How union-busters beat labor laws

Laws, it's said, are made to be broken. While some labor laws, management consultants find it's often sufficient to bend them out of shape—just enough to permit them to ply their trade of union-busting.

Skirting the law is the lifeblood of the management consultant business. They teach employers how to combat unions by strengthening the rules of the National Labor Relations Act even to leading them into violations because the penalties for doing so are an insufficient deterrent.

In the case of the Landrum-Griffin Act, management consultants take advantage of the ambiguities to avoid what they consider "persuader" activities. That way they can continue to operate in the shadows.

The House Subcommittee on Labor-Management Relations exposed these tactics in its investigation of management consultants several years ago. The penalties under NLRA are designed more to reimburse the victim for wrong-doing than penalize the violator, the sub-committee noted.

**Fourth in a Series**

"This has led some employers to conclude that it often makes economic sense to violate the law, since the monetary cost of any possible legal liability is less than it might be if they had to deal with an organized workforce."

It found "evidence that some consultants help lead employers to think in these terms."

Violations surge

The evidence is in the records of the National Labor Relations Board. The number of unfair labor practice charges filed against employers has increased ninefold since 1957.

The most common tactic is firing employees for union activity.

(Continued on Page 10)

Bechtel wraps up work on Chevron job

Using an 880-ton DeMag crane, Local 3 operator Gene Wells and oiler Chuck Holzen have completed a Bechtel contract at the $600 million Chevron lube oil refinery project in Richmond. The rig was used to lift nine reactors weighing 400 to 600 tons each and numerous other vessels. According to Business Representative Carl Williams, who services the project, the crane was shipped over from Germany and assembled by Sheedy Drayage.

(Continued on Page 11)
Local 3 sends out questionnaires to get members' input on important issues

One of the most important functions of union leadership is to provide avenues for the members to express their views on issues that affect them. District 3 bylaws provide for special meetings, email surveys and other means to get the views of the membership. These are the traditional means of accomplishing this.

The major drawback of district meetings is that they reach a relatively limited percentage of the membership. Since this administration took office, we have made increasing use of direct mail questionnaires and surveys to get a better feeling on where our members stand on various issues, so that we can provide more effective representation.

This month, many of our members received questionnaires on two important issues that we are dealing with at the present time: contract negotiations and Local 3 dues. Here is a brief list of the surveys that have been sent out:

- Survey to Local 3 Members dealing with Bylaws Committee recommendation

On March 12, the newly elected Local 3 Bylaws Committee held its first meeting for the purpose of reviewing the union's financial condition. One of the most important issues placed before the committee is the Local 3 dues structure.

Many of our members are currently paying a much higher percentage of their wage in dues as compared to other members. The Bylaws Committee has been reviewing this situation and is in the process of drafting some proposals for a dues structure that will not create an undue burden on any member.

One recommendation made by the committee was to send an inquiry to all Honorary Members to determine whether or not they would be agreeable to a partial dues structure to help the union meet its financial obligations.

I am happy to report that the response from the Honorary Members has been gratifying. Many took the time to return the questionnaire and a vast majority of them pledged to do anything to support their local union.

Many wrote letters expressing appreciation for their retiree health and welfare and other benefits they receive through their union membership.

As we meet with the members in the first half of the year, many have expressed interest in what other recommendations the Bylaws Committee is making on the dues structure. I would like to emphasize that any recommendations made by the Bylaws Committee will go before the membership in a series of specially called meetings for their ratification.

- Survey to the non-Bay Area and Nevada Operating Engineers regarding upcoming AGC Master Agreement negotiations.

As many of you are aware, the California and Nevada AGC Master Agreement are up for renewal this June. Both unions have not entered into formal negotiations yet, we have undertaken exploratory discussions on the upcoming contracts.

In our initial talks with the AGC, it is clear that they will be taking a very hard line on contract negotiations. The contracts have already indicated that they will be pressuring Local 3 and other building trades unions for concessions similar to those that were made recently by the Laborers and Carpenters.

Both unions have taken wage freezes for the first year of the agreement, except in rural areas that I think California where the Laborers have taken a $1 per hour cut and the Carpenters have taken a $1.50 per hour cut. These concessions have been made on the basis of the poor economy and the rapid growth of the open shop movement in the industry.

I am sure that we are all aware of the dramatic growth of open shop firms during the recession. In some areas a majority of all private sector work is now being done by open shop contractors. This is no "quick fix" answer to this problem. It is obvious that we have already decided to get their contracts. This is definitely not the case.

