



Given the states 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."

(February 1995)

"...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 huddle around our fireplaces while the enemy tramples through our villages and ransacks our homes? 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?"

(March 1995)

☐ "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.

(October 1995)

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.



See the SPECIAL PULL-OUT SECTION in the center of this issue for complete information on

prevailing wages.

# IMPORTANT NOTICE: VALENTINE'S DAY RALLY TO KEEP PREVAILING WAGES

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.

# ENGINEERSNEWS



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# More trouble in the Assembly

# GOP takes control of all Assembly committees

The situation in the California Assembly continued to deteriorate last month when Republicans, after winning the speakership two weeks earlier, took control of every Assembly committee, deposing experienced Democrats who had long supported issues and causes important to union families.

The power shift means labor will not only have great difficulty advancing its own legislative agenda, but will be unable to thwart hostile bills, such as anti-prevailing wage legislation, from reaching the Assembly floor for a vote.

Shortly after returning from its Christmas recess, the Assembly elected a new speaker, Curt Pringle, an ultraconservative, staunchly anti-union assemblyman from Orange County. Pringle, in cooperation with the new GOP majority, quickly engineered a historic powerplay that not only put Republicans at the helm of every committee, but also gave the GOP a majority on all these committees.

The most damage occurred when the chair of the Assembly Labor and Employment Committee, Democrat Wally Knox of Los Angeles, was replaced by George House of Modesto. House was the assemblyman who introduced right-to-work legislation last year, and at his first meeting as chairman of the labor and employment committee moved two anti-prevailing wage bills out of committee and onto the Assembly floor without permitting testimony from the building trades and other opposing groups.

One of those bills, AB 121, which would eliminate prevailing wages on public school construction and rehabilitation, is pending on the Assembly floor and can be voted on at any time. Under his chairmanship, House allowed another anti-prevailing wage bill, AB 865, to reach the Assembly floor, where it can be voted on at any time. AB 865 would eliminate prevailing wages on construction throughout the California university system. Both bills, by the way, were killed in committee when the Democrats were in charge

Another painful lose, particularly for Local 3's public employees, occurred when the chair of the Assembly Committee on Public Employees, Democrat Sal Cannella of Modesto, was replaced by Republican Howard Kaloogian of San Diego.

Kaloogian favors weakening retirement programs for city and county employees and is sponsoring legislation, similar to the tederal Hatch Act, that would prohibit public employees from participating in political activities on state time. He's also a staunch supporter of contracting out public services to private firms.

The only political safety net remaining in Sacramento is the California Senate, where Democrats still enjoy a slim 21-17 majority. Anti-tabor bills passed in the Assembly can still be stopped at the committee level in the Senate thanks in large part to the support of Democrats.

# **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 lavout 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 Novem-ber 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 Gutloff, National Education Association; Mary Lord, U.S. News & World Report; John Oravec, AFL-CIO News (retired); Lillian Roehl, coordinator of visual

> arts, George Meany Center for Labor Studies; Mary Jackson Scroggins, independent writer and editor; Roger Sheldon, *The Carpenter* (retired); Dick Warden, *UAW* (retired); Ken Young, AFL-CIO (retired); Patrick J. Ziska, *IAMAW* (retired).

Left & bottom: November 1994 cover and centerspread won third place in Best Use of Graphics category at 1994 ILCA Awards.



# **COMET** skills can be used in prevailing wage fight

f 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 rankand-file union members that the best way to keep the construction trades strong is through more political involvement combined with

#### 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!** 

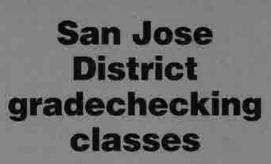
# **PREVAILING WAGE TASK FORCE**

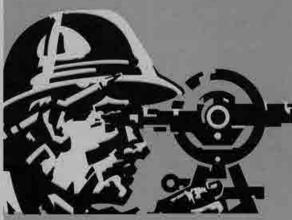
YES, I want to do my part to help the Operating Engineers Local 3 protect my wages and benefits. By filling out this card, I agree to be a volunteer member of the Prevailing Wage Task Force.

Name		
Soc. Sec. No		1 Glo man a distant
Address		
City, State, Zip		
Phone Number	(	1
Status:	Retired	Construction     Other

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 Sacramento - 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





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.

# ADDICTION RECOVERY program.

## **Research shows substance abuse programs save money**

Addiction Recovery Program

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

esearchers 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

or active Operating Engineers and their dependents par-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) 748-7450 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 ticipating in the health and welfare plan for Northern 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 preretirement 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.

by Charlie Warren

FRINGEBENEFITS

**Fringe Benefits** 

Director

#### 6 February 1996/Engineers News

# CREDITUNION



by Rob Wise

**Credit Union** 

Treasurer

### Credit Union is a great place to start saving

A fter 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're 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 per-

centage 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.

# TEACHINGTECHS



by Art McArdle

Administrator

#### 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 handson 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.

# What's at stake

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 Relation's 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.

