Wilson's cold-hearted assault

Valentine's Day rally in Sacramento will draw attention to governor's plan to lower public works construction wages
FOR THE
Good & Welfare
By Tom Stapleton
Business Manager

“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.”

“...the winds have shifted and the storm is bearing down upon us. We no longer have enough friends in Washington to keep us safe and warm. Are we going to sit around and curse our leaders for failing us, while we stand by and do nothing? Or are we going to take that sword off the mantle, and go out and fight like our lives depended on it?”

“How many wake-up calls do we need? How many times will we take a hit on our jobs and our way of life before we grab hold of the bat and step up to the plate? It is time to act. It is time for personal involvement in our union. It is time to take individual responsibility for our own future and the future of our industry.”

Dear Local 3 Members and Families:

As you can see, my message has been very clear this past year on the absolute necessity of our members becoming involved in the fight to protect their own wages, benefits and jobs. This fight is real and it is now.

On Valentine’s Day, February 14, we have a rare opportunity to send a “Valentine” message to Governor Wilson. In short, that message is: “Pete Wilson, have a heart. Your attempts to drive down wages in the construction industry is hurting thousands of families in California, and we’re not going to take it any more.”

We need our members to come to this rally. They need to bring their families. This is a well organized event that will help wake up our elected officials and the public on what Governor Wilson and the Republican Party is doing to working people in California.

The Operating Engineers Local 3 is playing a major role in planning and organizing the Valentine’s Day Rally to Keep Prevailing Wages in Sacramento.

For this reason, most of our offices will be closed on February 14. If you have union business to conduct on that day, please call your District Office to see if it is open before travelling to the hall.

We urge all Local 3 members to attend this rally and help send a message to the Governor that we strongly oppose his attempts to drive down wages in the construction industry.

The Rally takes place on the west steps of the Capitol at 10 a.m., Feb. 14. Our district offices are arranging transportation. Call your district office for details.

T.J. (Tom) Stapleton
Business Manager

Don Quaker
President

Jerry Bennett
Vice President

Rob Wise
Recording- Corresponding Secretary

Max Mean
Financial Secretary

Pat O’Connell
Treasurer

Engineers News Staff

Managing Editor
Assistant Editor
Graphic Artist

FREE LEGAL ADVICE:
Free 30-minute consultation in person or over the phone; free follow-up phone call or letter.

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

Printed on Recycled Paper
Engineers News again judged best labor newspaper

The Engineers News climbed back into the top spot as the best labor newspaper of its size in the country. Local 3's official publication grabbed first place in the prestigious General Excellence category of the International Labor Communications Association Awards Contest covering 1994 publications, competing against all other local union publications throughout the AFL-CIO with circulations over 15,000. The publication took second place in this category last year.

In winning the best overall local union newspaper, the judges said: "Engineers News does one of the best jobs the judges have seen as far as tabloid page makeup is concerned. Every page is well thought out as far as type, position and color are concerned. There isn't a dull layout in the newspaper. It must be a combination of thought by the editors and the graphic artist."

The judges were correct concerning the latter individual. Local 3's graphic artist Ed Canalin, who came to Local 3's Public Relations Department in August 1994, has given the newspaper an exciting and refreshing new design that makes reading the newspaper visually pleasing.

In only his third issue, Ed's front cover and centerfold design for the November 1994 cover story, "Preparing for the BIG ONE," won third place for Best Use of Graphics, the judges saying: "Good use of two-color. Nice placement of map. Type treatment adds to tone."

Judges for the 1994 competition were John Barry, AFL-CIO News (retired); Ken Germanson, Allied Industrial Worker (retired); Karen Guthoff, National Education Association; Mary Lord, U.S. News & World Report; John Oravec, AFL-CIO News (retired); Lillian Roehl, coordinator of visuals arts, George Meany Center for Labor Studies; Mary Jackson Serriogins, independent writer and editor; Roger Sheldon, The Carpenter (retired); Dick Warden, UAW (retired); Ken Young, AFL-CIO (retired); Patrick J. Ziska, IAMAW (retired).
COMET skills can be used in prevailing wage fight

If you want to become more involved in the prevailing wage fight, sign up with your district office for Local 3’s new organizing program called Construction Organizing Membership Education and Training (COMET).

While COMET I graduates will participate in a specific top-down and bottom-up internal organizing campaign, they may also focus on a variety of other district projects that will be presented by your district representative at the conclusion of the COMET I class.

Foremost among these potential projects is the prevailing wage fight, which is so important to all of us. While the Prevailing Wage Task Force will concentrate on the overall prevailing wage battle, COMET graduates who choose to participate in their district’s prevailing wage projects will get a chance to become more involved in the battle to keep prevailing wages.

Some examples of prevailing wage projects open to COMET graduates may include:

- Form a committee that would educate Local 3 members, politicians and the public about prevailing wage issues.
- Form a political watch committee.
- Set up a task force to monitor cities and counties trying to achieve charter status, which makes it possible for these jurisdictions to repeal prevailing wages.
- Form a committee to recruit active and retired Local 3 members to participate in voter registration drives or local political races.

