

Engineers News

VOL. 50, NO 4

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

April 1992

A dream comes true

Local 3 members and other volunteers build state-of-the-art playground for Sebastopol children (page 12).

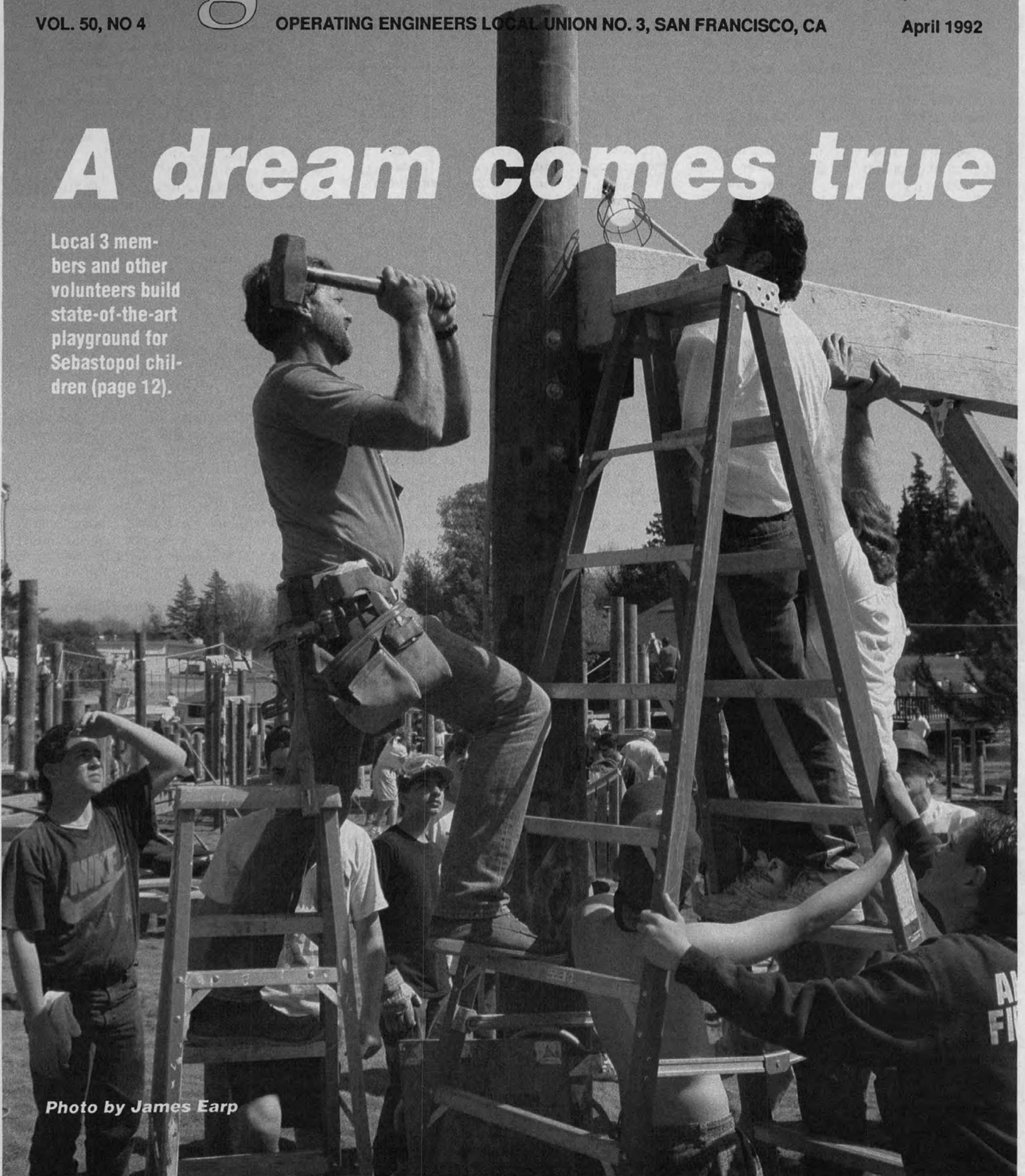


Photo by James Earp



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

'It is essential that every Local 3 member and his or her family become thoroughly informed of the problems we are facing in health care coverage.'

These are trying times – not only for our members, but for those of us who are doing our best to run this union.

Recently, I received a letter from the wife of a member in Nevada. She was very distraught and bitter, because in her view, "there is all kinds of work going on in California and Utah," but nothing is happening in Nevada. She was also upset because there were some Local 3 hands from California working on a job in Nevada.

Her husband has been out of work for a year and they are on the verge of losing everything they have.

I wish it was a simpler world, one in which we truly had the power to see to it that every union member had a job, one where we had the power to control those things we seem to have very little control over.

The sad fact is, our members are suffering in nearly every corner of this union. Many of our people have been out of work for extended periods of time. Those who are working are frequently having to travel long distances away from home to earn a paycheck.

For the past several years now, many of our members from Utah have been working in California because things have been so bad in Utah. Then last year, just the reverse happened. A big pipeline job in Utah provided an opportunity for Utah hands to work closer to home – and also provide job opportunities for a few Californians.

The fact is, if you want to work in these tough times, you better be willing to travel, because there aren't enough jobs to keep everyone busy in their own back yard.

Future work picture

If the forecast holds up, the work picture should improve significantly this spring. Our figures show that street and road work for the first quarter of 1992 is up 111 percent over the same period last year. This is due primarily to a number of major highway projects being let as a result of Prop. 111/108 funds.

The projections are that overall, heavy construction should be 18 percent higher this year than in 1991. Residential building should increase by 11 percent over last year.

Health & Welfare

By far the most pressing problem that continues to plague us – over and above our economic problems – is the spiralling costs of health care.

The good news with respect to our own plan is that per capita costs are finally leveling off. This is no doubt due to the cost containment programs we have been forced to implement.

But the bad news is, we continue to experience a negative cash flow because the work

picture is so poor. In January of 1991, Local 3 participants in Northern California had logged 18.2 million hours (for the period of April 1, 1990 through January 31, 1991) – which was nothing to brag about. For the period ending January 1992, our total hours were down to 15.6 million hours, a 14 percent drop.

Because of the bank of hours, most of our members have been able to maintain their health care coverage, even if they have been unemployed. Although the bank of hours has been a great blessing to those who have suffered unemployment or a severe reduction in work, it has created a significant drain on the Health and Welfare Fund.

The trustees are doing their best to stem the negative cash flow until the economy improves and more of our people go back to work. A letter was mailed to our membership announcing temporary changes in the plan until the Trust Fund's finances have been stabilized.

Weekly disability benefits for eligible employees have been eliminated as of January 1. A new schedule of benefits was implemented for chemical dependency treatments. The deductible for prescription drugs was increased to \$10 per prescription, effective March 1, with the exception of those made through the mail order program.

A new "self audit" program has been instituted for hospital charges, which encourages participants to review their hospital bills and provides a cash incentive for identifying and resolving overcharges with your hospital.

We have received many complaints from members regarding the changes in the prescription program. I understand why our

members are upset. I don't like the changes either. A \$10 deductible represents a substantial increase over the previous program.

We are hopeful these changes will be temporary, but I have to emphasize that at this point, there are no guarantees when or if things will improve.

As I have stressed in the past, we are in desperate need for a national health care plan. What I have seen out of President Bush and Congress in terms of real health care legislation so far has been far from encouraging.

Our most recent figures from the consultants who advise our plan indicate that, based on the current hours, the plan will need 80 cents an hour to maintain current levels of coverage. This seemingly unstoppable inflation is truly an outrage. Neither our members nor the health plan can afford such huge cost increases every year.

We are examining every possible option at this point to see what can be done. There are no "quick fix" answers or "rabbit tricks" we can pull out of a hat to solve our problems. We are dealing with hard dollars and cents, and right now there is a lot more going out than coming in.

It is essential that every Local 3 member and his or her family become thoroughly informed of the problems we are facing in health care coverage. We have far too many members who choose to simply get angry and lash out because things aren't as good as they used to be. That, obviously, will get us nowhere.

We have met with the Trust Fund to discuss the problems at length. I have in turn instructed our people to put together information that will clearly and concisely explain how the Health and Welfare plan works, where the money comes from, why there is not enough money now, what other unions are experiencing and what we are all trying to do about the problem.

This information will be available to you in the near future. Your input will be needed. We hope to get more involvement than we have had in the last couple of rounds of specially called meetings.

Thank you for your support.



Engineers News

WIPA



T.J. (Tom) Stapleton Business Manager

Don Doser President

Jack Baugh Vice President

William Markus Recording-Corres.

Secretary

Wally Lean Financial Secretary

Don Luba Treasurer

Managing Editor

James Earp

Asst. Editor

Steve Moler

Graphic Artist

Arlene Lum

Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 474 Valencia St., San Francisco, CA 94103. Second Class Postage Paid at San Francisco, CA. Engineers News is sent to all members of Operating Engineers Local in good standing. Subscription price is \$6 per year. POSTMASTER: Send address changes to Engineers News, 474 Valencia St., San Francisco, CA 94103.

Stapleton proposes 'Construction Olympics'

Challenge to Japanese over 'work ethic'

A challenge to settle the question of whether Japanese or Americans have the stronger work ethic was issued last month by Local 3 Business Manager Tom Stapleton.

Stapleton wants to match skills and expertise of heavy equipment operators from the union against the best that Japan has to offer in a "Construction Olympics" to be held at Rancho Murieta Training Center or other suitable location.

The challenge was forwarded in a letter to Prime Minister Kiichi Miyazawa of Japan, who was quoted earlier this year as saying there appeared to be a "lack of work ethic" among American wage-earners.

Stapleton asked Miyazawa to pass the challenge along to "the appropriate people."

He revealed his plan at a meeting of the Executive Council of the California Labor Federation last month in Sacramento. Stapleton, a state AFL-CIO vice president, is a member of the council.

The enthusiastic reception the idea received made it clear that Local 3 operators will have a cheering section if Japanese workers accept the challenge. Stapleton also received hearty encouragement from IUOE General President Frank Hanley, who wrote in a letter to Stapleton: "I think this is an excellent proposal and if the Japanese look favorably on this opportunity to improve relations between America and Japan, the International will be happy to lend its support."

Stapleton told the Japanese prime minister:

"In the spirit of the 1992 Olympics. I would like to make an open invitation—and a challenge—to anyone in Japan's construction industry to participate in a 'Construction Olympics' to be held at our Rancho Murieta Training Center or some other appropriate location.

"Heavy equipment operators from Local 3 would compete against their counterparts from Japan in events designed to test their skill in operating heavy equipment and completing specific tasks quickly and efficiently."

Details could be worked out between the parties, Stapleton said. In addition to competitions based on real-life construction situations, he suggested some "fun" events simply to allow operators to demonstrate their dexterity at controls of the big



Local 3's Rancho Murieta Training Center is suggested site for 'Construction Olympics'

machines.

The stinging impact of the work ethic comment upon Americans occasionally shows through despite the civilized and courteous tone of Stapleton's letter.

"During the past several weeks you probably have received many letters and telegrams from citizens

of the United States who expressed their unhappiness with comments that have been made by yourself and Yoshio Sakurauchi concerning Americans' 'lack of work ethic,'" Stapleton writes.

"Although, as you claim, your remarks may not have been reported by the press in the proper context,

I'm sure you can understand why many Americans would be upset with such generalisms."

Stapleton points out that as business manager of Local 3, he represents 35,000 union members who prosper through skill, hard work and dedication to being the best.

"Before being elected to office in the union, I myself worked for many years in construction," Stapleton wrote. "I can state without reservation that the heavy equipment operators who belong to Local 3 take great pride in doing a job well and doing it efficiently."

He credits apprenticeship training with developing high levels of expertise, pointing out that Japanese delegations have come to Rancho Murieta for first-hand looks at Local 3's training methods.

"In light of the excellent reputation Local 3 members have here and abroad, I was not surprised by the complaints I received from our membership over your remarks," Stapleton's letter continues.

The Construction Olympics wouldn't be all head-on competition.

"I think an event such as this actually would improve relations between American and Japanese workers," Stapleton wrote.

"An opportunity to meet each other and compete in a wholesome atmosphere would help Americans and Japanese to better understand and appreciate their respective cultures."

Contractor Don Dowd dies



The officers of Local 3 extend their condolences to the family and friends of Don Dowd, owner and chairman of Don Dowd Construction, who passed away March 20.

Trucks and heavy equipment bearing the logo of Don Dowd Construction have been a familiar sight in the North Bay counties for many years. Born in Sebastopol, Dowd was a graduate of Analy High School and Santa Rosa Junior College. He began working in construction at the age of 14. By the time he was 16, he was working as a foreman. He went to work for Helwig Construction, eventually bought into the ownership and in 1946 renamed the company.

The new Don Dowd Construction's first big project was the Ives Memorial Park in Sebastopol. Over the years, he built many of the local streets and roads throughout Sono-

ma County, including State b2

Farm Dr. in Rohnert Park, Stony Point Road and the Dutton Ave. Business Park.

If a school was built during the 40's, 50's or 60's, chances are Don

(Continued on page 24)

Labor and the mainstream press

How union members can combat news media bias during the '92 election campaign

By Steve Moler
Assistant Editor

The battle of the two Toms began during NBC's telecast of the first Democratic presidential debate on December 15. Anchor Tom Brokaw accused Senator Tom Harkin of serving up campaign rhetoric with faulty figures. Brokaw asserted that the social programs Harkin claimed could be paid for with the cost of a single B-2 stealth bomber would actually cost twice as much. Brokaw said NBC had checked the figures three times. But the Iowa senator stood firm on his numbers.

Brokaw's questioning seemed so intent on painting Harkin as a typical "tax and spend Democrat" that he missed Harkin's point that health and child services could be expanded not by raising taxes but by cutting military waste. As it turned out, Harkin was correct. The four programs the senator listed — federal aid for Alzheimer's disease, Head Start, prenatal care for poor women and immunization for kids — totaled about \$850 million, the best cost estimated of a B-2 as of last November.

So why did Brokaw make such a fuss in the first place? What the average person probably doesn't know — and what the station neglects to tell its viewers — is that NBC's corporate parent, General Electric, is a major B-2 subcontractor that builds engines and other components for the bomber. GE, ranked second among U.S. military contractors, reaps huge profits from producing nuclear bombs and conducting Star Wars research, not to mention consumer products such as refrigerators, electric motors, medical equipment, light bulbs and communications satellites.

This wasn't the only time during the debate that the GE connection raised questions about NBC's ability to offer neutral campaign cover-

age. When Brokaw tried to restrain candidate Jerry Brown from making a fund-raising appeal during the debate, Brown insisted he had a right to ask the public for money, since General Electric, which also sponsors conservative-tilted political shows such as the McLaughlin Group and CNN's Crossfire, gave \$350,000 to incumbents last year.

The next day, experts and pundits on GE-owned or sponsored programs ridiculed Brown's performance.

action shots of other candidates were shown once or not at all. The study concluded that it was apparent NBC had already chosen Clinton as the debate winner before the event actually took place.

Perplexing problems

NBC's seemingly slanted coverage represents a much larger and more perplexing problem for working people in this country. As union members across the country gather information about political candidates

funds and occupational safety and health have been given token coverage or ignored entirely.

A one-year in-depth study conducted by the media watch group Fairness and Accuracy In Reporting analyzed coverage of U.S. workers and their unions during 1989. The study found that the lives of 100 million working people, those who make the U.S. economy and society run, are being routinely ignored, marginalized or inaccurately por-

trayed in the U.S. media. Although reporting about working people and organized labor has declined since the early 1960s, the last 10 years have seen an accelerated drop.

In 1989, during more than 1,000 broadcasts — roughly 22,000 minutes based on 22 minutes of news per broadcast — the three network evening news programs devoted little more than 1 percent (265 minutes) of the total air time to U.S. unions. And this coverage would have been almost undetectable if not for the Eastern Airlines strike, which accounted for 72 percent of the air time covering unions. Business and economic reporting, on the other hand, received almost four times (1,012 minutes) the amount of coverage that was

devoted to unions.

When workers were covered, the study found, they were usually relegated to "person-in-the-street" interviews featuring the Joe Six-Pack stereotype. They were more likely to be asked for their opinions about Leona Helmsley's tax fraud conviction or Donald Trump's love affairs than about their work. Of all the people selected by ABC *World News Tonight* as "Person of the Week" in 1989, not one was a worker singled out for having anything to do with work.

Corporate coercion

This lack of coverage has coincid-



Crossfire refused to have Brown on its show after the candidate, who won't take contributions over \$100, insisted on his right to give out his campaign's 800 phone number.

A media watch group, Citizens for a Fair Democratic Debate, did an analysis of the debate and found that Harkin and Brown were repeatedly the target of hostile remarks by Brokaw. Rather than distributing questions evenly among the candidates, Brokaw addressed one-third as many questions to Jerry Brown as he did to either Bill Clinton or Harkin. The camera panned to Clinton seven times for his reaction to other candidates' answers while, re-

and issues in preparation for this year's primary and general elections, they are confronted with a daunting task. How do you sort out the confusing array of information and opinions provided by a corporate media establishment whose messages are often filled with conservative bias, conflict of interest and double standards similar to what thousands of Americans witnessed on NBC that December 15 evening?

Throughout the past decade, the events and issues of working people have been repeatedly shunned by the U.S. press. Major stories such as striker replacement legislation, union busting, raiding of pensions

ed with the rapid pace with which the media has fallen into the hands of a few multinational corporations. These financial and influential behemoths, spurred by lax regulatory policies during the Reagan and Bush administrations, control most of what Americans see, hear and read. In 1982, 50 corporations controlled most of the media business. As of January 1990, that number dropped to 23 and shrinking fast.

