

Engineers News

VOL. 49, NO. 2

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

FEBRUARY 1991

Pouring it on

Local 3 members working for Perini Corp. construct the final two miles of Stockton's Crosstown Freeway (Page 12).

ELECTION NOTICE

See Page 7 for important information regarding the election of a Local 3 Election Committee.

Also, March 1 is the deadline for the Local 3 Scholarship Contest (Pg. 14).





FOR THE Good & Welfare

By Tom Stapleton
Business Manager

There are a lot of activities that come under the general heading of "union representation," but there are some that definitely do not — at least in my book.

Last month when the Allied forces commenced their operation to liberate Kuwait, I was very disturbed to see so called "union leaders" make formal endorsements of various protests and rallies against the conflict, as if what they were doing represented their own membership.

I'm grateful we live in a democratic country where people are entitled to express their own *personal* views on issues. But under no circumstance do I have a right, as Business Manager, to use my elected position to pursue my own personal agenda.

By the number of phone calls our offices received from members who were upset at media reports that "labor" was against the war, it was clear many of you felt the same way I did.

Here's my personal opinion: Nobody in their right mind likes war. I served in the Navy during World War II. I didn't like war then and I don't like it now. But sometimes when you are dealing with a Hitler or a Saddam Hussein, there is no other choice. Our armed forces are not risking their lives in the desert for the fun of it. They need our support. They need to know we're behind them. They don't buy the crap that you can march in a protest against the war and still somehow support the troops.

These protesters say they don't want another Viet Nam. No one does. We also don't want another "post" Viet Nam where thousands of American soldiers came home to nothing but joblessness and scorn. If we really want to help our troops, we'll give them our support now, by participating in blood drives, writing letters and displaying the American flag. And we'll give them our support when they come home by making sure they have jobs.

So much for my personal opinion. You are welcome to agree or disagree with it. But one thing you won't see me do is speak for 34,000 Local 3 members who each have their own viewpoint.

There is a democratic way to state where the Local union stands on this or any other issue, and that is through a resolution voted upon by the members. In response to the many calls we received from our membership, we drafted a resolution which has been presented to the Building Trades and central labor councils within our union's jurisdiction, and numerous other organizations. This resolution, which is printed in full on the back page, is also being presented at each of our district meetings for your vote.

If you have a viewpoint you would like to express, please feel free to write me a letter. I would be most interested in hearing from you.

A word about the war

Union meets with legislators to get hwy. projects on line

Business Managers Tom Stapleton and Bill Waggoner of Locals 3 and 12 met with Assembly Transportation Chairman Richard Katz this month to find ways of expediting the construction of highway projects in California to counteract the state's economic slowdown in construction.

"The passage last year of Propositions 108 and 111 was supposed to provide major funding for highway projects throughout the next decade," Stapleton said. "However, we are finding that much of the funding cannot be utilized because of roadblocks in the system."

One of the most pressing obstacles to getting projects on line is the inability of Caltrans to perform the design and engineering in a timely manner. According to Stapleton, Caltrans is only capable of performing \$60 million in design and engineering projects per month, when Propositions 108 and 111 have provided funding for up to \$150 million per month.

"Three years ago we had Senator Marian Bergeson carry a bill that would allow Caltrans to contract out a certain amount of the design and engineering for our highway projects," Stapleton explained. "That bill was signed into law, but the association that represents Caltrans engineers got an injunction which prevented Caltrans from contracting out, because they claimed that Caltrans was letting out more of the work than they were supposed to."

The bill called for Caltrans to hire engineers to perform an hour of work for each hour contracted out. Caltrans claims they have difficulty hiring enough new engineers, because they are reluctant to work for Caltrans after the massive layoffs that occurred under the Jerry Brown administration.

The Bergeson legislation contained an expiration date of Jan. 1, 1991. Assemblyman Katz agreed in his discussions with the Operating Engineers to introduce legislation which would enable Caltrans to continue to contract out work.

"Another problem we have uncovered is

that, of the \$18.5 billion Propositions 108 and 111 were supposed to generate, \$2 billion has not been allocated in the seven-year State Transportation Plan," Stapleton said. "We have discussed the possibility with State Treasurer Kathleen Brown of the state floating \$2 billion in revenue bonds, which would be paid for out of future gas tax money from Propositions 108 and 111, as a means of stimulating the construction industry."

However, Assemblyman Katz informed Stapleton and Waggoner that, according to Legislative Counsel, the Treasurer does not have authority to issue revenue bonds under current law. Katz has agreed to draft legislation which would give the Treasurer that authority.

In the meantime, Brown did submit a proposal to sell \$200 million in general obligation bonds for transit construction, which was subsequently reduced to \$40 million by the California Transportation Commission.

"We're very concerned about the slowdown in the economy," Stapleton added, "and we will continue to do everything we can to clear away the red tape so we can get more transportation projects on line for our members."

Engineers News



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Important Notice on Service Withdrawals

Recording-Corresponding Secretary William Markus posts this reminder in response to inquiries regarding membership status of those called to active military duty as a result of Operation Desert Storm.

Any member who enters military service is eligible to receive a Service Withdrawal Card which is available at any Local 3 district office. Members should bring verification of their call to active duty when making such application.

Caltrans paves way for toll road

Highway to be built with union labor

The Bay Area is one step closer to having an 85-mile toll road built from Sunol to Vacaville that will allow cars and trucks to circumvent congested East Bay freeways by the mid-1990s.

Caltrans has given the California Toll Road Development Company, an international consortium led by the Parsons Corp., franchise rights to build the highway using private capital instead of tax revenue. Kiewit Pacific is an associate member of the consortium and the project's prime contractor.

The highway, dubbed the Mid-State Tollway, would run from I-680 in Sunol north to I-80 north of Vacaville, passing through Livermore and across the Sacramento River delta on a new span parallel to the Antioch Bridge. The entire \$1.2 billion project will be built by union labor under a heavy and highway project

agreement.

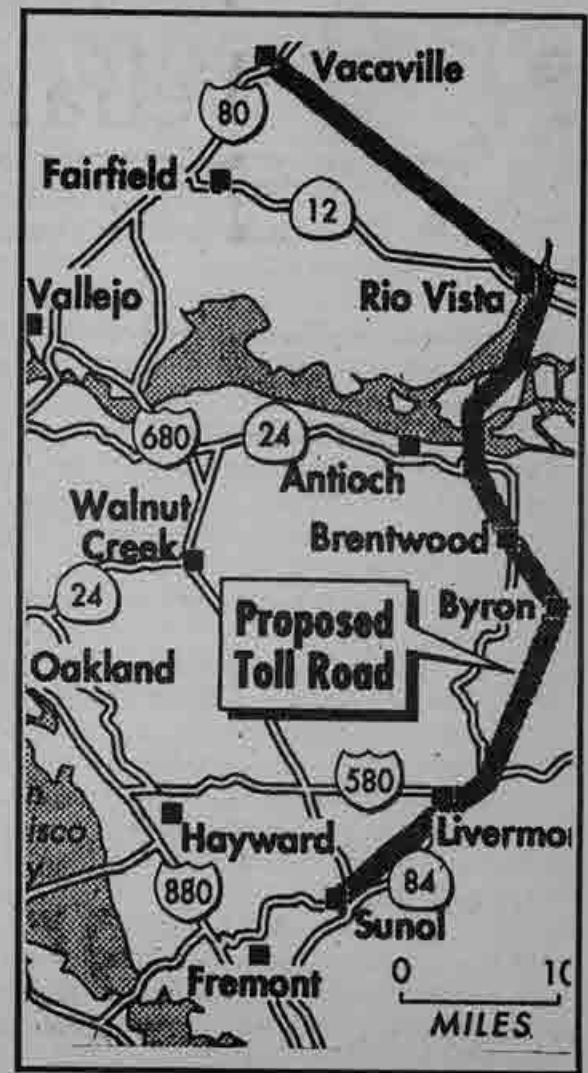
The tollway will be built in two phases. Initial improvements costing about \$470 million will include a four-lane divided highway from Sunol to Antioch. Then, if business is good, the new bridge and the rest of the stretch to Vacaville in Solano County will be constructed at a cost of about \$800 million. Later, high-occupancy vehicle lanes may be added and right-of-ways for BART and other rail transit will be set aside, depending on transportation demands.

The highway will eventually carry an estimated 500,000 vehicles a day. The toll is projected to be between 12 cents and 15 cents per mile for cars – or \$10 to \$12 for the entire stretch – and roughly three times that much for trucks.

If the California Toll Road Company gets the green light, traffic congestion on I-80, I-680

and I-580 would be significantly reduced once the toll highway becomes operational. If the toll road company doesn't build the highway, it will probably be built in small sections over a 30-year period using public funds and possibly with non-union labor.

To deal with the environmental and political issues, a project steering subcommittee consisting of union building trades leaders, including Local 3 Business Manager Tom Stapleton, has been established. Committee members will be meeting with state and local government officials, environmentalists and community groups to ensure that the project gets off the ground as soon as possible and union members are put to work.



Local 3 representatives and officers break ground Feb. 12 at the Union's new headquarters in Alameda. From left: Oakland Executive Board Member Tee Zhee Sanders, Oakland District Rep. Tom Butterfield, Business Manager Tom Stapleton, Treasurer Don Luba, Rec. Corres. Sec. William Markus, President Don Doser and Vice-President Jack Baugh. The new building, which will house the main office, is expected to be completed this fall.

Record number of hwy. construction jobs advertised

As a direct result of Prop. 111, Caltrans advertised a record number of highway construction bids in the third quarter of 1990.

Caltrans let to bid about \$500 million in jobs from July through September, \$279 million of which was advertised in September alone, the highest of any month in the past five years. The schedule for the final three months of 1990 was also heavy, with about \$294 million advertised, the highest in the past five years for October through December and possibly the highest ever for these three months, according to Caltrans.

On Sept. 17, for example, \$10.3 million was advertised for the I-580/880 Interchange. In the final three months of 1990, major projects in Northern California planned for advertising included \$13 million for an interchange on Hwy. 85 in San Jose, \$22.7 mil-

lion for replacing the median and reconstructing the shoulder and structures on 6.7 miles of I-80 in Alameda County, \$20.2 million to reconstruct 3.2 miles of I-80 in Alameda and Contra Costa counties, and 10.3 million to construct interim High Occupancy Vehicle lanes on I-80 in Emeryville and Berkeley.

In the first month of application, the new 5-cent-a-gallon federal gasoline tax imposed on Aug. 1 as a result of Prop. 111 raised about \$58 million. These funds have enabled Caltrans to release previously designed projects because the new revenue has given officials confidence that money would exist to complete the projects.

Without passage of Prop. 111, Caltrans officials say, the state would not have had sufficient cash to match federal funds and complete transportation improvement contracts.

Smoking and the work place:

Two incompatible partners

Second in a series

By Steve Moler
Assistant Editor

Imagine two men working together in a factory that makes construction materials, like linoleum tiles, fiber glass insulation and sheet rock. Because both men are exposed to about the same amount of daily chemical toxins, you would expect their health risk to be similar.

But they're not. The reason: one of the men smokes and the other doesn't. Because one man has a pack-a-day smoking habit, he has a much greater chance of dying prematurely from an occupational disease than his non-smoking coworker.

This type of job-related health risk was substantiated recently in a major California health department study, which found that heavy smoking and drinking in combination with exposure to certain chemical substances in the work place may be exacerbating the nation's occupational disease epidemic.

The study found that several occupations, particularly bartenders, loggers, roofers and stationary engineers, had high smoking levels and unusually high death rates from respiratory and cardiovascular disease compared to the rest of the work force. White males in these groups had a death rate from emphysema three to four times higher than the general work force.

Many of the construction trades had very high smoking levels, most notably white male construction workers, carpenters, truck drivers, mason, and plumbers. Black male architects, engineers, construction workers and truck drivers were some of the heaviest smokers. As a result, these groups had unusually high death rates from such diseases as emphysema, lung cancer and heart disease compared to the rest of the work force.

Several Local 3 occupations had very high smoking levels. Both white and black male heavy equipment operators, for example, had some of the highest smoking levels among the occupations studied. About 48 per-

cent of heavy equipment operators are estimated to be current smokers, 21 percent of whom smoke two or more packs a day.

Police, mechanics, construction supervisors, miners and welders all had very high smoking risk scores. Researchers estimate that between 45 and 50 percent of police officers, mechanics, miners and welders currently smoke.

These were among the heaviest smoking occupations in the study, and they all had high death rates for many respiratory and cardiovascular diseases compared to rest of the work force.

For some workers who smoke, cigarettes may represent a significant health risk when combined with work-place toxins. Certain chemical pollutants inhaled on the job in combination with cigarette smoke, over a long period of time, can cause serious health problems. For instance, ferric oxide, a common component of welding fumes, combined with the benzo-pyrene in cigarette smoke can be extremely carcinogenic.

Other combinations can be even more deadly. Several studies conducted in the United States and abroad have shown about a fivefold risk for lung cancer among nonsmoking asbestos insulation workers. But



the risk jumps by a whopping fiftyfold or more if the asbestos worker also smokes. In another study of 283 asbestos insulation workers over a four-year period, 24 of the smokers died from lung cancer while none of the non-smokers died.