COMET I schedule

The one-day COMET I course teaches rank-and-file union members that the best way to keep the construction trades strong is through more political involvement combined with aggressive grass-roots organizing campaigns involving union members themselves. Class space is limited to a maximum of 25. Contact your district office for sign-up and additional information.

San Francisco - Wed., Feb. 7
Fairfield - Tues., Feb. 6
Santa Rosa - Fri., Feb. 9
Reno - Sat., Feb. 24
Utah - Tues., Mar. 5
Hawaii - Thurs., Mar. 14; Fri., Mar. 15
Oakland - Tues., Feb. 13, Thurs, Feb. 15
Stockton - Tues., Feb. 27, Wed., Feb. 28
Eureka - Mon., Mar. 25
Fresno - Fri., Mar. 1
Marysville - Wed., Mar. 27
Redding - Tues., Mar. 26
San Jose - Tues., Mar. 19, Wed., Mar. 20
San Jose - Thurs., Mar. 21, Friday, Mar. 22
Local 3 Headquarters - Sun., Mar. 31, for the Local 3 Women’s Support Group

JOIN THE PREVAILING WAGE TASK FORCE BY FILLING OUT THIS CARD AND SENDING IT TO:
Operating Engineers Local 3, 1620 South Loop Road
Alameda, CA 94502-7090, Attn: Prevailing Wage Task Force
You will be sent additional materials concerning the prevailing wage fight and may be called upon to undertake activities such as attending a public meeting or rally, writing letters to your elected representatives, signing petitions, participating in a local election campaign.

REMEMBER, YOUR ECONOMIC SECURITY IS AT STAKE. GET INVOLVED NOW!

PREVAILING WAGE TASK FORCE

YES, I want to do my part to help the Operating Engineers Local 3 protect my wages and benefits. By filling out this card, I agree to be a volunteer member of the Prevailing Wage Task Force.

Name ____________________________
Soc. Sec. No. ______________________
Address __________________________
City, State, Zip _____________________
Phone Number ( ) __________________
Status: □ Retired □ Construction □ Other ______________________
Signature _________________________

The San Jose District office will hold gradechecking classes on Thursday evenings beginning February 15 at 7 p.m. The instructor is Gene Flores. For more information, call the San Jose District office at (408) 295-8788.
Research shows substance abuse programs save money

Addiction Recovery Program
(800) 562-3277
Hawaii Members Call: (808) 842-4624

Researchers at the November Employee Assistance Program Association conference in Seattle presented evidence that employee assistance programs (EAPs) save money. Conclusions drawn from this research, sponsored by the California Edison Company, show a number of advantages for companies with EAPs.

The study indicates that employees who are referred by EAPs to substance abuse services cost the company less than those referred through other channels. While initial treatment costs for the EAP-referred group were higher, it appears that this group received more appropriate treatment and had far fewer mental health and medical claims after treatment.

In the 30-month follow-up period, the average total health care claims were $18,120 for the comparison group and only $11,222 for the group referred by EAPs.

by Bud Ketchum
Director

Some tips on prescription drug benefits

For active Operating 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:

- American Diversified Pharmacies
- National Rx Services Inc.
- 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 wisely use the program. If you have any questions about how the programs work, be sure to contact the Fringe Benefits Service Center at (510) 745-7450 or the Trust Fund Service Center at (510) 271-0222, where the staff will be happy to assist you.

The office of the Operating Engineers Trust Funds are now located at 1640 South Loop Road, Alameda, CA 94502. Medical, dental and prescription drug claims should be mailed to:

Operating Engineers Claims
P.O. Box 23980
Oakland, CA 94623-0980

Pension and all other correspondence should be mailed to:

Operating Engineers Trust Fund
P.O. Box 23190
Oakland, CA 94623-0190

Using these post office box numbers for claims, pensions and other matters will expedite processing of your trust fund matters. All questions regarding health and welfare, pension or any other trust fund matters should be made to (510) 271-0222.

Retiree meetings

Retiree Association meetings have been scheduled for March, April and May. This is an open invitation to all retirees and their spouses. Please join us at the meeting in your area. Your input is vital. Keep in mind, you are the union.

Check the schedule on page 16 and come to the meeting. The officers, credit union and trust fund representatives will discuss the latest goings on with you. We are looking forward to seeing you in your area.

Pre-retirement meetings

Please check the schedule on page 16 for the date of the pre-retirement meeting in your area. Operating Engineers age 50 and older and not yet retired are urged to attend. Please bring your spouse.

There is always a good discussion about how the pension plan and retiree medical plan work for you. Also, you will be able to discuss with fellow union members all issues related to financial security for retirement. See you there.
Credit Union is a great place to start saving

After just completing one of the best work seasons in years, and with this year looking just as promising as 1995, many Operating Engineers are finally recovering from the financial wounds inflicted by the recession of the early 1990s. Seeing light at the end of the financial tunnel, they've even thinking about saving. Whether you're an established saver or just getting started, the credit union offers attractive savings programs designed to meet your needs.

