

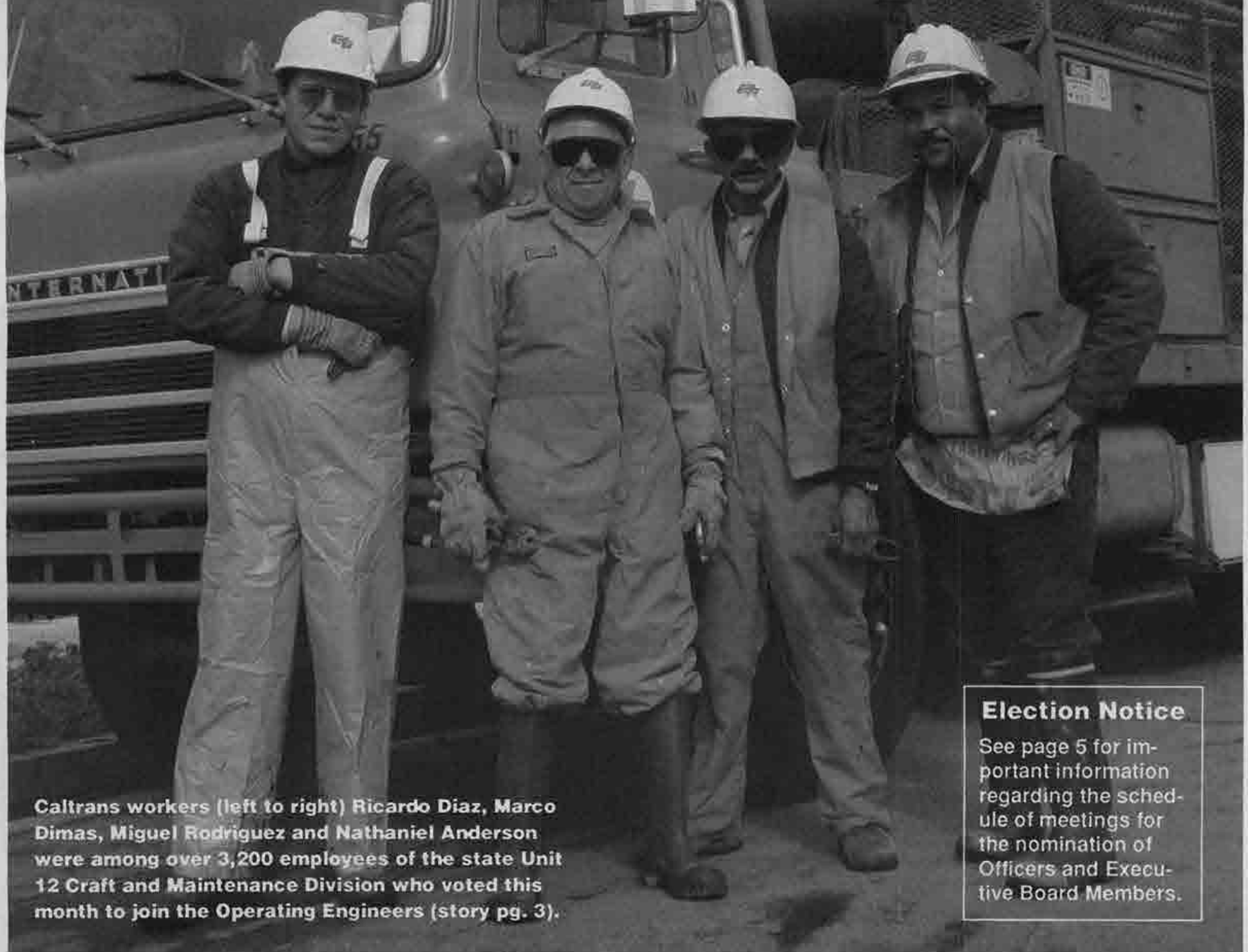
Engineers News

VOL. 49, NO. 5

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

MAY 1991

IUOE wins tough Unit 12 election



Caltrans workers (left to right) Ricardo Díaz, Marco Dimas, Miguel Rodriguez and Nathaniel Anderson were among over 3,200 employees of the state Unit 12 Craft and Maintenance Division who voted this month to join the Operating Engineers (story pg. 3).

Election Notice

See page 5 for important information regarding the schedule of meetings for the nomination of Officers and Executive Board Members.



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

"White Ticket" settlement closes unpleasant chapter in Local 3's history.

The final chapter in a long and unpleasant episode in Local 3's history finally came to a close this month. On this page you will find a letter of apology recently signed by five Local 3 members who ran for election against this administration in 1985 under the name of the "White Ticket." The letter is part of a settlement agreement they have made with the union.

Many of you are probably unaware of what this is all about. The White Ticket campaigned against this administration in the 1985 union election, which they were entitled to do under the democratic process. However, during the course of

that campaign, they made numerous allegations of illegal acts against this administration which were totally false.

As officers of this union, we can and should be able to respond to any legitimate inquiry regarding the actions and integrity of this administration. If I, a fellow officer or an employee of Local 3 has acted improperly or illegally, then the membership has a right to this information, based on the facts. Furthermore, the membership has a right to demand whatever actions it deems necessary to correct the problem.

But there is also a line of truth and decency which must not be crossed.

When someone flatly accuses this administration of being crooks – and in the course of five years cannot come up with one piece of evidence to back it up – then we have little choice but to take legal action. No one should be victimized by allegations based solely on "conjecture and assumption" – not even in an election.

I have been through many Local 3 elections throughout my lifetime. Some of them were pretty rough, to say the least. Things are frequently said and done during the heat of a campaign that are inaccurate or misleading. The courts have ruled that libel is committed when false information is published or disseminated with actual malice or with "conscious disregard for the truth."

When this line is crossed in a union election, it hurts not only the individual(s) falsely accused, but the union as well. In this case, the untrue allegations made against our administration were not only used in campaign material, but were given to the press. We firmly believe that a number of organizing campaigns over the past five years were adversely affected when employers used this false information against Local 3 to persuade their employees not to join the union.

This is how "an injury to one" can become an "injury to all." There is no way to adequately assess the damage that can come to the union from the spread of

false information, because it will undoubtedly rear its ugly head again and again in the future. This is particularly true when false charges are published in the press. Unfortunately, once the information appears in print – no matter how untrue – it has the appearance of being legitimate. Regardless of how diligently one tries to correct the story, the doubt and false impressions linger. Furthermore, those who would wish to harm the union – i.e. union busters and employers who want to decertify Local 3 – will not hesitate to use these published accounts against the union.

There is an even larger issue. What kind of stigma do such false allegations place on the families of those who work for the union and those who are rank-and-file members? There is no question. The entire union is tainted without cause when such slanderous statements are published.

For these reasons, the Executive Board decided to pursue litigation against those who perpetrated these lies.

When Local 3 commenced trial last January in Alameda Superior Court, it was clear the union had sufficient evidence of libel to present a strong case. However, in the interest of minimizing further attorney's fees and court costs, Judge Richard Hodge recommended that the defendants settle with the union. In March, defendants Claude Odom, Paul Wise, Stan McNulty, Alex Cellini and Frank Accettola signed a settlement agreement with Local 3 wherein they agreed to (1) a letter of apology to be published in the *Engineers News* and (2) to cover court costs.

In the letter, these individuals admit to making false allegations against the following individuals: the late Don Dillon, a Local 3 retiree at the time; Fringe Benefits Director Don Jones and Local 3's constitutional officers which at that time were Harold Huston, President; Robert Skidgel,

(Continued on page 3)

Editor's Note: The following letter of apology is published as part of a settlement agreement entered into by Claude Odom, Paul Wise, Stan McNulty, Alex Cellini and Frank Accettola (known as the "White Ticket") with the Operating Engineers Local 3, Donald Jones and the family of the late Donald Dillon. The letter is written as an apology and admission of wrongdoing by the White Ticket during the 1985 Local 3 election, in which they made numerous false allegations against the Local 3 administration.

The undersigned members of Local 3 were candidates and supporters for election to office in Local 3 in 1985 on the "White Ticket." In connection with that campaign, two matters were published: one concerning the 1984 raffle winning by the daughter of Donald Jones; and the other was the mailing which accused the officers and Local 3 of being corrupt.

After five years of litigation, we realize that the publications described should not have been made. The accusation of criminal conduct during a Local 3 election only damages the Union, and is not justified by mere political ambitions. These publications were mistaken and based only on conjecture and assumption.

We therefore each apologize to Donald Jones and his family, the family of Don Dillon, the officers of Local 3 and their families, and to the members of Local 3. We have also agreed to pay court costs.

Claude Odom

Paul Wise

Stan McNulty

Alex Cellini

Frank Accettola

Engineers News

WLEA



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IUOE wins big election for Unit 12 employees

Culminates six month team effort among California IUOE local unions

**By James Earp
Managing Editor**

The largest organizing campaign ever undertaken by the International Union of Operating Engineers in California was a dramatic success this month when 3,283 employees of the State of California Craft and Maintenance Division (Unit 12) voted to be represented by the Operating Engineers.

Conducted under the direction of IUOE General President Frank Hanley, the historic campaign involved the joint efforts of Operating Engineers Locals 3 and 12 and Stationary Engineers Locals 39 and 501.

"This campaign has been a true team effort in every sense of the word," Local 3 Business Manager Tom Stapleton observed. "Everyone involved in this campaign gave their best and we're proud of the job they did. We're also happy to welcome Unit 12 employees into our ranks. They've chosen the best organization in the state to represent them and we'll work hard to see they get the quality service they deserve."

Unit 12 is comprised of approximately 10,700 state employees who work in a wide variety of craft and maintenance classifications throughout California. In addition to traditional craft classifications of carpenters, plumbers, electricians, etc., the unit also employs Caltrans workers, mechanics, employees of the state prison system, landscape workers and many others.

Unit 12 has endured a turbulent history during the past 10 years, having been represented at various times by the California State Employee Association (CSEA), Service Employees International Union (SEIU) and most recently the Alliance of Maintenance and Trades (ATAM), an independent association that represented no other collective bargaining units.

Throughout the past decade, there has been a solid core of Unit 12 employees who maintained a desire to be represented by the Operating Engineers. This past year, according to Stapleton, increasing numbers of Unit 12 employees ex-



Business Agent Bob Blagg of the Stockton District accepts authorization card from Caltrans employee Joe Lopez.

pressed dissatisfaction with the representation they were receiving under ATAM. Last November, representatives of the four Operating Engineer locals and the International Union met in San Francisco and developed an ambitious plan to obtain enough authorization cards to petition the state Public Employment Relations Board (PERB) for an election.

Business representatives and organizers personally contacted thousands of Unit 12 employees scattered in dozens of shops throughout the state. By November 30, the Operating Engineers had collected enough authorization cards to petition for a PERB election.

In the meantime, officers of ATAM were circulating literature against the Operating Engineers and doing everything possible to prevent an election from taking place.

But by the end of January, PERB had reviewed the authorization cards obtained by the Operating Engineers and ordered a representation election to take place. PERB ordered that ballots would be mailed on April 1 and counted on May 5.

"They've chosen the best organization in the state to represent them and we'll work hard to see they get the quality service they deserve."

In desperation, ATAM officers on Jan. 26 hurriedly signed an "eleventh hour" deal to affiliate with the Laborers Union (LIUNA).

Their strategy was that by affiliating with the Laborers, ATAM would become a bonafide AFL-CIO union and could therefore file an Article 20 against the Operating Engineers. Article 20 is the provision in the AFL-CIO Constitution that invokes strict penalties against AFL-CIO unions who attempt to raid other affiliated unions.

On January 29, as expected, the Laborers filed Article 20 charges against the Operating Engineers.

Good & Welfare

(Continued from page 2)

Vice President; James "Red" Ivy, Recording-Corresponding Secretary; Wally Lean, Financial Secretary; Norris Casey, Treasurer; and myself as Business Manager.

In addition to an admission of wrongdoing, they made a formal apology to the individuals above, their families and to the membership of the union.

Even though this letter of apology will not right all the wrongs committed by the White Ticket, it does assure you and your families that there was no wrongdoing on the part of this administration. Hopefully it will also serve as a reminder in the future that, if a member or members are compelled to make allegations against another union member, they must be sure they seek to tell the truth, that their motives are just and that they are truly acting for the welfare of the union and its members.

"The Operating Engineers were not about to back down because of a phony Article 20 charge," Stapleton explained. "A large percentage of Unit 12 employees had signed authorization cards to be represented by our union. We had an obligation to press forward with the PERB election and do our best to win."

On April 1, the ballots were mailed. During the month of April, several days of hearings were held in Washington on the Article 20 charges. On May 1, the AFL-CIO issued its determination: The Operating Engineers had not violated Article 20. ATAM's desperate move had failed.

Four days later the ballots for the representation election were counted. The Operating Engineers won with a vote of 3,283 to 2,752 for ATAM.

"This has been a hard-fought campaign," Stapleton said. "But the real work lies ahead. We have received recognition from Unit 12 at a time when the state budget is in the worst condition it has ever been. We'll have to negotiate a new contract with a governor who is slashing everything in sight."

"The challenge that lies ahead to provide good, solid representation to Unit 12 will be far more difficult than it was to win the election. But we didn't get to be the best by turning our backs and running. We will prevail."

Workers Memorial Day message: action speaks louder than words

Vickie Morales stood behind the podium at the Workers Memorial Day observance on April 27 and told the tragic story of how her 62-year old mother, Adele Terez, was diseased and disabled by toxic chemicals encountered on the job.

When Vickie was growing up in San Jose in the late 1950s and early 1960s, Adele was a vibrant, dedicated homemaker who hand-made her children's clothes, canned fruits and jellies, played softball, participated in church activities and did all the other things mothers normally do.

But as the children left the nest, Adele took a job at Varian Associates, a high-tech electronics firm in Palo Alto. She felt grateful to have a job and a chance for a better life. But during the 13 years Adele worked at the plant she was exposed to toxic chemicals. Her health gradually deteriorated and before long was diagnosed as having lung cancer.

Adele is one of about 70,000 workers who become permanently disabled each year in the United States from work-related accidents and exposures. Another 70,000 or so will die this year from occupational diseases related to toxic chemical exposures.

Three years ago the AFL-CIO established Workers Memorial Day to commemorate those who have been killed, injured and diseased on the job, as well as raise public awareness and find solutions to the occupational health and safety problems in this country. Last year's Workers Memorial Day was held at the site of the November 1989 crane collapse in San Francisco that killed five workers. This year's event, held at the International Longshoremen's and Warehousemen's Union Local 34 in San Francisco, included a program of theater, music, videos, awards and, perhaps most important, a call to action.

