

Engineers News

VOL. 50, NO 2

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

FEBRUARY 1992

Rock Solid

Robinson Construction's plant near Oroville is one of six major union rock, sand and gravel operations in the Marysville District (see special report page 4-7).



Photo by Steve Moler



Good & Welfare

By Tom Stapleton
Business Manager

I have a few words to say to the Japanese Prime Minister and anyone else who thinks American workers have lost their edge.

This month, I met with a couple of operating engineers who have started their own business teaching heavy equipment operators how to use state-of-the-art cross slope, sonic and laser systems for setting grade. We will have a feature article on this in an upcoming issue of *Engineers News*.

The point I want to make is this: Technology has a tremendous impact on increasing the productivity of heavy equipment operators, and Local 3 members continue to lead the pack. Today, one operator can move more dirt in one shift than two operators could 20 years ago. The equipment is bigger and more sophisticated, and laser technology is vastly improving our ability to move it more efficiently.

Hardliners might ask, "Why support a movement that puts our people out of work?" The answer is painfully obvious. If we don't maintain our cutting edge, we ourselves will be cut down. If we want to keep a good paying job in the industry, we have to be the best. That's how operating engineers prosper. That's how this union remains strong.

How do you maintain a cutting edge? It's attitude. Drive. Commitment. Some union members apply negative pressure to the man or woman who shows initiative on the job. That attitude doesn't make it in Local 3.

The best operators take pride in their work. They gain satisfaction in a job well done. They work with their employers to help them make a fair return on their investment. They don't sit on their rear ends to let the non-union or the one next to them get better.

In the 40 plus years I've been in this industry, I've worked with a lot of top operators who demonstrated the confidence and drive that has made our union what it is today.

The Prime Minister of Japan and his narrow minded peers who have made equally stupid statements this past month obviously don't know Americans very well. They must have overlooked the fact that, despite all the propaganda about the Japanese work ethic, America is still number one in the world in productivity. In 1990, the average Japanese employee produced only 60.7 percent as much per hour as the average American worker.

They must not have read the study (done by a Japanese institute) that shows Japanese workers are less loyal to their employers than their American counterparts, less willing to move into positions of responsibility and are becoming less inclined to sacrifice their home lives for their jobs.

And of course, they must not have known employers and union members from the Japanese construction industry have spent considerable time at Local 3 to learn from us how we train our apprentices and how we operate our hiring halls.

Our system may not be perfect, but we're doing better than just holding our own, thank you!

A word about our 'lazy' work ethic



Local 3 member Bert Orman, right, a backhoe owner-operator from Brentwood, Calif., won \$6.4 million when he purchased a \$5 Quick Pick ticket from Dwight Meadows, left, owner of Cutino's Feed and Supply.

Member wins \$6.4 million jackpot

One day last November Local 3 member Bert Orman, a backhoe owner-operator from Brentwood, Calif., walked into Cutino's Feed and Supply and purchased a \$5 Lotto ticket. Having unintentionally left his pre-selected list of numbers at home, Bert randomly chose the numbers 9, 15, 28, 46, 48 and 52.

That spontaneous selection made Bert a millionaire. After the winning numbers were announced on Saturday, November 23, Bert held the only ticket in the state with all six winning numbers on that night's "Lotto 6-53" game. Bert had won the entire \$6.4 million jackpot, which means he will receive after taxes \$254,400 a year for the next 20 years.

Bert, 53, who grew up in Antioch and has been a Local 3 member for 35 years, had spent over the past few years a few thousand dollars on playing the lottery. His biggest take before

winning the big one was only \$95. He had no idea matters would go this far.

When asked if he was thinking about retiring soon, he said he'd like to keep his backhoe business but let his two business partners do more of the work.

Engineers News

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ATTENTION WOMEN OPERATORS!

Operating Engineers Womens Support Group is sponsoring a potluck in the Sacramento area.

- When: Sunday, February 23, 12 noon to 3 p.m.
- Where: SEIU Local 22 bldg., 903 30th St., Sacto. Hwy. 80 Business Rt. to downtown, take J St. exist. You'll be near J & 30th.
- RSVP, info, carpool details call:
Janell: (916) 568-6266
Lisa: (510) 769-0340
Beth: (510) 835-2511

Local 3 helps expedite highway projects

Since the recession began in mid-1990, Local 3 hasn't stood still waiting to see what happens. The union has taken an active role in ensuring that its members keep working despite one of the worst construction slowdowns in recent years.

Last month Local 3, in conjunction with Operating Engineers Local 12, met in Sacramento with Caltrans and state Assemblymen John Vasconcellos, D-San Jose, chairman of the Assembly Ways and Means Committee, and Richard Katz, D-Sylmar, chairman of the Assembly Transportation Committee, to find out if more could be done to expedite existing and future highway projects.

The meeting brought some good news for operating engineers. Caltrans officials reported that the agency is processing projects faster than ever before and that the stage is set for billions of dollars in new highway projects to begin in 1992.

Caltrans Director James van Loben Sels said that in 1991 the agency prepared for advertising and bidding a hefty \$2.9 billion in highway projects compared to \$1 billion the year before. Construction on many of these jobs is expected to begin this year. Also, a half-billion dollars over and above what the agency had originally budgeted will be spent during the next 18 months. Of that amount, \$100 million will be spent in the first quarter of 1992.

While the accelerated jobs are ready to begin construction, other major projects are still tied up in environmental review. For instance, construction on the new \$700 million Cypress Freeway, which will replace the one destroyed in the 1989 Loma Prieta earthquake, could have started earlier had the City of Emeryville not sued Caltrans over the environmental impact of adding another lane to I-80, a busy thoroughfare that will feed into the Cypress Freeway near the east anchorage of the Bay Bridge. But the construction trades is working hard on an early resolution of the lawsuit so that work can begin as soon as possible.

In addition to these accelerated projects, another 89 jobs were allowed to move forward when legislation was passed last summer to allow Caltrans to contract out engineering design to private firms. The Professional Engineers in California Government (PECG) sued Caltrans shortly after passage of Prop. 111, claiming the agency violated the state constitution by contracting out engineering work without first determining whether it could be done more cheaply by hiring more state



At the meeting with Caltrans are from left: Caltrans Director James van Loben Sels, back to photo, Local 3 Business Manager Tom Stapleton and Vice-President Jack Baugh, and Assemblymen Richard Katz and John Vasconcellos.

workers. The lawsuit delayed \$1.5 billion in Caltrans projects.

But the construction trades, along with business and transportation groups, formed a coalition to speed delivery of the stalled projects. After intense lobbying the state legislation eventually passed three separate bills that allowed Caltrans to resume contracting out.

Operating engineers received more hope for future work when the \$151 billion six-year federal transportation bill, which the International Union of Operating Engineers vigorously supported, was signed into law by President Bush in December.

The bill meant that many pending projects could proceed because Caltrans was assured of the federal matching funds.

Some of those major jobs are:

- Construct Santa Clara County light rail along Tasman Corridor and extend BART from Daly City to Colma, then to San Francisco airport (\$500 million).
- Construct interchange at junction of Hwy. 17 and 85 in Santa Clara County (\$35 million).
- Complete Hwy. 87 and add skyport interchange at San Jose airport in Santa Clara County (\$14.8 million).
- Construct HOV lane improvements on Lawrence Expressway in Sunnyvale (\$10.1 million).
- Safety improvements of Hwy. 152 at Pacheco Pass (\$5.9 million).
- Acquire right-of-way for future expansion of Hwy. 101 corridor in Sonoma County (\$15.1 million).
- Construct I-880/Alvarado-Niles Rd. interchange in Union City (\$9.5 million).
- Construct Richmond Parkway interchange (\$1.8 million).
- Construct two park & ride facilities, info. center and transfer hub for I-80 express and local bus service in Fairfield (\$7.7 million).
- Rt. 58 improvements near Bakersfield (\$4.7 million).
- Construct Industrial Blvd. bridge over Sacramento River barge canal in West Sacramento (\$8.3 million).

Major upcoming Caltrans jobs

Based on Caltrans' January tentative 3-month advertising schedule

- Construct 6-lane fwy. and structures for Rt. 85, from 0.1 miles east of Winchester Blvd. to 0.3 miles west of Saratoga Ave. (\$45 million).
- Construct 6-lane fwy. and structures for Rt. 85, from 0.1 miles south of Russo Dr. to 0.4 miles south of Bascom Ave. (\$53.8 million).
- Paving and structures, Rt. 4 from Wilson Wy. to Rt. 99 near Stockton (\$15.4 million).
- Construct fwy. and structures on Rt. 180 in Fresno County (\$45.4 million).
- Overcrossing, on-ramp, from 0.1 miles south of Merrydale Rd. to 0.3 miles north of Manuel Freitas Pkwy. in Marin County (\$60 million).
- Widen Rt. 4 fwy. from 6 to 8 lanes from Willow Pass Rd. to Bailey Rd. near Concord and Pittsburg in Contra Costa County (\$60 million).
- Hazmat job from Oyster Pt. Blvd. overcrossing to Sierra Pt. overcrossing in South San Francisco (\$7.5 million).
- Median reconstruction along I-80 from Carlson Blvd. undercrossing to 0.6 miles east of San Pablo Dam Rd. overcrossing (\$17 million).
- Rehabilitate Hwy. 99 near Galt in Sacramento County (\$10 million).

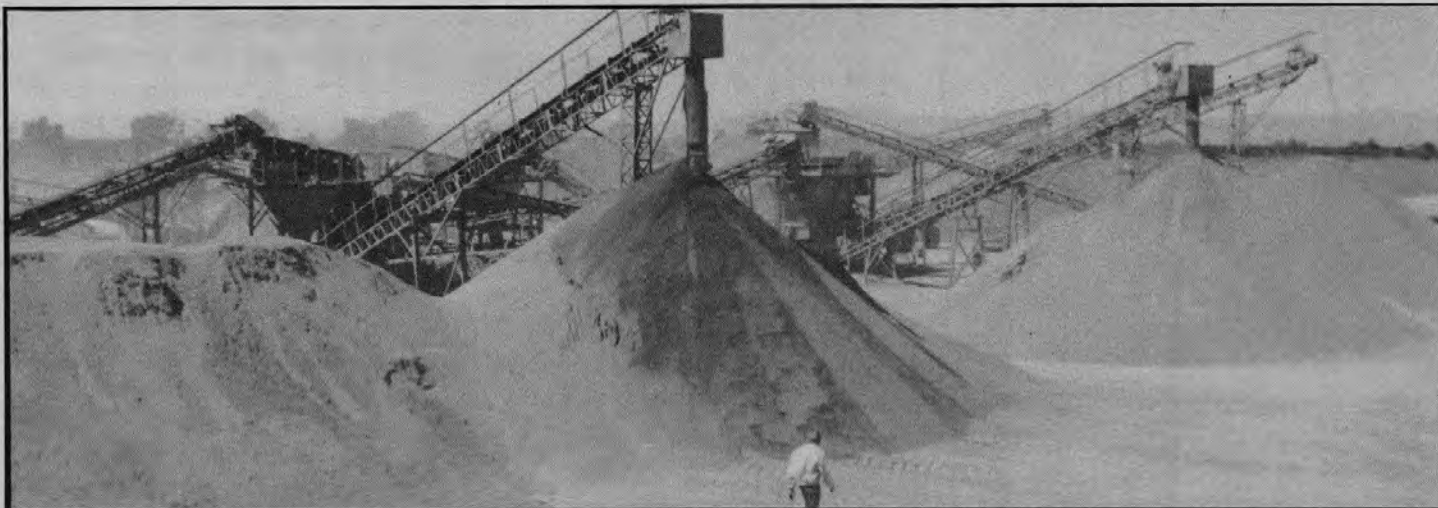
Some of Caltrans' accelerated projects

- Rehabilitate roadway near Legget in Mendocino County (\$3 million).
- Overlay near Orland in Glenn County (\$2.6 million).
- Overlay, truck climbing lane, median barrier near Truckee in Nevada County (\$4 million).
- Widen I-880, modify bridge in Union City and Hayward (\$17 million).
- Realign Rt. 121 near Shellville in Sonoma and Napa counties (\$3.9 million).
- Rehabilitate roadway along Rt. 128 near Calistoga in Napa County (\$1.7 million).

Formula for success

Abundant supply combined with union labor equals a healthy Marysville rock-sand industry

*By Steve Moler
Assistant Editor*



Combine an abundance of aggregate material with reliable, productive union labor and you've got what the rock, sand and gravel industry in the Marysville District has — a formula for success.

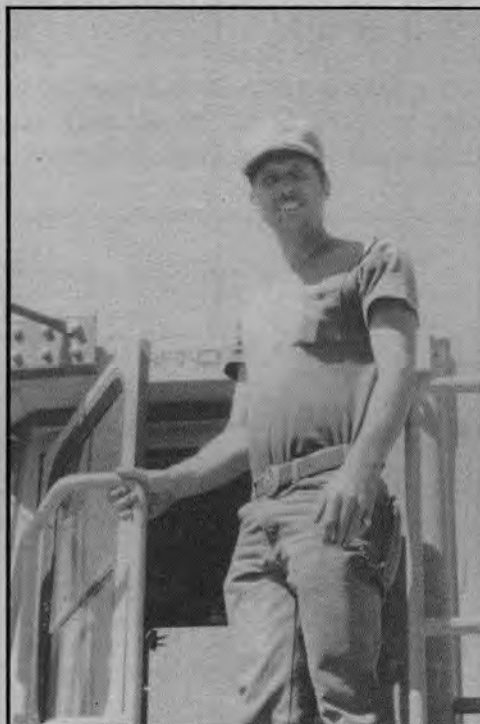
I had seen how these ingredients made other Local 3 districts, like San Jose, Stockton, Sacramento, Santa Rosa and Fresno, such strong aggregate producers. So I decided to make a trip up north to see if the equation was working as well in the Marysville area.

Early one morning I met up with business agents Dave Coburn and Dan Mostats at the Marysville union hall. I could not have asked for better tour guides. Both men were raised in union construction families and have spent their entire adult lives working in the construction industry. Together they have 42 years of membership in Local 3.

As we drove north on Hwy. 99, across flat, semi-arid farmland, towards Baldwin Contracting's Stony Creek Plant near Chico, Dan and Dave gave me an overview of the local rock-sand industry. The Marysville District, which encompasses the counties of Butte, Colusa, Glenn, Plumas, Sierra, Sutter and Yuba, has some of the most abundant reserves of aggregate material in Northern California. Large rivers like the Sacramento, Feather and Yuba flowing down from the northern Sierra Nevada mountains have been depositing enormous quantities of sediments on the valley floor for millions of years. In the Yuba Gold Field along there's enough aggregate material to mine for at least 100 years.

All told, there are about 11 major sand and gravel operations in the Marysville District, six of which are union. Baldwin Contracting has three plants: the Hallwood Plant at the Yuba Gold Field near Marysville, the Pentz Pit near Oroville, and Stony Creek, the one we were headed for. A. Teichert and Sons and Western Aggregates also run crushing operations in the Yuba Gold Field. Robinson Construction Company operates a plant along the Feather River in Oroville.