Regular savings

You can begin your savings program by opening a regular savings account, sometimes referred to as a passbook account, and earn interest from the date of deposit to the date of withdrawal, meaning you won't lose any interest if you open your account in the middle of the month. The interest is then credited to your account monthly.

Members who want to earn more interest than a passbook account but want more flexibility than a Certificate of Deposit can open up a money market account. While Money Market accounts require you to maintain a minimum balance of $2,500, they currently earn an attractive interest rate of 4.07 annual percentage yield at your credit union. Using your free checks, you can make up to three withdrawals a month without charge.

Certificates of deposit

If you have funds you're fairly sure you won't need for awhile, certificates of deposit are an excellent and very secure savings method. Minimum deposit on a credit union CD is $2,000, with terms ranging from three to 48 months. Interest rates range from 4.25 percent on three-month $2,000 CDs to 6 annual percentage yield on 48-month $10,000 CDs. Tax-deferred certificates are also available that delay the crediting of your interest until the following year.

Many Americans are seeking higher yields from their savings by investing in stocks and mutual funds. While these types of investments can bring good returns, you should be aware of the risks.

Risk of mutual funds

Mutual funds are a block of stocks from a variety of businesses. Like stocks, the idea is to buy low and sell high. If they are not sold at the proper time, you could lose money. Also, since mutual funds are tied to the stock market, interest and dividend rates can fluctuate substantially. If sold at the wrong time, your initial investment could be greatly reduced. Also, keep in mind that stocks and mutual funds are usually sold by commissioned salespeople who have an incentive to persuade you to purchase their financial products.

All of the credit union savings programs – passbook, money market and CDs, contain no risks. All three programs are insured by the National Credit Union Administration (NCUA) and further insured by the American Share Insurance Corporation. Mutual funds and stocks, unfortunately, are not insured.

Look into your credit union savings programs. You'll maintain peace of mind knowing your funds will earn the highest interest possible with virtually no risk.

First recertification class scheduled for April 1

The date for our first recertification testing is set for April 1 and will cover the area of topographic surveys. The test will last two hours and will be given at each of our regular apprenticeship classes, which are held in San Jose, Alameda, Martinez, Sacramento and Santa Rosa. You must contact the Northern California Surveyors Joint Apprenticeship Committee administrative office at (510) 748-7413 for scheduling prior to the class.

The first recertification class, which is for all surveyors who were certified prior to December 31, 1992, will be conducted in the training room at the Local 3 headquarters office in Alameda on September 14.

Our Saturday hands-on class, which also meets that day, will be held outdoors. If the weather is bad, we'll meet in the headquarters cafeteria. We will also be giving a class on October 12 at Rancho Murieta in conjunction with the Sacramento hands-on class.

As we gaze into the future through our crystal ball, we see technology biting at our heels. The GPS equipment of the future will be more accurate and expensive. What it cannot replace, however, is the individual surveyor who produces the finished product. The experience that surveyors gain from hands-on and related supplemental instruction keeps them technologically up to date. As the NCSJAC has always maintained, the efforts put forth in education and hard work will show in the number of hours worked.

The NCSJAC is open to suggestions for classes and other surveyor needs. If you have ideas, please contact the NCSJAC at (510) 748-7413.

The NCSJAC gave a presentation at an International Union of Operating Engineers conference in December of last year in which we received a lot of help from Steve Wright of Local 545 in New York and Skip King of Local 12 in Southern California. We showed a class of training directors from locals all over the United States and Canada some of the data collection capabilities, the upcoming metric system as it pertains to surveying, and a general overview of survey apprentice training programs.

Much thanks to our fellow surveyors across the country for their interest.
A political war is raging in Sacramento that threatens to undermine everything you’ve strived for during your career as an Operating Engineer – the opportunity to earn a decent living.

Thousands of union construction workers and their families will gather for a Valentine's Day rally at the state Capitol to call attention to California Gov. Pete Wilson's cold-hearted plan to make sweeping changes in state prevailing wage regulations. This special pull-out section will help you prepare for the rally and become informed on the prevailing wage debate.

At issue is the Department of Industrial Relations' proposal to change two important prevailing wage regulations. The first would change the way prevailing wages are calculated from the "modal" rate to an average, a system that would lower wages on state-funded public works projects by as much as 20 percent.

The second important change would repeal what is known as the "double asterisk" system that requires prevailing wage rates to change automatically when there's an increase in wages on collective bargaining agreements.

To implement the new regulations, the DIR merely has to:

- Issue to the public a Notice of Proposed Rulemaking containing details of all the changes and their economic impact, a procedure the DIR completed last December.
- Hold public hearings. The DIR has scheduled one hearing to begin February 20 in San Francisco, the other in Los Angeles beginning February 26.
- Have a written comment period so that interested individuals and groups can submit materials relevant to the proposed changes.

