Election Notice

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

Caltrans workers (left to right) Ricardo Diaz, 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).
"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 flailsly 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 even a 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, Local 3 retiree at the time; Harold Huston, President; Robert Skidgel; and the daughter of Donald Jones; and the other five members of the Local 3 electoral team. The accusations made against the officers and supporters of the Local 3 administration were mistaken and based only on "conjecture and assumption" — not even in an election.

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

(Continued on page 3)
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 expressed 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 charge 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.

"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.

"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 3,293 to 2,162 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 diagnosed as having lung cancer, but by the time the diagnosis was made, it was too late. Adele's death was one of thousands of such cases that occur each year due to workplace hazards.

Adele was a vibrant, dedicated homemaker who hand-made her children's clothes, canned fruits and jellys, 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 workplace accidents and illnesses. 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 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 workplace.

"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 workplace 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 workplace. 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 workplace, and Robin Baker of Worksafe, who sponsored the event.

A theatrical presentation by actress Judith O'Rourke focused on the life of Mary Harris "Mother" Jones as a 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 petrochemical 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 that all has changed.

A new trend, 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:

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

District 10
8:00 p.m.

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

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

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

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

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

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

District 12
8:00 p.m.

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

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

District 11
8:00 p.m.

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

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

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

Thursday, June 13, 1991
District 04
8:00 p.m.

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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: The shop floor at Case Power and Equipment.

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.
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: 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

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 mainframe 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.

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.
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 troubleshooting and welding. Only after passing all seven tests with a minimum 3.0 out of a possible 5.0 does the apprentice become a journeyman.

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 contractor.

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

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

By Don Luba

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 over 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-business people to 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.

Not withstanding 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.

One particular case comes to mind, where there was a firing 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 and worked 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 employee 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 filled heavily to the conservative right, thanks to Reagan, and these are life-time appointments.

Yes, the great communicator from here 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.

Work upswing expected soon

By Art McArdle, Administrator

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 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 petty 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 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

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

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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 in place and our economic crunch on our health and welfare costs crisis continues to place a severe economic crunch on health plans and on all of us, and we wanted 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 digit inflation, every 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, all 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.
- 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 before you shop for your doctor’s advice 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" statement.

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 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 suggestions 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 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 must also note 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.

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

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 purchases with 20 percent down or automatic payment.

With a variety of terms to choose from, you can select the payment that best fits 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 the Oceanside Water Pollution Control Plant, the most expensive public works project ever undertaken in San Francisco.

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 avoid 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
town

The city of San Francisco has decided to construct a new $206.3 million secondary sewage treatment plant on a 12-acre site next to the Oceanside Plant.

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.-Kubayshi Corp. venture, construction on the plant began in January 1990. Because 70 percent of the cast-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.
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 organiser 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 '80s. 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.


A wet and wild district picnic coming

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 $8 for children. 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 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 ride, 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.

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

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. Picombo 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 Corina 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 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.
Seven apprentices graduate from training program

SALT LAKE CITY – Another fine batch of apprentices recently graduated from Utah’s joint apprenticeship program. The Utah District 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 journeywomen. Without 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

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

Operators make assist on new Jazz arena

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

Two 4100 Manitowoc 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 saidsetting 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 20-year member, are operating the cranes. Larry Memnot, a 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 his 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 Road 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 proposed 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 Stauros, Business Rep.
Hawaii member reacts to disasters

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 E.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 $80 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 graduate of 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 20 years.

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

Paul Maddox

Jerry Waseca
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, bearings and bushings for storm drain and sewage pump stations. At the south yard, mechanics keep the streets and traffic division's paint striping equipment operating.

During a recent visit to the main yard, mechanics were overhauling Danny the Dragon, an amusement park ride built in 1969 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 Enriquez (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 relations director for the Associated General Contractors of Northern California.

