Splashdown to Marine World!

Time’s running out to get your tickets to Local 3’s picnic extravaganza on Sunday, April 26. See back page for mail-in coupon and information.

Photo by Neal Sparks
A recent study conducted in California by the nation's largest benefits consulting firm provides another shocking explanation as to why the cost of our health benefits are exploding. According to the study by William Marcous, Inc., the burgeoning phenomenon of physicians investing in their own clinics and laboratories is costing California's strained workers' compensation system at least $356 million a year in unnecessary tests and care.

Since the study focused only on California's worker's comp. system, there are no firm statistics on the state's huge $90 billion private health care system. But, if such "referrals for profit" are typical throughout the state - and there's every reason to believe that they are - unnecessary tests and services could be adding 5 to 10 percent a year to California's health care bill.

The consulting firm analyzed 6,681 workers' compensation claims in which patients were referred to three services which were suspected of frequent overuse: physical therapy, psychiatric evaluation and magnetic resonance imaging (MRI) - a super X-ray that costs about $1,400 and can scan the interior of the body. The analysts found that:

• Physicians who owned an interest in a physical therapy center were twice as likely to recommend such therapy for back or leg pain as other doctors.

• Physicians with a financial stake in MRI machines ordered 78 percent of all the diagnostic imaging tests included in the survey - a third of those were deemed unnecessary by insurance reviewers.

• Physicians who were whole or part owners in psychiatric testing centers were responsible for 70 percent of the psychological referrals under workers' compensation. Each of their patients received about 28 percent more psychiatric tests than others referred by doctors who did not have a financial interest in such centers.

Doctors' investment in labs, clinics lead to health care abuse
Searching for the chance of a lifetime

How do you describe a boy like Keith Bauer? He's five years old, son of Local 3 member Ken Bauer and his wife, Melodie. When he's feeling well, he's full of energy and imagination – playing Rambo with his toy rifle, trying to figure out what a spider likes to eat – the kinds of things most young boys like to do.

But the days when Keith feels like doing these things are getting fewer and farther between. Keith suffers from chronic myelocytic leukemia, a rare and lethal form of the disease that afflicts less than one percent of leukemia patients. Keith doesn't know it yet, but without a bone marrow transplant, he will die.

For Keith, finding the right "genetic match" – a person whose blood and chromosome make-up are closely matched to his own – so far has proven to be a long and fruitless search. "The chances of finding a donor are usually about one in 20,000," Melodie Bauer told Engineers News. Unfortunately, even those forbidding odds haven't worked for Keith. There are currently over 960,000 people who have had their bone marrow type registered with the National Marrow Donor Program, and new ones are added every month. So far, none of them are a match for Keith.

Although it seems like an eternity, the memory of Keith's first signs of the disease are still etched clearly in Melodie's mind. "He'd be playing outside – this was when he was three – and he would suddenly turn sheet-white, break out in a sweat and start screaming and clutching his stomach with acute abdominal pain."

It took several months of testing before doctors were finally able to diagnose leukemia. Then came the chemotherapy, the loss of hair and the myriad side affects that come when the body is subjected to such extreme forms of treatment.

"Keith has had chemotherapy 11 times now," Melodie said. "We were getting about six weeks between sessions. Now we're down to four. The best drug we had causes heart damage, so we had to monitor that until the drug began to involve his heart."

Keith is now on the last drug that can be used.

And so time marches on. Each healthy day becomes more precious. Each chemotherapy session becomes more frequent and less effective.

The symptoms return more quickly and more severely. "One of these days," Melodie concedes, "the chemotherapy is just not going to hold him. At that point, we'll just be looking at pain control."

In the meantime, the Bauers are expanding their search for a donor match in the hope one can be found before it's too late.

Fire destroys couple's livelihood in minutes

For Ron and Rita Rays, February 2 started off as a leisurely Sunday morning, with Rita cooking breakfast and Ron hanging around their Hayward, Calif. home taking it easy. It was becoming one of those mornings you wish would last forever.

But suddenly at 11:19 a.m., the tranquility turned to sheer terror. Earlier that morning, Rita had gone to the back of the house and turned on a gas wall heater in her arts and craft studio, where she had planned to work that afternoon. The heater evidently malfunctioned. While cooking, Rita, who uses a wheelchair to get around, noticed smoke belching from the studio. At about that time, Ron, an unemployed heavy-duty repairman and 15-year member, came running through the kitchen and out the front door wearing only his jeans. Realizing something terrible was happening, he moved Rita's specially equipped car out of the driveway, then raced back into the house.

By now the back of the house was completely in flames. The only thing Ron and Rita could do next was flee the burning house with only the clothes on their backs. Despite arriving within four minutes, the Hayward Fire Department needed three and a half hours to put out the fire, the clothes on their backs. Despite arriving within four minutes, the Hayward Fire Department needed three and a half hours to put out the fire.

The clothes, photos, identification, even their income tax papers. All of Ron's tools, Rita's successful arts and craft business, furniture, clothes, photos, identification, even their income tax papers. The clothes, photos, identification, even their income tax papers.

Donors remain in the hospital for several hours or possibly overnight after the marrow collection. Donors can expect to feel some soreness in their lower back for a few days following the donation.

What can you do?

The best way to help Keith and many others like him is to register your bone marrow type with the National Marrow Donor Program. How do you do this?

The easiest way is to go to your local blood bank. Tell them you want to be entered on the National Marrow Donor Program (you must be 18-55 years old and in good health). If you donate a unit of blood at the same time your blood sample is taken for the marrow test (it takes about two tablespoons for the test), there is no charge for the test.

Your blood sample is then sent to a medical laboratory where it is "HLA-typed" to identify your antigens. Your HLA type is then entered on the NMDP computerized registry, which is used internationally on behalf of patients with fatal blood diseases. Only a small number of potential donors ever receive a call that they are a preliminary match.

If you become a preliminary match for someone, additional blood samples will be taken to determine if you are a precise match for a specific patient in need. If the additional tests verify that you are a perfect match, special counselors will give you detailed information about the procedure. After being fully informed, you make the decision whether or not to become a donor for the patient in need.

How is the bone marrow removed? All donors receive spinal or general anesthesia. Generally, four to eight tiny incisions are made in the back of the pelvis. The marrow is extracted through those incisions, a process which lasts about 60 minutes. Less than 10 percent of the body's marrow is removed. Within a few weeks, the donor's body has replaced the donated marrow.

Typically the donor enters the hospital the day before or the day of the donation. Donors remain in the hospital for several hours or possibly overnight after the marrow collection. Donors can expect to feel some soreness in their lower back for a few days following the donation.

Keith Bauer

Keith Bauer
A half-century of gratitude

By Steve Moler
Assistant Editor

Seventy-two-year-old Eddie Bettencourt stands alone in a control room high atop Kaiser Sand and Gravel Company's Radum plant in Pleasanton, Calif., pushing color-coded buttons and turning dials on a large control panel as the floor beneath him vibrates gently.

An operating engineer working three floors below calls to ask Eddie to replenish one of the rock storage bins. Eddie hangs up the phone and checks the computer monitor to verify that, indeed, the bin appears a little low. He turns 180-degrees to the control panel and pushes a green button that opens the gate to storage bin #3.

Moments later an operator monitoring one of the plant's sand cyclones calls to ask Eddie to reposition a conveyor a few feet to the right so the sand doesn't pile too steeply in one place. Eddie spins around and pushes a couple more buttons, then glances out the control room window, with its panoramic view of the plant and Livermore Valley, to see if the conveyor is moving properly, which it is.

Working at the helm of one of the largest sand and gravel plants in the country is what Eddie has done almost every working day from 6:30 a.m. to 4 p.m. since 1942. He begins his shift by firing up the sand system, which carries stockpiled crushed and natural sand to the cyclones and clarifiers, then down to the scrubbers and vibrating screens, and finally to the storage bins beneath the control room.

During a typical day Eddie has to make hundreds of timely decisions that determine exactly which conveyors will move what type of material to which part of the plant. A wrong move can result in low productivity, or worse yet, a plant shutdown. But Eddie's experience and good judgement have kept the Radum plant safely producing between 2,000 and 2,300 tons of aggregate material per hour. The 900-acre facility has consistently ranked among the top 10 sand and gravel operations in the country.

When Eddie's anniversary came this year, he stood alone once again, but this time in the record books. He became the only known Local 3 member to have worked 50 years for the same employer, an extraordinary feat considering that construction workers tend to move often from one employer to another. Eddie is also Kaiser's longest-term employee. In 1988, he became only the third person in Kaiser history to receive a 45-year award.

To commemorate these achievements Eddie Bettencourt on your 50 years with Kaiser Sand and Gravel Company was hung across the parking lot, Eddie realized he had been duped. The plant was shut down and the festivities began with a barbeque of hamburgers and hot dogs, followed about an hour later by a series of presentations.

Pleasanton Mayor Kenneth Mercer presented Eddie with a proclamation that stated in part, "Whereas he (Eddie) has shown uncommon fortitude to gain, maintain, and improve his position with this distinguished company often overcoming sizeable obstacles to his goals; and whereas, his strong devotion, unyielding determination and unparalleled work ethic are shining testaments to the personal quality and professional standards of this unique employee."

"There aren't many people with Eddie's commitment," Mercer told the crowd of about 200 coworkers, friends and guests. "This is what our country is lacking, people with commitment."