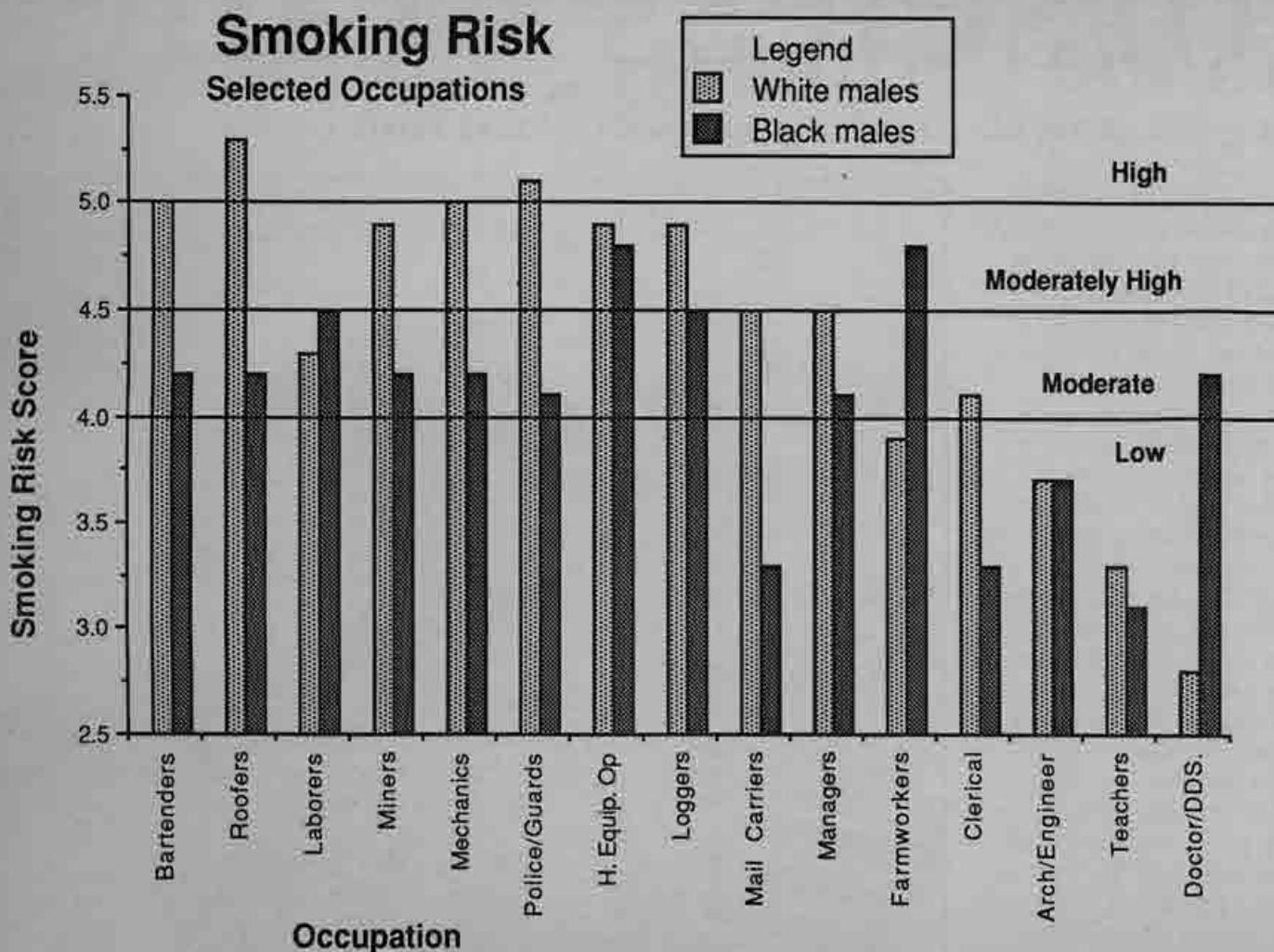
Second-hand smoke

Another area of concern to public health officials is second-hand or passive smoke. According to a recent University of California study, second-hand smoke kills 53,000 non-smoking Americans each year, making it the third leading preventable cause of death in the United States. People living with smokers are 30 percent more likely to suffer from heart disease than those who live in smoking-free households.

Chemicals from cigarette

smoke floating around the work place can combine with other industrial substances to produce a third and often more dangerous chemical, putting workers at considerably greater risk. The Environmental Protection Agency classifies tobacco as a Class A carcinogen, which is one reason why state and federal laws now prohibit smoking in the work place, in many public buildings and restaurants and on buses and airlines.

Now that state health officials have better identified the high-risk occupations, attention is now focusing on prevention. Why people start smoking in the first place depends, to a large extent, on a combinations of many social and cultural factors. In general, men smoke much more than women, blue-collar workers



Source: Calif. Dept. of Health Services

smoke more than white-collar workers and, although more blacks smoke, they tend to smoke fewer cigarettes than whites.

But social pressure from peers and mass media continues to be the major force behind getting people to light up. Through a \$2.5 billion yearly advertising campaign, the tobacco industry tells mostly teens and young blue-collar workers to be "smooth characters" and to "come to Marlboro Country."

The vast majority of Americans begin smoking between the ages of 12 and 25, with about 80 to 90 percent beginning prior to or during high school. The rest usually begin smoking as they enter the work force. The environment in which these new workers begin their careers—the norms and values encountered in the work place—either encourages or discourages them to smoke.

If a young person chooses bartending as an occupation, he or she would enter a field in which more than 65 percent of the people smoke, by far the highest rate of any occupation studied in the United States. If the person chooses dental assisting as a ca-

reer, only 11 percent of his or her colleagues would be smokers.

Young construction apprentices just entering their trade would see between 45 percent and 60 percent of the workers smoking, many puffing two packs or more a day. These influences steer younger workers toward or away from smoking.

Kicking the habit

Despite high smoking levels in certain occupations, public health officials believe smoking is in decline. Researchers have seen a higher percentage of former smokers among professionals, technical workers, managers and administrators. Between 1970 and 1980, there was a 19 percent decline in smoking among male white-collar workers, compared to 14 percent among male blue-collar workers.

For those who do quit, the financial and health rewards are enormous. The U.S. Surgeon General has recently completed a major study that confirms that people who quit smoking, even after many years of smoking, can increase their life span and greatly lower their risk of contracting deadly ailments like lung cancer, emphysema, strokes, heart attacks and even

leukemia.

Smokers who kick the habit before age 50 cut in half their risk of dying in the next 15 years of their lives. Smokers between the ages of 50 and 59 who have been smoking a pack a day lower their risk of dying within the next 15 years by at least 15 percent. For an otherwise healthy man who quits between the ages of 60 and 64, the risk of death falls 10 percent over the next 15 years.

If a two-pack-a-day smoker quits today, he or she would save \$120 a month, \$1,460 a year, \$14,600 over 10 years and more than \$60,000 over the average adult life span.

For those who continue to smoke, the latest findings on the health risks from smoking remain bleak. The Center for Disease Control reported recently that one-fifth of all deaths in the United States are caused by smoking. In 1988, the last year for which statistics were available, cigarette smoking was responsible for 434,000 deaths, higher than the rates for alcohol, drugs, homicides, suicides, AIDS and auto accidents.

Males who smoke a pack a day are 22 times more likely

than non-smoking males to die of lung cancer, the latest Surgeon General study found. The risk of death among women from lung cancer for a pack-a-day smoker is 12 times that of a non-smoking women. Women who smoke during pregnancy tend to have babies born with more birth defects than non-smoking mothers.

Smoking cessation programs

One reason why over 50 million Americans continue to smoke is because nicotine, the primary ingredient of tobacco, is one of the most addictive drugs known to humans. Like cocaine and amphetamines, nicotine alters a person's blood chemistry and increases electrical activity in the brain. Nicotine tolerance begins at a much faster rate than most drugs, sometimes within just a few hours.

But the Surgeon General also estimates that some 38 million Americans have managed to overcome their nicotine addiction using will power, smoking clinics, 12-step programs and self-help programs.

The American Cancer Society and the American Lung Association have smoking clinics that conduct programs in small groups a few times a week over a three- to six-week period. These programs cost between \$30 and \$60 and have fairly high success rates.

Kaiser Permanente also has smoking cessation programs, which are also open to non-members. Smokers Anonymous, like Alcoholics Anonymous, uses the 12-step program, which helps people overcome their addiction through support groups. This approach is based on the understanding that members are powerless over cigarettes and that a power greater than themselves can free them from the grips of nicotine addiction. Other smoking programs use techniques ranging from behavior modification and hypnosis to acupuncture and vitamin therapy.

Whatever method used, health officials say that for smokers giving up smoking is the single most important preventative health measure they can undertake. Within days the body begins to heal itself, and over several years the lungs regain much of their original capacity. As this happens, the probability of getting a deadly occupational disease diminishes while one's life expectancy increases.

Next month: occupational health and alcohol.

The horseless crane

Its arrival in 1923 began a new era in road construction

It was 67 years ago that a new era in road building began. In 1923, the Brownhoist Company sent Gene Helstrom to Southern California to demonstrate a new crane that had just rolled off the Brownhoist factory assembly line. The Brownhoist Clamshell Crane was delivered to a paving plant in Huntington Beach owned by the Federal Construction Company.

Once at the plant, the crane was tested and declared unsatisfactory. Just as plant workers were loading the crane back onto the railroad car to be sent back to the Brownhoist factory, Helstrom arrived just in time to stop them.

Helstrom unloaded the crane and showed the plant supervisors how the crane could keep the paving plant operating at full capacity. They finally agreed, and the crane was deemed operational — but with one condition: Helstrom had to stay and operate the crane for them.

A few years later, while Helstrom was operating the new

crane, the plant broke the paving record in California. It happened on an eight-mile stretch of highway called Ocean Shore Boulevard between Seal Beach and Huntington Beach.

Before motorized equipment came along, they used horses hooked to Fresno Scrapers to feed the paving plant. Even during the Ocean Shore Boulevard paving, the Federal Construction Company continued to use teams of horses to pull road grading equipment. Horses hooked up to road plows, Fresno Scrapers, road scarifiers, water wagons and road graders.

Off to one side of the paving plant was a big barn and corral for the horses, as well as a blacksmith shop for doing repairs around the plant and for shoeing the horses. None of the equipment ever ran out of gas. The only fuel needed was the hay and grain stored in the barn. None of the equipment was



Above: Gene Holstrom and his 1923 Brownholst Clamshell Crane.

tied up because of a flat tire. That's because there wasn't a single pneumatic rubber tire on any of the equipment.

When you think about this, you realize that we've sure come a long way since 1923.

Editor's note: Local 3 retiree Gene Helstrom submitted this article. Other members who have historic photos and old-time stories to tell can send their

material to: Operating Engineers Local Union 3, Public Relations Dept., 474 Valencia Street, San Francisco, CA 94103. All original materials will be returned to you.

The Record-Breaking Crew

Dick Schroyer: hot plant fore man
Frank Reese: mixer operator
Alex Harris: weigher, mixer feed material
Frank Steele: fireman, steam boiler and rotary kiln
Cal Hogg: operator, feed control to plant
Bob Renner: plant oiler
Gene Helstrom: operator, Brownhoist Clamshell Crane
Red Montgomery: genes oiler



The Federal Construction Company's asphalt plant in Huntington Beach, Calif.

AFL-CIO launches new legislative drive

The 102nd Congress is underway and so is the AFL-CIO's effort to win passage of a broad range of occupational, family, social and trade bills. Four major pieces of AFL-CIO-backed legislation, three of which were victims of President Bush's veto power last year, are back on track this year.

Anti-strikebreaker and family leave bills were reintroduced the first day the House was in session, and Hatch Act reform and civil rights bills will be introduced later in the Senate.

The swift reintroduction of these bills will give labor activists a chance to begin grassroots efforts to persuade their representatives and senators to co-sponsor and support the legislation. The first congressional recess will take place February 8-18, which will be a good time to contact your legislator.

Anti-strikebreaker bill

As more American workers watch permanent replacements take their jobs during lawful strikes, it has become imperative to erase the Catch-22 in labor law, which makes it illegal to fire a worker engaged in a lawful economic strike but perfectly legal for an employer to hire permanent replacement workers.

The AFL-CIO is moving forward with a priority legislative drive for passage of anti-strikebreaker legislation, H.R. 5 in the House and S. 55 in the Senate. In just a few weeks H.R. 5 has won 162 co-sponsors and S. 55 topped last year's number with 23 co-sponsors. The two bills, identical to last year's H.R. 3936 and S. 2112, would ban companies from permanently replacing workers during a labor dispute and prohibit discrimination after the workers returned to work.

While the AFL-CIO and its affiliated unions will devote much time and effort in Washington to smooth the way for the bills' passage, union members around the nation will have the most important role to play. A massive grassroots campaign is getting underway to make sure representatives and senators know their constituents back home are adamant about anti-strikebreaker legislation.

Civil rights

The Civil Rights Act of 1991 was the first bill introduced in the House. Similar legislation was vetoed last year after winning by large margins in both houses. H.R. 1, as the bill is

called, is identical to last year's House Judiciary Committee bill. Before the bill comes to the floor, the AFL-CIO and other groups will be working to shape it.

The bill is designed to overturn several Supreme Court rulings that made it more difficult for minority and women workers to gain legal remedies for workplace discrimination. Even though last year's legislation contained language specifying that the bill did not require quotas, Bush cited quotas as a major reason for his veto.

Family and medical leave

Family and medical leave legislation was the second bill dropped into the hopper. Introduced by Clay, H.R. 2 is the same bipartisan compromise that passed the House and Senate only to be struck down by Bush last year. The Senate version, S. 5, was introduced by Sen. Christopher Dodd (D-CT) and contains some minor differences.

The bill allows a worker to take up to 12 weeks of unpaid leave for the birth or adoption of a child, for serious illness of an immediate family member or for the employee's own illness. It would also require the continuation of employee-provided health insurance during the leave and the reinstatement of the employee to the same equivalent position after the leave.

Clay noted that the newly-designated Secretary of Labor, former Rep. Lynn Martin (R-IL), voted for the bill and also for the veto override last. "Hopefully, that will help the president re-evaluate his position," he said.

A General Accounting Office report estimated that the cost to American business - of which more than 80 percent provide no leave for the care of sick children - would be less than \$5.30 per covered employee per year, about 2 cents a day.

Hatch Act Reform

Federal workers will have another chance to reform the Hatch Act and receive many of the political rights most Americans enjoy with the reintroduction of Hatch Act reform, H.R. 20. This legislation also passed by large margins in both houses last year but was vetoed by Bush. This year's legislation is identical.

Hatch Act restriction on various forms of political activity affect some three million federal and postal employees. Under the current law, they cannot speak at political gatherings, serve as con-

vention delegates, circulate nomination petitions or run for partisan office. The existing bill also maintains prohibitions against any on-the-job political activity and against any official coercion. The new bill would lift many of

the regulations enforcing and interpreting the act.

What you can do

Contact your representative and senator and ask them to support these bills.

Election Committee Notice

William M. Markus, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the month of August 1991.