Of the 438 Local 3 members who work in rock, sand and gravel in Northern California, about 90 are employed in the Marysville area. In



STONY CREEK PLANT

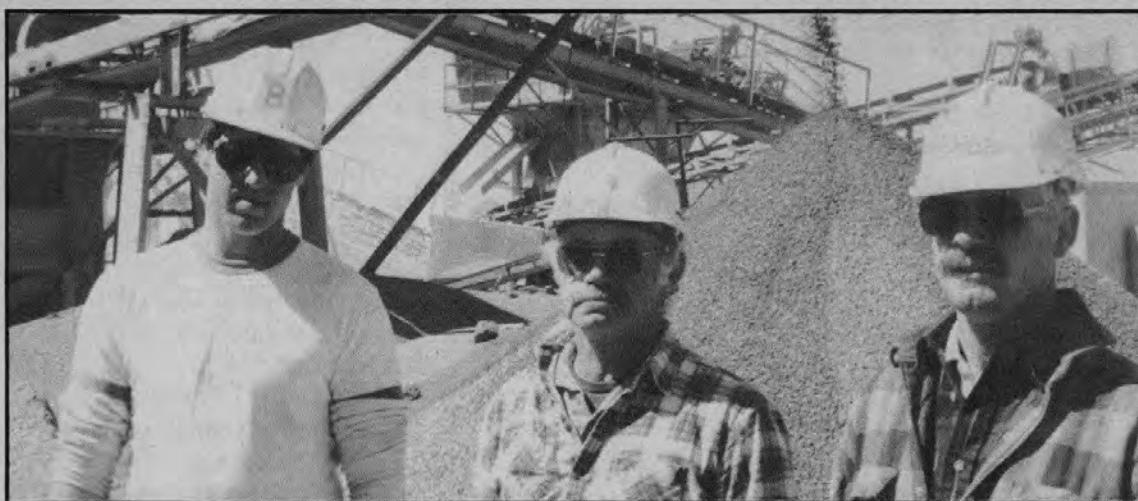
Top: Baldwin's Stony Creek Plant.

Top center left: Jim Peterson with Business Agent Dan Mostats

Top center right: Loader operator Delmar Thompson.

Left: Plant helper Bob Wagner, left, oiler and plant operator Thad Lewis, center, and plant operator Larry Smith.

Bottom: Business agent Dan Mostats, right, with plant help Bob Wagner, left, Plant operator/oiler Thad Lewis, second from left, and plant operator Larry Smith.



many respects these hands, like HDRs, are the invisible, unsung heroes of the construction trade. Most motorists who pass by a highway paving job have no idea that somewhere nearby a crew of highly skilled operators is crushing and sifting rock and sand deposits into quality aggregate products for use on the paving job.

Baldwin's Stony Creek Plant

When we arrived at Baldwin's Stony Creek Plant, plant manager Steve Fox showed us around. Using Norberg and Symons crushers, the plant produced 3/8-inch and 1-inch concrete rock and 5/16-minus to 200th concrete sand for readymix. Steve's crew of 13 was also making 3/4-, 1/2-, and 3/8-inch crushed material for the hot plant. Baldwin recently installed a Barmac crusher to make 3/8-inch pea gravel and crusher dust, which Steve said has been a real lifesaver as far as profitability is concerned.

Baldwin was excavating aggregate from the banks of Stony Creek and moving the material to the plant with a couple of paddlewheel scrapers. However, the lack of fresh deposits caused by five years of drought has forced the company to curtail some mining in order to appease the California Department of Fish and Game.

The 400,000 tons of material the plant produces per year is used mostly by Baldwin's construction division. The rest is sold to Caltrans and other public agencies and local contractors. Steve told us that, although specifications haven't changed too much, there has been some increase in demand for Type A material, stuff that's 90-percent fractured.

The Robinson Pit

Next, we climbed back into Dave's Ford Bronco and headed east to Oroville to visit the Robinson plant. While Oroville is primarily a logging town, the four forks of the Feather River descending from the Sierra Nevada foothills have made the town a rich aggregate producer.

Next to the Feather River, Robinson's crew of 12 Local 3 hands were churning out a wide variety of aggregate products: Class 2 aggregate road base, 5/16-, 1/4-, and 3/8-inch chip seal, pea gravel, 1/2-, 3/8- and 3/4-inch aggregate for the hot plant, concrete sand, screen sand and, of course, the profitable crusher dust. A good portion of the plant's 400,000 tons of yearly output goes to the company's construction projects; the rest is sold to various state and county agencies. PG & E has been buying a lot of washed sand for backfill and 1 1/2-inch drain rock for leach fields.

Robinson's affiliation with Local 3 goes back more than a half-century. The company founder, Spencer



ROBINSON PLANT

Top left: The crew at the Robinson Pit.

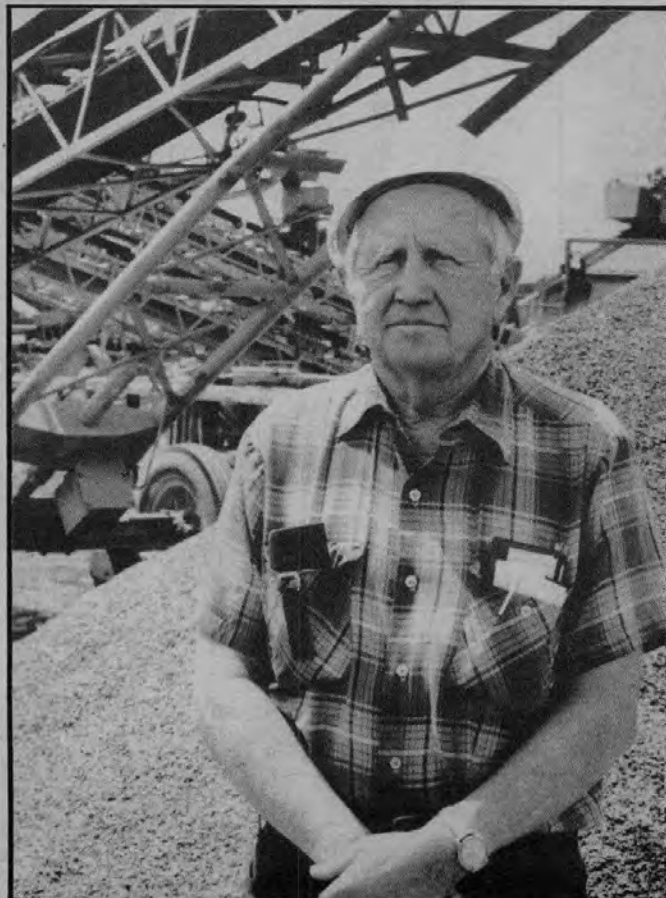
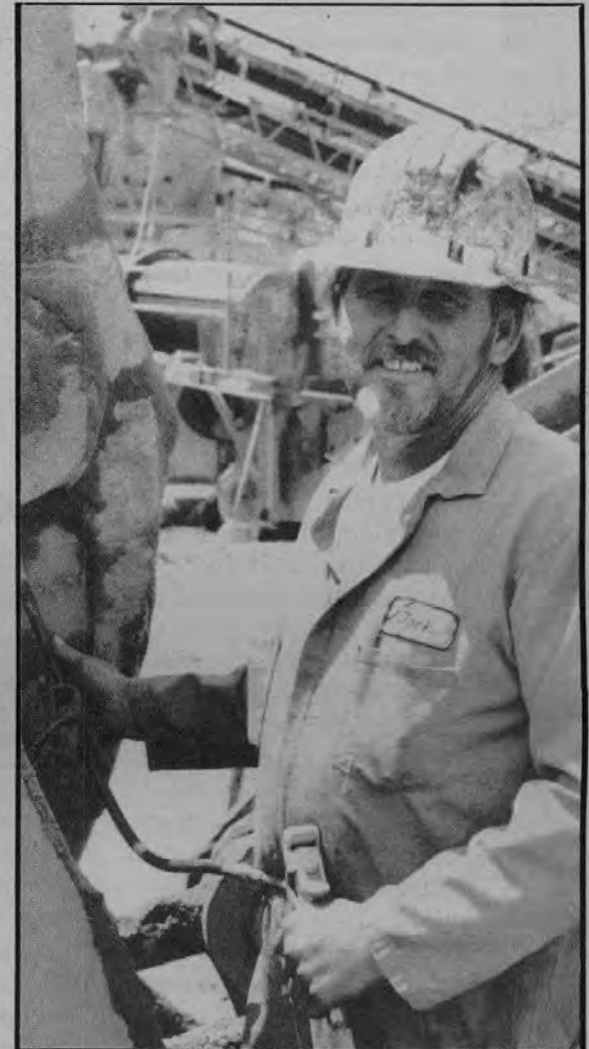
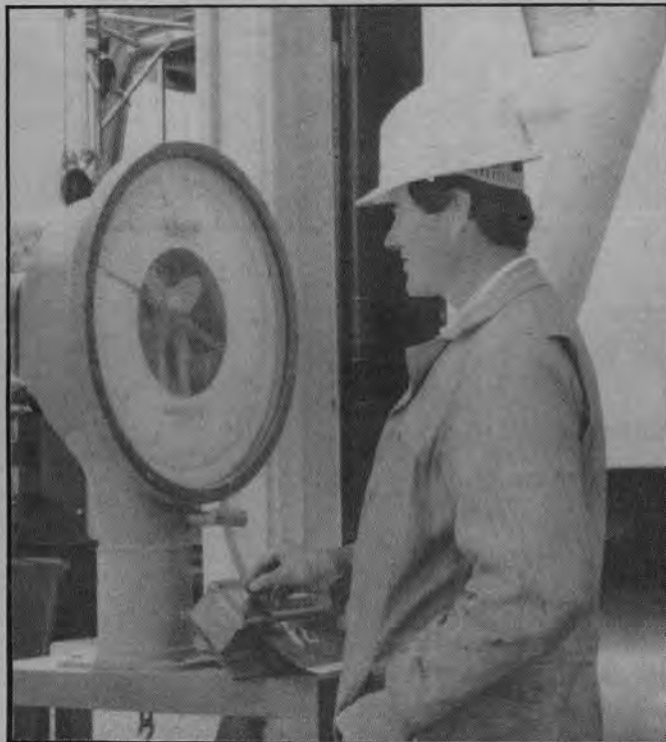
Top right: Plant operator Ralph Grahm.

Left: Assistant plant engineer Franklin Callahan.

Right: Lube engineer Jack McClutcheon.

Bottom left: Plant operator John Marlow.

Bottom right: Loader operator Albert "Ted" Wyman.



Robinson Sr., was an operating engineer who started his career running drag lines. After working in Panama during World War II, Spencer returned to Oroville in 1946 and started his own company, first moving dirt, then eventually expanding into the rock, sand and gravel business. In 1963, he bought his first portable crusher, then moved onto the present site next to the Feather River in 1967 to establish a permanent operation. The first hot plant was set up two years later. The company has been going strong at the same site ever since.

The Yuba Gold Field

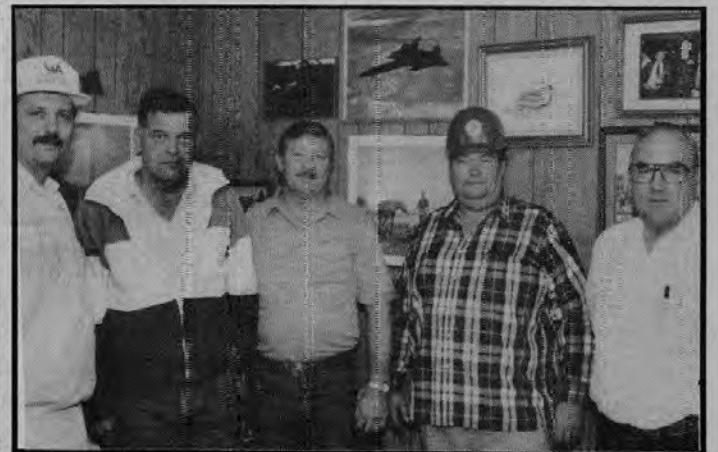
Our final destination was the notorious Yuba Gold Field near Marysville, where three companies – Teichert, Baldwin and Western Aggregates – are mining some of Northern California's highest quality river rock and sand from a vast area of gold tailings along the Yuba River. I had heard stories about this area, but never in my wildest imagination did I expect to see what I saw.

Around the turn of the century a pioneer in the gold dredging business, W P. Hammon, figured that some of the "gold in them thar hills" must have been carried down stream and deposited on the valley floor below. In March 1905, Hammon established the Yuba Consolidated Goldfields and began dredging up sediments along the river 11 miles east of Marysville. The operation became quite profitable, and over the course of the next 64 years, until 1968, the company dredged up 1,078,787,298 cubic yards of gold-bearing sand and gravel over an area of about 7,000 acres. Some areas were dredged two and three times to depths of 124 feet. Such mass excavation left behind dredge trailings as far as the eye can see, and now Baldwin, Teichert and Western Aggregate have gone back into the area to mine the tailings for rock and sand.

Western Aggregates

When we entered the office at Western Aggregate, an aerial photograph hanging on the paneled wall told the story: spread out over thousands of acres of dredge tailings on the south side of the Yuba River was an estimated 3 billion tons of material, enough to keep the company busy for at least 100 years.

General manager Jim Coffman told me the plant's four crushers are producing concrete aggregate, road base, asphalt aggregate, and some specialty aggregate such as black and white rock for driveways, patios and sidewalks. The plant, which currently employs 13 Local 3 operators, pumps out about a million tons of material a year. The company sells most of its material to its own readymix operations and to AC pro-



WESTERN AGGREGATES

Top: One of Western Aggregates four crushers.

Above center left: Western Aggregates' crew.

Above center right: Western Aggregates office from left: Dave Claussen and Vern Rogers. District Rep. Darell Steele, business agent Dave Coburn and organizer Bob Yturiaga.

Center left: Loader operator Dave Townsend.

Center right: Jose Vargas.

Bottom left: Vern Rogers, with notebook in hand, conducts safety meeting.

Bottom right: Plant operator Candelario Vargas.





ducers and readymix dealers throughout Yuba and Sutter counties, and to customers as far away as Sacramento and Placerville.

At the time of my visit, Western Aggregates had recently become the newest member of the union rock-sand family. Local 3 began a campaign to organized several non-union plants in the area in early 1989. After two years of hard work, Local 3, while losing at Yuba River Sand and Gravel, won the election at Western Aggregates.

To help Western Aggregates remain competitive with the non-union element it left behind, a productivity enhancement program was negotiated into the collective bargaining agreement. Each month a committee, consisting of representatives from management, the rank and file and Local 3, meet to find ways to increase productivity. Marysville District Representative Darell Steele felt the program was working well. The committee has not only improved communications between management and the rank and file, Darell said, but has allowed the Local 3 members to be decision makers.

Baldwin's Hallwood Plant

Our final tour took us across the river to Baldwin's Hallwood Plant, where aggregate material is also being excavated from the Yuba Gold Field. Plant superintendent Jim Frost told me the operation, which employs a crew of eight Local 3 hands, in producing basically the same types of materials made at the other three plants: various sizes of asphalt and concrete aggregate, base rock, concrete sand and pea gravel. Hallwood's six crushers — four cones, one jaw and one vertical — are producing about a half-million tons a year, for customers like Caltrans, county agencies and local

contractors. Some material, especially concrete sand, is also going to readymix dealers in the Sacramento area. As we drove to the hot plant, I caught a glimpse of the company's floating clamshell dredging material from the bottom of the Yuba River.

As my tour concluded and we headed back to the union hall, I could see that the equation indeed has worked as well in the Marysville District as it has in other districts. The abundance of aggregate material combined with all that good union labor has put the district in the big leagues of the rock, sand and gravel industry.



