

Contractic Funders

They're playing an increasingly

vital role in the construction

industry as concrete pouring

becomes more popular.

See story p. 6



11000

Davis-Bacon Update Stockton Work Picture In this issue. . . Retiree Picnic '95 Richmond Police Shooting

Semi-Annual Meeting Notice, p. 22



'm sure the vast majority of our members are unaware and uninterested in what has been going on in the halls of Sacramento these past few months. In some ways, I don't blame them. The amount of energy that has been wasted on both sides of the aisle in political game playing would disgust most normal people. Very little actual "governing" has taken place. The Republicans, led by big Jim Brulte, have fumed, fussed and whined because, no matter how much they felt entitled to run the Assembly after their gains last November, have managed to be outmaneuvered time and again by Willie Brown.

The unfortunate reality is that all these back room brawls will ultimately result in someone being King of the Mountain. And whoever is King of the Mountain has a lot to say about legislation that has a very real

Political

continue

impact on our members. Right now it looks like Assemblywoman Doris Allen, a Republican from Orange County, is King of Draws the Mountain - more formally known as Speaker of the Assembly. Thanks to Willie Brown's political

mastery, she obtained the support of every Democrat in the Assembly, plus her own sole Republican vote, to capture the crown.

This act sent Jim Brulte and his cronies into complete hysteria. They yelled "foul" and threatened to recall her and anybody who so much as said "hello" to a Democrat. I have to admit that many of us received a good deal of satisfaction in Brulte's demise. But much more important is the deal that was made with the new Speaker.

Doris Allen apparently has agreed to preserve most of the power-sharing arrangements that were hammered out between the two parties earlier this year. That means we will have some hope of fighting off future attacks on the prevailing wage law.

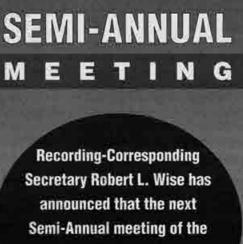
This is a tough fight and it is far from over. In April we were successful in killing most of the bills that attempted to weaken the prevailing wage law. But, as anyone in politics knows, legislation never really dies. As long as the Legislature is in session, hostile bills can come alive like vampires in the night and suck the life out of you.

We already had one such experience in May. On the very day that labor was in Sacramento attending a legislative conference, the Republican caucus resurrected all the prevailing wage language that we killed in committee and tried to inject it as hostile amendments into other bills. Our Democratic friends saw the ploy and managed to deflect the sneak attack.

This is the kind of thing that can happen on any day without warning. All the other side needs is a day when one or two Democrats are not in attendance and the other side will jump on the chance to maneuver its agenda through the Assembly.

And of course, the Republicans are hell-bent on recalling Assemblyman Mike Machado from the Stockton area to give them one more precious vote. We will put everything we've got into that fight.





membership will be held on Saturday, July 15, 1995, 1:00 pm at the:

Seafarers International Union Auditorium **350 Fremont Street** San Francisco, Calif.



T.J. (Tom) Stap	leton Business Manager
Don Doser	President
Jerry Bennett	Vice President
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· Engineers News Staff ·

Managing Editor	James Earp
Assistant Editor	Steve Moler
Graphic Artist	Ed Canalin

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> UPDATE

GOP slips Davis-Bacon repeal into highway bill

Prevailing wage law would be eliminated on 165,000-mile federal highway system

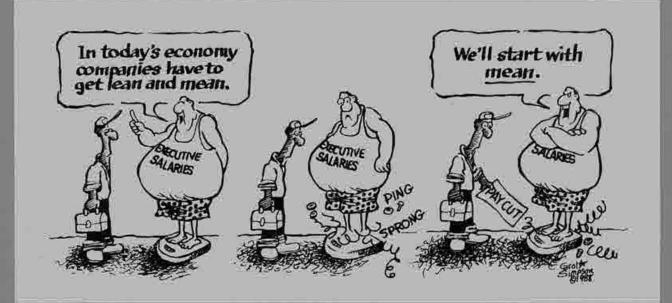
hen the \$6 billion National Highway System bill (S 440) was introduced in Congress this spring, it contained no Davis-Bacon ban. But when the Senate Environmental and Public Works Committee began marking up the legislation. Sen. Robert Smith, a New Hampshire Republican, tossed in an amendment that would repeal the Davis-Bacon Act on the 165,000-mile highway system. The committee then approved the bill by an 8-7 vote.

Senate Democrats immediately vowed to filibuster the bill unless Republicans lifted the bill's prevailing wage repeal on those highway projects. President Clinton threatened to veto the entire bill if it contained any Davis-Bacon repeal

The committee's chair, Republican John Chafee of Rhode Island, was warned before the mark up by both Labor Secretary Robert Reich and 'Transportation Secretary Federico Pena that the administration is committed to retaining Davis-Bacon, which requires that firms receiving federal government contracts pay workers at the wage rate prevailing in the area where the work is being done.

In a May 9 letter to Chafee, Pena wrote that the administration is committed to retaining the prevailing wage provision "so that federal spending practices do not have the unintended consequences of depressing workers' wages."

Senate Democrats said Smith's Davis-Bacon repeal amendment was unnecessary because Democrats are working on a comprehensive Davis-Bacon reform bill that would raise the threshold covered under the act from \$2,000 to \$15,000 for



repairs and renovation projects, and to \$100,000 for new construction.

In another Davis-Bacon repeal matter, Republicans, including House Speaker Newt Gingrich and Senate Majority Leader Bob Dole, want to make Davis-Bacon repeal part of the Omnibus Budget Reconciliation Act of 1996, the GOPsponsored bill that would drastically reduce federal spending in order to balance the budget by 2002.

Political analysts say such a proposal gives Republicans some clear advantages. If Clinton vetoes the bill, he'll be seen as thwarting efforts to balance the budget. If he signs the bill, it will seem like the president is bowing to Davis-Bacon repeal proponents.

On the bright side, if the veto cannot be overridden, it could lead to a compromise such as the Davis-Bacon reform bill proposed by Democrats and organized labor.

But 20 Republicans who support Davis-Bacon objected to incorporating repeal of the act in the budge reconciliation package because such an arrangement would prevent the issue from undergoing full debate on the House floor

Meanwhile, the actual Davis-Bacon repeal bills, S 141 in the Senate and HR 500 in the House, are still making their way through committee. S 141 was approved by the Senate Labor and Human Resources Committee, while HR 500 is awaiting consideration by the House Economic and Educational Opportunities Committee.

Willie Brown steps down as speaker, announces candidacy for S.F. mayor

After nearly 15 years as one of Local 3's strongest political allies in Sacramento, Assemblyman Willie Brown stepped down June 5 as speaker and handed the reins over to Doris Allen, the first woman speaker and most senior Assembly Republican. Brown announced two days earlier that he's running for San Francisco mayor.

The vote was 40-38, with all 39 Assembly Democrats voting for Allen and all other Republicans voting for Jim Brulte, who tried unsuccessfully to oust Brown as speaker last December when former Assemblyman Paul Horcher switched from Republican to independent and voted for Brown.

Democrats made their move to elect Allen just in time to head off a second attempt by Republicans to elect Brulte as speaker. The GOP gained one more vote the day after Allen was sworn in as the new speaker when Arcadia City Councilman Bob Marget defeated Democrat Brent Decker in a San Gabriel Valley special election to fill the seat vacated by Dick Mountjoy, who moved to the state Senate. Assembly Republicans are expected to win yet another seat after a July special election in Southern California.

In voting for Allen, Democrats also adopted new rules that give Allen broad control over Republican resources and allow Democrats to keep significantly more power than they would if Republicans had been able to make Brulte speaker. The new rules also give Brown the title of speaker emeritus, meaning Brown will continue to play a significant role in the Assembly until he either completes his final term in the Assembly in 1996 under term limits or wins the San Francisco mayors race in November.

Local 3 poised for best work season in years

Stockton work outlook particularly bright with Diablo Grande, Tracy Mall and commuter rail project leading the charge

By Steve Moler Assistant Editor

fter nearly five years of recession, it's safe to say that Northern California's construction industry has pulled out of its nose dive, and although building activity isn't totally booming, we're poised to have the best work season since 1990.

Every one of Local 3's 11 Northern California districts expect to have a good to excellent work seasons this year in which out-of-work lists will shrink to minimum levels. The Oakland District, for instance, has dispatched virtually all its excavator, scraper and dozer operators and is recruiting hands from other districts to fill work orders for those classifications.

Fresno's dispatches are up 112 percent over last year, mostly due to an abundance of highway work. Marysville and Redding have so much paving work they're completely out of paving hands. Santa Rosa

First of series Because of the abundance of work this season, Engineer News will cover as many jobs as possible throughout the summer and into the fall. To keep the array of projects in perspective, each month the newspaper will feature an article focusing on a particular district where the work picture is especially bright. We begin this month with the Stockton District.

has dispatched all of its finish blade and scraper hands, while San Jose and San Francisco have dropped their out-of-work lists to insignificant levels.

Last year, it took the Stockton District until early August to get its out-of-work list down to 15 percent. This year the list hit 15 percent on June 1, two months earlier than last year.

The reason Stockton's out-of-work list has dropped so rapidly this spring is because the district has seen more than \$76 million in projects go to bid in March and April, with an additional \$106 million of jobs in the final planning stages. The encouraging aspect of Stockton's improving work outlook is that subdivision work is on the rise.

In the northern end of the San Joaquin Valley, which covers mostly the Stockton and Sacramento districts, there are as many as 22 large subdivisions either just getting underway, about to get underway or in the final planning stages.

If you place dots on a map where each proposed subdivision is located, a cluster of dots would stretch from Placer and Sacramento counties in the north through San Joaquin and Stanislaus counties south to Merced and Madera counties.