Common sense dictates that in these troubled times, we who are responsible for negotiating contracts should have a clear understanding of where our membership stands on key contract issues. Only in this way can we negotiate contracts that will be acceptable to our members.

Caltrans recommends light rail project

The California Transportation Commission recommended $7 million for Sacramento's light-rail project this month but required a local commitment to cover the system's operating costs, either by a sales tax boost or other means including capture of revenues from new development along the rail line.

There are serious questions raised when we look at the massive capital expenditures that will dictate the fiscal health of our communities for decades and Assemblyman Lloyd Connelly and Sacramento City Councilwoman Anne Rudin told the commission the community backs the light-rail system.

Ingalis, a former assemblyman from Riverside, and Orange County Supervisor Bruce Nustande stood in support of the project.

Although local governments have pledged 8 percent of the system's estimated $118.9 million cost, Ingalis and Nustande noted that Sacramento voters have refused to support a sales tax for transit.

A proposed one-fourth cent sales tax increase to expand Regional Transit bus service was defeated in November 1979 with a 57.5 percent "no" vote.

But Assemblyman Phil Isenberg, Assemblyman Lloyd Connelly and Sacramento City Councilwoman Anne Rudin told the commission the community backs the light-rail system.

There is no "quick fix" answer to this problem. It is obvious that we have already decided to get their contracts. This is definitely not the case.
Auburn dam legislation nearly ready

Final touches are being put on a bill that will ask Congress to approve completion of the $2 billion Auburn Dam Project, a U.S. Bureau of Reclamation official announced this month.

Michael Catino, the bureau's regional director in Sacramento said Rep. Norm Shumway, R-Stockton, has been working with him on draft legislation to reauthorize the dam project. The project has been in various planning and construction stages since 1946.

Congress would have to reauthorize the project because the current estimated $2 billion cost exceeds the $1.2 billion that Congress appropriated when construction first started was approved in 1965. The current price includes a $85-million-high concrete dam with a 300-megawatt hydroelectric plant and a 41-mile extension of the Folsom South Canal. Catino said the legislation will include some provision allowing the Department of Interior to seek cost-sharing agreements for non-federal shares in the water project. "It will be on a strictly voluntary basis," he said.

The group also plans to discuss alternatives if Congress eventually defeat any reauthorization bill. Authority member Alex Ferreira, who also isa Placer Countysupervisor, said one alternative might be to seek legislation allowing the river authority to build the dam itself. "From the local counties' perspective," said Ferreira, "we've been waiting many years for the dam to be built, and we're amad that either the federal government proceed for the project or find some other way of paying for it."

One group, the American River Authority, formed by Placer and El Dorado counties, hopes to help finance the dam in exchange for all power benefits. The river authority, however, has repeatedly ruled out an agreement on legislation. The group also plans to discuss alternatives if Congress eventually defeat any reauthorization bill. Authority member Alex Ferreira, who also isa Placer Countysupervisor, said one alternative might be to seek legislation allowing the river authority to build the dam itself. "From the local counties' perspective," said Ferreira, "we've been waiting many years for the dam to be built, and we're amad that either the federal government proceed for the project or find some other way of paying for it."

The Yuba County Water Agency's South Yuba Canal project cleared another hurdle last month as the House Appropriations Committee approved a $4.6 billion bill for construction and operation of the project.

The $600,000 included for the Yuba County Water Agency would be the first installation of a $22 million federal loan that would be matched by $6 million in agency funds. The agency's Citizens Advisory Committee approved last month.

The project would provide more than 100,000 acres of water annually to farmers in the Wheatland Water District, Brophy Water District and South Yuba Water District. The project would be made available in future years to the Lindsley County Water District and Olivehurst Public Utility District. The Colusa-Yuba project would extend distribution facilities to bring water from the Tehama-Colusa Canal to farm land south of Arbuckle.

Sewer project carries $15 million price tag

Looms Basin property owners who will be served by a new Colusa city Sewer project also will share a financial burden of about $6 million, county officials say. Assistant Public Works Director Jack Warren said federal and state grants will pay for about $5 million of the $15 million project, but the rest must come from local sources. The Southeast Placer project will replace a series of small wastewater treatment plants — some under cease-and-desist orders from the state Regional Water Quality Control Board — with a network of pipelines to carry the sewage to the large Roseville wastewater treatment plant.

