

Engineers News

VOL. 50, NO 6

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

June 1992

Measuring up

**Surveyors pursue stakes
at NCSJAC hands-on
competition
(see story page 10)**

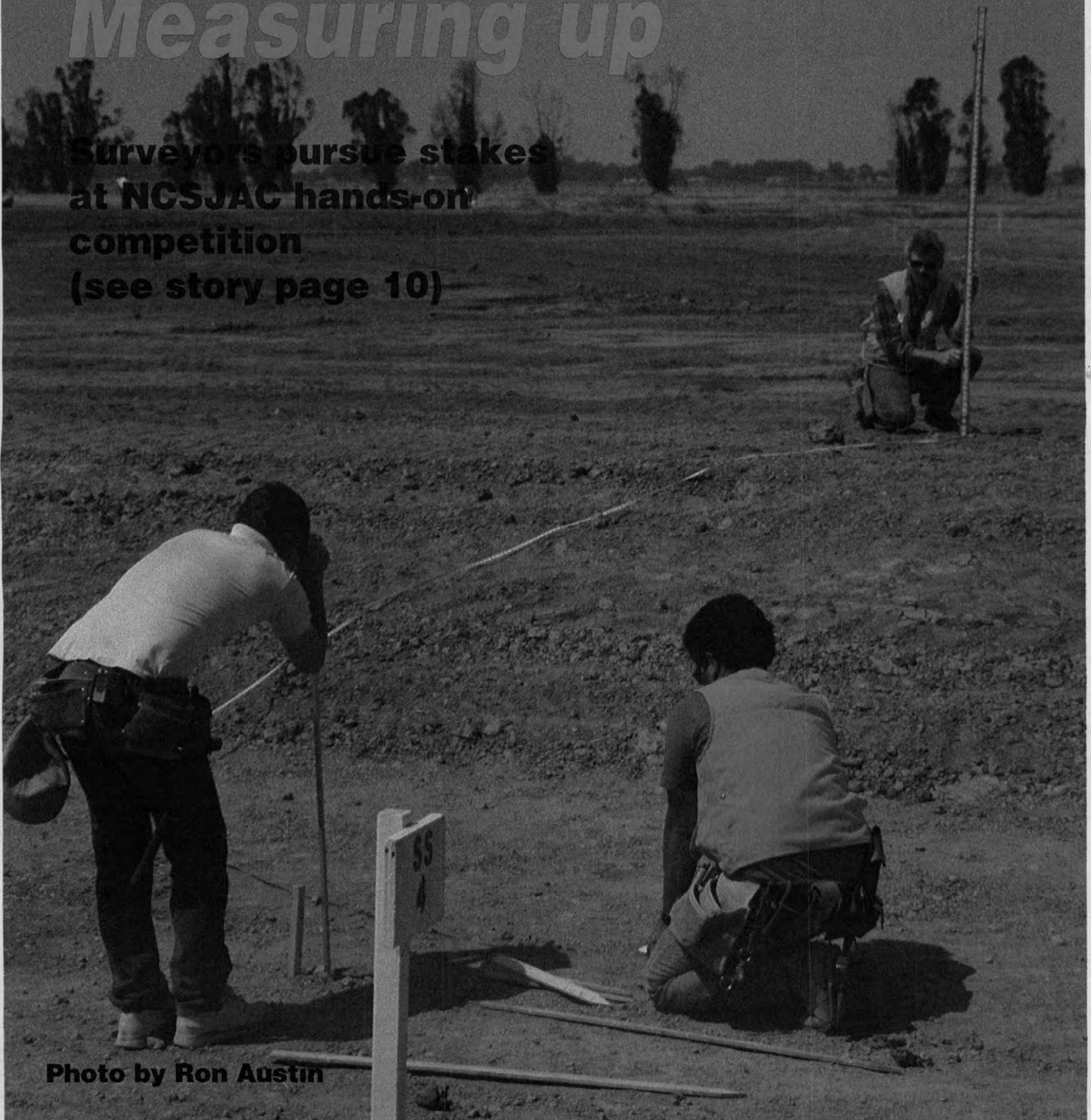


Photo by Ron Austin



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

"If we're not happy with the way things are, then we should focus that energy and do something constructive to solve our problems."

When times are hard, it is natural to get discouraged and angry, to lash out at those we think are the cause of our problems. Our experience this month with the Health & Welfare mailing is a good example. As we go to press with this issue, we have just completed tallying up the return cards from this mailing (see page 3), which I wrote about in last month's column.

A solid majority of those who responded opted for Option #2, which was to put 62 cents more into Health & Welfare and maintain the plan at 90 percent of the schedule of benefits.

However, I am still reading through all the comments and suggestions that were written on the return cards. Many offered support and constructive suggestions, but there were also quite a

few who are very angry at what is happening to our plan. I don't blame them. I am angry, too. I can understand why some of our members are blaming the union and everyone else. Times are hard. If we're not happy with the way things are – and we shouldn't be – then we should focus that energy and do something constructive to solve our problems. In upcoming issues of *Engineers News*, we'll focus on what each of us can do specifically to be better informed and to make a difference.

But in the end, it is pointless to shoot from the hip – blaming the Trust Fund because our health costs keep going up, blaming the union because there is not enough work.

The simple truth of the matter is, *every* health plan is suffering major cost increases. *Every* em-

ployer is cutting back. Other crafts have taken drastic measures – far more drastic than we have – to deal with the erosion of the work picture and of their health plans.

The Laborers, for example, are foregoing an increase of up to 75 cents, which was to be effective this month, to employers who sign up for a five-year extension of the contract. That extension provides for *no wage increase this year and no allocations to benefits*, with the exception of 5 cents to the vacation plan and 5 cents to supplemental dues.

The Carpenters, who gave up most of their pension contribution this past three years are now offering an extension of their contract which again calls for *no pension contributions* for the year beginning June 15, 1992, 50 cents on the wages, 25 cents on health and welfare and 25 cents on their annuity (effective Jan. 1, 1993).

In 1993, the contract calls for *no wage increase*, 25 cents to health and welfare and 30 cents to pension (meaning that their *total pension contribution will be 30 cents*).

Other unions, such as Local 12 in Southern California are operating their health plans on a "pay as you go" basis. Their claims are being held up as much as five or six months before they can be paid.

We have thus far avoided such extremes. The employer associations are exerting a tremendous amount of pressure on us to follow in the footsteps of some of the other crafts and reduce our contribution to the pension plan and/or forego our negotiated increases this year. We've told them "no way!" Our people have given up enough during this recession. Cutting wages and benefits will not create work for our members.

Local 3 pension in excellent shape

Independent consultants evaluate plan's performance

An independent "investment performance" consulting company has just concluded an extensive evaluation of Local 3's pension plan at the request of the plan trustees, and has given the plan a "very good grade," according to Business Manager Tom Stapleton.

The project involved ranking the pension fund's investments over the past five years with over 3,000 professionally-managed retirement funds throughout the country.

"The findings of the consultants is that we have a very stable, well managed fund," Business Manager Tom Stapleton said. "We are in the top 25th percentile of multi-employer funds."

Stapleton acknowledged that during the past year, some of those who invested heavily in the stock market made very large returns. "But the best pension funds are those that adopt a long term strategy of diversification and steady growth," he said.

"By and large, those who made big money in the stock market this year are the same group who lost big during the stock market collapse of 1987," Stapleton emphasized. "We don't need any 'fast gun' investors to play around with our members' money."

"Because our pension fund is a multi-employer plan that comes under strict Taft-Hartley regulations, it is especially important that we maintain a fairly conservative portfolio to carry us through the volatile ups and downs of the various investment markets," Stapleton said.

The pension plan earned highest marks in the area of real estate investment, where it ranks in the top 10 percent. "We are especially pleased with this finding," Stapleton said, "because much of our real estate investment has gone into housing and commercial developments that have pro-

vided jobs for our own members.

"In my view, that is one of the greatest things that can be said about our pension plan – it is putting money right back into jobs for our people," Stapleton declared. "The fact that our real estate investments are doing so well is further testimony to me that we are doing the right thing – especially at a time when construction jobs are so hard to come by."

Local 3's pension plan currently has \$209 million either invested or committed to invest in residential and commercial construction projects throughout Northern California. Most of these funds are invested jointly with other union pension funds.

Semi-Annual Meeting

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



Engineers News



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Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 474 Valencia St., San Francisco, CA 94103. Second Class Postage Paid at San Francisco, CA. **Engineers News** is sent to all members of Operating Engineers Local in good standing. Subscription price is \$6 per year. **POSTMASTER:** Send address changes to **Engineers News**, 474 Valencia St., San Francisco, CA 94103.

San Mateo suspends prevailing wage law

In May 1990, San Mateo became the first county in California to pass an ordinance requiring contractors on all building projects worth more than \$25,000 – public or private – to pay construction workers union-scale wages. Contra Costa County followed suit four months later with a prevailing wage ordinance requiring contractors performing private work on projects worth \$500,000 or more in unincorporated areas of the county to pay union-scale wages to all workers.

As expected, anti-union forces such as the U.S. Chamber of Commerce and Associated Builders and Contractors challenged the ordinances in federal appeals court, and now it appears the two ordinances are in danger of becoming mired in litigation for years.

In July 1991, U.S. District Court Judge Charles Legge, a Reagan appointee, ruled that the Contra Costa ordinance violates the Taft-Hartley Act because the law upsets the balance between labor and management and violates the rights of employers and workers to bargain free of government interference. The Contra Costa Central Labor Council has appealed the decision.

Now the San Mateo County Board of Supervisors has suspended the ordinance it passed in May 1990 pending a final disposition on the appeal of the Contra Costa County ordinance. The suspension ordinance, adopted by the board May 5, went into effect June 5.

In a statement issued following the temporary suspension, the board

said, "Due to the pendency of the federal court appeal, the legal authority of local government entities to impose prevailing wages on private construction projects remains unresolved."

Prospects for an early decision on the issue of prevailing wages on private projects are doubtful, as lawyers on both sides of the issue concede that the wheels of federal court grind slowly and the ultimate decision is likely to be a long time in coming. In fact, many of those involved in the case expect it to be appealed all the way to the U.S. Supreme Court.

The Contra Costa ordinance was enacted last fall after members of the Board of Supervisors found a correlation between industrial accidents in their county and the use of low-paid, under-trained workers, frequently brought in from other states for employment on large projects.

"The goal of this ordinance is preventing accidents and deaths on the job and safeguarding against plant malfunctions that might endanger public safety," said Contra Costa County Supervisor Tom Powers, at the time the ordinance was passed.

At the same time, Oakland City Councilwoman Marge Gibson pointed out that the ordinance also addresses problems caused when transient, poorly paid workers brought in for employment on large construction projects add greatly to the burden of supporting local services and facilities.

"If wage levels are comparable, it

is logical that contractors will hire for skill and hire locally, thereby stimulating the local economy and eliminating the drain transient workers place on social services," she said. "For example, in Oakland we have a labor pool that is more than adequate to meet the needs of contractors. Basically, whatever the developer saves in lower wages and reduced benefits becomes an added expense to the local government providing health care, housing and family service benefits to those workers and their families."

A study commissioned by the Contra Costa Board of Supervisors found that a \$350 million USS-POSCO steel mill renovation project

Attention Women Operators

Immediately following the adjournment of the semi-annual meeting on July 11 in San Francisco, women operators will meet to decide the location of their next get-together.

awarded to a non-union contractor resulted in a loss of spending in the local economy of about \$18.6 million because of the lower wages paid to workers.

Prevailing wages have been required on federal public works projects since passage of the Davis-Bacon Act in the 1930s. Union-scale wages also have been required for decades on state and local construction projects built with public funds. Only in the past six years have cities and counties considered expanding prevailing wage requirements to projects built with private money.



Local 3 Business Manager Tom Stapleton, right, presents Contractor of Year award to John Borella, owner of North Bay Construction. Ed Summerall of AGC is at left.

Members vote to put 62 cents into health plan

Operating Engineers covered by the Northern California Health and Welfare Plan have voted by a two-to-one margin to allocate 62 cents from the upcoming negotiated wage increase towards maintaining their health benefits. The contribution increase and the changes in the plan will become effective July 1.

The vote was tallied from response cards which were inserted with a special *Health and Welfare Status Report* that was mailed last month to over 14,000 Local 3 members in Northern California covered by the active plan. The special report gave a detailed summary of the condition of the plan and explained that major changes would be necessary to keep the plan in the black during this recessionary period.

Members were given two options to vote on. Both options call for a change in the way in which benefits are paid on claims by establishing a fixed "schedule of benefits," which stipulate how much the health plan will pay for each medical procedure or service.

The schedule of benefits will be based on what the plan currently pays contract doctors and hospitals in each geographic area. Covered charges will be fixed and subject to revision only with Trustee approval.

"Establishing a schedule of benefits is the only way we can proceed with a viable health plan," Business Manager Tom Stapleton explained. "We're telling the doctors and hospitals, 'this is how much the plan is going to pay for each service.' Think twice before you start jacking up your rates, because the days of giving you a blank check are over."

"The only way health costs are going to come under control is with the passage of national and state legislation to regulate the medical and in-

surance industries and mandate decent health coverage for all workers," Stapleton said. "But we can't sit around and wait for the politicians to get their act together. We have to deal with the problem now the best way we know how."

Option #1, which received 1,250 votes, called for allocating 15 cents from the negotiated wage increase to health and welfare and reducing covered charges to 80 percent of the schedule of benefits up to \$20,000 in covered charges, and then 100 percent thereafter.

Option #2, which received 2,435 votes, called for allocating 62 cents to health and welfare out of the negotiated increase. The plan would pay 90 percent of the scheduled of benefits up to \$20,000 in charges and 100 percent thereafter.

Both options discourage the participant from using non-contract doctors and hospitals. Since the coverage is based on what the plan pays contract facilities, members who live in an area where such facilities are available could experience significantly higher out-of-pocket expenses if they insist on using non-contract providers.

"There was space on the return cards for people to write comments," Stapleton said. "Many offered constructive suggestions, but there were also quite a few who are clearly very angry with these changes and fed up with the lousy work picture. It was clear from the comments of others that they still don't understand the scope of this problem, in spite of all we have tried to tell them. It's obviously a very challenging job to get the message out that health care costs are hitting *everyone*, not just the Operating Engineers."

Zen and the art of motocross racing

Union family is the winningest amateur motocross racing team in California

*By Steve Moler
Assistant Editor*

Greg Young nudges the front tire of his 250cc Honda motocross racing motorcycle against the raised steel starting gate at the Sand Hill Ranch Raceway near Brentwood, Calif. On Greg's right and left flank, lined up about a foot apart, are 18 other determined motocross warriors, revving their engines, fidgeting with their equipment, each poised to do whatever it takes to get off the starting line first and take the checkered flag ahead of everyone else.

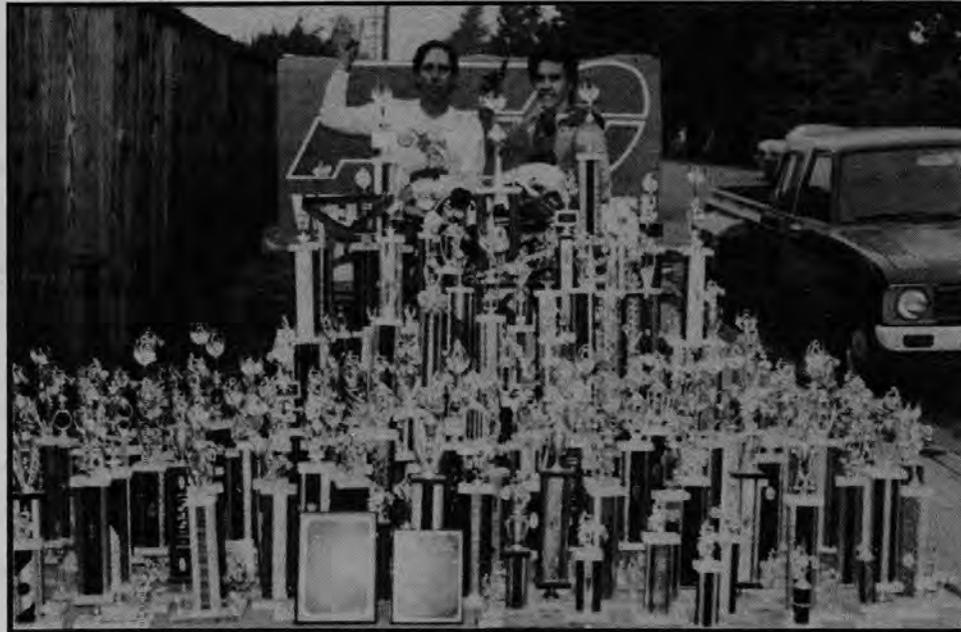
When the race official grasps the heavy steel handle that will lower the starting gate, Greg leans forward slightly and stares straight down at the bar, ready to react to its slightest movement. The butterflies that 20 minutes ago knotted his stomach subside, and anxious thoughts spinning around in his mind yield to a feeling of harmony with the race.