Today about a dozen corporations control most of America's daily newspapers, a medium from which about 62 percent of Local 3 members obtained most of their political information. The largest is the Gannett Company, which owns the *U.S.A. Today* (with an estimated readership of 6.3 million) and 87 other dailies, and has a substantial financial interest in the *Oakland Tribune*. Knight-Ridder Inc. owns 29 newspapers, including the *San Jose Mercury News* and the *Miami Herald*. The Hearst newspapers own 13 newspapers plus the *San Francisco Examiner*, which has a joint operat-

that link us to the world's information network. And it's quite possible that within a few years only a half-dozen or so media mammoths, like Time Warner, CapCities and West Germany's Bertelsmann A.G., will dominate the industry not just in the United States but worldwide. Having such centralized information outlets, unfortunately, produce remarkably uniform and slanted programming. Television news has become so standardized that rival networks often report on the same stories in identical sequence. The same goes for print journalism. *Newsweek* and *Time* magazines, for example, often run similar cover stories.

Self-censorship abounds

Financial interests play a major role in determining what news we see and don't see. Because most of the top network sponsors are powerful multinational corporations, most of which are staunchly anti-union, they exert tremendous leverage over the media because they pay the bills. Up to 70 percent of newspaper

an FBI cover-up of Labor Secretary Raymond Donovan's association with organized crime figures; and the third one concerned an attempt by Senator Paul Laxalt, a close Reagan ally, to persuade the Justice Department to stop an undercover probe of his campaign contributors.

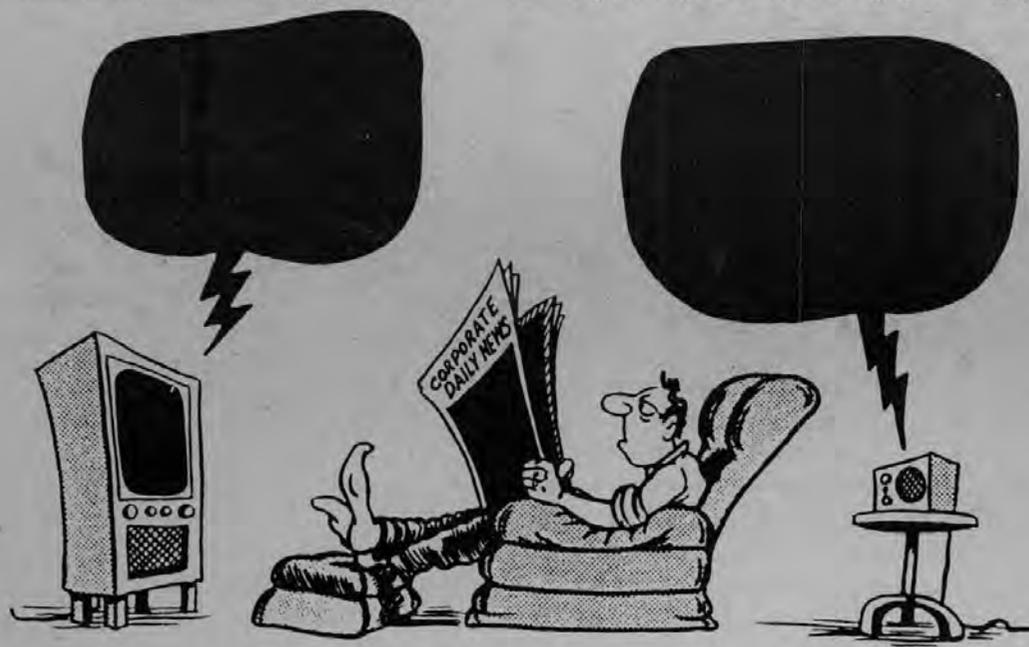
To maintain the pro-business status quo, the mainstream media routinely endorse conservative political candidates. Since 1932, every Republican presidential nominee except Barry Goldwater has received the majority of endorsements from U.S. daily newspapers. Ronald Reagan got 77 percent in 1980 and 86 percent in 1984, while George Bush got 70 percent in 1988.

Furthermore, almost all of America's highest profile forums for political commentary on television have become ideologically slanted to the right. Ultra-conservative commentators like George Will, Patrick Buchanan, Robert Novak, William Buckley and John McLaughlin receive constant visibility on national television, while few, if any, liberal commentators have near the notoriety of any of the five above.

Most of the popular news programs such as ABC's *Nightline* and *This Week With David*

Brinkley, and PBS's *MacNeil/Lehrer NewsHour* rely extensively on conservative experts like company CEOs and government officials. Labor leaders and workers, on the other hand, are rarely interviewed as experts. Have you ever seen AFL-CIO President Lane Kirkland interviewed on any of the major TV news program? Have you ever seen a local union business manager interviewed on any major news program?

Information for this article was obtained from Fairness and Accuracy in Reporting (FAIR) and the book "Unreliable Sources" by Martin Lee and Norman Solomon.



THE CORPORATE MEDIA COVERS LABOR NEWS.

ing agreement with the *San Francisco Chronicle*. Worse yet, one-newspaper monopolies now exist in 98 percent of U.S. cities.

The major TV networks, a medium from which about 48 percent of Local 3 members obtain most of their political information, have also succumbed to the forces of merger mania. Thanks to eased ownership rules drafted by the FCC under Ronald Reagan, the big three networks in the mid-1980s came under new management. ABC fell to CapCities, one of the largest and wealthiest news chains in the world. Shortly thereafter, NBC was gobbled up by union-busting GE, and Laurence Tisch, a hard-nosed hotel and tobacco tycoon, grabbed the reins of CBS after it barely survived a couple of other hostile takeover attempts.

Like it or not, big corporations have become the main institutions

space is reserved for advertising and about 22 percent of TV time is filled with commercials. As a result, self-censorship has become so prevalent on TV that media executives rarely produce programs without first inquiring whether the show will fly with sponsors. It's not uncommon for stories that reflect negatively on the network's parent company or its sponsors to get rejected. Programs that don't fit the company's political agenda also get spiked.

During the months prior to the 1984 presidential campaign, for example, ABC *World News Tonight* concealed three exposes that could have proved damaging to the Republican campaign. One was about serious health and safety violations at nursing homes owned by U.S. Information Agency Director Charles Wick, who was an intimate friend of Ronald Reagan; the other focused on

A call to media activism

Here are some useful hints on how to deal with news media bias:

- Union members can begin by becoming active rather than passive media consumers. When you watch TV or read a newspaper, be alert and skeptical. Be conscious of who the sponsors and advertisers are. Remember when you're watching NBC, you're watching a network owned by GE. Remember that the other broadcast networks and mass publications are owned by big business, many of which are notorious union busters. When you see a report about a labor-management dispute, be conscious that no unions own any daily newspapers or TV stations.

- Don't rely on just one or two news sources for your political information. Try to find sources other than the network evening news to get informed on the issues. While many programs on the Public Broadcasting System and National Public Radio are sponsored by multinational corporations, their documentaries and talk shows often have alternative points of views that you can't find on network television. Also, read as many different types of newspapers and magazines as you can. Don't rely exclusively on your local newspaper and mainstream news magazines like *Time* or *Newsweek*.

- Besides watching and reading the news alertly, take action. Write to your local newspaper and ask why the paper has a business section but no labor section. If there is regular space for the latest news from business and finance, why is little space set aside for labor issues like prevailing wage, child care, parental leave, job stress, health insurance, the decline in real wages of the average worker? Why are there dozens of syndicated columnists who regularly promote the positions of business but not one columnist who can be clearly identified with the position of the labor movement? Informed, non-hysterical letters can make a difference, and they need not be published to have impact.

- When you see one-sided television programming, call or write the station and instead of advocating censorship ask for inclusion of new and balanced viewpoints. Ask why there are shows on business but none about labor.

During this year's political campaigns, it's entirely possible, with critically sharp eyes and ears and commitment, to sort out all the information and opinions so you, as a union member, can make thoughtful decisions at the ballot box.

Final push for passage of Senate anti-scab bill

For the past year, *Engineers News* has been reporting periodically on federal striker replacement legislation, HR 5 in the House of Representatives and S 55 in the Senate, that would ban the permanent replacement of striking workers and prohibit discrimination against strikers returning to work after a labor dispute.

Since January 1991, the AFL-CIO has been sponsoring an all-out drive to gain passage of the two bills. Thanks largely to an outpouring of support from trade unionists and their families through an intensive postcard and letter writing campaign, the House passed HR 5 by a vote of 247 to 182 on July 17.

All indications are that the Senate will begin consideration of S 55 sometime in March or April, but passage of the senate version will be much harder. Senate rules allow for a small minority of senators to obstruct the progress of a bill by engaging in a filibuster, a prolonged floor debate that's used to block consideration of a specific piece of legislation. To defeat a filibuster, at least 60 senators must approve a motion to invoke cloture, but so far only 36 senators have signed on as co-sponsors of S 55. Supporters are confident the bill has the 51 votes needed for final passage, but it can't be done without the 60 votes necessary for cloture.

The AFL-CIO and its affiliated unions have launched an all-out blitz to get the bill out of cloture and onto the floor for final approval. **Local 3 is urging all members to write or call their senators to urge them to support the bill.** Hawaii Senators Daniel Akaka and Daniel Inouye, along with California Senator Alan Cranston have signed on as co-sponsors. However, Nevada Senators Richard Bryan and Harry Reid, both Democrats, Utah Senators Orrin Hatch and Jake Garn, and California Senator John Seymour, have not signed on. Past experience has shown that having a substantial amount of letters and calls coming into the senators' offices in Washington carries a significant amount of weight. This tactic worked well for HR 5, and it can make the difference in S 55.

The legislation was introduced in the first place because employers have increasingly been exploiting a loophole in federal law. Shortly after passage in 1935 of the National

Labor Relations Act, which guaranteed workers the right to organize and strike, the Supreme Court ruled, in *NLRB v. Mackay Radio and Telegraph Co.*, that employers had the right to permanently replace striking workers. For the better part of 40 years, however, employers rarely exploited the ruling and instead relied on temporary replacements or used managers or subcontractors.

Then in 1981 former President Ronald Reagan fired and permanently replaced 12,000 striking air traffic controllers, an action that sent a clear message to employers that firing and permanently replacing strikers was now acceptable. It also made aggressive, hostile employer strategies seem a more legitimate option for dealing with labor disputes.

Since then, thousands of workers at places like Phelps Dodge, Continental Airlines, Eastern Airlines, Greyhound, Colt Firearms, TWA, the *New York Daily News* and countless others have lost their jobs while exercising their legal right to strike. In a study of 132 companies threatened by strikes in 1985, the General Accounting Office found that 15 percent intended to hire permanent replacements. By 1989, the number of businesses that planned to replace strikers rose to 23 percent.

In this anti-worker atmosphere, unionized employees no longer have

credible leverage at the bargaining table, and too many employers are viewing the possibility of a strike not as an incentive to compromise

provoking strikes, then simply permanently replacing the strikers with scabs.

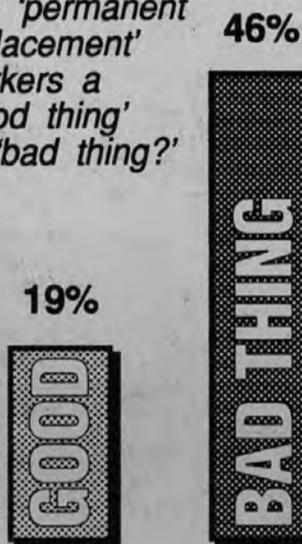
To counter this injustice, Sen. Howard Metzenbaum, D-Ohio, and Rep. William Clay, D-Mo., introduced anti-strikebreaker legislation during the second session of the 101st Congress in late 1990. Hearings were held in relevant committees, but the measures did not reach the floor of either chamber for a vote. As soon as the 102nd Congress convened in January 1991, the bills were re-introduced.

The increased use of permanent replacements, such as those in the Eastern Airlines, Greyhound and more recently the *New York Daily News* disputes, has escalated normal, limited strikes into more bitter and lengthy disputes by transforming the disagreement from one about wages or benefits to one about the future of every strikers' job.

That's why it's important that Local 3 members contact their senators and tell them you want their support on S 55.

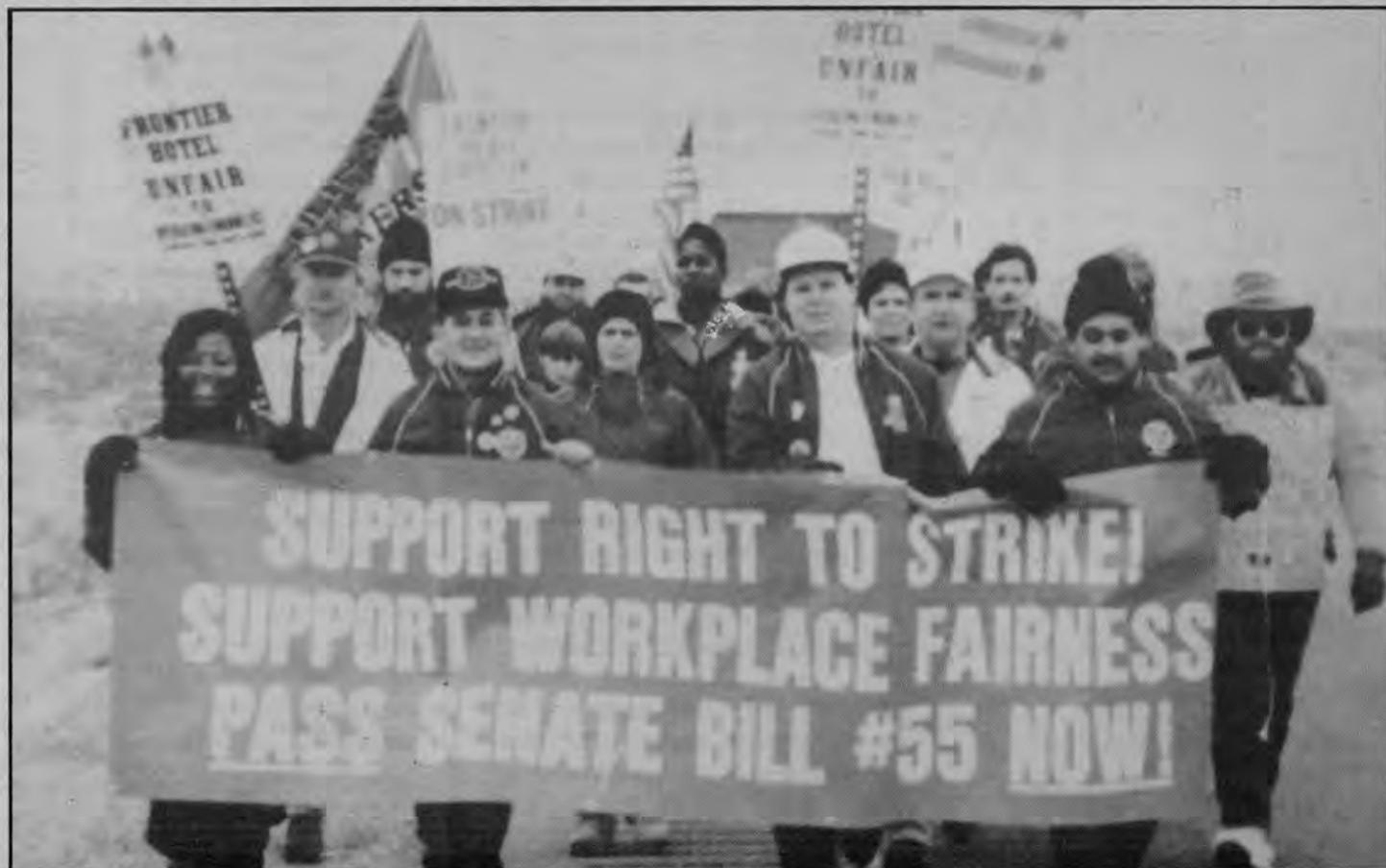
Americans feel 'permanent replacements' are bad

Are 'permanent replacement' workers a 'good thing' or 'bad thing'?



Thirty-five percent of the respondents had 'mixed feelings' or answered 'don't know.'

but as a means to escape from their obligation to bargain collectively. In fact, employers are increasingly using the loophole to bust unions by



Workers Memorial Day to focus on OSHA reform

The day after Labor Day last year, 25 workers were killed behind locked doors when fire broke out at the Imperial Food Products poultry processing plant in Hamlet, North Carolina. The plant had never been inspected by federal or state safety officials in its 11 years of operation. Workers were never trained about safety hazards, and they rarely complained to management for fear of losing their jobs.

Each year more than 10,000 workers are killed by work-place hazards and 50,000 to 100,000 die from occupational diseases. More than 6 million workers are injured each year and 60,000 permanently disabled. The construction industry in particular has not fared much better. Each year more than 2,100 construction workers are killed on the job and another 630,000 injured. The fatality rate in construction is higher in this country than most Western European nations and is four times higher than the fatality rate in Great Britain and Japan.

A little more than 20 years ago, Congress promised every American worker the right to a safe job when it enacted the Occupational Safety and Health Act. Since the law was passed, some progress has been made in improving workers' safety, but as the Hamlet tragedy shows, much more needs to be done. There are similar tragedies waiting to happen all over the country, and that's why Americans need tougher enforcement of OSHA laws.

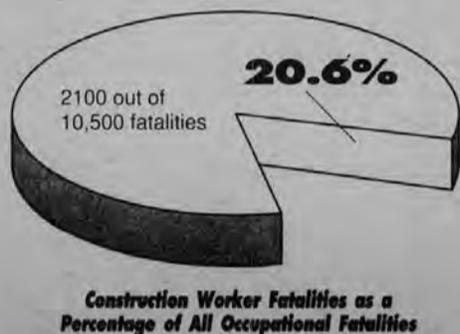
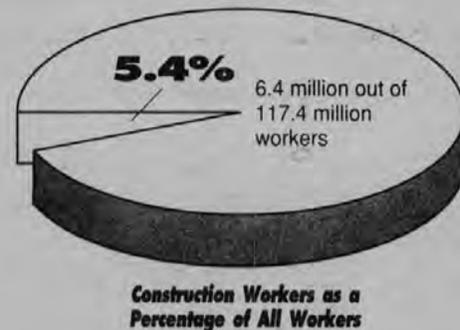
Federal OSHA currently has only 1,200 inspectors and the states have a similar number to inspect about 5 million work places. At its 1990 rate of inspection, federal OSHA can inspect work places once every 79 years, and for dangerous manufacturing plants that are given high priority, once every 13 years.