These subdivision, all of which will require major infrastructure that will likely be constructed by Operating Engineers, will be home to more than a half-million people over the next two decades.

Mountain House

One of the largest of these projects is Mountain House, a 16,000-unit development on the western edge of San Joaquin County near the junction of I-205 and I-580. Mountain House, to be built over the next 10 to 20 years, will eventually be home to an

estimated 44,000 residents. Some 557 acres will be devoted to roadways, water and sewage treatment plants, waste utility and recycling, and other infrastructure.

There will also be 700 acres set aside for office, commercial and retail development that's expected to generate nearly 19,000 jobs. Mountain House will also have 12 schools and 750 acres devoted to parks, golf courses and a marina. The good news is that Mountain House, which was first proposed in 1989, has received approval for the first three of 12 planned villages.

Local 3 has been instrumental in getting this massive project through the approval process. Union rank-and-file members have attended various planning commission and county supervisor meetings in support of the project. Also, Local 3 has received support from its political allies in Sacramento in getting the Legislature to create a community services district that's needed for the project to proceed.

"If it wasn't for Local 3," said Business Manager Tom Stapleton, "This project wouldn't be alive today, I can tell you that."

Diablo Grande

Another enormous development rivaling Pebble Beach's Spanish Bay and Napa's Silverado Country Club and Resort is the Diablo Grande resort community in southwestern Stanislaus County near Patterson. When completed in five phases over the next 20 to 25 years, Diablo Grande will contain 5,000 homes surrounding six golf courses. The development will also feature a \$50 million hotel and conference center, winery and shopping center.

At press time, Ford Construction of Lodi was low bidder on the resort's 9.5-mile entrance road, which will connect the resort with the Spencer Road interchange at I-5. The same contract calls for Ford Construction to build a 13.5-mile water pipeline. Construction on both the entrance road and pipeline is expected to begin in July.

Ford Construction is already doing work on the first golf course. Once that's done, construction will begin – perhaps as early as this summer or next year – on the rest of the first phase, which will consist of infrastructure and grading for 2,000 homes, the hotel and conference center, and winery. A project agreement has been signed covering all the infrastructure for phase one, plus the treatment plant, hotel and conference center, and winery.

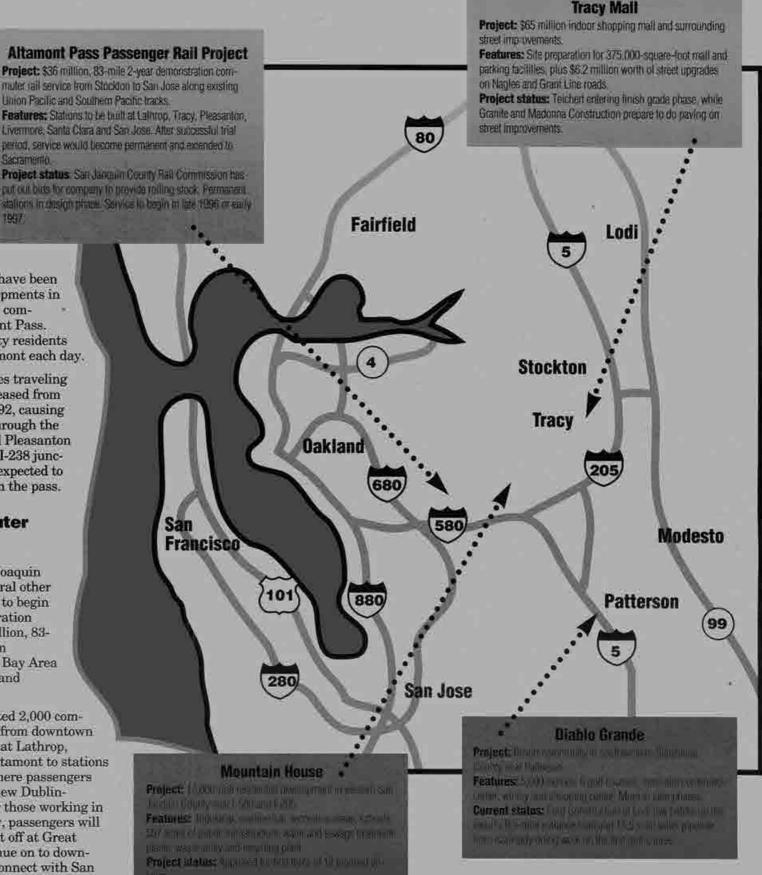
Tracy Mall

You know the future looks bright for a particular area when a developer decides to invest in constructing a major shopping center. That's precisely what's happening in the rapidly growing community of Tracy, where Operating Engineers have been doing the infrastructure and site preparation for the \$65 million Tracy Mall. When fully completed, the 375,000-square-foot, single story shopping center will have five major department stores, about 75 specialty shops and a 14-screen cinema.

Teichert is the prime contractor on the site preparation, with Preston Pipeline and KDB Pipeline subcontracting on storm drains. Operating Engineers are moving swiftly into the finish grade portion in preparation for a scheduled October 25 grand opening.

Work also extends beyond the mall itself. Operating Engineers are doing the grading and paving on nearly \$6 million in improvements to streets surrounding the shopping center. Granite Construction is going full bore on \$3.3 million worth of upgrades on Naglee Road, and Madonna Construction is doing \$2.9 million worth of improvements on Grant Line Road.

Several recent annexations by the City of Tracy means this community will continue to grow steadily over the next two decades. The Tracy City Council just approved the annexations of East Lake, West Tracy, West Corral Hollow and Souza Citation, with all four areas holding the potential for 6,000 homes. Another 2,000 to 3,000 homes could be built at Pombo Square, Murfield Village, Circle B Ranch, Foothill Ranch and Woodside Estates.



And the second second

Local governments, however, have been reluctant to approve large developments in this area for fear of putting more commuters on I-580 over the Altamont Pass. About 30,000 San Joaquin County residents already commuter over the Altamont each day.

1947

The average number of vehicles traveling over the Altamont each day increased from 124,000 in 1988 to 152,000 in 1992, causing considerable traffic congestion through the Tri-Valley area of Livermore and Pleasanton and at the I-880/I-580 and I-880/I-238 junctions. By 2010, traffic volume is expected to reach 200,000 vehicles per day on the pass.

Altamont Pass commuter rail service

But relief is on the way. San Joaquin County, in cooperation with several other local agencies, has won approval to begin the Altamont Corridor Demonstration Passenger Rail Project, a \$36 million, 83mile-long commuter rail line from Stockton to various points in the Bay Area along the existing Union Pacific and Southern Pacific tracks.

The route will take an estimated 2,000 commuters per day in the beginning from downtown Stockton - with additional stops at Lathrop, Manteca and Tracy - over the Altamont to stations at Livermore and Pleasanton, where passengers will be able to connect with the new Dublin-Pleasanton BART extension. For those working in the Silicon Valley and South Bay, passengers will be able to stay on the line and get off at Great America in Santa Clara or continue on to downtown San Jose, where they can connect with San Jose's light-rail system.

If the two-year demonstration project proves successful, the system could become permanent and extended to Sacramento. The rail service would not only permit further development in the Stockton-Tracy area but also put Operating Engineers to work on building permanent stations and doing right-of-way improvements and realignments beginning in 1997.

High-speed rail system

The Stockton-to-San Jose service will eventually connect with a proposed high-speed "bullet train" system that would run between Sacramento and Los Angeles via Stockton and Modesto, with connections to the Bay Area. Caltrans is doing preliminary studies on such a system, with two possible

routes being considered along the I-5 and U.S. 99 corridors

The California Intercity High Speed Rail Commission recently rejected a plan to run bullet trains between San Francisco and Los Angeles along the U.S. 101 corridor, and instead voted to further study the U.S. 99 and I-5 routes. The commission's consultant, Parsons Brinkerhoff Quade & Douglas, favors the U.S. 99 route because it would serve more communities, but the I-5 route would be cheaper to build and maintain.

The National Maglev Initiative, a branch of the Federal Railway Administration, has identified 26 potential corridors and studied 16 of them. including the Sacramento-to-Los Angeles route, for possi-

ble funding. Amtrak is already doing \$600 million in upgrades on tracks between New Haven, Conn., and Boston on its high-speed Northeast Corridor service.

If a high-speed rail system is ever approved and funded nationally or locally, it will need new or upgraded tracks, improved alignments, and new tunnels and bridges in order for trains to move at 150-200 mph, projects that would provide enormous opportunities for the construction industry.

Next month: An overview of upcoming work in the Sacramento District.



By Steve Moler, Assistant Editor

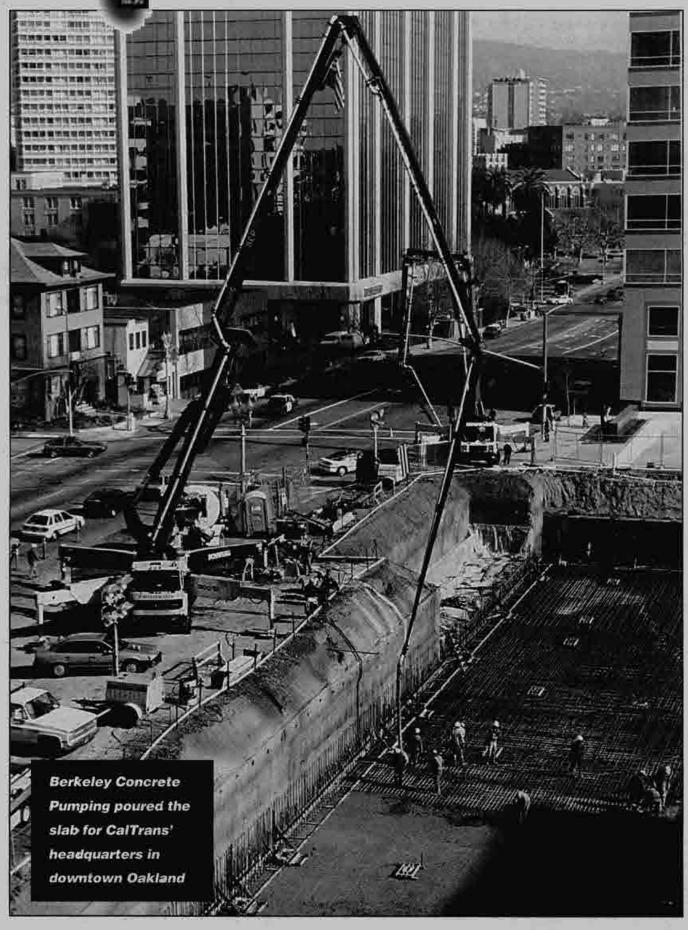
As concrete pumping becomes more sophisticated, so have the operators

hen it comes to profitability and productivity, it's hard to imagine where the construction industry would be today without concrete pumping.