BALDWIN'S HALLWOOD PLANT

Top: The Hallwood plant.

Top left: Plant operator Richard Zerkovich and hot plant oiler Eddie Pascuzzo.



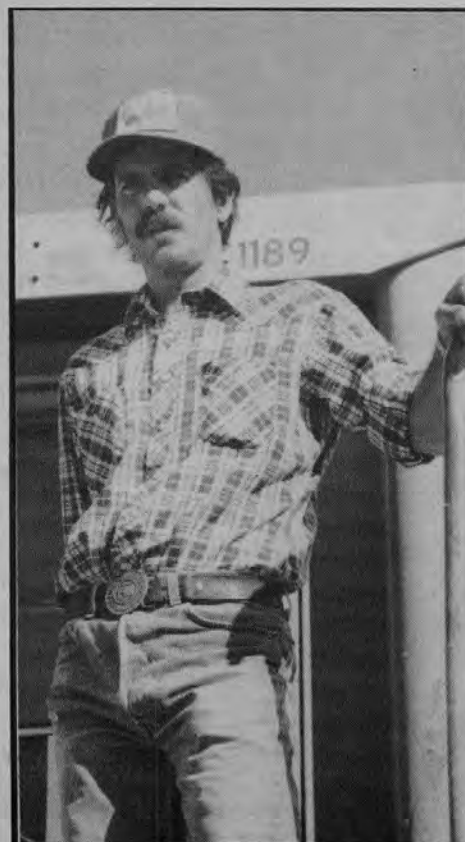
Top right: From left: Business agent Dave Coburn, Dennis Paloma, David Hanson, Mark Dente and Kelly Roe.

Center: The Hallwood hot plant.

Bottom left: Kelly Roe operates his loader on the wet side.

Bottom center: Loader operator Kelly Roe.

Bottom right: The Hallwood Plant produces about a half-million tons of aggregate per year.





Geneva Rock: Backbone of Utah's construction industry

By James Earp, Managing Editor

In Utah, the name of W.W. Clyde is almost synonymous with that state's highway system. After all, the company has been building roads and other major construction projects in Utah since the late 1920's. It wouldn't be too far from the truth to say that W.W. Clyde practically built Utah.

But if you were to say W.W. Clyde employs the most Local 3 members in Utah, you would only be half right. During peak construction season, Geneva Rock Products, Inc. out of Orem employs about 450 people – almost 200 of them operating engineers.

It just so happens, Geneva Rock is owned by W.W. Clyde.

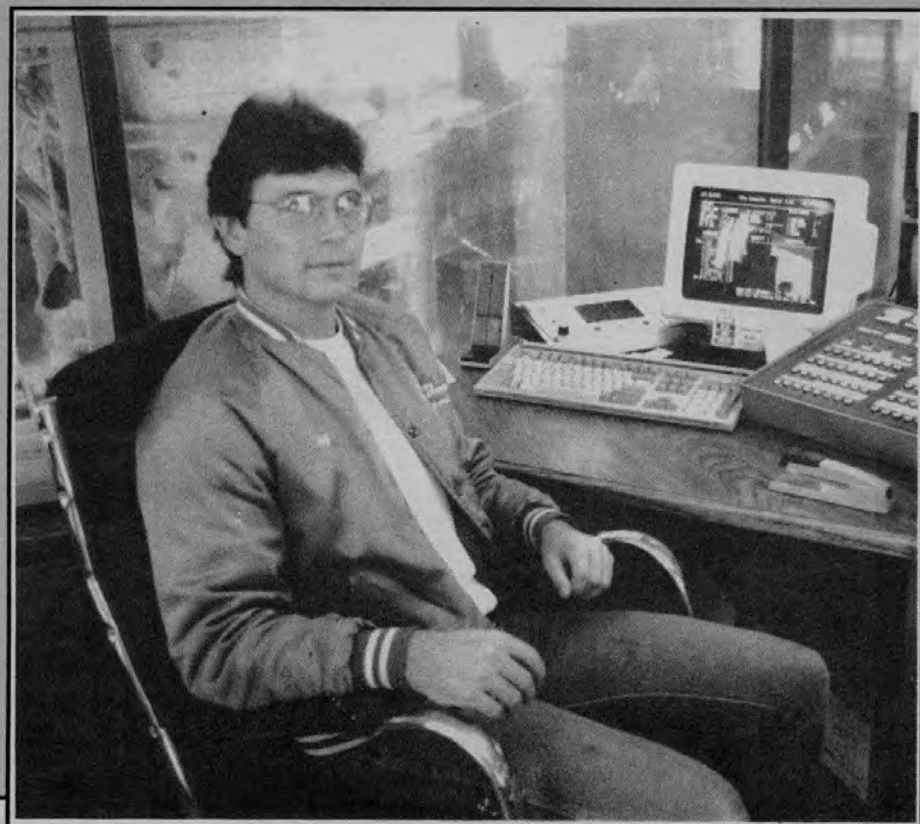
Geneva Rock was started in 1954 by W.W. Clyde as a ready-mix concrete business. One of its first jobs was to supply concrete to U.S. Steel for construction of its new pipe mill.

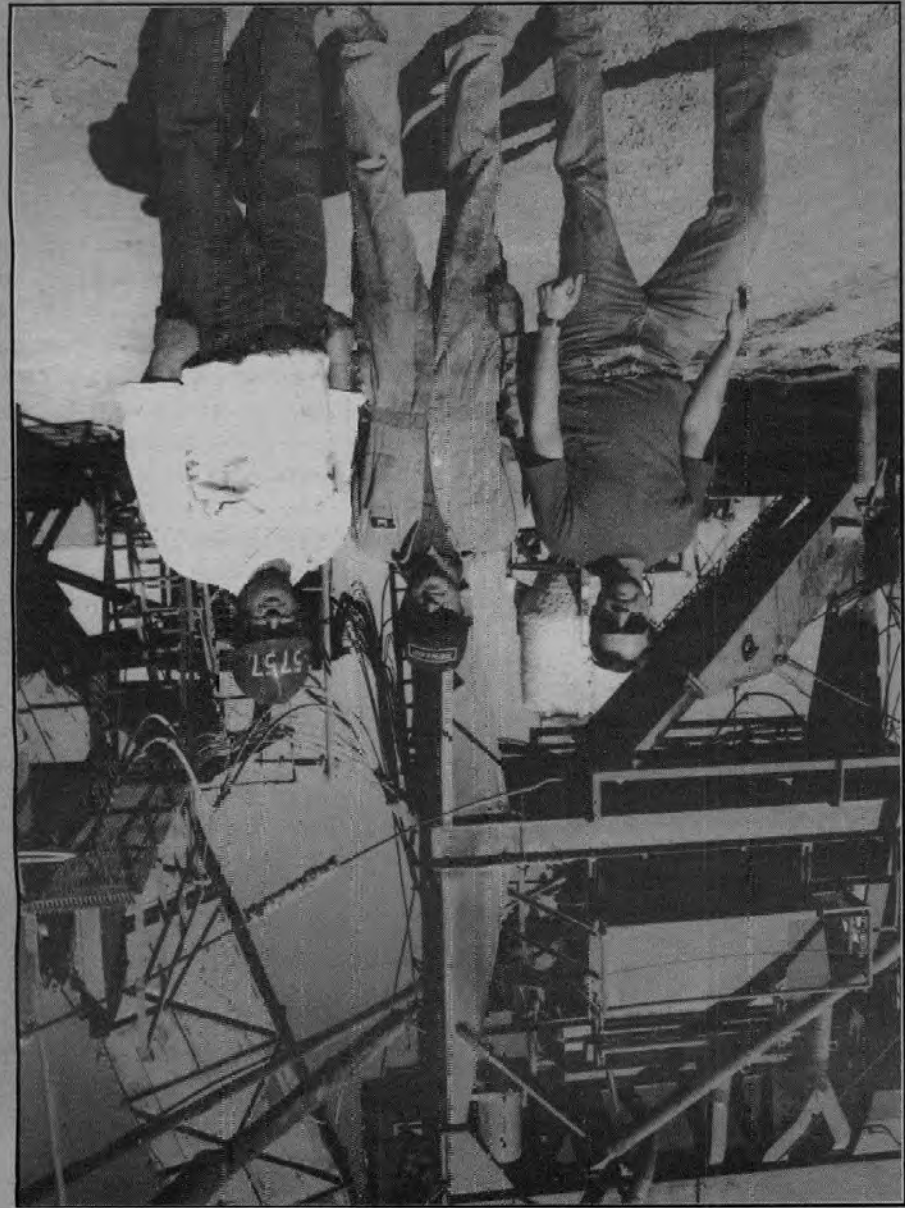
The company continued to grow in Utah Valley and in 1965 established a concrete plant in salt Lake Valley. Three years later, Geneva Rock added a street construction and asphalt paving division.

Geneva Rock became the largest ready-mix concrete company in the state when it purchased Ideal Concrete, allowing it to expand into Davis and Weber counties.

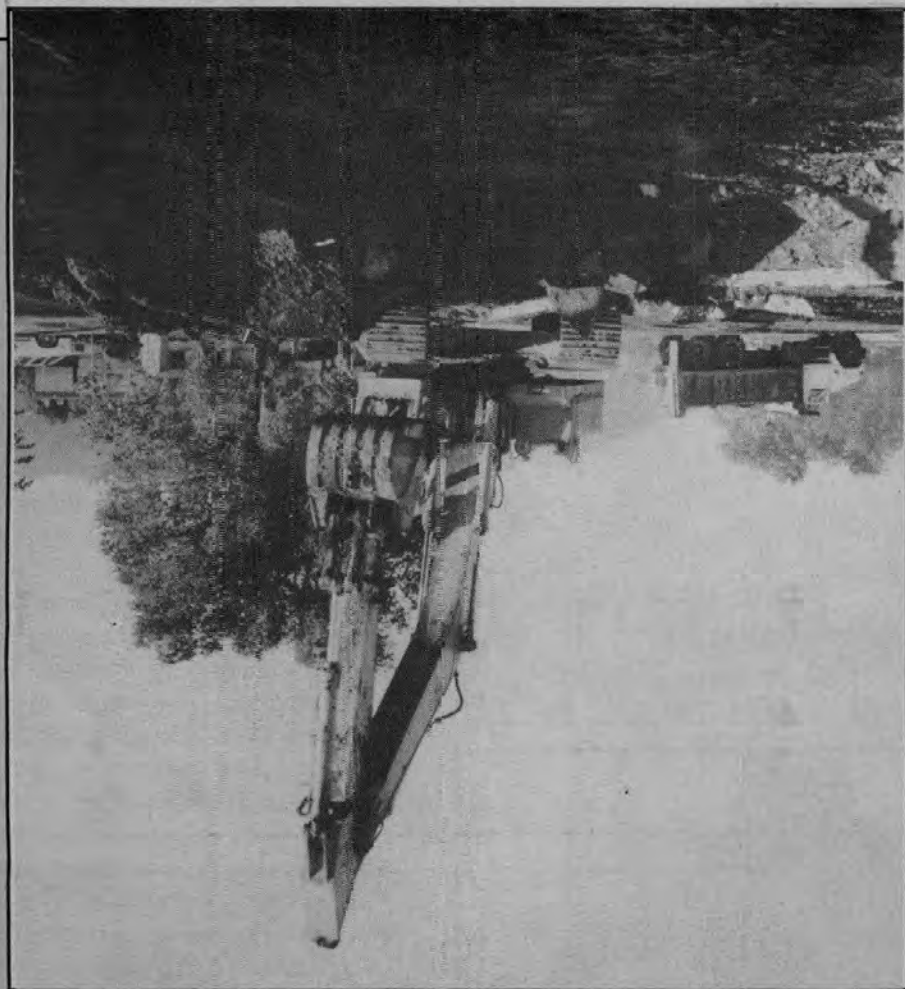
Business Agent Lynn Barlow services all Local 3 members

One of Geneva Rock's largest operations is at the Point of the Mountain, midway between Salt Lake City and Orem (top photo). The plant houses three crushers, one asphalt batch plant and a concrete batch plant. Pictured middle left is part of the crew at Geneva's main plant in Orem. Left to right are: Dan Frandsen, mechanic; Lynn Jeppson, welder; Lonnie Gray, batch plant operator; Paul Gottfredson, welder and job steward; Jim Smith, mechanic and Business Agent Lynn Barlow. Pictured left is Layton batch plant operator Jay Hancock.





Working at Geneva's South Weber plant (top left) are Brett Mosley, plant operator; Jack Haskins and Mel West, loader operators; and Business Agent Lynn Barlow. Pictured above at the Orem plant are Phil Mercer, loader operator; Earl Shephard, hot plant operator and Gordon Jepperson, mixer. Pictured left is loader operator Curtis Hall at the Point of the Mountain plant. Curtis returned home from Desert Storm last June after serving four months in the Combat Engineers.



employed by Geneva Rock at the following locations: three concrete plants, one aggregate plant, an asphalt batch plant and a mechanics shop in Weber and Davis counties; one aggregate plant, 2 concrete plants and three shops in Salt Lake County; a crusher, one concrete batch plant, one asphalt batch plant and a main shop at the company headquarters in Orem. Geneva also has a large facility at the Point of the Mountain that maintains three crushers an asphalt plant and a concrete plant which is not currently in use.



work for the cities of Orem and Provo. In addition to its extensive ready-mix and aggregate business, Geneva Rock has a construction division. Pictured right is a \$4 million road rehab and widening project in Ogden. Working on that job are (left to right): Troy Henderson on blade, Alan Chipman on excavator and Tad Krause on backhoe.



Samuel Gompers: the father of American labor

second in a series

By Richard Taliaferro

"We want more school houses and less jails, more books and less arson, more learning and less vice, more constant work and less crime, more leisure and less greed, more justice and less revenge."

— Samuel Gompers

In every social and political movement, some individual blessed with a little extra charisma, intelligence and commitment rises above and leads the group towards its goal of changing the status quo. When it comes to the labor movement, that one person is considered by many to be Samuel Gompers, one of the founders of the American Federation of Labor. Much of the foundation of today's skilled trade unions is based on the structure designed by Gompers and the other leaders of the AFL during the late 19th century.

Some historians have gone some far as to label Gompers as the father of American labor. Without his steadfast determination and total commitment to workers' rights the labor movement may not have become the great force that it is today.