Once the DIR has complied with these rules, Wilson can proceed with implementing the changes regardless of the outcome of the public hearings and written comments.

One way to ensure that Wilson understands your dissatisfaction with the regulatory changes is to attend the Valentine's Day rally at the Capitol in Sacramento. The rally starts at 10 a.m. on the west steps of the Capitol. Wear your hard hat, and by all means, bring your spouse and children.
What are prevailing wages and how are they calculated?

The federal government, 53 states, and countless cities and counties across the United States have laws that require contractors on publicly funded construction projects to pay their workers wages "prevailing" in the area of the project. These laws prevent contractors from winning public works contracts by paying their workers substandard wages and benefits.

The Davis-Bacon Act governs prevailing wages on federally funded projects. The U.S. Labor Department conducts surveys throughout the country to determine the "prevailing rate" for each job classification in each area using the private local construction market as a guide. Employers must submit their bids based on these prevailing wage rates, and the winning contractors then are required to pay their workers no less than the local prevailing rate. Without Davis-Bacon, contractors would slash wages and benefits to win government contracts, thereby destabilizing the construction industry.

The U.S. government determines federal prevailing wages using the following method: If the most frequently occurring wage for a particular job classification accounts for more than 50 percent of workers in that group, the "modal" - or most common - wage becomes the prevailing wage. If the most frequently occurring wage accounts for less than 50 percent of the workers in the group, the average wage becomes the prevailing rate. Union scale becomes the prevailing rate only if the majority of workers in the area are union members.

State prevailing wage laws and how they are determined vary widely from state to state. California's prevailing wage rate is set at the state wage rate, whereas Washington's wage rate is set at the federal wage rate.

The construction trades oppose Gov. Pete Wilson's prevailing wage changes because switching from the "modal" system to an average would lower prevailing wages, particularly in rural areas and in regions where trade union membership is low.

When Gov. Pete Wilson says he wants to reduce the costs to taxpayers, he is basing his argument on erroneous information.

In his January 1995 budget message, Wilson directed Industrial Relations to review prevailing wage regulations. Director Lloyd W. Aubry Jr. explained, "With an eye toward removing barriers to competition, including specified wage requirements, government efficiency, and eliminating otherwise qualified providers, we've been asked to review prevailing wage regulations." Wilson estimates that his proposed prevailing wage changes would save taxpayers $100 million annually.

The repeal of Utah's prevailing wage laws in 1986, for example, caused the state to lose $6.8 million in potential tax revenue in 1991 because of lower income earned in state and local governments. Wilson's view of the repeal's effect on cost savings, he says, is based on a study that compared the cost savings for states that repealed their prevailing wage laws. Wilson estimates the cost savings would be $2 million in Utah, $2 million in Colorado, $1 million in Washington, and $1 million in Oregon.

Do prevailing wages really cost taxpayers too much? Do prevailing wage laws create barriers to competition? Do they penalize minorities? Prevailing wage studies indicate all these questions are generally "no."
Wilson’s prevailing wage falsehoods

facts don’t support governor’s rationale for lowering
wages to save construction costs

...evailing wage laws aren’t the answer to increasing wages.
...But nine states, including Florida and Virginia, where the workforce was less than 5 percent union and where all but one state, Texas, had no prevailing wages. It also studied six states — California, Illinois, Pennsylvania, New York, Michigan and Missouri — where the workforce was over 80 percent union and all had prevailing wages.

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 roadway 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 Administration data, California, with an average construction wage package of $33.23 per hour, completed all federally assisted highway and bridge work in 1993 for $1,084,559 per mile; 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. When bids were let recently on a sanitary district’s $4 million micro tunneling project in Alameda County, the four lowest bidders were Local 3 signatory employers.

Wilson’s most absurd — and hypocritical — arguments is that prevailing wages discriminate against minorities. Nothing could be further from the truth.

Wilson, who has rarely supported minority causes to begin with, contends prevailing wages somehow diminish employment opportunities for inner-city minorities. 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 prevailing wage laws actually promote minority employment in the construction industry — and at wages and benefits that provide a decent living.

The University of Utah study found that in five states that repealed their prevailing wage laws — Alabama, Colorado, Florida, Kansas and Louisiana — African American unemployment actually increased in relation to white unemployment.

This overheated competition resulted in a significant increase in cost overruns. In the decade before repeal, cost overruns on Utah road construction averaged 2 percent over accepted bids. But in the decade after repeal, average cost overruns skyrocketed to 7.3 percent, costing Utah taxpayers millions of dollars.

Discriminates against minorities?

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Considering the negative experiences of the nine repeal states, Wilson ought to take another look at the facts and realize that California would pay a terrible price for weakening or repealing its prevailing wages.
The ultimate hypocrisy

Republican attempts to dismantle prevailing wage laws would weaken, not strengthen, 'family values'

Part of the Republican Contract with America includes the commitment to strengthen so-called 'family values.' But when you read the fine print, the GOP legislative agenda appears anything but pro-family.