Jack Henning, executive secretary-treasurer of the California AFL-CIO, gave the keynote speech on what labor is up against when it comes to finding solutions to America's occupational health and safety calamity.

"In this fight against job death, injury and disease, we're in a fight against the established economic order," Henning told the audience of about 200 people. "When we fight against the tragedy of unforgettable, irresponsible behavior by management that results in workers' death, we are taking on the heart of the



Judith O'Rourke plays Mother Jones at the Workers Memorial Day observance in San Francisco on April 27.

system. At the core is the profit motivation, and anything that interferes with profit has to be eliminated, deterred or destroyed, that's the way the system works."

The focus at this year's observance was to move beyond simply mourning those who have been killed or injured on the job and developing an appropriate plan of action. Kevin Geddes, an international

representative of the Oil Chemical and Atomic Workers Union, spoke on what can be done at the grassroots level to help slow the senseless, often preventable wave of murder in the work place.

"If you're a labor leader," Geddes said, "Go out to the plant gate and talk to people, look for young people to recruit, because, look around, it's not happening. Let's stop talking to

each other about the issues, let's talk to people in the work place about the issues. Let's recruit young people.

"We have to assume that our children aren't going to be president of the United States," he said. "We have to assume our children are going to work in the work place. That will motivate our people to do something. We have to do it for our children. We need to motivate people, agitate, raise questions, educate and recruit new people. There's nothing wrong with a little militancy."

Other speakers at the event included San Francisco County Supervisor Angela Alioto, who spoke on the city's new VDT ordinance, State Assemblyman Terry Friedman, who spoke on a new corporate liability law that will make it a crime for corporate managers to conceal dangers in the work place, and Robin Baker of Worksafe, which sponsored the event.

A theatrical presentation by actress Judith O'Rourke focused on the life of Mary Harris "Mother" Jones as the fearless organizer of coal miners and foe of child labor. The program concluded with a video, called "Out of Control," about the hazardous work that takes place in the petro-chemical industry.

New law requires warning of concealed dangers

Until recently it was not a crime for corporations and their managers to knowingly conceal dangerous health and safety hazards from their employees and the public. But all that has changed.

A new law, the California Corporate Criminal Liability Act, went into effect January 1 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.

Under the new law, when managers have actual knowledge of a danger — defined as a situation that would likely cause death or injury, or expose someone to a substance that could later cause death or injury — they must notify Cal-OSHA and the affected employees within 15 days. If there is imminent risk of death or injury, warning must be given immediately.

Prosecutors will have to prove that the corporation or manager has information that would convince a reasonable person in the same circumstances that the concealed danger exists.

A violation of the law can be punished as a felony or misdemeanor. State prison sentences can last from 16 to 36 months, and county jail terms can last up to one year. A manager is also subject to a maximum fine of \$25,000 if the violation is a felony and \$10,000 if it's a misdemeanor. The corporation can be fined up to \$1 million.

In the past, corporations too often made decisions based on what is euphemistically called the "cost-benefit analysis." They tolerated conditions that killed, maimed or destroyed the health of workers or sold products that endangered consumers.

The 1971-76 Ford Pinto represents a classic 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 California lawmakers to pass 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," said Assemblyman Terry Friedman, the chief sponsor of the law. "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."

OFFICIAL ELECTION NOTICE

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

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

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

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

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

If by a single nominator:

NOMINATION

I hereby nominate _____

Register No. _____ For _____

Signature _____

Social Security No. _____

Register No. _____

If by more than one nominator:

NOMINATION

We hereby nominate _____

Register No. _____ For _____

Signature _____ Social Security No. _____ Register No. _____

(C) Number of Nominators Required

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

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

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

NOMINATION MEETINGS FOR 1991 ELECTION OF OFFICERS AND EXECUTIVE BOARD MEMBERS

Monday June 3, 1991

District 1
Special Called Mtg.
7:00 p.m.

Engineers Building
474 Valencia Street
San Francisco, CA

District 10
Reg. Dist. Mtg.
8:00 p.m.

Labor Center
1701 Corby Avenue
Santa Rosa, CA

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

Cedar Lanes (Walnut Room)
3131 N. Cedar
Fresno, CA

Tuesday, June 4, 1991

District 20
Special Called Mtg.
7:00 p.m.

Warehousemen Local #6
99 Hegenberger Rd.
Oakland, CA

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

Engineers Building
2806 Broadway
Eureka, CA

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

Laborer's Hall
6545 Stockton Blvd.
Sacramento, CA

Wednesday, June 5, 1991

District 70
Special Called Mtg.
7:00 p.m.

Engineers Building
100 Lake Blvd.
Redding, CA

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

Labor Temple, Rm. B
2102 Almaden Road
San Jose, CA

District 12
Reg. Dist. Mtg.
8:00 p.m.

Provo City Power Bldg.
251 West 800 No
Provo, Utah.

Thursday, June 6, 1991

District 30
Special Called Mtg.
7:00 p.m.

Engineers Building
1916 North Broadway
Stockton, CA

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

Engineers Building
1010 "I" Street
Marysville, CA

District 11
Reg. Dist. Mtg.
8:00 p.m.

Musicians Hall
124 West Taylor
Reno, NV

Monday, June 10, 1991

District 17
Special Called Mtg.
7:00 p.m.

Cameron Center, Auditorium
95 Mahalani Street
Wailuku, Maui, HI

Tuesday, June 11, 1991

District 17
Special Called Mtg.
7:00 p.m.

Kapiolani School
966 Kilauea Avenue
Hilo, HI

Wednesday, June 12, 1991

District 17
Special Called Mtg.
7:00 p.m.

Farrington
High School (Cafe.)
1564 N. King Street
Honolulu, HI

Thursday, June 13, 1991

District 04
Reg. Dist. Mtg.
8:00 p.m.

Holiday Inn
1350 Holiday Lane
Fairfield, CA

Keeping the iron rolling

Heavy-duty repairmen keep the construction team a greased machine

Without a pit crew, a championship race-car driver wouldn't get very far; without heavy-duty repairmen, a contractor wouldn't get very far either.

Although not as visible as heavy equipment operators, HDRs, in many ways, are the backbone of the construction company. In this time of increased competition, their job

performance – the ability to keep expensive pieces of machinery rolling consistently on the job – can make or break a contractor's bottom line.

"We've always been the bastard children in the industry because of our overhead," said Scott Alves, a master mechanic at Teichert's main repair shop in Sacramento, "but without us nothing would roll on the

job."

All told, there are about 2,500 heavy-duty repairmen in Local 3. They work in all kinds of settings, from large tractor shops to rock plants. They work for employers ranging from the small local paving contractors to the large heavy construction firms. Regardless of where they work and who they work for, they play a vital role in keeping the

iron rolling.

Last March, *Engineers News* visited several repair shops in the Sacramento area to see what goes on in heavy-duty repair. Although we visited only a handful of shops, this special report is meant to recognize all Local 3 heavy-duty repairmen, whose work helps keep the wheels of the construction industry moving.

Case is the place for customer service

Case Power & Equipment in Sacramento is to the contractor and owner-operator what an automobile dealership is to the ordinary person. At this retail sales outlet, new and used Case machines – crawlers, loaders, trenchers, compactors and backhoes – are sold, trade-ins are refurbished and warranty and service work is done.

Because of the emphasis on equipment servicing, about a third of the shop's 35 employees are heavy-duty repairmen. Like a busy dealership service department, the HDRs do everything from engine overhauls and repairs to fixing a cab's air-conditioning.

"Heavy-duty repairmen play a very important role here," said Shop Foreman Bob Baldwin. "If you don't have service to back up your sales,

you're not going to get very far."

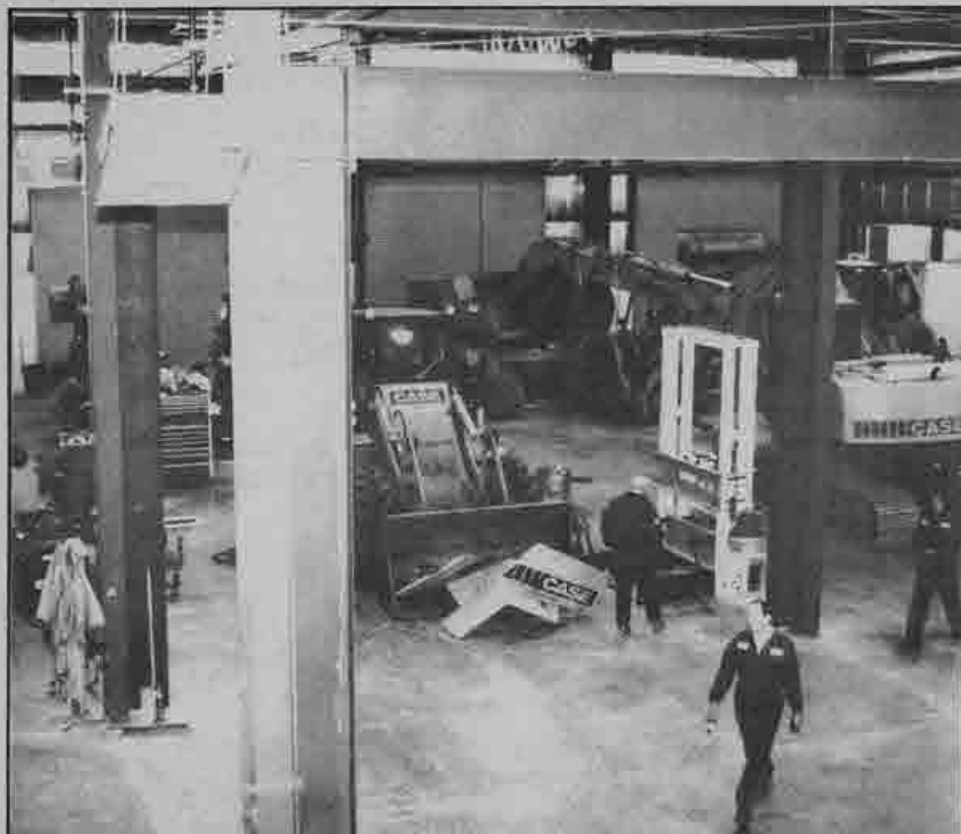
While the repair shops at nearby Teichert and Granite strive to keep machines moving on construction jobs, customer service is the name of the game at Case. If a customer brings in a backhoe with a busted transmission, Local 3 HDRs use their superior skills to get the job done quickly and thoroughly.

"There's a lot of pressure on the guys to get jobs done in the allotted time because the customer is paying for only a certain amount of labor," Baldwin said. "We're selling our labor, so if the mechanic runs over, the shop loses money."

In the end, it's the quality work of Local 3 HDRs that bring the customer back for repeat sales and service.



Above: Shop crew at Case Power and Equipment.
Center: Parts specialists from left are Mark Matney, Ed Lake and Jim Pettit.
Bottom: HDRs Richard Silva and Mike Lopez.



Above: The shop floor at Case Power and Equipment.



Special Report

Winter brings Granite's HDRs indoors to prepare for busy work season

During the construction industry's winter slow down, Granite's main repair shop in Sacramento hardly misses a beat. The rainy season gives the shop an opportunity to do some early spring cleaning.

With most of the major jobs shut down, Local 3 mechanics and welders hustle to complete all the major overhauls and repairs needed to get the equipment through the upcoming work season. The 12 to 16 HDRs work on everything from Cat loaders and Hysters rollers on up to Blaw-Knox pavers.

At Granite's shop, HDRs play the same vital role as they do at Case Power & Equipment, but in a different way. Instead of appeasing customers, Granite's HDRs must prepare a fleet of heavy equipment for the long hours of constant summer operations on large projects worth millions of dollars.

"If you have a paver break down and you've got 20 trucks out there waiting, the mechanic's the one who

gets it rolling again," said Shop Foreman Ted Wherry. "The least amount of down time, the more the company will make money."

What makes their job a little easier, Wherry says, is Granite's impressive fleet of well-equipped, late-model mechanic field trucks, which are outfitted with hydraulic cranes, impact tools, welders and all the best hand tools an HDR could want. This allows the team to do almost all repairs in the field, thus keeping the iron moving on the job.

If the machine can't be fixed in the field, that's where the shop comes in. One of the most satisfying aspects of being an HDR, Wherry says, is going out into the field, trouble-shooting a problem, and if necessary, bringing the machine back to the shop for repairs, then seeing it run again.

"Everyone knows that the better job they do, the more money the company will make and the more secure their jobs will be," Wherry said.



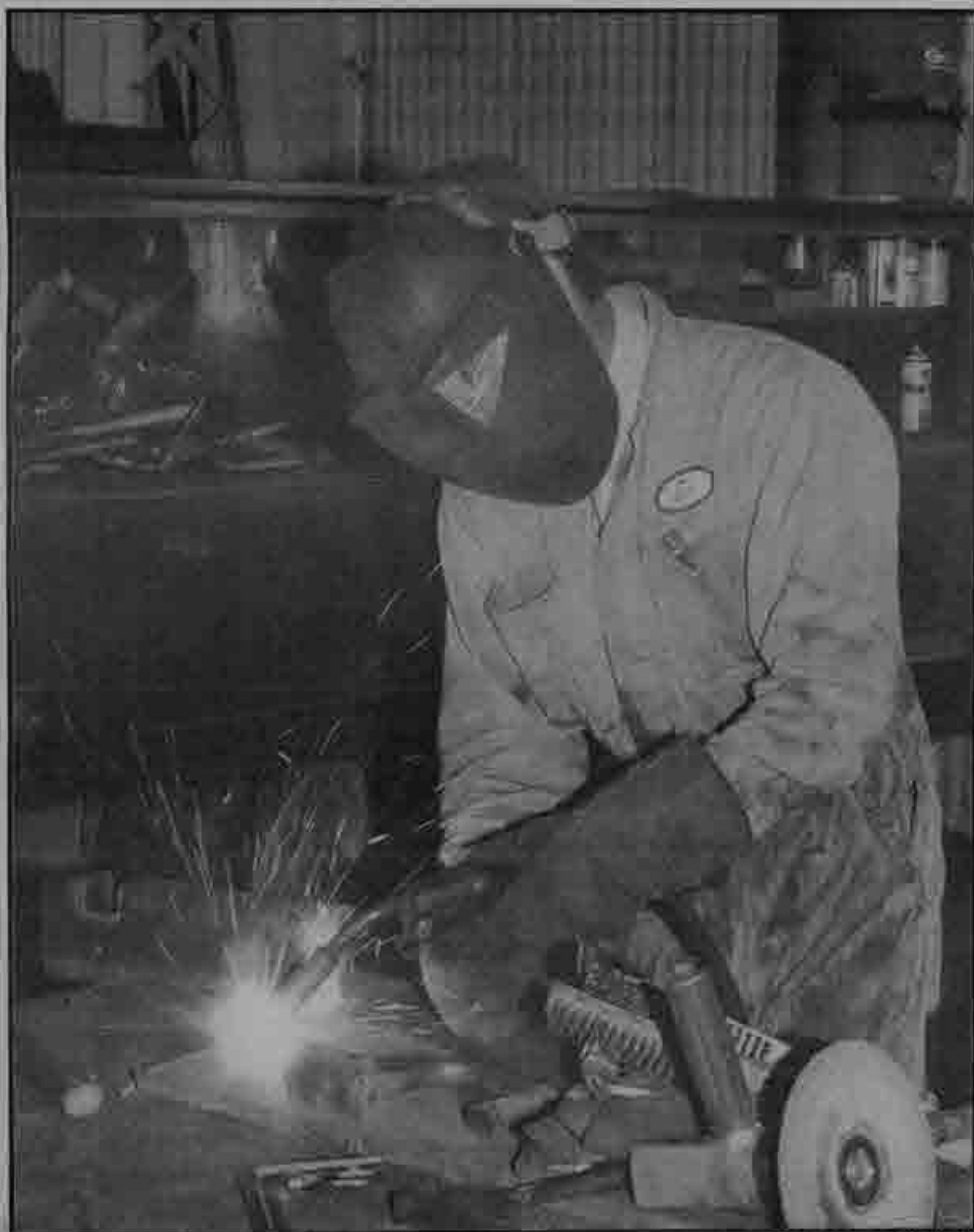
Above: The crew at Granite's repair shop in Sacramento.



