

ENGINEERS NEWS

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OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

MAY 1996

From out of the rubble...



Union contractors are

teaming up to rebuild

Oakland's old Cypress

viaduct with a much

improved \$933 million

replacement

The New Cypress Freeway

Photos by Jim Earp and Steve Moler



FOR THE

Good & Welfare

By Tom Stapleton
Business Manager

The current debate over cutting the federal gas tax is a perfect example of why we need to keep close watch over the politicians who are supposed to be minding the store. It's obvious that some of them need to take a refresher course in basic math.

I'm totally confident that our members can do a better job of sizing up the gas pricing problem than politicians trying to score with their voters.

In the past two months, as we all know, gas prices have gone through the roof. Most of us are paying anywhere from 30 to 50 cents more per gallon than we were a mere two months ago. It marks the sharpest increase in gas prices since the days of the Iran oil embargo 20 years ago.

And what have the oil companies got to say for themselves? Oh, they blame it on expensive new clean air requirements, a shortage of crude oil stocks, summer travel season, ad nauseum. Bottom line is, if you add up all those excuses, it accounts for no more than half of the increase. The reality is, we're being gouged at the pump by the oil companies who want to boost their profits.

So, how does Senator Dole (who happens to be lagging badly in the polls on his presidential bid) want to solve the problem? Does he suggest calling the oil companies in and ask them to account for their actions? Not a chance. No, his solution is to repeal the 4.3 cent federal gas tax increase that was signed into law last year.

That increase was part of a major negotiation by President Clinton to help balance the federal budget. This gas tax repeal would cost the federal government \$6 billion and save you and me a whopping \$2.15 per month. Whoopee!

And that's not all. There would be no guarantee that the oil companies would pass the savings on to the consumer. Said a spokesman for Mobile Oil: "Mobile doesn't believe that a reduction in the tax will automatically mean a reduction in the pump price." And Exxon: "...the market will set the price. If someone asks whether the final, ultimate pump price will be 4.3 cents less than the day before (the cut) was passed, there is no way for me to answer that question."

Wait, there's more. Senator Dole wants to add completely unrelated language to the gas tax repeal measure called the "teamwork for employees and managers act." This would allow employers to circumvent union collective bargaining agreements by allowing them to form employee committees and deal with these committees directly without union approval.

Let's face it. Any politician - be they Democrat or Republican - who is opportunistic and short-sighted enough to favor measures like these does not deserve our support. They have neither the brains nor the heart for the job of representing us.

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Labor leads campaign to raise minimum wage

After more than a decade of stagnant and falling wages for U.S. workers, the issue of raising the minimum wage has finally surged to the forefront of national debate thanks in large part to organized labor. The wage gap issue, in fact, is rapidly becoming one of the defining themes of this year's general election campaign.

At the national level, the AFL-CIO earlier this spring kicked off its "America Needs a Raise" campaign, a series of town hall meetings in more than 30 cities throughout the United States that called attention to the growing gap between rich and everyone else despite good economic times, including record high productivity and soaring corporate profits. The campaign's primary goal is to transform individual concerns for shrinking household earnings into a nationwide cause.

The wage gap problem has become so acute in recent years it can no longer be ignored. Consider

"It is so hypocritical of Republicans to talk about family values and not give minimum wage workers a fighting chance to earn a decent living."

— Rep. Nancy Pelosi

for a family of three. A full-time worker would need an hourly wage of \$6.05 to support a family of three above the poverty line. The minimum wage is so low that many workers qualify for food stamps and welfare to supplement their pay.

The federal minimum wage has been stuck at \$4.25 per hour since April 1, 1991. Since then, inflation has eaten away the wage's purchasing power by 50 cents per hour. Inflation has also placed the wage's purchasing power at a 40-year low.

That's why the AFL-CIO has put raising the minimum wage at the top of its legislative agenda. Earlier this year, the federation, with help from congressional Democrats, sponsored legislation to raise the minimum wage from \$4.25 per hour to \$5.15 over two years.

But Republicans, led by House Speaker Newt Gingrich and Senate Majority Leader Robert Dole,



◀ During congressional hearings on raising the federal minimum wage, Labor Secretary Robert Reich holds up a copy of Newsweek magazine to illustrate his point that U.S. corporations are failing to share record profits with their employees by raising wages.

have consistently blocked the measure either through the threat of a filibuster or attaching to the bill various anti-labor amendments such as repeal of Clinton's ban on permanent striker replacement by federal contractors.

"It is so hypocritical of Republicans to talk about family values and not give minimum wage workers a fighting chance to earn a decent living," said Rep. Nancy Pelosi (D-San Francisco), at a May 3 news conference. "This is the moral political issue of our day."

At the state level, California's Liveable Wage Coalition, which is heavily supported by labor unions, recently obtained enough signatures to place on the November general election ballot the Living Wage Act, which would increase the state's minimum wage from its current \$4.25 per hour to \$5.00 an hour effective March 1, 1997 and to \$5.75 an hour on March 1, 1998.

If approved, the law would cover virtually all of the state's private-sector workers. State and local government employees would continue to be covered under the federal minimum wage.

The Living Wage Act would greatly help the 1.5 million Californians who earn below \$5.00 per hour. About 39 percent of those earning less than \$5.75 per hour work in retail trade and 13 percent in manufacturing. Other industries employing large numbers of low-wage workers include agriculture, health care, hotels and restaurants.

California's minimum wage was last increased in 1988. Since then, it has lost over 25 percent of its value due to inflation, and like the federal minimum wage, its purchasing power is also at a 40-year low. Polls indicate some 70 percent of Californians support raising the minimum wage.

Local 3 featured in 'We Do The Work' segment

Tools of the Trade, a *We Do The Work* program featuring the California construction trades, will air Monday, June 17, at 7:30 p.m. on KQED Channel 9 in the Bay Area. The program will also air on Sacramento's Cable 7 May 25, at 4 p.m., and May 26 at 6 a.m. and 4 p.m.

The half-hour show examines California's prevailing wage debate, including interviews of Local 3 members participating in the Valentine's Day rally in Sacramento and a look at the Dorris Elementary School scandal that was recently featured in the *Engineers News*. The segment also profiles the Bud Lampleys, a Local 3 family with three generations of Operating Engineers.

The program concludes with a profile of a former welfare mother who became a journey-level painter through the America Works project and a Carpenter's union campaign to organize immigrant workers at an earthquake retrofitting business.

Study finds Wilson's prevailing wage proposal 'seriously flawed'

A UC Berkeley professor has confirmed what the building trades have contended for months -- that studies used by the Department of Industrial Relations to support a proposal to weaken the state's prevailing wage laws are seriously flawed.

Over the past several months, *Engineers News* has reported on Gov. Pete Wilson's plan to lower construction wages on public works projects by changing the method used for calculating prevailing wages from the current "modal" system to a weighted average methodology.

The Wilson administration claims the current system artificially inflates public construction wages and, therefore, costs taxpayers money and works against competition. The DIR has been using various academic studies, legislative analyses and its own studies to gain legal and public support for its proposed regulatory changes, which would lower public works construction wages from an estimated 8 to 20 percent.

But Michael Reich, a UC Berkeley economics professor who conducted an in-depth study of the DIR proposal earlier this year, says the agency's analysis of the issue is seriously flawed. For example, the DIR committed a major error that "produces results that violate elementary school arithmetic" when it concluded that state and local governments would save \$200 million annually under the new scheme.

Reich also found that the DIR is underestimating the loss of sales and income tax revenue, as well as the cost of conducting new wage surveys. The DIR also failed to consider how lower quality and productivity due to lower overall prevailing wages might offset any cost savings. Furthermore, the DIR failed to even mention the impact on health and safety costs, training, and health insurance and pension benefits.

"DIR has not presented a coherent and careful analysis of the effects of the proposed rulemaking change," he said. "The agency omits many significant costs. The assertion that this is going to save \$200 million is just arguing from false logic, a false set of assumptions."

Reich says the DIR made the mathematical error when it computed the weighted averages on data conducted in three rural California counties in the late 1980s. The weights used in the calculation appear in percentages that add to 100 rather than as decimals that add to 1.00, with no corrections made in the final figures. As a result, the reported weighted average difference is 100 times larger than what would be obtained with correct calculations.

If the errors are eliminated, the estimated wage differences between the modal rate and weighted average are essentially zero, thus erasing the purported labor cost savings claimed by the DIR, according to Reich, who, in addition to holding a Ph.D in economics from Harvard University, has a BA in mathematics.

Reich says the DIR proposal also fails to consider the impact lower construction wages would have on tax revenue. If overall construction wages under a

weighted average system drops to the 20-percent level estimated by the DIR, then construction workers' annual average earnings would drop from about \$28,000 to about \$21,600. At this level, the state would lose about \$816 annually per worker in income tax revenue. Multiply that figure by the 512,000 construction workers in California and you have a total reduction in income tax revenue of about \$418 million.

Reich goes on to criticize the DIR for making no effort to incorporate the drop in skill, efficiency and quality of construction work that would likely accompany lower construction wages. Reliable and readily available studies, which the DIR failed to include in its analysis, clearly show that paying higher wages does not translate into higher labor costs because higher paid union

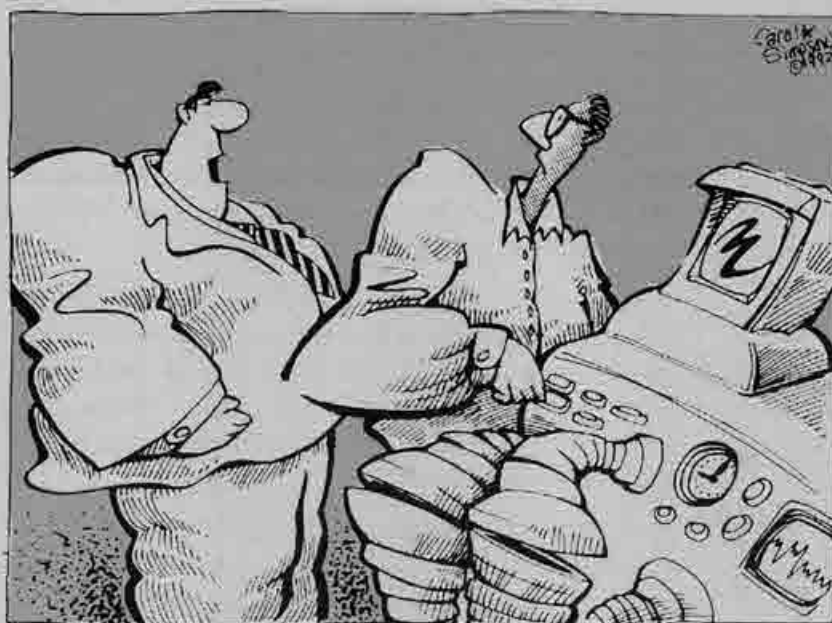
workers are better trained and, therefore, more skilled and more productive. Additional studies have shown that states with the highest prevailing wages have costs per mile that are generally comparable to or lower than those in states with no prevailing wages.

Reich also criticizes the DIR proposal for not discussing how employee benefits such as health insurance and pension plans would be affected. Reich says many workers on prevailing wage projects, particularly those not covered under collective bargaining agreements, would lose much of their private health and retirement benefits, and some would lose them entirely. Those who lose their benefits would likely turn to the state's already overburdened system of county hospitals at taxpayers' expense, Reich points out.

