Adios Embarcadero

Local 3 operators take part in the historic demolition of San Francisco's waterfront freeway.

Photo by Steve Motes

Election Notice
See page 8 for important information regarding the schedule of meetings for the nomination of Officers and Executive Board Members.
For the Good & Welfare
By Tom Stapleton
Business Manager

To say that our national health care crisis is a "bad dream" does not go nearly far enough. At least you can wake up from a bad dream. But for millions of Americans, lack of health care and/or the tremendous financial burden medical costs are placing on families is a grim reality we are waking up to day after day. It simply will not go away.

This month we are once again holding a round of specially called meetings to update our members on the current status of our health and welfare plan. Many of you have already attended one of these meetings. The rest of you have received or will receive a notice in the mail announcing an upcoming meeting in your area.

The bottom line is this: in order to maintain our current benefits, it will cost 25 cents an hour out of upcoming negotiated wage increases in our existing collective bargaining agreements. In these meetings, you are asked to fill out a questionnaire indicating your preference: keep our current benefits at an additional 25 cents an hour or keep the contribution rate at its current level and suffer a reduction in benefits.

I'm sure our members prefer neither option. Our health plan remains one of the best in the nation, but no one wants to pay more and more for it each year.

Until all of labor, business, community activists and government get behind this problem, we will not see a workable solution. For the first time in 20 years, representatives from all of these sectors are uniting in a call for national health care legislation and other reforms to address the issue.

We are doing all we can to contain costs. We will continue to search for ways to keep our health care providers from hitting us with major increases each year. But the reality is, the health care crisis is a monster far bigger than our union can deal alone. Until all of labor, business, community activists and government get behind this problem, we will not see a workable solution.

The good news is, that coalition is finally coming together. For the first time in 20 years, representatives from all of these sectors are uniting in a call for national health care legislation and other reforms to our health care system. Groups as diverse as the AFL-CIO, American Association of Retired Persons, National Association of Manufacturers and the American Medical Association are calling for some form of government-imposed universal health care. So far, the opinions on exactly how we achieve that goal are diverse, but at least we are finally agreeing on the need.

In the meantime, we are looking at a wide variety of possible options to maintain our health plan as painlessly as we can. Some of these ideas will be discussed in the round of specially called meetings. Please make time in your schedules to attend. You need to be informed on the scope of these problems and we need your input.

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Life in 'Trickle-Up America'

Nine out of 10 people who read this get screwed during the 1980s. The numbers are in now for the decade. Studies and books, charts and graphs all point to the same conclusions about Reaganomics and supply-side economics: The money was trickling up, not down. What was trickling down was the lifeblood of Americans who worked with their hands or had to be at their desks at 6 a.m. or 9 a.m. five days a week.

These are some of the statistics of the 1980s:
- The average income of people in the richest 1 percent of the population increased from $280,000 to $550,000 in 1989.
- The average income of working families dropped by as much as $2,000 from 1980 to 1989.
- The richest 1 percent of Americans had their income tax rates lowered by 25 percent under tax reforms in the 1980s. On the average, they are paying $40,000 less in income taxes now than in 1980.
- The federal income tax on median American families is about $400 more than it would be if there had been no tax reform in the 1980s.
- Hourly wages in the largest corporations decreased by 5 percent after inflation during the 1980s.
- The inequity of the way things are right now was spelled out in a report by Paul Taylor of the Washington Post, who compared what different people would pay in increased income taxes if the received a $1,000 raise in pay. An investment banker making $200,000 a year would pay an additional $180 in taxes. An auto mechanic making $27,000 a year would pay an additional $356.50 in taxes. A self-employed plumber with a working wife who had a joint income of $86,000 would pay $483 more in taxes.

That's the way it was for the past 10 years. And it still is. President Bush would like to cut the capital gains tax from 30 percent to 15 percent, shifting still more of the burden of government onto the best shoulders of the middle class. If you don't have capital gains, if you are not a member of what the president calls "the investing classes"—then you are going to be screwed again in the 1990s.

District 1 Golf Tournament & Banquet
August 3, Crystal Springs Golf Club
6650 Golf Course Dr., Burlingame
$95 Golf & Banquet, $40 Banquet only
R.S.V.P. Ted Wright (415) 431-1568
Need not be golfer to play
Anti-strikebreaker campaign intensifies

Since the 102nd Congress opened in January, the AFL-CIO has been going all out to gain passage of two anti-strikebreaker bills, H.R. 5 and S. 55, that would prevent employers from permanently replacing workers during a labor dispute.

Ever since former President Ronald Reagan fired some 12,000 striking Professional Air Traffic Controllers in 1981 and replaced them permanently, employers have been trying increasingly to bust unions by forcing strikes through unreasonable negotiations, and once the workers take to the picket line, they're simply replaced.

The situation has become so ominous - evidence by recent strikes at Teichert Aggregates, Greyhound and the New York Daily News - the AFL-CIO has begun a major legislative campaign to get the two bills passed - and by enough votes to override a possible presidential veto. So far, 202 House members and 31 senators have signed on as co-sponsors of the bills.

With a floor vote expected this summer, the AFL-CIO is shifting the campaign into overdrive. While the federation works with lawmakers on Capitol Hill, information packets will be sent to tens of thousands of union members in dozens of selected congressional districts.

Union members who receive the packet will be asked to undertake two important tasks. First, they are to send to their representative and senators the post cards included in the packet, which urge co-sponsorship and support for the bills. Second, they are to use the toll-free AFL-CIO hotline to send their representatives and senators mailgrams later this spring or as the action nears. If a congressperson agrees to co-sponsor one of the bills, union members should send a follow-up thank-you letter.

In addition to the individual union members, state labor federations and central labor councils will be getting involved. These organizations will meet face-to-face with lawmakers and will be contacting local media to get the message to the public in their communities.

Testifying before the Education and Labor Committee's subcommittee on labor-management relations, AFL-CIO President Lane Kirkland said the "permanent replacement" doctrine established by the U.S. Supreme Court in the 1933 NLRA vs. Mackay decision corrupts the collectively bargaining process itself by transforming disputes over the terms of the next labor contract into wars of attrition. "When one party comes to the table with a desire not to agree but rather to force confrontation in the hope of destroying the other, the prospects for a peaceful, honorable and mutually beneficial settlement are close to zero," he said.

Passage of the legislation isn't going to be easy. A coalition of employer groups that includes the National Association of Manufacturers and the U.S. Chamber of Commerce has been formed to counter the AFL-CIO's campaign. Among the contractors associated with the coalition are the Associated Builders and Contractors, Associated General Contractors and the American Subcontractors Association.

These groups claim the legislation would shift the balance of power in collective bargaining in favor of unions and increase the number of strikes. But AFL-CIO Secretary-Treasurer Thomas H. Donohue retorted: "The assertion that the bills would upset a fair and well-established balance between management and labor is fiction. The truth of the matter is that H.R. 5 and S. 55 are but a single small step toward restoring some of the balance between employers and organized employees that was obtained in 1938."

If you aren't one of the union members who receive a packet, it's important that you let your representative and senators know that as a constituent and voter you want them to co-sponsor and support H.R. 5 and S. 55.

More fed spending for highways

President Bush has unveiled a $105 billion five-year transportation program that's designed to expand and improve highways and transit systems, but state and local officials are concerned that the federal share of the project's cost will shift more financial responsibility to local governments and ultimately to taxpayers.

The program, which must gain congressional approval, would not significantly increase the number of new highways built but would allow for more repairs and widening of existing roads. While the proposal would increase overall funding of highways and mass transit, the federal government's share of the costs would decrease.

Under the current system the federal government pays 90 percent of the costs of interstates and 80 percent of primary highways. Under the new plan the federal contribution would drop to 75 percent of both interstates and primary roads and only 60 percent of less important, two-lane state highways. The federal share of bridges spending would drop from 80 percent to 75 percent.

While many state officials have praised Bush's plan as a good start, they're concerned that shifting the burden to local governments will exacerbate the budget crises that exist in at least 28 states, including California, which has an estimated budget deficit of $1.26 billion.

