

# Engineers News

VOL. 53, NO 2

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

FEBRUARY 1995

## Refining Moment

**Operating Engineers**

**place 168-ton column at**

**Chevron Richmond Refinery,**

**one of five Bay Area**

**refineries being upgraded**

**under Clean Fuels Program**

Important Notice:  
New starting time for  
District meetings is 7 p.m.  
See p. 2 for details.

**In this issue. . .**

**Prevailing Wages Under Attack, p. 4 • C&H Sugar Co-generation Plant, p. 12 • Caltrans Tow Service, p. 20**



## FOR THE Good & Welfare

By Tom Stapleton  
Business Manager

Let's be honest about it. Construction union members – including our own – were a part of the Republican landslide last November. Many voted for the Pete Wilsons and even the Michael Huffington's. For whatever reason, they were not convinced that the Democratic Party has gone to bat for them. They believe the GOP will bring needed changes.

Well, it took only one day for the new Republican majority in Washington to start making the changes they want to make – and believe me, it's getting ugly real fast.

### **Your job is already on the ropes**

On January 4, the first day of the new session of Congress, Senator Nancy Kassebaum introduced legislation to repeal the federal Davis-Bacon Act. A companion bill in the House was also introduced.

"The public is ill-served by these wage rate and work rule restrictions," she charged. Prevailing wage regulations "prevent contractors from hiring and training [unskilled] people, in direct contradiction to our national goal of expanding inner-city employment opportunities."

Well, if you didn't believe our warnings before the election, you better believe them now. We are facing a full assault on the one law that upholds your right to make a decent living wage. This time, we'll be defending the Davis-Bacon Act before a Congress that is no longer run by the Democrats who have always supported us on this issue.

As we go to press today, hearings on the Davis-Bacon Act are already underway. The Republicans are wasting no time. They are moving swiftly to repeal a law that for 60 years has provided stability to the construction industry, a law that has benefited workers, contractors, and taxpayers alike.

Congress isn't the only place where prevailing wage laws are on the ropes. There are bills in the California Legislature to reform the state prevailing wage law, and "executive orders" from the Governor that are killing us one bite at a time.

Just this month, we received notice from the California Department of Industrial Relations that the special single shift pay on our master construction agreements will "be excluded" from prevailing wage determinations in California.

If we are unsuccessful in getting them to modify their decision, it will have an immediate impact on our members. For example, if the state calls for bids on an overlay project that requires paving to be done from 10 p.m. to 6 a.m., our contract provides workers with a special single shift rate of pay for this work, which is higher than for a normal day shift.

In the past, the state has always allowed those pay rates into the prevailing wage determinations. Now, the state says it won't. Therefore, union contractors who bid on this job may claim they are entitled under the contract to pay regular shift rates.

Brothers and sisters, it's time to take off the gloves. If you want to make a decent living in this industry, you've got to be part of this fight. In the coming weeks, we'll contact you for the help we need.

# Measure C would restore quality to Stanislaus libraries

## March 7 special election

Stanislaus County libraries are experiencing serious financial problems and need the support of its citizens. Since the 1992 property tax grab, the county's library budget has been halved. As a result, libraries are rarely open, programs for children, seniors and business owners have been eliminated, and new books and magazines can't be purchased.

Measure C would add one-eighth of 1 percent to the county's sales tax. This is only 12 1/2 cents on a \$100 purchase. The measure also guarantees local control of the money raised from Measure C and would ensure libraries are open evenings and Saturdays, with longer, more convenient hours in all communities. Measure C ends in five years.

Local 3 urges members in Stanislaus County to **Vote Yes** on Measure C in the March 7 special election.

## On the cover

**Crane operator Jim Hammon and oiler Frank Mixon lift 168-ton column into place at Chevron Refinery using a 11320 Mini-Super Skyhorse.**

**On the trailing rig are operator Howard Harris and oiler Juinor Diaz.**

## Important Notice: New starting time for District Meetings

In response to inquiries from Local 3 members, Business Manager Tom Stapleton directed that a questionnaire be published in the September 1994 issue of *Engineers News* seeking input from the membership on whether or not the starting time for district meetings should be moved to 7:00 p.m. from the former starting time of 8:00 p.m. (except for Hawaii, which has always had a 7:00 p.m. starting time). Based upon the results of the survey, the Local 3 Executive Board and each District Grievance Committee concurred unanimously in a recommendation that **all Local 3 district membership meetings will begin at 7:00 p.m., effective January 1, 1995.**

## Engineers News



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*Engineers News* (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 1620 South Loop Rd., Alameda, CA 94502. Second Class postage paid at Alameda, CA and additional mailing offices. *Engineers News* is sent without charge to all members of Operating Engineers Local 3 in good standing. Non-member subscription price is \$6 per year. POSTMASTER: Send address changes to *Engineers News*, 1620 South Loop Rd., Alameda, CA 94502.



# Willie Brown wins Assembly speakership – but at a cost

Unions breathed a temporary sigh of relief last month when the California Assembly elected Democrat Willie Brown as its speaker.

Following the November 8 election, organized labor braced for a major power shift in the Assembly when Republicans, after gaining eight new seats, enjoyed a 41-39 majority, which would have allowed the GOP to elect one of its own as speaker for the first time in 14 years.

But when former-Republican-turned-independent Paul Horcher of Whittier decided to support Brown in December, the speakership tally stood at 40-40. The deadlock was broken when the Assembly voted January 24 to disqualify Republican Assemblyman Richard Mountjoy of Arcadia because he had been elected to both the Assembly and Senate on election day and, therefore, could not simultaneously serve two constituencies.

Mountjoy's disqualification cleared the way for the Assembly to elect Brown by a 40-39 margin and end the seven-week speakership stalemate.

Although Brown, who has been one of labor's strongest political allies since winning the speakership in 1980, retained his powerful post, the fight wasn't won without cost. In previous years Brown enjoyed enormous power. Not only did he possess the authority to appoint members of committees, but he could send bills to their death before they ever reached the Assembly floor. Local 3 and other trade unions have turned to Brown countless times for help in killing legislation that was potentially harmful to union members.

But part of the agreement that ended the speakership stalemate this year included new house rules. Much of the power previously possessed by the speaker now rests with the Rules Committee. Standing committees, instead of having a clear party majority, are now evenly split among Democrats and Republicans. Half

of the Assembly's 26 committees will be chaired by Republicans, with Democrats serving as vice chairs, while the other half will be chaired by Democrats, with Republicans serving as vice chairs.

What concerns organized labor is that instead of all 26 committees being chaired by Democrats, which has been the case for the past two decades, 13 committees will now be headed by Republicans. Fortunately, Democratic Assemblyman Wally Knox will chair the crucial Committee on Labor and Employment. But Republicans will chair committees on agriculture, appropriations, banking and finance, elections, reapportionment, environmental and public safety, to name some key committees.

What this all means is that the Assembly will likely become much more conservative over the next two years and beyond. Anti-labor bills that used to be routinely killed by

Democrats could survive through committee to be voted on by the entire

Assembly. Conversely, pro-labor bills that used to be shoo-ins may now get shot down before landing on the lower house floor.

Democrats will need at least one Republican vote to move bills out of policy committees, while the Republicans will need at least one Democratic vote. Even the powerful Rules Committee, which is responsible for assigning bills to respective committees and oversees day-to-day operations of the Assembly, will have 10 Democrats and 10 Republicans.

The power shift worries Local 3 Business Manager Tom Stapleton. He's concerned that conservatives could muster enough support to repeal or severely weaken the state's "Little Davis-Bacon" law, which requires contractors to pay locally prevailing wages on public works projects.

Republican Assemblyman Jan Goldsmith has already introduced legislation, AB 138, that, among other things, would require the state to determine prevailing wages using a weighted average instead of the current "modal" system. Under the modal system, the prevailing rate is calculated based on the wage being paid to the largest single group of workers doing comparable work within that area. Republicans want the weighted average used because it tends to lower, not raise, the prevailing rate.

Another problem looming on the political horizon is if a Republican fills Mountjoy's vacant seat, which political analysts believe is likely, and Horcher, because of an expected recall, is also replaced by a Republican, the GOP will have a clear majority and the 41 votes needed to win the speakership outright. Under this scenario, the GOP would take control of all 26 committees and be able to set the political agenda much to the disadvantage of union members.



# Your LIVELIHOOD under attack!



**Operating Engineers who thought voting Republican in last November's mid-term election would help improve their lives are in for a surprise.**

On the very first day of the new 104th Congress, Senate Republicans introduced legislation to abolish the Davis-Bacon Act, the federal statute that ensures that construction workers receive fair and decent wages and fringe benefits when working on federally financed or assisted building projects.

Republican Sen. Nancy Kassebaum, the new chair of the Senate Labor and Human Resources Committee, introduced the Davis-Bacon repeal bill (S 141) January 4, charging the current law decreases competition, costs taxpayers money by raising construction costs and lowers employment opportunities for minorities. Her Republican colleagues introduced the House version, HR 500, on January 13.

"The public is ill-served by these wage rates and work rule restrictions," Kassebaum said in a statement. "We lose the benefit of work-place innovations that improve quality and productivity, and we raise the cost of completing construction projects."

## Repeal pushed to front burner

Until this year, Davis-Bacon, enacted in 1931 to prevent irresponsible contractors from underbidding their opponents and increasing profits by paying sub-standard wages, had been under attack over the past 15 years by right-wing elements of the GOP. But with new Republican majorities in both the House and Senate, coupled with the public's desire for less government intervention, the GOP has successfully brought repeal of Davis-Bacon to the political forefront.

And considering the inroads Republicans made into state government on election day – 10 new governorships and control of 18 new state legislatures – state prevailing wage laws, the so-called "Little-Davis-Bacon" Acts, could also be threatened in several states, including California.

State chapters of the anti-union Associated Builders and Contractors, with help from the U.S. Chamber of Commerce, have already built up a full head of steam. They have launched repeal campaigns in 24 states since 1975, ultimately prevailing in six of them: Florida in 1979, Alabama and Utah in 1981, Arizona in 1984, and Colorado and New Hampshire in 1985.

Although labor could probably kill a repeal bill in the California Senate because Democrats still hold a slim majority, the same cannot be said about the Assembly. Republicans gained at least seven additional Assembly seats on November 8, putting the chamber at 39 Republicans, 39 Democrats and one Republican-turned-independent, with one vacancy leaning Republican.

Despite Democrat Willie Brown retaining his 15-year speakership, at least for the time being, new operating rules adopted during the seven-week speakership battle will make it much more difficult for labor to thwart anti-union legislation. Assembly opponents of prevailing wages are expected to introduce legislation in the current session to either weaken or repeal California's "Little Davis-Bacon."

## Consequences of losing prevailing wages

If prevailing wages are abolished at either the federal or state level, several significant developments would likely emerge in the construction industry. Non-union contractors, who without prevailing wages could pay their workers substantially less than union contractors, would immediately gain an unfair advantage when bidding on public works contracts.

**Republicans want to abolish the laws that provide construction workers with decent pay and fringe benefits on public works projects**



Illustration by Ed Canalin



by Steve Moler  
Assistant Editor



POP!



Within a short time, non-union employers would begin to grab a larger share of the construction market. As cutthroat competition intensified, some union contractors would be forced out of business or simply go non-union. Those union employers left standing, in a desperate struggle to survive, would seek new union contracts with lower wages and fringe benefits.

Local 3 members may think their wages and fringe benefits are protected under collective bargaining agreements, but as Business Manager Tom Stapleton has pointed out at district meetings, "Your contract doesn't mean a damn thing if there are no union employers to work for."

Without prevailing wages, all construction workers, union and non-union, would eventually see their wages and fringe benefits – and ultimately their standard of living – significantly reduced. This has happened in virtually every state that has repealed its prevailing wage laws. Utah, which abolished its "Little Davis-Bacon" law in 1981, experienced a drastic decline in the union share of the construction market and severe drops in wages and union membership, not to mention steep curtailment of union apprenticeship and community college vocational training (See story page 6).

The GOP's front-line weapon against prevailing wages is the argument that paying workers the prevailing rate – as opposed to the lowest possible wage – inflates construction costs. But there is ample evidence showing that quite the opposite actually occurs. More highly skilled workers attracted by prevailing wages have a significant advantage over non-union workers in productivity that more than makes up for the higher wages.

## Skilled workers more competitive

The relationship between wages and productivity was demonstrated in a recent study by the International Union of Operating Engineers and verified by the independent Washington-based statistical analysis firm Ruttenberg, Kilgallon and Associates. The IUOE's study was based on Federal Highway Administration data on the 10 states with the highest dollar volume of federal aid for 1987-1991. The states represented nearly half of all highway and bridge work in the United States.

The study included four states where the work force was less than 5 percent union and six states where the work force was over 80 percent union. The non-union states were Texas, Georgia, Florida and Virginia. The union states were California, Illinois, Pennsylvania, New York, Michigan and Missouri.

Even though the average wage in the union states was 114 percent higher than in



the non-union states, the total cost to build a mile of highway in the union states was 11 percent lower than in the non-union states. Also, the union states completed the work with 56 percent less hours.

The non-union states required 136 million hours to build 5,109 miles of highway, while the union states required 77 million hours to build 5,216 miles of highway. The union states built 74 more miles of roadbed and 32.8 more miles of bridges for \$457 million less with a wage package more than double that of the non-union states.

According to Federal Highway

## HOW CALIFORNIA'S PREVAILING WAGES ARE DETERMINED

State prevailing wage laws and how their rates are calculated vary widely from state to state. California's prevailing wage law was adopted in 1931, and appears in various sections of the California Labor Code. In most cases, it requires the state to set wage rates for workers in all crafts and classifications on all government-funded public construction projects valued at over \$100,000. State prevailing wage provisions require contributions to pension funds, health insurance and apprenticeship programs.

Authority for determining California's prevailing wage rates rests with the director of the Department of Industrial Relations, who is appointed by the governor. The actual calculation is done by the Prevailing Wage Unit within the DIR's Division of Labor Statistics and Research.

California uses the "modal" system – as opposed to a weighted average – for calculating prevailing wages. The prevailing rate for any craft in any particular locality is the wage being paid to the largest single group of workers doing comparable work within that area. Average wage rates aren't used because they tend to be above or below the rate received by most workers.

The prevailing rate does not necessarily translate into the union wage rate. However, the modal rate tends to preserve the union rate where the union rate prevails but also preserves the non-union rate where the non-union rate prevails.

Since 1987, the use of the modal rate in California has resulted in adoption of the union wage rate in less than 60 percent of DIR wage survey cases. The modal system also produces rates extremely close to the federal prevailing rate.

Administration data, California, with an average wage rate of \$33.23 per hour, completed all federally assisted highway and bridge work in 1993 for \$1,084,559 per mile, while non-prevailing wage states, with an average wage rate of \$13.76 per hour, completed their projects for \$1,531,439 or 41.2 percent more than California.

## The ripple effect

Another positive aspect of prevailing wages that Republicans fail to admit when attacking prevailing wages is the ripple effect. Fairly compensated employees buy homes, pay taxes, support local businesses, have adequate health insurance, earn pensions, and, in general, enhance the quality of life in their community. Low-paid workers, in contrast, often can't afford the products they build and wind up sponging off public services during periods of unemployment because they lack health, pension, vacation and training benefits.