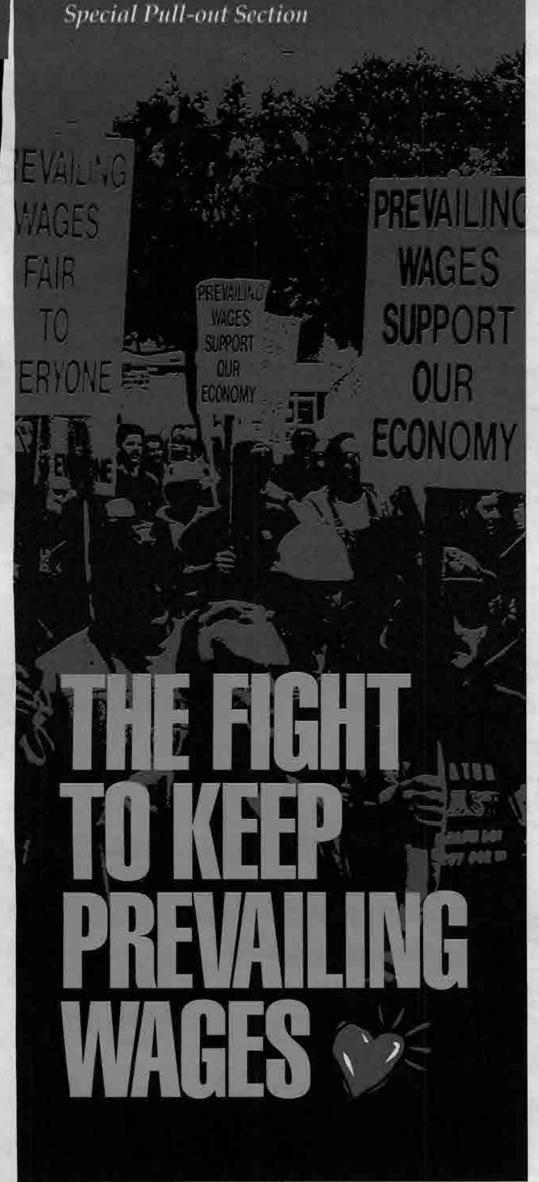
The second important change would repeal what is known as the "double asterisk" system that requires prevailing wage rates to change automatically when there's an increase in wages on collective bargaining agreements.

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 schedule 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.





Join us on

Valentine's Day,

February 14,

10 a.m., for the

**Prevailing Wage** 

Rally, on the

West Steps of

the Capitol

**Building in** 

Sacramento.

# What are prevailing wages and how are they calculated?

The federal government, 33 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.

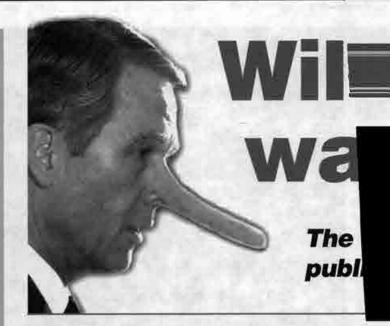
The U.S. government determines federal prevailing wages using the following method: If the most frequently occurring wage for a particular job classification accounts for more than 50 percent of workers in that group, the "modal" – or most common – wage becomes the prevailing rate. If the most frequently 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 little Davis-Bacon Act, enacted in 1931, requires contractors on state-funded construction projects over \$1,000 to pay prevailing wages. Contractors must also contribute to pension funds, health insurance and apprenticeship programs.

California determines its prevailing wages using the "modal" system, which requires the most frequently occurring wage rate of a particular job classification in a certain locality to be the prevailing rate. Under this system, union scale is often the prevailing rate.

Here's why. If 100 workers are surveyed in a particular classification in a certain area and 49 earn \$25 an hour, 31 make \$20 per hour and 20 earn \$15 an hour, under the current "modal" system the prevailing rate would be \$25 per hour because it's the most frequently occurring wage. Under Wilson's plan, which would use the federal formula, the prevailing rate would be the average of all 100 wages. or \$21.45 per hour, because the percentage of the most frequently occurring wage is less than 50 percent of the sample group.

The construction trades oppose Gov. Pete Wilson's orevailing 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.



hen Gov. Pete Wilson says he wants to reduce pr because construction tradepeople are working at inflated wage levels," he is basing his argument ( erroneous information.

In his January 1995 budget message, Wilson directed of Industrial Relations to review prevailing wage regulat Director Lloyd W. Aubry Jr. explained, "With an eye towpayers money."

"The state must reconsider the requirements that bidding wages," Wilson said in his budget speech. "Competitioning the best available service at the lowest cost. Artifician competition, including specified wage requirements, work ernment efficiency and eliminate otherwise qualified prominority and women-owned businesses, from competing = tracts."

Do prevailing wages really cost taxpayers too much? D construction costs and create barriers to competition? Do nated against minorities? Prevailing wage studies indicatall these questions is a definite "no."

#### **Cost to taxpayers**

Wilson estimates that his proposed prevailing wage chastate and local governments as much as \$200 million ann-1995 University of Utah study, which analyzed the countrithat repealed their prevailing wage laws, suggests Wilson tions would never materialize. The nine repeal states were

(1980), Arizona (1984), Colorado-Florida (1979), Idaho (1985), Ka Louisiana (1988), New Hampshi Utah (1981).

The study found that when the states repealed their prevailing ' resulting 7.5 percent average corwage drop, combined with the su reduction in workers' purchasing caused the states to lose substan enue.

The repeal of Utah's prevailing for example, caused the state to b mated \$6.8 million in potential ta 1991 because of lower income ear decreases in sales taxes collected. paring the income tax revenue los struction cost savings, repeal has budget an average of \$400,000 pe 1987 to 1993, and \$1 million in 19 what might happen in California, 15 times the population as Utah.