With today's concrete pumps putting out nearly 10 times the volume they did when they were first invented in the early 1930s, you can understand why concrete pouring has become such an integral part of the construction industry.

With advances in concrete mixes and pumping technology, a contractor can now efficiently place large volumes of concrete just about anywhere, from the underwater footings of oil drilling platforms to the tcps of high-rise office buildings.

When the world's tallest all-concrete building, the Wacher Drive Tower in Chicago, was topped out at 79 stories, almost all of the 110,000 cubic yards of reinforced concrete was pumped vertically to a record 969 feet by a single pump and



> In the 1950s and early 1380s, concrete pumps, such as this Whiteman F-100-D, were mounted on trailers.

crete pumping firms in Northern California. In addition to the contract, the association works closely with Local 3

separate placing boom, a task unattainable 15 to 20 years ago.

The astonishingly rapid pace with which two union contractors recently completed the flooddamaged I-5 Arroyo Pasajero Eridge in Fresno County and the Hwy. 2 Carmel Bridge in Monterey County could not have been attained without concrete pumping. On those two jobs concrete was poured at a rate of about 120-150 yards per hour. Had the contractors used conventional methods, the rate would have dropped to 15-20 yards per hour.

But regardless of how good the concrete mix and advanced the pumping technology, concrete pouring would not be where it is today without the skilled Operating Engineers who run the equipment.

As concrete pumping has became more soph sticated so have the operators. It's not good enough in today's intensely competitive construction industry for the operators of concrete boom trucks to just know concrete mixes and have good eye-hand coordination; they have to possess the social skills to favorably represent the r company and get along with all the different factions or the job site - the inspectors, laborers, masons, for-men, ready-mix drivers.

Apprenticeship and training

That's why concrete pumping contractors carefully select their apprentices, looking for people with diverse skills. Because training concrete pumpers is not feasible at the Rancho Murieta Training Center, apprentices learn their trade entirely on the job. Apprentices reach journey level after 3,000 hours of on-the-job training.

All told, there are a little less than 200 concrete pumpers in Local 3 who are employed by a total of 14 signatory employers throughout Local 3's jurisdiction. Two companies are based in Hawaii, one each in Nevada and Utah and the rest in Northern California.

> Chris Graf of Galleth Concrete

Pumping uses a 32 meter

boom to pour concrete at

construction of a till-up

warehouse in Newark.

The 10 Northern California concrete contractors work under an independent concrete pumpers agreement, which

is negotiated by Local 5 and the Concrete Contractors Association Inc. based in Napa, an employer group consisting of five of the largest conto enhance the union zed concrete pumping industry and organizes non-union concrete pumping firms.

Evolution of concrete pumping

In order to grasp the emergence of the concrete pumping incustry over the past half-> James Larkes of cer.tury, you Conco Concrete have to understand-Pumping at a ing the evoluseismic retrofit job tion of concr≘te pumpin Castro Valley. ing technology, for it has been the constant improvements

in pumping equipment that has allowed the pumping industry to thrive.

such noteworthy projects as the Hoover Dam and

Then beginning in the early-1950s Challenge-Cook Brothers became a major U.S. manufacturer of concrete pumps, as did Thompsen and

Whiteman. The intense competition among these three companies set the pace for major improvements in concrete pumps.

Whiteman came out with a jam proof high carbon steel, long-wearing valve that operated in a hard chrome liner. This innovation eliminated metal-

to-metal contact that minimized wear and the need for replacement valves. Whiteman also came out with a pump with twin engines and dual hydraulic power so that if one failed the other would continue at a reduce capacity.

Thompsen's 'Golden Flapper' valve

Thompsen responded with the introduction of its "Golden Flapper" valve, which had only one moving part that came in contact with the concrete and one heavy duty hydraulic cylinder to operate the valve. When the valve wore out, it could be easily rebuilt on the job site.

Because concrete pump reliability had not yet reached its height, operators not only had to understand concrete mixes but know how to fix the rigs when they broke down. This explains why many concrete pumpers, like CF&T's Bud Miceli, were recruited from the heavy duty repair ranks during the late 1960s and early 1970s.

'It was hard for me at the beginning because I didn't know concrete that well," Miceli said. "If you got too much rock in the mix, it would jam the pumps. But because I was a mechanic, I could fix the rig and keep right on going with the pour."

With the onset of the building boom of the 1960s



came increased demands for faster and more efficient concrete pouring. The industry responded with the first truck-mounted concrete pump in 1965 and the first boom truck in 1968.

Arrival of truck-mounted pumps

Local 3 member Bob Corbett, who recently retired after working 30 years in the concrete pumping business, fondly remembered this era. The first rig he bought as an owner-operator in 1965 was a

Challenge-Cook mounted on a Ford F350 truck. It pumped 3/4-inch structural concrete at a rate of about 25 yards an hour. Three years later, Bob traded in his first rig and bought a second Challenge-Cook that could put out 60 yards per hour, "a big deal in those days," Bob recalled.

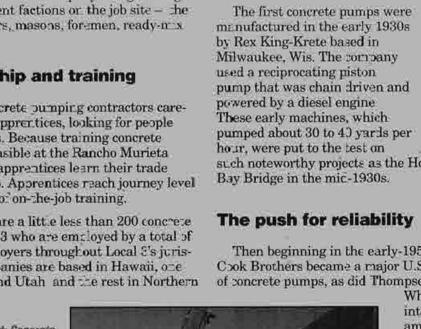
What allowed Challenge-Cook to greatly increase reliability was the introduction of its new Sqeez-Crete system. Two-freewheeling rollers mounted on a power rotor located in the pump chamber compressed a steel-belted pump tube to squeeze concrete through the pump tube and out the discharge hose. The Squeez-Crete hydraulic system had only 12 basic parts compared with over 100 in piston-type pumps. Also, the Squeez-Crete's steel-belted rubber pump tube was the only part that touched concrete, thus requiring the tube to be replaced only about twice a year.

Emergence of Schwing and Putzmeister

In the meantime, two German concrete pump manufacturers, Schwing and Putzmeister, were also making considerable technological break





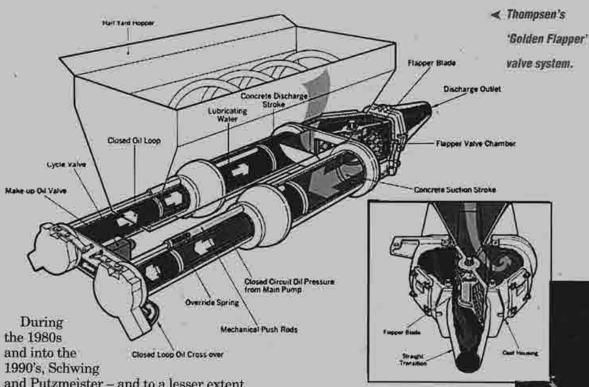




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throughs throughout the 1970s and 1980s that greatly increased concrete pump reliability and efficiency. Schwing was the first company to introduced the hydraulic two-cylinder pump in 1957, the mechanical foundation upon which many future pumps were built.

Schwing later patented two valve systems - the flat gate valve and Rock valve - that allowed its machines to pump a variety of materials, beginning with plasticized mortar all the way up to construction concrete, with minimal maintenance and wear. It has been this increased reliability and efficiently that has allowed both Schwing and Putzmeister, which both have factories here in the United States, to dominate today's concrete pump market.



> Bud Micell, a 33year member who works for CF&T Concrete Pumping, is one of the many pumpers who came from the HDR ranks.





and Putzmeister - and to a lesser extent

Morgan - continued to improve output, reliability and

boom length. Reliability has improved so much that concrete contractors can keep pumps on a large job site for weeks without having to bring the rig in for maintenance and repairs. The largest rigs now have four-section, 52-meter booms that reach up to 170 feet and can pump up to 200 cubic yards per hour, unloading an eight-yard mixer in less than six minutes.

With all of these advancements in technology, no wonder concrete pumping has become such an integral part of the construction industry.



> Randy Boychuk of Landavazo **Concrete Pumping** at I-280 seismic retrofit job in San Francisco.

> > Berkeley Concrete **Pumping** poured concrete at construction of San Francisco's wastewater treatment plant near the zoo for nearly three years.

Letters of appreciation

Dear members of Local 3, To the friends of H.C. (John) Norred of Redding, Calif., we would like to say a special thanks to all that you have done, for the trust fund donations, food, flowers and your wonderful support in our time of need. It will always remain in a special place in our hearts.

Florence Norred, Judy, Bill, Don, Lynda and Jeri

Dear officers and members of Local 3, This is to personally thank all of you from Mrs. Alfred Itaff in memory of my loving husband, Alfred, who passed away in April. Life is very lonely without him, but he is now in a better place with God, and without anymore of the pain and suffering he has had since his second open heart surgery in 1989.