Tim Bunch.



Jacquie Bowerman



Above: Under that shield is HDR George Need.

Left: HDR Ed Stewart.

Below: Tim Bunch and Jacquie Bowerman.



At Teichert's Cat shop, everyone likes the big iron



Above: Teichert's crew of HDRs at the main Cat shop in Sacramento.

Far right: HDR Jim Elster (left) with Local 3 Business Agent Hugh Rogan.

Center: HDR Don Messner welds the front end of a Cat 146 blade.

Below left: At Teichert's main rock plant, Tom Rogers and Bent Tellow work on the plant's crusher as part of the yearly overhaul.

Below right: Teichert's Cat shop in Sacramento.

Repairing a big piece of iron and seeing it roll on the job is what motivates the HDRs and apprentices at Teichert's Cat shop in Sacramento. Like at Granite's repair shop, the majority of Teichert's HDRs converge on the shop during the winter months to complete major repairs, then return to the field when the prime work season begins.

In the center of the shop, a Cat 922 loader with 18,000 hours of operating time, was going through a complete overhaul. At a bench nearby, HDR Shorty Johnson rebuild the 922's steering assembly. In another corner of the shop, two other mechanics overhauled a Cat diesel generator engine that ran Teichert's rock plant in Truckee, Calif. Welding sparks flew from another corner of the shop where HDRs did main-frame repairs.

It was all in a day's work for the 22 HDRs and two apprentices. In the winter, the crews generally work eight-hour shifts, but when work starts humming during the peak season, the crew can work 10- to 14-hour days keeping the iron rolling on dirt spreads.

In addition to all the usual trouble-shooting, hydraulics, mechanics, lubrication, HDRs do a lot more electrical work these days. With sonar and laser-tracking devices and other high-tech electronic

equipment rapidly becoming standard equipment on a lot of machines, HDRs are constantly having to upgrade their skills and familiarize themselves with new products. Master Mechanic Scott Alves says the shop holds periodic training sessions to keep the hands one step ahead.

"There's so many new things happening in the industry it's not hard to keep the guys interested," Alves said. "When you see something new, you tend to be afraid of it, you tend to be afraid to make a mistake, but really it's just a new thing. That's why we have the training sessions."

Across the street at Teichert's main rock plant, mechanics overhauled the crusher. Each winter the plant is shut down for about a month and all the major repairs that can't be done while the plant is operating are made. With over eight miles of conveyors, the plant has a lot of moving parts that need repair and preventative maintenance, and it all has to get done during the four-week shutdown.

With the arrival of spring and increased work activity, many of the shop's hands are moving back into the field, where they'll shift gears and work more on the day-to-day stuff. If they did their usual good work this past winter, chances are major breakdowns will be minimal this summer.



Special Report

Heavy-duty repair training

Something to be darn proud of

The road to becoming an HDR is long and sometimes arduous. It definitely requires a lot of studying and hard work. But as HDR apprentices travel that road, many rewards and much satisfaction can be attained. Local 3's apprenticeship is one of the nation's best, and anyone who makes it through the program has something to be darn proud of.

The HDR program requires that an apprentice complete the program within 8,400 hours. During that time, the apprentice must eventually pass seven minimum competency tests: five covering written materials on engines, electrical, hydraulics, power trains, and welding and two hands-on tests covering engine trouble-shooting and welding. Only after passing all seven tests with a minimum 3.0 out of a possible 5.0 does the apprentice become a journey.

In the beginning stages of training, the apprentice enters the Probation Orientation Program (POP), which lasts 10 weeks at the Rancho Murieta Training Center and involves instruction in basic skills on engines, electrical, hydraulics, welding, field service and lubrication.

After the initial 10 weeks, the apprentice is placed with a contractor for continued on-the-job training. Every 1,800 on-the-job work hours the apprentice returns to Rancho Murieta for two weeks of Supplemental-Related Training (SRT), which amounts to additional, more

advanced training in the same subjects. During the entire program, which normally lasts five years, the HDR apprentice will come to the training center an additional three times for more training.

This year's instruction will concentrate on the SRT apprentice who needs more than the basics. Much of this will be geared towards hands-on work and training that will be both practical for the apprentice and beneficial to the contractor.

Because of the large number of equipment manufacturers, there's a wealth of information that must be learned from books and manuals. In addition to knowing how the various pieces of equipment are built, the HDR must be able to trouble-shoot, fabricate and build some pieces or parts of the equipment, weld and repair the equipment carriage and frame, as well as know all lubrication points and filters on each type of machine.

All this knowledge and skill doesn't come to a person overnight. Most apprentices will require the full five years of work experience and training before they can complete the HDR apprenticeship program. The training center doesn't expect the beginning apprentice to disassemble and repair a piece of equipment after leaving the center, but the apprentice should have enough basic skills to be a good mechanic's helper and benefit the con-

tractor.

Most beginning apprentices will be assisting with the work and probably doing a lot of servicing and lubrication of equipment. As the apprentice advances, the instruction shifts to more difficult material and

the contractor provides more opportunity to gain on-the-job training with more advanced tasks on the equipment. The goal at Rancho Murieta is to produce apprentices that have the basic skills necessary to attain journey status.



Jeff Myers (left) and Juan Palomino reassemble components to a transmission during a power train class.



HDR Instructor Bruce MacMillen shows Apprentice John Harris the proper use of a cutting torch.



HDR Instructor Coy Garrett (right) shows Apprentice Doug Patters the breakdown procedure to a diesel engine.

STRAIGHT TALK

By Don Luba

Demand your rights

It has been many months since my last article, and I have convinced myself that my work load and travel schedule of the last many months is no longer a viable excuse for not taking up the pen and reporting to the membership. The past many months has been one continuous round of negotiations, boards of adjustments and arbitration hearings on grievances.

One thing I have experienced recently is that some of our union members are unwittingly jeopardizing their position in cases of unjust discharge or terminations. I will attempt to explain below.

As you know, the National Labor Relations Act was signed into law over 50 years ago to protect the rights of working men and women on the job. The National Labor Relations Board was subsequently established to administer the provisions of this act when disputes arise between labor and management. The charge of the NLRB is to provide a level playing field between management and employees.

Unfortunately during his administration, President Reagan destroyed any chance of fairness for workers by appointing strictly pro-management people on the board. The result was many precedent-setting decisions weighted heavily against workers, which severely weakened the position of organized labor. Recently the NLRB has undergone a minor change in its make up, which has fortunately resulted in a more moderate approach towards organized labor.

Notwithstanding all of the above, there has been in place since 1975 a precedent setting U.S. Supreme Court decision called the *Weingarten Decision*, which affords some protection to union-represented employees in disciplinary actions.

Members should be aware that if you are called into the foreman's, supervisor's or boss' office for the purpose of questioning for potential disciplinary action, you have an absolute right to demand your "Weingarten rights." That is to say, you have the right to politely say, "I will not answer any questions until my union steward or business agent is present." The flip side of the coin is management has no obligation whatsoever to inform you that you have such rights. These rights extend to any union-represented employee called in for questioning about another employee.

I feel it imperative you be aware of this issue, in light of the grievances I mentioned above which I have been called upon to handle.

One particular case comes to mind, where there was a fire on company property, resulting in what

the company claimed was \$1.5 million damage. The issue here was whether the fire was the result of negligence on the part of one or more employees. This case resulted in discipline to a Local 3 member who was suspended from work without pay for several weeks and denied a scheduled upgrade in pay. We filed a grievance that resulted in an arbitration hearing.

In the course of the arbitration, testimony revealed that the employee's Weingarten rights had been circumvented by the company and that there was a company produced tape recording in the company's possession. The union's attorney demanded that the tape be entered into evidence and the arbitrator so ordered. The tape revealed that the company had clearly deceived the employees by stating to them the purpose of the inquiry was for insurance purposes only and not for disciplinary action at all. The company thus violated the Weingarten decision by leading the employees to believe there was no need to request union representation.

In light of this and other key evidence, the arbitrator upheld the union's grievance and ordered the company to make the grievant whole in all back wages and benefits denied him, including the scheduled upgrade in pay. This totaled to something in excess of \$3,000.

Be aware of your rights and exercise those rights!

I think it's important to note that the Weingarten rights that guarantee you these great protections came from a U.S. Supreme Court decision at a time when the court had not yet been loaded up with Reagan appointments. The Supreme Court is now tilted heavily to the conservative right, thanks to Reagan, and those are life-time appointments.

Yes, the great communicator from Hollywood fixed us for many years to come. That court has since issued numerous decisions devastating to organized labor. One decision that comes to mind is a recent one that in effect says Federal ERISA laws preempt state apprenticeship programs and the way they are funded. Justice Sandra Day O'Connor, a Reagan appointee, wrote the decision on this one. It is highly improbable that we shall ever see a decision as favorable to union workers as Weingarten from this present Supreme Court.

Bottom line brothers and sisters, our battles are won or lost in the political arena and at the ballot box. This union's battles are your battles. We cannot do it alone.

TEACHING TECHS

By Art McArdle,
Administrator

Work upswing expected soon

Was March wet or what? It looks like one of our problems is a little less of one; we

now have some water for construction. It also appears that we have sun to welcome late spring and summer. The general feeling is that work will pick up by June and we'll

the community. All of these items are attainable if you, as an apprentice, work hard, study hard and look to the future — your future.

The completion ceremony on April 13 in Sacramento went well. I was disappointed not to have more of the graduates attend. Those who did attend enjoyed the dinner and dancing.

Party Chief graduates present were Enrique Augilar, Michael Dodson, Hector Estrada, Tim Hendrix



Surveyors in training are from left: Susan Harrington, Tracy Marcenkoski, Darcy Trombetti, Juan Lovato and Ron Bunting.

end up having a fair work year, with 1992 looking like a good work year.

There are so many factors that cause construction to hit its highs and lows. As apprentices you have to learn to ride out the cyclical trends that have been happening over the years.

As I tell apprentices in orientation, don't expect to work more than six months during your first year and eight months in your second year. By your third year, if you have shown you can handle the ups and downs, keep up with your curricula work and give a good day's work to your employer, you will have an excellent chance to become party chiefs in the 1990s.

It's not the breaks that will get you to the top, it's you! Of all the apprentices that make good, there are as many — if not more — that find they cannot grow with the industry. Those that make it will reap the rewards of an excellent living, good benefits and a position respected in

and Edward Wodzienski. They received a diploma-bound certificate, a transit lapel pin and a belt buckle.

Chain level graduates present were Bonnie Bompert, Efrain Quezada, Art Willagran and Larry Walker. They also received a diploma-bound certificate and a transit lapel pin.

A thanks to those who attended these great festivities. A special thanks to Stan Kangas, president of Brian, Kangas, Foulk and Assoc., as well as Local 3 Vice-President Jack Baugh for their awards presentation. Also in attendance from Local 3's Technical Engineers Division were Frank Morales, John Toney and Bill Schneider.

The Northern California Surveyors Trust will miss Leo Ruth who retired in 1990. Leo had been a member of the NCS Trust since 1974 and has been an inspiration to many through the years. We wish Leo a long and happy retirement.

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

Results of specially-called meetings



A special thanks to all the members and their spouses who attended the specially-called round of meetings regarding the health and welfare

plan.

At least year's round of specially-called meetings about the same matter, we told you we would continue to review the financial status of the fund and keep you posted. Our monitoring shows that the health-care cost crisis continues to place a severe economic crunch on our health plans and on all of us, and we want-

ed to get your input once again on this vital matter.

The reasons for spiraling health-care costs in the United States have not changed. Medical inflation, which is double regular inflation, ever-increasing volume of claims and greatly diminished reserves have pushed the entire health-care delivery system in the country to the brink of collapse. As you have been reading in the news, long-term solutions are not easy to come by. Overall policy changes are currently being discussed on the state and federal levels - a number of health-care proposals have already been introduced in this year's legislative session - but a consensus on the proper approach is difficult to achieve.

For the short term, your response overwhelmingly favored maintaining the current level of benefits at a

cost of 25 cents an hour from the next negotiated increase. The Actuary has informed us that this would hold the current level of benefits for a period of about one year, provided the recession is relatively short.

The questionnaire results completed by 714 members during the round of meetings was as follows:

- 660 members wanted to maintain the current level of benefits at a cost of 25 cents an hour from the next negotiated increase. This would be the amount for construction. Rock, sand and gravel would pay a prorated amount.

- 54 members did not want to increase contributions but to reduce benefits to bring costs in line with income.

- 92 percent of the members in attendance were against any pension fund surplus assets to offset

any increases in the cost of health and welfare.

Discussion among the meeting participants was spirited. Questions and comments ran the gamut: wellness programs, the deductible and its effect, provider practice of unbundling claims, creating higher volume and therefore greater overall costs, the Addiction Recovery Program, scrutiny of medical bills, the importance of catastrophic coverage, to name a few.

The consensus was that all participants must become careful medical-care consumers. For example, the cost of prescription drugs can vary significantly from pharmacy to pharmacy, so it pays to do some comparative shopping when your doctor advises you to take a prescription drug.

With respect to hospital, we must also be careful consumers. We are not talking about emergency care. If you need to get to the hospital or see a doctor in an emergency, seek the nearest help. We are talking here about scheduled surgeries and the like, the times when we do have an opportunity to do some planning before actually receiving medical attention. Discuss these matters with your doctor.