How will training be affected by such a change in prevailing wages? The DIR won't tell you, but Reich says studies indicate long-term skill formation will drop significantly. According to a recent University of Utah study by professor Cihan Bilginsoy, apprenticeship drops 13 percent and dropout rates increase by 18 percent when comparing states with modal systems to those with weighted averages. Reich concludes that "the demise of construction apprentice programs that is likely to occur will make a bad situation even worse."

In an interview with the Bureau of National Affairs in March, Reich said: "In the long term, we're going to lose that source of skilled labor. California is so large, and geographically there's no other populated state nearby that could be a source of trained labor, labor that is trained almost entirely through union apprenticeship programs."

The California economy is currently undergoing a vigorous recovery, Reich concludes, and this recovery has generated additional demands to maintain and expand the public infrastructure, such as the increased demand for prison construction and seismic retrofitting, all of which will require maintaining and replenishing the state's skilled construction workforce. Prevailing wage laws, union hiring halls and structured apprenticeship training have constituted critical components of economic growth -- more so in California than in many other states, Reich said.



"IF YOU CAN'T SUPPORT A FAMILY ON WHAT I PAY YOU NOW...
...THEN ANOTHER PAY CUT SHOULDN'T MAKE ANY DIFFERENCE."

From out of the rubble... The New Cypress Freeway

Few Bay Area residents have forgotten Oct. 17, 1989, the day the 7.1 Loma Prieta earthquake rocked the region. For many it was a day of irony and fate.

Because so many people had left work early to either attend the Giants-A's World Series game at Candlestick Park or watch the game on television, the afternoon commute was uncharacteristically light. Only about half the normal number of rush-hour vehicles were stretched out along the lower deck of the Cypress viaduct in downtown Oakland when the earth began shaking violently just after 5 p.m.

Within seconds, the extreme shaking, amplified by the soft soil beneath the 30-year-old concrete structure, caused 48 bents to snap, sending the upper deck crashing onto the lower deck. Video news footage of the pancaked freeway and that of a collapsed section of the Bay Bridge became the icons of the disaster.

MCM Construction, with support from Oliver de Silva Construction and Bigge Crane, was called in by Caltrans within hours of the disaster to shore up the structure so that rescue workers could begin extracting victims trapped beneath the tons of concrete and steel rubble.

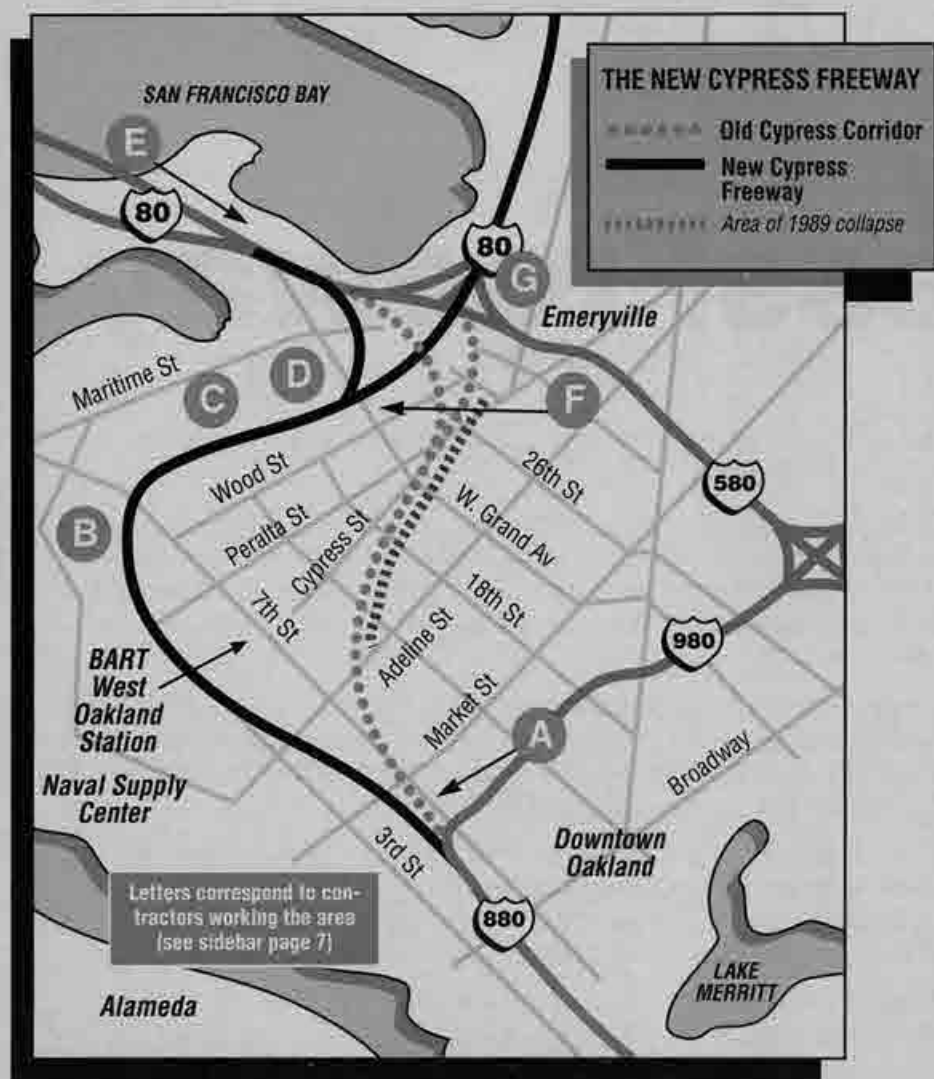
When the rescue effort was completed several days later, 41 people had died and 106 were injured. A 42nd victim, 57-year-old longshoreman Buck Helm, who was pulled alive from the rubble four days after the quake, died almost a month later of his injuries.

MCM crews, which included several Operating Engineers, stayed on the scene for nearly a month removing debris and shoring up the damaged structure for rescue crews. Three

con't next page

Several union contractors are teaming up to rebuild the old earthquake-damaged viaduct with a new -- and much improved -- \$933 million elevated and ground-level expressway

Photos by Steve Moler
and Jim Earp



con't from previous page

other contractors, Bay Cities Paving and Grading, Penhall and Olshan Demolition out of Houston, Tex., completed demolition of the 1-mile collapsed section in January 1990.

With nothing left of the old freeway but an empty swath cutting through the heart of West Oakland, the next challenge was rebuilding the freeway, which before the quake had handled between 140,000 and 160,000 vehicles per day.

Six and a half years later, MCM Construction was one of several union contractors that returned to the area to begin building a new and much improved Cypress replacement -- a \$933 million four- and six-lane elevated and ground-level freeway that veers away from the residential neighborhoods of West Oakland and instead swings through mostly industrial areas near the Oakland Army Base and Port of Oakland.

West Oakland didn't want to have anything to do with replacing the old structure with a similar freeway along the same route -- residents living near the freeway had long complained about noise, pollution and related health problems. So Caltrans proposed in late 1990 four alternatives, only two of which ever received serious consideration: an underground version of the old freeway and the westward alignment. The cost: roughly \$695 million.

The westward route had several drawbacks, however. It would require Caltrans to purchase additional rights-of-way (\$130 million), relocate railroad tracks and major utility lines (\$100 million), and relocate 10 homes and some 20 businesses.

The good news was that 90 percent of the funding would come from federal earthquake relief funds. The Federal Highway Administration approved the westward alignment in early 1992, and the California Transportation Commission allocated the \$695 million about six months later.

At about this time, Local 3 representatives began meeting with Caltrans officials to ensure the project stayed on track.

But two groups, the Clean Air Alternative Coalition and the Living Faith Tabernacle Church, filed suit in federal court in March 1993 claiming that government agencies involved in the Cypress Replacement Project violated numerous environmental and civil rights laws by not considering the impact on the mostly minority community

Flashback

Crane operator Richard Cymaylo, involved in Cypress rescue effort, is part of team that's rebuilding the new freeway



When Local 3 member Richard "Smiley" Cymaylo started working his first day for MCM Construction on the Cypress Replacement Project in August 1995, the aroma of fresh concrete and eucalyptus smelled eerily familiar.

It was the same combination of smells that reminded Richard of the day six and a half years prior when he and a crew from MCM arrived at the collapsed Cypress freeway the day following the Loma Prieta earthquake to help in the rescue effort.

Richard spent eight days at the disaster site removing debris and unloading falsework, which was used to shore up the collapsed structure so rescue workers could get to the trapped victims. Richard was nearby when rescuers found Buck Helm, the 57-year-old longshoreman who had been trapped in his car for nearly four days. Helm

died about a month later of an infection caused by his injuries.

MCM President Jim Carter actually helped paramedics pull Helm out of the rubble of his Chevrolet Sprint and was on the stretcher with Helm when the injured man was lowered to the ground. "I could hear everyone yelling," Richard said. "I thought they were yelling because the structure was coming down. I couldn't believe they found someone alive."

Richard has been operating cranes most of the time on the southern-most section of the project, Contract A, near the I-880/I-980 junction. One of his first assignments was to remove some eucalyptus trees and bust some concrete.

"I was chipping and removing these trees and concrete and for a minute that smell just hit me," Richard said. "At first it was kind of creepy."

through which the route would run.

At about the same time, the City of Oakland announced it wouldn't agree to the project unless Caltrans paid \$2.5 million to compensate businesses that would suffer during construction. The city also wanted Caltrans to agree to 50 percent local hiring of minorities and women. Both sides signed an agreement in July 1993, settling on a goal of 45 percent local, minority and women employment, 20 percent local business participation and 35 percent Disadvantaged Business Enterprises.

But the project remained in limbo for the better part of a year until the environmental lawsuit was settled in April 1994. Before construction could begin, Caltrans also had to settle a lawsuit concerning a controversial elevated or "flyover" carpool lane connecting southbound I-80 with the Bay Bridge toll plaza.

Construction finally began in early April 1994, five and a half years following the disaster, when Dillingham Construction Co. of Pleasanton, Calif., began excavating column footings for Contract C, a \$14.2 million section of six-lane freeway from a mile north of 7th Street to about a quarter-mile south of West Grand Ave.

The crane booms started popping up in a big way in May 1995, when MCM and Kasler Corp. of San Bernardino, Calif., began construction of Contracts A and B at the south end of the project near the I-880/I-980 junction.

Caltrans received extra funding for an accelerated work schedule that will allow most of the freeway to be completed one year ahead of schedule, in the summer or fall of 1997. Six of the seven major contracts are calendar-day jobs and include bonuses for early completion.

Kiewit-Marmolejo JV, for example, which is doing the most expensive and complicated section near the Bay Bridge toll plaza, will receive \$50,000 a day for each day it finishes early. To finish on time or ahead of schedule, most of the contractors are working 10-hour days and even doing some swing shift and weekend work.

Kiewit-Marmolejo's section includes a steel horseshoe bridge that was prefabricated in 13 sections by Universal Structures Inc. of Portland, Ore. and shipped via barge to the Port of Oakland. Caltrans shut down the approach to the Bay Bridge on two occasions so that Kiewit-Marmolejo could crawl several 350- to 400-ton sections across the freeway in preparation for installation.



◀ **Kiewit-Marmolejo's** section near the Bay Bridge toll plaza as it appeared in March. Operator Gary Teague is operating the 4100 Manitowoc.

Crane operator Jerry Foursha, left, with ▲ apprentice oiler Rosetta Marquez on a 3900 Manitowoc

▼ **MCM crew from left are** oiler Wanda Thomas, operator Evans Trujillo, Local 3 Business Rep. Cedric McCauley, apprentice Jo Peña, piledriver Randy Nottmagel and concrete pump operator Tim Myers.