Article XII, Section 3, Elections:

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

Meetings to elect Election Committee:

March 1991

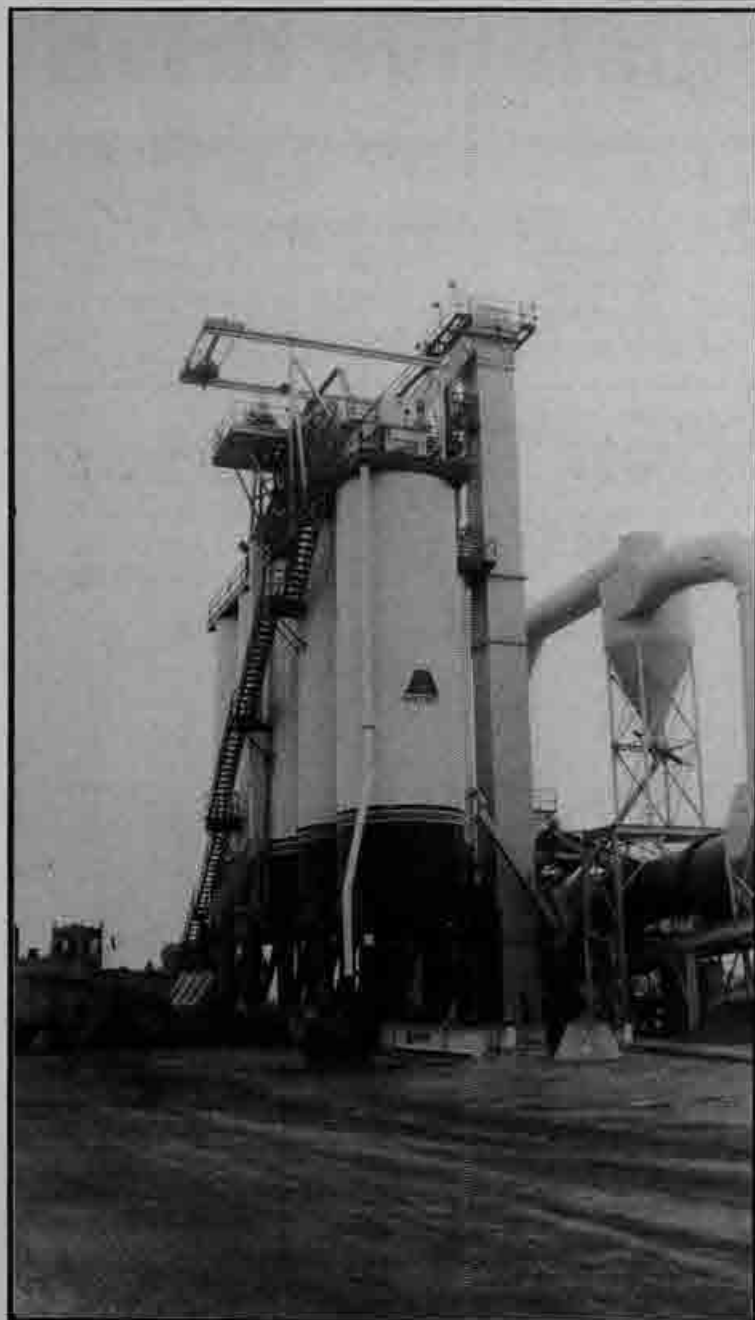
6th - Salt Lake City - Engineers Bldg., 1958 W.N. Temple
7th - Reno - Musicians Hall, 124 West Taylor
12th - Fairfield - Holiday Inn, 1350 Holiday Lane
19th - Stockton - Engineers Bldg., 1916 North Broadway
21st - Santa Rosa - Labor Center, 1701 Corby Avenue
26th - San Jose - Labor Temple, 2102 Almaden Road

April 1991

9th - Eureka - Engineers Bldg., 2806 Broadway
10th - Redding - Engineers Bldg., 100 Lake Blvd.
11th - Marysville - Engineers Bldg., 1010 "I" Street
16th - San Mateo - Dunfey Hotel, 1770 So. Amphlett Blvd.
23rd - Maui - Wailuku Community Center, Lower Main St., Wailuku, Maui
24th - Hilo - Kapiolani School, 966 Kilauea Avenue
25th - Honolulu - Kalihi Waena School, 1240 Gulick Avenue

May 1991

9th - Fresno - Laborer's Hall, 5431 East Hedges
14th - Sacramento - Laborer's Hall, 6545 Stockton Blvd.
16th - Richmond - Point Marina Inn, 915 W. Cutting Blvd.



Above: The new Astec plant, with its five silos, has five times the storage capacity as the old Stonsteel plant.

Below: Loader Operator Dave Muns moves aggregate material from the quarry to the storage bins.

Below right: The old Standard plant stands silent like a dinosaur from Bedrock.



Above right: Assistant Plant Engineer John Baker (left) and Plant Engineer Tom Aja monitor the asphalt plant at their computer terminals.

Teichert's Tracy Plant

High-tech asphalt facility cranks out 700 tons an hour

Teichert Aggregates asphalt plant in Tracy, Calif. is the kind of facility Fred Flintstone might have seen in a Bedrock science fiction movie.

Today the plant is state-of-the-art and one of only a few fully automated asphalt plants in the area. A computer monitors and controls just about all functions of the operation, everything from the flow of aggregate material into the plant, to the precise mixtures and temperatures, to the quantity of asphalt stored in the silos.

In an office adjacent to the plant, Engineer Tom Aja sits in front of two computer monitors and carefully checks the plant's read-outs. When an adjustment is needed, a stroke of the fingers sends commands via fiber optic wires to the appropriate plant function. Assistant Plant Engineer John Baker moves about the exterior of the plant to make sure all is running smoothly.

On a good day the facility, built by Astec Industries, can crank out 700 tons of asphalt per hour and about 6,000 tons during a 10-hour shift, about 20 to 30 percent more than the old Stansteel plant it replaced. The new plant's storage capacity is nearly five times that of the old plant.

Because of its automation, only four workers are needed to operate the entire plant. In addition to Aja and Baker, Loader Operator Dave Muns keeps the storage bins filled with aggregate material and Weighmaster Jeri Miller keeps the scales moving.



FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director



Facts you should know about workers' compensation

Editor's note: In February 1989, an article titled "Thousands of Dollars in Compensation May Be Passing You By" was published in our workers' compensation review column. Several changes in the laws have been instituted since that time that we would like to bring to your attention. What follows is a reprint of the earlier article, with various additions in bold print that cover changes in the law and various other points that we felt would address your interests.

When an operator is injured in a fall at a construction site, his or her right to receive workers' compensation benefits is well known. However, if after years in the trade, an operator retires hard of hearing, how often does he or she receive the compensation and medical treatment to which he or she is entitled? Not often enough.

It is extremely important to you and your family to be aware that almost any medical condition that you experience may entitle you to workers' compensation.

What is an industrial injury?

An operator who is injured on the job, or becomes ill as a result of work, is entitled to workers' compensation regardless of who is at fault. An injury that is the result of a single incident, such as dropping an object on the foot or being thrown from a piece of equipment, is quite clearly work related.

It is the many other types of work-related injuries that often go unidentified and uncompensated:

1. An injury may be the result of work activities extending over a period of time. For example, one who has lifted heavy weights and eventually develops pain in the back or knees may have suffered an industrial injury.

2. Other examples include damage to internal organs as a result of sustained, continuous vibrations while operating heavy machinery, the development of wrist problems as a result of repetitive use of the hands or hearing loss due to noise on the

job.

3. An injury may be the result of diseases and illnesses that are produced, contributed to or aggravated by the employment. Example: getting San Joaquin Valley Fever from earth moving in the San Joaquin Valley.

4. An injury may be an incident that aggravates a previous injury or condition. Example: if an employee has had prior back problems and reinjures the back while lifting on the job, the employee would be entitled to workers' compensation benefits. Or a worker exposed to stress on the job may accelerate the development of heart disease.

5. An employee may be entitled to workers' compensation benefits even though the injury did not occur while the employee was actually working. Example: an operator injured in the company parking lot on the way to or from work may be considered to have incurred an injury on the job.

It is important to be aware of these potential work-related injuries and illnesses so that valuable benefits to which you may be entitled are not lost.

Who is entitled to workers' compensation?

In order to be entitled to workers' compensation benefits, one must be "an employee." If one is hired as an independent contractor, he or she is not entitled to workers' compensation.

If you are an owner-operator, a dispute may exist as to whether you are an employee or an independent contractor. If, as an owner-operator, you employ others, you will be considered an employer. In that case, you are obligated, as an employer, to carry workers' compensation insurance for your employees. You can, however, also purchase workers' compensation insurance coverage for yourself under your won policy. This is something that can be worked out directly with your workers' compensation insurance carrier. However, your policy should specifically indicate that you, as an owner-operator, are covered, and you should never assume that you are covered, which without such an express stipulation in your policy.

What do you do if you are injured on the job?

Previously, a verbal report

to your employer regarding an injury, was sufficient to trigger the payment of workers' compensation benefits. Technically, this is probably still the case. However, further written reporting is now required.

If you are injured on the job, you should immediately report the injury to your employer. At that time, your employer is obligated by law to provide you with a document called "Employees' Claim for Workers' Compensation Benefits." You are obligated to complete the section called "Employee" and file it with the employer. The employer is then obligated to complete its portion of the form and provide you with a copy within one working day of receipt. This form is now the form that, once filed, will toll the statute of limitations and will require the employer's insurance carrier to take certain steps to investigate your claim, and if appropriate, pay you your benefits.

What benefits are injured workers entitled to?

Medical expenses

An employee is entitled to receive all medical care necessary to cure or relieve the injury or illness. This is the obligation of the employer's workers' compensation insurance company.

During the first 30 days after the industrial injury is reported, the workers' compensation carrier has control over the medical treatment to be furnished to the injured employee. If the injured employee does not want to be treated by the doctor chosen by the insurance company, he or she is entitled to demand a panel of five doctors from which he or she may select a doctor for treatment. Then, after 30 days, the employee is entitled to seek medical care from a physician of the employee's own choice.

However, if an employee has notified the employer in writing of the name of his or her personal physician before his or her injury, the employee has the right to be treated by his or her physician from the date of the injury. Therefore, it is advisable to let your employer know now who your physician is for purposes of future potential injury.

Temporary disability

When the injured employee is unable to work because of an injury or illness that was caused by

his or her employment, he or she is entitled to temporary disability compensation payments at the rate of two-thirds of his or her weekly earnings, up to a current maximum of \$224 per week.

As of January 1, 1990, the maximum rate of temporary disability was increased to \$266 per week, and as of January 1, 1991, the maximum again was increased to \$336 per week.

These benefits continue until you return to work, are able to return to work, or have recovered to a point where your condition is not expected to get better or worse.

Permanent disability

Permanent disability can be defined as that disability or impairment that remains after the employee has reached the maximum point of healing.

Permanent disability ratings are established by law in the form of money payments, the amount of which depends on a number of items, including the injured person's age and occupation, as well as the extent of disability or impairment. The rating can range from 1 percent to 100 percent, depending on how the permanent disability interferes with the ability to engage work. A total disability for any type of work carries a 100 percent rating. Some of the more obvious examples of total disability would be the loss of both arms or legs, or loss of sight. Lesser disabilities will produce lower ratings.

The number of weeks payable will depend on the extent of the disability. The weekly rate is two-thirds of the average weekly earnings with a current maximum of \$140 per week. As of January 1, 1990, the maximum rate of permanent disability benefits has been increased to \$148 per week, but only for those permanent disabilities of 25 percent or more. Permanent disabilities of 70 percent or more pay in addition to normal payments, a life pension.

Death Benefits

When an injury or illness causes or contributes to the death of the employee, the surviving dependents are entitled to recover death benefits.

Rehabilitation

If the injured employee is unable to return to his or her usual employment because of the in-

(Continued on page 21)

YOUR CREDIT UNION

By Bill Markus, Treasurer

It's possible to buy a car and have fun doing it



For many people, buying a car is not the most pleasant experience in life. But it doesn't have to be that way. Your credit union can

show you how to save money on the purchase price and on your financing.

We recommend four steps when buying an automobile:

1. Research: Find out what car you want and what it costs. On new vehicles, your credit union can provide a report, free of charge, that rates maintenance, insurance and safety. The report also gives you the dealer's invoice price and the suggested retail price. You should try to negotiate from the invoice price. On used automobiles we will provide you with the wholesale and retail price. Negotiations should start from the wholesale price.

2. Financing: While other advertised loans may seem attractive, we encourage you to read the fine print. Your credit union offers auto loans with a variety of interest rates and terms. There is no application fee or prepayment penalty. You'll want to request a preapproved auto loan before you shop, so the financing will be ready when you want to make your purchase.

3. Trade-ins: It's usually best to keep trade-ins as a separate part of the car buying negotiations. Many people use their cars as a trade-in and if you do this, you will most likely get the wholesale price for it. If it's a popular car in good condition, you might try selling it yourself to get a higher price.

Mechanical breakdown insurance: Compare the policy your credit union has to offer to the one offered by the dealership. In most cases the coverage is the same, but ours will cost less. Mechanical breakdown insurance is available for both new and used vehicles.

Take advantage of your credit union and let us help with your next automobile purchase. We want your car buying experience to be positive.

Dublin Branch remodeling

The remodeling of our Dublin Branch is just about complete. The changes were needed to provide better service and privacy for our members. We thank our members for their patience and understanding during this construction period.

New office hours for our Dublin Branch will take effect April 15. The office will be open from 8:30 a.m. to 5 p.m. Monday through Thursday, and from 9:30 a.m. to 6 p.m. on Friday for walk-in traffic. Business conducted by phone can be done from 8:30 a.m.

to 5 p.m. Monday through Friday. Members will still be able to leave messages on our night recorder for follow-up the next business day. Our audio response system, C.A.L.L., will continue to operate 24 hours a day, seven days a week.

SAFETY

By Jack Short, Safety Director



Risky behavior rooted in accident-prone workers

Psychologists and safety specialists who deal in human behavior have known for quite some

time why people don't wear safety restraint systems: they don't believe they'll be involved in an accident. When a person buckles up, he or she must admit the possibility of a crash.

To be conscious of a possible vehicle crash each time we start the engine is contrary to human nature. Expecting all vehicle occupants to buckle up each time is unrealistic. Safety belt laws and education can't assure the use of restraints. To reduce fatalities and injuries, it then becomes necessary to install passive devices, at an added cost, for our own safety.

Have you ever noticed how people seem to remember to put on eye protection when using a grindstone, but forget to wear their life jacket on a boat? Maybe it has to do with the gambling odds. You realize there is almost a 100-percent chance of getting a hot metal particle in your eye from the grindstone, but you may work on or around a gravel dredge for five years or more and never fall into the water. If you do fall into the water, chances are you are somewhat of a swimmer and can pull yourself out, with getting wet the only consequence.