During the 1989 modernization of the USS-POSCO steel mill in Pittsburg, Calif., for example, the hiring of large numbers of out-of-area, low-paid non-union workers by prime contractor AMK resulted in the loss in construction payroll going to local workers of \$36.6 million and a loss of spending in the local area of \$18.6 million. This ultimately led to a loss of \$393,655 in local sales tax revenue.

Non-union workers who didn't have health insurance used local health care facilities that cost the state and county an estimated \$330,000, and by hiring out-of-area workers AMK increased local unemployment by 4,842 workers and increased state unemployment insurance costs by more than \$200,000. Workers from outside California added about 150 students to already overcrowded Contra Costa County schools at a cost of \$365,000.

Compare that with how workers paid prevailing wages in San Bernardino, Calif. actually became net contributors to public services. According to a study by Lionel Richman and Julius Reich, San Bernardino awarded contracts totaling \$8.8 million in 1984, generating 158,000 work hours in construction.

Because the workers had health insurance, the 158,000 hours produced \$325,000 paid to community hospitals, doctors, dentists, pharmacists and other providers of health benefits, resulting in a repayment back into the community of 83 cents on each dollar contributed. The direct economic benefit of prevailing wages to San Bernardino that year was \$2.7 million.

con't on p. 24

# Bad choice . . .

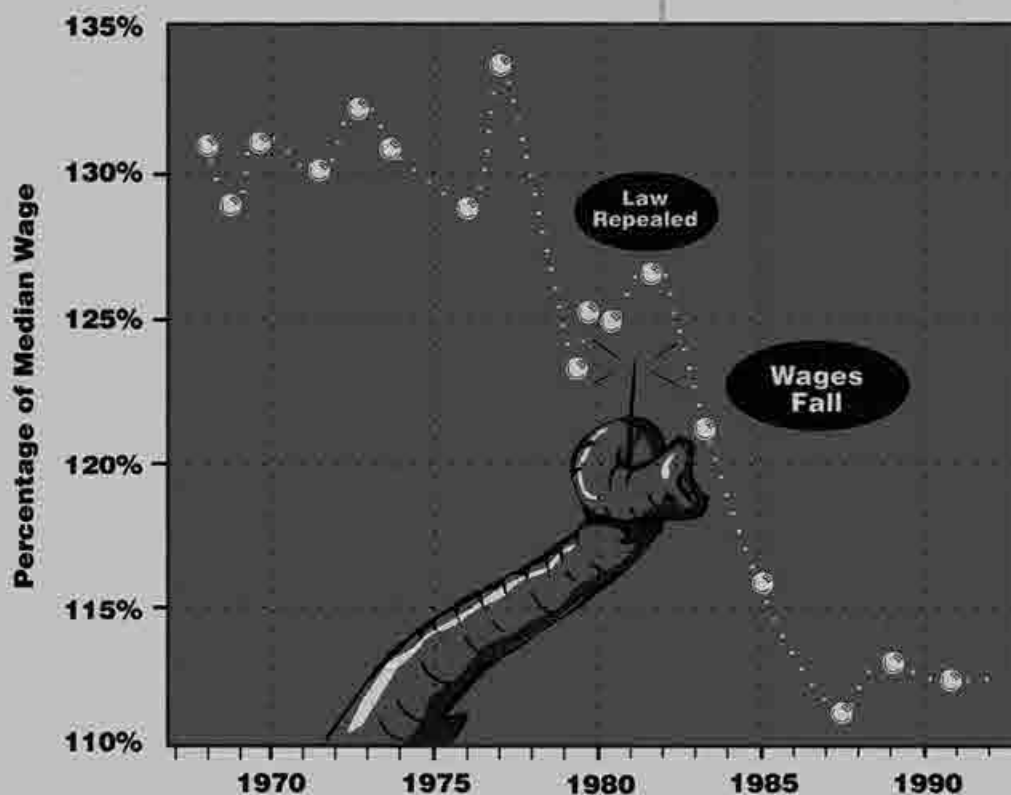
**How Utah's construction industry has suffered after state repealed its prevailing wage law in 1981**

**F**orty-eight years after enacting its prevailing wage law in 1933, Utah made a terrible mistake. In 1981, the Utah Legislature abolished the state's "Little Davis-Bacon" law, the statute that requires contractors on state-funded building projects to pay workers prevailing wages.

University of Utah Economics Professor Peter Philips conducted a study in 1994 that analyzed what effects repeal of the state's prevailing wage law has had on Utah's construction industry. His conclusion was that repeal greatly accelerated the decline in the union share of the construction market, drove down construction wages and created a training crisis that could soon lead to a skilled labor shortage.

"Getting rid of prevailing wages has come about as close as you can to getting rid of labor in Utah, especially on any kind of highway work," said Business Manager Tom Stapleton at the January 7 semi-annual meeting in San Francisco. He warned that California could find itself in the same mess if the Golden State makes the same foolish mistake of abolishing its prevailing wage law.

Before repeal, Utah always had its share of open shop. But when it came to bidding on public works jobs, union contractors could compete on a level playing field with their non-union counterparts.



**Utah's wages plummeted after 1981.**

But as soon as the law was repealed, many non-union shops, which had been doing only small private jobs, suddenly flourished. Meanwhile, market share for union contractors began to plummet, to the point where today almost all of the state's heavy and highway construction is done non-union.

Terry Wright, then vice president of Jacobsen Construction, told Philips that after repeal "there were a lot of union workers that carried their cards in their shoe. They worked open shop until a union job came available. A lot of folks all of a sudden started to find homes in the open shop and never came back."

As a result, contractors that remained union didn't have a significant productivity advantage over many of the non-union contractors, a situation that forced remaining union contractors out

of much of the construction market.

With the decline in union market share came a corresponding decline in union membership, the study found. From the time prevailing wages were abolished in 1981 to the end of 1989, union membership in Utah construction dropped substantially.

And as union membership decreased, so did wages. Even though Local 3 members in Utah enjoy relatively high wages and benefits, wages in the industry as a whole have plunged from about 20 percent above the average Utah wage to roughly the average wage since 1973. During the construction boom of the mid-1970s, for instance, overall construction wages averaged a high of about 130 percent above the average Utah wage, only to drop back down to close to the state average just six years after repeal.

Equally devastating was the decline in union apprenticeship and vocational training. Before repeal, unions provided stability and accountability to training in the construction industry that Philips says is now unraveling.

The study examined the apprenticeship trends of the plumbers and pipefitters and found that after repeal the union dropped its apprenticeship rate from a high of 25 percent of the number of journey upgrades in 1975 to a historic low of 10 percent in 1983, then to 5 percent in 1991. The bricklayers union suspended its apprenticeship program altogether.

The decline in union and state-sponsored training has led non-union contractors under the leadership of the anti-union Associated Builders and Contractors (ABC) to develop some open shop training, which the study described as "sporadic, haphazard and unmeasured." Consequently, Utah could face a training crisis in the near future as a generation of union-trained construction workers begins retiring at the end of the decade. And if Utah's construction market suddenly expands, the crisis would likely worsen as demand for skilled labor quickly outpaced supply.

"It's just a matter of time before skilled workers will be non-existent in Utah due to the lack of training," Stapleton said. "The problem is that quality training programs, which take time to develop, may not be in place when the next construction boom hits."

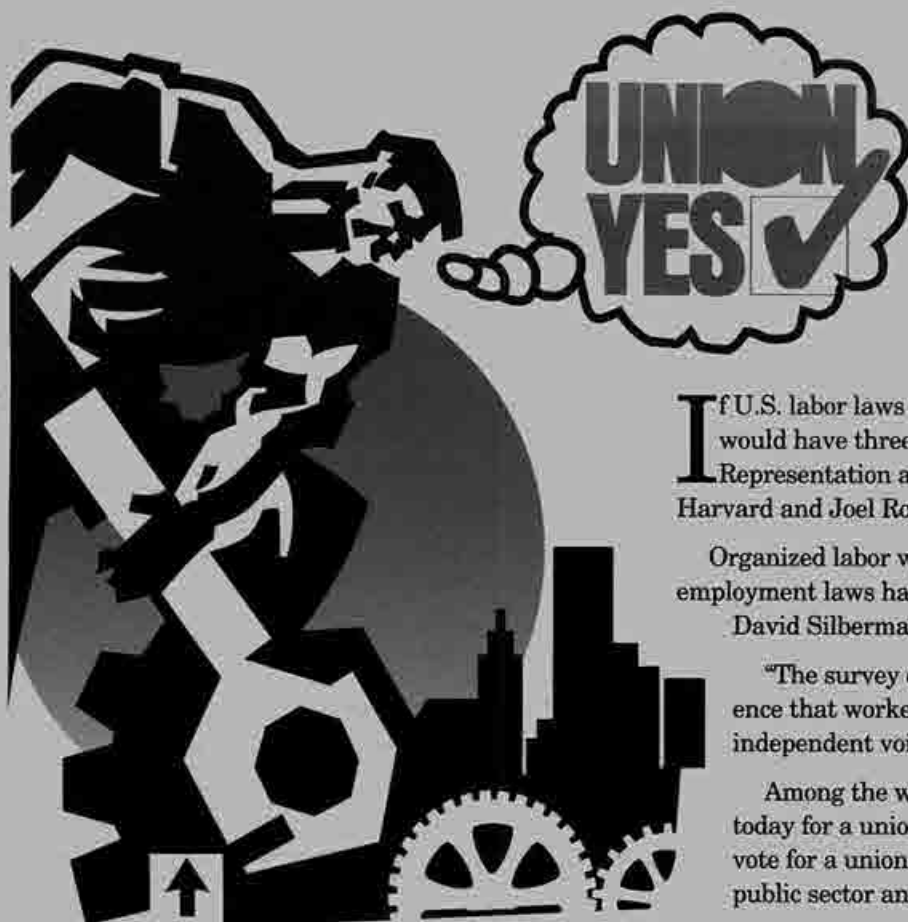
Because construction is no longer providing young people with a route to a middle-class lifestyle, interest in construction careers has declined considerably since 1981. Delmar Stevens, a building trades instructor at Salt Lake Community College, who was interviewed for the study, said that in the mid-1970s there were as many as 200 students in the trade program. But shortly after repeal the numbers dropped to 30 to 40 students. In 1993, the program had only seven graduates. Many students, Stevens said, don't stay in construction because they want something with more security and benefits.

Turnover in apprenticeship, the study found, was another casualty of lower union market share. The study found that because open-shop contractors have little if any stake in their employees' training, they tolerate high levels of turnover in apprenticeship, which further destabilizes the industry and brings down quality. In 1992, only 15 to 20 percent of Utah's non-union apprentice electricians graduated to journey level, while about 90 to 95 percent of union apprentices graduated to journey level.

Considering what has happened to Utah over the past 14 years, California cannot afford to make the same terrible mistake.



# If workers had their way, many would join unions



If U.S. labor laws were neutral, and only workers made the decision on union representation, the nation would have three times as many private-sector union members as it does now, concludes the Worker Representation and Participation Survey of 2,408 working Americans by professors Richard Freeman of Harvard and Joel Rogers of the University of Wisconsin.

Organized labor welcomed the survey "as new and important proof of the extent to which our labor and employment laws have failed to keep pace with the needs of working men and women in this country," said David Silberman, the director of the AFL-CIO's Task Force on Labor Law.

"The survey confirms what has long been apparent: there is a wide gap between the degree of influence that workers have and want in the decisions that affect their working lives. And workers want an independent voice that is heard on the job," Silberman said.

Among the workers surveyed, in private-sector units of 25 or more, 40 percent said they would vote today for a union in their work places. Sixty-seven percent of the African-Americans said they would vote for a union. Current figures show 15.8 percent of the work force is unionized — 37.7 percent in the public sector and 11.8 percent in the private sector.

"Support for independent representation is frustrated by a legal system which makes such representation inaccessible for most working men and women," Silberman said. "As the survey shows, most managers do not want their workers to organize, and workers know that. Workers fear that management hostility makes it impossible for employee organizations to be effective. As a result, only 10 percent of working men and women feel confident that they can achieve the influence they want over the decisions affecting their working lives."

Seventy-three percent of those surveyed — both union and non-union — want non-confrontational participation in the work place. "I read the data as people not being fools," Rogers told reporters at the December 5 unveiling of the study. "They recognize that management is dominant in the work place."

Indeed, one-fourth said they expect employers to go as far as violating the law by using threats or abuse to prevent their employees from having real representation. As expected, 90 percent of union members reiterated their support for the union.

But even managers showed surprising appreciation of unions: 64 percent say the union makes its members' work life better; 27 percent report the union at their work place helps company performance; 29 percent see no effect; 25 percent say it hurts a little and only 12 percent think it hurts a lot. Only "low- and mid-level" managers were included in the survey, but two-thirds of them said they know it's their job to help keep the work place "union free."

The 2,408 interviews meant a national sample about twice the normal size, with respondents put through a 26-minute interview. The three core questions were: do employees want greater representation, what do they see as essential to attaining their desired level and what solutions do employees favor to resolve any gap between their desire and what they currently have.

Workers leave no doubt about the value they could bring if invited into decision making: 82 percent want their work place "jointly run." If it were, 87 percent said employee well-being would be improved; 79 percent said the quality of products or services would be improved and 76 percent said their company "would be stronger against its competitors."

The survey indicated 57 percent of workers believe the existing worker participation plans work and 11 percent say they work "somewhat." Union workers are stronger supporters of participation. Thirty-three percent of union workers have participation programs compared with only 20 percent of non-union workers.

AFL-CIO News

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This program was prepared by the AGC Education and Research Foundation

# Study finds organizing tougher in private sector

**P**rivate sector employers are six times more likely to wage virulent anti-union campaigns than those in the public sector, according to a new study presented to a commission established to examine union-management relations.

The two-year study by the Commission on the Future of Worker-Management Relations, which was established by President Clinton in March 1993 to examine ways to enhance productivity

through union-management cooperation and employee participation, showed that 38 percent of private-sector employers used aggressive tactics,

workers' rights to organize.

The only way to correct the problem is to expand workers' rights to organize, the study found. "Our research suggests a need for an expansion of the rights of workers and unions in the work place and a need for a strengthening of restrictions on employers, including penalties for illegal behavior. Workers should be able to choose a union or not without coercion and threats," said Tom Juravich, the other co-author.

But the study noted that the 85 percent of units that vote for representation in the public sector are confined to the states that allow public employee bargaining – and 27 states do not. The authors also noted the "chilling effect" that anti-union campaigns have on efforts to unionize in the private sector.

The study cited several examples of union busting, including the case of Judy Ray, who was fired after 10 years at Jordan Marsh in Peabody, Mass., for trying to gain a union. Ray, who testified before the Dunlop commission, said June 2 that she was followed on her days off by security guards with walkie-talkies and timed when she went to the bathroom. A manager even told her,

"people like you get shot in the parking lot, Judy," she said. Last January, the NLRB upheld her claim that the firing was illegal, but the process took so long she faced

financial ruin.