▲ Operator Debbra Scolari



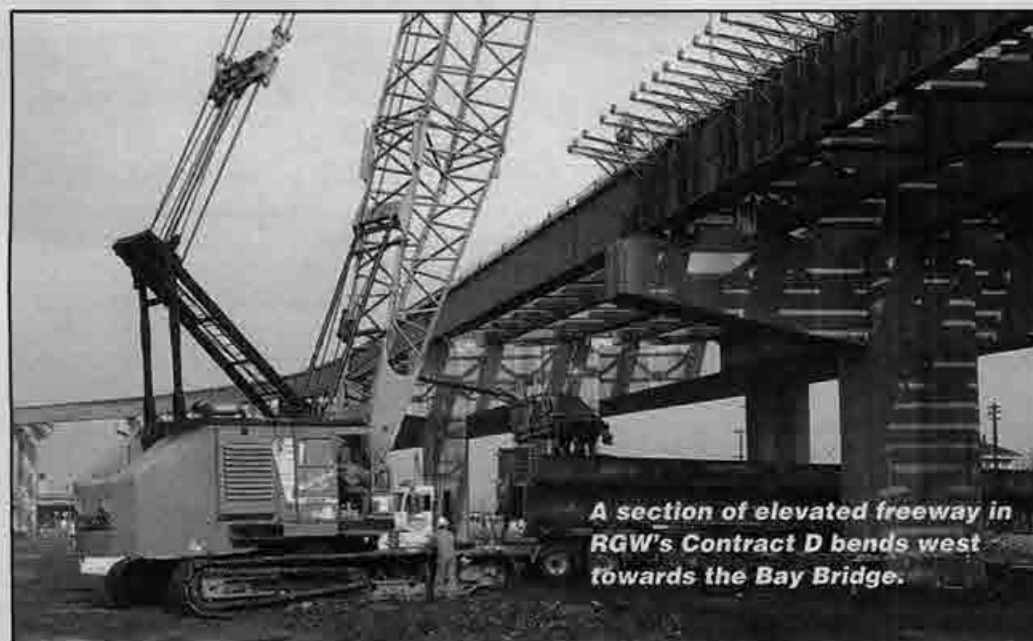
▲ Operator Dave Ramirez



▲ Steward Gary Ferguson on a 65-ton Grove RT 80013



▲ Crane operator Randy Silva working on RGW's contract D Section



A section of elevated freeway in RGW's Contract D bends west towards the Bay Bridge.

CYPRESS FREEWAY CONTRACTS

See corresponding map on page 6.

CONTRACT A (letter A on map)

Contractor: MCM Construction Inc., North Highlands, Calif.

Contract amount: \$80.7 million

Features: 1.5 miles of six-lane twy. and 1 interchange

Location: From I-980 connector to 1/2 mile south of 7th St.

Construction schedule: Began May 1995, finish June 1997

CONTRACT B (letter B on map)

Contractor: Kaster Corp., San Bernardino, Calif.

Contract amount: \$57.1 million

Features: Construct 4-lane twy., lower 7th Street 30' to go under BART tracks

Location: Begins 1/2 mile south of 7th St., ends just south of W. Grant Ave.

Construction schedule: Began May 1995, finish June 1997

Related work: Conco Cement Co. building 5-story, \$8.1 million U.S. Postal Service parking garage to replace parking lot displaced by twy. construction. RGW completed \$2.9 million reconstruction of Middle Harbor Blvd.

CONTRACT C (letter C on map)

Contractor: Dillingham Construction Co., Pleasanton, Calif.

Contract amount: \$14.2 million

Features: Construction of 6-lane twy.

Location: From 1 mile north of 7th St. to just south of W. Grand Ave.

Construction schedule: Completed

CONTRACT D (letter D on map)

Contractor: RGW Construction, Fremont, Calif.

Contract amount: \$29 million

Features: 4-lane connector and HOV lane

Location: From 1/4 mile and 1/2 mile north of W. Grand Ave.

Construction schedule: Began March 1994, finish Nov. 1996

CONTRACT E (letter E on map)

Contractor: Kiewit-Marmolejo JV

Contract amount: \$120.4 million

Features: 1.7 miles of 4-lane connector and 1 HOV lane, rebuild U.S. Army and Southern Pacific railroad tracks

Location: all of the elevated twy. and connectors from W. Grand Ave. to Bay Bridge toll plaza

Construction schedule: Began April 1995, finished in summer 1997

CONTRACT F (letter F on map)

Contractor: Kiewit-Kaster JV

Contract amount: \$110.2 million

Features: Construct 1/2 mile of twy., plus construct new W. Grand Ave. structure; rebuild U.S. Army and Southern Pacific railroad tracks

Location: 0.2 miles south of to 0.6 miles north of W. Grand Ave., including parts of W. Grand itself

Construction schedule: Started August 1995, finish Jan. 1998

CONTRACT G (letter A on map)

Contractor: MCM Construction

Contract amount: \$39 million

Features: 1 mile elevated 4-lane twy., connector ramp from westbound I-80 to eastbound I-580

Location: From just south of McArthur Maze to 1/4 mile north of Powell St.

Construction schedule: Started April 1996, finish fall 1998

A second chance



After his former union declined in the early 1980s, Local 3 member Tom Figueiredo sees COMET as a way to prevent the same thing from happening to Local 3

By Steve Moler
Assistant Editor

After what happened to his former union, Local 6 of the Longshoremen's and Warehousemen's Union, Tom Figueiredo is glad to be an Operating Engineer. But he sees the same kinds of problems that plagued Local 6 looming on the horizon for Local 3. The way to prevent history from repeating itself, he believes, is for Local 3 members to get involved in the union's COMET program.

Local 3 member Tom Figueiredo is feeling optimistic now that the union has launched its Construction Organizing Education Training (COMET) program. Tom feels confident COMET will help Local 3 and other construction unions avoid the disaster his former union suffered when it lost a significant percentage of its membership beginning in the late 1970s and into the 1980s.

When Tom joined Local 6 of the International Longshoremen's and Warehousemen's Union in 1974, the local, which covers California from Chico south to Fresno, had about 12,000 members. Many of those members worked throughout San Francisco's thriving manufacturing and export industries. Tom first worked for Petranker Imports for six years, then went to work in 1981 for Hills Brothers Coffee Co. on Harrison Street, earning about \$12 per hour plus fringe benefits.

But beginning in the late 1980s, political and economic tides began to shift. The Reagan administration had launched its assault on organized labor with the firing of thousands of striking air traffic controllers, and many industries such as trucking and the airlines were being deregulated.

The early 1980s also brought the beginning of a decade-long frenzy of corporate mergers, acquisitions and takeovers, a trend Tom experienced first hand.

The Nestle Company bought Hills Brothers Coffee in 1984 and quickly shut down the Harrison Street plant. Tom

was one of 350 employees who were laid off.

Trucking deregulation, meanwhile, enticed warehousemen to move their operations out of highly unionized San Francisco to cheaper, non-union hubs like Sparks, Nev. As a result, union warehousing jobs, as well as other blue-collar positions, became increasingly scarce in San Francisco.

Unable to find work for nearly a year and seeing Local 6's membership decline to around 7,000, Tom, who had a wife and two children to support, realized he had to make a change. He withdrew from Local 6 in 1986 to enter Local 3's apprenticeship program.

Local 6 is not the only labor organization that has experienced membership declines in recent years. Just 30 years ago, more than 80 percent of the country's construction trades were unionized; today that figure has plunged to around 20 percent. Overall, the percentage of U.S. workers who belong to unions has been sinking steadily over the same period, from a high of nearly 30 percent of the U.S. workforce in the early 1960s to about 15 percent today.

"Local 3 is in the same situation that Local 6 was in during the mid-1970s," Tom said. "Local 3 is still a strong union that hasn't seen the membership decline that other construction trades have experienced. But Local 3 now faces serious threats on several fronts that could severely weaken the union if the membership doesn't respond."

Tom likens the threats unions in manufacturing, textiles and food processing have faced from low-wage Third World operations to those threats the unionized construction trades confront today from the non-union and right-wing politicians.

"The non-union is our biggest threat," Tom said. "And they're getting help from conservative politicians like Gov. Wilson (referring to the governor's current campaign to weaken the state's prevailing wage laws). It's all

about having political clout. I think we need to get out there and organize and get politically involved. The only thing that allows us to compete with the non-union is our skills."

Tom feels COMET is the weapon that can neutralize -- and eventually defeat -- these threats. Launched last fall, Local 3's COMET program teaches Local 3 members that the building trades can control their own destiny through intense grass-roots organizing and strong political action.

COMET I, which is currently being taught throughout Local 3, is a simple, easy-to-follow six-hour seminar that teaches *why* we need to organize and how members can support Local 3's organizing and political action programs.

COMET II, which just got underway, is an advanced class for COMET I graduates that teaches *how* we can organize. It focuses on "salting," the bottom-up organizing technique in which union members go to work for non-union firms for the sole purpose of organizing that firm's unrepresented workers.

The ultimate goal of COMET, of course, is for the construction trades to recapture a substantial percentage of the construction industry market share and control the pool of skilled labor. Once that happens, the building trades will have the bargaining strength necessary to enhance wages and benefits.

This can't happen without large-scale membership involvement. Local 3's goal is to train large numbers of members to take an active role in the union's organizing and political action programs.

COMET classes are available to members as needed. Classes are available at your request at just about any time, including weekends or evening. At least 15 participants are required. Short introductory COMET seminars, to be given at lunchtime at the jobsite, are also available.

If you want to take an active role in improving your union's strength, become one of the more than 500 Local 3 members who have already received COMET I training by contacting your district office and asking about COMET.



EAPs help employers learn why they should support substance abuse treatment

Efforts to mandate that insurance coverage of mental health and substance abuse treatment be equal to that provided for traditional physical health ailments are "at their highest level in years," says state health-care reform expert Lee Dixon. Now is the time for Employee Assistance Programs (EAPs) to work with their employer clients in helping them understand how this coverage will benefit their operations.

"The critical role that the EAP serves is really to educate the employer about what the fallout would be if, in fact, substance abuse and mental health treatment is not covered fully in the insurance contract," says Dr. Patrice Muchowski, vice-president of clinical services for AliCare Hospital in Worcester, Mass.

"You have to talk about it from a cost-effective standpoint, not from a 'do-good' perspective," he said. "Sophisticated EAPs are able to track accidents, absenteeism and utilization of other health care benefits. They get themselves to the employer's discussion table by presenting data in the language that the employer will listen to."

Legislatures in 21 states have recently considered parity bills. Although only two states, Minnesota and Maine, actually enacted laws requiring equal coverage, according to a report Dixon prepared for the Intergovernmental Health Policy Project in Washington, D.C., which he co-directs. Only Minnesota's law includes equal coverage for chemical dependency benefits.

Dixon says that employers and insurers have steadfastly opposed the legislation because they believe it will drive up employers' premiums. There have always been battles about mandating coverage of a certain disease or type of illness, Dixon says. Few employers welcome laws that would expand substance abuse coverage beyond the minimums currently in place.

According to Dixon, a typical limit is at least \$5,000 coverage in a two-year period and a lifetime maximum of \$10,000. Coverage is also commonly limited to 10 inpatient days and 20 outpatient visits a year, although coverage of non-behavioral illnesses is not subject to those limits.