Pending highway projects. Without that notice, Stanford would have had to wait longer to do the work if the city approves the project. Stanford is proposing to build, at its expense, a road from El Camino Real to the Carmel River during heavy storm runoff. The grant was offered in October, but it carried the condition that the district not only upgrade its facilities but also build a plant to reclaim wastewater. The reclaimed water would be sold to local golf courses for irrigation, and would therefore not have to be discharged into Carmel Bay. Adding the reclaimation project would have brought the total cost to $18 million — the amount originally requested by the district. With a grant of only $5 million, the district would be able to get only a fraction of the funds on its own. However, this month the Carmel Sanitary District received a sheet of project plans from the Water Quality Division of the State Water Resources Control Board, indicating that the board was prepared to modify the grant conditions to allow the district to go ahead with its upgrading without having to tackle the reclaimation project.

Madera council ok's $28 million proposal for drainage system

After two years of consideration, the City Council has approved a master drainage plan, but Madera's perennial flooding problems are not likely to be solved overnight. Now that the project has been approved, the city will be able to use it to upgrade its treatment facilities. With the grant, the district would install new equipment that will allow it to stop discharging raw sewage into the Carmel River during heavy storm runoff. The grant was offered in October, but it carried the condition that the district not only upgrade its facilities but also build a plant to reclaim wastewater. The reclaimed water would be sold to local golf courses for irrigation, and would therefore not have to be discharged into Carmel Bay. Adding the reclaimation project would have brought the total cost to $18 million — the amount originally requested by the district. With a grant of only $5 million, the district would be able to get only a fraction of the funds on its own. However, this month the Carmel Sanitary District received a sheet of project plans from the Water Quality Division of the State Water Resources Control Board, indicating that the board was prepared to modify the grant conditions to allow the district to go ahead with its upgrading without having to tackle the reclaimation project.

Bids opened for sewage plant

For construction of Bottel Mountain's sewage treatment plant the Cawood opened last November at the county commissioners' meeting. Fifteen contracting firms from Reno, Sparks, Elko, Las Vegas, Winnemucca, Idaho and California submitted bids on the project, which is scheduled to begin this spring. Apparent low bidder for the project was A.C. Shaw Construction of Reno, who submitted a proposal of $68,496.95. The highest bidder was also a Reno firm, Robert Helms Construction Co., with a bid of $1,248,480.75.

State may aid Carmel sewer plan

The Carmel Sanitary District has been advised that it is likely to receive an offer to accept a grant of $7 million for construction of a sewage treatment plant. Without that offer, the district would have to seek legislation allowing it to upgrade its facilities. With the grant, the district would install new equipment that will allow it to stop discharging raw sewage into the Carmel River during heavy storm runoff. The grant was offered in October, but it carried the condition that the district not only upgrade its facilities but also build a plant to reclaim wastewater. The reclaimed water would be sold to local golf courses for irrigation, and would therefore not have to be discharged into Carmel Bay. Adding the reclaimation project would have brought the total cost to $18 million — the amount originally requested by the district. With a grant of only $5 million, the district would be able to get only a fraction of the funds on its own. However, this month the Carmel Sanitary District received a sheet of project plans from the Water Quality Division of the State Water Resources Control Board, indicating that the board was prepared to modify the grant conditions to allow the district to go ahead with its upgrading without having to tackle the reclaimation project.
Clearing begins on Hwy. 20 project

Business Representative Bill Marshall reports that Phillips and Jordan, Inc., has started clearing in Highway 20 in Penn Valley. At this writing they have three engineers employed. If the weather will ever permit them to work more than a week a week, they probably would be finishing the job in April or May. Then M.L. Dubach, Inc.,

Weather keeps work slow in Marysville

The work picture on Marysville's East Side is still slow due to all the bad weather, reports Business Representative Dan Montz.

Case Power & Equipment is about the work. President Richard Kingston and even they are starting to slow down at the south area. Huber, Hunt & Nichols may come in, you reach the top and then you don't have anywhere to go. It will probably cost at least that much to pay the Federal government for repairs to levees damaged by flood waters. A move to avoid floods. California's President Reagan has agreed to declare the storm ravaged State and Federal reservoirs and local storage facilities headings up approximately $20 million for repairs to battered levees to the East Bay Municipal Utility District's reservoirs are all only about one foot below the brim, where they would begin running over their spillways.

The Briones Reservoir north of Orinda has a capacity of 19.7 billion cubic feet and is holding more than 16.4 billion gallons. The San Pablo Reservoir, just east of Briones, has a capacity for about 12.6 billion gallons and is carrying approximately 12.4 billion gallons. This is certainly the reversal of the situation we had back in 1976 as we were losing water and water rationing, and were praying for storms like these.

