring "open bidding" on federal construction contracts. The order precludes the use of agreements between federal contractors and labor organizations that discriminate against open shop contractors or non-union workers.

The order requires agencies to examine their grant-making authority within 30 days and to take whatever action is needed to condition the award of federal grants on the grantee's agreement to comply with the order's non-discrimination requirements.

Robert Georgine, president of the AFL-CIO Building and Construction Trades Department, said the order was the second slap at building trades unions in a two-week period during the presidential campaign in October. The first slap took place a week earlier when Bush suspended federal prevailing wage enforcement under the Davis-Bacon Act in hurricane-damaged areas of Florida, Louisiana and Hawaii.