Working with employers is where EAPs play a crucial role, Muchowski says. "There is a myth that if we minimize access to services that will control cost. But if you minimize access during an acute episode, that may increase the cost. EAPs should really have an understanding of what the insurance policy's intent is. Does the policy offer two treatments a lifetime, or does it specify only one kind of treatment? Remember, treatment no longer means inpatient care only. It could be brief inpatient, followed by extended outpatient, or it could be outpatient only.

EAPs should bring this understanding, as well as their hands-on experience with actual employee cases, to the employer's annual discussions regarding health care re-enrollment or new coverage. The EAP has very good, practical experience with utilization, more so than the employer, who can only see the bottom line cost, Muchowski says.

The EAP could explain instances where, for example, the employee couldn't get treatment for a certain amount of time or couldn't get treatment for a certain problem and then had more subsequent absences. Or, they could relate that a coverage provided quick treatment and the employee's absentee rate went down. An employer might say, "Look, I've had this employee for 10 years. I want him to get treated."

What you should do is sell the benefits of full coverage in language the employer understands. What you shouldn't do is oversell, warns Ren Govert, drug-free workplace specialist for the

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by Bud Ketchum

Director

**Addiction
Recovery
Program**
(800) 562-3277

Hawaii Members Call:
(808) 842-4624

SAFETYNEWS

Heatstroke is no joke

Key to treating sunstroke is knowing symptoms, then acting quickly

Heatstroke, also known as sunstroke, is the condition that occurs when an individual's normal temperature-regulating mechanisms become overloaded and shut down, says Thomas Adams, professor of physiology at Michigan State University in East Lansing, Mich.

He cautions people not to rely on complicated calculations, measurements of body or environmental temperatures, or personal protective equipment. "I put a lot of faith in people knowing the early signs and acting appropriately."

Help your workers avoid becoming the casualties of heatstroke. Look for these warning signs:

- **Visible sweating** - Visible sweat on the skin's surface is a sure indication that a person is not in good physical condition, says Adams. "People say, 'I sweat all the time,' and I say, 'OK, all the time you're at stage one of heatstroke, which is like ignoring the red light on the dashboard of your car.' It would be just as inappropriate to say, 'Oh, that red light's on all the time; I never worry about it.' Your engine's not going to last very long."

- **Increased heart rate** - A normal response to strenuous work even in cold weather is an increased heart rate. If in hot weather, however, you feel a pounding pulse while doing only moderate work, slow down, go to a cooler spot and rest.

- **Clumsiness or confusion** - If a worker misplaces frequently used tools, seems confused or clumsier than normal and finds that routine chores require more concentration, he or she has progressed further toward severe heat strain and is at risk on the job.

- **Unexplained irritability** - Tempers flare and people are more easily frustrated than usual. If workers don't seem to be themselves, get them to cool off and rest.

- **Feeling kind of funny** - Heat strain often feels similar to mild or moderately severe flu-like symptoms, such as lightheadedness, nausea, fever or chills, clammy or shaking hands and an unsteady gait.

Heat exhaustion can lead to these serious physiological disorders:

- **Heat syncope** - In the first stage of heat exhaustion, not heatstroke, a worker may faint or have blurred vision or reduced peripheral visual fields, see spots, hear ringing in the ears, or experience odd tastes or smells, tingling in the tongue and face, nausea, weakness or disorientation. To avoid this condition, be physically fit, rest in a cool place for 10 minutes of each work hour and keep body fluids and electrolytes in a normal range.

- **Loss of body water and salts** - If these are not replaced, a worker will feel fatigue, nausea, muscle cramps and dizziness, and could suffer from vomiting, circulatory failure and death.

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by Brian Bishop

Safety Director



by Rob Wise

Credit Union

Treasurer

Our VISA card is too attractive to pass up

At the Operating Engineers Federal Credit Union, we pride ourselves on being straight with our members. Unlike banks and savings and loans, we don't load our products and services with hidden fees. Actually, we have nothing to hide because we have so few fees in the first place, and those that we do charge are invariably lower than at commercial institutions.

The credit union charges no monthly checking or per-check fees, and offers free person-to-person and Touch Tone phone services. It also bills nothing for a credit application and far less for overdrafts, overdraft protection, and stop-payments. When we charge fees, they are spelled out up-front in ordinary language.

The reason we are so different from banks is that the credit union is a non-profit cooperative that exists solely to benefit of our. Banks operate for profit, and their only constraint is competition, hence, they do their best to look competitive while hiding charges anywhere they can.

This difference is especially evident when it comes to credit cards. Unlike most banks, our VISA cards offer impressive services at low interest rates, with no annual fees, and no trickery involved.

Many credit card promotions are based on P.T. Barnum's philosophy of business that there's a sucker born every minute. For example, how many times have you received letters from banks promoting "low, low" interest credit cards? The low rate is often stamped prominently on the front and back of the envelope and scattered throughout the letter, usually in bold type and followed by several exclamation points. But what isn't emphasized is that this teaser rate lasts only a few months and afterwards climbs to as high as 19 percent.

Or have you ever been tempted by a promotion that offers a rebate on credit card purchases? What the promotion fails to mention, except in fine print, is that the rebate is often only available if you charge a very large amount within a very short period of time. And, if you do some calculation, you inevitably discover that what you gain on the rebate is extremely small compared to what you lose on the high interest rate and fees.

Has a credit card company ever sent you unsolicited cash advance checks, claiming that these are as "convenient and easy to use" as ordinary checks? What the promotion fails to stress is that the special interest rates are very high on cash advances and that there can be a 3 percent transaction charge for every check you write -- that's \$60 for a \$2,000 advance.

Your credit union has a program in which it can occasionally send our convenient and easy to use VISA checks, the big difference being they have no cash advance fee when you use them.

Commercial credit cards often do their best to hide charges and self-serving billing practices. For instance, if a company charges interest from the date of purchase rather than from after the first billing cycle, you may only discover this in a footnote written in legalistic jargon and printed in microscopic type. And commercial cards are usually just as evasive with information disclosing their high annual fees.

Gimmickry is widespread in the commercial credit card industry, but we have no use for it at credit union. We offer three straightforward VISA options that are extremely attractive by anyone's standards: Our Gold Card, with a low 12.90 percent interest rate, our Classic Card, with an interest rate of only

13.25 percent and our Share Secured VISA with its 10 percent rate. One nice thing about these rates is that they are fixed, and, hence, are protected even if other interest rates rise.

Most credit card rates are tied to the prime rate, with an extra "spread" of as much as 11 percent. When the prime goes up, so do the rates on these cards. Also, with the credit union's VISA cards, you have a 25-day grace period from the date of your statement to pay the balance in full before a finance charge is imposed (on purchases only).

On the credit union's VISA, the interest rate on cash advances is the same as the rate for regular purchases.

None of our cards charge a transaction fee for a cash advance. Our VISA cards offer credit limits up to \$10,000 and charge no penalty for exceeding the limit. And again, the credit union VISA cards charge no annual membership fees. So when you're shopping for credit cards, consider our VISA cards.

VISA is one of the most recognized logos in the world and represents international purchasing power at millions of establishments -- department stores, restaurants, specialty shops, gas stations, supermarkets, car rental companies, airlines, you name it. And you can use your credit union card to obtain instant cash at any automatic teller machine that displays the VISA logo.

Apply now, and you can begin saving on interest and fees by transferring the outstanding balances on your credit cards to your credit union VISA. You will find that our credit card services are just like the other products and services offered by the credit union: up-front, easy to understand, priced fairly, very competitive and designed solely for the benefit of members. If you are not yet a member of credit union, isn't it time you joined?



◀ **Serving Local 3 members with VISA accounts are Laura Poerink, center, Martha Ortega, left, and Darlene Carnes**

Coalition works toward improving members' health care

by Charlie Warren

Fringe Benefits

Director

Since September 1993, the Operating Engineers Health & Welfare Trust Fund (California) and the Pensioned Operating Engineers Health & Welfare Trust Fund (retiree medical) have participated with trust funds of other construction unions in Northern California in the Basic Crafts Health Care Consumer Coalition.

This coalition is working to obtain more cost effective quality health care for the participants and families of the five partici-

pating labor unions. By using the combined membership of the union trust funds, we expect more favorable rates than those available to the trust funds negotiating separately. Be sure to read your trust fund office mail and your *Engineers News* for progress reports.

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Apprentices who stand above the rest

Some of our hard working apprentices are being recognized this month. It would be nice if all apprentices and journey-upgrades could be recognized for their hard work, union meeting attendance, classroom attendance, and maintaining the one topic per week minimum. We have many good apprentices, but there are some that stand above the rest. This is a chance to recognize them.

Steve Mason works for Meridian Technical Services. He had a rough start in his apprenticeship, but now is one of our more conscientious apprentices in our program. Steve, who attends our Sacramento class with instructor Ron Nesgis, is working hard to get to journey level and will be a good hand and a future party chief.

Out of the Sacramento area we also have one female apprentice, Susan Abelar, and one female journey upgrade, Laura Bratset, who are extra special workers in our program. They attend class, work hard and get their topics in. These two young women are taking the extra steps on the road to party chief and beyond.

Dave Nelson, who attends our Alameda class with instructor Floyd Harley, is the most active apprentice we have. He attends all union meetings and classes and gets his topics in on time. He also works more hours than most due to his desire to learn and progress through the program. Dave works for Ferma Corporation and in his off time sells real estate. Dave is working hard towards his party chief graduation.

Journey upgrade Jay Wright has breezed through the first, second and third steps and is well into the fourth period. Jay works for Towill and attends the San Jose class with instructor Ken Anderson. He joined Local 3 after learning surveying on the East Coast and brought with him a solid base of knowledge to add to our Technical Engineers Division.

There are other apprentices and journey upgrades who are also doing well in the program and will be featured in later articles. The Northern California Surveyors Joint Apprenticeship Committee salutes these outstanding people and hopes others will join them on the road to success.

► **Laura
Batset**



► **Dave
Nelson**



▼ **Steve
Mason**



◀ **Susan
Abelar**

▲ **Jay
Wright**



by Art McArdle

Administrator

Knowing how your union functions

From time to time, it's helpful to explain some functions of your union, so this month, I'll briefly discuss collective bargaining, grievances, arbitration, and, finally, a section on what your union dues cover. Then I'll discuss other union functions in subsequent columns.

Collective bargaining

Collective bargaining is the process through which your union and your employer jointly decide your wages and working conditions. It allows union members and the employer to share in decision making and provides each worker with an equal voice. This is how the terms and conditions under which you work are decided.

Grievance process

There are clauses in a contract designed to protect you and your fellow workers against unfair treatment by your employer. These include acts of discrimination of any type. These protective clauses include a detailed way to grieve what you believe is unfair treatment and the right to arbitration if your union representatives and your employer cannot settle the grievance to your satisfaction.

Arbitration process

If the grievance cannot be settled to your satisfaction, your contract gives you the right to tell your side of the story and have the grievance settled by a neutral third party – an arbitrator.

Where do your union dues go?

- Payroll for professional, administrative and clerical staff, including union officers, district reps., business reps., attorneys, secretaries
- Insurance for buildings and autos
- Automobile expenses
- Political action such as legislative lobbying
- Meeting and travel expenses
- Accounting services
- Legal counsel
- Telecommunications such as telephone, fax, on-line services
- Printing
- Utilities

by Paul Schissler

Tech Agent

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OAKLANDDISTRICTnews

Political action pays off in Byron Sher state Senate race

OAKLAND -- The Alameda County Building Trades organized a precinct walk in mid-March in support of Byron Sher for state Senator. The campaign work paid off. Assemblyman Sher defeated Republican Patrick Shannon in the March 26 primary in a special election for the 11th Senate District. Local 3 was well represented by some of our new COMET members.