The plan would increase total spending on highways and mass transit from $118 billion this fiscal year to $105 billion by fiscal 1996. Within that total, funding for highways and bridges would increase by 39 percent, from $14.6 billion in fiscal 1991 to $20.3 billion in fiscal 1996.

Funding for capital investment and mass transit would rise by 26 percent to $3.3 billion by fiscal 1996. The budget authority for highway safety would increase 34 percent, from $555 million this fiscal year to $746 by fiscal 1996. Transportation Secretary Samuel K. Skinner said each $1 billion spent on highway construction creates 50,000 to 55,000 jobs.

The plan establishes a new national highway system of 150,000 miles of roads that will include the existing interstate system and principal arterial routes, with the current 43,000 miles of interstate serving as the base. Some $7 billion - 90 percent of which will be financed by the feds - would be spent to complete construction of unfinished portions of the current interstate system.

Bush's plan also envisions using private enterprise to help refurbish roads and bridges, with tolls and user fees to help pay the costs. The administration's proposal would remove restrictions on use of federal funds for toll roads, allowing the federal government to provide up to 35 percent of the funds for toll projects.
On the weekend of April 27-28, labor unions will observe Workers Memorial Day to honor those that have been killed or injured on the job, such as those who were killed at this Arco Chemical Co. explosion in January 1990.

Workers Memorial Day to coincide with push for more safety reform

If Americans honor their war dead on Memorial Day, why not pay tribute to the casualties of a far more devastating and tragic war raging right here in the United States – the war in the workplace?

Since the Occupational Safety and Health Act (OSHA) became law 20 years ago, 200,000 workers have been killed on the job, another two million have died from work-related diseases and another 1.5 million have been permanently disabled. That adds up to 300 dead workers a day.

To commemorate the millions of workers who have suffered work-related injuries, illnesses and death, labor unions across the country will observe Workers Memorial Day on the weekend of April 27-28. On Saturday, April 27, from 10:30 a.m. to 12:30 p.m., at the International Longshoremen's and Warehousemen's Union Local 34, 4 Berry Street on the Embarcadero in San Francisco, labor representatives, political leaders and concerned individuals will gather to observe Workers Memorial Day.

Workersafe, a coalition of labor, community and environmental groups and occupational safety and health professionals, is working with the State Federation of Labor to put on a program of theater, music, videos, awards, a call to action and children's programs. Jack Henning, executive secretary of the California Federation of Labor, AFL-CIO, will be a featured speaker.

In Fresno, the Central Labor Council is sponsoring a Workers Memorial Day parade on Sunday, April 28, which will include a two-mile march led by funeral hearses through the city to the federal courthouse on Sunday, April 28.

These programs are intended to bring public attention to the magnitude of the safety and health problem in this country. In 1989 alone, the last year for which data is available, 10,000 people were killed in workplace accidents, 25 percent of which occurred in the construction industry. Another 7 million were injured and 70,000 permanently disabled. These figures don't include the 70,000 or so deaths that year from occupational diseases such as lung cancer, emphysema and other diseases related to toxic chemical exposures.

Yet during this same 20-year period, OSHA has sent only 68 cases to the Justice Department for prosecution, with only 14 people having been prosecuted for workplace safety violations. Only one, a construction contractor, has gone to jail – for a mere 45 days.

Weak enforcement of occupational health and safety laws isn't surprising considering that, after 10 years of Reagan-Bush budget cuts, only 1,300 inspectors are monitoring more than 7 million work places. Employers know that their chances of being inspected are slim, and if they do get cited, the penalties are relatively small. The average fine per infraction is less than $100, and the maximum jail term for first-time safety offenses is six months.

Since 1981 to 1990, total workplace safety and health spending by the federal government grew by only 21 percent, well below the rate of inflation, while federal spending overall increased by 93 percent. In 1981, one out of $1.579 federal dollars went for workplace safety spending. This year total spending on workplace safety dropped to only one out of $2.408.

Occupational health and safety has become such a low priority of the federal government that the AFL-CIO has decided to make matters its own hands by launching a major legislative drive aimed at strengthening current health and safety laws. Coinciding with Workers Memorial Day, which happens to fall on the anniversary of OSHA, the federation will begin to work closely with House and Senate committees to draft OSHA reform legislation, which would set stronger standards, mandate tougher enforcement and give workers the right to act to correct job hazards. Provisions will likely include:

The right to act: This would require employers to establish health and safety committees with full union and worker participation. The committees would have the right to meet, conduct inspections, investigate accidents, shut down dangerous jobs and gain access to safety and health information. Workers would be protected against retaliation and have the right to refuse dangerous work.

Coverage for all workers: This provision would provide equal safety and health coverage for all workers. Millions of workers, including transportation, agriculture, U.S. Department of Energy nuclear workers and many state and local public employees are not currently protected by OSHA regulations.

Stronger standards: While the work place has changed radically since OSHA was formed 20 years ago, only a handful of new safety and health standards have been set by the agency. New technologies have also brought new hazards, such as indoor pollution, electric and magnetic fields, asbestos dust and radiation. The legislation would direct OSHA to act quickly on these serious hazards.

Tougher enforcement: OSHA's penalties and enforcement authority are weaker than any other federal environment and health and safety laws. New laws would expand criminal sanctions to cover a serious injury or death caused by an employer's willful action and increase fines. OSHA would have the authority to shut down jobs without a court order when there is imminent danger.

Construction safety

Separate legislation that would set tougher construction safety standards will be introduced along with OSHA reform. This bill will be similar to last year's House and Senate legislation on construction safety (see July 1990 Eng. News). The legislation is expected to call for the creation of a new office of construction safety, health and education within OSHA. Other provision of the bill will include:

- Specific safety and health responsibilities on multi-employer work sites.
- Require contractors to have safety and health programs and construction safety specialists for each project.
- Require better training for OSHA construction inspectors and give OSHA the authority to shut down dangerous operations and respond to catastrophic accidents.

In the coming months, the AFL-CIO will work with Congress to develop an OSHA reform bill, and when the legislation is introduced, Local 3 members are encouraged to contact their legislators to urge them to co-sponsor and support strong OSHA reform. Engineers News will keep you updated.
A distinct advantage

Union workers found to be safer than non-union counterparts

Local 3 members might find comfort in knowing that, despite the dismal health and safety status of the American work place, there's something to cheer about.

According to two recent studies, when it comes to health and safety, union workers hold a distinct advantage over their non-union counterparts. Not only do union workers have higher safety performances than non-union workers, but their work sites receive more scrutiny from federal inspectors. The first study, conducted by a team of researchers from the University of Montreal and John Hopkins University, examined 384 construction workers employed at nine non-residential construction sites in the Baltimore area. The study found that a relationship indeed existed between the level of union membership and the industry's safety record. Union workers distinguish themselves from their non-union counterparts by having more safety training, job experience and stable employment.

Safety training
Some 76 percent of union workers who participated in the study had been involved in a safety training program, compared to only 34 percent of non-union workers. Almost 90 percent of the union workers reported that regular safety meetings were held, while only 40 percent of the non-union workers said they had attended regular safety meetings.

The data pointed out that non-union construction workers were more likely to have low safety performance scores. This was attributed primarily to age and experience. Forty-eight percent of the non-union workers were under age 26, and 68 percent of the workers in that age group had low safety performance. In contrast, 66 percent of union workers had high knowledge of safety practices, while only 38 percent of non-union workers admitted to having high knowledge of safety.

Job experience
When it came to job experience, union and non-union workers differed significantly, with more than 46 percent of non-union workers having less than four years of relat-ed job experience, compared to only 15 percent for union hands. Union workers were also far more likely than non-union workers to be rehired after being laid off.

Union workers also felt that they had more control over their own safety than non-union workers. When asked about the level of "perceived control" over their own safety on the job, 95 percent of union workers responded favorably to the question, compared to 81 percent of the non-union workers. While the study concluded that non-union construction sites need special government attention because they tend to recruit the largest group of workers with the lowest safety performance, quite the opposite is actually taking place.

