

# Engineers News

VOL. 50, NO 5

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

May 1992

## ***Security Deposit***

To prevent ground water contamination, Ferma Corp. is constructing a new landfill with clay and synthetic liner at Altamont Pass



**Photo by Steve Moler**



## FOR THE Good & Welfare

By Tom Stapleton  
Business Manager

As we go to press with the *Engineers News*, we are putting the final touches on production of a special status report on the Northern California Health & Welfare Fund, which will be mailed to all active participants in Northern California about a week after you receive this newspaper.

This report bears bad news. It provides detailed information on the current financial status of the plan, which, despite all of our efforts to contain costs, continues to lose money.

Several new cost containment actions are explained in the report. *Most importantly, there is a ballot card that lists two options for further changes in the plan.* One of those options will be adopted by the plan's trustees. *Which one is adopted depends upon your vote.*

It is vitally important that all members who receive this packet read the information carefully, discuss the proposed options with your spouse, mark your ballot and mail it back immediately to our main office (the card is postage paid and pre-addressed).

It is vital that we receive your input by the May 27 deadline so that we can inform the AGC how much of your upcoming negotiated increase will be allocated to health and welfare. We also have deadlines to report changes in our fringe package to the federal government, so that the new fringe benefit contributions can be incorporated into the prevailing wage tables that are used by contractors in bidding on federally funded construction projects.

This doesn't give you much time once you receive your packet. So please, open it immediately and indicate your preferences.

We as trustees and local union officers are deeply disturbed with the continuing problems experienced by our health and welfare fund. Just when the cost containment measures we have taken this past three years seemed to be getting us over the hump, we were hit hard last year with the recession.

Since November 1990, the work has taken a nose dive, as many of you know from your own personal hardship. As the hours dropped, our members had to dip into their bank of hours to maintain health and welfare eligibility.

Therefore, the plan continued to pay out benefits, but there has been very little money coming in. This lack of income has been our biggest problem.

We are not alone. Local 12 in Southern California has been on a "pay as you go" basis for some time now. Their plan is simply paying on claims as the money comes in. They are now experiencing a backlog of up to six months on making payments, which is causing a great deal of hardship and difficulty among their members who need medical care.

We are confident that once the work picture turns around, the health plan will regain its footing. At some point, we should be able to restore some of the benefits that have been cut back by necessity. We just don't know how long it will be before that happens.

### Important Health & Welfare packet on its way to No. California members.

## Union workers make more money

Union members widened their pay advantage over non-union workers to \$122 a week last year. In 1990, the union differential had been \$119 more a week. Of the major industries, construction saw the largest union differential in average weekly pay.

According to data compiled for the Bureau of Labor Statistics, median weekly earnings in 1991 for full-time unionized wage and salary workers were \$526, compared with \$404 for non-union workers. Over the year, average weekly union earnings rose \$17 while non-union pay went up \$14. On an annual basis, the union advantage in median earnings works out to more than \$6,300.

The BLS data do not include the additional value of employer-paid benefits, which has been running nearly double for union workers over non-union workers.

Union members fared better in just about every job category, in both blue-collar and white-collar jobs.

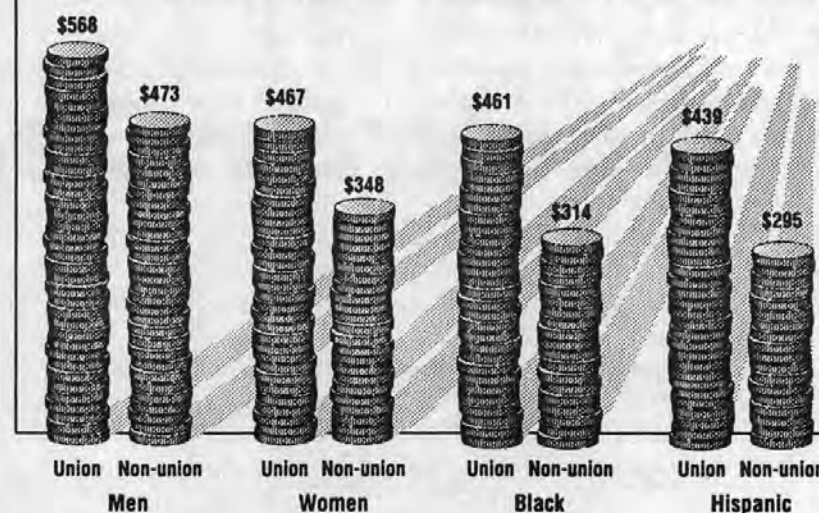
Here's a industry breakdown of union differential in average weekly pay: construction, plus \$246; government, plus \$99; transportation and public utilities, plus \$94; wholesale and retail trade, plus \$90; manufacturing, plus \$60; and finance, insurance and real estate, plus \$15. The BLS report also said that 16.6 million American workers were members of unions in 1991, about the same as 1990.

## Significant statistics

an AFL-CIO Newsgraphic

### Union advantage

Median weekly earnings of full-time wage and salary workers, 1991



The value of a union card was worth \$122 more a week in 1991, as the average weekly earnings of organized workers rose to \$526 while non-union workers averaged \$404, the Bureau of Labor Statistics reported. Union members fared better in just about every job category. For example, the weekly union advantage was \$246 in construction, \$168 in skilled crafts and \$177 for laborers and helpers.

**Consumer Prices**  
January (CPI-W) no change

**Real Weekly Earnings**  
January \$355.24 -0.7%

**Weekly Factory Pay**  
January \$459.19 -\$14.94

**Trade Deficit -- December**  
All merchandise \$5.9 billion  
Manufactured goods \$6.3 billion

**Industrial Production**  
January -0.9%

**Initial UI Claims**  
Week ended Feb. 18  
Actual 543,585  
Seasonally adjusted 452,000

Source: Bureau of Labor Statistics

## Semi-Annual Meeting

Recording-Corresponding Secretary William Markus has announced that the next semi-annual meeting of the membership will be held on Saturday, July 11, 1992 at 1:00 p.m. at the Seafarers International Union Auditorium, 350 Fremont St., San Francisco, CA.



WIPA



## Engineers News

T.J. (Tom) Stapleton Business Manager

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# Bay dredging plan gets corps' approval

The Port of Oakland's plan to deepen its inner harbor to accommodate larger cargo ships received a boost early last month when the U.S. Army Corps of Engineers released a report saying that dumping dredge spoils at Alcatraz Island will not harm the environment.

The corps of engineers' findings will allow the project of deepening the harbor to move forward without having to prepare a time-consuming environmental impact review. The port wants to do the dredging in two phases: dredge to 38 feet, with work beginning this fall, then dredge to 42 feet in the summer of 1994. Port and maritime officials, who have been fighting to start the project

ports have been stymied by lawsuits that claim dredge spoils deposited within the bay harm water quality and aquatic life. The National Marine Fisheries Service stopped permitting some dredging in the bay in December 1990. The agency contended that dredging material dumped elsewhere in the bay was harming the winter run of Chinook salmon, which were down from 70,000 in 1985 to about 200 in 1991.

These regulatory agencies and environmental groups have been unable to agree upon a safe disposal site for dredge material that must be removed from the bottom of the bay. Dredge operators have been dumping near Alcatraz for many

other site, 26 miles southwest of the Golden Gate Bridge, was found, but the Half Moon Bay Fisherman's Marketing Association objected and successfully blocked the plan. Next, the port pursued disposing of dredge sediments at two Sacramento River Delta sites to rebuild crumbling river levees, but this initiative was blocked by the Contra Costa Water District.

During the years of suing and countersuing, at great taxpayer expense, Oakland's

share of the West Coast container market has gone from a high of more than 37 percent to less than 15 percent today. Both Seattle-Tacoma and Los Angeles-Long Beach ports presently have more than 42 feet of depth.

The corps of engineers' study found that all but about 5 percent of the material that will be dredged is clean enough to go into the bay. The rest, about 21,000 or so yards of tainted mud and silt, will be disposed of on land. But environ-

mental groups are already attacking the study, saying the corps has failed to look for other disposal sites in the Pacific Ocean before turning to Alcatraz.

But finding a suitable site, port officials believe, is several years away. Meanwhile, dredging must resume immediately if the Oakland and San Francisco ports are to remain viable. The corps is currently conducting a \$16 million Long Term Management Study, which could lead to finding a disposal site by 1994. Once that has been done, Phase II of deep-

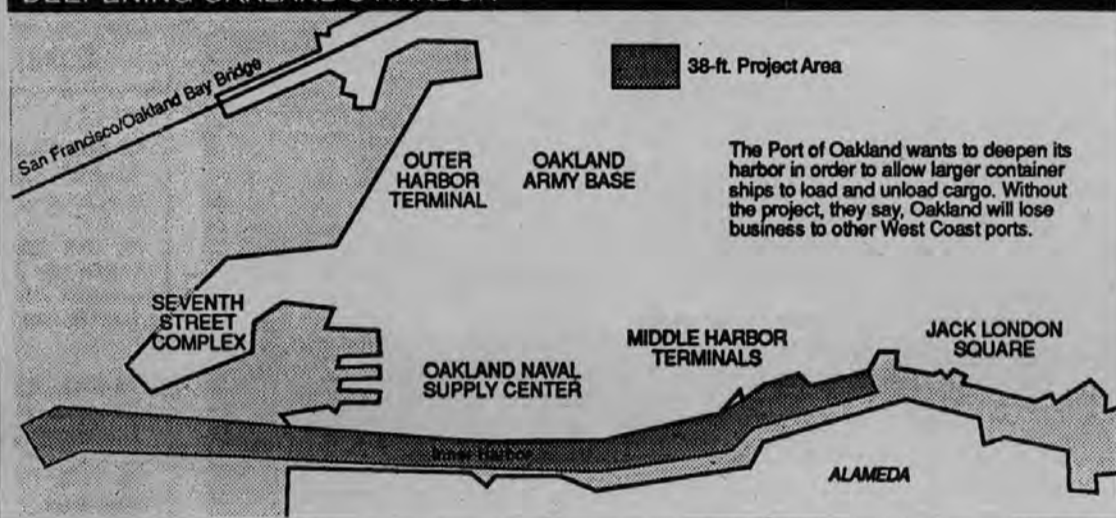
## Important Notice to All Participants in the No. California Health & Welfare Plan

Soon after you receive this newspaper, you will receive in the mail an important packet of information that explains the current status of the Northern California Health & Welfare (active) Plan.

**This information is extremely important.** It contains a Business Reply Mail ballot card which lists two proposed options for changes that are needed to keep the plan on a sound financial basis. A full explanation of each of these two options is included in the packet.

**Read this information carefully. Indicate your choice on the ballot and mail it immediately.** All ballots must be returned to Local 3's main office by May 27 in order to be counted. Your vote will determine which option is chosen by the plan's trustees.

### DEEPENING OAKLAND'S HARBOR



since the mid-1980s, are confident the first phase will begin on schedule.

Deepening the harbor is necessary to accommodate the new generation of giant cargo ships that sail between Asia and North America. Shippers have threatened to take their business to competing West Coast ports if Oakland doesn't keep pace. The extra 3 feet in depth also means existing container ships will be able to carry an additional 5,400 tons of cargo as they enter or leave the harbor. That translates into an extra \$2.25 million in annual revenue for the financially troubled port, which generates 12,500 direct and indirect jobs and pumps \$1.4 billion into the regional economy.

Previous efforts to deepen both the Oakland and San Francisco

years, but what was once a large depression at the bottom of the bay is rapidly filling up. The corps of engineers studied an old Navy ammunition disposal site near the Farallon Islands but found it unsuitable. An-

enings the Port of Oakland could begin.

## we do the work

Now, working people have their own TV show. It's a monthly half-hour television magazine that focuses on the lives, issues, and history of workers.

Whether it's a feature on the workers who rebuilt earthquake-damaged San Francisco, or a closer look at catfish strikers in Mississippi, or "worker home videos," or a routine by comedian Will Durst, **WE DO THE WORK** gives you what other TV shows don't.

Watch for it on your PBS station. If your station doesn't carry it, call its programming department and ask them to put it on the air.

**WATCH WE DO THE WORK EVERY MONTH ON THESE CHANNELS**

Flint, MI: Channel 28, WFUM  
Los Angeles: Channel 28, KCET  
New York City: Channel 13, WNET  
Philadelphia: Channel 35, WYBE  
Washington, D.C.: Channel 26, WETA  
San Francisco: Channel 9, KQED

San Mateo, CA: Channel 60, KCSM  
Sonoma Co., CA: Channel 22, KRCB  
San Diego: Channel 15, KPBS  
Charleston, IL: Channel 51, WEIU  
Rhode Island: Channel 36, WSBE  
Nebraska PBS Network

**We Do the Work, 2531 9th St., Berkeley, CA 94710  
(415) 549-0775**



## Vote.

**Democracy works only when citizens make it work.**

# Good as gold

**Union-management cooperation at Newmont Gold Company is improving morale and the bottom line**

*By Steve Moler  
Assistant Editor*

A remarkable change in labor-management relations is taking place at Newmont Gold Company in Carlin, Nev. Instead of beating one another into contractual submission at the bargaining table, Newmont and Local 3, which represents about 1,250 operators, maintenance and production workers at the company's open-pit mine in eastern Nevada, have hung up their negotiating boxing gloves and joined together in establishing a relationship of mutual trust and cooperation.

Because of this fledgling union-management cooperation, Newmont's rank-and-file employees are now working under one of the best collective bargaining agreements in the mining industry. For its part, Newmont is attaining all its production goals and has become one of the most efficient gold producers in North America.

"It's our philosophy to have the cooperation necessary to be productive and successful," said Dan Scartezina, Newmont's director of employee relations. "Our experience shows that cooperation works. There's no question our success depends on our people. We couldn't do it without trust."

The change at Newmont emerged when the company began preparations for contract negotiations with Local 3 in mid-1990. Management desperately needed to find long-term solutions to a host of complex labor problems. For starters, the company had to cut costs. It also suffered from high turnover, and in order to stay competitive, needed to halt the exodus of skilled workers out of Nevada and to competing companies.

Local 3 had its own concerns. The union wanted an across-the-board pay increase, plus upgrades in lower-paid classifications. Local 3 also wanted to institute a mechanism for evaluating craft workers' abilities so employees with advanced skills could receive appropriate compensation.

With both parties having entirely different objectives, Newmont seemed ripe for a labor dispute. But what eventually took place during the summer of 1990 surprised a lot of people. Local 3's rank-and-file negotiating committee and Newmont management hashed out one of the most progressive and mutually beneficial collective bargaining agree-

ments in the mining industry. When contract negotiations ended in September, instead of duking it out in a survival-of-the-fittest grudge match, both sides took a more conciliatory approach, and as a result, everyone emerged victorious.

To help Newmont increase efficiency and cut costs, and to encourage management to listen to workers' suggestions, a new Bonus Plan, based on the same production and cost targets as management, was instituted. The plan allows rank-and-file members to earn up to 6 percent of their annual gross pay if the company reaches certain production and cost levels. Last year, Newmont employees reached this target and earned the maximum bonus, an equivalent of between 59 cents and \$1.03 an hour in extra earnings for each employee, depending on classification. After receiving their second bonus under the new plan in January, workers flocked to the Local 3 credit union at the Elko union hall joyfully cashing checks ranging from \$1,200 to \$2,100.

At a time when most blue-collar workers are receiving pay cuts or having their wages frozen, Newmont's employees got an across-the-board pay increase of \$1.35 an hour over three years, 40 cents in 1990, 50 cents in 1991 and 45 cents effective October 1. To augment these raises, virtually every job classification received upgrades. Production shovel loaders, for example, were given an additional 95 cents an hour in the contract's first year, and truck driver trainees received an additional \$2.34 an hour.

The union's desire for higher pay for crafts workers with advanced skills was met by establishing a Skills Criterion and Review Committee. Consisting of an equal number of workers and management, the committee identifies what constitutes advanced skills, then determines which employees have these skills. In its first year, the program has netted over 165 promotions.

Other mutually beneficial items negotiated into the contract included: a safety committee, made up of 25 rank-and-file members from each of the mine's three major areas, to conduct monthly safety inspections in conjunction with management; employee participation in a 401(K) Plan in which the company matches employee contributions up to 2 per-



**As part of a union management cooperation program at Newmont Gold Company, the Communication Committee, made up of union representatives, rank-and-file members and management personnel, meets monthly to solve problems and exchange ideas.**

cent of the worker's salary; and company payment of any health and welfare increases for the first two years of the contract.

To ensure that both parties keep the lines of communication open, labor and management established a Communications Committee made up of union representatives, chief stewards and management personnel. The group meets monthly and discusses problems and shares ideas.

"Before the 1990 contract, labor and management didn't talk much at all," said committee member and chief steward Bob Michna. "Now at least we're sitting down on a regular basis and talking about these problems that have been bugging us for years."

When Newmont workers add up the gains made at the bargaining table from just the second year of the contract, between \$1.56 and \$2.25 an hour in additional wages and fringe benefits were won, an amazing accomplishment considering the country's dismal economy.

