

Engineers News

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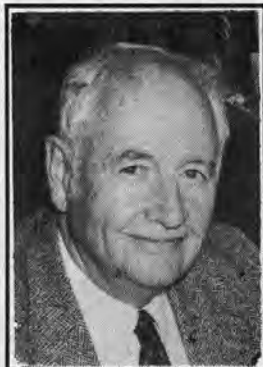
OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA

MARCH 1992

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



FOR THE

Good & Welfare

By Tom Stapleton
Business Manager

Doctors' investment in labs, clinics lead to health care abuse

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 Mercer, 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 workers' 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 6,581 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.

The results of this study have been presented before the Assembly Health Committee in Sacramento in support of AB 819 by Assemblywoman Jackie Speier, D-San Mateo. The legislation would bar physicians from referring patients to clinics or labs in which the doctor has an investment. Such joint ventures, once rare, have soared during the past decade. The U.S. government estimates 12 percent of the nation's physicians have financial stakes in clinics and labs.

Jackie Speier's bill has garnered widespread support from business, labor and insurance groups. It's rare when you find all these interests on the same side of the fence, but health care costs is an issue that penetrates into every household.

Health care costs have become the leading issue at the bargaining table and the reason for the vast majority of our labor disputes. It's sapping our system to the point that in many contracts, workers have foregone wage increases merely to maintain health care benefits.

This has got to stop! If we have to literally dissect the health care industry into little pieces to find out where all our money is going, then then I say it's high time we do it. This study focused on only three areas of health care, which together account for billions in inflated and unnecessary costs. How much more abuse is there? What will it take to bring this industry in line so that ordinary working people can afford decent health care?

Our members are deeply concerned – and irritated – at the constant erosion of our health benefits. They have a right to be. We not only share the concern, we are outraged at such documented cases of abuse. The health care issue has become a war. It's not going to go away. We won't win this one overnight. But we're going to fight this inflationary trend on every front that we can.

I am confident we can count on your support for the help we need.

Official Union Notice

Business Manager T. J. Stapleton has announced that, pursuant to Article XXVIII of the Local Union Bylaws, which states in part: "This Local Union acknowledges that the Constitution of the International Union of Operating Engineers supersedes any provisions of these By-Laws which are inconsistent with such Constitution," it is therefore necessary to conform Article VII, Section 4 of the Local Union By-Laws to the International Constitution by order of the General President, as stated in the following letter dated February 28, 1992:

Mr. Thomas J. Stapleton
Business Manager
IUOE Local Union No. 3
1620 South Loop Road
Alameda, CA 94501

Dear Sir and Brother:

Reference is made to your letter of February 12, 1992, in which you request an interpretation of Article XXIV, Subdivision 1, Section(a) of the International Constitution as it applies to Article VII, Section 4 of the By-Laws of Local Union No. 3.

Please be advised that you have correctly noted that the published Decision and Opinion of Larry Dugan, Jr. issued to Local Union No. 793 on July 28, 1987 is directly applicable to your question and requires that the Local Union's By-Laws must be amended to conform to the provisions of the International Constitution. Specifically, the By-Law provision that the President and Recording Corresponding-Secretary of the Local Union are to be full-time employees must be deleted inasmuch as it conflicts with the Constitutional mandate of Article XXIV, Subdivision 1, Sec-

tion(a) that all Local Union employees are to be selected by the Business Manager.

A review of the records of the International Union discloses that the current provisions of Article VII, Section 4 of Local 3's By-Laws predate the 1964 amendment of Article XXIV, Subdivision 1, Section (a) of the International Constitution which vested the exclusive authority to hire Local Union employees in the office of the Business Manager. While this conflict between the Constitution and the By-Laws has not previously been identified it must now be corrected to conform to the requirements of the Constitution. The amendment suggested in your letter would bring the By-Laws into compliance with the Constitution on this point and would be approved by this office.

Fraternally yours,
Frank Hanley
General President

Therefore, in order to comply with the directive of the General President, Article VII, Section 4 of the Local Union By-Laws shall be corrected to read as follows: (Type that has been lined through is deleted. Type in italics has been added)

~~The President and Recording Corresponding Secretary shall be paid as full time Officers and shall be paid an amount not less than that paid to the highest paid Business Representative.~~ The Local Union Executive Board shall set the salaries of all other the Officers, provided that the Business Manager's salary shall be not less than twenty five percent (25%) a year more than the highest paid District or Business Representative.

Engineers News

WIPA



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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 360,000 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 effects 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



Keith Bauer

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



Rita and Ron Rays, with their silky terrier, Kringle, lost everything they owned when their home burned down last month.

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 inferno. Needless to say, the Rays lost all of their personal belongings: all of Ron's tools, Rita's successful arts and craft business, furniture, clothes, photos, identification, even their income tax papers.

With no insurance to protect them, the couple must now begin the struggle of rebuilding their lives after losing everything. During these hard times Local 3 members can lend a helping hand. A family friend has set up a trust fund at a local bank, and anyone interested in helping out can send a contribution to:

Rona and Rita Rays Trust
Bank Of Hayward
1151 "A" Street
Hayward, CA 94541
Attn: Julie Gard
Acct. No. 001-103181

Ron and Rita are now living in an apartment next door. Each day the Rays watch painfully as workers strip charred debris from the inside of the old house and pile it in the front yard. For this couple, life won't be the same for years to come.

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 blood 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 pelvic area. 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.

A half-century of gratitude

Eddie Bettencourt of Kaiser Sand and Gravel Company is the only known Local 3 member to have worked 50 years for the same employer

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



Eddie keeps a watchful eye on the plant via the control panel, which has more than 400 buttons and controls.

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 achieve-

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 bar-

leled 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



Eddie calls the control room where he works "the top of the Mark," after the famous hotel in San Francisco.

ments, Kaiser threw a surprise 50th anniversary celebration for Eddie on February 3. When Eddie arrived at work that Monday morning, he couldn't understand why balloons and streamers decorated his control room, and why a large circus tent, tables, barbecue grills and a public-address system were being set up in the company parking lot. Coworkers told him the company president was coming to visit. But when a huge banner that read "Congratulation

becue 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 unparal-

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 offices 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



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 Radium 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 vanishing 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 illustriously 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 Radium 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 Radium plant, which was located a few hundred yards west of the pre-



Eddie reflects on the proclamation he received from the Local 3 officers.

sent 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 Radium 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 pedalsteel 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 honkey-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 Palamonies, 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 books. 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 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



This cartoon depicts trade union opposition to convict labor.

governor responded by promising to hold a special legislative session to address the miners' grievances.

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.

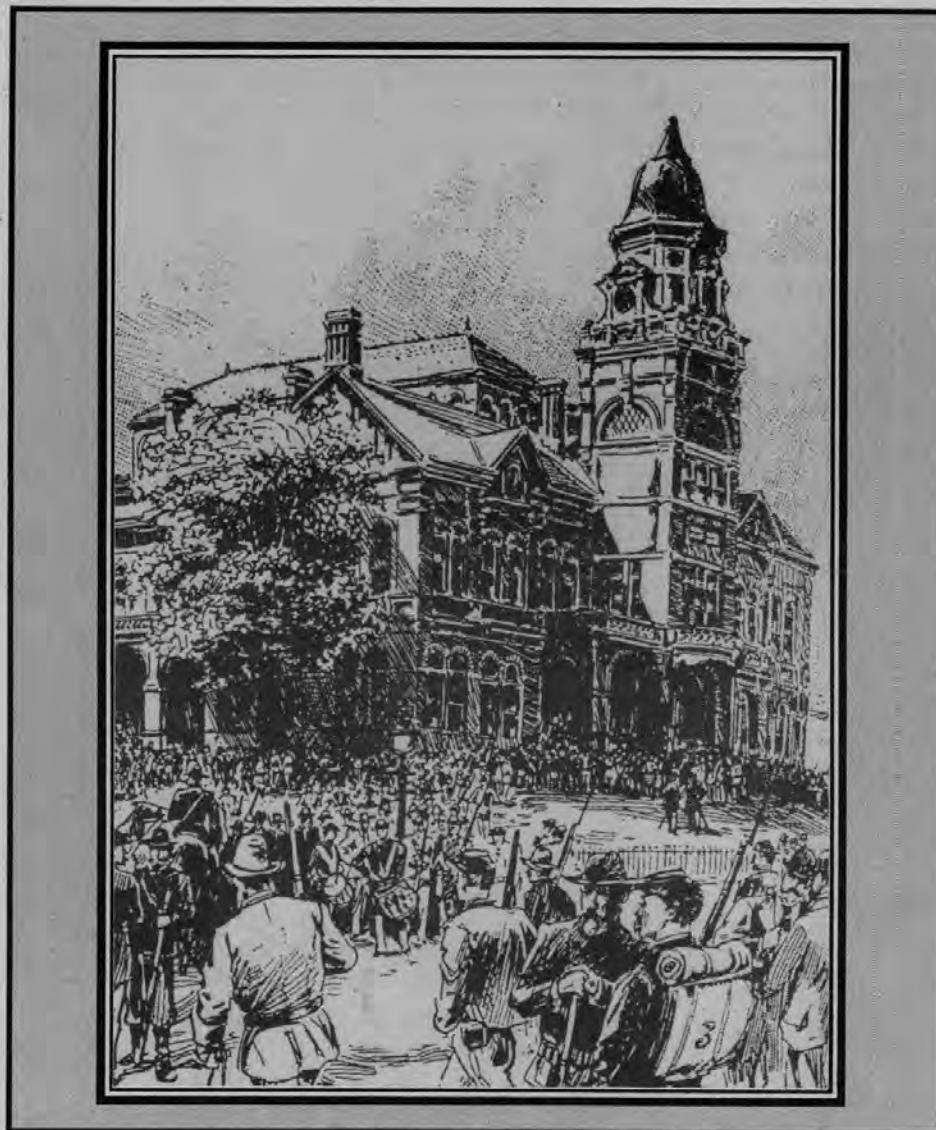
The following year, in 1892, similar anti-convict labor actions were taken, apparently inspired by the recent victories in Briceville, on a much larger and more violent scale. Although details of these events are not well documented, one observer reporting to the Chattanooga Federation of Trades wrote, "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 main 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 are 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, agri-business, manufacturers, retailers, the electronics industry, land developers and insurance corporations.

Have we learned anything from history?



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

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

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

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 fear to negotiate."

*— John F. Kennedy,
Inaugural address,
Jan. 20, 1961,*

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 from rough copy, she inputs and formats the contract language on the



Members of the Contracts department are from left Rollie Katz, Lil Fromm, Sharon Castello and Valerie Carley.

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 250 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 data base 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.



At their computer workstations are Valerie Carley, left, and Sharon Castello.

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 demand, members are finding that loan turn around is taking much longer than they 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 loans, 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 delayed with refinancing applications. Most mortgage lenders are running from three to six 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 ad-

here 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

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 made to the (California) Active Plan are suggestions made by the numbers who attended the specially

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) to fifteen (15) years shall receive four hundred (\$400) dollars and this amount shall not thereafter increase.

Class IV: Beneficiaries of members who on July 1,

1973 have been in good standing for a period of fifteen (15) to twenty (20) years shall receive five hundred (\$500) dollars and this amount shall not thereafter increase.

Class V: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of twenty (20) years or more shall receive seven hundred fifty (\$750) 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 actives only (not applicable to retirees)

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)

From time to time, we receive feedback from our members concerning the service your credit union is providing. This letter was sent to us from a member's spouse in Sebastopol.

February 5, 1992

William L. Onesta, President
 6300 Village Parkway
 Dublin, CA 94568

Dear President Onesta,

Reference: Operating Engineers Local Union No. 3 Federal Credit Union - Rohnert Park, California.

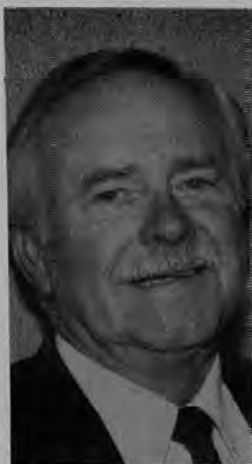
My husband and I have been making use of the Rohnert Park Credit Union by utilizing several services.

We are/have been very impressed with the business procedures, yet very cordial manner which both Cindy and Donna put to use while serving us who are their customers. Those two young ladies are doing a fabulous job!

Sincerely,
 (Mrs.) Dorothy R. Adams

TEACHING TECHS

By Art McArdle, Administrator



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 construc-

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

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 Crisosto, Michael Foulk, David Loera, Juan Lovato.

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

Remember, the employer is paying for you to become more valuable to him, so take advantage of these op-

portunities to make yourselves more employable. Any questions, please call the office at (510) 635-3255.



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.

tion. 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. Remember you can make a difference, but only if you let others know.

The NCSJAC is gearing up for its hands on competition, which will be held again at the Job Corps Training Center in Sacramento. Everyone will receive a memento of the day as well as a great barbecue. Job Corps has told the NCSJAC that the competition will be bigger and better than ever. So be sure to reserve **May 9** for the second annual NCSJAC Hands-on Competition.

Our hands-on classes are getting

Feickert, Gene Feickert, Jerry Lamerrill, Richard Lammer.

Redding class members were Schoen Bovo, Jim Horan, David O'Connor and Oakland class participants were Paul Auer, Charles Harrington, Scott Harrington, James Heck, Jennifer Merritt, Albert Pope, Denise Rodrigues, Derek Tanning and Larry Thompson.

The NCSJAC has asked employers what upgrading they felt was most important at this time. They recommended the following classes: global positioning stations, data collection and HP48SX. We will set up classes after the hands-on competition.

Please call the NCSJAC with your interest so we can establish areas and numbers for these classes.

SAFETY

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 work place.

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.

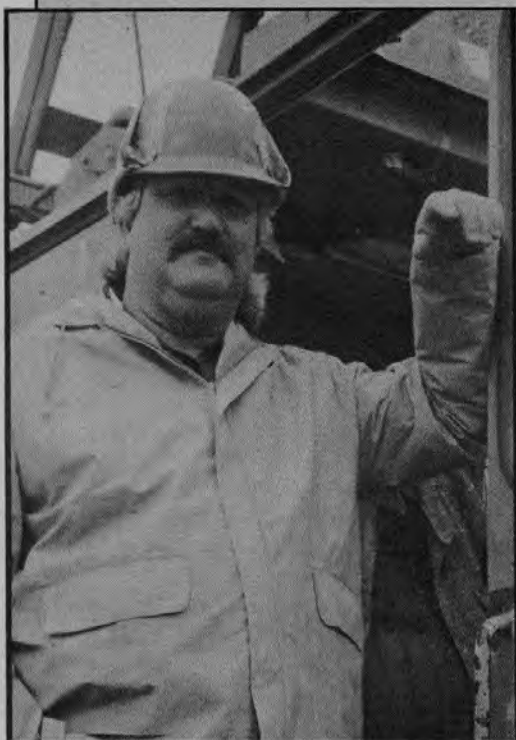
Section Eight (control measures): Manufacturers recommendation on ventilation, protective equipment and hygienic practices.

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.

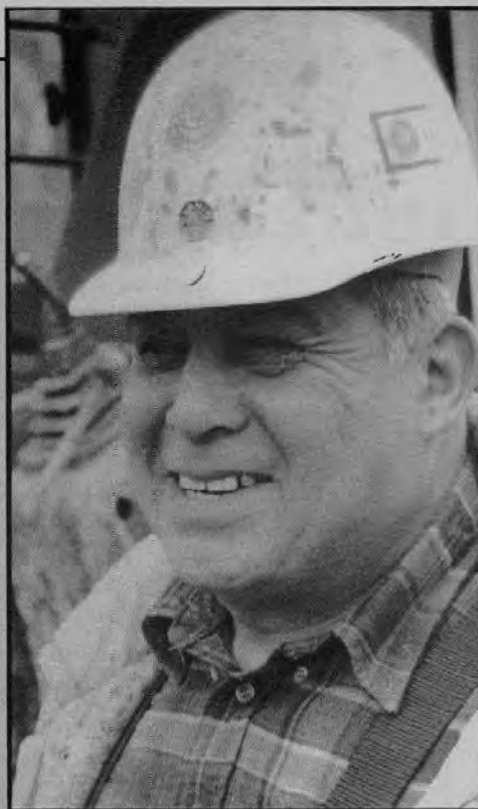
I know a lot of you are saying that nothing in this article applies to me. How many of you have worked with WD-40 or some similar type of oil? There are MSDSs out for these products. You don't have to be an employer to have chemicals around. Check under your kitchen cabinet or out in the garage. You'll be 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 1910.1000, 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.



Above left: George Benson, driller operator.



Above right: Ernie Lopez, excavator operator Grievance Com. Member.

Right: Terry Young, backhoe operator on mobilization crew.

Below left: Robby Ehlenburg, excavator.

Below right: Ricky Johnson, lube engineer and HDR mechanic.



Plugging the Dike

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.

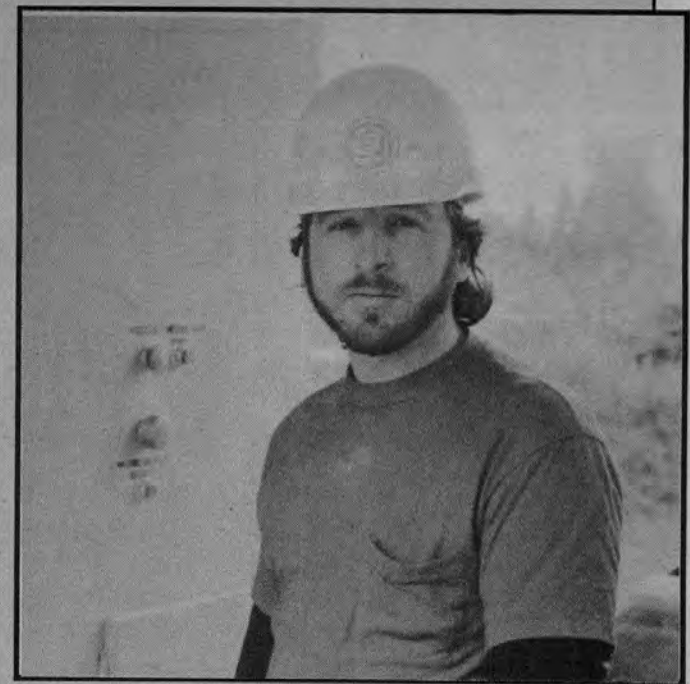
As the drilling machines bore deep into the levee, liquified bentonite is pumped down through the augers to fill the holes up as they are dug. As soon as one set of holes is dug and filled with bentonite, the drilling machine moves down a few more feet and drills another set of holes until the entire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

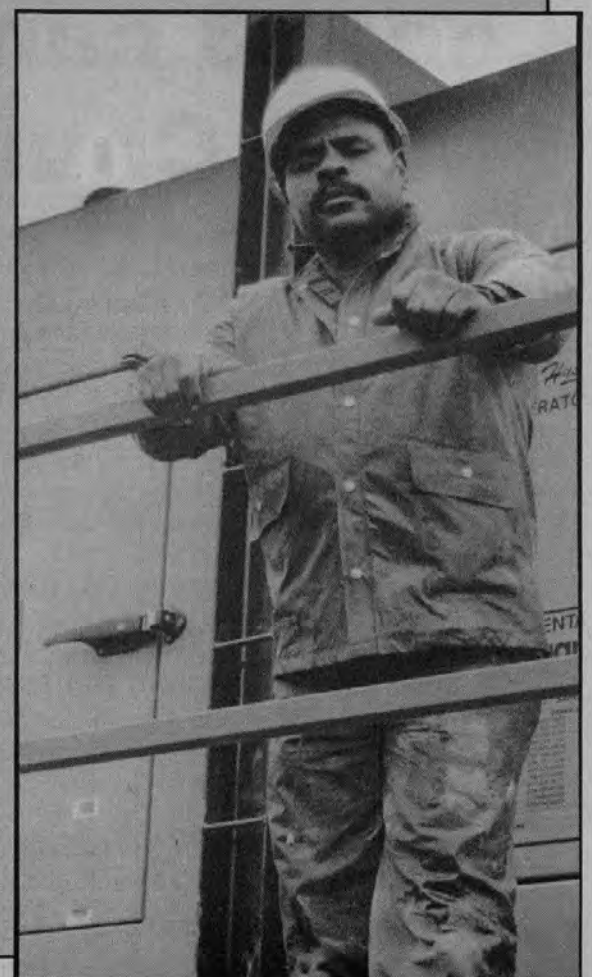
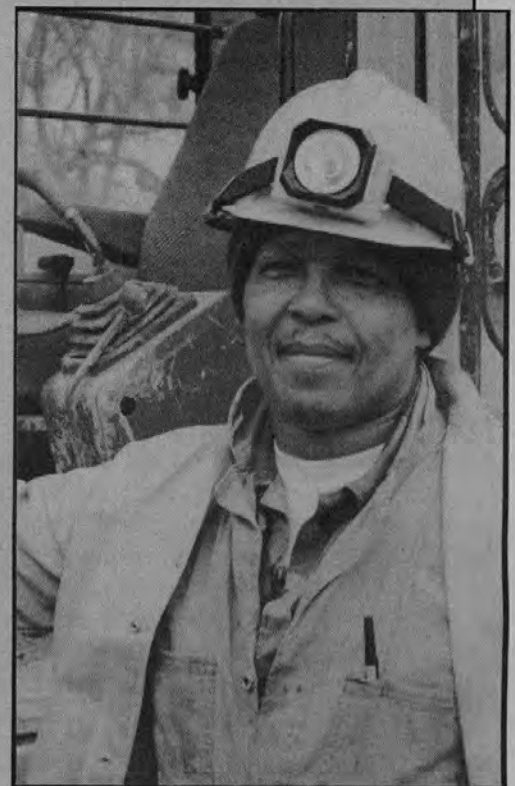
"This whole job is one big test for us," says foreman Mike Carr, a Local 3 member from Utah. "We knew when we got this job that we could make specs, but no one knew what it would



Top right:
Todd
Bradford,
batch plant
operator.

Right:
Jermaine
Miranda,
apprentice.

Bottom
right:
Clyde
Sims,
oiler/lube
engineer,
20 - year
member.



ictured above is one of two specially designed drilling rigs
anufactured for Seiko by Nippon-Sharyo. The rigs are
quipped with a set of augers (inset photo) that drill into the
vee and pump a mixture of bentonite into the holes.

like to get there. We're basically
ing this at our own expense."

The key to the project, in addition
the special drilling method, is the
ntonite mixture that is pumped into
e holes. The bentonite - a hard clay
at is ground into a fine powder - is
ixed for about 12 hours with con-
ete, water and other materials until
e particles are thoroughly saturat-
i. The sloppy mixture - about the
nsistency of a thin milk shake - is
en 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 indica-
tor, they will have no
problem picking up
some more work.



NEWS FROM THE DISTRICTS

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 under-

ground 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 \$15 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.

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 Lovelock 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

*Dan Mostats,
Business Rep.*

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 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.

NEWS FROM THE DISTRICTS

Gravel wars hit stalemate

SANTA ROSA – What has been appropriately labeled “the gravel wars” in Sonoma County between the gravel industry and the West-side 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 provide 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 Ghilotti 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 work. I hope we remember that we are all members of the same union, a brotherhood and sisterhood of the best qualified operators in the country. So when new faces show up on the job, welcome them as a member of our family and don’t treat them as an outsider from the “other company.” 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.

Texas contractor, H.C. Price, wins pipeline contract

REDDING – The PGT-PG & E Pipeline Expansion Project hasn’t started yet. Spread 4, to be constructed in 1992-93, will be done by H.C. Price Construction Company out of Dallas, Texas. Segment A will go from the Oregon border to 13 miles south of Burney, Calif., a distance of 92.4 miles. Segment B, scheduled to start Feb. 1, 1993, goes from 13 miles south of Burney to six miles north of Willows, Calif., a distance of 74.1 miles. This pipeline will consist entirely of 42-inch pipe. Segment A was to start March 1, 1992, but due to the different agencies that Bechtel Corp. has to deal with, all of the permits haven’t been obtained. H.C. Price is hoping to get started by March 15.

Superintendent Benton Hickerson told me he has to have 45 miles of ditch open before he can start laying pipe. Spread 4 will be one of the toughest sections due to all the lava rock in the area. Most of the equipment, which has been coming in by rail, has arrived. Until we have a pre-job with H.C. Price, everything is at a standstill. The only thing I can tell you now is to check in with our hall after the first of March.

Other projects

All of the jobs are down due to the rain. The I-5 projects north of Redding will be completed by the end of summer. Roy Ladd will start his Hwy. 299 project west of Redding the first of April. The crew is being delayed by a type of grass, which some people claim will only grow where this project is. The company is going to spend some \$600,000 trying to save it. There is 300,000 cubic yards to move, so this will be a good job for some of the brothers. A widening job on Hwy. 395 south of Litchfield, Calif. will go to bid in March. With these two jobs and finishing up I-5 north, it seems the pipeline will be the only game going. Caltrans only allowed for this year \$24 million for its District 2, which covers our area. This is to be spent on everything from landscaping to guard rails.

Stimpel-Wiebelhaus and Associates Shasta View’s overcrossing projects on Hwy. 44 will finish up this spring. Benco Construction is putting the finishing touches on the bridge.

Hazmat class

We will be trying to put on a 40-hour Hazmat class the latter part of May. We had a good turnout for the eight-hour refresher class held February 8. Sixty-five people were recertified. Brian Bishop, our new safety director, did a super job. It’s important that members keep their certification current. There’s still a lot of work to be done at Iron Mountain Mine, and we never get much prior notice when it will be advertised.

Gradesetting classes

We will start a gradesetting class Wednesday, March 4, from 6 p.m. to 9 p.m. This class will already have been held by the time you read this, so call the hall if you are interested in the rest of the classes. If we have a good response we will hold more classes in the future.

If any of you are not registered to vote, I urge you to call the hall. We have all necessary forms to register you. You can see by the economy how important it is for you to vote and get friends to labor in office.

An early reminder: the Redding District picnic is scheduled for Saturday, June 20, 1992, at the Anderson River Park.

For members of the credit union, a drop box located on the west side of the building has been installed for your convenience.

Tom Hester, District Rep.

NEWS FROM THE DISTRICTS

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.
- Humbolt 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. I received notice that Ridell is filing chapter 11 bankruptcy. The company is selling some of its machines.

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 tonners.

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

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 programs that are 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.

EAPs, on the other hand, focus on a narrower set of concerns. The policy concerns of EAPs are confined to personnel practices that relate to the identification, motivation and treatment of employees whose personal problems adversely affect work performance and the work environment. EAPs have claimed almost no role in management decisions regarding employees' assignments, company organization or advocacy of vulnerable workers.

A sound EAP can take many forms. Large employers usually have internal company programs. The EAP has an administrator and counselors, or perhaps a single person who performs both functions. The program's role is multifaceted: to educate company employees about alcohol and other drugs as well as personal problems that may

adversely affect job performance, to train supervisors and other key employees to act as referral agents, to offer case consultation, to furnish problem assessment, to make referrals of employees who have personal problems to counseling or treatment, to do follow-up on cases referred, and to offer feedback to management on services rendered.

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 EAP staff 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 work place should be addressed directly and uniformly. The assistance portion of the company plan for combating drug abuse in the work place 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.

Reprinted from *Substance Abuse in the Workplace*, Haight-Ashbury Publications, 1984.

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 1-800-542-6233, 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, 8, 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 at the Fringe Benefit Service Center.

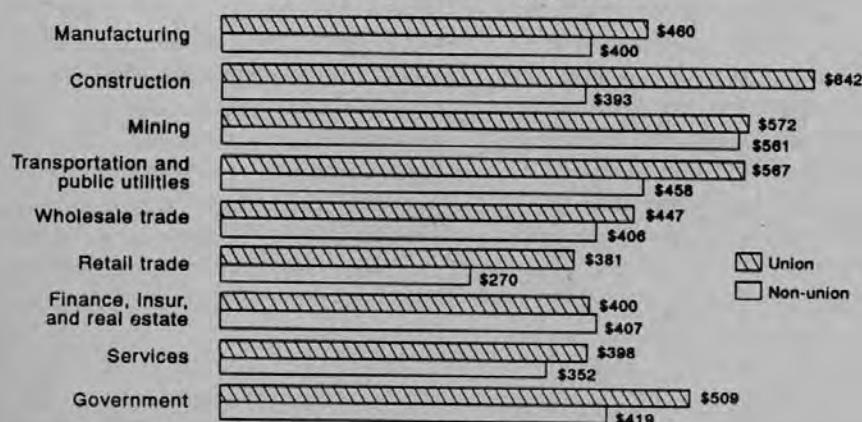
The trust fund must receive your completed request card no later than April 30. Checks will be issued May 15. Accounts for members on monthly transfer or time payment option are not affected by this transfer.

Retiree picnic

Saturday, May 30, is the date of this year's retiree picnic at Rancho Murieta. 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



*Median weekly earnings for full-time wage and salary workers. Non-union workers include supervisors and executives.

Source: Bureau of Labor Statistics

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 families 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 29 percent in 1989. For black children, the number rose from 33 percent to 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, according 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 members 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 million, followed by transportation and public utilities with 1.9 million, wholesale and retail trade and services both with 1.4 million, and 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 regulations "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 recourse because 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 enclosed space entry. All are areas that have huge detrimental impacts on worker 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 years overdue, largely because 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 business 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 construction 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 include 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.

NEWS FROM PUBLIC EMPLOYEES



The Reno-Sparks Wastewater Treatment Facility.

Sparks sewage plant turns wastewater into clear water

By Steve Moler,
Assitant 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 substream 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

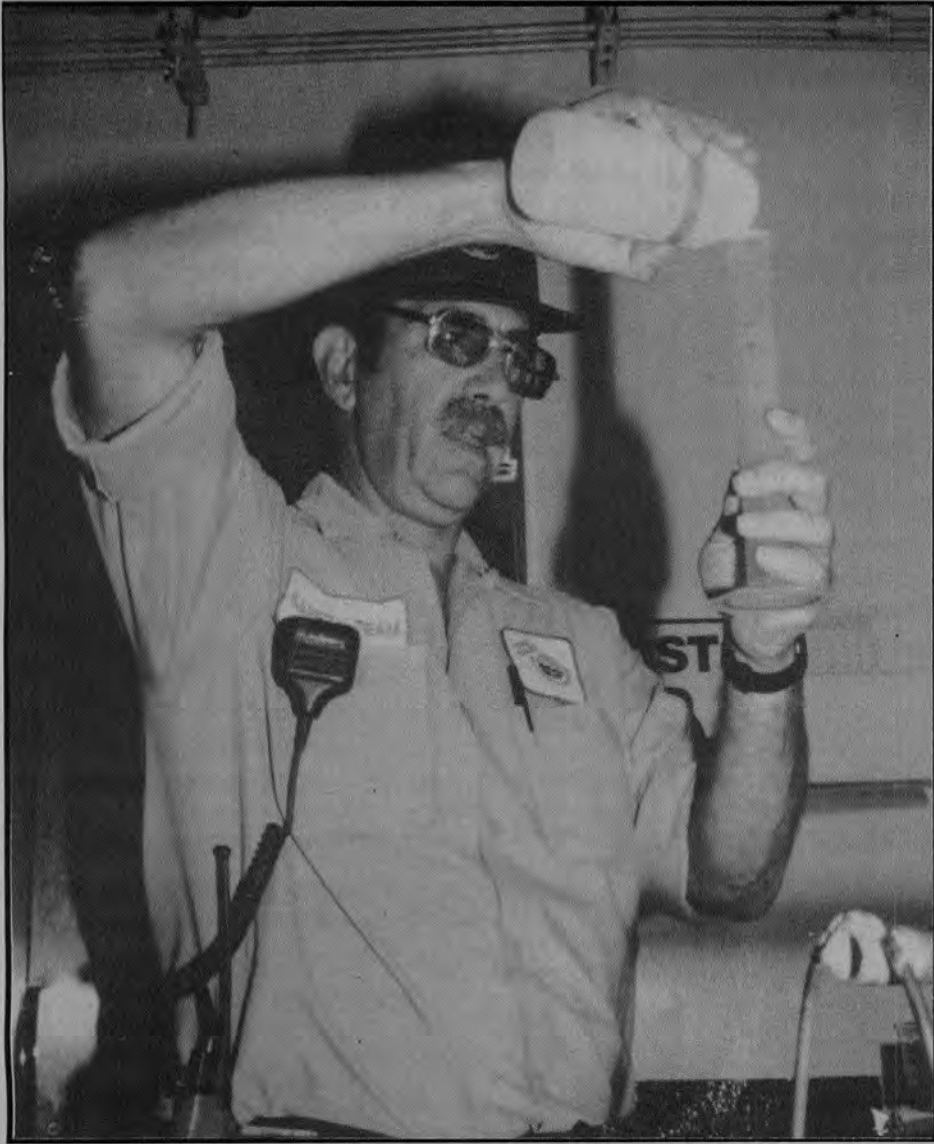
removed phosphorous.

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

NEWS FROM PUBLIC EMPLOYEES



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.

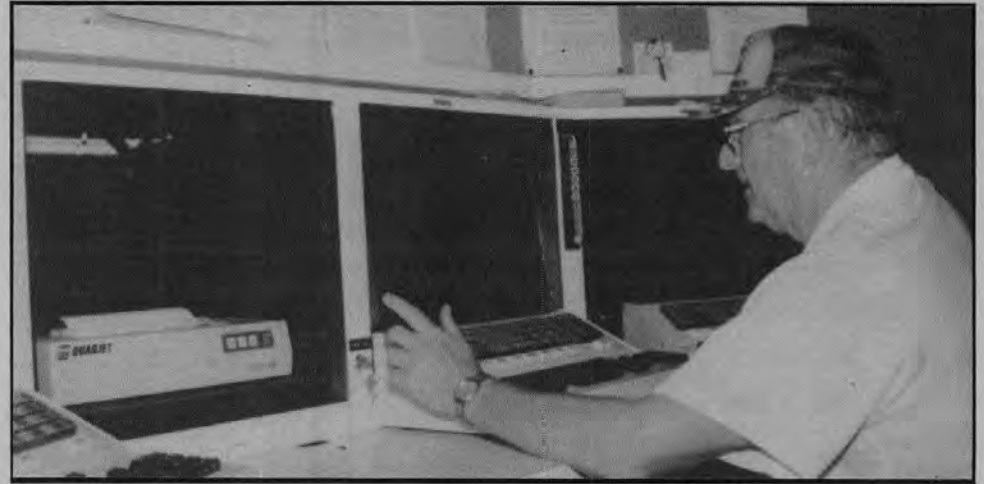
The big question on everyone's mind is whether the group will remain in Local 3 or have to join the county's bargaining unit, the Washoe County Employees Association. Business Agent Dick Gleed has been meeting with county officials to work out an agreement that would allow the group to become a separate 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-

sive. "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.



Top: Senior plant operator Gerrit Scholten.

Above: Members of the plant maintenance shop.

Below: Chemist Jack Barker checks water samples on an atomic absorption analyzer.

Bottom: Water quality control inspectors Chas Walch, left, and Bob Easley.



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 Konawaena School Kealahakua
8th	District 7: Redding Engineers Bldg. 20308 Engineers Lane
9th	District 6: Marysville Engineers Bldg. 1010 "I" Street
14th	District 1: San Mateo Electricians Hall 302 - 8th. Avenue
21st	District 17: Maui Wailuku 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

Pre-Retirement Meetings

April 13th	Ignacio Alvarado Inn 250 Entrada Novato, CA	7pm
15th	Fairfield Holiday Inn 1350 Holiday Lane	7pm
21st	Eureka Operating Engineers Bldg. 2806 Broadway	7pm
22nd	Redding Operating Engineers Bldg. 20308 Engineers Lane	7pm
23rd	Marysville Operating Engineers Bldg. 1010 "I" Street	7pm
28th	Stockton Operating Engineers Bldg. 1916 N. Broadway	7pm
29th	Concord Elks Lodge #1994 3994 Willow Pass Rd.	7pm
30th	Oakland Holiday Inn Airport 500 Hegenberger Rd.	7pm

HONORARY MEMBERS

As approved at the Executive Board Meeting on February 9, 1992, the following retirees 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 Alimoot	0918909
Morrice Carrier	0883621
Alfred Creekmore	0845510
Lester Davis	0919007
Virgil Del-Zompo	0750578
Alex Duncan	0899325
William Gross	0904665
Calvin Harris	0854129
Lupe Hernandez	0841479
Dale Hull	0835710
Ernest Keefer	0879588
Richard Kelly	0868766
Jim Lambert	0912229
Joseph Mazza	0918974
Warren Miles	0256621
James Peterson	0918883
Richard Peterson	0873363
Harold Roberts	0226736
N. J. Sheeran	0535417
Richard Smith	0892592
Roy Sumter	0845588
Robert Voris	0899491
Warren Wallers	0848982
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.



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
Attn: Public Relations
Name _____
Address _____
City _____ State _____ Zip _____
Social security # _____

District Meeting Change

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

Departed Members

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

NOVEMBER

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

DECEMBER

John Backhovens of Stockton, Ca, 12/2; Claud Coad of Sloughhous, Ca., 12/1; M. Gedlina of Bohol, Phil., 12/16; Lloyd V. Giannoni of Santa Rosa, Ca., 12/22; Gerald Williams of Napa, Ca., 12/29; James Wiscombe of Mapleton, Utah, 12/31; George Young of Rnch Murie, Ca., 12/29.

JANUARY 1992

Clyde Archer of Foresthill, Ca., 1/19; Tony Azevedo of Elk Grove, Ca., 1/15; J. S. Baker of Fresno, Ca., 1/8; Carrol Barber of Kingman, Arizona, 1/10; James A. Boggs of Dos Palos, Ca., 1/2; Gino Brusatori of So. San Francisco, Ca., 1/29; Richard Clackett of Carson City, Nevada, 1/6; Patrick Coelho of Hauula, Hawaii, 1/11; Leon H. Covey of Concord, Ca., 1/11; 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 Wellton, Arizona, 1/23; Frank Fornengo 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 Reardan, Wash., 1/11; H. Irish of Coos Bay, Oregon, 1/20; W. N. Keil of Midvale, Utah, 1/3; Harry Knight of Coulterville, Ca., 1/5; Rodney Koepnick of Wells, Nevada, 1/28; John W. Long of Sacramento, Ca., 1/27; Edward Lowdon of Reno, Nevada, 1/26; Ben Marrs of So. San Francisco, Ca., 1/28; T. N. Mason of Castro Valley, Ca., 1/30; Riley Merriott of Farmersville, Ca., 1/6; Lloyd Nelson of Fresno, Ca., 1/5; 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., 1/7; R. B. Savage of Sacramento, Ca., 1/8; Clarence Scholes of Redwood City, Ca., 1/19; Milo Sloniker of Tustin, Ca., 1/18; Chuck Somers of Sacramento, Ca., 1/14; Otto Uutela 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., 1/8; 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, 2/4; Jacque Burch of Indian Springs, Nevada, 2/9; Wayne Burke of Etna, Ca., 2/13; Joyce Chapman of Santa Rosa, Ca., 2/18; F. Clemons of Napa, Ca., 2/10; Albert Gagnon of Bonita, 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 C. Hunt of Elk Grove, Ca., 2/18; Dennis Johnson of Springfield, Oregon, 2/1; Herbert Kaniaupio of Waimanalo, Hawaii, 2/10; Kenneth Lambert of Redwood City, Ca., 2/2; Donald Lampley of Sweet 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, 1/2. Marilyn Fish, wife of Bobby, 1/3. Dorothy Hardin, wife of Richard, 1/11. Joan Kirby, wife of Norman, 1/18. 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 Femio, 12/30. Debra Wilson, wife of Richard, 12/31.

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

*All ads must include Member Registration Number.

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

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

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

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

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

FOR SALE: Time Share Deded in Las Vegas, Carriage house resort. 1 week floating per year. Valued \$8K, asking \$4,500. Also '71 Super beetle VW bug, runs good, many extras, good tires and shocks. \$800. Call Haskell (707)864-1321. Reg.#1932872 2/92

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

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

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

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

FOR SALE: '65 Stude. Daytona 2 door sedan, red w/white vinyl top/black interior. 3 wheel delux cycle chair w/carring lock box. Ward's heavy duty washer /dryer,

white like new. Men's older bicycle good condition cheep. Call (510)351-3977. Reg.#0577370 2/92

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

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

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

FOR SALE: Backhoe Case 580 B, 4 cyl, diesel, 2 buckets, very good working condition \$8K firm. Call (510)487-0877. Reg.#1989937 3/92

FOR SALE: 3bd/2.5ba Home Authentic yesteryear 19th century charm, new 2 story victorian, 1,956 sq. ft. covered wrap around decks, grandview, 200 gpm well, on 20 acres of hilltop. 45 min. to Sacramento. Call (916)761-7372. Reg.#1225541 3/92

FOR SALE: '79 Ford F250 HD utility bed /rack, great shape, 1990 lincoln 250 amp. Weldon power 2 cyl. Onan engine. Complete wire feed set up. \$6,250. Call Stuart (801)254-7930.

FOR SALE: Van seats 2ea. from '90 Ford, includes pedestals color, granite, excellent condition. \$50.00ea. Call (408)730-9160. Reg.#1235511 3/92

FOR SALE: '89 Ford Aero Star XL 28K miles, power windows/locks/tilt, rear air, racks and much more. \$10,700 or best offer, must sell. Call (510)886-7856. Reg.#1486567 3/92

FOR SALE: 3bd/2ba home 1,344sq ft. on one floor w/2 car garage, in planned community w/swimming pool, club house, green belts, picnic grounds, sauna's, tennis courts, spa, rec. room, all group owned. \$106,500. Call Harold (209)369-0478. Reg.#1601864 3/92

FOR SALE: '81-5th wheel 28' Komfort trailer, self cont, awning w/snap on room, microwave, full tub/shower, roof air cond., washer/dryer/storage area, elec. jacks, frt-rear door. Excell condition, 5th wheel hatch & tail gate. \$8,500. Call (916)436-2303. Reg.#2018002 3/92

FOR SALE: '74 Silver streak 28', awning, A/C, forced air furnace, twin beds, large rear bath tub/shower. Easy lift hitch, Ex. Cond. \$6,500. Call (707)762-1417 3/92

FOR SALE: Time share Attention sportsfisherman, Cabo San Lucas, Baja. 1 wk per year prime fishing season, 1bdm villa, 5 star resort on beach in town. In-

cludes worldwide exchange program. \$12,500. Call (209)478-2399 eves or weekends. Reg.#2023147 3/92

FOR SALE: '38 Plymouth show truck, stock flat head, stock 3 speed trans, true spoke wire wheels, custom paint & interior, have received many out standing awards & trophies. Call (916)365-6814. Reg.#1956194 3/92

FOR SALE: '78 Avenger bubble head 19', 460 Ford engine, Berekley jet custom cover, trailer and ski equipment \$4,500 firm. '65 Yamaha 2 cyc., auto lube, registered, runs good, original cond. \$275 firm. Call (209)886-5661. Reg.#1858535 3/92

FOR SALE: '50 Water truck Auto car, runs good, 4K gal. tank, \$12,500. Horse trailer, tandem axle, \$975, Ford tractor, 601 speed shift w/scraper \$2,150. Call (209)826-9465. Reg.#1043556 3/92

FOR SALE: 2bd/2ba home View of Sonora, central heat/air, fireplace, excell cond/location, close to town, nice neighborhood, small lot, little upkeep, \$129,750. Call (209)532-8607. Reg.#1812603 3/92

FOR SALE: 1/2 of 40 acres Mendocino county, timber, water, game, cabin, very secluded. \$55K cash or \$75K owner carries. 22' Sea Ray boat Cuttycabin, excell cond. \$8,500 and '83 - 580D Case backhoe extendhoe, excell. cond. \$15,500. Call (916)685-1490. Reg.#1117589 3/92

FOR SALE: '86 Chevy Van Conversion Auto trans, air, loaded, low book. Call Ernest (702)738-5304. Reg.#0932361 3/92

FOR SALE: '52 Chevy 2 door coupe, original option parts and accessories still in factory boxes. Shirts, spotlight, 2 sun visors, etc. 235 c.i. engine and automatic trans. on dolly. \$2,300. Parts are worth the price alone, like getting a free car. Call (415)586-2207. Reg.#1852493 3/92

FOR SALE: '87 Motor home 37' Elandan, 11K miles, 30 on new 4 bolt engin, all options \$50K, no trade. Call (208)765-3459. Reg.#0904458 3/92

FOR SALE: '67 Motor home Beechwood, 22', fully self contained, V6 Chevrolet engine, \$3K OBO. Call Howard (916)743-5810. Reg.#1025277 3/92

FOR SALE: '90 Sunbird 185 HP boat w/lots of extras. \$9,500 OBO. Call (510)276-0405 after 4pm mon.-sat. Reg.#0811835 3/92

FOR SALE: Beer & Wine Bar in Tehama County. 2400 + sq. ft. cement block bldg with 2bdm/1ba. apt. on 3 lebel acres under irrigation. 125' well, w/1 year old submersible. New compressor, shop bldg., large cement patio. Trailer pad w/all utilities. Plenty of parking and room for expansion. Only 69,950. Call Michael (916)243-4302. Reg.#865537 3/92

Personal Notes....

Fresno: We extend our sympathy to those who have recently passed on, Dawn Griswold, infant daughter of Shawn Griwsold, 9/6/91, Harry Knight 1/5/92, Violet Ball, wife of John Ball, 1/7/92. Each will be missed dearly by friends and family.

Marysville: Our condolences are extended to the families and friends of the following deceased members, Retired Floyd Parker, Oroville (formerly of Marysville), and to retired Public Employee Member Raymond E. Van Dusen, Sutter.

Nevada: Congratulations to the forllowing members for their new family additions: Kerry and Vicky Anderson, a daughter, 2/1; Frank and Darlea Hines, a son Jonathan, 2/3 and Carl and Brenda Randolph, a daughter, Hannah, 2/14. Best wishes to all!

Our condolences to the families of Jacque Burch who passed away 2/9; Elmer Riggan, 2/22; "Rocky" Koepnick, 1/28; Edward Lowdon, 1/26; Frank Fornengo, 1/5 and John Osborne, 1/14.

Redding: Congratulations to Shon and Tina Cox on the birth of their daughter Jessica born; 2/1.

We wish to express our sincere sympathy to the family and friends of departed Wayne Burke and our sincere sympathy to George Notley and family on the passing of his wife Margaret.

Sacramento: Congratulations to Kevin and Patty Williams on the birth of their son, Evan Patrick, born 12/6/91; to Scott and Shirley Reed on the birth of their daughter, Sarah Amanda-Mae, born 12/12/91 and to Robert and Sharon Carrion on the birth of their daughter Christina Clara, born 2/5/92.

We would like to express our sympathies to the families and friends of departed Rony Azevedo, Curt Bishop, George Brem, Claude Coad, Jim O. Davis, Rudy Fernandez, Ervin C. Hunt, William Landurm, John W. Long, Ralph Oglethrope, Robert Savaga, Chuck Somers, and George Young.

Our sincerest condolences go to Mike Crohn, job steward at TencoTractor, on the death of his 10-year old son, Brian, to Dale Frye on the death of his wife, Arlette, to Leroy Peoples on the death of his wife, Kathleen, and to LeRoy Kelso on the death of his wife, Lorraine. LeRoy and Lorraine were married for 50 years.

Santa Rosa: We wish to commemorate the passing of Arthur B. Siri, Sr. on 11/28/91. He was a major contractor in the district, doing business for half a century from 1937 - 1986. In the course of those fifty years, his company did over \$100 million dollars' worth of consturction in Lake, Mendocino and Sonoma counties. At his peak, in the mid-60's, he employed over 150 Operating Engineers. We all honor the memory of a good Union employer.

Congratulations to new member, apprentice, Dan Galvez who married Marie Nieto on 2/29. Best wishes to you both!

And, to Tom Bruns and Charlotte Freed who now have a baby girl Wendy Adell Freed, born 1/30, and Ross and Sidney Reed on the birth of their daughter Andrea Carleen 1/25.

All of us here in the Santa Rosa District Office wish to express our condolences, and our prayers go out to the families and friends of the following departed: Richard Keeble 1/14; Harvey E. Irish 1/19; Frank Gross 1/26; William Edward Bradley 1/30; Delores L. Mejia, wife of Manuel 2/6; and Joyce Chapman.

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 correction-

al 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 Pittsburg.

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 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-Bach 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.

IUOE Local 3 Family Day Marine World Africa USA

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

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

Our Day Includes:

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

11:30 a.m. to 2:00 p.m.

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

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

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

Members Name _____

Address / Dept. _____

City / State _____

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

Social Security Number _____

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**