#### **Higher costs?**

Prevailing wage critics have lo dupe the public into believing tha wages dramatically increase cons costs. The truth is highway constr



# son's prevailing Ige falsehoods

# facts don't support governor's rationale for lowering c works construction wages

¥ The graph below shows the comparison of annual construction earnings by status of prevailing wage law

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inges will save tally. But a y's nine states s lofty projec-Alabama (1985), tsas (1987), re (1985) and

ese nine vage laws, the ustruction bsequent power, ial tax rev-

t wage law, ose an estix revenue in hed and When comses with concost Utah's year from 93. Imagine a state with

ng tried to prevailing ruction uction costs in highly unionized prevailing wage states are considerably lower than in non-union, non-prevailing wage states.

A recent study by the International Union of Operating Engineers, verified by the independent Washington-based statistical analysis firm Ruttenberg, Kilgallon and Associates, studied Federal Highway Administration data on the 10 states with the highest dollar volume of federal highway aid for 1987-1991.

The study included four states – Texas, Georgia, 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 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 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 than California.

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.

#### Works against competition?

Another one of Wilson's flawed arguments is that prevailing wages impede competition. Under current federal and state prevailing wage law, all contractors who bid on public works jobs, whether union or nonunion, are essentially equal players because they all have to pay the same wages. Therefore, those with the most skilled and efficient crews are usually the most competitive.

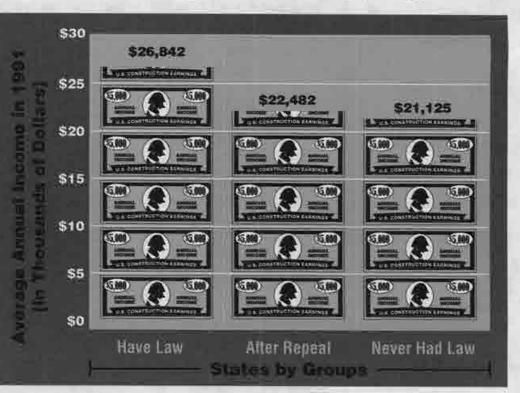
By lowering prevailing wages, Wilson hopes to change the public works playing field so that competition will be based not on skill and efficiency but on who can pay workers the lowest possible wage, use the cheapest building materials and take as many engineering shortcuts as possible.

When Utah repealed its prevailing wage law in 1981, the state's construction industry experienced dramatic changes, almost all for the worse. As the number of union tradespeople and union contractors diminished, bidding wars and cutthroat competition ensued. The nonunion contractors who prevailed started lowballing bids by going to their workers and saying, if you want the work, you'll have to take a cut in pay. 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?**

One of Wilson's most absurd – and hypocritical – arguments is that prevailing wages discriminates 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.

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.



Valentine's Day,

Join us on

February 14,

10 a.m., for the

**Prevailing Wage** 

Rally, on the

West Steps of

the Capitol

**Building in** 

Sacramento.

# The ultimate hyprocrisy

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.

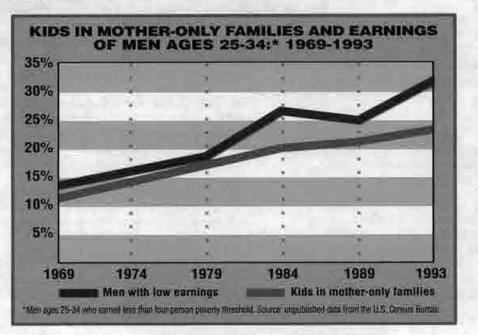
We are all aware of the appalling number of American children living in homes where the father is absent. According to U.S. Census Bureau data, 19 million – nearly 24 percent – of our nation's children were living in homes where the father wasn't present in 1994. Research shows that children raised in 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 \$50,000 or more a year are nearly twice as likely to be married as those earning less than \$10,000 annually. What's significant about the low 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 corporoate executives rose 220 percent.

Other government studies confirm widespead 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 lives 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.

# HAWAIIDISTRICTNews

# 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 as 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, sand box 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.





Local 3 Business Rep. Hugh Hurley Sr., middle, meets with Recording-Corresponding Secretary Rob Wise, left, and Hawaii District Rep. Adrian Keohokalole. Also attending but not shown is Vice President Jerry Bennett.

# Union contributors

The following union employers have made monetary or in-kind contributions, or both, for the Higashihara Park:

A1 A-Lectric Allied Aggregates **Aoki Plumbing Contractor's Hawaii Fletcher** Pacific **Goodfellow Brothers** Grace Pacific Corp. **Hawaiian Cement** Hawalian Dredging & Construction **Darrell DeCambra Trucking** Isemoto Contracting Inc. **Kiewit Pacific** Landscapes Images Inc. **Oahu Construction** Sonomura Contracting Inc. Young Brothers **Kaiser** Construction

# MARYSVILLEDISTRICTnews

# Holdover projects keeping a few hands busy this winter

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.

# RENODISTRICTnews

# Mild early winter keeps projects open

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, Frehner was low bidder on two overlays, 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, and 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.

Chuck Billings, Business Rep.

# **STOCKTON**DISTRICTNews

# Slew of highway projects slated for '96

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-580 to six lanes from Patterson Pass Road to the Alameda 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-205 to six lanes from I-580 to I-5
- Widening U.S. 99 to six lanes from Hammer Lane to Crosstown Freeway and Hwy. 120 to the Milgeo Avenue over crossing.
- Construction of two passing lanes on Hwy. 12 near Potato Slough Bridge on Bouldin 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.