His three sons are a great comfort to me now, and they also thank you for the beautiful lible. It is the most beautiful lible I have ever seen, and the wooden cedar box with engraved lettering on it is indescribable. I shall cherish this bible as long as I live. Thank you one and all from the bottom of my heart.

9. especially want to thank one of the local 3 business agents, Pete Fogarty, for delivery the bible in person to me.

Agnes L. Staff

1995 Legislative Labor Business Golf Tournament

Tracy Latino of the Leukemia Society of America, holding check, salutes the crowd at the May 25 Legislative Labor Business (LLB) Golf Tournament dinner at the Rancho Murieta Country Club. The \$10,000 check was for the fundraiser's initial donation. All told, the tournament raised about \$25,000. From left are Local 3 Business Manager Tom Stapleton, Anne-Marie Flores, secretary of the IUOE Region 10 office in Sacramento, Latino, Beth Prouty and Joni Modlim of the Leukemia Society, and Gordon MacDonald, Regional Director of IUOE Region 10.



Local 3 sponsors Hazmat forum for union contractors



ocal 3, in cooperation with the IUOE staff in Washington D.C., sponsored a Hazmat seminar March 22 for its union contractors. The forum was designed to answer our union contractors' questions concerning Hazmat jobs.

In his opening remarks, Local 3 Business Manager Tom Stapleton said: "Sometimes it is disheartening to see so many Hazmat jobs with no union bidders on them at all. We hope that when this seminar is over we will see a lot of union bidders on this type of work.

We have the best trained operators and one of the best training programs put on by the International. We are hoping if you contractors have any drawbacks to bidding Hazmat work, you'll get the answers here today."

The forum included speakers from the Environmental Protection Agency, Department of Energy, Bechtel Construction, OHM Corp., North America Carpenters, Marsh and McLennan Insurance based in Washington D.C. and the California Department of Toxic Substances



A Business Manager Tom Stapleton makes opening remarks at March 22 Hazmat forum. of Toxic Substances Control. There were also speakers from the IUOE office in Washington D.C., and one guest was an independent risk analyst.

> The speakers explained their fields of expertise. Representatives from OHM and Bechtel told how our contractors could get involved in sub-bidding. OHM did over \$350 million in Hazmat removal last year and expects to do around

> > John P. Richards of

Bechtel Environmental

A

around \$600 this year.

Bechtel, meanwhile, did around \$1.4 billion in Hazmat work last year.

Travis Cain from EPA stated that his agency is looking at breaking down larger Hazmat contracts into smaller ones, which would open the door for Hazmat subcontractors.

The afternoon session

At the Hazmat forum are from left: Harold Peters, independent risk analyst; Travis Cain, project officer, Environmental Protection Agency Region 9; Don Carson, IUCE Hazmat program administrator; Dave Rosenblum, vice president of OMM Corp.; Jim Bauer and June Ollero, U.S. Department of Energy; Ed Gorman, executive director, Carpenters Health Fund of North America; and John Towler and Jim Murphy of Marsh & McLennan.

was broken down into a round table discussion in which the contractors asked the speakers questions. As expected, most of the questions focused on insurance and bonding.

The entire group seemed to profit by

the experience, and we hope future seminars will prove to be equally beneficial.

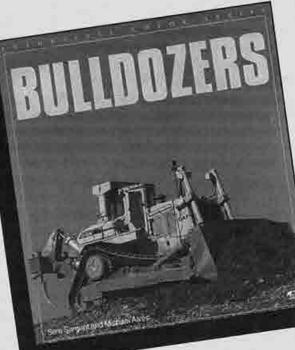
A special thanks to Don Carson, Chris Hanley and Dave Jordan for their assistance and aid in the coordination of the seminar.

> Brian Bishop, SafetyDirector

New book, Bulldozers, belongs on every operator's coffee table

B ulldozers is the kind of book that belongs in every Operating Engineer's personal library. This new 96-page publication is loaded with color photographs and well-written text concerning just about every major type of dozer operating in the world today.

The authors, Sam Sargent of Oakland and Michael Alves of Petaluma, traveled the country photographing dozers in many different settings, from the sunny cane fields of Hawaii to the farms of Iowa. An entire chapter, titled "School of Hard Rocks," is dedicated exclusively to dozer training at



Local 3's Rancho Murieta Training Center.

Another chapter, called "Road Building," takes readers on a tour of several jobs sites in Northern California where Operating Engineers recently worked, such as C.A. Rasmassen's **Cloverdale Bypass** project and other freeway projects in the East Bay. Other chapters cover dozers used in fire fighting, rock quarries, farming, landfills and the U.S. armed forces.

The book's first chapter explains

the history of dozers, from their inception in the United States just after World War I through the construction boom years of the 1950s and 1960s to the modern machines of today.

Chapter 2, "Bulldozer Builders," takes readers inside John Deere's dozer assembly plant in Dubuque, Iowa, and contains historical photos from the archives of Caterpillar Inc. The book also takes readers to the U.S. Army's National Training Center in Ft. Irwin outside Barstow, Calif., and to the California Department of Forestry's fire response unit in Healdsburg, Calif.

The book sells for \$12.95 (plus \$1.07 for California sales tax and \$3 for shipping and handling, for a total of \$17.02), and can be ordered by calling Sargant Photography at (510) 839-4006. A pre-recorded message will instruct you on how to order the book. If you want to skip the phone call and order by mail, send a check or money order for \$17.02 per copy to Sargant Photography, 1181 Trestle Glen Road, Oakland, CA, 94610.

New book traces 100 years of California highways

The California Transportation Foundation is publishing a pictorial history of California's transportation system going back more than 100 years. The book. 100 Years of Progress, by Raymond Forsyth and Joseph Hagwood, is expected to be published this summer in conjunction with Caltrans' centennial.

But the book is having financial problems due to the lack of advanced sales. The California Transportation Foundation needs to sell 2,700 advanced copies in order to enter into a contract with the printer. To augment sales, 100 Years of Progress is now available at a special pre-publication price of \$19.95. After publication this summer, the price goes up to \$28.95. In the unlikely event the book is not published, your money will be promptly refunded.

The book traces a century of transportation development and contains many historical photographs, many of which have never been published before. The book starts with a history of California roads, starting with the Spanish-Mexican period and proceeding through the founding of Caltrans' predecessor, the Bureau of Highways.

Other chapters cover the use of prison work crews during the early part of this century and the Depression-era relief projects that extended the highway system, including the construction of the Bay Bridge. You also experience a 1895 buckboard tour of California's road system, the golden age of freeway and bridge building and the search for multi-modal solutions to the transportation problems of the late 20th century.

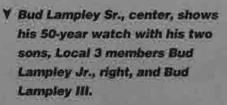
To reserve a copy, send a check for \$25 (\$19.95 plus \$3.50 for shipping plus \$1.55 sales tax) to: California Transportation Foundation, c/o Norman Root, Centennial Chairman, 3922 Aberdeen Way, Sacramento, CA 95821. 14

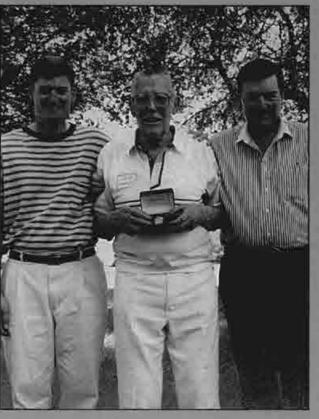


Retiree Al "Bud" Dalton, who r his 50-year watch, provides a l entertainment.

Business Manager Tom Stapleton, left, and Vice President Jerry Bennett, right, with Local 3 retiree and 1958 world team roping champion Ted Ashworth.

A





23 pensioners receive 50-year watches at retiree picnic

About 2,500 retirees and their guests enjoyed ideal spring weather at this year retiree picnic at the Rancho Muzieta Training Center. Picnicers enjoyed the usual cross-rib roast, beans, salad, dinner rolls and all the beer and soft drinks a pers consume.

The highlight of the day came just after lunch, when Business Manager Tom S Recording-Corresponding Secretary Rob Wise and Fringe Benefits Director Warren presented 23 retirees with well-deserved 50-year watches. Another 50 who couldn't attend the picnic will receive the watches at their retiree or district or have them delivered to their house.

A special thanks to all those who helped plan and carry out the picnic.



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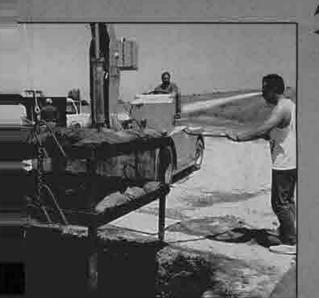
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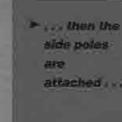
A Instructor Dave DeWilde, above and at left, helps pull a rack of rib-roasts out of the pit barbecue.

Made in the shade

For the past eight years. Lodi Tent & Awning Company has been providing the huge circus lent that gives shade and protection at the retirees picnic. Paul Welk, owner of Loci Tent & Awning, and his crew of four, arrived on the Thursday morning prior to the picnic and spent the next five hours erecting the 80-by-240-foot canvas tent. The tent, manufactured by Amhor Industries of Evensyllie, Ind., weighs 12,000 pounds, has sixcenter poles and requires 150 stakes to secone to the ground.



c films, the sant lo. spread cur and the six conter poles amoted



∀ RMTC's Duane Beichley, left, and Roger Bridges, carve the rib-roasts.



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accommo date up to 4,000 people



ADDICTION RECOVERY PROGRAM

Treating chemical dependency is beneficial and cost-effective

hemical dependency treatment offers businesses the best way to manage employee substance abuse problems, according to a study by Managed Health Network, a Los Angeles-based managed care company.