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Hawaii Report

Housing project begins after long delay

Business Representative Joseph Tremblay reports that after almost 13 years of planning and work, Mililani Town's new shopping center, to be located on Meheula Parkway west of Kamehameha Highway, is scheduled to be completed in August of 1983. The Land and Water Conservation Fund of the United States is funding the project.

The Maui Air National Guard has completed the single-span bridge capable of holding 20 tons over Hanauma Bay. The bridge was designed by the United States Army Corps of Engineers.

In May, Lone Star intends to call back approximately 10 Operating Engineers who have worked for them in the past. Brother Sonny Gascon reports that the State Land Use Commission endorsement is 110.3 acres with an additional 26 acres of ridge line designated as conservation to remain as open space. Of the total project, 10% of the homes will be offered for sale to low and moderate income families.

Hanauma Bay is a marine sanctuary. The Contractor for this project is Magnum Construction Co. On the completion of the project, Hanauma Bay will continue to provide 300 parking stalls, picnicking and snorkeling areas.

The Bowers Bridge was washed away by the high water. Two months ago, Hawaiian Dredging & Construction Co., Ltd. completed the single-span bridge capable of holding 20 tons. Construction of the $550,000 bridge was funded primarily through federal disaster money.

Lower loan rates — Your Credit Union recently lowered some of its loan rates. The Saver's Rate on new cars, pickups and vans is now 12.0% Annual Percentage Rate (APR). The Regular Rate on used cars, pickups, vans, new or used boats, travel trailers, fifth wheels is now 14.0% APR.

Home owner loans — The rate on Home Owner Loans has been reduced to 13.5%, plus 3/4% per year for home owner loans.

Labor opposes Nevada bill to limit prevailing wages

District Representative Les Lasser reports that a bill recently introduced by Senator Frank H. Beazley would limit prevailing wage rates in the greater Las Vegas area.

Get involved. Make yourself available to report on this program depending on the equity in your home. The loan is arranged by a deed of trust on your home.

Saver's Rates — To qualify for the Saver's Rate, you must have a line of credit in the amount of $250. You can borrow up to $40,000 on this program depending on the amount in your home. The loan is arranged by a deed of trust on your home.

The Saver's Rate on cars and vans is now 12.0% APR.
Delta levee work in high gear

The biggest news in the dredging industry is the levee work in the Sacramento-San Joaquin Delta, reports Dredge Representative Chuck Center. Jim Earp, editor of Engineers News, and I toured the San Joaquin Delta on March 29th. Dutra Construction is actively engaged in the extensive levee maintenance work.

The Paula Lee was working on Twitchell Island. They were berthing material from Basalt Quarry and off-loading inside the levee, building a pad with dozers. The three Operators on the Paula Lee are Jim McPherson, Luke Walker and Al Cardona. The side draft dredge, Sacramento, was working on the San Joaquin but has since moved to the Prospect Island levee break. The Operators on the Sacramento are Dick Lopez, Carl Kendall and Charlie Bates.

Shellmaker's suction dredge, Vanguard, is currently working on Venice Island on emergency levee repair. Walt Miller, Bud Center, and Jack Tuttle are the three leveemen. There are around 25 members working on the job site. Mr'sons Construction dredge, Viking, is moving from island to island placing rock and material on top of the levees.

Brother Paul McQueen's delta dredge, the Holland, is working around the clock at Liberty Island. His other side draft, the Monarch, will also be joining in the task of closing the levees around April 2nd. The anti-recession bill signed by President Reagan will release $24.2 million in projects for California. Some of the projects include breakwater repair at Eureka and Crescent City; $2.2 million for dredging in the Sacramento-San Joaquin Delta; $400,000 for dredging the Sacramento River, and $2 million for rip rap work from Chico Landing to Red Bluff.

The "Betty L." is currently in drydock at Triple A Shipyard at Hunters Point. They are surveying the damage and will begin the long process of repair. Mac Weaver and Dewey Sanders were both injured when the fierce storm hit the "Betty L." "I want to wish both of them a speedy recovery," Center said.

Canonic Pacific is still going strong in Stockton. They are in the process of getting their new booster pump and engine on line. The engine is a 2,800 Horse AIKO with a 24" mobile pulley pump.

"Hopefully, if we survive the record snow melt, the dredging industry should be very good," Center commented. "Attend your district meetings. I will be there to listen to your complaints and would appreciate a better turnout by the Dredgemen."