### UTAHDISTRICTnews

### 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.

H. K. Pang, Business Rep.

Top photo: Robert Colledge and Blaine Hall of Shurleff and Andrews running a "horse" at the Micron project in Lehi. Bottom photo: Scrapers lined up at the Micron job.







**5** 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.

4 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.

# MEETINGS & ANNOUNCEMENTS

#### HONORARY EMBERS

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	# 0883736
Louie Cook	# 0494243
Paul Gridley	# 1046729
Herman laela	
Willord Match	# 0314245
Paul McQueen	# 0572764
Dennis J. Mohr*	# 1030420
Raymond Parres*	# 1003161
Gordon Paulson	# 0908891
Richard Rice	# 1011189
Lester Sauers, Jr.	# 0634612
William Silveira	# 0805886
Chester Walrath	# 0505616
* Effective January 1	, 1996

#### Notices

#### **Election 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

in the area,

(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 in 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 guarterly district meeting of 1996.

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

#### DEPARTED MEMBERS

Allen, Carl	Sait Lake City, UT	1328220
Bohannan, Ralph	Grass Valley, CA	#0516087
Brandt, Norman	Pinole, CA	#1440559
	Padifica, CA	#0848946
Carrigan, T.		#0304377
Carter, James	Joseph, LTT	#1121755
Carter, Raymond	Panaca, NV	#0692952
and the same limit to be a set of the set of	Sacramento, CA	#0754274
	Redwood City, CA	#0553006
Datang, Nemecio		#1133566
	Modesto, CA	
Engly and Charlon Chillipping at a feature and the	Willits, CA	and the second second second second
	W Valley City, UT	
Frost, Donald	Fresno, CA	#0848365
Fuliz, R.	Greenfield, CA	#0736464
Haycock Garn		
Hellon, Joe	Sacramento, CA	Contraction of the
	San Lorenzo, CA	
Huntington, Dexter	Napa, CA	用254311
	Walluko, HI	#1382384
Keller, William	Chico, CA.	Contraction of Contraction
	Moss Beach, CA	#2004945
Lanning, Lewis	Salton City, CA	
Longley, Leonard		
Michel, Larry	Salt Lake City, LIT	
Miller, John		#0394401
Nishimura, Takao		<b>≢</b> 1133588
Oliveri, Louis		#0760692
Oppenheimer, Philip		#0772133
Parker, W	Yuba City, CA	#0338424
Peterson, Elwin		
Plough, Charles		
Popovich, John		#1035393
Prater, Q.	State and state of the state of	The second se
Silva, John		1000000000
Wilson, Gilberi	Middletown, CA	#1208522

#### **Deceased** Dependents

Hernandez, Margaret (wite of Macario Hernandez).	
Himebaugh, Alice (wife of Fred A. Himebaugh)	
Mariano, Festividan (wife of Victor Mariano)	
McNamara, Kathleen (wite of A.B. McNamara)	
Sbriglia, Mary (wife of F.L. Shriglia [dec])	12/04/95
Vaars, Frances (wife of Francis Vaars)	
Wakida, Hatsuyo (wite of Tetsuil Gaysuyo)	
Wilson, Jerry (wife of Woodrow Wilson)	11/19/95



### 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** 1958 W. N. Temple 22nd .....District 11: Reno, NV **Engineers Building** 1290 Corporate Blvd. 29th .....District 50: Fresno, CA Laborer's Hall 5431 East Hedges

#### **MARCH 1996**

7th	District 10: Santa Rosa, CA
	St. Eugene's Church
	2323 Montgomery Drive
12th .	District 17: Hilo, HI
	Hilo ILWU Hall
	100 W. Lanikaula Street
13th .	District 17: Maui, HI
	Waikapu Community Center
1000	22 Waiko Place, Wailuku
14th .	District 17: Honolulu, HI
	Washington Intermediate School Cafeteria
	1633 So. King Street
19th .	District 17: Kona, HI
	Holualoa Imin Community Center
	76-5877 Mamalahoa, Holualoa
21st	District 17: Kauai, HI
	Kauai High School Cafeteria
	Lihue
21st	District 20: Alameda, CA
	Local 3 Headquarters
	1620 South Loop Road
28th .	District 90: San Jose, CA
	Labor Temple
	2102 Almaden Road
	a service of the service

#### APRIL 1996

16th .....District 80: Sacramento, CA **Engineers Building** 4044 N. Freeway Blvd. 18th .....District 30: Stockton, CA **Engineers Building** 1916 North Broadway 23rd .....District 40: Eureka, CA Engineers Building 2806 Broadway 24th ..... District 70: Redding, CA **Engineers Building** 20308 Engineers Lane 25th .....District 60; Yuba City, CA Sutter-Yuba Board of Realtors Bldg. 1558 Starr Drive

Free Want-Ads for Members

FOR SALE: Large house in small central Montana town. 5bd/2-ba, 2 kitchens. Can be 2 separate units. Stoves, refrigs, deep freeze incl. Also 2 lots next door. Excel for hunting club or retirement. Asking \$40,000. For more into write: Bob Rodrigues, 521 West St., Fort Bragg, CA 95437. Reg #1006711 1/96.