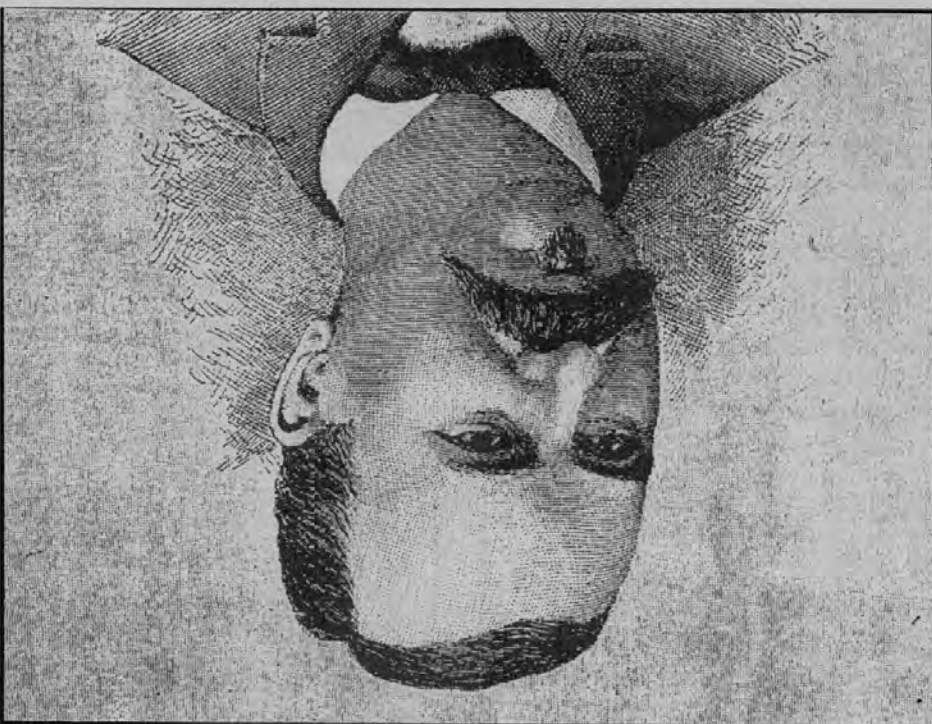
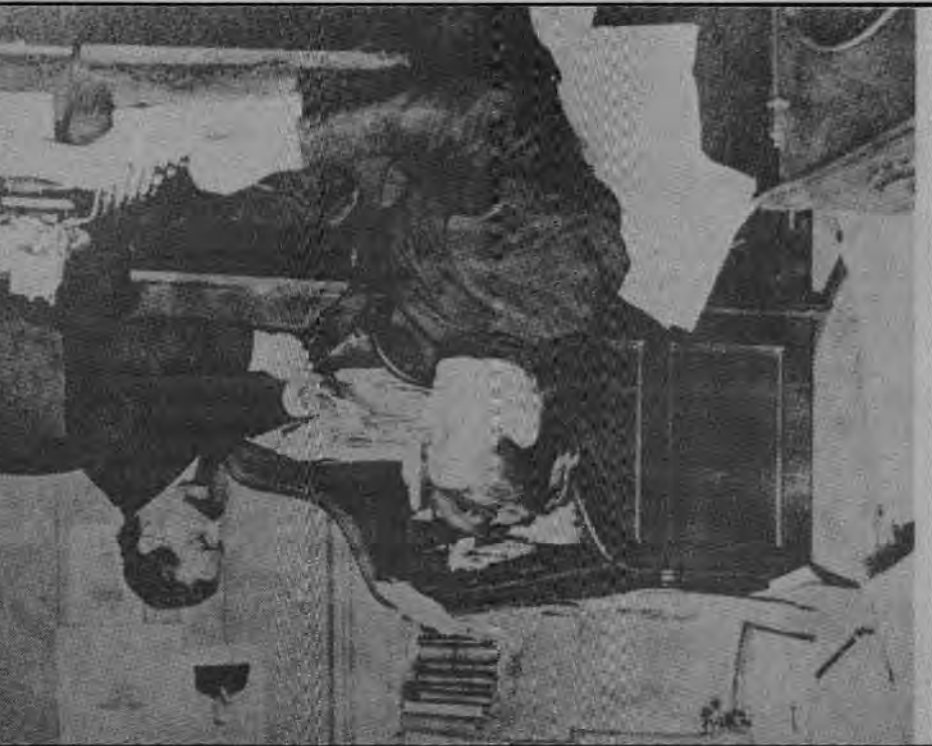
For this reason, the second segment of this series, "100 years ago in labor history," will focus on this great labor leader.

Gompers was born in England in 1850. Thirteen years later, in 1863, his family immigrated to the United States as the Civil War raged on.

Upon arrival he went to work in a cigar factory, where he began to learn about labor unions from the older workers in his shop. A year later he joined the Cigar-makers Local 144 and became a very active member. The next year Gompers was elected to be a workers' representative. On his 17th birthday, he married Sophia Julian and became a father at 18, the first of five children in their 53-year marriage.

At age 25, just two years after an economic depression in 1873 nearly destroyed the cigar-makers union and the rest of the labor movement, Gompers was elected president of Local 144, and with the help of an older union member, Adolph Strasser, Gompers set out to revitalize the union. Over the course of the next few years membership grew from a few hundred to 15,000. The cigar-makers became a model for other unions to follow.

In 1878, the Cigar-makers International Union called a strike to



gain better wages and working conditions, a dispute that lasted four months and ended in failure. In those days presidents of locals often had to work at their trade to survive, so when the employers blacklisted Gompers in retaliation for the strike, he couldn't find work for several months.

This experience, however, strengthened his commitment to fight for the cause and fueled his determination to develop new ways to achieve his goals. In 1881, Gompers, by then vice president of his international, attended a meeting of several other craft unions in Pittsburgh to build an alliance of skilled trade unions.

It was 100 years ago, in 1892, that the AFL, due in part to Gompers' strong leadership, became the leading national labor organization, surpassing the declining Knights of Labor. More and more skilled unions continued to join the federation through the 1890s, including the National Union of Steam Engineers on May 7, 1897, the predecessor of the International Union of Operating Engineers. Gompers remained the AFL's president until his death in 1924.

It's important to remember that organized labor has overcome much larger obstacles than we face today. During these current rough economic times, we can draw strength from the knowledge of our past achievements.

Top: Samuel Gompers and his wife Sophia worked in this cramped office during his early years as president of the AFL.

Center: Samuel Gompers

Bottom: Adolf Strasser helped Gompers revitalize the cigar-makers union in 1875.

Meet the Files Department

It handles all the union's membership accounts

Our tour of the new Local 3 headquarters in Alameda continues this month with a look at the Files Department. It is here, in an open second-floor office with a gorgeous view of the bay and the San Francisco skyline, where six clerical employees and a supervisor process and maintain the union's 34,000 or so membership accounts.

While the name "files" might evoke images of a department filled with rows and rows of filing cabinets and computer printouts stacked to the ceiling, there's actually an appearance of neatness and order about the office. With the exception of the death benefits clerk, who works out of an adjacent office, each employee works at a partitioned workstation equipped with a computer terminal that gives the staff access to all member accounts.

When a person applies for membership in Local 3 and begins paying dues, the process initiates a paper trail that begins at the district office and eventually leads to the Files Department, where each clerk is responsible for handling certain aspects of the account.

The Applications and Payment Clerk, Carol Leopoldo, receives membership application from the districts. She handles an average of about 180 applications a month. She must be up-to-date with all requirements regarding membership. She ensures that fees have been properly applied before the applications are submitted to the Executive Board for acceptance into membership. She processes all dues and application payments submitted by the Hawaii offices.

A lot of members, particularly public employees, pay their dues through a payroll deduction. **The Check-Off Clerk, Yvette Tougher,** is responsible for mailing the payroll deduction billings to the numerous employers. She also corresponds with employers regarding changes in dues rates. She works closely with the Hawaii offices in processing all payroll deductions for Hawaii members.

Other members, mostly retirees, pay their entire year's dues in one lump sum. **The Year Card Clerk,**



Files Department personnel are, from left, Office Manager Gloria Gardner, Chris Soto, Yvette Tougher, Erlinda Tamayo, Michelle Willis, Carol Leopoldo and Darline Butler.



Death Benefits Clerk Erlinda Tamayo.

Michelle Willis, verifies these types of dues payments. She tracks all the Year Card members to make sure they're paid up according to the proper dues rates. Michelle spends, like all the clerks do, a fair amount of her time communicating with members and the district offices. She also issues 25-year service pins and makes job steward and safety committee identification cards and union cards for members in Hawaii.

The Withdrawal and Good Standing Clerk, Chris Soto, has a number of responsibilities related to dues adjustments. She processes requests for membership withdrawals and transfers, school dues, out-of-ju-

risdiction fees and dues refunds. She processes Good Standing Fund applications, adjusts dues rates for retirees, and does adjustments for honorary members, job stewards, grievance committee and executive board members.

As the name implies, the **Return Checks Clerk, Darline Butler,** receives members' checks returned by the bank and notifies them of the problem. Additionally, she processes most dues rate changes. The districts inform Darline of any

rate changes resulting from a dispatch, for example, from the construction sector to rock, sand and gravel. She then makes the appropriate adjustments on the member's account.

In an adjacent office, **Death Benefits Clerk, Erlinda Tamayo,** processes Local 3 death benefits and death benefits from the international. She deals directly with members' beneficiaries, family members and attorneys. She checks eligibility, issues benefit checks, requests dues refunds from the accounting department and compiles obituary reports. Erlinda also keeps track of the union's blood bank inventory and

processes forms for releasing blood.

The person in charge is **Files Supervisor Amelia Singh.** In addition to supervising the six clerks, she prepares all the financial reports for the international office in Washington, D. C. Amelia is the department's jack-of-all-trades. She has to have enough knowledge of each of the six clerical positions to fill in when someone is absent.

It takes a special type of person to work in this department, a versatile individual with the ability to switch roles on quick notice. During a typical day, a Files clerk must wear the face of the patient record keeper with a knack for details, then moments later become the helpful troubleshooter with the curiosity of a police detective, all the while maintaining an assertive yet pleasant demeanor over the phone. All Files staff are trained to work on the office switchboard and fill in for the operator when necessary.

"Because of all the things we do in this department, in some ways we have to be all things to all people," Amelia said. "If anyone needs help, they expect it to be found here. On the one hand, we have to be detail oriented and extremely patient. On the other hand, we have to be good communicators. Filling all these shoes isn't always easy."

When the union's new computer system went on line in 1990, the Files Department said good-bye to doing things by hand. Gone were the old IBM key punch machines, the piles of bulky computer printouts and stacks of monthly reports laying about the department. Nowadays almost all information and records are processed by computer.

This automation, along with the staff's hard work, has turned Files into a much more efficient department, leading to improved service to the districts – and eventually to the members.



Hank Willesen

Retiree: Republican Party threatens labor's existence

In my duties at the Salt Lake City district office, I have worked closely with two very special retirees, Glen Hardwick and Hank Willesen. Both are active in local politics and community service. Their stories have so impressed me I decided to put together a two-part series based on recent conversations I've had with the two men. We began last month with Glen and conclude this month with Hank's story.

—Kaelynn R. Tuckett

I was working for a "gyppo" outfit in Utah, one of those cheap non-union companies that's always trying to squeeze your blood, when the union came out to organize us in the mid-1930s. The best thing I ever did was join.

Maybe you have to be older to understand what the union can do for you. If men like Glen Hardwick and I hadn't had the union, we would have been at the mercy of these "gypos." I hope our lives will help our younger members be a little

more serious about their futures. Time passes so fast, and without the benefits from the work we get through our union, we'd have a pretty bleak existence.

Because of my membership in Local 3, my wife and I have been able to live comfortably and have some economic peace of mind, particularly in the area of health and welfare benefits. Had we not had one of the finest plans in the country, we would have lost our home during my wife's recent long illness. For this reason, I am eternally grateful for my union.

I remember when former Local 3 Business Manager Al Clem began our retirement plan for a 5 cents-an-hour contribution, and the pension health and welfare was 1 cent on the contribution amount — just one cent! At that time the health and welfare coverage took care of hospital bills real well.

I want our members to know that the existence of organized labor has been threatened by the past two re-

publican administrations. As we gear up for an election year, let me say this: labor's interests, and those of the middle class, are best served by the Democratic Party. I urge everyone to become active in the political process. Labor has been weakened in the political arena by the opposition — the Republican Party.

I am a fourth-term chairman of the Utah Seniors Legislature, and the things I learn about the political process are invaluable. I urge all of you to become active in American politics. Every retiree should get involved in social services and public and community services whenever possible. Our existence depends on our reliability. The younger members must also get politically involved because their pensions are threatened by what the republicans are doing.

I know of a company that owned a cheese factory down in Beaver, Utah. When the factory supposedly changed ownership, the workers that had been employed there for years had their pensions bought out for less than a dime on the dollar. After these employees were bought off, the company started another pension plan that isn't worth a plug nickel.

You'd be wise to support the union's pension and health and welfare plans for you and your family's future. Attend your union meetings and help support your interests. If we don't have the backbone to attend our meetings and to stand up for fair treatment, then we deserve what we get. Sometimes the only thing that saves us is our own courage.

So, the day Business Agent Merlin Bowman came out to organize us my career with the Operating Engineers began. I worked mainly in Utah and Idaho. And 10 years before I retired I went to work in California.

When I'd get laid off, I'd head for the hall and take the first job that came up. I didn't move with any one contractor like a lot of the men did, I just followed them around. And I never got covered up with snow like Glen Hardwick did because I could run too damn fast.

I worked at a lime quarry in Tehachapi, California, about 35 miles south of Bakersfield, in the late 1930s. We used lots of explosives in the coyote hole. The interesting thing was we didn't have to be far away from the blast, because when it blew, the mountain just swelled up like it had been filled with air and then it came down. And then the machines could handle it.

The Echo Dam job at Coalville, Utah, was another project where we used a carload of explosives. I don't believe we'd get a hundred yards from the blasts because we weren't

in any danger from flying rocks. The mountain would just swell up and come back down. We'd have to drill and shoot some of the material to get it in the shovels, but that was all.

I was a superintendent for D. R. Malcolm Paving and Grading in Los Angeles shortly after World War II. I had the best crew in California, mostly Mexican, and they seemed to like me. We were working for the board of education paving and grading school yards. These Mexicans would bring me part of their lunches. The food their women sent with them was delicious and hot as hell. I developed an appetite for it and have loved it ever since. Sausage and eggs (*chorizo con huevos*) make my mouth water.

A man on my crew, Francisco Moreno, brought me a burrito one morning. I had just eaten breakfast, so I put all these peppers on the burrito and wrapped it in paper and stored it in the top of this tool box until lunch time. Francisco about busted a tug when I told him that I wouldn't have to reheat the burrito as long as all those peppers were on it.

I really came to like the Mexican people. Those I knew were honest and skillful and wonderful workers. I had a crew superior to any other. I admired those men and had a lot of affection for them and their families. And they stood up for what they believed in. That's what all of us should do.

It's beyond my comprehension to work as an operating engineer for a non-union employer. I don't understand those people who don't want to join the union but still work union jobs, the free riders. They take the money and benefits the union negotiates but don't have enough gumption to pay their dues. This says a lot about the person.

I never worked in Texas, but I worked with some Texans. A Texan friend and I and some men were talking one time about deep sea fishing for tarpon. And somebody was talking about pulling in a tarpon that weighed 700 to 800 pounds and was 10 to 12 feet long. This Texan said the tarpon didn't get that big off the Texas coast; 4 feet was the biggest he had ever seen. But after a pause, he remembered in Texas they measured fish between the eyes.

And that's what I want all of us to do, measure everything between the eyes, be the best damn dirt hogs in the world. Please remember where you came from. Remember all the battles that were fought so we could be treated like human beings. And remember the devastation that's occurred in our social programs since Reagan and Bush. You appreciate it more if you have to fight for it.

Local 3's ARP welcomes inquiries

Local 3 members and their spouses are cordially invited to call ARP for information regarding chemical dependency at home or in the work place. Our toll free hotline is 1-800-562-3277. All calls and inquiries are heard in the strictest confidence.