It's always a good idea to discuss what the fee will be with your doctor or other provider before services are rendered. In order to receive the best benefit available under the Operating Engineers Plan, use a contract provider if possible.

Examine the statements for services you receive from your provider. Discuss any discrepancies with the provider before submitting to the trust fund for payment.

It is not necessary to submit a complete claim form with every claim. However, the insured's name and social security number must be on the statement. Always submit itemized statements. Benefits cannot be issued from a "balance due" bill.

Informed consumers' use of the medical program will not heal all the program's financial ills. But at least we will all be doing our small part towards making sure the plan is used wisely. It will take a concerted effort by all of us to help control runaway costs. Let us make every effort to help out where we can, and to back those legislative efforts that may have a chance to set better U.S. health policy for the long-term. Watch this column next month for some suggestion on how to write letters to your legislator.

YOUR CREDIT UNION

By Bill Markus, Treasurer

Don't fall victim to car dealers



It has come to our attention that some auto dealers and finance companies are belittling credit unions in an effort to maintain their share of the vehicle finance market. Dealerships are telling consumers that they have competitive interest rates and faster service than credit unions. What the dealerships are not saying is the consumer is paying

too much for the vehicles.

Our loan department is seeing more purchase orders in which members are paying too much for their vehicles, and in some cases, paying more than what the vehicle is actually worth. Sacramento has been one area where members have fallen prey to the car dealers. We want to stop this injustice. You work hard for your money, and we want to help you save on your next vehicle purchase.

When shopping and comparing vehicles, you also need to shop and compare loans. Take into consideration the entire cost of the vehicle. Don't become a victim of a car dealer. When a dealership offers a low interest rate, you can bet you are paying too much for the vehicle. If offered a choice between a rebate or lower interest, in most cases, you would be better off taking the rebate. It's important that you review all your options before you sign the contract. Once the contract is signed, it is too late to negotiate.

Our Vehicle Information and Purchasing Center has been created to give you good, sensible advice on how to buy your next vehicle. Our staff will quote both new and used vehicle prices, give you negotiating tips, explain our mechanical breakdown insurance, review our optional disability and life insurance coverage, go over payments and take your loan request - all hassle free.

Your credit union has a variety of loan rates and terms to select from. Members can receive a 1/4 percent discount on new car loan rates if an American-made vehicle is purchased, and a 1/4 percent discount if the loan is paid by one of our automatic payment plans. That's a 1/2 percent discount from our already low interest rates. On used vehicles, a 1/4 percent discount is received on



At the Modesto Branch grand opening April 8 are: Bill Onesta, Nancy Walker, Anita Nelson, Michelle Anderson, Cindy Keef, and Jerry Steale.

purchases with 20 percent down or automatic payment. With a variety of terms to choose from, you can select the payment that best fits into your budget.

Avoid the dealer's traps. Call or visit your credit union before you shop for your car. We will provide you with the necessary information to make a good decision on your next vehicle purchase. After speaking with us you will be ready to spring the traps the dealers have set for you.

Boom

Olsen-Ohbayashi using 12 cranes to complete

By Steve Moler
Assistant Editor

Driving down the Great Highway near the San Francisco Zoo, a cluster of crisscrossing crane booms outlined against the western sky attracts your attention, giving you the impression something big is happening.

And indeed there is. Local 3 members, several of whom are operating the cranes, are involved in the construction of the Oceanside Water Pollution Control Plant, the most expensive public works project ever undertaken in San Francisco.

In the early 1970s, the San Francisco Clean Water Program was established to clean up bay and ocean pollution. A master plan adopted in 1974 called for the construction of a network of new sewer lines and storage facilities and a more sophisticated treatment plant that would meet federal and state water-quality standards.

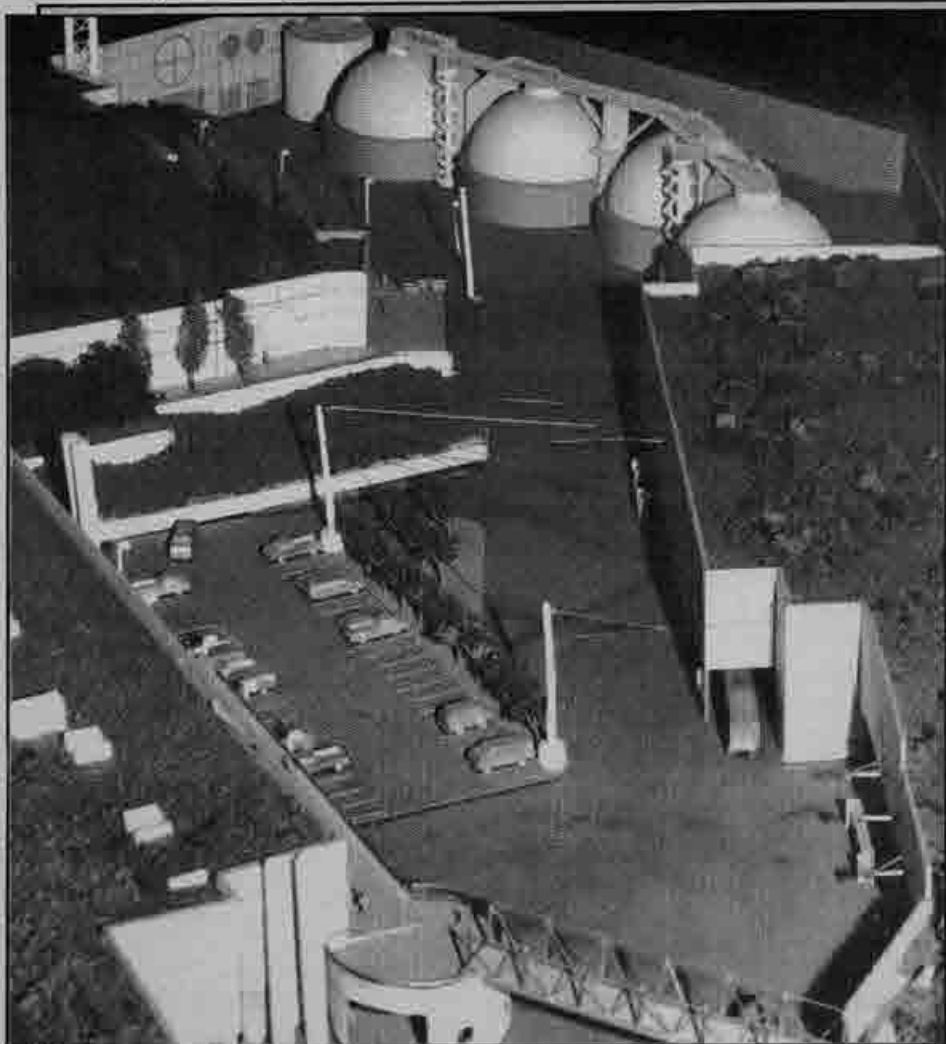
The plan called for the new system to be built in several phases. In December 1980, Olsen, Ohbayashi &

Zaketa began work on the first phase, a network of storage collection boxes and main sewers. The second phase consisted of constructing a 12-foot diameter underground outfall pipeline stretching 4.5 miles from the proposed treatment plant out into the Pacific. A third phase involved constructing a pump station near the proposed treatment plant. As many as 100 Operating Engineers worked over a six-year period on these three projects.

While these jobs were underway, San Francisco petitioned the federal government to have water quality standards lowered so the city could avert building the new and very expensive treatment plant and continue using its smaller but outmoded Richmond-Sunset plant in Golden Gate Park.

But the Environmental Protection Agency, in conjunction with the San Francisco Bay Regional Water Quality Control Board, ordered the city to improve the quality of sewage being pumped into the Pacific Ocean or face hefty penalties. With few options and time constraints, the city

Right: Oiler Larry Kurtz (left) with Crane Operator Gary Barker on a 3900 Manitowoc.



Above: Model of Oceanside plant. Seventy percent of the structure lies underground.

Center: Surveyor Scott Clayton doing line and grade using a Wild total station.

Below: Homer J. Olsen's survey crew.



town

sewage treatment plant

decided to construct a new \$206.3 million secondary sewage treatment plant on a 12-acre site next to the ocean.

The new plant will be able to eliminate 90 percent of wastewater pollutants. Sewage will pass through screening and grit removal units, primary clarifiers, aeration tanks, secondary clarifiers and chlorine contact channels prior to discharge into the ocean. Solids that settle out during the treatment processing will be thickened, stabilized in an anaerobic digester, then dewatered prior to truck haul.

Under a joint Olsen Inc.-Mitsubishi Corp. venture, construction on the plant began in January 1990. Because 70 percent of the cast-in-place concrete structure will lie underground, site preparations included 750,000 cubic yards of excavations and installing 1,100 soldier piles for temporary shoring.

To handle the 135,000 cubic yards of structural concrete, the 17,000 tons of rebar and the 135,000 lineal feet of pipe, Homer J. Olsen has been using as many as 12 cranes: two

3900 Manitowacs, one M65 Manitowac and an assortment of rough-terrain cranes ranging from an 80-ton on down to a 12.5-ton.

To ensure that all pieces of the construction puzzle fit together, 10 surveyors using state-of-the-art equipment have been working in two-person teams. Using Wild total stations, which can attain an accuracy of plus or minus a quarter of an inch, the surveyors first did slope staking for the earthworks and now are doing line and grade for structures, pipelines and utilities.

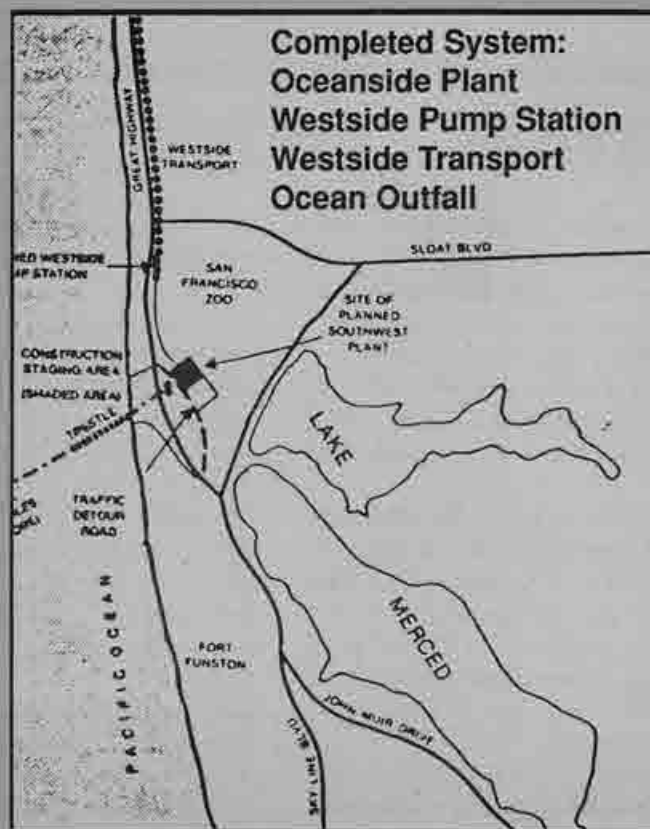
The greatest challenge for the contractors and Local 3 operators is completing the project under the strict time constraints. Under the EPA administrative order, the city faces fines of \$10,000 per day if it fails to complete the project by April 1994. To ensure meeting this deadline, up to 300 construction personnel, including 25 Local 3 members, are working on the job. With this kind of effort, project officials are confident they will finish on time.



Above right: One of the 12 cranes on the job lifts pieces of rebar into place while a backhoe and loader work on trenching for pipelines and utilities.

Left: Oiler Larry Almeda (left) with Crane Operator Brian Mackwood on a 3900 Manitowac.

Below right: Crane Operator Dave Kohler and Oiler Dannie McClenahan on a M-65W Manitowac.



NEWS FROM THE DISTRICTS

Union busting hurts everyone

SANTA ROSA – Ever since former President Ronald Reagan fired thousands of air-traffic controllers in 1981, labor has been taking it on the chin. From the beating the controllers took to the more recent Greyhound strike, labor has been punched, kicked, gouged and bitten. More and more companies are finding no reason not to "shoot the moon" and bust the union. Many have succeeded.

You don't have to be rabidly pro-union to see that when labor takes a hit, the whole population feels the pain. Labor historically has pushed for better health care, wider social services and meaningful health and safety standards. When Labor is on the ropes, we experience a general rollback of the rights and benefits of all working people, union and non-union.

If you're an average wage earner, whether your collar is blue, pink or white, whether you're union or non-union, your life is better because of organizer labor's struggle. The assault on labor in the 1980s has contributed significantly to our deteriorating economy. With no balance provided by a strong union movement, billions of dollars have been wasted. Corporate raids, S & L fraud, and other financial fiascos funded the extravagances of tycoons like Trump, Boesky, Milliken and their ilk. The exploiters went on a spree like kids in a candy store. Their greed knew no bounds. They ate the cake and we got the bill.

For a lot of middle-income folks, simply hanging on to our homes and families became a measure of success in the '80's. Many of us were

placed in the unenviable position of being just one major illness from the poor house.

Before unions came along, there were two social classes: the rich and the poor. Unless the anti-union tide is reversed, there's going to be rich and poor again, and you aren't going to be rich, brother.

Japan has flourished without eliminating unions. Germany has

prospered with a labor movement more powerful than any in the United States has experienced for many years. Europe is doing well because of labor-backed legislation establishing national health care, job retraining for the unemployed and liberal child-care benefits. Why should America be different?

The union-busting road is a dead-end for the majority of Americans,

and for our country as a whole. It doesn't look like there is a Roosevelt on the horizon with the courage to bring corporate America to its senses. So the fight to restore the balance of power promises to be long and difficult. If the average family is to survive in the 1990s, we'd be wise to hang tough and hang together.

Bob Miller, Business Rep.

A wet and wild district picnic coming



Two people take the plunge at the Windsor Waterworks, where the Santa Rosa District will be having its annual picnic Aug. 4.

SANTA ROSA – This year the Santa Rosa District is going something a little different for its annual picnic and barbecue. On Sunday, August 4, the Windsor Water Works located just north of Santa Rosa on Hwy. 101 will be the place.

The picnic advanced admission price is \$12 for adults and \$9 for retirees. The ticket includes a salmon or steak barbecue with all the trimmings, landscaped, shaded picnic grounds, swimming pool and children's wading pool, horseshoe pits, volleyball, softball, ping-pong, video arcade and snack bar.

The water slide admission price is \$5 for adults and \$4.50 for children. It's well worth it. Lying on a foam rubber mat, you take a 42-foot drop and speed 400 feet through tunnels, around spirals and up and down slopes, finally landing in a pool at the bottom. There are four separate waterslides ranging in difficulty from apprentice to finish blade.

