From out of the rubble...

1980

The New Cypress Freeway

1990

Union contractors are teaming up to rebuild Oakland's old Cypress viaduct with a much improved $933 million replacement.

Photos by Jim Earp and Steve Maler
The current debate over cutting the federal gas tax is a perfect example of why we need to keep a 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, a museum.

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."

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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 this: A full-time worker at the minimum wage earns $8,840 a year. According to the U.S. Department of Health and Human Services, survival at poverty level today requires an income of $12,590 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 $6.15 over two years.

But Republicans, led by House Speaker Newt Gingrich and Senate Majority Leader Robert Dole, 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 effect 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 Lampyles, 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.
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 Bilgimsey, 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.
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.

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
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 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 Rasler Corp. of San Bernardino, Calif., began construction of Contracts A and B at the south end of the project near the I-880/I-80 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.

**Flashback**

**Cane operator Richard Cymayo, involved in Cypress rescue effort, is part of team that's rebuilding the new freeway**

When Local 3 member Richard "Smiley" Cymayo started working his first day for MCM Construction on the Cypress Replacement Project in August 1993, the aroma of fresh concrete and eucalyptus smells were 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 life. Cleverly, Helm waited until the rescuers were forced to leave the grounds. "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-80/I-880 junction. One of his first assignments was to remove some eucalyptus trees and build some concrete.

"I was chopping and removing these trees and concrete and for a minute that I just hit me. It hit me when I stepped on eucalyptus leaves and I remembered everything."

"It was creepy and it was eerie," Richard said, "it was kind of creepy."

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.

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Richard has been operating cranes most of the time on the southern-most section of the project, Contract A, near the I-80/I-880 junction. One of his first assignments was to remove some eucalyptus trees and build some concrete.

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Richard has been operating cranes most of the time on the southern-most section of the project, Contract A, near the I-80/I-880 junction. One of his first assignments was to remove some eucalyptus trees and build some concrete.

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Richard has been operating cranes most of the time on the southern-most section of the project, Contract A, near the I-80/I-880 junction. One of his first assignments was to remove some eucalyptus trees and build some concrete.

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Richard has been operating cranes most of the time on the southern-most section of the project, Contract A, near the I-80/I-880 junction. One of his first assignments was to remove some eucalyptus trees and build some concrete.

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**May 1996/Engineers News 7**

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

Grane operator Jerry Foursa, left, with apprentice oiler Rosetta Marquez on a 3900 Manitowoc.


CONTRACT A (letter A on map)
Contractor: MCM Construction Inc., North Highlands, Calif.
Contract amount: $86.7 million
Features: 1.5 miles of six-lane fwy. and 1 interchange
Location: From I-80 connector to 1/2 mile south of 7th St.
Construction schedule: Begun May 1995, finish June 1997

CONTRACT B (letter B on map)
Contractor: Kasler Corp., San Bernardino, Calif.
Contract amount: $57.1 million
Features: Construction 4-lane fwy., lower 7th St. 30' go under BART tracks.
Location: Begins 1/2 mile south of 7th St., ends just south of W. Grand Ave.
Construction schedule: Begun May 1995, finish June 1997
Related work: Conco Cement Co. building 5-story, 83.1 million U.S. Postal Service parking garage to replace parking lot displaced by fwy. construction. RGW completed $2.9 million reconstruction of Middle Harbor Blvd.

CONTRACT C (letter C on map)
Contractor: Dillingham Construction Co., Petaluma, Calif.
Contract amount: $44.2 million
Features: Construction of 6-lane fwy.
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: $24 million
Features: 4-lane connector and HOV lane
Location: From 1/4 mile north of 7th St. to 1/2 mile north of W. Grand Ave.
Construction schedule: Begun March 1994, finish Nov. 1996

CONTRACT E (letter E on map)
Contractor: Kiewit-Kasler JV
Contract amount: $110.2 million
Features: Construct 1/2 mile of fwy 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, finished in summer 1997

CONTRACT F (letter F on map)
Contractor: Kiewit-Kasler JV
Contract amount: $113.2 million
Features: Constructed 1/2 miles of fwy. plus construct new W. Grand Ave. structure, rebuild U.S. Army and Southern Pacific railroad tracks.
Location: From just south of McCourie Maze to 1/4 mile north of Powell St.
Construction schedule: Started April 1996, finish fall 1997

**CYPRUS FREEWAY CONTRACTS**

See corresponding map on page 6.