The law also needs to be expanded to include public employees and other workers who aren't covered under OSHA. Workers need a voice in identifying and correcting hazards before deaths and injuries occur, and they need to know that they won't lose their jobs for reporting unsafe conditions.

Workers Memorial Day

On Tuesday, April 28, the unions of the AFL-CIO will observe Workers Memorial Day to remember

Construction Workers Suffer a Disproportionate Number of Occupational Fatalities



Source: National Safety Council

those who have suffered and died because of work-place hazards. April 28 was chosen because it's the anniversary of the OSHA act and is the day the Canadian Labour Congress organized a similar day in Canada. This Workers Memorial Day union members will observe a moment of silence at the work place in memory of the Hamlet workers and the thousands of other workers who have been killed on the job.

Union members will also be following up the moment of silence with a postcard and letter-writing campaign to U.S. senators and representatives demanding passage of

Education Improvement Act, S 673 in the Senate and HR 1063 in the House, as well as OSHA reform legislation, S 1622 and HR 3160.

OSHA reform

To address the special construction hazards in the work place, S 673 and HR 1063 would:

- Establish a system of oversight and coordination on multi-employer construction projects by requiring a "project contractor" with overall responsibility, mandate a safety and health plan for the entire project and demand permits for hazardous operations like trenching and scaffolding.
- Target OSHA inspections to the most dangerous construction projects and employers with the worst safety records.

• Require record keeping for an entire construction project and reports to OSHA if fatalities, serious injuries or structural failures have occurred.

• Establish a new OSHA Office of Construction Safety, Health and Education, headed by a new Deputy Assistant Secretary for Construction to oversee OSHA's construction-related activities.

• Establish a Construction Safety and Health Academy to train OSHA construction inspectors, employers and employees.

Additionally, S 1622 and HR 3160 would give workers a voice in protecting their health and safety on



legislation to strengthen the OSHA act. The AFL-CIO is supporting the Construction Safety, Health and Ed-

the job through joint health and safety committees, more rights in the enforcement process, protection

How to contact your senator

Nevada

Richard Bryan (D)
SR-364 Russell Senate Office Building
Washington, DC 20510-2804
(202) 224-6244

Harry Reid (D)
SH-324 Hart Senate Office Bldg.
Washington, DC 20510-2803
(202) 224-3542

Utah

Orrin Hatch (R)
SR-135 Russell Senate Office Bldg.
Washington, DC 20510-4402
(202) 224-5251

Jake Garn (R)
SD-505 Dirksen Senate Office Bldg.
Washington, DC 20510-4401
(202) 224-5444

California

John Seymour (R)
SD-367 Dirksen Senate Office Bldg.
Washington, DC 20510-0503
(202) 224-3841

• Alan Cranston (D)
SH-112 Hart Senate Office Bldg.
Washington, DC 20510-0501
(202) 224-3553

Hawaii

• Daniel Akaka (D)
SH-720 Hart Senate Office Bldg.
Washington, DC 20510-1103
(202) 224-6361

• Daniel Inouye (D)
SH-722 Hart Senate Office Bldg.
Washington, DC 20510-1102
(202) 224-3934

• denotes co-sponsor

against discrimination for reporting unsafe conditions or refusing to do unsafe work, and coverage of workers currently excluded from the law, such as public employees.

What you can do

Write or call your senator and representative and urge them to co-sponsor and support the construction safety bills S 673 and HR 1063, and S 1622 and HR 3160. You can reach members of Congress through the Capitol operator at (202) 224-3121, or write to your representative:

The Honorable (name of rep.)
U.S. House of Representatives
Washington, DC 20515

To write your senators, please see the list "How to contact your senator" above.

Leslie Salt guilty of violating new liability law

During last year's coverage of Workers Memorial Day, *Engineers News* reported on a new law, the California Corporate Criminal Liability Act, that makes it a crime punishable by up to three years in prison for corporate managers to fail to disclose in writing to Cal-OSHA and affected employees the existence of serious health and safety hazards that aren't readily apparent to those likely to be harmed.

Nearly a year after the law went into effect, Cal-OSHA has successfully prosecuted the first employer for violating the law. The case involved an industrial accident at the Leslie Salt Co. plant near Fremont in which a worker was crushed to death by two conveyor belts. The investigation showed that the machinery involved, used for flattening bags, was left in an unguarded condition and that managers should have known of the serious hazard it posed because other workers were nearly injured and, in another case, slightly injured.

Although no Leslie Salt Co. executive was prosecuted for the death, the company pleaded "no contest" and was fined \$100,000. Cal-OSHA will receive \$6,074 for investigating the case, and another \$24,400 will go to the state Victims of Crime Restitution Fund.

"The successful completion of this case sends an important message," Department of Industrial Relations Director Lloyd Aubry said in a press release. "Although the prosecutor in this instance brought a misdemeanor charge, companies which conceal a known, serious work-place hazard or product defect from their employees face stiff penalties, and managers could be charged with felonies and possible jail sentences under this law."

No additional prosecutions under the new law are currently in progress, according to the Department of Industrial Relations. But Los Angeles District Attorney Ira Reiner announced last week that he was investigating the possibility of criminal prosecutions against Dow Chemical Co. and some of its executives for violating product defect provisions of the act by knowingly concealing evidence that silicone breast implants are a health hazard.

Too often, it seems, decisions are being made based on what is euphemistically called the "cost-benefit analysis." Executives tolerate conditions that kill, maim or destroy the health of workers or sell products that endanger consumers. The Ford Pinto of the early 1970s represents a tragic example. Ford managers knew the car's gas tanks were defective and would explode in a rear-end collision. But Ford managers deliberately concealed the danger from the public after calculating that it would cost less to pay death and injury benefits than correct the problem.

Cases like this and many others prompted state Assemblyman Terry Friedman, D-Los Angeles, to introduce a law that would make corporations and their managers more accountable for negligent decision making.

"Crime in the suite is just as dangerous as crime in the streets," Friedman said at last year's Workers Memorial Day activities in San Francisco. "Corporations are entitled to their profits, but only after they make sure that the workers who make it possible to profit have their health and safety protected."

ORIGIN & UNIONIZATION OF CARS SOLD IN THE U.S.

MODEL	U.S.	CANADA	OTHER COUNTRIES ²
Chrysler/Plymouth			
Colt			Japan (100%)
Imperial	✓		
LeBaron Sedan	✓ ³		Mexico (91%) ³
LeBaron Coupe/Conv	✓		
Fifth Ave/New Yorker	✓		
Vista			Japan (100%)
Dodge			
Daytona	✓		
Dynasty	✓		
Monaco		✓	
Shadow	✓		Mexico (21%) ^{4/7}
Spirit	✓		Mexico (15%) ⁴
Stealth			Japan (100%) ⁵
Viper	✓ ¹⁰		
Eagle			
Premier		✓	
Summit	✓ ⁶		Japan (54%)
Talon	✓		
Plymouth			
Acclaim	✓		Mexico (15%) ⁴
Laser	✓		
Sundance	✓		
Ford			
Crown Victoria		✓	
Escort	✓		Mexico ^{4/8}
Festiva			Korea (100%)
Mustang	✓		
Probe	✓		
Taurus	✓		
Tempo	✓	✓	
Thunderbird	✓		
Lincoln			
Continental	✓		
Mark VII (LS)	✓		
Town Car	✓		
Mercury			
Capri			Australia (100%)
Cougar	✓		
Grand Marquis		✓	
Sable	✓		
Topaz	✓	✓	
Tracer			Mexico (100%)
Buick			
Century	✓ ¹¹		Mexico (33%) ¹¹
LeSabre	✓		
Park Avenue/Electra	✓		
Reatta	✓ ¹²		
Regal		✓	
Riviera	✓		
Roadmaster	✓ ¹⁰		
Skylark	✓		
Cadillac			
Allante	✓		
Brougham	✓		
DeVille/Fleetwood	✓		
Eldorado	✓		
Seville	✓		
Chevrolet			
Beretta	✓		
Camaro	✓		
Caprice	✓		
Cavalier	✓		
Celebrity	✓ ¹²		Mexico (6%) ¹²
Corsica	✓		
Corvette	✓		
Lumina		✓	

MODEL	U.S.	CANADA	OTHER COUNTRIES ²
GEO			
Metro		✓	Japan (17%)
Prizm	✓		
Storm			Japan (100%)
Oldsmobile			
Achieva	✓ ¹⁰		
Custom Cruiser	✓ ⁵		
Cutlass Calais	✓ ¹²		
Cutlass Ciera	✓		
Cutlass Supreme	✓		
Olds 88	✓		
Olds 98	✓		
Toronado	✓		
Pontiac			
6000	✓ ¹²		
Bonneville	✓		
Firebird	✓		
Grand Am	✓		
Grand Prix	✓		
LeMans			Korea (100%)
Sunbird	✓		
Saturn			
Saturn	✓ ⁵		
Honda			
Accord	✗		Japan (23%)
Civic	✗	✗	Japan (24%)
Hyundai			
Sonata		✗	Korea (13%)
Mazda			
626	✓		Japan (19%)
MX6	✓		Japan (6%)
Mitsubishi			
Eclipse	✓		
Mirage	✓ ⁶		Japan (61%)
Nissan			
Sentra	✗		Japan (19%)
Subaru			
Legacy	✗		Japan (31%)
Toyota			
Camry	✗		Japan (25%)
Corolla	✓ ¹³	✗	Japan (34%)
Volvo			
740 series		✓ ⁹	Sweden (100%)
940		✓ ⁹	Sweden (100%)

SOURCES: *Ward's Automotive Reports*; *MVMS RS-1 Tables*; and *Autofutures*.

- 1 Vehicles of manufacturers located exclusively outside the U.S. and Canada are not included.
- 2 Percentage of each car's 1991 model year sales that were assembled outside the U.S. or Canada.
- 3 The LeBaron Sedan is now made only in Mexico; U.S. production ended in July 1990. Some UAW-made LeBaron Sedans, however, are still in dealer inventories and available for sale.
- 4 Partial Mexican sourcing began with 1991 model.
- 5 Vehicle debuted with 1991 model.
- 6 Partial U.S. sourcing began with 1991 model.
- 7 Shadow convertible sourced solely from Mexico.
- 8 1991 model year Mexican sourcing unavailable.
- 9 Assembly of small number of units from knocked down kits imported from Sweden.
- 10 Vehicle debuted with 1992 model.
- 11 All Buick Century 2-doors assembled in Mexico.
- 12 Car no longer being produced but may still be available for sale.
- 13 UAW-made Toyota Corollas are assembled only at NUMMI. Check the window sticker for the plant of final assembly.

✓ = UNION-MADE CARS
✗ = NON-UNION-MADE CARS

The Economics Department

It ensures that members receive proper payment of fringe benefits

Last month *Engineers News*, in its series on the new Local 3 headquarters, featured the Contracts Department, which is responsible for administering the agreements that give Local 3 members their wage and fringe benefit package. Contracts, among other things, drafts and negotiates agreements, prepares the contracts for printing, and calculates dues rates.

After these tasks are completed, another department has to pick up where Contracts leaves off to ensure that employers make their monthly fringe benefit contributions. That responsibility belongs to the Economics Department, the fourth stop on our tour of the main office.

While the vast majority of employers comply with their fringe benefit payment schedules, there are some that don't. For this reason, the Economics Department maintains an aggressive enforcement program to help the fringe benefit program remain financially sound.

The department's responsibilities fall into three broad categories: monitoring employers' obligation under the journeymen-apprentice manning provisions established by the federal courts, collecting delinquent fringe benefits from employers, and auditing employer payrolls to make sure companies are paying proper wages and fringe benefits under their respective collective bargaining agreements.

Whenever the union suspects an employer is not paying proper wages or fringe benefits and decides to do an audit, **Audit Clerk Terri Bradley** gets involved. She notifies the company of Local 3's intention to audit any and all payroll records concerning the membership to determine if the employer is in compliance with the contract. She maintains all the completed and pending audit files and acts as a liaison between the union and the trust fund office. If problems are discovered and a satisfactory settlement cannot be reached between the trust fund and the employer, Terri works with Local 3's legal counsel in initiating



Economics Department staff is from left: Linda Lucchese, Julie Gaming, Judy Gardini, John Hendricks and Terri Bradley.

legal action. At any one time, Terri handles an average of 20 pending audits and monitors up to 30 completed audits.

She also works directly with members who have been referred to the department by their district. These cases usually involve members who feel an employer has incorrectly credited their fringe benefits. The members usually asks Terri to intervene on their behalf to correct the problem.

In the early 1970s, a U.S. District Court ruled that if a contractor has at least 700 journeymen hours per month, the company must have apprentice hours equal to 11 percent of the journeymen hours. This became known as the Journeymen-Apprentice Manning Compliance System. After the order was handed down, the Economics Department was given the responsibility of monitoring the program.

The **Apprentice Manning Compliance Clerk, Linda Lucchese**, is the person in the department who's responsible for monitoring employers obligation under the manning system and collective bargaining agreements. Each month Linda receives from signatory contractors an Employer Report of Contribution, which lists journeymen and apprentice hours worked. Linda reviews these reports to ensure that employers are in compliance with the pro-

gram. She helps the companies understand the manning program and helps them correct any problems.

If the employer doesn't comply, Linda sends out notices, then is responsible for collecting the "liquidated damages" for non-compliance. If an employer still isn't in compliance after six months, she works closely with Local 3's legal counsel in initiating legal action.

The consent decree requires Local 3 to file a quarterly court report that contains all the journeymen-apprentice manning records of all the union's signatory employers. Compiling this report, which when completed is as thick as a San Francisco telephone book, is the responsibility of **Collection Clerk Julie Gaming**. Each quarter Julie spends from a week and a half to two weeks compiling the data and reviewing the documents before they are finally published in the Court Report.

Julie's primary job, though, is collecting delinquent fringe benefits. If an employer falls behind on these payments, Julie works directly with the contractor through telephone or written correspondence to help the company meet its contract obligation. Julie, who collects about a \$1 million in delinquencies a year, sets up and monitors payment plans and collects any penalties, late fees or interest owed.

The person with an overview of

the entire department is **Executive Secretary Judy Gardini**. Having worked in the department since its inception in 1973, Judy's years of experience have made her the department's Jack-of-all-trades. Not only is she involved in all aspects of the department, she coordinates a comprehensive network for quality, control and accuracy. She deals with the district offices, attorneys, collections and skip tracers to provide accurate tracking of delinquent employers.

She also has created innovative collection techniques and has worked with computer programmers to create a daily

updated on-line system of all employer accounts. Judy is responsible for a monthly computer billing system that has generated a hefty portion of "liquidated damages" collected. Judy assists employers and members in eliminating confusion and ensures the fastest and most accurate resolutions of problems.

The person who oversees the office is **Department Manager John Hendricks**. Twenty years ago, when John was hired to be the union's economist, he introduced a program in which Local 3 began to scrutinize more carefully employers' payrolls to ensure they were paying proper wages and fringe benefits. From that day forward the department has continued to expand. Since 1983, the department has reduced the number of delinquencies by two-thirds.

Today John not only supervises the staff but ensures that the union's signatory contractors are complying with federal journeymen-apprentice manning provisions, as well as handles the more difficult delinquent accounts. John also supervises all the audits and publication of the Court Report.

Because the department's collection program maintains one of the lowest percentages of delinquent employers in the industry, Local 3 members are being accurately credited with the benefits owed to them.



YOUR CREDIT UNION

Better than any bank

Why would you still be dealing with a bank when your credit union is better? While other financial institutions are increasing fees on services, your credit union hasn't. We continue to provide programs free of fees. Look at what your credit union offers:

- Our checking accounts still have no monthly service charges or per check charges, no matter what the balance. Interest is paid on checking accounts maintaining a balance of \$1,000 or more. An ATM card allows you to access cash from thousands of ATM machines across the country. And, choose one of the overdraft protection plans to access savings or VISA should you need additional funds.

By Bill Markus, Treasurer

- All three of our VISA cards are a real bargain with no annual fees. Our VISA also has a 25-day grace period, meaning purchases do not accrue interest if paid off when billed. The interest rate on our classic and gold cards are a low 13.90 percent APR while a savings-secured card is at 10 percent APR.

- There is no limit to the number of times members may use CALL, our audio response program, to check on their accounts. This service is available 24 hours a day and with the toll-free number the call is free.

By using your credit union instead of a bank you will save on checking service charges, audio response charges, credit card annual fees and interest rates on credit cards and loans. By using your credit union you will find there is no better place to save and borrow.

New Fresno branch

The 12th branch office of your credit union is now open in Fresno. As with all our branches, members may use this office to conduct any of their credit union transactions. If you're in the area, visit the branch at 4986 East Clinton Way, Suite A, in Fresno, or call them at (209) 251-2262

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

New mail order Rx drug program



For active engineers and their dependents participating in the health and welfare plan for Northern California, and for retirees and spouses participating in the retiree medical plan, there has been an important addition to your prescription drug plan effective March 1. In an effort to control costs,

the trustees have implemented a new mail order prescription drug program with American Diversified Pharmacies Inc.

Effective March 1, you now have three options for purchasing prescription drugs:

1. Through American Diversified Pharmacies.
2. Through National Rx Services Inc.
3. At your local pharmacy.

American Diversified Pharmacies offers several advantages:

- No out-of-pocket cost to you.
- No claim forms to file.
- No waiting for reimbursement.

This program has been designed with your needs in mind. Any prescription filled by American Diversified will be at no charge to you. Please use the special envelope available from the district office, the Fringe Benefit Service Center or the Trust Fund Service Center to mail a written prescription to American Diversified Pharmacies. Please be sure to complete all information on the envelope. Unless your physicians specifically requests a brand name, a quality generic equivalent will be dispensed as permitted by law.