Livermore Mayor Cathie Brown also presented Eddie with a proclamation, as did the office of state Assemblyman William Baker, state Senator Daniel Boatwright, Rep. Pete Stark, Senator Alan Cranston, Alameda County Supervisor Edward Campbell and state Senator Bill Lockyer. Even President Bush sent
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Eddie Bettencourt, left, receives 50-year watch from Oakland District Rep. Tom Butterfield, right, and Business Agent Mark August.

Eddie a letter that concluded, "You have served and inspired others by your dedication and hard work. I am pleased to commend you for your efforts."

When Local 3's Oakland District Representative Tom Butterfield and Business Agent Mark August presented Eddie with a proclamation and 50-year watch, Eddie couldn't hold back the emotions. With a sniffle and lump in his throat, Eddie peered out over the crowd and simply said, "Thank you very much."

At that moment, Eddie felt so proud to be an operating engineer. "If it weren't for the union, I wouldn't be here today," he said later. "The union makes something out of a guy. It teaches you something and gives you a chance to live a good life." Eddie's good union wages allowed him to comfortably raise his six children. One of them, 37-year-old David, now works at the Radum plant as an operator.

In addition to all the proclamations and awards, Kaiser gave Eddie a trip to the Opryland Theme Park in Nashville, Tenn., a package that included round-trip airfare for two, four nights at the Opryland Hotel, a three-day pass to the theme park, a showboat cruise on the General Jackson and participation in the live taping of the "Nashville Now" television show.

As Eddie stood at the podium, you couldn't help but see him as a vanished breed. Born and raised on a cattle ranch not far from the plant, Eddie dropped out of school after the eighth grade to help out with ranch chores: milking cows, baling hay, and driving tractors and harvesters. It was during this period that Eddie learned the traditional values of hard work, commitment and loyalty, especially to the company that's going to sign your paycheck.

Eddie's career with Kaiser didn't begin quite as illustrously as it is ending. Eddie had been working as a laborer in a Vallejo shipyard in 1941 but yearned to work closer to his home in Livermore. So one late-January day in 1942 he went to the Radum plant to look for work. Plant Supervisor Bart Carter took one glance at Eddie's 5-foot, 3-inch frame and, as Eddie recalls, "told me to go home because I was too small to cut the mustard."

The comment infuriated Eddie and made him even more determined. He returned five consecutive days pleading for a chance to prove himself. Bart finally relented and gave Eddie a job on a labor crew called the bull gang, figuring Eddie would buckle under the job's rigorous physical demands.

For two days Eddie carried railroad ties that nearly equaled his weight of 100 pounds. Eddie recalls that on the second day Bart stopped by to see how Eddie was holding up. When Bart saw what was happening, he chewed out the foreman for allowing Eddie to do a job normally done by two men. From that day forward Bart nicknamed Eddie "little big man."

After about eight months, Bart, the man who thought Eddie couldn't cut it, had become so impressed with Eddie's work he offered the little man the big job of operating the plant. Eddie joined Local 3 in September 1942 and began working up in the "crow's nest" of the old Radum plant, which was located a few hundred yards west of the present plant. With Eddie at the controls, the old plant set a national aggregate production record of 4 million tons a year, nearly double the previous record of 2.5 million tons per year.

But just as Eddie, now 22, was settling into his new job, America's involvement in World War II intensified. Eddie was drafted into the army and spent two years serving in an engineering battalion in Europe. His unit built roads and bridges and did demolition work, a lot of it inside Germany.

After the war Eddie resumed his career at the Radum plant. But as the years passed, the old plant became obsolete and Kaiser constructed a new, fully-automated plant in 1968. With only an eighth-grade education, Eddie found himself having to make the challenging transition from a manual to computerized plant.

Jim de Antonio, who was the plant superintendent from 1964 to 1987, gave Eddie some manuals and books on plant automation to take home and study, which he did night after night for six months until he mastered the 400-plus buttons, switches, meters and controls. "I wanted to prove to people that if you want to learn something, even without all the education, you can do it," Eddie said. "I can't stand hearing someone say, 'I can't do it.'"

The reason Kaiser gave Eddie the trip to Nashville was because, as many old-timers from the Livermore area fondly recall, Eddie was the leader of a fine country and western band called the Blue Sage Trio that played in the area for nearly 30 years. Eddie and his two partners, Clint Bedford on pedal steel guitar and Ernie Clark on base, started playing at the Hub in Livermore in 1939. They earned $2.50 a night.

The next year the group began a long stint playing on Friday and Saturday nights at a honky-tonk dancing place called Mally's Club in Livermore. Eddie would sing and strum his guitar, playing tunes like "San Antonio Rose," "Tennessee Waltz," and "Bill Bailey Won't You Please Come Home," sometimes injecting his own lyrics like, "Won't you come home, beer belly."

The band played at many other clubs in Pleasanton and Livermore, places like Palomaros, Club Rodeo, the Valley Inn, the Starting Gate.

Come Monday morning, though, Eddie was always back on the job at 6:30 a.m. doing what he loved most. Throughout his career with Kaiser, Eddie amassed a phenomenal attendance record. In the first 27 years, he didn't miss a day of work, and no one around the plant can remember in recent years when Eddie ever missed a day.

"He just loved his job and the plant so much," Jim di Antonio said. "You kind of looked at Eddie as if he owned the plant, like he was Henry J. Kaiser II. When he was running the plant, nothing went wrong. You couldn't find a more dependable worker."

The question many people are asking is when will Eddie retire. He says he's not sure, but one thing is certain, he plans to work at least until September, when he reaches his 50th anniversary with Local 3.
Convict labor of 1890s mirrors convict labor of the 1990s

By Richard Taliaferro

It seems some politicians are incapable of learning from society's past mistakes. When California Governor George Deukmejian placed Proposition 139, the Prison Inmate Labor Act, on the 1990 general election ballot, he must have forgotten to read his U.S. history. An important chapter in American labor history clearly shows that allowing private companies to contract convict labor is tantamount to economic exploitation and social oppression.

During the depression years of the 1870s, many southern states adopted a prison labor system in which counties were allowed to lease convicts to private companies, mostly in coal mining. Convicts were paid far less than free workers, and there were almost no health and safety regulations to protect the prisoners.

One of the most corrupt and brutal systems of forced labor ever devised, the convict lease system, has been compared to Siberian labor camps and the persecutions of the Middle Ages. Many believe the lease system served as a model for the convict labor system served as a model for the work camps in Nazi Germany.

By 1890, the public was outraged at reports of human rights violations such as torture and murder in the camps. But no one was more instrumental in stopping the forced convict labor system than organized labor, as we will see in this segment of our series on "100 years ago in labor history."

Just as greedy companies today are replacing union members with cheap non-union labor by forcing strikes, so was the case nearly a hundred years ago. In 1891, the Tennessee Coal Mine Company in Briceville demanded that the miners give up the right to be paid by weight and agree to sign a no-strike clause.

The union had no choice but to strike. When that happened, the company replaced them with convict labor. The first task of the prisoners was to tear down the company houses, where the miners had lived, and to build stockades for more prisoners. The company also employed armed guards, funded partly by the state, to oversee the convicts and defend against trouble by the striking miners.

A few days later the strikers overpowered the guards, rounded them up and, along with the convicts, sent them all to Knoxville aboard a train. Tennessee Governor John P. Buchanan ordered three companies of militia to escort the prisoners, with additional guards, back to the mines at Briceville. Other companies soon began employing convict labor.

The replaced strikers, over a thousand homeless, armed and angry miners, banded together and repeated the same actions, only this time they expanded their operation to several additional mines in the region. They overpowered the guards and sent them and the prisoners back to Knoxville. The strikers then demanded that the state put an end to the convict lease system. The governor responded by promising to hold a special legislative session to address the miners' grievances.

An artist's depiction of a miner's revolt against convict labor in 1891 at Knoxville.

Later, however, nothing was done and the prisoners were returned to the mines. The miners were furious and again returned to the mines on Halloween night 1891 and, with bandanas around their faces, stormed the mines, subdued the guards, burned the stockades and freed the prisoners. By now, the mine owners had had enough and decided to get rid of the convicts and negotiate a contract with the miners union on more reasonable terms.

The following year, in 1892, similar anti-convict labor actions were taken, apparently inspired by the recent victories in Briceville, on a much larger and more violent scale. Although details of these events are not well documented, one observer reporting to the Chattanooga Federation of Trades wrote, "I should like to impress upon the people the extent of this movement. I have seen the written assurance of reinforcements to the miners of fully 7,500 men. The entire district is as one over the man proposition, 'the convicts must go.' I counted 850 rifles on Monday as the miners passed, while the vast multitude following them carried revolvers, whites and Negroes standing shoulder to shoulder."

After a year of violence and bloodshed between the miners and state militia, the Tennessee legislature finally abolished the convict lease system in 1893, though in other parts of the country the system was, in the same brutal manner, still used extensively until the late 1930s.

Although there are now laws protecting prisoners' rights, it's disturbing to note that 100 years later, in the 1990s, many states still permit use of convict labor. California became one of those states when voters approved Gov. Deukmejian's Prop. 139, which allows prisoners to be employed by private companies.

Interestingly, the $1.1 million campaign to get Prop. 139 passed was heavily financed by big business: oil companies, agribusiness, manufacturers, retailers, the electronics industry, land developers and insurance corporations.