FOR SALE: Home in Sonora, CA. 3-bd/2-ba ranch style w/2 car garage on 1.5 actes. In gulet cul-de-sac. Nice retirement community. Work shop w/bath, 12' x 16' rollup door, RV parking w/full H/U. Year-round creek on property, close to shopping, fishing, golf. Reduced to \$220,000. (209) 533-8603. Reg #883757 1/96.

FOR SALE: Phoenix Pellet Stove. New, bought 5/95. Not needed, not used. #8,500 BTU, 2,000 sq theating capacity, plus 2 tons of pellets. \$2,000+ value-self for \$1,500. (209) 333-2449. Reg #763947 1/96

FOR SALE: RV items. Ice maker \$150. Central vac: \$40. Pull down bed: \$50. Also: '38 Chevy rear end: \$50; trans: \$50; front knee action axle, complete hub to hub: \$100. Push button acc. radio: \$200; heater: \$25. 235 6-cyl eng: \$150. Turbo 400 trans: \$50. (916) 489-6167. Reg #1913423 1/96

FOR SALE: 1+ acres in Rio Rico, AZ. Ranchette Estate 18 Block 21. Septic, water, elec, excavated, ready to build. Golfer's delight-min from several golf courses. \$20,000 OBO. (520) 761-8707. Reg #2123344 1/96

 FOR SALE:
 1989 motorhome.
 Chieflain Winnebago, 27-ft

 Class A, 36k mi, fully equipped, A-1 cond, 1 owner, \$22,000
 0B0 or trade> (916) 333-0620. Reg #1117589
 1/96

FOR SALE: Mobilehome. 24' x 60', located in finest park in Vacaville, CA (55+). 2-bd/2-ba w/cabana rm. Large lvrm and den/famtm w/wet bar. Upgraded carpet throughout Landscaped lop w/citrus trees. Covered 2-car parking and 2 storage sheds. (707) 448-0818. Reg #2229930 1/96

FOR SALE: Naco West campground membership. Home park-Yosemite Lakes. Paid \$5,000-asking \$1,500 + 1996 membership dues. (209) 551-8076. Reg ≢1697291 1/96

FOR SALE: Nocona western dress boots. New, grey elephant hide, size 13D, 8 row stitch uppers, cost \$450-sell \$200. Also: 1965 Mustang-2-dr hardtop, excel cond, 26k on 6-cyl 200, HD 3-sp, 25-27 mpg, mags, low profiles. (209) 928-3096. Reg #2116075 1/96

EOR SALE: 1968 Chevy dumptruck. 2 1/2 ton, good eng, trans, rear end, brakes, \$1,900 OBO. Also: 1964 Jeep pick up, new valve job, new clutch; \$2,000 OBO. Call eves after 7 pm (408) 247-0176 or (408) 779-0325. Reg #0814769 1/96

FOR SALE: Mobile home in Napa, CA. 24' x 60' plus den w/lireplace addition. 2-bd/2-ba. shed, carport, on corner lot in family park. Asking \$50,000. (707) 224-4630. Reg #2035147 1/96

FOR SALE: 1975 International 10 Wheel Ramp Truck. Cab over. 350 Cummings turbo. Jake brake. Runs good. \$12,500. (916) 991-5195. Reg #1522779 12/95

FOR SALE: 1978 Itasco Sun Cruiser Metorhome. 25 class 'A' 55K miles, new refrigerator, new brakes, 2 new tires, rear tires 70%, microwave, root, dash air. Clean. (209) 736-9351 or (209) 736-2101. Reg #0529168 12/95

FOR SALE: 1982 Dodge Rampage R.V. Camper top, mag wheels, AC, auto trans. \$2,100 OB0. Tow dolly \$550. (209) 736-9351 or (209) 736-2101. Reg #0529168 12/95

FOR SALE: 1989 Travel Trailer. 20' Terry with hitch. Front dinette, rear double bed. Front and rear doors. No AC or awning. Excl cond. \$6,200. (916) 988-9693. Reg #1061990 12/95

FOR SALE: Home In Kauai, HI. Tropical setting, beautiful 3bd/2ba home on 1 acre corner lot. Many extras, incl new carpet, separate dining, large family room. 1,730 sq ft plus 2 car garage. Front opens to a magnificent view of mountain and waterfalls. \$387,500. (808) 822-9116. Reg #2046983 12/95

FOR SALE: Fifth Wheel. 29 Tandom 8 wheels, low bed trailer. \$1,800. (510) 827-4553. Ask for David. Reg #2023089 12/95

FOR SALE: 1977 Coachman Motorhome. GMC 400 engine. 24', sleeps 6. Roof, Dash air, big generator, lots of cabinet space. 6 new 8 ply tires. New awning. Well maintained. Asking \$7,400. Make offer. (510) 757-9240. Ask for Ben. Reg #0689209 12/95

FOR SALE: Home in Turtock, CA. Beautiful family home in great neighborhood. 3bd/2ba, heavy shake roof, "Tappan" gas range, built in oven. New carpet, vinyl, paint, Large 77'x123' yard. Room for pool and spa. Alley in backyard. Near shopping center \$119,500 (408) 724-0387. Reg #0512587 12/95

FOR SALE: Metorhome. 1993 Jamboree 25' Ford chassis w/460EFI - 15,000 miles. Awning, microwave, stationary bed. LIKE NEW. \$29,000. (209) 883-2098. Reg #645818 12/95 FOR SALE: RV hitch receiver frame. Easy Lift, sway bar, complete w/wiring and brake lever. Asking \$300. (209) 292-8392. Reg #592866 12/95