OSHA enforcement
According to the second study, by David Weil of Boston University's School of Management, OSHA enforces safety and health standards at unionized construction job sites much more stringently than at comparable non-union projects. The probability of an inspection at a union job site is more than three times higher than at a non-union site.

Credit for stricter enforcement, Weil said, goes to labor unions themselves. As OSHA's resources diminish, unions fill the gap by forcing the agency to focus on union job sites. Unions enable workers to initiate and participate in inspections and to be included in decisions regarding violations, abatement and penalties.

The report maintains that while OSHA is a force to be reckoned with in ensuring safety and health standards at union job sites, the agency has become the "toothless tiger" for non-union workers.

Exercising rights
Unionized construction workers are more likely to act on workplace safety and health issues because they receive formal, on-going safety training and exercise their rights under OSHA without fear of being fired because of protection under collective bargaining agreements.

The study praises union training programs within the construction craft for providing members with information on OSHA standards, rights and administrative procedures. This has been especially true in Local 3's apprenticeship training, hands-on classes and Hazmat training.

Business agents
Business agents, the study said, also play an important role by helping workers file complaints to trigger OSHA inspections and accompany inspectors on site visits.

"The absence of business agents or their equivalent in the non-union sector means that safety and health enforcement activities must rely solely on the individual worker's knowledge of his or her rights under OSHA," Weil said. "Union workers know they will not lose their job by calling OSHA."

Protection from discrimination and retaliation gives union workers added impetus to report safety and health violations to the agency, an advantage not shared by the non-union workforce. Union presence at job sites substantially increases the chance of being inspected. Larger sites, from 250 to 500 employees, are 28 percent more likely to be inspected than comparable non-union sites.

Walk-around inspections
Unions have a major impact on walk-around inspections, where an employee accompanies an OSHA inspector. Employees exercise their walk-around rights in up to 48 percent of union OSHA inspections, compared to just 4 to 5 percent at non-union jobs.

At work sites with less than 100 employees, inspections last an average of 1.8 hours longer per employee at union construction sites, increasing to an average of 3.3 hours longer per employee at the largest sites.

These walk arounds, Weil said, increase the intensity of an inspection because employees can reveal potential safety and health violations that may not be apparent to inspectors left on their own.

In this period of declining government participation in occupational health and safety, it's nice to be union.
Dermatitis gets under your skin

The old Head and Shoulders commercials called it psoriasis, but the real term is dermatitis. Occupational dermatitis is any abnormality of the skin that is caused or aggravated by the work environment. This includes rashes, eczema, psoriasis, certain types of warts, fungus infections and so on right up to skin cancers.

One of the earliest written references to dermatitis was by Paracelsus and Agricola, two physicians from ancient Greece who studied skin disorders in miners. Today the mining industry still uses and produces many substances that can cause serious skin problems. Although statistics show few cases reported each year, studies have discovered that dermatitis is seriously underreported.

The most common form of this ailment is contact dermatitis. As the name implies, it is caused when the skin comes into contact - usually repeatedly, with irritants such as acids, alkalies, detergents, resins, oils and solvents. With proper medical attention, most cases clear up in four to eight weeks. But unless the victim is protected from further exposure, it can quickly reoccur and, in some cases, may never permanently disappear.

Another form, fortunately less common, is allergic dermatitis, where the victim becomes sensitized to a substance so that even a single exposure produces an allergic skin reaction. Nickel, chromium, mercury and cement are particularly potent sensitizers. In some cases the sufferer may have to be permanently removed from the work environment.

You can protect yourself from becoming a victim of dermatitis by avoiding contact with potential irritants. Wear the proper personal protective equipment, including gloves or barrier creams. Be sure to check with your supervisor and read the appropriate data sheet. The wrong type will provide you with a false sense of security, which can be dangerous.

Also, keep your work area clean. Wash your hands whenever you come in contact with irritants. Your body is covered with 20 square feet of skin. Protect every inch of it from irritants that could result in permanent discomfort.

The first order of business at this recent hands-on training session was a discussion about safety.

Program: there will be four field problems that each four-person survey crew will participate in.

Good safety practices and the use of one apprentice on each crew will be part of the final scoring on all tasks, which will consist of:
1. Running a traverse with a theodolite and 100-foot chain for accuracy and speed.
2. Building corner ties and a scale sketch of building and size.
3. A 200-foot topo grid using a right angle prism and locating a point at a certain station.
4. Slope staking from known point using hand level and full crew participation.

Judging will be done by the Northern California Surveyors Joint Apprenticeship Committee and any union officials or employer who wants to participate. Judging will be based on time, accuracy, safety and use of all crew members.

All participants will receive a plaque furnished by the Bay Counties Civil Engineers and Land Surveyors Association and Passarino Surveyors in Santa Rosa.

This competition will require a lot of help from employers. Those employers offering to furnish equipment are: Groen West Coast, Creggan & D'Angelo, Meridian Technical Services, Passarino & Assoc., Kister, Savio and Reis, Kier & Wright, KCA Engineering, Del Terra Surveys, Tukton and Sacramento Job Corps.

This is our first hands-on competition and we are looking forward to a great show.
Specially called meetings to address health costs

At the meetings, we have been presenting information on the fund's current financial position, advising you of the cost from the wage package of continuing the current benefit plan, giving you information on savings if various benefit features are changed, and discussing with you the direction you, as a group, want us to take with your health and welfare plan.

This special call round is almost completed, and at the conclusion of the round the anonymous questionnaires completed during the meetings will be compiled and evaluated. Any changes made to the plan will be a direct response to the input received from these questionnaires.

Pre-retirement meetings
Please make every effort to attend the upcoming pre-retirement meetings. Last months Engineers News mistakenly titled the schedule of meetings as “Retirement Meetings” instead of “Pre-Retirement Meetings.” These meetings are not for retirees. We regret any inconvenience this may have caused.

Pension and annuity statements
Operating Engineers will soon be receiving pension statements for the plan year ending December 31, 1990. Engineers working under collective bargaining agreements that provide for annuity contributions will also be receiving an annuity statement. Please compare statement with your own records for accuracy and follow the written instructions on the back of the statement for corrections.

Contract doctors list
For California active Operating Engineers and all retirees, lists of Preferred Provider Physicians have been prepared by district and are being mailed to you soon. A supply is also being sent to each district office. Please call the Fringe Benefit Service Center or the trust fund office if you have any questions regarding the use of contract physicians.

Retiree Picnic
June 1 is the date of this year’s Retiree Picnic at Rancho Murieta. Come on up Friday, the day before, at noon, and stay until Sunday noon. There will be plenty of parking for your motor homes, trailers, etc. Local 3 is picking up the tab. Come join us and have a good time.

Tired of long lines? Use direct deposit

If you are looking for convenient ways to save time, your credit union has some programs meant for you.

In our daily lives, we spend a lot of time standing in lines, with some more bearable than others. Regardless of length, they’re all time consuming. Wouldn’t it be nice if you didn’t have to worry about standing in line to deposit your payroll, social security or pension checks?

If you like this time-saving idea, you need to investigate our direct deposit program. Your credit union has the forms to have your social security or Operating Engineers pension check automatically deposited to your account.

For payroll check, ask your employer if it can ACH (automatic clearing house) your check to the credit union. If so, it will be deposited to your account automatically.

Should you or your employer have questions, just call our accounting department and one of our staff will explain how safe and easy the transaction can be completed.

Direct deposit ends the standing in line and the worry of having to make special arrangement for deposits when you are on vacation or out of town. There isn’t a faster, safer or more convenient way to handle your regular deposits than by using direct deposit.

ATM cards
More credit union members are enjoying the convenience of our ATM cards, which give members access to their checking accounts 24 hours a day. Members no longer have to worry about not having cash on weekends, at night or when traveling across country. They just have to look for an ATM machine displaying one of the logos printed on the back of our ATM cards.

To make a transaction using the credit union ATM card, you need to have a personal identification number (PIN). You select this number yourself, so you want to choose a number that you remember easily. You do not want to keep a written record of your PIN near your ATM card. If your ATM card becomes lost or stolen, it cannot be used unless the thief knows the PIN.