Changes in benefit schedule for chemical dependency

By action of the Operating Engineers Health and Welfare Trust Fund the following plan benefits are now available effective January 1, 1992 to operating engineers and their spouses:

Hospital detoxification and chemical dependency treatment. This is only for treatment of life-threatening disorders associated with chemical dependency. This is paid as a medical-surgical benefit. Utilization review is mandatory. Thereafter, the individual is transferred to a social model program for treatment of chemical dependency.

Primary treatment in social model program

First admission is covered at 100 percent; second admission, at least 12 months after last discharge, is 80 percent covered; and the third admission, at least 24 months after last discharge, is covered at 70 percent. No fourth admission is covered.

Recovery house. Two lifetime episodes at \$20 per day for 30 days each. Out-patient treatment and counseling is covered at \$2,000 per year or a maximum 50 visits at 80 percent.

The Operating Engineers supplemental disability weekly payment of \$75 is no longer available effective January 1, 1992.

Note: Plan benefits vary in states other than California. Be sure to contact ARP for information or referral. Please remember that all chemical dependency treatment must be authorized by ARP. All information is held in strict confidence.

Attention alumni!



ADDICTION RECOVERY PROGRAM

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

Continuing Care Support Group meetings:

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

Fairfield - 7 p.m. Mondays, call for new location. Facilitator: Gary Dalbey, (707) 447-4517.

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

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

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

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

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

Scholarship Contest Rules Announced for 1992

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

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

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

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

Who may apply:

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

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

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1991), or (2) the spring semester (beginning in 1992), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1992 and March 1, 1992.

Awarding scholarships:

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

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

Scholarship winners will be announced as soon as possible, probably in either May or June, and the checks will be deposited in each winning 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, 1992.

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

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

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

SAFETY

By Jack Short, Safety Director



More Hazmat classes planned

Local 3 is currently putting on several 40-hour Hazmat classes, and in an attempt to train as many operators as possible before

work breaks, the union is trying to schedule more.

We will put schedules of both 40-hour and eight-hour classes in the *Engineers News* as soon as we have the information. Those wanting to attend classes should contact your district offices and sign up on the list of future classes.

For a number of reasons, you may not be able to attend a class in your own district. Any district that has openings will request that the other districts help in topping off enrollment. Those who want to attend classes in Utah will need to get in contact with Rickie Bryan. Those in Nevada should contact Pete Cox.

But please be aware that the scheduling of the Nevada and Cali-

fornia classes are coordinated in conjunction with the safety department at the Alameda office to ensure availability of qualified industrial hygienists. This gives students the opportunity to learn from great instructors like industrial hygienist Fred Ottoboni.

By fall we should have our 40-hour and eight-hour classes on an even keel. Recently, our Hazmat class came up short a Blue Max Level A suit and a lens for our slide projector. Please contact your local district office if you have knowledge of where either of these items might be.

Farewell to Jack Short

Local 3 has said farewell to its long-time safety director, Jack Short. He has spent 36 years as a member of the Operating Engineers, six as a business agent, six as a field representative and the last 11 as our director of safety. Along with all these years of outstanding service, he has or still holds these offices:

- Past chair of both the Construction Section Labor Division and Labor Division of the National Safety Council.
- Member of Cal-OSHA Advisory

Standards Board.

- Member of IUOE's Safety and Health Committee.

- Past member of state Sen. Bill Greene's Committee of Safety and Health.

- Past vice-chair of the American National Standards Committee.

- Chairman of the international's Western Conference Safety Committee.

- Director of the Circle Oaks Water District.

Over the years Jack has gained the respect of numerous people, at the local, national and international level, who deal with safety and health issues. A dinner was held in his honor at a recent California Mining and Tunneling Advisory Committee session held in Santa Barbara. While the guest list was small, it represented the cream of the crop from labor, management and Cal-OSHA. Mary Lou Smith, California's

chair of OSHA's Standards Board, interrupted a recent meeting to introduce Jack and asked him to say a few words. He was greeted with a standing ovation. Though Jack has fought hard for the safety of the working people, he has gained respect for his opinions not only from labor but from management.

Jack's knowledge, experience and leadership and humor will be sincerely missed.

He will now be able to spend more time with Cecelia, his wife of 22 years. He'll pull his boat out of dry dock and enjoy some fishing. Now he can get away long enough to bugle in a few elk.

To Jack – a name synonymous with safety and health, or to most of us, more synonymous with a man who called everyone "hand" – have a great retirement!



Retired Safety Director Jack Short at a Hazmat class.

TEACHING TECHS

By Art McArdle, Administrator

A salute to our committee members

In starting the new year, I would like to give special thanks to the people who make the Northern California Surveyors Joint Apprenticeship Program

to ensure that training is the best available, and that it has timely upgrades. These members approve the rules and see that the apprentices and journeymen adhere to them. They also review their fellow employers obligations to the program. They work with apprentices, journeymen and employers to keep a fair and equitable relationship among all concerned. They also review the budget and make recommendations to the trust.

Members of the Operating Engineers and Northern California Surveyors Pre-Apprentice, Apprentice and Journeyman Affirmative Action Training Fund are:

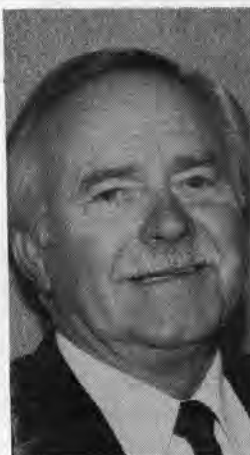
Representing Local 3

Tom Stapleton, co-chair
Don Doser

William Markus
Don Luba

Representing Management

Stan Kangas, chair
Robert Crossett
Ralph B. Hoyt
Ron Calhoun
John Humber



available to apprentices and journeymen and journeywomen. Members of the NCSJAC are:

Representing Local 3

Don Doser, co-chair
Tom Stapleton
Don Luba
Frank Morales
John Toney
William Schneider

Representing management

Stan Kangas, chair
Ron Calhoun
Robert Crossett
Ralph B. Hoyt
John Humber
Mark Reschar

The function of this committee is



At a graduation ceremony are, from left, committee members Frank Morales, Don Doser, William Markus, Tom Stapleton, Ralph Hoyt, Leo Ruth, Stan Kangas and Robert Crossett.

Dennis Curtin

The function of the trust is to review the budget, make sure the employer is getting the best for his contribution, and to see that the trust's finances are administered correctly.

Members of these two committees contribute their time, without pay, to improve the surveying industry. A big thanks to those who make the NCSJAC the best surveying program there is.

The apprenticeship program is basically free for the apprentice and the journey. The only cost is one's time and purchasing the training curricula material. Where else can you get such a good educational bar-

gain these days? Please contact our office at (510) 635-3255 to see what is available for you.

Special classes will be set up for GPS, Data Collection and the 48SX as soon as we get some call from interested parties. Please call the NCSJAC office so we can get an idea how many people are interested in participating.

More hands-on training sessions are coming up. Attendance is important in helping to keep the program alive. Be sure to set the following remaining Saturdays aside so that you can attend the hands-on sessions: March 14, April 11, and the completion that will be held May 9.

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director



Do retirees owe state source taxes?

As you know, I occasionally address politically charged matters in my column, and this is one of those times. I have recently been grappling

with an issue that deserves attention here because it directly affects so many of our retirees. The issue is state taxes.

I should let you know at the outset that in this article I am not trying to give tax advice. You should contact your tax consultant, the Internal Revenue Service or the California Franchise Tax Board for any tax advice you need. My efforts here are simply to touch on some of the highlights surrounding the issue of state source taxes that I have gleaned from listening to members and from my own reading and investigation. The accountants for the pension fund are currently looking into the matter and we will pass along to you the results of their investigation in a later column.

While many of our retirees living in Utah, Nevada and Hawaii were celebrating Thanksgiving last year, the California Franchise Tax Board was busy pumping out form letters from Sacramento informing our out-of-state retirees – and many other groups of retirees – that they may be responsible for filing a California income tax form for 1990. It appears that California can take the highest honors for initiating an aggressive search for individuals who may owe “source taxes” to the state, taxes levied on non-resident income, including pensions, based on work performed within California.

The state's action has caused much grief for many of our retirees living in Hawaii, Nevada and Utah. Working closely with our financial secretary Wally Lean and district representatives Ray Morgan and Kay Leishman and their staffs, many retirees who never worked and never lived in California were able to make a timely response to the Franchise Tax Board by completing Section II of the form in the following manner:

“All my pension I am receiving is being paid as a result of work I performed as an operating engineer entirely in the State of _____. I have never lived or worked in California. If you need any additional information, please let me know.”

We are waiting to see what response, if any, these retirees receive from the Franchise Tax Board. We trust that this response will prove satisfactory to the state and that no

further action on the retirees' part will be necessary. We wish to thank the district representatives and their staff for their quick reaction and their diligence in this matter.

What prompted California to begin this campaign? Probably a combination of events, not the least of which were a budget deficit caused, and being continued by, a republican administration, along with

yet have this sophisticated capability. It is just recently that California has been able to send these types of “possible taxes owed” notices. Coincidentally, the pension checks began to be mailed from San Francisco. Mailing of pension checks from San Francisco did not cause the state to send such notices.

What is a source tax?

A state source tax is a tax on non-

als they feel may fit into this category.

With California leading the pack, the source tax states are: Arizona, California, Georgia, Iowa, Kansas, Kentucky, Louisiana, Minnesota, New York, North Dakota, Ohio, Oregon and Vermont. California, New York and Vermont are the states currently trying to identify non-resident pensioners.

I have worked and lived in Hawaii all my life. I plan to spend my retirement years here too. Do I owe anything to the state of California?

We have been informed that pensioners who currently live in Hawaii, Nevada or Utah and who have lived and worked their entire careers in Hawaii, Nevada or Utah, do not owe any California taxes on their pensions. Many of these retirees were recently sent an inquiry from the Franchise Tax Board. The trust fund office has been in touch with the Franchise Tax Board, and the board has assured us they will remove the names of these individuals from their records.

If I do receive an inquiry from the state of California, what should my answer be?

Any pensioner who receives such an inquiry should first contact the district office closest to them, the trust fund office, or my office, the Fringe Benefits Service Center, where we will be happy to assist you in dealing with this matter.

There are some retirees living in Hawaii, Nevada or Utah for whom trust fund records show some operating engineer work for a California-based employer. We are sending the following notice to these retirees:

Dear Pensioner or Beneficiary:

You may receive a letter from the California Franchise Tax Board of the State of California indicating you may be responsible for filing a California State Income Tax Return.

The accountants for the pension trust fund have advised that any potential tax liability you may have depends upon the amount of work

(Continued on page 21)

YOUR CREDIT UNION

By Bill Markus, Treasurer



VISA card improvements

The VISA program at your credit union has been improved. The annual fees on the classic and gold cards have been removed and the interest rate has been lowered. If you're not carrying your credit union's VISA card already, here's five reasons why you should:

1. No annual fee. The annual fees have been deleted from our VISA classic and gold cards. Now all your credit union VISA cards can be carried free of annual fees. Depending on the card you now carry, this could be a savings of up to \$40.

2. Low interest rates. The interest rate on VISA classic and gold cards has been lowered to 13.9 percent. Savings secured cards have an interest rate of 10 percent. Look at the card you now carry. You may be paying as much as 19.8 percent. If you're paying more than 13.9 percent, your credit union's VISA card will save you money.

3. 25-day grace period. Charges on VISA cards are interest free when the bill is paid off monthly. Charge what you want during the month. When you receive your bill, pay it off and you will pay no interest. Only cash advances accrue interest from the day of the advance. The 25-day grace period means a savings to you because most cards charge interest from the day an item is charged.

4. Credit limits to \$10,000. Classic cards have credit limits up to \$5,000. Gold cards have limits from \$5,100 to \$10,000. These credit limits allow you to carry instant credit in your wallet for most all your credit needs.

5. Worldwide acceptance. Visa cards are recognized and honored in over 6 million establishments and financial institutions in 160 countries. VISA automated teller machines found throughout the world allow immediate access to your credit limit where and when you need it.

For convenience and savings, carrying your credit union's VISA card. Seize the opportunity for exceptional value by applying for your credit union VISA card today.

Loan rates reduced

Lower loan rates await you at your credit union. Your credit union continues to offer special discounts on new and used vehicle rates. Receive a 3/4-percent discount on our already low new auto rates by “Buying American” and placing the loan on an automated payment plan. A 1/2-percent discount is given on used vehicle rates with a 20-percent down payment and an automated payment plan.

Take advantage of the lower loan rates and exceptional service waiting for you at your credit union.

new-found computer strength in Sacramento. The Franchise Tax Board computers are just recently able to piece together a tremendous amount of information that they previously were unable to cross-reference. This has allowed the state to reach out its long arm to those individuals whom it suspects may owe a tax.

When New York Life issued your pension checks, California did not

resident income earned within that state. California is attempting to tax the pension income of operating engineer pensioners who no longer live in California but who earned their pensions based on work as an operating engineer performed in California. Although states have had this authority for some time, it appears that with the advent of better computers, the states are now armed with the tools to find many individu-

NEWS FROM THE DISTRICTS

Big reservoir project put on hold

SANTA ROSA – I mentioned in my article last month that the City of Santa Rosa had approved a \$140 million sewer reservoir project. As luck would have it, the city has run into a couple of roadblocks. First, the environmental impact report is being challenged. Second, the Natural Resource System, a division of the University of California, owns most of the property where the reservoir is to be located. It wants to preserve the property, which has a forest, for research and study. Because of wind and erosion, apparently there are no forests, except this one, located between Bodega Bay and Petaluma that's growing in the Two Rock and Bloomfield areas.

The UC Board of Regents will make the final decision on the property sale. The city can only wait four to six months for the university to make its decision, then the city will consider condemning the land. The North Coast Regional Water Quality Control Board has ordered the city to have a reliable method of disposing wastewater from its regional sewer treatment plant by 1995. The water quality board will not accept the excuse that the city is a year behind schedule because the university can't make up its mind. I'll keep you informed of any new developments.

A project that should be bid in June, pending various approvals, is the Stony Point Road project. The \$13.6 million job will be constructed in three phases: repaving the road and adding traffic signals, realigning the northern and southern legs at the Hwy. 116 intersection so the road will be one continuous strip, and widening a nine-mile section to four lanes.

The improvements to Stony Point Road will take place from Hearn Avenue in Santa Rosa to Petaluma Blvd. North in Petaluma. Another project that will be bid in February is the site



Santa Rosa District job stewards and members of the volunteer organizing committee at the stewards awards.

work phase of the Santa Rosa Junior College Campus Extension in Petaluma. I also see a lot of school projects due to bid in the next

Kaiser Sand and Gravel in Windsor. Before making a decision, the board wants to give Kaiser a chance to present to the board for review

Young was working on the Finley Park project in Santa Rosa. A member who works at Cheli and Young told me the company has about \$3

million worth of work on the books for this year. A few reminders from the staff. Don't forget to renew your registration before you fall off the list. Apply for your unemployment dues between the first and 10th of the

rain storm in January. North Bay Construction was working on the Sonoma Mountain Expressway in Petaluma. Argonaut was working on the Fulton Avenue Marketplace in Santa Rosa. Cheli and

with a guest speaker, Rollie Katz, Local 3's contracts attorney. Rollie talked about contract negotiation and contract grievances, brought examples of possible grievances and asked the stewards to determine if a grievance should be filed. There was a lot of good discussion. The Volunteer Organizing Committee members were also in attendance and enjoyed Rollie's presentation. This meeting is also our annual stewards awards presentation. Steward of the Year went to Jon Green, who got the highest score on our stewards quiz. The steward with the most years as a Local 3 member was Don Teach. The steward with the most year with Caltrans and the steward with the least years as a member went to Les Sandiforth, Caltrans, Bodega Bay. The safety award went to Al Piazza, by the luck of the draw.