But, there are lingering odds of receiving an incapacitating blow to the head during the fall, which increases the odds for drowning to near 100 percent if you are not wearing a life jacket.

Some people get their kicks through gambling with their lives, be it sky diving, mountain climbing, motor racing, Russian roulette, bungee cord diving or playing around with safety rules.

Why is that? Freud thought sex was the most important human drive. But many psychologists today think we're really controlled by two very strong, equal and opposite drives: 1) the

need for structure, predictability and certainty or 2) the need for freedom, risk taking and uncertainty.

Everyone has one drive that's stronger than the other. That's what makes the difference between the knowledgeable safety-conscious worker and the accident-prone worker.

Reprinted from the Nebraska Mine Safety Training Newsletter

TEACHING TECHS

By Art McArdle, Administrator



Contest planned for final hands-on class

With two about.

hands-on training classes under our belts, the Northern California Surveyors Joint Ap-

prenticeship Committee recognizes the needs of our journey upgrades and apprentices.

The hands-on training can give the upcoming apprentice a chance to see the journey upgrades perform. The hands-on puts all eight periods of apprenticeship together and gives everyone a chance to learn from each other. The more experienced members show the less experienced ones what they have learned through their years of work. There never has been a born surveyor; we all have had to learn from a journey person. That's what apprenticeship is all

We are planning a hands-on competition for the final hands-on class scheduled for May 11. This competition will be held at the Job Corps center in Sacramento. All participants can meet at regular class sites and car pool to Sacramento.

There will be some form of award for the outstanding journey upgrade and apprentice. This will give all NCSJAC participants a chance to show their stuff.

Already completed hands-on classes and those scheduled prior to May 11 will act as a competition warm-up. Those of you who have not attended will have a make-up session. Those who do not attend the remaining hands-on will not advance in the program. Everyone who has attended these classes has learned worthwhile skills. They know what an employer wants and will be employed when other are not.

NEWS FROM THE DISTRICTS

Drought affecting subdivisions, but not underground work

RENO – The work picture here in northern Nevada is looking a little better as we get further into 1991. Because of our dry winter, many hands have kept busy working in dirt and underground projects.

In Washoe County, Granite is busy in Hidden Valley and on Zolezzi Lane. It also has begun work on the widening of South Virginia Street, a contract awarded after the non-union low bidder declined the job. Granite is also busy in the Carson City and Gardnerville areas.

Helms has just finished Keystone and is now working on the Moana-Plumas storm drain project. Helms also has started crushing and initiated some of the bridge work on the Toulon overlay job. T.W. Construction has done a noticeable amount of work south of town at Steamboat. It will be starting more projects as weather permits.

Frehner has three very good overlay jobs they will be starting soon. This contractor was low bidder on the Sod House, Moore Summit and Button Point jobs. Bragg has had a few cranes set up around town, the most notable being the Quality Inn, where a 12-story hotel tower is under construction. Reno Iron has two cranes on the expansion of the convention center.

Several jobs will be bid this month:

1. An overlay on I-80 at Ore-

ano.

2. A \$10 million taxiway at Reno-Canno Airport.

3. Twenty-eight miles of overlay five miles south of Schurz to 23 miles north.



The Northern Nevada Building Trades sponsored this float at the Nevada Day Parade held last Oct. 31 in Carson City.

Ames is waiting for permits so it can get moving on 6 million cubic yards of tailings at Newmont Gold in Carlin, a project that's expected to begin sometime in April.

Keep in mind that with the drought, new permits on subdivisions and hotels will surely be put on hold. As far as the economy goes, it's obvious we're in a recession, and the war in the Persian Gulf has caused a lot of instability. Members have to realize that the federal government contributes to highway funding and many of our projects will be delayed until things are at rest in the Middle East.

Chuck Billings,
Business Rep.

Despite slowdown, some work persists

OAKLAND – In eastern Contra Costa County, construction has slowed down, partly because of winter and partly because of the weak economy.

ARB, Inc. is building a 37-mile, 12-inch gas pipeline from Tracy to the Unocal refinery in Rodeo. The company has about 10 operators working on the project. Kiewit Pacific is in Antioch widening and relining Lone Tree Way with eight to 10 hands working the job. C. Overa

& Company of Richmond was low bidder at \$4 million on the water tank job off Lone Tree Way.

Lone Star and Kaiser Sand and Gravel in Clayton are start-

ing to slow down, but no one yet has been laid off. There has been some overtime, but this will not last long. If you see the stockpiles, you will understand why. Joe Foster is still working a small crew in Clayton at Oakherst. This job has been very good to a lot of the members, and it looks as if they will be there a little longer.

The City of Pittsburg has a few water and sewer jobs coming up for bid in January and February. There is a lot of non-union bidders on the list, and we hope a union contractor wins the job.

McCullough Company of Antioch has a few small jobs in Antioch and Pittsburg. While there will be a few jobs left over for next year, the work picture overall probably will be smaller than last year. If the housing industry picks up, this will be a big plus for us.

Rod Farnum, Business Rep.

DRIVE A BARGAIN

Magic Kingdom Club members—even ones as goofy as these two characters—receive valuable discounts on rental cars at most National Car Rental locations across the U.S. For details, see your Club Membership Guide.

Available From:
Operating Engineers
Local Union No. 3
474 Valencia St.
San Francisco, CA 94103
Attn: Public Relations



Work shifting into winter mode

OAKLAND – Let me introduce myself. I am the new business representative in the Oakland District office. I worked the last two years as a dispatcher, and before that I worked for Haskins.

My jurisdiction encompasses east of the Bay Bridge on Hwy. 24 to Orinda, north to the Carquinez Straits and west to the bay. We cannot always find the

jobs in our area, so we need your help. If you are on a job that needs attention, please telephone the hall. The dispatcher will let us know the location and problems and we will follow up.

I'd like to welcome the new dispatcher in Oakland, Lee Lawrence. He and Gary Armstrong are busy as usual, so if you are called back to work,

please help them out by calling the hall so your name can be taken off the out-of-work list.

Work at this time is in the "winter mode." MCM on I-580 in Richmond has a couple of operators busy. They'll be there for two more months, and then Ghilotti will move in to do the final paving, with the job expected to be completed by June.

The Flour job everyone is waiting for is still two years away. The building permit process on this job has been tough because the city has some requirements and environmental issues to deal with.

If you have questions that need answering or if you need help with any problem, be sure to give us a call. We're here to help.

Joe Tarin, Business Rep.



Crane Operator Guss Carrillo at the March Street pedestrian bridge project.

Below: Crane Operator George Herfel working a P & M Omega.



Three quarters of the two-mile section will be built below ground level; requiring about 800,000 cubic yards of excavation.

Stockton's long-awaited dream:

The Crosstown Freeway

By Steve Moler
Assitant Editor

Since the late 1950s, Stockton has dreamed of having a freeway stretching east to west across the city to connect I-5 with Hwy. 99. In a few years that vision will finally become a reality.

Thanks to \$26 million in Caltrans contracts and money from Prop. 111, the final stretch of the Crosstown Freeway could be carrying traffic as early as late 1993. Operating Engineers working for Perini Corporation, C.C. Meyer and several subcontractors are constructing the final two-mile section from Wilson Way to Hwy. 99.

The freeway was first conceived in 1953 as part of Stockton's master plan. Planners selected a corridor that was the shortest distance between I-5 and Hwy. 99, and the state began to purchase land for the right-of-way. By 1975 the I-5 to Stanislaus Street section was completed, and in 1988 the freeway was extended to Wilson Way. Now the remaining two miles is just three years from completion.

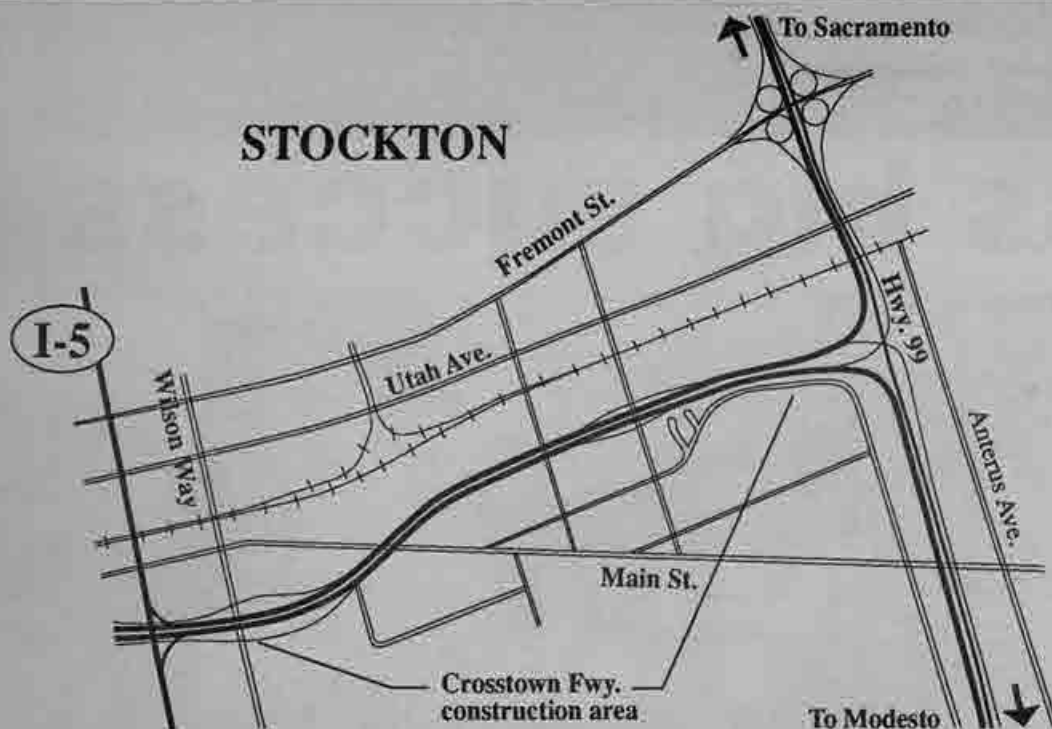
Perini's portion of the project, worth about \$17 million, involves the earthworks from Wilson Way to Hwy. 99, as well as constructing four bridges, some surface street detours, soundwalls and a pumping plant. About three-quarters of the two-mile section will be built below ground level, which will re-

quire moving about 800,000 cubic yards of dirt.

On the other side of Hwy. 99, C.C. Meyer is constructing the Myrtle Street overcrossing and the March Street pedestrian bridge. Both bridges will be pre-stressed, cast-in-place concrete structures. The existing Myrtle Street will be realigned so that ultimately the street will become a major east-west corridor crossing Hwy. 99. DSS Engineering Contractors has been subcontracted to move the dirt for C.C. Meyer.

In a separate but related project, Perini has just completed an outfall line from the pumping station out to the Mormon Channel. This project, worth about \$2 million, was under the direction of

STOCKTON



the City of Stockton. The pipeline will provide drainage relief to the depressed part of the freeway and hook up with several existing storm drains. Dalton Construction also did about \$1.5 million in underground work for additional sewers in connection with the freeway.

Thanks to passage of Prop. 111, a three-level interchange connecting the Crosstown Freeway to Hwy. 99 will proceed without delay. Last summer Caltrans officials announced that without additional funds, this portion of the project would be delayed up to three years. Now that money from Prop. 111 is rolling in, the project, worth about \$17 million, will be bidded in December and completed in late 1993 or early 1994.

Once completed, the freeway is expected to help businesses in the area and will provide a convenient route for commuters and truckers between I-5 and Hwy. 99. Caltrans estimates the freeway will carry 46,000 vehicles a day when it opens, and by 2010 traffic will increase to 70,000 vehicles, about the same traffic volume found on Hwy. 99. The route will also relieve truck traffic on Hwy. 120 from Manteca to Tracy.

Traffic volume on surface streets near the freeway is also expected to drop significantly when the freeway is completed. Charter Way, for example, will carry about 25 percent fewer vehicles per day, according to Caltrans traffic studies, and traffic on Mariposa Road and Miner Avenue is also expected to decrease.

With Stockton's population expected to nearly double over the

next 20 years, completing the Crosstown Freeway couldn't have come at a better time.



From left: David Bartinger, Rod Barney, Randy German. Lubing the scraper is Apprentice Mechanic Dennis Hunter.
Below: This late 1950s vintage 632 scraper is still a work horse at Perini's section of the Crosstown Freeway project.



Above: Mechanics Bob Brown of Perini and Michael Carroll of Holt Brothers.
Left: Business Agent Moe Dumlao and Motor Grader Operator Rod Meyer.
Below: Backhoe Operator Leland White.



NEWS FROM THE DISTRICTS

Hazmat class big success

SANTA ROSA — 'Twas the week before Christmas in Santa Rosa when there was a large Hazmat class of 45 members at the El Rancho Tropicana Hotel.

Operating Engineers from all classifications, roller operators to foremen, were in attendance. The following companies were represented: Structural Testing, Inc., Ghilotti Brothers, North Bay Construction, Argonaut Constructors, Granite Construction, Weeks Drilling and Pump, Piombo Construction, Vintage Grading and Paving, Coburn Equipment, Foundation, Inc., P. P. & P. Construction, Inc., Don Dowd Company, R. M. Harris, Walls Testing, Pat Farrell Construction, Syar Industries and Munkdale Brothers, Inc.

Head instructor, Local 3 Safety Director Jack Short, ran a very interesting and informative 40-hour class. Highlights included:

- A one-day teaching stint by Brian Bishop, business agent from the Oakland District office.
- Fred Ottoboni's Tuesday class was very well received by

all who were present.

- Bill Schneider visited from Sacramento for two days. He taught and answered many questions.
- Bob Miller, business agent from Santa Rosa, scurried around constantly, coordinating and organizing the class.
- Mike McGinty, demonstrating a class B Hazmat suit, held his Kevlar gloved hand out for instructor Bill Schneider's knife

demonstration.

- About half the class got a free feed Wednesday when they raided the room next door just after a morning Christmas party finished up.
- The one teamster present, Ron Poncetta, who's employed by North Bay Construction, took a lot of good-natured kidding by the class, but everyone agreed that Ron was a most beneficial addition and contributed much to the learning process.

cess.