If you haven’t signed up for your checking account and ATM card, we invite you to do so soon. Just call or stop by any of the credit union offices and we’ll take care of the details. Once you have your ATM card, you will wonder how you ever managed without it.

Modesto branch now open
Visit our new office in Modesto at 2947 Veneman Avenue, suite A-101. All eight of our branch offices are celebrating the grand opening by offering a free order of checks on any new checking account opened during April. Our checking accounts are free of monthly service fees and dividends are paid on balances of $300 or more. Celebrate the Modesto grand opening and open a checking account today.
OFFICIAL ELECTION NOTICE

Recording - Corresponding Secretary William M. Markus, in compliance with the Local Union By-Laws, Article XII, Section 2(b), publishes the following notice:

(A) Notice of Right to Nominate
Article XII, Section 2(j)

Eligibility of Members to Nominate: Every Member of the Parent Local Union and its Sub-divisions (except the Registered Apprentice Sub-division), who is not suspended for non payment of dues preceding the first nominating meeting shall have the right to nominate.

(B) Form in which Nominations will be made
Article XII, Section 2(e)

Nominations shall be in writing and signed by one or more nominators giving each nominator's Social Security Number and Register Number in the form following:

If by a single nominator:

NOMINATION

I hereby nominate ____________

Register No. ____________ For ____________

Signature ____________________

Social Security No. ____________

Register No. ___________

If by more than one nominator:

NOMINATION

We hereby nominate ____________

Register No. ____________ For ____________

Signature ____________ Social Security No. ____________ Register No. ____________

(C) Number of Nominators Required
The minimum number of eligible nominators required for a candidate for Office based on the Local Union Membership (excluding Registered Apprentices) on February 28, 1991, of 33,683 members is thirty-four (34).

The minimum number of eligible nominators required for District member of the Executive Board or Sub-District Advisor is one (1).

(D) The time and place of the regular and specially-called District Meetings at which nominations will be made:

Monday, June 3, 1991
District 1
Special Called Mtg.
7:00 p.m.

District 10
8:00 p.m.

District 50
Special Called Mtg.
7:00 p.m.

Tuesday, June 4, 1991
District 20
Special Called Mtg.
7:00 p.m.

District 40
Special Called Mtg.
7:00 p.m.

District 80
Special Called Mtg.
7:00 p.m.

Wednesday, June 5, 1991
District 70
Special Called Mtg.
7:00 p.m.

District 90
Special Called Mtg.
7:00 p.m.

District 12
8:00 p.m.

Thursday, June 6, 1991
District 30
Special Called Mtg.
7:00 p.m.

District 60
Special Called Mtg.
7:00 p.m.

District 11
8:00 p.m.

Monday, June 10, 1991
District 17
Special Called Mtg.
7:00 p.m.

Tuesday, June 11, 1991
District 17
Special Called Mtg.
7:00 p.m.

Wednesday, June 12, 1991
District 17
Special Called Mtg.
7:00 p.m.

Thursday, June 13, 1991
District 04
8:00 p.m.
You always need a back up - alarm that is
Training center testing device that uses radar to detect hazards

You show up at the job site at the usual time. Your job is checking grade, making sure those slopes are at the required two-to-one ratio. The self-loading scrapers begin their first few passes through the cut while you and your co-worker review the drawings.

The scrapers dig through the hard top crust down to where it’s time for you to make your first check of grade at station one. As one of the 633 scraper makes its first pass through the cut, you notice that the operator raises the can a little too fast. I’d better make another check; it might be off a tenth, you think to yourself.

You step down into the cut with your hand level and rod and set yourself up to read the stake. As you look through the hand level, you suddenly realize there’s something over your right shoulder. It’s that scraper backing up toward you. The operator also has decided that the can had been raised too soon. The back-up alarm sounds, but you never hear it because your mind, after years on the job, tunes out the sound. Only the physical presents of the scrapers alerts you to dive head first into a dirt pile, narrowly escaping the tire treads.

This is a familiar story. This kind of incident occurs frequently at nearly every job site where heavy equipment is used. But this article isn’t about who is to blame or what safety violations occurred; rather, this is about a new type of back-up alarm that is much more effective and could save lives.

In 1986, the U.S. Department of Interior and Bureau of Mines recognized the need for a different type of back-up alarm. Current alarms, which are required to sound when a piece of equipment is backing present problems. Since heavy equipment uses reverse gear while performing the job, the alarm is constantly activated, whether or not a hazard exists. Workers begin to tune out these constant false alarms. Also, when two or more machines are working closely together, it’s difficult to determine which machine is sounding an alarm.

To solve the problem, the Bureau of Mines concluded that a discriminating alarm would have greater potential to become an effective back-up alarm, a device that would be activated only when an individual or stationary hazard was detected in a blind area behind the machine.

Local 3 retiree Bob Knapp has developed and manufactured a system that not only sounds the alarm when something is behind the equipment, but also gives a visible alarm that lets the operator know that someone or something is behind the equipment. The Rancho Murieta Training Center is currently evaluating Knapp’s discriminating back-up alarms system, which has been installed on a 613 self-loading scraper. Rancho Murieta Training Center Administrator Larry Uhde and Local 3 Safety Director Jack Shorti are coordinating an evaluation of the system during the current training season.

The alarm uses the doppler shift principle to detect moving or stationary objects within its range. The alarm sends out a radar signal, and whenever a return signal bounces off an object, it will activate the back-up alarm and warn the operator with a red light and buzzer. The sensor unit is mounted on the 613's stinger, and the operator warning light and buzzer are mounted near the main control panel inside the cab. The sensor can be adjusted to scan a pattern from 3 feet to 15 feet wide and 2 feet to 20 feet long.

What makes the discriminating back-up alarm unique and effective is that a warning is only given when the danger is real, thus eliminating those repetitive false alarms of conventional back-up alarms.

Knapp has a petition pending through Cal-OSHA to require the use of driver warning radar collision avoidance systems. If enacted, this could have significant impact on the construction industry. There could be fewer personal injury accidents and equipment crashes that cause property damage and damage to the equipment itself.

Local 3 and the Rancho Murieta Training Center recognize that the discriminating back-up alarm can only lead to improved safety for our members and apprentices.

Duane Beichley,
Media Coordinator
After years of wrangling, the Embarcadero is

San Francisco's Embarcadero Freeway, a 60-foot-high, double-deck concrete freeway connecting the Bay Bridge with downtown via the waterfront, is like a monster who's been sentenced to death for a crime it didn't commit.

Since its birth in 1959, the Embarcadero has been the city's unwanted child, accused of fouling bay views and obscuring the historic Ferry Building. San Francisco Mayor Art Agnos called the freeway the "ugliest blight on the face of any American city." For 30 years, the Embarcadero, by no fault of its own, symbolized everything that was wrong with public policy and planning in San Francisco.

Now the Embarcadero has been convicted of not withstanding the 1989 Loma Prieta earthquake and has been subsequently sentenced to death by demolition. SuperStructures, Inc., a demolition contractor based in Hayward, has been selected to be the executioner. The contractor was the low bidder at $3.2 million, $393,000 below the next highest bidder and almost $8 million under what Caltrans had allocated for the project. Such a low bid was possible because SuperStructures will pulverize the 60,000 cubic yards of concrete and sell it as aggregate. The structure's rebar also will be salvaged and melted down to make other steel products.

Because Caltrans is allowing only 80 working days to complete the job, SuperStructures began preparing for the demolition immediately after winning the contract in early February. Bijan Florian & Associates, the consulting engineers, used computer modeling to determine how to safely tear down a 150,000-ton structure that stands above a bustling city street and within a few feet of several buildings.

Rather than use noisy wrecking balls, SuperStructures decided to use quieter hydraulic excavators equipped with breaker and pulverizer attachments. Huge nets have been hung from the top deck to keep debris from striking nearby buildings or falling on traffic. Spotters take up positions on the sidewalks to keep pedestrians out of harms way.

Dave Rink, a Local 3 member operating one of the excavators, has seen the Embarcadero controversy come full circle. As a young boy growing up in the Bay Area in the mid-1950s, Dave used to visit the San Francisco waterfront with his parents when the Ferry Building, with its majestic clock tower, was the most prominent structure in the area. He witnesses some of the freeway's construction and now is part of a crew of about 12 Local 3 operators who are putting the behemoth to slow death.