Leverman Jack Tuttle (above) keeps his eye on the gauges of Shell maker's suction dredge, as the rig cuts a 300-ft. swath along the river channel next to Venice Island. Material is deposited on the other side of the levee (upper left).
Shellmaker's suction dredge out of Petaluma (above) is currently working on Venice Island. Utilizing 16-inch pipe, the dredge is depositing material from the channel onto the landward side of the levee to increase its strength.

Pictured right (from left to right) are Herb Sawyer and Greg Holder with Dredge Agent Chuck Center. Operating a 1,000-ton Bucyrus-Erie (lower right), Local 3 member Chris Hillig (below) lays 18 inches of rock on McDonald Island. Hillig is assisted by Deck Mate Steve Morse (not pictured).
Mail order prescription service now being offered

The mail-order prescription drugs program through National Pharmacies is now being offered to Operating Engineers and their families in the Utah Health and Welfare Trust Fund.

National Pharmacies, Inc., laboratories are located in Elmswood, New Jersey. They have been successfully providing mail-order prescription drugs to Local 3 Operating Engineers since 1977. They are best suited to provide long term or maintenance drugs for ongoing medical conditions. Utah members now have a choice and can use either National Pharmacies or a local pharmacy at any time.

Here is how the National Pharmacies program works. The first time a prescription is mailed ordered, a Patient Profile questionnaire should be completed and enclosed. This Profile ensures your safety and protection against drugs which may be allergic to or which can cause other adverse reactions.

Prescriptions are ordered by completing the National Pharmacies filing envelope and by enclosing the doctor's written prescription. Only one envelope is necessary for prescriptions to be filled. Prescriptions are normally filled and returned within ten days of your request. If the prescription is refillable, National Pharmacies will also send a "refill notice" with the medication which can be submitted as the refill is needed. National Pharmacies is best suited for individuals who are required to take medication on an ongoing basis. Their ten-day response time is ideal for anyone requiring a maintaining drug which is refillable and who eliminates repeated trips to and from the pharmacy. If a limited medical problem arises where there is a need for immediate medication, Operating Engineers and their families are encouraged to utilize a local pharmacy and file a prescription drug claim with the Trust Fund office for reimbursement after $1.50.

National Pharmacies has a toll free number (800/631-7780) to call for any problems or questions encountered with their services. Claim forms for both the National Pharmacies mail-order program and home local reimbursement program can be obtained through the district office, the Fringe Benefit Center or the Trust Fund office.

List of licensed 
Alcoholism Recovery Program facilities

Nate Davidson, Director of Local 3's Alcoholism Recovery Program, has just furnished the following list of facilities recommended for Northern California:

- Aztec Acres
- Sebastopol-Santa Rosa
- Crunchers' Serenity House
- Deer Park-Napa Valley
- Daffy's of Myrtledale
- Calliagata-Napa Valley
- Lackey's of Carmel
- Carmel-Monerey
- Maynard's Recovery Ranch
- Tuolumne San Joaquin Valley
- Sunrise
- Concord-Boy Area

The above are recommended sites only. The Alcohol Rehabilitation Benefit for eligible Operating Engineers and their spouses covers treatment at any licensed alcohol treatment facility including an alcoholism unit affiliated with a general hospital when that facility provides detoxification and rehabilitation services.

The Health and Welfare Plan for active members in Northern Nevada, Nevada and Utah and the Public Employee Division provide the following benefits for alcohol rehabilitation:

- up to 30 days of in-patient treatment and counseling services with the covered charges payable on the same basis as other hospital charges;
- up to $2,000 for rehabilitation, treatment and counseling on an out-patient basis; and
- within the $2,000 allowance for out-patient services, coverage will be provided for services of a licensed alcoholism referral service.

Alcohol Rehabilitation Benefits provided by Local 3 Health and Welfare Plan, as well as the Alcohol Recovery Program directly, or the Fringe Benefits Center, Confidentiality is assured.

Need more information about your Pension Plan and Retiree Welfare benefits? Below is a complete listing of all Pre-Retirement Counseling sessions scheduled this spring. All vested Operating Engineers age 50 and over and their wives are encouraged to attend.

Pre-retirement Counseling Mtg. Schedule

Pre-Retirement Counseling meetings for the following areas have been scheduled as indicated below. Members anticipating retirement are strongly urged to attend these meetings. Wives are also invited and encouraged to attend.

The program is clear and concise and includes an in-depth presentation on all aspects of the Pension and Health and Welfare Plans as well as a question and answer period.

- Continue to check the OUTLOOK page of Engineers News each month for the date and location of the meeting in your area.