As soon as the current congressional session began last January, Republican lawmakers, who held a majority in both the Senate and House for the first time in 40 years, quickly introduced legislation to repeal a law, the Davis-Bacon Act, that for the previous 63 years had helped millions of American families earn a middle-class living. Conservatives in the California Legislature also launched a campaign to repeal the state's little Davis-Bacon Act.

Studies show that weakening or eliminating prevailing wages would lower construction wages and eventually drop wages throughout the entire U.S. economy. If this happens, American families will experience even more instability than they're already suffering.

We are all aware of the appalling number of American children living in homes where the father is absent. According to U.S. Census Bureau data, 19 million -- nearly 24 percent -- of our nation's children were living in homes where the father wasn't present in 1994. Research shows that children raised in single-parent families experience lower educational achievement and higher incidences of juvenile delinquency and teen pregnancies. Worse yet, children in these situations don't learn as well how to be a partner in a stable two-parent family in adulthood.

One of the primary causes of the high number of families with absent fathers is the overall decline of men's income over the past two decades, according to The Annie E. Casey Foundation's 1995 Kids Count, which tracks the plight of America's children.

The study, which analyzed U.S. Census Bureau data, found that men in their 30s earning $30,000 or more a year are nearly twice as likely to be married as those earning less than $10,000 annually. What's significant about this marriage rate among men earning less than $10,000 is that almost one-fifth of all men in their 30s now have annual earnings of less than $10,000. Repealing prevailing wages would only worsen an already dismal situation.

Low earnings for men are not only linked to reduced marriage rates but also appear to contribute to divorce, the study found. Married couples where men are not working are about twice as likely to experience a separation or divorce or both compared with families where men are employed.

The question persists: Is weakening or repealing prevailing wage laws sound public policy? Will Republicans, attempting to carry out their Contract with America, actually weaken rather than strengthen American families?

Enough is enough!

Nation's already low wages would drop even more without prevailing wages

When Gov. Pete Wilson says he wants to change prevailing wage regulations because construction wages on state-funded public works projects are "artificially inflated," he apparently hasn't been keeping up with the latest wage trends.

American workers overall, government studies show, lost 15 percent of their buying power from 1973 to 1993 because of stagnant or sinking wages. From 1979 to 1992, Americans working full-time but earning less than the poverty level wage of $13,000 a year for a family of four, rose 50 percent. During the same period, salaries for top American corporate executives rose 220 percent.

Other government studies confirm widespread U.S. wage stagnation over the past two decades. According to a recent Labor Department study, workers' pay raises are barely keeping up with inflation despite steady economic growth and record corporate profits. A stunning 14.5 percent of Americans live in poverty; in California the poverty rate is 17.9. One in four American children live in poverty.

The United States is now the world's most economically stratified industrialized nation.

Weakening or repealing federal, state and local prevailing wage laws would only make a bad situation even worse. Studies show that eliminating federal prevailing wages alone would reduce average construction wages by $1,500 annually, according to a 1995 University of Utah study. Average construction wages in the nine states that repealed their prevailing wage laws dropped 7.5 percent, the study found. The California Department of Industrial Relations admits that Wilson's proposed prevailing wage changes would lower wages in some areas by as much as 20 percent.

Lowering or eliminating prevailing wages would ripple through the entire construction economy, eventually reducing wages and benefits for Local 3 members in heavy-duty repair, rock, sand and gravel, surveying and dredging. Even owner-operators would see a corresponding drop in the rental rates they can charge. As union wages fall, so will earnings throughout the entire U.S. economy.

For Wilson to claim that public works construction wages are too high is to admit ignorance.
Local 3 spearheads Kona park rehabilitation

Donations still needed to finish final phase - a Robert Leather-designed playground for physically challenged children

HONOLULU - A diverse group of volunteers, including Local 3 members, have come together on the Big Island to rehabilitate the dilapidated Higashihara Park near Kailua-Kona.

Kona Friends of Higashihara Park, sponsored by the West Hawaii Family Forum, is headed by Hawaii District Business Rep. and playground coordinator Hugh Hurley Sr., who works out of Local 3's Hilo office.

Higashihara Park, situated on a hill 8 miles south of Kailua-Kona, was in such disrepair that the park, deemed unsafe for children, needed extensive site preparation. The only other safe park in the area is designed for toddlers. The new Higashihara Park will be designed especially for physically challenged children.

Phase one of the project, which has been underway since mid-September, includes grading, leveling, building sidewalks, curbs, stairway railing, improving parking and building new rest rooms. The work thus far has been completed almost entirely by building trades volunteers, and union contractors and other Kona businesses have made monetary and in-kind donations totaling over $275,732. The County of Hawaii has allocated $46,000, and the Atherton Family Foundation awarded the project a $10,000 grant.

But the project must now raise the funds to build the playground, which will be designed by renowned playground architect Robert Leather. More than 70 children from eight local schools met recently with Leather's staff for a "Design Day" in which the children provided input regarding the type of equipment that could be incorporated into the playground.