Blood drive

The Santa Rosa District is considering having a blood drive. We will set up a sign-up sheet here in the office for all interested members. District 10 has an account at the Blood Bank of the Redwoods, which serves Lake, Mendocino and Sonoma counties. All members and their families can draw from this account at discounted rates for emergencies and operations.

If enough people are interested in donating, we will try to hold the blood drive some time in March. A possible time could be on Wednesday from 4 p.m. to 7 p.m. So come down and have some complimentary cookies and juice while you help the community and your fellow operating engineers.

To sign up for donations or for more information, please feel free to stop by our office or call us at (707) 546-2487.

*George Steffensen,
Business Rep.*



Contracts attorney Rollie Katz, standing, spoke to the group about negotiations and grievances.



Don Teach won the award for the steward with the most years in Local 3.

few months. The private market, especially in the commercial area, is pretty much on hold because of lack of funding.

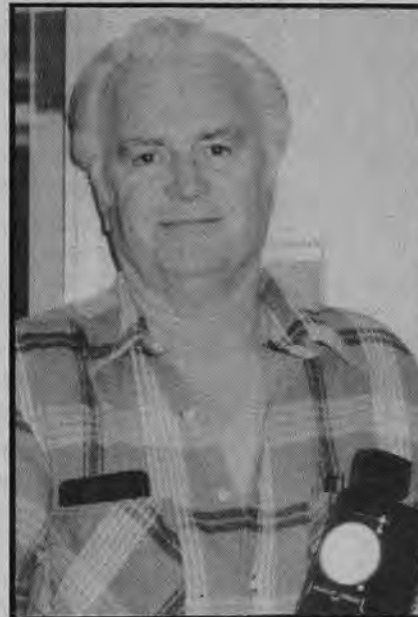
Gravel war update

The county board of supervisors did not shut down

any documentation that was listed in Kaiser's appeal. I was very pleased with the turnout of operating engineers and their families at the meeting. I was told by another business agent, whose craft is not involved in the gravel dispute, that he talked with two of the supervisors, who said they were impressed with our turnout and definitely realize the economic impact if the board removes Kaiser's mining permit.

Work is slow at the equipment shops. Mechanics at Empire Tractor are on alternating weeks off, and both the shop and parts department had to lay off some members. At Hogue Equipment, the members are on reduced work weeks.

The contractors are off to a slow start after our little



Les Sandiforth won the award for the Caltrans steward with the most years in Local 3.

month.

Stewards awards

Want to know what happened in the Santa Rosa District on the Wednesday after New Year? We had our stewards' meeting and that evening we were honored

NEWS FROM THE DISTRICTS

Pre-job conference held for big pipeline project

SACRAMENTO – Work in the Sacramento area could be best summed up as spotty and slow. Small crews are working one to five days a week.

Kiewit Pacific has three projects: a \$48 million sewer plant on Booth in Roseville, Placer County; an \$8 million project at Harding Road interchange in Roseville, Placer County; and a \$6 million subdivision winding down in El Dorado Hills, El Dorado County.

Granite is working a small crew on the \$28 million project at Mace Ranch, Placer County, and will employ a large crew come spring. Granite also has a \$6 million project on Forest Hill Road that will start in the spring. Granite was the low bidder, at about \$9 million, on the Hwy. 49 project from Auburn to Grass Valley, a job that's expected to crank up in the spring.

Due to fair weather caused by the drought, Earthco is back on its Woodland Levy project. Brother Harold Meadows, executive board member from District 80, has 15 to 20 operators working.

Syblon Reid is winding down on Light Marina and the H Street widening in Sacramento. Syblon Reid also has \$2.5 million of work to start back with in Rocklin, most of it underground. Also, the company has a dam project in Fresno to begin in the spring.

There is an \$8 million sewer plant to bid in February or March on Francisco Blvd. in El Dorado Hills.

Grade setting classes

Grade setting classes are starting. Sign up with Sacramento District dispatcher Bev Blagg. The classes will be on Tuesday and Thursday at 6 p.m. and will be taught by Grievance Committee member Charl Richofsky. The class will start on January 30.

Business Agent Frank Herrera met with Cherrington Corporation on January 20 for a pre-job conference for the PGT-PG & E Pipeline Expansion Project, the 48-inch gas pipeline that will run down from Canada to Arizona. Cherrington will be performing the horizontal directional drilling. There will be three crossings at Dutch Slough, San Joaquin River and the Sacramento River.

Congratulations to Business Agent John Bonilla on his appointment to the West Sacramento Code of Appeals Board. The board sets policy on everything from code violations to construction projects that contractors feel are not called for in their job specification. John won approval from the city council by a 5 to 0 vote.

Meeting change

There has been a district meeting change for the Sacramento District. The meeting will be February 24 at 123 Recreation Drive, in Auburn. The agenda will include an election of Grievance Committee and Geographical Market Area Committee members. The retiree meeting will be held February 4 in Auburn. There will be two sessions: one at 10 a.m. at the Recreation Park Center and the other at 2 p.m. at the Laborers Hall on Stockton Blvd.

The Sacramento District picnic will take place at the Elk Grove Park on Sunday, June 7. Tickets will be available in the Sacramento office and from all business agents.

So many of us can see what our president and governor have done and are doing to our country and state. Further discussion on the damage done will appear in upcoming issues of *Engineers News*. Meanwhile, please register to vote so you can get involved in the political process. Volunteer for the Sacramento area phone banks. If you are able to help with registrations or the phone banks, please leave your name with the dispatcher or secretary.

For those who have been on the out-of-work list, please check your expiration date, you must register on the list every 84 days if you are on the A or B list.

Dave Wagon, Business Rep.

Dam and pipeline jobs brighten spring work outlook

SALT LAKE CITY – After the good year the hands had in 1991, with the two dams going strong and the Kern River Pipeline cutting across our state, they're hoping for a good follow-up year. As usual there is work coming up in most areas of the state, and everyone is hoping a fair contractor gets the work.

Both of the dams will be going strong this spring, and pipeline work all around us should help out. For you California dispatchers and business agents, when and if you need help on the PGT-PG & E Pipeline Expansion Project, the one coming down from Canada and stretching all the way Arizona, call the Utah District office. We have many good quality pipeline hands, and most of them will want to go to California to pick up the work.

Gibbons & Reed at Lakeside is making good progress on the dike its building. The company should reach the west shore very soon. The work the blade hands are doing on the haul road across the lake has been the big reason this company is running a little ahead of schedule. The road is like a freeway. The haul trucks are running wide open across the dike, so the company is using less trucks to haul. Keep up the good work Boyd and Paul, and all you other hands doing the massive job of keeping the trucks running and loaded and moving the material. When I see our good members doing this quality work, it makes me proud to be a Local 3 member.

Foundation Construction, Inc. also has work at Lakeside. This company is driving the piling on Gibbons & Reed's dike job. There will be a couple of big pumps installed where the pilings have been driven to pump water back and forth as needed. The piling job only took about two to three weeks, but it sure helped out a couple of the hands this winter. Local 3 needs more jobs like this about every two weeks.

Sunny, warmer days are not far off and work will start to pick up soon. Have another good year Utah and all the other states in Local 3's jurisdiction.

Virgil Blair, Business Rep.

Grade setting classes

The San Jose District office will be conducting its annual grade setting classes starting Thursday, February 20. The classes will be held from 7 p.m. to 10 p.m. every Thursday at the union hall, 760 Emory St., San Jose. Any questions call (408) 295-8788.

3 more Hazmat sites?

The U.S. Environmental Protection Agency's San Francisco office recommended on February 7 that three Northern California sites be included in the Superfund list.

The EPA recommendations include parts of the 12,800-acre Concord Naval Weapons Station, which is poisoned with mixed waste, chemicals, heavy metals and toxic materials that have been dumped there since the 1940s. The contaminated sections include wetlands, where the salt marsh harvest mouse and the black clapper rail make their homes. Both are endangered species.

The second Bay Area site proposed for the Superfund list is the 88-acre GBF Inc. dump at the corner of Somersville Road and James Donlon Boulevard in Antioch. The EPA said that from the early 1960s to 1974, the GBF Dump leased acreage to Industrial Tank Corp., which disposed of hazardous liquid wastes.

The third site is the 29-acre McCormick & Baxter Creosoting Co. on West Washington Street in Stockton. The company, from 1942 to 1990, used creosote, pentachlorophenol and arsenic compounds to treat utility poles and railroad ties. The EPA said that soil throughout the site is contaminated with toxic chemicals and waste oil generated from the wood treatment process.

During the next 60 days, the EPA will accept public comments on the recommendation and a decision will be made within six to eight months on whether the sites are added to the Superfund list.

NEWS FROM Rancho Murieta Training Center

RMTC seeks new ways to prepare students for apprenticeship program

We are facing one of the greatest challenges in the history of the Rancho Murieta Training Center. There's an increasing number of people coming to the training center who are unprepared to work in the construction industry and who lack the proper attitudes to succeed in a craft that's dirty and physically demanding.

Last month we discussed problems confronting us in the work place and problems within today's educational system in preparing people to enter the job market. We're going to devote this month's column to discussing solutions to the problem.

Image problems

Besides revising our training methods, more effort is needed to change the public's image of the construction trades. According to a study done in August 1990 for the Construction Industry Workforce Foundation, "Young people have a high regard for construction as an industry but have little interest in working in construction as craft workers because they consider the work dirty, tedious and lacking in prestige and respectability."

In the study, most young people did consider that the industry made an important contribution to society by creating shelter, roads, business and jobs. They also associated the construction industry with good pay and fringe benefits. However, the term "construction worker" had a negative connotation. Construction workers were typically viewed by those surveyed as "ditch diggers" who call out obscenities to passersby and loaf on the job. They associated construction work with "dirt, sweat and a gruff attitude." Held in higher regard by students are professions such as engineering and architecture and trades in which technical training beyond high school is needed.

What's needed

To attract good people to become operating engineers, one of our major goals is to dispel these misconceptions and to educate them about the wide range of highly skilled and satisfying career opportunities. We need to educate people that working with your hands is



rewarding, and that hard, physical work is valued in our society. We need to tie this concept together with emphasizing that how well a person does in school directly relates to what kind of job he or she can get after school.

Once we have somebody interested in obtaining a trade or skill, the person needs to acquire a good general education. Leaders in education, government, business and labor are proposing some new ideas for fundamentally changing America's approach to work and education. They point out that two factors hinder producing a highly educated work force: one is the nation's lack of clear standards of achievement required from students, the other is few students are motivated to work hard in school.

Under this new proposal they recommend that a new educational performance standard be set for all students to be met by age 16. Students passing a series of tests would be awarded a Certificate of Initial Mastery. These leaders further recommend that all students be guaranteed the educational attention necessary to attain this certification. Children would not be permitted to work before age 18 unless they have attained the certification.

America prepares only a tiny fraction of its non-college bound students for work. As a result, most of them flounder in the labor

market, moving from one low-paying job to another. One alternative is that after acquiring the certification they would be offered a choice of either technical or professional certification. The more academically inclined students could pursue a baccalaureate degree, while students pursuing the technical-professional certificate could earn entry level skills after completing a two- to four-year program of combined work and study.

The solution

In California a plan to integrate apprenticeship programs with various school district occupational programs has been developed. In 1990 the state superintendent of public instruction recommended a program to improve performance for all students in California's public schools.

Agreement was reached to develop an apprenticeship program for non-college bound students. This ambitious project emphasizes academic studies and development of language and math skills. Along with this would be the availability of apprenticeship programs for students who have completed the 10th grade. Employers would provide paid part-time positions for each student. Meaningful part-time work would be a fully integrated part of the apprenticeship program. The final objective is to apply academic learning to the work place.

Rancho Murieta has begun an

experimental program through the Sacramento Regional Occupational Program and the Sacramento school district. Students who come to the training center for an initial five-week training period will return to school to finish their senior year, receive their diploma, then come back to the training center to complete their remaining five-weeks in the POP program.

If this approach works, there may be more young operating engineers recruited into

apprenticeship through this method. Apprentices will come to the training center with better reading and math skills, and have knowledge of science and labor history, all of which will help us prepare a more productive apprentice who will, in turn, receive more appreciation from the employer.

The students will have the academic background that will allow them to apply knowledge towards such tasks as setting up laser technology to build slopes for highways and dams. They will be able to read technical service manuals and become comfortable with servicing computer chip modules on electrical and mechanical systems found on many of today's heavy equipment. If the apprentices come to us with a good general education, we can give them the skills necessary to succeed.

We have other alternatives to training that will be discovered. Not only must we change workers attitudes but our attitude about the way we train. We have to explore new methods, non-traditional ways of teaching, and come up with completely new ways of looking at our work as operating engineers. This may sound radical, but it's necessary if we are to survive as a union. Training may be the ultimate weapon for us in the battle for jobs and the competition against the non-union.

Duane Beichley,
Media Coordinator

NEWS FROM PUBLIC EMPLOYEES

Sparks' stewards

They deal with solutions, not just problems

third in a four-part series

When Matthew Marquez began working as a police assistant for the City of Sparks four years ago, he didn't think much about the union. He wasn't even a member.

But as time went on, a nagging conflict between Marquez and a supervisor festered to the danger point. Not sure what to do or where to turn for help, he made a decision that has forever changed his professional life — he joined the union.

"I didn't know my rights," Marquez said. "So I went to the shop steward, Jan Smith, to seek advice. She suggested I join the union, and we went from there."

With Jan's help, Matt eventually solved the problem and continued with his work in the Special Services Section of the Sparks Police Department. That experience did more than simply solve an isolated personnel problem; it transformed Marquez into a believer in the union and the collective bargaining process.

Last year Matt was himself chosen to be a shop steward. He now will help his fellow colleagues deal with the same kinds of issues he confronted not long ago. He will participate in making decision that will help co-workers gain higher wages and better working condition. He will advise employees on grievance procedures. He will, in a sense, be putting something back into a program he once drew on.

"I never realized how much employees could give input, how one vote can actually help," Marquez said. "I had always taken things for granted, but now I see the advantage. I didn't realize the positive impact the stewards program could have. Now I do."

Of all the many successful stewards programs in Local 3, the one the City of Sparks has developed over the years might well rank among one of the best. From the day the unit was organized in 1971,

there always has been at least a few active stewards serving as the union's eyes and ears on the job, ensuring that contracts were fully enforced.

One of those earlier stewards was Richard "Chick" Hanson, who is now serving as a chief steward. "The stewards program has always helped a lot," he said. "When we'd go into negotiations, it was the stewards that gave the members updates as to what was happening. We were the major avenue of communication."

In the past several years the program has grown to 15 stewards in a bargaining unit of about 220. That's roughly one steward per 15 employees. Such strong job-site representation is one reason why the bargaining unit has been successful over the years.

"I think the union should be visible at all times," said Business Agent Dick Gleed. "The way to do that is to have a strong stewards program. Our goal has been to have stewards in every major work location. I want to be sure the members are involved in decision making."