American Diversified Pharmacies will process your prescription and return your medication via first-class mail or United Parcel Service within 24 hours after your prescription is received at the pharmacy. As you know, this 24-hour turnaround is not happening now. American Diversified has been overwhelmed with calls. If you must call American, please limit your time on the phone. Let's all work together. This new program will benefit us all by helping to maintain a sound health and welfare program.

In cases where your physician advises that medication should be started immediately, ask for two prescriptions, the first to fill at your local pharmacy, the second to mail to American Diversified.

You may still use National Rx Services Inc. for mail order prescription drugs. The procedures are similar to those discussed above for American Diversified. National Rx Services has its own mailing envelope available from the district office, fringe benefit center or the trust fund office.

You may also continue to purchase prescription drugs at your local pharmacy. Be sure to file a claim form with the trust fund office. Benefits will be payable with a \$10 co-payment.

The American Diversified program has experienced an overwhelming initial response from all the members, so much, in fact, they are still trying to fight their way out from a tremendous deluge of orders. Let's all give the program a chance. American Diversified has contracted with the Board of Trustees to furnish quality prescription drugs to our members at a tremendous savings, and reducing costs are what our health and welfare programs can use right now. So let's be patient in our use of this new program. Some advice:

- Stay off American Diversified phones.
- Let its team of pharmacists fill prescriptions.
- Don't force them at the outset to do nothing but answer the telephone.
- Do not use your fax machine to send prescriptions.

Only your doctor's office can fax prescription. If your doctor advises a prescription for a narcotic, have that prescription filled at your local pharmacy. Narcotics cannot be sent via the mail order plan. Also, the only injectable prescription that can be ordered through the mail order program is insulin. All other injectable must be filled locally.

If you have been using the services of National Rx Services, continue to use that program. Your local pharmacy will not always transfer prescriptions to a mail order facility. If you wish, get new prescription from your physician. Above all, use common sense. Be sure to follow your physician's advice. If your doctor advises the use of one medication or another, be sure

that you obtain a supply of that medication on a timely basis, even if you have to purchase it from the local pharmacy.

Pre-Retirement meetings

Please make every effort to attend the pre-retirement counseling meeting in your area. Engineers age 50 and older and their spouses are strongly urged to attend. And any engineers interested in discussing retirement matters are welcome. Representatives from the credit union and the trust fund office will join me at the meetings to field any questions you may have about retirement. Please bring your pension statement with you. See you there.

Pension and annuity statements

Operating engineers will soon be receiving pension statements for the plan year ending December 31, 1991. Engineers working under collective bargaining agreements that provide for annuity contributions will also be receiving an annuity statement. Please compare statements with your own records for accuracy and follow the written instructions on the back of the statement for corrections.

Use contract labs

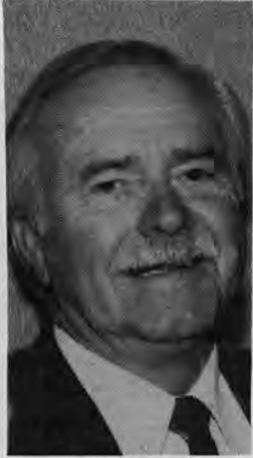
We encourage you to use contract labs whenever possible. When your doctor orders lab tests, inform him or her of your contract lab program and go to one of the member labs. If your doctor elects his or her own lab and that particular lab is not a contract lab, ask your doctor's office to have the specimen sent to one of the contract labs. Your doctor's office can call the lab for a pickup. If you follow this procedure, you will save money for yourself and for the trust fund. Also, please note that when filing the claim, be sure to sign the claim form so that payment goes to the provider. If you have any questions about the contract lab program or any of the other cost containment programs, be sure to call the fringe benefit center at (510) 748-7450, or the trust fund office at (415) 777-1770.

Retiree picnic

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

TEACHING TECHS

By Art McArdle, Administrator



While work's slow, training's the show

April is here, but where's the work? Some firms have indicated a slight increase that we at the Northern California

the best crews. Bay Counties Civil Engineers and Land Surveyors Association is also involved in making the hands-on profitable. Each contestant will receive an award for his or her participation. The NCSJAC staff has spent many hours in preparation for this event, so let's not let them down. **Attend your Saturday hands-on classes and attend the hands-on competition on May 9.**

prentices and journey upgrades are required to have a Red Cross first aid card before advancing to their

next period. This is an important rule and should be spread throughout the industry.

Surveyors Joint Apprenticeship Committee hope will just be the beginning of a good work year.

Your union officers, led by Business Manager Tom Stapleton, have

Attending our last March 14 hands-on session were Santa Rosa class members Dana Ahola, Marshall Bankert, Rich Bekey, Emmert Briggs, Mark Duncan, Fred Feick-



A hands-on group listens to Pat O'Connor instruct for GPS course.

worked very hard in Sacramento to get highway work out to the surveyors and operators. They are still at it, so all is not lost. We can support their efforts and other union issues by attending union meetings and giving input to your union leaders.

You'd think with the work slow-down people would put priorities together and attend union meetings and attend related training classes. These two things should be at the top of your list.

It seems as though everyone is complaining about no work, but few are attending meetings or classes where there's information on where work might be available. Enough of the should-dos - everyone is in charge of their own lives.

The NCSJAC hands-on classes are the best in the West and should be better attended. The competition is just around the corner on **May 9** at the Job Corps Training Center in Sacramento.

Local 3 has again donated jackets, T-shirts and caps as prizes to

ert, Peter Grim, Jerry LaMerrill, Richard Lammer, Lary Walker.

San Jose participants were Ken Anderson, Don Caruth, Tim D'Angelo, Mario Collodi, Frank Donk, Juan Gonzalez, David Niemeyer, Luis Ramirez, Blair Readhead, Robert Ruiz, Redmond Walsh.

Those who attended the Sacramento class were David Avalos, Ron Bunting, John Cabral, Monique Cabral, Conrad Castro, Michael Chism, Susan Harrington, David Loera, Juan Lovato, Abraham Magdaleno, James McKeegan, Robin Roberts, Shane Steed, Richard Zamora, Robert Zamora.

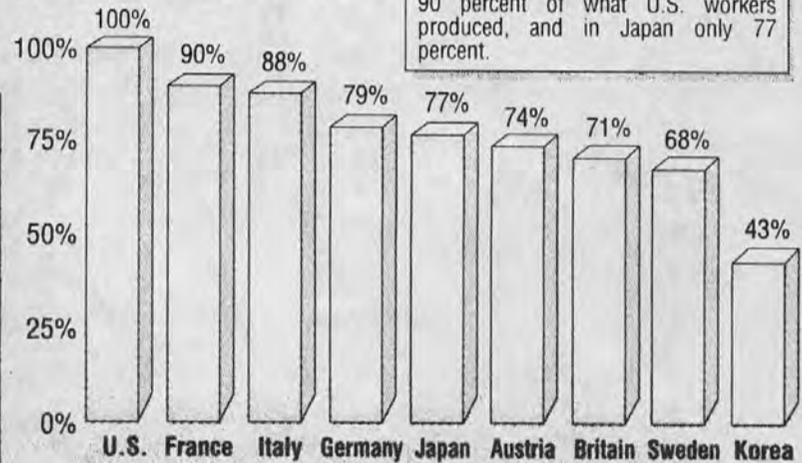
The Oakland class members who attend were Paul Auer, Donna-Marie Corti, Brett Daly, Charles Harrington, Scott Harrington, James Heck, Albert Pope, Denise Rodrigues, Derek Taaning, Larry Thompson.

In our Redding area, Scott Bond and Jim Horan were in attendance. Safety first! Remember, all ap-

America leads in productivity

Gross domestic product per worker as a percent of the U.S. level in 1990

The U.S. worker produced more value than workers in any other country. Workers in France produced 90 percent of what U.S. workers produced, and in Japan only 77 percent.



Source: Bureau of Labor Statistics

American workers still lead all other industrial nations in productivity, despite the continuing deficit in merchandise trade, according to data compiled by the Bureau of Labor Statistics. U.S. labor costs have actually declined between 1985 and 1990, while rising in all other major trading countries, including Japan, Germany, Britain, Sweden, Italy, Korea and Taiwan. Meanwhile, real wages and benefits for the average American worker slipped 0.4 percent between 1985 and 1990. During the same period, total worker compensation rose 19 percent in Germany, 14 percent in Japan, 12 percent in Britain and Italy, 8 percent in Sweden, 3 percent in France and 2 percent in Canada.

Productivity	
Third quarter '91 (annual rate)	+1.1%
Manufacturing	+3.8%

Housing Starts	
1991 units	1.01 million (-14.9%)
1990 units	1.19 million (-13.3%)

Initial State UI Claims Week ended Jan. 11	
Actual	852,900
Seasonally adjusted	447,000

Consumer Price Index, 1991	
CPI-U	+3.1%
CPI-W	+2.8%

Foreign Trade Deficit	
November (all items)	\$3.6 billion
Manufactured goods	\$5.7 billion

U.S. workers lag in compensation

Hourly wage and benefit costs for production workers in all manufacturing, 1990

Norway	\$21.88
Germany	\$21.53
Sweden	\$20.93
Switzerland	\$20.83
Finland	\$20.76
Belgium	\$18.94
Netherlands	\$18.22
Denmark	\$17.85
Austria	\$17.01
Italy	\$16.41
Canada	\$16.02
France	\$15.23
U.S.	\$14.77

Source: Bureau of Labor Statistics

Super playground a dream come true

By James Earp, Managing Editor

SOMETIMES THE REAL THING CAN EVEN BE BETTER THAN A DREAM. That's definitely the case with Sebastopol resident Kim Caruso, who had a dream that one day her community would be the proud recipient of a state-of-the-art "super playground" designed by renowned architect Robert Leathers.

Thanks to her determination and vision, and the hard work of hundreds of volunteers – including over 40 operating engineers – that dream has been transformed into a playground even better than she ever imagined.

"About six years ago I saw a playground that was so beautiful in Middlebury Vermont, where my sister lives," Caruso told *Engineers News*. "My kid couldn't leave this place. I inquired in town about it and they told me it was a Robert Leathers playground built by the community.

Robert Leathers is a nationally renowned playground archi-

tect best known for his design of the playground on the Sesame Street set, as well as his numerous appearances on the Sesame Street program.

"I had a dream that we were going to have one of these in Sebastopol," Caruso recalled. "I wrote away to Leathers and got their preliminary information. "It was so overwhelming. I thought, 'Oh God, this is just impossible!' You need to have so many people and so much money. So I just put it one the shelf."

About six months later, Caruso, who had worked 10 years as a dental assistant, started back to school at Sonoma State University. "I'm a senior now and I needed an independent study project for a class and I thought, maybe this playground is it," Caruso said. She presented the idea of building the playground as a community project to her curriculum advisor.

"It didn't meet any of the criteria for an independent study project, but he thought it was okay," she said. Caruso knew the immense scope of the project was worth far more than the one academic unit she would earn, but that wasn't really the reason she decided to plunge ahead. It was for the kids.

She wrote a formal proposal to the Parks and Recreation Commission. They responded with encouragement and several planning meetings. Then came the proposal to the city council and public hearings. After a considerable site selection process, a location was chosen at Willard Libby Park.

Wanda Cardiff, a close friend, was recruited to help put the project together. Then began the months of "evangelizing" – talking it up with friends, soliciting help from local businesses and community groups, putting together committees to handle every aspect of the project.

It was during this stage that Sebastopol resident and Local 3 member Ken Foley heard about the project. A member of the union's Voluntary Or-



ganizing Committee, Foley has been active in helping the membership in the Santa Rosa district to get involved in community service as a way of promoting the value of trade unions.

Foley presented the idea to District Representative Rob Wise and Business Agent George Stefensen, who in turn made a presentation to the local Building Trades Council.

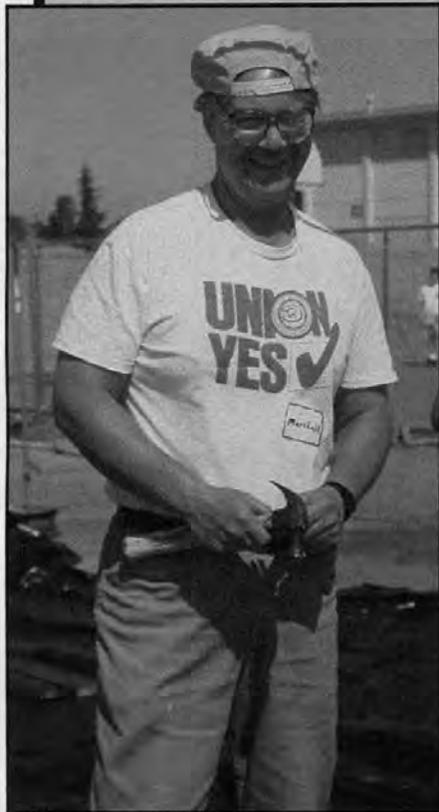
Members from many of the local Building Trades unions signed up to help, including nearly 50 Local 3 members.

River Community Services, a nonprofit organization in Guerneville accepted an invitation to sponsor the project.

"It's a great organization," Caruso told *Engineers News*. "They do all our accounting and gave us general liability on the site. We couldn't do this without them."

Many businesses – including some with Local 3 collective bargaining agreements – donated materials and skilled help. Kaiser Sand & Gravel provided 100 tons of river rock. Week's Drilling helped drill the hundreds of holes needed for the big pine posts that comprise the playground's superstructure.

Designer Robert Leathers spent a day at Brook Haven elementary school meeting with the school children to get their ideas on what kind of park they wanted. The kids seemed to be far more familiar with Leathers and his playgrounds than the adults. They wanted a dragon's body maze, amphitheater, horizontal ladder and monkey bars, balance beam on chain, haunted castle maze, vertical tire tunnel and much more.



Local 3 member Marshall Bankert wields a hammer, while John Mannix gets a T-shirt for his efforts (below).





The new Robert Leathers playground (left) will provide a stat-of-the-art facility for Sebastopol's children.

Local 3 member Ted Lyman (above left) works on the sanding crew. Proud owners of "Union Yes" T-shirts are Gary Lombard, Dave Curtis and Dan DeCarly.

"Sometimes I feel like I've had to be a psychologist," Caruso said. "With all these people, we've hit some snags and had some people drop out. Some people just didn't want to get in there and do it."

Raising the money was also tough. "We still need some money, but we're really close now. Finley Foundation gave us \$20,000 and we had to raise \$30,000 to get it."

But there has been far more satisfaction than frustration. "Being involved with all the committees – manifesting a vision together – has been fantastic," Caruso said. "I just love these people. I've made some lifetime friends."

By Sunday evening, it was done. There was a brief celebration under the lights of television news crews and then then reality took over. Kids from all over town poured over the monster maze, slid down the bumpy slide, swung on the swings and did what they were supposed to do – have lots of fun!



Business Agent George Steffensen presents check to Kim Caruso and Wanda Cardiff.



It takes two T-shirts to cover Gregg Gunheim.

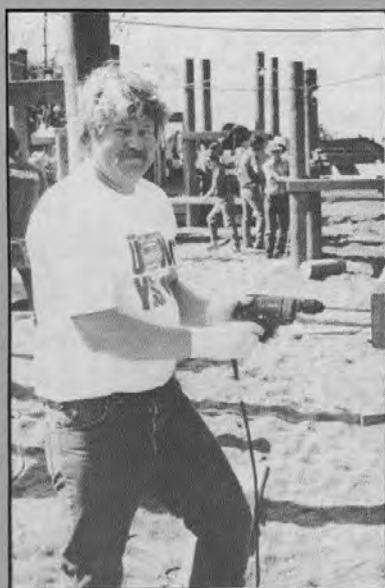
They got it all. They also got some things they didn't ask for, but which are characteristic of all Robert Leathers playgrounds – wheel chair access areas with ramp and exercise equipment for the physically challenged, fenced toddler area, rubber bridge and a special ground cover that allows kids in wheel chairs to have access to the swings.

After months of design work, site selections, fund raising, public hearings, committee organizing, and the myriad details that go into a project of this scope, actual construction began on Wednesday, March 25.

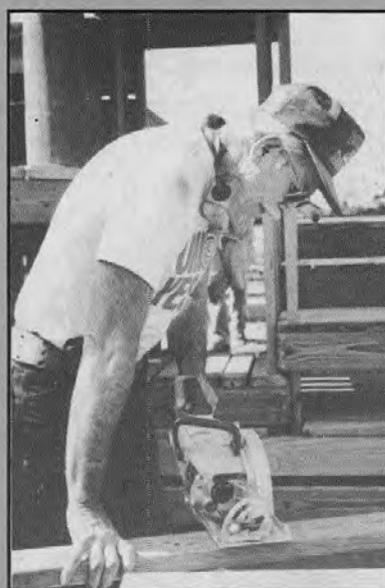
Working in shifts from dawn until dusk, hundreds of volunteers – including skilled union craftsmen, residents of the community, students from the local schools and anyone else that wanted to help – dug holes, spread gravel, erected wood structures, poured cement, sanded wood, drove nails, and did everything else they needed to do to get this playground built.

Three specialists employed by Leathers' company supervised the project, along with 12 volunteer foremen – most of them skilled building trades craftsmen.

What's been the biggest challenge?



Jeff Cooder



Norm Sweet



Bob Hakala

New Orleans general strike paralyzed port city in 1892

By Richard Taliaferro

Another extraordinary event that took place "100 years ago in labor history" was the New Orleans general strike, which turned out to be an impressive demonstration of labor solidarity that bridged both social and racial barriers. The strike has gone down in history as one of the most important disputes that helped advance the labor movement.

In early 1892, the American Federation of Labor launched an ambitious organizing drive in New Orleans, which by this time had developed into a major trade center and sea port. The drive added 32 new chapter unions. The Workingmen's Amalgamated Council, a kind of central labor council consisting of delegates from the 49 unions affiliated with the AFL in New Orleans, was formed to protect and advance the cause of organized labor.