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

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 Petraniker 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 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.

Tom likens the threats unions in San Francisco have experienced. But Local 3 now faces serious threats on several fronts 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 grassroots 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 "sailing," 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 evenings. 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

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 clumsy 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.

by Bud Ketchum

Director

Addiction Recovery Program

(800) 562-3277

Hawaii Members Call:

(808) 842-4624

SAFETYNEWS

by Brian Bishop

Safety Director

May 1996/Engineers News 9

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EAPs help employers learn why they should support substance abuse treatment

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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 members. 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 when 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 its members 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 those 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's 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?

Coalition works toward improving members' health care

Since September 1993, the Operating Engineers Health & Welfare Trust Fund (California) and the Pensions 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 participating 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.
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 Batset, 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 solicits these outstanding people and hopes others will join them on the road to success.

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

con't on page 16
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.

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 Keiwit 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 Wagnon, District Rep.

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 MLI 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.

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 those helping the union show strength in numbers.

Joe Tarin and Michael J. Dunlap, Business Reps

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) donated a lot of blood 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 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 Silo, 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 gradeselecting 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.

From the Sacramento District...

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

Fringe can'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 (610) 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.

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 Benefit 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 HealthNet Seniority PLUS – must purchase their prescriptions through these plans.
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
Landen Barnes       0715983
Earl Beckner       0946999
Richard E. Connors 1058386
Tony Coyle         1065684
Tim Daniels*       0987332
Rez O. Daugherty   1067414
Donald M. Davis    007412
Rodger Elasen*     0184918
John Hoover        0441761
Charles E. Jones   1058382
Ray Kellett        1067379
Donald Larson      0876589
Robert Mench*      0983130
Robert Mench*      0983130
Samuel Napoleon    0632424
Charles W. Pacheco 1065684
Frank Rechs*       0836641
Joseph M. Splinter 1037373
Martin Still       0811419
John Tinsley      1046763
M. W. Tolman*     0577469
Leonard Vaughn    0539701
Virgil L. White    1067408
Clarence Wilson   0094272
Chester Youngblood 0999164

*Effective April 1, 1996

SEMI-ANNUAL MEETING

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

DEPARTED MEMBERS

Ronald Ashley  Meetub Vistia, Ca...03/09/96
Reuben Brinckerhoff Yacavilla, Ca...03/20/96
Rene Blank  Salt Lake City, Ut...02/25/96
Leslie Bokes  Oakes City. Ut...03/11/96
Joseline Bonilla  Wasco, Ca...03/20/96
Vernale Brown  Malibu, Ca...03/09/96
Dala Bressert  Project City, Ca...03/14/96
John Carroll  Redding, Ca...02/25/96
Lee Castroberry  Oroville, Ca...01/10/96
Melvin Council  Seaco, Valley, Ca...03/10/96
Rend Fidler  Springfield, Ut...02/26/96
Dorsey Floyd  Fallon, Ne...03/05/96
Rhonie Gareli  Acheo Junction, Ar...03/17/96
Eveli Gaskin  Amherst, Ca...03/17/96
Ray Greenlee  Hickman, Ca...03/22/96
Jim Greer  Jose, Ca...02/22/96
Ken Harper  St. Marys, Ut...12/20/96
Eneas Hirtol  Wasco, Ca...03/10/96
Clarence Jay  Reno, Ne...11/15/95
Robert King  Buffalo, Ca...03/05/96
Wurten Law  Lodi, Ca...03/15/96
Donald Laidy  Agatapa, Ca...03/13/96
Herbert Litz  Lodi, Ca...03/21/96
Harold Lloyd  Casa Veta, Ca...01/10/96
L. H. Long  Coram, Ar...03/06/96
L. D. McKinley  Tracy, Ca...03/10/96
Joseph Meehanhay  Antioch, Ca...03/06/96
Lewis Nelson  Seaco, Ca...03/19/96
Merrin Raypole  Redding, Ca...03/19/96
Leonard Pierce  Redding, Ca...03/19/96
Paul Pruitt  Antioch, Ca...03/05/96
Othar Robbins  St. Peters, Mo...05/06/96
Glen Roberts  Carmichael, Ca...03/21/96
Donal Ryan  Sacramento, Ca...03/11/96
William Silvera  Concord, Ca...03/29/96
Bill Cloyd  Carson City, Ne...03/11/96
Harry Swardt  Lodi, Ca...03/03/96
Manuel Varela  El Dorado, Ca...03/18/96
Drum Weils  Provo, Ut...03/12/96
Paul Wittingham  Modesto, Ca...03/21/96
John Wage  Mill Valley, Ca...01/16/96
Karl Werwood  Lodi, Ca...03/25/96