The company, in turn, is pleased because it has a more positive and productive work force.

What's happening at Newmont is actually part of a trend developing nationwide. To deal more effectively with domestic and global competition, labor and management are increasingly abandoning their traditional adversarial relationship in favor of a system of collaboration. A new model of unionism — particularly in the public sector and in the mining, auto and steel industries — is emerging that puts labor at the center of improved company competitiveness.

Business journalist John Hoerr, in his book *And the Wolfe Finally Came: The Decline of the American Steel Industry*, points out that unions don't exist in isolation. They are part of an entire industrial relations system, a network of interlocking institutions of management, labor and government that grew out of the Industrial Revolution, the era of a mass-production economy.

In the last decade, however, eco-

nomics and technological changes have rendered many aspects of these institutions obsolete. In a global village, unions and companies can't afford to destroy each other, rather the two sides have to reform the system they jointly built, with unions making a major contribution.

At L-S Electro-Galvanizing in Cleveland, for example, rank-and-file employees change shifts without telling their bosses. They keep track of their overtime and do the scheduling and hiring. The steel company's new co-operative approach enhances quality by giving its 65 unionized plant workers unprecedented amounts of authority.

A work-improvement committee, consisting of a team of 13 L-S Electro-Galvanizing employees, has developed a quality control system so successful that costs from customer complaints, everything from surface dimples to traces of rust, have translated into savings of about \$2.2 million last year, an amount equal to 27.5 percent of the company's net income. The committee was established based on the belief that greater employee responsibility is the best way to build a work force that cares about the company and its products.

At Saturn Corp., labor and management share in all big decisions, from choosing suppliers to picking the advertising agency for ad campaigns. The New United Motor Manufacturing Inc., a Toyota-GM venture in Fremont, Calif., holds quar-

terly union-management meetings, and representatives from both sides share an office in the labor relations department.

Recent studies confirm that union-management cooperation programs are paying off. According to one study conducted by professors William Cooke, of the University of Michigan, and David Meyer, of the University of Akron, companies that cooperate with unions instead of avoiding or resisting them are rewarded with greater worker productivity and improved profits. Added value per employee, the professors found, increased 18.62 percent in firms with cooperative labor-man-

agement efforts but fell 15.14 percent in companies that used union avoidance strategies. Companies that pursued a double-breasted strategy posted a meager 1.69 percent rise in added value per worker.

Joint programs were found to strongly improve overall performance while union decertification campaigns and the closing of union plants were strongly associated with a drop in performance. "Neither labor nor management can avoid making some hard decisions," Cooke wrote. "The traditional ways simply won't work in highly competitive markets, and the parties must recognize that there is no option of

maintaining or returning to the 'good ole days' of traditional collective bargaining."

Traditional union-busting strategies used in the New York *Daily News*, Grayhound and Eastern Airlines strikes are recent examples of what happens when companies try to challenge unions. Shortly after 2,300 union workers struck the *Daily News* in October 1989, the newspaper started losing between \$12 million and \$15 million a day in revenue. Circulation plummeted from 1 million to 200,000. After the newspaper nearly collapsed, it was sold to British publisher Robert Maxwell, who negotiated a contract with the unions. After strikes at Grayhound and Eastern Airlines, both companies filed bankruptcy.

According to a new book by the Economic Policy Institute, *Unions and Economic Competitiveness*, several experts debunk the notion that unions have worsened the trade deficit, harmed company performance or

impeded the introduction of new technology. In one of the book's studies, economists Adrienne Eaton of Rutgers and Paula Voos of the University of Wisconsin found that unions increase competitiveness through new forms of worker participation in management, team production, quality circles and new compensation schemes. These innovations, they found, give workers an independent voice in work-place decisions and help to guarantee that workers share in the resulting gains in productivity and profitability.

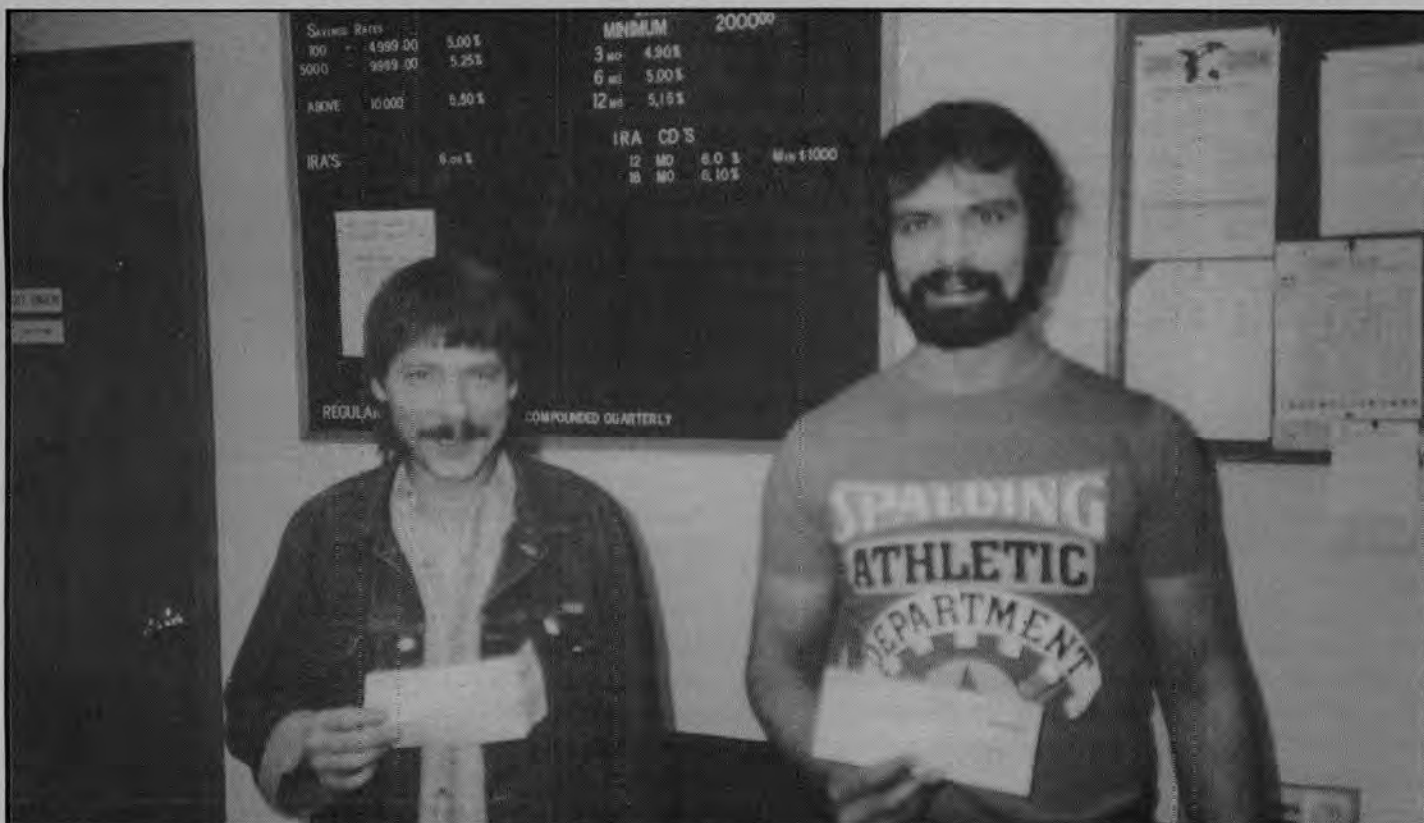
This is precisely what's happen-

(Continued on page 24)



Above: Newmont's Director of Employee Relations Dan Scartezina presents Local 3 Business Rep. Siemon Ostrander with a memento of the company's gold mine operation.

Below: Local 3 members Patrick Cook, a lubeman, and Ed Weakly, a truck driver, prepare to cash their bonus checks in mid-March. Newmont employees earned the bonus after attaining production and cost targets.



# How Local 3 endorses political candidates

*On the following page are Local 3's political endorsements for the June 2 primaries. These choices weren't made arbitrarily by one individual, rather they came about through a careful process in which rank-and-file members worked closely with union representatives. These political candidates have been chosen because ordinary Local 3 members, serving on district political action committees, felt the candidates' ideas, causes, programs and policies will improve the general welfare of all Local 3 members.*

San Mateo County Supervisor Tom Nolan, a Democratic candidate for the 14th Congressional District, enters the conference room at Local 3's San Francisco District office on the evening of March 18 and shakes hands with District Representative Bob Delaney and three rank-and-file Local 3 members: John Reilly, Pete Fogarty and Ray Mangini. A fourth person, Local 3 member Joe Wendt, is absent.

These five men make up the District 1 Political Action Committee, one of 14 district PACs meeting each week throughout Local 3 to endorse political issues and candidates. The PAC members, elected by the membership each year, have the responsibility of scrutinizing local ballot initiatives and politicians to determine which will receive a district endorsement. PACs also serve as the district's Grievance Committee.

Nolan begins by giving the committee a brief presentation explaining what his candidacy is all about. He's among eight other Democrats and five Republican vying for the seat vacated by two-term incumbent Republican Tom Campbell, who is leaving for a U.S. Senate campaign.

Nolan, involved in one of the most competitive congressional races in the state, is eager to get an endorsement from the largest, most politically influential local in the state. The District 1 PAC is already familiar with Nolan's candidacy because he favors reducing the U.S. military budget and putting the money towards rebuilding the country's infrastructure, particularly mass transit. Still, Nolan must distinguish himself from the other candidates, especially the other Democrats.

"If you send me to Congress," Nolan tells the committee, "I'll work towards getting these major transportation projects funded, which will put your people to work. None of the other candidates have done as much for transportation as I have. I have the best chance to win."



Congressional candidate Tom Nolan, far left, a San Mateo County Supervisor, discusses his candidacy with San Francisco Political Action Committee members Pete Fogarty, Bob Delaney, Ray Mangini and John Reilly.

Before candidates appear before a PAC, they fill out a questionnaire that asks the candidate questions about important labor issues such as the right to strike, union busting and prevailing wage. For example, one question asks, "If government funds were used in constructing a facility in your jurisdiction, would you request and encourage the use of union labor?" Another question reads, "As an elected official would you be accessible to workers or their union representatives on work-related matters?"

After Nolan finishes his speech, committee members use information from the questionnaire, plus rely on their own knowledge and experience, to ask Nolan a series of questions. Fogarty wants to know how many jobs BART extensions to Colma and the San Francisco International Airport will produce. Nolan says about 26,000. Reilly takes the opportunity to question Nolan about why non-union contractors are apparently being used in San Mateo County for parks and recreation projects. Nolan promises to look into the problem.

After about 45 minutes of questions and discussion, Nolan leaves the meeting and the committee

members exchange ideas. They agree Nolan would make an excellent choice because of his pro-union ideology and interest in transportation.

When asked what persuades PAC members to endorse a certain candidate, committee chairman Fogarty says: "I make my decision based on whether the candidate has Local 3's best interest in mind. I want to know what this candidate is going to do to put my fellow operators to work. I want to know what good he's going to do the union."

Once the committee has interviewed candidates for a particular office, the district PAC votes to either give an endorsement or reject the candidate's request. If a candidate wins an endorsement and wants a monetary or in-kind contribution, the district PAC determines how much that contribution will be. District PACs can also make recommendations to the Local 3 Executive Board on state and national candidates who live in the PAC's jurisdiction.

Each state labor federation also has a Committee On Political Education (COPE) that endorses state and national candidates. The California Labor Federation's COPE,

made up of some 326 delegates from local unions and labor councils throughout the state, convened April 16 in San Francisco for a pre-primary election convention and gave endorsements to 154 election contests. One of those delegates was Local 3 Vice President Jack Baugh. This time around the delegates emphasized seeking candidates that would preserve the Democratic Party's majority in the California legislature, especially since reapportionment changed many political boundaries.

Local 3's Executive Board can either accept COPE's endorsed candidates or come up with its own choice, depending on the politician and the union's specific needs. But in the vast majority of

cases the Executive Board accepts COPE's choice. Ballot initiatives, though, tend to be the area of some disagreement.

Local 3 has district PACs because they are one of the most effective ways for union members to gain better representation in the political arena. Without PACs, union members would have very little chance to speak with a powerful voice in Washington, at the state capitol or at the local level.

Under current federal campaign contribution laws, for instance, individual contributors are permitted to give a maximum of \$1,000 to each national candidate and a total of \$25,000 to candidates each year. In the 1990 elections alone, corporations donated \$53 million to political candidates, over \$20 million more than labor PACs.

While wealthy business interests can afford such large sums to political campaigns, most working people cannot. By allowing several participants to donate small sums to a central fund, PACs extend influence to working people who might not otherwise participate financially in politics. For instance, 5,000 separate one-dollar contributions to a PAC have as much fund-raising clout as five wealthy business people each contributing \$1,000 to their corporate PAC.

What makes Local 3 district PACs unique is that they consist of rank-and-file union members who know what's on the minds of their fellow operators. Who can best speak for members than members themselves?



# CALIFORNIA PRIMARY ELECTION ENDORSEMENTS

## President Bill Clinton

### U.S. Senate

6-year term

Lt. Gov. Leo McCarthy

2-year term

Controller Gray Davis

or

Dianne Feinstein

### U.S. House of Representatives

Dist. 1 Dan Hamburg

Dist. 3 Vic Fazio

Dist. 4 Pat Malberg

Dist. 5 Robert Matsui

Dist. 6 Bennett Johnston

Dist. 7 George Miller

Dist. 8 Nancy Pelosi

Dist. 9 Ron Dellums

Dist. 10 John Staley

Dist. 11 George Barber

Patti Garamendi

Dist. 12 Tom Lantos

Dist. 13 Pete Stark

Dist. 14 Ted Lempert

Anna Eshoo

Tom Nolan

Dist. 15 Norm Mineta

Dist. 16 Don Edwards

Dist. 17 Leon Panetta

Dist. 18 Gary Condit

Dist. 19 Rick Lehman

Dist. 20 Cal Dooley

### California Senate

Dist. 1 Tom Romero

Dist. 3 Milton Marks

Dist. 5 Pat Johnston

Dist. 7 Dan Boatwright

Dist. 9 Nick Petris

Dist. 13 Al Alquist

Dist. 15 Henry Mello

Dist. 20 David Roberti

Dist. 23 Herschel Rosenthal

### California Assembly

Dist. 1 Dan Hauser

Dist. 3 Lon Hatamiya

Dist. 6 Vivien Bronshvag

Dist. 7 Terry Curtola

Dist. 8 Tom Hannigan

Dist. 9 Phil Isenberg

Dist. 10 Kay Albani

Dist. 11 Bob Campbell

Dist. 12 John Burton

Dist. 13 Willie Brown

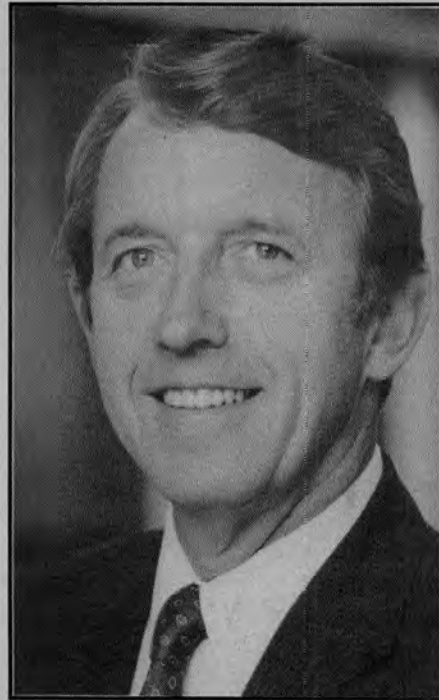
Dist. 14 Tom Bates

Dist. 15 Richard Rainey

Dist. 16 Barbara Lee

Dist. 17 Mike Machado

Dist. 18 Johan Klehs



Local 3 is endorsing Lt. Gov. Leo McCarthy for the six-year Senate seat now held by Alan Cranston.

Dist. 19

Dist. 20

Jackie Speier

Delaine Eastin

Dist. 21

Dist. 22

Dist. 23

Dist. 24

Dist. 25

Dist. 26

Dist. 27

Dist. 28

Dist. 30

Dist. 31

Byron Sher

John Vasconcellos

Dom Cortese

Jim Beall, Jr.