The 15 stewards have been organized into a stewards council. The group meets with Gleed once a month to tackle just about any problem that might arise, especially those related to bargaining, grievance and policy issues. Each steward can bring problems to the council for discussion, analysis and if necessary possible action.

"I try to get the council to deal with solutions, not just problems," Gleed said. "If someone brings a problem to the council, we discuss it, flush it out and try to reach a consensus. If we're split on an issue, I recommend we back away from it because the stewards reflect the attitudes of the membership."

In addition to being a communication tool, the council also allows stewards to learn more about what's



Members of the Sparks stewards council are, front row from left: Lee Miles, Steve McQueen, John Haupt, Sr. Middle row: Chick Hanson, Richard Bisiaux, Bobbi Torres, Jim Bass and Gene Shirley. Top row: Bart Hendricks, Jan Smith, Steve Lemus, Richard Darby and Darrel Holcomb. Not shown are Matt Marquez and Kevin Davidson.

going on in other departments and to keep attune to various labor-management issues they might not otherwise know about.

"I wanted to be a steward because I was curious," Smith said. "I wanted to know how you got a contract, how grievances worked, how all this stuff was done. I wanted to get in there and see for myself how the process worked."

After the council meetings, the stewards return to their respective departments to meet with the members and get feedback. Because of the open communication, most problems never reach the formal grievance stage. Instead most conflicts are handled either through the council or by a steward simply meeting face to face with management.

In one case, the Special Services Section was having problems with an overtime policy that had become unworkable. So the staff asked Smith to intervene. She met with management and was able to reach an agreement without a grievance ever being considered.

But problems don't always involve entire departments or the bargaining unit as a whole. In fact, a good number of conflicts that stewards handle each month involve individual rank and file members and a supervisor or manager. If members are too apprehensive about confronting management, they can request a steward to intervene. Not only can the employee remain anonymous, but they have a designated person with special skills acting on their behalf.

"There's a lot of people who don't have the ability to stand up for themselves and don't want to make waves," said chief steward Bobbi Torres, who works in public works as a building permit specialist. "They're sometimes a little intimidated about confronting their supervisor, so I'll go into a meeting with them as a third party and help them resolve a problem."

For Smith, being a steward is "knowing the contract, then standing up for your rights. Because I'm not afraid to confront management," she said, "I'm able to go right to the root of the problem. I go directly to the person who can solve the problem. It's part of my responsibilities."

Marquez added: "The most important skill you need to be a good steward is impartiality. I can't be one-sided. Being objective has allowed me to settle problems before they go to a grievance."

Another reason for the program's success has been the positive working relations that has developed between the union and city management. It's not uncommon for management to resist a strong stewards program, but in Sparks there's been lots of support. The city has given the stewards time off for meetings and given them access to employees.

"Since I've been a steward," Smith said, "I've never been retaliated against. I've never been denied time off for a union meeting. I've always felt nothing but mutual respect."

NEWS FROM THE MINES

Maintaining the big iron is as good as gold

Close to the town of Elko, Nevada, the largest gold producer in the free world is mining about 1.5 million ounces of gold a year. We at Newmont Gold Company are currently producing gold cheaper and more efficiently than any other company in the world.

In order to mine this gold, Newmont owns various pieces of heavy equipment. The maintenance mechanics are spread among three different areas, which have different makes and models of equipment. In my area, for example, we run 100-ton Dresser Haulpaks and 992C Cat loaders. We also use dozers, blades and various other types of equipment as support for the trucks and loaders. Our blast hole drill rigs are IR Drilltech's and Reed.

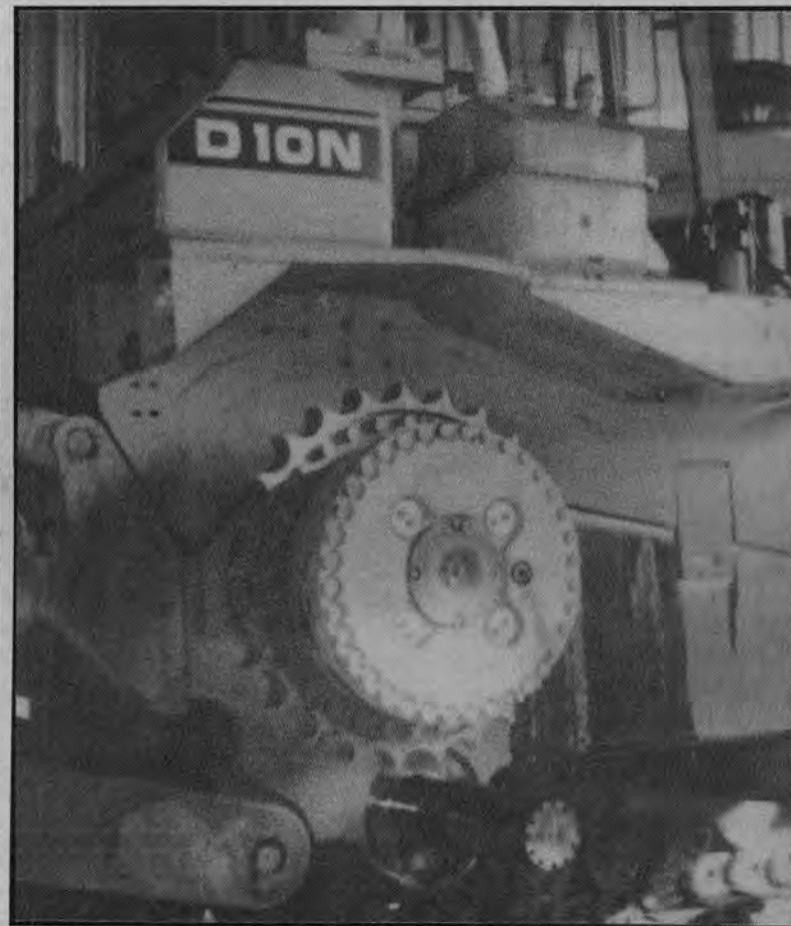
We as mechanics at Newmont must be able to maintain these different types of equipment. Most of the major component overhauling is done off site for warranty purposes. But our mechanics are required to troubleshoot and diagnose the many systems these vehicles have. As you can see from the photographs, the machines are large and when they break it usually means replacing large parts.

Our shops are big to accommodate these vehicles, but as we all know not always can the machine be brought to the shop area. In the case of our shovels at Gold Quarry, all maintenance must be done in the field, as the shovels

don't ever leave the pit. Newmont relocates a lot of its equipment to meet the needs of its mining plans. In my area, the North Area, we now are getting a fleet of 120-ton diesel electric trucks. Newmont doesn't use electricians on the GE systems that propel these trucks, so we as mechanics must do this kind of maintenance.

The company is good about hold-

tenance. We don't have the deadlines and the time tables like a contractor does, but when your muck has



Above: A D 10 N dozer in the shop at Newmont's shop 4.

Left: The enormous 100-ton Dresser Haulpak.

ing schools and having training sessions in its maintenance departments. Our equipment runs about 7,000 hours a year. This kind of operating is hard on the machines and therefore they require a lot of main-

gold in it, down time on your equipment can get very costly. The fact that we at Newmont are currently producing gold cheaper and more cost-effectively than any other company in the world says a lot for

union labor, and says a lot about the mechanics who work behind the scenes.

*Courtland Acosta,
Shop steward, Shop 4*

Newmont workers earn bonus

Rank and file members working at Newmont Gold Company are smiling a lot these days – all the way to the credit union.

In October 1990, Newmont workers ratified a three-year contract that, among other things, allowed the rank and file to receive bonuses based on the same production and cost targets as management. Under the agreement, Local 3 members could earn in 1991 up to 6 percent of their annual gross pay if they reached certain production and cost levels.

Because of their efficient work, members of the bargaining unit have achieved the maximum production levels during 1991 and, as a result, will be earning the maximum 6 percent on the annual production bonus.

When the employer contribution to medical benefits and the 50-cents-an-hour pay increase and what the employees started earning on their 401k retirement plan are all thrown in, the total increase resulting from the new contract ranges from 10 to 15 percent, a handsome sum consider-

ing the country is in a recession, when most workers are actually losing ground or barely breaking even. There aren't many contracts in the country that add up to this.

Since the bonus checks were distributed on February 12, workers have been filing into the Elko branch of the Local 3 credit union by the droves with big smiles on their faces. "This makes me feel real good—real good," said oiler and chief steward Vince Frank. "Everyone likes it."

Next month *Engineers News* will take a more in-depth look at this outstanding achievement.

Union Briefs

Federal hwy. bill pitfalls

The \$155 billion federal highway and mass transit bill signed by President Bush last month will create fewer jobs than originally projected because of a cap on domestic spending under the federal budget agreement of 1990, according to a report by The Road Information Program, a private non-profit organization based in Washington, D.C.

Because the transportation act exceeds federal domestic spending limits by more than \$1 billion over its six-year term, fewer roads, bridges and transit improvements projects would be funded, according to TRIP. The immediate employment impact is that nearly 8,000 fewer jobs will be created over the next eight months than originally projected, and that 46,341 fewer jobs will be created over the six-year span.

To offset the job loss, Republican and Democratic leaders have considered increasing spending for highways and transit programs in the first and second year of the bill's obligation authority by 20 percent in fiscal 1992 to accelerate the creation of nearly 140,000 new jobs and generate an additional \$9.5 billion in output throughout the economy.

Union wages pay off

Higher wages for higher-skilled craftsmen and craftswomen are cheaper in the end, according to a study by the International Union of Operating Engineers.

The study found that wages in union states were more than double the non-union states. But the higher paid workers built 107 more miles of roads and bridges for \$557 million less over a four-year period, according to the study, which was based on data from the Federal Highway Administration. The total cost per mile averaged \$1.35 million for the low-wage states - Texas, Georgia, Florida and Virginia - and \$1.21 million for the predominantly union states - Illinois, Pennsylvania, New York, Michigan, California and Missouri. Another advantage was time, with higher-paid workers doing the work in 56 percent of the hours it took the lesser-paid workers.

Construction pay

Wage and benefit increases negotiated in new construction labor agreements during 1991 were 79 cents per hour or 3.4 percent, slightly lower than the year before, according to the Construction Labor Research Council. The average second-year increase in new multiyear-year contracts was 85 cents or 3.6 percent. Of the 79-cent first-year increase, an average of 48 cents was allocated to wages. Employer payments to health and welfare jumped 23 cents, increasing in 1991 as they did in 1990 at an annual rate of about 15 percent.

The council's executive director, Robert Gasperow, found in the 1991 data a reversal of a trend in recent years towards larger settlements, more pronounced regional differences and longer contract durations. Bargaining activity was "the lightest in recent years," he said. Gasperow attributed the modest pay gains in 1991 bargaining to greater competitive pressures caused by a weak construction economy.

Construction injuries climb

The injury rate in construction continues to be the worst among broad industry categories measured by the federal government. Last year, the overall number of workdays lost to injuries in construction climbed to 146 per 100 full-time workers, compared to 141.6 in 1989 and 134.9 in 1987, according to the U.S. Bureau of Labor Statistics.

When occupational illnesses are included, the number of lost work days in 1990 was 147.9 and the total number of injuries and illnesses was 14.3 of every 100 full-time workers. While construction remains the worst offender statistically, the rate of work days lost to injuries has been rising for all industries during the past 17 years.

'Doonesbury' mocks Bush

The satirical comic strip "Doonesbury" mocked President Bush on Sunday, February 2, for claiming a Houston hotel room as his home in order to avoid paying taxes. Cartoon character Zonker Harris, dressed in cowboy garb, invited readers to claim they are Texans to avoid paying a state income tax.

The next day, the White House took the unusual step of rebutting the comic strip, saying the president is justified in claiming a tax-free residency in Texas, even though he also has a home in Kennebunkport, Maine. White House press secretary Marlin Fitzwater said anybody could establish a Texas residence by living in a hotel room. When asked if the president will encourage the practice, Fitzwater replied, "Certainly, the more Texans the better. We love Texans."

Fringe Benefits

(Continued from page 15)

you performed as an engineer in State of California to earn your pension benefits. No matter where you now live, you may be liable for California state income taxes, based on the amount of your pension benefits earned as a result of your engineer work in the State of California.

If you do receive such a letter, please contact your district office, the Fringe Benefit Center or the Trust Fund Office for information on how to properly respond to the Franchise Tax Board.

If you have any questions, please let us know.

Sincerely,
The Trust Fund Office

I worked my whole career in California and then moved to Nevada for my retirement. Can California tax my pension money?

We have been advised by the trust fund accountants that states can tax money earned within their boundaries, and this includes pensions earned for work performed within that state. You should check this matter thoroughly with a tax consultant. Be sure to let us know you received a notice from California so we can give you direct any updates we've heard from the accountants.

What about my situation? I earned my pension by working half the time in California and the other half in Utah. Can California tax me on my whole pension?

It appears that if California can collect any tax at all on your pension, it can only lay claim to that portion you earned based on your California work.

I moved to the state of Washington for my retirement. Will I owe taxes in both Washington and California?

Many of our pensioners have worked and earned their pension in California and then moved to a different state to spend their retirement years. Some of those states have income taxes, some do not. For the states that do, like Washington for example, you may owe income taxes to both states. California will allow a credit for other state income taxes paid. In other words, there may be some coordination among the various states on this matter. Check with your tax consultant regarding your proper filing in such circumstances.

Is the Franchise Tax Board contacting me because our pension checks are now issued from the trust fund office in San Francisco?

They are not. By coincidence, California came up with the necessary tools for coordinating data and searching for out-of-staters at the same time that pension checks were starting to be issued from San Francisco. Had New York Life still been issuing the monthly checks, you would be receiving the same notices from the California Franchise Tax Board.

Why don't state politicians do something about this unfair tax?

Think about this for a moment. The source tax is a way to raise money from those who cannot vote within the state and, therefore, present no apparent risk to the legislator.

Will this matter be straightened out in the near future?

I am never too optimistic about the outcome of any project undertaken by the government, federal or state. The fact that this is a tax issue probably further complicates the matter. We plan to work with you in responding to requests from the Franchise Tax Board. Do not set the matter aside and fail to respond! Let your district office, the trust fund office or the fringe benefit center, my office, know that you have received such a notice from the Franchise Tax Board so we can work with you. At the same time, contact your tax consultant so that he or she can give you proper tax advice on this matter.

Are operating engineers retirees being singled out by the Franchise Tax Board?

We are not. As a matter of fact, we are in good company. For example, retired military officers are receiving similar forms because many of these officers had some connection with California in their military careers.

It is imperative we hear from you so we can coordinate our efforts with other groups having the same difficulties. By knowing in some detail the extent to which our retired members are affected, we will be able to work closely with these other groups, perhaps to mount a lobbying effort in Sacramento regarding these source tax laws. That same joint effort that helped build this union can be put to work to make sure the interests of all hard-working individuals are protected.

Again, I would like to emphasize I am not giving tax advice here. For tax advice, please be sure to contact your tax consultant, the IRS or the Franchise Tax Board in your state.

We will update you from time to time in this column, especially with any points of clarification we receive from the accountants for the pension fund.

1992 Grievance Committee Elections

Recording-Corresponding Secretary William Markus has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district or sub-district meeting of 1992. The schedule of these meetings appears below (see "District Meetings").