Inspired by a recent strike victory in which the city's streetcar drivers were able to negotiate the end of the 16-hour work day and won a closed-shop agreement, three unions known as the "triple alliance," the Teamsters, Scalesmen and Packers, agreed to strike for a 10-hour work day, overtime pay and to establish a closed-shop agreement with several businesses and merchants in the city. The Workingmen's Amalgamated Council appointed a five-member committee, including a black, to head the strike.

On the opposing side was the New Orleans Board of Trade, an association of merchants determined to maintain an open shop and keep the unions out. The board steadfastly refused to bargain or even to recognize the unions as the sole bar-

gaining agents of the employees. The ensuing strike has been described as the first general strike in American history to enlist both skilled and unskilled labor, black and white, and to paralyze life in a great city.

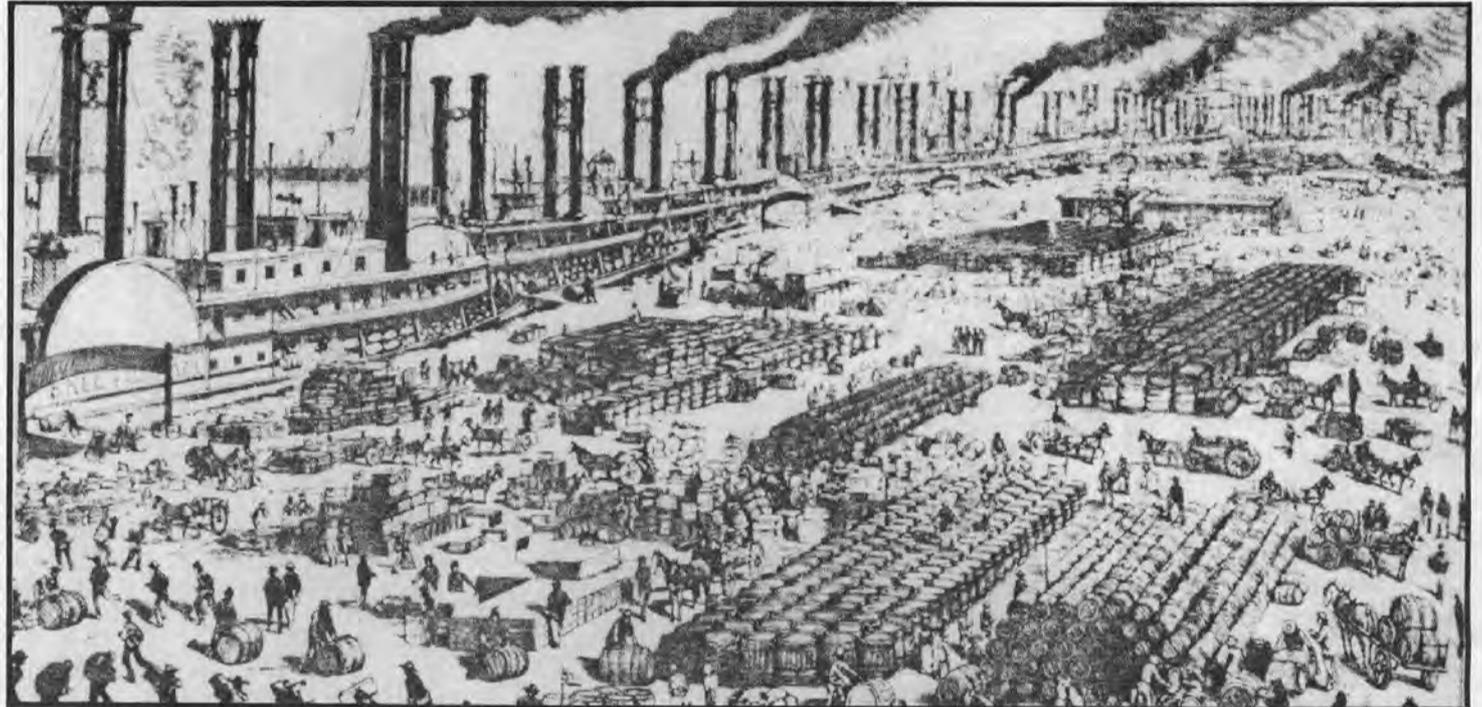
The strike committee eventually sanctioned a general strike on the entire city that brought business to a standstill. The business owners

state militia. The strikers remained non-violent because they knew they could not win a battle with armed troops. Recent labor disputes in other parts of the country had proven fatal to workers when strikers and troops clashed.

Because over half the city's population, more than 20,000 union members, was on strike, the scabs were not too effective. On the third

get a closed shop. The board did not have to recognize the unions as bargaining agents and boasted that New Orleans was an open-shop city where "organized labor and the Negro had been put in their places."

The South traditionally has been a difficult region for unions to organize. Although the Workingmen's Amalgamated Council did not win a



By the late 1800s, New Orleans, as this drawing shows, had become a thriving southern commerce center. In 1892, some 20,000 union members, almost half the city's population, brought the business community to its knees by calling a general strike to protest business owners' open shop policies.

declared that this "is a war to the knife" and threatened to resort to violent tactics and whatever was necessary to get business started again.

The owners then began to import strike breakers and tried to provoke the strikers into resorting to violence by threatening to call out the

day of the strike, the governor declared martial law and threatened to bring in the state militia. A compromise was then reached between the New Orleans Board of Trade and the Workingmen's Amalgamated Council. The union received better wages and working conditions but failed to

closed shop or the recognition as the sole bargaining agents for the workers, it was an impressive example of solidarity that crossed racial boundaries and broke social barriers that had developed between skilled and unskilled unions.

Women's Support Group holds potlucks

The Local 3 Women's Support Group, an organization providing services that helps women stay in the union, has been sponsoring a series of potluck get-togethers. Our February potluck in Sacramento had a real good turnout.

We discussed the possibility of bunking with group members for one or two nights a week when we're on an out-of-town job. Staying over rather than driving home each evening might preserve some sanity. We also discussed the importance of attending district union meetings. They are not only advantageous for getting your face seen in your area, but this is a contract year and you should know what changes may be proposed. Also, there are often changes in the health and welfare plan, and by attending the meetings, you'll hear about it first.

Next potluck: The Women's Support Group is

sponsoring another potluck, this time in the Fairfield area. We're going to have a barbecue, hot tub, swimming pool, keg of beer. Bring a dish to pass or scab for the grill. **When:** Sunday, May 31, noon to whenever. **Where:** 820, Pochard, Suisun City. I-80 to Hwy 12 (Rio Vista/Suisun City) exit, eastbound to Emperor Dr., turn left, go thru 4-way stop to Tintail, left on Pochard. House is in middle of block on right side. RSVP and info, call Kathy (707) 422-9227; Lisa (510) 769-0340; or Beth (510) 835-2511

It would be great to have a strong showing at the semi-annual meeting this July. These meetings are often short and somewhat painless. The semi-annual is the perfect place to let the membership know we exist. More women are showing up every time, but it would be best to show up all the time. We have been discussing

the possibility of having a picnic in Golden Gate Park for the afternoon following the July semi-annual. Watch the *Engineers News* for specifics.

I also mentioned the existence of labor studies classes at the community colleges in your area. There are some terrific programs offered at San Francisco, Laney and Sacramento junior colleges. Classes cost only six dollars a credit, and your knowledge of labor history and processes is expanded beyond belief. Give it a try. I have taken a workers' rights class, labor law and grievance handling. One of the first steps to greater knowledge is reading your own union by-laws, constitution and contract. All are available at the union halls. In the Sacramento area, bi-monthly meetings are held to help you through this muck. Give a call if you have any questions about the group. Call me, Lisa, at (510) 769-0340, or Beth at (510) 835-2511.

NEWS FROM THE DISTRICTS

Board rules Kaiser has interest in gravel mining

SANTA ROSA – In our district we sometimes get April showers, which bring Mayflowers. Do you know what Mayflowers bring? I'll let you know later.

Another chapter has been written in the gravel wars drama. The Sonoma County Board of Supervisors met on March 10 and made the following decision: Kaiser Sand and Gravel has a vested right to mine at the Piombo pit. Kaiser still needs to file a new reclamation plan for the Piombo pit, and the plan needs to go through an environmental impact review. Kaiser can't mine any new gravel until the EIR is approved. The board of supervisors has put the review on a fast track to get it completed as soon as possible. Kaiser can continue to manufacture the material it already has mined. Kaiser's material supply could last until mid-July, depending on industry demands.

New committee members

On a happier note, I would like to thank all the members that came to our district meeting at the Luther Burbank Center. Your attendance made it a success. For those few members who couldn't make it to the meeting, let me tell you what you missed. To start, we had Grievance Committee elections. Dave Spain and Dennis Becker will be returning to the committee and John Kvasnicka will be the new committee member. We also had elections for the Market Area Committee. Herb Roofener will be returning to the committee. Dan Dawson and Marshall Bankert were newly elected committee members. Congratulations to the Grievance and Market Area Committee members. Gary Lombard and Chris Rodgers were runner-ups, with the award for the Volunteer of the Year going to Marshall Bankert. There were also the reports from the officers, Rob Wise and me.

Work picture

In last month's article I reported on some of the work that was budgeted for this year. I will continue by reporting on the following agencies: the Sonoma County Water Agency has budgeted about \$3.5 million for 17 projects, including the high school road conduit, the Barham-Olive Street conduit

and the Laurel Street conduit. The water agency has also included grading work for the Annadel and the Cotati reservoirs. The City of Santa Rosa has budgeted for about

18 projects for close to \$11 million.

One of the projects not included in the \$11 million is the Stony Point Hwy. 12 overcrossing. It's a \$10 million project and is scheduled for bid

some time in November. As for Caltrans, there is an improvement project scheduled for Hwy. 53 between Lower Lake and Clear Lake. The hold up with the project is that the state has spent most of the money budgeted for the project on acquiring the right-of-ways. The state is hoping to get \$6 million from the Hopland project. If the extra funds are obtained, the project will be greatly reduced. There is also a rehabilitation job scheduled for Hwy. 175 by Cobb Mountain that should go out to bid between May and August.

Reminders

Some reminders from the district office: don't forget to request your unemployment dues between the 1st and 10th of the following month that you are unemployed. You have to register on the out-of-work list for the entire month. Next, don't forget to renew your registration, it's only good for 84 days.

Gradechecking class

My grade checking class will start on May 4, beginning at 7 p.m. at the union hall. Call the office if you want to sign up.

District picnic

I want everyone to mark your calendars for August 2. We have scheduled the Santa Rosa District 10 picnic, to be held at the Windsor Water Works. Last year we sold out, and we plan to sell out this year. So keep your eyes open for more information on ticket sales.

New restaurant opens

One of our members, Jeff Waggle, and his wife, Pat, have opened up a new eating establishment and are offering Local 3 members a 10-percent discount. The place is called Patty Waggle's cafe. It's located at the Mountain Shadows Shopping Center, 913 Golf Course Drive in Rohnert Park. You'll know you've found the place when you see the familiar Local 3 decal on the door. Stop in and say hello to Jeff and Pat and enjoy breakfast, a hamburger, sandwich, soup or ice cream. By showing your membership identification, you'll get the 10-percent discount.

What they do teach you at Harvard Business School

CAMBRIDGE, Mass. – Each year Local 3 sends several staff members to a three-month trade union program at Harvard University in Cambridge, Mass. This year I was lucky enough to have been chosen and had the additional honor of receiving a scholarship from the Western Conference of the Operating Engineers to cover the tuition.

The Trade Union Program is the second oldest trade program at Harvard, and this year marks the 50th anniversary. A special dinner and graduation ceremony are planned, and national and international heads of many AFL-CIO unions are expected to attend.

Our class consists of top union officials from all over the world, including Canada, Japan, Tasmania, New Zealand, England and Australia. The best Harvard professors, government advisors and union leaders teach an intensive series of courses. The program is part of the Masters of Business Administration program, and we live on the business school campus. At one time, the TUP lasted a whole year, but it has been compressed into three months.

Course objectives

We all know that union strength has been declining in the United States, and so the TUP is steering its objectives away from the nuts and bolts operation of unions and focusing on teaching the reasons why this decline is occurring and what we can do to reverse the trend. Program subjects include strategic planning, goal setting, legal issues, economics, management, negotiations, mediation, politics, history and even biology. We do a lot of case study work, which involves analyzing historical events and the practical application of these events to our unique situations.

One of our most interesting classes is with the MBA students. We total 100 people packed into one room, with six MBA students to four TUPs. These MBA students will be the heads of corporations and businesses worldwide in the coming years, exactly those people we as union leaders will be negotiating with. The MBAs are usually rich (it costs \$60,000 per year to attend Harvard Business School), young (the average age is 23), and naive. They're also spoiled, but don't forget – very, very bright.

Campus life

Harvard is located in one of the coldest areas of the United States. Temperatures usually range near 10 degrees with a wind chill of 15 degrees below zero or so. My roommate is from sunny Australia, so we turn on our kitchen oven and huddle over it like a campfire as we study.

We attend class from 8 a.m. to 5 p.m. daily, and then it's home to four hours of reading, report writing, speech preparation, arbitration and mediation panels, evening meetings and seminars. Often sleep is a five-hour luxury.

When our professors assign reading, they're usually the book's author. Believe me, they really know their stuff. Incidentally, professors here are always addressed as "sir."

My room overlooks the Charles River, where the Harvard rowing team practices in the summer. The river is solid ice now. History is everywhere, and many buildings were constructed in the 1800s. There are narrow streets, thousands of students, and when you drive on the freeway, it's not free. Toll roads cost around \$5 per 100 miles.

I'm about halfway through the program and am continually astounded at the level of intelligence of our teachers and my fellow classmates. These are the top people in their fields and the ones who will influence our policy and our future for years to come. I'm proud to be part of it all and can't wait to apply my newfound knowledge and skill for the benefit of Local 3.

Now I know another reason why the Operating Engineers is the very best, because so many of our officers, representatives and staff have gained from the Harvard experience.

Bob Miller, Business Rep.

NEWS FROM THE DISTRICTS

Mild weather springs projects loose in Utah

SALT LAKE CITY – Winter was a little easier on us in Utah this year, and we're able to keep some hands working around the state. The early arrival of spring got some hands back to work quicker than expected.

Granite Construction called back a few operators on the Jordanelle Dam, and we're expecting the night shift to fire up soon. W. W. Clyde was able to keep a crew most of the winter at USPCI and some hands at Kennecott Copper.

Gibbons and Reed has almost completed the dike project at Lakeside, which was a good winter project. Gibbons kept its shops working all winter, which has been real good for the mechanics. Gibbons' work around the state looks pretty good for a change and should keep a few hands busy.

The collective action of people has always been a strongly motivating factor in this country's history. The reliability of that action has been promoted through activity and solidarity and reliability of the labor movement by union members. Let's restore this momentum and use it for everyone's benefit this political year. The year 1991 could be a

big one for us if we recapture the White House through the national presidential race and Utah's state capitol through the anticipated gubernatorial race.

It is extremely important that all of us get involved this year in politics because we may not get a better shot than right now. Make sure you and all your friends and eligible family members are registered to vote and that you get out and cast your ballots. Get involved in your communities and encourage everyone you know to vote. There are candidates running for office who are friends of labor and deserve our help and support. There are congressional seats and many city and county commission seats that are important to labor's welfare. I can't emphasize enough the importance of each of us getting involved politically even if it's just to get a few friends and neighbors to vote.

If you have any questions or ideas, or you want to discuss my thinking, or you can volunteer to help in some way, call your union hall or political headquarters and get involved. It'll be well worth your effort.

*Virgil Blair,
Business Rep.*

Kennecott to build new \$880 million smelter

SALT LAKE CITY – Kennecott Utah Copper is investing \$880 million to build the world's most modern and cleanest copper smelter. The company announced March 18 that the facility will be capable of removing 99.9 percent of the sulfur contained in the copper concentrate that passes through the smelter. The existing smelter removes about 93 percent. Sulfur emissions from Kennecott are a major part of Salt Lake County's air pollution and also contributes to the acidification of mountain lakes above the valley.

Kennecott presently employs 2,500 people at its Bingham Canyon Mine. Although the new smelter will allow Kennecott to reduce its costs by half, no new permanent jobs will be created for people living in and around Salt Lake.

The three-year construction project will be one of the largest in the country and provide 2,200 temporary jobs: 1,100 in construction and 2,200 in contract and supply positions. Some 500 Utah companies are expected to participate in the project, which will generate \$340 million in salaries alone. This money paid out in salaries translates into everything that invigorates and encourages Utah's economy. State and local governments can expect an \$80 million increase in revenue.

The new structure ensures profitability for Kennecott and allows the company to operate in the most environmentally sound manner. Obviously, this results in savings for Kennecott and will help to ensure Kennecott's future in Utah.

District and retiree picnics

Utah's annual picnic and retiree picnic have been scheduled for July 18. The picnics will again be held in Murray park, but this time in the No. 5 pavillion instead of the No. 2 pavillion. The No. 5 pavillion must be entered off Vine Street at 330 East. This pavillion encompasses a much larger area and will accommodate our people without crowding.

Regular picnic fare will be served, and everyone is invited to bring their families. Active members will be asked to pay \$5 for a single meal and \$12 for a family meal. Retirees will not be charged for their meals.

A pre-retirement meeting will also be held July 18 at 11 a.m. in the Operating Engineers union hall, 1958 West North Temple, Salt Lake City. The retirees picnic will begin at noon and the active members are asked to arrive at 1 p.m.

Golf tournament

The golf tournament will be held July 17 at the Mick Riley Golf Course in Murray. The course is located on Vine Street close to Murray park where the picnic will be held the next day. Tee-off time is 12 noon and nine holes will be played. The over 65-fee is \$4 and under-65 fee is \$6. For those who want to participate in the tourney this year, contact Katey in the Salt Lake office by April 10. Prizes will be awarded.

Kay Leishman, District Rep.

Chalk Bluff treatment plant going strong

RENO – The work picture in the Northern Nevada area is slowly picking up. We still have about 375 on the out-of-work list. Frehner Construction is starting to call a few back. It has picked up state transportation jobs at Unionville (\$1.07 million) and on Jiggs Road near Elko (\$1.52 million) and will finish a few jobs that didn't get completed last season.