Have we learned anything from history?
Local 3’s Contracts Department

It helps keep members one step ahead in collective bargaining

“Let us never negotiate out of fear. But let us never fail to negotiate.”


One major advantage of belonging to a union is being able to bargain collectively for better wages, fringe benefits and working conditions. The Contracts Department, the third stop on our tour of the Local 3 headquarters in Alameda, is the office that’s responsible for administering the legal agreements that give Local 3 members this invaluable benefit.

When entering the Contracts Department, which is located on the second floor next to the Files Department, one can’t help but first notice the rows of filing cabinets situated on the east wall, a scene reminiscent of a library archives or hospital medical records department. In these drawers and shelves rest the union’s 5,000 or so agreements and memoranda of understanding, everything from master agreements to short forms. The department’s four-person staff is responsible for managing all these contracts.

Contracts Manager Rollie Katz, who is an attorney and former business agent, not only oversees the entire department but drafts contract language, assists in contract negotiations, interprets contract language, participates in some arbitrations, consults with other Local 3 attorneys, and advises officers and business agents. Rollie has been instrumental in negotiating difficult contracts for the Mining Division in Elko, Nev., especially at Newmont Gold Company.

Contracts Supervisor Lil Fromm, who has worked in the department for 17 years, supervises the two other contracts clerks and serves as the department’s graphic artist. She’s the one responsible for putting together all those pocket-sized master agreements, union bylaws and contract booklets that members get from their business agents, as well as long-form agreements for signature.

On her desk are some 200 computer disks containing copies of all the union’s contracts. Her job primarily involves preparing contracts, contract proposals, manuals, and form letters on a wordprocessing system. Working from those files or rough copy, she inputs and formats the contract language on the computer, does the final editing, then prints them out on a laser printer. From there she moves over to a light table to do the paste-up in preparation for printing in the Local 3 print shop.

Some of the agreements, like the Master Agreement For Hawaii, contain over 300 pages and can take weeks to prepare. When drafting these contracts on the computer, Lil has to know proper contract jargon and style, like when words have to be capitalized, bold-faced or italicized. She also has to know how to make complicated tables, graphs and charts.

The Contracts Opening/Dues Rate Clerk, Valerie Carley, reviews all incoming agreements, a task that entails calculating membership dues rates, figuring how much the employer pays to health and welfare, and making copies of the contracts so they can be sent to all appropriate parties. Whenever a contract calls for a wage increase, Valerie sends a letter notifying employers of the change, stipulating how much should be paid to health and welfare and how much for wages. She’s also responsible for keeping all contract files current and serves as Rollie’s secretary.

Contracts Office Clerk Sharon Castello coordinates business between the Contracts Department and the trust fund office in San Francisco. After a contract determines how much an employer pays to health and welfare, Sharon is responsible for keeping track of the billings and handling any problems. When the Employer Contribution Report comes out each month, she researches to see that employers are being billed the right amount for health and welfare.

Another one of Sharon’s duties is to notify employers when contracts are about to expire and when contract openers are coming up. She notifies the employers, usually 60 to 90 days in advance, concerning what action needs to be taken. Copies have to be sent to the district representative and to the state’s department of industrial relations.

Sharon also does a lot of the department’s data entry. For example, when employers change their name or address, transfer to another district, become inactive or go out of business, Sharon inputs this information into the computer so that all the files stay current.

To keep track of all these agreements, the staff uses a computer database software that indicates, among other things, when contracts expire, when contract openers begin and how much the employer pays into health and welfare. The Data Processing Department is working on a program that will allow contract language to be coded so that wording on any specific bargaining issue can be sorted and compared to see what has been used in other contracts, and will select language that would be most applicable for the contract being negotiated.

All of this professional expertise in contract law and administration is what’s helping Local 3 members stay one step ahead of the collective bargaining game.
YOUR CREDIT UNION

By Bill Markus, Treasurer

Refinancing delays

Low fixed mortgage rates have prompted many members to apply for refinancing of their mortgages.

Because of the demands of our members, we are finding that loan turn-around time is taking much longer than we expected. There are many reasons for the long delays and for the need to supply numerous documents. In order to help you understand these problems, we thought the following explanation would be beneficial:

- The credit union is not the lender on fixed-rate mortgage loans. In order to assist our members in obtaining low fixed-rate mortgages, we entered into an agreement with four mortgage lenders. Our role is to help you with the paperwork and help you obtain the lowest rate offered by these lenders. Documentation is based upon the requirement of the lender, which is governed by the Federal National Mortgage Association (FNMA). The mortgage lenders approve or disapprove the loans. The credit union has no say in this matter. The mortgage lenders have their own standards for documentation; essentially, they all comply with FNMA.

- All mortgage lenders are derailed with refinancing applications. Most mortgage lenders are running from six to eight weeks behind due to the number of applications.

- Home appraisers are independent contractors. Every mortgage loan must be supported by an appraisal from a certified appraiser. Again, due to the demand, it may take three to four weeks to obtain an appraisal.

- The credit union maintains adjustable-rate mortgage loans. This means that the credit union approves or disapproves the loan and establishes its own documentation requirements. Even though we are more flexible than most mortgage lenders, we still are required to adhere to FNMA guidelines.

We have increased our staff to help speed up the process, but until demand decreases, there is little we can do. As long as mortgage rates remain low we will be at the mercy of mortgage lenders and real estate appraisers.

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

Changes in health and welfare, and retiree medical plans

Changes in health and welfare, and retiree medical plans:

Please read carefully the letters just sent to you describing benefit changes to the health and welfare plans, including the Prescription Drug Plan. The changes are the result of the California Active Plan's suggestions made by the numbers who attended the special called round of meetings held in October and November 1991.

Please note carefully the addition of the new mail order Prescription Drug Plan, American Diversified Pharmacies Inc., 4141 Northgate Blvd., Suite 4, Sacramento, CA 95834. This new Prescription Drug Plan offers several advantages, including no out-of-pocket cost to you, no claim forms to file, no cash to put out, no waiting for reimbursement, and a 24-hour turn-around time.

Death Benefit Fund classification schedule

For your information, we are reprinting Article XX, Section 2, of the International union's constitution, which deals with death benefits. The section reads as follows:

"Death benefits are payable only upon the death of a member in good standing who was initiated prior to July 1, 1973. All death benefits that have been accumulated by members in good standing on or before July 1, 1973, are frozen as of that date and no further benefits accrue.

Death benefits shall be paid to beneficiaries as follows and not otherwise:

Class I: Beneficiaries of members who on July 1, 1973, have been in good standing for a period of one (1) year to five (5) years shall receive one hundred ($100) dollars and this amount shall not thereafter increase.

Class II: Beneficiaries of members who on July 1, 1973, have been in good standing for a period of five (5) years to ten (10) years shall receive two hundred ($200) dollars and this amount shall not thereafter increase.

Class III: Beneficiaries of members who on July 1, 1973, have been in good standing for a period of ten (10) years or more shall receive seven hundred ($700) dollars and this amount shall not thereafter increase."

Effective August 1, 1968, the amount of death benefits payable to the beneficiary or beneficiaries of a member who has been granted a withdrawal card prior to that date shall be computed on the basis of the number of years such member has been in good standing as of August 1, 1968, and shall not thereafter be increased during the period such member remains on withdrawal card.

The amount of the death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after August 1, 1968, shall be computed on the basis of the number of years such member has been in good standing as of the date on which the withdrawal card is granted, and shall not be increased thereafter during the period such member remains on withdrawal card.

Provided, however, effective July 1, 1973, the amount of death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after July 1, 1973, shall be computed on the basis of the number of years such member has been in good standing as of July 1, 1973, and shall not be increased thereafter.

The following is a summary of death benefits provided under the Operating Engineers Health and Welfare Trust Fund for Northern California (Utah, Nevada and Hawaii members please consult your plan booklet):

Eligible active members:
- Life insurance - $4,000 (employees only)
- Accidental death - $2,000 (employees only)
- Burial expenses - $2,000 (employees only)
- Dependents life insurance - $1,000 for spouse (payable to employee)
- Children: less than 6 months - $100
- 6 months but less than 2 years - $200

(Continued on page 15)
By Art McArdle, Administrator

**Hands-on competition set for May 9**

February has blessed us with some rain, so maybe there will be construction in 1992. The Northern California Surveyors' Joint Apprenticeship Committee has high hopes for some California highway work this year, which will help fill the gap created by the lack of subdivision construction.

As Local 3 members and concerned voters, you may want to write your elected representatives and ask what has happened to the money from Props. 108 and 111. This was to open up the badly needed highway work in 1992.

The NCSJAC is gearing up for its Hands-on class in Oakland this year. Everyone ready for the competition. Attending our last February 8 classes were San Jose class members Ken Anderson, Don Caruth, Juan Gonzalez, Luis Ramirez, Blair Readhead, Robert Ruiz, Tyler Young, Frank Donk and Mario Collodi.

Sacramento class members were David Avalos, Ronald Bunting, John Cabral, Monique Cabral, Michael Chism, Romandia Collins, David Cresusto, Michael Feickert, Michael Loera, Juan Lovato.

Santa Rosa class members were Marshall Bankert, Richard Bekey, Emmert Briggs, Marc Duncan, Fred Lamerrill, Richard Lammer.