Margaret Snyder

Sal Canella

Sam Farr

Rusty Areias

Jim Costa

Bruce Bronzan

## DISTRICT ENDORSEMENTS

### District 01 - San Francisco

San Francisco Supervisor

SF Municipal Judge

SF Democratic Central Committee

Marin County Supervisor

Marin County Supervisor

San Mateo County Supervisor

Jim Gonzalez

Donna Little

Bob Boileau

Hal Brown

Betty Times

Mike Nevin

### District 04 - Fairfield

Solano County Supervisor

Solano County Supervisor

Solano County Supervisor

Lee Simmons

Barbara Kondylis

Skip Thomson

### District 10 - Santa Rosa

Mendocino County Supervisor

Mendocino County Supervisor

Mendocino County Supervisor

Sonoma County Supervisor

Lake County Supervisor

Lake County Supervisor

Marilyn Butcher

Colleen Henderson

Heather Drum

Michael Cale

Jim Pharris

Gloria Flaherty

### District 20 - Oakland

Alameda Co. Superior Court Judge

Alameda County Supervisor

Contra Costa Co. Superior Court Judge

Contra Costa Supervisor

Contra Costa County Supervisor

Oakland City Council

Oakland City Council

Oakland City Council

Oakland City Council

Demetrios Agretelis

Edward Campbell

John Van DePoel

Jeff Smith

Gayle Bishop

Aleta Cannon

Marge Gibson Haskell

Frank Ogawa

Leo Bazile

### District 30 - Stockton

Stanislaus County Supervisor

Stanislaus County Supervisor

Director, Tuolumne Utility Dist.

Modesto City Council

San Joaquin County Supervisor

Stockton City Council

Stockton City Council

Calaveras County Supervisor

Pat Paul

Paul Carusso

Judy Selby

Richard Patterson

Bill Sousa

Floyd Weaver

Mel Panizza

Gerri Conway

### District 40 - Eureka

Eureka City Council

Humboldt County Supervisor

Humboldt County Supervisor

Humboldt County Supervisor

Frank Jager

Mike Tout

Jose Quezada

Jeff Redmond

### District 50 - Fresno

Fresno County Supervisor

Fresno County Supervisor

Fresno County Supervisor

Sharon Levy

Doug Vagim

Stan Oken

(Continued on page 24)

# Making landfills safer

***Ferma Corp. is expanding dump near Altamont Pass as new EPA rule requiring landfills to have clay, synthetic liners takes effect***

Since early December, operating engineers working for Ferma Corp. have been expanding the Altamont Landfill located in the foothills off I-580 between Dublin and Castro Valley. But this new solid waste disposal site is different from any of its predecessors.

Last October the Environmental Protection Agency, in an effort to prevent ground water contamination, established new regulations concerning the location, design and operation of the country's 6,000 municipal solid waste landfills. Under the new rule, referred to as Subtitle D of the Regional Conservation and Recovery Act, new and existing landfills that dispose of more than 20 tons of municipal solid waste per day will be required to have a composite liner made of synthetic material covering a 2-foot clay liner beginning in October 1993. Other requirements under Subtitle D include location restrictions, regulation of hazardous waste, ground water monitoring and landfill closure and post closure care.

The new regulations mean that solid waste management organizations nationwide will have to either retrofit their existing landfills or build new ones to meet the new design specifications. The Oakland Scavenger Company, which owns and operates the Altamont Landfill, began designing its new landfill expansion program soon after the new rules were announced. The dump site, which receives an average of 6,000 tons of refuse per day, is one of the largest solid waste disposal sites in California.

Oakland Scavenger's plan calls for a 100-acre area adjacent to the existing dump to be expanded in three stages. The first phase, which operating engineers are now working on, covers about 40 acres. The second and third phases will start in 1993 and 1994 respectively.

Phase one involves sculpting a bowl out of the shale and sandstone hillside, then laying down the 2-foot clay liner. The original plan called for moving 2.3 million cubic yards with a 2 to 1 slope cut. But after about a quarter of the project was completed a portion of the north slope shifted a few feet, causing Ferma to have to stabilize the hillside by moving an additional 1.3 million yards and flattening the slope in some areas to 2 1/2 to 1. Also, most of the haul roads had to be re-routed or lengthened.

A combination of rain and thick fog shut the project down for half of January and nearly the entire month of February. But March brought better conditions and the project finally took off. Ferma's 44 Local 3 operators have been working steadily five days a week, 10 hours a day, moving an average of 50,000 yards a day from one major cut to a large fill. Because of the confined space and some safety concerns, foreman Doug Redoni has had to keep the project's 40 scrapers running in one direction. Ripping through the hard muck has been assigned to one D10, three D9Ls, two D9Hs and two D8L dozers.

Once this current phase is completed, Ferma, because of the good work Local 3 hands have been doing so far, will likely win the contracts for phase two and three.



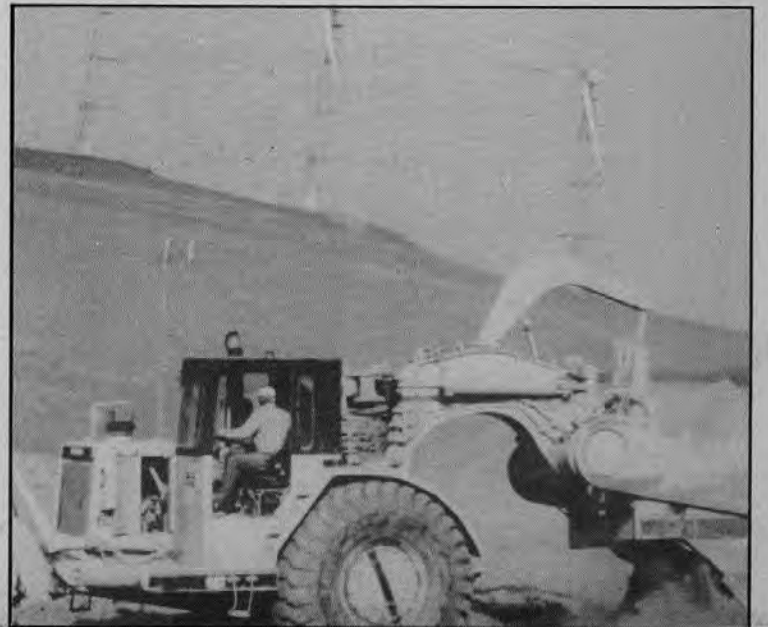
**Above:** Ferma has about 40 scrapers moving 50,000 yards a day from a cut to this fill area.

**Below:** For safety reasons, all the scrapers travel in one direction.



**Left:** At the project's peak some 44 operators were working two shifts. But because of a slide and poor night visibility, work was trimmed to 5 days a week, 10 hours a day.

**Right:** An operator dumps a load in the fill area.





Above: Apprentice Eric Skolte, works with HDR Mike Ballengee.

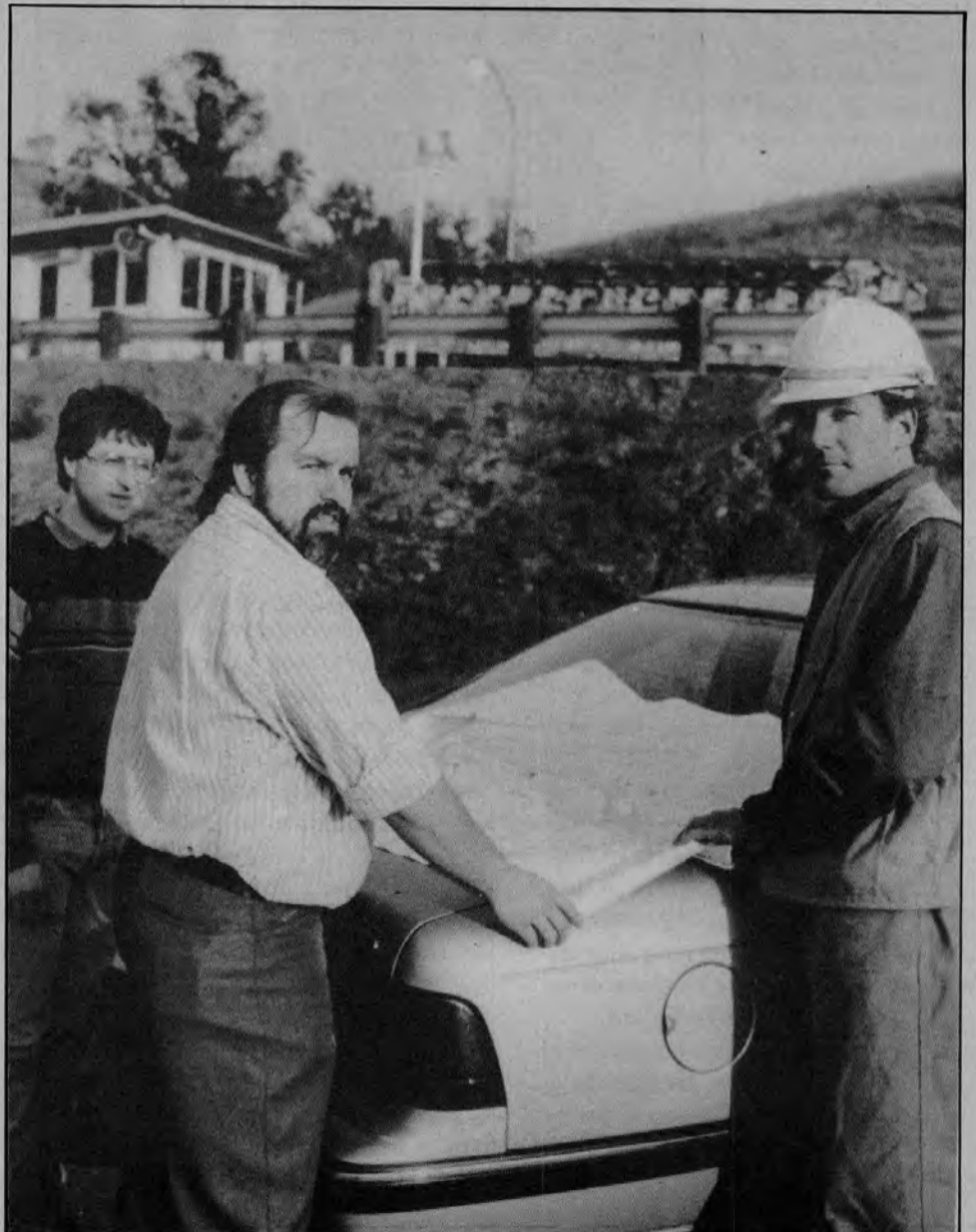
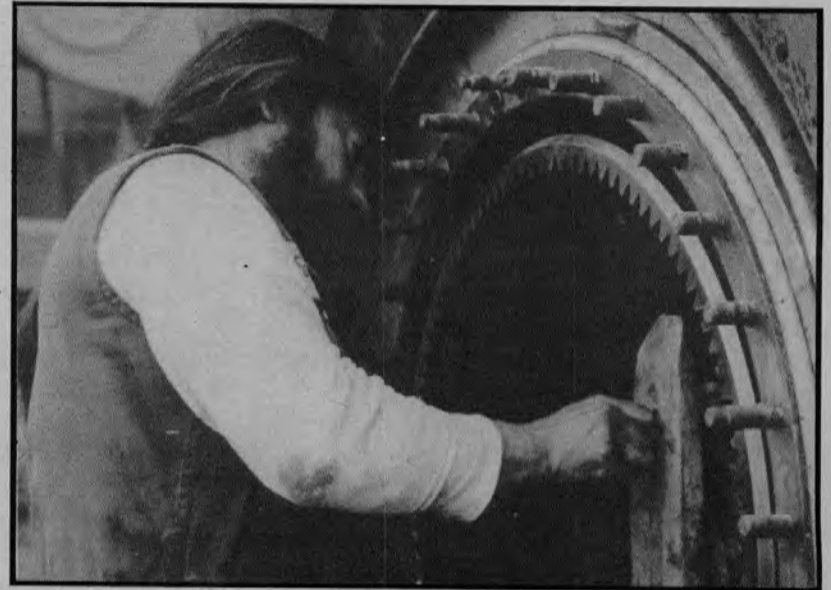
Below left: HDRs are from left: Apprentice Dave Ramirez, Mike Ballengee, Gabe Neola, Apprentice Chuck Mollison, Apprentice Eric Skolte, Dave Murphy, Don Crane Jr., Frank Gonzales, Apprentice Thom Travisano and Business Agent Mark August.



Above: Ferma has an impressive fleet of scrapers - from 637s down to 627s - working at the dump expansion project.

Right:  
HDR  
Frank  
Gonzales.

Below  
right:  
Business  
Agent  
Mark  
August  
with  
Ferma  
Foreman  
Doug  
Redoni.



# Only Non-Americans need apply

*In the past 100 years of labor history, big business has abandoned American workers in favor of cheap foreign labor*

By Richard Taliaferro

When it comes to big business' insatiable appetite for cheap labor, not much has changed in the past century. The only lesson history has taught corporate America is that business leaders have not yet learned anything from history.

During the Civil War big business pressed Congress to pass the Contract Labor Law of 1864. Under this law, companies could seek cheap foreign labor using a contract stipulating that foreign-born workers had to agree to work for 12 months for a company in exchange for the cost of passage and immigration to the United States.

The contract labor system was highly profitable for big companies by giving companies an endless supply of cheap foreign labor. And used in conjunction with the "yellow dog contract," which guaranteed that workers would not join a union, the system allowed companies to use these immigrants as strike-breakers.

While the law worked in favor of big business and was kept in place long after the Civil War, it unfortunately contributed to hatred of foreigners, particularly the Chinese, among the native-born workers who were often replaced.

When jobs became scarce during the Panic of 1873, there were anti-Chinese riots in many parts of the country. Thousands of Chinese laborers had been brought to America by railroad and mining companies. At one point the number of Chinese workers in California reached 75,000, almost one-tenth of the state's population. Hundreds were subsequently beaten, killed or run out of town during mass riots in San Francisco, Santa Cruz and

other cities, prompting many companies to discharge their Chinese employees until the riots ended. But once the disturbances subsided, the Chinese workers were rehired.

By the late 1800s, unions had en-

plenty of reason to be mad. Unfortunately, the workers' anger got misdirected. Blame must also be shared by the companies whose short-sighted greed led them to employ the contract labor system and by the gov-

Under the North American Free Trade Agreement, for example, which the Bush administration is trying to ram through Congress, large corporations like General Motors, IBM, General Electric and Chrysler would receive preferential tariff and tax treatment by closing their factories here and moving them across the U.S.-Mexico border. Thousands of good union jobs are being lost to Mexican workers who are paid around 60 cents an hour. Already tens of thousands of American workers in companies such as Westinghouse, AT&T, Electrolux, GM, Ford and Chrysler have seen their jobs disappear across the border.

Big business is delighted with the free trade agreement. Trade analysts estimate that nearly \$100 million was spent in 1991, with much of the funding coming from U.S. corporations, to push through Congress the "fast track" legislation and to promote a positive image of Mexico as a safe haven for U.S. investment.

One can only conclude that many of our business leaders and elected officials have forgotten that union labor is what made his country an economic superpower. In the new economy of the 1990s, however, American business is saying, "Only non-Americans need apply."

The author is a journeyman equipment operator from Rio Linda, Calif. who studies labor history in his spare time. He has also spearheaded a labor video project that attempts to increase labor's media coverage on local cable television stations.



Not much has changed in the past century of labor history. While thousands of American workers lose their jobs as U.S. companies move their operations south of the border, Mexican workers, paid an average of 60 cents an hour, are forced to pay as much as a third of their incomes to live in squalid shantytowns.

tered the political arena in a big way and were determined to stop the importation of Chinese strikebreakers. The Union Labor Party persuaded Congress to pass a bill in 1892 to prohibit the admission of Chinese into the United States. But the law was later found to be unconstitutional.

In retrospect, it's hard to determine who was responsible for the deaths that resulted from the riots, but one thing was clear, the Chinese immigrants were not to blame. They were only trying to make a better life for themselves but ended up being victims of circumstance. The native-born workers, who were being replaced by the Chinese, had



At a meeting at the state capitol, anti-chinese resolutions were passed after inflammatory speeches.



After hundreds of thousands of Chinese laborers were brought to the United States by railroad and mining companies in the late 1800s, mob attacks and anti-chinese riots erupted in San Francisco.

ernment that passed the contract labor system without taking into consideration the effects it would have on American workers.

The similarities between these old practices and current business trends are striking. Instead of bringing the workers to the United States, nowadays American companies have resorted to moving their factories to where the cheap labor is. In the past decade, hundreds of U.S. companies have abandoned their domestic operations, laid off unionized workers and moved production to developing countries where employees are paid poverty wages, and where safety and environmental regulations are weak or nonexistent.

# Fringe Service Center

*It gives members lots of individual attention*



The Fringe Benefits Service Center staff from left: Cathi Monroe, Don Jones and Loretta Ramirez.

As many Local 3 members will attest, understanding the details of the union's various fringe benefits programs isn't easy. All the different plans – whether it's the Health and Welfare Trust Fund, the Pension Trust Fund, the Pension Health and Welfare Trust Fund, the Annuity Trust Fund – are comprehensive and sometimes complicated.

But union members need not worry. There's a department at the Local 3 headquarters in Alameda, the Fringe Benefits Service Center, whose primary job is to help members deal with all aspects of their fringe benefits, everything from facilitating a health insurance claim to updating a member on how much vacation money is on the books.

The Fringe Benefits Service Center, the fifth stop on our tour of the Local 3 headquarters, functions as a liaison between the union and the Trust Fund administrative office in San Francisco. When members have questions or problems concerning their fringe benefits, instead of contacting the Trust Fund office, they can call the Fringe Benefits Service Center in Alameda and get individual attention from two fringe benefits representatives and an administrator.