Remember that we have only 700 total tickets available. Children under 12 get in free if they will settle for hot dogs. Tickets at the door – if available – will be \$15 for all adults. Ice cold beer and soda are free. Bring some extra money for our raffle. Prizes include \$1,000 worth of Gold's Gym memberships, a rifle, various overnight packages and, from our local wineries, Sonoma County wine.

We expect to sell out early, so hurry! Tickets are available in the Santa Rosa office or from business agents Bob Miller and George Steffensen.

Work picture coming into focus

SANTA ROSA – The work picture is starting to become a little clearer. The projects are starting to show up in the bid reports. Argonaut has picked up a couple of subdivisions, one in Petaluma and another in Lake County. Piombo has also picked up a subdivision in Sonoma County. North Bay Construction continues to be low bidder on some City of Santa Rosa projects, the latest being the Summerfield Road improvements. Don Dowd has started its subdivision in Oakmont.

A lot of members have asked me about the Sonoma County Expressway. It's a \$12 million project for the City of Petaluma. The project will replace old Ely Road between Corona Road and Madison Street with a

four-lane expressway. The bid opening is scheduled for June 6.

I bet some of you did not realize that my partner in the office, Bob Miller, and I are not built exactly the same. For those of you who might find this news a shock, let me explain why Bob keeps in such good shape.

Bob Miller is a body builder who will be competing in the National Body-Building Championships "Mr. America Title" on June 15 in West Palm Beach, Florida. This will be the fourth year he has competed for the title, having come in second place each time.

For 10 weeks prior to the competition, Bob will be dieting and training, working out six times a week.

Most of the other competitors either own health clubs or work in them – it's their job. Not so for Bob; he works all day as a business agent and then trains two hours a night for his competition.

Greg Gunheim brought an article into the office that he thought the members might be interested in. The article was about a new law that allows Californians to reduce their house payment by cancelling their private mortgage insurance. To qualify the mortgage amount you own must be less than 75 percent of the value of your home. This law applies to people who put less than 20 percent down on a conventional loan. The PMI premiums range from \$25 to \$50 per month and are added

to the mortgage payment.

The insurance protects the lender in case of default. Once the risk is reduced, the insurance is no longer needed. Before you can eliminate the insurance you must be able to demonstrate that you pay your bill on time, specifically, making monthly payments for two years without default. Thanks for the information, Greg.

Remember June 3 is our district meeting at 8 p.m.. Since we're getting a late start this year here in Sonoma County, don't forget to renew your place on the out-of-work list and to apply for your unemployment dues between the first and the tenth of the following month.

George Steffensen, Business Rep.

NEWS FROM THE DISTRICTS

Seven apprentices Operators make assist graduate from training program on new Jazz arena

SALT LAKE CITY – Another fine batch of apprentices recently graduated from Utah's joint apprenticeship program. The Utah District

out such employers – with their commitment to training – our operators of tomorrow would not have the necessary skills and experience.

Tom Arthur of Granite Construction was selected as the outstanding superintendent. Tom devoted a lot of time and shared his knowledge with the apprentices to ensure that they received the best training possible.

Completion ceremony guests were welcomed by Utah District Representative Kay Leishman and JAC Chairman Bill Cook. Utah State AFL-CIO President Ed Mayne was the keynote

speaker. He discussed how important apprenticeship programs are in developing careers. Local 3 Treasurer Don Luba spoke on how apprenticeship training helps keep unions strong.

Several service awards were presented to members of the Utah JAC: Don Strate (Local 3) for 16 years of service, Kay Leishman (Local 3) for seven years, Virgil Blair (Local 3) for 10 years, Bill Cook (management) for 25 years, Grant Richins for 25 years and Dick Smith for 15 years of service.

Bill Cook concluded the program with a speech on behalf of employers on the importance of apprenticeship.

Rickie Bryan, JAC Administrator



Graduating apprentices from left: Paul Koyle, Jacques Dingemans, Harry Begay, Virginia Begaye, Yvonne Carlsen. Not shown are Chris Sabey and Paul Lameman.

held its annual completion ceremony for the 1990 graduates on February 23 at the River Boat in Salt Lake City.

Outstanding apprentice for 1990 was Paul Lameman, who progressed through the program with high grades, completing all assignments and finishing 320 hours of SRT training on time. Paul is a Utah native; he's married and has four children.

Out of seven contractors, Granite Construction was selected as the outstanding employer of 1990 because of its willingness to help apprentices obtain the proper training needed to become successful journeymen and journeymen. With-



A 4100 Manitowac hoists one of the 10 trusses being installed on top of the new Utah Jazz basketball arena.

SALT LAKE CITY – Construction work on the new Utah Jazz basketball arena is proceeding on schedule.

Two 4100 Manitowac ringer cranes have been hoisting the roof trusses, which are 345 feet long and weigh an average of 90 tons. These trusses are placed atop a slide composed of a concrete beam topped by stainless steel slide plates. The trusses have teflon pads attached to each end. Each truss is set from the same end of the building and assembled together. Once this is done, a hydraulic tugger is attached and the trusses are pulled toward the opposite end of the building about 35 feet, which is just far enough to set another truss and attach it to another one.

There are 10 trusses in all. On the last pull, the operator will be pulling 1,500 tons. The last truss will be set in place by June 1. This unique side-beam structure is the first to be used in the United States.

Gary Farrell, a 30-year member, is working as an assistant and also as a tugger operator. Gary said setting the trusses is no big deal because everything is computerized, and he just has to push the right buttons.

Operators Ralph Hamlin, a 33-year member, and Blaine Hall, a 26-year member, are operating the cranes. Larry Memmott, 21-year member, is operating a forklift and assisting the operator. Bump Helm, project superintendent, stated this

crew of operators is as good as he has ever worked with.

Larry Hartlerode, another member, is working for Okland Construction on the same project. Larry is setting forms and pouring concrete on another portion of the project and could be there for a few months. Okland has a few other projects around the state and is keeping a few of our good brothers busy.

Petro Engineering had a shutdown at Amoco Refinery this month. Shurtleff Andrews has had us dispatch a couple of dozen operators for a project that will run a few weeks. Acme Crane also had work at Amoco, and it's good to see the hands getting an early start for a change.

Acme Materials Construction has started the concrete work on Highway 40 around the Jordanelle Dam and should be starting by May 1.

Granite Construction, Ron Lewis Construction and Gibbons Reed Company all have called hands back to work. It looks pretty good so far.

Virgil Blair, Business Rep.

Public employee organizing kicks off

SALT LAKE CITY – Seven building and construction trade unions, including Local 3, held an all-day workshop to inform and educate organizers about Salt Lake County's policy and procedures' manuals, county employee grievance procedures and other important issues for county employees.

The organizers outlined the goal of organizing the blue-collar unit of Salt Lake County Public Employees Division. Our slogan is "Blue Collar Unions for Blue Collar Workers."

There are about 320 employees in this pro-

posed organizing unit, 100 of which could be represented by Local 3.

Our organizing campaign kicked off the Monday following the organizing workshop. Organizers worked all day and into the evening talking and explaining to county workers what unions can offer and how unions can help make Salt Lake County a better place to work and live.

At the end of that first day of campaigning, I felt we were successful because we had signed over 35 employees to our unions. We will continue to organize until we reach our goal.

In other organizing activities, I've petitioned for an election for Professional Services Industries, which employs 20 people doing construction testing and inspection. This firm's employees have seen the benefit of union representation and have viewed the larger wage rates and benefit packages paid by a signatory testing and inspection company, Consolidated Engineering in Salt Lake. It didn't take long for our members at Consolidated to get the word out about the benefits of being union.

George Stavros, Business Rep.

NEWS FROM THE DISTRICTS

Hawaii member reacts to disasters

Local 3's effort to counter non-union paying off nicely



Kele Hickman (right) assists victims of March flooding in Kahuku area of Oahu.

HONOLULU – Local 3 member Kele Hickman is accustomed to reacting to emergencies. On March 19, when rains on the windward side of Oahu caused flooding, Hickman, an American Red Cross disaster volunteer with the Hawaii chapter, was among those dispatched to the Kahuku area to assess the situation and give assistance.

Trained in damage assessment, feeding and sheltering of disaster victims, Hickman used an inflatable boat to survey damaged areas and to tell others where the shelters and service centers were located.

This is not Hickman's first disaster. In 1985, he was himself a victim of Hurricane Iwa. With his farm destroyed, Hickman received emergency assistance from the Red Cross. Since then, he has been a Red Cross volunteer in the Islands and on the mainland. When the 1989 Loma Prieta earthquake rocked the San Francisco Bay Area, Hickman helped quake victims in Oakland.

Hickman feels it doesn't take much to give a little of oneself, especially when he's giving back a little of what he received.

MARYSVILLE – This year looks like it might turn into a fair work year for work in the Marysville area. Contracts for future construction in Yuba and Sutter Counties exceeded \$16.6 million in February, according to the F.W. Dodge Division of McGraw-Hill, Inc., in New York.

The dollar figure for the metropolitan area was more than double the future contracts from a year ago. Non-residential contracts exceeded \$13.5 million, up from about \$1.9 million a year ago. January and February contracts exceeded \$33.7 million, up from more than \$19.4 million during the same period in 1990.

Earlier this year we were bracing for a very slow work season, with Sutter, Colusa, Butte and Yuba counties having some of the highest unemployment figures in the

state. Things looked bleak, to say the least.

Thanks to Propositions 111 and 108, Caltrans has already awarded more than \$20 million in contracts in this district, with about \$7 million more scheduled to be bid for various projects.

Only \$72,482 of the Caltrans work went non-union, an indication that all the measures that Local 3 has taken over the last few years to combat the non-union movement has had a positive impact on our signatory contractors' ability to best the non-union competition.

A big setback for this district was the Grizzly hydro-electrical power project. About \$50 million was bid March 14, but all bids were rejected. A scaled-back version of the original project is scheduled to be rebid on May 14.

Dave Coburn, Business Rep.

Marysville District Election

On July 11, at 8 p.m., at the regular quarterly District 60 membership meeting, there will be an election for a District 60 Executive Board member and a Grievance Committee member to fill the unexpired terms left vacant by resignation. The meeting will be held at: Engineers Building, 1010 "I" Street, Marysville.

Two Local 3 reservists serve in Persian Gulf

SAN JOSE – Even though hostilities have ended in the Persian Gulf, almost half of the 500,000 or so U.S. military personnel originally deployed to the region have just returned home or are still serving there. Two Local 3 members from the San Jose area are among these troops.

Paul Maddox, a third-step apprentice from Sunnyvale returned home April 26. He was stationed in Bahrain, Saudi Arabia with the U.S. Navy Seabees. His unit, Public Works Company Subic, was used primarily to transport troops and military cargo. Paul, 25, who works for Peninsula Crane & Rigging, will

soon return to work and continue his apprenticeship.

Jerry Waseca, a grade-setter for Con Ex Company, is still stationed in Saudi Arabia with the Seabees. Jerry, who celebrated his 59th birthday April 27, has been a Local 3 member for 25 years and a Seabee reservist for 30 years.

Local 3 is proud of the commitment these two men have made in serving our country.



Paul Maddox



Jerry Waseca

NEWS FROM PUBLIC EMPLOYEES

City of San Jose

A quarter century of membership in Local 3

Having joined Local 3 more than two decades ago, the City of San Jose public employees are not only the senior members of Local 3's Public Employees Division, but are also one of the largest bargaining units in the division. The 700-member unit consists of vehicle maintenance, water pollution control, parks and recreation, streets and traffic and parking enforcement workers. Beginning this month, Engineers News begins a four-part series on the city's public employees.

The first group in the City of San Jose to join Local 3 was the vehicle maintenance workers. Organized in 1966, this group now consists of mostly mechanics, machinists, technicians, metal fabrication specialists, assistants and apprentices working out of five different yards scattered throughout this diverse city of 790,000 people.

Though the word "vehicle maintenance" implies working on cars and trucks, this unit actually works on a much wider variety of equipment, which places difficult demands on the Local 3 members. In addition to the usual cars and trucks, the unit services and repairs everything from chip spreaders and paint strippers to amusement park rides and lawn mowers.

At the San Jose Municipal Airport garage, for example, mechanics work to keep 28 shuttle buses running regularly. At another yard, the division's three metal fabrication specialists custom-make shafts, bearing and bushings for storm drain and sewage pump stations. At the south yard, mechanics keep the streets and traffic division's paint striper and chip spreaders operating.

During a recent visit to the main yard, mechanics were overhauling Danny the Dragon, an amusement park ride built in 1959 that travels like a train slowly down a quarter-mile track at Kelly Park. In another area of the garage, mechanics performed more traditional and routine repairs on such city vehicles as street sweepers, garbage trucks, auxiliary generators and lawn mowers. At the city's heavy-duty repair shop, mechanics worked on heavy iron such as loaders, dozers and graders.

For the 35 vehicle maintenance workers, the quarter century of membership in Local 3 has paid off. Over the years of collective bargaining, the employers have slowly made progress on issues ranging from wages and grievance procedures to uniform allowance and sick leave.



"I know Local 3 stands behind me," said Apprentice Mechanic Richard Chavez. "The union has helped us get raises. If it weren't for the union, I'd be making \$10 an hour instead of \$16."

Like so many cities throughout the country, San Jose is plagued with a \$22 million budget deficit. The city has imposed a hiring freeze until at least June 30 and is taking steps to avoid layoff. During these lean times, having union representation can come in mighty handy.



Top: Vehicle maintenance employees from left: Paul Silva, Manuel Menares, Dominic Torres, Ken Burnthorn, Richard Chavez, Greg Lyons, Steven Valeate and Skip Lavezzari.

Center: At the tire shop are mechanic's assistants Gary Enríquez (left) and Mike Gill.

Left: Mechanic Steven Valeate instructs apprentice mechanic Richard Chavez.

NEWS FROM Rancho Murieta Training Center

Fresh crop of apprentices graduate from training center

It was a night for recognition at Local 3's Joint Apprenticeship Committee completion ceremony held April 13 at the Holiday Inn in Sacramento. There were 104 outstanding men and women who graduated from apprentice to journey status.

This year's master of ceremonies was Local 3 President Don Doser. Local 3 Vice-President Jack Baugh and Treasurer Don Luba also attended. Making presentations were Albert Rojas and Gail Jesswain of the State Division of Apprenticeship Standards and Jim Eaton, industrial relation director for the Associated General Contractors of Northern California.

The event's keynote speaker, state Senator Mike Thompson from Redding, who started his career as an apprentice tractor mechanic, told the audience: "I hold a special place in my heart for the man who works with his hands. I am honored to be a part of the evening's ceremony."