Although Local 3 and Jack Short handled an extra large class, there are many people wishing to get in on the next session. We hope to schedule another 40-hour Hazmat class sometime in February or March. So if you are interested, be sure to get your name on the list at the Santa Rosa hall. Also, Jack Short and I will be putting on an eight-hour recertification class this spring. We'll keep you posted.

Bob Miller, Business Rep.



Twenty-nine Local 3 members from the San Jose and Oakland districts completed a 40-hour Hazmat training class in San Leandro Nov. 30.

Scholarship Contest Rules Announced for 1991

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

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

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

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

Who may apply:

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

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

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

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

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

Awarding scholarships:

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

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

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

Instructions:

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

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

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

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

NEWS FROM THE DISTRICTS

Hazmat training keeps Local 3 number one

SANTA ROSA – I would like to share with you my recent experience at the hazardous materials training center in Beckley, W. Va. I attended a two-week instructors school run by the International Union of Operating Engineers under the direction of Deputy Director Bob Emrick.

About 50 operating engineers from locals all over the United States were present to train as instructors for the 40-hour Hazmat certification courses that are taught in their local areas. Topics included hazardous waste sites, OSHA, safety management, Hazmat communications, toxicology, industrial hygiene, fit testing and work-site safety plans.

Course highlights included an excellent lecture series by Dr. Fred Ottoboni, certified industrial hygienist, as well as a down-to-earth construction safety class taught by Joe Giacin from Local 478 in Connecticut and a "projective equipment" seminar by Don Carson, safety specialist for the International.

The best was the hands-on field training class that began with donning complete Class B Hazmat suits and running various pieces of equipment in a simulated Hazmat exercise. Excellent stuff!

West Virginia was cold, with alternating rain and snow showers and not much sun to speak of. We attended classes nine hours a day, all seven days. We did, however, find time for fun. We put on a super pig roast. The gymnasium was excellent. We adopted a local night spot. West Virginia boasts the world's largest steel arch bridge spanning the New River. It was breathtaking.

Seriously, brothers and sisters, our Hazmat training puts the operating engineers at the top of trade unions. No one has training like ours, and with Hazmat cleanup being the wave of the future, operating engineers are in the forefront – as usual. We are the only people who teach hands-on Hazmat. That's because we're the only ones who can operate the rigs. So let's capitalize on our expertise and once more emerge the very best.

Bob Miller, Business Rep.

Productivity, quality key to out-doing non-union

SANTA ROSA – Total construction in Sonoma County is down 17 percent, according to the *Press Democrat*, with residential construction dropping 23 percent. Our members are fully aware of the construction slowdown. Factor in the drought and we could be looking at a repeat of 1990 or even 1981. There are no benefits that come out of a slowdown in the private market, except that our counterparts, the non-union, feel the same squeeze.

When there is no work in the private market, the non-union contractors start looking at the publicly funded jobs. On those jobs they are competing on an even basis with our union contractors, having to pay prevailing wages. They must also be competitive on production. This is where we need to shine, doing high quality work in the shortest time.

Publicly funded jobs will be out there this year, and bidding will be very competitive, with 18 to 20 bidders at each bid opening. At the Sonoma County Water Agency, there are at least eight projects funded for 1991

that will be going out to bid. The city of Rohnert Park has approved Price Club and Wal-Mart to move in. The city's public works department is hoping for some funding this year for several projects it has planned.

Health care

The future of health care is a very important issue, especially with the rising cost of health care. I attended a seminar sponsored by the Santa Rosa Chamber of Commerce and found out we are not the only group of people suffering from this problem.

Did you know that 12 percent of the U.S. gross national product goes to medical costs? The doctor at the seminar felt we could cut some of these costs by changing our lifestyles. He stated that 40 percent of children ages 5 to 8 are developing heart disease risks, only 36 percent of teens could pass a basic physical examination and only 8 percent of people ages 18 to 65 do any type of regular exercise.

With the great advances in medicine, people are not dying from

lack of proper diet and exercise; they're living with the help of medical technology, which costs everyone in increased health-care premiums. So we might be able to lower some costs through prevention.

Grade-checking class

From the office, the grade checking class for January received a good turnout. I plan to start another class in March. Let me know if you are interested. Donna wanted to remind you again to apply for your unemployment dues from the first to the tenth of the following month and remember to renew your registrations.

Our secretary, Cathie, asked me to remind you if you become injured and are on disability, you might also qualify for Good Standing Dues and the \$75 weekly disability from the union. She has the forms in the office.

Everyone in the office would like to express their support for our troops in the Middle East and hope for a speedy end to the war.

George Steffensen,
Business Rep.

Laguna Blvd. paving completed, overpass at I-5 to be built this year

SACRAMENTO – If you like the new four-mile stretch of car pool lanes that were opened earlier this month on Hwy. 99 in south Sacramento, you'll like Caltrans' decision to fund more than \$12 million for extending the lanes to south of Elk Grove.

This year an overpass will be constructed at I-5 and Laguna Blvd. in Elk Grove. This project is related to the Laguna West subdivision project that was featured in the

September 1990 *Engineers News*. About 30 hands have been working some good hours out there for the past eight months. Laguna Blvd., the six-lane expressway that will link I-5 and Hwy. 99 through both Laguna West and Laguna Creek, has been paved to within 500 feet of the proposed overpass.

Many of the hands that worked at Laguna West will be going up to the Roseville shopping center and office complex project.

Granite has about \$36 million worth of work there.

The widening of the Elk Grove Blvd. overpass at Hwy. 99 will also take place in 1991.

As for light rail, they're going to extend the system north along I-80 to Antelope Road in Citrus

(Continued on page 21)



Laguna Blvd. nears completion

NEWS FROM THE DISTRICTS

Pipeline project agreement reached

SALT LAKE CITY – A pre-job conference with H.B. Zachry Company, Local 3 and Local 12 was held in Las Vegas January 17 on the long-awaited Kern River gas pipeline project. Local 3 member Gerald Carter was the first mechanic dispatched for work. He also participated in Zachry's kickoff.

Of this 81-mile job, about two-thirds lies in Local 12's jurisdiction and the rest in Local 3's area. Zachry started work at the Utah-Nevada border and will work south to complete the Nevada section before coming back through Utah to complete the job.

Agreement was reached between the two operating engineers locals and Zachry. All Local 3 members working in Local 12's jurisdiction on this project will receive Local 12 wages and their fringes will be paid into the Local 3 trust. Billy Boone, financial secretary for Local 12, agreed that Local 3 members working in Local 12's jurisdiction on Zachry's job would not have to pay travel service dues.

Local 3 also held a pre-job conference with Associated Pipeline January 18 in

Cedar City. Associated is the contractor on Spread No. 5, which is an 81-mile section running from Washington into Beaver County, Utah. The company plans on using about 70 operators and will work under the National Pipeline



Local 3 Mechanic Gerald Carter, the first mechanic dispatched to Zachry for work on the Kern River gas pipeline project, and District Rep. Kay Leishman.

Agreement. Local 3 will provide about half of the operators Associated will need.

I'm hoping the Bureau of Land Management will give Associated the go ahead so we can put some of our members to work who live in this area and who have waited so long for this project to begin.

*Kay Leishman,
District Rep.*

In Utah 'winter' is a bad word

SALT LAKE CITY – We all know that when winter arrives the work evaporates. In the many years I've worked in Utah, I have yet to see a good winter for work. Some have been better than others, but I think we need a course in knitting or cross stitching to keep us busy each winter. Maybe Joe Richins, the training site instructor in Utah, could give us some lessons. He does a good job on regular training and could incorporate this into his teaching schedule.

Anyway, the work on Little Dell Dam is down until spring, and we're hoping our contractor will be back. At Jordanelle, Granite Construction has a small crew of operators and mechanics working and will hit high gear as soon as weather permits, which looks like it will be March or April.

The crane rental work is off to a good start with Acme Crane and Shurtleff and Andrews keeping their hands busy. I hope this continues through the year.

Because of Don Strate's retirement, I've picked up some additional service area, including the Salt Lake Valley. We all hope Don is enjoying his retirement. He worked hard for Local 3 for years and deserves time to enjoy himself.

We're looking for a good year and asking for your support and help in 1991.

Virgil Blair, Business Rep.

Local 3, IUOE help reinstates union contractor

SALT LAKE CITY – In the past couple of months, we've been trying to solve a problem with two non-union testing and inspection firms doing work on the Broadway Center project in Salt Lake City.

I met with the project manager, and he expressed strong resistance to using Consolidated Engineering, a firm signatory to one of our agreements.

This project is funded by the International Brotherhood of Electrical Workers pension fund. It was my understanding that the funding from the IBEW was contingent on the project being constructed by local union labor. Easier said than done.

Ironically, our union contractor was originally the low bidder and was still prepared to offer rates more attractive than its competitors. We obviously needed some help because the project was proceeding without our members or contractors doing the testing and inspection.

We contacted Local 3 Business Manager Tom Stapleton, and he opened the way for us to get the

International involved in our efforts. It became a coordinated effort between the Salt Lake City office and the International in Washington, D.C. Our brother in Washington, John Weberski, executive assistant to the general president, did an excellent job contacting key people in Washington on the IBEW staff and providing them with our issues at that level.

After weeks of persistence and an exchange of letters and information, we achieved our goal, which was to replace the two non-union testing and inspection firms with our union contractor. This will provide many months of work for our members at Consolidated Engineering.

I want to thank all those involved – Local 3's assistance through Tom Stapleton and the International's help through John Weberski – for a job well done. Consolidated Engineering respects the effort and commitment the union has shown. This employer-union relationship will continue to be enhanced for the benefit of our members.

*George Stavros,
Business Rep.*



Lee and Dana Miles set sail for Ensenada, Mexico last October. They were the second place winners of last year's S.E.L.E.C. raffle. Lee Miles is a maintenance worker with the city of Sparks, Nevada. He is also a steward and member of the 1991 negotiating committee.

NEWS FROM THE DISTRICTS

Dredge work is slow, crane rentals a bit better

FAIRFIELD - Dredging work may be picking up soon as some of the Bay Area environmental problems are solved. The dumping of materials in the upper Sacramento River Delta looks good since the Contra Costa Water District lost its lawsuit that was holding up the dumping.

Now the problem will focus on who will absorb the extra cost, which could reach \$3.50 to \$22 a yard. The Port of Stockton may be working out a deal with a Japanese container loading outfit that will build a new loading area. This could produce a boom if the plan is realized.

Here's a company-by-company breakdown on what's happening in the local dredging business: **Dutra:** Work is slow overall in the Bay Area. The company has a little work in Suisan Channel. The Paula Lee is in Hawaii on a \$12 million job. Dutra has a little work down south in Local 12's area. I have talked with some members who have been working in Local 12's jurisdiction, and there seems to be some problems regarding its dispatch procedure. **Manson:** It's doing work all over the region, mostly small jobs. With the exception of some finish ditch work, Manson is almost done with its part of the Suisan Channel. The Dumbarton project is just about finished as well. **Don Sandau Dredge:** It signed a Local 3 agreement and is getting ready to start. The company has a good crew that booms all over the U.S. **Great Lakes Dredge:**

This company has a small job in Oakland. Work is otherwise very slow for these guys, primarily because of work held up by the environmentalists.

California Dredging:

This outfit is doing a job at the San Leandro Marina, and it's also very busy in the sand harvest, with the work being pretty steady up until now.

Smith Rice: The yard and derrick barge is slow, but with the Persian Gulf war, the derrick barge may pick up.

Western Dredge: It's got a job in Salt Lake City that will be all union.

Crane rental

While most of the dredge work is a little on the slow side, the crane rental business is doing a little better. Here's a company-by-company breakdown of what's happening throughout the area:

Bigge: I spoke with Crane Manager Bob Bruce, and he said the company is doing a shut down in Tosco. It's also doing some hoisting at Standard Oil. He said there are some other hoisting jobs here and there.

McPherson Crane & Rigging: These guys are busy in Oakland, in the oil fields and in and out of Vacaville, Sacramento and the Fairfield area. McPherson is also doing some refinery work.

Golden Gate Crane: It's very busy doing a lot of maintenance work in the refineries. Company owner Bob Newberry said he may expand because his business is doing so well. This means the possibility of more cranes and operators.

Valley Crane: This company has its fair share of work. I've seen these guys all over the area. **Peninsula Crane** has about the same amount of work as Valley Crane.

Keir Krane: It's also working in the Bay Area and in Stockton. I talked to Crane Manager Bill Thompson, and he said the company is buying a new linkbelt crane, which will keep him busy expanding his operations.

Sheedy: This company is very slow. Some operators only get a day here and a day there. For weeks on end I am told by some crews that they have been doing most of their work in the San Francisco area. Some of the crane operators are a little unhappy with the way the company split up the work among the crews.

Santa Rosa Crane: These guys are fairly busy. I haven't seen their equipment in the Bay Area lately. This is a good company and usually very busy.

I had a meeting with the Market Area Committee and crane owners association regarding derated cranes. There seems to be a problem created by the purchase of derated four-axle, 50-ton grove to 14.5 tons. Companies claim non-union competition is to blame for using derated cranes. The companies are Husky, Reliable and AAA. They are creating a problem since oilers are not being used on most rigs. We hope to meet in the near future to solve this mess. Notices will be sent.

Bill Dorresteyn,
Special Rep.

Work picture chugs along in slow motion

MARYSVILLE - The work picture in the Marysville District is still moving along slowly.

Kaweah Construction is still keeping a couple of operators busy on the waste-water treatment plant improvement job in Wheatland. Dalton Construction was low bidder on the East Avenue project in Chico and is presently drilling test holes. The company should begin work next month.

Teichert Construction and CFB are busy in Colusa trying to complete their subdivision project before any bad weather sets in. Answell Construction from Rancho Cordova is moving along on the bridge project on Hwy. 162 in Elk Creek.

We had a few projects bid this past month that will help things get started in this district as soon as the contract is awarded.

Auburn Construction from Sacramento was low bidder at \$1.4 million on the waste water treatment facility in Yuba County for the Olivehurst Public Utility District.