We needed more help at a city hall meeting in Pinole in mid-April. Again members showed up to speak in favor of a union contract being used on the Pinole City Hall complex. A big thanks to all the participants; we appreciate your help and support.

Our condolences to the family and friends of Sam Marintelli, project manager for the old Gordon H. Ball Company. Sam was responsible for many Operating Engineers getting a start in this business. He will be missed by many.

Two of the least favorite functions a business representative can have are conducting accident investigations and delivering bibles to surviving spouses. When one leads to the other, it is particularly disheartening. We have already seen a couple of bad accidents this season and lost one brother as a result. We are expecting another good work season, but if you don't work safe you may not work at all.

In the past few months we have been pushing members to participate in political rallies, public meetings and demonstrations. The response was low and slow at first but has been getting better. Now we are starting to hear feedback from who are helping the union show strength in numbers. You are being seen and heard. Keep up the good work and participation.

Joe Tarin and Michael J. Dunlap, Business Reps



▲ Senator Byron Sher

SANTAROSADISTRICTnews

Syar gets permit to mine more Russian River gravel

SANTA ROSA -- Work is starting to pick up here in the Santa Rosa District. Below are some highlights of what has been going on.

Squaw Rock job - This is a 1.5-mile addition to Hwy. 101, which continues where Ghilotti left off. The new stretch has four-lanes, two structures and a bridge over Pahita Creek. DeSilva-Gates was low bidder, but because the bid was contested it has gone out to bid a second time.

Southeast Geysers Effluent project - Two pre-job conferences with Keiwi Pacific have been held. The job, which consists of 22 miles of underground sewer, is scheduled to start up in early May.

Gravel Mining - With help from the rank and file and support from the board of supervisors, Syar Industries was able to secure permits to mine gravel in a 20-acre area along the Russian River. Our political action program

proved instrumental in gaining support from both the members and the board of supervisors.

Reminder

If you have been called back to work, please call the district office to get off the out-of-work list. This will help ensure that you get a correct clearance and keep the out-of-work-list current.

The Santa Rosa District office wants to welcome back Business Representative Greg Gunheim, who returned to work May 1. Welcome back, Greg.

Gary Wagon, District Rep.

UTAHDISTRICTnews

Utah retiree and civic leader Glen Hardwick passes away

SALT LAKE CITY -- The Utah District has lost one of its most beloved and dedicated members. Local 3 extends its condolences to the family and friends of Glen Hardwick, who passed away April 18 in St. George, Utah.

Glen's career as an Operating Engineer began in 1951, when he went to work for Utah Construction on the Bear River Dam project about 40 miles east of Jackson, Calif. Glen stayed with Utah Construction for 16 years, working mostly as a mechanic and shop foreman.

One of Glen's most memorable moments as an Operating Engineer took place in the winter of 1953, when he and 11 other men working on the Bear River Dam project were snowed in for 31 days. As snow drifts as high as 70 feet piled up outside their bunkhouse, the men lived on pea

soup. When finally rescued, the men had some whiskey but no food left.

When he retired in 1974, Glen became one of the most active Local 3 members in civic affairs. He served on the Seniors Legislature for 14 years and as secretary of the Utah Legislative Committee for the American Association of Retired Persons. He represented labor for many years on the federally sponsored Job Training Partnership committee. Glen also served as a Mt. Pleasant city councilman and was a member of a vocational college planning board in eastern Utah.

Glen is survived by his wife Anelia, his children, including his son Keith, who is an active Local 3 member in California, and numerous grandchildren.

A note from the Redding District

Local 3 blood donor hits 16 gallon mark

REDDING -- Retiree Bob Sandow (pictured here at left with District Rep. Monty Montgomery) demonstrated a lot of talent during his 36 years as an active Local 3 member, working for many years as an oiler for Bigge Crane in the Bay Area before moving to the Redding area and retiring in 1993. But perhaps Bob's greatest gift has been his bone marrow. Bob has donated a staggering 16 gallons -- yes, gallons -- of blood since joining Local 3 in 1957. Bob has made these generous donations at the American Red Cross Blood Services of San Jose and the Shasta Blood Center of Redding. Good work Bob! Congratulations, you make us very proud.



As weather improves, work season moves

RENO – We've been busy in Reno. If our weather stays nice for more than a week at a time, work should pick up and stay busy for the season.

Perini Construction is making quick progress on the new Nugget tower in Sparks. And we have many sub-contractors working under manager Foster Wheeler at the Pinon Power Plant in the canyon east of Sparks. Babcock & Wilcox, Granite Construction, T.W. Construction, Summit Engineering, The Martinson Company, CBI Services, Cherne Construction, Keystone Silos, MCIS, MEI and Marley Cooling all have operators at Pinon Power.

Bids are coming out steady from the Nevada Department of Transportation. Granite Construction recently picked up a \$7.7 million overlay on Golconda Summit, another \$4.2 million overlay that extends through parts of Douglas, Carson and Washoe counties, and a \$2.7 million bridge near its Patrick Pit. Granite also just got started on the new freeway interchange at I-580 South and South Virginia Street.

Frehner Construction was low bidder, at \$7.7 million, on U.S. 50 near Ely. The company is also working on an overlay job near Hawthorne.

We've had a lot of classes and training lately. Our district completed its first COMET class and is preparing to begin committee work. We had a good turnout for the class and plenty of enthusiasm from the membership. Also, we hope the improved attendance at district meetings continues.

The joint apprenticeship program for Northern Nevada has sponsored two gradesetting classes and is just beginning the third. Instructor Greg Smith has had 25 apprentices and journey upgrades go through his last two classes. An advanced class will be given at a later date. If you're interested in a class, contact Poncho Williams at (702) 857-3105.



Above:
Participants of
on field session
of the gradeset-
ting class are
from left: Carl
Davis, Tom
O'Ferrall, Greg
Bryan, Jeff
Shinn, Jack
Daniels, T.J.
Manzini, Del
Fox, Steve
Ingersoll, Steve
Nichols, Dylan
Gallagher,
Bobby Butler,
David
Blackford, Bill
McMaster and
Jess Cloud

We have many contract increases effective July 1. Construction members will receive a ballot in the mail to vote on your choice on allocating the 75-cent Master Agreement increase and the 50-cent Private Work Agreement increase. Please call the hall if you have questions, and make sure you return your ballot.

Our members recently received a letter explaining the changes in the our vision service plan. Active Nevada members no longer have coverage through VSP; our service is now provided through the health and welfare office. Make sure you request a vision service form from the health and welfare office or the union hall, prior to going to the eye doctor. Most of our providers have changed, so check the list before you make an appointment.

If you or your family members have any concerns or problems with health and welfare issues, please call the union hall and discuss your complaint with a staff member.

Chuck Billings, Business Rep.

From the Sacramento District . . .

The five Local 3 members on the left received service pins at the April 16 Sacramento District quarterly meeting.



Fringe con't from page 10

Retiree Association meetings

The current round of retiree meetings is almost over. We would like to thank the retirees and their spouses who have already participated in this current round. And always remember, we stand ready to serve you in any way we can. Please feel free to call on us at the Fringe Benefit Service Center (510) 748-7450 if we can be of any assistance.

Retirees picnic

Please mark your calendars for Saturday, June 1, the date of this year's Retirees Association Picnic. Come on up Friday at noon and stay until Sunday noon if you wish. There will be plenty of parking for your self-contained motorhomes and trailers. Local 3 is honored to host the retirees and their spouses at this special annual event. Come join us and have a good time. See you there June 1.

Prescription drug benefits

Active engineers and their dependents covered by the Northern California Health & Welfare Trust Fund and retirees and their spouses covered by the Comprehensive Pensioned Health & Welfare Plan have three options for purchasing prescription drugs: 1) American Diversified Pharmacies, 2) National Rx Services Inc., and 3) your local pharmacy.

American Diversified Pharmacies offers several advantages: No out-of-pocket cost to you, no claim forms to file, no waiting for reimbursement. Any prescription filled by American Diversified Pharmacies will be at no charge to you. Please use the special envelope available from your district office, the Fringe Benefit Service Center or the Trust Fund Service Center to mail a written prescription to American Diversified Pharmacies. Please be sure to complete all information on the envelope.

You may still use National Rx Services, Inc. for mail order prescription drugs. The procedures are similar to those discussed above for American Diversified Pharmacies. National Rx Services, Inc. has its own mailing envelope available from your district office, the Fringe Benefits Service Center or the Trust Fund Service Center.

You may also purchase your prescription drugs at your local pharmacy. Be sure to file a claim form with the trust fund office. Prescriptions purchased under this option will be subject to the required co-payment required.

Retirees and spouses and surviving spouses covered by one of the Medicare risk plans -- Kaiser Senior Advantage, Secure Horizons or Health Net Seniority PLUS -- must purchase their prescriptions through these plans.

MEETINGS&ANNOUNCEMENTS

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of April 1996, and have been determined to be eligible for Honorary Membership effective July 1, 1996. They were presented at the April 21, 1996 Executive Board Meeting.

Larry D. Anderson	# 0971468
Landon Barnes	# 0715063
Earl Buckner	# 0946999
Richard E. Connor	# 1058388
Tony Coyle	# 1006684
Tim Daniels*	# 0987332
Rex O. Daugherty	# 1067414
Donald M. Davis	# 0674812
Rodger Eliason*	# 0814918
John Hoover	# 0441701
Charles E. Jones	# 1058582
Ray Kelsay	# 1067379
Donald Larson	# 0879597
Richard Martinez*	# 0845428
Chester Mason	# 1059613
William J. McDonald	# 0663999
Frank Milovina	# 0987241
John W. Minch	# 1054903
Robert Mongolo*	# 0983130
Samuel Napoleon	# 0683243
Charles W. Pacheco	# 1069081
Frank Rocha*	# 0838841
Joseph M. Spiteri	# 1043773
Martin Still	# 0811419
John Tinsley	# 1046763
M. W. Totman*	# 0577469
Leonard Vaughn	# 0598701
Virgil L. White	# 1067408
Clarence Wilson	# 0904972
Chester Youngblood	# 0999164

*Effective April 1, 1996



ANNOUNCEMENT

Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership will be held on Saturday, July 13, 1996, 1:00 p.m. at:

**Seafarers International
Union Auditorium
350 Fremont Street
San Francisco, California**

DISTRICT MEETINGS

All district meetings will convene at 7 pm.

MAY 1996

- 2nd.....District 01: San Mateo, CA**
Electrician's Hall
302 8th Ave.
- 8th.....District 12: Orem, UT**
Steelworker's Hall
1847 S. Columbia Lane
- 9th.....District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd.
- 14th.....District 04: Fairfield, CA**
Engineers Building
2540 N. Watney Way
- 16th.....District 50: Fresno, CA**
Laborer's Hall
5431 East Hedges

JUNE 1996

- 6th.....District 20: Concord, CA**
Elks Lodge No. 1994
3994 Willow Pass Road
- 10th.....District 17: Kona, HI**
Holualoa Imin Community Center
76-5877 Mamalahoa, Holualoa, HI
- 11th.....District 17: Hilo, HI**
Hilo Hawaiian Hotel
71 Banyan Drive
- 12th.....District 17: Maui, HI**
Waikapu Community Center
22 Waiko Place, Wailuku
- 13th.....District 17: Honolulu, HI**
Washington Intermediate
School Cafeteria
1633 South King St.
- 14th.....District 17: Kauai, HI**
Kauai High School Cafeteria
Lihue
- 20th.....District 10: Ukiah, CA**
Discovery Inn
1340 N. State St.
- 27th.....District 90: Freedom, CA**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.