District Meetings

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

March

- | | |
|------|---|
| 4th | District 12: Salt Lake City
Engineers Bldg.
1958 W. N. Temple |
| 5th | District 11: Reno
Carpenter's Hall
1150 Terminal Way |
| 10th | District 04: Fairfield
Holiday Inn
1350 Holiday Lane |
| 12th | District 10: Santa Rosa
Luther Burbank Ctr.
50 Mark West Spr. Rd. |
| 24th | District 9: San Jose
Labor Temple
2102 Almaden Road |
| 31st | District 3: Stockton
Engineers Bldg.
1916 North Broadway |

HONORARY MEMBERS

As approved at the Executive Board Meeting on January 11, 1991, the following retirees have 35 or more years of membership in the Local Union, as of January 1992, and have been determined to be eligible for Honorary Membership effective April 1, 1992.

Paul Baer	0531606
Joseph Biasca	0899278
Robert Briggs	0908510
Francis Bristow	0899526
N. V. Campbell	0559555
Vincent Costa	0719407
Robert Dunn	0574838
Ray Dutter	0791469
Ray Fleetwood *	0620125
Yual Harmon	0745039
Howard Kaurin	0915793
Kenneth Leopold *	0267634
Gerald Manly	0601360
Sudduth Moore	0569586
Lawrence Nottingham	0893091
Leon Pettitt	0883782
William Rodriguez	0889070
Jack Short	0853652
A. A. Snyder *	0369280
Paul Thomas	0899482
J. R. Wilmoth	0912083

* Effective January 1, 1992 - Recently been determined to have been eligible in December 1991.

Election of Geographical Market Area Addendum Committeemen

Business Manager T. J. Stapleton has announced that elections will be held for Geographical Market Area Addendum Committees at regularly scheduled district meetings in Northern California and Reno during the first quarter of 1992. The schedule of the meetings in which these elections will be held appears below (see "District Meetings").

Eligibility rules for serving on the committee are as follows:

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

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

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

(c) He must be an "A" Journeyman

(d) He must be a member in good standing

(e) Must not be an owner-operator.

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

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

Election of Geographical Market Area Meetings

March

- | | | |
|------|---|-----|
| 5th | District 11: Reno
Carpenter's Hall
1150 Terminal Way | 8pm |
| 10th | District 04: Fairfield
Holiday Inn
1350 Holiday Lane | 8pm |
| 17th | District 3: Stockton
Engineers Bldg.
1916 North Broadway | 8pm |
| 19th | District 10: Santa Rosa
Luther Burbank Ctr.
50 Mark West Spr. Rd. | 8pm |
| 24th | District 9: San Jose
Labor Temple
2102 Almaden Road | 8pm |
| 26th | District 9: Freedom
V.F.W. Hall
1960 Freedom Blvd. | 7pm |

Retiree Meetings

MARCH

- | | | |
|------|--|------|
| 4th | SALT LAKE CITY -
Operating Engineers Bldg.
1958 W. N. Temple | 2PM |
| 5th | RENO -
Carpenters Hall
1150 Terminal Rd. | 2PM |
| 10th | FAIRFIELD -
Holiday Inn
1350 Holiday Lane | 2PM |
| 17th | CERES -
Tuolumne River Lodge
2429 River Rd.
Modesto, Ca. | 10AM |
| 17th | STOCKTON -
Operating Engineers Bldg.
1916 N. Broadway | 2PM |
| 19th | UKIAH -
Discovery Inn
1340 N. State Street | 10AM |
| 19th | SANTA ROSA -
Labor Center
1701 Corby Lane | 2PM |
| 24th | WATSONVILLE -
V.F.W. Post #1716
1960 Freedom Blvd.
Freedom, Ca. | 10AM |
| 24th | SAN JOSE -
Holiday Inn
Park Center Plaza
282 Almaden | 2PM |

Departed Members

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

NOVEMBER

Angelo Andreini Jr. of Fallon, Nevada, 11/12; Roy Bailey of Coos Bay, Oregon, 11/30; Charles Bowling of Clovis, Ca., 11/9; B. A. Brossard of McKinleyville, Ca., 11/22; Harry M. Cabral of Kaneohe, Hawaii, 11/27; Dominic Canclamilla of San Jose, Ca., 11/23; Boyd Deaton of Lathrop, Ca., 11/30; Patrick Engle of Provo, Utah, 11/30; James Fountain of Springfield, Mo., 11/2; E. Hendrick of Oroville, Ca., 11/28; La Var Loveless of Orem, Utah, 11/8; Harry Nawatani of Mililani, Hawaii, 11/29; Robert D. Price of Marysville, Ca., 11/27; Wayne Wagner of Palermo, Ca., 11/20.

DECEMBER

Richard Anderson of Fallon, Nevada, 12/14; George Avery of Mountain View, Ca., 12/7; Wallace Beckstead of Salt Lake, Utah, 12/2; N. Bedross of Escalon, Ca., 12/20; George Brem of Isleton, Ca., 12/7; Elmer L. Collins of Anderson, Ca., 12/5; Ralph D. Crenshaw of Carson City, Nevada, 12/13; Melvin Cunha of Yakima, Washington, 12/22; William Donald of Fresno, Ca., 12/2; C. E. Eisenhower of Big Oak Fl., Ca., 12/14; Leon Eyraud of Altaville, Ca., 12/15; Alfred Ferreira of Mora-

ga, Ca., 12/13; Garnet Fleming of Carson City, Nevada, 12/26; John W. Gardenhire of Morgan Hill, Ca., 12/14; Leonard Green of Sandy, Utah, 12/27; Edward L. Kendrick of Modesto, Ca., 12/3; Eugene Lacey of Fremont, Ca., 12/4; William Landrum of Citrus Heights, Ca., 12/14; Jack Marchio of Antioch, Ca., 12/25; Eudoro Mendoza of San Jose, Ca., 12/3; Frank Monteroso of Pittsburg, Ca., 12/26; Emil Munson of Fresno, Ca., 12/9; Donald Nairn of Pleasanton, Ca., 12/12; Ralph Oglethorpe of Orangevale, Ca., 12/5; R. J. Paredes of Gilroy, Ca., 12/6; Mathew Peltzer of Billings, Montana, 12/1; John Phillips of Modesto, Ca., 12/21; Byron Prior of Carmel, Ca., 12/3; Clede Smith of Austin, Nevada, 12/5; Paul E. Spencer of Knights Lane, Ca., 12/14; Ralph Stephens of Fernley, Nevada, 12/25; Richard Story of Modesto, Ca., 12/10; Wm. R. Tryon of Eureka, Ca., 12/18; Carl Warner of Redding, Ca., 12/26.

DECEASED DEPENDENTS

Betty Beason, Wife of Elton, 12/23. Tris Mozzini, Wife of John, 12/3. Shauna Thomas, daughter of Richard, 12/16.

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

*All ads must include Member Registration Number.

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

FOR SALE: '67 Jeep CJ5 w/jeep trailer, both for \$3,750. Disc -10' case \$475., scrapper 3 point, 6' \$365. 2 wheel metal wood hauling trailer \$375.3 horse trailer \$1,175., Radial arm saw \$325, Roto tiller \$150, 12' fiberglass boat trailer & 7.5 Sea king motor \$475. Call Bo, (209)826-9465. Reg.#1043556 12/91

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

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

FOR SALE: '72 Porsche 911 T Targa, black/black, 5 speed/air cond., 3yrs. on new engine, maint. records available. \$8K OBO. Call (702)849-0258. Reg.#1984839 12/91

FOR SALE: '89 Alfa Gold 37' - 5th. wheel, duel Alcs, rear kitchen, 4x9 slide out living rm, built in microwave, washer/dryer ready, full set of storm windows, pulled less than 3k miles. Call Gary or Linda after 6pm or on weekends. (702)565-5248. Reg.#1972344 12/91

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

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

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

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

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

FOR SALE: Home 4bdrm/2.5 ba w/view

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

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

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

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

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

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

FOR SALE: '76 Motor Home 25' Commander, full bed in rear, air awning, good tires/condition, very clean. '82 Ford Escort w/tow bar, good condition, all \$11,500. '82 Prowler RV, excell cond. 23' long, full bed in rear, awning, good tires. Call (916)824-4822/384-2756. Reg.#854095 1/92

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

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

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

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

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

FOR SALE: '82 Diesel 3/4 ton Silverado Chev. automatic power steering, pdl, air cond., \$2,400 spl 19, 228 miles, good cond. '78 Spartan trailer, 30' selfcontained, very good cond., \$13K as a unit or will sell separate. Write Vincent Harris, 10560 Windmill Ln, Jamestown, Ca. 95327. Reg.#693648 2/92

FOR SALE: 3bdrm/2ba Home Reedley, Ca. Victoria Square Estates, brick fireplace, shake roof, oak cabinets, 70' covered patio, finished garage w/opener, landscaped sprinklers, lg. cul-de-sac lot, fenced, 17mo. old, below appraisal \$%137K. Call Bill (209)638-1131. Reg.#0928491 2/92

FOR SALE: 3bdrm/2ba Home by owner, South San Jose, Ca. dining, living, family rooms, 2 car garage, price \$189K, open daily. 553 Serenade Way, San Jose, Ca. Call (408)225-6080 or (408)244-3395. Reg.#0863990 2/92

FOR SALE: 3bdrm/2ba Home in Clovis, new paint in/out, duo pack ac/heat, fire place w/gas starter, elect kitchen, dish washer, in ground swim pool, excell, clean neighborhood \$90K, cash to max. loan info. Call Joe (209)292-8392. Reg.#0592866 2/92

FOR SALE: Camper Cabover with stove, sink, icebox & jacks. Fits small/full size pickups. \$450. Call Ray or Teri (707)928-4452. Reg.#2102526 2/92

FOR SALE: Motor Home 3bdrm/2ba, large lot commercial downtown Las Vegas, 28' Streamline, and 26' Winnebago, all \$65K. Will show you how I lived here for 2 years free, no payments. Call Ladd (702)474-9410. Reg.#1192152 2/92

FOR SALE/TRADE: Appaloosa Gelding 6 year old, show quality, sire: Quarter Century by Executive. Dam: Plaudit showme. Used for trail hunting. Youth prospect. 4-H. \$2,500. Call (702)738-7879. Reg.#2084512 2/92

FOR SALE: '89 Ford F250 Lariat XLT. Includes auto trans, air cond. cruise control,

Personal Notes....

Fresno: Our sympathy goes out to all the family and friends of Emil Munson 12/9/91, William Donald 12/2, Sybil Young, wife of Jason, 11/7, James Boggs 1/2/92, Woody Weaver 1/8, Lloyd Nelson 1/5, Marion Vanhuss 1/8, J. S. Baker 1/7, Riley Merriott 1/6, who have recently passed on. Each played an important part in local union #3 and will be missed.

Marysville: Our condolences are extended to retired Richard Hardin of Chicago Park on the death of his lovely wife Dorothy J. who passed away 1/11 following a long illness.

Redding: We wish to express our sincere sympathy to the family and friends of departed Elmer Collins, Robert Morehouse, John Olivolo and Carl Warner. Our sincere sympathy also goes to Bobby Fish on the passing of his wife, Marilyn, and to the family of deceased member Roland Kennedy on the passing of Janette.

Santa Rosa: Congratulations to Steve and Valerie Britton on the birth of their son Steven Darrell, II, born 11/3/91.

Also, our condolences and prayers go out to the friends and families of the following deceased: June Reynolds wife of Robert 1/2/92. Debra Wilson wife of Richard R. 12/31/91 and Edward Brumley 12/4/91.

electronic overdrive/ door locks/ fuel injection, power windows, tilt wheel, sheep skin covers, custom dash cover, 235-85x16 Michelin tires, camper shell w/camper kit, removable racks, 14K mi. 460 eng. pull package. \$16K. Call (408)379-3568. Reg.#1091244 2/92

FOR SALE: Sail boat 27' Catalina. Must sell due to separation. VHF radio, 3 jib sails, marine head w/Lectra-San system, universal atomic 4 (40hp.) engine w/low hours. All coast guard required and approved life jackets, safety harness, fire ext. sleeps 6. Sell for balance due on loan \$10K. Boat in Santa Cruz harbor. Call Joanie (408)475-1595. Reg.#2056143 2/92

FOR SALE: Motor Home '90-1/2, 34' Bouncer class a, 454 Chev V8 Loader used twice like new, save thousands \$45K. '85, 30' Sea Ray SRV 300 yach. Twin Merc 270 S loaded, \$52K, '71 Corvette sport coupe T tops 350 V8 270 HP AT, PS, PB, air, tilt and telescope. New breaks, tires, windshield, battery, upholstery. Fast, all numbers match, this car is correct and very collectable. \$9,500. Call Frank (209)835-6889. Reg.#1832904 2/92

FOR SALE: Motor Home '88 Southwind, rear twin beds, sofa bed, rocker, booth table, side table, 2 roof A/C, color TV, lg. 2 way ref-frz, stereo, microwave, 6.5 Onan gen, 18' awning, exceptionally clean, plenty of closet and storage space, low mileage, non smokers. Illness forces sale \$36K OBO. Call Ronald (408)578-3157. Reg.#0632452 2/92

FOR SALE: Time Share Deded in Las Vegas, Carriage house resort. 1 week floating per year. Valued \$8K, asking \$4,500. Also '71 Super beetle VW bug, runs good, many extras, good tires and shocks. \$800. Call Haskell (707)864-

1321. Reg.#1932872 2/92

FOR SALE: Motor Home '71 Apollo, 26', excellent condition, loaded. Call Walter (209)875-8570. Reg.#0874822 2/92

FOR SALE: '64 Chevy Impala S.S. strong 350, turbo 400 auto, completely restored, less 15K miles on motor, tress, rear-end, lots of chrome on engine. \$4,800 OBO. Call (707)429-1328. Reg.#1487927 2/92

FOR SALE: 2-1/2 acre home site in Hanford, Ca. N. Kings county, 30 miles so. Fresno. Good location, good soil, well water, 40 walnut trees, 3 car garage, older 12'x60' 2 expando mobil home \$59,500. Call Manuel (805)481-9244. Reg.#0993910 2/92

FOR SALE: Truck 3/4 ton Ford w/utility bed full of H.D. mechanics tools to do almost any job large/small. Many speciality items. Sell all \$3K. Call (209)931-3398. Reg.#1712543 2/92

FOR SALE: '65 Stude. Daytona 2 door sedan, red w/white vinyl top/black interior. 3 wheel delux cycle chair w/carring lock box. Ward's heavy duty washer /dryer, white like new. Men's older bicycle good condition cheap. Call (510)351-3977. Reg.#0577370 2/92

FOR SALE: '30 Studebaker Dictator, 4dr. sedan, all original looks and runs good, new tires/brakes, excellent car to restore or run as is. \$7K OBO. Will send photos. Call Jerold (801)848-5662. Reg.#0863715 2/92

FOR SALE: Home 3bd/2ba, sparkling new energy efficient on over 3 acres, w/stunning views, over 2100 sq.ft. + large 2 car detached garage in Corning, Ca. Call (916)865-7127. Reg.#820664 2/92

FOR SALE: Space B4 Garden of prayer, Sunset Lawn. \$1100 value for \$500. Call Gene Bloxson (916)331-4334. North Highlands, Ca. Reg.#1195091 2/92

Back by popular demand!



Operating Engineers Local 3 Family Day Marine World Africa USA

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

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

Deadline to purchase tickets: April 13.

Our Day Includes:

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

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

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

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

Members Name _____

Address / Dept. _____

City / State _____

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

Social Security Number _____ - _____ - _____

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