The report concludes that drug abuse constitutes one of the biggest threats to work-place productivity, and replacing workers who have drug problems or not treating them at all can cost companies much more than it costs to finance treatment. It costs more than \$7,000 to replace one salaried worker, \$10,000 for a mid-level employee and \$40,000 for a senior executive, according to the Managed Health Network study.

Released late last month, the study, which surveyed 502 adult employees and 508 human-resource professionals, used several statistics to support the effectiveness of employee treatment:

- For every dollar invested in employee support programs, a loss of \$5 to \$7 is avoided.
- Absenteeism declines by 66 percent among those participating in company-sponsored support programs.
- Behavioral health care programs can reduce sick leave by 37 percent.

Some 92 percent of employees and 93 percent of employers said personal problems, such as drug abuse, spill over into the work place.

Ninety percent of employees surveyed said alcoholism has a counterproductive effect in the work place and 92 percent targeted other drug abuses as a work problem. But just 14 percent said they had a problem with alcohol addiction themselves, and only 7 percent reported experiencing problems with other drugs.

Addiction Recovery Program

The report also documented a knowledge gap among employees in the availability of behavioral health services. While 71 percent of the surveyed companies offer substance abuse services, only 42 percent of employees are aware of such programs and just 6 percent participate.

Employees closely involved with treatment programs, however, find them to be effective. Eighty-four percent of employees who either had sought counseling themselves or knew someone who did said it resulted in improved work attitude and better job performance.

The study's findings:

- One in 12 full-time workers report current illicit drug use.
- · One in 10 employees report an ethanol problem.
- Americans spend more on psychoactive drugs than food \$100 billion annually.
- Drug use costs employers over \$1 billion in productivity.
- Drug abusers are four times more likely to have job-related accidents.
- Abusers use 2.5 times more sick leave.
- · Abusers use five times more workers' compensation.
- Abusers use three times more health care benefits.
- Abusers are 33 percent less productive.
- 10 percent of supervisors use drugs along with their employees.

(800) 562-3277 • Hawaii Members Call: (808) 842-4624

SAFETYNEWS



by Brian Bishop

Safety Director

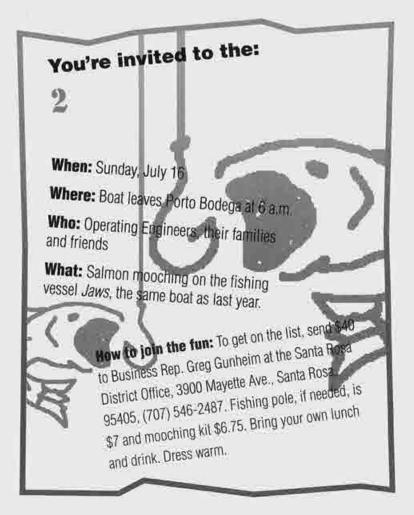
Changes in respirator standards

C al-OSHA has recently changed its standards to allow the use of contact lens when wearing a respirator. Previously, the standard – General Industry Safety Order 5144 – did not allow for the use of contact lens.

It should be noted, however, that the use of contacts for some chemicals should not be allowed. Contact lens should be checked for their chemical resistance the same as chemical resistant clothing (CRC).

Publication correction: In a recent 40-hour Hazmat class, one of our students, Mark Devine from DeSilva Gates, found an error in our Student Manual. It was taught in our classes that the use of chemical cartridges and filters was not allowed if the PEL (Permissible Exposure Level) of the chemical was less than .05 mg/M3 or.05 parts per million (ppm).

This is in error. The correct limitation is as follows: Whenever the PEL is below .05 mg/M3 and an air purifying respirator is to be worn, the respirator cartridge shall be High Efficiency Particulate Air (HEPA) type. The standards do not disallow the use of air-purifying respirators if the PEL is below .05 ppm or mg/M3.



by Bud Ketchum

ARP Director

TEACHINGTECHS

Despite rain, hands-on competition still a success

s expected, we had a big turnout for our May 13 hands-on competition. But an even larger turnout seemed to come from those many drops of rain that turned out, along with the wind, to totally annihilate our day. And the 10 dump trucks that we did not know were scheduled to dump in our staked out competition area. And the lack of "porto poties", which were not delivered until special calls were made.

I have to really commend the following individuals who came out and tried to beat the weather. Listed in alphabetical order are NCSJAC participants: Paul Auer, John Cabral, Freddy Castellon, James Dawson, Michael Foulk, Robert Gilinug, Paula Glass, Anthony Guerisoli, Greg Hodges, Claude Jones, Joe Koehler, Steven Kramer, David Loera, Steven Lopez, Juan Lovato, Steve Mason, Glenn Meadows, Chuck Mollison, Shorna Murphy, Dave Nelson, Ivan Phillips, Pat Rei, Renee Roberts, Octavio Senda, Charlie Sirman, Lisa Smet, Aaron Spray, John Stowell, Sean Sytkowski, Willie Talton, Larry Thompson, Placido Vera, Felipe Vera, Ronald Wagner, Nick Wampole, Jeff Witt, Seth Young and Abe Zerfiel.

These individuals made up 12 survey crews and set about to do their jobs. Unfortunately, we had to call off the competition after the rain and wind would not leave us alone.

Along with the above we had our judging crew that consisted of NCSJAC instructors Ken Anderson, Chuck Hendsch, Ron Nesgis, Fred Seiji and Terry Warren as well as Technical Engineers Business Rep. Paul Schissler. The competition was organized by Floyd Harley with help from NCSJAC Office Manager Joanie Thornton and Janet Crisosto.

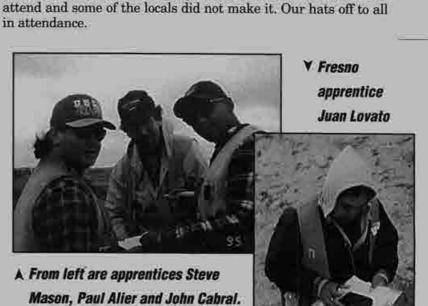
Much thanks has to be given to all the participants and helpers. Also in attendance from the employer representatives of the Joint Apprenticeship Committee were Ralph Hoyt and Eric Angstadt.

A barbecue at the end of the event was scheduled but had to be cut short due to the rain, The barbecue sponsors, the law firm of Thornton and Thornton, made a great adjustment and served barbecued chicken with all of the trimings early enough for most all to enjoy. Thornton and Thornton's offices are located in Hayward and they practice primarily Workers' Compensation and personal injury law. It was a great barbecue, and we were fortunate to have had T&T donate its time and also all the great food.

We also wish to thank Local 3 and Bay Counties Civil Engineers and Land Surveyors Association for donating prizes for the competition winners. Since the competition was called early, we did not have any winners (or losers), so we hope to be able to use some of these prizes at next year's competition.

Considering all of the obstacles, we still had a great day. We

wonder why we can have people from Sacramento and Fresno



by Art McArdle

Administrator



If your employer thrives, so do you

rofits are essential to every employer's ability to survive and grow. Employers need to buy new equipment, continue operations while waiting to collect for completed work, and go after new work.

Without profits your employer will not be able to survive or grow. There will be fewer jobs, smaller raises and reduced benefits. Your ability to grow and prosper is directly related to the employer's ability to do the same.

It will profit you to treat your employer as your partner. It is not us against them, rather we together. Common goals of union members and management all compliment one another. Without successful union employers your job and future are endangered.

In summation, profits are the driving force of management and ownership. Your employer's profits are vital to your future. Only a successful, profitable union employer can provide steady work for its union employees today and tomorrow. Every unionized employer that fails hurts our entire industry, including you. Your employer is your partner.

Housing market

Home builders are optimistic about the prospects for selling new homes during the next six months, according to the National Association of Homebuilders. A survey of this trade group suggests some builders are selling new homes at a faster pace than last year.

The out-of-work list for surveyors is extremely low at this time. Listed below are the various "in area" out-of-work lists

District	District Party Chief Rod/Chain		
San Jose	ĩ	1	
Oakland	7	13	
San Francisco	0	4 3	
Santa Rosa	1		
Sacramento	6	18	
Fairfield	0 2	1. v	
Stockton	2	4	by Paul Schissler
Total	17	44	·
	Calculate one/half of the	volume of a sphere (6-	
	ft. radius) and add it to t with radius equal to 6 ft.	he volume of a cylinder	
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46	with radius equal to 6 ft. height equal to 40ft.	the volume of a cylinder (radiuis of sphere) and $1 + [\pi + 6^2 + 40]$	9

volume as 1/2 the volume of the sphere.

12-

CREDITUNION



by Rob Wise

Credit Union

Treasurer

Competent management and staff key to credit union success

Recent credit union reports indicate that most members of Local 3 are enjoying the quality programs and friendly service of our credit union. One major reason why our members are so satisfied is because of the great job President/CEO Bill Onesta and the 100-plus employees of our credit union are doing.

It takes education and experience to run the biggest and best labor union credit union in the United States. But it also takes having an efficient management structure to succeed in these extremely competitive times. In addition to the president and CEO, the credit union's management team consists of a five vice presidents, a financial analyst, director of human resources, director of training, six department supervisors and 15 branch office supervisors.

These employees have many years of education and experience in the finance and credit union industry. They manage daily operations and provide information needed by the credit union's board of directors to make sound decisions.

Bill has been involved with credit unions since 1963 and actually assisted with the formation of our credit union. He is a graduate of Saint Mary's College, was a partner in a CPA firm that specialized in credit unions, and served as a financial consultant to many credit unions before joining our organization in 1987. Since Bill joined our organization, many positive changes have been instituted to make your credit union what it is today. Prior to Bill's arrival, the credit union had 36 employees, one branch office and offered only basic savings and loan programs. Since 1987, the credit union has increased its assets from \$175 million to \$365 million, added 15 branch offices, and has been transformed into a full-financial services operation.