The moment the gate falls, Greg releases the clutch with his left hand and opens the throttle with the right hand. Within an eye blink, 50 horsepower, the equivalent of having about 600 horsepower under the hood of your family car, is transferred to the back wheel. The knob-tire digs in, the bike leaps forward, the force nearly ripping Greg's hands from the handle bars. As the motorcycle accelerates (a 250cc bike can cover a quarter mile in 11 seconds), the bike's front end starts to rear up like a bucking stallion. Greg feathers the clutch a little and brings the front wheel back down.

Meanwhile, the other fearless moto gladiators have also bolted cleanly from the starting line and at speeds approaching 60 mph thunder handle bar to handle bar with Greg towards the first turn. Like a stampede of wild mustangs racing towards the mouth of a narrow canyon, riders push and shove their way into position to take the first turn.

Amid the madness and confusion – dirt flying and engines whining – Greg somehow finds the optimum line and bends into the first turn a bike-length ahead of the pack. To Greg's delight, he has successfully begun the first moto of the Old-timers (over 40) classification at the March 8 Weekend of Champions, the first in a series of six races that leads to the Northern California amateur championship.

Greg, a 20-year Local 3 member and certified chief of party for Meridian Technical Services, is the



Greg Young, left, and son Seth demonstrate the nearly 300 racing trophies Team Young has won.

captain of Team Young, a racing family that includes his oldest son Tyler, also a Local 3 surveyor, his

youngest son Seth, a high school senior and aspiring surveyor, and wife Julie, a union telephone operator



Tyler Young

At the Sand Hill Ranch Raceway March 8, Greg Young, No. 44, takes the lead going into the first turn.



who serves as the team's manager and chief financial supporter.

Over the past 10 years the Youngs have won nearly 300 racing trophies, including 23 amateur national championship awards, 28 individual California state championship victories and 13 overall California state series championship titles. The Youngs achieved the ultimate in team racing in 1988 when all three racers won state championships in their respective divisions.

Almost every weekend, for about six months of the year, the Youngs, after having worked at their regular jobs all week, pack up their 1979 Winnebago motorhome, hitch up the Protrac motorcycle trailer and drive, usually on a Friday night, from their home in Fremont to some distant raceway in California, Nevada or Arizona, often arriving in the middle of the night. Early Saturday morning, the Youngs begin preparing for Sunday's competition with mechanical fine tuning and practice laps.

The racing circuit – depending on whether the team is pursuing a regional, state, national or international title – takes them to places like the Las Vegas Raceway, the Silver State Raceway outside of Reno and Carlsbad Raceway near Oceanside in Southern California. Closer to home, they compete frequently at race tracks in Hollister, Sacramento and Livermore.

The Team Young racing tradition began in the late 1960s when Greg started riding dirt bikes

at age 19. When Tyler was around 5, Greg bought him a 50cc Honda mini motocross bike, and two years later Tyler started racing in the Pee Wee class, rapidly becoming one of the top competitors in his division. Tyler quickly moved up to the junior 80cc class and by age 12 captured third in the junior national championships. Tyler's success and the thrill of going to the races inspired Greg, at age 32, to begin competing in the Over-30 classification.

Seth bypassed rocking horses and tricycle riding altogether and took to motocross at age 4, starting out like Tyler on a 50cc mini bike and a few years later moving up to the junior 80cc bike. Seth's rise to the top, however, took place even faster than Tyler's. Within a short time Seth was winning races, then championships. Now he's the team's rising star.

In the past four years Seth has blossomed into one of the best amateur motocross and supercross racers in the country. In 1990 alone, competing in the 80cc division for boys aged 12-16, Seth took third place in the World Championships in Las Vegas. A few months later he went on to take first place in the California State Supercross at Sand Hill Ranch and won the Triple State (Arizona-California-Nevada) Championship in both the 80cc stock and modified classes. He finished out the year with a first place at Golden State Motocross National Championships at Glen Helen Regional Park in Devore, about 70 miles east of Los Angeles. The next day he won the California State Championship at Altamont Raceway near Livermore.

What's impressive about the Youngs is how they have achieved such greatness without a sponsor. While many racers get financial backing from such sources as wealthy parents, motorcycle shops and other small businesses, the Youngs have supported their racing with their own money.

A motocross racing bike nowadays costs nearly \$5,000, and because of rapid technological ad-



Seth Young

vances, the bikes become obsolete after just one or two seasons. After throwing in bike parts, safety equipment, entry fees and travel expenses, supporting just one racer can cost between \$12,000 and \$15,000 a season. At the amateur level, there's no prize money to reinvest in new

that by racing standards are outdated and worn out, yet the team continues to win championships year in and year out. In 1990, for example, Seth stunned the racing world when he captured third place at the world championship in Las Vegas on a three-year-old motorcycle. That's

exceed — their potential. They believe the spirit, that part of the personality that gives a person the desire to excel and the confidence to win, is the primary mechanism that moves the mind, and it's the mind that moves the body. When all three function in harmony, people can accomplish goals beyond their wildest dreams.

"What you're doing when you blend the body, mind and spirit is become a whole person," Greg said. "You merge with forces you don't normally dabble with. Before the Zen sword fighter fights, he is a sword fighter. But once that sword fighter begins to fight, the sword

fighter becomes a sword fight. The same concept applies to racing. Once that gate falls, I'm no longer a motocross racer. I am the motocross race. You essentially give in to the race; you become one with the race."

To complete the body-mind-spirit triad, the Youngs keep their bodies in the best physical shape possible.

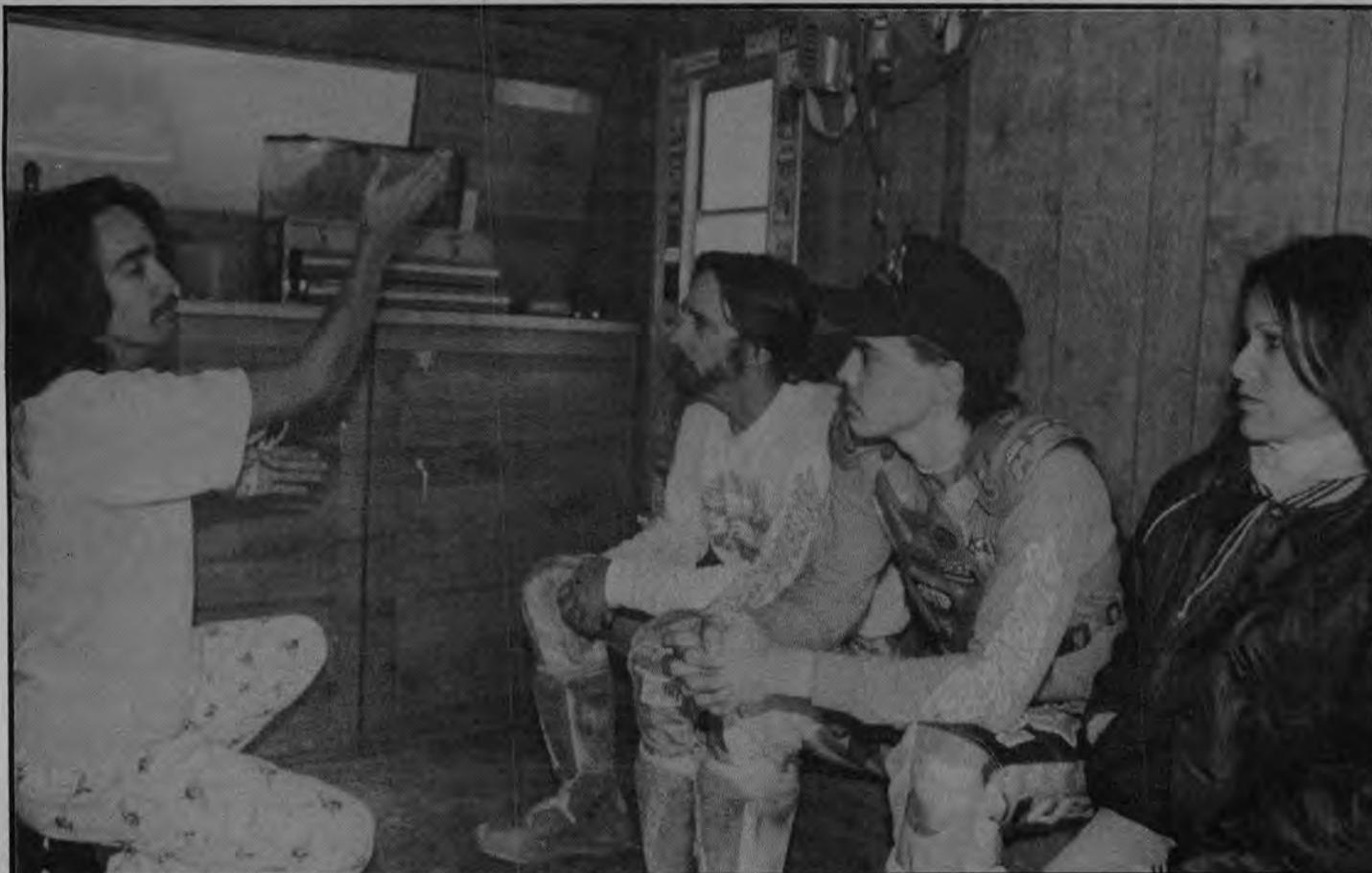
During racing season, Greg, Tyler and Seth work out at least two hours every evening during the week, each beginning with 30 minutes of stretching, followed by 400 situps, 300 backups (an exercise that strengthens the lower back), 100 fingertip pushups and cardiovascular conditioning on a rowing machine or static bike.

Physical conditioning pays off especially

towards the end of a race, on the last couple of laps, when the muscles in the racer's forearms begin to feel like rubber knots and the tendons in the fingers become so fatigued the racer can barely move the controls. Conditioning also helps prevent injuries.

Despite the rigorous training, all

(Continued on page 21)



Tyler, left, discusses racing strategies with Greg, second from left, Seth, third from left, and Julie.

equipment; winners take home only trophies and the satisfaction of competing. So the Youngs cover their racing costs by living off of Greg's surveying wages and using most of Julie's \$28,000-a-year salary as a Pacific Bell long-distance telephone operator to support the team.

Because of scant resources, the Youngs have been racing on bikes

like taking a three-year-old Indy race car out of the garage and winning the Indianapolis 500.

One reason why the Youngs competed successfully on such a high level even with outdated equipment is because, in addition to lots of natural talent, they have incorporated into their racing a belief system that enables them to reach — and often

Retiree picnic rekindles friendships



Chris Musachia holds up the merchandise at the SELEC stand.

Ideal spring weather greeted about 3,500 retirees, their spouses and family members at this year's Retiree Picnic held Saturday, May 30 at the Rancho Murieta Training Center.

As retirees entered the picnic area, they could pause for a moment to inspect the black 1929 Universal power shovel on display between the cafeteria and Dormitory No. 1. The man who donated the shovel to Local 3 in 1987, Wilbur "Red" Durfey, just happened to be on hand to tell stories of the antique. Just beyond the beverage stands stood another relic – a 1930s-vintage Cat motorgrader that Lone Star sold last year to the training center.

Just before lunch, 58 retirees were called to the podium by Business Manager Tom Stapleton, Fringe Benefits Director Don Jones and President Don Doser to receive their 50-year watches. After swapping a few old stories and drinking a few cold ones, guests settled down under the huge circus tent for a delicious lunch of cross-rib roast, which was pit barbecued for eight hours over beds of oak coals.

When it was all over, guests had consumed more than 2,500 pounds of roast, 144 gallons of beans, 350 pounds of salad, about 4,000 dinner rolls, 17 kegs of beer and an unknown quantity of soda pop.

A lot of folks left the picnic that afternoon quite pleased.



Above: Lyle Jaynes and Del Rossiter.



Left: About 3,500 retirees and their guests enjoyed rib roast, beans, salad and dinner rolls.

Bottom left: Local 3 President Don Doser handed out 50-year watches to 58 deserving retirees.

Bottom right: 50-year watch recipients.



Retiree remembers career achievements



Harold Reynolds at home in Reno.

Unfortunately, there were retirees who couldn't attend the May 30 Retiree Picnic at Rancho Murieta. One of them was Harold Reynolds, a 51-year member from Reno, Nev. Harold wasn't feeling well enough to make the trip, but he wanted fellow retirees to know he was thinking of them.

Harold retired in 1970 after an illustrious career operating just about every type of dirt-moving equipment, particularly drag lines, side-booms, blades, dozers and ditchers. After growing up on a farm in Nebraska, where he learned to operate a dozer and other dirt-moving equipment, he moved to California at age 29.

Once in the Golden State, Harold put his equipment operating experience to good use and went to work for a contractor leveling farmland near Sacramento in the late 1930s.

He joined Local 3 in 1941 and went to work for Clarence Dietrich in the Reno area operating drag lines and dozers.

During World War II, Harold, at age 36, served in the Navy Seabees in New Guinea. His unit spent most of its time building docks and other waterfront facilities on the island.

Harold ran dozers, scrapers, drag lines and sometimes worked as a mechanic.

Being one of the more experienced men in his unit, Harold spent a lot of time showing the younger Seabees the tricks of the trade.

After the war Harold went back to work for Clarence Dietrich. One job Harold likes to talk about most was the Lovelock Pipeline, an 11-mile water line from Oceana to a reser-

At the Lovelock Pipeline project, Harold Reynolds operated his sideboom.



Above: Two welders shown here weld all the pipes for the 11-miles of pipeline.

Left: A view of the 11-mile Lovelock Pipeline completed in 20 days in 1949.

Bottom left: Harold Reynolds operated this Model 406 Buckeye ditcher at the Lovelock Pipeline project.



voir northeast of Lovelock. The

three-man crew – with Harold operating a Cat D7 sideboom and a 406 Buckeye ditcher and two welders connecting all the 40-foot lengths – the project was completed in an amazing 20 days.

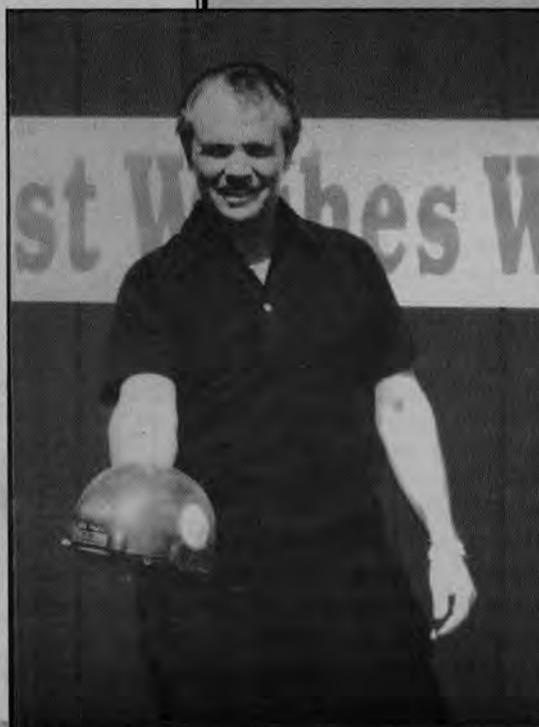
Harold hopes that his health will improve enough soon so he can make it to next year's Retiree Picnic. Meanwhile, he sends his best regards to everyone.