"What is most amazing to me is that I have gone through the proper channels and won at every turn," Ray said. "Yet I am still out of a job and the management of Jordan Marsh continues to abuse the rights of the employees. Something is very wrong."

Another example cited in the study was the outrageous firing on July 14, 1994, of 235 mainly Hispanic women employees of Sprint Corp.'s La Conexion Familiar days before a union vote. A federal judge in San Francisco has rejected the request for an injunction against Sprint, but an administrative hearing on unfair labor practice charges is continuing. The NLRB has yet to decide whether it will appeal the judge's ruling.



including illegal activities, to defeat a union organizing drive. That compares with 7 percent of such conduct in the public sector and helps

explain why workers win union representation in 85 percent of elections in the public sector and only 48 percent in the private sector.

The report came just prior to the commission making its final report last month on changes needed in the nation's labor laws. The commission has held numerous field hearings and four public hearings in which workers and the AFL-CIO strongly argued for major changes in current labor-management relations.

The commission, chaired by former Labor Secretary John T. Dunlop, issued a fact-finding report June 2 of last year as a prelude to recommendations made last month. It reported that American society is being divided into an upper and lower tier defined by skills and pay. The report also pointed to a growing trend of employers violating





## Scholarship Contest Rules for 1995

### General rules and instructions for Local 3 College Scholarship Awards 1994/1995 school year

Four college scholarships will be awarded to sons and daughters of Local 3 members. Two scholarships of \$3,000 each will be awarded to the first place female and male applicants. Two scholarships of \$2,000 each will be awarded to the runner-up female and male applicants.

These scholarships must be used for study at any accredited U.S. college or university. The Local 3 Federal Credit Union will contribute half the amount of each of the four scholarships.

The Local 3 scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not 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 1994), or (2) the spring semester (beginning in 1995), 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 in 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, 1995 and March 1, 1995.



### Awarding scholarships

Upon receipt of the application and required forms, 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 factor 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 winner selected.

Scholarship winners will be announced at the July semi-annual meeting of Operating Engineers Local 3. The checks will be deposited in the winning students' names at the college or university they plan to attend.

### All of the following items must be received by March 1, 1995:

- 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 or she designates and returned directly to Local 3 by the official completing it.
- 3) Letters of recommendation: applicants should submit one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.
- 4) Photograph: a recent photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The 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:

Robert L. Wise  
Recording-Corresponding Secretary  
Operating Engineers Local Union No. 3  
1620 South Loop Road, Alameda, CA 94502-7090

## RETIREMENT ASSOCIATION MEETINGS

### UKIAH

Thurs., March 2, 10 am  
Discovery Inn  
1340 N. State St., Ukiah

### SANTA ROSA-Chi Chapter

Thurs., March 2, 2 pm  
Luther Burbank Center  
50 Mark West Springs Rd.  
Santa Rosa

### OAKLAND-Ni Chapter

Wed., March 15, 10 am  
Oakland Zoo, Snow Bldg.  
977 Golf Links Rd., Oakland

### CONCORD-Mu Chapter

Thurs., March 16, 10 am  
Concord Elks Lodge #1995  
3994 Willow Pass Rd., Concord

### WATSONVILLE-Iota Chapter

Thurs., March 23, 10 am  
VFW Post 1716  
1960 Freedom Blvd., Freedom

### SAN JOSE-Iota Chapter

Thurs., March 23, 2 pm  
Italian Gardens  
1500 Almaden Rd., San Jose

### EUREKA-Alpha Chapter

Tues., April 4, 2 pm  
Operating Engineers Bldg.  
2806 Broadway, Eureka

### REDDING-Beta Chapter

Wed., April 4, 2 pm  
Moose Lodge  
320 Lake Blvd., Redding

### MARYSVILLE-Gamma Chapter

Thurs., April 6, 2 pm  
Veterans Memorial Bldg.  
249 Sycamore, Gridley

### CERES

Thurs., April 13, 10 am  
Toultum River Lodge  
2429 River Rd., Modesto

### STOCKTON-Eta Chapter

Thurs., April 13, 2 pm  
Operating Engineers Bldg.  
1916 Broadway, Stockton

### AUBURN-Epsilon Chapter

Thurs., April 27, 10 am  
Operating Engineers Bldg.  
123 Recreation Dr., Auburn

### SACRAMENTO-Zeta Chapter

Thurs., April 27, 2 pm  
Operating Engineers Bldg.  
4044 N. Freeway, Sacramento

### IGNACIO-Chi Beta Chapter

Wed., May 3, 2 pm  
Alvarado Inn  
250 Entrada, Novato

### S.F./SAN MATEO-Kappa Iota Chapter

Thurs., May 4, 10 am  
IAM Air Transport Employees  
1511 Bellvue Rd., Burlingame

### SALT LAKE CITY-Pi Chapter

Wed., May 10, 2 pm  
Operating Engineers Bldg.  
1958 W. N. Temple, Salt Lake City, UT

### RENO-Xi Chapter

Thurs., May 11, 2 pm  
Carpenters Hall  
1150 Terminal Way, Reno, NV

### FAIRFIELD-Chi-Gamma Chapter

Tues., May 16, 2 pm  
Operating Engineers Bldg.  
2540 N. Watney, Fairfield

### FRESNO-Theta Chapter

Thurs., May 18, 2 pm  
Laborers Hall  
5431 E. Hedges, Fresno

## SPECIALLY CALLED MEETINGS

### EUREKA

Wed., March 1, 7 pm  
Operating Engineers  
2806 Broadway, Eureka

### SAN JOSE

Tues., March 14, 7 pm  
Holiday Inn Park Cntr Plaza  
282 Almaden Blvd., San Jose

### SANTA ROSA

Tues., March 21, 7 pm  
St. Eugene's Church  
2323 Montgomery Dr., Santa Rosa

### OAKLAND

Wed., March 22, 7 pm  
Operating Engineers  
1620 S. Loop Rd., Alameda

### UKIAH

Tues., March 28, 7 pm  
Discovery Inn  
1320 N. State St., Ukiah

### REDDING

Wed., March 29, 7 pm  
Operating Engineers  
20308 Engineers Ln., Redding

### MARYSVILLE

Thurs., March 30, 7 pm  
Cannery Workers  
3557 Oro Dam Rd., Oroville

### MARIN-IGNACIO

Tues., April 11, 7 pm  
Alvarado Inn  
250 Entrada, Novato

### FRESNO

Wed., April 12, 7 pm  
Laborers Hall  
5431 E. Hedges, Fresno

### RENO

Tues., April 18, 7 pm  
Carpenters Hall  
1150 Terminal Way, Reno

### SALT LAKE CITY

Wed., April 19, 7 pm  
Operating Engineers  
1958 W. N. Temple, Salt Lk Cty

### WATSONVILLE

Tues., April 25, 7 pm  
VFW Post 1716  
1960 Freedom Blvd., Freedom

### S.F. / SAN MATEO

Wed., April 26, 7 pm  
Electricians Hall  
302 8th Ave., San Mateo

### CONCORD

Wed., May 3, 7 pm  
Concord Elks Lodge  
3994 Willow Pass Rd., Concord

### FAIRFIELD

Thurs., May 4, 7 pm  
Operating Engineers  
2540 N. Watney, Fairfield

### STOCKTON

Tues., May 23, 7 pm  
Operating Engineers Bldg.  
1916 N. Broadway, Stockton

### SACRAMENTO

Wed., May 24, 7 pm  
Operating Engineers  
4044 N. Freeway, Sacramento

## PRE-RETIREMENT MEETINGS

### SAN JOSE: Wed., Feb. 1

Holiday Inn Park Center Plaza  
282 Almaden

### MARIN: Tues., Feb. 14

Alvarado Inn  
250 Entrada, Novato

### S.F.-SAN MATEO: Wed., Feb. 15

Electricians Hall  
302 8th Ave., San Mateo

### SANTA ROSA: Thurs., Feb. 16

St. Eugene's Church,  
Msgr. Becker Center  
2323 Montgomery

### SALT LAKE CITY: Tues., Feb. 21

Operating Engineers Bldg.  
1958 W. N. Temple

### RENO: Wed., Feb. 22

McCarren House  
55 E. Nugget, Sparks

### FRESNO: Tues., Feb. 28

Cedar Lanes  
3131 N. Cedar

All meetings  
convene at 7:00 p.m.

# Refinery work putting tons of Local 3 members to work

**Within 30-square-mile area of North Bay almost 200 Operating Engineers are working at five refinery modernization projects**

**W**hen driving northbound on I-680 approaching the Benicia Bridge near Martinez, there's an awesome sight off to your left: a cluster of 15 to 20 crane booms protruding, like a stand of trees in a forest, skyward above the Shell Oil Company refinery.

What kind of job would require so much hoisting? Shell, like five other Bay Area refineries, is modernizing its Martinez refinery complex so the company can produce cleaner burning gasoline as required by new federal and state clean-air laws.

The Federal Clean Air Act and California Clean Air Act require that gasoline be reformulated to achieve cleaner combustion in order to improve air quality. The new gasoline will contain agents that will result in lower carbon monoxide emissions, have altered evaporative characteristics to reduce hydrocarbon emissions, and contain fewer impurities such as sulfur, benzene and olefins.

To meet these requirements, oil companies are investing billions of dollars to renovate their refineries. All of the Bay Area's six refineries have begun, or will begin soon, modernization projects of varying sizes, jobs that are putting thousands of Bay Area union trades people to work under project agreements over the next few years. And for each union trades person employed, an additional two and a half secondary jobs are being created for services and supplies.

Within a 30-square-mile area in western Contra Costa County and the extreme southern portion of Solano County, there are upwards of 175 Operating Engineers now working at five refinery jobs, with as many as 300 hands expected to be employed in all six refinery modernization projects by this summer.

The largest of the six refinery jobs is at the Shell refinery in Martinez, where there are currently 104 Operating Engineers working. Shell is investing a whopping \$1 billion to build several new facilities, including a new isomerization unit that will destroy benzene and increase the octane of the light gasoline blend stock, a delayed coker unit that will convert petroleum residuals into coke, gas oil and gasoline components, and a new alkylation unit that will produce high octane, low vapor pressure gasoline blending components that contain no olefins, aromatics and sulfur.

By late July, Bechtel had completed the concrete phase and began moving in the rigging crews to begin building pipeways and the main processing units.

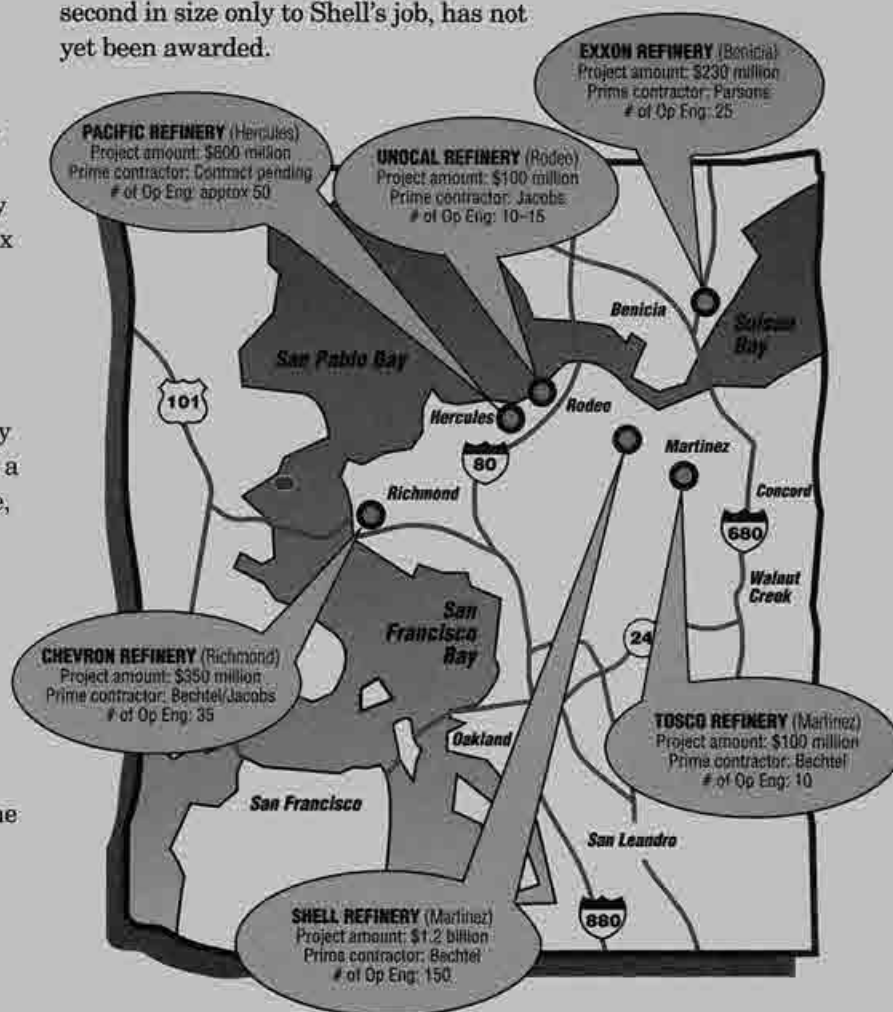
Many of the enormous components that make up these units require complicated, challenging lifts by Local 3 crane crews. Some lifts involve two or three rigs working simultaneously. One coker

drum (see related story next page), was so large it had to be transported by barge up the Carquinez Strait from the Port of Oakland.

The second largest refinery job currently underway is at Chevron's Richmond Refinery, where about 35 Local 3 members are employed. The thrust of this project has been construction of the alkylation plant, which will increase the production of alkylate, a key ingredient of reformulated gasoline that reduces evaporation and lowers aromatic content.

To give you an idea of the lifts being made at Chevron, crane operator Jim Hammon and oiler Frank Mixon, using a 11320 mini-super skyhorse, teamed up with Howard Harris and Junior Diaz on a trailing rig to lift a 168-ton column into place on the alkylation plant on September 26. Hammon and Mixon used 200 feet of main boom and 140 feet of mast.

The smallest of the six refinery jobs is Bechtel's Clean Fuels Project at the Tosco Refinery in Martinez, where about 10 hands are working. Meanwhile, Jacobs just got started on the \$100 million modernization of the Unocal refinery in Rodeo, while Parsons is going strong at the Exxon refinery in Benicia. Pacific Refinery's \$600 million modernization project in Hercules, second in size only to Shell's job, has not yet been awarded.