JULY 1996

- 16th.....District 80: Sacramento, CA**
Engineers Building
4044 N. Freeway Blvd.
- 18th.....District 30: Stockton, CA**
Engineers Building
1916 North Broadway
- 23rd.....District 40: Eureka, CA**
Engineers Building
2806 Broadway
- 24th.....District 70: Redding, CA**
Engineers Building
20308 Engineers Lane
- 25th.....District 60: Oroville, CA**
Cannery Workers
3557 Oro Dam Blvd.

DEPARTED MEMBERS

Ronald Ashley	Meadow Vista, Ca.	03/09/96
Reuben Battershell	Vacaville, Ca.	03/29/96
Ross Bell	Salt Lake City, Ut.	02/25/96
Leslie Bethers	Heber City, Ut.	03/10/96
Jonacio Bonilla	Waipahu, Hi.	03/28/96
Vernald Brown	Mariposa, Ca.	03/09/96
Dale Bryant	Project City, Ca.	03/04/96
John Carroll	Roseburg, Or.	02/03/96
Lee Castleberry	Oroville, Ca.	01/16/96
Melvin Council	Squaw Valley, Ca.	03/18/96
Reed Fietkau	Springville, Ut.	02/22/96
Dorsey Flynt	Fallon, Nv.	03/30/96
Marvin Garloff	Apache Junction, Az.	02/17/96
Cecil Gaskin	Atwater, Ca.	03/17/96
Ray Greenlee	Hickman, Ca.	03/23/96
Jimmy Greer	Ione, Ca.	02/22/96
Ken Harmon	St. Maries, Id.	12/21/95
Etsuo Hirata	Waipahu, Hi.	03/18/96
Clarence Jay	Reno, Nv.	11/15/95
Robert King	Hollister, Ca.	03/08/96
Curtis Law	Lodi, Ca.	03/13/96
Donald Leidy	Applegate, Ca.	03/12/96
Herbert Litz	Lodi, Ca.	03/24/96
Harold Lloyd	Castro Valley, Ca.	02/10/96
J. B. Long	Conway, Ar.	03/06/96
L. D. McKinney	Tracy, Ca.	03/18/96
Joseph Menchavez	Aiea, Hi.	03/26/96
Lewis Nelson	Soquel, Ca.	03/19/96
Mervin Nolley	Redding, Ca.	03/19/96
Leonard Pierce	Redding, Ca.	03/05/96
Paul Pruitt	Antioch, Ca.	03/09/96
Oather Robbins	St. Peters, Mo.	02/06/96
Glen Roberts	Carmichael, Ca.	03/21/96
Donald Ryan	Sacramento, Ca.	03/10/96
William Silveira	Concord, Ca.	03/29/96
Bill Stout	Carson City, Nv.	03/11/96
Henry Swarthout	Lodi, Ca.	03/19/96
Manuel Viernes	Ewa Beach, Hi.	03/13/96
Oran Weis	Provo, Ut.	03/12/96
Paul Willingham	Madera, Ca.	03/21/96
John Woge	Mill Valley, Ca.	03/15/96
Karl Worwood	Levan, Ut.	03/25/96

Deceased Dependents

Dorothy Casey (Wife of Regis [dec])	02/19/96
Lila Ching (Wife of Joseph [dec])	02/27/96
Marie Cunha (Wife of Gerald)	01/15/96
Alva Dawson (Wife of William)	03/23/96
Dorris DeVincenzi (Wife of Walter)*	10/23/95
Shannon Dorrance (Wife of William [dec])	12/04/95
Dorothy Goins (Wife of Raymond [dec])	02/07/96
Lucille Hartman (Wife of John [dec])	01/13/96
Bettie Hawkins (Wife of Philip [dec])	01/10/96
Wava Hershman (Wife of James)	03/02/96
Edna Hinchman (Wife of Alvin)	03/04/96
Minnie Ice (Wife of Gil)	03/10/96
Margaret Johnston (Wife of Ted [dec])	02/11/96
Irene Kramer (Wife of Ray)	03/20/96
Jessica Lister (Daughter of John)	03/27/96
Ben Martinez (Son of Richard)	02/28/96
Melba Nickols (Wife of James)	03/02/96
Lola Schrack (Wife of Jesse)	12/22/95
Mildred Shinn (Wife of Wilford)	03/12/96
Maria Vargas (Wife of Arlindo)	03/28/96
Jean Witherell (Wife of Juel)	02/21/96
Pauline Wolbert (Wife of Melvin [dec])	03/07/96

* Engineers News regrets having omitted from past issues the name of Dorris DeVincenzi, who passed away Oct. 23, 1995. Dorris is the wife of member Walter DeVincenzi. We apologize for this error.

Free Want-Ads for Members



FOR SALE: '93 Taurus GL. 3.8, ABS, dual airbags, PW, PL, power seats/hill wheel, cruise, cass, alloy wheels, 16K mi. \$12,995 OBO. (510) 443-0899. Reg #0972289 4/96

FOR SALE: '56 T-Bird. White, AM/FM, 2 tops/skirts, power seats, PS, PW, AC, power trans, excel cond. \$25,000. (707) 447-2952. Reg #848307 4/96

FOR SALE: 1970 Plymouth Sport Fury GT. Rebuilt 440-4BL and AT, PS, PB, PW. Runs great, clean interior, extra parts. Must sell. \$3,000 OBO. (510) 651-1424. Reg #2243483 4/96

FOR SALE: 1971 El Camino. Very clean, V8, auto, AC, PS, PB, radio, air shocks, rear Stockland Camper Shell, tagged & smogged. \$2,150 OBO. Also: 1969 Chevy Nova, 6 cyl, column shift 3-sp, good work car. Tagged & smogged. \$850 OBO. (209) 823-1906. Reg #11617309 4/96

FOR SALE: Riverfront property. Approx 7 acres, residential lot w/huge oak trees 450 ft of Sacramento River frontage near Redding, CA. (Owner build to suit) \$150K. (916) 244-5078. Reg #1075613 4/96

FOR SALE: '77 Coachman motorhome. GMC 400 eng, 24-ft, sleeps 6. Roof/dash air, big generator, lots of cabinet space. 6 new 8-ply tires. New awning. Well maintained. \$7,400 OBO. (510) 757-9240 ask for Ben. Reg #0689209 4/96

FOR SALE: 1986 Yamaha TT350. Dirt only, 4 stroke, good tail bike for taller rider. In good condition. Helmet, size 11 boots, and gear incl. \$1,000 (510) 371-4783 or (209) 823-8684. Reg #2159306 4/96

FOR SALE: '63 Nova Super Sport two-door sedan. Automatic console on floor, excel cond. \$7,500 firm. (209) 245-6213. Reg #0868770 4/96

FOR SALE: '89 Hitch Hiker 5th wheel. 28-ft, excel cond. \$9,500. For more info call (707) 255-7538. Reg #857926 4/96

FOR SALE: '90 Avid MK-4. 16 hrs, TT, factory 110hp Subaru Rocket. Looks and lies great. \$23,500. (209) 667-4021. Reg #2051464 4/96

FOR SALE: Beautiful home in Oroville, CA. Priced for quick sale. Close to lake, country setting, yet close to town. 1,800+ sq ft, 3-bd/2-ba, game room w/bar, 2-car gar, on lg private lot. Excel neighborhood, good schools. \$105,000. Reg #2248182 4/96

FOR SALE: Ripper Bar for 46A Cal. No shanks. Call (209) 533-2268. Reg #967796 4/96

FOR SALE: Attention Ford buffs! 3-sp overdrive Ford trans out of 1970 pickup with 33K miles. Replaced w/4-speed. (916) 273-9093. Reg #295382 4/96

FOR SALE: 3 service trucks. '88 Chevy 1-ton, '85 Chevy 5-ton, '83 GMC 5-ton. All w/utility boxes & overhead racks. \$4,500 each OBO. (510) 373-2534. Reg #2229916 4/96

FOR SALE: 18-ft Eliminator tricked Berkeley polished tunnel Ram, Holleys, MSD, Auto Meter, Bassets. \$11,500 or trade. Leaving state. (916) 742-9132. Reg #1988754 4/96

FOR SALE: House is Yuba County. 3-bd/3 1/2-ba, large shop, barn, fenced, irrig. avail. Great for horses or cows. Year round creek. All on 10 treed acres. Paved access. \$325,000. Leaving state. (916) 742-9132. Reg #1988754 4/96

FOR SALE: 5 acres Foothill property. Fenced, septic tested. Irrig. available. Paved road. \$60,000. Leaving state. (916) 742-9132. Reg #1988754 4/96

FOR SALE: Enerpac Hydraulic system. P-84 pump and two RD-256 hyd. cylinders, 2 hose set-ups w/quick couplers. Used twice, like new. Leaving state. (916) 742-9132. Reg #1988754 4/96

FOR SALE: Misc items. 7 tires-30X95R75; 15 tires-P225R70; 2 Road Tamers-P225R70 (all General); 5 BF Goodrich P215 75 R15; 2 Michelins P 215 75 R15; P205 75 B15; 2 Schwinn Exercise Bikes-EF & DX900; 1 Ajay Ergometer Exercise Bike. Call Mike after 4 pm (408) 286-9178. Reg #0750523 4/96

FOR SALE: 25-ft Chinook Class A motorhome. All fiber-glass, 63K mi, excel; new paint, tires, shocks, batteries, elect step, full shower, 2 A/C's, sleeps 5, 413 Chrysler eng, good gas mileage. \$8,500. (541) 798-1073. Reg #0728471 4/96

FOR SALE: 1966 Porsche coupe. Model 912, red ext, black int, 4-sp trans, very clean. Runs great. \$10,000. (209) 383-4848. Reg #1027908 4/96

FOR SALE: '89 Layton 5th wheel. 36-ft, cent heat, micro, roof AC, awnings all around, oak cabs w/glass etch, doors, lots of mirrors, mini blinds & lots more. Well kept. \$20,000. (510) 684-9250. Reg #2005556 4/96

FOR SALE: 1972 Datsun pickup. Nice cond, never wrecked. Good rubber, extra parts. \$850. (209) 333-2449. Reg #7639474/96 4/96

FOR SALE: Spa w/cover, step and many extras. 2 yrs new. Cost \$4,900; asking \$2,600. Also: Jamestown pellet stove w/venting. Used 2 seasons. \$875 (707) 485-0567. Reg #1967861 4/96

FOR SALE: Set of pipe running boards Good for utility vehicle or truck. \$200. (510) 531-7036 or (510) 482-5074. Reg #2081049 4/96

FOR SALE: '84 ford F250 4x4. 351 cu in, auto extend cab, bug shield, bed liner, 2,000K on rebuilt eng. Needs smog-front brakes \$3,500. Also: '93 Ford F150 XL, 6-cyl, auto, PS, SB, bug shield, bed liner, 37K mi. Take over payments at CU. (510) 313-8949. Reg #2199098 4/96

FOR SALE: 1962 Ford Thunderbird. Excellent condition, orig owners. Always garaged, 150K orig mi, 50K on rebuild, new upholstery, after market air cond. Will need some mechanical work (brakes etc.). Lt turquoise w/white top. \$3,500 OBO. Call Tina Base (916) 685-1671 iv msg. Reg #1011191 4/96

FOR SALE: Ladies watch. 27 grams, 18K white gold, swiss made, 17 jewels. Runs well. \$400 (209) 358-9088 call anytime before 10 pm. Reg #605154 4/96