FOR SALE: Mobile home. In Lake Havasu City, AZ 16' x 70' w/ 9' x 36' AZ room. 3-bd/2-ba, water softener, 8' x 12' storage shed, trees on bubblers, min. to boat launch in park w/lg pool. Near Laughlin, NV (casinos). \$28,000. (520) 764-3557. Reg #0888970 12/95

FOR SALE: Ocean view. 3-bd, den, 3-bath home on 2.8 acres. 5 min. walk to beach. Attached 2-car garage. 32' x 36' storage garage. 10' doors, one 8' door. Very low maintenance yard. Wildlife and beautiful sunsets! Fort Bragg, CA. \$495,000. (707) 964-4863. Reg #0796005 12/95

FOR SALE: 1978 24-ft. Automate. Self-cont, 2-axle, AC, awning, elec jack, 2-way vent fan, twin beds, sleeps 6. Clean, ready to roll. Also: '76 ford F150 Ranger XLT; 460 (AZ) eng, auto, cruise, two equip, Ford cover w/carpet, sideseal storage, seat/bed across front. Orig. seafoam/white paint. Nice looking, well maintained. (510) 685-2763. Reg #553064 12/95

FOR SALE: Landau aluminum boat. 12-it, 2 life jackets, 2 pole holders: all for \$450. Also: 3-hp Gamefisher motor: \$150. Both for \$500. (510) 656-1963. Reg ≢1230135 12/95

FOR SALE: Mechanic's truck. 1989 Ford F350 1-ton, 7.3 diesel, AT, AC, cruise, radio, dual tanks, 10-ft util bed, tool boxes, 100-gal diesel tank, H/D hitch, heavy duty full length lumber rack. 94k miles. Runs and looks good. \$10,000 OB0 (510) 623-1210. Reg #2010999 12/95

FOR SALE: 1989 Ford F250. 77k miles, very clean. Also. 1990 27-tt Wilderness 5th Wheel. AC, self-cont. microwave, like new. \$23,000 for both. (209) 732-7828. Reg ≢1058404 12/95

FOR SALE: Beaver Load Ramp. Converts ten wheeler into transport for your backhoe. Easy to use. A Thacker original. \$3,000. Excel. cond. All sizes Case backhoe buckets, filters and parts. Make offer. (707) 446-9596. Reg #1733014 12/95.

FOR SALE: Mobile home. Pittsburg, CA 10' x 55', 2-bd/1ba, enclosed porch, tenced yard, 2 sheds. Clean, quiet, 55+ park w/rec room, pool, bbg, lawn/garden area. LOW space rent.

\$3,500. (510) 458-0790. Reg #1845503 12/95 FOR SALE: '92 Avion 29-ft fifth wheel. With slide out. many extras, like new, beautiful. \$26,000. (707) 829-2403. Reg #0347140 12/95

FOR SALE: 1983 GMC 3/4 ton turbo diesel. AT, AC, camper shell, carpet kit. \$4,000. (916) 671-1724. Reg #1855418 12/95

FOR SALE: Campground membership. Holiday Adventure Resorts, affiliated w/Coast to Coast. Home camp in Collax, CA. New memberships selling for \$5,000. Make offer. (916) 742-9392. Reg #698380 12/95

FOR SALE: Mobile home. 2-bd, clean, beautiful cond. Clubhouse/swimming, two carports and storage shed, loarncore root, remodeled bath and kitchen, washer/dryer, corner lot w/nice garden, AC, Jennair stove, micro, refrig. \$30,000. (510) 447-3612. Reg #447077 12/95

FOR SALE: 2 Lincoln SA+200 DC gas welders. 1 trailer mounted, not running. \$400 for both. (916) 622-7026. Reg #1051395 12/95.

 FOR SALE:
 1975 Tioga Class C motorhome.
 23-fl., new motor.

 rmotor.
 Onan gen., sleeps 4, radial lires, self contained, roof air.
 \$5,400. (707) 459-4359. Reg #2157916
 12/95

FOR SALE: 1979 Pace Arrow. 31-It, rebuilt trans, rebuilt front axle, new brakes. \$13,000 or trade most anything. Also 1975 bus conversion. Diesel, A1 condition, 40-ft, self contained. \$13,000 or trade for equipment. Write: Raymond Beshears, 2660 Ludium Ave., Palermo, CA 95968. Reg #0758217 12/95

FOR SALE: Peol table with new cloth \$600. Also: Remington Model 1100 12-gauge shotgun \$300, bowling balls w/bag and shoes (one ladies, one mens) \$25 each; Six Pao camper shell w/carpet kit, 8-ft bed \$300; will part trade for portable generator for RV. (707) 429-9155. Reg #1235201 12/95

FOR SALE: Timeshare-home resort at 5-star hotel in Cabo San Lucas, Mexico. Studio sleeps up to 4 people. One floating week per year. 30-yr lease-26 yrs left. \$3,450 OBO. (510) 455-4840. Reg #2229930 12/95

FOR SALE: Kabota diesel engine. 1987 Bobcat 443, 44" & 36" buckets, 5" set tires and rims, 8" set tires and rims, outside hydraulics for backhoe attachment etc. Only 865 hrs on machine, like new. \$6,300. (510) 516-8980. Reg #0977799 12/95