The credit union has over 100 employees, about one-third of whom work throughout the branch office system. The credit union's main office in Dublin, Calif. has increased in size from 15,000 to 30,000 square feet.

Your credit union is a very large, complex operation requiring the skills of a professional management team and a well-trained staff. Bill says the main reason for our success is a strong belief in the need for union togetherness and an understanding that it takes a team effort to produce quality products and service. Your credit union is run by a team that is dedicated to providing efficient and friendly service to all of our members.

Once again, I wish to extend a heartfelt thanks from me and the credit union board of directors to Bill and all credit union employees for doing a great job keeping us the biggest and the best.

K. FRINGE**BENEFITS**

A look at how medical claims are filed and processed

The following is an explanation concerning how medical insurance claims are filled and processed. We hope this will make things a little easier for you.

Claim forms received in the trust fund office are first examined to determine whether all pertinent information has been included. Information necessary to process a claim includes fully itemized bills, claim forms, physician's diagnosis, and if you have more than one group plan, the other insurance carrier's payment sheets.

If all information necessary for processing has not been included, the fund office will request this additional information from the employee or the provider of service, such as the hospital or physician, and the claim will be held until the required information is received.

The fund office requests this information by sending a letter to the employee or the provider of service. If you receive a request for additional information, you should attach the requested information to this letter and return it to the fund office as soon as possible.

Twenty working days after the first request letter is sent, our computer system will automatically generate a second request letter. Twenty working days after the second request letter is sent out, our computer system will automatically generate a notification that indicates that the fund office has not received the requested information and that we are closing our files on these charges.

Although you may send in the requested information to the fund office after receipt of a request-for-information letter, you may receive a second or third notification letter before your claim is actually processed. This happens because these request letter are automatically generated by the computer.

Once all information necessary to process your claim has been received, an "Explanation of Benefits" statement outlining the fund's benefit determination is sent to you – and to the

provider of service if benefits are assigned - along with any applicable benefit payment.

If your claim is denied in whole or in part, you will be notified in writing of the denial. If you think the denial has not been in accordance with terms and conditions of the plan, you should notify the fund office in writing of your claim to benefits or additional benefits and the reasons for such claim within 60 days after receipt of the denial.

How to file a medical claim

To file a medical claim under the plan, you should follow these steps:

1. Obtain a claim form from the union or fund office.

2. Fully complete Part 1, the "Insured Member Completes" section of the claim form. Additionally, if the claim concerns treatment of an accidental injury, the section concerning injury information should be completed in full.

3. If you want the fund office to issue benefit payment directly to the provider of service, you should sign and date Part 2, "Assignment of Benefits."

4. The provider of service should complete Part 3 itemizing services rendered. However, forms supplied by hospitals and physicians are usually acceptable substitutes in lieu of having this part of the claim form completed if the billing provides the following:

- Date of service
- Itemization of all services provided with corresponding service procedure codes
- List of conditions being treated
- Name and address of the provider of service
- Signature of the provider of service

by Charlie Warren

Fringe Benefits

Director

News from the HAWAIIDISTRICT

Old dogs indeed can learn new tricks

B ack to school may not strike fear in the hearts of many of our old-time operators, but it does leave them a little apprehensive. Being out of formal schooling for quite a while makes us wonder whether we can get back into a classroom environment and function satisfactorily.

Getting journey-level operators to come into our hands-on training center at Kahuku is not a problem with the younger members who are eager to learn how to operate new or different machines. Enticing the older members to come in is a bit more difficult.

Hidden objections give rise to a host of excuses. "I've been a member for 30 years, what can they teach me?" "Who the heck are these instructors?" "If I go out there, I'm wasting my time; they can't teach me any-

thing." Statements like these show they are prime

prospects for retraining, if they could only

make an attitude adjustment. A positive attitude may help to overcome hidden objections such as illiteracy, poor math skills, poor written or verbal communication skills, lack of self-confidence or egotism.

> When our training center staff recognizes these hidden objections, they work quickly to help you comfortably deal with them. Our instructors are committed to helping you learn.

Allan Parker, the assistant administrator and chief instructor at the training site, is a Kamehameha School graduate and holds an associate of arts degree. He graduated from our apprenticeship program in 1975 and was the outstanding apprentice of the

year. He has been a journeyman, foreman, superintendent, project manager and

construction consultant for foreign firms.

Instructor-coordinator Alan Kumalae is also a Kamehameha School graduate and also holds an AA degree. Alan graduated from our apprenticeship program in 1976 and was the outstanding apprentice of year for 1976. Alan has been a journeyman and foreman.

Tiny Wailehua, who recently started with us, graduated from Castle High School. Tiny is a 33-year Local 3 member who was initiated in May 1962 at age 22. He has worked as a journeyman and foreman.

All of the instructors have excellent supervisory, organizational and operating skills. Their commitment to training is reflected in their encouraging students to call them at night if they have questions concerning the day's lessons. And our journey-upgrades take them up on it.

In addition to equipment classes, first aid, 10-hour and 30-hour OSHA classes and 40hour Hazmat classes are also taught. So, if anyone wants to ask, "Who the heck are these instructors?" now you know. If you want to ask, "What can they teach me?" now you know. What I've just described is only the tip of the iceberg. We're still improving our training program.

> Nelson P. Umiamaka, State Administrator

News from the SANTA ROSADISTRICT

Work season off to sizzling start

SANTA ROSA – Wow, work has really started off with a bang. Dispatcher George Steffensen is filling order after order, and as usual, gradesetters, finish blade, foremen, screedmen and crane operators are in very short supply. By the end of May, George had dispatched over 100 operators to various construction jobs in the district.

Contract negotiations

We have recently wrapped up negotiations with several companies in our district. Local 3 President Don Doser was the chief negotiator of a recently ratified agreement with Peterson Tractor that provides about an 8 percent pay increase over three years for 25 Operating Engineers at the Santa Rosa shop.

The employees at Baxman Gravel in Ft. Bragg voted unanimously to approve a one-year agreement that provides a 50-cent increase in wages and fringe benefits.

The settlement with Respini Construction essentially amounted to a one-year rollover of the existing agreement. We had a contract opener with Peterson Drilling that resulted in a 30-cent wage increase for these members. Bartley Pump members received a 35-cent wage increase effective February 1 of this year.

We will be negotiating contracts in the next few months with Empire Tractor's Shop in Rohnert Park, Waters Construction in Willits, Ford Gravel in Ukiah and Mendocino Construction Services in Willits.

Organizing update

We have been proceeding rapidly towards our yearly district goal of signing 12 new companies. So far the total stands at six. Business Agent Greg Gunheim has signed most of the new contracts, which include the following: Tight Access Excavators, Rohnert Park; Active Bobcat Service, Santa Rosa; D.W. Enterprises, Forestville; Max Riggs Construction, Petaluma; Tepper Trucking, Santa Rosa; and Reeds Backhoe Service in Santa Rosa. Greg definitely deserves an "attaboy" for his organizing work to date.

District picnic

Tickets are now on sale for our fifth "Wet & Wild" district barbecue to be held at the Windsor Water Works on Sunday, July 30. Remember, we always sell out, so get your tickets early. Active members are \$12, retirees \$9.

This year we will serve your choice of tri-tip or chicken, salad, beans, rolls and unlimited beer. Children under 12 get in free. Please feel free to invite friends and relatives – everyone is welcome.

We will have our usual door prize and 12 raffle prizes, so bring a little extra spending money. Also, please note that slide tickets are \$6 extra for those who want to experience the thrill of one of the four water slides. The two swimming pools, splash fountain, game arcade, volleyball and horseshoe areas are included in the ticket price.

Give the hall a call at (707) 546-2487 and we'll take care of your ticket purchase. See you there!

T. Robert (Bob) Miller, District Rep. News from the **RENODISTRICT**

Dinner held for retiring District Rep. Ray Morgan

RENO - After more than 25 years with Local 3, Reno District Rep. Ray Morgan officially retired June 1. A dinner party was held in his honor April 1 at John Ascuaga's Nugget, an event that was attended by 240 of Ray's family, friends and coworkers.

The affair was emceed by Gordan MacDonald of the International. Several guest speakers gave Ray a few parting words. He was presented with an antique fishing pole and reel, which he should get a lot of use out of now. Since the first thing he would do each and every morning was to check his hours in the computer, Chuck Billings gave Ray a final copy of his inquiry blown up and framed. Ray's real gift came in the form of a cashiers check.

We hear Ray really likes his new job, and we would all like to wish him the best of everything in the years to come.

Ray Morgan, left, and incoming District Rep. Pete Cox at the podium.



Reno District's office staff from left on Ray's last day at the . office are: Poncho Williams, Chuck Billings, Rita Griffith, Ray Morgan, Debbie Smith and new district rep. Pete Cox.

Outgoing District Rep.

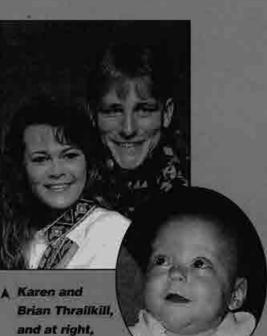


Local 3 family needs help after daughter's kidney transplant

ocal 3 member Brian Thrailkill and his wife, Karen, need your help. Their eight-month-old daughter, Taylor Mae, had to have a kidney transplant. The operation, which took place at Stanford University Medical Center, was successful, and Taylor Mae continues to improve.

The ordeal, however, has left the family in need of financial help. Although the Local 3 Health and Welfare Trust Fund will cover many of the medical costs, there are still expenses that won't be covered. The ordeal has also forced Karen to take a leave of absence from her job as a sales associate at a J.C. Penney distribution center, leaving Brian the sole breadwinner.