Surveyor retires after 41 years in Local 3

Local 3 will be seeing another union brother at the retiree picnics. Forty-one-year member Wes Frey joined the ranks of the recently retired after a distinguished career as a surveyor. Wes, who lives in Sunyvale, Calif., was honored by his former employer Kier & Wright at a celebration April 25 at the Crown Sterling Suites in Milpitas. Wes worked for Kier & Wright for the past 19 years as a certified chief of party.

Cocktails and hors d'oeuvre were served as Wes visited with old friends, some of whom he hadn't seen for over 20 years, people like Mike Clarken, Ed Cubic and Art McArdle, Local 3's NCSJAC administrator.

Later in the event, company owners Dick Kier and Jim Wright presented Wes with a 40-inch big-screen color television. Wes thanked them for the gift and 19 years of satisfying employment.



The Pinkertons: predecessor of today's union-busting firms

By Richard Taliaferro

Today the word "Pinkerton" is as synonymous to security guards as Ford is to cars. But did you know that 100 years ago in labor history the mere mention of the name "Pinkerton" evoked anger and hatred in the minds of union members? They had good reasons. Anyone who experienced the wrath of this legally sanctioned goon squad of anti-union mercenaries disguised as a detective agency saw merciless killings and despicable torture, all in the name of "justice."

The Pinkerton's National Detective Agency was founded in 1850 by Allan Pinkerton, who had worked as a secret service agent during the Civil War. He is considered the father of modern industrial spying.

By the 1870s, the Pinkerton Detective Agency had grown into a small army of strike breakers and industrial spies that was used throughout the country as a terrorist force against organized labor. Detectives were often used to infiltrate unions and to stir up trouble among the leadership and rank and file. At other times, the Pinkerton agency would simply plant a few detectives at a gathering of strikers to provoke violence and disorder, thus justifying the use of force by national guard and federal troops to put down the strike.

One of the most famous incidents of Pinkerton espionage was the case of the Molly Maguires or "Mollies," which was said to be an offshoot of the Ancient Order of Hibernians, a fraternal organization from Ireland.

A small band of Irish immigrant miners belonging to the American Miners Association had allegedly formed the militant Molly Maguires in the anthracite coal mining region of Pennsylvania. They were said to be responsible for a rash of murders of company foremen and superintendents, as well as the destruction of company property.

A Pinkerton detective named James McParlan was hired by one of the companies to pose as a fugitive from the law, infiltrate the Mollies' secret organization and expose them as terrorists. McParlan was so successful in testifying against the Mollies that over the next few years anyone suspected of being associated with the Molly Maguires was hunted down and often beaten, prosecuted or killed.

Franklin B. Gowen, president of one of the largest coal companies in the area, acted as the chief prosecutor for many of the cases and was

quoted as saying, "The name of 'Molly Maguire' being attached to a man's name is sufficient to hang him."

Official records show that there were 19 executions of suspected Mollies. However, it's likely many others were murdered by Pinkertons and company thugs without trial during the hysteria caused by newspaper reports and anti-union propaganda put out by the mining companies.

Historians believe that much of the violence that was blamed on the Mollies may have been perpetrated by the Pinkertons and the companies in an attempt to frame the leaders of the miners union. Historian Aleine Austin wrote, "The



Private coal company police train their guns on demonstrating coal miners outside the West Shenandoah Colliery, after James McParlan tipped off the police about plans for a demonstration.

facts show that there was much more terror waged against the Mollies than those illiterate Irishmen ever aroused."

The Pinkertons' success with the Molly Maguires proved to be a real boom for the union-busting business, allowing the Pinkerton Detective Agency to grow stronger than ever, as we will see in next month's article on the Homestead strike.

After Allan Pinkerton's death in 1884, his sons took over the business and ran it in the same brutal tradition as their father. In 1892, Congress launched an investigation to examine the tactics used by the Pinkertons, but very little action was taken to stop the reign of terror. In fact, the Pinkertons became a multi-million dollar company by the 1930s and today is still one of the nation's largest security firms.

Though modern union busting uses entirely different tactics than it did back in the 1800s and through the 1930s, the negative impact on



Bare-armed James McParlan brawls at a secret Molly meeting.

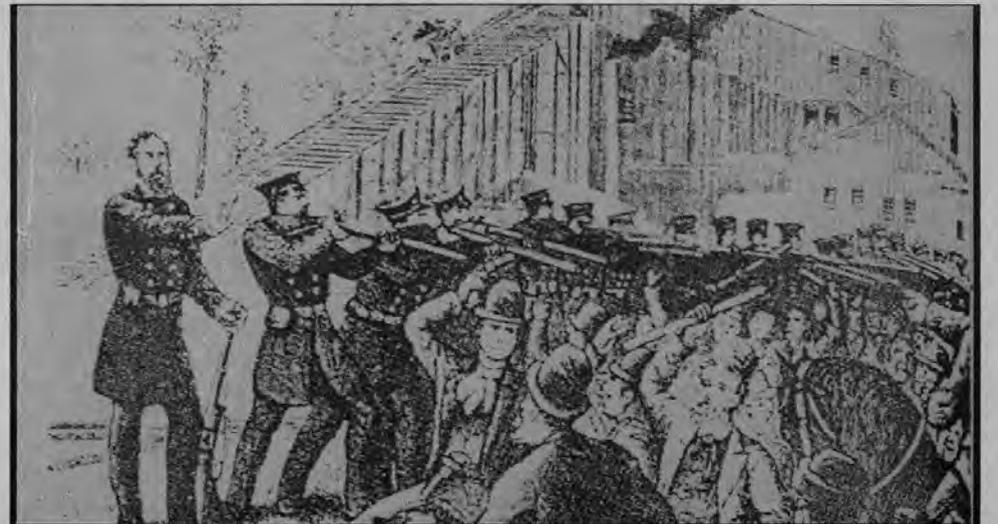
workers has still been the same, if not worse. Gone are the company thugs and spies, the black lists, the masked gunmen. Today's union buster is often a lawyer, labor relations specialist or industrial psychol-

jected to countless cases of harassment, interrogation, rumor mongering, discharge and selective promotions of management sympathizers to thwart organizing drives.

Whatever the strategy, the end result is often the same in terms of economic devastation and lost representation. In the late 1960s, when unions were relatively strong, there were very few union-busting firms. Today there are thousands of firms directly and indirectly involved in union-busting activities and thousands of individual practitioners engaged in the full-time activity of preventing unionization efforts.

A study by the Center to Protect Worker's Rights based in Washington D.C. found that out of 6,000 organizing campaigns involving 10 or more workers two-thirds involved some form of outside anti-union expertise. Union-busting is now a major American industry with annual sales reaching well into the millions of dollars.

If half of this money was used to create new jobs instead of robbing workers of their livelihood, there would be less crime and this country would become more productive and competitive in an ever-changing world economy.



A battle rages between Miguirens and coal company guards at Raven Run on Sept. 2, 1875.

Local 3's Legal Department



Members of the Legal Department are from left: Lynn Rossman Faris, Claudia Hassler, Larry Miller and Nina Milber.

One of the great values of belonging to a union is being able to work under a contract, a binding and legally enforceable document that clearly spells out terms of employment. Negotiating and administering the legal agreements that give Local 3 members their superior wages, fringe benefits and working conditions are essential aspects of collective bargaining, but the process doesn't stop there.

The key to a contract's success is enforcement. Suppose an employer, after signing a contract, fails to comply with provisions of the agreement, like not paying the amount of overtime stipulated in the contract. Suppose the employer tries to punish an employee for his or her union activities.

Whatever the case, when disputes arise that can't be resolved informally, or if a member's rights under state or federal law are being violated, Local 3's Legal Department, the sixth stop on our tour of the main office in Alameda, works toward resolving these disagreements through grievances or, if necessary, through arbitration or the courts.

The Legal Department consists of four employees, two attorneys and

two legal secretaries. Larry Miller, who has been a Local 3 attorney since 1968, is primarily responsible for handling the private sector. He deals with cases that fall into three broad categories: the National Labor Relations Board, unfair labor practices and grievances.

When Local 3 organizes a new bargaining unit and petitions the NLRB for an election, disputes invariably erupt over the scope of the unit, most often about which classifications will be included in the bargaining unit. If both parties can't resolve the dispute and the case goes before the NLRB, Larry represents Local 3 at the hearings.

Larry also spends a considerable amount of time handling unfair labor practices, which can include disagreements over picketing, discrimination or changes in conditions of employment. Suppose that during contract negotiations an employer is suspected of not bargaining in good faith. If the employer and union can't resolve the dispute among themselves, Larry files charges and supporting documents with the NLRB. The board then investigates the case and makes a ruling.

Finally, Larry handles private-

It fights for members' employment rights

sector grievances, which can range from wrongful terminations to jurisdictional disputes. When a grievance cannot be resolved at the informal level, Larry, in conjunction with Local 3 officers, initiates a formal grievance, which usually involves requesting a Board of Adjustment, a committee of rank-and-file members and management that evaluates the case. If both sides can't resolve the problem, the case then goes to arbitration, in which case Larry represents the union and the Local 3 member.

With each dispute comes the arduous task of preparing the case, that is, doing research, interviewing witnesses, obtaining documents, writing and filing court briefs, and so on. To keep attorneys from being squeezed under the volumes of paper work, legal secretaries play an invaluable role in handling many administrative tasks.

Legal Secretary Nina Milber provides Larry with administrative support with respect to all NLRB issues. As part of Local 3's organizing efforts, she works closely with Larry and the NLRB, preparing petitions and related documents, processing charges against employers and handling various other tasks dealing with the NLRB.

Concerning grievances, Nina researches grievances to verify that they are complete and accurate in accordance with the contract, then prepares the appropriate correspondence to the employer for Larry's signature. She also maintains files on all NLRB cases and grievances and follows up with Larry when necessary.

Attorney Lynn Rossman Faris is primarily responsible for handling the union's public-sector cases, although she also handles private-sector cases. She deals with a wide variety of litigation concerning issues such as wage and overtime disputes and wrongful disciplines and discharges. She also handles some of the more complex public employee grievances and arbitrations, private-sector arbitrations and cases involving contract violations and anti-union discrimination.

When Local 3 peace officers get involved in a shooting, it's Lynn who is called to the police station to rep-

resent the officer during the internal investigation. Her presence ensures that none of the officer's rights are violated. She stays with the case until the officer is back on the job.

Local 3 members might be familiar with Lynn's work because of articles in the *Engineers News* concerning the Turlock Irrigation District lawsuit in which a U.S. District Court judge recently ruled that TID willfully violated the Fair Labor Standards Act when it refused to pay 45 canal workers overtime. The canal worker, who are represented by Local 3, have won back pay and damages in the millions of dollars.

To give members an idea of how extensive a case can be, during the two years since the lawsuit was filed, there have been six court hearings, extensive efforts at mediation, over 40 depositions and numerous meetings between Lynn and TID's lawyers, not to mention hours of telephone conversations. Moreover, the case has produced some eight file drawers of documents, many of which have been created in the Legal Department.

The person who has helped Lynn process and manage the suit's mounds of paper work is Legal Secretary Claudia Hassler. Like Nina, Claudia provides invaluable administrative support to Lynn. Using her extensive experience as a legal secretary, Claudia helps Lynn keep cases moving smoothly through the court system. She does initial research, obtains documents, maintains files on all cases and writes correspondence. She also works with court clerks in scheduling court appearances, filing briefs and finding out about tentative court rulings.

Two additional attorneys who work in other departments assist and advise the Legal Department. Contracts Manager Rollie Katz, whose department was featured in the March *Engineers News*, consults with Larry and Lynn and advises them on some legal issues. Mark Kyle, a Caltrans Unit 12 business agent and attorney, works in conjunction with Lynn on some public-sector cases.

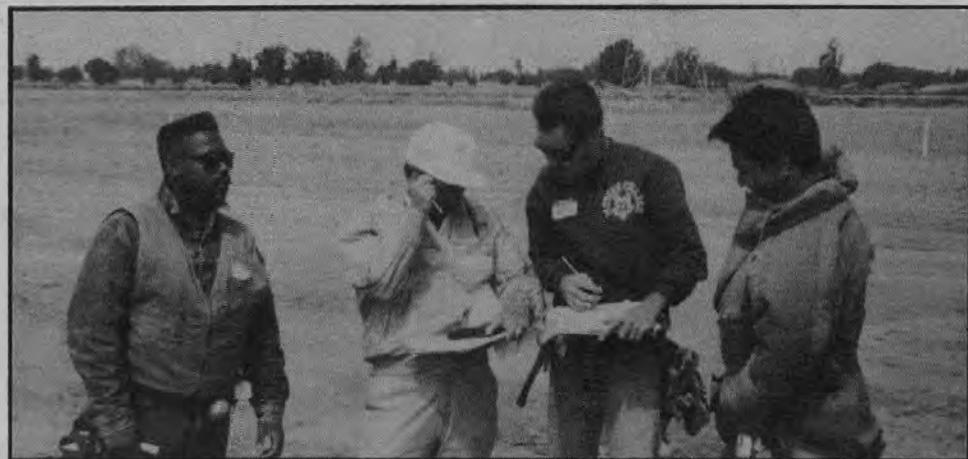
Whatever the legal matter, Local 3 members can be assured they have quality legal representation at their disposal should the need ever arise.



Top: David O'Connor and Brian Hill

Top right: Faith Woodfeldt, Conrad Castro and Paul Stone.

Right: Judge Fred Seiji, second from left, confers with Don Caruth, Rich Becky and David Avalos.



Top: Juan Lovato, left, and Ron Bunting.

Below: Judge Dick Stephan scrutinizes the work of Richard Zamora and Sherry Taylor.

Bottom: Bill Markus, far left, Local 3's recording-corresponding secretary, Ralph Hoyt of Bay Counties and Art McArdle of NCSJAC hand out awards after the hands-on competition.



High stakes hands-on competition wins big

The Northern California Surveyors Joint Apprenticeship Committee held its second hands-on competition at the Job Corps in Sacramento on May 9. Participants competed for first through fifth place on slope staking and staking a curve. Despite gusty winds, a great time was had by all.

Winners of the competition were:

First Place: Abraham Magdaleno, Tim D'Angelo and James McKeegan.

Second Place: Juan Lovato, Ron Bunting and Peter Grim.

Third Place: Robert Ruiz, Blair Readhead and James Dawson.

Fourth Place: Bryan Hill, David O'Connor and James Heck.

Fifth Place: Frank Donk, Richard Zamora and Sherry Taylor.

Tyler Young, David Loera and Scott Bond won the optional stake driving contest.

The judges were Dirk Slooten, Dick Stephan, John Ellwanger, Gene Feickert, Tom Cave, Ron Nesgis, Gordon Ray, Mark Trimble, Larry Dews, Larry Savio, William Schneider, John Toney, Mike Conser, Patrick O'Connor, Joe Sanders, H. Dee Diederich, Fred Seiji, Terry Warren and Floyd Harley.

Awards were provided by Local 3 and Bay Counties Civil Engineering and Land Surveyors Association. Awards were presented by Bill Markus, Local 3 recording-corresponding secretary, and Ralph Hoyt, Bay Counties executive secretary.

Many firms participated by providing equipment and support. These firms were: Surveyors Group, Meridian Technical Services, Del Terra, Kier and Wright, Kister, Savio & Rei, Passarino, KCA Engineers, SK Surveying, Worldwide Land Surveyors Inc., Creegan & D'Angelo and the Job Corps.

Additional help in putting together the event came from the Job Corps' department of heavy equipment operator, surveying, carpentry, painting, security and culinary arts.

A program like this requires extensive time and effort to present. We would like to sincerely thank each and every organization, firm and individual, including participants, for all their help. Without you, it would be impossible to provide such a training programs. We look forward to next year, which will be our third consecutive hands-on competition.

SAFETY

By Brian Bishop, Safety Director

What's a wire rope 'lay'?