The San Francisco class members were James Heck, Jennifer Merritt, Albert Pope, Denise Rodrigues, Serg Solovskoy, Gordon Ray, Terry Warren, Charles Harrington and Doug Owyang.

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Local 3 members who attended the hands-on class in Oakland are from left: Marc Severson, Howard Robertson, Paul Auer, Larry Thompson, Al Pope, James Heck, Jennifer Merritt, Denise Rodrigues, Serg Solovskoy, Gordon Ray, Terry Warren, Charles Harrington and Doug Owyang.

Remember, the employer is paying for you to become more valuable to him, so take advantage of these opportunities to make yourselves more employable. Any questions, please call the office at (510) 639-3295.

By Brian Bishop, Safety Director

**Data sheets give info on hazardous chemicals**

There's an excellent source of information that tells you about the hazardous properties of toxic chemicals. It's called Material Safety Data Sheets (MSDS).

The OSHA Hazardous Communications Standard requires all chemical manufacturers and importers to supply an appropriate MSDS to their customers. Additionally, all users (employers) of the product must have an MSDS for every hazardous chemical used in the workplace.

OSHA has a sample form, called a 174, that lists the basic information to be included in an MSDS. OSHA does not specify the exact format required, but it does require information in eight basic sections:

- **Section One** (manufacturer name and address, emergency phone number, signature and date of preparation)
- **Section Two** (hazardous ingredients): Common name, chemical name, chemical abstract number (CAS)
- **Section Three** (physical and chemical characteristics): data indicating potential for vaporization is listed in this section.
- **Section Four** (fire and explosion data): fire and explosion potential and fire fighting procedures.
- **Section Five** (reaction data): stability of product, lists materials and conditions to avoid during use and storage.
- **Section Six** (health hazards): most common symptoms during overexposure, emergency first aid, permissible exposure levels.
- **Section Seven** (safe handling and use): Handling, disposal, storage and spill precautions.
- **Section Eight** (control measures): Manufacturers recommendation on ventilation, protective equipment and hygienic practices.

All of these sections are required to be covered, although some chemicals might not have properties that are covered by every section. If this is the case, then "none" should be listed in that section. Blank sections are not permitted.

I know a lot of you are saying that nothing in this article applies to me. How many of you have worked with WD-40 or some similar type of oil? There are MSDSs out for these products. You don't have to be an employer to have chemicals around. Check under your kitchen cabinet or out in the garage. You're surprised by some of the hazards that you've got in your own home. If you've got questions on some products, call the manufacturer and ask for MSDS.

OSHA Hazardous Communications Standard, Title 29, Code of Federal Regulations 1910.1200, requires companies to compile a hazardous chemical list, use MSDS, ensure labeling of containers and provide you with training. Become familiar with your company's hazardous communication program. If it doesn't have one, help the company establish one. You may be surprised to find the number of companies that already have implemented these programs. If you or your company needs help in establishing a program, contact the Local 3 Safety Department in Alameda, and we'll provide the assistance.

By becoming familiar with MSDSs you may provide longer, healthier and safer life for you, your coworkers and your family.
By James Earp, Managing Editor

What do you do with an old levee that leaks water and there's no way to build a new one? If you're the Corps of Engineers, you calculate the specs for a levee that doesn't leak, you put it out for bid and let the contractors figure out a way to do the job.

That's exactly what's happening along the banks of the Sacramento River in and around Sacramento.

According to John Sisley of the Army Corps of Engineers, the heavy rains and flooding of the winter of 1986 put so much strain on the levees that protect Sacramento's low lying areas from the river, the Corps decided to analyze about 100 miles of Sacramento River levee for potential failure. Corps engineers determined that at least 34 miles of the levee were in need of reinforcement. Thus was born the Sacramento Urban Area Flood Control Project.

Specifications were drawn up to construct slurry walls about a foot thick and 25 to 30 feet deep that would prevent river water from seeping through the levee and causing flooding or levee failure.

The $43 million project was broken up into five contracts and put out for bid on a "performance specification" basis. In other words, the Corps says to the contractors, "This is what kind of specifications we want when the job is completed. You figure out how to do it." This project quickly proved the truth of the old adage that some things are "easier said than done."

The levees, some of which are nearly 100 years old, are composed primarily of silt and sand. It's not easy to dig a narrow trench 25 to 30 feet deep in this kind of soil and fill it up with a concrete-like material before the walls cave in.

But one company, SMW Seiko, seems to have the problem licked. This month, Seiko finished up a two-mile section of the levee. For them, it was "second time's a charm," because the first time they tried the job, they couldn't meet specs. But last December they came back in and did a test section for two days. A month later, when it was apparent the test section had met specs, the company began the job in earnest.

Seiko brought in two specially designed drilling rigs manufactured by Nippon-Sharyo. Each rig is equipped with a drilling head made up of three augers with overlapping blades. The augers are hollow, which allows them to be connected to a slurry batch plant that pumps a special mixture of hydrated bentonite through a connecting hose and down through the augers.

As the drilling machines bore deep into the levee, liquefied bentonite is pumped down through the augers to fill the holes up as they are dug. As soon as one set of holes is dug and filled with bentonite, the drilling machine moves down a few more feet and drills another set of holes until the entire two miles of levee has been drilled.

Because the auger blades overlap each other, the final product is a vertical wall embedded down the center of the levee that averages at least a foot thick. Within a couple of days, the bentonite has firmly set. After 28 days, it has cured sufficiently for the Corp to make final permeability tests.

Other firms - some of them non-union - are approaching their respective sections of the project differently, but no one has found a better way to do the job than Seiko.

Business agent Frank Herrera attributes Seiko's success not only to the company's innovative approach, but to the excellent Local 3 hands that worked on the job. During peak operation, Seiko was running two crews 12 hours a day, six days a week. During one three-week stretch, they were even running two shifts.

"This whole job is one big test for us," says foreman Mike Carr, a Local 3 member from Utah. "We know when we got this job that we could make specs, but no one knew what it would
The key to the project, in addition to the special drilling method, is the bentonite mixture that is pumped into the holes. The bentonite—a hard clay that is ground into a fine powder—is mixed for about 12 hours with concrete, water and other materials until the particles are thoroughly saturated. The sloppy mixture—about the consistency of a thin milk shake—is then pumped through hoses into the trench as it is being drilled.

Obviously Seiko is hoping to get future sections of the levee when the Corps extends the project further up the Sacramento River. If this job is any indicator, they will have no problem picking up some more work.
**Fancher Creek flood project to start soon**

FRESNO - District 50 would like to thank Chuck Steele for serving on the Executive Board for the past six years and Bob Daniels for serving on the Grievance Committee for the past 17 years. We wish them a very enjoyable retirement.

Valley Engineers has started its job in Traver on the sewer treatment job. Valley will build a treatment plant, ponds and lay sewer pipes throughout town. The job will last until mid-June or early July.

Granite Construction was caught by cold weather on its I-5 overlay. It has about a week left on the first contract and about two months left on the second. Granite has about 80,000 tons on the books to start the season with.

Granite has finished its Chem waste job in Kettleman City. It kept between five and 10 brother engineers working seven days a week, 10 hours a day through the summer and most of the winter.

The California Department of Corrections is going to build a new $260 million prison near Coalinga. The first contract will go to bid in April, a building agreement to do the pre-fab steel in the guard towers. The second phase will be the site preparation and underground that will be bid in May or early June.

Stemple-Wiebelhaus has a $5 million job in the Sequoia and Kings Canyon National Parks. It won't be able to start until the spring. The company has some roads to build, but the majority of the work is underground pipeline. This looks like a good job to keep some operators busy for the summer.

W. M. Lyles Company out of Fresno was the low bidder on the relocation of utilities for the Hwy. 180 and Hwy. 99 interchange. Project Manager Jim Briggs said the company had a short time limit on the $2 million project and may have to run three crews to finish on time.

The Hwy. 180 project for the roads and bridges, a $45 million project, is scheduled for bid on April 21.

C. A. Rasmussen Inc. out of Simi Valley in southern California was the low bidder, at about $1.5 million, on the Fancher Creek Project, which should start right away.

Kiewit Pacific came in as the low bidder, at $4.4 million, for the first phase on Hwy. 99 in Livingston. This job is to eliminate the last stop sign on Hwy. 99 from the Oregon to Mexican border. The job entails moving the railroad tracks and building a temporary overcrossing on Hwy. 99. Right now we have two operators out there and expect to have a total of eight at the job's peak.

The Fresno District would like to take this time to urge all brother engineers and their families to take the time to register and vote in the upcoming primary and general elections. It's time for the working population of the United States to stand up and be heard. It is the only way to let the politicians know who pays their salary.

**Local 3 campaigns for huge Sutter County town project**

MARYSVILLE - At the present time, the work picture in the Marysville District is still somewhat slow. We do have a few projects working in between the rains.

MCM Construction from Sacramento has started work on the $9.4 million bridge over the Yuba River on Hwy. 20, with Stemple-Wiebelhaus doing the site work. Baldwin Contracting will be doing the paving and Sterling Holloway will remove the old bridge.

Peralta Excavating Company from Lake Tahoe was low bidder, at $357,199, on the Mahle Water Pipeline Project in Loma Rica.

Granite Construction from Sacramento was low bidder, at $4.7 million, on the roadway rehabilitation in Colusa County. We have a few more projects coming up for bid in the next few weeks that will help the work picture look better, and as the year progresses, we should see more work come up for bid.