A trust fund to help the family has been established at U.S. Bank, 4000 Kietzke Ln., Reno, NV, 89502; Account No. 827-6009-621.



daughter Taylor Mae.

Fringe Benefits cont'd from p. 16

Note: A new claim form is required with the first claim of the year. Subsequent claim forms are necessary only if there has been any type of change on any of the information provided on the initial claim form, such as a change of address, new accident, change of employers and so on.

If you have a dependent child age 19 or older, you must also submit a statement from the child's school registrar verifying full-time student status for each school quarter or semester.

Additionally, if you divorce or marry, the fund office should be notified immediately and a copy of the divorce decree or marriage certificate must be provided.

News from the SACRAMENTODISTRICT

Work finally picks up after wet spring

THE WAYSED.

-Californian investor

at the second second

SACRAMENTO – Now that the majority of the wet weather is behind us, we hope everyone is back to work and getting some overtime to make up for the late start. It has been frustrating having so much work lined up and having the rain stall things.

One project that has been working fairly consistently is the Business



Pictured above are those who have received their service pins at the May 3 district meeting.

I-80 widening project. Granite is doing most of the work.

We're very happy to welcome Frank Medina Construction from Oroville into Local 3. Frank is a pleasure to deal with and an asset to our team of fair contractors.

Cleveland Wrecking is all but done at Proctor & Gamble, and Walsh is on site gearing up for the co-generation plant. RGW, which is now located in our old office on Elder Creek Road, seems to be picking up its fair share of work, including the ramps close to our hall on Northgate Blvd.

Don't forget to pick up your tickets for our district picnic. This year it will be held in Folsom. Hope to see you there on Sunday, August 6.

At our May 3 district meeting, the following members were either mailed or awarded their service pins: Regi Bacoccini, Gordon Bader, Steven Black, Clinton Briggs, Jerry Briggs, Steven Casey, Charles Cordes, Arnold Ellis, Warnie Funderburg, Bryan Hackett, Robert Herring, Merrill King, Ted Johnson, James Lawson, Wayne McGuire, Gerald Mendez, Bennett Parker, Estes Parker, Floyd Popejoy, Lex Ricketts, Larry Stefanick, William Waltz and Robert Wynn.

Congratulations to all of you for your years of dedication to Local 3 and the unionized construction industry.

> Andy Mullen, Business Rep.



District Picnics

REDDING DISTRICT

Saturday, July 8 Anderson River Park Food served 12 noon to 2 p m Tickets: \$9 active, \$5 retirees, \$3 children 6-12, under 6 free Info: (916) 222-6093

FAIRFIELD DISTRICT Sunday, July 9 Pena Adobe Park, Vacaville 11 a.m. to 4 p.m. Tickets: \$8 actives, \$5 retirees, children under 12 free Into: (707) 429-5008

STOCKTON/CERES DISTRICT Sunday, July 23 Micke Grove Park 11 a m. to 4 p.m., lunch served 12 noon to 2 p.m. BBO steak, hot dogs, beans, salad, French bread, ice cream and unlimited beer and soda Games, prizes for ktds Tickets: \$10 actives \$8 retirees under 15 free Info: (209) 943-2332

SACRAMENTO DISTRICT Sunday, August 6 New location, Folsom Pavillion, Folsom next to Folsom Zoo Infe: (916) 565-6170

SALT LAKE CITY DISTRICT

Saturday, August 26 Murray Park, No. 5 Pavilion (Enter park from 330 or 406 E. Vine in Street) in Murray. 12 noon \$6 per person, \$12 family Swimming pool, ball fields Pre-retirement meeting at 10 a.m. at union hall Info: (801) 596-2677

SAN FRANCISCO DISTRICT

Saturday, September 16 Huddart Park, Woodside Info: (415) 468-6107

SANTA ROSA DISTRICT

Sunday, July 30 Windsor Water Works 10 a.m. to 5 p.m., food served from 11 a.m. to 2 p.m. \$12 adults, \$9 refirees, \$1 kids under 12 Discount water slide tickets \$6 4 water slides, 2 swimming pools, children's pool, raffle, door prize, game arcade Menu. Choice of chicken or tri-tin, hot dogs, salad, rolls, beans, unlimited bear and soda Limited number of tickets Info. (707) 546-2487. News from the SAN FRANCISCODISTRICT

S.F. expects best work season in years

SAN FRANCISCO – After a very wet winter and early spring, we appear to be headed into a great season.

To those of you on the coast side who have suffered the financial and physical torture of the environmental groups, relief appears to be in sight on Devil's Slide. The brothers of Maggiora-Ghilotti have improved the drainage and AC berms and have overlayed the roadway to the north of the main slide. The unstable slope has been overlayed with heavy wire mesh.

The crane work on this was done by brother Bill Thompson of Stockton, with the assistance of McPherson Crane and Rigging of Rio Vista, with brother Brent McPherson at the controls. Dennis Avila of Avila & Rice came in for the clean up with a Cat 963 loader. Another job well done by Local 3 members.

For the roadway itself, Pavex Construction of Redwood

City has been awarded the contract, with Construction Manager Marlin Murray directing a high-tech crew of operators. Jensen Drilling of Eugene, Ore., is doing the drilling

and grouting. Work will be expedited to a July reopening.

Equipment on the job at press time include a new Cat 330L excavator and a Cat 970F loadermaterial handler. On the Jensen side are two Ingersol-Rand ECM 370 hydraulic drill rigs, plus various support equipment. Good luck to all in this vital project. Look for a more in-depth article in next month's *Engineers News*.

In the Half Moon Bay area, the brothers with BFI at the landfill continue to do a great job under the direction of brother Vic Farwell. At this same site, in the ongoing construction arena, I would like to welcome C. A. Rasmussen back with about 10 high-tuned Local 3 members under the direction of Superintendent Randy Mulder and Foreman John Baker, with brother Stan Frantzen keeping the fleet rolling. They will do the construction phase for 1995.

Back inland, we have the brothers at C.F. Archibald, Anza Engineering, Bay Area Paving, Satterfield & Co., G. Bortolotto, Interstate Grading & Paving, Half Moon Bay Sealing & Paving, Andreini Bros., Dees Hennessey, Ryan Engineering, and all the other good union firms looking forward to a prosperous 1995.

The San Francisco International Airport is creeping along with Tutor Saliba and Pavex/JMB keeping many hands busy.

To those not mentioned, we know you are there and hope you have your best year to date.

All of the concrete and asphalt plants are picking up the pace daily with a few night shifts showing up. On the political side, I do not intend to write about this forever, but remember, you need to write to your federal, state and local representatives. You and your loved ones need the Davis-Bacon Act and state prevailing wages laws. The union can only lead. You are the union, please start writing. Get involved. Don't make the mistake now by thinking that \$12 per hour can't happen.

In closing, I want to thank each of you that thought enough of your future and attended the May district meeting in San Mateo. Please join us and bring another member to our next district meeting in San Francisco in August. To all of the retirees, thank you for a great turnout at your morning meeting.

District Rep. Don Jones, the agents and staff of the San Francisco office wish you the best work season yet.

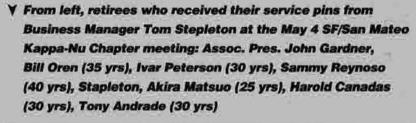
> Pete Fogarty, Business Rep.



Pictured above are members who received service pins from Business Manager Tom Stapleton. From left are: Rec. Corres. Sec. Rob Wise, John Camarra (30 yrs), Don Jones, Ron

Sickler (35 yrs), Ken Hayes (30 yrs), Arthur Camarra (25 yrs), Tom Sanders (30 yrs), Gerald Kunz (30 yrs), Tom Sheldon (30 yrs), and Stapleton.

Joe Wendt, 21-year member and San Mateo Grievance Committee member, operates the "Custom" Cat 245 excavator with Hwy 92/101 retrofit job in San Mateo.







News from **PUBLICEMPLOYEES**

Why police officers need legal help following a shooting



n the past six months, the Richmond Police Department, whose rank-and-file police officers are represented by Local 3, has experienced three incidents in which its officers had to fire their weapons.

The most recent occurrence took place April 13, when a dozen Richmond Police officers, assisted by agents from the federal Bureau of Alcohol, Tobacco and Firearms, attempted to serve a search warrant at the home of a suspected drug dealer.

After the officers entered the house, the suspected drug dealer, Stephen Gaier, opened fire on the officers from behind a bedroom door as they headed down a hallway. One bullet struck Richmond Police officer Rahn Carmichael in the left hand and another shot struck the right arm of his partner, officer

Glenn Daggs. Both officers were treated at Brookside Hosptial in San Pablo and released.

During the gun battle, both Carmichael and Daggs and two other officers returned fire, one bullet striking Gaier in the left shoulder. Gaier quickly surrendered after being hit and was Local 3's Legal Department strongly urges all law enforcement officers represented by the union not to talk to anyone about the shooting until an attorney arrives.

arrested for attempted murder on a police officer, assault with a deadly weapon and possession of methamphetamine for sale. Another man who was staying with Gaier, Ray Castaneda, was arrested for an unrelated outstanding warrant.

After Gaier and Castaneda were taken to the Richmond Police Department jail and booked, the department began its usual criminal investigation of the incident, gathering physical evidence and taking statements from witnesses.

Also, whenever a police officer is involved in a shooting, law enforcement agencies usually conduct an internal investigation of the incident independent of the criminal investigation to determine if any professional misconduct took place or if any crimes were committed.

If the officer has survived and is not seriously injured, the first hours or even days after a shooting can be the most critical in his or her career. Some time after a shooting, the police department will want to interview the officers involved. It is at this point that police officers must understand their rights and know precisely what to do in the moments leading up to and during an interview or interrogation.