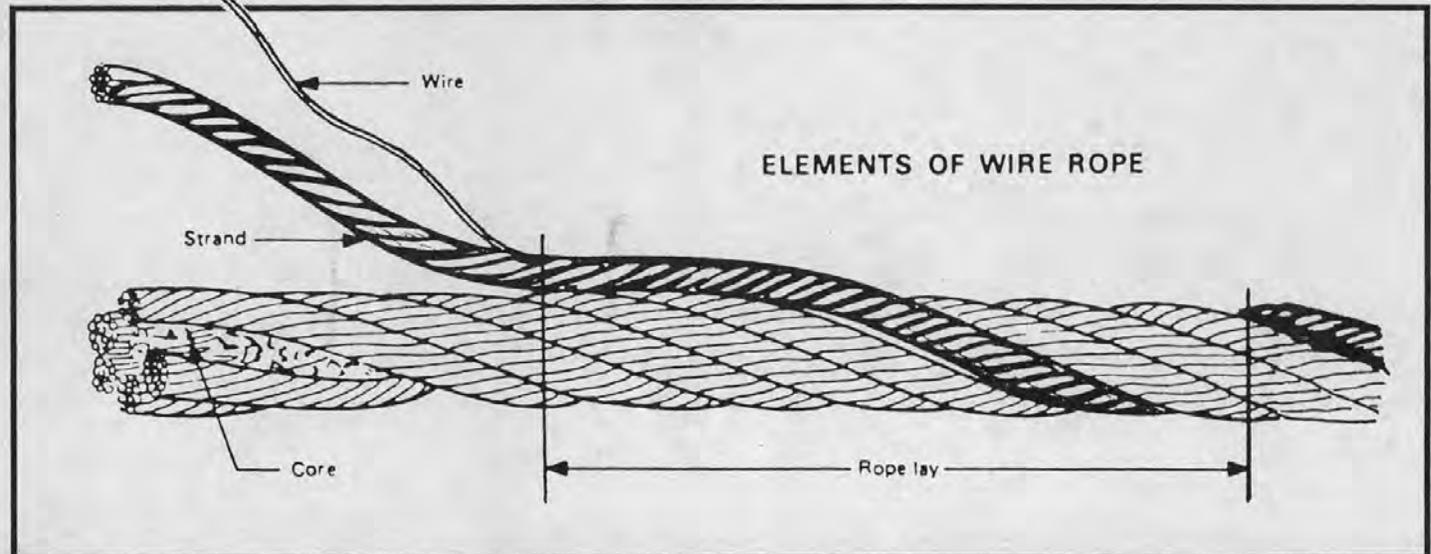


A couple of weeks ago Cal-OSHA invited me to participate in an advisory board discussion regarding the inspection and replacement of wire rope

used with overhead and gantry cranes.

The current standard gives the following condition as one of the reasons to replace wire rope: "In running rope, six randomly distributed broken wires in one rope lay, or three broken wires in one strand in one lay."

I contacted a couple of crane hands that have been around for some time and asked them to tell me what that meant. They couldn't translate it for me. I figured if these old pros couldn't decipher it, then there are probably other operators and oilers out there who are lacking this knowledge. Below I've given you



a few definitions and an illustration to aid in identifying portions of wire rope.

The following definitions were taken from the glossary of the Wire Rope Technical Board.

Lay: (a) The manner in which wires in a strand or the strands in a rope are helically laid, or (b) the distance measured parallel to the axis of the rope (or strand) in which a strand (or wire) makes a complete helical convolution about the core or

center. In this connection *lay* is also referred to as *lay length* or *pitch*.

Strand: A plurality of round or shaped wires helically laid about an axis.

Wire (round): A single continuous length of metal, with circular cross section that is cold drawn from rod.

Wire (shaped): A single continuous length of metal with a non-circular cross section that is either cold drawn or cold rolled from rod.

A diagram from the American Na-

tional Standards Institute (ANZI) shows the elements of wire rope.

The Cal-OSHA advisory committee on wire rope did not come up with a consensus on inspection and replacement criteria. The three broken wires in one strand in one lay or six randomly distributed broken wires in one rope lay has not been changed.

I hope this article will aid you in your understanding of wire rope.

TEACHING TECHS

By Art McArdle, Administrator

A salute to hands-on participants



Our second hands-on competition held May 9 in Sacramento was preceded by five Saturday hands-on training day sessions that provided students with

practice problems in preparation for the competition. Four out of our five regularly scheduled classes had individuals with perfect attendance for the Saturday classes. The Northern California Surveyors Joint Apprenticeship Committee would like to commend these apprentices and journey upgrades, some of whom went on to be on winning teams at the hands-on competition.

Perfect attendance commendations go to Oakland class attendees: Charles Harrington, Scott Harrington and Denise Rodrigues; San Jose attendees: Ken Anderson, Frank Donk and Blair Readhead; Sacramento attendees: Ron Bunting, Juan Lovato, Shane Steed and Richard Zamora; and Santa Rosa attendees: Marshall Bankert, Emmert Briggs, Fred Feickert and Jerry LaMerrill.

The NCSJAC would also like to applaud all apprentices and journey upgrades who attended the 1992 hands-on competition. Since our program covers the 46 counties of Northern California and the competition is held at



One of the teams competing at the NCSJAC hands-on competition May 9 brave dust-bowl conditions.

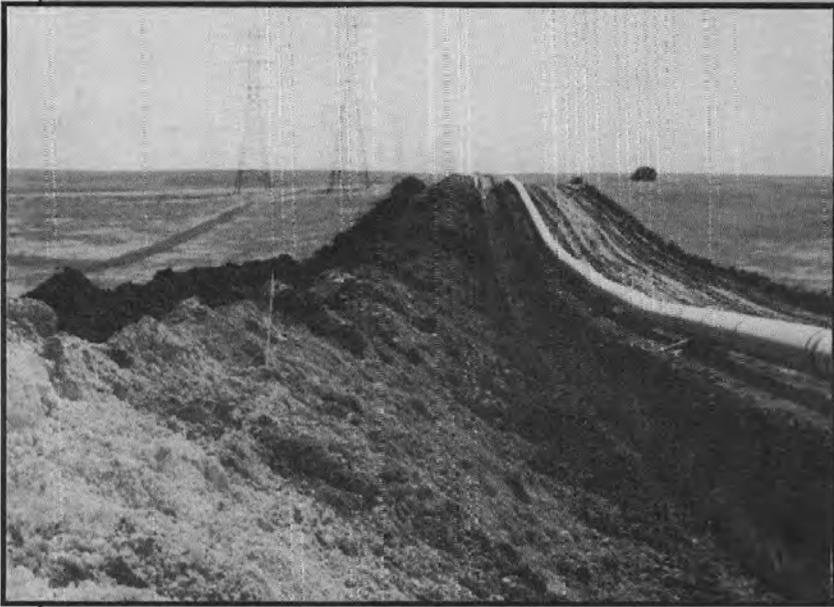
the same location each year, many students have to drive as much as three to four hours each way to attend. We extend a job well done to the following attendees: Robert Ruiz, Blair Readhead, James Dawson, Ken Anderson, Charles Harrington, Schoen Bovo, Jerry LaMerrill, Denise Rodrigues, Michael Chism, Juan Lovato, Ron Bunting, Peter Grim, David Avalos, Richard Bekey, Don Caruth, Paul Stone, Conrad Castro, Faith Woodfeldt, Paul Auer, Brank McDonald, Scott Nordahl, Tyler Young, David Loera, Scott Bond, Sherry Taylor, Frank Donk, Richard Zamora, Jim Horan, David Crisosto, Glenn Meadows, Karim Shahid, Susan Harrington, Richard Lammer, Abraham Magdaleno,

Tim D'Angelo, James McKeegan, Mark Duncan, David Niemeyer, John Cabral, Bryan Hill, David O'Connor, James Heck, Patrick Rei, Larry Thompson and Brett Daly.

Thanks to all who participated. It was a great day and everyone learned.

We would like to wish Dick Gannon, former administrator of the Southern California Surveyors Joint Apprenticeship Committee, the best of luck in his new appointment to a position in Governor Pete Wilson's administration.

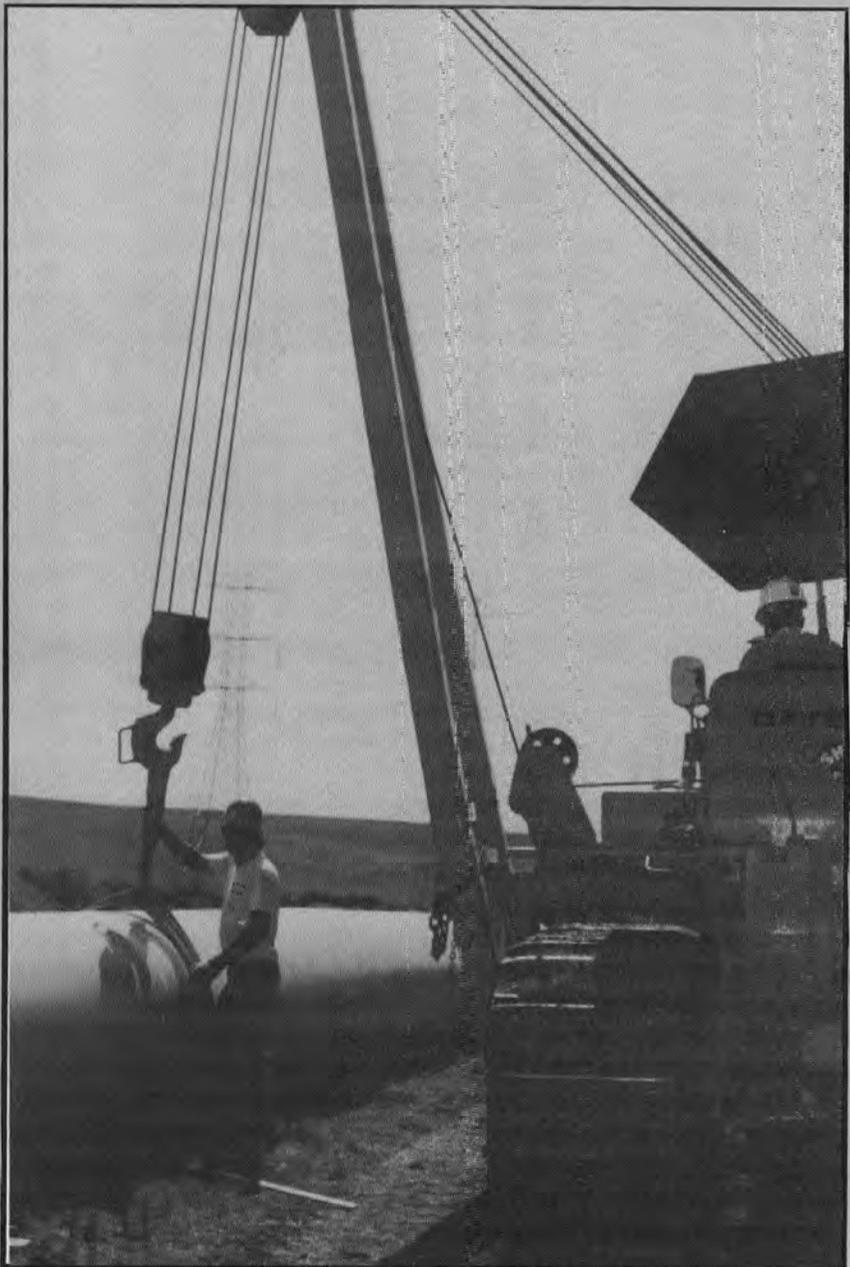
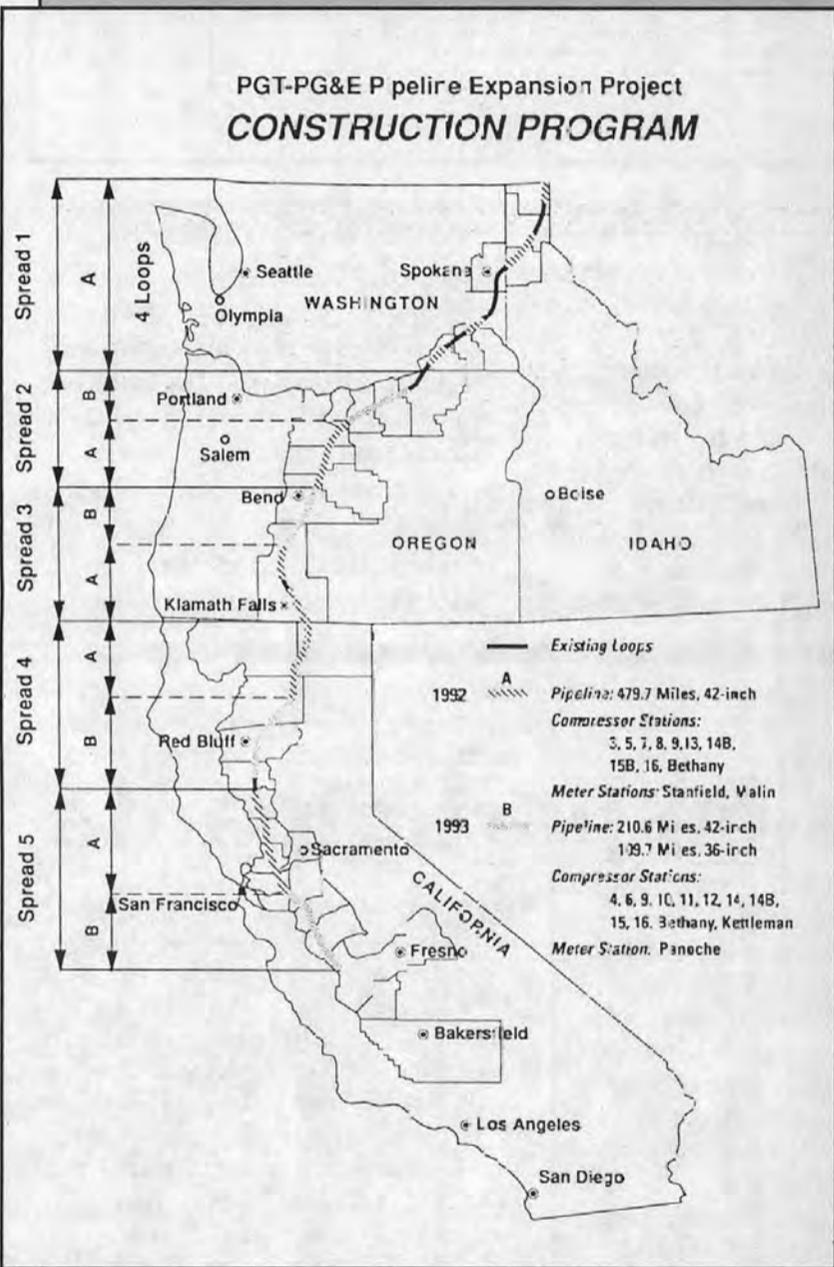
Over the years we have worked side by side with Dick and the SCSJAC. We will certainly miss him. We look forward to continuing our relationship with the SCSJAC program and welcome Darrell Lewis as new administrator.



Top : A welding crew on the firing line.

Left: A section of Spread 5, Section A near Williams, Calif.

Below: A Cat 571 sideboom grasps a section of pipe on Sheehan's job in the Marysville District.



La

Operating pipeline on

The largest construction project, which is shifting the pipeline from the border to the interior, will be completed in late 1993, will emerge overall.

The Pacific Gas and Electric Company (PG&E) is shifting the project, which is shifting the pipeline from the border to the interior, will be completed in late 1993, will emerge overall.