Sutter County town project

For the past two years, the Marysville District has been involved in every planning meeting and hearing concerning the proposed south Sutter County town project. Anti-growth organizations like SOS and LUV are working hard, as you have probably read in your local newspapers, to kill this project. At stake are hundreds and thousands of working hours for operating engineers if this project gets passed. I ask for every member in Sutter County to help pass this project if it is should get on the ballot.

I would like to thank everyone who has spent many hours and late nights attending these hearings, and special thanks to Mr. and Mrs. Harold Quigg.

**District picnic**

The Marysville District picnic will be held May 9 at the Yuba-Sutter Fairgrounds beer Garden. We would like to see everyone come out and have a good time. Tickets are available at the Marysville office.

Dan Mostats, Business Rep.

**Helms, Granite bring members back to work**

NEVADA - The out-of-work list is slowly starting to move, mostly because of recalls to Helms Construction and Granite Construction.

Helms is continuing work on Pyramid Way, I-580 south and some small subdivisions. Granite is finishing its soundwall job on Hwy. 395 north and running a patch crew.

The Chalk Bluff Water Treatment Plant got off to a good start on February 24. Granite, Monterey Mechanical, T.W. Construction and Tri-State Surveying all have crews busy on the job.

The outlook for work, at this point, is still uncertain. We hope to have some crane work on the Love Lock Prison, and the Eldorado Hotel is planning to build a new parking garage. At this time, we don’t know who will be working on the Eldorado.

The Nevada Department of Transportation is rebidding the job at Unionville. Granite was initially the low bidder, but the state has chosen to put it out to bid again due to discrepancies in the bid. We are hoping to see the Mt. Rose Highway, Pyramid Highway and Robb Drive interchange jobs advertised soon, in addition to several other overlays the state expects to do in the eastern part of the state.

The Nevada State AFL-CIO will be awarding two, $2,000 scholarships to graduating high school seniors, based on the best essay written on the theme "how the community benefits from unions." Contact the Reno District office for further information.

A reminder to all members and their families: mail-in voter registration is now available in Nevada. Contact the district office or see your business agent for the forms. It’s very important for you to register and to vote this election year.

Chuck Billings, Dispatcher
SANTA ROSA - What has been appropriately labeled "the gravel wars" in Sonoma County between the gravel industry and the Westside Wineries have developed into a stalemate for the time being. Here's a recap of what happened at the February 4 board of supervisors meeting.

The county attorney made a surprising discovery in one of the planning department's memos. A vested right is mentioned for the Piombo Pit, which is where Kaiser is currently mining. There are a couple of problems, though.

First, there is no documentation to prove a vested right really exists. Second, if Kaiser does have a vested right to mine the Piombo Pit, it would mean that Kaiser wouldn't need a use permit. It would, however, need a revised reclamation plan. The plan that was designed for the permit cannot be carried out because the California Department of Fish and Game will not allow river diversion as a form of reclamation.

The board did take some action at the meeting. It voted to define the Kaiser mining permits as 10-year permits instead of five-year permits. The board also gave the county attorney 30 days to determine if Kaiser had a vested right to the Piombo Pit. If Kaiser does have a vested right, the board will instruct Kaiser to file a revised reclamation plan for the pit, which Kaiser has already done. An environmental impact report on the revised plan could take about four to five months to complete.

Meanwhile, Kaiser has cut back its forces to a bare minimum. Fortunately, Kaiser was able to stockpile a lot of material on its cert pile (material to be processed). The company has also been able to cut back on its clients and only process spec material. We hope Kaiser can continue processing material while the environmental review is being completed on the revised reclamation plan.

1992 work outlook

The work picture for 1992 looks better than last year for the Sonoma County Public Works Department, according to a representative I talked with. He said the county has about 12 projects totaling $12 million either being awarded, going to bid or in the planning stage.

The Stony Point Road project will probably go to bid in the fall, with work beginning in spring 1993 because the environmental review still needs to be completed. The Stony Point Road project was not included as one of the 12 projects listed above. The representative from Rohnert Park told me that three of the four projects that were budgeted for the year are out to bid: a wastewater force main, a traffic signal and lighting modification for Alicia Park. I will report on future projects from the Sonoma County Water Agency, City of Santa Rosa and Caltrans in my next article. I am waiting to hear from each of those agencies.

I talked with Louie Gobbi from Chiatti Bros. He reported the company was low bidder on the Healdsburg Airport runway widening. He has a crew working on the Santa Rosa Avenue reconstruction, only a week after all that rain we had in February. The other projects in my area are very slow in getting started after all the rain.

Gradesetting class

I will be starting my second gradesetting class of the year on Monday, May 4, from 7 p.m. to 9 p.m. This class will be on Monday nights for about 10 weeks. Classes are held at the Santa Rosa office. If you want to take the class, just call the office and get on the list.

As we proceed into this work year, we might be faced with the dilemma of leaving the contractor we've been working with for awhile and going to work for another that has the best qualified operators in the country. We have to work together, to do the best we can and make sure contractors are proud that they employ operating engineers.

Special meeting notice

District Representative Rob Wise has called a special meeting because there are four key issues that must be brought to the members' attention in Sonoma, Lake and Mendocino counties. Wise says these issues mean jobs, and he encourages all members to be a part of a thorough explanation.

Issue one: District 10 private work agreement: wages at 70, 80 and 95 percent.

Issue two: Russian River Rock: will we run out in 1992? How will this affect our work season?

Issue three: organizing: our progress and strategy.

Issue four: Politics: an overview of a full-slate election year.

The meeting will be held Saturday, March 28, from 9 a.m. to 12 noon (Coffee and doughnuts served at 8:30 a.m.) at the Luther Burbank Center Gold Room, 50 Mark West Springs Road, Santa Rosa.

George Steffensen, Business Rep.
Some dredge jobs appear on horizon

FAIRFIELD – Dredging is still a bit slow, but there’s some jobs coming up. I received a tentative projection of jobs that are going to bid:

- Mare Island - $1 million, bid date: Feb. 7; 500,000 yards.
- Oakland Inner Harbor - bid date: March 3; 500,000 yards.
- Petaluma River Channel - bid date: May 5; 200,000 yards.
- Suisun Bay Channel - bid date: May 18; 200,000 yards.
- Humboldt Bay Harbor Bar Entrance - bid date: Aug. 5; 700,000 yards.
- Petaluma Flats Channel - bid date: Aug. 17; 300,000 yards.

This list looks good, but four out of the six jobs look like hopper dredges, which won’t help Local 3 very much. Both Petaluma jobs are suction cutter head and clamshell. The Santa Cruz Port job is still going great. The crew down there is very professional and responsible. The hands are giving a good job to the city and port.

All the Bay Area dredge companies are slow. I heard some of the dumping problems may be coming to an end. I sure hope so. The Sacramento deep water job may go in June or July if money problems with PG & E are solved.

Crane rentals

Crane rental work is still plugging along pretty good. I have received the decision of the arbitration regarding the rerating or, depending on how you look at it, the derating of cranes. The arbitrators ruled against Local 3 on all three charges against the crane company involved.

This decision will make it very hard during negotiations in June. The way it stands now, if a company wants to derate a crane, it can do so through a certification company. This means that a company can now have a 50-ton hydro truck crane derated to 14.5 tons and use it with no oiler. The 50- and 40-ton Groves in question are now 14.5 tons.

So now the old and new rigs can be rerated to circumvent the “assistant to the engineer.” In my estimation this is not good, as we will see other crafts helping rig in and block up the cranes. Also, we will be missing the extra set of eyes for safe crane operations.

Bill Dorresteyn, Special Rep.

Mourning of Hubert L. Burrell

SALT LAKE CITY - The Utah staff mourns the passing of retiree Hubert L. Burrell. Hugh was a strong and loyal supporter of unionism, and through his many years as a member, always gave much credit to his union and fellow Local 3 members for the many struggles carried out in his behalf. Heartfelt condolences are offered to his widow and family.

Employee assistance programs in drug and alcohol treatment

An employee assistance program, commonly referred to as EAP, is a system for identifying and motivating employees who have personal problems to accept diagnoses and seek appropriate help for the solutions to their personal problems. EAPs are particularly concerned with problems that have an adverse effect on job performance. Moreover, EAPs can serve as part of a comprehensive program for combating drug and alcohol abuse in the workplace. A thorough program starts with the recognition that alcohol and drug abuse are preventable, treatable problems that must be acknowledged and dealt with promptly.

Drug abuse is a pervasive problem in contemporary society, and it is by no means confined to minorities, the poor or the lower strata of society. Some of the best and most experienced workers become alcoholics or abusers of other drugs. An effective company program will identify existing and potential drug abuse problems, contain and prevent their spread, and assist employees who are in need of help.

It should be noted, however, that EAPs differ in the scope of their operation from the industrial social work program that is popular in Europe. Industrial social workers provide psycho-social help for employees and their families in a variety of ways:

- Advocacy with management on behalf of vulnerable workers.
- Consultation with management regarding supervision, assignment and reorganization of staff.
- Contribution to the development of personnel policy.
- Employee assistance programs help employees help themselves and this should be the goal of EAPs.

As in industrial social work, confidentiality regarding individual cases is essential to program success. Unlike industrial social work, where credentials are essential, the qualifications of EAPs may vary widely according to program approach.