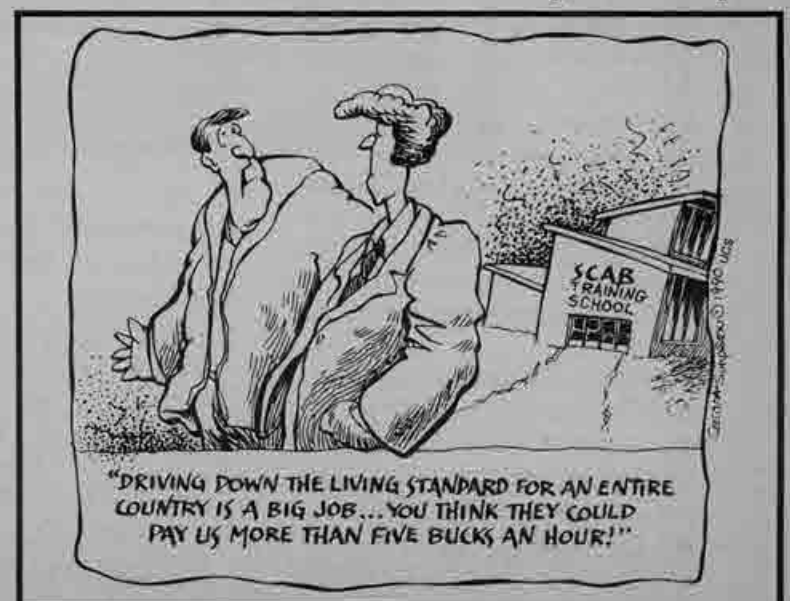
W. Jaxon Baker from Marysville was low bidder on two jobs in the Colusa County area. One was a bridge and highway widening job worth \$1.8 million just off Hwy. 45 near Colusa, and the other was an asphalt concrete overlay worth \$1.2 million on I-5.

Baldwin Construction from Marysville was low bidder on the reconstruction of a portion of Hwy. 70 near Olivehurst for close to \$793,000. Marv Yadon Construction from Rio Linda was low bidder on a water line project for the City of Wheatland.

We have a few jobs coming up for bid this month that should also help improve the work picture this year. We have a hydroelectric powerhouse complex that will put out 22 megawatts and will have a 12-foot diameter tunnel extending 4,278 feet. The project is worth about \$50 million.

The City of Chico is putting out a bid for a traffic signal modification project at Bruce and Skyways roads.

Dan Mostats,
Acting District Rep.



NEWS FROM PUBLIC EMPLOYEES

Affiliated Local 3 member pedals support for multiple sclerosis



Phil O'Neill (left) receives a \$250 sponsorship check from public employee business agent Dick Gleed and Dennis Jeffery.

Phil O'Neill, vice-president of the Nevada State Peace Officers Association, is fighting two battles in his life. As a homicide investigator for the Nevada Division of Investigation, he fights crime. In his spare time he fights multiple sclerosis by raising money for the Multiple Sclerosis Society.

Phil's weapon against the disease is a Trek 1400 14-speed racing bike. Each year the Multiple Sclerosis Society sponsors a series of 70 charity bike rides across the country. Riders solicit pledges from individuals and organizations, usually a minimum of one dollar per mile, and the money is used for multiple sclerosis research, support programs and education. The rides raise about \$20

million nationally and about \$3 million in Northern California.

About four times a year, Phil takes part in various rides, called MS 150s, in Nevada and California and raises between \$750 and \$1,000. Local 3 has been one of Phil's prime sponsors for the past two years,

donating \$200 in 1989 and \$250 in 1990. Phil also wears a jersey embossed with the Local 3 logo.

Shortly after the peace officers association affiliated with Local 3 in June 1989, Phil asked public employee business agent Dick Gleed if Local 3 would consider a sponsorship. "I was only expecting \$50 at the most," Phil said, "but the union gave me a sponsorship for the entire ride. Local 3 really came through."

Phil's interest in cycling began literally by accident. After injuring his back five years ago, Phil's doctor recommended that he limit his exercise program to either swimming or cycling. Since Phil wasn't much of a swimmer, he chose putting his feet to the pedal.

He first bought a used Sears Roebuck and Co. ten speed for \$100 and began riding as often as possible. Phil's training later increased to riding about 20 miles a day during the week and about 50 to 60 miles on weekends. He enjoyed his new hobby so much he bought a mountain bike, then stepped up to the Trek 1400 a year later.

For the past two years, Phil has competed in the two-day, 200-mile Waves to Wine rides in Sonoma and Monterey counties, the 150-mile Go for the Sierra ride in Reno and another MS 150 in Las Vegas.

Phil's enthusiasm for cycling and the cause have rubbed off on some of his coworkers. Colleagues who once teased him about riding have taken up the sport themselves. In fact, Phil and five other investigators are planning to form a team in which each member will raise at least \$1,000.

"The rides are really a party," Phil said. "We sit around and talk about cycling, check out each other's bikes and enjoy the free beer." But above all, he enjoys the satisfaction of knowing his hobby is helping a worthy cause. Phil encourages other interested members that no matter what level you're cycling is at you can join in the fun.

For more information about the rides, you can call Phil at (702) 687-4404 or the Multiple Sclerosis Society at (415) 268-0572.

Local 3 gets deputy sheriff's job back after firing.

When people are convicted of a crime in the United States, the Constitution protects them from receiving "cruel and unusual punishment." Since the founding fathers established the statute more than 200 years ago, the spirit of this law has permeated into other legal jurisdictions and has been woven into America's ethical and moral fabric.

So when Alameda County Sheriff's Deputy Lynn Croan was fired in June 1989 for whispering a racial comment to a coworker, Local 3 contended the punishment didn't fit the offense. Thanks to Local 3's legal efforts,



Lynn Croan

not only did Croan get his job back, he won more than \$50,000 in back pay.

Immediately after the incident, Alameda County Sheriff Charles Plummer fired Croan for violating one of Plummer's four cardinal sins, which prohibited deputies from making ethnic or racial remarks.

The case was referred to the

Alameda County Civil Service Commission, which modified the discharge to a lengthy 90-day suspension, the equivalent of a \$9,000 fine. The commission reversed Plummer's decision based on Croan's four years of outstanding service.

Plummer then sued the commission, claiming the length and quality of an employees service should not be considered in deciding what discipline was appropriate. Local 3 Attorney Lynn Rossman Faris argued that such logic went against every legal precedent and simple common sense. Superior Court Judge Demetrios Agretelis agreed and upheld the commission's decision.

While Local 3 agreed Croan's racial comment was inappropriate, it didn't warrant termination. Faris criticized Plummer for bringing the action. "The case was frivolous when filed," she said. "People make mistakes, but not all mistakes warrant firing."

Local 3 Business Agent Bob Britton, who conducted the hearing before the commission, emphasized that the union had no quarrel with the rule against ethnic and racial slurs.

"Neither the union nor the deputy sheriff's association condone racism in any form," Britton said, "but each case must be reviewed separately. Some discipline in Croan's case was unquestionably proper, but firing was far too extreme a punishment."

Local 3 also was able to prove that other deputies had not been fired after violating one of Plummer's cardinal sins. This amounted to discretion, Faris said. Plummer violated one of his own cardinal sins by accepted a stick of gum from Britton at the hearing.

Two weeks ago Croan returned to his job as a deputy sheriff at the North County Jail in Oakland. A check for about \$50,000 in back pay is forthcoming.

NEWS FROM THE MINES

Battle Mountain deep in contract proposal talks

ELKO — With January behind us, we find ourselves deep into contract proposal meetings at Battle Mountain Gold. At the same time, our membership drive has slowed way down. I'm hearing that there are employees who don't want to join because they didn't like something in

past contracts. I can't understand why a person would want to leave the union and have absolutely no say in their future wages and working conditions. Those same individuals are weakening the entire bargaining unit. But that hasn't stopped those good union hands at Battle Moun-

tain Gold from still signing up new members. You're doing a great job!

The war in the gulf has not affected the organizing here in northern Nevada. If anything, it seems to have helped. If you have a flag, be sure to get it out and fly it in support of our men and women in the armed ser-

vices and especially those serving in the gulf.

After a recent monthly union meeting for the members who work for Gabbs, I spoke with a veterinarian who, as you'd expect, was an animal rights activists. I was interested to hear his many viewpoints on animal rights.

country.

He didn't understand until I told him I was a union representative. He threw up his hands and said, "Unions!" He then said the only thing worse than a damned union was management left to its own judgement. As he spoke of the veterinarian association he belonged to, he wouldn't admit it was really a union.

Whether he wanted to know more about unions or not, for the next two hours he got a lesson on what unions do for families. Who knows, some day Local 3 or another union may benefit from what he knows now about union.

One of our members at Battle Mountain Gold was injured recently in a haul truck accident at the Fortitude pit and is in the hospital in Reno. We all hope brother Frank Ostrander gets well soon. Those wishing to help Frank can make a donations through the Operating Engineers credit union in Elko. Send it to the attention of Beth. All of us should stop and think that if we were out of work, could we make it to the next pay day. Not many of us could, so let's show Frank and his family what union brotherhood is all about and send a little something to help them out, and not just those in the mines but all of us in Local 3.

At one point he asked me what I did for a living. I told him I was a human rights activists. He thought that was great. What were my main interests, he asked. Was it war or racial discrimination? I told him I was interested in all of those issues, but my main interest was in the rights of the working men and women of this

*Delmar Nickeson,
Business Rep.*

Remembering Ernie Cothrun

ELKO — Last December 28, Operating Engineers lost one of its truly great members.

I knew Ernie Cothrun mostly during his years as a blaster at Newmont's gold quarry. Ernie was a living symbol of the union's belief of an honest days pay for an honest days work. I saw Ernie work many a men half his age into the ground. I know this because I was one of those men. To Ernie it was just a day's work. He could work you harder and get more done and, at the same time, make it more fun than anyone I've ever worked with. You went home feeling like you accomplished something.

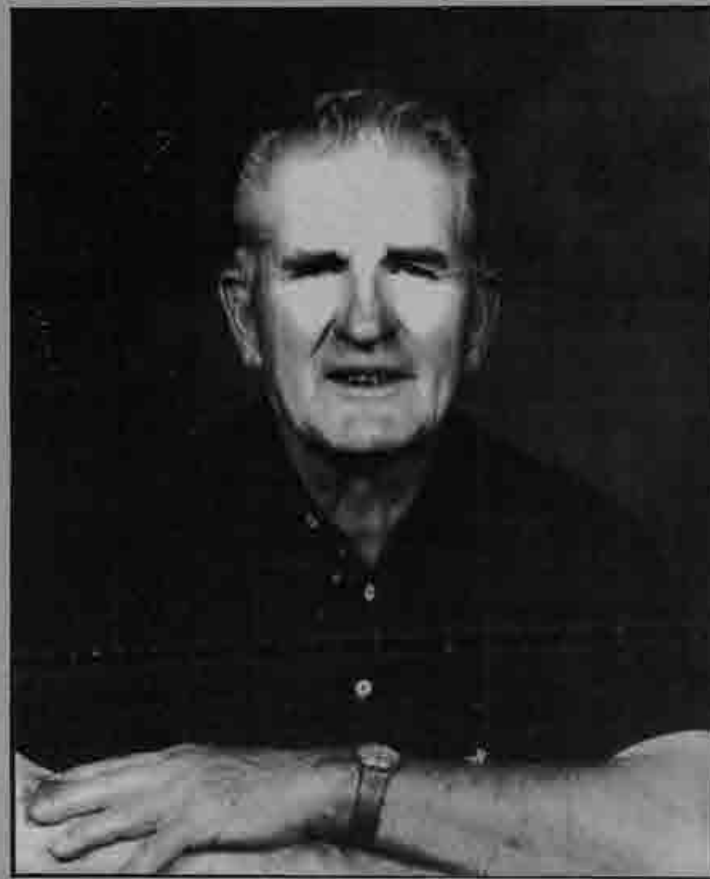
I remember more than once helping Ernie pick up flagging stakes after a job was finished. He'd take them home for use as table tops or toy boxes. I always thought he couldn't make much of a table or box from that stuff.

After his death, I went to his home to get a photograph for this article and was privileged to see some of Ernie's work. I was awestruck at what I saw: fine table tops, an arrowhead collection and his incredible turquoise work. I found out too that Ernie was an artist. I've never seen work so beautiful.

He taught himself how to play the fiddle behind the wood stove when he was just a teenager. He had been a cowboy, jeweler, a farmer and carpenter who could build without plans. He was very proficient in all these skills.

If Ernie saw something that needed to be done, he did it. If there was a way, he would do it in an artistic fashion. He was always busy yet had time for his family and friends. If anyone makes it to heaven, Ernie will.

Ernie was the father of six sons and the



Ernie Cothrun

grandfather of 14 grandchildren. His wife Isabel is just as wonderful as Enrie. I will always remember Ernie as a great union member, a hard worker and a very, very good friend.

Condolences from his old crew and us at Local 3's division office go to his family, who I know miss him very much. God be with you all.

Those wishing to make a contribution should send it to the Operating Engineers credit union, 1094 Lamoille Highway, Elko, NV, 89801, Reg. number 0742628.

*Delmar Nickeson,
Business Rep.*

NEWS FROM Rancho Murieta training center

Safety Guards

Intervention can save lives

For the last two months, I have been discussing my friend Bill who ran his loader over the edge of an excavation because of what appeared to be a monumental hangover.

By choice I was a spectator to what happened that day. I stood by while my fellow worker's safety was placed in danger. As you read this story, you may have thought of your own experiences concerning substance use and abuse and the effects it has on safety.

The entire incident led me to take a long look at what my role was. In concluding Bill's story, I want to share the long look I took at myself and what I learned.

As a Local 3 member, I am responsible for looking out for my fellow workers, particularly when safety is involved. As a spectator, I took no action to prevent the accident. I became as much a part of the problem as Bill. I wasn't looking out for the welfare of my fellow workers. I'm not very proud of my inaction that day.

So why did I choose to be a spectator? I'm led to the "want list" from last month's article. Just as Bill wanted to be accepted, I too wanted to be a part of the crew. By just standing by and watching, I didn't call any attention to myself that would have made anyone uncomfortable with me. I was afraid that if I said something to Bill, he'd get mad at me. I might have lost the friendship that eased the loneliness I felt as a result of being away from home.

What about the rest of the crew? Would they think I was a "narc" or

holier-than-thou do-gooder trying to force my values down their throats? Bill could handle his own affairs as well as his booze. At least that was his reputation. Who was I to question that? Besides, I had come to work in the same condition myself on a few occasions. I handled it. Or had I just dodge a bullet?