"Because the Trust Fund is actually a separate organization from the union, we act as the member's representative," said Don Jones, the director of the Fringe Benefits Services Center. "We understand the members because we know what kind of environment they work in. I was an operating engineer myself, so I understand their problems. We can explain and help the member through the process."

When Local 3 members contact the service center, they will most

likely speak to **Fringe Benefits Representatives Loretta Ramirez and Cathi Monroe.**

Loretta has worked in the department for 22 years and holds a nationally recognized designation of Certified Employee Benefit Specialist. Cathi recently transferred from the Trust Fund office, where she spent 18 years in the pension department, most recently as a pension analyst.

Both representatives spend a considerable amount of time troubleshooting and answering members' questions regarding health coverage, pensions, vision and dental care, holiday and vacation pay, and the annuity plan. On a typical day Loretta

and Cathi each handle up to 40 calls. Each inquiry requires their total attention, as well as patience and understanding.

If a members calls to inquire about an unpaid medical claim, for instance, Loretta or Cathi look up the account on the computer, which is on-line with the Trust Fund office, and determine the problem. If necessary, they call the Trust Fund office and obtain additional information and explanations. Regardless of the inquiry, whether it's a question

about how to apply for a pension or a concern about a claim appeal, the two representatives spend whatever time is necessary to give members the service they need.

"If the member has a question, problem or concern, we're here to help," Loretta said. "The objective is to ensure that each and every member and their family receives the full benefits provided by the various trust fund rules and regulations."

To be effective, Loretta and Cathi not only have to have comprehensive

benefits for the members. Don not only has to keep up with the Local 3 fringe benefits plans, he must keep abreast of developments in Washington D.C. concerning the Employee Retirement Income Security Act (ERISA) and the national health care system.

On the state level, Don has been working closely with California Insurance Commissioner John Garamendi and other state and local politicians to establish universal health insurance coverage, which would help keep Local 3's health and welfare plan viable during the nation's worsening health care crisis. Don also is a Trust Fund trustee and a member of the Appeals Committee.

Don is the union officials who works most closely with retirees. With Loretta's help, Don plans, coordinates and attends pre-retirement and retirees meetings. During pre-retirement meetings members over 50 receive detailed information about the Pension Trust Fund and the Health and Welfare Trust Fund for pensioned operating engineers. The retiree meetings give Local 3 pensioners the opportunity to learn about Trust Fund changes and to ask questions about existing rules and regulations.

When major changes in any of the trust funds are needed, specially called meetings are scheduled in each district so that actives and retirees can get informed, provide Local 3 with feedback and vote on the changes.

Thanks to all this, Local 3 members are finding how very important their benefits really are. If you have any questions or problems concerning your fringe benefits, call the service center at (510) 748-7450.



Cathi Monroe, near, and Loretta Ramirez, far, at the Fringe Benefits Service Center in Alameda.

knowledge of all Local 3 fringe benefits, but they have to keep up with all the changes being made on the various plans. Whenever changes in any of the plans are published, Loretta and Cathi are usually the ones who respond to the calls and walk-in visits from members requesting more information and clarification.

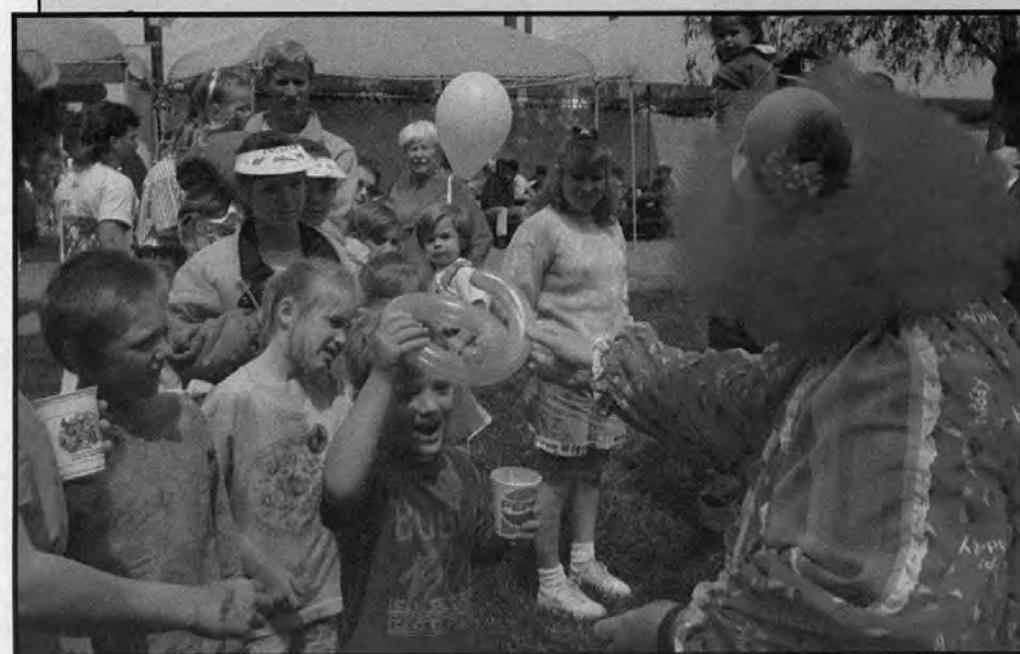
Most members know **Fringe Benefits Director Don Jones** from his column in the *Engineers News*. In addition to overseeing the service center, Don is the chief executive of the union's health and welfare program. He works closely with the Trust Fund office, union officers and the members to improve fringe



Some of the 4,206 Local 3 members, their families and guests attending the picnic gather on the shore of Marine World's Lake Chabot to watch the Water Ski and Boat Show.



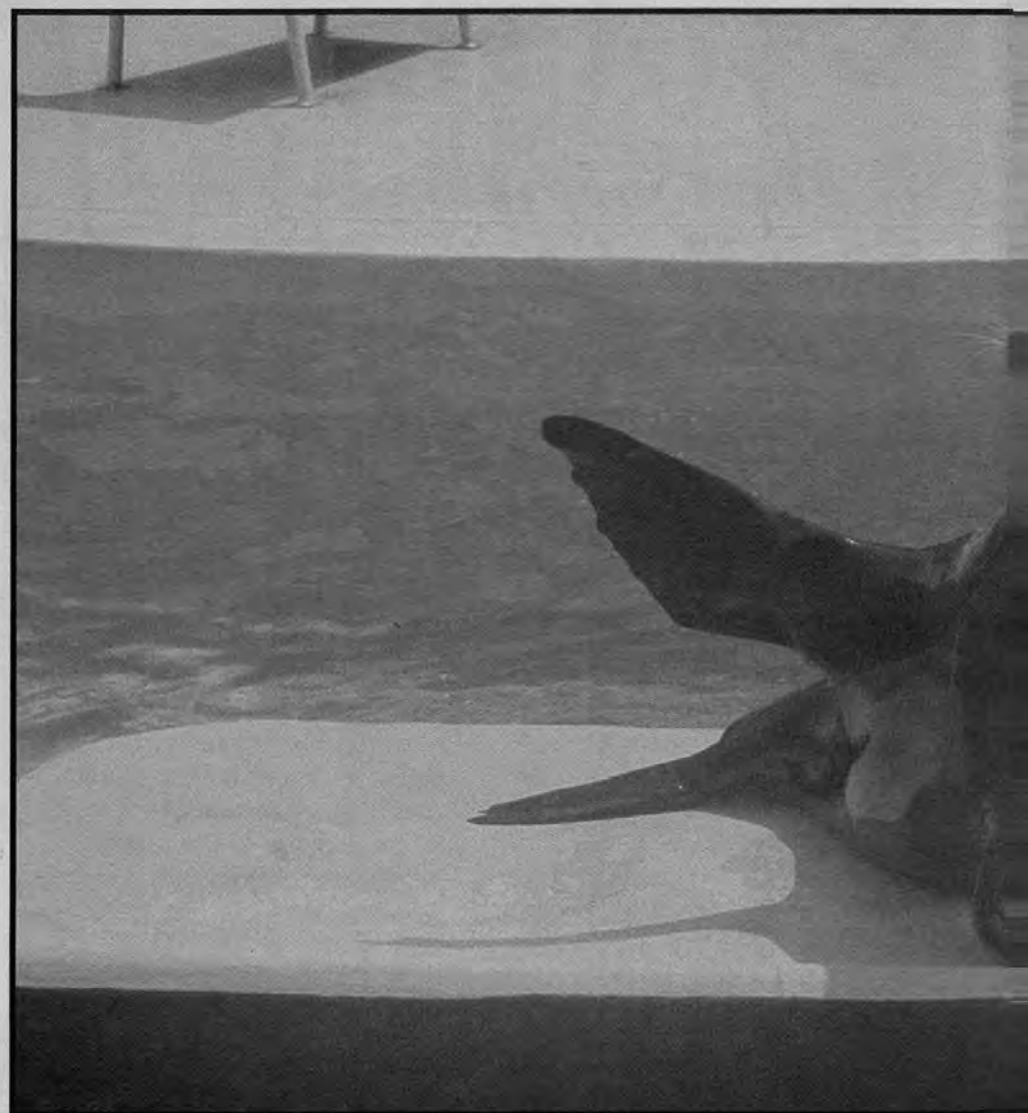
Robert Conn, holding mirror, and Shelby Lutes get their faces painted by Marine World clown Mosey Mouton.



Marine World clown Peaches Jensen gives out free balloons to young picnickers.

# Swarm of par descend on M

*Over 4,200 Local 3 members, guests enj*



*Photos by Steve Moler, Assistant Editor*

**F**or the third time since July 1989, the Local 3 picnic extravaganza was held at Marine World Africa USA in Vallejo. This year's event took place Sunday, April 12.

A little over 4,200 operating engineers, their families and guests enjoyed a day of animal shows, entertainment, food and drinks. Picnickers began arriving at the park opened at 9:30 a.m., and within an hour the entire Shoreline Picnic Area was filled with folks. While the band, Bay Area Ramblers, played a few popular tunes, children were given balloons and their faces painted by clowns.

Lunch, consisting of hot dogs, potato salad, beans and green salad, was served on the grass. While guests sat on the banks of Marine World's Lake Chabot savoring the food, the show featured aerial acrobatics. Between shows Rakhan, the Bengal tiger, cruised by on a boat, yawning and licking his chops as he passed in front of the crowd. No one was sure whether he was salivating over those robust hot dogs or the scent of bare flesh or

Throughout the day, picnickers were free to leave the picnic area and roam around in the many animal and marine mammal shows. At a jammed Sea Lion Stadium, sea lions brought the crowd to its feet while performing skits and circuslike acts. Marine World's newest show, "The Incredible Acrobats of China," at the Showcase

Still others took in programs like the tiger and lion show at the Jungle Theatre. Animals Show featuring critters like Biff the Southeast Asian Binturong, Dennis the key, Burma the giant Indian fruit bat, Arusha the African serval cat, and Arthur the

But the highlight of the day came at 3:30 p.m., when picnickers flocked to see the Dolphin Show. During the performance, Larry Sumners, the son-in-law of Lo Wolfe, of Wolfe Construction in Morgan Hill, received a kiss from Yaka the killer one of several door prizes won earlier in the day.

When it was all over, the picnic turned out to be a huge success, providing an opportunity for operating engineers, their families and guests to enjoy a day of camaraderie outside of work. It proved once again that being union is just plain fun.

# ty animals Marine World

*by picnic extravaganza*



Above: Local 3 member Don Mose, left, kisses his grandson, Donald Ray Moses, while his father, Dan Moses, looks on.

Left: Wilbur the harbor seal greets the crowd during the Sea Lion Show.

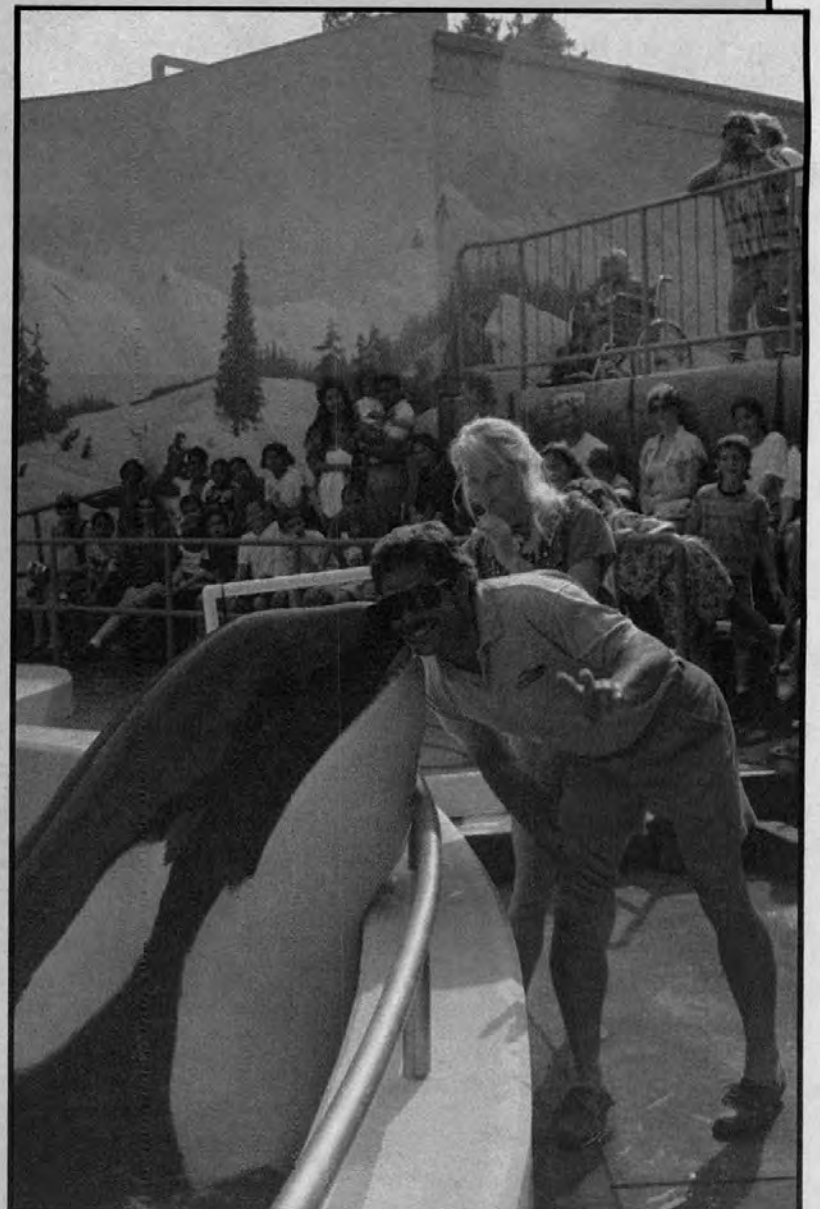
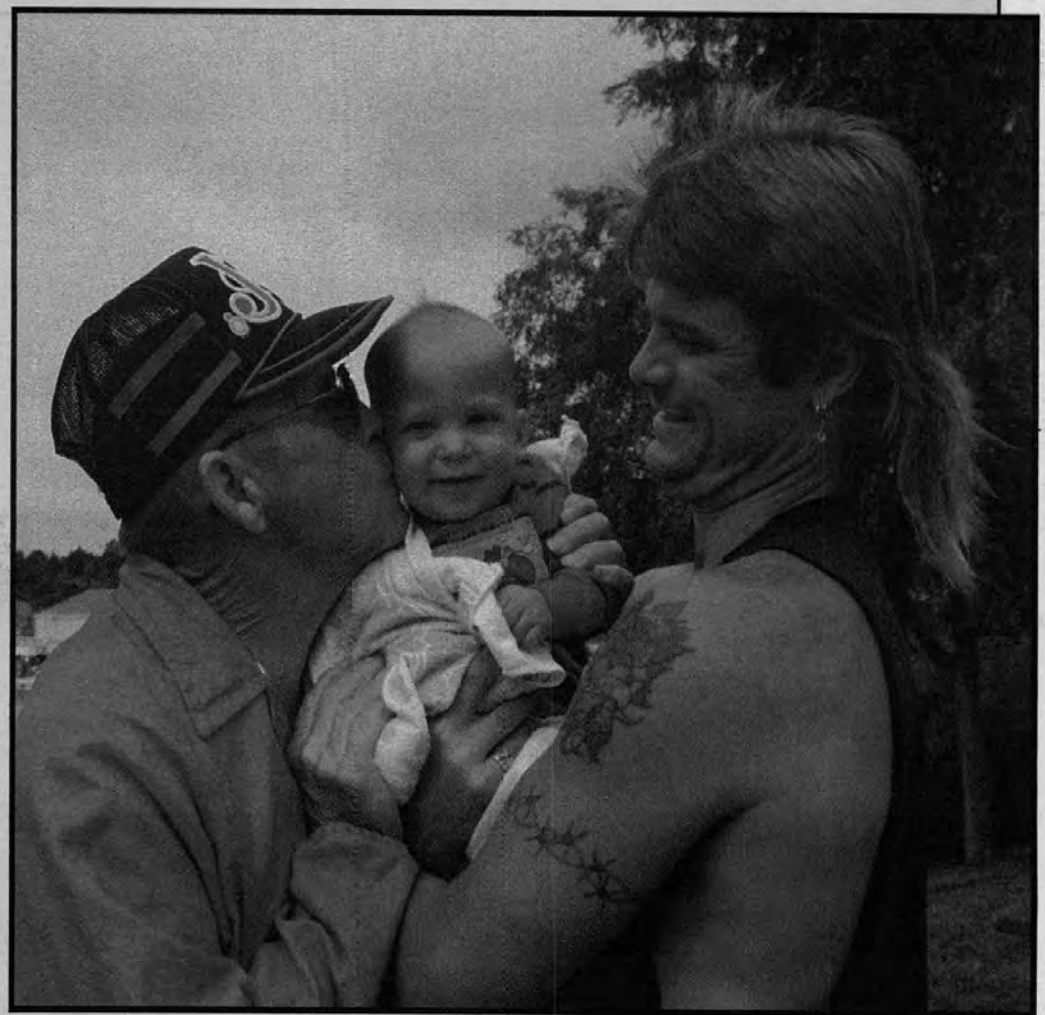
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al 3 member Gary  
whale. The kiss was

opportunity for oper-  
work. This day



A Local 3 family enjoys a lunch of hot dogs, potato salad, beans and green salad.