Some of the playground's main features will include a whale with tunnels, octopus, tree house, covered train, lighthouse, holua, and castle, as well as an amphitheater, sandbox with benches, and tube and twist slides. The wheelchair access area will contain ramps, transfer points and low-ring bridge, monkey bars and parallel bars.

Hurley is asking that all Local 3 members throughout Northern California, Utah, Northern Nevada and Hawaii contribute $1 to $5 to the project, and that Local 3 members in the Kona area donate four hours of their time so that the playground can be built in 10 days beginning October 30. A 3-foot-by-4-foot rock slab will be etched with the names of each district whose members donate money to the project. You can send your donation, payable to the Friends of Higashihara Park, to P.O. Box 691, Kealakekua, HI, 96750. For additional information, call the Hilo office at (808) 935-8709.
MARYSVILLE - The work picture in the Marysville District was good his past year, but recently cold and wet weather has moved in. Several unfinished projects, however, are keeping some members busy as weather permits.

We would like to give a warm welcome to newly elected Grievance Committee members Dennis Moreland from Oroville and Duane VanLiew from Yuba City. Incumbent Fred Preston from Marysville was reelected.

Elected to the Geographical Market Area Committee were Dennis Garringer from Paradise, Pete Amberson from Oroville and Dan Wycoff from Yuba City.

Looking ahead, we see some real hard times ahead if we do not get involved in the prevailing wage fight. You and I and our families need to help with this fight. In the past, we have asked for help to combat these prevailing wage attacks at the county and city levels.

But now we have a much bigger fight on our hands, and we need everyone to help with this fight. We cannot afford to sit back and let a few members fight these attacks on their own. Get involved by joining the Prevailing Wage Task Force and attend the Valentine's Day rally at the state Capitol in Sacramento. The rally starts at 10 a.m. on the west steps. Bring your hard hat, and by all means, bring your spouse and children.

We also need to get involved in local politics. We must start taking a good look at the candidates for county supervisors, city council, school board and special districts. We need to try to support candidates who understand the need for prevailing wages for working people and families. These are some of the things we can work on this year.

Dan Mostats, Business Rep.

RENO - Nevada is gearing up for another boom year. The out-of-work list stayed relatively low until mid-January because of the mild early winter.

So far this year, Fresher was low bidder on two overpasses, one for $3.7 million in Mineral County and another for $4.6 million in Churchill County. Granite was low bidder at $4.7 million on the I-580 South Virginia Street off ramp. We are expecting more projects to be advertised this spring.

Hotel and casino construction is going strong. The Circus Circus and Clarion have plans for additions. The Nugget is going strong on its 27-story hotel tower. The Peppermill has a few more months to complete a new hotel tower. The airport authority has approved plans for a 10-story parking garage.

Housing construction is in full swing in Wahoe County with new subdivisions sprouting in all directions. Reports from the mines indicate lots of upcoming work, including improvements on mills, earth dams and leach ponds.

Over the past four months, we have been attending workshops for crane licensing, which is now required by law. Crane operators should stay in touch with the union hall for information on the new regulations.

Take note of the COMET training in your area. We are depending on member participation to make this a success in Nevada. After heading a five-day COMET I class, I am convinced that member involvement in promoting the union's organizing efforts will be the key to our survival.

Remember, the next district meeting is February 22 at the Reno hall.


STOCKTON - The San Joaquin Council of Governments (COG), in its 1996 Regional Transportation Plan, estimates that $2.5 billion in local, state and federal funds will be available during the 25-year transportation plan.

Highway projects proposed for 1996 include:

- Two extra truck lanes entering I-205 westbound at Patterson Pass Road.
- Widen I-5 to eight lanes from Monte Diablo Avenue to Hammer Lane, and later to Eight Mile Road.
- Widen U.S. 99 to six lanes from the Crosstown Freeway to Arch Road, and later from Arch Road to Austin Road.
- Build a new bridge over the San Joaquin River on I-5 between I-205 and Hwy. 120.
- Widen I-380 to six lanes from Patterson Pass Road to the Alviso County line.
- Construct new interchanges on I-5 at a proposed Bird Road crossing south of Vernalis Road and on I-205 at Patterson Pass Road.

Highway projects already in the Regional Transportation Plan include:

- Widening I-580 to six lanes from I-380 to I-5
- Widening U.S. 99 to six lanes from Hammer Lane to Crosstown Freeway and Hwy. 120 to the Miliego Avenue over crossing.
- Construction of two passing lanes on Hwy. 12 near Potato Slough Bridge on Boulder Island and adding an auxiliary lane on northbound I-5 between Monte Diablo and Country Club Boulevard.

A forum was held at Angels Camp regarding a proposed plan to form a redevelopment area, with tax revenue used for public projects and to provide incentives for private development. The redevelopment agency could generate as much as $68 million in property tax revenue over 45 years, and projects would include the following:

- Water and sewer system upgrades
- $1 million historic downtown revitalization project
- Bicycle pathways
- Community park
- A $6.5 million education project.