PRE-RETIEMENT COUNSELING MEETINGS

Sacramento: 7:30 PM
April 12, 1983 (Tuesday)
Laborers Hall
6545 Stockton Blvd.
Sacramento, CA

Stockton: 7:30 PM
April 26, 1983 (Thursday)
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

Oakland: 7:30 PM
May 3, 1983 (Tuesday)
Holiday Inn
1144 2nd Street
Oakland, CA

San Francisco — San Mateo: 7:30 PM, May 3, 1983 (Thursday)
Operating Engineers Bldg.
474 Market Street
San Francisco, CA

Fresno: 7:30 PM
May 11, 1983 (Wednesday)
Cedar Lanes
3131 N. Cedar — Holiday Room
Fresno, CA

Redding: 7:30 PM
May 10, 1983 (Thursday)
Operating Engineers Bldg.
100 Lake Blvd.
Redding, CA

Reno: 7:30 PM
May 24, 1983 (Tuesday)
Operating Engineers Bldg.
101 "G" Street
Reno, Nevada

San Jose: 7:30 PM
June 1, 1983 (Wednesday)
Hampton Park Center Plaza
292 Almaden
San Jose, CA
Alcoholism is nation's most destructive drug

By Nate Davidson, Director
Alcoholism Recovery Program

Alcohol is America's most destructive drug. By whatever standard we assess a drug problem, extent of use and abuse, availability, cost in dollars, disease, crime, and death — alcohol is number one.

Alcohol abuse is a national health problem. None other has been so seriously neglected. Facts recently gathered by the National Institute on Alcohol Abuse and Alcoholism are both impressive and depressing. Some of the N.I.A.A.A. findings are:

1. Alcoholism and alcohol abuse continue to occur at high incident rates within the American society.
2. The proportion of American youth who drink has been increasing so that currently it is almost universal. The highest scores on an index of probable problem drinking behaviors were recorded in the youngest age group for which data are available — the 18- to 20-year olds.
3. After heart disease and cancer, alcoholism is the country's biggest health problem. An alcoholic's life span is shortened by 10 to 12 years, and that number is increasing, according to the National Institute on Alcohol Abuse and Alcoholism (N.I.A.A.A.).
4. The development of certain cancers, such as laryngeal, stomach, and breast, is very closely related to alcohol consumption, the N.I.A.A.A. says. Moderate use of alcohol may increase the risk of certain cancers, such as breast cancer, while heavy drinking increases the risk of certain other cancers, such as liver cancer.
5. The economic cost associated with the misuse of alcohol is estimated at $25 billion a year. In an effort to replenish the union's depleted blood bank, many of the districts are scheduling blood drives. All those who can are urged to support this very worthwhile effort. Pictured at the far left is 35-year member Richard Farm donating a pint at the recent drive held in the San Francisco office. Members John Personi, Joe Kehley, Tony Godoy and Joe Williams (pictured above) were among the many who gave blood recently in the Santa Rosa District blood drive.

Members participate in blood drive

Local 3 thanks all of those members, wives and friends who have donated blood during the blocd drives in the various districts so far this year. In an effort to replenish the union's depleted blood bank, many of the districts are scheduling blood drives. All those who can are urged to support this very worthwhile effort. Pictured at the far left is 35-year member Richard Farm donating a pint at the recent drive held in the San Francisco office. Members John Personi, Joe Kehley, Tony Godoy and Joe Williams (pictured above) were among the many who gave blood recently in the Santa Rosa District blood drive.

Alcoholism is nation's most destructive drug

10. People who abuse alcohol are seven times as likely to be separated or divorced than the general population.

A recent national public opinion survey by the N.I.A.A.A. shows that almost two-thirds of adult Americans know someone who "drinks too much." Over one-third of those polled said this drinker is "close to me" (a relative or friend), and that the problem has existed for at least ten years. The respondents were also asked if sixteen leading personal problems and asked whether they knew anyone with these problems. "Excessive drinking" was the fourth most common on the list. Only "excessive smoking," "overeating," and "having trouble making ends meet" were mentioned more frequently. Drinking problems were listed more often than family quarrels, trouble with children, chronic physical and mental illness, loneliness, and job troubles.

Each year over 50,000 Americans die in traffic accidents. About half of those deaths (an estimated 28,000) involve drunk drivers or pedestrians. Excessive drinking on one individual, tragic as they may be, are under 21.

While the number of problem drinkers is increasing dramatically and that lifestyle may need to exclude the use of alcoholic beverages entirely, or at least require responsible drinking on the part of each individual who chooses to drink.