Larry Summers won a kiss from Yaka the killer whale as one of several picnic door prizes.

## FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director



# Your pension plan's value

Remember the medical care crisis? It's still with us, so don't forget to write to your congressional representative. A short note in your own handwriting will do. Tell them who you are, what organization you belong to, and that you look forward to their support in resolving the medical care crisis in America.

## Pre-retirement meetings

We are well into the current round of pre-retirement meetings for operating engineers age 50 and older who are still working but thinking about retirement. Check the schedule in this issue and join

us in your area. We will be discussing the pension plan, the retiree medical plan, the annuity plan, and many other aspects relating to retirement. Be sure to bring your spouse with you. See you there.

## Pension plan's value

Below are two examples that may help show your pension plan's value. Keep in mind that neither of these examples applies directly to you. Your situation will be different.

**Example 1:** Let's say an operating engineer who is retiring at age 62 is entitled to receive monthly benefits of \$1,000 per month. If the operating engineer chooses with his spouse to take the monthly pension in the form of a Husband and Wife Pension, 50 percent continuing to the surviving spouse (member and spouse the same age), and if the member lives to receive payments for 15 years, total payment to the member would be \$166,500. If the spouse lives longer, the spouse would then receive, beginning at his death, \$462.50 per month. If the spouse were to live for five years, total payments to the operating engineers and the spouse would be \$194,250, over three times the actual contributions made for the engineer while he or she worked.

**Example 2:** An operating engineer retires at age 62 with a \$1,000 per month benefit, Life Pension with 60-months guaranteed option. Under this option — as well as under any of the plan options — as long as the operating engineer is living, he or she receives a check. If the retiree lives to be 85, \$276,000 would have been paid. If this same operating engineer lived only three years, the designated beneficiary, spouse or someone else, would receive monthly checks for two more years of \$1,000 per month, yielding a total pay out to the operating engineer and beneficiary combined of \$60,000.

## New Rx program

As you know, the new prescription drug program, American Diversified Pharmacies in Sacramento, has experienced an overwhelming initial response from all the members, so much so that the company

is just now beginning to fight its way out from a tremendous deluge of orders.

Let's all give this program a chance. American Diversified Pharmacies has contracted with the Board of Trustees to furnish quality prescription drugs to our members at a tremendous savings, and reduced costs are what our health and welfare program can use right now. Let's all be patient in our use of this new program. If you need assistance, please call my office at (510) 748-7450. Thanks for your continued cooperation.

## Retiree picnic

This is a final reminder. Mark your calendars for the Retiree Picnic at Rancho Murieta scheduled for May 30. Come on up on Friday at noon and stay until Sunday at noon, if you wish. As always, there will be plenty of parking available for your recreational vehicles. The union is picking up the tab. Come on up and join us. It's guaranteed you'll have a good day socializing with some old friends. See you there.

## YOUR CREDIT UNION

By Bill Markus, Treasurer



## Bank vs. credit union checking — no comparison

A recent newspaper article in the San Francisco *Chronicle* surveyed 15 of California's largest banks and savings and loans on their checking accounts. The survey found many of these institutions were raising checking account fees.

From the institutions polled, the monthly service fees on checking accounts rose from 1.1 percent to 25.8 percent. Most institutions required a minimum balance in order for customers to avoid monthly service charges. These minimum balances ranged from \$500 to \$1,500. There were few institutions offering dividends on checking accounts. The ones that did had dropped their dividend rate to 2.8 percent.

The article also noted that financial institutions were limiting services. Those having a 24-hour customer service phone system are now starting to charge for each call after the first three per month. The charges ranged from 50 cents to \$1.50 per call. Other institutions were limiting the number of checks written per month as well as the number of

ATM transactions.

Now, check out the credit union's checking accounts:

- There's no monthly service charge no matter what your checking account balance is or how many checks you write each month.
- Earn an annual dividend of 4 percent on checking accounts maintaining a \$1,000 balance or more.
- Use CALL, our 24-hour audio response system, free as many times as you wish during the month to inquire about your account. The call is even free with our toll free numbers.
- Select an overdraft protection program that covers your checks should you be short of funds. Choose to overdraft from savings or from VISA.
- Your credit union's ATM card allows you to obtain cash 24 hours a day from thousands of machines conveniently located all across the country.
- Use direct deposit for payroll, social security, retirement and government checks and have funds deposited to your account automatically. There's no charge for this service.

Isn't it time you had your checking account with your credit union? It's not only economical, but with our 12 branch locations and automated programs, it's convenient too.

## Attention Women Operators

The Local 3 Women's Support Group is sponsoring another potluck. Drop in for food and fun!

**When:** Sunday, May 31, 12 noon.

**Where:** 820, Pochard, Suisun City. I-80 to Hwy 12 (Rio Vista/Suisun City) exit, eastbound to Emperor Dr., turn left, go thru 4-way stop to Tintail, left on Pochard. House is in middle of block on right side.

**Activities:** Barbecue, hot tub, swimming pool, keg of beer, bring a dish to pass or slab for the grill.

**Info:** Kathy (707) 422-9227; Lisa (510) 769-0340; or Beth (510) 835-2511.

## TEACHING TECHS

By Art McArdle, Administrator



## Surveyor's formula for success

Surveyors always use formulas to compute their work. At the Northern California Surveyors Joint Apprentice Committee we also have a formula for success:

**Class time + hands-on training + learning about new equipment and work processes = jobs.**

Our apprentices and journey upgrades spend time in class each week and have just recently undergone an extensive hands-on training program. So now it's time for learning about new equipment and work processes.

Beginning May 30, we will begin offering Saturday seminars on the HP 48SX calculator, data collections and Global Positioning Satellite. The good news is that these seminars are open to all members of Local 3 who have at least "B" hiring status. Better yet, all three of these courses have been requested by our employer group, which means it needs trained individuals.

Our first seminar will be the data collection course, which will be presented by Western Surveying Instrument in Pleasanton on Saturday, May 30. Instructor Marc Severson will provide a well-rounded course in learning the ins and outs of data collection. He is also going to treat all participants to a barbecue. It will be a full day beginning at 8:30 a.m. and ending at 4 p.m.

The second seminar will be an introduction to the HP 48SX calculator. The class will be held on Saturday, June 6 from 8:30 a.m. to 4 p.m. at our Oakland classroom location. The instructor will be Greg Young who is well versed in the HP 48SX. He will present a full day of introduction and orientation to the calculator. This will help you build a foundation on how to program.

Our third seminar is tentatively scheduled for Saturday, June 30 and will

be on the Global Positioning Satellite. Trimble Navigation will host the course at its Sunnyvale location and will also provide a full day (from 8:30 a.m. to 4 p.m.) of valuable information, demonstration and hands-on training.

We announced previously that we would soon be offering these courses, and many of you called and requested to be included. We have mailed a flyer to those of you who responded regarding each course, prerequisites and supplies needed. If you did not receive a flyer and would like to sign up for any of these courses, please call our office at (510) 635-3255.

We are hoping to provide more of these types of seminars in the future, but it may depend on the response we get from these first three courses. Please come out and support these much needed programs and remember, it could be your formula for success.



A hands-on class underway in Sacramento.

## SAFETY

By Brian Bishop, Safety Director



## The hazards of welding

I recently received a letter from retired member Herb Aldridge, who now lives in Wyoming, requesting that I write an article about welding hazards.

Most of you already are aware of welding hazards such as hot sparks, arc radiation, electrical shock, slag chipping and the handling of compressed gases. There is, however,

another safety concern that is often overlooked or ignored during welding: exposure to toxic fumes or gases. Such hazards may produce lung inflammation, pulmonary edema, emphysema, chronic bronchitis or asphyxiation.

The major toxic gases associated with welding are ozone and oxides of nitrogen, phosgene, phosphine, carbon dioxide and carbon monoxide. Overexposure to these gases may cause eye, nose and skin irritation, and may also lead to death from respiratory or cardiac arrest.

Another welding hazard is fumes, which contain small particles of metal floating in the air that are created by heating metals or flux. The metal turns from a solid to a liquid, then as it cools it returns to a solid again. Depending on the size, the particles may remain suspended in air for a long time. Breathing these fumes can create lung problems that may become either acute (show symptoms very rapidly) or chronic (symptoms are observed over a long period).

Zinc oxide fumes formed during welding, cutting or galvanizing metals produce a condition known as metal fume fever. The symptoms are chills, fever, nausea, vomiting, muscular pain, dryness of the mouth and throat, headache, fatigue and weakness. These symptoms usually subside within 12 to 24 hours. Immunity from this condition is rapidly acquired if exposure occurs daily but is quickly lost during holidays or over weekends, which is why this illness is sometimes called Monday morning sickness.

Some of the materials producing respiratory hazards are: carbon, tin, iron, aluminum, cadmium, chromium, lead, magnesium, mercury, molybdenum, nickel, titanium, vanadium, zinc, the fluorides, copper, barium, beryllium and silver.

Some of these metals or coatings have very low limits for human exposure. The limits are listed by Cal-OSHA as permissible exposure limits. In stationary shops exhaust ventilation may be provided and, if properly installed and operated, can greatly reduce the possibility of over exposure. The only way to ensure airborne contaminant levels are within allowable limits is to take air samples in the breathing zones of the personnel involved.

Respirators may also be used to remove particulates or gases from the air. The users of these respirators by law (Cal-OSHA 5144) must be given physical exams, be fit-tested and trained in using respirators. There are several respirator manufacturers that have special-use respirators designed to wear with welding hoods. Some manufacturers have Powered-Air Purifying Respirators (PAPR) that are incorporated into the weld-

ing helmet. Powered by batteries, these units are expensive, costing around \$600. That expense will not seem like much when you compare it to future health risks.

One additional note about respirators. Be sure they are the proper ones for the job. On most welding jobs you will see dust, fumes and mist filters. It should be understood that these filters do not take gases or vapor from the air. If the area where you are working has those types of hazards, you will need the proper cartridge to remove them. You may be better off not wearing a respirator than using an inappropriate one. At least with a respirator we'll be keeping your breathing zone farther from the fumes.

We all know long-time welders who have lung problems, and chances are theirs occupation lead to these problems. During the period in which they worked perhaps they used standard practices for those times. But times are changing, and we can learn a great deal from the past. Welding can be accomplished in a safer manner if precautions are taken.

If you take these precautions, I may not get a letter like the one I received from Herb. "I quit work on disability at age 59," he wrote. "The last two years that I worked I was sick enough to die. But I couldn't quit. I had to have those 10 credits. It was a case of do or die, whichever came first. Several of my welding buddies have died and they were not that old."

You owe yourself and your family a long and healthy life with a long retirement. Ask a few questions and take the time to protect yourself.

## NEWS FROM THE DISTRICTS

# Voting ensures your economic well being

**SACRAMENTO** – These are tough economic times. As the recession lingers and unemployment remains at an unacceptable level, Local 3 is pressing forward with actions that will secure jobs for our members and restore a weekly paycheck to their families.

**From John Bonilla...**

One of the most important actions Local 3 members can take that will ensure economic well-being is to support political candidates with a pro-labor point of view. Local 3 has been a leader in the political process. It's essential that we elect candidates who understand the problems that confront today's workers and who will work to supply jobs for Local 3 members.

The Sacramento District 80 Political Action Committee has interviewed several candidates running for public office in various races. We urge every member to vote in the June 2 primary. We also strongly recommend that you vote for the endorsed candidates on page 7. It's time organized labor votes as a block. We must reward friends of labor.

On April 12, voters in Roseville voted in favor of Measure A, a \$19.9 million bond issue that will help build new schools in Roseville.

**From Dave Young...**

Solano Concrete has been working steady and is expanding its plant by putting in new bunkers and a scale system. The company's safety meetings have been productive and employees are to be commended for their participation.

Syar's rock, sand and gravel operation has begun to pick up, and it looks like the plant will soon be at normal production. Syar's concrete plant has been extremely slow but is beginning to show signs of better times. Its operators have had a hard winter.

Hulse Equipment Rental has been busy all winter with equipment repairs and maintenance. Dutra Construction has a crew of 660 scraper operators working in Woodlands, and the company soon will be pouring concrete.

Granite has begun paving I-5 near the Sacramento Metro Airport, with most of the job to be performed on a special single shift due to heavy daylight traffic. Also, Granite's scraper and underground crews have returned to work at Mace Ranch in Davis.

Teichert's shop in Davis was fairly busy this winter, but the pace there is slow at present. Teichert's paving crew will soon be paving I-5 near Dunnigan. Teichert's rock, sand and gravel crew at Woodland has been working steadily and has just started back to work with a small crew at

the Esparto Reiff Pit.

Sheehan Pipe Line has had a small crew at Winters, excavating about 1,700 feet of ditch and placing a portion of the 42-inch gas line that comes from Canada. Sheehan's portion starts 55 miles north of Woodland and extends across Yolo County and Solano County. The pipeline will go under the Sacramento River and across Sherman Island in Sacramento County. The portion across Sherman Island has been subcontracted to ARB, Inc., which has rented several pieces of equipment to Sheehan. Sheehan presently has about 130 operating engineers working six 10s, and the project should be completed sometime in August.

**From Hugh Rogan...**

Granite has its share of work. The company has road work worth about \$4 million above Hwy. 49 at Foresthill. Granite also has road work worth about \$143 million on Hwy. 49 from Dry Creek Road to Combie Road in Auburn.

Last week Granite picked up two jobs, one on Hwy. 174 between Nevada City and Colfax, and \$4 million of widening work near the check station in Truckee. Granite will also be widening Meadow Vista Road in Meadow Vista.

Winchester Homes has a 1,000-acre project for the construction of homes and a golf course just out of Meadow Vista. Over on Hwy. 50 Ford Construction still has about one more year to go on its two pro-

jects. T.W. Construction at South Lake Tahoe has a \$4 million sewer project. Look in next month's paper for more coming up in the Tahoe Basin.

**From Frank Herrera...**

Work in the Laguna area is starting to pick up again. Teichert is back at the Apple Computer building site performing the underground work. Granite is moving its equipment back into the area. Granite will be finishing up its work on the I-5 overcrossing at Laguna Blvd. Also, Granite will be constructing some new levees in the Laguna area. Cagwin & Dorward plans to spend most of the summer performing landscape work at various locations in the Laguna area. It is also going to perform some landscape work for Granite at the I-5 Laguna Blvd. overcrossing.

In the downtown Sacramento area, Tishman Construction is on schedule constructing the new office and parking space building going up in Old Sacramento. Three operators are still employed at that site. Hensel Phelps is also on schedule at its building located at Fourth and N streets. Two operators are still employed full time running the two elevators on the project. Hensel Phelps just picked up another building in the downtown area. This project, which will house the Secretary of State's employees, is estimated to cost up to \$75 million and will take up a whole square block.

We will be having our annual Sacramento District picnic at Elk Grove Park on Sunday, June 7. Tickets are available at the dispatch office and from the business agents.

On behalf of the Sacramento District staff, I would like to congratulate District Representative Bill Marshall, Business Agent Hugh Rogan and Apprenticeship Coordinator Jim Brown on their retirements, which become effective June 1.

Bill, a member since 1956, worked as an oiler and then upgraded to a crane operator. In 1974, he came to work for Local 3 as a business agent and was promoted to district representative in 1989.

Hugh, a member for 39 years, worked as a backhoe, dozer and scraper operator, and was an instructor at Rancho Murietta. In 1982, he came to work for Local 3 as a business agent.

Jim Brown, a 34-year member, worked as a gradesetter, equipment operator and lube and service engineer. Jim served on the Local 3 Executive Board, was a business agent and went to work as an apprenticeship coordinator in 1987.