So I chose to gamble, telling myself that everything would be all right. In this case I won and lost. Bill went over the bank, and luckily neither he or any of the laborers below him were hurt or killed. The whole incident shook me up so much that I began to feel guilty for what could have happened. What a terrible dilemma. I wanted to be accepted by the very people who could have been killed by my inaction.

As part of today's alcohol and drug information presented by substance abuse consultant Claudia Dias at the Rancho Murieta training center, new apprentices are given intervention techniques that can be used when alcohol or drugs threaten the safety and welfare of themselves and fellow workers.

Bill's accident, unfortunately, occurred before the Joint Apprenticeship Committee and Local 3 began to address substance use and abuse in the work place. I guess I'm dating myself now, but I sure could have used those techniques back then. These techniques enable apprentices to have confidence to step in and exercise their voice in looking out for the welfare of their coworkers.

Intervention is not easy for everyone; it's re-



ally tough sitting down with someone you care about, looking them in the eye and telling them that you are concerned about their behavior. You never know how they will respond.

Intervention should take place with a coworker, friend or loved one as an act of caring. Preparation is very important. Doing your homework will increase the chance of success.

- Find someone who shares your concerns to be your partner in the intervention.

- Make sure both of you are clear on what changes you want to take place? Have a goal?

- Be informed about the consequences of substance abuse. Remember the want and get list from last month's Safety Guards.

- Rehearse what you both will say and how you

will present your concern.

- Learn what you both will say and how you will present your concerns.

- Learn what support resources are available and have specific actions to offer.

- Have a plan. Know what you are going to say and what your issues are.

By spending the time to plan, you and your partner will be able to stay on track. Many times people with substance difficulties are very skilled in diverting attention away from the problem. After you've done the planning, all that's left is carrying out the intervention.

- Choose a non-crisis, straight and sober time for your intervention.

- Tell the person that you are concerned for his or her safety and welfare.

- Focus on the behavior. You are not there to pass judgement, attack or

label the person.

- Let the person know in no uncertain terms that you will no longer ignore the behavior.

- Set reasonable limits, remember your goals and stick to it.

- Don't allow the discussion to defend substance abuse.

- You and your partner must maintain control of the discussion. Using the "broken record" technique – repeating the issue and goal over and over – can keep discussion focused.

- Avoid playing counselor. Don't diagnose or make judgemental statements.

- Recognize and acknowledge when you and your partner have done all you can do.

Intervention is very stressful and may not be successful the first time. If there is an immediate threat to the safety of you or your coworkers, you may have to talk to the job steward or foreman. This is tough to do, but remember, you did the intervention because you are concerned and you care.

Confronting and addressing problems of any type is uncomfortable, but substance abuse is especially hard. It may seem easier to look the other way and not stick your noses in other people's business. That's what I did when Bill came to work that morning years ago. In looking the other way, I endangered the lives of my fellow workers, as well as turned my back on a basic responsibility I had as a Local 3 member. I am my brothers' and sisters' keeper and they are mine.

Gene Herndon,
Curriculum Coordinator

Fringe Benefit Form (Continued from page 9)

jury, he or she may be entitled to vocational rehabilitation benefits, which may include temporary compensation, schooling and necessary living expenses. **What do you do if you think you have a work-related injury or illness?**

If you have been injured on the job or think you have, you should:

- Immediately report the injury to someone in a position of authority, as failure or delay could result in a denial of benefits.

- Obtain a claim form from the employer, fill it out and obtain a copy, as explained earlier.

- Request medical care from your foreman, supervisor or lead man who should refer you to a doctor for treatment. If he or she doesn't, you can see a doctor of your own choice.

What to do if your employer refuses to pay you workers' compensation.

An employer or insurance carrier who decides not to provide you with your workers' compensation benefits may be costing you thousands of dollars in benefits. Fortunately, neither your employer nor its insurance company has the last word.

You have the right to file a claim with the Workers' Compensation Appeals Board, and to be represented by an attorney. A claim should be filed immediately, as there are strict time limits, when compensation is not provided. Even when benefits are paid, a claim should be filed if the injury or illness is serious.

Attorneys' fees are only paid when the claim is resolved, and only if compensation is awarded. The amount of the fee is between 9 percent and 15 percent of the benefits obtained and must be approved by a workers' compensation judge.

The immediate filing of a claim will also allow you to receive disability benefits and medical coverage through other sources — weekly state disability payments and medical coverage through the Operating Engineers Health and Welfare Trust Fund — while your claim is being processed. Without such a claim these other benefits may be delayed or denied altogether.

Legal representation can be obtained from Van Bourg, Weinberg, Roger and Rosenfeld, in San Francisco and in Oakland. In San Francisco:

Van Bourg, Weinberg, Roger & Rosenfeld

875 Battery Street, 3rd floor
San Francisco, CA 94111

In Oakland:

Van Bourg, Weinberg,
Roger Rosenfeld
450 Hegenberger Road
Oakland, CA 94621

Sacramento

(Continued from page 15)

Heights and northeast along Hwy. 50 out to Fair Oaks. Almost 20 projects in the Sacramento area will go out for bid from 1991 to 1996, with most of the money coming from Props. 108, 111 and 116.

If this drought keeps up, I don't think there will be too many subdivisions up for bid in Sacramento, El Dorado and Placer counties.

Teichert and Granite's Cat shops are making winter repairs. Teichert is working about 15 mechanics in their shops, and Granite is working about 11 mechanics in their shop. Teichert's electrical shop crew is going strong, but members in the plant shop are only working four days a week.

Clark's Welding is keeping about three members going pretty much all year. Cardinal Scale had about 22 men working in their manufacturing plant last summer and now it has cut back to about 11 men.

Case Power & Equipment is just about ready to move into its new shop on Bell Avenue in Sacramento. The company keeps about 16 hands going year-round.

Ingersoll-Rand has opened a shop out in Rio Linda. It has two members working there now and may hire one more mechanic later on down the road, depending on its work load.

I don't know what has happened to Morgan Equipment, which has slowed down to working only two mechanics in its shop.

Turner Construction is moving right along with its Plaza Park Tower building on 9th and J streets. Its reconstructing a 34-story office building that should be done in about 10 months. EBI is finishing its demolition work on a seven-story building site in old Sacramento.

Teichert, R.C. Collet and Lund don't have too much work going in Elk Grove right now, but that could change by press time.

By the way, when you register on the out-of-work list, don't forget to renew your registration by the 84th day to maintain your place on the list.

Hugh Rogan, *Business Rep.*

Union Briefs

\$1 billion in highway contracts

Despite pending lawsuits, this year Caltrans plans to put out to bid \$1 billion for new highway projects, seismic retrofitting and rehabilitation. There is some uncertainty about the fate of several Bay Area projects, namely the I-680/Hwy. 24 interchange and the expansions of I-680 through San Ramon and I-880 south of Fremont. Caltrans says that even if the court cases drag on, the agency will redirect the money to other projects.

In Northern California, \$6.6 million will be awarded for a new Amtrak station in Oakland's Jack London Square to replace one damaged in the 1989 Loma Prieta earthquake. In Alameda County, \$43 million in contracts will be advertised for extending BART from the Bay Fair Station to Dublin along I-580, and \$42 million for extending BART from Concord to Pittsburg in Contra Costa County and from Pittsburg to Antioch.

More Prop. III dividends

There's a different atmosphere these days at Caltrans compared to a year ago, when the agency had to impose a moratorium on new highway construction because it had no funds. Caltrans has sprung to life since passage of Props. 111, 106 and 108, which together will provide more than \$20 billion over 10 years.

Calif. Gov. Pete Wilson has proposed raising the mass transit share of Caltrans' budget from \$560 million this year to \$740 million next year. Caltrans is expected to spend \$915 million on highway construction projects and \$658 million on routine highway maintenance. Total expenses for fiscal year 1990-91 are expected to be \$5.1 billion more than last year.

N.Y. newspaper caused strike

The National Labor Relations Board has determined that the New York *Daily News* deliberately forced a strike that began October 25 so the company could permanently replace the striking workers and bust their unions.

The NLRB findings support labor's contention that companies are increasingly busting unions by forcing strikes through unreasonable negotiations. Once the workers take to the picket lines, they're simply replaced. The NLRB ruling could mean that the 2,100 striking workers would have to be given their jobs back ahead of the permanent replacements hired by the *Daily News*. An administrative judge will hear the case June 3.

The increased practice of permanently replacing striking workers has prompted the AFL-CIO to initiate a priority legislative drive in the 102nd Congress for passage of an anti-strikebreaker law, which would prohibit companies from permanently replacing workers during a labor dispute. H.R. 5 and S. 55, as they're now called, have 162 and 23 co-sponsors respectively.

Health costs up 46 percent

A survey of U.S. businesses shows that medical benefit costs have jumped 46 percent in the past two years. The survey of 2,000 employers said the cost of employer medical plans had averaged \$3,161 per employee in 1990, compared with \$2,160 reported two years ago. If health costs continue to increase at the current rate, the annual cost of providing medical benefits will exceed \$22,000 per worker by the year 2000.

Organized labor contends the problem is too big to be solved through cost sharing and is urging Congress to overhaul the nation's health-care system. About 37 million Americans have no health insurance, and another 50 million are underinsured. The cost of providing health care to the uninsured is being passed on to those who have health coverage, especially those working under collective bargaining agreements.

Wages up 83 cents in 1990

The average first-year increase in wages and benefits in construction labor agreements negotiated during 1990 was 83 cents per hour or 3.8 percent, according to the Construction Labor Research Council. The first-year wage increases in 1989 averaged 65 cents per hour or 2.9 percent.

Higher settlements in 1990 were attributed in part by a decline in the number of negotiated pay freezes and rollbacks. Last year was the first year since 1982 that the average first-year settlement exceeded 3 percent.

1991 Grievance Committee Elections

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

Election of Geographical Market Area Addendum Committeemen

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

Eligibility rules for serving on the committee are as follows:

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

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

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

(c) He must be an "A" Journeyman

(d) He must be a member in good standing

(e) Must not be an owner-operator.

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

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

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

Frank Espino of Dos Palos, Ca., 9/15/90.

OCTOBER

James Bowman of Boring, Oregon, 10/27/90; Jack Humphrey of Flournoy, Ca., 10/24/90.

DECEMBER

George Adler of Lodi, Ca., 12/15/90; Frank Bellante of Antioch, Ca., 12/17/90; Curtis Carson of Modesto, Ca., 12/29/90; Leo Casella of Hanford, Ca., 12/24/90; Craig L. Chandler of Clarkston, Wash., 12/23/90; Mark A. Divenere of Campbell, Ca., 12/30/90; Richard Fitzpatrick of San Jose, Ca., 12/23/90; Ralph Gaches of Myrtle Cre, Oregon, 12/18/90; June R. Harward of Provo, Utah, 12/17/90; N. L. Howard of Stockton, Ca., 12/15/90; Leonard Ingerson of San Leandro, Ca., 12/26/90; Ho Johnson of Lakehead, Ca., 12/30/90; Robert Livermore of Oakland, Ca., 12/28/90; Carl F. Loescher of Sun City, Arizona, 12/11/90; William Lorenzen of Mtn. Ranch, Ca., 12/23/90; A. T. Nelson of San Jose, Ca., 12/24/90; L. Petersen of Santa Rosa, Ca., 12/20/90; H. B. Post of El Sobrante, Ca., 12/23/90; James Stevens of Kaunakakai, Hawaii, 12/23/90; Fred Tatum of Pollock, Ca., 12/29/90; Jasper Tripp of Brisbane, Ca., 12/21/90; Melvin Vargus of Newark, Ca., 12/26/90; John West of Fairfax, Ca., 12/31/90; Herman Zehnle of Sartell, Mn, 12/27/90.

JANUARY 1991

H. M. Anderson of Livermore, Ca., 1/5/91; Joseph Beauchamp of Sacramento, Ca., 1/6/91; Chas. J. Butcher of Concord, Ca., 1/26/91; C. Clark of Valley Spring, Ca., 1/16/91; Chas. V. Clayton of Smartville, Ca., 1/10/91; John Costa of Oakland, Ca., 1/10/91; Robert Crittenden of Red Bluff, Ca., 1/22/91; Leland Gillman of Lindon, Utah, 1/12/91; Taft Hudson of Martinez, Ca., 1/3/91; Jack P. Johnson of Modesto, Ca., 1/1/91; Heber V. Marshall of Santaquin, Utah, 1/7/91; Charley McRee of Yuba City, Ca., 1/5/91; Claude Morris of Tonto Basi, Arizona, 1/4/91; Dominic Romera of Kahu-lui, Hawaii, 1/13/91; Marcus Sholar of Oakdale, Ca., 1/14/91; Martin Siller of Yuba City, Ca., 1/2/91; Henry Staas of Roseville, Ca., 1/5/91; James E. Stevens of Santa Rosa, Ca., 1/13/91; A. H. Turk of Oroville, Ca., 1/13/91; Roger R. Wilson of Watsonville, Ca., 1/22/91.

DECEASED DEPENDENTS

Patricia Bettes, wife of Jimmy Bettes 12/29/90; Andrea Kealoha, wife of Mickael Kealoha 11/2/90; Edith Martin, wife of Arthur Martin 1/19/91.

1991 RETIREE MEETINGS

S.F./SAN MATEO - February 7, 10 AM

IAM Air Transport Employees
1511 Rollins Rd.
Burlingame, CA

FRESNO - February 14, 2 PM

Laborers Hall
5431 E. Hedges
Fresno, CA

SACRAMENTO - February 19, 10 AM

Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova, CA

AUBURN - February 19, 2 PM

Auburn Rec. Center
123 Recreation Dr.
Auburn, CA

CONCORD - February 27, 10 AM

Concord Elks Lodge #1994
3994 Willow Pass Rd.
Concord, CA

OAKLAND - February 28, 10 AM

Oakland Zoo - Snow Bldg.
9777 Golf Links Rd.
Oakland, CA

SALT LAKE CITY - March 6, 2PM

Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, Utah

RENO - March 7, 2PM

Carpenters Hall
1150 Terminal Way
Reno, Nevada

NAPA/FAIRFIELD - March 13, 10AM

Elks Lodge #839
2840 Soscol Ave.
Napa, CA

CERES - March 19, 10AM

Tuolumne River Lodge
2429 River Rd.
Modesto, CA

STOCKTON - March 19, 2PM

Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

UKIAH - March 21, 10AM

Discovery Inn
1340 N. State St.
Ukiah, CA

SANTA ROSA - March 21, 2PM

Labor Center
1701 Corby Ave.
Santa Rosa, CA

WATSONVILLE - March 26, 10AM

V.F.W. Post #1716
1960 Freedom Blvd.
Freedom, CA

SAN JOSE - March 26, 2PM

Holiday Inn Park Center Plaza
282 Almaden Blvd.
San Jose, CA

District Meetings

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

February 1991

19th District 8: Auburn
Auburn Recreation Dr. 123 Recreation Drive
28th District 2: Oakland
Warehouseman Local #6 99 Hegenberger Road

March

6th District 12: Salt Lake City
Engineers Bldg. 1958 W. N. Temple
7th District 11: Reno
Musicians Hall 124 West Taylor
12th District 04: Fairfield
Holiday Inn 1350 Holiday Lane
19th District 3: Stockton
Engineers Bldg. 1916 North Broadway
21st District 10: Santa Rosa
Labor Center 1701 Corby Ave.
26th District 9: San Jose
Labor Temple 2102 Almaden Rd.