◀ **Lift of the delayed gas hydro treater (DGHT) fractionation column at the Shell Oil Refinery.**



◀ **Lift of decyclohexanizer (DCH) column at the Shell Oil Refinery.**



◀ **Overview of work on Shell Oil Refinery modernization.**

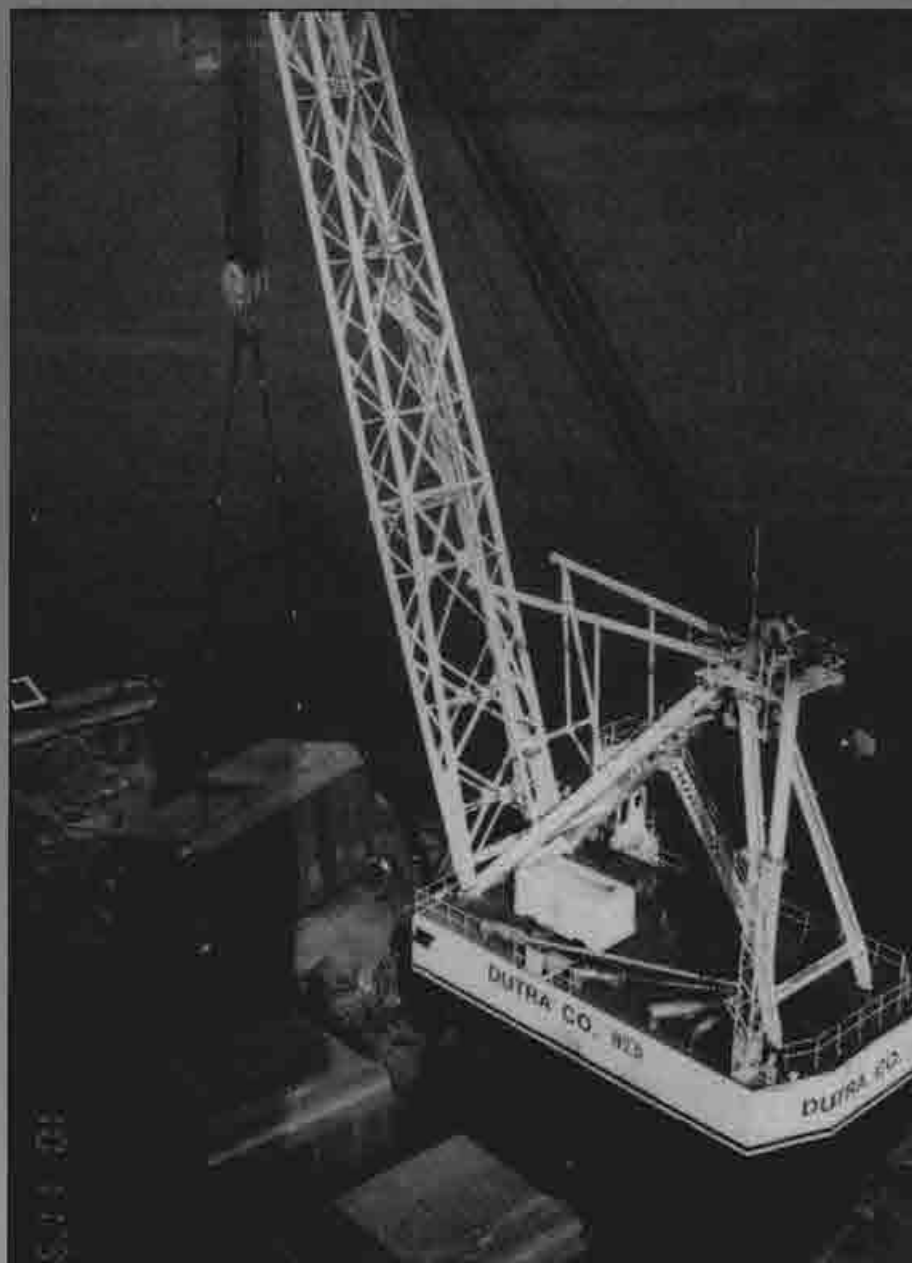


## ▲ The biggest lift

To give members an idea of just how enormous some of these refinery lifts have been, the two columns shown in this sequence had to be moved by barge up the Carquinez Strait from the Port of Oakland. To reach the Clean Fuels Project site at the Shell Refinery in Martinez, the drums, each 26 feet in diameter, 103 feet long and weighing 240 tons, had to pass under a freeway overpass. Bechtel had the road leading under the overpass lowered 2 feet to provide clearance for the drums. Driving rain and high winds kept the drums grounded for almost a week, but a break in the weather allowed a crane crew from Sicklesteel Cranes Inc. to complete the one-day lift using a B40-ton rig.

# In midst of refinery work, Open serious lifting at the Crockett

► Dutra's No. 5 barge unloads sections of boiler package in October 1994



◀ Dutra's No. 5 barge offloads one of three modules of the 230-foot stack unit in July 1994.

In the center of all the refinery work lies construction of the \$160 million Crockett Co-Generation Plant in Crockett, where upwards of 16 Operating Engineers have been working since late 1993 adjacent to the C&H Sugar Refinery just east of the southern anchorage of the Carquinez Bridge.

When completed, the plant will produce electricity from a 160-megawatt GE gas turbine. Hot air exhaust from the gas turbine will pass through a heat recovery steam generator (HRSG) to provide steam to power a 90-megawatt steam turbine, which will also support the generation of electricity. Electrical power will be sold to PG & E, and additional steam will be extracted and fed to the C&H Sugar Refinery.

The prime contractor, Bechtel Construction, was awarded the contract in September 1993. In securing permits, Crockett Co-Generation — a California limited partnership whose principal is Pacific Crockett Energy Inc. — worked closely with local communities, the California Energy Commission and the Building Trades. Bechtel began demolition work in December 1993, followed closely by excavation and pipe and electrical work. The first concrete was poured in late April of last year.

Constructing a plant of this size is requiring some enormous lifts by Local 3 crane crews using a 300-ton Manitowoc Series III Ringer, a 230-ton Manitowoc Series II, which was later converted to a Series I tower, and eight rough-terrain cranes of various capacities.

There was also crane support from Dutra's No. 5 barge crane. Three of Dutra's largest deliveries included a 230-foot stack that was offloaded in three sections, 15 prefabricated air-cooled condenser (ACC) fan decks that weighed 25 tons each, and an auxiliary boiler package.

Other lifts by Local 3 operators included nine HRSG modules ranging in weight from 150 to 238 tons each, the GE gas and steam turbines, and 75 ACC delta sections that weighed 27 tons each. On one weekend, the adjacent Southern Pacific Railroad tracks were temporarily shut down to allow the Manitowoc Series II to be walked onto the tracks to lift ammonia tanks from rail cars into place on the construction site. Operating Engineers also lifted some 1,200 tons of structural steel from trucks.

All of these picks have been completed in very cramped quarters. The entire construction site consists of just two acres bordered on the south by the railroad tracks and on the north by the C&H Refinery docks. The primary access road is the Southern Pacific switch track that services C&H. As you can imagine, all of this maneuvering has required lots of cooperation and support from Southern Pacific and C&H.

If all continues as smoothly as it has, energy will be flowing from the plant in mid-November.





# ADDICTION **RECOVERY** PROGRAM



## DOT alcohol and drug testing rules

This month, new federal rules governing everyone from school bus drivers to air-traffic controllers went into effect, all in the name of transportation safety.

The Department of Transportation's alcohol testing rules began January 1, requiring nearly all transportation workers throughout the

country to be tested for alcohol and drugs.

The Omnibus Transportation Employee Testing Act is expected to affect 8 million workers who have what the DOT considers safety-sensitive positions in the transportation industry. The DOT has required drug testing of interstate truck drivers for the past five years, but the new rules reach further into the work place.

The regulations currently apply to companies with 50 or more commercial driver's licenses, employees who are involved with the transport of hazardous materials, including lube engineers, transport of 15 or more passengers and drive a vehicle weighing 26,000 pounds or more, which includes truck crane operators and oiler.

But in 1996, it will cover all workers in these safety sensitive positions, regardless of the size of the company, including small businesses, churches and school districts.

The testing act was first introduced by Congress in 1987 after a Maryland train disaster took 16 lives and injured nearly 200 others. The alcohol testing rule was approved last

February with its start this month. Still, the DOT has been flooded with phone calls from employers who were unaware of the new rules.

## Cost and management concerns

Some businesses have been concerned about management and costs associated with the program. "There will be an initial break-in period," said Gary Glisan, president of the Substance Abuse Program Administrators Association in Nashville. He said most businesses have already spent time working out the details, but like the earlier DOT drug testing regulations, he expects it will take six months to a year for employers to run the program smoothly.

Alcohol breath tests are expected to cost between \$20 to \$25 each, Glisan said. Federally approved alcohol breath testing devices are estimated to cost \$3,000 per machine. To save money, some companies are expected to join consortiums to share costs. Others will contract with outside substance abuse testing organizations.

Under the new regulations, the DOT requires that individuals are tested before and after they are hired, when they are involved in an accident, and when there is suspicion of drug use. Workers are also subject to random tests.

At least 25 percent of all drivers are now required to have annual tests for alcohol, 50 percent for drugs. Employees whose alcohol test registers between .02 and .04 percent must be removed from the job for 8 hours or until they pass another test showing a level below .02 percent.

## Removal from job

Workers who register .04 percent or more must be removed from the job and cannot return until evaluated by a substance abuse professional who has approved their return to work.

DOT defines substance abuse professionals as psychologists, social workers, EAP professionals, and alcohol and drug abuse counselors who

**con't on p. 19**



## SAFETY **NEWS** by Brian Bishop, Director

## Accidents down sharply in Utah construction trades

The efforts of Utah employers to reduce accidents is paying off with lower workers' compensation insurance premiums. Over the past two years, the Utah Workers' Compensation Fund has seen a decrease of nearly 15 percent in the number of reported injuries. This lower accident rate has resulted in an average decrease of 8.2 percent in base premium rates for 1995.

Different industry groups are showing different accident trends.

The largest decreases are in the construction trades. This is a welcome relief after several years of very high rate increases. In those companies that have seen the greatest success in reducing accidents, a distinct pattern has emerged. The following activities have generally resulted in a dramatic reduction in accidents:

- Management attention to work-place accidents. Each injury is an opportunity to correct what went wrong and eliminate hazards.
- Firm implementation of common sense safety rules. The use of hard hats, eye protection and other protective equipment must be mandatory in hazardous areas. Proper lifting and material handling techniques can easily be taught and encouraged.
- Implementation of a drug and alcohol testing program. A comprehensive program includes pre-employment test-

ing, testing "for cause," post-accident testing and random testing. Utah law provides specific guidelines for employers to follow to protect both the employer and employees.

- Bringing injured workers back to the work place as soon as possible by providing modified duty work. An early transition back to work helps the employee maintain the habit of working and reduces total claims costs.
- Organizing an employee safety committee to provide input into improvements in safety procedures and rules. Employees doing the job are the best qualified to identify safety hazards.
- Identifying a preferred medical provider and helping the physician to understand the business and the specific physical requirements of various jobs.

- Developing an incentive award program for the achievement of safety goals and targets.
- Communicating to employees an attitude of caring for the safety of employees and a desire to help injured workers return to work.

Workers' compensation premiums are being reduced because many employers are implementing many or all of these concepts and programs.

*Reprinted from the Winter 1994 issue of "Update," the quarterly newsletter of the Workers Compensation Fund of Utah.*







## Good credit history key to successful borrowing

One of the main goals of your credit union is to provide loans to its members at reasonable interest rates. In order to accomplish this important objective, your credit union carefully screens all loan applicants to determine the borrower's ability to repay the loan. This process helps protect the credit union's assets.

A major tool in the loan application process is the borrower's credit report, which the credit union obtains from credit bureaus such as TRW Information Service and Equifax Credit Information. These reports show your past and current credit history and reflect how you have repaid creditors. They also show institutions that have granted you credit and institutions you are seeking credit from.

Reports generated by credit reporting agencies are usually accurate; however, mistakes are made usually because the reporting agency has only the creditor's information. Those who do not regularly check their credit report have no way of knowing if irregularities exist until they apply for credit.

It is a good idea to check your credit reports about once a year, as you are entitled to one free copy annually

from credit bureaus. Further, if you receive an adverse action when applying for credit, you are entitled to a report. If you disagree, you have the right to explain your position to the credit bureau and the creditor, which then has 30 days to respond to your disagreement. If the creditor does not respond, the credit bureau will clear your file of the contested information.

It is a good idea to check your credit history, especially if you have had past financial problems. There's a limit to how long negative credit information can remain on your file. The current limit is seven years, except for bankruptcies, which are on file for 10 years.

It is important to understand that the credit report is only one tool used by your credit union. Even if your credit report reflects some derogatory information, the credit union could still decide to grant you credit. It is to

your advantage, however, to keep your record as clean as possible.

If you are having financial problems, it is better to contact your creditors before you become delinquent. Most creditors will work with you because it's in their best interest. The staff at your credit union will work with you as much as the law permits if you make the effort.

The last thing the credit union wants is to repossess a member's automobile or to charge off an uncollectable loan balance. In the long run, everyone loses when such action becomes necessary. Not only is your credit history affected, but funds invested by your fellow employees are lost, money that can only be made up by charging higher loan rates to all borrowers.

To order a copy of your credit report, call TRW at (800) 682-7654 or Equifax at (800) 685-1111.



## Specially called meetings will cover fringe benefits issues

There will be a round of specially called meetings throughout Local 3 for active Operating Engineers and their spouses beginning March 1 to discuss all aspects of the union's fringe benefit programs.

Representatives from the union will attend the meetings to listen to your concerns regarding the benefit plans. They will also share information regarding the operation of the plans, including proper claims filings for medical, dental, prescription drugs and vision care, and discuss the pension and annuity plans, how they work, how the funds build for your retirement, the differences between the two pension funds, and much more.

Members and spouses will receive a notice regarding the meeting place in each area. All meetings will begin at 7 p.m. (see schedule on page 9). We hope you and your spouse will make

plans to attend this very important meeting. This is a very challenging time for our union, so it is vital that we receive your input to keep the benefit programs fine-tuned to meet the needs of Operating Engineers and their families. Your help will ensure that our benefit programs will continue to protect the security of your family and help our union remain strong by continuing to give back to their communities.

### Retiree Association meetings

Retiree Association meetings will begin March 2. Please check the schedule on page 9. We wish to welcome newcomers to the retiree ranks. Come on out and meet some of the friends you have worked with over the years. Representatives from the union, the trust fund office, and the credit union will be there to listen to your concerns and get your input. We'll put the coffee on and have some of the local donuts ready. See you there. Remember, this is your meeting. The specially called meetings mentioned above are meetings for active members and spouses.

### Health Examinetics mobile clinics

For all members and spouses covered under the Northern California Health and Welfare Trust Fund (Schedule A) and Pensioned Operating Engineers Health and Welfare Trust Fund (Calif., Nev. and Utah), below is a schedule of when the mobile unit will be in your area.

Oakdale - March 2  
Riverbank - March 3  
Sonoma - March 4  
San Andreas - March 7, 8, & 9  
Stockton - March 10, 11, & 14  
Sacramento - March 15, 16, 17  
Roseville - March 18  
Placerville - March 21, 22  
Georgetown - March 23  
Auburn - March 24, 25  
Marysville - March 28, 29, 30, 31 & April 3, 4

Schedule an appointment today for you and your spouse by calling Health Examinetics at 1-800-542-6233.

### Retiree picnic scheduled

This year's retiree picnic has been scheduled for Saturday, June 3, 1995, at Rancho Murieta. Mark your calendars now. Come Friday at noon and stay until Sunday noon. There will be plenty of parking for your RVs. The

union will be picking up the tab. Come on up and enjoy yourselves.