Employee organizations may also operate EAPs. The Amalgamated Clothing and Textile Workers Union, for example, has an EAP for its members. Many of the individual clothing manufacturers are not large enough to make it economically feasible to have an EAP. The labor union, however, has access to the workers of several companies. Similarly, the International Longshoremen’s Association, the National Maritime Union, the Airline Pilots Association and the Flight Attendants Association have EAPs for their members and their families. These programs operate in the same ways as internal EAPs.

Another form of EAP is the service center, which provides services to a number of employers and are located off company premises. These programs are less costly than internal programs for small and medium-sized companies.

Regardless of the form they take, EAPs seek to affect company policy to assure that employees will not be terminated for receiving treatment for personal problems. They also establish a case-finding network, evaluate or diagnose employee problems and direct employees who have problems to appropriate counseling or treatment. Most EAPs publicize their programs.

It now seems appropriate for EAPs to devote the same kind of attention to other drugs that they once reserved for alcohol. That’s not to say that alcohol abuse should be ignored or that it should take a back seat to other forms of drug abuse; rather, the entire problem of drug abuse in the workplace should be addressed directly and uniformly. The assistance portion of the company plan for combating drug abuse in the workplace is an excellent assignment for the EAP. It should be remembered that good assistance programs help people help themselves and this should be the goal of an EAP. Paternalistic EAPs rarely succeed. An EAP works best when it is considered the joint property of the company and its employees.

Fringe Benefits  
(Continued from page 8)  

2 years but less than 3 years - $400  
3 years but less than 21 or less than 23 year if unmarried and a full-time  
- $500  

Please note: Retirees with at least 10 years of credited service have a  
$2,000 Death Benefit payable from the Pension Trust Fund. This benefit is  
payable only in the event of the retiree's death. There is no death benefit  
payable in the event of a spouse's death.  

Mobile health testing program  
The Mobile Health Testing program for eligible active members and  
spouses (Schedule A only), provided by Health Examinetics, has returned.  
You will be notified when the program is in your area. Call for an appointment  
toll free at 1-800-642-6233, between 8 a.m. and 7 p.m., Monday  
through Thursday and 8 a.m. and 5 p.m. on Friday. All scheduled locations  
are in California and all dates are in 1992.  

Testing dates and locations  
Santa Rosa: March 30, 31  
Sebastopol: April 1  
Petaluma: April 2  
Truckee: March 21  
Grass Valley: March 24  
Marysville: March 25, 26, 27, 28; April 21  
Chico: April 22  
Red Bluff: April 23  
Anderson: April 24, 28, May 18  
Redding: April 25, May 1, 4, 5, 6, 7, 11, 12, 13, 14, 15  
Bella Vista: April 27  
Cottonwood: April 29  
Cassel: April 30  
Weaverville: May 19  
Santa Cruz: April 6, 7  
Salinas: April 8, 9  
Watsonville: April 10  
Monterey: April 13  
San Jose: April 14  

Vacation pay transfer  
In accordance with various collective bargaining agreements, vacation  
pay for hours worked from September through February, reported and paid  
to the trust fund by March 25, will be transferred to the credit union by the  
fund manager on May 15 and will be available for withdrawal at the credit  
union on May 31.  

If you prefer to have your vacation pay issued directly to you instead of  
the credit union, you may do so by filing a Semi-Annual Payment Request  
with the trust fund. You may obtain a request card at any district office or  
the Fringe Benefit Service Center.  

The trust fund must receive your completed request card no later than  
April 30. Checks will be issued May 15. Accounts for members on monthly  
transfer or time payment option are not affected by this transfer.  

Retiree picnic  
Saturday, May 30, is the date of this year's retiree picnic at Rancho Marin-  
eta. Come on up Friday, the day before, at noon, and stay until Sunday  
noon. There will be plenty of parking for your recreational vehicles. Local 3  
is picking up the tab. Come join us and have a good time. See you there.  

Union advantage by industry*  
Weekly median earnings, 1989  

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<th>Industry</th>
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*Median weekly earnings for full-time wage and salary workers. Non-union workers include supervisors and executives.  

Union Briefs  

Shrinking middle class  
The ranks of the poor and the rich have been expanding during the  
last 20 years, while the American middle class has been shrinking, a  
Census Bureau study shows. The proportion of people with middle-  
range incomes fell from 71 percent in 1969 to 63 percent in 1989.  

Meanwhile, the share of people in the highest income groups rose  
from 10.9 percent in 1969 to 14.7 percent in 1989. Unfortunately, the  
share of people in the poorest groups also increased, rising from 17.9  
percent of all Americans in 1969 to 22.1 percent in 1989.  

The most disturbing aspect of U.S. income trends since the 1960s  
concerns the status of children. Regardless of race, the odds of children  
being poor are exceptionally high if they live in single-parent families.  
In 1989, about 80 percent of black and Hispanic children and about 65  
percent of white children in single-parent families were poor, the study  
found.  

Only about 7 percent of white children were in single-parent fami-  
lies in 1969, but by 1989 the figure leaped to 17 percent. For Hispanics,  
the proportion jumped from 18 percent in single-parent families in  
1974 to 30 percent in 1989. For black children, the number rose from  
35 percent in 1969 to 61 percent.  

Steady construction union membership  
The percentage of employed construction workers who are union  
members remained at about 21 percent during 1991, the same figure  
as 1990, while the percentage of workers in the general economy who  
are union members remained at 16.1 percent, the same as 1990, accor-  
ding to the U.S. Labor Department.  

In the general economy, union membership reached a high of 34.7  
percent of workers in 1954 and has declined since then. Union mem-  
bers numbered 16.6 million wage and salary workers in the United  
States during 1991, down slightly from the 1990 total of 16.7 million.  

Union membership has stayed close to 17 million since 1985.  

In terms of numbers, the data showed that in 1991, the industry  
group with the most union members was manufacturing with 4 mil-  
ion, followed by transportation and public utilities with 1.9 million.  

Construction with almost 1 million.  

Bush's moratorium on safety  
Towards the end of President Bush's State of the Union address, he  
declared he would establish a 90-day moratorium on any new regula-  
tions "which could hinder growth."  

He did not outline what that meant, but it could mean a serious  
health and safety problem for American workers, and there is little  
reason to believe Bush can delay the regulations without congressional  
approval.  

There are currently 12 final standards and several proposed rules  
ready to be implemented by OSHA during the next 90 days. They  
include final rules on asbestos, cadmium, formaldehyde and unsealed  
space entry. All are areas that have huge detrimental impacts on work-  
er safety and health. OSHA also intends to take regulatory action on  
setting an ergonomic standard to prevent repetitive strain injuries.  

Many of these regulations are already overdue, largely be-  
cause of interference by the White House Office of Management and  
Budget. The moratorium will cause further delays and result in more  
work-place injuries and illness. It will send a clear message that busi-  
ness interests are more important to the Bush administration than the  
lives and health of working Americans.  

Bill helps Calif. construction workers  
A bill to require that half the hours worked on California construc-  
tion projects be performed by state residents was approved January 30  
by the Calif. Senate and now heads to the Assembly.  

SB 739, introduced by state Sen. Milton Marks, a democratic, would  
require contractors and subcontractors working on state projects to in-  
clude worker residency information in payroll records, which must list  
the state in which each worker is a resident. The bill would require a  
public works contract to include provisions authorizing the awarding  
body to impose sanctions against violators. The bill calls for a $25-a-  
day per worker penalty until strict compliance is met.
Sparks sewage plant turns wastewater into clear water

By Steve Moler, Assistant Editor

Final in a four-part series

It's hard to imagine how something as contaminated as raw sewage, with all its human and industrial waste, can be converted into a substance clean enough to safely dump into a mountain stream or marine reserve. But in the past two decades, because of stricter federal and state clean water regulations and technological advances, many sewage treatment plants nationwide are processing their liquid refuse into water that's so pure you can almost drink it.

One such plant is the Reno-Sparks Wastewater Treatment Facility, one of the largest departments within the City of Sparks Local 3 bargaining unit. About 60 employees operate, service and maintain the plant, which performs advanced treatment on up to 40 million gallons of sewage per day. Employee classifications include plant operators, laboratory technicians, inspectors, maintenance workers and electricians.

Because the treatment plant discharges its final product into the environmentally sensitive Truckee River, which is one of the most pristine river systems in the country, the plant has to remove 99 percent of the pollutants that come into the plant. This incredible feat is accomplished by Local members putting wastewater through a complex and extensive series of processes, all of which require special training and skills.

When sewage from the Reno-Sparks metropolitan area enters the plant, the primary treatment process begins. Wastewater moves into grit tanks, which remove sand and other so-called "heavy" inorganic solids. From there, the sewage is pumped into a row of six primary sedimentation tanks, where large organic solids are removed. Next, the wastewater travels to adjacent rectangular aeration tanks, where microorganisms such as bacteria are used to remove dissolved and colloidal pollutants.

Next to the aeration tanks are six secondary sedimentation tanks, which separate the microorganisms from the treated wastewater to provide a clear flow. The microorganisms are then able to return to the aeration tanks. Next, the process moves to a set of removal tanks, where phosphorus, which is a nutrient that stimulates algae growth, is concentrated into a small substeam for treatment with lime. The lime-phosphorus sludge settles out in the phosphorous sedimentation tanks, and the sludge is then pumped to the digesters.