Alcoholism Recovery Program

San Francisco 415/431-1568
Nate Davidson 415/773-1330
Archie Headly 415/626-7385
John Smith 707/583-3940
Ignacio/Santa Rosa/Eureka 707/545-1724
San Mateo 415/348-7383
San Francisco 415/967-4544
Oakland/Fairfield 510/647-7277
Archie Headly 415/686-1600
Steven Struegm 415/634-1603
San Francisco 415/431-1568
Nate Davidson 415/773-1330
Archie Headly 415/626-7385
John Smith 707/583-3940

Santa Cruz 209/944-5603
George Morgan 209/537-4706
Nerly Flangian 209/275-6648
George Marzak 209/726-3225

Marysville/Redding

Sacramento 916/743-7231
Bert Cridde 916/743-9254
Larry Udde 916/383-8839
Bill Marshall 916/383-8480
San Jose 408/293-7541
Joe Oxendine 415/967-4544
Robert Beal 408/972-2794
"George" Rie 408/295-8788
916/496-1872
Reno 702/323-2539
Mike Bailey 702/849-1792
Salt Lake City 801/332-4691
Don Stent 801/934-6210
Rick E Bryan 801/465-3136
John Thornton 801/756-4915
Honolulu 808/847-5523
Aller Souza 808/488-1436
Rancho Murieta Training Center
Dick McGill 916/354-2029

*Denotes home phone
*Public Employee Department
How union-busters beat labor laws

(Continued from Page 1)

union supporters. For each representation election in 1980, the NLRB reinstated 1.3 employees who were discriminatorily discharged. In 1979, one worker in every six elections was reinstated after being illegally fired. Violations by employers are soaring, for the most part undeterred by penalties. Management consultants are telling them what to do and excusing the consequences altogether.

Modern Management (2M) is the biggest and among the most notorious management consultant firms. Its clients are diverse—in manufacturing, banking, insurance and the universities. But the bulk of its union-busting campaigns are in hospitals.

Modern Management ran one of its standard campaigns for St. Francis Hospital in Milwaukee. In mid-1979, the hospital hired 2M to combat an attempt by registered nurses to be represented by the St. Francis Federation of Nurses, an affiliate of the American Federation of Teachers. 2M performed its typical services, winning planned results. Early in 1982, an NLRB administrative law judge found the hospital had committed such flagrant violations against the employees that it was ordered to bargain with the union after the union lost the election.

But there was an extra ingredient to the case. The NLRB general counsel charged Modern Management with being equally responsible with St. Francis for the unfair labor practices committed in the campaign. The counsel said 2M was at least a "co-principal" and "co-manager" of the campaign.

The tactics employed by St. Francis supervisors ran the gamut of illegal activities. The ALJ found the hospital engaged in "numerous unfair labor practices, including promising and granting benefits for the purpose of discouraging union activities; threatening reprisals and denial of certain benefits; extensive interrogations; and maintaining illegal no solicitation rules.

"The conclusion is inescapable," the ALJ declared, "that this extensive campaign of egregious unfair labor practices has had the tendency to undermine the union's strength and impede the election process."

As is standard operating procedure for management consultants, 2M agents at St. Francis worked through supervisors, meeting with them in frequent strategy sessions at the start of their mouth is."

How union-busters beat labor laws (Continued from Page 2)

"There is a direct commitment," Connolly said. "Not just from the Chamber of Commerce, labor groups, environmental groups, but from local elected people who have put their money where their mouth is."

Rudin, chairwoman of the joint city-council-regional transit agency sponsoring the project, pledged to examine all the options for financing light-rail operations.

"We'll certainly look at the sales tax," Rudin said. "We don't want to be left with a white elephant or a useless project on our hands. It would reflect very badly on us and cost the city and the state a lot of money down the road. We do not want that to happen."

Isenburg later declined to discuss the possibility of a sales tax boost, saying "I don't know if it's going to be necessary."

The light-rail system is designed to minimize operating costs by improving Regional Transit's productivity. But Rudin said downtown Sacramento from the north area will be rerouted to serve the trains.

Project supporters contend this will result in more frequent bus service while the light-rail system benefits from lower labor costs per passenger.

But Sacramento resident Michael Seaman told the commission the system will never develop the necessary ridership because the rail line is too far removed from the center of the heavily populated north area.

The light-rail system would run from Interstate 80 and Watt Avenue through Del Paso Heights, cross the American River into downtown Sacramento, then go out the Folsom corridor to Butterfield Way.