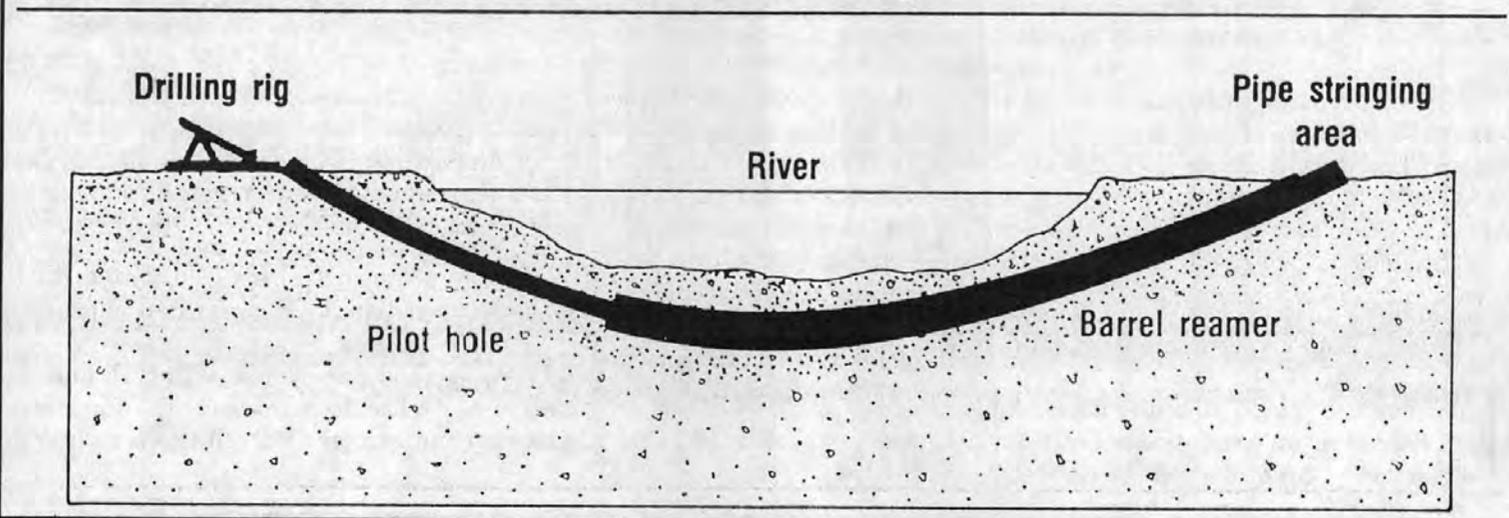
The project is divided into five spreads. Spreads 2 and 3 cross the Oregon-California border. The Oregon-California border existing gas line extends from the border to the Southern California Gas Company.

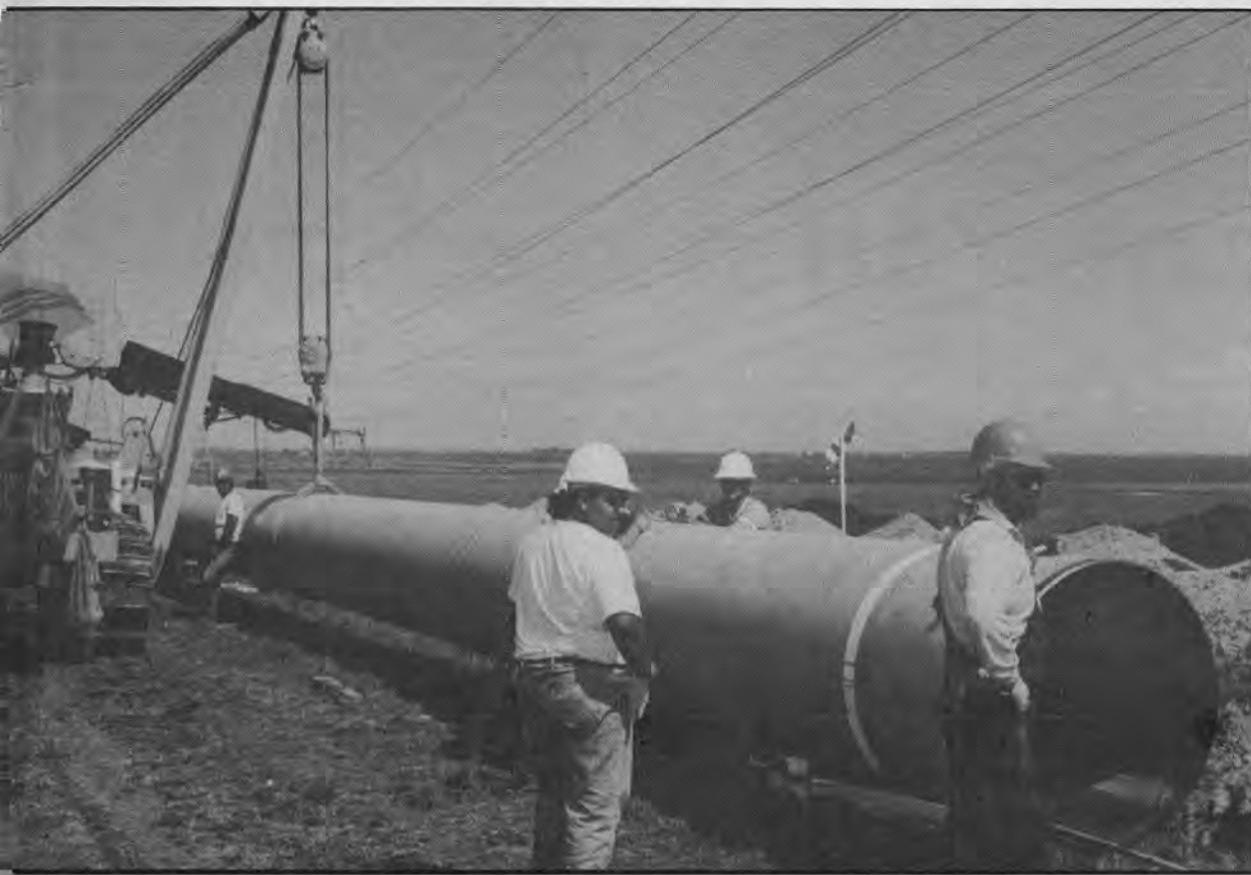
The route's diverse terrain and low-lying delta, will cross over 400 county areas.

One of the most challenging sections is through about 200 miles of the Dutch Slough. Pipeline Construction Company extends 92.4 miles from the border to the Dutch Slough. Price is having a hard time, Price had cleared the area. Crews have just started.

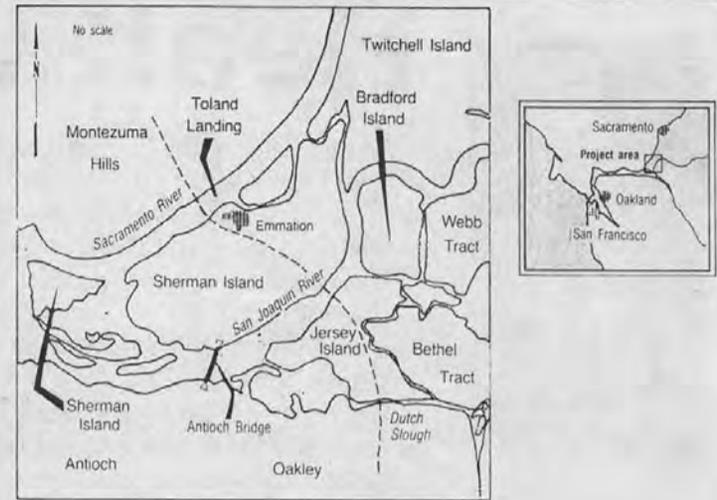
Another difficult section is the Dutch Slough (see map). It was selected by Bechtel to construct. At the 2,680-foot Dutch Slough.

Typical directionally drilled river crossing





Pipeline crossings of Sacramento River Delta



Left: A section of 42 - inch pipe is prepared to be laid on Spread 5.

Laying it on the line

Engineers have begun construction on the 840-mile PGT-PG&E natural gas pipeline in three sections in Northern California

Construction project in Northern California for the next two seasons is in high gear. The PGT-PG&E natural gas pipeline expansion involves building 690 miles of 42-inch and 110 miles of 36-inch pipeline from Canada to central California, is just the kind of job Local 3 members want. The project, which started last December and will be completed by 1993, will employ 2,000 construction workers in California and more than 5,500

workers. The transmission company (PGT) and its parent company, Pacific Gas and Electric (PG&E), hired Bechtel Corp. in February 1990 to manage the engineering, construction and testing of the \$6.1 billion expansion project. Pipeline construction is being done under a National Pipeline Agreement by contractors hired from field offices in Bend, Ore., for construction in Idaho, Oregon, and in Red Bluff, Calif., for construction in California.

The project is divided into five major segments. Spread 1 begins at the U.S.-Canada border in the panhandle of Idaho and ends at the Washington-Oregon border. Spreads 2 and 3 traverse the entire state of Oregon, and Spreads 4 and 5 extend from the border to Panoche Junction in Fresno County, where PG&E's pipeline joins into Kern County and connects with the facilities of the PG&E Company.

The terrain, from steep mountain slopes and rolling hills to plateaus and valleys, will challenge the project's contractors. The pipeline crosses some 400 miles of local roads, and nearly 700 rivers, lakes and streams. The most challenging sections within the 396-mile California segment is cutting through volcanic rock from central Oregon to Red Bluff. H.C. Price Construction Co. out of Dallas, Texas, was awarded Spread 4, which runs from the Oregon border to 13 miles south of Burney, Calif. As most of the work is to do extensive blasting to obtain the desired trench depths. At the end of the 60 miles, trenched 20 miles and strung about 10 miles of 42-inch pipe.

The most difficult is the Sacramento Delta crossing, which is requiring direction-aided bodies of water: the Sacramento River, San Joaquin River and Dutch Slough. In July 1991, Cherrington Corp. based in Sacramento was awarded to construct the three crossings.

At the Dutch Slough crossing, Cherrington has completed the pilot hole and

recently began pre-reaming to 54 inches. Crews are expected to pull the 42-inch pipe through the bore around mid-June. At the 3,520-foot San Joaquin River crossing, drilling on the pilot hole has gotten underway, with the pipe scheduled to be pulled in July. When the 4,550-foot Sacramento River crossing is finished in October, it will be the longest bore for 42-inch pipe ever completed.

Sheehan Pipeline Construction Company out of Tulsa, Okla., has been awarded the contract for Spread 5 (excluding the Sacramento Delta crossing). Spread 5 begins south of Red Bluff and extends to the Panoche station. At press time, Sheehan had cleared 47 miles, trenched and strung 42 miles, welded 36 miles and backfilled 31 miles of pipeline.

To obtain the massive quantity of main-line pipe, Bechtel awarded contracts to Napa Pipe Corp. in Napa, Calif. to manufacture 660 miles of longitudinally welded 42-inch and 36-inch pipe for the project and to Ipsco, Inc. of Regina, Saskatchewan, for 180 miles of spirally welded 42-inch pipe. The pipe will be a combination of API Grades FL X65 and X70 with wall thicknesses ranging from 0.409 inches to 0.625 inches. The pipe will be externally coated with fusion-bonded epoxy and internally coated with epoxy paint.

The pipe is being shipped in 80-foot lengths from the steel mills via railroad to stockpile areas along the pipeline route. The pipe order, weighing 400,000 tons and costing \$400 million, is the world's largest order since the Soviet gas pipeline construction in the early 1980s.

The new pipeline parallels the existing 900-mile Alberta-to-California natural gas pipeline built 30 years ago by Bechtel. In addition to the pipeline itself, the project will involve upgrading four major metering stations and 17 compressor stations and constructing one new compressor station. PGT and PG&E currently operate 29 gas-turbine-driven compressor units ranging from 9,000 to 16,000 hp on the existing pipeline.

As part of the expansion, three 35,000-hp Cooper Rolls gas-turbine-driven compressor units will be installed at stations in Idaho and Washington. One new compressor, a 14,000-hp Solar gas-turbine-driven compressor unit, will be installed at Delevan station near Willows, Calif. The new compressor station, with two 7,000-hp variable-speed electric motors driving centrifugal compressors, will be constructed over six months at Bethany in northeast Alameda County.

Once the pipeline is finished and gas begins to flow in late 1993, PG&E, which currently has nearly 3.2 million gas customers and 4 million electric customers, will be able to meet California's additional natural gas needs well into the next century.

FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director

Health care cost update



As we all know, the high cost of medical care is still with us. Medical inflation continues to eat away at the limited reserves of our plans. At the present time, the retiree medical plan is holding its own, with better than a year's worth of reserves. However, the reserves in the California health and welfare plan for active members are so dangerously low that some action must be taken.

The main reasons for the steady depletion of reserves in the California plan are medical inflation and high claims volume. Add to this the high unemployment during the recession and you have an even

worse situation. Last year we were down 3.5 million hours compared with the prior year, and that prior year was a mediocre year at best.

Local 12's health and welfare plan is broke and is paying claims as contributions come in. It has taken up to eight months to get claims paid in that plan. We need your help to ensure that the same thing doesn't happen to our California plan. Be sure to write your congressional representatives about this matter. And don't forget to vote. It is only with appropriate state and federal legislation that the health care crisis can be resolved.

New Rx program

As you know, the new prescription drug program, American Diversified Pharmacies in Sacramento, has experienced an overwhelming initial response from all the members, so much so that it is just now beginning to fight its way out from a tremendous deluge of orders.

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

Retiree medical plan reminder

If you are retired and on Medicare, be sure to have your doctor or other provider file first with Medicare. After you have received the Medicare Explanation of Benefits, file your claim with the trust fund office. When you send your claim to the trust fund office, be sure to send along a copy of the Medicare Explanation of Benefits. Unless the trust fund office receives a copy of your Medicare Explanation of Benefits with your claim form, your claim cannot be processed. Sending a properly completed claim form along with a copy of the Medicare Explanation of Benefits will ensure prompt and accurate processing of your claim.

Retiree Association meetings

A new round of Retiree Association meetings will soon begin, so be sure to check the schedule on page 22 and come on out to the meetings in your area. I know you will meet some of the people you have worked with over the years and you will make some new friends. Represent-

tatives from the union, the trust fund office and the credit union will bring you up to date on the latest goings-on. We also ask for your input about the benefit programs so we can keep them fine-tuned to meet the varying needs of the retirees. So come on out and join us. See you there.

Mobile health testing program

The mobile health testing program for eligible active members (Schedule A only), provided by Health Examinetics, has returned. You will be notified when the program is in your area. Call for an appointment toll free, 1-800-542-6233, between 8 a.m. and 8 p.m., Monday through Thursday, and between 8 a.m. and 5 p.m. on Friday.

Register today.
Vote for the future.

YOUR CREDIT UNION

By Bill Markus, Treasurer



Advantages of home equity loans

Moving up to a larger home isn't always the solution to an out-grown home, particularly if an increased monthly mortgage payment doesn't fit into one's budget. Moving is also highly stressful because it means having

to leave friends in the neighborhood, change school districts or time the sale of one home to move into the new one. In order to gain added space, many people are building additions to their present home. They are financing it by using a home equity line of credit.

Maybe it's not an addition you need but some work to improve the home. A home equity loan is a great way to make those improvements conveniently and comfortably with our flexible home equity program.

Home equity is a line of credit secured by the equity in your home. Your credit union lends 70 percent of the appraised home value less mortgages on the property. The maximum loan is \$100,000 with the minimum being \$10,000.

Advantages of a home equity loan:

- Access to a substantial amount of money.
- Availability of funds when you need them.

- Apply once and take advances as you need them.

Your credit union is the only known financial institution that offers both fixed and adjustable rate loans on one home equity line of credit. This allows you to design the loan that's best for you. If there are items you want financed for a limited time, you may do so. Other expenditures may be financed longer. The maximum term on fixed rate loans is 10 years while adjustable rate loans have terms up to 15 years.

There are few costs involved in obtaining a home equity loan. The possible costs you may have are for the house to be appraised, title insurance, escrow costs and tax service fees. Through your credit union, there are no points, annual fees, loan origination fee or pre-payment penalties.

Start making plans for the addition to your home or the home improvements you've been wanting to do. Call any of your credit union branch offices today to apply for a home equity loan. The sooner you apply, the sooner you'll have the funds to start that new addition or remodeling job.

Coming soon: watch for the newest credit union branch opening at the Marysville District office.