Helms Construction has about 12 operators working on the I-580 South Project and has a crew doing subdivision work, and a few operators working on the Pyramid Highway. Helms should soon be starting up the state project at Dayton, which will put a few operators back to work.

The Chalk Bluff Water Treatment Plant is keeping about 30 operators busy working for Granite Construction, T.W. Construction and Monterey Mechanical. Granite is doing the site preparation, Ree's Enterprises is crushing mate-

rial on site, T.W. Construction is laying pipe and Monterey Mechanical is doing building layout and excavating for building footings. Tri State Surveying is also keeping three surveyors busy at Chalk Bluff.

There are two good state transportation projects advertised to bid in April. The overlay at Agrenta near Battle Mountain will bid April 2. Engineers estimate the project is worth \$9.4 million. The bid to widen the Mt. Rose Highway finally went out. It's scheduled to bid April 30 and is estimated to be worth \$8.6 million.

At our March district meeting we elected Grievance and Geographic Market Area Committee members. Elected to the Grievance Committee were Tom Gallagher, Fran Lane and Russ Taylor. Howard Luzier, Bob Miller and Les Anderson were elected to serve as Geographic Market Area Committee members.

Scholarships

Century Schools of Las Vegas, an accredited vocational and technical school, is offering four, \$4,000 scholarships to qualified applicants, who must submit a 1,000-word essay on the subject "how the community benefits from unions." Interested parties may pick up applications at the district office. The scholarships are offered in conjunction with the Nevada State AFL-CIO.

Clinical lab work

A reminder to all active and retired members. When you have lab work done at Sierra Nevada Laboratories, a contract provider, please identify yourself to the lab receptionist by showing your ID card. By doing this the lab's billing office will bill the correct office and receive information from the trust fund about any amounts it is obligated to write off.

NEWS FROM THE DISTRICTS

Arbitrator permits crane re-rating

FAIRFIELD – Crane work is fair at the moment and looks pretty good for awhile.

But we have a very difficult situation coming up. Local 3 lost the arbitration concerning the re-rating of cranes. The ruling, as I see it, gives the company a free hand to re-rate a crane at will. This means the company or a contractor can have a certifying agent re-rate a machine down from its normal hoisting configuration to a lesser one, thus eliminating the need for a crane assistant. For instance, a machine rated at 75 tons with a dolly or a trailer or even a compensator trailer could be re-rated and operated by one person.

This is a serious problem and it leaves a lot of room for the manufacturers and employers to use this decision to their advantage. Granted it will help the crane company compete against the non-union cranes because they will be on an even keel as far as manning is concerned. The wages are not a big thing, as most successful open-shop crane companies pay fairly well for a qualified crane operator, who are usually found in the industrial plants, refineries and some scab buildings.

This also opens up a jurisdiction problem in helping rig in and setting up the crane. This will be a very difficult job of policing, especially during tough economic times. Right now, we tend to let other crafts help rig in and out, even with an oiler present.

The arbitrator's decision is very clear: factory de-rated cranes or super cranes, as the manufacturers call them, are inside the scope of the agreement. The state certified and OSHA certified down cranes are also inside the scope of our agreement. So, we have a problem.

The arbitrator also explained the use of re-rated and the so-called super crane re-rated at the factory. If the employer permits an operator to lift in excess of 15 tons with a de-rated crane, it is a violation of this agreement. Also if the crane is not a re-rated crane and is used as a less-than-15-ton crane, it is a clear violation of our bargaining agreement even if the crane used does not lift more than 15 tons.

Here's the language of the arbitration decision:

"1. The use of the super crane by Reliable and Husky is not, for the reasons set forth, a violation of the agreement.

2. Similarly, re-rating by OSHA or a State Certified Engineer is not a violation of the Agreement, nor is the use of such a de-rated crane a violation of the Agreement that it does not at any time lift more than 15 tons. If it exceeds that limitation it is a violation of the Agreement.

3. The use of a crane rated at more than 15 tons, which has not been de-rated, to lift 15 tons or less without compliance with the manning wage rate, or shift guarantees of the Agreement for larger cranes is a violation of the contract."

So that's it in a nutshell. Don't pick more than this arbitrator's decision relates. I hope his problem or problems can be resolved in our negotiations and meetings.

Bill Dorresteyn, Special Rep.

Member wins at backhoe rodeo championship

REDDING – Congratulations to brother Ron Doelker who placed fourth overall in the North American Loader-Backhoe Rodeo Championship held last December 13-14 in Phoenix, Ariz. Ron also scored the best time in the final event and took home \$1,000 and a nice trophy.

Some 125 contestants, winners of local rodeo events held throughout North America during the spring and summer competed for a top

prize of \$10,000. The event was sponsored by the J. I. Case Company. Ron is the son of 32-year Local 3 member Ken Doelker, founder of Doelker Construction Company of Redding. Ron also has two brothers, Ken Jr., an 18-year member, and Wayne, a 14-year member. Doelker Construction is planning its first annual loader-backhoe rodeo

April 25 at its yard on Boyle Road in Redding. All proceeds will be donated to the Kenneth Bradford Doelker Bone Marrow Testing and Local High School Scholarship Fund. Ken's son Brad was only 11 years old when he died last August after a long battle with leukemia. For additional info regarding the rodeo, call (912) 223-6255 or contact the Redding District office.

The College of the Siskiyous in



Ron Doelker performs at the North American Loader-Backhoe Rodeo championship in Phoenix.

prize of \$10,000. The event was sponsored by the J. I. Case Company.

Ron is the son of 32-year Local 3 member Ken Doelker, founder of Doelker Construction Company of Redding. Ron also has two brothers, Ken Jr., an 18-year member, and Wayne, a 14-year member. Doelker Construction is planning its first annual loader-backhoe rodeo

Weed, Calif., has chosen Terrie Sloan one of our district's journeywomen operators to pose for the brochure and video the college is putting together concerning careers for women. Terrie Sloan is a very enthusiastic Local 3 member, and we're proud to have her represent Local 3.

Tom Hester, District Rep.

James Rust appointed to water board

HONOLULU – Wailuku Mayor Linda Crockett Lingle has appointed James Rust, an education specialist with the Operating Engineers Stabilization Fund, to the Board of Water Supply. Lingle told the *Maui News* in February that Rust will bring to the board "the perspective of a union member with an interest in the island's economic well-being." Lingle said Rust carries with him the experience of laying waterlines and working on other construction projects. Congratulations to Jim on his new appointment.

Fancher Creek flood project will start soon

FRESNO – The pre-job for C.A. Rasmussen's \$14 million Fancher Creek project was held March 27. The contractor plans to get started right away. About 2.5 million yards of dirt will be moved with completion expected this December. Rasmussen plans to work 10-hour days, five days a week. Bob Sawyer will be the job's superintendent. Keep an eye out in *Engineers News* for a feature story on this project.

The following is a letter from Bob Daniels who retired recently and relinquished his position on the Grievance Committee.

To the members of Local 3:

As a recently retired member of the District 50 Grievance Committee, I would like to thank everyone I have known and worked with the last 44 years. Brothers and sisters, it has been a pleasure working with you.

If the scabs in this country knew what a union like this could do for them, they wouldn't hesitate to join.

I would especially like to thank Mr. Tom Stepleton, Don Jones, Pat O'Connell, all the agents and office staff here in the Fresno District. Chuck Williams, Dee Riggs and Denise Alejo, you people are doing a damn good job.

Thanks again,

Bob Daniels, Retired

NEWS FROM PUBLIC EMPLOYEES

Passing the buck

Public employees bear brunt of Reagan-Bush era borrow and squander

When the U.S. government under the Reagan-Bush administration was burdened with a swelling budget deficit in the early 1980s, it tried to solve the problem by applying the familiar trickle-down theory — shift the financial burden to the states. The subsequent erosion of federal aid over the past 10 years has left state and local governments with few choices but to drastically trim budgets and cut services. And now, as the country struggles through the economic malaise of the 1990s, public employees are bearing the brunt of a decade of misguided federal policy.

A nationwide crisis

The situation has become so critical that 61 percent of cities nationwide faced budget deficits in 1991, up from 46 percent the year before, and a quarter of all U.S. cities are nearly bankrupt. Federal funds for such programs as low-income housing, community development, public transit and job training have been slashed from a high of \$48.4 billion in 1981, the year former President Jimmy Carter left office, to just \$19.5 billion in 1990. In 1980, the federal government provided \$16.4 billion directly to county, city and other local governments. By 1989, federal aid had dropped almost 40 percent, to a mere \$10.1 billion. Overall, revenue provided by the federal government has dropped from 17.7 percent of city budgets in 1980 to 6.4 percent in 1990.

This decrease in funding, combined with the sluggish economy, has prompted 34 of 50 major U.S. cities to reduce staff over the past decade. The relative level of civilian public employment peaked in 1975 at 18 percent of the work force but fell to 15.5 percent by 1989. Total state and local government employment has followed a similar trend, peaking at 14 percent of the work force in 1975 and falling to 12.5 percent in 1989. When compared to other advanced industrial countries, the United States has the smallest domestic public sector and among the low-



Photo credit: Mike Myslinski/CSEA

To protest Calif. Gov. Pete Wilson's budget cuts, thousands of public employees have been rallying at the State Capitol.

est rates of public-sector spending growth.

At a time when human needs are great and national investment in education, roads, bridges and mass transit are sorely needed, states and cities are unable to provide vital services. They have resorted to firing workers, freezing wages, borrowing from pension funds, cutting programs and levying taxes that have hurt middle-class families.

The "new federalism"

In an attempt to find a quick solution to California's \$14 billion budget shortage, Republican Governor Pete Wilson has cut the pay of some 27,000 state supervisory employees and has tried to force about 200,000 unionized workers, including Caltrans' Unit 12 employees, to follow suit. The scheme

has resulted in lawsuits, demonstrations and a mass exodus of state employees from public service. As many as 10,000 workers retired from state service in 1991, more than twice the number who retired in 1990 and the most ever during a single year.

And the situation appears to be getting worse. On March 10, state Finance Director Thomas Hayes, Wilson's top financial advisor, alerted top-level bureaucrats to plan for cuts in fiscal 1992 of up to 15 percent in virtually all state operations, with "layoffs a recognized part of the solution to the budget problem."

To help reduce its projected \$135 million deficit, the City and County of San Francisco has proposed to raise the cost of mass transit passes, reduce library hours and freeze city workers' pay. San Mateo County has proposed cutting 164 jobs from the county payroll and has recommended raising \$3 million to \$4 million through a new business license tax in the unincorporated portion of the county.

San Jose, struggling with its biggest budget deficit in a decade, has proposed a new \$25-per-household fee for storm drains and has suggested cutting 85 vacant positions from the city payroll. Berkeley will have to lay off 29 administrative and clerical workers to offset a projected \$3.8 million deficit. In Marin County, about 50 employees, including the director of Marin's emergency services, could lose their jobs as part of \$11 million in cuts from this year's budget.

The city of Sacramento, facing a \$27 million deficit, has proposed laying off 104 employees, including two police captains, 10 fire department employees, 17 librarians and 24 park and tree maintenance workers. Contra Costa County will likely continue its hiring freeze that began in January 1991.

The City of Sparks, Nev., was set to implement a classification and compensation study, which was intended to increase the salaries of many underpaid city workers. But because of budget problems, the city was unable to implement many of the adjustments, leaving employees with less-than-expected raises and others having their salaries temporarily frozen.

Worst-case scenario

Some of the state's worst budget woes are plaguing Alameda County. During last year's round of budget cuts, the county trimmed nearly 90 deputy sheriff positions, then turned around and either replaced some of the deputies with non-sworn employees or demoted officers to lower paid positions. Local 3, which represents the deputies, has filed a legal challenge that seeks to force the county to submit the dispute to arbitration.

NEWS FROM PUBLIC EMPLOYEES

Alameda officials are trying other financial gimmicks as well, ensuring that the county's fiscal problems will continue for years to come. To save \$10 million to \$15 million, the county eliminated its cash budget for capital improvements for two consecutive years, allowing a backlog of uncompleted projects to pile up. But when the county realized that some of these projects couldn't wait, it floated \$50 million in bonds, a tab that won't come due until 2020.

Bad federal policies

A major study conducted recently by the Economic Policy Institute found that the fiscal problems plaguing state and local governments are being caused more by irresponsible federal economic policies during the 1980s than by the current recession.

While the study acknowledges that the recession has clearly aggravated the financial problems facing cities and states by slowing economic activities and reducing tax revenues, the federal government has exacerbated the crisis by diverted aid to local governments in a desperate attempt to reduce the enormous federal budget deficit. Unfortunately, during the "borrow and squander" decade of the 1980s the federal debt actually increased from 10.7 percent to 17.7 percent of gross domestic product.

"State and local governments are being whip-sawed between decreased federal aid and the increased budgetary demands of a stagnant economy," said EPI economist Max Sawicky, author of the study titled *Roots of the Public-Sector Fiscal Crisis*. "The federal government has created an economic deadlock. Too much money was diverted from the states and cities, and now the deficit is limiting any redirection of spending."

Protecting the rich

What's even more discouraging is that those with the ability to pay have not been asked to contribute their fair share. Federal income taxes, the study found, declined as a percentage of total tax revenue during the 1980s, and again state and local governments picked up the slack. Federal tax rates on the richest 1 percent of Americans and corporate income taxes have dropped significantly since 1980. In the 1960s, corporate income taxes paid for 23 per-

cent of non-Social Security federal spending. By 1990, corporate taxes paid for less than 10 percent of non-Social Security federal spending. The wealthiest 1 percent of the U.S. population will pay an average of \$83,560 less in

firms for convention center management, garbage collection, computer programming and many janitorial and security services. Some of San Francisco's health and social services, such as AIDS care groups and alcohol and drug treatment programs, also are handled by contract.

When Alameda County Sheriff Charles Plummer took office in 1987, one of his first moves was to privatize health services at the Santa Rita Jail in Livermore and the North Facility jail in downtown Oakland. Despite vigorous opposition from labor and two county supervisors, a private company, Prison

Health Services Inc. based on the East Coast, took charge in July 1988. A year and half later, the firm fired two nurses who had been active in a union organizing drive, a move that led to the filing of unfair labor practice suits by the Service Employees International Union Locals 250 and 616.

If health services can be privatized, why not the whole jail? Why not the entire city or county? That's what a lot of government officials across the country are contemplating. When the small industrial city of Ecorse, Mich. near Detroit went into receivership in 1986, after being blessed in the 1950s with the nation's wealthiest per capita tax base, it sold its building, contracted out all services to private firms and kept one city employee to supervise the operations.

Al Bilik, president of the AFL-

CIO's Public Employee Department, calls privatization "an attempt by a handful of ideologues to undermine America's system of public services by persuading frustrated, gullible and even greedy politicians to turn the operation of vital government services to a few powerful, profit-hungry corporations."

"No question about it, contracting is cheaper," Bilik said in a June 3, 1991 San Francisco *Chronicle* article. "But the savings are only illusory. Private firms hire cheap labor, ensuring high rates of turnover and low quality work. They may low-ball bids, hoping to raise prices once the public becomes dependent on their services."

Possible solutions

The solution to the fiscal crisis, the EIP study concluded, is to restore fairness to the tax system, shifting the primary responsibility for taxation back to the federal government, creating a system of national health care and increasing federal financial responsibility for unemployment relief and income support.

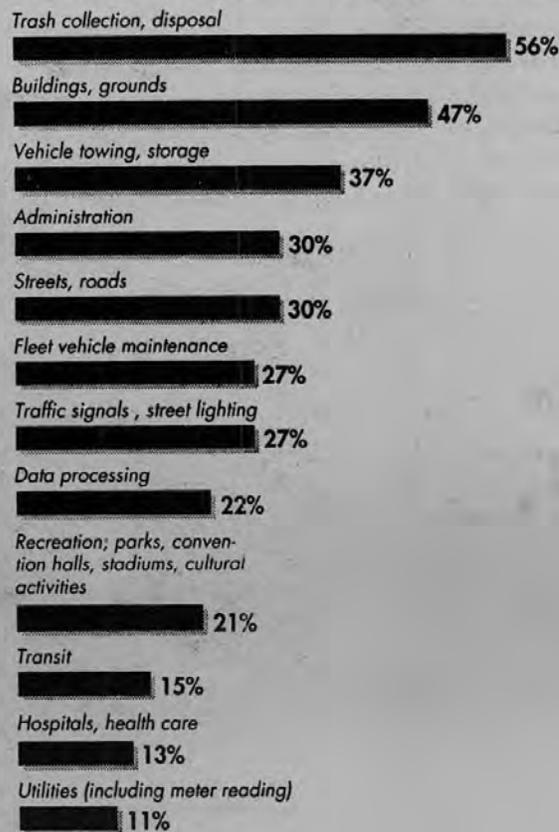
The AFL-CIO is recommending similar measures. The federation proposes that Congress provide immediate funding for desperately needed public works jobs on projects like roads, airports, housing, schools and other public facilities. And much more money should go to help state and local government restore and maintain essential services and social programs. The AFL-CIO recommends an overall fiscal stimulus program in the range of 1 percent of the Gross National Product, or about \$60 billion.

"Jobs, not tax cuts, are the best way to move the U.S. economy out of the Bush recession that has left some 16 million Americans without work," AFL-CIO President Lane Kirkland told the House Ways and Means Committee on January 9. "The tax system should be made more progressive by cutting taxes on the middle class and paying for it by raising rates on the wealthiest 1 percent of Americans."

In an election year, one of the best remedies yet is to vote for government officials who will act in the public sector's best interest, and judging from the past 10 years, that hasn't been President Bush nor the Republican Party.

MANY GOVERNMENTS UTILIZE PRIVATIZATION

Percentage of local governments that contract out services:



Source: 1987 survey by Deloitte & Touche

federal taxes in 1992 than they would owe if the tax code had remained as progressive as it was in the 1970s.