The event's keynote speaker, state Senator Mike Tompkins 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' certificats. 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 Bempart, Richard Gonzales, Daniel Keiller, Bruce Lacy, Marcel Lewis, Juan Lovato, Richard Malm, Catherine Papesh, Tami Peltier, Donald Peters, Kakesh Prasad, Anil Prasad, Rodney Pruett, Efrain Quezada, Joe Rames, Arturo Villagran, Larry 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
THE GRADUATES


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 Alvarado, Dist. 60
Anthony Hidy, Dist. 70
Larry Andrea, Dist. 80
Ignacio Cabrera, Dist. 90

Outstanding CEO:
Ernest Ingram, Fairfield Dist. 04

Outstanding CEO Nominees:
Huyhn Khanh, Dist. 01

Outstanding HDR:
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

Runner-ups:
Wattis Construction, San Jose
Teichert Construction, Stockton
Teichert Construction, Woodland

Outstanding CEO:
Gibbelsi 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 COMMITTEEEN

San Francisco Rob Terheyden John Reilly Joe Wendt
Fairfield Lane Bargibant Bill Post Jack Crnkew
Santa Rosa David Spain Dennis Becker Dennis Douglass
Oakland Jim Bond Eugene Schaufel Herbert Lewis
Stockton Dennis Dorton Bill Barrett Tacho Zavala
Eureka Darrell Robinson Abe Sousa Max Leonard
Fresno Bob Daniels Troy Johnson Frank Rocha
Marysville Brad Foster Mike Lighthill Bill Hodges
Redding Jim Matson Erik Sargent Dennis McCarthy
Sacramento Ernie Lopez Dennis Freeman Carl Richolky
San Jose Kenneth Tall Jerome Crutchfield Gilbert Ruiz
Reno Tom Gallagher Russ Taylor Frank Lane
Salt Lake City Shirley Pitcher Richard Taniguchi Douglas Taylor
Honolulu John Popovich William Kapiko Archie Cox
Maui Joe Kamana Danny Rowland Jan Pitts
Hilo Don Medeiros Earl Wakahawa Rodney Rezentes

GEOGRAPHICAL MARKET AREA COMMITTEEEN

San Francisco Perry Cox Brian Mackwood, Sr. Larry Underwood
Sacramento Larry McPoland Sr. Mark Olds John Baker
Fresno Harold Haines Harold Jones David Clarn
Marysville Dale Hill Ernie Dorsey Mike Powers Tom Anderson Steve Maple
Sacramento Paul Chappell
Fairfield Rodney Anderson Noble Johnson Russell Burns
Santa Rosa Reiner Heelon Patrick O’Halloran Herbert Roofner
Oakland Mike McPoland Sr. Al Horgan Jim Cox
Stockton David Doman Mark Olds John Baker
Redding Stan Green Mitch Crowe Curtis Brooks
Fresno Harold Haines Harold Jones David Clarn
Marysville Mike Powers Tom Anderson Steve Maple
Eureka Mike Powers Tom Anderson Steve Maple
Sacramento Jacob Chatto Nancy Gans Paul Chappell
Oakland Ronald Sickler Thomas Sanders Mark Whitman
Fairfield Rodney Anderson Noble Johnson Russell Burns
Santa Rosa Reiner Heelon Patrick O’Halloran Herbert Roofner
Oakland Mike McPoland Sr. Al Horgan Jim Cox

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 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 Local Union ten days prior to the first such District Meeting in March preceding the election, was within the area covered by the District. Each nominee shall have been a member of Operating Engineers Local Union No. 3 for one 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 Murietta Training Center Come Friday, stay until Sunday Motorhome, trailer parking Local 3 is picking up tab!
Info: (415) 345-136 ext. 213

Fairfield - June 9 Lake Solano Park Pleasant Valley Rd., 1 a.m.
Ticket: $6, free hotdogs for kids, free drinks Info: 429-5006
Saute Dinner-Dance - June 14 Serafin Hall, 14040 Stockton Blvd.
Elk Green Info: 583-6490
Salt Lake Retirees Golf Scramble - June 21 Mike Riley Golf Course 431 E. Vine St. in Murry
Oakland - June 16 Contra Costa County Fairgrounds 421 E. Vine St. in Murry