FOR SALE: 1972 Cougar convertible XR7. 351 Zenith eng, wire wheels, PS, AT, PB, AC, AM/FM, PS on driver side, no restoration needed, white top and body. Won 2nd place in nat'l show. \$9,500 OBO. (408) 249-6317. Reg #0838822 4/96

FOR SALE: 1994 32-ft Carri-Lite 5th wheel. With Super Slide. New cond, awning, extra heater, insul tanks, ALU. frame, and other extras. \$26,900. Also: '92 Ford F250 w/complete 5th wheel.

one owner, ext cab, warr, tinted windows, captains chairs and other extras \$15,900. (702) 575-4622. Reg #2220084 4/96

FOR SALE: Mobilehome in Brookings, OR. At 55+, best park in area. 2-bd/2-ba, large living rm, dining and den. Attached garage w/elec door, covered driveway. Inside laundry w/appliances. 28' x 52' (916) 666-6467. Reg #0912056 5/95

FOR SALE: '88 Teton 5th Wheel. 37-ft Louisville w/living room slideout. Washer/dryer, micro, central vac, air, awning, much more. Ex cond. \$23,000 OBO. (209) 728-8911. Reg #21086495/96 5/96

FOR SALE: 24' x 60' Mobilehome. Excellent condition. In Brownsville, CA. 3-bd/2-ba, family room, pellet stove, central heat, water cooler, W/D, refrig. Also a covered 8' x 48' deck, two storage sheds. (916) 675-1433 5/96

FOR SALE: Golf cart. EzoGo. Will sell at a loss - didn't need. Paid \$183 electric for battery recharge. \$294 this month. Will sell \$600. (916) 347-9172. Reg #636969 5/96

FOR SALE: Beautiful custom brick dream home. Features a great room, 3-bd/2-ba, oak kitchen, prof. landscaping, fenced back yard. Many extra features in this 3 1/2 yr old home in choice location in Sterling, CO. (970) 522-9022 after 5 pm. Reg #1008043 5/96

FOR SALE: 1991 Plymouth Laser RS Turbo. 16 valve, twin cam eng, new turbo, body similar to Mitsubishi Eclipse. Loaded. PW, PDL, AC, auto, cruise, ABS, tinted windows, alarm, great stereo, alloy wheels, performance tires. 66K miles. Excel cond, inside & out. \$9,000 OBO. (510) 754-2379. Reg #1152849 5/96

FOR SALE: Boat. 1990 custom built Outlaw Day Cruiser w/3 axle trailer. 6' bed and 2 love seats in cabin. 2 capt chairs and bench seat on deck. Full canvas cover. Excel cond, low hours. \$10,800 OBO. (916) 338-5836. Reg #2062743 5/96

FOR SALE: Trailer axle. 10.00 x 20 tires; good rubber, oil hubs, trailer hitch, landing gear, air tank w/axle valve, spring w/brackets. \$275 OBO. (209) 847-5346. Reg #519758 5/96

FOR SALE: Hawaiian Ocean View Estates. 1 acre of vacant wooded land, 21 mi from Kona. \$6,500 OBO. (808) 671-4779. Reg #2126608 5/96

FOR SALE: Mobilehome. In Lake Havasu City, AZ. 16' x 70' w/9' x 36' AC room, 3-bd/2-ba, water softener, 8' x 12' storage shed, trees on bidders, min. to boat launch. In park w/lg pool. Near Laughlin, NV casinos. \$28,000. (520) 764-3557. Reg #0888970 5/96

FOR SALE: 1991 Ford F350 Cab "Dually". White w/blue int, EF1 460 eng, AC, stereo cass/radio, new spare, rear bumper, equipped w/trailer tow (heavy hitch and brake control), CB radio, 13,580 mi. Blue book hi \$19,540. Call for price. (510) 685-2763. Reg #1870367 5/96

FOR SALE: 1987 24-ft Automate Travel Trailer. Awning, twin beds w/front kitch, lg rear bath and closet, forced air heat, AC, stereo, gas-elec refrig, lg 2-way roof vent fan, elec front jack, tank flush accessory, equalizer hitch, set of Tandem wheel locks, new spare. \$9,500 OBO. (510) 685-2763. Reg #1870367 5/96

FOR SALE: Motorhome. 1987 Itasca, 27-ft Class A, 18K mi, dual air, Onan gen, micro/con, awning, rear shower and separate toilet, rear dbl bed, more. Excel cond. Price includes 1986 Suzuki tow vehicle. \$28,000 OBO. Call for color brochure. (510) 828-5994. Reg #1913417 5/96

FOR SALE: Two burial plots. Spaces 9 & 10, lot 79. Good Shepherd section. Green Lawn Memorial Park in Colma, CA. (415) 591-3716. Reg # 5/96

FOR SALE: 1975 Tioga motorhome. 22-ft, new motor, new awning, new brakes. Radial tires, generator, all self-contained, roof air. \$5,400. (707) 459-4359. Reg #2157916 5/96

FOR SALE: 1972 Santa Fe trailer. Self-contained, rear bath, new roof, AC, 3200. Also: Lincoln Welder SA 200, Continental engine, trailer mounted, 50' of leads, excel cond. \$2,000. (916) 673-3370. Reg #1644316 5/96

FOR SALE: Tools. 30-piece 3/4 drive set w/tray, 1/2" deep socket set; impact sockets 3/8" to 1 1/2", 6 impact universals, torque wrench, assorted ratchets, extensions and sockets. Chain and cable come alongs. Boxes: (Craftsman) top 6 drawer, bottom 4 drawer. Taps & pipe taps. Other misc tools. Reasonable prices. (415) 692-2615. Reg #369744 5/96

FOR SALE: Home in Klamath, CA. 3-bd/2-ba, 24' x 24' garage, on two lg lots. Paved street, driveway, underground utilities, sal. dish, all in as new cond. 1 1/2 mi to ocean, 150 yds to river, 100 yds to Hwy 101. \$88,500 OBO. Photo on request. (707) 482-0484 or write: J. Schmidt, P.O. Box 336, Klamath, CA 95548. Reg #865545 5/96

FOR SALE: Starrett mikes. One 1" set; one 0 to 4"; one set inside 0 to 10". Also miscellaneous tools; 1918 Hupmobile and spare parts. (510) 233-7338. Reg #334660 5/96

FOR SALE: Mueller hot tap tool. With 2', 1 1/2", 1", 3/4" adaptors, w/whole saws and drill bits. \$1,000. Also: Rigid Pipe treading tool w/2", 1 1/2", 1 3/4", 1", 3/4", 1/2" die cutters (PVC and galv). \$400. Chuck (916) 673-5934. Reg #1571634 5/96

FOR SALE: 1931 Model "A" Ford Roadster, six wheel deluxe. Disassembled, many extra parts. Body, fenders and frame all in excellent condition. Jack (510) 449-1075. Reg #16593645/96 5/96

FOR SALE: 1986 GMC pickup. White S-15 extra cab. Tow pkg, AT, AC, AM/FM cass w/4 spkrs, utility box. \$4,200. Glenn (415) 333-2967. Reg #0991282 5/96

FOR SALE: Gooseneck Backhoe Trailer. 3 axle, 8' x 20', ramps, lights, lic. \$3,000. (209) 847-6336. Reg #1427996 5/96

FOR SALE: Ski boat. 18-ft. Celebrity Runabout 1991 Mercruiser. 175hp, inboard/outdrive on tandem axle, trailer, bow rider, less than 100 hrs. (209) 832-8838. Reg #814856 5/96

FOR SALE: Walker River Resort campership with coast to coast membership. Over 200 beautiful first class private campgrounds across US. Canada, Mex. \$1-\$4 per nite charges. Home park Walker River, NV. Fish, swim, clubhouse, bbq. \$2,000. (510) 223-4337. Reg #598622 5/96

FOR SALE: Beer & wine tavern in Tehama Co., northern CA. On approx 3 acres under irrigation. Has 2 bedroom apt, 125-ft well. Real money-maker. All for \$82,500. For more info (916) 385-2466

or (916) 243-4302. Reg #0865537 5/96

FOR SALE: 1980 Saab 99GLI. Four-cyl, manual trans, PB, PS, good cond. \$1,100 OBO. Must sell. (209) 531-2044. Reg #1972252 5/96

FOR SALE: 1990 F350 7.3L Diesel Supercab Dually. Lariat 5-sp, w/hideaway gooseneck ball, frame welded. Heavy chrome crop bumper, AC, cruise, very clean. Fabric bench seat, sliding rear window. PDL, PW (tinted), outside visor, bug shield, wheel covers, new tires, shocks, brakes & cyl etc. \$14,500. (510) 582-4443. Reg #0863943 5/96

FOR SALE: Antique tractor F-12. Serial #37268, Int'l Harvester, built 1935. \$600 firm. Bill (209) 634-5767. Reg #1065265 5/96

FOR SALE: Home & business. Stonyford, CA. Double-wide mobile cabin, car port, lg oak shades. 3/4 acres. Mobilehome park-7 spaces, zoned for many more. Wash room, storage, shop bldgs on 2 1/4 acres. \$120,000 or trade for Oregon property, or carry paper. Write: James H. Fryar, 5056 Lodoga Stonyford Rd, Stonyford, CA 95979. Reg #888800 5/96

FOR SALE: 16-ft Miller disc. \$4,500 OBO. Also: 4KW 110 Onan generator. \$700. 16-ft 3 axle equipment trailer, elec brakes. \$2,200. (916) 877-5419. Reg #30745211 5/96

FOR SALE: Mechanic's tools/auto parts. Lg truck dual dolly (for brake repairs) \$50. Also misc wrenches, many wheel sockets, new 9PL 3/4 drive socket set w/bar, \$200. 351C-2V Ford, complete less manifolds \$250. Other tools for sale. Will consider trades for oxy-ace or AC/DC welder or metal cut off saw. (510) 837-7343. Reg #2235749 5/96

FOR SALE: '94 Winnebago Brave. 23-ft Class A, 454 Chevy eng, like new, many extras. Must sell due to illness. 6,975 mi. Take over payments. (916) 656-1119. Reg #1157852 5/96

FOR SALE: Golden West manufactured home at American Canyon, CA. Forced air heat/air, 2-bd/2-ba, 1,740 sq ft, corner lot, lg 2-car garage. (707) 643-3531. Reg #0463892 5/96

FOR SALE: 1979 Sun Runner boat. 24-ft, 350 Chevy, OMC outdrive, galley, head, dual stations, depth finder, CB, AM/FM cass, port-a-potty. Road Runner tandem trailer. \$8,900. (209) 896-1998. Reg #1375000 5/96

FOR SALE: Home resort in Cabo San Lucas, Mexico. PRICE REDUCED! In 5-star hotel, studio room sleeps up to 4. One floating week per year. 30-yr lease. 26 yrs left. Priced reduced to \$3,300 OBO. (510) 455-4840. Ref #2229930 5/96

FOR SALE: 1989 Southwind. 33-ft, basement type, inside jacks, all push button inside, tinted windows, back up Camery, 3 awnings, queen bed, 2 A/C's, 2 TVs, VCR, tub/shower, much more. 29K mi. Very nice. (209) 222-4866. Reg #0549445 5/96

FOR SALE: Four 20 acres. Gold mining claims. Illness forcing sale. 35 mi NE of Paradise, CA. Historical cabin, good roads, yr-round stream. Claims located on forest service land. \$6,500 or trade. (916) 532-1304. Reg #0724810 5/96