To minimize the system's overall cost, the rail line will be built primarily in abandoned freeway and railroad rights of way.

Ingualls seized on Seaman's criticism and said the Sacramento project would never be built except for the $85 million federal grant for his freeway available by the cancellation of the I-80 bypass.

"All we're doing is just compounding some pork-barrel decisions that were made in 1930, 30 years ago. And God help us," Seaman said. "I guess we're just living in this city. We're going to keep it. Let's just kidding one another and move on the the next one."

$7 million recommended for light rail project

(Continued from Page 2)

Hawaii cont.

(Continued from Page 5)

started in November of 1982.

From the Big Island, Brother Albert Perry reports that Isemoto Contracting Co. Ltd. was the low bidder in the Mauna Kea Beach Project Condo project of $2.2 million. It is his understanding that Isemoto will be hiring ten to twelve men from the Operating Engineers Hall and some pork-barrel decisions that were made in 1930, 30 years ago. And God help us," Seaman said. "I guess we're just living in this city. We're going to keep it. Let's just kidding one another and move on the the next one."

ATTEND YOUR UNION MEETINGS

WILLIAM LILE 
Sunnyvale CA 12/15/82
DANNY MADSON 
Panguiut UT 1/14/83
JAMES MELNICHEN 
Martinez CA 1/1/83
ED MIDDLETON 
Rancho Cordova CA 1/13/83
FRANK MIZER 
Placerville CA 1/22/83
JOSEPH PRICE 
Richmond, VA 1/14/83
GEORGE SMITH 
Grenada CA 12/9/82
ALLEN STALIONS 
Columbia CA 1/19/83
CLESTIN TAPPIN 
Stockton CA 1/19/83
DAVID VANDERVEEN 
Concord CA 1/6/83
GEORGE WEIGUM 
Lodi CA 1/8/83
HOMER WRIGHT 
Visalia CA 1/6/83

DECEASED DEPENDENTS

MAE CRUMB Wife of Alfred Crumb 1/13/83
IRENE FENNER Wife of Robert Fenn 1/14/83
JUNE KATES Wife of George Kates 10/27/82
ISMAIL LAMAS Husband of Gloria Lamas 1/1/83
ALICE RAPER Wife of Willford Raper 12/21/82
THERESA SCHULBA Wife of Willard Schulta 12/25/82
FANNIE THOMAS Wife of Homer Thomas 11/18/82
FOR SALE: COUNTRY HOME on 10 acres. 4 Br., 3 Ba. $269,000. Mike Dory, PO Box 751, E. Ely, Nevada. 702-482-2488. Ref. # 11711037. 2/28.


FOR SALE: SHIRK 1308 utility, motorboat. Bumper plates 3.5 x 10.5, Starboard 4 x 10.5, Starboard 4 x 6. $1,000. Ref. # 0440423. 2/28.

ATTEND YOUR UNION MEETINGS
All District Meetings convene at 8:00 p.m. with the exception of Honolu
lu, Hilo and Maui, which convene at 7:00 p.m.
April
5th Eureka: Engineers Bldg., 2008 Broadway
6th Redding: Engineers Bldg., 100 Lake Blvd
7th Yuba City: Yuba-Sutter Fairgrounds, Expo
Hall or Arts/Crafts Bldg., 442 Franklin Rd.
8th Merced: Merced Union School, 200 S. Main St.
9th Chico: School Board of Education, 800 E. 20th St.
10th Salinas: School Board of Education, 800 E. 20th St.
11th Santa Rosa: School Board of Education, 800 E. 20th St.
14th San Mateo: Engineers Hall, 300-8th Ave.
17th Oakland: Washington Intermediate
School, 1603 S. King St.
24th Fullerton: Fullerton Union School, 966 Klie Ave.
27th Hawaii: Kahului Elementary School, 410 S. Hina Ave., Kahului
May
3rd Stockton: Engineers Bldg., 1916 N. Broadway.
5th Richmond: Point Marina Inn, 915 W. Cutting Rd.
24th Fresno: Laborer's Hall, 5431 E. Hedges
31st Auburn: Auburn Rec. Ctr., 123 Recreation Dr.
June
1st Provo: Provo City Power Bldg., 251 W. 700 N.
2nd Reno: Musicians Hall, 124 W. Taylor
9th Ukiah: Grange Hall, 740 State St.
16th Freedom: Veterans of Foreign Wars Hall, 1990 Freedom Blvd.

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□ (my name) □ (social security number)

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