"It's a real gas being able to knock something down, to see this mammoth thing coming down," said Dan May, who's operating one of the hydraulic jack hammers. "I get real pumped up about it. A lot of guys like to get their frustrations out by knocking something down. This is one of the most interesting jobs I've done."
Each working day since February 28, from 6:30 a.m. to 7 p.m., Rink, May and the other operators have been hammering and chiseling away at the freeway. The decks are broken into pieces about 20 feet at a time with hydraulic jack hammers. The rebar is pulled aside until it can be broken up and hauled away. Transverse bents are chiseled away in half-moon patterns so they buckle inward instead of collapsing outward onto the street.

"The biggest challenge of this job is being real safe," May said. "You've got to really think before you work. You don't want to break yourself into a corner. We're sitting on steel beams, and if I break one of those beams, that's the only thing holding us up. If a chunk of debris goes over the edge and hits somebody, you've had it."

Once the decks and bents have been broken up, the 60,000 cubic yards of concrete will be loaded into an estimated 5,000 to 6,000 dump truck loads and hauled to the crusher.

Although the freeway columns are supported by piles that run as deep as 300 feet into bay mud and fill, the demolition crews will only remove the structure to just below ground level. Once the structure is down and the debris removed, the street below will be paved and outfitted for two-way street traffic until the next phase of the Embarcadero replacement begins, which is likely to be a sunken expressway dipping underground in front of the Ferry Building and reemerging about a quarter-mile away at Washington Street.

The expressway would accommodate non-stop traffic between the Bay Bridge and Fisherman's Wharf.

The federal government has committed $59 million of the expressway's $135 million cost, with the rest most likely coming from a variety of state and local sources. If the mayor's plan eventually becomes reality, it's likely union labor would return once again to help write a happy ending to the Embarcadero saga.

BY STEVE KEARSLEY/THE CHRONICLE

The Embarcadero's close proximity to buildings has forced SuperStructures to take extraordinary measures to reduce sound and ensure safety.
FAIRFIELD - Crane rental work is fair both in the Bay Area and the surrounding area. In general, crane work should be good this year and will improve 1992. Kier Crane has work at the Oakland treatment plant, as well as in Modesto at the Peter Johanson School. In fact, Kier overall has kept fairly busy in the San Joaquin Valley.

Santa Rosa Crane & Rigging is doing very well, with a job in Binery on a 100-ton American for four to six months and another job for W.W. Steel, which is near the Mexican border in Local 12's area. Another job is for a federal prison.

Husky Crane & Rigging is keeping pretty busy in all the jurisdictions and in Local 12's area now and then. Husky has some refinery work, chemical plant, steel erection and other miscellaneous hoisting, particularly at Pacific Refinery in Rodeo. Husky has renewed its Exxon maintenance agreement.

Bay Cities is slow but looking a lot of future work. The company thinks it will be a good year.

Peninsula Crane & Rigging has a rental crane in downtown Oakland. The company is renting its Grove 150-C to Cal Erector on a steel job. Peninsula has two crawlers in Seattle and a two-shift job in Gilroy at the county generation plant. The company also has a job with Webo in San Jose, with 14.5- and 25-ton cranes setting forms and rebars. A 165-ton is scheduled to erect a tower crane.

Dillingham Construction's storm drain project in Vallejo is keeping a 75-ton American busy for the past four months.

Dinwiddie Construction is finishing up its Kaiser Hospital job. An 80-ton hydro was there a month doing mechanical and landscape work, with 14.5 tons in and out on the job on a regular basis.

In Sacramento, Reliable is finishing up a large tilt-up with a 165-ton and 125-ton conventional.

At Fairfield's Solano Business Park and in other areas around the bay, Reliable continues to tilt-up walls. Bay Cities Paving's Hwy. 101 night work kept four 14.5-ton cranes moving.

We are still doing four to six tilt-ups a month. We continue to keep busy from Santa Barbara to Bureka, with the normal taxi cab jobs, air handling equipment, beams, trusses and trees. We've only been slowed down by the rain last week. The future looks good, even though about six major projects in San Francisco and Oakland have been shelved for a few months.

Chevron revises renovation plans

OAKLAND – Chevron announced that it’s revising plans to modernize and upgrade its refinery. The company has dropped the flexi-checker part completely. It was dropped because the planning, permitting and construction costs were approaching $2 billion, making the project economically unfeasible.

The revised plan includes a co-generation facility that will use natural gas to generate electricity for refinery use. This facility has already received the California Energy Commission’s approval. The revised plans are estimated to be in the $400 million to $500 million range.

Swinerton & Walberg is going ahead with a $55 million modernization of a facility used for blending and packaging lubricating oils. These projects will be providing work for our members.

The rest of the work in the area is still slow but should pick up before long, as we have several freeway projects that are about to begin.


Big demand for Hazmat

SANTA ROSA – It appears that during this time of environmental problems and Superfund cleanup, there’s an increasing demand for Hazmat. Our March 4 40-hour Hazmat class, with some 30 people attending, was the largest we’ve had so far.

Business Rep. Bob Miller coordinated and organized the class, while Local 3 Safety Director Jack Short taught the course. Bill Schneider came from the Sacramento District office to teach two days of class and was well received. Dr. Fred Ottoboni did his usual excellent job of teaching toxicology and industrial hygiene.

Rick Hadley of Kaiser Sand and Gravel was elected steward and organized work crews, passed the hat, fetched the daily refreshments and herded the class back into the room after breaks.

Bill Smith of Ghilotti Brothers did a superb job with pre-

Members of the 40-hour Hazmat class that was held March 4 in Santa Rosa.

senting his group’s solution in the end-of-class problem solving session. Bill introduced his group to the class and then applied thoroughly and professionally practical experience to his talk. He included explanations of chemical neutralization and answered questions about color-coded employee badges.

Tom Figueiredo was “moon man” this time around, as he paraded around the Santa Rosa Labor Center dressed in a uniform, employee badges.

John Green (right) presents Dennis Douglass with an award for being runner-up Volunteer of the year. Not shown are volunteer of the year Chris Rodgers and other runner-up Ken Foley.

Highway and Heavy Construction magazine reports that the construction industry work force is decreasing because it can’t attract qualified workers and keep them interested in a construction career. Most of the workers leaving the industry are between 30 and 40 years old. The article also stated that high schools would be an excellent source of future workers.

In March I had the opportunity to talk to a high school class about the Operating Engineers. The talk gave me a chance to tell students about my experiences going through the apprenticeship program and the work I did as an Operating Engineer. I look forward to talking to more high schools in the future.

Talking to the future apprentices is what apprenticeship coordinators and agents can do. What the members can do to ensure that we have a qualified work force in the future is to take the time to train apprentices so they will be able to take over when we retire.

George Steffensen, Business Rep.
Grievance wins member back pay

EUREKA - After three years of perseverance and the hard work of Local 3's legal staff, brother Larry Hoerner received a grievance settlement check from Tutor Saliba Perini for every day he missed work during the 1987 and 1988 work season.

Hoerner, who was running a 666 Cat scraper on the Redwood Highway Bypass, was discharged on August 12, 1987. A Caltrans inspector alleged that Hoerner ran him off the haul road. The Caltran resident engineer then wrote Perini a letter demanding the company fire Hoerner for being an unsafe operator.

Hoerner immediately called the union hall to protest his firing. District Representative Bill Burns investigated and proceeded to file a grievance on Hoerner's behalf.

A board of adjustment hearing was held on September 15, 1987 in an effort to get Hoerner's employment reinstated, with back wages and fringe benefits. Pressure was placed on the resident engineer to reconsider his decision to recommend Hoerner's termination. The engineer refused.

On October 22, 1987, the facts were presented to an arbitrator, who agreed that Hoerner was fired unjustly. Perini informed the resident engineer of the findings, who, in turn, told the Perini that the finding were irrelevant because Caltrans didn't have a project agreement with was Local 3.