FOR SALE: 1978 Ford 9000 Diesel. 3 axle dovetail ramp truck 20K mi on new eng, new power steering, drive line. Excellent for transporting backhoe. \$9,000 OBO. (408) 353-2613 after 6pm & weekends. Reg #129065 5/96

FOR SALE: Mobilehome. 14' x 60'. 2-bd/1 1/2-ba, 2 decks, 2 awnings, lg storage bldg, DW, garb disp, ceiling fan, washer/dryer, very nice. Good location: close to shopping, bus, hospital. \$20,000. (916) 349-8641. Reg #1030028 5/96

FOR SALE: 1988 Lynx Prowler. 18-ft, like new, used six times, one owner, gas/elec, refrig, range/oven, wall heater, water heater, tub/shower, toilet etc, awning, two 7-gal propane tanks. 2 batteries (120 & 12 volt systems). Gas and smoke detectors. \$6,000. (510) 471-4963. Reg #1152783 5/96

FOR SALE: 12-ft aluminum boat. 7 1/2 hp motor and accessories. (531) 322-2931. Reg #452029 5/96

FOR SALE: 1983 GMC 3/4 ton turbo diesel. AT, AC. \$3,500. (916) 671-1724. Reg #1855418 5/96

FOR SALE: 17-ft fishing or ski boat. Fantasy inboard/outboard. 1974, tri hull, open bow, good cond, 6-cyl Mercruiser w/under 700 hrs on meter. Call for reasonable price. (415) 692-2615. Reg #369744 5/96

FOR SALE: 1989 Terry Deluxe. 29-ft, queen bed, stereo, micro, phone jack, A/C, TV ant, double awning, electric lift hitch, skid wheels, over-size tires. Excellent condition. \$10,500 firm. (209) 339-9402. Reg #1351770 5/96

FOR SALE: 1986 Coachmen Coventry. 25-ft 5th wheel. Excel cond, used very little, garaged. 1984 Ford Supercab XL pickup, 460, 4-sp, hi miles, excel cond. \$11,000 for both; 5th wheel only. \$7,000. Possible delivery. (541) 759-4336. Reg #1022304 5/96

FOR SALE: Backhoe-loader. 1967 Case 500 Const. King (slide shift). Buckets included. Original owner. \$5,000. (408) 378-0856. Reg #1043707 5/96

FOR SALE: Mobilehome. 3-yr old triple wide in adult park, in Humboldt Co. Immaculate, 3-bd/2-ba, cathedral ceiling, attached single garage. \$1,900 sq ft. Consider trade for newer motorhome. (707) 442-0993. Reg #0354313 5/96

FOR SALE: 1977 Kountry Air 5th Wheel. 32 foot. \$6,000. (916) 678-3700. Reg #745041 5/96

FOR SALE: Mercedes Benz 450 SL Coupe. Immaculate, low miles. \$10,000. (408) 923-6822. Reg #1519650 5/96

FOR SALE: Home in Mt. Shasta, CA. New 2-bd/2-ba, oak cabs, ceramic tile, bay window, Jenn Air appl, monitor heat, 2-car gar, 12' x 12' shed on 1 1/2 beautifully landscaped acres. Great view, sprinklers, well w/150+ GPM, full RV hookup. 1,500-gal septic. Great retirement or rec area. \$145,000. (916) 926-5520. Reg #2110821 5/96

FOR SALE: Motorhome. 1976 Dreamliner. 440 Dodge eng, AC/gen, 23-ft, sleeps 6-1 queen, 1 double, 2 bunk beds. Full bath w/shower & tub, only 54K mi. Good cond. \$6,000 OBO. Call Gerald Telles (510) 793-6116. Reg #1555782 5/96

WANTED: Motorhome to rent. Just retired non-smoker wishes to rent 28' to 30' motorhome for 3 to 4 weeks. Will provide insurance and deposit. Sacramento or Placerville area. (916) 676-8656. Reg #1510957 5/96

WANTED: Old acoustic guitars. Martin, Gibson, Taylor or whatever you have. Also any old guitar memorabilia. Also wanted: 1941-1945 Military Dodge trucks in any condition. (707) 257-3859. Reg #1892656 5/96

WANTED: Property to lease for hunting. Will consider any and all offers. Out of state ok. Year-round access pref, but not mandatory. Will consider any lease option period. Robert (510) 372-5893. Reg #2084439 4/96

WANTED: Mechanic to come to my ranch at Pt. Reyes, CA to fix my Northwest model #25 crane. Adjust all frictions and brakes, general tune-up to rig. Crane has 371 GMC. Will pay going rate + travel time. Also wanted: left-handed Browning auto 12 ga shotgun (415) 663-1552. Reg #1065300 4/96

WANTED: Older Ford or Ferguson tractor. Running or not. For small acreage. Also any implements, disc scraper, post hole digger, etc. I can pick up. Call Earle at (209) 645-6068. Reg #2123273 3/96

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and 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 SwapShop. Engineers News reserves the right to edit ads. NO PHONE-IN ADS PLEASE.

To place an ad, simply type or print your ad legibly and mail to:

Operating Engineers Local Union #3
1620 S. Loop Rd., Alameda, CA, 94502
ATTN: SwapShop*

OR FAX ADS TO: SwapShop (510) 748-7471

*All ads must include Member Registration Number or ad will not appear. Social Security Numbers are not accepted. All ads should be no longer than 50 words.

PERSONAL NOTES

- The Alameda Headquarters wishes to congratulate Tami and Rob Torres on the birth of their daughter, Amber Yolanda, on April 28. Amber weighed 7 lbs., 15 oz., and was 20". Tami is the secretary to Recording-Corresponding Secretary Rob Wise.
- The Reno District wishes to congratulate John and LaNae Helming on the birth of their daughter, Cassidy Dina, on March 15.
- The Santa Rosa District wishes to express its deepest condolences to the families and friends of the following departed: Alva Dawson (2/23); Jessica Marie Lister (3/27); Mildred Shinn (3/12); Frank Szomjas (4/9); Charles Pollock (4/9).

Engineers News corrects a few notes from last issue:

From the Santa Rosa District: Congratulations to Randy Alexander and Debbie Brazier, who were married on Jan. 6 in Reno. They will reside in Fairfield.

Also from the Santa Rosa District: Congratulations to J.R. Rubalcaba of Parnum Paving in Ukiah and wife Tamara on the birth of their daughter, Sarah Rachell Rubalcaba. Sarah weighed 7 lbs., 7 oz.

ARP con't from page 9

Washington Division of Alcohol and Substance Abuse.

An EAP can kill the program by stating it will save money from the start, Govert says. Costs associated with addicted employees will increase the first 12-18 months of the policy. After that, in a good employee assistance program, they should decline significantly.

Reprinted from the February 15, 1996 issue of the National Report on Substance Abuse.

Safety con't from page 9

People who work in the heat must learn to use electrolyte replacement fluids rather than just plain water. Consult a physician to determine the best solution for you. Don't depend on salt tablets or soft drinks. To avoid this condition, drink small amounts of fluid frequently. If you urinate throughout the day at about the same rate as other times of year or while not working, you are probably getting the right amount and mix of water and electrolytes. Quenched thirst is not a reliable indicator of adequate hydration.

• **Thermoregulatory failure or heatstroke** - The victim may be panicky, confused, manic, delirious, unconscious or have convulsions. To reverse this condition, get emergency medical help. Meanwhile, loosen or remove clothing, flood the victim's skin with tepid (not cold) water and fan his or her body vigorously. Insist that the victim be hospitalized. Without advanced medical care, a worker may die from tissue damage within 24 to 72 hours of heatstroke, even if his or her body temperature is reduced.

Workers are subject to exercise-induced heat stress year-round, regardless of the weather. Take precautions for yourself and keep an informed eye on your co-workers. If you can't take the heat, take these hints and take care of yourself.

Reprinted from the April 1996 issue of Safety & Health magazine.

Tech Engineers con't from page 11**Your union and your community**

Your union is an essential part of your community. If workers aren't paid a living wage, they pay less taxes, and they cannot support local businesses and buy homes, automobiles, appliances. This ripple effect has a negative effect on the community's tax base.

Political action

This safeguards the gains that you and your union have achieved over the years. Political action:

- Promotes and expands job opportunities
- Increases the job security of its members
- Educates and influences local government, such as county supervisors, city councils, planning commissions, and even state and federal projects.

For your information

If you want aerial photos or topographical maps of your property or home town, you can buy them from the U.S. Geological Survey, Earth Science Information Center, 12201 Sunrise Valley Drive, MS-507, Reston, VA, 22092 or phone 800-USA-MAPS. Ask for an order form and a list of prices.

If you or your company is stuck on an engineering problem, call the National Aeronautics and Space Administration (NASA). Its technology outreach office gives up to 40 hours of help at no charge. All you have to do is fill out a one-page form that explains the problem and ask for a solution. To receive more information call (407) 867-1356 or check it out on the Worldwide Web...<http://technology.ksc.nasa.gov>.

Technology on the move

Electronic toll collection is coming to the Bay Area this year. Testing will begin on the Carquinez Bridge during the next few months. Credit card size stickers with a bar graph will be placed on your windshield allowing you to drive through at normal speed. The state will send you a bill at the end of each month. If this new approach is successful it will be expanded throughout the state.

Luk, Milani & Associates

Pictured below are (from left): Party Chief Ian McNeil, and Rodman Eric Low, from Luk, Milani & Associates.



1996 District & Retiree Picnic Schedule

Fresno District

- Saturday, May 18
- Fresno Co. Sportsmen's Club, 10645 Lanes Rd., Fresno
- Info: (209) 252-8903

Molokai-Hawaii District

- Sunday, May 26
- Info: (808) 845-7871

Retirees Picnic

- Saturday, June 1
- Rancho Murieta Training Center
- 10 a.m. to 4 p.m.
- Arrive noon Friday, stay 'till Sunday
- Plenty of RV parking
- Local 3 picking up tab
- **Bus Transportation:** Contact your local district to arrange transportation by chartered bus
- Info: (510) 748-7450

Oahu-Hawaii District

- Saturday, June 15
- Info: (808) 845-7871

Sacramento District

- Saturday, June 22
- 11 a.m. to 5 p.m.
- Folsom City Park
- Menu: tri-tip, hot dogs, salad, beans, drinks
- Live music, free parking
- \$7.50 per person, \$5.00 retiree, children under 15 free
- Raffle
- Info: (916) 565-6170

Redding District

- Saturday, June 29
- Anderson River Park, Anderson, CA
- Info: (916) 222-6093

Reno District

- Saturday, July 20
- Deer Park, Sparks, NV
- Retirees meet 11:00 a.m.
- Picnic starts at 1:00 p.m.
- Menu: steak, hot dogs, salad, beans, garlic bread, ice cream, beer, soft drinks
- Music, raffle
- \$7.50 each, \$15 per family, retirees free

S.F. District

- Saturday, Aug. 10
- Junipero Serra Park, San Bruno
- Menu: steak, chicken, hot dogs for kids
- Tickets avail. May 15
- Adults \$12.50
- Retirees \$10.00
- Under 12 free
- Info: (415) 468-6107

Utah District

- Saturday, Aug. 24
- Murray Park, Pavilion No. 5 495 E. 5300 South, Murray, UT
- Retirees served at 12 noon
- Meal for active members served at 1 p.m.
- \$6 per person, \$10 per family

Oakland District

- Monday, Sept. 2 (Labor Day)
- Alameda County Fairgrounds
- More details to follow