This year the Northern California Surveyors Joint Apprenticeship Committee and the Operating Engineers JAC combined their

awards presentations. Art McArdle, NCSJAC administrator, and Stan Kangas, chairman of the NCSJAC and Northern California Surveyors Affirmative Action Trust, conducted the surveyors' awards.

During the ceremony, Kangas and Baugh presented the surveyors' certificates. Chief of Party graduates were: David Adams, Enrique Aguilar, Elbert Buford, Michael Dodson, Hector Estrada, Martin Gonzales, Tim Hendrix and Edward Wodzienski.

Chain-Level graduates were: Amy Blumenfeld, Bonnie Bompert, Richard Gonzales, Daniel Keiller, Bruce Lacy, Marcel Lewis, Juan Lovato, Richard Mans, Catherine Papesch, Tami Peltier, Donald Peters, Rakesh Prasad, Anil Prasad, Rodney Pruett, Efrain Quezada, Joe Ramos, Arturo Villagran, Lary Walker and Robert Zamora.

It was a night to recognize the achievements and to celebrate several years of hard work. It was a night to be proud.

*Duane Beichley,
Media Coordinator*



Above: Local 3 President Don Doser (left) presents Contractor of the Year award to Mario Ghilotti of Ghilotti Brothers, Inc. Jim Eaton (right) is industrial relations director for the Associated General Contractors of Northern California.

Below: 1990 Graduates of the Northern California Surveyors Joint Apprenticeship program.



JAC Administrator Larry Uhde

NEWS FROM Rancho Murieta Training Center

THE GRADUATES



Abraham Acosta, Jacob Alvarado, Larry Andrea, Marcos Arana, Raymond Askew, George Ayala, Juan Balderrama, Warren Bell, Tod Bradford, Jerry Brindle, Erle Brown, Larry Robert Brown, Bravel Burns, Ignocio Cabrera, Jose Camarillo, Victor Cardoza, Freddie Cargile, Grant Clapp, Chris Coatney, Richard Cowgill, Robert Danner, Phillip Davis, Randall DeSantiago, Lawrence Donegan, Gilbert Duran, Brent Edelman, Kelly Edler, Rudy Escobar, Joseph Febela, Mark Fagundes, Grant Felldin, Tom Figueiredo, Phillip Flathers, Ronald Flewelling, Silvester Garza, Roger Gomez, Roger Gomez, Genaro Gonzalez, Donald Graves, Steve Grove, Rudolph Gutierrez, Aaron Hall, Chris Hendricks, Humberto Hernandez, Ten Hernandez, Anthony Hidy, Paul Hooten, Khanh Huynh, Edward Imhof, Ernest Ingram, Robin Jackson, Wedrell James, Scott Jarman, Maurice Johnson, Valencia Jones, Timothy Kane, John Kvasnicka, Rodney Lane, Darryl Logan, Louis Lovell, Carlos Luna, Sebastian Luna, Kelley Marshall, Felix Martin, Jane Martin, Jody McCoy, Derrick McCullough, Elvis McGee, Glen McLaughlin, David Medina, Robert Meek, Walter Menjivar, Michael Montgomery, John Mooney, Steve Morehouse, Tadd Morris, Mark Nance, Mitchell Neuner, Denise Parker, Kenneth Patterson, Jesus Perez, John Pino, Gilbert Proctor, Michael Protti, Kirk Rhodd, John Rhodes, Robert Rodriguez, Robert Roque, Jeff Rose, Edward Salazar, Phillip Sanchez, John Santiago, Tracy Silva, Tom Stevenson, Craig Stubblefield, David Talo, Steve Thompson, Thomas Threadgill, Darius Upshaw, Cesar Vera, James White, Grant Whited, Paula Williams, Alden Willis, James Wood.

JAC AWARDS

Outstanding HDR:

Larry Andrea, Sacto. Dist. 80

Outstanding HDR Nominees:

Chris Hendricks, Dist. 10

John Mooney, Dist. 40

Larry Brown, Dist. 50

Jacob Alverado, Dist. 60

Anthony Hidy, Dist. 70

Larry Andrea, Dist. 80

Ignacio Cabrera, Dist. 90

Outstanding CEO:

Ernest Ingram, Fairfield Dist. 04

Outstanding CEO Nominees:

Huynh Khanh, Dist. 01

Aaron Hall, Dist. 02/10

Johnny Santiago, Dist. 03

Ernest Ingram, Dist. 04

Edward Imhof, Dist. 20

Kirk Rhodes, Dist. 30

Silvester Garza, Dist. 50

Tod Bradford, Dist. 80

Brent Edelman, Dist. 90

Contractor of the Year:

Ghilotti Brothers

Runner-ups:

Wattis Construction, San Jose

Teichert Construction, Stockton

Teichert Construction, Woodland



Larry Andrea (left) receives outstanding HDR award from Sen. Mike Tompson (right) with Local 3 President Don Dozer.

**GRIEVANCE
COMMITTEEMEN**

San Francisco Rob Terheyden
John Reilly
Joe Wendt

Fairfield Lane Bargiband
Bill Post
Jack Crinklaw

Santa Rosa David Spain
Dennis Becker
Dennis Douglass

Oakland Jim Boné
Eugene Schaufler
Harold Lewis

Stockton Dennis Dorton
Bill Barrett
Tacho Zavala

Eureka Darrell Robinson
Abe Sousa
Max Lennon

Fresno Bob Daniels
Troy Johnson
Frank Rocha

Marysville Brad Foster
Mike Lithgow
Bill Hodges

Redding Jim Matson
Erik Sargent
Dennis McCarthy

Sacramento Ernie Lopez
Dennis Freeman
Carl Richofsky

San Jose Kenneth Tail
Jerome Crutchfield
Gilbert Ruiz

Reno Tom Gallagher
Russ Taylor
Fran Lane

Salt Lake City Shirley Pitcher
Richard Taniguchi
Douglas Taylor

Honolulu John Popovich
William Kapiko
Archie Cox

Maui Joe Kamanu
Danny Rowland
Jan Pitts

Hilo Don Medeiros
Earl Wakakuwa
Rodney Rezentes

**GEOGRAPHICAL
MARKET AREA
COMMITTEEMEN**

San Francisco Perry Cox
Brian Mackwood, Sr.
Larry Underwood

San Mateo Ronald Sickler
Thomas Sanders
Mark Whitman

Fairfield Rodney Anderson
Noble Johnson
Russell Burns

Santa Rosa Reiner Heelon
Patrick O'Halloran
Herbert Roofener

Oakland Mike McPoland, Sr.
Al Horgan
Jim Cox

Stockton David Dornan
Mark Olds
John Baker

Eureka Mike Powers
Tom Anderson
Steve Maple

Fresno Harold Haines
Harold Jones
David Clem

Marysville Dale Hill
Ernie Dorsey
Glen Moore

Redding Stan Green
Mitch Crowe
Curtis Brooks

Sacramento Jacob Chatto
Nancy Gans
Paul Chappell

Auburn Alan Purcell
Ronald Worthington
Larry Rhoden

San Jose Robert Row
Gregory Rimanich
Russell McCray

Reno Bob Miller
Howie Luzier
Chuck Evans

Election Committee Notice

William M. Markus, Recording-Corresponding Secretary of Operating Engineers Local Union No. 3, announces that in conformity with Article XII, Section 3 Elections (b) of the Local Union By-Laws, elections will be held at the first regular district meeting in each district beginning in March for Members of the Election Committee which will conduct the election of Officers and Executive Board Members in the month of August 1991.

Article XII, Section 3, Elections:

(a) The election of Officers and District Members of the Local Union Executive Board shall be held during the month of August by mail referendum vote of the Membership of this Local Union under the supervision of the Election Committee and a nationally known firm of certified public accountants, selected by the Executive Board, with such other technical and legal assistance as may be provided.

(b) The election shall be conducted by a committee known as the Election Committee, composed of one (1) Member from each District in which nominations will be made. The Member shall be nominated and elected by secret ballot at the regular quarterly or specially called District Meetings by vote of those Members present whose last known address, as shown on the records of the Local Union ten (10) days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall be a registered voter in the District in which he is nominated, shall have been a member of Operating Engineers Local Union No. 3 for one (1) year next preceding his nomination and election, and shall not be a candidate, or nominator of a candidate for any Office or Position.

The nominee for Committee Member in each District receiving the highest number of votes shall be elected, and, in the event he is unable, or unwilling to serve, shall be replaced by the nominee with the next highest number of votes, and he, under the same circumstances, by the next highest, and so on, until the list of nominees is exhausted.

Meetings to elect Election Committee:**May 1991**

9th - Fresno - Laborer's Hall, 5431 East Hedges

14th - Sacramento - Laborer's Hall, 6545 Stockton Blvd.

15th - Richmond - Point Marina Inn, 915 W. Cutting Blvd.

Attention all Local 3 Sisters!

Operating Engineers Women's Support Group

Potluck Get-Together

Sunday, June 2, 2 p.m. to 5 p.m.

Place: Beth's house

335 Haddon Road, Oakland

A setting for Local 3 women members to share their experiences, issues and struggles in this challenging, non-traditional work. For directions and more info, call Beth at (415) 835-2511, Carla at (415) 636-1134 or Lisa at (415) 769-0340

**District & Retiree
Picnics**

Retirees Picnic - June 1
Rancho Murieta Training Center
Come Friday, stay until Sunday
Motorhome, trailer parking
Local 3 is picking up tab!
Info: (415) 431-1568 ext. 213

Fairfield - June 9
Lake Solano Park
Pleasant Valley Rd., 11 a.m.
Tickets: \$8, free hotdogs for kids,
free drinks Info: 429-5008

Sacto Dinner-Dance - June 14
SES Hall, 10424 Stockton Blvd.
Elk Grove Info: 383-8480
7 p.m.-midnight, \$20 couple

Oakland - June 15
Contra Costa County Fairgrounds
"L" Street in Antioch
11 a.m., \$10 member, under 12 free
Info: 638-7273

**Salt Lake Retirees
Golf Scramble - June 21**
Mike Rily Golf Course
421 E. Vine St. in Murry

Tee-off: 10:30 a.m.
Info: 438-5133, 255-6342
Salt Lake City - June 22
Murry Park (pavilion 2)
495 E. 5300 South, in Murry
Pre-retirement meeting 11 a.m.
Picnic starts at 12 noon
\$6 family or couple, \$5 individual
Info: 596-2677

Redding - June 22
Anderson River Park Noon-2 p.m.
\$7 member, \$4 retiree, \$2.50 6-14
yrs., under 6 free, Info: 241-0158

Reno - July 27
Deer Park, in Sparks
1 p.m. \$15 family, \$7.50 individual
Retirees and their spouses free
Info: 329-0236

NEWS FROM THE MINES

Action needed on 'fair-share' bill

ELKO - There are two important bills now making their way through the state Senate that need your urgent attention.

Because Nevada is a right-to-work state, non-union members of a bargaining unit aren't required to pay dues, even though they reap the same benefits as their full-paying union counterparts. Senate Bill 206 would allow management and labor to negotiate a "fair-share" agreement that would require non-union members of a bargaining unit to pay a percentage of union dues. Unfortunately, the bill is stuck in the state Senate Commerce and Labor Committee. Senate Bill 194, the fair-share bill covering private employers, is also pending in the Senate Commerce and Labor Committee.

Local 3 and organized labor in Nevada want the state Senate to bring these two bills out of committee and to a final floor vote. The bills don't require anything; they only permit employers and employees' representatives to negotiate a fair-share agreement for non-union employees in the bargaining unit.

Local 3 urges all members to send a letter to Commerce and Labor Committee members asking them to "Do Pass" the bills out of the Commerce and Labor Committee and making a "yes" vote on the Senate floor.

You should write your letter to the following committee members:

Senator John Vergiels, Senator Len Nevin, Senator Ray Shaffer, Senator Randolph Townsend, Senator Ann O'Connell, Senator Dean Rhoads, Senator Virgil Getto.

The address is:

Nevada State Senate
Legislative Building
Capitol Complex
Carson City, NV 89710

60 mechanics promoted through review process

ELKO - Tom Patton, chief steward and Criteria Review Committee member for the mill maintenance department reports that some 60 Mechanic I classification holders at Newmont Gold have been promoted through the Labor-Management Review Committee to the classification of Mechanic II, thereby increasing those employees' hourly wage by 95 cents an hour.

The Labor-Management Review Committee was established during the August and September 1990 negotiations. The committee has given labor the opportunity to have an equal vote to review advancement of our unit members to higher classifications. To avoid nepotism, Local 3 and Newmont agreed that the committee would consist of three hourly committee members appointed by the union and three management committee members appointed by management and one non-voting chairperson.

There is a separate committee for every department - electrical, mill maintenance, mine heavy equipment repair department, light equipment repair department - who review and make recommendations. We will submit further reports as they are submitted to the office. There has been about 160 employees promoted through the review process.

Tom also says that he would like to have more people speak to him on how to fill out the nomination form with the proper information that could help them during review.

Congratulations brothers and sisters on your success for those of you who have been promoted. We encourage all of you to nominate and be promoted.

Siemon Ostrander, Business Rep.

Union Briefs

New federal crane standards

As a result of the November 1989 crane collapse in San Francisco, federal OSHA is considering tougher operator qualifications in its new crane safety standards, which could include licensing or certification.

Current standards call for minimum physical capabilities, and operators must pass a written or oral exam and a practical operating exam unless they can provide evidence of their qualifications and experience.

The new standards would go into considerably more detail. Sources in the industry and OSHA say the agency will consider recognizing the Specialized Carriers and Rigging Association's certification standards and procedures.

Easier organizing of hospitals

In an important victory for organized labor, the U.S. Supreme Court upheld a National Labor Relations Board regulation that will make it much easier for labor unions to organize workers at thousands of community hospitals.

Before the court decision, hospital management could appeal election of bargaining units on a case-by-case basis, which often took years to settle and served to derail the unionizing process. Under the new decision, hospital bargaining units will automatically receive NLRB recognition once elections are won.

The decision also allows smaller bargaining units, which can have as few as six members, to be recognized independently of larger units because homogeneous and cohesive groups are best able to present their demands and agree on strategy, the court ruled. Hospital management often sought to place groups of employees with divergent interests in the same bargaining unit - but not any more.

Expansion of construction "helpers"

For several months, the U.S. Labor Department has been trying to change the Davis-Bacon Act to expand the use of so-called "helpers" on federal construction projects and allow non-union contractors to create a training system based on cheap, unskilled labor. Unlike laborers, this new class of workers would possess no formal training and have few chances for advancement within the construction trade.