In May of 1988, Burns was in Sacramento on other union business when he spoke with Local 3 Business Manager Tom Stapleton about the case. Stapleton directed Local 3's legislative advocate, Ron Wood, to set up a meeting with the higher ups at Caltrans to try to arrange a settlement. Wood set up a meeting with the second in command at Caltrans. After the meeting, Local 3 was assured that Caltrans would get to the bottom of the issue.

Finally, in July 1988, the resident engineer wrote a letter to Perini agreeing that Hoerner could go back to work if Hoerner waved all back wages and fringe benefits. Naturally, Hoerner refused.

The case was then handed over to Local 3's legal counsel. After lots of letter writing and the filing of a lawsuit, Perini finally settled by paying Hoerner all wages and fringe benefits for every day he missed work during the 1987-1988 work season.

Bill Burns, District Rep.

Larry Hoerner receives grievance settlement check from Local 3 Business Manager Tom Stapleton.

Rain or shine, work ain't so fine

SACRAMENTO - Work this winter has been slower than usual for many reasons. The recession started the ball rolling with the public not making major purchases such as buying homes and cars. The drought has slowed subdivision and permits to a near standstill. And finally, the rains came all at once and this has brought 90 percent of the work to a halt.

Granite's $37 million private subdivision project in Roseville is still on hold; they're waiting for the bonds to sell and the weather to clear.

The gravel plants, on the whole, had been working steady until the rain and snow made it nearly impossible to work.

Negotiations with Bohemia, Inc., a fiber board plant in Rocklin, have been completed for the next three years. We are presently in negotiations with the Chevreaux gravel plant in Meadow Vista.

The Sacramento District office staff and members have been working phone banks in conjunction with the AFL-CIO in support of Patty Mattingly who is running for the state Senate seat vacated by John Doolittle. I would like to thank the following members and friends of labor for working the phone banks: Dave Byrrum, Clara Cervantes, Dennis Freeman, Ernie Garcia, J.W. George, Gary Morthole, Frank Munoz, Ed Park, Evelyn Stanhope and Ernie Sutton.

Reminder
If you've been on the out-of-work list, don't forget to renew your registration before the 84th day.

We are having a Sacramento Area Membership Dinner-Dance on Friday, June 14 at the SES Hall, 10427 Stockton Blvd. in Elk Grove, from 7 p.m. to 12 midnight. There will be good food (barbecued beef, beans, salad and rolls), dancing and fellowship. We'll have a country and western band that will play from 8 p.m. to midnight. Contact the Sacramento office or your business agent for tickets, which will cost $20 per couple.


Political activism helps put bread on the family table

REDDING - It's so satisfying to see work being advertised for bid and many projects being pushed through design to meet Caltrans deadlines.

Caltrans was understaffed when Props. 111 and 108 were passed, and then an additional burden was placed on the agency after the 1989 Loma Prieta earthquake struck. Part of my satisfaction comes from knowing that Local 3 worked so hard at helping get the two propositions passed.

The propositions passed by narrow margins, so without our foot work and political involvement, the two bond measures might not have come to pass. We most certainly didn't do this alone, but we damn sure were there.

The bottom line is that we should all strive to remember each day the importance of being politically active in our areas. Every time I think of the small margin of victory and the bread the two propositions bring to people's tables, I just want to say, thank you Local 3!

We would like to mention how much we appreciate our Engineers News. It's certainly worthy of the awards it has received. The paper must involve some hard work, as excellence and diligence go hand in hand. Our compliments to Managing Editor Jim Earp, Assistant Editor Steve Moler and Graphic Artist Arlene Lum and all the staff. It would be interesting to see a group picture with an article of the people involved with the Engineers News.

Now let's talk about work. Kiewit Pacific was a recent low bidder on a Caltrans highway rehabilitation project on Hwy. 97. This is mostly asphalt concrete and asphalt engineer wrote a letter to Perini for everyday he missed work during the 1987-1988 work season.

Bill Burns, District Rep.
A meeting of the mines: the Jefferson Jackson dinner

ELKO - The Elko County Democrats will host the annual Jefferson Jackson dinner on April 25. For the past two years, the dinner has been the largest of the state's Jefferson Jackson dinners, and that's including Las Vegas.

Nevada Gov. Bob Miller will be the guest speaker, and he'll also take questions. The master of ceremonies will be Delmar Nickeson, business agent from Local 3's Mining Division. The dinner will start at 7 p.m., and you can talk with the Governor and other dignitaries at the no-host bar starting at 6 p.m.

The dinner will be held upstairs in the newly refurbished Stockmen's Motor Inn and Casino. Members can purchase tickets for $20 each at the Elko office located at 1094 Lamoille Hwy.

Almost every labor union will be represented at the function. Gov. Miller will honor the Elko County Young Democrats for the group's outstanding contributions during last year's primary and general elections.

There will be door prizes, and you will be able to enjoy a fine dinner prepared just for us by the Stockmen's chefs.

We hope there will be a good turnout from our members to show Gov. Miller that we care about the issues that pertain to working men and women in this great state. Also, Blackie Evans of the state AFL-CIO is going to try to attend. This may be your chance to speak to a great individual who is fighting for us everyday at the state capitol in Carson City.

Get involved by purchasing your tickets. Come and talk to these people about your concerns!


Elko credit union rich with services

ELKO - If you are a Local 3 member, you and your family are eligible to join the Operating Engineers Federal Credit Union. All it takes to join is a $5 deposit in a savings account. By joining today you can start benefiting from all the programs your credit union offers:

- Low interest rates on loans.
- Checking accounts free of monthly service charges.
- ATM cards that can access your account 24 hours.
- VISA cards with no annual fees.
- Audio response system (CALL) that allows you to make transaction on accounts by touch-tone telephone.

Visit our office at 1094 Lamoille Highway in Elko or give us a call at 783-8855. Our office is open from 9:30 a.m. to noon, and from 1 p.m. to 5 p.m., Monday through Friday. This month the Elko branch proudly welcomed two new part-time tellers: Samantha Hamre and Gianna Santistevan. Our staff looks forward to serving you.

Two new part-time tellers, Samantha Hamre (left) and Gianna Santistevan, started working this month at the Elko branch of the credit union.

News from the Mines

Young Democrats help shape Nevada's future

ELKO - Sometimes people take for granted what other Americans have died for - the right to have a say in important issues such as fair wages and how much taxes you're going to pay.

As Americans, you have the final word as to how you want to live. You can exercise this right or you can do what a lot of people do - sit at home and watch television. If more Americans voted, more of us could afford to go to the ballpark instead of watching the game on television.

There are many ways to get involved in politics. In the Elko area, for example, there's a group called the Elko County Democrats, which meets once or twice a month to plan different political events and meet with state and local politicians.

An offshoot of this group is the Elko County Young Democrats, an organization for Elko County youths. In the past year, these youngsters have met with Gov. Bob Miller more than once, with a lot of them knowing the Governor on a first-name basis. The group has met two senators, a congressman and the new state attorney general. The young Democrats have helped local judges get elected and came close to getting a new Elko County sheriff elected.

These youths are excited about being able to shape their future and to see how the political process works. Several of them were honored recently by Gov. Miller for the work they did in a drug awareness program organized in their local church. What's great about all this is that the majority of the young people in this organization are children of Local 3 members.

So, if you would like to be a part of any of these programs, please stop by the Local 3 office in Elko and we'll provide you with information. We would also be glad to help you register to vote.

NEWS FROM PUBLIC EMPLOYEES

Justice prevails

Police officers win generous back pay settlement

Among the many responsibilities of a Local 3 business agent is to be on the lookout for employer improprieties, everything from safety code violations to improper bonus payments. Sometimes the process works so well an investigation into one problem leads to the discovery of another. That's what happened to the Richmond police officers.

During an investigation into employee health insurance in early 1990, Local 3 discovered that some police officers weren't being paid the correct amount of overtime. The revelation and subsequent settlement ultimately netted the Richmond employees more than $109,000 in back pay.

In 1985, the U.S. Supreme Court ruled that the federal Fair Labor Standards Act, which for 53 years had set minimum wage and overtime pay for private sector employees, must also cover public employees. This meant that state and local governments were subject to the minimum wage provisions of the FLSA.