FOR SALE: 1966 MGB Roadster. White, excel condition! Low miles, rebuilt eng with high performance extras. Wire wheels with new tires, paint and interior. Must see to appreciatel \$4,500. (707) 838-7464. Reg ≢1523005 2/96 FOR SALE: 1954 Chevy 1/2 ton pickup. Looks & runs great – no rust. \$5,000 OBO. Also: 1973 Ford 3/4 ton with built-on cab-over camper. Runs good. Extra Ford p/u for parts. Many new parts. \$3,500 OBO/trade. (707) 578-4460. Reg #1262871 2/96

FOR SALE: Mobile home in Concord, CA. 12 x 60', 2bd/2-ba, awning both sides 8' x 50' makes 3 rooms, washer/dryer, dw, garb disp, new refrig w/loe/water, car port, 2 storage sheds, kitchen skylite, new central air, much more. Concord Senior Park \$19,500. Owner will carry 5% (510) 825-3710. Reg #0251068 2/96

FOR SALE: 1982 Ford F600 Mechanic Rig with 6,000-lb crane. 370-4V, 5+2, AC, PS, AM/FM cass radio, rear slider, 85-gal gas tanks, 11-ft utility bed w/oxy & acc compartment, elec trailer brake, excel cond. \$7,500 OBO. (801) 789-8448. Reg #2159282 2/96

FOR SALE: '88 Teton 5th wheel. 37' Louisville w/living room slideout. Washer/dryer, micro, central vac, air, awning, much more. Excellent con. \$26,000 OBO. (209) 728-8911. Reg #2108649 2/96

FOR SALE: 2 bdrm house in Clearlake, CA. On 4 lots-4 out buildings, 20 fruit & nut trees, concrete drive, patio fenced, city water, sewer & well \$75,000. Adjoining 95' x 60' lot w/ 8' x 40' mobile w/lg porch-storage bldg, cement parking, good rental, \$35,000. Will sell separately or both for \$105,000. (707) 995-7031. Reg ≢1195400 2/96

FOR SALE: Bobcat Tractor 840. \$8,000 Also: dump truck, KW 10 wells, needs engine. \$3,500. (209) 575-3215 or (408) 289-1953. Reg #1709767 2/96

FOR SALE: Golden Ram shares. Corporate share: \$2,400; single share: \$1,200. New corp share w/Golden Ram: \$3,200. Also: 1983 Southwind motorhome. 30-ft, new tires, runs good, (408) 475-2744 or (408) 479-3819 lv msg. Reg #10765092/96

FOR SALE: Truck bed cover. for full size Ford or Dodge pickup. Black vinyl finish w/lites. Lock & Helper cylinders. Nice. \$375 0B0. (707) 544-3208 or (707) 994-7054. Reg #1067379. 2/96

FOR SALE: 1984 Chevy S10 pickup. Tilt, AC, cass, bed liner, auto trans, good cond. \$3,250. (510) 523-1358. Reg #870909 2/96

FOR SALE: Cat engine. Complete, 1160-V8, mount standard shift or automatic. \$2,700. (916) 234-1004. Reg #0589254 2/96

FOR SALE: 110-gal L-shaped Delta diesel fuel tank. With 12V Tuthill electric pump, 20-ft hose and Wix Carlridge filter. \$600 OBO. (707) 556-9401. Reg #1046792 2/96

filter. \$600 OB0. (707) 556-9401. Reg ≢1046792 2/96 FOR SALE: 1988 Komfort 26-ft fifth wheel. Good condition. \$8,400. (707) 584-0394. Reg ≢183267 2/96

tion. \$8,400. (707) 584-0394. Reg #183267 2/96 FOR SALE: 1983 30-ft Southwind motorhome. \$16,000 OBO. Call (408) 479-3819 lv msg or (408) 475-2744. Reg #2094557 2/96

FOR SALE: 1979 Ford Rancho. 351 Clev motor rebuilt, AC, AM/FM, new tires, battery. White, red, new seat covers. Good cond. \$3,500. Call Jim after 6 pm and weekends (916) 953-3261. Reg #888800 2/96

FOR SALE: Home in Hayward hills, CA. 2-bd/1-bath home on 1/2 acres. Off-road parking. Will carry papers or trade property in Oregon or trailer, etc. Call Jim after 6 pm and weekends (916) 963-3261. Reg #888800 2/96

FOR SALE: Solid oak dining set. Beautiful table w/4 chairs and China cabinet w/light. 18 yrs old, excel cond. Table is 39" x 60" w/2 one-ft leafs. China cabinet measures 54" x 16 1/2". \$850 for set. (707) 864-6464. Reg #1768963 2/96

FOR SALE: Thomas Electronic Organ. Model:

Californian 261 w/rhythm section. All papers and instructions. Like new. \$500 OBO, (510) 684-3148. Reg #863917 2/96

FOR SALE: 2-bdrm condo. In Stockton, CA. Overlooks pool. Great buy at \$55,000. Call Robert at (415) 864-4384. Reg #0892537 2/96

 FOR SALE:
 1946 Ford Super Deluxe Coupe.
 Restored,

 289-V8 w/4-speed, 9" rear end, good paint & upholstery.
 \$10,700 OBO. (801) 254-0099. Reg #2134619
 2/96

 FOR SALE:
 1994 Wells Cargo enclosed trailer.
 6' x 10',

 side and rear doors, spare tire, stabalizer jacks, excellent condition.
 \$2,200.
 (916) 644-8750.
 Reg #976122
 2/96