NEWS FROM THE DISTRICTS

Retiree & District Picnics

- Redding** Saturday, June 20, noon to 2 p.m.
Anderson River Park
Pit roast, beans, salad, rolls, Volleyball, huge raffle
Adults \$8, retirees \$5, children 6-14 \$3
Info: (916) 222-6093
- Reno** Saturday, July 4, 1 p.m.
Retirees meeting 11 a.m.
Deer Park (Rock Blvd. & Prater Wy.), Sparks
BBQ steaks, beans, salad, garlic bread. Raffle, children's games, door prize
Individual \$7.50, family \$15, retirees free.
Info: (702) 329-0236
- Utah** Saturday, July 18,
Murray Park, pavillion 5
Retirees begin at noon, actives at 1 p.m.
(Pre-retirement meeting at 11 a.m. at union hall)
Single adult \$5, family \$12, retirees free
Info: (801) 596-2677
- Santa Rosa** Sunday, August 2, noon to 5 p.m.
Windsor Water Works (Park opens at 10 a.m.)
Chicken, steaks, free hot dogs for kids
Adults \$12, retirees \$9, under 12 free. Huge raffle
Info: (707) 546-2487
- Elko** Saturday, August 15, 10 a.m. to 8 p.m.
City Park. Steaks, beans, salad, garlic bread
Children's games, raffle
Adults \$7.50, retirees free, under 15 free
Info: (702) 753-8761
- Fresno** Saturday, August 22
Police Officers Pistol Range
More info. to come
Info: (209) 252-8903

Retiree tells work force to 'wake up' politically

FRESNO – Below is an article, written by retired Grievance Committee member Bob Daniels, that appeared recently in the *Fresno Bee*.

Organized Labor

For the last 12 years the people in the White House have tried to break the unions of this country. All you hear are bad things.

Well, I think it is about time someone spoke up for the unions. I have been a member of the Operating Engineers Local Union No. 3 for 44 years. The members have made it possible for me to retire with a good pension and health and welfare for the rest of my life. You working people out there had better wake up and get somebody in the White House who represents the working people of this country (I mean people who believe in organized labor).

Without the unions you will be working for nothing – no pensions and no health benefits of any kind. You work for peanuts and the rich get richer. The management of these companies love it.

Wake up labor force!

Here's a look at how the work pic-

ture is shaping in District 50.

Madonna Construction was the low bidder on Avenue 12 in Madera to rebuild the road from Road 33 to Road 36. The job is worth an estimated \$900,000. Madonna is just finishing its job on Hwy. 41 in Madera County, so this will keep some operating engineers busy through the summer.

Negotiations will begin this month with Western Stone Products in Merced and with 3D Company Echlin out of Chowchilla.

The Coalinga Prison bid was postponed until the first week in June. As a result, there will be a short delay in getting started on that job. Stimple Wiebelhaus has started its job in Sequoia National park. The U.S. Forest Service has cut some of the work, but it looks like the company may pick up a little extra work as a result.

As for the rock plants in the area, Granite Construction's rock plant has stayed in full production, while a few of the others have slowed down a bit.

Testing program leads to 29 promotions

SALT LAKE CITY – Members of the dozer department at Kennecott Utah Copper are finally reaping benefits from the Operator I, II, III Program, which was negotiated into the 1990 contract. Before the new contract, there was only one pay grade for all operators. Under the latest contract, two additional classifications have been added for operators who can demonstrate higher skills through a practical field test. So far, some 29 operators have passed the test and been promoted.

Because of the hard work and persistence over the past 18 months of several individuals, the program has become quite successful. These individuals are Chief Steward Richard Nepolis, Dozer Steward Jess Jacobsen, Business Agent George Stavros, Kennecott Vice President and General Manager Rod Davey, Mine Manager Greg Fauquier and Operations Superintendent Gary Goldberg.

Union and company officials were pleased to hand out retroactive back-pay checks that were issued to employees who successfully passed the proficiency tests. The members

participating strongly voiced their appreciation of the results and the effort and cooperation between the union and the company.

This program is a step in the right direction of productive labor and management relations. We hope it leaves the traditional adversarial labor-management relationship behind.

Kennecott representatives realize the program's benefits because of significant improvements in work quality, productivity and improved employee morale.

George Stavros, Business Rep.



Above: Some of those involved in Kennecott's skills advancement program are from left: Business Agent George Stavros, Operations Superintendent Gary Goldberg, Dozer Foreman Bill Mumford and Local 3 members Don Trujillo, Art Fullmer and Richard Nepolis.

Left: Chief Steward Richard Nepolis stands on the rim of the Kennecott Utah Copper mine, the largest human-made excavation in the world.



NEWS FROM THE DISTRICTS

Operators run political machine

SANTA ROSA – Our Local 3 operators are famous for having the ability to run any piece of equipment or machine better than anyone else. Here in Santa Rosa our members are operating a new kind of machine – a political machine. And as usual they're the best. Here's how the machine works.

The Santa Rosa District is made up of three counties: Sonoma, Lake and Mendocino. Because this is an election year, it's our job as a politically involved union to help get Local 3's endorsed candidates elected. So we have provided money, printing and the one thing all candidates want most – people to operate phone banks, erect signs and above all walk precincts.

We have put a new system in place to accomplish this. We call it our Area Coordinator-Grassroots Political Machine. Each county has an area political coordinator who is in charge of all candidate races in his or her jurisdiction. The coordinator oversees and arranges fund raisers, speeches, presentations, phone banks, sign making and precinct walks for each of our endorsed candidates. Every coordinator draws from a pool of Local 3 volunteers in each county and assigns them to various races. Our district office overseeing the whole operation.

The results so far have been impressive. Sonoma

County Area Coordinator Ken Foley has arranged over five precinct walks, 10 phone banks and provided much assistance for various functions and fund raisers. Ken has been working day and night for Local 3 and our endorsed candidates.

Mendocino County Area Coordinator and Grievance Committee member John Kvasnicka has set up three precinct walks, five phone banks, arranged fund raisers and put signs up. He has also been involved with the local press in getting positive coverage for Local 3.

Lake County Area Coordinator Tom Card has done three phone banks and two precinct walks with over 10 members participating in each. Residents definitely know who Local 3 is in Lake County.

By providing this kind of hands-on help now we'll be able to get the political help we need later. This is especially true if our endorsed candidates are elected because of the support we have given them.

Direct personal political involvement is what has helped build our union strength, and we must continue to operate and expand this political machine as we bring Local 3 into the 1990s.

*Bob Miller,
Assist. District Rep.*

Sellout expected at water slide picnic

SANTA ROSA – Don't miss out on our wet and wild district picnic at the Windsor Waterworks and Slides. Last year we sold out and there were some disappointed operating engineers who were unable to attend. We expect to sell out again this year because we have decided to keep the cost at last year's price of \$12 for adults and \$9 for retirees. Children are free. Because of the problems the fishing industry is having with salmon, we have decided to serve steak or chicken.

Remember, buy your tickets early. You can get them one of three ways: come into the district office to buy them, get them from Bob Miller or me, or call the district office and we'll send you an order form. Just fill it out and send it to us with your check. We'll mail you the tickets.

The picnic is on Sunday, August 2, from 10 a.m. to 5 p.m. Food will be served from 12 p.m. to 4 p.m. Those members who indicated on the raffle-volunteer slips at the district meeting that they were interested in helping at the picnic will be contacted shortly. Anyone else wishing to volunteer at the picnic should call us at the office.

*George Steffensen,
Business Rep.*



Apprentice graduation

Above: At the Nevada apprentice graduation ceremony held April 24 at John Ascuaga's Nugget in Reno are from left JAC Administrator Poncho Williams, graduate Dwayne Killgore, JAC committee member Tom Watters, graduate Ollie Block, Local 3 Treasurer Don Luba, Nevada AFL-CIO Secretary-Treasurer Blackie Evans, graduates David Tustin, Lisa Frank and Ken Sypher.

Right: Robert L. Helms, middle, receives Employer of the Year award from Local 3 Business Representative Pete Cox and Dispatcher Chuck Billings.





1-800-562-3277

The AFL-CIO is developing a how-to manual on drug and alcohol abuse in the work place that is expected to focus on fairness in drug testing and the need for rehabilitation. Recent meetings of experts assembled by the AFL-CIO have resulted in agreement on six major issues to be covered by the manual. These issues are:

- Every work place must have a substance abuse policy.
- A work-place substance abuse policy must deal with problems related to job performance, not the private lives of workers.
- A policy must be enforceable,

AFL-CIO to develop how-to substance abuse manual

adaptable and have a positive tone.

- Abuse of alcohol or other drugs is a disease that is chronic, progressive, treatable and characterized by relapse.
- Employee assistance programs (EAPs) are a necessary part of the prevention, detection and treatment of substance abuse problems.
- The manual will include a discussion of which drug tests are the most reliable.

"We expect this manual to build on previous actions taken by the AFL-CIO to address alcohol and drug problems in a humane way," said Joe Velasquez, community services director for the AFL-CIO, in the February issue of *EAPA Exchange*, the house organ of the Em-

ployee Assistance Professionals Association. "We have always issued strong policies to this effect, and many affiliated unions have established outstanding labor-based or labor-management EAPs."

Among those experts attending the working sessions to develop the manual are Tom Delaney, former director of EAPA, Ellen Weber, a lawyer with the Legal Action Center, Velasquez and EAPA members.

"Alcohol and drug problems are becoming so pervasive in our society that new and creative approaches need to be developed to address the problem," Velasquez said. "The fact that the White House has elected to push enforcement and punitive approaches over prevention and treatment demands that labor needs to get aggressive about promoting rehabilitation."

Jury Award \$750,000 to alcoholic engineer demoted by Exxon

Theodore Ellenwood, an engineer for the Exxon Shipping Company, was awarded \$750,000 by a federal jury last January in what his lawyer called a "huge victory" for alcoholics. Exxon had removed the engineer from his "safety-sensitive" position because he had been treated for alcoholism in the past.

Exxon's move was consistent with its promise three years ago to forbid recovering alcoholics from holding safety-sensitive positions. The policy was set because of an oil spill caused by the Exxon Valdez in Alaska in March 1988. Joseph Hazelwood, the captain of the Valdez, was intoxicated at the time of the accident and had a history of alcoholism.

Exxon had argued that Ellenwood had been offered a comparable job, and that his job as a tanker engineer in Yarmouth, Maine would have been eliminated anyway because of company layoffs.

"The implication of a jury verdict in Exxon's favor would have been to drive people underground," said Peter Bennett, a lawyer for Ellenwood.

Before the Valdez spill, Exxon had a very good substance abuse policy, said Ken Estes, spokesman for the National Association of Addiction Treatment Providers

(NAATP) in Laguna Hills, Calif. "It's a crying shame that one of the good programs is now one of the bad ones," said Estes. The outcome of the Ellenwood case is very important, he said, adding that companies that have taken a punitive approach toward recovering addicts are only making the problem worse by discouraging current users from seeking help.

Annual Maynard's Roundup

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

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

LABOR SUPPORT GROUPS

Santa Rosa
3900 Mayette, Tues. 8 p.m.
Contact: Ron H. (707) 585-8474

San Jose
760 Emory St., Tues. 6 p.m.
Contact: Mario A. (408) 998-8260

Sacramento
8580 Elder Creek Rd.
Mon. 7-8:30 p.m.
Contact: Scooter G.
(916) 888-1219

Fresno
1745 N. Fine Ave.,
Tues. 7-8:30 p.m.
Contact: Ashley Dick
(209) 224-0612

San Bruno
495 Hawthorne, Thurs. 8 p.m.
Contact: Jim B (415) 872-2587

Vacaville
825 Lovers Lane,
Sat. 10-11:30 a.m.
Contact: Gary D. (707) 447-4517.

Correction!

In the May issue of *Engineers News*, the phone number for the Sacramento group contact person, Scooter G., was printed in error. Please note the correct number on this list.

NEWS FROM THE DISTRICTS

Pacific Refinery to get \$600 million modernization

OAKLAND - The Richmond Parkway job that we have anxiously been awaiting has once again been set back, with bidding expected in August and work to begin in November. There is, however, a half-mile section off Gerrard Blvd., from MacDonald Avenue west to the Santa Fe tracks that will be reconstructed in July. There are a few hazardous waste hot spots along the route that need to be cleaned up.

Pacific Refinery in Hercules is planning a \$600 million modernization project that would create about 800 construction jobs, reaching about 300 jobs at the project's peak. The refinery presently faces opposition from neighboring Rodeo residents. The facility has a history of emitting foul odors into the community. The Pacific Refinery has to convince the community that, in addition to correcting the existing problems, the refinery will not create any future problems. The refinery also has to have an environmental impact review approved by the county planning commission.

O.C. Jones is working on the 23rd Street underpass in Richmond and has just finished relocating some railroad tracks and water lines. The company should be moving dirt soon.

Granite Construction is in Crockett and has called back most of its crew. The company's hazardous material job should be done by August. Joe Carone Inc. picked up a few jobs and has hired a few people out of the hall.

Brothers and sisters, I am sure you have heard this before, but here it goes one more time. **VOTE** this election year. See you at the polls.

Joe Tarin,
Business Rep.

NEWS FROM PUBLIC EMPLOYEES

Crowded, understaffed jails threaten S.F. deputies' safety

When San Francisco deputy sheriffs talk shop, one topic dominates their discussion — jail overcrowding. The situation at two jail facilities has become a major concern of the 460 deputy sheriffs, who are represented by Local 3.

Over the past decade, the City and County of San Francisco has

with active tuberculosis cases increased from one to seven. The report also found that between the first three months of 1991 and the first three months of 1992, the number of violent incidents, including suicide attempts and assaults on inmates and deputies, climbed from 29 to 86, an increase of 197 percent.

brought into the system each day, largely due to increased drug use, the deputies have more duties to perform with less staff. For instance, up to 100 new prisoners a day are brought to County Jail No. 3 in San Bruno, each of whom has to be processed, classified and housed.

"Because of our staffing shortage, there's so much to do," Teeters said. "You're constantly running around. Your stress level goes way up. I have contracted lots of illnesses lately. I get a good cold about every two months."

San Francisco's jail overcrowding has resulted in two lawsuits in recent years. The first suit, now before the U.S. Court of Appeals in San Francisco, targets County Jail No. 1 on the sixth floor of the Hall of Justice. The city wants the appeals court to overturn U.S. District Judge William Orrick's deci-



Deputy Bonnie Westlin at the front gate of the county jail in San Bruno.



Yard supervision trainees at the S. F. County Jail No. 3 in San Bruno are from left: deputies Matt Freeman, Brian Peagler, Ernest Smith and Oscar Taylor.

suffered from one of the worst prison overcrowding problems in California. The jails at San Bruno are from 14 to 36 percent over capacity, and the jails at the Hall of Justice in downtown San Francisco are from 14 to 21 percent overcrowded. The jail population at both facilities is supposed to be around 1,652, but it has swelled in recent years to over 2,200 inmates, 133 percent of capacity.

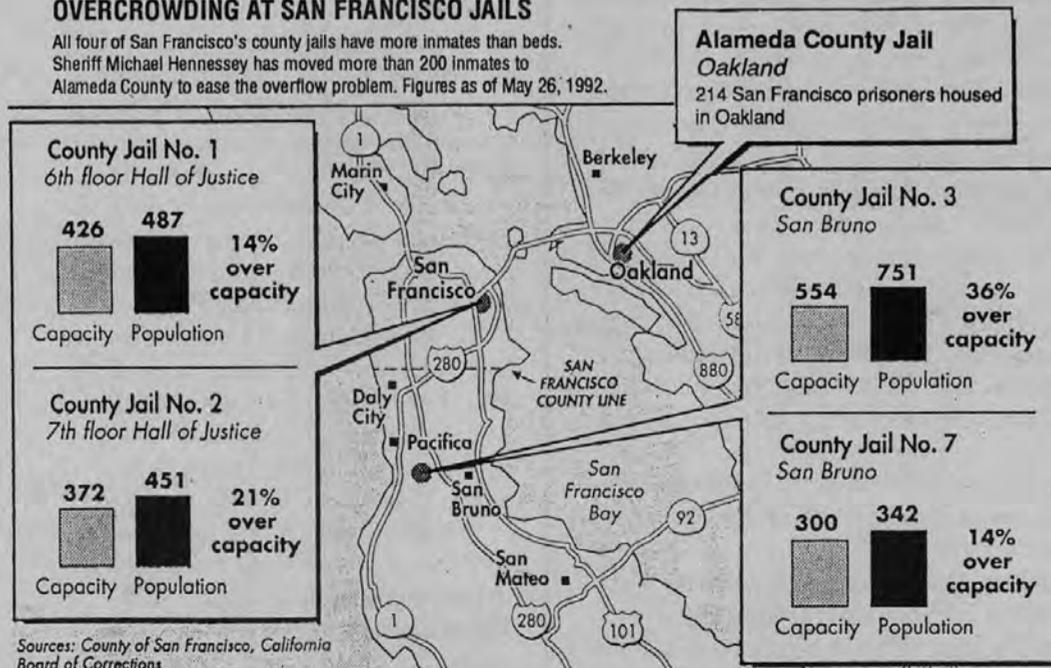
The situation has gotten so bad at both facilities that inmates often have to sleep on the floor, and a single deputy has to guard up to 160 prisoners. Due primarily to lack of supervision, there's widespread use of drugs and alcohol. Seething racial tensions are also a routine part of life behind bars in San Francisco.