Tea-off: 10:30 a.m.
Info: 439-8133, 255-8412
Salt Lake City - June 22 Salt Lake Retirees Golf Scramble - June 21 Mike Riley Golf Course
Oakland Park (pool) 495 E. 3300 South, in Murray
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: 329-0356
Reno - July 27 Deer Park in Sparks
1 p.m. $15 family, $7.50 individual Retirees and their spouses free
Info: 329-0356
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:


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 negotiations, Local 3 and Newmont agreed that the committee would consist of three hour 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.
**District Meetings**

<table>
<thead>
<tr>
<th>May</th>
<th>District 3: Stockton</th>
<th>9th District 5: Fresno</th>
<th>14th District 8: Sacramento</th>
<th>15th District 2: Richmond</th>
</tr>
</thead>
<tbody>
<tr>
<td>7th</td>
<td>Engineers Building 1916 North Broadway</td>
<td>Laborer’s Hall 5431 East Hedges</td>
<td>Laborer’s Hall 6546 Stockton Blvd.</td>
<td>Point Marina Inn 515 W. Cutting Blvd.</td>
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<td>June 3rd</td>
<td>District 10: Santa Rosa Labor Center 1701 Corby Ave.</td>
<td>District 12: Provo Provo City Power Bldg. 251 West 800 No.</td>
<td>District 11: Reno Musicians Hall 124 West Taylor</td>
<td>District 4: Fairfield Holiday Inn 1350 Holiday Lane</td>
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<tr>
<td>8th</td>
<td>District 9: Freedom Veterans of Foreign Wars Hall 1960 Freedom Blvd.</td>
<td>District 4: Eureka Engineers Building 2808 Broadway</td>
<td>District 17: Kauai Wilcox Elementary School 4319 Hardy</td>
<td><strong>District meetings convene at 8 PM with the exception of District 17 meetings, which convene at 7 PM</strong></td>
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**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. Bamson 0676217
- Paul Bauer 0625922
- H. F. Bean 0456518
- Johnnie Brummond 0623970
- Frank Campi 0870827
- Marvin Clark 0862650
- Ralph Clark 0865418
- Lawrence Cox 083163
- Walter Cragholm 0870884
- John Davis 0758225
- Bill Dean 0622838
- Stacey Delong 0876204
- Edward Farwell 0671375
- J. W. Fothergill 0750275
- Merrill Hards 0869418
- Paul Hawkins 0750292
- Donald Henderson 0790942
- Rodney Hocking 0876165
- Joseph Hopkins 0876166
- Andrew Hurst 0354734
- J. D. Jacobson 0797226
- Edward Jones 0727942
- John Jakeman 0957989
- Don Kole 0876086
- Harry Kunz, Jr. 0841484
- Charles Mahoney * 0750341
- Melvin Mills 0883772
- David O’Connell 0863954
- Lowry Opdyke 0821543
- Glen Regsdale 0518246
- Earl Roed 0676186
- Sammy Reynoso 0779449
- Joseph Romel 0876112
- Frank Runge 0845549
- Angel Santana, * 0845550
- Orville Schmidt 0649370
- R. D. Scofield 0612650
- David Silva 0669026
- John Spikula 0345707
- Melvin Thrup 0730926
- Harry Trigila 0845556
- Harold Trumbly 0679019
- Sam Uhler 0673503
- Clarence Waeltz 0670870

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

**1991 PRE-RETIREE MEETINGS**

- **CONCORD** - May 1, 7PM  
  Elks Lodge #1994 9994 Willow Pass Rd. Concord, CA

- **SAN JOSE** - May 2, 7PM  
  Holiday Inn Park Center Plaza 200 Almaden Blvd. San Jose, CA

- **SAN MATEO/SAN FRANCISCO** - May 9, 7PM  
  Electrical Workers #617 300 - 6th Ave. San Mateo, CA

- **WATSONVILLE** - May 9, 7PM  
  VFW Post 1761 1960 Freedom Blvd. Watsonville, CA