### Prescription drug benefits

For active engineers and their dependents participating in the health and welfare plan for Northern California, and for retirees and their spouses participating in the retiree medical plan, you have three options for purchasing prescription drugs.

- Through American Diversified Pharmacies
- Through National Rx Services Inc.
- At your local pharmacy

American Diversified Pharmacies offers several advantages:

- No out-of-pocket cost to you
- No claim forms to file
- No waiting for reimbursement

Please follow your doctor's advice, and be sure to use the programs wisely. If you have any questions about how the programs work, contact the Fringe Benefit Service Center at (510) 748-7450 or the Trust Fund Service Center at (415) 777-1770, where the staff will be happy to assist you.

## FRINGE BENEFITS

by Charlie Winters, Fringe Benefits Director



## TEACHINGTECH *by Art McArdle, Administrator*

### A tribute to our office manager

For the past 17 years, the Northern California Surveyors Joint Apprenticeship Program has been very fortunate to have Joanie Thornton as its officer manager.

During her early years, Joanie received her "apprenticeship" from Administrator Art Pennebaker, then she went on to train Gene Machado and I. Joanie has helped keep the program going under all kinds of conditions. The pre-computer era was rough for record keeping, but later there were good years with

lots of work and a chance to purchase the badly needed computers. A few years later, however, we again experienced a slow-down, so she was asked to work fewer hours yet do the same amount of work, which she continues to do today.

Joanie is doing the work that's normally done by two full-time employees. We still are getting the work out, but it just takes a little more time. There are many surveyors in Northern California who owe Joanie a vote of thanks, as I know I do.

### Hands-on competition

On Saturday, January 2, the NCSJAC held its first instructors seminar in two years. The hiatus was due to funding problems caused by the slow work picture over the past three years. It was great to reassemble our group of



◀ Joanie is starting her own survey crew of Connor, 3, and Ian, 7 months.

dedicated, well educated and enthusiastic teachers. Among the many topics discussed was the 1995 hands-on competition.

We decided to hold a full-scale competition this year somewhere in the East Bay that will include all apprentices and journey upgrades. The competition problem has already been determined, and all should take note that regular attendance at your nightly

and Saturday hands-on classes will help give you the edge you need to win the competition.

Many details have yet to be worked out, but in the interest of time these details will soon be taken care of, so watch closely for announcements and specifics. We look forward to a great time.



## TECHENGINEERS *by Paul Schissler, Tech Agent*

### Get ready, metric system here to stay

Ready or not, here comes the metric system. Executive Order 12770 signed July 25, 1991, designated "the Metric System as the preferred system of weights and measures for the United States Trade and Commerce."

The regulations require that metrics be used in all federal procurement, grants and business activities. The Federal Highway Administration is planning to convert all of its manuals, publications, geometric design elements, data collection and reporting systems to metric units by the end of 1995.

The FHA's timetable requires all state transportation departments to convert construction contracts receiving federal aid by September 30, 1996. All plans, specifications and

estimates for those contracts will be in metric units. Actual construction will also use metric measurements.

Some tools such as pocket tapes and rods will change immediately. Older equipment such as older theodolites and EDMs will require conversion factors from feet to meters and from degrees-minutes-seconds to radian measurements. There will likely be some confusion during the transition period and mistakes will happen.

Caltrans' specifications, plans, special provisions and the basic engineering estimating system will only be issued in metric units by July 1995. Caltrans' metric conversion plan has been sent forward for signature and approval. At this time, Caltrans is proceeding with metric design, and all indications show the agency is on schedule to meet the federal metric mandate.

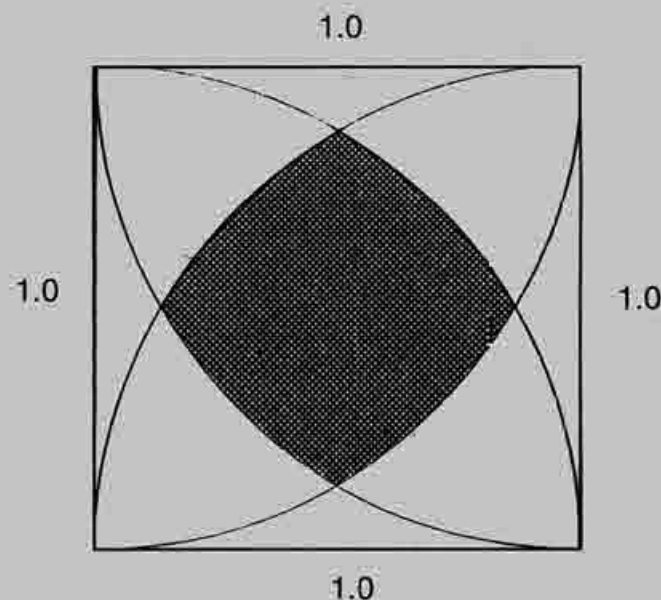
The NCSJAC will put on workshops later this year for those who are unfamiliar with metrics. Now is the time to take advantage of this opportunity.

With the knowledge and understanding of metrics, skill will come with practice. Do not put off metrics.

It is not going to go away, and your job will depend on your ability to apply the new system.

### Survey problem

Using the sketch of the figure below, calculate the shaded area.





# Local 3 women honored at awards event

**L**ocal 3 women were honored November 13 at the annual "Celebrate Women in the Trades" brunch and awards ceremony at the Richmond Convention Center. Pamela Animashaun received an award as Outstanding Apprentice of the Year, while Tammy Castillo was honored for her courage in recovering from a life-threatening on-the-job accident.

Local 3 sponsored a table at this annual fundraiser, which helps support the work of Tradeswomen Inc. and Women Empowering Women, two local tradeswomen advocacy and training groups, as well as their new joint project enTRADE, a center that provides 16-week pre-apprenticeship training for women.

In addition to supporting the important work, Local 3's sponsorship made it possible for eight Local 3 women to attend and help celebrate their sisters' achievements. Attending were Pamela Animashaun, Robin Atassi-Jackson, Carla Lurie-Harley, Donna Lake, Terry Sandoval, Lisa Sidor, Jeaneen Titsworth and Beth Youhn, all of whom have been active in Local 3's women's group in recent years.

In nominating Pamela as Outstanding Apprentice, a Rios Grading supervisor stated, "She quickly absorbs and carries out instructions, making her a valuable employee at Rios Grading. Pamela has a rare commitment to her job, interacts

extremely well with co-workers and, therefore, is an outstanding role model for women."

Pamela was one of 26 women honored as outstanding apprentices in the various trades. Also honored were apprentice surveyor Dawne Gilchrist and apprentice equipment operator Theresa Ruiz and Tammy Lavender. Congratulations to all.

Tammy Castillo, who was herself honored as Outstanding Apprentice three years ago, was seriously burned in an electrocution accident just weeks after she turned out in the summer of 1993. Since then, she has endured numerous painful skin-grafts and mobility rehabilitation. Her doctors are astounded at her rapid rate of recovery, and Tammy looks forward to returning to work in the trade she loves.

Tammy received a special tribute at the awards ceremony. The certificate read: "Tradeswomen Inc. and Women Empowering Women honor Tammy Castillo for your bravery and determination to recover from a devastating on-the-job injury one and-a-half years ago. Your courage and perseverance in the face of a long, painful and continuing recovery process is an inspiration to all, especially your sister tradeswomen everywhere. We salute you, Tammy, and wish you full speed to complete recovery!"

Tammy, who was unable to attend due to a prior family commitment, sent her heartfelt thanks to everyone in Local 3, the women's group and the tradeswomen community for all the help and support she has received throughout her ordeal.

For more information on women's group activities, call Beth at (510) 835-2511 or Terry at (510) 530-5659.

- Beth Youhn



▲ Attending the awards ceremony were from left: Beth Youhn, Carla Lurie-Harley, Pamela Animashaun, Donna Lake, Jeaneen Titsworth, Robin Atassi-Jackson and Terry Sandoval. Not shown was Lisa Sidor.

Labor

## CALENDAR

March

March is  
Women's History  
Month

**4** Union Stockyards opened in 1865, leading to the establishment of Chicago as the world's greatest meat producing and packing center by the end of the decade. With the stockyards came thousands more workers, who organized into unions like the UFCW predecessor United Packinghouse Workers of America, to raise wages and improve conditions in the dirty, dangerous industry. Chicago later became the headquarters of the Amalgamated Meat Cutters, another predecessor union of the UFCW.

**4** President Franklin Delano Roosevelt was inaugurated in 1933. His support of the 1935 Wagner Act, which affirmed workers' "right to organize and bargain collectively through representatives of their own choosing," helped consolidate labor's gains in the 1930s.

**7** The Knights of St. Crispin, and a companion group of women workers called the Daughters of St. Crispin, organized in 1868 to try to regulate the use of machinery when the beginnings of mechanization in the shoe industry threatened hand-crafted work. Organizing by groups like the Crispins set the stage for the birth of the Boot and Shoe Workers' Union, a predecessor of the UFCW.

**17** St. Patrick's Day. Many Irish, forced by religious persecution and economic oppression in their native country, emigrated to the U.S. in the mid-1800s. On U.S. soil, the new immigrants encountered severe discrimination, such as in employ-

ment notices that advertised "No Irish Need Apply." Many Irish workers turned to the labor movement for support, and union membership grew thanks to Irish leadership and determination.

**24** In 1974, the Coalition of Labor Union Women (CLUW) was founded by some 3,000 women trade unionists from 58 labor organizations at a meeting in Chicago. The coalition was forged to promote equal rights and better wages and working conditions for women workers. Today there are more than 20,000 CLUW members representing more than 60 unions in 75 chapters throughout the U.S.

**25** A fire broke out on the upper floors of the Triangle Shirtwaist factory in New York City, in 1911. Within minutes, the fire killed 147 young workers, most of them Jewish and Italian immigrant women. The workers were locked in by their employer. The tragedy inspired new fire safety laws.



### ATTENTION! Santa Rosa gradechecking class

Santa Rosa District Dispatcher George Steffensen will be instructing a grade-setting on Monday nights.

When: Class begins March 20  
Time: 7 p.m.  
Where: Santa Rosa District hall  
3900 Mayette Ave.  
Santa Rosa

To sign up, call the Santa Rosa hall at (707) 546-2487



## NEWS from the **STOCKTON** DISTRICT

### Granite prepares for \$24 million Vasco Rd. project

STOCKTON — Soggy weather continues to slow work in District 30, where there are a little over 500 members on the out-of-work list as of February 1.

Hope for the Clavey River project is diminishing because the project's two sponsors, the Turlock Irrigation District and the federal government, are abandoning this much needed project for environmental reasons.

Wolin & Sons will be performing site work at the Waterford Water Treatment Plant, and the company was apparent low bidder for earth works at Jenny Lind Elementary School.

Teichert Construction will be performing site work at the Turlock Water Treatment Plant. The company was also low bidder, at \$711,746, for highway rehabilitation in Stanislaus County 0.1 mile west of Stearns Road to 0.1 mile west of Lancaster Road.

Teichert was low bidder, at \$63,733, to resurface the El Camino subdivision road. Teichert was also the successful low bidder, at \$2.9 million, on the Jack Tone Road widening project. At Teichert's Tracy aggregates plant, winter repairs are underway in anticipation of a busy summer.

Granite and RMC Lone Star are hastily making winter repairs and preparing to supply materials to the \$24 million project at Vasco Road in Contra Costa County along with several other project on Granite's 1995 schedule. The company, for example, was low bidder, at \$92,885, on Phase I of the Morrison Gardens resurfacing in Stockton.

In spite of the rain, Dutra Construction continues to proceed with construction of the \$6.5 million Bacon Island Bridge project. Mid-State Steel will employ about three operators as a subcontractor for placement and assembly of the bridge.

Rain has had little effect on Evans Brothers of Livermore working three to four operators demolishing the Nestle Plant in Ripon. Conco West out-bid Falco Construction for the Thorton Well site improvements.

Ford Construction has a half-million-dollar underground project in Valle Vista

for Tuolumne County, and the company is making progress on its \$4 million levee stabilization project at Thorton and New Hope.

DSS was low bidder, at \$2,109,266, for road construction, sewer, storm drain, sidewalk and pond projects in Ripon at U.S. 99 and Jack Tone Road. DSS also was low bidder, at \$388,111, for catch basins, water main and sewer construction at Thurman Street in Lodi.

Kiewit Pacific was low bidder, at \$15,542,494, for a sludge processing facility at the regional wastewater treatment plant in Stockton, with work beginning the second week of February. RGW out-bid Teichert for construction of soundwall, highway ramps and auxiliary lanes from the Smith Canal Bridge to Calaveras River Bridge.

The Diablo Grande project bid documents are being distributed to select contractors for construction for about 10 miles of main water line, entrance road and pumping stations, with construction expected to begin in April.

In Tracy there have been several key annexations approved: East Lake, West Tracy, West Corral Hollow and Souza Citation, which hold the potential for 6,000 homes. Another two to three thou-

sand homes could be added at Pombo Square, Murfield Village, Circle B Ranch, Foothill Ranch and Wood Side Estates.

The south San Joaquin Irrigation District water project, which would supply Stanislaus River water to south county cities, could play a key roll in Tracy's growth.

In Tuolumne County, bids are to be received for anchor repair on the Moccasin Penstock at Hetch Hetchy water and power plant. The estimated bid amount is \$2.5 million.

The defeat of Prop. 181, a \$1 billion state wide rail improvement bond issue, may jeopardize highway projects in Manteca, Ripon and Tracy, projects such as widening U.S. 99 between Ripon and Manteca and I-205 between Tracy and the Alameda County line. These projects could be delayed for years. However, this should not affect the Altamont Passenger Rail project because money for a two-year demonstration service was secured through Prop. 16, which state voters approved in 1990.

Local 3 is urging the members to support Measure A, a bond issue to be voted on March 7 that's expected to generate \$36 million to build two new high schools and additions to other schools.



## NEWS from the **FRESNO** DISTRICT

### Chuck Williams retires after 21 years as Fresno dispatcher

FRESNO — Friends, family and neighbors gather December 22 at the Basque Hotel Restaurant to celebrate the retirement of Chuck Williams, who served as Fresno dispatcher for 21 years.

Chuck was presented with a cash gift from all those that have known and appreciated Chuck throughout the years. We would like to thank everyone that attended, and a special thanks to Chuck's wife Candy, son Larry and daughter Cricket for their help in keeping the celebration a surprise.

We wish Chuck all the best for the future — to bowl a 300 game and catch the Big One. We'll miss you, Chuck.

Chuck left behind some big shoes to fill for his replacement, Denise Alejo. Denise is certainly capable. She started her career with Local 3 in 1986 as a part-time secretary, then became the district's office manager before being promoted to dispatcher when Chuck retired.



◀ Chuck Williams, left, with Fresno District Rep. Harold Smith at Chuck's retirement celebration.

▼ At Chuck William's retirement dinner are, back row from left: Bob Sheffield, Harold Smith, Candy Williams, Chuck Williams, Patrick O'Connell, Michael Brown, Jerry Bennett. Front row from left: Denise Alejo, Jim Fagundes.