We will miss them all.

## Projects begin to move in Lake, Sonoma counties

**SANTA ROSA** – In my last column, I asked the question, "Do you know what Mayflowers bring?" Well, the answer and my name were accidentally deleted from the bottom of my article during production of the *Engineers News*. The answer should have read, "pilgrims."

I would like to personally thank all the volunteers who helped out at the Sebastopol "super playground." A special thanks to Gary Lombard, who volunteered all five days. In helping build the playground the Operating Engineers received a token of appreciation from the playground committee. We have it displayed at the district office. Come in and see it some day.

The projects in my area are starting to take on some movement. In Lake County Baldwin has started to do some clearing on its Hwy. 20 project. Syblon & Reid and Ford Construction have started their respective phases of the Lakeport sewer project. Don Dowd has started again on the Morgan Valley Road project in Lower Lake. Parnum Paving has several operators working on the Indian Creek project. It's putting together a crusher and hot plant for Baldwin's Hwy. 20 project.

In Sonoma County Ghilotti Bros. has re-started the Wilfred Avenue/Hwy. 101 project in Rohnert Park and the Sky Farm project in Fountaingrove. North Bay Construction has crews working at the Home Depot in Rohnert Park and on the Sonoma Mountain Expressway. We definitely had a very slow start this year, but we hope the weather will cooperate, and that these starts won't be false starts.

**A word about politics**

When I was growing up, my father told me there were two subjects you never discussed in a group of people unless you wanted the discussion to end in an argument. The first subject was religion and the second was politics. Well, I'm going to break his rule and bring up politics.

Even though I don't trust many politicians out there, we as an organization need to get involved in politics. With all the different special-interest groups competing for the politicians' votes on their key issues, we need to do the same. Realizing that power is found in numbers, each one of us needs to get involved, and that can simply be accomplished by voting on June 2.

**District picnic reminder**

Our district picnic is only two-and-a-half months away. We'd like to remind you to mark your calendar for Sunday, August 2, the day of the Annual Barbecue "Wet & Wild II" at the Windsor Water Works. Tickets will be on sale in May. We are also looking for volunteers to help out at the picnic. If you are interested in helping out or need ticket information, call the district office at (707) 546-2487.

*George Steffensen, Business Rep.*

## NEWS FROM THE DISTRICTS



Construction has slowed at the GSA building project in downtown Oakland because architects are dissatisfied with the poor color match of some of the stone panels.

in Oakland has been slowed by the architect's dissatisfaction with the stone's poor color match on some of the panels. This has idled the tower crane operators at times. But the four man-lift operators are still busy.

Valentine Corp. has kept two to three operators busy at the Matson Terminal at the Port of Oakland rebuilding the pier in preparation for newer and heavier container cranes. Penhall has been doing the demolition of the existing pavement.

Gallagher and Burk is underway with a resurfacing project, valued at about \$1 million, at the Charles P. Howard Terminal. C.C. Meyers has completed the columns on its \$3.5 million widening project on I-580 and has been erecting the shoring to support the false deck.

Upcoming projects in this area include the BART extension from the Bay Fair Mall in San Leandro out to Dublin. One phase of the project at Hwy. 238 and I-580 in Castro Valley, worth about \$5.5 million, has been bid but not yet awarded. The next phase should range between \$10 million and \$15 million.

The San Leandro City Council has voted to approve the environmental impact statement on the Roberts Landing housing project. We hope dirt will move on this project by July.

Redgewick Construction has begun work in Alameda on Doolittle Drive. This \$1.8 million project will raise the pavement grade above the high tide elevation during winter rains. Commenting on the high price for a short piece of roadway, owner Don Redgewick said the job definitely had some "gold nuggets" in it.

## Work begins on I-880 widening in San Leandro

**OAKLAND** — On the two-year widening project on I-880 in San Leandro, Charles Campanella Demolition has completed the clearing and grubbing, and O.C. Jones has begun work on the widening from Davis Street to Lewelling Blvd. Three overcrossings will be widened and two others will be completely rebuilt by Shasta Construction, with Super Structures doing the demolition work.

The stone work on the GSA building

Joe Fana Engineering has kept a small crew busy during the winter at Children's Hospital in Oakland and on a smaller job at a school parking lot in Alameda. Many residents of Castro Valley and Hayward will be watching the contractor's progress on Grove Way. The widening and resurfacing on this heavily traveled street will be appreciated by local residents and commuters once the project has been completed.

Granite Construction is nearly finished with a realignment on Carlos Bee Blvd. near California State University, Hayward. This project should greatly improve access to the university and help residents get home faster. St. Francis Electric is putting in new traffic signals, and Cagwin-Dorward out of San Rafael has a large contract to landscape the slopes.

*Myron Pederson, Business Rep.*

## Crane, dredge work holding their own

**FAIRFIELD** — Crane work is presently fair. We are entering negotiations to renew our agreement with the Crane Owners Association. Due to the industry's slow work picture and tough economic times, I'm sure these will be difficult negotiations.

We lost a very important arbitration regarding the de-rating of cranes. Local 3 felt that the employers were illegally circumventing the manning provisions of the agreement. The arbitrator, however, felt that as long as the cranes were rated or de-rated by the factory or a licensed crane certifier, it was not circumventing the agreement and thus was legal. This is one area in which we'll have to work very hard to find language that will work for both sides and still protect our members.

Another problem is that many of the members themselves have been abusing the eight-hour rule. On jobs lasting less than eight hours, the guilty parties are choosing to leave the job or yard early rather than stay and work on the rig to make their full shift. Your union worked hard to get and keep this eight-hour minimum, and those who are abusing it are playing right into the employer's hands. I'm sure you're all aware that once these conditions

are gone, we can't get them back. If you don't understand the language in the agreement, please contact me. I'll be glad to explain it.

Your union is currently setting up meetings to discuss the upcoming negotiations. Please try to attend when you are notified of the meeting in your area.

### Dredging

Dredging is fair for the moment. Dutra has a nice job at the Alameda Naval Air Station doing maintenance dredging. The company has three rigs working three shifts. Great Lakes is at the Port of Redwood City on a maintenance job. This company has had a good year so far.

It appears the deepening of the Oakland inner harbor is finally going to go. I guess all the attorneys for the environmentalists and the rest of the agencies involved have made enough money. It's a real shame these jobs keep getting delayed time and time again. All that litigation does is drive the price of dredging out of sight. I hope this job will be bid soon to a good union contractor.

We hope this year is better than the last couple. Work safe!

*William Dorresteyn,  
Special Rep.*

## NEWS FROM THE DISTRICTS

# Active members encouraged to attend picnic

**SALT LAKE CITY** – The annual district picnic for active members will be held in tandem with the retirees picnic July 18. The retiree picnic will begin at noon, immediately following the 11 a.m. pre-retirement meeting, which will be held at the union hall.

The regular picnic is scheduled to begin at 1 p.m. I'm issuing a personal invitation to the active members to come with their families and participate in the picnic this year. The price is \$5 for an individual and \$12 for a family. This event allows us all to take our families to the picnic and let our children enjoy themselves with children of other Local 3 families.

Again, for those getting close to retirement age, the pre-retirement meeting will be held at 11 a.m. at the hall at 1958 West North Temple, Salt Lake City. Please plan to attend the picnic after the meeting and enjoy pleasant association with others.

The picnic will be in Pavilion No. 5 at Murray Park, which can be found by entering the park from 330 East Vine Street or 406 East Vine Street. Vine Street abuts the park on the north. Pavilion No. 5 is larger than Pavilion No. 2, which was used last year. Pavilion No. 5 also gives access to the park's water slide and swimming pool. If 100 or more people want to swim and use the slide, a \$3 per person group rate will apply. This fee must be paid in advance, so please notify the Salt Lake office if you're bringing your family and want to go swimming.

Murray is one of the finest parks in Utah and offers diverse outdoor

entertainment for those living in the city and for our rural people attending the picnic. Have your kids bring their baseballs and bats. There's a softball field next to the swimming pool, and the kids can put teams together and enjoy a game like we used to when we were young. Remember before television was invented we had to entertain ourselves. Have your kids bring a neighborhood youngster or a friend to join in the game.

Maybe some of the older sharpshooters attending can put a game together when the kids finish. There has to be some steam left in some of us. By the way, there are swings for the younger children.

Raffle tickets will cost \$1 each, so come prepared to purchase a couple of extra tickets. Some nice overnight trips to Wendover and Mesquite will be included in the drawing, along with other nice gifts.

A golf tournament has been scheduled for retirees and their spouses for July 17. Tee off is at high noon. The tourney will be held at Mick Riley Golf Course, 421 East Vine Street in Murray. The over-65 fee is \$4 and the under-65 fee is \$6. Any retirees wanting to participate should contact Katey in the Salt Lake office before July 10.

Prizes will be awarded to those who take first, second and third. We've had an easy winter here in Utah. I figure you've all been practicing your swings. So sharpen your game just a little more and come on out and make a day of it at Mick Riley.

*Kay Leishman,  
District Rep.*

# 'Adequate' work picture forecast for season

**EUREKA** – We have an election coming up on June 2. Sometimes it's hard to imagine that one vote could make a difference, but it does. One vote turns into several when you include spouse, parents, neighbors and children over 18.

A lot of people don't vote in the June primary because they feel it's not an important election. But believe me, it's just as important as the general election because there are city council, school board and county supervisor contests, as well as the bond measures. **They all relate to jobs and wage protection for you and your families.**

If you have any questions on any of the issues or the candidates, don't hesitate to call the district office or talk to one of the people in the political action committee in your area. The PAC is also the district's Grievance Committee elected by the members at the district meetings (see article page 6).

The work picture in the Eureka District should be adequate in the upcoming season. Pete Barretta, out of Healdsburg, has a slide removal job on Hwy. 299 by Chism Road worth about \$750,000.

A water service extension in Freshwater just north of Eureka, worth an estimated \$4.3 million, was scheduled to have the bid opening on April 28 but has been postponed a few days.

Kiewit Pacific's Northwest Division is scheduled to finish the Redwood Highway Bypass north of Orick on Hwy. 101 this October. It has Phase III, which consist of the grading and paving portion of the project.

*Bill Burns,  
District Rep.*

# Fancher Creek, Hwy. 180 projects to crank up this summer

**FRESNO** – The work picture in the Fresno area appears to be picking up. C.A. Rasmussen has begun work on the Big Dry Creek Flood Control (Fancher Creek) project in Clovis. A few operating engineers have been sent out in the past week, and we expect about 30 to be put to work over the next few months.

The Hwy. 180 project was bid on April 24, with Ford-Benco coming in as low bidder at \$35 million. We expect things to get going in about a

month or two. This project will link U.S. 99 with Hwy. 41.

Also, Stimple-Wiebelhaus will be starting work in Sequoia National Park beginning the first part of May. The Coalinga Prison is scheduled to be bid on May 20.

## District picnic

The date for Fresno's annual district picnic has been set for Saturday, August 22. Details will follow in the coming months.

## Retiree and District Picnics

### Retirees Picnic

Saturday, May 30, 10 a.m.  
Lunch served at 1 p.m.  
Rancho Murieta Training Center  
Come on Friday noon, stay until Sunday,  
plenty of RV parking  
Local 3 is picking up tab  
Info: (510) 748-7450

### Sacramento District

Sunday, June 7, 11 a.m. to 4 p.m.  
Elk Grove Park in Elk Grove  
Tri-tip roast, beans, salad, rolls,  
free beer and soft drinks  
Adults \$7.50, retirees \$5,  
children under 12 free  
Info: (916) 383-8480

### Stockton-Ceres District

Sunday, June 14, 11 a.m. - 6 p.m.  
Orchard RV Park, 2701 E. Hwy  
132, Vernalis  
Water slide, pool available, raffle,  
children's games  
Roast pork, beans, salad, free hot  
dogs for kids  
Adults \$10, retirees \$8, under 15  
free  
Info: (209) 943-2332

### Redding District

Saturday, June 20, noon to 2 p.m.  
Anderson River Park  
Pit roast, beans, salad, rolls  
Volleyball, huge raffle  
Adults \$8, retirees \$5, children 6-  
14 \$3  
Encouraging early ticket purchase!  
Info: (916) 222-6093

## NEWS FROM PUBLIC EMPLOYEES

# Local 3 rescues child abduction program from state budget ax



Ray Harter, an investigator with the Stanislaus County Child Abduction Unit, worked with Local 3 to save the state's Custody of Minors mandate from the state budget ax.

By Steve Moler  
Assitant Editor

Local 3 members Ray Harter and Dan Schloss, investigators with the Stanislaus County Child Abduction Unit, have always felt confident that their union would back them if a labor dispute ever erupted. But they never dreamed the union would play such a key role in saving the entire unit from the state budget ax.

Last February, Ray and the CAU supervisor learned that Governor Pete Wilson's proposed budget for 1992-93 contained a recommendation for eliminating funding for the state's Custody of Minors program, which requires district attorneys to take all actions necessary to locate and return abducted children and enforce child custody laws on behalf of the courts. CAUs statewide, staffed with investigators, paralegals and attorneys, are responsible for enforcing court orders on behalf of the court.

With nearly half of California marriages ending in divorce, child custody problems and parental kidnappings have proliferated. A recent study found that nearly 80 percent of divorces in California involve some kind of child custody dispute. When one parent believes he or she has "lost," that parent may resort to

taking the child and fleeing the area. Last year the Stanislaus County CAU recovered over 300 abducted children and assisted in nearly 800 other cases involving the enforcement of child custody and visitation court orders. Child abduction units statewide recovered over 3,200 parentally kidnaped children last year.

In a single day last February, the Stanislaus County CAU assisted four Modesto-area elementary schools in resolving child custody problems after several irate parents appeared at school gates wanting to remove their children from the classroom. Alarmed school administrators called police, which in turn called out the CAU to determine which parents had proper legal authority to take the children out of school. Without the program, parents who have lost a child to a parental abduction would have to hire, at considerable expense, a private detective and attorney to locate and return the youth.

Soon after the proposed budget was published, child custody units statewide, which are organized under the Child Abduction Committee, formed a funding action committee to work on saving the \$3.2 million program. As chairman of this committee, Ray's job was to learn as

much as possible about the budget process. He soon found out that to retain CAU funding at least three favorable votes were needed from Sub-Committee Four of the Assembly Ways and Means Committee, which was scheduled to consider this particular budget issue on March 12.

Ray initially sought help from three organizations

with full-time lobbyists in Sacramento: the County Supervisors Association of California, the District Attorneys Association and the American Federation of State, County and Municipal Employees (AFSCME). But none of these groups could quite cut through all the layers of bureaucratic and political red tape.

After reading an article in the February *Engineers News* about how Local 3 had worked closely with the Legislature to expedite highway projects, Ray got an idea. On March 4 he contacted his job steward, investigator Al Fontes, and asked if he thought Local 3 could help. Al recommended that Ray contact Local 3 Business Agent Paul Konsdorf, who services the CAU investigators and other public units in Stanislaus County.

From there, a series of events unfolded that astounded Ray. The next day, Paul called Local 3 Vice President Jack Baugh, who in turn called Ron Wood, the union's legislative lobbyist based in Sacramento. "I figured it would be several days before Paul would get back to me," Ray said. "So when I was told that same day to contact Ron Wood, I was amazed to learn that Ron was already expecting my call."

After the two men discussed the

case, Ron established a game plan: contact the office of Assembly Speaker Willie Brown, a long-time friend of labor, then contact the four members of Sub-Committee Four. Assemblywomen Teresa Hughes, D-Los Angeles, and Cathie Wright, R-Ventura, were already on board from earlier lobbying. The key was finding that third and potential tie-breaking committee member. Ron knew exactly who that person would be: Assemblyman John Burton, a San Francisco Democrat who has been a strong supporter of Local 3.

Meanwhile, Ray and his action committee began preparing for the March 12 sub-committee meeting by contacting victims who had benefited from the program and assembling statistics to show how successful the program has been. But when the sub-committee convened, most of the preparation proved unnecessary. With Ron and the other lobbyists in attendance, the sub-committee voted 4-0 in favor of funding the program. The state Senate's version of Sub-Committee Four, which met on March 25, also unanimously approved the program's funding.

"I was very impressed with Local 3's quick and effective response," Ray said. "I thought because there's only two Local 3 members in our unit that the union wouldn't care about us. But it did, and now I feel I should have come to Local 3 even sooner. I've learned that when in doubt give Local 3 a chance."

But even with Assembly and Senate committee support, the program's funding is still not guaranteed. The entire state budget must be passed on the floor of the Legislature and signed into law by Wilson, who has line-item veto authority. But those close to the case believe the program has a good chance of surviving the process, and that CAUs statewide will have the funding needed to continue their good work in locating and returning abducted children.

The CAU case is a good example of how a union with a strong political presence can better represent its members. For the past 30 years, Local 3 has had more influence in Sacramento than any other labor union, continually playing a key role in getting important legislation and ballot measures passed that benefit its members.