Privatization

Financially strapped state and local governments are beginning to see privatization and competitive contracting as their last hope. With increasing frequency cities and counties nationwide are laying off their employees and simply contracting out the services to private firms, which often pay workers as low as one-third what unionized public employees are paid. States and counties are turning over control to private companies of everything from state prisons and garbage collection to state parks and airports.

Gov. Wilson, for example, has proposed changing the state's constitution to remove the legal barriers to contracting out. San Francisco already relies on private

NEWS FROM Rancho Murieta Training Center

A day in the life of an apprentice coordinator

The day starts early for apprentice coordinators. They're up at 5 a.m. to drive 80 miles to meet an apprentice at a job site by 6:30 a.m. On this particular day the apprentice has a problem with an employer allegedly not giving enough training time in the seat of a dozer.

The coordinator's job is to sort through the information given by the employer and the apprentice's time cards to see what can be worked out. Many times the coordinator becomes a mediator of disputes and misunderstandings. After this is resolved, it's another 85-mile drive in a different direction to check in at the district hall for messages.

Once there, drinking a quick cup of coffee, the coordinator reviews a hectic schedule of job sites to visit to see what kind of training the various apprentices are receiving. There are as many as 100 apprentices to track and monitor. By 3 p.m., it's time to go back to the office to do paperwork - reports to write, time cards to review, and determine who should receive advancements, who needs to go back to the training center for more training and who is ready to test for journey status.

Other days may include a long drive to Sacramento to the training center for a meeting with the administrator to discuss training, anticipate the number of apprentices needed for the upcoming year and pick up the latest apprentice printouts. Some days will include a late night at the hall to be available to answer questions or solve problems for the apprentices who stop by.

The coordinator also sits in on the sub-Joint Apprenticeship Committee meetings to assist with any apprentice disciplinary problems. Occasionally, during these meetings, there will be interviews with prospective candidates. This is when the job turns into a very long day, since late night can go into the wee hours.

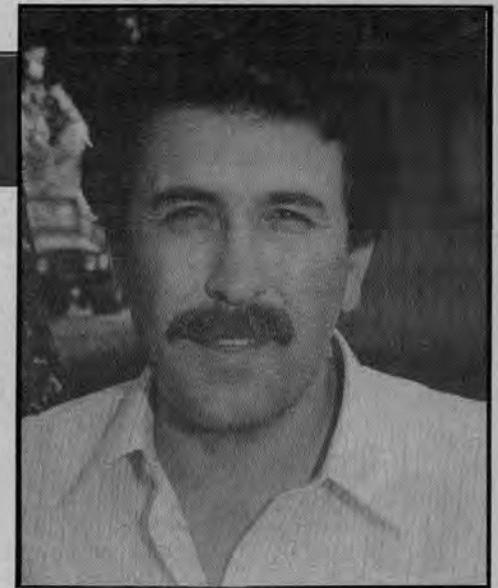
Despite the long hours, each of the coordinators all have a similar attitude about their jobs: they gain much satisfaction in knowing that in some ways they contribute to the apprentice's successful trip down the road towards journey status. Some coordinators provide assistance through counseling or help apprentices change their attitudes towards training and the work they perform.

Other coordinators help by just lending a sympathetic ear and give encouragement. It's a people type of job, trying to help motivate apprentices and get them to strive for better performance and proficiency.

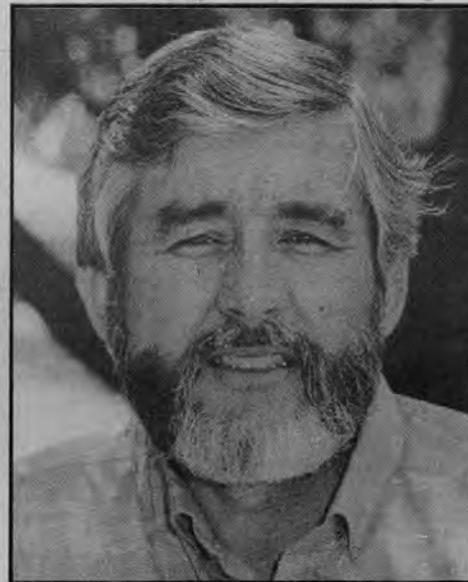
Local 3's apprenticeship program has eight coordinators to monitor the union's apprentices.



Jim Brown (Sacramento area): Jim has been with Local 3 for 34 years, worked as a gradesetter, equipment operator, lube truck and has been a business agent.



Ted Sanchez (covers San Jose area): he has been in the Operating Engineers for 18 years, a product of the apprenticeship program; ran various pieces of equipment, did gradechecking for 13 years. In 1987, Ted became a coordinator.



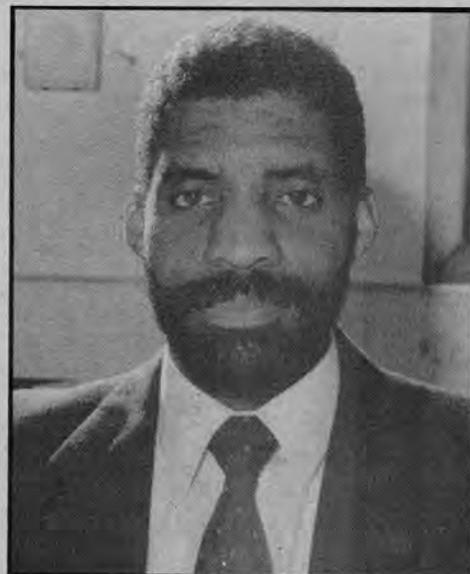
Bob Beall (Stockton area): He began his career with Local 3 in 1967; run scrapers, did gradechecking, surveying. Became a dispatcher before taking the job as coordinator, where he's been for 23 years.



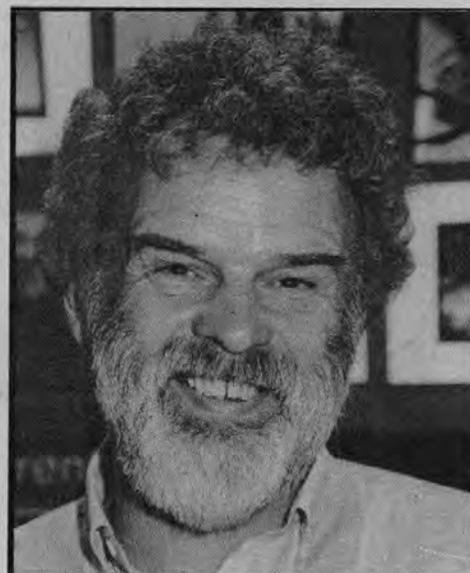
Cephus Terrell (covers Oakland, San Francisco, San Mateo areas): he joined the Operating Engineers 22 years ago, came through the apprenticeship program; has operated various pieces of equipment. In May 1990, Cephus took the coordinator job.



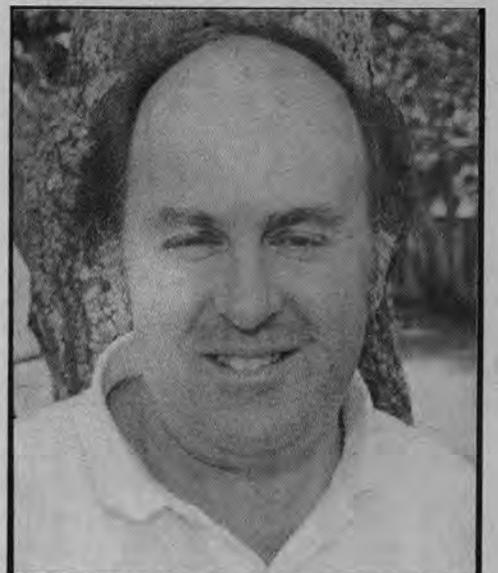
Jim Fagundes (covers Fresno, parts of southern San Jose areas): Jim, a member since 1964, worked for Holt Brothers out of Los Banos, was a job steward for nine years. In 1984, he came to the training center to work as a recruitment officer, then later was assigned as a coordinator.



Marshall Massie (Fairfield area): he's been with the Operating Engineers for 13 years, went through Local 3's apprentice program, operated a paver, scrapers and dozers, did gradesetting. In 1987, Marshall was the recruitment officer for Rancho Murieta, then two years later became coordinator.



Ken Bettis (Redding, Eureka, Marysville areas): He's been with Local 3 for almost 35 years; was as an oiler with Baldwin Construction, then became a Local 3 dispatcher for nine years. In September 1980, he became a coordinator.



John Smith (Santa Rosa area): he's been an Operating Engineer for 36 years; first was an oiler on a drag line for nine years, became a dispatcher and business agent. He became a coordinator in 1978.

Alcohol, drug testing update



1-800-562-3277

The National Report on Substance Abuse reports that the U.S. Department of Transportation is still aiming for early April publication of its notice of proposed rule making for drug and alcohol testing. The department and the Office of Management and Budget are haggling over the form the regulation will take, but DOT officials are mum about the differences between the two agencies. However, they provided the following updates on DOT thinking as of March 9:

- DOT will avoid requiring blood tests for alcohol "if at all possible." The department believes Congress intended for impaired drivers to be taken off the road immediately, instead of several hours or days after a sample is taken. The proposed rule is likely to call for breath tests, but if public comment reveals a more effective testing method, the department will be receptive. DOT officials in the past have expressed skepticism about the reliability of breath tests for a comprehensive testing

program that requires extensive documentation and confirmation.

- Compliance dates will be phased in, just as they were for the department's original drug test regulation. The final rule is supposed to take effect October 28, but the department will allow smaller companies more time to implement the alcohol tests and changes to the drug testing programs.

- As expected, the proposed rule will fine-tune DOT's existing drug testing regulations as well as include the new requirement for alcohol tests. One major change will be in the requirement for split samples, an option for employers under the current system. The new rule will contain explicit instructions for handling the split samples, which DOT officials consider to be a major potential financial and administrative burden for companies covered by the rule.

- DOT's constituent agencies will publish amendments to their own drug testing rules at the same time as the department's proposed rule. Currently, officials have not decided whether existing rules should simply be amended to include alcohol testing or whether new rules should be written with drug and alcohol tests in separate provisions. Some officials favor the latter approach so that anticipated legal challenges to alcohol tests would not result in court injunctions against drug tests as well.

One exception is the Federal Transportation Administration, formerly the Urban Mass Transportation Administration. FTA's rule will be brand new because a 1990 court ruling held that DOT lacked legislative authority to impose drug testing on the nation's mass transit systems. That authority was included in the legislative passed last year requiring the alcohol testing.

Union Briefs

New BART station

O.C. Jones was awarded a \$5.1 million contract to construct part of the Colma BART station, which is the first new station to be built since the BART-Muni Metro Embarcadero subway station opened in 1976. The contract is for the foundations and lower structure, which will be built alongside the present Daly City train storage yard at the intersection of D and Reiner streets.

Once the BART extension to Colma is finished, another 6.5-mile segment will connect with San Francisco International Airport, at a cost ranging from \$585 million to \$1.2 billion, depending on where the line enters the airport. Transportation officials are debating whether the line should continue directly into the airport, with a station under the airport garage or have the line pass within a mile of the airport adjacent to U.S. 101, with a people mover linking the SFO station with the main terminal.

Housing surge

The U.S. Commerce Department reported that builders broke ground on new homes at an annual rate of 1.304 million units during March, a pace that's 9.6 percent above that of January. The gain was substantially stronger than first estimated and represented the greatest increase in housing starts in nearly two years. Increases were registered in every region of the country.

In December, housing edged up to a 1.103 million-unit annual rate, a 2.6 percent increase. This was up from the 1.075 million-unit pace set in November. Housing starts have been going up steadily since September 1991, when the rate was just above 1 million units.

Union advantage widens

Union members widened their pay advantage over non-union workers to \$122 a week last year, up from \$119 per week in 1990, according Bureau of Labor Statistics survey. Median weekly earnings in 1991 for full-time unionized wage and salary workers were \$526, compared with \$404 for non-union workers. Over the year, average weekly union earnings rose \$17 while non-union pay went up \$14. On an annual basis, the union advantage in median earnings works out to more than \$6,300.

The union differential in average weekly pay by industry was: construction, plus \$246; government, plus \$99, transportation and public utilities, plus \$94; wholesale and retail trade, plus \$90; manufacturing, plus \$60; and finance, insurance and real estate, plus \$15.

Workers' drug use dropping

The percentage of U.S. workers and job applicants testing positive for illegal or abused drugs fell for the fifth straight year in 1991, according to a new survey by SmithKline Beecham Clinical Laboratories. The rate dropped to 8.8 percent of those tested from 11 percent in 1990. This is the first time the figures dropped below 10 percent since large-scale testing began in 1987. The overall drug-positive rate in 1987 was 18.1 percent of those tested. About 2.2 million workers and job applicants were tested in 1991, the company said. However, there was a relatively minor drop in cocaine use among those tested. That rate dropped from 2.7 percent to 2.6 percent among employed individuals or those looking for jobs.

Marijuana and cocaine continue to be the most commonly detected drugs among all workers and applicants tested. About 56,000 (2.6 percent) tested positive for cocaine last year, down slightly from 2.7 percent the previous year. About 67,000 persons tested positive for marijuana in 1991 (3.1 percent of all tested), down from 3.7 percent the previous year.

I BUY JAPANESE PRODUCTS!



© R. FLORES
LABOR CARTOONS

Union Label & Service Trades Dept., AFL-CIO

HONORARY MEMBERS

As approved at the Executive Board Meeting on March 8, 1992, the following retirees have 35 or more years of membership in the Local Union, as of March 1992, and have been determined to be eligible for Honorary Membership effective April 1, 1992.

James Avilla	0899519
Kenneth Baxter	0714241
Emil Brasier	0863855
Norman Cabassi	0563183
Morrice Carrier	0883621
M. L. Coleman	0854103
Leonard Cuillard	0817561
Vincent Delaney	0572710
Reuben Dockter	0702239
Alvin Fisher	0857901
C. S. Halstead	0674737
Thfomas Hilton	0915593
Orville Johnson *	0539229
Carl Keller, Jr.	0912012
Luke Kruse	0679005
Louie Lawrence	0918926
Lorint Lintt	0918870
Charles Nelson	0848394
Orvill Norris	0814862
Alton Rippy	0899446
D. R. Rhoads	0679271
Samuel Rossi	0643062
Melvin Sharpe	0369764
Norbert Sheeran	0535417
Charles Steele	0908646
Walter Underwood	0459267
Jay Victor	0796090
George Vieira	0858028

* Effective January 1, 1992, Recently been determined to have been eligible in December 1991.

DRIVE A BARGAIN

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



For details, see Club Membership Guide.

To obtain your Disney package clip & fill out coupon and send to:
 Operating Engineers Local Union No.3
 1620 South Loop Road Alameda, CA 94501
 Attn: Public Relations
 Name _____
 Address _____
 City _____ State _____ Zip _____
 Social security # _____

District Meetings

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

May

- 5th **District 3: Stockton**
Engineers Bldg.
1916 North Broadway
- 7th **District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 19th **District 8: Sacramento**
Machinists Hall
2749 Sunrise Blvd.
Rancho Cordova
- 21st **District 2: San Pablo**
Engineers Bldg.
20308 Engineers Lane

June

- 3rd **District 12: Provo**
Provo City Power Bldg.
251 West 800 No.
- 4th **District 11: Reno**
Carpenters Hall
1150 Terminal Way
- 9th **District 10: Ukiah**
Grange Hall
740 State Street
- 11th **District 04: Fairfield**
Holiday Inn
1350 Holiday Lane
- 18th **District 9: Freedom**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.

Pre-Retirement Meetings

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

- May 5th **San Mateo/San Francisco** 7pm
Laborers Hall
300 7th Ave San Mateo, CA
- 6th **San Jose** 7pm
Holiday Inn Park Center Plaza
282 Almaden Blvd.
- 7th **Watsonville** 7pm
V.F.W. Post 1716
1960 Freedom Blvd.
- 12th **Santa Rosa** 7pm
Labor Center
1701 Corby Lane
- 14th **Fresno** 7pm
Cedar Lanes
3131 N. Cedar

Departed Members

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

JANUARY 1991

Dana Markmann of Watsonville, Ca., 1/19.

JANUARY 1992

Wm. Shanahan, Jr., of Sacramento, Ca., 1/21.

FEBRUARY

Onil Beaulieu of Loleta, Ca., 2/26; Louis Bertotto of Orangevale, Ca., 2/27; Herbert Burrell of Logan, Utah, 2/20; Roy Carpenter of Portland, Oregon, 2/28; David Carter of Twin Falls, Idaho, 2/21; Billy Cox of Concord, Ca., 2/22; Leonard Gulden of Sunnyvale, Ca., 2/28; Carl R. Harmon of Merced, Ca., 2/27; D. W. Klamm of Manteca, Ca., 2/24; Lucius Mc Cormick of Sweet Home, Oregon, 2/5; John D. Myles of Weldon, Ca., 2/16; Elmer T. Riggan of Reno, Nevada, 2/22; Richard Zive of Sulphur Springs, Texas, 2/24.

MARCH

David Acosta of Galt, Ca., 3/21; Ricardo Benito of Ewa Beach, Hawaii, 3/20; L. Bordessa of Santa Rosa, Ca., 3/10; Leland Carey of Stockton, Ca., 3/20; V. B. Christensen of Fort Bragg, Ca., 3/13; Wm. B. Collins of Brownsville, Ca., 3/25; Robert Danielson of Stockton, Ca., 3/27; Paul Dudley of Ceres, Ca., 3/10; J. J. Gahagan of So. San Francisco, Ca., 3/16; Lee Hannah of San Jose, Ca., 3/25; Elton B. Hess of Ukiah, Ca., 3/14; Arthur Jenkins of Yuba City, Ca., 3/16; Eugene Medeiros of Nanakuli, Hawaii, 3/14; Edward Naihe, Sr., of Waimanalo, Hawaii, 3/11; James L. Reynolds of Coos Bay, Oregon, 3/5; Hugh H. Rodgers of Redding, Ca., 3/10; Ray J. Rutledge of Clovis, Ca., 3/11; Charles Schram of Susanville, Ca., 3/0; Paul Spain of Stockton, Ca., 3/17; C. V. Stromer of Bangor, Ca., 3/13; Donald Sullivan of Grass Valley, Ca., 3/8; John Thompson of Duchesne, Utah, 3/18; Merrill Tucker of Salt Lake City, Utah, 3/14; James Veater of Panguitch, Utah, 3/19; D. E. Warren of Upper Lake, Ca., 3/18; R. C. Whitfield of Los Gatos, Ca., 3/26.