FOR SALE: 1984 Coachman President motorhome. 33', class A, AC dash, lvg area, bedroom. 1,290 mi on new 454 Chevy eng. 6.5 KW gen, firg, AC, DC, LPG, sleeps 8, dual batteries, holding tanks, gas tanks, storage galore inside & out. A-1 cond. \$22,500. (510) 706-2527. Reg #1691152 2/96

FOR SALE: 1989 Terry Travel Trailer. Self-contained, w/hitch, gas/elec retrig, front dinette, front and rear doors. Excellent cond \$5,000. (916) 988-9693. Reg #1061990 2/96

FOR SALE: Burial plot. Belmont Memorial Park, Fresno. Two spaces: \$1,000 for both. Includes endowment. (209) 255-3574. Reg #657817 2/96

 WANTED:
 Benelli Super Black Eagle 12-gauge shotgun.

 Also wanted:
 44 Magnum handgun. Revolver or semi-auto. 6"

 barrel or longer pref.
 Pay cash or trade guns. Call Robert @

 (510) 372-5893. Reg #2084439
 2/96

WANTED: Pre-1900 whiskey and bitter bottles. Also other bottles such as soda water, medicines, etc. Will pay up to \$1,000 or more. Find those battles you picked up digging on past jobs. Call (707) 539-1169 or write: Richard Siri, P.O. Box 3818, Santa Rosa, CA 95402. Reg #1025301 1/96

WANTED: Used tires. Tractor tires size 11-36 and 12-4-36. Ask for Bill. (209) 634-5767. Reg #1065265 12/95

#### WANTED: OLD WATCH FOBS

Aayone with any old tobs laying around in a drawer or collecting dust samewhere who would like to see them put to good use, we are interested. We have a referee who is working on a collection that will be on display in the new Rene District office. Please sand to:

> Operating Engineers 1290 Corporate Blvd. Reno, NV 89502

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: SwapShop\*

OR FAX ADS TO: SwapShop (510) 748-7471. 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. NO PHONE-IN ADS PLEASE.

\* All ads must include Member Registration Number or ad will not appear. <u>Social Security Numbers are not</u> <u>accepted</u>. All ads should be no longer than 50 words.

# PERSONALNOTES

The Reno District extends its deepest sympathy to Paul Giannola, who lost his wife, Marva, on January 14. The couple had been married for the past 50 years.

The Marysville District extends its sincerest condolences to the families and friends of the following deceased retired brothers: W.H. Parker of Yuba City; Philip Oppenheimer of Paradise; Q.B. Prater of Oroville; William Keller of Chico; E.J. McEnroe of Oroville. These brothers were good members for many years. We also offer our condolences to the family and friends of brother Monroe Montgomery, an active member in our Public Employees Division, who passed away after a long illness.



# 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 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 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 94502-7090

# RETIREMENT ASSOC. MEETINGS

#### UKIAH

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

**SANTA ROSA-Chi Chapter** Thurs. March 7 • 2:00 PM Luther Burbank Center 50 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-lota Chapter Thurs. March 28 • 10:00 AM VFW Post 1716 1960 Freedom Blvd. . Freedom, CA

**SAN JOSE-Kappa Chapter** Thurs. March 28 • 2:00 PM Italian Gardens 1500 Almaden Rd. • San Jose, CA **AUBURN-Espilon Chapter** Tues, April 16 • 10:00 AM Auburn Recreation Center 123 Recreation Dr. • Auburn, CA

SACRAMENTO-Zeta Chapter Tues. April 16 • 2:00 PM Operating Engineers Bldg. 4044 N. Freeway . Sacramento, CA

CERES Thurs, April 18 • 10:00 AM Morris Bldg. 800 E. Morris . Modesto, CA

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

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

**REDDING-Beta Chapter** Wed. April 24 • 2:00 PM Moose Lodge 320 Lake Blvd. . Redding, CA

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

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

S. F.-SAN MATEO-Kappa Nu Chapter Thurs. May 2 • 10:00 AM IAM Air Transport Employees 1511 Rollins Road . Burlingame, CA

**SALT LAKE CITY- Pi Chapter** Wed. May 8 • 2:00 PM Operating Engineers Bldg. 1958 W. N. Temple . Salt Lake City, UT

**RENO-Xi** Chapter Thurs. May 9 • 2:00 PM Operating Engineers Bldg. 1290 Corporate Blvd. . Reno, NV

**FAIRFIELD-Chi-Gamma Chapter** Tues. May 14 • 2:00 PM Operating Engineers Bldg. 2540 N. Watney . Fairfield, CA

**FRESNO-Theta Chapter** Thurs. May 16 • 2:00 PM Laborers Hall 5431 E. Hedges . Fresno, CA

# PRE-RETIREE MEETINGS

ALL PRE-RETIREMENT **MEETINGS CONVENE** AT 7 PM

#### FRESNO

Wed. February 7

Cedar Lanes

Fresno, CA

Operating

RENO

Blvd.

Operating

Reno, NV

Salt Lake City, UT

Wed. February 14

Engineers Bldg.

1290 Corporate

3131 N. Cedar

#### S.F.- SAN MATEO

Wed, February 21 Electricians Hall 302 8th Ave. San Mateo, CA

STOCKTON

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

MARIN Tues. February 20 Alvarado Inn 250 Entrada Novato, CA

SALT LAKE CITY Tues. February 13 Engineers Bldg. 1958 W. N. Temple