### An appreciative note

To: Mr. Harold Smith  
Op. Engineers Local 3  
Fresno, CA

Dear Harold:

We are pleased to inform you that this month W.M. Lyles Co. is celebrating its 50th anniversary. We in W.M. Lyles Co. are particularly proud because we are continuing to work in the same area of construction that our founders began in 50 years ago.

The construction industry is one in which it is especially difficult to be a long term "survivor". We feel that our success over the years has resulted from a combination of factors including much wisdom on our founders' part, a dedicated group of employees over the years, and many good friends — be they customers, suppliers, subcontractors, or other Associates in the industry.

As we arrive at this landmark point in our company's history, we wanted to let you know of our pride, and at the same time send out a special "Thank you!" for being one of the many good friends that has contributed to the success that we have enjoyed over the years.

Very truly yours,  
W.M. Lyles Co.  
Curtis A. Thornton, President



## ARP con't from p. 14

are certified by the National Association of Drug Abuse Counselors.

While the DOT rules spell out what types of clinicians can be used for treatment and assessment, critics said it leaves employers to decide what to do about their workers' continued employment. Diagnosed alcoholics are protected under the Americans with Disabilities Act, and it remains unclear how employers will handle the responsibility.

While most of the larger companies affected by the regulations have started to implement the rules, some smaller businesses are scrambling to decipher how to enforce the rules while keeping cost down, according to Sheila McDonald, director of legislation and public policy at the Employee Assistance Professionals Association in Arlington, Va. EAPA plans to run workshops to help the smaller businesses whose companies will have to meet DOT testing requirements next year.

"I don't believe the DOT will be harsh in its enforcement," McDonald said, noting the complexity of the more than 2,000 page regulations. "I expect a falling out period this year. They're ambiguous for a reason, leaving a lot up to interpretation, adding that she expects the DOT will need to interpret its rules according to business size and type.

The trucking industry is the largest group affected by the new regulations, involving 7 million workers at 240,000 companies nationwide, according to John Doyle, spokesman for the American Trucking Associations (ATA) in Alexandria, Va. The ATA supports the DOT program but petitioned the agency against requirements for pre-employment testing, he said.

"You can't decide not to hire someone because they had the bad judgment to have a beer before an interview; it's illegal," Doyle said.

Additionally, the ATA wants the DOT to begin random roadside testing of drivers, rather than scheduled tests, he said. The DOT agreed this month to a four-month delay of its requirement for pre-employment testing.

For additional information, contact the U.S. Department of Transportation at (202) 366-3784; Substance Abuse Program Administrators Assoc., P.O. Box 158694, Nashville, Tenn., 37215, (615) 834-8288; American Trucking Assoc., 2200 Mill Road, Alexandria Va., 22314, (703) 838-1925.

## DOT DRUG TESTING REQUIREMENTS

### Who's covered

7.5 million safety sensitive employees of:

- FAA
- FHWA
- FRA
- FTA
- RSPA
- USCG

### Types of tests

- Pre-employment
- Post accident
- Reasonable suspicion
- Random (50% rate)
- Return to duty
- Return to duty follow-up (6 minimums)

### Drugs tested

- Marijuana
- Cocaine
- Amphetamines
- Opiates (including heroin)
- Phencyclidine (PCP)

### Original effective date for interstate drivers:

- Dec. 21, 1989, for companies with 50 or more covered employees.
- Jan. 1, 1990, for companies with less than 50 covered employees.
- FTA: Jan. 1, 1995, for large

operators (metro are greater than 200,000); Jan. 1, 1996, for small operators (metro area less than 200,000).

### Amended effective date

- Jan. 1, 1995, for employers with 50 or more covered employees.
- Jan. 1, 1996, for companies with less than 50 employees.

### CDL drivers covered

- Vehicles of 26,001 pounds.
- Vehicles carrying 15 or more passengers.
- Vehicles carrying hazard materials placard.

## Testing procedures

### DOT final rule establishes standards for:

- Specimen collection
- Laboratory testing procedures
- Threshold levels for drugs tested
- Confirmation of positive test results through second test, gas chromatography/mass spectrometry (GC/MS) and medical review officers.
- Split sample testing within 72 hours

## DOT ALCOHOL TESTING REQUIREMENTS

### Who's covered

7,460,000 safety sensitive employees of:

- FAA
- FHWA
- FRA
- FTA
- RSPA

### Effective date

- Jan. 1, 1995, for companies with 50 or more covered employees.
- Jan. 1, 1996, for companies with less than 50 covered employees.

### Types of tests

- Post accident

- Pre-employment
- Random (25% rate first year)
- Reasonable suspicion
- Return to duty
- Return to duty follow-up (6 minimum)

## Specimen collection

Samples must be collected by trained breath alcohol technicians (BAT's) on approved evidential breath tests (EBT's). Devices must be listed on NHTSA conforming products list.

## Testing consequences

.02 to .039 removed from duty for 24 hours in FHWA; 8 hours for other agencies. No SAP evaluation required. .04 or more removed from duty and referred for SAP evaluation and follow-up as recommended by SAP.

## Medical review officer (MRO)

Review of each test result by a licensed physician who has experience and understanding of substance abuse disorders. Interviews donors who have positive test results to determine legitimate drug use. May not be employed by the testing laboratory.

## Substance abuse professional (SAP)

Evaluation required by a SAP after confirmed positive test and before returning-to-duty. In addition, SAP monitors mandated 6 minimum follow-up tests.

### Record keeping

- Confidential files
- Individual test results
- Monthly summaries
- Annual summary
- Retain 5 years

*Reprinted from the "National Report on Substance Abuse" and U.S. Department of Transportation regulations.*

## Health library needs your help

A nationally acclaimed health library in the East Bay, a facility frequented by Local 3 retirees, is struggling financially and must raise \$1 million to stay open. The ValleyCare Health Library on West Las Positas Boulevard in Pleasanton offers the community free access to up-to-date, easily understood health and medical information in a relaxed, supportive environment. The library must raise the \$1 million over the next four years or face closure.

The library is the only full-service consumer-oriented health

library in the East Bay and one of the few in Northern California. Every health subject is covered in the library, with information available in a variety of formats, including computerized databases on CD-ROM, more than 1,300 books, 230 videotapes, audio cassettes, periodicals and an extensive file of articles and pamphlets. A children's corner is packed with books and hands-on learning materials for youngsters.

Anyone interested in making a donation or pledge can call the ValleyCare Foundation at (510) 734-3324.

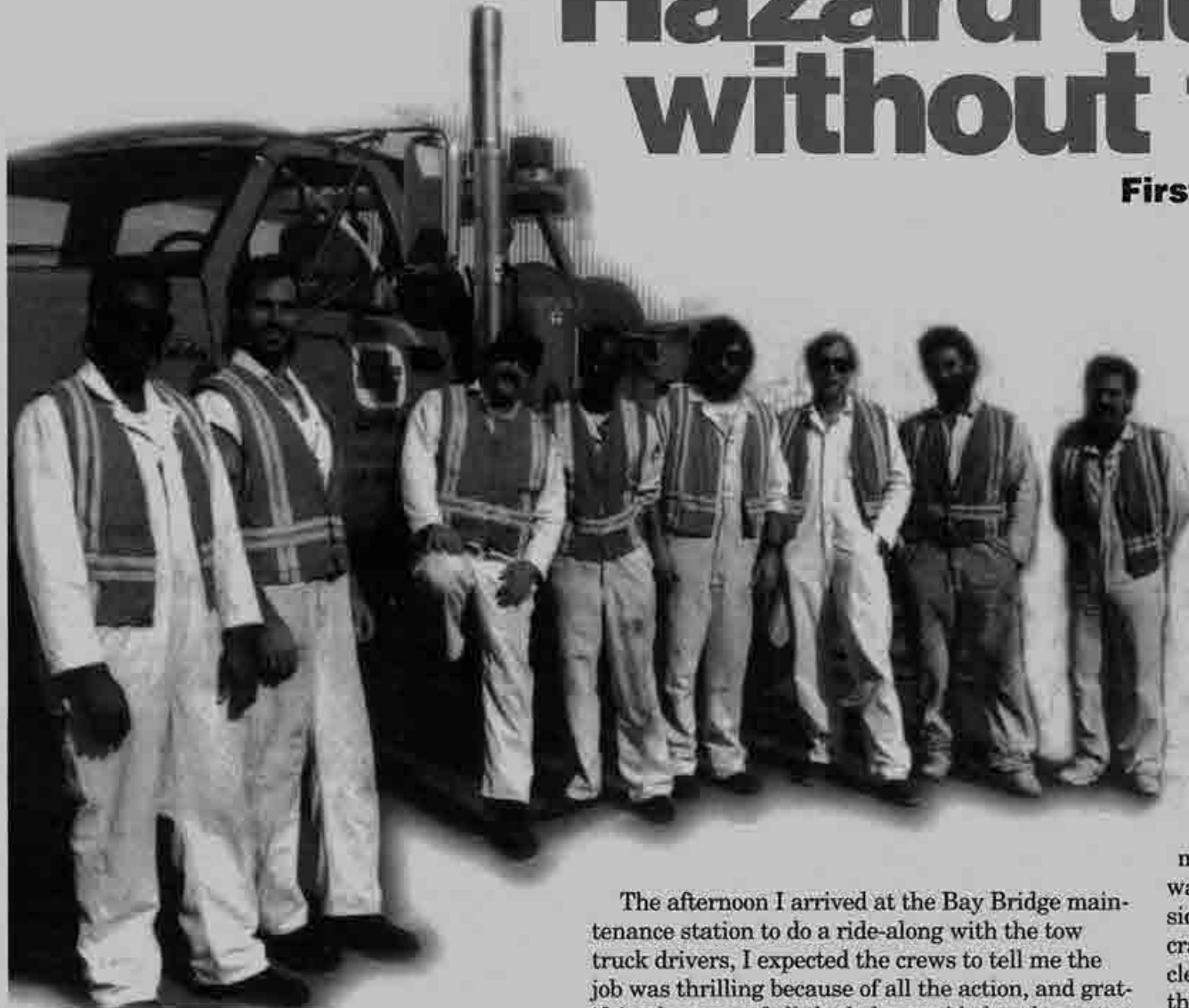


## NEWSfrom **PUBLICEMPLOYEES**

**Caltrans Tow Service operators risk their lives to keep Bay Area toll bridges free of stalls and accidents, but don't get paid for taking the extra risk**

# Hazard duty without the pay

First in a series



◀ **Bridge tow truck operators are from left: John Favors, Ed Pardini, Bob Gelardi, Milt Watts, Steve Fisher, Walter Wyllie, Rick Gann and Cliff Falasco.**

**By Steve Moler**  
**Assistant Editor**

**C**ompensation for public safety jobs like firefighters and law enforcement usually includes some form of hazard pay. But employees of Caltrans' Tow Service don't receive such compensation despite risking their lives daily to keep the Bay Area's toll bridges free of stalls and accidents.

Caltrans' Tow Service began when the Bay Bridge opened in 1936 and continued to expand as the state built additional spans across the San Francisco Bay and Carquinez Strait. Today their job is to patrol the Benicia, Carquinez, Richmond, Bay and San Mateo bridges and their approaches and respond 24 hours a day to any roadway emergency that jeopardizes personal safety or impedes traffic, in other words, everything from accidents and stalls to car fires and debris in the roadway.

The afternoon I arrived at the Bay Bridge maintenance station to do a ride-along with the tow truck drivers, I expected the crews to tell me the job was thrilling because of all the action, and gratifying because of all the help provided to the motorist. Little did I know the job is also a constant struggle for survival.

I was astonished when my assigned driver, John Favors, told me the tow truck he normally drove was out of service because it had been rear-ended twice in the past six months. As it turned out, most of the 80 Tow Service operators have been involved in various on-the-job vehicle accidents — some quite serious, even fatal.

One operator was seriously injured several years ago when a big-rig rear-ended his tow truck while responding to a stall on the Dumbarton Bridge. Almost every other driver has been involved in less serious — but still potentially dangerous — on-the-job vehicle accidents.

Within the first hour of my ride-along, one operator could be heard over the radio requesting a supervisor and California Highway Patrol officer because he had been hit by another car while responding to a stall on Hwy. 24 near the I-580/I-980 junction in Oakland.

But the ultimate tragedy occurred in August

1993, when tow truck operator Roger Van Den Broeke was killed while helping a stranded motorist at the Carquinez Bridge toll plaza. Roger was hooking the car to his tow truck on the east side of a closed toll lane when an out-of-control car crashed through the toll gate and struck the vehicle Roger was trying to tow, crushing him between the car and tow truck.

Since the accident, tow truck operators, with support from Local 3, have sought improvements in safety equipment and procedures, such as mounting directional lights on top of the tow trucks so approaching vehicles know which lane to move into, as well as installing rotating red strobes on top of the cab and wig-wagging head lights that oscillate in conjunction with other emergency lights.

What makes the job so dangerous is that tow truck drivers, often the first on the scene of an emergency, perform their jobs in "live" lanes of traffic without the backup and protection that other highway crews enjoy. When Tow Service responds to a call, there's no time to lay down rows of orange cones or erect flashing traffic control signs. Instead, operators frequently arrive on scene with only the tow truck itself and its flashing red lights as protection — and, if there's time, a few flares.

To give an example of how hectic and treacherous it is out there, at about 2:30 p.m. the day of my ride-along, Favors was headed northbound on I-80 between Ashby and University avenues in





▲ Operator John Favors helps motorists change a tire near the I-880/I-980 junction in Oakland.



◀ Operator Ed Pardini assists a motorist whose white Porsche stalled on I-80 between University and Ashby avenues in Berkeley.

► Dispatchers Ron Vandergruen, left, and Larry Schwartz monitor 17 close-circuit cameras and dozens of call boxes.



▲ Tow service, when it began at the Bay Bridge in 1936, had five rigs. Today there are 30 rigs and about 80 tow truck operators working five bridges.

Berkeley when he heard over the two-way radio that another tow truck operator, Ed Pardini, had just come upon a stall in the fast lane on the opposite side of the interstate.

Knowing Pardini was probably exposed to traffic, Favors raced to the stall location to act as a backup, first using his tow rig as a shield then stopping all lanes of traffic so that Pardini and the driver of the stalled vehicle could safely push the car to the shoulder, a process that was accomplished so rapidly the stall was never reported on any of the Bay Area radio traffic reports.

And if working live lanes of traffic isn't risky enough, tow truck operators also have to contend with other dangers. One operator had the windshield of her rig smashed by an irate motorist, and another operator may have been shot at while trying to tow an abandoned vehicle on the western approach to the Dumbarton Bridge near East Palo Alto.

The Tow Service operators and Local 3 want to begin addressing these safety and hazard pay issues during the next contract negotiations, which are due to start in late spring or early summer. The operators and union want to approach the hazard pay issues in two possible ways. The first would be to establish a training program that would include more extensive safety and technical training. Once everyone in the Tow Service unit completed the training and possessed relatively equal skills, they would be eligible to be bumped

to a higher pay scale. Any new hires would have to complete the training program before qualifying for the advanced pay. Another approach would be to reclassify the operators into a position that includes hazard pay.

Whatever happens in upcoming negotiations, something has to be done about compensating the operators for the extraordinary risks they take everyday in keeping the bridges operating smoothly.