Deceased Dependents

Dorothy Casey  Wife of Henry (dec) 02/16/96
Lily Cheng  Wife of Joseph (dec) 03/27/96
Nomy Cohee  Wife of Eldred 01/15/96
Alva Dawson  Wife of William (dec) 03/25/96
Donna DeNevens  Wife of Walter (dec) 02/19/96
Shannon Reserouse  Wife of William (dec) 02/25/96
Carisby Sikes  Wife of Raymond (dec) 03/28/96
Lucille Hartman  Wife of John (dec) 01/13/96
Betty Hawkins  Wife of James (dec) 03/19/96
Wanda Huesman  Wife of James 02/05/96
Edna Hinesman  Wife of Melvin 02/03/96
Nimrod Ira  Wife of Darcy 03/19/96
Margaret Johnson  Wife of Ted (dec) 02/11/96
Irene Kramer  Wife of Ray (dec) 02/20/96
Jessica Lister  Daughter of John 03/25/96
Ben Manette  Son Of Richard 03/28/96
Melda Nickels  Wife of James 02/06/96
Lea Schorr  Wife of James 02/22/96
Marla Shier  Wife of William 03/02/96
Marta Tomash  Wife of Mario 02/20/96
Jean Widerider  Wife of Joe 02/17/96
Pamela Wiberg  Wife of Melvin (dec) 03/07/96

* Engineers News regrets having omitted from past issues the name of Dennis DeVincentis, who passed away Oct. 25, 1995. Dennis is the wife of member Walter DeVincentis. We apologize for this error.
FOR SALE: '93 Taurus GL. 38, ABS, dual airbags, PW, PL, gear

FOR SALE: '92 1950 Plymouth Sport Fury GT. Rebuilt 440, 6-speed manual, AC, PS, PB, P
gear. Price firm. (209) 397-3961. Reg #791512

FOR SALE: Riverfront property, Apartments, residence, with

FOR SALE: 1991 Yamaha TX200. (40) 5, 4-cyl, good

FOR SALE: '63 Nova Super Sport two-door sedan. Automatic

FOR SALE: 3 service trucks. '88 Chevy 1-toni, '85 Chevy 5-toni. Rocket. Looks and

FOR SALE: Beautiful home in Olive, CA. Front bricked.

FOR SALE: '89 White hitter 5th wheel, 28', last


FOR SALE: 1972 Cougar convertible XR7. 351 Zenlh eng,

FOR SALE: Ford Tough. '85 Ford F150 XL, 6-cyl, auto, PS, SB, bug shield, double

FOR SALE: Gooseneck Backhoe Trailer. 3 axle, 8' x 20'.

FOR SALE: Mobilehome. In Lake Havasu City, AZ. 16' x 70' w/9'