The act stipulates that overtime must be paid at what is called the "regular rate," which includes certain premiums such as shift differential, acting pay, educational incentives and bonus payments. Suppose, for example, an officer earns a base pay of $20 per hour plus an additional $1 an hour of swing-shift differential. Any overtime pay must be calculated to include the base pay plus the shift differential, not just the base pay.

Tonie Jones, a Local 3 public employee business agent, and Frank Hanratty, vice-president of the Richmond Police Officers Association, had just concluded a meeting with city officials concerning the health insurance dispute when Jones noticed that some of Hanratty's pay check stubs indicated that his overtime didn't include the premium pay.

Further checking by Jones and Hanratty revealed that the city was paying some overtime at the required rate but not all. The discrepancy meant that some officers were being paid up to $3 and $4 per hour in pay. Jones researched the problem, then brought the problem to the attention of city officials, who took no action.

So Local 3 Attorney Lynn Rossman Paris got involved. She wrote a letter to the Richmond city attorney demanding that the issue be settled or face a lawsuit. Finally, almost a year after the impropriety was first discovered, Local 3 and the Richmond Police Officers Association met with city officials and hashed out an agreement.

At the onset of negotiations, the main obstacle centered on how far back the employees would be paid. It was agreed that the city would pay the employees retroactively to 1986 plus 8 percent interest. Many officers received checks averaging from $1,000 to $2,000, but some officers who had worked a lot of swing and night shifts walked away with checks for more than $3,000.

"We're really quite pleased with the settlement," Hanratty said. "Without the union, we wouldn't have been able to recover the money. The city would have denied it and we wouldn't have been able to afford taking them to court. But once Local 3 got involved, the city knew we were serious."

RPOA President Tony Zanotelli agreed: "I was ecstatic. I credit the union for its diligence and hard work, for finding the mistake and getting the money. If we hadn't had the union, we probably could have recovered the money, but it would have taken a lot longer and we probably would have gotten less money."

About a year earlier, a similar case involving the proper payment of overtime under the FLSA developed among the ranks of the East Bay Regional Parks police officers. In this case, none of the premiums were being included in overtime pay. Like in the Richmond case, Local 3 brought the problem to the attention of park officials, but they refused to pay up.

But once Local 3 filed a suit in U.S. District Court, the parks department started negotiating. The parks police officers ultimately won the additional overtime pay plus 8 percent interest.

"The parks put the additional overtime pay into the collective bargaining agreement," said Berke. "It was retroactive to April 1982. In December 1989, park officers, like their Richmond police counterparts, collected back wages totaling more than $20,000."
Union Briefs

April Fool's: $4.25 an hour

Though the federal minimum wage increase to $4.25 an hour that took effect on April Fool's day was no joke, labor advocates say the 45 cent increase is still not enough.

The AFL-CIO has called for boosting the minimum wage to $5.75 an hour by April 1994. Sen Edward Kennedy, D-Mass., has promised that his Senate Labor and Human Resources Committee will take up minimum wage legislation during the current Congress. Kennedy called the 45 cent raise an "April Fool's increase, well below what low-wage workers deserve."

The $5,500 annual income for a full-time minimum-wage worker would be about $1,400 less than the poverty line for a family of three, or what the government calculates a family must have for basic needs. "They can't support their families on this and in many cases can't support themselves," said Rudy Oswald, chief economist for the AFL-CIO.

Civil rights

A new labor-backed civil rights bill is making its way through Congress. Last year President Bush vetoed a similar bill on the grounds that it would impose racial quotas on employers. House Democrats have tried to kill the debate this year by changing the bill's name to the Civil Rights and Women's Equity Act and emphasizing its benefits to white women. The Democratic version, H.R. 1, includes provisions that allow women to receive monetary damages, similar to those in racial bias and sexual discrimination cases.

So far, the bill has cleared two committees and is expected to reach the House floor sometime later this spring or in early summer. The bill aims to reverse a series of 1989 Supreme Court rulings that increased the burden of proof on plaintiffs in charging discrimination by employers.

Family leave

Another family leave bill, H.R. 2, is also being considered in Congress. This legislation is similar to last year's family leave bill that was vetoed by President Bush after winning bipartisan support in the House and Senate. The bill would provide up to 12 weeks of unpaid leave per year for workers in the case of childbirth, adoption or serious illness of an immediate family member. It would also guarantee the worker's job upon return and continue any existing health benefits during the leave.

Two House subcommittees and the Education and Labor Committee have marked up H.R. 2. The business community has mounted an anti-leave campaign, claiming the legislation would be too costly and intrusive.

But a study by the Small Business Administration has concluded that giving workers unpaid leave for child birth or family illness may be cheaper for employers than letting employees quit and having to hire and train replacements. For a company with one to 15 employees, the average weekly cost of letting a non-managerial worker take leave is only $12.69. The net cost for non-managers goes down to 97 cents a week per employee for companies of 16 to 99 employees, according to the study.

Credit unions say S & Ls

Though the nation's savings and loan industry is in bad shape, the country's credit unions are generally in sound financial condition, according to an independent study released recently.

Even if the nation's 500 weakest credit unions failed, the federal credit union deposit insurance fund has enough money to cover all of them without costing taxpayers a dime, the report said. Only a prolonged and deep national recession would put taxpayer dollars at risk for credit union closures.

Local 35's credit union recently won the highest rating — five stars — by the Bauer Financial Reports, Inc., an independent agency that rates banks, thrifts and credit unions. The credit union remains tops in the Bay Area and one of the strongest in California.

N.Y. Daily News strike

British publisher Robert Maxwell and the unions representing striking employees of the New York Daily News reached a tentative agreement on a new labor contract, clearing the way for Maxwell to purchase the newspaper from the Tribune Co.

The Tribune Co. locked out over 2,000 union employees last October, then replaced them with scabs. Since the labor dispute began, the paper has been losing $750,000 a day and circulation has plummeted. Union members must ratify the agreement and Maxwell has to complete the sale of the Daily News to the Tribune Co. The agreement calls for the elimination of about 800 jobs or about one-third of the union jobs at the paper, and scabs would be let go under the agreement.
District Meetings

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

April
9th District 4: Eureka
Engineers Building 2806 Broadway
9th District 17: Kauai
Wilcox Elementary School 4319 Hardy St.
10th District 17: Honololu
Kaili Waena School 1240 Gulick Ave.
May
7th District 3: Stockton
Engineers Building 1916 North Broadway
9th District 5: Fresno
Waipau Community Center 4319 Hardy St.
14th District 8: Sacramento
Labor's Hall 6645 Stockton Blvd.
15th District 2: Richmond
Post Marine 915 W. Cutting Blvd.

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

June
3rd District 10: Santa Rosa
Labor Center 1701 Corby Ave.
5th District 12: Provo
Provo City Power Bldg. 251 West 400 No.
6th District 11: Reno
Musicians Hall 124 West Taylor
13th District 4: Fairfield
Historic Community Building 1350 Holiday Lane
20th District 9: Freedom
Veterans of Foreign Wars Hall 1901 Broadway
23rd District 17: Maui
Wailuku Community Ct. Lower Main St.
24th District 17: Hilo
Kapiolani School 966 Kilauea Ave.
25th District 17: Honolulu
Kahili Waena School 1240 Gulick Ave.

HONORARY MEMBERS

As approved at the Executive Board Meeting on March 17, 1991, the following retirees have 35 or more years of membership in the Local Union, as of March 1991, and have been determined to be eligible for Honorary Membership effective April 1, 1991.

Albert Aldredge 0340214
Elton Allred 0817434
John Barbacca 0769470
Gibson Barlow 0707292
Virgil Brady 0873356
Clifton Brandon 0766350
Floyd Burger 0724362
John Cole 0750458
K. L. Combs 0536482
Thurman Croy 0782668
Allen Eilsworth 0718145
Theo Epperson 0512640
Malcolm Gibson 0826820
Lewis Griggs 0822629
Theodore Haberman 0848253
O. W. Hartvigsen 0277598
John Larsen 0698502
John Palacio 0603447
Joe Pereira Jr. 0797336
Domingo Santos 0758298
F. J. Schiefer 0876115
Glenn Tabler 0775450
Leonard Turner 0826262
Jessy Vincent 0702412
Ernest Walker 0581529
Arthur Wells 0342612
James Whitehead 0736426
Brad Wilson 0773003
Glendon Woodcock 0858470

1991 PRE-RETIREE MEETINGS

OAKLAND - April 17, 7PM
Holiday Inn Airport
500 Hegenberger Rd. Oakland, CA
IGNACIO - April 18, 7PM
Alvarado
250 Entrace Novato, CA
EUREKA - April 23, 7PM
Operating Engineers Bldg. 2806 Broadway Eureka, CA
REDWOOD - April 24, 7PM
Operating Engineers Bldg. 100 Lake Blvd., Redwood City
MARYSVILLE - April 25, 7PM
Operating Engineers Bldg. 1010 'T' Street Marysville, CA
STOCKTON - April 29, 7PM
Operating Engineers Bldg. 1916 N. Broadway Stockton, CA
CONCORD - May 1, 7PM
Ellis Lodge #514 NO.
3904 Willow Pass Rd., Concord, CA
SAN JOSE - May 2, 7PM
Holiday Inn Park Center Plaza
474 Almaden Blvd. San Jose, CA
SAN MATEO/SAN FRANCISCO - May 8, 7PM
Electrical Workers #617
292-3rd Ave. San Mateo, CA
WATSONVILLE - May 15, 7PM
VFW Post 1716
1960 Freedom Blvd., Watsonville, CA
SANTA ROSA - May 14, 7PM
Labor Center
1701 Corby Ave. Santa Rosa, CA
FRESNO - May 18, 7PM
Cedro Lanes
311 N. Cecero Fresno, CA
FAIRFIELD - May 20, 7PM
Holiday Inn Fairfield
1305 Holiday Lane Fairfield, CA
RENO - May 21, 7PM
McGowan Manor
301 East Newguth Ave. Reno, CA
AUBURN - May 22, 7PM
Auburn Recreation Center
122 Recreation Drive Auburn, CA
SACRAMENTO - May 23, 7PM
Mechanics Hall
2740 Sunrise Blvd. Rancho Cordova, CA

SEMI-ANNUAL MEETING

Recording- Corresponding Secretary William M. Markus, has announced that the next semi-annual meeting of the membership, will be held on Saturday, July 13, 1991, at 1:00 PM, at the Seaferers International Union Auditorium
350 Fremont Street, San Francisco, CA

Departed Members

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

DECEMBER 1990
Charles P. Etchebar of Walnut Creek, Ca., 12/4/90.

FEBRUARY 1991
Joel Adams of Sacramento, Ca., 2/25; Sam Cooper of Mancos, Colo., 2/24; Roy W. Edwards of Fargo, ND, 2/15; Thomas Fields of Sacramento, Ca., 2/23; Roland Kennedy of the Central Valley, Ca., 2/12; R. Miller of Clearlake, Ca., 2/27; Donald Smith of Redwood Valley, Ca., 2/24; A. Verduysen of Carmichael, Ca., 2/28; Marvin Walter of Pleasant Hill, Ca., 2/26.

MARCH
Vincent Allen of Pollock Pines, Ca., 3/10; Lloyd Amaro of San Jose, Ca., 3/17; Frank Azavedo of Sebastopol, Ca., 3/18; Carl E. Baker of Sacramento, Ca., 3/21; John Blazer of Napa, Ca., 3/17; George Bowman of Tollhouse, Ca., 3/9; Edward Brooks of Hubbard, Ore., 3/10; Carlo Buonamart of Pleasanton, Ca., 3/10; Ralph Burgess of Lincoln, Ca., 3/24; Allen Childress of Willows, Ca., 3/19; Reece Coven of Clovis, Ca., 3/5; George Davis of Merced, Ca., 3/20; Edward Dow of Hillmar, Ca., 3/10; Arnold Ess of Birds Landing, Ca., 3/13; Wm. D. Fischer of Shady Point, Okl., 3/22; Elmer Jewett of Glendale, Ariz., 3/13; Clayton King of Kivalo, Ca., 3/19; Bill Lehman of Broderick, Ca., 3/20; Jas. C. Little of Midvale, Utah, 3/19; George Neely Jr. of Oceanside, Ca., 3/16; David Osterberg of Santa Cruz, Ca., 3/11; Ahe Rogers of Santa Cruz, Ca., 3/19; Harry Ney of Hemet, Ca., 3/16; C. W. Stevens of San Francisco, Ca., 3/5; Logan Stewart of Redding, Ca., 3/24; W. R. Tate of Grass Valley, Ca., 3/16; A. E. Thompson of San Juan Ballesta, Ca., 3/3; Maurice Tuffly of Sandy, Utah, 3/19; Irene Velasco of Waialua, Hawaii, 3/10; Mickey Wakida of Honolulu, Hawaii, 3/22; William Whittow of San Francisco, Ca., 3/15; Ray Zanini of Sacramento, Ca., 3/12.

DECEASED DEPENDENTS

Barbara Burke, wife of Randy 9/19/90; Helga Deuber, wife of Fred 3/19/90; Sue Ellen Hilmann, wife of Mark 2/5/91; Jarold D. Keough, Wife of Wilber H. 11/11/90; Clifford Smith, son of Jake 8/19/90; Bertha Wilson, wife of Mathew 3/1/91.
FOR SALE: Estate Sale '89 Ford F-250 XLT camper shell, extended cab, red V8, Bahia camper shell, every accessory known to Reg.#1020129 3/91

FOR SALE: Tabiona, Utah. Reg.#0863715 3/91

FOR SALE: Older 10x50 Mobil home. 8x20 w/cover 2 batteries, 2-7gal. propane tanks 3/91

FOR SALE: XLT Lariet extended cab, 460 VB, Brahma low hours. Call (415)684-2549.

FOR SALE: Boat 16' Glaspar, 120 HE Reg.#1219759 4/91


FOR SALE: '79 Sailboat '0 Day 28' Real good soil in Northwest Chico, Ca. Stanley (916)685-3386. 8829 San Badger Rd.

FOR SALE: 72 Invader Tri Hull, 102 HP Evinrude in great condition. 30 miles from Salina, Ut. Asking $3,500. Call Mel (916)738-2041.

FOR SALE: 72 Mobile Home Double V8, 1/2 ton, all equip, 2 tone, bed liner, central heat & air conditioning, washer/dryer, full kitchen, bath, sleeps 6. Generator, CB, Air, awning, storage, excellent senior park, Les Young (916)988-3642 or write 8999.
Monsoons mist island work picture

HONOLULU – We’ve had nothing but rain for the last month and predictions are for more of the same. This is the rainy season here in the islands, which means that just about everything stands still. As a result, we are experiencing some layoffs and expect more.

Wallace K. Lean
Financial Secretary

Above: Brother Alan Duhaillunso of Oahu Construction dresses warmly because of the high altitude at the top of Makakilo.

Below: Brother Willy Ching with Oahu Construction Company’s rough riders at Pokai Bay, Waianae.

Guardsman deployed to Germany waits for next assignment

SALT LAKE CITY – More national guard units have been activated from Utah than any other western state. As a result, a lot of working-class families in the state have felt the effects of these deployments.

Sgt. Greg Collins, a Local member assigned to the Utah National Guard’s 1457th Engineering Battalion, was called to duty and sent to Fort Lewis, Wash. on January 28. The 1457th spent two weeks at Fort Lewis, Wash., preparing for deployment to the Middle East. Expectations were running high as this unit prepared for duty. The unit departed from Utah on February 10 and arrived in Grafenwoht, Germany the next day.

Even though the conflict is over, the unit is still in Germany awaiting orders for its next mission. The soldiers are kept busy doing little odds and ends but haven’t received any major assignment.

Members of the 1457th are looking forward to returning home, but until then, they’re hoping to be able to serve their country in the capacity that they were trained.

Sgt. Greg Collins with his family on the steps of their home in American Fork, Utah.