- **SANTA ROSA** - May 14, 7PM  
  Labor Center 1701 Corby Ave. Santa Rosa, CA

- **FRESNO** - May 16, 7PM  
  Cedar Lanes 5201 N. Center Fresno, CA

- **FAIRFIED** - May 20, 7PM  
  Holiday Inn Fairfield 1520 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 Dr. Auburn, CA

- **SACRAMENTO** - May 23, 7PM  
  Macklin's Hall 2749 Sunrise Blvd. Rancho Cordova, CA

- **SALT LAKE CITY** - June 22, 11AM  
  Operating Engineers Bldg. 1655 W. 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

Seatetars
International Union
Auditorium
350 Fremont Street, San Francisco, CA

**DECEASED DEPENDENTS**

- Katie Lynne & Jamie Leigh Espinoza, Daughters of Robert 2/26/91; Gloria Lassahn, wife of Dean 11/30/90; Randy Whittlock, son of Randy 4/6/91.
FOR SALE: '79 Sail boat "0 Day 28" w/350hp Inboard BMC sail drive engine. 2-35' 6" over all length. 11' beam draft: 3' 6" displacement: 7,300 lbs., 16" beam. 7,275 lbs. sail, 350 sq. ft. sail, hull one piece hand laid fiberglass & Kevlar diamond crystalline, complete sail kit, sailmaker, main sail, working jib & 9/16" spars for genoa.sembles 5-8 can be seen in Berkeley marine booth #T133, $10K, Shown by app't. Call (916)275-0941 Reg.#1270031 4/91

FOR SALE: '85 Volkswagon Jetta, 5-speed, very low miles, new brakes, AM/FM/cassette, Excel. Cond. Indoor $4,960.00 firm. Call (916)262-4012 x 12 or by 7/26/91 Reg.#1236233 4/91

FOR SALE: '83 Corvette Leather interior, 7K miles w/7-speed, very low mi., new brakes, AM/FM/cassette, Excel. Cond. Indoor $4,960.00 firm. Call (916)262-4012 x 12 or by 7/26/91 Reg.#1236233 4/91

FOR SALE: '84 Mobile Home Double wide on 1/2 acre, walnut and fruit trees. $7,500. Onan-rebuilt 5K w/110 or 220 Wilderness 24 foot 5th wheel camp trailer, room w/fireplace insert, 2 car garage, Write Manuel E Caetano 11602 Elder Ave., Bandon, OR, Call (707)554-1153. Reg.#11920212

FOR SALE: Home 3bd/2ba, Deck, prx yd. NV pr, nice residential area, shed, $2100. Grovel, (916)645-7207 Reg.#1203061 4/91


FOR SALE: '84 Travel Trailer Wilder- ness 31', full size bed, LR, tub/shower (916)868-1644. Reg.#1295411 4/91

FOR SALE: '89 Honda Civic Hatchback (916)868-1644. Reg.#1295411 4/91

FOR SALE: '90 Ford Transit, Excel. Cond. In/out $4,500 firm. Call (415)843-0767 Reg.#1419507 5/91

FOR SALE: '90 Ford Transit, Excel. Cond. In/out $4,500 firm. Call (415)843-0767 Reg.#1419507 5/91

FOR SALE: '89 Snowmobile, Yamaha 340, to be resold $500, 2 -10 speeds, 1 4031, 1 408. Also 105R vinny vacco $50 Bob (903)871-1221. Reg.#1324903 4/91

FOR SALE: '88 VW Cabriolet boutique conv., 5- cell cond. Sandstone color. $11,400. Call (415)262-3550 Reg.#1324903 4/91
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!

---

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 serve 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,

[Signature]

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

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

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<tr>
<th>No. of Adult Tickets</th>
<th>No. of Children's Tickets</th>
<th>Total Ticket Price</th>
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<tr>
<td>@ $10.00 each</td>
<td>@ $13.00 each</td>
<td>$</td>
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*Children's tickets are for ages 4 through 12. Ages 3 or under are free.*

Send the form and check for the correct amount to the address listed below. Your tickets will be mailed to you. (Airmail will only be available to members residing outside the continental U.S.) Season ticket holders and charter members receive no additional discount on the order.