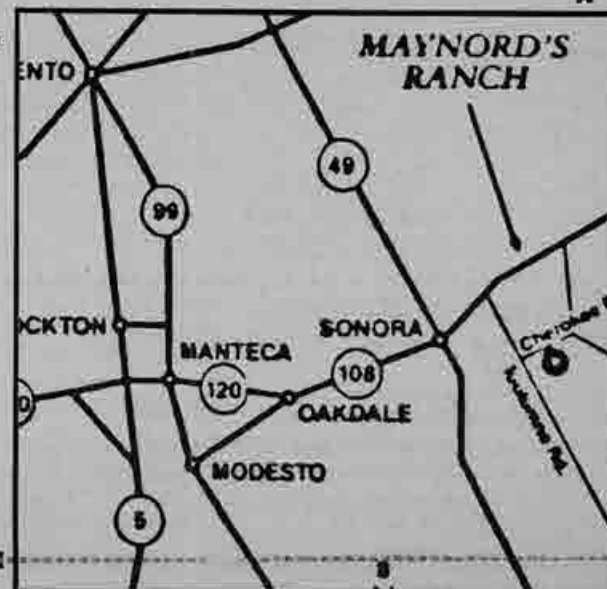
But President Bush signed the Dire Emergency Supplemental Appropriations Act (HR 1281), which contained language preventing the Labor Department from spending funds to implement the program. The act will be in effect until October 1.

ARP's Annual Alumni Roundup

All ARP alumni, whether you've gone to inpatient, outpatient or AA, are invited to ARP's annual alumni roundup at Maynard's Ranch in Tuolumne.

Date: June 22, 9 a.m. to 10 p.m.
19325 Cherokee Rd.
Tuolumne, CA 95379
(209) 928-3737
Games, gingo, speakers, food and dancing
Barbecue begins at 4 p.m. Tickets: \$6, under 12 free!

RSVP by June 2,
1-800-562-3277



District Meetings

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

May	7th	District 3: Stockton	Engineers Building 1916 North Broadway
	9th	District 5: Fresno	Laborer's Hall 5431 East Hedges
	14th	District 8: Sacramento	Laborer's Hall 6545 Stockton Blvd.
	15th	District 2: Richmond	Point Marina Inn 915 W. Cutting Blvd.
June	3rd	District 10: Santa Rosa	Labor Center 1701 Corby Ave.
	5th	District 12: Provo	Provo City Power Bldg. 251 West 800 No.
	6th	District 11: Reno	Musicians Hall 124 West Taylor
	13th	District 4: Fairfield	Holiday Inn 1350 Holiday Lane
	20th	District 9: Freedom	Veterans of Foreign Wars Hall 1960 Freedom Blvd.
July	9th	District 4: Eureka	Engineers Building 2806 Broadway
	9th	District 17: Kauai	Wilcox Elementary School 4319 Hardy

10th	District 17: Kona	Konawaena School Kealahakua
10th	District 7: Redding	Engineers Building 100 Lake Blvd.
11th	District 6: Marysville	Engineers Building 1010 "I" Street
23rd	District 17: Maui	Waikapu Community Center Waikapu
24th	District 17: Hilo	Kapiolani School 966 Kilauea Ave.
25th	District 17: Honolulu	Kalihi Waena School 1240 Gulick Ave.
August 6th	District 3: Stockton	Engineers Building 1916 North Broadway
8th	District 5: Fresno	Laborer's Hall 5431 East Hedges
13th	District 2: Dublin	Howard Johnson's 6680 Regional
15th	District 1: San Francisco	Engineers Building 474 Valencia St.
22nd	District 8: Auburn	Auburn Recreation Center 123 Recreation Dr.

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

Robert Bennett of Smithville, Mo., 1/1; Edward G. Blackmen of Tucson, Ariz., 1/14; Thomas Gloml of Schurz, Nevada, 1/2.

FEBRUARY

F. Fukuda of Petaluma, Ca., 2/8.

MARCH

Richard Carter of Oakdale, Ca., 3/28; L. M. Jenkins of Auburn, Ca., 3/24; George Marlen of Fremont, Ca., 3/28; J. J. Mendoza of Jamestown, Ca., 3/31; Tony Pettitt of Oakdale, Ca., 3/27; Nick J. Pisano of San Jose, Ca., 3/29; Wm. W. Ridel of Corning, Ca., 3/9; Guy Thoma-son of Acampo, Ca., 3/23; Fred Williams of Meadow Vista, Ca., 3/28; William Yuen of Kaneohe, Hawaii, 3/28.

APRIL

Jerome Archibald of Bradenton, Fl., 4/24; Owen Autrey of No. Highlands, Ca., 4/8; Rich G. Deal of Sacramento, Ca., 4/7; Carl Debrum of Selma, Ca., 4/8; Charles Elbersen of Oakland, Ca., 4/2; Harold Fosso of Manteca, Ca., 4/1; Wm. R. Guest of Marysville, Ca., 4/7; John F. Hall Jr. of Sacramento, Ca., 4/23; Harold Hindman of Napa, Ca., 4/3; John A. Holmes of Anacortes, Wash., 4/15; Nobe Iida of San Jose, Ca., 4/1; Elmo C. Johnson of Ogden, Utah, 4/5; Donald Monroe of Garden Valley, Ca., 4/10; Robert Olson of Salt Lake, Utah, 4/15; James Pelham of Sacramento, Ca., 4/25; Guy Pethtel of Kearns, Utah, 4/12; John Rhodes of Sacramento, Ca., 4/1; Daniel Riley of Pacific Garden, Ca., 4/20; Donald Schulte of Antioch, Ca., 4/17; Francis Simpson of Ukiah, Ca., 4/2; REL Smith of Menlo Park, Ca., 4/11; William Thrower of Windsor, Ca., 4/21; Richard Wear of Madera, Ca., 4/15; Richard Wright of San Bruno, Ca., 4/20.

DECEASED DEPENDENTS

Katie Lynne & Jamie Leigh Espinoza, Daughters of Robert 2/26/91; Gloria Lassahn, wife of Dean 11/30/90; Randy Whitlock, son of Randy 4/6/91.

1991 PRE-RETIREE MEETINGS

CONCORD - May 1, 7PM	Elks Lodge #1994 3994 Willow Pass Rd. Concord, CA
SAN JOSE - May 2, 7PM	Holiday Inn Park Centewr Plaza 282 Almaden Blvd. San Jose, CA
SAN MATEO / SAN FRANCISCO - May 8, 7PM	Electrical Workers #617 302 - 8th Ave. San Mateo, CA
WATSONVILLE - May 9, 7PM	VFW Post 1716 1960 Freedom Blvd. Watsonville, CA
SANTA ROSA - May 14, 7PM	Labor Center 1701 Corby Ave. Santa Rosa, CA
FRESNO - May 16, 7PM	Cedar Lanes 3131 N. Cedar Fresno, CA
FAIRFIELD - May 20, 7PM	Holiday Inn Fairfield 1350 Holiday Lane Fairfield, CA
RENO - May 21, 7PM	McCarran House 55 East Nugget Ave. Reno, CA
AUBURN - May 22, 7PM	Auburn Recreation Center 123 Recreation Drive Auburn, CA
SACRAMENTO - May 23, 7PM	Machinist's Hall 2749 Sunrise Blvd. Rancho Cordova, CA
SALT LAKE CITY - June 22, 11AM	Operating Engineers Bldg. 1858 W. N. Temple Salt Lake City, Utah

SEMI-ANNUAL MEETING

Recording-Corresponding Secretary William M. Markus, has announced that the next semi-annual meeting of the membership, will be held on Saturday, July 13, 1991, at 1:00 PM, at the

Seafarers
International Union
Auditorium

350 Fremont Street, San Francisco, CA

HONORARY MEMBERS

As approved at the Executive Board Meeting on April 14, 1991, the following retirees have 35 or more years of membership in the Local Union, as of April, 1991, and have been determined to be eligible for Honorary Membership effective July 1, 1991.

Joseph Aguirre	0687870
T. L. Barnson	0876217
Paul Bauer	0625922
H. F. Bean	0456518
Johnnie Brummund	0623970
Frank Campi	0870827
Marvin Clark	0862650
Ralph Clark	0865418
Lawrence Cox	0683163
Walter Cragholm	0870884
John Davis	0758225
Bill Dean	0622838
Stacey Delong	0876204
Edward Farwell	0671375
J. W. Fothergill	0750275
Merrill Hards	0868418
Paul Hawkins	0750292
Donald Henderson	0870942
Rodney Hocking	0876165
Joseph Hopkins	0876166
Andrew Hurst	0354734
J. D. Jacobson	0707226
Edward Jones	0727942
John Jakeman	0857989
Don Kole	0876086
Harry Kunz, Jr.	0841484
Charles Mahoney *	0750341
Melvin Mills	0883772
David O'Connell	0863954
Lowry Opdyke	0821543
Glen Ragsdale	0518246
Earl Reed	0876186
Sammy Reynoso	0779449
Joseph Romel	0876112
Frank Runge	0845549
Angel Santana *	0845550
Orville Schmidt	0649370
R. D. Scofield *	0736406
David Silva	0800926
John Spikula	0334570
Melvin Throp	0730926
Harry Troglia	0845558
Harold Trumbly	0870910
Sam Uhler	0876303
Clarence Waeltz	0870870

* Effective April 1991 - has recently been determined to have been eligible in March 1991.

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, 474 Valencia St., San Francisco, CA 94103, ATTN: Swap Shop.* Ads are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in Swap Shop.

*All ads must include Member Registration Number.

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

Personal Notes....

Fresno: Local 3 extends sympathy to those who have recently passed on; Randy Whitlock, 3 month old son of Randy Whitlock 4/6, Carl Debrum 4/8, Jimmie Lee Rice, wife of Hubert Rice 3/30, John Holmes 4/15, and Richard Wear 4/15. They will be missed and our hearts go out to their families and friends.

Marysville: The District office staff extends our condolences to the families and friends of deceased active member William Guest who passed away on 4/7, and to the families and friends of retired Brother Allen Childress who passed away on 3/19.

Brother Guest has been a member of Local 3 since 1957, and Brother Childress since 1952.

Oakland: Congratulations to Mr. & Mrs. Steve Cunha on the birth of their daughter Elizabeth, 4/2.

San Francisco: Congratulations go to Neal and Robin Sparks on the birth of their 2nd daughter Erin Renée 4/19.

Santa Rosa: We want to extend our sincere sympathy to our dearly departed brothers Billy Wildman 3/1, Robert Hammons 2/26, Francisco Fukuda 2/8, and Francis Simpson 4/2.

Also, congratulations go to Kirk and Margo Allen on the birth of their son Cody, 3/4.

FOR SALE: '79 Sail boat 'O Day 28' w/15hp inboard OMC saildrive engine. 28'3" overall length. 22'11" length water line. 10'3" beam, 4'6" draft keel, displacement 7,300 lbs., ballast 2,725 lbs. lead, sail area 369.9 sq. ft., hull one piece hand laid fiberglass & keel, 2 way radio, depth sounder, main sail, working jib & winches for genoa, sleeps 5. Can be seen in Berkeley marina, berth #M131. \$19K. Shown by appt. Call (916)673-7204. Reg.#1208669 4/91

FOR SALE: 2 Lots Fish in your own backyard. Beautiful Cache Valley in Northern Utah. All utilities. Buy both for \$20K. Call John (801)245-3726. Reg.#0991051 4/91

FOR RENT: Mobile home 1 bedroom single wide (8'40") furnished w/covered roof & full length deck on small farm, woodsy setting. 1 mile from town of Laytonville, Ca. on Hwy 101. No. Ca. Suitable for retired engineer who likes quiet country life in a small community. Health center and senior activities available. \$300 mo. includes all but propane. Call Delmar Steele (707)984-6463. PO Box 513, Laytonville, Ca. Reg.#0556948 4/91

FOR SALE: '85 Hobbie Cat 18 ft. excellent condition great fun, many extras includes trailer. \$2,950. Call (916)362-8926. Reg.#2112948 4/91

FOR SALE: H. D. Mechanic's tools Inventory upon request. Write: Louis Kriz, 276-41 N. El Camino Real, Oceanside, Ca. 92054. Reg.#1156428 4/91

FOR SALE: '40 A.C. Crawley Mod-M Gas, Hyd Blade Roll cage & winch. Rails & pads - 60%. Crawler was running 4 years ago. Add - 730 Edison Ave, Bandon, Or. 97411. Call (503)347-4315. Reg.#1151004 4/91

FOR SALE: '71 Mobile Home Double wide on 1/2 acre, walnut and fruit trees. Real good soil in North west Chico, Ca. \$85K. Call (916)342-4548. Reg.#0939592 4/91

FOR SALE: 6.6 Acres Mountain year round access, oiled road, Hunting and fishing 30 miles from Salina Utah. Asking \$6K. Terms available. Call (801)381-2532. Reg.#0971417 4/91

FOR SALE: '72 Inverdi Tri Hull, I.O. 120 Mercury Cruiser, w/full canvas, depth & fish finder. \$3K. Write Del Rossiter, 11530 Torrey Pines Dr., Auburn, Ca. Reg.#0921440 4/91

FOR SALE: '64 Thunderbird 390 eng. full power, elect windows/doors, 50 K on eng. Call Jim R. (415)537-1851 After 5pm. Reg.#1440656 4/91

FOR SALE: '84 Motor Home Jamboree Ford, 460'26", 32,500 mi., excellent cond., sleeps 6. Generator, CB, Air, awning, storage POD microwave, tv antenna, cruise am/fm cassette, tilt wheel, 3 way refrig, ladder tow bar. \$22K OBO, call Dan (209)826-8397, P.O. box 2237 Los Banos,

Ca. Reg.#1284781 4/91

FOR SALE: '85 RV 28' Prowler, self contained w/awning, air conditioning, furnace, microwave, elect. hitch. \$6K OBO. Call or leave message on machine (916)666-6946. Reg.#2057567 4/91

FOR SALE: '51 Cadillac Series 62, 4-door, runs great, rebuilt engine, starter, water pump and exhaust. Rebuilt suspension includes full kit + coil and leaf springs, idler arm, shocks, bearings, etc. New axle, tires, battery, tune-up. Needs total restoration, minor rust/paint, body, chrome and interior rough. Needs minor electrical work. Must sell ASAP, \$3K, OBO, can send pictures. Call (408)429-6833 evenings. Reg.#2031716 4/91

FOR SALE: '83 Chevy Silverado, 350-V8, 1/2 ton, all equip, 2 tone, bed liner, new transmission, excellent \$5,900. Call F. Stanley (916)685-3386. 8829 San Badger Way, Elk Grove, Ca. 95624. Reg.#1171873 4/91

FOR SALE: '85 Volkswagon Jetta, 5-speed, very low mi., new brakes, AM/FM cassette, Excel. Cond. In/out \$4,500 firm. Call (415)829-4400 x212 or (209)836-0290 after 6. Reg.#0622063 4/91

FOR SALE: Sewing Machine Sears top of the line, Zigzag, cams, cabinet to portable, much more \$150. Call or write Joan Cochran, P.O. Box 475, Downieville, Ca. 95936, (916)289-3334 evenings. Reg.#0345441 4/91

FOR SALE: '84 Travel Trailer Wilderness 31', full size bed, LR, tub/shower. \$6,500. Will trade for 21' trailer '85 or newer. Also '68 Pontiac Firebird, \$2,500. Call (707)554-1153. Reg.#11920212 4/91

FOR SALE: '78 Dodge Mobile Traveler, 400 engr. roof a/c 3way frig. awning \$7,500. Onan-rebuilt 5k wats-110 or 220 generator Enclosed on Pacific Utility Trailer-\$2K. Craftmatic adj. bed/vibrator, twins can be queen \$500. GE Dryer-almond 1990 Md \$200. Call Bob (408)238-3489. Reg.#1181795 5/91

FOR SALE: '89 Hyundai Sonata GLS, fully loaded, power sunroof, windows, locks, side mirrors. Low mileage, new tires, cassette/stereo, looks clean, perfect condition \$10K OBO. Call Darryl (209)952-0428. Reg.#1938423 5/91

FOR SALE: '79 Mobile Home 24'x60'x10'x17' Golden West Arizona room, over 1600 ft. of living area, 2bd./2ba, new drapes, carpets, linoleum, xtra large china closet. Lg. laundry, new washer/dryer, lots of cupboards. 3 outside sheds, close to big shopping mall, hospital & clinics. Best park in Tucson. Call Otis (602)293-3450. Reg.#0921384 5/91

FOR SALE: Diesel Engine 230HP 8.2 Detroit 4 stroke turbocharged V8. Completely overhauled using all Detroit parts. Ideal to repower RV or light truck.