As a result of the overcrowding, health and safety conditions inside the jails have deteriorated dramatically. According to a recent report by the county's Department of Public Health, from 1990 to 1991, the number of prisoners who have contracted the virus that causes AIDS climbed from 37 to 146, up 395 percent. From 1991 to the present, the number of inmates

"Each day that I go to work," said Deputy Sheriff Danielle Teeters, "I'm scared. I dread when I get assigned to one of the floors. All they (the inmates) have to think about all day is how to get a deputy. But I

OVERCROWDING AT SAN FRANCISCO JAILS

All four of San Francisco's county jails have more inmates than beds. Sheriff Michael Hennessey has moved more than 200 inmates to Alameda County to ease the overflow problem. Figures as of May 26, 1992.



Sources: County of San Francisco, California Board of Corrections

think the fear is healthy because it forces you to stay on your toes."

Increased job stress is another byproduct of prison overcrowding. Because more prisoners are being

sion finding the city in contempt for overcrowding and imposing a \$300 fine for each day the city exceeds a 426-inmate population limit.

The second lawsuit, yet to go to

trial in federal court, argues that San Francisco has sought to meet the conditions of the first lawsuit by transferring large numbers of inmates to Jail No. 3 in San Bruno. The suit claims the city, because of overcrowding and insufficient staff at Jail No. 3, has created an atmosphere of violence that infringes on the inmates' civil rights. After a riot that broke out in early February, 24 inmates were hospitalized, and a few days later, five stabbings occurred.

To relieve some of the overcrowding, Sheriff Michael Hennessey has begun spending \$12,000 a day to house 200 San Francisco inmates in Alameda County, which has extra beds. But this arrangement means that each week deputies have to process more paper work plus physically prepare additional inmates for transfer to Alameda, thus adding even more to their already hectic work loads.

To ease overcrowding even more, the city, which has a budget deficit of nearly \$200 million, is building a 430-bed jail next to the Hall of Justice on 7th Street. This facility will

NEWS FROM PUBLIC EMPLOYEES

house mainly prisoners with medical or psychiatric problems and work-furlough inmates who hold jobs during the day and return to jail at night. Also, the Sheriff's Department is trying to drum up support for a multimillion-dollar bond initiative on the November ballot that would pay for more jail facilities.

But the fundamental problem still remains. More inmates are being sentenced to serve time behind bars in San Francisco than there's room to house them. One of the culprits is tougher state sentencing laws adopted by the state Legislature that require judges to give jail time for many offenders. More than half the inmates in San Francisco have conditions placed on their sentences that make alternatives such as work furlough and home incarceration impossible, thereby assuring there will be larger numbers of people behind bars for years to come.

Michael Marcum, director of County Jail No. 7 in San Bruno, which houses men and women and emphasizes educational and vocational training, told the San Francis-



Left: Deputy Mark Farrell monitors inmates at County Jail No. 2, seventh floor of the Hall of Justice, which is 21 percent over capacity.

Below: Deputies Wilma Bell, left, and Joe Crittle at the San Bruno facility.



Center left: At the Hall of Justice, Jail No. 2, are deputies Tony Carrasco, left, Al Waters, middle, and Henry Scott.

Bottom: Deputy Ken Willock, right, trains Deputy Danielle Teeters at classification department at Jail No. 3, where from 70 to 110 inmates are processed per day.



co *Chronicle* that about 82 percent of inmates at the facility were imprisoned on drug-related charges and that only a handful will ever be able to break out of their lives of crime. Some 80 percent will be back in a year, and of those, about 40 percent will be back in 90 days. Few of these inmates, Marcum said, show genuine interest in joining long-term drug treatment programs.

The hefty budget deficit combined with a get-tough criminal justice system puts the city in the predicament of having to protect the public while, at the same time, preserve inmates' civil rights. The deputy sheriffs, meanwhile, are caught in the middle.



NEWS FROM Rancho Murieta Training Center

Stanford graduates learn about 'real world'

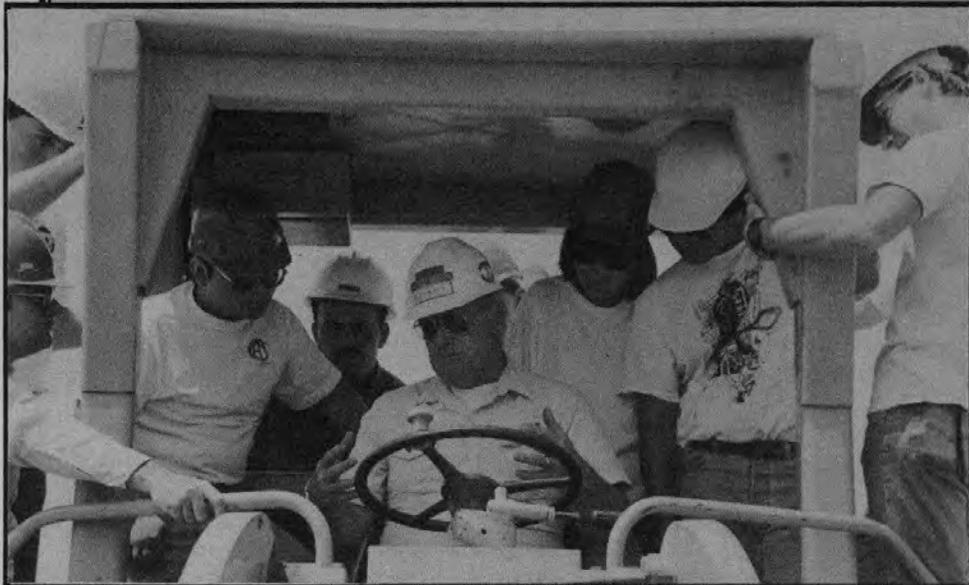
What does a young, recent college graduate with a degree in construction management and engineering want to do? First on the list would probably be to find a job. Second, they want to get on a piece of heavy equipment to see what it's like to operate it. That's exactly what some Stanford University graduates were able to do recently at the Rancho Murieta Training Center.

The group of Stanford students and two of their professors came to the training center to see what it's like on the other side of the drawing board. After an initial orientation of the Local 3 apprentice program, the group was given a tour of the training center's facilities.

The rest of the time was spent with these future construction engineers sitting in the seat of equipment. The students considered this the high point of their educational careers. The students had hands-on experience operating a loader, dozer and backhoe. Supervising their activities and hosting the tour were RMTC Manager Steve Stromgren, Master Mechanic Darwin Betteridge, Instructor Tommy Thomason and Media Coordinator Duane Beichley.

During the tour civil engineering professor Boyd Paulson said: "Text-books and lectures in class are a poor substitute for the type of direct experience that you gave us. You helped us gain a bit of experience with the equipment and skills of the operating engineers profession. We are grateful."

Duane Beichley, Media Coordinator



Above: Instructor Tommy Thomason seated at the wheel gives the Stanford class a quick lesson on the controls of a loader.

Top right: Master Mechanic Darwin Betteridge (2nd from right) shows the group from Stanford the training center's repair shop area.



Top center: Instructor Tommy Thomason gives an overview of loader nomenclature and safety to the Stanford students.

Below center: The students from Stanford along with the training center staff.

Bottom left: Stanford student Doris Yu tries her hand on a dozer.

Bottom right: On this field trip, Stanford's Tony Ermovick gets his first opportunity on a loader.



Motocross racing

(Continued from page 5)

three have been involved in accidents and sustained just about every kind of injury imaginable. The biggest scare came in 1985 when Seth was involved in a serious crash at a race in the Mojave Desert town of Adlento. Seth was moving at high speed down a severely rutted straight away when he lost control and crashed. His body bounced about 50 feet down the track like a rag doll, the impact knocking him unconscious. When Seth came to, he couldn't feel anything from the chest down.

After being taken to a local hospital, Seth's feelings in his body returned, and he fortunately sustained no other injuries except a mild concussion. Still, just the thought of Seth becoming permanently disabled left the Youngs so emotionally shaken they quit racing for nearly three years. "Suddenly we lost our enthusiasm for racing," Greg said. "All of our success didn't mean anything to us. I felt guilty about having gotten Seth involved in racing. We just didn't feel like racing anymore."

But the family couldn't shake their appetite for motocross. During the layoff, Tyler discovered that other sports didn't come as easily as motocross. Seth missed the racing lifestyle that had profoundly shaped his early childhood. And since Greg had just turned 40 and would be among the youngest riders in the Oldtimers classification, motocross once again seemed attractive. The Youngs dusted off their idled equipment and within two seasons were winning championships again.

Outside of their own spirit the Youngs believe their unions are the most important influence that has contributed to the team's success. For starters, without Greg and Julie's superior union wages, the relatively expensive sport of motocross racing would not have ever been possible.

"If I were working non-union," Greg said, "I'd be making \$18,000 a year with no fringes. As a union surveyor and with my wife being in the Communication Workers of America, we are able to enjoy a comfortable living plus be able to pursue our dream of racing motocross."

Equally important to the Youngs is being associated professionally with winners. For Greg and Tyler, the competitiveness and intensity of union surveying are easily transferred from the job site to the race track. While racing requires physical and mental stamina, surveying provides Tyler and Greg with intellectual challenges.

"I'm so happy with my association with Local 3," Greg said. "I really like working with serious surveyors. I love the sensation of winning motocross races just as much as I love winning at surveying."

See these boots
These boots of battle
See the spirit that holds
Them straight
See how they stand
Heel to heel and
Toe to toe
See the marks—of honor
And know the vanquished;
Mediocrity and
Life lived meekly
See these boots
See the mighty thing
The power of the spirit
That fills

See how they stand
So straight
Just returned
From the field of honor
See the fierce battle
See the uncommon stance
See how they stand
Heel to heel
Toe to toe
And know the
Mighty power of
Kith and kin
Which moved these boots

— Greg Young



Union Briefs

Bush trashes OSHA reform

The Bush administration, one day after Workers Memorial Day, reiterated its strong opposition to AFL-CIO-backed OSHA reform legislation, HR 3160 and S 1622. At the same time, the administration was doing its best to lift the so-called "regulatory burden" from business by extending its moratorium on any new regulations.

During the sixth and final hearing on HR 3160, Rep. William Ford, D-MI, chairman of the Education and Labor Committee, said: "Faced with an epidemic of occupational disease and rising injury rates, the administration's only answer is the status quo. From the election year White House, everything looks fine in America's work places."

Since the legislation was introduced in August 1991, close to 7,000 workers have been killed on the job and tens of thousands seriously injured. The administration's response has been to drag its feet and throw roadblocks in front of any kind of meaningful OSHA reform.

Construction injury report

The leading causes of injury in construction, according to an OSHA report, are overexertion, being struck by an object and falls from elevation.

The report found that 24 percent of accidents in the construction industry overall were caused by overexertion. Twenty-two percent of injuries resulted from being struck by an object and 14 percent resulted from falls from elevation. Slips and trips accounted for about 7 percent of the accidents.

OSHA noted that construction is one of the most hazardous industries. The most common type of injuries were strains and sprains, which accounted for 36 percent of the total, the report said. Next in frequency were cuts, lacerations and punctures, which made up 17 percent of the cases. The back was the most frequently affected part of the body in construction accidents, injured in 21 percent of the cases.

Laborers and carpenters were the groups affected in 40 percent of construction injuries and illnesses, 23 percent and 17 percent respectively. For a normal five-day work week, the greatest number of accidents occurred on Mondays and the least on Fridays.

Housing starts to increase

Housing construction starts, according to David Seiders, chief economist at the National Association of Home Builders, have hit bottom and will continue in an upswing through 1994, while long-term interest rates will hover at about 8 percent. Seiders predicted that housing starts could reach 1.28 million in 1992 and go as high as 1.6 million by 1994. He also thinks that the downswing that started in 1988 hit bottom in the first quarter of 1991.

Seider is basing his prediction on the assumption that there will be no fiscal stimulus efforts in the near future, such as tax credits for new homebuyers proposed by President Bush in his State of the Union address. He also assumes that the Federal Reserve will ease monetary policy if necessary and that enough credit will slip through the cracks to finance an upswing.

Seiders called the current problem of obtaining credit "virtually unprecedented" because the depository sector made up of thrifts and banks has been shrinking for about two years, but some economists were optimistic that the credit crunch is easing.

Mass transit bonds top \$1 billion

In early May, the California Transportation Commission allocated an additional \$234 million in funding for mass transportation and rail programs. This latest action means that the total amount of money allocated for rail and mass transit projects since voters approved Props. 108 and 116 in June 1989 topped the \$1 billion mark. Prop. 108 provides \$1 billion and Prop. 116 provides an additional \$1.99 billion for rail and other mass transit projects.

The allocations provided more than \$103 million for new highway construction projects, including \$41.2 million for construction of a four-lane freeway and structures near Cloverdale on Hwy. 101 in Sonoma County.

Wage hikes

First-year wage increases negotiated during 1991 in new construction labor agreements covering at least 1,000 workers averaged 2.2 percent and negotiated increases over the life of the agreement averaged 2.9 percent, according to data released by the Labor Department's Bureau of Labor Statistics. First-year benefit increases negotiated in 1991 in agreements covering at least 5,000 workers averaged 5.3 percent and increases over term in this category averaged 5.2 percent.

District Meetings

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

June

- 3rd **District 12: Provo**
Provo City Power Bldg.
251 West 800 No.
- 4th **District 11: Reno**
Carpenters Hall
1150 Terminal Way
- 9th **District 10: Ukiah**
Grange Hall
740 State Street
- 11th **District 04: Fairfield**
Holiday Inn
1350 Holiday Lane
- 18th **District 90: Freedom**
Veterans of Foreign Wars Hall
1960 Freedom Blvd.

July

- 7th **District 4: Eureka**
Engineers Bldg.
2806 Broadway
- 7th **District 17: Kauai**
Wilcox Elem. School
4319 Hardy Street
- 8th **District 17: Kona**
Konawaena School
Kealahou
- 8th **District 7: Redding**
Engineers Bldg.
20308 Engineers Lane
- 9th **District 6: Marysville**
Veterans Memorial Hall
249 Sycamore St
Gridley
- 21st **District 17: Maui**
Wailuku Community Center
Lower Main St.
Conference Rm. 1&2
- 22nd **District 17: Hilo**
Kapiolani School
966 Kilauea Avenue
- 23rd **District 17: Honolulu**
Kapalama Elem. School
1601 N. School Street

August

- 4th **District 3: Stockton**
Engineers Bldg.
1916 North Broadway
- 6th **District 5: Fresno**
Laborer's Hall
5431 East Hedges
- 18th **District 2: Sunol**
Sunol Valley Country Club
Hwy. 680 & Andrade Road
- 20th **District 1: San Francisco**
Seafarers International Aud.
350 Fremont Street
- 27th **District 8: Auburn**
Auburn Recreation Center
123 Recreation Drive

District 60 Meeting Change

District 60 membership meeting location for July 9, 1992 has been changed. The new address is:

**Veterans Memorial Hall
249 Sycamore St
Gridley, Ca 95948**

HONORARY MEMBERS

As approved at the Executive Board Meeting on May 17, 1992, the following retirees have 35 or more years of membership in the Local Union, as of April 1992, and have been determined to be eligible for Honorary Membership effective July 1, 1992.