During the mid-1960s, when the plant was originally constructed, these phases of wastewater treatment were all the plant was designed to perform. But because of rapid urban growth and stricter environmental regulations, the plant was expanded and upgraded in 1978. In addition to doubling the plant's capacity, the expansion allowed Reno-Sparks to do advanced treatment. The facility became the first wastewater treatment plant in the world to begin using PhoStrip, an innovative and energy efficient biological and chemical process that removed phosphorous.

In the second phase of expansion, the plant began experimenting with two nitrogen removal processes. Nitrification, which involves converting ammonia to nitrate, is being accomplished by filtering wastewater through four biotowers. From there, the water enters what's called denitrification. Nitrates created in the nitrification towers are used as an oxygen source for bacteria when metabolizing methanol.

After oxygen is stripped from the nitrate molecules, nitrogen and carbon dioxide are released into the atmosphere. The removal of carbon, phosphorus and nitrogen is particularly important because these chemicals inhibit the growth of unwanted algae, which upset the spawning and gestation of river fish. After nitrogen removal, wastewater is now highly clarified in sand bed filters. Finally, the water is disinfected with chlorine, then dechlorinated before being discharged into the Truckee River.

The task of keeping such a large state-of-the-art facility running 24 hours a day is enormous. The plant employs during each shift at least...
I don't really like it," said Steve McQueen, a plant electrician and job steward. "We're still in the dark. A lot of the other people around here are worried, not about their jobs but about how the county might treat us. It's not going to be a smooth transition."

Only further negotiations and time will determine the group's fate. Meanwhile, the employees continue doing the best job possible despite the distractions.

Plant operator Paul McCormick collects samples to measure phosphorus levels.

Five operators at various stations throughout the plant who control and monitor all the plant functions. To keep the plant humming during three shifts, five maintenance mechanics, seven maintenance workers, and three electricians service and maintain all the digesters, filter systems, tanks, towers, basins, and other plant hardware.

The plant laboratory, which employs six technicians, analyzes water samples at the plant and what's going into the Truckee River to ensure that all water quality standards are being met. Chemists check for things like nitrogen and pH levels, while microbiologists see if any unwanted organisms are still living in the water. Three industrial waste inspectors are responsible for evaluating water that comes into the plant so that toxic chemicals don't endanger the plant.

Unfortunately, the future of this group of employees is uncertain. Some time in mid or late 1993 the plant, which the cities of Reno and Sparks jointly operate, is scheduled to be turned over to Washoe County. Under the plan, the plant workers will be taken off the Sparks payroll and become county employees.

Why the change? Because of the region's rapid growth during the 1970s and 1980s, residents living in unincorporated areas had difficulties obtaining adequate sewer service. As a result, the Nevada Legislature ordered a study to evaluate the region's wastewater treatment plan. The study found that a lack of regional planning existed and recommended that the area's wastewater operations, including flood control and sewage treatment, be joined into one entity. The legislature agreed and ordered the establishment of consolidated water and wastewater services.

The big question on everyone's mind is whether the group will remain in Local 3 or have to join the county's bargaining unit, the Washoe County Employees Association. Business Agent Dick Gleed has been meeting with county officials to work out an agreement that would allow the group to become a separate bargaining unit within the county so the employees can remain in Local 3. If the county doesn't agree to this arrangement, Local 3 will argue its case before the Employee Management Review Board. The board will then rule on which bargaining unit the plant employees will work under.

All the uncertainty is making some workers feel a little apprehen-
1992 Grievance Committee Elections

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

March 24th District 9: San Jose Labor Temple 2102 Almaden Road

31st District 3: Stockton Engineers Bldg. 1916 North Broadway

District Meetings

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

April

7th District 4: Eureka Engineers Bldg. 2806 Broadway

7th District 17: Kauai Wilcox Elem. School 4319 Hardy Street

8th District 17: Kona Kona Elementary School Kealakekua

8th District 7: Redding Operating Engineers Bldg. 20308 Engineers Lane

9th District 6: Marysville Operating Engineers Bldg. 1010 "E" Street

14th District 1: San Mateo Electrodins Hall 302 - 8th Avenue

21st District 17: Maui Walluku Community Center Conference Rms. 1 & 2 Lower Main Street

22nd District 17: Hilo Kapiolani School 966 Kilauea Avenue

23rd District 17: Honolulu Kapalama Elem. School 1601 N. School Street

HONORARY MEMBERS

As approved at the Executive Board Meeting on February 5, 1992, the following Members have 35 or more years of membership in the Local Union, as of February 1992, and have been determined to be eligible for Honorary Membership effective April 1, 1992.

Leo Alinoot 0918909
Morrice Carrier 0883621
Alfred Creekmore 0845510
Lester Davis 0919007
Virgil Del-Zompo 0753978
Alex Duncan 0839325
William Gross 0904666
Calvin Harris 0964129
Luke Hernandez 0841749
Dale Hull 0835710
Ernest Keefer 0879586
Richard Kelly 0912229
Joseph Mazza 0918974
Warren Miles 0916129
James Petersen 0918883
Richard Petersen 0873863
Harold Roberts 0226736
N. J. Sheeren 0535417
Richard Smith 0892592
Roy Sumter 0845588
Robert Voris 0904666
Warren Wallers 0921258
Jason Young 0351357

DRIVE A BARGAIN

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

Department Members

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

NOVEMBER

Joe Astorga of San Francisco, Ca., 11/1.

DECEMBER

John Backhoven of Stockton, Ca., 12/2; Claud Coad of Sloughough, Ca., 12/1; M. Gedlim of Bohol, Phil., 12/14; Lloyd V. Giannoni of Santa Rosa, Ca., 12/22; Gerald Williams of Napa, Ca., 12/29; James Wilson of Mapleton, Utah, 12/31; George Young of Rich Murie, Ca., 12/29.

JANUARY 1992

Clyde Archer of Foresthill, Ca., 1/19; Tony Azavedo of Elk Grove, Ca., 1/15; J. S. Baker of Fresno, Ca., 1/8; Carol Barber of Kingman, Arizona, 1/10; Jason A. Boyd of Dos Palos, Ca., 1/12; Gino Brusatori of So. San Francisco, Ca., 1/29; Richard Cleckett of Carson City, Nevada, 1/6; Patrick Coelho of Hauula, Hawaii, 1/11; Leon H. Coney of Concord, Ca., 1/1; R. C. Darrah of Santa Cruz, Ca., 1/25; Jim Davis of Sacramento, Ca., 1/16; Morris Dung of Waianae, Hawaii, 1/21; Ira Forman of Welton, Arizona, 1/23; Frank Fornegro of Sparks, Nevada, 1/5; David J. Gilmore of Eureka, Ca., 1/18; Norman Goodwin of Freedom, Ca., 1/11; Danny Gore of Galt, Ca., 1/17; Frank Gross of Santa Rosa, Ca., 1/25; Harold Hall of Reed, Wash., 1/11; H. Irace of Coos Bay, Oregon, 1/20; W. N. Kell of Mediva, Utah, 1/31; Harry Knight of Coulterville, Ca., 1/5; Rodney Koenig of Nevita, Nevada, 1/28; John W. Long of Sacramento, Ca., 1/27; Edward Lowdon of Reno, Nevada, 1/26; Ben Mears of So. San Francisco, Ca., 1/28; T. N. Mason of Castro Valley, Ca., 1/30; Riley Merrill of Farmville, Ca., 1/6; Lloyd Nelson of Fresno, Ca., 1/15; Floyd M. Nuckolls of Chico, Ca., 1/12; John Osborne of Sun Valley, Nevada, 1/14; Floyd Parker of Oroville, Ca., 1/27; Leroy Pedersen of Magna, Utah, 1/30; L. Ronning of Novato, Ca., 1/17; Corliss Russell of Richmond, Ca., 1/17; R. B. Savage of Sacramento, Ca., 1/30; Clarence Scholes of Redwood City, Ca., 1/19; Milo Sionicker of Tustin, Ca., 1/18; Chuck Somers of Sacramento, Ca., 1/14; Otto Utela of Eureka, Ca., 1/13; Raymond Vandusen of Sutter, Ca., 1/25; Miron Vanhuss of Visalia, Ca., 1/8; W. V. Weaver of Fresno, Ca., 1/18; Vernon Whiting of Salt Lake, Utah, 1/2; Frank Winters Jr. of Hayward, Ca., 1/10.

FEBRUARY

Travis Adams of Auburn, Ca., 2/25; Chas M. Bryant of Opelika, Alabama, 2/14; Jacques Burch of Indian Springs, Nevada, 2/9; Wayne Burke of Elma, Ca., 2/13; Joyce Chapman of Santa Rosa, Ca., 2/18; F. Cliens of Napa, Ca., 2/10; Albert Gagnon of Sono- ta, Ca., 2/6; Robert Gorman of Las Vegas, Nevada, 2/5; Earl Hart of Sacramento, Ca., 2/6; Orville Horn of San Jose, Ca., 2/15; Ervin H. Hunt of Elk Grove, Ca., 2/21; Dennis Johnson of Springfield, Oregon, 2/8; Herbert Klauiup of Wamnicau, Hawai, 2/15; Kenneth Lambert of Redwood City, Ca., 2/2; Donald Lame of Center Home, Oregon, 2/2; M. L. Lutz of Stockton, Ca., 2/12; Gilbert Mashburn of Fairfield, Ca., 2/10; Thomas Ogrady of Palo Alto, Ca., 2/1; Stanley Rathbone of Pleasanton, Ca., 2/10; Manuel Vidinha of Honolulu, Hawaii, 2/7.