April

9th District 4: Eureka
Engineers Building 2806 Broadway
9th District 17: Kauai
Wilcox Elementary School 4319 Hardy Street

10th District 17: Kona
Konawaena School Kealahou
10th District 7: Redding
Engineers Building 100 Lake Blvd.
11th District 6: Marysville
Engineers Building 1010 "I" Street
16th District 1: San Mateo
Dunfey Hotel 1770 So. Amphlett Blvd.
23rd District 17: Maui
Wailuku Community Ct. Lower Main St. Wailuku
24th District 17: Hilo
Kapiolani School 966 Kilauea Ave.
25th District 17: Honolulu
Kalihi Waena School 1240 Gulick Ave.
May
7th District 3: Stockton
Engineers Building 1916 North Broadway
9th District 5: Fresno
Laborer's Hall 5431 East Hedges
14th District 8: Sacramento
Laborer's Hall 6545 Stockton Blvd.
15th District 2: Richmond
Point Marina Inn 915 W. Cutting Blvd.

Special called Meetings

At its meeting on February 10, 1991, the Executive Board concurred in the recommendation to approve special called meetings for election of Geographical Market Area Committeemen in the following locations.

District 80

Thursday, February 21, 1991 7PM
Machinist's Hall
2749 Sunrise Blvd.
Rancho Cordova, CA

District 90

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

Swap shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to Operating Engineers Local 3, 474 Valencia St., San Francisco, CA 94103, ATTN: Swap Shop.* Ads are 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.

Swap Shop

FREE WANT ADS FOR ENGINEERS

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

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

FOR SALE: '80 Chevy Pick up, 1/2 ton AM/FM, Dual tanks. Tilt wheel. Power steering and brakes, LWB. Good condition. Low mileage, \$3K OBO. '83 Chevy pick up 4X4, V8, Auto transmission, air condition, 8' bed, new rebuilt transmission. 30K miles on engine, power steering & brakes, \$5,700 OBO. '80 Jaguar XJ6 111, Clean, good condition, \$10K OBO. Call James Di

HONORARY MEMBERS

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

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

Juca, (916)872-4361, 389 Wayland Rd. Paradise, Ca. Reg.#1051279 1/91

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

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

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

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

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

FOR SALE: 1 Acre Fenced with trees all around. Well, pumphouse, septic, electricity, phone, RV hook up. Storage bldg. Older mobile home 100 mi. north of Las Vegas, ideal winter climate \$18,500. Call Charles at (702)372-5633. Reg.#0931123 2/91

FOR SALE: '85 Chevy Silverado, 6.2 litre V8, 1/2 ton Diesel w/all equipment. 27mi./gal. like new. Has camper shell & rug, 2 tone, 46K miles. Last of 1/2 ton diesels made. \$9K. '90 Ford F-250, XLT-Lariat, 5K miles, V8, 302, 2-tone all new/all equip. \$16,500. F. Stanley, 8829 San Badger Way, Elk Grove, Ca. 95624 (916)685-3386. Reg.#1171873 2/91

FOR SALE: '81-5th Wheel, 40ft. W/D, air awing, s.c. good cond. \$14,500. '73 Chevy 3/4 ton camper spec. 454 C.I. looks good, runs good, air ill, srw, \$3,500 both for \$17K. eves., Bill (707)894-9280. Reg.#1971851 2/91

FOR SALE: Trailer, 5th wheel, 18ft. self cont, queen size bed, air cond., good condition. \$3K. (707)446-1287. Reg.#750512 2/91

FOR SALE: '87-5th Wheel, 34'7" auto-

matic, front electric jacks, 2 doors, patio & window awnings, lg. storage compartments, air conditioner- forced air furnace, carpet, intercom, stereo, ceramic tile galley, dinette, washer dryer prep, mini blinds, drapes, queen bed, swivel rocker sofa, china cabinet, microwave, like new \$23K. 34' Pace Arrow MH '84. 33,700 miles, 454 Chevy automatic, new Bridgestone tires, front axle air bags, pod, trailer hitch 6.5 KW onan, CB radio, stereo, 2 air conditioners, 3way refer, microwave, food service center, built in vacuum cleaner, carpet, double bed, s/s double sink, excel cond. \$32K. Call (209)295-3503. Reg.#1276906 2/91

FOR SALE: '78 Rambler Holiday Imperial 5000 M.H., 35' long Moreyed axle jacks, 42K mile loaded with everything snap on 21' room, 20K take over credit. Call Bill R. Stinnett, 996 Barthett Ct, El Dorado Hills, Ca. 95630. (916)933-0726. Reg.#1168879 2/91

FOR SALE: Tools Air compressor 125. WHR 125 Gasoline engine driven model WH-125-GB 60# jack hammer - points, chipping gun - points, 30 pc. set 3/4" drive tools, 5 sack sandblaster on dolly, screen top, fresh air regulators, 18' outlet hose w/nosle, 100' air hose plus. All items described - \$3K total. Call George Souza in Half Moon Bay, (415)726-2867. Reg.#1121833 2/91

FOR SALE/LEASE: Beer & Wine Tavern nr. Red Bluff, Ca. Tehema City. newly painted 2120' cement blk bldg w/2bdrm, 1ba, apt. wash/dryer hookup cement patio, shop, basement, deep well w/new submersible pump, trailer pad w/all util. nearly 3 acres under irrig. prkg. \$66,900 Joe M. Paulazzo 3342 Melwood Ln. #3 Redding, Ca. 96003 eves (916)243-4302 Reg.#0865537 2/91

FOR SALE: '84 Bronco 11 V6, 4x4, original owner, 2 tone, 52K mi., excel. cond. \$6K. Call Ron Porteous (916)361-8333. Reg.#1447143 2/91

FOR SALE: '60/61 Local 3 year pins looking for to complete collection. Call Charles Spires (702)575-2805 or write 1150 Farm District Road, Fernley, Nv. 89408. Reg.#1001672 2/91

FOR SALE: Campershell Dyno-Longbed, excellent condition, dark blue and light blue on silver, w/plush blue sportsman carpet kit 91" in length. Only used 8mo. paid 942.36 will sacrifice for \$600. Call Tim Neap (916)652-3650 Reg.#2119179 2/91

FOR SALE: '90 Ford Thunderbird LX, loaded, 6 year extended warranty, low miles, like new. Also included bra & cover. Must sacrifice. Call Sharon at (415)829-4400 ext. 112. Reg.#2054766 2/91

FOR SALE: Motor home '72 Dodge swinger class A-25" 413 engin new rain/snow tires, carb, exhaust, trans., cooling system, cab seats, CB, A/C dash and

Personal Notes....

Ceres: We would like to express our sympathies to the families and friends of departed brothers Walter Master-son 12/9, 4th step HDR appr Curtis Carson 12/29, Jack Johnson 1/1/91. and Markus Sholar 1/14.

Fresno: To our brothers and sisters who have recently departed we say a fond farewell and extend our sympathy to the families and friends;

John Merrell 12/6; Patrick Snow 12/7; Merle Ross 12/10; Imogene Miller 12/20 (Wife of Leonard Miller), and Leo Casella 1/91. Each will be truly missed.

Marysville: Our condolences are extended to retired brother Louis Pinckney on the death of his wife Aileen and to retired brother Wayne C. Wagner on the death of his wife Eva M. Also the office staff extends its sympathy to the families and friends of the following deceased brothers: A. L. Holmes, Charles

McRee, Martin Siller, Charles Clayton and Allen Turk. These brothers were members for many years and will be missed.

Sacramento: We would like to express our sympathies to the families and friends of departed brothers Joseph Beauchamp, Luke Farrell and Henry Staas.

Santa Rosa: We are pleased to announce that brother Rick Handley and his wife Michele had a baby boy, David John, on January 8 weighing 9lbs. 9 oz. Congratulations! We would also like to express our sympathies to the families and friends of our dearly departed brother James Stevens.

Local 3: Sends its sympathy to Wayne Simoni on the death of his mother Lillin Simoni 11/29.

Also, congratulations to Mr. and Mrs. Joseph Mendez on the birth of their son Joseph Michael born 12/90, weighing 3 lbs. 6 oz.

roof. Much more, excel cond. \$8K. Country flame fireplace insert, with blower, 3yrs. old. Black w/brass trim around doors and bents, excel. cond. \$500. Call John Pavlic in Fremont, Ca. (evenings) (415)657-2303 Reg.#2017029 2/91

FOR SALE: Heavy duty tools - tool box. Call George Gale in Vacaville, Ca. (707)447-9545 Reg.#1395497 2/91

FOR SALE: 10KW Generator on wheels 110-220 volts. 4cyl gasoline. good condition. Call Curtis in Anderson, Ca (916)365-0358 Reg.#0731140 2/91

FOR SALE: GMC-3/4 ton Seirra 2500 4x4, 350 V8, 50K mi. 4sp. trans., PS, PB, dual 20 gal. fuel tanks, delta locking tool box, 5K lb. hitch. \$11,500. Call Joe Bouten (916)729-2744. Reg.#1800746 2/91

FOR SALE: 1000 Trails Charter Membership. Sickness forces sale. \$2K plus transfer fees. Call (707)642-7319 after 5pm or anytime week-ends or write to Alphonse Fithian, 244 American Canyon Rd.#29, Vallejo, Ca. 94589. Reg.#1382649 2/91

FOR SALE: '87 Dodge 1/2 ton LWB 2WD, 56K mi., 318, 4sp., EZ Lift, overloads well maintained. \$5,800. Call Kevin Connor (702)883-4268 Reg.#2023314 2/91

FOR SALE: Closet doors, Bedroom & family room sliding doors - 2 door set. Bedroom each piece, 78" long x42-1/4"wide. Family each piece 78" long x

24-1/4" wide, 1-1/2 years old, white in color. Asking \$75 each set. More info. call Kurt (415)724-0512 after 7pm. Reg.#1866534 2/91

FOR SALE: House + 2 acres Red Bluff area. Horse setup, metal barn 36x36, 2 yrs old, 3 stalls, metal feeders, lg trough, fenced. 3 bd., 2ba., 6 year old modern house w/good carpets, double pane windows, swamp cooler, double garage, lg covered patio, satellite dish, spa, good well, family orchard. Very neat/clean. Family illness forces sale. \$135K - assumable loan \$60K. Call Milton Sykes (415)682-5683. Reg.#1087611 2/91

FOR SALE: '79 Cat 140 G Grader 14' moldboard, rear ripper, new tires rear, 60% front set up for laser system. Excellent condition call Dennis Manley of Yuba City (916)674-1517. Reg.#1682279 2/91

FOR SALE: Customized Coach T.D.H. 451. New eng. 6K mi. Holer Gen. 2 roof airs, 14" A.E.S. rel. wedge stove, new fires and much more. Must sell. B.O. Call Lewis (707)447-0455. Reg.#0388528 2/91

FOR SALE: John Deere 9' P.T.O Swather new paint bery good condition \$3,650 (offer). 3"X30" and 3"X20" aluminum irrigation pipe some with sprinklers \$.75 per foot, some fittings \$7.50 ea., engine drive Berkley pump. (pump only) M/N Bheygbrn, high head, high pressure +/- 1100 GPM reasonable offer. Call Rich (707)743-1296 eve. Reg.#1117583 2/91

Resolution

WHEREAS, our armed forces are engaged in heated combat in the Middle East for the purpose of liberating Kuwait and restoring stability to that area of the world; and
WHEREAS, the issue of whether or not to engage in war against Saddam Hussein and his army was debated at length in Congress, with Congress ultimately voting to support President Bush's request that the United States enforce the deadline issued to Saddam Hussein by resolution of the United Nations to remove his forces from Kuwait; and

WHEREAS, Congress approved by near unanimous vote a subsequent resolution that "unequivocally supports the men and women of our armed forces who are carrying out their missions with professional excellence, dedicated patriotism and exemplary bravery"; and

WHEREAS, many of the troops are themselves trade union members and/or come from families who are union members; and

WHEREAS, many of our own union members here at home are veterans of the Viet Nam War, Korean Conflict or World War II; and

WHEREAS, we recognize that the opinion of whether or not the United States should have engaged in war against Saddam Hussein is a matter of personal choice, and that conscientious trade union members have legitimate feelings on both sides of this issue; but by the same token we also recognize that that all Americans of good conscience – regardless of their personal stand on the war itself – support our armed forces who are risking all that they have – even their own lives if necessary – to protect and uphold the principles of democracy and freedom of choice on which this nation was built; therefore be it

RESOLVED by the EXECUTIVE BOARD of the OPERATING ENGINEERS LOCAL UNION NO. 3 that we join in the spirit of the resolution passed by the U.S. Congress to commend the men and women serving in our armed forces in the Middle East and to offer them our total support, our prayers and our wishes that they may accomplish their appointed task and return home to their families as soon as possible; and

BE IT FURTHER RESOLVED, that this organization go on record as deploring the actions taken by certain labor councils who have formally endorsed participation in protest marches and other demonstrations that seek to undermine this nation's support of our armed forces; on the grounds that such actions are not within the scope of a labor organization because they do not necessarily reflect the views of the members we are supposed to be representing; and

BE IT FURTHER RESOLVED that this resolution be submitted for ratification before the Executive Board of the California State Building and Construction Trades Council, the local councils of the State Building and Construction Trades and the local Central Labor Councils.

(Editor's Note: This resolution has been signed by the Officers and Executive Board of Local 3 and will be presented at each district meeting of the union.)