Prevailing wage fight

If we, as voters and citizens, do not support advocates for prevailing wages, we could be working on these projects earning considerably less than we are today. Employers from out of state could be successful bidders and bring their low-paid employees with them.

Dave Young, District Rep.
Micron slowdown results in layoffs

SALT LAKE CITY – The work at Micron Technology's semiconductor plant in Lehi is creeping along at a reduced 40-hour week, down from the 60 to 70 hours the hands had been working. When Micron cut back on its site plans, a lot of Operating Engineers were laid off over the last couple of months.

The first five buildings are scheduled for completion this next summer. Construction on the sixth chip fabrication building started last November, with construction halting on it just before Christmas so Micron could reassess its construction schedule.

Ames still has a small crew working at the site doing underground and backfill work. Crews have been slashed from a high of 131 operators to around 35.

Danny's Construction, which is doing the steel erection and managing some of the cranes, has also laid off a large number of our Operating Engineers because of the slowdown. Adams Smith should be done with its steel erection contract by mid-February.

Shurtleff Andrews had six cranes on site and is down to two operators because of the cutbacks. Local 3 wants to thank the job stewards on this site for their support: Dennis Hintze of Danny's Construction, Antone Holmes of Shurtleff Andrews, Paul Johnson of Ames Construction, Jerry Hawley of Adams Smith.

A big pat on the back goes to all Local 3 brothers and sisters who worked on this project and who are still employed at the Micron site. The outstanding skill level of our members has allowed Micron to make this fast-track project a reality.


Top photo: Robert Colledge and Blaine Hall of Shurtleff and Andrews running a "horse" at the Micron project in Lehi.

Bottom photo: Scrapers lined up at the Micron job.

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In 1830, the first daily labor paper, the New York Daily Sentinel, began publication.

8 Mary Kenney O'Sullivan, factory inspector and labor leader, was born in 1864. She was appointed by American Federation of Labor President Samuel Gompers as the organization's first female general organizer.

12 United Mine Workers President and founder of the Congress of Industrial Organizations John L. Lewis was born in 1880. He played a leading role in organizing drives of the 1930s which established trade unions among unskilled mass production workers.

14 President Theodore Roosevelt signed a law creating the Department of Commerce and Labor in 1903. Ten years later, it was divided into two separate government departments.

15 Susan B. Anthony, female suffragist, women's rights advocate, and labor activist, was born in 1820.

25 In 1913, 25,000 immigrant textile workers went on strike against Paterson, New Jersey's silk factories in one of the most heroic struggles for justice in American labor history. Workers were forced by their employers to work 10 hours a day for as little as six dollars a week. Despite the workers' steadfast courage, mass arrests, lack of financial support, police harassment, and divisions between skilled and unskilled workers contributed to the strike's defeat.
The following retirees have thirty-five (35) or more years of membership in the Local Union as of January 1996, and have been determined to be eligible for Honorary Membership effective April 1, 1996. They were presented at the January 6, 1996 Executive Board Meeting.

George Bushton  # 0982736
Louie Cook  # 0492423
Paul Griderly  # 1046729
Herman Ieela  # 1006667
Willard Match  # 0314245
Paul McQueen  # 0527264
Dennis J. Mohr  # 1030420
Raymond Parres  # 1008161
Gordon Paulson  # 0982691
Richard Rice  # 1011169
Lester Sauers, Jr.  # 0634612
William Silveira  # 0805886
Chester Walthall  # 0505816

* Effective January 1, 1996

Electing of Geographical Market Area Addendum Committee Members

Business 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 1996 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,
   (c) an “A” journeyperson,
   (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 at which these elections will be held appears on this page under “District Meetings.”

1996 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 meeting of 1996.

The schedule of these meetings appears on this page under “District Meetings.”

It's time once again for the EUREKA CRAB FEED

Feb. 17, 1996
Eureka Elks Club

Crab, Pasta, Salad and Trimmings • Door Prizes
Limited Seating • Call now for more info
(707) 443-7328

HONORARY MEMBERS

DEPARTED MEMBERS

DISTRICT MEETINGS

All district meetings will convene at 7 pm.

FEBRUARY 1996

8th District 01: San Francisco, CA
Seafarers Int. Aud. 350 Fremont St.
15th District 04: Fairfield, CA
Engineers Building 2540 N. Watney Way
21st District 12: Salt Lake City, UT
Engineers Building 1500 W. N. Temple
22nd District 11: Reno, NV
Engineers Building 1290 Corporate Blvd.
29th District 59: Fresno, CA
Laborer’s Hall 4943 East Hedges