DECEASED DEPENDENTS

Michael Hansen, son of Mike, 3/14. Virene Willis, wife of Rlaph, 3/4.

District Election

On May 7, 1992, at 8pm, at the regular quarterly District membership meeting, there will be an election for District 5 Executive Board Member to fill the balance of an unexpired term left vacant by resignation. The meeting will be held at the following address:

**Laborer's Hall
5431 East Hedges
Fresno, CA**

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

*All ads must include Member Registration Number. Social security numbers not accepted.

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

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

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

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

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

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

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

FOR SALE: Time share Attention sportsfisherman, Cabo San Lucas, Baja. 1 wk per year prime fishing season, 1bdrm villa, 5 star resort on beach in town.Includes worldwide exchange program. \$12,500. Call (209)478-2399 eves or wk-ends. Reg.#2023147 3/92

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

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

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

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

FOR SALE: 1/2 of 40 acres Mendocino

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

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

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

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

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

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

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

FOR SALE: Air conditioner Compressor Peterbilt truck, OW200TL Ogura Wankel \$100. Eide boat loader for camper or motorhome, Model 204, electric w/remote control \$850. Two 3-speed bikes, 1 boy,1 girl, \$45 ea. Snow chains 13" wheel \$10. Drafting table 3'x6" w/accessories \$150. RCA 25" TV console \$35. Bowling ball, new 16# \$25. Call (415)593-6385. Reg.#0558767 4/92

FOR SALE: Welding machine Lincoln SA-200 mounted on factory chasis (trailer) including leads, ex. condition \$2,500/OBO. Xerox Telecopier 7012 Facsimile terminal never used, \$1,200 BO. Call (707)446-6701. Reg.#1373022 4/92

FOR SALE: '83 Pace Arrow 31' microwave, nutone food center, can opener, blender, ice crusher, vaccum, A/C, radio, good tires, good condition, clean, 42K mi., \$30K. Call (916)689-4061. Reg.#1238702 4/92

FOR SALE: Thousand trails Camping membership, includes use of all preserves, original owner \$4,500. Call Dan (209)935-9456. Reg.#1808620 4/92

FOR SALE: Boat 18' Seaswirl Cuddy, ex. cond. Vanson trailer. Fish finder, depth finder, marine CB radio, many xtras, low hours, sleeps 2, ready to go, \$8,900. Call John (510)686-0591. Reg.#0946921 4/92

FOR SALE: '87 Kawasaki Jet Ski 300 motor has less than 10 hrs. running time, great cond. Also custom heavy duty trailer \$2,700 w/trailer or \$2K with out. OBO. Call (209)625-3074 or (209)732-7257 day. Reg.#1750425 4/92

FOR SALE: '83 Imperial Holiday Rambler, 35' pull trailer, self contained, xtra clean, excell. cond. w/air cond., awning, microwave, central vac. queen bed, cupboard and closet space galore. 3 way refig, breakfast nook, sleeps 6. Many more xtras. Sacrifice at \$10K. Call (916)934-4345. Reg.#0826892 4/92

FOR SALE: '83 Winnebago 21' mini, sleeps 6, roof A/C At fully self-contained, Chevy V8 350 eng., 41K miles, generator ready, cruise control, inter. wipers, rack, ladder. \$10K. Also '91 mobile home, 14'x52', 2bdrm/1ba, 1+ acres fenced, city water, landscaped in edge of Joshua forest, 38 mi. from Lake Mead. 60 mi. from Las Vegas, 38 mi. from Kingman, Dolan Springs, Arizona. \$37,500. Call (916)626-6685. Reg.#0711825 4/92

FOR SALE: '53 Chevy pick up, 250 engine, good body/restore \$500, 4- General tires, P195/75 R14 M&S used w/rims \$120. Black bug shield, \$35Gold bracelet for M/F \$350, Silver bracelet w/silver dimes \$200, coins for sale/trade, Call (916)666-9858 M-F after 5:30, S-S mornings till 11am. Reg.#2062962 4/92

FOR SALE: '88 5th wheel Alfa Gold, 37' w/4'x9' slide-out, 2 A/C, awning, washer/dryer. Will take 21' to 25' trailer in trade as part of equity. Asking \$25K. Call Gene or Nancy (916)331-9902. Reg.#2014006 4/92

FOR SALE: '84 Pace Arrow 31', 25K miles, 454 GMC eng., 6.5 onan gen., 2 roof A/C, twin beds, 3 way ref/friz., microwave, awning including windows, new tires, wall vac, stereo, CB, color TV, like new. Naco-thousand trails RPI gold card resort park membership. Ready to go, \$28K. Call (916)241-6748. Reg.#1157858 4/92

FOR SALE: 3 Lots Bullhead City, Arizona, side by side, ea. 105X43, mobile home '69 Billmore 12X60, centered middle lot. Carport & mobile covered by Ramada. 2 additional rooms each side mobile. \$79K. Call (408)238-3489. Reg.#1181795. 4/92

FOR SALE: '78 Motor home 440 V8, 32K miles on new motor,less than 200 miles on 6 new 10ply tires. Fully self contained, big owen gen., 4K-2 gas, TK burgler alarm, leveling jacks, 4 burner stove, 2 door refig., tub & shower. Cruise con-

Personal Notes....

Ceres: We would like to express our sympathies to the families and friends of Edward Kendrick 12/3/91; C.E. Eisenhower 12/14/91 and Michael Torrans 1/9/92. We also send our deepest sympathies to Elton Beason on the death of his wife Betty 12/23/91, and M. K. Enebow on the death of his wife Helen 1/22/92.

Fresno: Our condolences are extended to the families and friends of the following deceased members, Retired Charles V. Stromer of Bangor, Floyd Nuckolls of Paradise, active member Arthur Jenkins of Yuba City, and to retired Ralph Willis on the death of his wife Virene.

Marysville: Congratulations

Redding: Congratulations to Scott and Laura Herndon on the birth of their daughter Rebecca Jean born 2/29.

Also, we wish to express our sincere sympathy to the family and friends of departed Hugh Rogers.

Reno: Congratulations

Sacramento: The Reno staff welcomes the new additions to the following families, Les & Lisa Platt, a girl named Taylor Lynn born 3/2, to Mr. & Mrs. Robert Rubinsky, a baby girl born on 3/21, and to Rick & Yvonne Tomburello a baby girl, Angelina.

Santa Rosa: Jeff Green (son of Lee Green) who works at Baxman Gravel married Karen Dameron on 3/7. The happy couple will reside in Rincon Valley. Congratulations to both of you!

trol, CB, microwave oven, dash & roof air, roof rack, trailer hitch. Consider trading for late 3/4 ton PK Ford \$10,600. Call (510)674-1094. Reg.#0689209 4/92

FOR SALE: Custom home + 3.06 acres in Windsor. Spectacular views. Private lake for fishing/swimming. Backs up to Lake-wood Regional Park. \$435K. Reg.#1774262 4/92

FOR SALE: '88 5th Wheel 24' Road ranger w/hitch, stabilizer jacks, queen innerspring bed, interior monitors, intercom, very clean, non-smoker owned. \$13K OBO. Call (707)762-2331. Reg.#1832924 4/92

FOR SALE: '79 Motor home 28' Pace Arrow, 45K mi. 2 top & 1 dash air conditioners. New rear tires, good front, Newly rebuilt heavy duty trons, 5 KW light plout, some xtras. \$17K. Call (916)677-5419 Reg.#745211 4/92

FOR SALE: '69 VW Bus pop top camper, 1300cc engine, rebuilt. Runs excel. looks sharp, new paint, maint. records furnished, sleeps 3, sink, frig., water tank and many xtras. Asking \$1,500 OBO. Call (707)448-5071. Reg.#1825978. 4/92

FOR SALE: D7E Cat Hyd. ripper, dozer w/tilt, salt trackst extreme service pads. 71 white 3300 gal. water truck 8v 71 det. 13 speed. (5) cab controlled air spray heads, berkeley pump self loading. 14AD8, cat hyd. rippers, hyd. tilt dozer, greaseless rollers. Call (916)626-6245 or 622-0723 after 6pm. Reg.#346961 4/92

FOR SALE: Mobile home + 6.7 acres 3bd/2ba, 1900 sq. ft. w/fantastic view of central valley. Covered decks all around, xtras, lots of oak & manzanitas in Tehema County, 25mi. N.W of Corning. \$74,500. Also 2.7 acres adjoining for sale. Call (916)585-2420. Reg.#1189004 4/92

FOR SALE: 76 acres located on the

Bullsholes Lake in No. Central Arkansas. Excell. fishing and hunting area. 7 miles off the main highway. \$150K. Call (209)854-2196 or write to: B.J. Wright, 1501 Olson Dr., Gustine, Ca. 95322. Reg.#683140 4/92

FOR SALE: 5th wheel hitch w/hard-ware off of 74-3/4 T Chev. \$200 OBO. New 6 gal. water heater elect propane. \$275. Call (707)451-2857. Reg.#1469618 4/92

FOR SALE: Wilder Lincoln Welder 2 cyl air cooled complete overhaul, Lincoln dealership all parts, 2 new batteries, 110 V + electric leads, new paint, can finance. Call John Wells 828-5217. Reg.#0557433. 4/92

FOR SALE: '46 Ford 1/2 ton pick up, good paint, new V8 original engine. \$5K. Call (408)722-1362. Reg.#2134340 4/92

FOR SALE: 3bd/2ba home 2,000 sq ft. spanish tile roof, fireplace, lots of tile inside, electronic water heater, sunroom, computer operated sprinkler system, A/C, 2mi. to Redding shopping ctrs., near Shasta and Simpson Colleges, \$159,500 OE finance. Call (916)246-0309. Reg.#1265020 4/92

FOR SALE: '68 Mobile home 12'x50' 2 bdrm. Excell cond. new wiring/insulation, carpets, water htr., central heat & air. Skirting. To be moved from private property, Colusa, Ca. \$6,400. Call (916)458-5642. Reg.#1142988 4/92

FOR SALE: Boat 15' fiberglass, 50' HP Evenrude motor, tilt-trailer, convert top + full cover, 4 swivel seats, bilge pump live well connections, x clean, runs great, \$2,300. Call (702)267-2722. Reg.#1121786 4/92

FOR SALE: Time share Class A condo at Waikiki Hawaii. 1 bdrm, kitchen, living rm., veranda, pool, 3 blocks from beach. 1wk \$4K or 2 wks \$7K. Exchange program. Call (408)776-0108. Reg.#0307917

Boycott of Safeway begins

The Stop Safeway Coalition has launched a boycott aimed at persuading the Safeway supermarket chain to back away from firing more than 800 Bay Area warehouse and distribution workers and replacing them with a new, non-union work force when the company shifts operations to its new supply facility in Tracy.

The boycott was formally announced by Chuck Mack, president of Teamsters Joint Council No. 7, during a March 20 rally at the front door of Safeway's corporate headquarters near Jack London Square in Oakland. Mack said handbills would be distributed at selected Safeway markets by the threatened workers and coalition supporters.

Thirty-six major Safeway markets were targeted on Saturday, March 25, in cities from Sacramento to Manteca and South San Francisco. Forty-eight markets were leafleted three days later. In every instance, strong public support was reported. Supportive members of the United Food and Commercial Workers inside the stores confirmed a drop in business.

More than 800 of the workers threatened with dismissal are members of the Teamsters. Twenty-five of them are truck mechanics represented by the Machinists.

Coalition backers represent a broad spectrum of church members, community activists, consumer advocates and trade unionists.

Spokespersons for those groups stood with Mack and other labor leaders as more than 500 chanting, cheering supporters filled an intersection outside the Safeway headquarters.

Workers facing dismissal despite unblemished records and 20 or more years service to Safeway pleaded for support in saving their jobs. "This is not simply a labor dispute," Mack said. "This is a question of the right of employees to follow their jobs when a company moves a short distance away. It's an issue of fairness and an issue of principle."

"Recognizing that our workers risk losing their severance pay, their seniority and their transfer rights, we can't sit back and condone corporate irresponsibility. We are prepared to take Safeway on."

The hand billing is intended as a taste of what's in store if the nation's largest supermarket operator moves ahead with its plan to trash an entire work force. The coalition has prepared strategy for taking the boycott nationwide and launching a companion corporate campaign aiming financial sanctions at Safeway and at Kohlbert, Kravis & Roberts, the corporate raiding firm that engineered the 1986 leverage buyout of Safeway.

On March 20, Mack presided over a briefing session for news reporters held at offices of the California

Labor Federation in the same room where Jack Henning, executive secretary-treasurer of the California AFL-CIO, warned six weeks ago that all of labor would retaliate if Safeway pursued its worker-bashing course. "Stay out of Safeway! That's the simple word we'll put out to all of our two million members in California," Henning warned then.

Boycott plans had been placed on hold to see whether Safeway relented, Mack and Rome Aloise, vice president of Teamsters Local 853, said during the briefing. But in mid-March Safeway began stocking the Tracy distribution center, and the coalition decided to launch its economic action.

Safeway plans to switch all Northern California and Nevada distribution operations to the new Tracy facility as of May 1, one day after expiration of collective bargaining contracts covering the more than 800 workers currently handling the operations out of warehouses at Richmond and at Fremont. The company demanded heavy rollbacks in pay and benefits as the price of contract renewals.

Worse yet, Safeway demanded that any worker following his or her job to the new Tracy facility would have to surrender all seniority rights and become a probationer liable to instant dismissal, regardless of years with the company or quality of past service.

Safeway said it had retained a new firm, Specialized Distribution Management Inc. of Sacramento, to manage distribution and operate the new, multi-million-dollar warehouse, biggest of its kind in the United States. That firm said it would employ a non-union work force and that Safeway workers could get in line along with other applicants.

The transparency of this subterfuge was pointed out during the March 20 briefing. Although the so-called independent contractor firm is headed by a husband and wife with some trucking interests in Sacramento, the chief executive officer happens to be Safeway's long-time director of corporate operations.

"The bosses at Tracy are the same people who are the bosses at Richmond and at Fremont, Aloise told reporters. "It's absurd for Safeway to keep insisting in public statements that it has no control over who is hired by the new company," Mack said.

"The only thing they say they have no control over is what happens to a work force that has served them well and faithfully for decades but which they now want to dump in favor of younger, non-union workers inexperienced in standing up for their rights, who will work for much lower wages without any benefits," he said.

Ray Lenz, a threatened worker

with 26 years experience in the Safeway produce distribution warehouse at Richmond, told reporters what happened when he applied to the supposedly independent warehouse operator for a job at Tracy. The person who interviewed him was his long-time boss at Richmond.

"I asked what the pay scales would be, and he said there was no pay scale, that wages would be quoted if a job was offered," Lenz said. "I asked about medical coverage and pensions, and he said there weren't any."

"I asked what jobs were available, and he said nobody was being offered any specific job in any definite department, that workers would be shifted around anywhere the employer wanted them at any time on any day. He told me they would noti-

fy me if anything was available. I haven't heard from them. I'm a good worker. My attendance record is perfect. I know my job and I'm good at it. It is my pride. This really hurts. It's scary."

California AFL-CIO News

Marysville District Picnic

Saturday, May 9, noon to 2 p.m.

Beer Gardens at

Yuba Sutter Fairgrounds

Franklin Ave., Yuba City

BBQ hamburgers, hot dogs,

salad beans,

free beer and soft drinks.

Adults \$3, children under 7 free.

Unemployed Dues

Recording-Corresponding Secretary William Markus reports that, due to the employment picture, many of the district offices are receiving inquiries from members regarding eligibility requirements for unemployed dues. The following eligibility requirements are published as a reminder to those who may need to apply:

To be eligible for unemployed dues a member must:

- Be a current dues paying member. Suspended members who are reinstated are not eligible. A current member is cannot include months prior to his or her initiation as part of the eligibility period.
- Be not employed for more than 24 hours in each of two full calendar months during Local 3's fiscal year (October 1 through September 30). The first month of unemployment is the qualifying month. Subsequent months of unemployment are voucher months.
- Not receive any compensation from an employer covered by a collective bargaining agreement with Local 3 for more than 24 hours per month.
- Be available for employment for the full month in order to be considered unemployed that month, except for the allowed 24 hours. Available for employment means the member must be registered on a Job Placement Center's out-of-work list in classifications in which he is normally employed.
- Not refuse three offers of employment during a calendar month. Members who refuse three offers of employment are not considered unemployed for that month for eligibility purposes. Reinstatements for failure to report to work or refusal to go to work after receiving a dispatch count as refusals of employment.
- Not be retired or disabled.
- Not receive Good Standing Fund benefits for the month unemployment is claimed.
- Apply for unemployed dues in person at a job placement center within the first 10 days of the month (or the first working day after the 10th of the month if the 10th falls on a weekend) after a month of unemployment. In instances of hardship, the member may apply by phone within the time limit. Members who do not apply within the time limit are ineligible.

Don Dowd *(Continued from page 3)*

Dowd did the site work. Dowd Construction has had as many as 70 Local 3 operators on its payroll and typically employs at least 50.

Dowd also played a large part in the training of a new generation of operators through his involvement with the Joint Apprenticeship Training Committee in Santa Rosa. In his letter of recommendation, one apprentice wrote, "Don Dowd Co. is willing to give their apprentices the chance to explore their abilities and improve their skills in return for having a qualified, loyal employee for the future." Dowd was named "Contractor of the Year" in 1987 by the Local 3 apprenticeship program.

"We will miss Don Dowd," Rob Wise, Santa Rosa District Representative said. "He always felt it was beneficial for his company to remain union, be-