FOR SALE: 1986 GMC pickup. White S-15 extra cab. Tow plg,

FOR SALE: 1976 Mercedes Benz 450 SL Coupe Immaculate,

FOR SALE: Mobilehome in Brookings, OR. A 55+, park

FOR SALE: Mobilehome in California City. 1 bedroom, 2

FOR SALE: 1990 FSRO 37L Deluxe Supercoach Dualax. Last unit,

FOR SALE: '82 GMC 5-ton All w/utility boxes & overhead racks $4,500 each

FOR SALE: Beautiful antique brick dream home. Features a

FOR SALE: 1990s Houseboat. 28', 3-cab, AC, CD player, AM/FM

FOR SALE: 1978 32-ft Carri-Lite 5111 wheel. With Super

FOR SALE: 1963 MGA. 1.6L 16S, 4-speed manual, good

FOR SALE: '92 Ford W250 pickup with 5-speed

FOR SALE: '93 Teryx Deluxe. 4x4, open bed, stake, minus,

FOR SALE: '94 Ford F350 XL 12', 6.8L, 4-speed, PB, electric tilt, air

FOR SALE: '1921 Model "A" Ford Roadster, 6 1/2 cylinder, 81 on

FOR SALE: RoadRanger Reel Jordan Equipment 12 axle air

FOR SALE: 1987 Ford P-84 pump and two

FOR SALE: Bikes-EF & D)(900; 1 Ajay Ergometer Exercise Bike. Call Mike after

FOR SALE: 1998 32-ft Carri-Lite. 5111 wheel. With Super

FOR SALE: '90 Wrangler Jeep. 20 miles, AC, tilt, cruise,

FOR SALE: Beautiful custom brick home. Features a

FOR SALE: FOR SALE: 1988 Lynx P,owler. 18-ft, like new, used six times,


FOR SALE: '72 4-speed manual, very nice. Good

FOR SALE: For sale: 1996 Tow Master Ultra Duty Tow Hauler

FOR SALE: '92 Ford W250 pickup with 5-speed.

FOR SALE: Forest Park Wagon Train. 3 axle, 16 ft.

FOR SALE: Mobilehome. In California City. 1 bedroom, 2


FOR SALE: Beautiful classic 1957 Corvette. Red with

FOR SALE: 1992 Cougar convertible 2057. 351 engine,

FOR SALE: 1959 Chevrolet Coachman. 35-ft 5-speed

FOR SALE: For sale: 1991 Yamaha RX8. (50) 5, 4-cyl,

FOR SALE: For rent: 1992 Yamaha RX8. (50) 5, 4-cyl,

FOR SALE: For sale: 1991 Yamaha RX8. (50) 5, 4-cyl,

FOR SALE: Mobilehome. In Olive, CA. 28' x 70', 2 bdrms,

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ARP can'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 can'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, 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 can'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 influence 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 your 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) 867-1856 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

<table>
<thead>
<tr>
<th>District</th>
<th>Date</th>
<th>Location</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fresno</td>
<td>Saturday, May 18</td>
<td>Fresno Co. Sportsmen's Club, 10645 Lanes Rd., Fresno</td>
<td>Retirees Picnic • Saturday, June 1 • Rancho Murieta Training Center • 10 a.m. to 4 p.m. • Plenty of RV parking • Local 3 picking up tab • Bus Transportation: Contact your local district to arrange transportation by charter bus • Info: (510) 748-7450</td>
</tr>
<tr>
<td>Molokai-Hawaii</td>
<td>Sunday, May 26</td>
<td>Info: (808) 845-7871</td>
<td>Oahu-Hawaii District • Saturday, June 15 • Info: (808) 845-7871</td>
</tr>
<tr>
<td>S.F.</td>
<td>Saturday, July 20</td>
<td>Deer Park, Sparks, NV</td>
<td>Meal for active members served at 1 p.m. • Music, raffle • $7.50 each, $15 per family, referees free</td>
</tr>
<tr>
<td>Redding</td>
<td>Saturday, June 29</td>
<td>Anderson River Park, Anderson, CA</td>
<td>Menu: steak, vegetables, meat, beans, ground beef, rice, bread, ice cream, beer, soft drinks, salads, etc. • Raffle • Info: (510) 222-0933</td>
</tr>
<tr>
<td>Sacramento</td>
<td>Saturday, June 22</td>
<td>Folsom City Park</td>
<td>Menu: hot dogs, sausages, beans, drinks • Use music, free parking • $7.50 per person, $5.00 for children under 15 free • Raffle • Info: (916) 565-6170</td>
</tr>
<tr>
<td>Reno</td>
<td>Saturday, July 20</td>
<td>Deer Park, Sparks, NV</td>
<td>Menu: steak, hot dogs, salad, beans, garlic bread, ice cream, beer, soft drinks • Info: (415) 468-6107</td>
</tr>
<tr>
<td>S.F.</td>
<td>Saturday, Aug. 10</td>
<td>Junipero Serra Park, San Bruno</td>
<td>Menu: steak, chicken, hot dogs for kids • Tickets avail. May 15 • Adults $12.50 • Retirees $10.00 Under 12 free • Info: (415) 468-6107</td>
</tr>
<tr>
<td>Utah</td>
<td>Saturday, Aug. 24</td>
<td>Murray Park, Pavilion No. 3 495 E. 5300 South, Murray, UT</td>
<td>Meal for active members served at 1 p.m. • $6 per person, $10 per family</td>
</tr>
<tr>
<td>Oakland</td>
<td>Monday, Sept. 2</td>
<td>Alameda County Fairgrounds</td>
<td>More details to follow</td>
</tr>
</tbody>
</table>

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