MARCH 1996

7th District 10: Santa Rosa, CA
St. Eugene’s Church 5323 Montgomery Drive
12th District 15: Hilo Hi
Hilo ILWU Hall 100 W. Liliuokalani St.
13th District 17: Maui, HI
Waikapu Community Center 24 Waiwai Place, Wailuku
14th District 17: Honolulu, HI
Washington Intermediate School Cafeteria 1633 S. King St.
19th District 17: Roma, HI
Houlaloi Inm Community Center 76-5877 Mamalahoa, Houlaloi
21st District 17: Kauai, HI
Kauai High School Cafeteria Lihue
21st District 20: Alameda, CA
Local 3 Headquarters 1639 South Loop Rd
28th District 90: San Jose, CA
Labor Temple 2102 Almaden Road

APRIL 1996

16th District 80: Sacramento, CA
Engineers Building 4041 N. Freeway Blvd.
18th District 30: Stockton, CA
Engineers Building 1616 North Broadway
23rd District 40: Eureka, CA
Engineers Building 2806 Broadway
24th District 70: Redding, CA
Engineers Building 2806 Broadway
25th District 60: Yuba City, CA
Laborer’s Hall 4943 East Hedges
Scholarship Contest Rules for 1996

General rules and instructions for Local 3's College Scholarship Awards 1995/1996 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 at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1995), or (2) the spring semester (beginning in 1996), 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, 1996 and March 1, 1996.

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 factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship 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, 1996:
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 94509-7090

RETRIEVAL ASSOC. MEETINGS

UKIAH
Thurs. March 7 • 10:00 AM
Discovery Inn
1340 N. State Street • Ukiah, CA

SANTA ROSA-Chi Chapter
Thursday, March 7 • 2:00 PM
20 Mark West Springs Rd. • Santa Rosa, CA

OAKLAND-Nu Chapter
Wed. March 20 • 10:00 AM
Oakland Zoo, Snow Bldg.
9777 Golf Links Rd. • Oakland, CA

CONCORD-Mu Chapter
Thurs. March 21 • 10:00 AM
Concord Elks Lodge #1994
3994 Willow Pass Rd. • Concord, CA

WATSONVILLE-Isota Chapter
Thurs. March 28 • 10:00 AM
VFW Post 1716
1916 N. Broadway • Stockton, CA

SAN JOSE-Kappa Chapter
Thurs. March 28 • 2:00 PM
Italian Gardens
1500 Almaden Rd. • San Jose, CA

AUBURN-Epsiion Chapter
Tuesday, April 16 • 10:00 AM
Auburn Recreation Center
125 Recreation Dr. • Auburn, CA

SACRAMENTO-Zeta Chapter
Thursday, April 19 • 2:00 PM
Operating Engineers Bldg.
4944 N. Freeway • Sacramento, CA

CERES
Thurs. April 18 • 10:00 AM
Morris Bldg.
505 E. Morris • Modesto, CA

STOCKTON-Eta Chapter
Thursday, April 18 • 2:00 PM
Operating Engineers Bldg.
1916 N. Broadway • Stockton, CA

EUREKA-Alpha Chapter
Tuesday, April 23 • 2:00 PM
Operating Engineers Bldg.
2806 Broadway • Eureka, CA

REDWOOD-Beta Chapter
Wednesday, April 24 • 2:00 PM
Marin Lodge 320 Lake Blvd. • Rohnert Park, CA

MARYSVILLE-Gamma Chapter
Saturday, April 25 • 2:00 PM
Sutter-Yuba Association of Realtors Bldg.
1558 Starr Dr. • Yuba City, CA

IGNACIO-Chi Beta Chapter
Wed., May 1 • 2:00 PM
Averado Inn
250 Entrada • Novato, CA

S. F.-SAN MATEO-Kappa Nu Chapter
Thursday, May 2 • 10:00 AM
Luther Burbank Center
1511 Rollins Road • Burlingame, CA

SALT LAKE CITY- Pi Chapter
Wed. May 8 • 2:00 PM
Operating Engineers Bldg.
3500 W. Temple • Salt Lake City, UT

RENO-Xi Chapter
Thursday, May 9 • 2:00 PM
Operating Engineers Bldg.
2540 N. Whitney • Reno, NV

FAIRFIELD-Chi-Gamma Chapter
Tuesday, May 14 • 2:00 PM
Operating Engineers Bldg.
550 N. Fairvield • Fairfield, CA

FRESNO-Theta Chapter
Thursday, May 16 • 2:00 PM
Lakeland Hall
1115 Riverside • Fresno, CA

FRESNO-Chi Chapter
Thursday, May 16 • 10:00 AM
Alvarado Inn
250 Entrada • Novato, CA

SALT LAKE CITY-S.F.-SAN MATEO
Tuesday, February 13
Operating Engineers Bldg.
1958 W. Temple • Salt Lake City, UT

RENO
Wednesday, February 14
Operating Engineers Bldg.
1290 Corporate Blvd. • Reno, NV

MARIN
Tuesday, February 20
Alvarado Inn
250 Entrada • Novato, CA

SALT LAKE CITY
Tuesday, February 27
Operating Engineers Bldg.
302 6th Ave.
San Mateo, CA

STOCKTON
Wednesday, February 28
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA