A stunning 15,000 construction tradespeople and their families converge at State Capitol to send Gov. Wilson a Valentine's Day message: "Keep your cold-hearted hands off our wages!"
We have taken the bull by the horns. Now, what are we going to do with it? The bull of which I speak, obviously, is the prevailing wage fight.

On February 14, Valentine’s Day, 15,000 union construction workers and their families converged on the state Capitol in Sacramento to express their opposition to a Governor whose attitude toward union workers is putting this state’s construction industry at great risk.

It was thrilling to have an opportunity to address this immense group and to listen to the cheers of the thousands of Local 3 members and their families who came to support the rally. It was also very gratifying to know that, as the chair of this event, our union played a major role in the rally’s success.

From the veteran highway patrol and state police who have worked these events for many years, we received the comment that this was the largest rally to come to Sacramento since Ronald Reagan was the Governor. That’s a heck of a compliment to our members, I must say!

We received a number of letters from our members commenting on the day. I quote in part a letter from Stanley Wood of Napa:

“From beginning to end the rally was superb! Transportation, nice buses. The snacks and hot dogs were a real surprise! I was on one of the last buses to leave and we took a swing through the route to the capitol and I tell you that place was already clean! Barely a cigarette butt or gum wrapper to be seen.

“The union people made a lot of noise but were models of conduct. If that doesn’t project an image to be proud of, I don’t know what else we could have done.”

I want to thank every Local 3 member who took time (many took the day without pay) to attend this event. Recognition also goes to a great many of our good union contractors who understand the importance of this issue and shut their jobs down to allow their people to attend the rally. That’s what a team effort is all about.

Now, I repeat the question: We have taken the bull by the horns. What are we going to do with it?

We must take the energy and enthusiasm that was generated from this event and harness it in this year’s elections. The halls of our state capitol buildings and the chambers of our local governments are the places where we must make a difference this year.

In California, we are only one legislative vote away from losing the State Senate. We are only two legislative votes short of getting the Assembly back. What we do individually as construction union members to involve ourselves in this election is absolutely critical to our own survival.
Appeals court nullifies Clinton's anti-scab order

The U.S. Court of Appeals for the District of Columbia has nullified President Clinton's executive order that bars government agencies from contracting with employers that permanently replace lawfully striking workers. The appeals court reversed the U.S. District Court for the District of Columbia, which had upheld Executive Order 12954 last summer.

The appeals court, consisting of three judges appointed by Presidents Ronald Reagan and George Bush, said in its 31-page opinion that Clinton's order is regulatory and preempted by federal labor law, which guarantees the right to hire permanent replacements.

"No state or federal official or government entity can alter the delicate balance of bargaining and economic power that the National Labor Relations Act establishes, whatever his or its purpose may be," the court ruled.

In issuing the court's opinion, Judge Laurence Silberman said the Clinton administration's position "would permit the president to bypass scores of statutory limitations on governmental authority, and we therefore reject it. It is undisputed that the NLRA preserves to employers the right to permanently replace economic strikers as an offset to the employees' right to strike," he said.

Clinton issued the executive order last March to help federal contractors "develop stable relationships with their employees" so the government can "operate as effectively as possible by receiving timely goods and quality services."

The executive order called on the secretary of labor to establish procedures for investigating whether a contractor has permanently replaced strikers. After deciding that a contractor has done so, the labor secretary could either terminate the contractor's contract or debar the contractor from renewing its existing contract or prevent it from obtaining any future contracts.

In the days and weeks after the executive order was issued, Republican lawmakers tried unsuccessfully to nullify the order by attaching riders to a series of spending bills, most notably HR 2127, which would have barred the Labor Department from spending any money to put the executive order into effect.

While GOP lawmakers worked the legislative side, the U.S. Chamber of Commerce filed suit in U.S. District Court, which ruled in August that the order was indeed legal. But the appeals court disagreed, setting the stage for a possible Clinton administration appeal to the U.S. Supreme Court. Immediately following the decision, Clinton instructed the Justice Department to "take all appropriate steps to have this decision overturned."

"We don't want American service men and women in Bosnia trying to keep the peace while driving around on tires made by rookies and replacement workers," said Labor Secretary Robert Reich, referring to tiremaker Bridgestone/Firestone Inc., which would have been the first company affected by the order because of its use of replacement workers during the company's 10-month strike.

John J. Sweeney, the new president of the AFL-CIO, called the court's decision "simply wrong as a matter of policy and of law" and vowed to fight the ruling. "The opinion by three judges appointed by Presidents Reagan and Bush declares that 'firing strikers is right,' and that even the president of the United States cannot refuse to do business with federal contractors who throw out their experienced, skilled employees and replace them with workers who often are poorly prepared," Sweeney said.

The 'Boss' praises unions

Singer Bruce Springsteen last month donated the money from merchandise sales at one of his Detroit concerts to striking union workers at the city's two newspapers: The News and The Free Press.

Said Springsteen: "I can't make individual judgements, but I do know that, whatever their faults, unions have been the only powerful and effective voice working people have ever had in this country, and this town knows that more than any other."

Judge rules Wilson illegally shifted Caltrans highway funds

A Sacramento County Superior Court Judge ruled last month that the Wilson administration illegally diverted $16.2 million in highway funds from Caltrans last year to help balance the state budget.

The ruling stems from a lawsuit filed by the Professional Engineers in California Government, the state engineers' union, which contended the $16.2 million came from fuel taxes, and that by law the funds could be spent only on highway work.

Judge Thomas Cecil ruled that the $16.2 million could be traced to fuel taxes and, therefore, must be returned to the state highway fund. The money, the judge ruled, was shifted to pay interest on two rail bond issues, Prop. 108 and Prop. 116.

Principal and interest on bond measures are supposed to be paid from state revenues that come primarily from personal and commercial income taxes and sales taxes.

Another PECG lawsuit, which is expected to go to trial later this year, challenges the diversion of an additional $400 million in Caltrans funds over several years.
California's primary election endorsements

EDITOR'S NOTE: On the following pages are Local 3's political endorsements for the March 26 California primary. These recommendations identify candidates who have demonstrated to the Executive Board or district political action committees strong support for issues and policies vital to Local 3 members and their families. By using these endorsements as a guide, you are assured that these individuals support issues vital to you as a Local 3 member and that, if elected, they'll work hard toward improving your economic future. Regarding statewide propositions, it is Local 3's policy to make a recommendation only on those propositions that have a direct impact on our membership or, in some cases, on union members in general. Those propositions that do not fit into this category generally receive a "No Recommendation," and we encourage our members to study both sides of the issue and vote as they see fit.

House of Representatives

District 1 .................................. Open
District 2 .................................. Roberts Braden (D)
District 3 .................................. Vic Fazio (D)
District 4 .................................. Katie Hirning (D)
District 5 .................................. Robert Matsui (D)
District 6 .................................. Lynn Woolsey (D)
District 7 .................................. George Miller (D)
District 8 .................................. Nancy Pelosi (D)
District 9 .................................. Ronald Dellums (D)
District 10 .................................. Ellen Taucher (D)
District 11 .................................. Jason Silva (D)
District 12 .................................. Tim Lantos (D)
District 13 ................................. Fortney "Pete" Stark (D)
District 14 .................................. Anna Eshoo (D)
District 15 .................................. No recommendation
District 16 .................................. Zoe Lofgren (D)
District 17 .................................. Sam Farr (D)
District 18 .................................. Gary Condit (D)
District 19 .................................. Paul Barile (D)
District 20 .................................. Open

California Senate

District 1 .................................. Thomas Romero (D)
District 3 .................................. John L. Burton (D)
District 5 .................................. Patrick Johnston (D)
District 7 .................................. Jeff Smith (D)
District 9 .................................. Barbara Lee (D)
District 11 .................................. Byron Sher (D)
District 13 .................................. John Vasconcellos (D)
District 15 .................................. Rusty Areias (D)
District 17 .................................. Steven Figueroa (D)

California Assembly

District 1 .................................. Doug Bosco (D)
District 2 .................................. John Growney (D)
District 3 .................................. Irene Perry (D)
District 4 .................................. Eileen Burke-Trent (D)
District 5 .................................. Kerry Mazzoni (D)
District 6 .................................. Valerie Brown (D)
District 8 .................................. Helen Thomson (D)
District 9 .................................. Roger Dickenson (D)
District 10 .................................. Matt Moretti (D)
District 11 .................................. George Miller (D)
District 12 .................................. Kevin McCarthy
District 13 .................................. Carole Migden (D)
District 14 .................................. No recommendation
District 15 .................................. Don Perata (D)
District 17 .................................. Michael Machado (D)
District 18 .................................. Michael Sweeney (D)
District 19 .................................. Michael Sweeney (D)
District 20 .................................. Michael Sweeney (D)
District 21 .................................. Lou Papan (D)
District 22 .................................. Liz Figueroa (D)
District 23 .................................. Ted Lempert (D)
District 24 .................................. Elaine White Alquist (D)
District 25 .................................. Trixie Johnson (D)
District 26 .................................. Mike Honda (D)
District 27 .................................. Ed Foglia (D)
District 28 .................................. Tom Lantos (D)
District 29 .................................. Dennis Cardoza (D)
District 30 .................................. Lou Papan (D)
District 31 .................................. Fred Keesey (D)
District 32 .................................. Mike Gravely (D)
District 33 .................................. Mike McGonigle (D)
District 34 .................................. Brian Seteneich (R)
District 35 .................................. Cruz Bustamante (D)
District 36 .................................. John Hulpe (D)
District 37 .................................. Roy Ashburn (D)

District Endorsements

DISTRICT 01 - SAN FRANCISCO
S.F. Municipal Court Judge .......................... Ron Albers
S.F. Superior Court Judge .......................... Kevin McCarthy
San Mateo Co. Supv. .............................. Mike Nevin
San Mateo Co. Supv. .............................. Mary Griffin
San Mateo Co. Supv. .............................. Janet Fogarty
13th Assembly District, Democratic County Central Committee .......... Bob Boyle (Local 3 member)
Prop. B (new stadium) ............................... Vote Yes

DISTRICT 04 - FAIRFIELD
Solano Co. Supv., Dist. 1 .......................... Jack Higgins
Solano Co. Supv., Dist. 2 .......................... John Silva
Solano Co. Supv., Dist. 5 .......................... Jerry Rubier

DISTRICT 20 - OAKLAND
San Leandro City Council, Dist. 2 .................. Bob Berger
Contra Costa Co. Supv., Dist. 2 ..................... Kathy Radke
Contra Costa Co. Supv., Dist. 3 ..................... Gayle Bishop
Contra Costa Co. Supv., Dist. 5 ..................... Donald Freitas
Contra Costa Co. Superior Court Judge ........ Jack Quatman
Oakland City Council, Dist. 1 ........................ John Bliss
Oakland City Council, Dist. 5 ........................ Ignacio De La Fuente
Oakland City Council, Dist. 7 ........................ Larry Reid
Oakland City Council, At Large ........................ Rena Rickles
Alameda Co. Supv., Dist. 1 ........................... Ken Mercer
**Ballot Propositions**

**PROPOSITION 192 - SEISMIC RETROFIT**
Authors the state to sell $3 billion in general obligation bonds to reconstruct, replace or retrofit state-owned highways and bridges, including toll bridges, to make them earthquake safe. This proposition will speed retrofitting of state-owned bridges while freeing up money for new highway construction. (See page 6 for more details on Prop. 192). **Vote Yes**

**PROPOSITION 193 - PROPERTY TAXES**
Allows grandparents to transfer real property to their grandchildren without triggering a new appraisal of the property for tax purposes if the parents of the grandchildren are deceased. This measure fixes a small but important problem with current property tax law that penalizes individuals who have lost both their parents. **Vote Yes**

**PROPOSITION 194 - PRISON INMATES UNEMPLOYMENT INSURANCE**
Eliminates the requirement that inmates who are employed by private businesses under the Joint Venture Program receive unemployment insurance benefits after their release from prison, and employers would no longer be required to pay unemployment insurance taxes for prisoners they hire under the JVP. Proponents say paying unemployment insurance is a disincentive for businesses to hire prisoners under the JVP, while opponents contend prisoners need all the help they can get upon release from prison. Denying such minimal financial assistance would make it more likely that an ex-offender will return to crime. **No Recommendation**

**PROPOSITION 195 - DEATH PENALTY FOR CARJACKING**
Adds kidnapping in the course of a carjacking and the retaliatory murder of a juror to the list of special circumstances that make a defendant eligible for the death penalty or life imprisonment without possibility of parole. **No Recommendation**

**PROPOSITION 196 - DEATH PENALTY FOR DRIVE-BY SHOOTINGS**
Adds murder in the course of a drive-by shooting to the list of special circumstances qualifying a defendant for the death penalty or life imprisonment without possibility of parole. **No Recommendation**

**PROPOSITION 197 - MOUNTAIN LIONS**
Allow the state Legislature to change or repeal by majority vote the protection given to mountain lions by Prop. 117, which banned sport hunting of mountain lions. **No Recommendation**

**PROPOSITION 198 - OPEN PRIMARY ELECTION**
Allow all eligible voters to vote for any candidate regardless of that candidate's party affiliation in the primary election. Measure also would require counties to prepare only one ballot for all voters. Primaries have one purpose: for voters to select the nominees of their own party. Clubs and private organizations don't allow non-members to vote in their internal elections, and neither should political parties. **Vote No**

**PROPOSITION 199 - RENT CONTROLS ON MOBILE HOMES**
Phase out existing rent controls on mobile home parks. The controls, which generally limit rent increases to the level of inflation or less, would stay in effect for each individual unit until the current occupant sells, sublets or otherwise leaves the residence. The park owner then would be able to raise the rent freely. Prop. 199, which is opposed by the labor, would have an adverse impact on retirees and other fixed-income individuals. **Vote No**

**PROPOSITION 200 - TORT REFORM, AUTO INSURANCE**
Establishes no-fault auto insurance and limits an injured party's right to sue for damages. **No Recommendation**

**PROPOSITION 201 - TORT REFORM, ATTORNEYS FEES**
Discourages shareholders' suits by requiring losers to pay attorney fees in actions against corporations and class-actions based on securities law violations. **No Recommendation**

**PROPOSITION 202 - TORT REFORM, ATTORNEY'S CONTINGENT FEE LIMIT**
Limits fees plaintiffs' attorneys may be paid contingent upon recovering damages in personal injury, wrongful death and other tort cases. **No Recommendation**

**PROPOSITION 203 - PUBLIC EDUCATION FACILITIES BOND ACT**
Authorizes state to sell $3 billion in general obligation bonds for construction of classrooms, libraries and other needed facilities in the state's public schools, community colleges and public universities. **Vote Yes**
Stop the drain on road building

Prop. 192 would prevent diversion of funds for new highway projects

The wake-up call came in July 1994, when California Gov. Pete Wilson stunned the state's construction industry by ordering a statewide freeze on all new highway construction so that money earmarked for these projects could be siphoned off for the seismic retrofitting of some 2,400 bridges and overpasses throughout the state.

Wilson blamed the financial crisis on the failure of Prop. 1A in California's June 1994 primary, a measure that would have authorized the state to sell $2 billion in general obligation bonds for the seismic retrofit work. Many high profile highway projects in Northern California were threatened with long delays or cancellation.

Through an aggressive lobbying campaign, Local 3 and its signatory contractors convinced the California Transportation Commission in September 1994 to approve the sale of up to $1 billion in short-term bonds, a move that allowed Caltrans to continue with both the seismic retrofit program and new highway construction.

But that was only a short-term solution. The state now must find additional funds to complete the second phase of the seismic retrofit program. Proposition 192, which will appear on the March 26 primary ballot, would allow the state to sell up to $2 billion in general obligation bonds to complete the work, thus eliminating the need to divert funds from other important transportation projects. Prop. 192 funds cannot be used for anything other than seismic retrofit work.

During the 1989 Loma Prieta earthquake, parts of the Bay Bridge and most of the Cypress Freeway viaduct in Oakland collapsed, killing 42 people and injuring hundreds more. Other bridges, such as the one on Hwy. 1 near Watsonville, had to be completely rebuilt.

When the 1994 Northridge quake struck, more bridges failed, crippling emergency relief and commerce for weeks. The next quake — the Big One — could hit at any time. The state needs to continue strengthening more than 1,000 bridges and overcrossings that Caltrans has identified as vulnerable to collapse during a strong quake.

So far, California's seismic retrofit program has proven highly successful. Since the Loma Prieta quake, Caltrans has upgraded 1,000 bridges by installing giant sleeves welded to support columns and reinforced with concrete walls at the base. None of these upgraded bridges sustained damage during the 7.1 Northridge quake. Retrofitting bridges and overpasses to withstand earthquakes costs one-tenth as much as rebuilding them after they collapse.

If Prop. 192 fails, projects in the State Transportation Improvement Plan will be delayed two to five years because of an almost $5 billion shortfall in the STIP account, and nearly a half-billion dollars worth of projects will be dropped entirely.

Local 3 urges all members to vote Yes on Prop. 192 on March 26.

Without Prop. 192, seismic retrofit projects such as this one at the I-280/U.S. 101 interchange, would not have been possible.

What if Prop. 192 fails?

Below is a list of some of the major highway projects that could be cancelled or delayed in Northern California without Prop. 192:

- I-880 widening in Santa Clara County
- Tasman light-rail corridor in Santa Clara County
- BART Dublin extension
- BART SFO extension
- Hwy. 41-880 extension
- U.S. 101 HOV lanes in Marin County
- U.S. 101 Prunelle Bypass
- Hwy. 50 Placerville Fwy., in El Dorado County
- U.S. 101 Willits Bypass in Mendocino County
- Hwy. 41 in Fresno/Madera counties
- Hwy. 80 freeway in Fresno
- Hwy. 120 Oakdale Bypass in Stanislaus County
- Third river crossing in Marysville/Yuba City
- I-205 widening near Tracy in San Joaquin County
- Lincoln Bypass in Placer County
- U.S. 101 Cushion Creek Bypass in Del Norte County
Candidates Watch

Keeping tabs on your elected officials' voting record

Engineers News continues with its Candidates Watch column designed to help members keep track of their elected representatives' voting record on issues important to you and the labor movement. This month we examine three Republican-sponsored bills in the U.S. House of Representatives that the AFL-CIO has vigorously opposed because of their potentially negative impact on union members and their families.

1 HR 1215 - Omnibus Tax Bill

This bill, which passed the House last April 5 by a 246-188 vote, would cut taxes over five years by $189 billion. Unfortunately, most of the tax breaks would go to wealthy individuals. HR 1215 eliminates the corporate alternative minimum tax and lowers the capital gains tax by almost one-third. In addition to cutting discretionary spending by $100 billion over five years, federal employees' pension contributions would be increased and reimbursement rates and certain Medicare programs would be frozen. Overall, programs that benefit middle- and lower-income families would be cut.

2 HR 2491 - Budget Reconciliation

One of the most hotly debated bills on Capitol Hill during the first session of the 104th Congress, this piece of legislation would help balance the federal budget on the backs of working men and women. The bill combines all the GOP entitlement spending cuts in Medicaid, student loans, federal retiree pensions and more, with tax cuts aimed mostly to benefit big business and people earning over $200,000 annually. HR 2491 narrowly passed the House October 26 by a 227-203 vote and squeaked through the Senate October 28, 52-47. President Clinton vetoed the legislation December 9, leading to a series of government shutdowns and budget confrontations with Republicans.

3 HR 743 - The TEAM Act

This bill, which passed the house September 27 by a 221-202 vote, would allow businesses to form company and sham unions. HR 743 would amend the National Labor Relations Act, which currently prohibits company unions or company dominated employee committees, to allow management to create employee organizations, write their bylaws and then hand-pick the workers they wish to serve on these committees.

How your representative voted

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Key:
R - Voted Right
W - Voted Wrong
Recertification program begins

The instructors and staff of the Northern California Surveyors Joint Apprenticeship Committee participated January 27 in the American Red Cross standard first aid safety course. We are happy to report that all passed. Do you have your first aid card?

After the class, we had an instructors' seminar to discuss several upcoming items. First, our hands-on competition will be held May 11 at the same site as the 1995 rained-out competition. San Jose instructor Ken Anderson has guaranteed good weather this year. Ken is setting up the hands-on competition for this year with support from other instructors and staff. We are looking forward to a great outing with a barbecue and awards ceremony immediately following the competition.

Second, our recertification program is ready to begin. We will start by offering individuals who are certified in topographic surveys a chance to challenge the exam. The examination will be available after April 1 and can be taken at any NCSJAC satellite classroom location. You will need to be formally scheduled to take the exam, and we will provide you with written confirmation of when and where to take the test. Our five satellite locations are San Jose, Alameda, Martinez, Santa Rosa and Sacramento.

Satisfactory completion of the exam will give the individual full credit for the course and the updated specialty area. If you do not pass the exam, you will have to take the class and test again afterwards. It is not mandatory to challenge the test. You may want to wait and take the course to sharpen your skills.

The class is scheduled for September and October. The first will be in Alameda on September 14, and the second will be held at Rancho Murieta on October 12. Again, please contact the NCSJAC Administrative Office at (510) 748-7413 to let us know your intentions. There are several hundred certified members who will test, take the class, or both. Proper scheduling will be imperative.

The JAC is taking these steps toward continuing education similar to what many other professions are doing. The need to keep up with challenging technology is moving faster and faster, so we must strive for the best.

Third, we are planning a graduation ceremony for those apprentices who have graduated to chain or party chief level since our last graduation in April 1991. More information will be provided as soon as arrangements have been made.

Al Boardman, father of Local 3's Tech Engineers, enjoying retirement

The history of the Technical Engineers Surveyors' affiliation with Local 3 began in 1948, when Al Boardman was the president of Local 89. That year, the members and officers of Local 89 voted to amalgamate with Local 3, an affiliation that has continued to this day.

Al worked as a chief of party and inspector until 1951, when Local 3 Business Manager Vic Swanson hired him as the first Technical Engineers business representative. Al continued working as a business representative until 1962, the year he was assigned to work as a Local 3 lobbyist for the California-Nevada Conference. In 1968, Al was appointed to the California Workers' Compensation Board, a position he held until his retirement in 1984.

Many of us remember when we joined Local 3. It was a tradition to get dispatched and join the union sitting on Al's front porch in San Mateo on a Saturday or Sunday afternoon. Al had what all business representatives must have—he cared. The surveyors of Local 3 salute you. Thanks Al. Enjoy your retirement.

NEW WAGE & FRINGE BENEFIT RATES FOR SURVEYORS

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Fringe Benefits Breakdown

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Rallying to save our livelihood

A stunning 15,000 construction tradespeople and their families converge at state Capitol to send Gov. Wilson a Valentine’s Day message: “Keep your cold-hearted hands off our wages!”

It exceeded just about everyone’s expectations. An awesome throng of some 15,000 construction trade unionists and their families, forming a quarter-mile-long river of hard hats, placards and banners, marched proudly down the Capitol Mall to the west steps of the state Capitol on Valentine’s Day to express their outrage over California Gov. Pete Wilson’s attempt to drive down wages throughout the state by as much as 20 percent, as well as significantly reduce health and pension benefits for union construction workers.

To ensure Wilson heard our message loud and clear, many union employers gave their tradespeople the day off to attend the rally, and the building trades and many locals, including Local 3, chartered buses and organized carpools. The Prevailing Wage Rally was billed as an event for all workers and their families.

The marchers, representing virtually every construction craft in California, including an estimated 2,000 Operating Engineers and their families, gathered at the Crocker Park staging area on 3rd and N streets at around 10 a.m. and began marching slowly toward the Capitol chanting “Keep Prevailing Wages! Keep Prevailing Wages!”

What we’re fighting for

The man trying to undermine their livelihoods has proposed a clever scheme. After his party failed to dismantle the state’s prevailing wage laws in the California Legislature last summer, Wilson decided to take matters into his own hands. Claiming construction workers, who earn an average of about $28,672 annually, are working at “artificially inflated wage levels,” the governor ordered the Department of Industrial Relations to change the method the state uses to determine prevailing wage rates from the current “modal” system to a weighted average. To keep a complex statistical analysis simple, the change would lower prevailing wages throughout the state by as much as 20 percent, as well as significantly reduce health and pension benefits for union construction workers.

To make these regulatory changes, Wilson merely has to issue a “Notice of Proposed Rulemaking,” which he did last December, hold public hearings and have a written comment period. After that, he’s free to implement the changes regardless of the outcome of the public hearings and written comments.

Construction trades respond

The state Building and Construction Trades, reading Wilson’s attempted end-run around the Legislature, decided to cut the governor off with a face-to-face, grass-roots confrontation at his office steps on Valentine’s Day, the day when most people in this country show love and appreciation, not disdain, for one another.

To ensure Wilson heard our message loud and clear, many union employers gave their tradespeople the day off to attend the rally, and the building trades and many locals, including Local 3, chartered buses and organized carpools. The Prevailing Wage Rally was billed as an event for all workers and their families.

Buses from as far north as Eureka and Redding and as far south as Fresno began their journeys to Sacramento as early as 2 a.m.

Bus trip to Sacramento

The bus I was on left Local 3’s headquarters at 7:30 a.m. filled to capacity with retirees and actives and their families. After interviewing almost a dozen Operating Engineers during the two-hour trip to Sacramento, I was surprised to learn that members weren’t as angry with Wilson as they were anxious about their economic future. Despite what Wilson said about...
union construction workers earning "artificially inflated wages," every member I interviewed was barely making ends meet.

"I base my budget on the wages I earn now," said crane operator Dave Aviles. "I have a wife and three kids. I'm having a hard time making it now. If my wages are cut much more, I'll be looking at bankruptcy and foreclosure."

**Workers tread financial water**

On the eve of the rally, the U.S. Labor Department released figures confirming the concerns of Aviles and many Local 3 members. Last year's average wage increase of 2.9 percent, the smallest since 1980, was just enough to keep workers ahead of the nation's inflation rate of 2.5 percent. On the same day, Apple Computer Inc. announced that its new CEO, Gilbert F. Amelio, would earn at least $10 million annually in total compensation for the next five years -- and the figure could go much higher if Apple's stock improves.

These kinds of outrageous pay inequities are what motivated many to attend the rally. Compensation for corporate CEOs has skyrocketed over the past two decades from 25 times the average workers' wage to 180 times the average wage. Gov. Wilson's annual salary as governor has risen from $85,000 in 1991 to $120,000 today, a 45 percent increase in five years. No wonder the United States is now the most economically stratified industrialized country in the world, even more so than class-based Great Britain.

"Maybe Pete Wilson should take a pay cut first, set a good example, practice what he preaches," said first-step apprentice heavy equipment operator Larry Piper. "If I have to take a pay cut, I might as well go do something else. Becoming an Operating Engineer is the best career opportunity I've had because I didn't go to college. Now I don't know what the future has in store."
March 1996/Engineers News 11

OUR MEMBERS REACT

"This is going to impact all of us in one form or another. It's going to affect our lifestyles. When you start messing with the people below, the people can pull the carpet out from underneath Wilson."

Se'a Ryan
Heavy equipment operator, oiler, Kiewit-Kasler

"Something has to be done to open up Wilson's eyes. We're not going to stand for this. He doesn't care about working people; he just cares about his people - big business."

Kirk Souza
Gradechecker, equipment operator

"I want Wilson to take a pay cut instead of me. If this goes through, I'll have to sell my house. My wife works, but I'd still have to sell my house. I couldn't make the payments."

Fred Pitschner
Foreman, RGW Inc.

Photos: See page 20 for Valentine's Day Coloring Card Contest Winners

Photos by Steve Moler, Wayne McBride and Brian Bishop

Speaking out

It took all the marchers about 20 minutes to file into the courtyard area at the west steps of the Capitol, where union leaders and pro-labor politicians began a series of speeches. Local 3 Business Manager Tom Stapleton hammered home one of the principal themes of the day - getting pro-labor, pro-prevailing wage candidates elected to public office.

"We have to kick out our political enemies and put our friends in office who believe what we believe. We're going to put people in office who support labor," Stapleton said. Then he concluded by urging all those at the rally to "take the message to the field."

Congressman Vic Fazio, a West Sacramento Democrat and ardent labor supporter, reinforced Stapleton's point. "We can change things," Fazio shouted to the crowd. "It's called November. When you vote, think of the party and candidates who have been their for 60 years fighting for prevailing wages and working families of this country."

Rally afterthoughts

On the bus ride back to Alameda, I couldn't help wonder how many tradespeople at the rally regretfully voted for Wilson in 1990 and 1994, even after their unions warned against it. Was the rally a prelude of events to come? Will we have to return to the Capitol next year to protest total repeal of prevailing wages or, worse yet, a GOP campaign to turn California into a right-to-work state?

Not if we take Stapleton's advice and turn the political tide this November.

Photos by Steve Moler, Wayne McBride and Brian Bishop
A Local 3 family speaks out about the consequences of Gov. Wilson's proposal to drive down public works construction wages

This letter-to-the-editor, by Local 3 member Larry Smith and his wife Sara, was published in the February 4 issue of the Vacaville Reporter. This letter was also sent to Gov. Wilson. Although Larry earns a decent wage as a partsman at Sierra Detroit Diesel-Allison in San Leandro, the family still needs extra income to make ends meet in an era when even good union paychecks can't keep up with inflation. Sara works from 3 a.m. to 6 a.m. seven days a week, and an extra five hours on Tuesdays, delivering newspapers for the Vacaville Reporter so that she can be home during the day to rear the couple's four children.

We are concerned and upset about Gov. Pete Wilson's intentions to lower the prevailing wage rates for construction work in this state.

People should be aware that construction wages are the benchmark used to set union and non-union wages in many other areas of our economy. If prevailing wages are lowered, many workers will earn much smaller paychecks with which to support their families.

The Republican Party is quick to criticize the poor for being lazy and unwilling to assume personal responsibility. Yet many of the poor work full time at minimum-wage jobs that provide incomes substantially below the national poverty level. Would the Republicans consider supporting an increase in the minimum wage so that full-time workers can earn enough to be above the poverty line? No.

Gov. Wilson and the Republicans now criticize union workers for earning "artificially inflated" wages. In fact, most union workers earn just enough to be part of the middle class. We are able to support our families and pay our bills and that's about it. Just how much would they like to see us earn? How many jobs would they like to see us hold down to support our families?

The Republican Party has become famous for its concern for family values. It is quick to criticize women who work outside the home, yet GOPers seem oblivious to the fact that one income is rarely enough to support a family. Many families have two or three incomes and are still unable to maintain the standard of living they had 10 years ago.

If one parent is to stay home to rear the children, the other must be able to earn enough to pay the bills. If our politicians and business owners insist on paying workers low wages, both parents must work to make ends meet and there is no one at home to monitor their children's activities. We therefore have more delinquency, gang activity, premarital sex and teenage pregnancies for society to deal with. That is part of the hidden cost of low wages.

If you are concerned with family values, you must also be concerned with family income; the two issues are closely related. You won't solve society's problems by cutting parents' wages. You won't solve society's problems by putting more people in the position of having to work two or three jobs to survive.

When is our government going to show some concern for those of us who do most of the working and buying in his state? Workers are also consumers. When you reduce a worker's wages, you are reducing a consumer's income.

The changes they want to make in the prevailing wage law may reduce government spending on construction but working people will suffer for it. The businesses that depend on the patronage of working people will lose money and their workers will suffer. This will have a ripple effect throughout our economy far greater than any benefit coming from the reduction in government spending.

The only ones who could benefit would be the wealthy. Gov. Wilson needs to remember that he was elected to serve all of us, not just the wealthy.
Important tips regarding your pension plan

The following is a description, from the Pension Plan booklet, of one of the payment methods available to participants at the time of retirement.

If you are married when you retire, you will automatically receive a Husband and Wife Pension, unless you elect to waive that form of payment and your spouse consents in writing to such election. The Husband and Wife Pension may be waived any time before pension payments begin.

This form of payment provides a monthly fixed payment for your lifetime and, after your death, continues to provide a lifetime pension to your spouse equal to one-half of the amount you were receiving. The amount you will receive is adjusted to take into account your expected life span and your spouse's expected life span.

Here is an example of how the Husband and Wife Pension works. Assume an Operating Engineer qualifies for a monthly retirement benefit of $1,000 at age 62, and that the spouse is the same age as the Operating Engineer. Taking into account adjustments for age, the Husband and Wife Pension would pay $950 per month for the Operating Engineer's lifetime. If the spouse lives longer than the Operating Engineer, the spouse would then begin to receive a continuing monthly benefit of $475, one-half the amount the Operating Engineer had received.

If the spouse were to die before the retired Operating Engineer, the operator's benefit would be increased, in our example, to $1,000 per month.

In addition to the Husband and Wife Pension, there are other methods of payment available to members at retirement time that will be discussed in subsequent Fringe Benefits Forum columns.

Retiree Association meetings

A new round of Retiree Association meetings has begun, so be sure to check the schedule on page 16 and come on out to the meeting in your area. For you "newcomers" to the retiree ranks, welcome! We'd like to see you at one of the meetings. You'll meet some of the people you have worked with over the years, and you'll probably make some new friends.

Representatives from the union, trust fund office and credit union will bring you up to date on the latest goings-on. We also ask for your input about the benefits program so we can keep them fine-tuned to meet the varying needs of the retirees. So come on out and join us. See you there.

Retiree picnic

Remember to mark your calendar for Saturday, June 1, the date for this year's retiree picnic at Rancho Murietta. Come on up Friday, the day before, at noon and stay until Sunday noon. There will be plenty of parking for your motorhome or trailer. Local 3 is picking up the tab. Come join us and have a good time. See you there.

 Clarification on first aid requirements on construction sites

The Cal-OSHA Appeals Board has issued a decision interpreting first aid requirements as it relates to 8 CCR section 1512 (b), which requires the following:

Each employer shall ensure the availability of a suitable number of appropriately trained persons to render first aid, which is defined as the recognition of, and prompt care for, injury or sudden illness prior to the availability of medical care by licensed health-care personnel.

In a recent case, an employer argued that when a construction site is located in a city where hospitals and emergency medical care services are available, a construction worker should not be required to render first aid but should be able to call 911 for medical assistance.

The appeals board also noted that employers and employees are immunized from civil liability for rendering first aid and thus have no reason not to comply with the provisions of the safety order. See Health and Safety Code section 1799.102

Hazmat Schedule

There are a few Hazmat classes left in the first quarter of 1996. All classes begin at 7 a.m.

Fairfield District

8-hour class - Sat., Mar. 30
Fairfield District office, 2540 N. Watney Way

Santa Rosa District

8-hour class - Fri., Mar. 15
8-hour class - Sat., Mar. 16
This class will be held at the Labor Center, 1700 Corby Ave., Santa Rosa. Please call the Safety Dept. at (510) 748-7400 for reservations.

con't on p. 20
Amazing! A hassle-free way to purchase a used car

On one reason families often spend thousands of dollars they don’t have on buying a new car is because of the sheer hassle of buying a used car.

A friend of mine had his heart set on buying an upscale Jeep. But he couldn’t afford a new one, nor could he find one in good enough condition at a decent price in a used car lot. He reluctantly combed the classifieds knowing he’d have to come up with substantial cash to buy from a private party.

After months of looking, he drove one weekend all the way from Oakland to Novato only to discover the Jeep for sale wasn’t anything like the “steal” described in the ad. Then he rushed to Daly City, where he found exactly what he wanted, except it had been sold to someone else 15 minutes earlier. So he gave up and waited until he could afford a new Jeep.

Believe it or not, there is a way to take the pain out of buying a used car. Your credit union is holding another one of its one-day car sale extravaganzas Saturday, April 27 at the credit union’s main office in Dublin from 9 a.m. to 4 p.m. The credit union will have over 150 quality, low mileage sport and utility vehicles, vans, trucks, economy and family cars available in the parking lot of the Dublin office.

Most of the vehicles will be less than three years old, though some will be older. The prices will be set from mid to low Blue Book, that is, below what dealers normally charge. There will be no haggling or dickering.

What makes this sale so convenient is that the credit union staff will be on hand all day to process loans. “It will give us a chance to meet the members and help as many people as possible leave with their favorite car financed with the best available loans,” said Loan Supervisor Cyndi Guerzon.

On the day of the sale, we will offer a one-quarter percent discount on our already low interest rates and will finance purchases for as long as 60 months and for up to 100 percent of the price, including tax and license, on all 1990 and newer vehicles, and 100 percent of Blue Book on 1987-89 models.

If you call us in advance, you can be preapproved for a loan so you won’t have to apply the day of the sale. We can approve your loan on the spot with a minimum amount of paperwork. And don’t forget to ask about our mechanical breakdown insurance. We always take pride in doing everything we can to get our members the loan they need.

“I was amazed how easy the loan was handled,” said Henry Heinecke, who purchased a car in January. Steve and Christie Malone added: “The process of applying was a breeze. Thanks for making it so easy and convenient. We’ll never get a loan anywhere else again.”

You can call us the Friday before the car sale to get the latest update on the inventory. Trade-ins are accepted. However, we can’t guarantee you will get the price you might get if you sold the car yourself.

Bring the entire family. There will be plenty of free hot dogs and soft drinks and lots of friendly people. Make sure you register for the door prize. Last year Barbara Hal, a longtime member from Modesto, won a vacation getaway. As an added bonus, we will give anyone who purchases a vehicle a free compact disk player with special attachment or a cellular phone. It’s our way of saying thank you for supporting our sale and your credit union.

MARK YOUR CALENDARS

Where: Dublin Branch Office
When: Saturday, April 27th, 1996
Time: 9:00 am to 4:00 pm

One Day Used Auto Sale EXTRAVAGANZA

Credit Union’s own

ADDED BONUS....
Anyone who purchases a vehicle on the day of the sale will get their choice of a FREE: COMPACT DISC PLAYER with card attachment or CELLULAR PHONE.
COMET classes off to great start

Local 3's Construction Organizing Membership Education Training (COMET) classes began in earnest last month. At press time, five classes have been held and nearly 100 Local 3 members have been trained in basic organizing and union involvement.

The COMET I course, which teaches members about the importance of organizing as a means of keeping your union strong, has received positive reviews from participants.

Stephen Lewis, who took the Fairfield class February 6, thought the course was very effective. “Make this course mandatory for all Local 3 members,” he said. Samson Seidel, who also took the Fairfield class, said, “Get more people to participate in this course, as well as their union. It's excellent.”

Charles Husband, who took the Oakland class February 13, said the course was “a worthwhile class for every union member,” while his classmate, Oakland District Apprenticeship Coordinator Cephus Terrell, said, “The course was very informative. It has caused me to think positively.”

At the conclusion of each class, the district representative from each district in which the COMET class was held gave a short presentation, asking COMET graduates to get involved in projects that will make a difference in their individual districts and for Local 3.

Some specific internal organizing projects discussed included establishing committees covering the areas of politics, lobbying, education, vital information and prevailing wage education. Group projects proposed focused on the prevailing wage fight, district meeting attendance and positive representation of our union. Each district also targeted specific local non-union companies for external organizing campaigns.

All COMET graduates received a pin to wear on the jobsite to spread the COMET word. They also will get a graduation certificate signed by Business Manager Tom Stapleton at the next district meeting.

The response to COMET has been overwhelming and class space is limited, so it’s a must to sign up early at your district office. Additional classes are also available on weekends or evenings at district or group request.

COMET schedule

Utah - Tues., Mar. 5
Hawaii - Thurs., Mar. 14; Fri., Mar. 15
Eureka - Mon., Mar. 25
Marysville - Wed., Mar. 27
Redding - Tues., Mar. 26
San Jose* - Fri., Mar. 22, Sat., Mar. 23
Local 3 Headquarters - Sun., Mar. 31, for the Local 3 Women's Group

Classes start at 10 a.m., except the Mar. 23 class in San Jose, which begins at 9 a.m. *This class was originally scheduled for Thurs., Mar. 21 and Fri., Mar. 22.

If you want to make a positive difference in your district and your union, but most of all, for yourself, COMET is the answer.

Bob Miller,
COMET Special Representative

COMET course scheduled for women operators

GREETINGS SISTERS!

We’ve seen a great work picture in general, so most of us have been too busy for the Women’s Support Group to meet as regularly as we would like. But right now we have a great opportunity to get together and, at the same time, become more involved in our union and working toward keeping the jobs we have fought so hard to get.

Local 3 has begun a training program in all the districts called Construction Organizing Membership Education and Training. COMET emphasizes grass-roots organizing as a way to keep our union strong. It teaches us why organizing is critical to the survival of our careers and provides specific ways for us to get involved with saving our livelihood. More member involvement is especially important in light of recent attacks on prevailing wages, which will adversely affect every worker.

Bob Miller is the union’s special representative who is teaching COMET. Each district is having its own COMET training, but the classes are typically held on weekdays. So Bob has enthusiastically agreed to conduct a COMET I class for Local 3 women to be held on Sunday, March 31, 9 a.m. to 1 p.m. at the Alameda headquarters.

We plan to go to lunch afterwards, for those who are interested.

If you are coming from out of town, we will make every effort to find you a place to stay with another member or coordinate car-pooling if possible. Please call (415) 364-4183 to reserve your space. Attendance is limited, so don’t miss this great opportunity to network with other women operators and further some of our common goals.

Also, be aware that the California primaries have been moved forward from June to March 26, right before our training. Don’t forget the importance of voting.

There was a great turnout at the January semi-annual meeting. It was nice to see so many members in attendance, and as usual the women made an impressive show of their union involvement. We hope to see even more women in June.

If you have any comments or questions or information to pass on, contact Kristi at (415) 364-4183 or Beth at (810) 836-2511.
Higashihara Park donations keep coming in, but more is needed

KAILUA-KONA - The community of Kona, Hawaii, extends its gratitude to the retirees and members in California for their generous monetary donations in funding the renovation of Higashihara Park, a children's park and playground catering to the physically challenged. It's a dream project for coordinator Hugh Hurley, Local 3's business representative for the Big Island. Union members and union contractors have been renovating the park using volunteer labor, donated equipment and supplies and monetary donations from groups and individuals.

"It's my personal goal to present Local 3 as the leading goodwill promoters of this project," Hurley said. The estimated cost of the project will run between $250,000 to $350,000. Over $40,000 in donations have been collected so far. We are asking Local 3 districts in Hawaii and on the mainland for contributions of between $1 and $5 from each member.

Hawaiians have a strong bonding with each other that generates what is called the "Aloha Spirit." In general, everyone is willing to help one another regardless of race or color and is even more willing if it benefits the children of Hawaii.

The Higashihara project is a community based effort and will be built strictly by volunteers using donated equipment. We would also like to thank the Local 3 brothers, sisters and retirees for sacrificing their time and effort for the work that has been completed thus far.

Contribute to Higashihara Park!

Yes, I would like to donate

Name:
Address:
District:
Donation Amount:

Send donation to: Friends of Higashihara Park
P.O. Box 691
Kealakekua, HI 96750

For more info call the Hilo office at (808) 935-8705

Hugh Hurley, Sr.
Business Rep.

Showing our appreciation

SACRAMENTO - At the January 30 quarterly district meeting, the following members, most of whom are pictured at right, received service pins: Robert E. Bayless, Paul Basquez, Harry Briscoe, Russell B Cobb, David Dortch, Ernest Furrer, Douglas Gerstner, Gary Goulart, Leroy Kelso, David Mead, Gary Morthole, Charles Pulcifer, Gary Roark, Loren Rush, Herman Sandner, Benny Schallberger, John Small, Michael Strong, Donald Waklee, Robert Will, Lynn Slavich, Gene Blossom and Don Stratton.

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| UKIUKH | Thurs. March 7 • 10:00 AM  
1340 N. State St. • Ukiah, CA  
Concord Elks Lodge #1994  
3994 Willow Pass Rd. • Concord, CA. |
| WATSONVILLE-Ida Chapter  
Chapter  
Thurs. March 29 • 10:00 AM  
VFW Post 1715  
1900 Freedom Blvd. • Freedom, CA.|
| SACRAMENTO-Zeta Chapter  
Chapter  
Thurs. April 24 • 2:00 PM  
Moose Lodge  
320 Lake Blvd. • Redding, CA. |
| SACRAMENTO-Zeta Chapter  
Chapter  
Thurs. April 25 • 2:00 PM  
Operating Engineers Bldg.  
2806 Broadway • Eureka, CA. |
| SACRAMENTO-Zeta Chapter  
Chapter  
Wed. April 24 • 2:00 PM  
Moose Lodge  
320 Lake Blvd. • Redding, CA. |
| SACRAMENTO-Zeta Chapter  
Chapter  
Thurs. April 25 • 2:00 PM  
Operating Engineers Bldg.  
2806 Broadway • Eureka, CA. |
| SACRAMENTO-Zeta Chapter  
Chapter  
Wed. April 24 • 2:00 PM  
Moose Lodge  
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2806 Broadway • Eureka, CA. |
Winter Olympics coming to Utah

Union contractors building bobsled and luge tracks for 2002 winter games in Salt Lake City area

SALT LAKE CITY - Winter finally got Salt Lake City, 18 inches of snow on the ground and still falling. That gave me 18 doses of encouragement to do a little reporting on construction of the $27 million Utah Winter Sports Park at Bear Hollow near Park City, where the 2002 Winter Olympics will be held.

You might recall that Salt Lake City was chosen by the International Olympic Committee in June 1995 as the site for the 2002 winter games, outbidding Ostersund, Sweden, Quebec City, Canada, and Sion, Switzerland.

Van Boerum & Frank Associates Inc. is the prime contractor of the Utah Winter Sports Park, VBFA, in conjunction with EWP Consulting Engineers, completed the programming and design work for the park. The ice rink in Ogden, speed skating oval in Kearns and ski jumping facility at Park City have already been completed.

W.W. Clyde Company has been working on the bobsled and luge tracks near Park City the last couple of years, projects that started in 1994 and should be complete this fall. This project has been demanding of Clyde's personnel because grading, retaining walls, and backfill have had to be coordinated with other contractors.

It has been a different situation when W.W. Clyde is the general and subcontracts. Allan Scheib, superintendent for Clyde, has had his work cut out for him with this operation. Company officials have commented that Allan has done a commendable job keeping this work going.

Allan, a 28-year member of the Operating Engineers, gives credit to the operators and mechanics comprising his crew for doing what has been needed to get the work done and keep the project on schedule.

Verlyn Shumway and I were on this job the first part of December. At that time, hardly any snow had fallen and we were all wearing light jackets. Lionel Averett, a 27-year member running the loader, said he had enjoyed "to work in the cold and rolling in the snow and lucky to get two or three days a week," said Levine, 24-year member, back in January. "I still can't believe I'm working inside where it's warm."

As always, we want to thank our members on the project. The work of the Operating Engineers is hard and demanding labor, and these men are skilled, competent veterans of the craft who can complete a job in minimum time.

Virgil A. Blair, Business Rep.

The new combination bobsled-luge track will be a state-of-the-art facility featuring the fastest speeds of any artificially iced track. The track will be served by a 1,218 ton ammonia refrigeration plant, pumping liquid ammonia to 242,000 linear feet of embedded tracking piping.

Members install Salt Palace bowling lanes for national tourney

SALT LAKE CITY - It’s a strike. No, not baseball. And no we’re not going to hit the tracks. But we are happy about six brother Operating Engineers who helped installing the 48 lanes for the American Bowling Congress (ABC) National Tournament at the Salt Palace Convention Center in Salt Lake City.

The six engineers worked with the hardwoods beginning January 4, and the first gutter ball rolled down the lanes February 10. Working on this project were brothers Pete Morin, Jay Levine, Jim Dyer, Garrett "Cowboy" Radenbacher, David Lay and Bill Myers who used their excellent tool and skills to make this bowling rodeo a reality.

"This is unusual to be working at this time of year here in Utah and if you are working you are usually outside in the cold and rolling in the snow and lucky to get two or three days a week," said Levine, 24-year member, back in January. "I still can’t believe I’m working inside where it’s warm."

Culp Construction company project superintendent Mark Millar said the job was ahead of schedule and if the bad weather had not slowed the delivery of materials to the project, the crew might have set a record for the assembly of these prefabricated bowling lanes.

The 124-day National Tournament will no doubt be a success, the prayer will be congratulated for hosting this event, the city Chamber of Commerce will get a dozen "atta-boys." But you might not see one line in the city newspapers about the many skilled craftsmen that made this last-track project possible, and to the six brother engineers of Local 3. Thanks.
**HONORARY MEMBERS**

The following retirees have thirty-five (35) or more years of membership in the Local Union as of February 1996, and have been determined to be eligible for Honorary Membership effective April 1, 1996. They were presented at the February 11, 1996 Executive Board Meeting.

Robert E. Bayless .......#0772928
William J. Blain* .......#0659912
Bernard Berch ........#1038679
Ernest Ferrer ...........#1058650
Herbert Hooper .........#0689153
Edward Husmann .......#0624300
Robert W. Johnston* .......#0847100
Toshio Kajura ..........#1029769
David Knykendall .......#0915967
Lloyd E. Larson .........#0872225
Richard Lohmer .........#0750503
Donald Long ............#1025831
Manuel Marques, Jr. .......#0632642
John Martinez ............#1069145
Claude F. McIntosh .......#1083796
David R. Mead ............#1011296
Charles Sales ..........#0553193
Gary Schmidt ..........#0560026
Maurice Thome ..
Bert Tipton ..........#1058513
Charles R. Venning ....#0723884
James H. West ..........#0730291
Russell Wigler .........#0673800
Isaac Young ............#0791511

* Effective January 1, 1996

**NOTICES**

**Election of Geographical Market Area Addendum Committee Members**

Business Manager T.J. Stapleton has announced the election of Geographical Market Area Addendum Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1996 with eligibility rules as follows:

1. No member shall be eligible for election, be elected or hold the position of Geographical Market Area Addendum Committee Member unless they are:
   a. living in the committee's Geographical Market Area,
   b. an employee in the construction industry in the area,
   c. an "A" journeymen union, or
   d. a member in good standing.

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

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

4. No member may be an owner-operator.

The schedule of the meetings in which these elections will be held appears on this page under "District Meetings."

**Bring your dues card**

Recording- Corresponding Secretary Robert L. Wise wishes to remind all members to carry their paid up Local 3 dues card. When attending a semi-annual, quarterly district or specially called meeting of the union, your paid up dues card is proof of your good standing status as a member of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

**1996 GRIEVANCE COMMITTEE ELECTION**

Recording- Corresponding Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 1996. The schedule of these meetings appears on this page under "District Meetings."

Retirement Association meetings schedule is located on page 16
Local 3 children who were winners of the Valentine's Day Prevailing Wage Rally Coloring Card Contest

**Oakland District**
- **8-hour class** - Fri., Mar. 8
- **8-hour class** - Sat., Mar. 9
- **8-hour class** - Thurs., Mar. 14

The Oakland classes will be held at the Local 3 headquarters, 1620 S. Loop Rd., Alameda. Please call (510) 745-7400, ext. 3058 for reservations.

**Redding District**
- **8-hour class** - Sat., Mar. 23

Redding District office, 20308 Engineers Lane. Please call (916) 222-6093 for reservations.

**Sacramento District**
- **8-hour class** - Wed., Mar. 27


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**NOTICE**

**To: THE OPERATORS OF DIESEL ENGINE EQUIPMENT**

**Re: California Proposition 65 Warning**

Proposition 65, a California law, requires warning about exposures to chemicals, including constituents of diesel engine exhaust, which are listed under that law.

Beginning during the next year, diesel engine equipment will carry the following **CALIFORNIA PROPOSITION 65 WARNING** either on the equipment or in the operating manual:

**CALIFORNIA PROPOSITION 65 WARNING**

Diesel engine exhaust and some of its constituents are known to the State of California to cause cancer, birth defects, and other reproductive harm.

Please note this warning and remember —

Always start and operate the engine in a well-ventilated area;
If in an enclosed area, vent the exhaust to the outside; Do not modify or tamper with the exhaust system.