## NEWS FROM Rancho Murieta Training Center

### These aren't baby boomers, they're side boomers

A new pipeline job, the PGE-PG & E Pipeline Expansion Project, has begun in Northern California. It's quite an impressive project, and the call has gone out to the various district halls for hands with experience operating side booms.

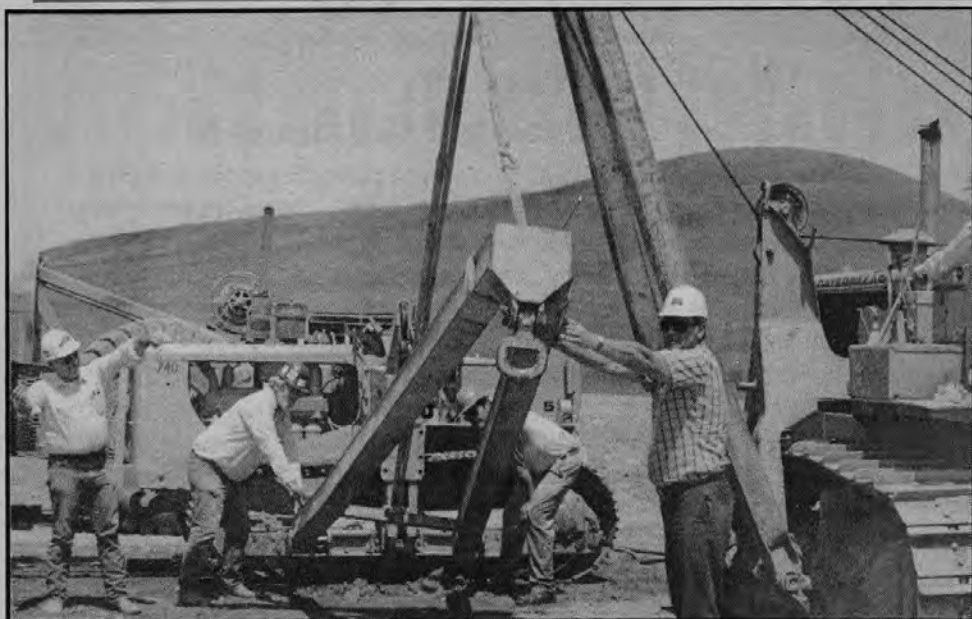
To assist those members who needed to brush up on their side booms skills, the Rancho Murieta Training Center has held three different classes on side booms. Because of help from ARB Construction, H.C. Price Pipeline Construction and Sheehan Pipeline Construction, who have donated two different models of side booms, we were able to put together these classes.

Jack Kelp, a side boom operator for ARB joined staff instructor Tommy Thomason at the training center to teach these classes. These two instructors spent several hours researching material and locating equipment for the class. They came up with a two-week course that included 1) the tractor, 2) safety and cold iron checks, 3) operating the tractor carrying a load over varying terrain, 4) proper techniques for booming up and down and hoisting up and down, and 5) a final hands-on test using both tractors to carry and position a length of pipe into a trench.

The classes also made an on-site field trip to where Sheehan Pipeline Construction was laying pipe near Maxwell and Williams. Superintendent Thelbert Barnes, Safety Director Manny Iola and Foreman Pete Barnes were most cooperative and informative during this special job-site tour.

Everyone in the classes was enthusiastic and impressed with this pipeline project. All agreed that this was not a typical dirt spread. Pipe layers have a very dangerous job, and they are part of a unique industry. Although we do not normally train pipe layers, the training center hopes to provide some opportunities for those members who have had some experience in this area.

*Duane Beichley, Media coordinator*



Top: Instructor Tommy Thomason works with Ray Mason, David Lophien, Don Crabb and Tommy Gardner, who is on the tractor.



Left: Robert Gillen uses a 571 sideboom while traveling with a simulated pipe load.



Right: Jack Kelp, left, shows Jim Bone, middle, and Dan Pruss the correct method of running the boom line to the boom.

Below left: Trainees practice lowering a load into a trench.

Below right: Instructor Tommy Thomason tells Jack Bone, middle left, and Dan Pruss how to tie off the boom line while Evangeline Hodges observes.





## ADDICTION RECOVERY PROGRAM

1-800-562-3277

those who have contributed to ARP's success. For many years, certain members have contributed their time and effort to help our newly recovering members return to sober living. Working anonymously, these individuals have been the backbone of support for the ARP client. Once a client has received appropriate professional treatment, the process of sober living has just begun. Upon discharge from treatment, the client is given the name of a grass roots coordinator, who helps the client by giving personal support, access to local 12-step recovery programs and on-going support in conjunction with ARP outpatient benefits.

Most, if not all, grass roots coordinators consider their services to be an extension of their own anonymous 12-step recovery process. Because anonymity is essential, it has never been the policy of ARP to divulge the names of these coordinators. Additionally, anyone familiar with recovery knows the dangers of not putting "principles before personalities." Let's not forget that the 12-step program and traditions are there to protect us and guide us toward a new way of life without the crutches of alcohol or drugs. These coordinators know who they are. Past ARP clients recognize their contributions. ARP staff salutes you for their continuing efforts.

Please feel free to call ARP at any time to discuss matters of mutual concern. Recovering members wishing to contact an ARP grass roots coordinator can call ARP at 800-562-3277.

### Labor Support Groups

ARP Alumni and Friends Continuing Care Support Groups are a concept that was unsuccessful and will not be sanctioned by ARP for the following reasons:

- ARP does not and never did provide after-care treatment. Structured after-care treatment is the professional responsibility of our treatment providers.

- ARP Continuing Care Support Groups are a duplication of efforts by our treatment provider.

- Attendance at the after-care

## A salute to grass roots coordinators

The time has come for ARP and friends to acknowledge the contribution of

groups was not sufficient.

- ARP does not and will not accept legal liability for providing professional after-care services.

- ARP will not endorse fund-raising individuals who are beyond the supervision and control of ARP. Therefore, ARP Continuing Care Support Groups, their printed format and manual for facilitators, and the actions of the facilitators of these groups are expressly discontinued effective immediately. ARP does not accept legal liability for after-care activities.

Some recovering individuals have expressed a concern for members, family and friends in recovery. It's the policy of ARP to support local Labor Support Groups where possible. It's the responsibility of the group's chairperson to notify ARP of the location of the group and where it meets and what time. The chairperson of each group must notify and verify to ARP staff that the meeting is taking place before ARP can pass the message to our membership. ARP will verify that these meetings are actually taking place.

Individuals wishing to establish such a group may contact the district representative in each Local 3 to provide space for these groups where space is available and when the groups do not conflict with union activities. Keep your ARP informed. Only existing groups can be acknowledged.

### Verified Labor Support Groups:

#### Sacramento:

2580 Elder Creek Road  
Mondays, 7-8:30 p.m.

Contact: Schooter (916) 225-4426

#### Fresno: 1745 N. Fine Ave.

Tuesdays 7-8:30 p.m.

Contact: Jim (209) 225-4426

This list will be updated periodically.

### Annual Maynard's Roundup

All ARP and Maynard's alumni are invited to attend this annual get-together June 27 and 28. This year's roundup will be held in conjunction with the softball tournament. A barbecue dinner will be served Saturday, 11 a.m. to 6 p.m. A Sunday morning continental breakfast will be served. There's fun and fellowship for all!

To make a reservation, call Connie at Maynard's Ranch (209) 298-3772 or call ARP (800) 562-3277 prior to June 22 to allow Maynard's to make preparations.

## Union Briefs

### Striker replacement bill delayed

A Senate vote on S 55, the bill that would prohibit employers from permanently replacing striking workers, has been delayed indefinitely while union lobbyists continue trying to round up at least 60 votes to end an anticipated filibuster by conservatives.

Union lobbyists said they were a few votes from reaching the minimum number of votes required before the legislation will be cleared for Senate floor action by Senate Majority Leader George Mitchell, D-Maine. Mitchell, who is a co-sponsor of the bill, has advised union officials that he does not want to put the Senate through a long debate on the measure if a filibuster cannot be stopped.

Union sources said they are confident that they have the 51 votes necessary to pass the bill, and that they are trying to persuade senators who either are opposed or uncommitted to agree to support cloture if not final passage. If passed, Bush has vowed to veto the bill.

### Safeway boycott ends

Members of the Teamster Union ratified a new contract with Safeway on April 26 that ended a five-week consumer boycott of the nation's largest supermarket chain. Teamsters voted 333 to 55 to accept a proposal by Specialized Distribution Management Inc. that allowed 700 truck drivers and warehouse workers to follow their jobs from warehouses in Richmond and Fremont to Safeway's new facility in Tracy.

"It's a complete victory," declared Chuck Mack, president of Teamsters Joint Council No. 7. "Safeway never intended to take our workers to Tracy and certainly never intended to pay decent wages there. Safeway planned to pay for the new warehouse with money taken out of our pockets."

The dispute erupted when Safeway decided in January to contract out warehouse management to SDMI, which immediately announced plans to operate the new plant non-union.

### House starts up again

Construction of new homes and apartments, a key ingredient for a recovery in the construction industry, climbed a promising 6.4 percent in March to the highest level in two years, the Commerce Department reported.

Builders started construction on single-family homes and apartments at a seasonally adjusted annual rate of 1.37 million units in March following an even bigger increase of 8.7 percent in February. The statistics showed that the country may be finally mounting a sustained economic recovery.

Some economists say the news on housing activity, coupled with earlier reports showing stronger-than-expected consumer spending, is prompting them to revise upward their estimates of economic growth in the first half of the year. But other economists caution that the March gain was probably overstating the underlying strength in housing because the rise came solely from an unsustainable surge in multifamily construction.

### Unions win secrecy suit

Federal agencies must release the home addresses of government workers to labor unions that are the exclusive representatives of the employees' bargaining units, a federal appeals court ruled last month. In a 2-to-1 decision, the U.S. Court of Appeals in San Francisco held that refusal to disclose government workers' home addresses to trade unions is an unfair labor practice.

The ruling, which stems from seven consolidated lawsuits between labor unions and federal agencies, is important because it may further define the limits of government secrecy and the balance between the federal Freedom of Information Act and privacy concerns.

Labor argued that home addresses were necessary so unions could send direct mail to employees without government interference. The federal government challenged labor, arguing that unions could easily obtain home addresses of any interested employees at work. But the court ruled that because a union has the duty to represent all employees, it needs to send mailings to all employees, not simply those who sign union card or become dues-paying members.

# HONORARY MEMBERS

As approved at the Executive Board Meeting on April 12, 1992, the following retirees have 35 or more years of membership in the Local Union, as of April 1992, and have been determined to be eligible for Honorary Membership effective July 1, 1992.

Robert Abbott *	0519842
Nicola Ackel	0643109
Dale Barney	0592979
Fred Bennett	0826923
Harold Brackett	0667287
Robert Brannan	0899747
Thomas Cartee	0367883
Walter Devincenzi *	0595190
Lowell Diggs	0924912
Robert Griffin *	0899352
Leonard Harper	0649342
Ramon Harvell	0830821
Robert Hogg	0889021
Edward Hunt	0899368
Manuel Lemos	0373037
Glen Luttrell	0889190
Richard Maynard	0924955
Sam McCormick	0828711
A. C. Mead **	0732092
Donald Medford *	0707339
Herold Merz	0736379
Lawrence Miller	0760639
Lloyd Morrison	0924959
Fred Pietrick *	0300703
Hartley Postlethwaite *	0908620
Richard Robinson	0688939
Ray Ruport	0912056
Peter Sartoris *	0693802
James Shankland *	0693802
Herbert Son *	0329469
Carl Streightiff *	0708725
William Sumpter	0925055
Clifford Teem	0904938
Kenneth Walther *	0693028
Jack Vanlandingham	0873256
Harold Varwig	0915654

\* Effective April 1, 1992, Recently determined to have been eligible in March 1992.

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

## Retirees Association Meetings

### JULY

4th	Reno XI Chapter Mtg. & Picnic Deer Park Rock Blvd. & Prater Way Sparks, Nevada	11AM
7th	Eureka-Alpha Chapter Operating Engineers Bldg. 2806 Broadway	2PM
8th	Redding-Beta Chapter Moose Lodge 320 Lake Blvd.	2PM
9th	Marysville-Gamma Chapter Veterans Memorial Bldg. 249 Sycamore Gridley, Ca.	2PM
18th	Salt Lake City Mtg. & Picnic Murray Park 495 E. 5300 S. Murray, Utah	11AM

## District Meetings

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

### May

21st District 2: San Pablo  
San Pablo Sportmans' Club  
5220 Glen Avenue

### June

3rd District 12: Provo  
Provo City Power Bldg.  
251 West 800 No.

4th District 11: Reno  
Carpenters Hall  
1150 Terminal Way

9th District 10: Ukiah  
Grange Hall  
740 State Street

11th District 04: Fairfield  
Holiday Inn  
1350 Holiday Lane

18th District 90: Freedom  
Veterans of Foreign Wars Hall  
1960 Freedom Blvd.

### July

7th District 4: Eureka  
Engineers Bldg.  
2806 Broadway

7th District 17: Kauai  
Wilcox Elem. School  
4319 Hardy Street

8th District 17: Kona  
Konawaena School  
Kealahou

8th District 7: Redding  
Engineers Bldg.  
20308 Engineers Lane

9th District 6: Marysville  
Engineers Bldg.  
1010 "I" Street

21st District 17: Maui  
Wailuku Community Center  
Conference Rm. 1&2

## Pre-Retirement Meetings

May 5th San Mateo/San Francisco 7pm  
Laborers Hall

6th San Jose 7pm  
Holiday Inn Park Center Plaza  
282 Almaden Blvd.

7th Watsonville 7pm  
V.F.W. Post 1716  
1960 Freedom Blvd.

12th Santa Rosa 7pm  
Labor Center  
1701 Corby Lane

14th Fresno 7pm  
Cedar Lanes  
3131 N. Cedar

20th Reno 7pm  
Airport Plaza  
1981 Terminal Way

21st Sacramento 7pm  
Machinists Hall  
2749 Sunrise Blvd.  
Rancho Cordova, CA

June 2nd Auburn 7pm  
Auburn Recreation Center  
123 Recreation Dr.

July 18th Salt Lake City 11am  
Operating Engineers Bldg.  
1858 W. N. Temple

# Departed Members

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

### DECEMBER 1991

Tony Moline of Reno, Nevada, 12/4.

### FEBRUARY 1992

Clement Burnett of Santa Clara, Ca., 2/23.  
James A. Mars of Castro Valley, Ca., 2/25;  
Louis T. Stephenson of Reno, Nevada, 2/19.

### MARCH

Joseph Bringham of Yuma, Arizona, 3/23; Nelson Cardinal of San Francisco, Ca., 3/30; Charles Hoffman of Redding, CA., 3/25; Fred L. Ingledue of St George, Utah, 3/31; Robert Martin of Hayward, Ca., 3/20; Wm. Taylor of Vacaville, Ca., 3/31.

### APRIL

Melvin Boelman of Willows, Ca., 4/24; Clarence Brown of Marysville, Ca., 4/24; Rawlin Brundage of Murray, Utah, 4/5; James Burke of San Andrea, Ca., 4/11; R. R. Coutts of Fair Oaks, Ca., 4/11; Lynn Crandall of Springville, Utah, 4/5; Edmond Enderle of Richmond, Ca., 4/9; Edward Fong of Kahului, Hawaii, 4/18; Cornell Gordillo of San Jose, Ca., 4/19; John Hasto of San Francisco, Ca., 4/6; Percy H. Howse of Rohnert Park, Ca., 4/7; Joe L. Johnson of Kearns, Utah, 4/25; Arnold Kolvisto of Castro Valley, Ca., 4/12; T. Krassowski of La Mesa, Ca., 4/22; Wm. J. Larimer of Daly City, Ca., 4/24; E. Lopes of Salinas, Ca., 4/24; Eddie F. Lopez of Susanville, Ca., 4/5; James D. Matheson Jr. of Meridian, Ca., 4/13; John McEwen of San Francisco, Ca., 4/20; Raymond Meyers of Project City, Ca., 4/17; Fred Myers of Hudson, Florida, 4/4; Norin P. Oistad of Woodland, Ca., 4/16; Wilber Phenix of Hawthorne, Nevada, 4/15; Cecil A. Ramsey of Marysville, Ca., 4/13; A. C. Thomsen of Hollister, Ca., 4/6; John Weaver of Pleasanton, Ca., 4/11; James Webb of Redding, Ca., 4/3;

### DECEASED DEPENDENTS

Frances Bennish, wife of Peter, 10/30/91. Bernice Gaither, wife of James, 12/21/91. Marlene Graham, wife of Clifford, 3/8/92. Rose Lehman, wife of Robert, 10/28/87. Irene Monroe, wife of Robert, 2/23/92. Merline Simmons, wife of Darrell, 4/9/92. Helene Todd, wife of Paul, 3/29/92.

## District 2 Meeting Correction

### May 21

District 2 meeting change from

Engineers Bldg.

20308 Engineers Lane

to

San Pablo Sportmans' Club

5220 Glen Avenue

San Pablo, Ca.

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

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

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

# Swap Shop

FREE WANT ADS FOR ENGINEERS

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

**FOR SALE: '78 Motor home** 440 V8, 32K miles on new motor, less than 200 miles on 6 new 10ply tires. Fully self contained, big oven gen., 4K-2 gas, TK burglar alarm, leveling jacks, 4 burner stove, 2 door refrig., tub & shower. Cruise control, CB, microwave oven, dash & roof air, roof rack, trailer hitch. Consider trading for late 3/4 ton PK Ford \$10,600. Call (510)674-1094. Reg.#0689209 4/92

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

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

**FOR SALE: '79 Motor home** 28' Pace Arrow, 45K mi. 2 top & 1 dash air conditioners. New rear tires, good front. Newly rebuilt heavy duty trons, 5 KW light plout, some extras. \$17K. Call (916)877-5419 Reg.#745211 4/92

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

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

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

**FOR SALE: 76 acres** located on the Bullsholes Lake in No. Central Arkansas. Excell. fishing and hunting area. 7 miles off the main highway. \$150K. Call (209)854-2196 or write to: B.J. Wright, 1501 Olson Dr., Gustine, Ca. 95322. Reg.#683140 4/92

**FOR SALE: 5th wheel hitch** w/hard-ware off of 74-3/4 T Chev. \$200 OBO. New 6 gal. water heater elect propane. \$275.

Call (707)451-2857. Reg.#1469618 4/92

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

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

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

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

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

**FOR SALE: Time share** Class A condo at Waikiki Hawaii. 1 bdrm, kitchen, living rm., veranda, pool, 3 blocks from beach. 1wk \$4K or 2 wks \$7K. Exchange program. Call (408)776-0108. Reg.#0307917 4/92

**FOR SALE: '85 Backhoe** Case 580 Super E cab w/heat and air, 4 in 1 bucket, extendahoe, 4 buckets, very good condition. Re-bushed and pinned swing tower, new paint \$14,500. OBO. Call (510)372-0822. Reg.#1904080 5/92

**FOR SALE: 13.1 acres** patented mining ground, quiet rural setting, untouched nat beauty, dead end road. Subdivided into 3-2nd and 1/2 ac. homesites & 5 acs R-4 w/trl ct approval or can be split. Mobile not included but is negotiable. Open listing \$89,900, discounted to \$75K cash, save \$14,900 for next 30 days. 3 mi. from Yreka, Ca., call (916)842-3689. Reg.#603448 5/92

**FOR SALE: '75 Kenworth** 10 wheel dump, Cummins, new tires/wet gear, matted PTO, factory air, reco suspension, SQHD rear ends, 13 speed, air hitch, reliance tubs, jake brake, electric mirrors, air seat, AM/FM, cassett, trick and roll, lots of chrome/aluminum, \$22,500 possible trade or best offer. (707)795-3835. Reg.#1187264 5/92

**FOR SALE: '81 5th wheel** Kountry Aire, 2 door walk thru, front bath, elect. jacks, stabilizers, micro wave, deep freeze, air conditioned, washer/dryer, all built in. Call (916)724-0311. Reg.#1669609 5/92

**FOR SALE: Mobile home** By owner,

24'x60', 2bd/2ba, 2 carports \$52,500, 3550 China Garden Rd. sp11, Placerville, Ca 95667. Also Placerville American River 40ac. + 20ac. Placer claim \$275K or trade. Call (916)621-0258 or (916)626-5595 - leave message. Reg.#1461541 5/92

**FOR SALE: Power boat** 25'-6" Trojan '72 sedan, heavy fiber glass hull, 10' beam., new chrysler 240 V8 inboard engine, used 72hrs. 2 radios, CB/VHF. Anchor windlass, depth finder, teak deck/trim, head and galley. \$10K firm. Call (707)745-2133. Reg.#576376 5/92

**FOR SALE/TRADE: 11+ Acres** mostly usable in West Point, Calaveras County. Year round road 3/4 mi. off of black top road. Power and phone to property, perk test done, \$44K, owner will carry w/20% down. Call (510)656-8573 5/92

**FOR SALE: 2-A Building site** on Miners Ranch Rd. in Oroville, Ca., \$27,500, terms negotiable. Call (406)387-5854 or write P.O.#457 Hungry Horse Mt. 59919. Reg.#0758967 5/92

**FOR SALE: Reduced, 3bd/2ba.** Energy effic., fam rm., 2100 sq. ft. det. garage, 3+ acres, views, pellet stove, Corning, Ca., \$142K. Call (916)865-7127. Reg.#820664. 5/92

**FOR SALE: Custom home** + 3.06 acres in Windsor. Spectacular views, private lake for fishing and swimming. Backs up to Lakewood regional park. \$435K. Call (707)838-0469. Reg.#1774262 5/92

**FOR SALE: 30 acre** Legnand almonds, 12 leaf, good production, 2 good wells, M2D water, black smith shop, 3bd/2ba mobile home, 10 yrs. old 2,220 sq. ft., attached double garage w/bdrm. bath & utility attached. All equip. included. O.W.C for info. call (209)673-3132. Reg.#1011174 5/92

**FOR SALE: '89/90 Travel trailer** 16' Play-Mor classic eastern built very compact. Completely self contained, microwave, oversize frig., gas & elect. sleeps 4 comfortably, very low miles, includes Reese Hitch & awning., new condition. \$6K. Call (702)674-3208. Reg.#0711183 5/92

**FOR SALE: '77 5th wheel** Ardon, queen bed, full tub/shower, exceptional closet space/storage, immaculate cond., 3-way ref-freez., roof air conditioner/awning, front/rear door, could be lived in w/space left over. \$8K OBO. Call Jim (707)643-7246. Reg.#1098191 5/92

**FOR SALE: Mobile home** Scottsdale custom, 24'x68' in scenic park setting in San Jacinto, Ca., 2bdm/2ba, vaulted ceiling, built in china cabinet, wood burning fireplace, all amenities, w/d, landscaped easy care yard priced originally \$47,500, now \$34,900 and negotiable. Low lot rent. Call Bill (714)654-3443 or 735-2080. Reg.#341976 5/92

# Personal Notes....

**Fresno:** Our deepest sympathy is extended to the families and friends of our members who have passed on, Carl Harmon, 2/27, Albert Gagnon, 2/6, and Raymond Rutledge, 3/11.

**Marysville:** The Marysville District Office staff extends our sympathy and condolences to the families and friends of the following retired: Melvin Boelman, Willows; Clarence Brown, Marysville; William Collins, Brownsville, and James Matheson, Meridian.

Also to R. J. Kelley, Jr., on the death of his wife Ester M. And condolences go to the family and friends of Walter Cook who was employed by Yuba-Sutter Disposal, Inc., prior to his death.

**Sacramento:** Congratulations to Francisco and Diedre Bonar on the birth of their daughter, Rachel Marie, born 3/10. And to Robert and Marcy Schmidt on the birth of their daughter, Kierstn Alexandra born 2/18.

We would like to express our sympathies to the families and friends of departed David Acosta, Travis Adams, Louis Bertotto, Ralph Coutts, James McNeil, Norin Olstad, William Shanahan Jr., Donald Sullivan, Coy Truluck and Richard Zine.

Our sincerest condolences go to Ralph Willis on the death of his wife, Virene, and to Paul Todd on the death of his wife, Helene.

**Santa Rosa:** Richard Cox and Kimberly Waterberry had a son named Dylan born on 3/4. Welcome little one!

"A. J." Prolo married Deb Pearson on 4/11. The happy couple will reside in Santa Rosa. Best wishes to you both!

We would like to express our sincere sympathies to the families and friends of those who passed away, Larry Bordessa on 3/10, Vernon B. Christensen on 3/13, Elton B. Hess on 3/14, Delbert E. Warren on 3/18, and Percy Howse on 4/7.

**FOR SALE: Tow dolly** with surge brake. \$700. Call (707)429-0869 after 5. Reg.#1069128 5/92

**FOR SALE: '65 Boat** 17ft. Gulfstream w/trailer. Inboard/Outboard 120 HP Mercruiser. \$3,400 OBO. Call (510)538-3152. Reg.#1088533 5/92

**FOR SALE: Mobile home** 60'x24' Far West in East Biggs, Ca., double wide, 2bdm/2ba on .53 acres, nnew carport, double pane windows, lg. front porch and awnings, new washer/dryer, alum foam roof (20yrs guarantee) vents, wood stove & hearth, 8 almond trees, 4 walnut, 1 lg. ash shade tree, well water, 116'x10 wood storage shed & loft, 1 metal shed, \$75K. Call L. Shea (916)868-1644

**FOR SALE: 3bdm/2ba** Home near the Delta. 1344 sq. ft. community swimming pool, sauna, tennis, green belts, private streets. House has central heat, air, country living. Priced to sell. Was \$106,500.00 is now \$99,500. Call Harold (209)369-0478. Reg.#1601864 5/92

**FOR SALE: '87 Motor home** Elan-dan, 37', 11K mi., 30 on new 4 bolt 454 engine, all options, \$50K. Call (208)765-3459. Reg.#0904458 5/92

**FOR SALE: Calculator** Curta, 15 place

w/original book and leather carrying case. Factory cleaned, like new, \$240. Call (916)347-5107. Reg.#0827031 5/92

**FOR SALE: '69 Glastron** 20' in board/out board, 6 cyl. 160 HP, Chev. Eng.. '76 Tandem trlr, \$3K. Call (408)476-278. Reg.#0697762 5/92

**FOR SALE: '89 Taurus** LX, PS, PB, AT, AC, CC, sun top, leather interior, elec. seats, JBL spund system, \$8,900 OBO. Call evenings (916)289-3155. Reg.#2012401 5/92

**FOR SALE: Diesel fuel tank** 11K gal., in excellent condition for above ground installation. \$1K. Call Boyd Black (801)425-3444. Reg.#1155553 5/92

**FOR SALE: '71 GMC** Breeze mini motor home, 18' long, new engine, brakes, good tires, \$6K, and '59 Ford Ranchero, new rebuilt 352 engine, good paint, needs 2 front wheels. \$600. Call (209)823-906. Reg.#322378 5/92

**FOR SALE: '91 Mobile home** 14'x52', 2bd/1ba, 1+ acres fenced, city water, landscaped in edge of Joshua forest, 38 mi. from Kingman. Dolan Springs, Az. \$37,500. Call (916)333-0236. Reg.#0711825 5/92

## California Primary Election Endorsements

(Continued from page 7)

### District 60 - Marysville

Sutter County Supervisor Larry Montna  
Sutter County Supervisor Barbara LeVake

### District 70 - Redding

Shasta County Supervisor Irwin Fust  
Shasta County Supervisor Francie Sullivan  
Shasta County Supervisor Pat Jimenez  
Plumas County Supervisor Margo Stratton

### District 80 - Sacramento

El Dorado County Supervisor Bob Dorr  
El Dorado County Supervisor Vernon Gerwer  
El Dorado County Supervisor James "Jack" Sweeney  
Nevada County Supervisor Walt Pierce  
Nevada County Supervisor Bob Enright  
Placer County Supervisor Ron Lichau  
Placer County Supervisor Mike Fluty  
Sacramento Mayor Joe Serna  
Sacto. Superior Court Judge Lloyd Connelly  
Pres., Sacto City School Board Bill Camp  
Sacramento City Council Robert Kerth  
Sacramento City Council Jimmie Yee  
Sacramento City Council Darrell Steinberg  
Sacramento City Council Sam Pannell  
Sacramento County Supervisor Dave Cox  
West Sacto. City Council Greg Potnick  
West Sacto. City Council Cindy Tuttle

### District 90 - San Jose

Mountain View City Council Gary Pruitt  
Santa Clara County DA George Kennedy  
Santa Clara County Supervisor Ron Gonzales  
San Benito County Supervisor Ken Duran  
San Jose City Council Terry Hayden  
San Jose City Council Margie Fernandes  
San Jose City Council Frank Fiscalini  
Municipal Court Judge Lane Liroff  
Sunnyvale City Council Karin Bricker

## Good as gold (Continued from page 5)

ing at Newmont. Team efforts at Newmont, where workers and management have formed groups to discuss and implement new ideas, have led to work being more efficient and less costly. At the North Area's Truck Shop No. 4, for instance, one of the teams developed a way to lower all the rear haul truck lights to keep them away from mufflers and exhaust, thus prolonging the life of the lights.

With labor-management programs in place, Newmont employees are earning substantially higher wages, and the company is producing gold at much lower costs. In 1991, Newmont employees produced gold at a cost of \$167 per ounce, an impressive \$21 per ounce better than the company's target of \$188 per ounce. In 1988, Newmont was mining 49.9 tons of material per mining man hour. In 1991, that figure improved to 55.2 tons. Of the top 12 gold producers in the western world, Newmont ranks near the top.

Despite the progress in labor-

management relations, employees and the union have remained vigilant. In November of last year, for example, Local 3 was successful in having an arbitrator order that Newmont driller Jim Fugate be reinstated to his former position and reimbursed for lost wages and fringe benefits.

Against his wishes, Newmont re-assigned Fugate to the North Area from the Gold Quarry and placed him on the graveyard shift rather than the swing shift. Newmont also failed to pay Fugate the full amount of the production bonus he was entitled to. To top that, Newmont now claims the arbitrator doesn't have jurisdiction to decide the bonus pay issue.

Local 3 will continue to fight for Fugate's rights before the arbitrator and will try to convince Newmont to address the Fugate case in a more conciliatory manner, consistent with the new atmosphere of union-management cooperation. Sometimes old adversarial ways die hard.

## UNION-MADE APPLIANCES

UNION	COMPANY	ITEM
ABG	Metal Ware Corp.	Newco Supreme and Open Country Camp
	General Housewares	Miscellaneous
	Leyse, Toroware, Levson (Vollrath)	Stainless steel pots and pans
AIW	Regal Ware	Cookware
	West Bend Corp.; Foley Co. (Div. of Newell Co.)	Miscellaneous
Flint Glass Workers	Al/Sy of Pennsylvania Inc.; Cycle II Corp.; Peltier Glass Co.; Pilgrim Glass Corp.; Anchor Hocking/Phoenix Glass; GTE Products Corp.; L.E. Smith Glass; The Beaumont Co.; Behrenberg Glass Co.; Davis Lynch Glass Co.; The Fenton Art Glass Co.; Gillinder Brothers, Inc.; Holophane Co., Inc.; Jeannette Shade & Novelty Co.; Kopp Glass, Inc.; Lancaster Colony Corp.; Sinclair Glass Co.; Sloan Glass, Inc.; Southwestern Glass Co., Inc.; Lenox	Lamps and Accessories
IAM	Amana	Microwave
	Metal Ware Corp.; Rival Manufacturing Co.; Sunbeam-Oster Co.	Electric housewares and fans
	Swing-a-Way Manufacturing; Rival Manufacturing Co.	Can openers, knife sharpeners, blankets
	Peerless-Premier Appliance Co.	Gas ranges, oven burners
	Thermos Co.	Grills, braziers, barbecuers
	Frigidaire Co., Maytag Corp.	Household refrigerators, home and farm freezers
	Amana Refrigeration Inc.; General Electric Co.; General Electric (toolroom); WCI Manufacturing LTD	Household refrigerators
	General Electric Co.; Whirlpool Corp.	Washers and dryers
	General Electric Co.	Dishwashing machines
	Fischbein; Dave Co.	Sewing machines
	Lasko Metal Products, Inc.	Fans (except industrial)
	Masco Building Products Corp.	Toasters, waffle heaters, etc.
	Kromet Handles Limited	Parts and attachments for electric housewares
	National Union Electric Corp.	Household vacuum cleaners
IBEW	Sharp	Microwave
	Hoover	Vacuums
	Presto	Pressure cookers
	General Electric	Side-by-side refrigerators
IBT	Mister Coffee	Coffee makers, iced tea pot
	Marvel Industries	Compact refrigerators, freezers and ice makers
	Black & Decker Corp.	Coffee makers, tools and accessories, food mixers and blenders, hand-held vacuums
	Caloric Corp.	Gas and electric appliances
	Farberware	Cookware
	General Electric	Dishwashers, heating units
	Magic Chef Inc.	Heating and air-conditioning equipment, refrigerators
	Maytag Co.	Washers and dryers, dishwashers
	Norelco Consumer Products	Beverage makers, electric shavers, coffee makers, kitchen appliances
	Thermador/Waste King	Barbecue grills, dishwashers, disposals, ceiling and exhaust fans
	Welbilt Corp.	Range hoods, gas and electric ranges, microwaves, air-conditioners
	White Consolidated Ind.	Air-conditioners, ranges and ovens, washers and dryers
IUE	GE Appliance - Louisville	Washer, dryers, dishwashers, freezers, ice makers, refrigerators,
	Emerson Quiet Cool	Room air conditioners
	Whirlpool, Kenmore - Evansville, Ind.	Refrigerators, ice makers
UAW	NuTone	Blenders
USWA	Lasko Metal Products	Electric fans
	Echo Co.	Cookware
	Camillus Co., Utica Co.	Cutlery
	General Housewares	Pots and pans