*Next month:  
Caltrans' quick  
response to the  
February 5  
tanker truck  
accident and  
explosion at the  
MacArthur  
Maze in  
Emeryville.*

Local 3 also represents the ▲ heavy equipment mechanics who service and repair the fleet of 30 tow trucks. Shown here is Heavy Equipment Mechanic and Steward Eric Enstrom.



▲ Heavy Equipment Mechanic Stephen Wolske.



## MEETINGS&ANNOUNCEMENTS

### Election of Geographical Market Area Addendum Committee Members

**B**usiness Manager T.J. Stapleton has announced the election of Geographical Market Area Addendum Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1995 with eligibility rules as follows:

1. No member shall be eligible for election, be elected or hold the position of Geographical Market Area Addendum Committee Member unless they are:

- (a) living in the committee's Geographical Market Area,
- (b) an employee in the construction industry in the area,
- (c) an "A" journeyman,
- (d) a member in good standing.

2. No member shall be nominated unless they are present at the meeting and will accept the nomination and the position, if elected.

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

4. No member may be an owner-operator.

*The schedule of the meetings in which these elections will be held appears on this page under "District Meetings." Freedom and Auburn Committee Members will be elected at San Jose and Sacramento district meetings.*

### Bring your dues card

**A**ll members are reminded to carry their paid up Local 3 dues card with them when attending a semi-annual, quarterly district or specially called meeting of the union. Your paid up dues card is proof of your good standing status as a member of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

**For Pre-Retirement, Retirement and Specially-Called Meeting Schedules, see page 9**

### 1995 Grievance Committee Election

Recording Corresponding Secretary Robert L. Wise 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 1995.

### HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of January 1995, and have been determined to be eligible for Honorary Membership effective April 1, 1995:

Joe Alves, Sr.	0950612
Garry M. Anderson	1030392
Phyllip Arnold	0946974
Wilfred K. Brown	1025328
George E. Cheatum	0457425
Hershel Cossairt*	0888761
William D. Cushman	0821721
Augustine T. Delgado*	1006796
Ralph M. Hamlin	0950663
Arthur C. Hughes, Jr.	0845527
Kenneth E. Jones	0991262
Perry A. McCollom	0584922
Thomas C. McDanel	1025453
Henry A. Morgan	0957956
Raymond Morin	1006803
Dale Lee Morlan	0782722
Derl M. Olsen	0693688
Bryce H. Owen*	1006636
Richard Percy	0503192
Reinhart J. Peterson	1020178
Martin Rivera, Sr.	0997672
John A. Silva	1025397
Homer Sims	1022339
Charles Stavros	0745367
Roberto A. Villescax**	1020268

\*Effective January 1, 1995

\*\*Effective October 1, 1994

### DEPARTED MEMBERS

Armitage, Albert	Waianae, HI	1/4/95
Bailey, Gilbert	Modesto, CA	1/10/95
Bell, Cecil	Fresno, CA	1/2/95
Bell, Jeanett	Quincy, CA	12/18/94
Booher, Bill	Lincoln, CA	12/25/94
Bradshaw, Marion Jr.	Stockton, CA	1/11/95
Brazell, C.	Sacramento, CA	12/18/94
Brown, Oscar	Benson, AZ	1/17/95
Burns, William	Capitola, CA	1/3/95
Butterfield, Ray	Pollock Pines, CA	12/21/94
Cabral, Frank	Walnut Creek, CA	1/12/95
Comarsh, Manuel	Marysville, CA	12/31/94
Cortez, Frank	Sparks, NV	1/23/95
Cox, Earl	Eugene, OR	1/25/95
Cralgo, George	Rocklin, CA	1/12/95
Croissant, Larry	Modesto, CA	1/2/95
Daugherty, Robert	Pleasanton, CA	1/3/95
DePaoli, Richard	Rio Linda, CA	12/28/94
Evans, Alton	Citrus Heights, CA	1/23/95
Felix, Harvey	Santa Fe Spg, CA	12/29/94
Ford, Robin	Phoenix, AZ	1/10/95
Greenwell, Colburn	Brownsville, CA	12/23/94
Haimoto, Kiyoshi	Kailua Kona, HI	1/4/95
Hector, C. Jr.	Oakdale, CA	1/11/95
Helmick, Ray	Fairfield, CA	1/4/95
Jauch, Ralph	Redding, CA	12/12/94

(continued on page 24)

### DISTRICT MEETINGS

All district meetings will convene at 7 pm.

#### FEBRUARY 1995

- 2nd.....District 01: San Francisco  
Seafarers Int. Auditorium  
350 Fremont St.
- 15th.....District 12: Salt Lake City  
Engineers Building  
1958 W. N. Temple
- 16th.....District 11: Reno  
Carpenters Hall  
1150 Terminal Way
- 21st.....District 04: Fairfield  
Engineers Building  
2540 N. Wayne Way
- 23rd.....District 50: Fresno  
Laborer's Hall  
5431 East Hedges

#### MARCH 1995

- 2nd.....District 10: Santa Rosa  
St. Eugene's Church  
2323 Montgomery Dr.
- 7th.....District 17: Hilo  
Hilo ILWU Hall  
100 W. Lanikaula St.
- 8th.....District 17: Maui  
Waikapu Community Center  
22 Waiko Pl., Wailuku
- 9th.....District 17: Honolulu  
Farrington High School Library  
1564 King St.
- 14th.....District 17: Kona  
Kona Inm Community Center  
76-5877 Mamalahoe, Holualoa, HI
- 16th.....District 17: Kauai  
Kauai High School Cafeteria  
Lihue
- 16th.....District 20: Oakland  
Local 3 Headquarters  
1620 South Loop Rd., Alameda
- 23rd.....District 90: San Jose\*\*  
Labor Temple  
2102 Almaden Rd.

\*\*Election of Geographical Market Area Addendum Committee members for Freedom will be held at this meeting.

#### APRIL 1995

- 4th.....District 40: Eureka  
Engineers Building  
2806 Broadway
- 5th.....District 70: Redding  
Engineers Building  
20308 Engineers Ln.
- 6th.....District 60: Marysville  
Cannery Workers  
3557 Oro Dam Blvd., Oroville
- 13th.....District 30: Stockton  
Engineers Building  
1916 North Broadway
- 27th.....District 80: Sacramento  
Engineers Building  
4044 N. Freeway Blvd.





# SWAPSHOP Free Want Ads for Engineers

**FOR SALE: 1983 28-1/2' Fireball** Fifth Wheel. Awning, A/C, 4 new tires, twin beds, stereo radio/cassette. Includes hitch. \$7,500 or B/O. (916) 334-2572. Reg #581570 1/95

**FOR SALE: TV.** G.E., 26 inch. Hi-fi stereo, 100 watts of power, with speakers. \$400. (916) 589-2646. Reg #1754890 1/95

**FOR SALE: CAT 3208 Engine** with 5-speed transmission and double disk clutch. \$2,000. (916) 589-2646. Reg #1754890 1/95

**FOR SALE: Ford, 1970 sport custom pickup.** New radial tires (motor needs work). \$1,200. (916) 589-2646. Reg #1754890 1/95

**FOR SALE: Welder.** Lincoln 200 amp on trailer with boxes for oxygen, settling and welding rod compartment. \$2,500. (916) 589-2646. Reg #1754890 1/95

**FOR SALE: Townhouse in Rohnert Park, CA.** Possible 5% down to qualified first-time buyer. 3-bd, 2.5-ba, 2-car garage, fireplace, deck in back. \$152,000. Call after 4:00 p.m. R. Tovar (415) 897-2141. MUST SELL by 2/8/95 to highest bid! Reg #1666675 1/95

**FOR SALE: Home in Vallejo, CA** in nice area. Possible 5% down to qualified first-time buyer. 3-bd, 2-ba, 2-car garage. Big deck with hot tub. \$152,000. Call after 4:00 p.m. R. Tovar (415) 897-2141. MUST SELL by 2/8/95 to highest bid! Reg #1666675 1/95

**FOR SALE: 1985 34' Bouncer Motor Home.** 34K miles, 6.5 generator, microwave, 2-A/C, 21' awning, 2-TV's, VCR, CB Radio. 8K miles on tires, new air bags, front and rear. Clean in and out. \$29K. Call (510) 684-2549. Reg #1020129 1/95

**FOR SALE: 1962 Classic Oldsmobile.** Four-door, 455 motor, black. 70K miles. Very good condition. 1976-3/4 ton Ford pickup; good cond., best offer. (209) 668-4689. Reg #418171 1/95

**FOR SALE: 1966 Peterbuilt 10 Wheel Conv. Dump.** 10-speed, new Cummings 335T, Jack brake. Good working truck! \$11,500. (916) 477-8724. Reg #2217862 1/95

**FOR SALE: Property to lease.** 1,000 to 10,000+ acres, must be suited for hunting, fishing and camping; year round access preferred; conditions, restrictions and terms negotiable. Also wanted: property near Byron area; 5 acre or so parcel, buildings or undeveloped. Zone R1 preferred, negotiable. Call Robert at (510) 372-5893. Reg #2084439 1/95

**FOR SALE: Fantastic views** of Lake Oroville and Sutter Buttes. 10 acres at Berry Ck. at end of road with power and phone. \$42,000 OBO. '93 30-ft. Sandpiper Trav/Trlr with all options. A must see before you buy. New. \$14,000 OBO. Call (916) 988-8459. Reg #2014236 1/95

**FOR SALE: Mobile Home.** 24' x 56'; two bedrooms, 2 bath. Washer, dryer, dishwasher, curtains & drapes. Full awnings both sides. Located in senior park in Anderson, CA. \$27,500. Phone (916) 365-4127. Reg #0731140 1/95

**FOR SALE: 1971 Chevrolet 3/4 ton pickup** with 8' over-head Travette camper. One owner. 402 Engine; 70K original miles; 2 gas tanks. Very clean, excellent condition. \$5,000 for both. Call (707) 644-7031. Reg #1216146 1/95

**FOR SALE: Tri-level Home** with 3-bdr, 3-ba, 2 FP on large

lot on Hood Canal, Hwy 101, near Shelton, WA. 2 year-round ponds. Asking \$159,000. Also 3 lots 3 miles away, at Lake Cushman. One w/66' x 14' mobile home; water, power and septic. \$26,000. Two lots with septic (new), \$9,000 and \$12,000. Will consider trade in Sacramento, Modesto or nearby areas. (209) 823-2960. Reg #1006652 1/95

**FOR SALE: 1930 Model A Coupe.** Side mount spare tire, rumble seat, new engine, blue ribbon winner. All original, all tin, no fiberglass. \$10,000 firm. Warren Miles (916) 284-6809. Reg #256621 1/95

**FOR SALE: Sports Car.** '87 Chrysler Conquest. 66K mi., loaded, immaculate. \$5,000 firm. Book \$6,100. Call (209) 274-4808. Reg #1017830 1/95

**FOR SALE: Lot near Yosemite.** Off Hwy 120, on paved road at Pine Mountain Lake, Groveland, CA. Gated access, golf, boating, swimming, tennis, camping, hiking; near small airport. Passed percolation test. All utilities avail. Asking \$10,500. Terms available with \$5,000 down. (209) 523-9358. Reg #22262562 2/95

**FOR SALE: Sega Game Gear.** Almost new-still in box. Accessories: deluxe carrying case, AC adaptor. Games: Mortal Kombat I, Super Off Road, Sonic Two, Pro Baseball. Price: \$185. Phone: (916) 674-0967. Reg #2162966 2/95

**FOR SALE: 1965 El Camino Chevelle.** Rebuilt 283, power glide trans. New tires. Body good shape, needs some interior work, door panels and head liner. (707) 374-2763. Reg #1192122 2/95

**FOR SALE: 340 Sea Ray.** 34-ft. Flying Bridge 1983. Documented, Twin 454 Crusaders, 6.5 generator, air/heat, head/shower, sleeps 6, Delta canvas, radar, new survey w/work completed, loaded. Very clean, always kept under cover. \$65,000. (510) 656-2914 or (702) 237-5281. Reg #0923966 2/95

**FOR SALE: Ethan Allen china cabinet.** Lighted; 3 shelves on top, 2 on bottom. Excellent condition. Call (510) 449-9013. Reg #V77625156 2/95

**FOR SALE: 1989 Wilderness 22' 5th Wheel.** Like new, has it all. Call and leave message if not there. (408) 751-3438 (Salinas, CA). Reg #2036589 2/95

**FOR SALE: 16-ft. tall hoist,** with 9-ft. long 6-inch I-beam, swivels 180 degree. \$250 firm. Call Bob (408) 371-1221. Reg #2118403 2/95

**FOR SALE: Easy Lift Tail Gate** for 1-1/2 ton truck or bigger: \$300. 1956 2-1/2 ton Chevy flat bed dump truck. 261 motor. \$2,500. Ladder Rack for S-10 pickup, long bed: \$50. Antique medicine cabinet (wood), full of old medicine bottles: \$750. Call (916) 689-4061. Reg #1238702 2/95

**FOR SALE: Timeshare.** Two weeks in Puerto Vallarta, Mexico. 5-star luxury hotel, units on the beach. \$4K for deeded ownership; or will rent. Call Ken at (510) 357-1638. Reg #0899570 2/95

**FOR SALE: '78 Chevy Cheyenne pickup.** 8-cyl. diesel, AT, AC, disc brakes. \$2,200. Phone (707) 876-3306. Reg #1128351 2/95

**FOR SALE: New home** w/2 car garage on 50' x 95' fenced lot. 2bd/2ba. \$78,000. Will trade equity for motor home. (707) 995-7031. Reg #1196400 2/95

**FOR SALE: Mobile home.** 8' x 40' with separate roof. Large porch on 60' x 95' lot; all fenced in. \$35,000 or trade for motor home of equal value. (707) 995-7031. Reg #1196400 2/95

**FOR SALE: Backhoe bucket.** 12" Wayne Roy; brand new. \$300 firm. Call Bob (408) 371-1221. Reg #2118403 2/95

**FOR SALE: 1977 Dodge Travette Motor Home.** New

trans., brakes, paint, wallpaper, custom curtains. 360-V8 with 65K mi. Sleeps 5. Full self-contained w/bathroom, propane appliances, furnace, evaporative cooler. \$6,200 (209) 576-8762. Reg #1737302 2/95

**FOR SALE: 1976 Ford Escort.** Rebuilt engine. Great condition. Only \$1,200. (707) 585-6261. Reg #1948581 2/95

**FOR SALE: Kylan King Gooseneck Trailer.** Tandem axle, dual tires, dump, electric winch, 12 tow rated, pulls well w/pickup. \$5,000 OBO. Also: 26-in. Fisher TV w/remote \$175. 16-in. Hitachi TV w/remote \$100. Phone (209) 984-5354. Reg #0693648 2/95

**FOR SALE: 34-ft. house boat.** Fully remodeled; many, many extras, fully contained. Priced to sell! \$16,000. Call (707) 274-2264. Reg #1018604 2/95

**FOR SALE: Lake Sonoma lifetime houseboat permit.** \$8,000. Call (707) 274-2264. Reg #1018604 2/95

**FOR SALE: Jet Ski.** '89 Kawasaki Wave Runner. Low use with trailer and cover. \$2,150. Call (707) 274-2264. Reg #1018604 2/95