Lake Austin *	0788098
Merrill Ball	0928014
Kenneth Booth	0650605
James Boothe	0928122
J. N. Boykin	0928018
Gale Edwards	0830869
George Elledge	0760626
Wayne Gibson	0928047
John Goz	0736605
Cole Lucas	0904706
Edward Marks	0892538
Elbert Mendenhall *	0512558
Ervin Millard	0845436
Eldon Schmidt	0904923
LeRoy Stanton	0796028
F. E. Wellman	0876133
Wendall White	0928109
Grady Williams	0918949
Glen Wilson	0773879

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

District 90 Election

On June 18, at 8 pm, at the regular quarterly District 90 Membership Meeting, there will be an election for one (1) Grievance Committeeman, to fill the unexpired term left vacant by resignation. The meeting will be held at the following address:

**V. F. W. Hall
1960 Freedom Blvd.
Freedom, CA**

Retirees Association Meetings

JULY

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

Departed Members

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

DECEMBER 1991

William Parker of Napa, Ca., 12/2.

JANUARY 1992

Jerry Trillo of Fremont, Ca., 1/17.

MARCH

Jess Coldiron of Brownville, Texas, 3/31; J. Counts of Stockton, Ca., 3/24; Melvin Hornett of Livermore, CA., 3/23; Edgar Locke of Eureka, Ca., 3/18.

APRIL

Walter Cook Jr. of Marysville, Ca., 4/02; Carl D. Estes of Strathmore, Ca., 4/24; Lee Lynn of Modesto, Ca., 4/23; Keith Miser of San Bruno, Ca., 4/29; H. L. Moretti of N. Sacramento, Ca., 4/25; Dell Mortensen of Springville, Utah, 4/25; Eddie D. Mullen of Novato, Ca., 4/28; Harry Pearson of Salinas, Ca., 4/12; George R. Quigley of Antioch, Ca., 4/27; Ted M. Roberts of Farmington, Ca., 4/25; Logan Teal of Elk Grove, Ca., 4/16; Paul Wallace of Hayward, Ca., 4/21.

MAY

Leonard Averett of Live Oak, Ca., 5/12; Russell Ball of Hydro, Ok., 5/17; Aaron Becker of Lodi, Ca., 5/18; Fred Boegle of Reno, Nevada, 5/6; Robert Collette of WestlakeV, Ca., 5/13; W. L. Denham of Gilroy, Ca., 5/4; Henry F. Dewese of Hayward, Ca., 5/3; Floyd J. Foreman of Sunnyvale, Ca., 5/8; Edwin Glenn of Sandy, Utah, 5/7; Maynard Gouveia of Fremont, Ca., 5/20; Phillip Hawkins of Yuba City, Ca., 5/4; Paul King of Scotts Valley, Ca., 5/2; David McEvers of Fallon, Nevada, 5/24; Ed Newlin of Scotts Valley, Ca., 5/23; John Orvick of Stockton, Ca., 5/6; James Preston of San Pablo, Ca., 5/13; Carl Quist of Stockton, Ca., 5/15; A. M. Rutkowski of Roseville, Ca., 5/2; Ervin Samson of Provo, Utah, 5/19; Mike Saporetti of Visalia, Ca., 5/19; Carl Silva of Woodside, Ca., 5/22; Woodrow Tessmer of Fredricksburg, Ia., 5/2; Joe Zanesco Jr. of San Jose, Ca., 5/18; Paul W. Zeisse of Sunol, Ca., 5/16.

DECEASED DEPENDENTS

Katherine Edie, daughter of Gerald, 5/7. Marian Essex, wife of Carl, 4/18. Michael Fairfield, step-son of Matthew Glavin, 2/13. Carol Kea, wife of Vernon, 3/13.

Pre-Retirement Meetings

June 2nd	Auburn	7pm
	Auburn Recreation Center 123 Recreation Dr.	
July 18th	Salt Lake City	11am
	Operating Engineers Bldg. 1858 W. N. Temple	

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

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

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

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

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

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

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

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

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

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

FOR SALE: 5th wheel hitch w/hard-ware off of 74-3/4 T Chev. \$200 OBO. New 6 gal. water heater elect propane. \$275. Call (707)451-2857. Reg.#1469618 4/92

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

FOR SALE: '46 Ford 1/2 ton pick up, good paint, new V8 original engine. \$5K. Call (408)722-1362. Reg.#2134340 4/92**SALE: 3bd/2ba home** 2,000 sq ft. spanish tile roof, fireplace, lots of tile inside, electronic water heater, sunroom, computer operated sprinkler system, A/C, 2mi. to Redding shopping ctrs., near Shasta and Simpson Colleges, \$159,500 OE finance. Call (916)246-0309. Reg.#1265020 4/92

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

FOR SALE: '85 Backhoe Case 580 Super E cab w/heat and air, 4 in 1 bucket, extendahoe, 4 buckets, very good condition. Re-bushed and pinned swing tower, new paint \$14,500. OBO. Call (510)372-0322. Reg.#1904080 5/92

FOR SALE: 13.1 acres patented mining ground, quiet rural setting, untouched nat beauty, dead end road. Subdivided into 3-2and 1/2 ac. homesites & 5 acs R-4 w/tri ct approval or can be split. Mobile not included but is negotiable. Open listing \$39,900, discounted to \$75K cash, save \$14,900 for next 30 days. 3 mi. from Yreka, Ca., call (916)842-3689. Reg.#603448 5/92

FOR SALE: '75 Kenworth 10 wheel dump, Cummins, new tires/wet gear, matted PTO, factory air, reco suspension, SQHD rear ends, 13 speed, air hitch, reliance t.b.s, jake brake, electric mirrors, air seat, AM/FM, cassett, trick and roll, lots of chrome/aluminum, \$22,500 possible trade or best offer. (707)795-3835. Reg.#1187264 5/92

FOR SALE: '81 5th wheel Kountry Aire, 2 door walk thru, front bath, elect. jacks, stabilizers, micro wave, deep freeze, air conditioned, washer/dryer, all built in. Call (516)724-0311. Reg.# 1669609 5/92

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

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

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

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

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

FOR SALE: Custom home + 3.06 acres

in Windsor. Spectacular views, private lake for fishing and swimming. Backs up to Lakewood regional park. \$435K. Call (707)838-0469. Reg.#1774262 5/92

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

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

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

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

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

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

FOR SALE: Mobile home 60'x24' Far West in East Biggs, Ca., double wide, 2bdm/2ba on .53 acres, new carport, double pane windows, lg. front porch and awnings, new washer/dryer, alum. foam roof (20yrs guarantee) vents, wood stove & hearth, 8 almond trees, 4 walnut, 1 lg. ash shade tree, well water, 1-16'x10 wood storage shed & loft, 1 metal shed, \$75K. Call L Shea (916)868-1644. Reg.#0822741 5/92

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

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

FOR SALE: Calculator Curta, 15 place

Personal Notes....

Fresno: District 50 would like to extend its deepest sympathy to those who have recently passed on: Floyd Nelson 3/15; Carl D. Estes 4/24 and Florence "Diddie" Flanagan, wife of Tommy Flanagan 5/25, each will be missed dearly by friends and family.

Marysville: The Marysville District office staff extends its condolences to the families and friends of the following deceased members: Phillip Hawkins, Yuba City; Leonard Averett, Live Oak and Cecil Ramsey, Marysville.

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

FOR SALE: '69 Glastron 20' in board/out board, 6 cyl. 160 HP, Chev. Eng. '76 Tandem trlr, \$3K. Call (408)476-2781. Reg.#0697762 5/92

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

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

FOR SALE: '71 GMC Breeze mini motor home, 18' long, new engine, brakes, good tires, \$6K, and '59 Ford Ranchero, new rebuilt 352 engine, good paint, needs 2 front wheels. \$600. Call (209)823-9061. Reg.#322378 5/92

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

FOR SALE: '65 Chevy Nova, 60K mi.. Body and interior in excell. cond., all original. Runs good. \$3K OBO. Call (510)606-6338 leave message. Reg.#2123220 6/92

FOR SALE: 55+ 40' Trans America, Expando living room & bdrm. (10'x20') excell. cond., furniture, new drapes, washer/dryer. Lg. car port w/xtra side parking for leisure equipment, full front patio awning w/ enclosed hot tub, priavet, last on street. \$125 mo. space rent. \$12,500 Sacramento, call (916)428-3855. Reg.#1231325 6/92

FOR SALE: 60 acres deep fertile soil in Sierra Valley near good schools & hospital. 42 mi. from Reno, owner financed \$150K. Call (916)533-2744. Reg.#557420 6/92

FOR SALE: Home Carson Valley Nev., 1900 sq. ft. on 2 ac. w/hilltop view of valley & sierras. Min. from B.L.M. land, ideal for horses, 2bdm./2-1/2 ba., 2 second floor decks, 2 car garage w/1 car garage or workshop out back. Fenced, landscaped, automatic sprinkler + drip systems. \$149,500. Call (702)267-2488. Reg.#1171933 6/92

FOR SALE: AC Forklift 2000 lb. PN, tires, rebuilt motor, looks & runs like new, \$3,500. 16' 1/0 tri hull boat, elect. anchor SSP. remote trolling, happy troll full canvas ski or fish \$4K. Call (510)484-4094. Reg.#1945393 6/92

FOR SALE: '90 Ford Aerostar Van, excell. cond., clean automatic/air-tan-cruise.

\$10K OBO, Call 826-8397 Los Banos. Reg.#1284781 6/92

FOR SALE: 212 acre permanent pasture, cement ditches, 2 lift pumps, return water system, corrals and chute \$530K, 1/3 dn. owner carry bal. Also, 30+ acre Ranchette site, lg. new AG bldg., mobile home hookup, \$125K cash. Call (209)826-8196. Reg.#0899307 6/92

FOR SALE: Mini ranch + 1.73 county acres. 3bdm/2ba., fenced and cross fenced 4 stall barn, minutes to Hwy 101 in Sebastopol \$279,950. William T Silveira, 4664 Daywalk Rd. Sebastopol, Ca. 95472. Reg.#1235523 6/92

FOR SALE: Beer & Wine Bar in Tehema Co., 2400 + sq. ft. cement block bldg. w/2bdm-1ba. apt. on 3 level acres under irrigation. 125' well w/1 year old submerisible. New compressor, shop bldg., large cement patio. Trailer pad w/all utilities. Plenty of parking & room for expansion. Only \$69,950. Call Michael (916)243-4302. Reg.#865537 6/92

FOR SALE: '78 Motor home 33' Apollo, 6.5 kw gen, twin air, new carpet, woven wood drapes, awning & microwave. Excell. cond. \$21K. Call (503)588-6971. Reg.#1152603 6/92

FOR SALE: '84 Olds Delta 88 royaye V8, one owner 84K mi., very good cond., full power, AM/FM cassette radio. Rear defroster, drk. blue, v. top, light blue body. w.w. tires. \$4K. Call (209)239-6333. Reg.#622923 6/92

FOR SALE: '69 Corvette 427/390HP, 4 spd., T-tops, AM/FM, luggage rack, yellow/tan interior, 70K orig. mi. \$10,500. Also 4bdm/2ba, 1835 sq. ft. home on 2 beautiful acres in Auburn. 3 stall barn, arena, real private location \$229K Call (916)878-1494. Reg.#2072172 6/92

FOR SALE: Wilder Lincoln Welder 2 cyl air cooled complete overhaul, Lincoln dealership all parts, 2 new batteries, 110V + electric leads, new paint, can finance. Call Bud Wells 828-5217. Reg.#0557433. 6/92

FOR SALE: '72 Motor home 20', 62 K mi., new tires, awning, roof & dash air, \$5,650 or trade for PU of equal value. '74 Dodge Short Van- Carpeted, bed, recliner seats, 360 eng., 72K mi., looks & runs great. \$1,500 OBO. '78 Komfort 22-1/2 ft. Travel Trailer, self contained, full bath, sleeps 7, roof air, awning. \$3,500 OBO. Cactus collection \$50 OBO. Call (408)336-2301. Reg.#1155490 6/92

FOR SALE: '50 Water truck Autocar, Cummings, runs good, 4K gallow w/tank \$12,500. 3 Horse trailer tandem axle, \$975. Call Los Banos (209)826-9465. Reg.#1043556 6/92

Disabled construction worker treks cross-country to aid handicapped

Eight years ago, Kem Hearne was a successful 27-year-old construction worker from Hawaii. He worked on the Alaskan Pipeline in the early 1980s. In his spare time, he was an avid athlete and outdoorsman, skydiving and one year winning at the National Roller Skating Championship in Texas. While he was serving in the Army in Hawaii, he led his battalion to a time of 17.6 hours in the 144-mile "Island Run."

Then on New Years Eve 1984, Kem's life took a tragic about-face. He was hit broadside by a 16-year-old drunk driver and left paralyzed from the eyes down. After years of rehabilitation, Kem defied the medical experts — they thought he had little chance to be anything but a vegetable for the rest of his life — and began to walk again. Kem not only recovered from his injuries but went on to win the gold medal at the Utah Special Olympics in the summer of 1990, becoming the world wheelchair speed record holder at 57.5 mph.

Throughout his rehabilitation and during the Special Olympics, Kem realized that the needs of the disabled were not being met, so he decided to do something about it. He established the Kem H. Hearne Foundation. Using his \$3,000 racing wheelchair and his gift for motivating people, Kem started holding fund raisers that brought in hundreds of thousands of dollars through a variety of events. The money helped pay for heart and liver transplants for sick patients, purchased wheelchairs for cash-strapped disabled people and provided a Christmas party for a brain-injured child.

In May 1990, Kem wheeled 522 miles in 11 days from Salt Lake City to Las Vegas. Proceeds from the trek raised enough money to buy Kem a racing wheelchair and a special van for his foundation, plus a heart transplant for a needy patient and wheelchairs for the handicapped.

From July 19-23, 1990, Kem raced his wheelchair 260 miles from Idaho Falls to Salt Lake City. Proceeds went to a cancer patient who needed a liver transplant. But on the last day of the race, a car mistakenly entered the race course and struck Kem head-on at 40 mph, reparableizing him from the waist down. Despite the setback, he decided to continue his quest to help the disabled.

Four months after the second accident, he went on a speaking tour, talking to Mothers Against Drunk Driving groups. From August through December 1990, Kem wheeled his way more than 3,000 miles across the United States, raising more than \$250,000. In April 1991, Kem helped organize a "Food for the Hungry" run in Phoenix, Ariz., raising some \$10,000 for the local food bank. In September 1991, a "Run, Walk and Roll" party was organized in Janesville, Wis., raising money for a playground. Kem's incredible story is now the subject of an upcoming book and movie called "The Greatest Comeback."

Earlier this year, Kem was diagnosed with terminal cancer and given just a few months to live. But instead of resting to preserve what life may be left, Kem has chosen to use the remainder of his precious life to continue to help bring America's 43 million disabled citizens out of the shadows by wheeling 12,590 miles across the United States in what is being called the "Great American Aloha Torch Run." Along the way Kem and volunteer runners are carrying the torch to the Statue of Liberty, where he will light the Flame of Freedom in conjunction with America's celebration of Independence Day during the Fourth of July weekend.

Kem is stopping in hundreds of towns and cities along the way to raise awareness and money for the disabled. One of those stops included the Local 3 headquarters in Alameda, where Kem spoke about his crusade at the May 17 Executive Board meeting. Board members, officers and business agents each donated \$100 to Kem's foundation. Local 3 members can join Kem's campaign to help the disabled by sending a donation to:

The Kem Hearne Foundation
P.O. Box 1130
Eagle Point, OR 97524

Make check payable to the Kem Hearne Foundation. The foundation can be reached toll free at 1-800-788-7501.



Top: Kem Hearne, left, and Bill Markus, Local 3 recording-corresponding secretary, attach a Local 3 sticker to Kem's specially equipped van at the Local 3 headquarters in Alameda.

Center: Kem Hearne on his racing wheelchair.

Bottom: Kem takes a spin passed the Local 3 headquarters.