Engine on a stand and can hear it run. \$5K complete. Call Charles (209)683-4467. Reg.#0661027 5/91

FOR SALE: '51 Chevy Pickup 3100 series. Completely restored, mint condition chrome wheels, new tires, asking \$6K. Call James Watts (702)564-2275. Reg.#1826078 5/91

FOR SALE: Ford Race Motor 351 Cleveland Boss 302 Heads, Crane Roller Cam, Aluminum Roller Rockers. Ram 9-90 in a 2800 lb car. Asking \$3K OBO. Call Daryl (415)872-2350 after 4:30 582-2318. Reg.#1826078 5/91

FOR SALE: Home 3bd/2ba Deck, priv. bk yd, RV pd, nice resid. area, shed, \$129,500. Orland (916)865-7127. Reg.#820664 5/91

FOR SALE: '91 Motorhome Discovery Bus by Overland, 37'-1/2' Detroit Diesel, 3K miles, queen bed, dinette, micro and oven, 20" TV, VCR, CB, back up monitor, auto leveling jacks, many extras, selling because of illness. Call (916)241-7026. Reg.#535847 5/91

FOR SALE: Mobile Home Far West, 60'x24' double wide, 2bd/2ba. on 0.53 acres, new carport, double pane windows, lg. front porch and awnings, new washer/dryer, new alum. foam roof, 20 years guarantee, new vents, wood stove & hearth, 9 almond trees and 4 walnut trees. one large ash shade tree, well water 1-16'x10' wooded storage shed & loft, 1 metal shed. \$77,500 cash. Call L.B. Shea (916)868-1644. Reg.#0822741 5/91

FOR SALE: '86 Ford 250 Diesel, Excell cond. two tone blue/white, swing mirrors, running boards, bumper, spare tire, 2 fuel tanks, 5th. wheel hook-up, trailer brake, radio, heater, A/C, auto trans. 40K miles. Like new \$8,250. Matching two tone '76 Wilderness 24 foot 5th wheel camp trailer, ex. cond. \$3,500. Call Angelo (916)527-3199. Reg.#1006579 5/91

FOR SALE: Stock Ranch 212 Acres irrigated pasture, Los Banos, Ca. Domestic well, 2 lift pumps, cement ditches w/valves, 5 fenced fields, cement water troughs, corrals/shutes. Selling price \$636K, 1/3 down, owner carry balance @ 8%. Call Victor (209)826-8196. Reg.#0899307 5/91

FOR SALE: Double Lot Home or Mobil approved, 24 miles from Calif. Water, electricity, phone to edge of lots. Beautiful view of river and Klamath Basin, 2 blocks to freeway and golf course, in Riverview addition. Also, 18' moving van, new tires, new engine, anthony lift, Magnesium floor, tilt cab Ford, good gear ratio. Call Less (503)798-1073. Reg.#0728471 5/91

FOR SALE: '76 Jaguar 12L Sedan, excell condition. Dk blue w/blue leather interior. Under 60K miles stored for 5 years. Records + manuals \$12K consider partial trade PU RV or make offer. Call Wm. Ross

(209)521-0765. Reg.#1391987 5/91
FOR SALE: Snowmobile, Yamaha 340, see to appreciate \$600, 2- 10 speeds, 1 @ \$40, 1 @ \$80. Also Kirby vacuum \$50. Call Bob (408)371-1221. Reg.#2118403 5/91

FOR SALE: Guns, 2 genuine Belgium Browning 12 gauge, 1 light weight w/ribbed barrel. 1 standard. Also, 1-12 gauge double barreled gladiator, 2 carrying cases, 2 gun cleaning kits, 6 boxes - 12 gauge shells. Call Al (415)483-0767. Reg.#360576 5/91

FOR SALE: '84 -5th. Wheel Companion Kit, 28' excellent condition loaded. Also '84 -3/4 ton Pick-up. Diesel 6.2 litre, banks turbo. \$18K for both or make offer. Write Gordon Elmore, 1617 Cherrywood Dr., Modesto, Ca. 95350. Reg.#0360582 5/91

FOR SALE: Home 3bd/2ba, Family room w/fireplace insert, 2 car garage, Excel cond., fresh paint, close to freeways & shopping. In south Fremont, lovely view of hills, home warranty. Asking \$249,950. Call Bob (415)656-8274 or Elaine 475-7070. Reg.#0928229 5/91

FOR SALE: '85 Corvette Leather interior, custom wheels/paint \$15,500 OBO, also '88 VW Cabriolet boutique conv., 5-speed fully loaded. \$12K OBO. Call (408)443-3943. Reg.#1589183 5/91

FOR SALE: Tools H.D. Mechanic ready to go, 3 tool chests, all full, roll away 5 drawer w/bottom space, 10 drawer top cabinet, 4 drawer center cabinet, call John (415)686-0591. Reg.#0946921 5/91

FOR SALE: '80 Water tank truck International 4300 - S/N D2137KGB14550, Cummins 400 h.p. Diesel engine, 12513 - 13 speed transmission, Eaton rear end, 15' 4,000 gal. water tank, SP44 pump, 5 spray arms, hose and reels. Professionally built, excell. cond, 36" case asphalt roller, model 252. New Diamond PM203T liqued asphalt sprayer, 250 gal. tank. Call Dennis

(916)674-1517. Reg.#1682279 5/91
FOR SALE: '89 Honda Civic Hatchback, low miles, lots of extras, 35 + MPG, \$9,099. '79 Ford supercab PU, runs great, 400CI, good body/tires, chrome wheels, 4 speed \$3,249. '87 - 40' Teton 5th. wheel trailer, slide out living room, 2 AC, washer/dryer, storm windows, 6' bdrms, 25' awning, storage pod, onan gen. excell shape. \$31,999. Call Jay (916)992-0713. Reg.#1607629 5/91

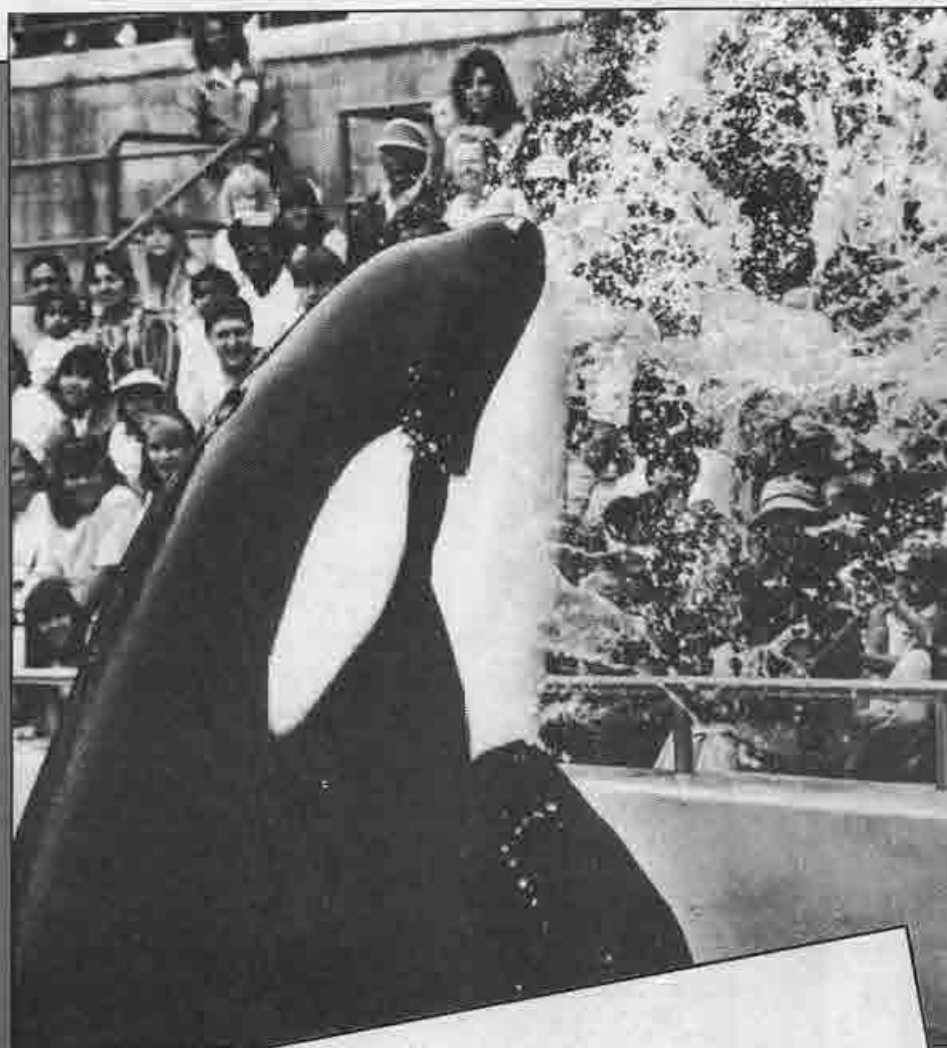
FOR SALE: RV Park membership, Klamath. Best salmon & steelhead fishing in Ca. Hook up, boat ramp, dock, aff C.C. place to clean fish, Beautiful Park. Call (503)535-3283. Reg.#347239 5/91

FOR SALE: 2-1/2 Acres, Hanford, Ca. 32 walnut trees, good well, water, soil, location. 185' wide 600' deep, older mobile home, 12x60 - 2 expandos. 2 car garage \$78K, negotiable. Possible owner carry. Write Manuel F. Caetano 11602 Elder ave., Hanford, Ca. 93230. Or call Agent (209)584-6615. Reg.#0993910 5/91

FOR SALE: '89 Chevy Silverado, 350 V8, 1/2 ton, 4x4, 5 spd. trans. Air, tilt, cruise, sliding rear window, equalizer booster, cassette stereo, 43K miles w/7 year, 80K extended warranty, 0 deduct. excell cond. Sandstone color. \$11,400. Call Glen 1(801)768-9297. Reg.#1133430 5/91

FOR SALE: '86 Fish Cuddy, 19' Tara V-hull. Live well, bait cutting board, pole holders, pole storage, depth sounder, complete coast guard pkg. 150 HP V6 Evinrude limited edition OB w/power tilt & trim. Shorelander EZ load trailer w/spare. \$9,500. Call (916)534-9393. Reg.#1291456 5/91

FOR SALE: Golf cart, Model "T" electric motor, xtra rear end & wheels. 1 of a kind, must see to appreciate, will send photos. Harry Trainor, 810 Lepori Way, Sparks, Nevada 89431. Call (702)358-1766. Reg.#1930520 5/91



Get Your Tickets To Marine World

We've got good news and bad news. The bad news is that Local 3 could not find a suitable date to have a picnic at Marine World Africa U.S.A. this year (too many conflicts with other Local 3 events and too few available dates on their calendar).

But the good news is, we were able to get tickets to Marine World at a substantial reduction from their normal gate price. We were told that the price on these tickets is less than any special discount Marine World is offering to the public.

The tickets are good for anytime this year. So get 'em now while we have them available. Fill out the form below completely and mail. Oh yeah, have a great time!

COMMANDER IN CHIEF
UNITED STATES CENTRAL COMMAND
RIYADH, SAUDI ARABIA, APO NY 09852

15 April 1991

Dear Mr. Stapleton,

I want to express my sincere thanks for your letter voicing support for our valiant troops. The tremendous outpouring of encouragement by the American people has been the foundation and driving force behind our success in both Operation Desert Shield and Operation Desert Storm.

You and thousands like you have provided us the strength and determination to liberate Kuwait and fulfill the United Nations Resolutions. It is because of this visible demonstration of concern for our soldiers, sailors, airmen, marines and coastguardsmen that we in the military are proud to be serving our country and its citizens.

Again, thank you as we look forward to the day when our last servicemember returns to the shores of our great nation.

Sincerely,


H. NORMAN SCHWARZKOPF
General, U.S. Army

Mr. Tom Stapleton
Operating Engineers Local Union No. 3
474 Valencia Street
San Francisco, CA 94103

Registration Form: Fill out this form completely. Be sure to indicate how many adult and/or children's tickets you want. Send the form and check for the correct amount to the address listed below. Your tickets will be mailed to you. This special offer is valid only to Local 3 members and their families (including grandchildren). Season ticket holders and charter members receive no additional discount with this offer.

Member's Name _____ Soc. Sec. # _____
Street _____ City _____ State _____ Zip _____
Telephone (____) _____
No. of Children's Tickets* _____ @ \$10.00 each \$ _____
No. of Adult Tickets _____ @ \$13.00 each \$ _____
Total Ticket Price \$ _____
* Children's tickets are for ages 4 through 12. Ages 3 or under are free.

Mail to: Public Relations Dept.
Operating Engineers Local 3
474 Valencia St.
San Francisco, CA 94103