**FOR SALE: American River Resort.** Ponderosa Park in Coloma, CA. Home base. Includes coast to coast on the American River. Dues paid through 6/95. \$2,000. Call (707) 994-8746. Reg #1159399 2/95

**FOR SALE: Mobile home** in Lake Havasu City, AZ. 16' x 70' w/9' x 36' Arizona room. 3 bd/2ba, water softener, 8' x 10' storage shed. Producing citrus trees. Minutes to boat launch. In park w/tg pool avail., near Laughlin, NV casinos. \$35,000. Call (602) 764-3557. Reg #0888970 2/95

**FOR SALE: Deluxe hub caps,** 14" for '64 Chevy Impala: \$20 ea. Two rear coil springs for '64 Chevy: \$15 ea. One deluxe back cab glass, tinted for '70 Ford truck: \$30. Call (415) 593-6385. Reg #0558767 2/95

**FOR SALE: 1960 Austin Healy.** Bug eye Sprite, MG motor, Michelin tires, very sharp. Hard and soft top. \$3,500 OBO. (801) 798-1379. Reg #2226260 2/95

**FOR SALE: 4' x 8' Utility trailer.** 2,000 lb. steel frame, axle very strong; like new. Gilbert (510) 797-4457. Reg #0876142 2/95

**FOR SALE: 1956 FLH Harley Davidson.** 4,800 mi. since overhauled; balanced Spirit of America side car. Have had bike for over 20 yrs. \$6,500. Call for further info. (209) 274-4195. Reg #2163865 2/95

**FOR SALE: 1991 Mobile home.** 14' x 56' - two sheds, landscaped drip system, city water, own septic. Retire in small village: Dolan Springs, AZ. 35 mi. from Kingman, 60 mi. from Laughlin, 89 mi. from Las Vegas. \$37,500. Call (602) 767-4675. Reg #0711825 2/95

**FOR SALE: 1990 40' No Way Hitchhiker 5th Wheel.** Two slide outs, washer-dryer, air, awning, fiberglass roof, 2 recliners, microwave, lots more. Includes 1990 Ford 250 Extra Cab pickup, XLT Lariat; will separate trailer. \$44,000 for both. Call (909) 652-3612. Reg #519744 2/95

**FOR SALE: Double lot at Murphy's Hot Springs, Idaho.** 15 mi. from Jarbridge, NV. Mule deer and Desert Big Horn country. Well, septic, power, phone and cable TV on lot. Asking \$18,500. Write L.E. Messman, 174 Fillmore St., Twin Falls, ID 83301. Reg #1121987 2/95

**FOR SALE: 1993 Chrysler New Yorker,** Fifth Avenue. Fully loaded w/leather int.; power seats, windows and doors; A/C; AM/FM cass.; cruise, tilt wheel, under carriage sealed. 31K mi. w/transferable 100K mi. ext. warr. Champagne color w/partial vinyl top; immac. Take over payments at O.E. Credit Union. Call (916) 782-7357. Reg #1650473 2/95

**FOR SALE: 57 Acre horse ranch.** 2,500-ft. of living space. Horsebarns, equip. barn corrals; great view; hunting: elk, deer and bear; fishing great on Clear Water. Located in Kamiah, ID. \$250,000. (208) 935-2832. Reg #42943468 2/95

**FOR SALE: RV Receiver Frame.** 40-1/4" I.D. Can adjust to 1/2" (+ or -). Easy lift, sway bar. Complete w/wiring and brake lever. New \$700; will sell for \$400. Also: '87 Chrysler 5th Ave. 4-door, good cond. Book value: \$5,000. Sell for \$4,000 OBO. Willing to trade for mini-van; 1985 or newer. Joe (209) 292-8392. Reg #592866 2/95

**FOR SALE: Dragon Craft 19' ski boat** w/Tandem Giroux trailer. New 468 C.I. Chevy, pro built w/roller rockers. TRW pistons, 10 qt. oil pan, tunnel ram manifold w/2-750 Holly's. 2-sp. trans. w/rev. White w/brown seats. Scallops, flat bottom V-drive w/Bennett. Trim tabs. Lots of chrome. \$6,000. (408) 926-6099. Reg #1344078 2/95

**FOR SALE: Yamaha XS 750.** 1977 with only 23K miles. New tires, faring runs great. \$900. (408) 926-6099. Reg #1344078 2/95

**FOR SALE: 220 ft. 3/4" galvanized chain.** \$500. (916) 742-5367. Reg #1875315 2/95

**FOR SALE: Ford F150 Ranger.** Trailer special, 460, AT, PS, AC, fresh engine and trans. Snug Top Shell, new tires. \$2,500. Call (510) 606-7280. Reg #1834526 2/95

**FOR SALE: 1990 Custom Built Outlaw Day Cruiser** w/3 axle trailer. 6-ft bed & 2 love seats in cabin, captain chairs & bench seat on deck. Full canvas cover. Exc. cond., low hours. \$14,000 OBO. Call (916) 338-5836. Reg #2062743 2/95

**FOR SALE: 1989 Toyota Corolla LE.** Loaded: \$4,000. Also: parts for 1967 & 1972 Chevy p/u; little bit of everything. 6 Hp Sears shearer; Bager, \$225. Call (916) 888-8170. Reg #2123239 2/95

**WANTED: Property to lease.** 1,000 to 10,000+ acres, must be suited for hunting, fishing and camping; year round access preferred; conditions, restrictions and terms negotiable. Also wanted: property near Byron area; 5 acre or so parcel, buildings or undeveloped. Zone R1 preferred, negotiable. Call Robert at (510) 372-5893. Reg #2084439 2/95

**WANTED: Old bottles** paying over 1,000 for pre 1900 whiskey/bitters bottles. Also need beer, soda and medicines. Buying old advertising signs, metal, paper, glass, old coin operated machines-gum, peanut, slot, etc. Write: Richard Siri, P.O. Box 3818, Santa Rosa, Ca., 95402. Reg #1025301 1/95

**WANTED: Belt Buckle** from the 1986 Ocean Beach Outfall Job from Anacortes Brass Works. Also other construction companies' belt buckles. Looking for parts for 1955 to 1959 Chevy pickups. Mostly need for 1958 Apache. Call Joe (415) 586-2207. Reg #1852493 1/95

SwapShop 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 Union #3  
1620 S. Loop Rd., Alameda, CA, 94502  
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 SwapShop.

\*All ads must include Member Registration Number. Social Security Numbers are not accepted. All ads should be no longer than 50 words in length.



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**LOW-COST SERVICES:** A 30 percent discount for complex matters.



## PERSONALNOTES

The Oakland District office wishes to congratulate Mr. and Mrs. Andre Dawkins on the birth of their baby boy, Dominic Elijah, 8 lbs., 11 oz., born on Dec. 12, 1994. Congratulations also to Steve and

Silvia Moier on the birth of their second child, Michael Patrick, born Feb. 2, weighing 8 lbs., 11 oz. Steve is the assistant editor of *Engineers News*.

The Santa Rosa District office is pleased to announce the birth of Joshua Eli Gluch, son of Brother Pat Gluch and his wife Kim, on Dec. 30, 1994, weighing 7 lbs. and 18 1/2" long. Brother Jerre Paolini is the proud Grandpa!





## UNION BRIEFS

### Republicans want to lift ban on 'sham' unions

In addition to repeal of the Davis-Bacon Act discussed on pages 4-6, Republican congressional leaders also have introduced legislation in the Senate and House to lift the 60-year-old ban on "company" or "sham" unions.

The bills, S 295 and HR 743, would amend Section 8(a)(2) of the National Labor Relations Act, which makes it unlawful for an employer "to dominate or interfere with the formation or administration of any labor organization or contribute financial or other support for it." In other words, it is illegal for an employer to take an active part in organizing a union or a committee to represent employees.

The Republican-sponsored bills would insert a new section into the law that would allow employers to establish employee participation groups under certain circumstances, such as to enhance quality and efficiency, so long as the group doesn't get involved in any collective bargaining.

But labor vigorously opposes the bill because it would enable employers to circumvent the current ban on employer-

dominated labor organization. This is precisely what happened when the Teamsters tried several years ago to organize workers at the Indiana-based electronics manufacturer Electromation Inc. The company, the NLRB eventually ruled, established an employer-dominated committee as a means to thwart the Teamsters' organizing drive.

Because of cases like Electromation and others, organized labor wants Congress to keep its hands off Section 8(a)(2), while Republicans want to broaden interpretation of the law to give companies more leeway in forming "employee participation" committees.

### Commission wants Congress to 'clarify' law that prohibits company unions.

Labor leaders aren't pleased with one of the final recommendations of the Commission on the Future of Worker-Management Relations, the so-called Dunlop Commission, which was formed by President Clinton in early 1992 to examine ways to improve worker-management relations.

In its final report released January 9, the commission recommended that Congress "clarify" Section 8(a)(2) of the National Labor Relations Act to give companies greater latitude in forming so-called "employee-participation" groups. The commission said it is in the national interest to promote the expansion of such programs "provided it does not impede employee choice of whether or not to be

represented by an independent labor organization."

The only commission member to oppose the recommendation was Douglas Fraser, the former president of the United Auto Workers, who said Section 8(a)(2) should not be tampered with. The provision "stands as a bulwark against forms of representation which are inherently illegitimate because they deny workers the right to a voice through independent representation of their own choosing," he said.

Fraser went on to say in his dissent that any situation in which a participation program goes beyond issues of legitimate discussion and into topics reserved for collective bargaining should be resolved, as they are now, by the NLRB and the courts, not by a change in the law.

### Survey finds Calif. business climate improving

According to a survey of the state's business climate by the California Business Roundtable, the percentage of business leaders who rated business conditions in California as negative dropped to 76 percent in 1994, down from 94 percent a year earlier. The percentage of those who labeled business conditions as poor has dropped from 59 percent to 29 percent.

The 30-point switch summarizes the mood swing that has taken place

in California. The economic pendulum, the survey found, is finally swinging back in a positive direction.

In other survey results, 43 percent of business leaders plan to expand their California work force in 1995, up from 29 percent a year ago. Thirty-eight percent plan to expand their California operations in 1995, up from 29 percent a year ago. Just 4 percent plan to relocate their operations outside the state, down from 8 percent in 1991.

### As companies downsize, so do paychecks

The average full-time worker who changed jobs during the downsizing frenzy of the early 1990s took a 20 to 23 percent pay cut in their new job, according to a federal report released January 12. One reason for the dramatic pay cuts was that large numbers of people who lost jobs between 1990 and 1992 changed careers and ended up in lower-paying industries, apparently because of fewer openings in better-paying jobs. Unemployed Americans also spent much longer looking for new jobs in the 1990-92 recession than they had in earlier recessions.

### Departed Members (con't from p. 18)

Kahalesuki, Gilbert	Kahala, HI	1/10/95
Kawai, Larry	Waipahu, HI	12/31/94
Lestie, Mito	Watsonville, CA	12/25/94
Manly, Gerald	Paradise, CA	12/31/94
Martin, Dick	Bakersfield, CA	12/24/94
McCall, Gale	Redding, CA	1/23/95
Morasci, George	Smartville, CA	12/8/94
Munholand, Douglas	Klamath River, CA	12/18/94
Myler, Ernest	Soulsbyville, CA	12/26/94
Nicholson, Ronald	Makaweli, HI	12/06/94
Nizo, Solomon	Pleasanton, CA	1/3/95
Nolley, George	Redding, CA	12/23/94
Olson, Joe	Yerington, NV	1/4/94
Peary, Eldon	Springville, UT	1/7/95
Polihopik, Frank	Hayward, CA	1/9/95
Redmer, Gilbert	Portola, CA	1/8/95
Robinson, Frank	Flournoy, CA	12/30/94
Shiraki, Richard	Honolulu, HI	12/28/94
Stevens, Julian	Salt Lake City, UT	1/12/95
Swaeney, Ira	Reno, NV	1/5/95
Sweet, Lawrence	Oxnard, CA	1/3/95
Taylor, H	Placerville, CA	1/17/95
Thompson, Frank	Crescent City, CA	12/31/94
Tucci, William	Campbell, CA	12/28/94
Weaver, Max Jr.	Newark, CA	12/22/94
Williams, R.	Folsom, CA	1/12/95
Willis, Ray	Sacramento, CA	1/2/95
Wise, Delmar	Lodi, CA	12/16/94
Womble, Earl	La Pine, OR	1/5/95
Wong, Kenneth	Naalahu, HI	12/12/94
Wunschel, John	Placerville, CA	12/30/94

### Deceased Dependents

Brown, Ethel Lee (wife of Eldon Brown)	12/11/94
Croissant, Gloria (wife of Larry Croissant)	8/23/94
Gower, Dora (wife of Lester Gower)	12/10/94
Hing, Hannah (wife of Thomas Hing)	12/28/94
Keck, Dorothy (wife of Glenn Keck)	1/19/95
Kekaha, Gertrude (wife of Wilfred Kekaha)	1/1/95
Rognlien, Margaret (wife of Milton Rognlien)	12/16/94
Stewart, Dorothy (wife of Calvin Stewart)	12/22/94
Tolentino, Brittney (daughter of David Tolentino)	11/16/94
Winter, Arley (wife of Max Winter)	12/27/94

### "Livelihood" con't from p. 5

### Davis-Bacon helps minorities

The other argument Republicans are using to discredit Davis-Bacon is that it somehow diminishes employment opportunities for inner-city minorities. Construction, Kassebaum said, is "one of the last sections of our economy where low-skilled individuals can be trained on the job in a few months and then earn a decent living."

While many unemployed workers would find jobs under such conditions, they would earn a wage that would barely keep them above the poverty level, they would have little or no health insurance or retirement benefits, and there's no guarantee there would be stable employment beyond the first major project they worked on.

In response to Kassebaum's bill, Robert Georgine, president of the AFL-CIO Building and Construction Trades Department, said: "Does Sen. Kassebaum suggest we have an American Dream for white people and half of one for inner-city residents? Does she really believe that the only way to hire minorities is to pay them less, so

that middle-class status will remain forever elusive to them."

Contrary to Kassebaum's assertion, the unionized building trades offer enormous opportunities to African Americans, Latinos and other people of color. Minorities make up nearly half of the population of California's apprenticeship and training programs, which are supported by contributions mandated under prevailing wage laws. Union apprenticeship programs nationwide graduate more minorities than non-union training programs, proving that Davis-Bacon actually promotes minority employment in the construction industry — and at wages and benefits that provide a decent living.

"The truth is that minority and female workers have entered construction in increasing numbers over the past decade," Rep. Ron Dellums (D-Oakland) told congressional lawmakers during Davis-Bacon hearings in 1992. "Because they are often the newest members of the industry, these workers are particularly vulnerable to the wage cutting practices that the Davis-Bacon Act of 1931 is designed to prohibit."

As the prevailing wage assault intensifies in the coming months, Local 3 members may have to get involved. You can begin by writing or calling your state and federal elected representatives urging them to support prevailing wages and the stability and quality they bring to the construction industry.