DECEASED DEPENDENTS

Brian Crohn, son of Mike, 12/2; Marilyn Fish, wife of Bobby, 1/3; Dorothy Hardin, wife of Richard, 1/11; Joan Kirby, wife of Norman, 1/11; Dawn Griswold, daughter of Shawn, 9/6; Delores Mejia, wife of Manuel, 2/6; June Reynolds, wife of Robert, 1/2; Natsu Torres, wife of Fermo, 12/30; Debra Wilson, wife of Richard, 12/31.

Pre-Retirement Meetings

April 13th Ignacio 7pm Alvarado Inn 250 Entrance Novato, CA

15th Fairfield 7pm Holiday Inn 1320 Holiday Lane

21st Eureka 7pm Operating Engineers Bldg. 2806 Broadway

22nd Redding 7pm Operating Engineers Bldg. 20308 Engineers Lane

23rd Marysville 7pm Operating Engineers Bldg. 1010 T Street

28th Stockton 7pm Operating Engineers Bldg. 1916 N. Broadway

29th Concord 7pm Elks Lodge #1994 3994 Willow Pass Rd.

30th Oakland 7pm Holiday Inn Airport 500 Hegenberger Rd.

District Meeting Change

District 3: Stockton
From March 17th to March 31st
Engineers Bldg. 1916 North Broadway

To obtain your Disney package clip & fill out coupon and send to:
Operating Engineers Local Union No.3
1620 South Loop Road Alameda, CA 94501
Attention: Public Relations

Name___________________________
City_________State____Zip_____
Social security #________________

My Disney package clip is enclosed.

Address_____________________

2001

FOR SALE: Sailboat 27 Catalina. Must sell due to separation. VHF radio, 3 jib sails, mainhead w/38 gal. water, 115 hp universal 40 hp engine/12 volt electric. All coast guard required and approved life jackets, safety fence, fire ext. 6 sell for balance due on loan. $300. Boat in Santa Cruz harbor. Call Joanie (408)475-1555. Reg.#0851432

FOR SALE: Motor Home '80-12', 34' Bnder class a, 454 Chevy V8 Loader, 12' v-nose, 7200 lb. loaded, $551. Call John (707)429-1328. Reg.#1497927 3/92

FOR SALE: '64 Chevy Impala SS. strong community w/swimming pool, club house, 2/92. Lincoln 250, Turbo 400 auto, completely restored, green belts, picnic grounds, sauna's, tennis courts, spa, rec room, all group owned. $106,500. Call Harold (209)369-0478. Reg.#0811345

FOR SALE: '50 Water truck Auto car, runs good, 4K gal. tank, $12,500. Horse pathy to George Notley and family on the passing of his father. Reg.#1195091 2/92

FOR SALE: '89 Ford Aero Star XL 28K miles, power windows/locks/tilt, rear air, in factory boxes. Shirts, spotlite, 2 sun visors. Men's older bicycle good condition. $12,000. Call (209)478-2399.

FOR SALE: '68 Chevy Van Conversion Auto trans, air loaded, low body. Call Emelie (702)738-5304 Reg.#0932361

FOR SALE: '76 Chevy G-30 1/2 of 40 acres Mendocino county, timber, water, game, only 5 miles from town. $10,000. Call (702)738-5304 Reg.#1195091 2/92

FOR SALE: '75 Plymouth Satellite 22K miles, power windows/locks/tilt, rear air, in factory boxes. Shirts, spotlite, 2 sun visors. Men's older bicycle good condition. $12,000. Call (209)478-2399.

FOR SALE: '26 Chevy truck w/2 door cab, 350, turbo 400 auto, completely restored, less 15K miles on motor, tress, rear-end, lots of chrome on engine. $4,900. BOB. Call (408)724-1321, Reg.#1905287 2/92

FOR SALE: Motor Home '71 Apollo, 26', excellent condition, loaded. Call Walt (928)476-8750. Reg.#0014822 2/92

FOR SALE: '52 Chevney 2 door coupe, original option parts and accessories still in factory boxes. Shirts, spotlite, 2 sun visors, etc. 230 c.i. engine and automatic trans. On boil, $2,000. Parts are worth the price alone, like getting a free car. Call (415)866-2247 Reg.#1532361

FOR SALE: '52 Chevy Van 1965, for sale or trade for larger car. Call Emelie (702)738-5304 Reg.#0932361

FOR SALE: '78 Avenger bubble head 19', 460 Ford engine, 12 cylinder, full custom, air conditioned, loaded, high performance. $10,500. Call (702)738-5304 Reg.#0932361

FOR SALE: '71 Corvette sport diesel, 2 c. bucker, very good working order. $4,600. Call (209)826-9465. Reg.#1043556 2/92

FOR SALE: '81 5th wheel trailer Auto trans, air, loaded, low body. 65' 1/2 of 40 acres Mendocino county, timber, water, game, only 5 miles from town. $10,000. Call (702)738-5304 Reg.#1195091 2/92

FOR SALE: '90 Motor Home '87 Motorhome 37' Elan- der (209)826-9465. Reg.#0811835 2/92

FOR SALE: '89 Ford Eagle XE XL 654 miles, power windows/locks/tilt, rear air, in factory boxes. Shirts, spotlite, 2 sun visors. Men's older bicycle good condition. $12,000. Call (209)478-2399.

FOR SALE: '87 Motor home 37' Elan- der (209)826-9465. Reg.#0811835 2/92

FOR SALE: '63 Studie. Daytonia 2 door sedan, red with white vinyl top, black interior and 3 wheel wheel drive with locking lock box. Ward's heavy duty washer/dryer. $3,000. Call Howard (707)746-5810 Reg.#1271351

FOR SALE: '91 stock Ford XE XL 654 miles, power windows/locks/tilt, rear air, in factory boxes. Shirts, spotlite, 2 sun visors. Men's older bicycle good condition. $12,000. Call (209)478-2399.

FOR SALE: '87 Motor home Beach- wood, 22', fully self contained, 6V Chevo- let engines. $34,000. Call Howard (707)746-5810 Reg.#1271351

FOR SALE: '89 Yard sale 2/92. Men's older bicycle good condition. $12,000. Call (209)478-2399.

FOR SALE: '50 Water truck Auto car, runs good, 4K gal. tank, $12,500. Horse pathy to George Notley and family on the passing of his father. Reg.#1195091 2/92

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Record bond sale brightens California’s work outlook

All those construction bond measures Local 3 members have been voting for over the past several years are starting to pay handsome dividends.

California Treasurer Kathleen Brown announced last month the sale of a record $1.4 billion worth of general obligation bonds that will pave the way for construction of schools, prisons, libraries and mass transit. The bond sale, the largest of its kind in U.S. history, will provide over the next two years an estimated 13,300 jobs for contractors, subcontractors, suppliers and others working on these projects.

The bond sale will provide:
• $700 million for various transportation projects, particularly passenger rail.
• $232 million for county jails and youth facilities, and $71 million for state youth and adult correctional facilities.
• $154 million for K-12 schools, and $51 million for higher education.
• $20 million for libraries.

Other types of projects included in the bond sale are $72 million for wildlife, coastal and park land conservation, $9 million for parks and recreation, $4 million for community parklands, $5 million for housing and homeless programs and $2 million for water conservation.

The $700 million for transportation came from passage of Props. 108 and 116 in the 1990 primary election, measures that Local 3 vigorously supported. Some $9 million, for example, will be spent to finance projects for the Sacramento Regional Transit. Additional money will go to the Bay Area Rapid Transit for various improvement projects, such as BART extensions to the San Francisco airport, Dublin and Pittsburgh.

The $232 million for correctional facilities resulted from passage of bond measures in 1986 and 1988. This will enable the state Board of Corrections to reimburse counties for the cost of constructing new correctional facilities. Those counties in Local 3’s jurisdiction are Fresno, Placer, Sacramento, San Francisco and San Joaquin. Of the $232 million, some $31 million will be used for various projects at the R. J. Donovan facility, Chuckawalla State Prison and at correctional facilities in Avenal, Tehachapi, Jamestown and Delano.

The record bond sale came about when Brown, taking advantage of the favorable investment climate resulting from low interest rates, urged various state departments to get construction projects ready for financing. As a result, the bond sale grew from less than $400 million to the $1.4 billion.

A syndicate headed by Goldman Sachs was the low bidder on the bonds at an interest rate of 6.16 percent, just short of the record 6.06 percent interest achieved on California’s most recent general obligation bond sale last fall. Bank of America and Prudential-Bache also submitted bids. The sale marked the first time in over 20 years that the state has received three bids on a competitive general obligation bond sale, an indication of the favorable investment climate resulting from low interest rates.

The sale was part of Brown’s efforts to reduce the state’s bond backlog and will bring the current $6.7 billion general obligation bond backlog down to $5.3 billion.

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IUOE Local 3
Family Day
Marine World
Africa USA

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

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

Last chance to get your tickets!

- Ticket deadline is:
  Monday, April 13, 1992
- Please make checks payable to:
  Operating Engineers Local 3
- And send to:
  Operating Engineers Local 3
  1620 South Loop Rd.
  Alameda, CA 94501-7090
  ATTN: Neal Sparks