Under the Public Safety Officer's Procedural Bill of Rights, law enforcement agencies can conduct internal investigations of shootings and other similar incidents independent of any criminal inquiry. But if prior to or during the investigation the officers might be charged with a crime, they must be informed of their constitutional rights.

If the officers refuse to waive their *Miranda* rights and remain silent, the law enforcement agency will usually give them what is known as a *Lybarger* warning, telling the officers that they are then obligated to answer questions concerning the investigation purely as an internal administrative matter. If they refuse, the officers can be disciplined or fired for insubordination. If they answer questions, though, none of the information obtained in the interview can be used in any subsequent criminal case against the officers.

Also under both the police officer's bill of rights and labor law, whenever an officer is involved in an incident that might result in punitive action, he or

she has the right to have a representative present during the interview.

Local 3's Legal Department strongly urges all law enforcement officers represented by the union not to talk to anyone about the shooting until an attorney arrives. Of course, when critical evidence is needed, such as the type of weapon used in the crime or suspect description, then share that information without hesitation.

This recommendation is given to all officers involved in shootings to protect them from making incorrect or misleading statements that could later be used

against them in a criminal, civil or administrative case. When the adrenaline is flowing and emotions are running high, officers are vulnerable to saying things that may not be accurate.

"My advice is to carry a roll of duck tape in your car and use it if you have to," said Local 3 attorney Bob Rapoport. "Never miss an opportunity to keep your mouth shut after a shooting until you have legal counsel. Because of all the emotions involved following a traumatic incident, you may not think things through."

Rapoport also urges transport and sequestering officers not to discuss the case with the officer who has been involved in a shooting. This prevents the transport or sequestering officers from becoming possible witnesses.

After a shooting, a union attorney will meet with you as soon as possible to evaluate the case and make sure all your rights are protected. The attorney will go over every detail of the incident to make sure all the details of your presentation are in order before the interview begins.

In some cases, the attorney and officer will

even return to the crime scene to reconstruct the events. Once the interrogation begins, the attorney remains with the officer throughout the interview to provide any additional legal advice.

Other police officers who have been involved in shootings have told *Engineers News* how important it was to follow Local 3's advice of not making a statement until you have legal representation.

When Mike di Lorenzo of the Union City Police Department was involved in a shooting during a June 17, 1990, routine traffic stop, the first call he made when he got back to the station was to his police officers' association, who in turn contacted Local 3. Within an hour, a business agent and attorney were at di Lorenzo's side.

When Monterey County Deputy Sheriff Jim Estill had to shoot a jail inmate who had grabbed his partner's gun in a Salinas courtroom on July 18, 1991, he knew exactly what to do following the shooting. He called Local 3, and the union immediately dispatched a business agent and an attorney.

"After going through this experience," Estill told *Engineers News* a few weeks after the incident, "my advice to all the other police officers in Local 3 is that if you're involved in a shooting, wait for your representation. If the representative isn't available right away, know and follow your officer's bill of rights," which states that you are entitled to have a representation present during the interview.

By the way, the Richmond Police Department's investigation of the Gaier shooting showed all four officers who discharged their weapons acted properly. Carmichael has returned to work, while Daggs remains on disability leave. MEETINGS& ANNOUNCEMENTS

IMPORTANT NOTICES:

New starting time for District Meetings

In response to inquiries from Local 3 members, Business Manager Tom Stapleton directed that a questionnaire be published in the September 1994 issue of *Engineers News* seeking input from the membership on whether or not the starting time for district meetings should be moved to 7 p.m. from the former starting time of 8 p.m. (except for Hawaii, which has always had a 7 p.m. starting time). Based upon the results of the survey, the Local 3 Executive Board and each District Grievance Committee concurred unanimously in a recommendation that all Local 3 district membership meetings will begin at 7 p.m., effective January 1, 1995.

Ceres office moves to new location in Modesto

The Ceres office has moved to a new location in Modesto at 538 McHenry, Suite B. The new office, in the same building as the Stockton branch of the credit union, is at the corner of McHenry and Maynell. The new phone number is (209) 529-REPS or 529-7377, fax is 529-7443. Office hours are from 8 a.m. to noon and 1 p.m. to 5 p.m.

The office is primarily a Public Employee Division operation. Dispatches, registrations and dues payments will continue to be handled by the Stockton District office. We do have insurance forms for construction, retirees and public employees.

SEMI-ANNUAL MEETING NOTICE

Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership will be held on Saturday, July 15, 1995, 1:00 pm at the:

Seafarers International Union Auditorium 350 Fremont Street San Francisco, CA HONORARY

The following retirees have thirty-five (35) or more years of membership in the Local Union as of May 7, 1995, and have been determined to be eligible for Honorary Membership effective July 1, 1995. They were presented at the May 7, 1995 Executive Board Meeting:

William C. Bachman*	
Joe L. Bengoechea	
Larry E. Brown, Sr	
Jake F. Cramer	
Edward J. Derner*	Reg #0983090
Harry C. Freeman*	Reg #0987451
Stephen A. Gilbert	
William C. Grossi	- ADDEDED
Kenneth G. Hamnes	
Billy B. McGhee	Reg #0654231
Pete Montoya	
George Moon	
Stanley H. Morgan	Reg #1020170
Martin Nagel	
William U. Uren	
Vincent Penello	and the second
	Reg #0618057
	Reg #0904763
Aubrey J. White*	Reg #1020196
Burke Whitney	Reg #0935584
Richard C. Wing	
Clarence Winter	

*Effective April 1, 1995

DEPARTED MEMBERS Albright, H. Avila, Abel San Leandro, DA. 04/09/95 amoore, CA 04/28/95 Brothers, Pr Repo, NV 05/12/95 Monroe, UT Shingletown own, Leonal rkhart, Eugene tterworth, Frank 05/18/95 04/22/ own CA EIKO; NV 05/01/95 Byrd, David Caldera, Jar Fresno CA Rohnert Park, CA Leomis, CA Anderson, CA Carmack, Claude Cline, Leeland 04/27/99 Collinge, Walfer Dick, Albert 05/04/95 Stoughton, WI Coleville, CA Los Molmos, GA Fair Oaks, CA 05/18/95ider. Charles oss, Jake 04/27/95 04/01/95 Hansen Dan Livermore, CA 04/27/95 Coquille OF Foresthill, CA Fremont, CA farris, Bobby 15/14/9 Hawes, Loy Helm, Jay 04/28/95 Hill, Eugene Hover, Wallace Ishida, Haruo Napa, CA. San Ratael, CA Militani, HI 05/11/95 sen, De Ogden UT Sacramento Pioneor, CA 05/17/95 04/30/95 05/09/95 In CA San Jose CA Hernitos, CA.... Grass Valley, CA. Richmond, CA... D CA inga: CA teca, CA Graz CA

All district meetings will convene at 7 pm. **JUNE 1995** 5thDistrict 17: Kona, HI Holualoa Imin Community Center* 76-5877 Mamalanoa, Holualoa ...District 17: Hilo, HI 6th Hile ILWU Hall 100 W. Lanikaula St., Hilo 7thDistrict 17: Maui, HI Waikapu Community Center 22 Waiko Place, Wailuku 8thDistrict 17: Honolulu, HI Washington Intermed. School Cafe 1633 So. King St.** 9thDistrict 17: Kauai, HI Kauai High School Cafeteria Lihue 15thDistrict 20: Concord, CA Elks Lodge No. 1994 3994 Willow Pass Rd. 20thDistrict 90; Freedom, CA Veterans of Foreign Wars Hall 1960 Freedom Blvd. 29th District 10: Ukiah, CA Grange Hall 740 State Street

DISTRICT

MEETINGS

JULY 1995

11thDistrict 30: Stockton, CA Engineers Building 1916 North Broadway
18thDistrict 40: Eureka, CA Engineers Building 2806 Broadway
19thDistrict 70: Redding, CA Engineers Building 20308 Engineers Lane
20thDistrict 60: Yuba City, CA Sutter-Yuba Board of Realtors Bldg. 1558 Starr Dr.
27thDistrict 80: Sacramento, CA Engineers Building 4044 N. Freeway Blvd.

AUGUST 1995

10thDistrict 50: Fresno, CA Laborer's Hall 5431 East Hedges
17thDistrict 01: San Francisco, CA Seafarers Int. Aud. 350 Fremont St.
24thDistrict 11: Reno, NV Airport Plaza Hotel** 1981 Terminal Way
25thDistrict 12: Salt Lake City, UT Engineers Building 1958 W. N. Temple
31stDistrict 04: Fairfield, CA Engineers Building 2540 N. Watney Way

* Name change

** Location change

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June 1995/Engineers News 23

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Free Want-Ads for Members

FOR SALE: Welder, Lincoln Tig 250/250. W/Bernard self-contained cooling unit, full cyl., regulator, remote control, tig torch & accs., welding leads & tig rod, \$2400 080. Pager (408) 686-4053. Reg #1781821 5/95

FOR SALE: Cellular phone. Fully equipped Motorola Attache. Like new. \$175 OBO. Pager (408) 686-4053. Reg #1781821 5/95

FOR SALE: Big Block Chevy 402. CID short block assembly. \$775 0B0. Pager (408) 686-4053. Reg ≢1781821 5/95

FOR SALE: '92 Hyundai Elantra. Fully loaded, 28 mpg, 15,400 mi. Transferable warranty. Take over payments at O.E. Credit Union. \$8,000. (510) 634-4538. Reg #1958876. 5/95

FOR SALE: 1977 Kountry Air. 32 ft. 5th Wheel. AC, stereo, excellent condition. \$6,500. Dixon, Ca. (916) 678-3700. Reg #745041 5/95

FOR SALE: Klamath, Ca. home. 3-bd/2-ba, 24x24 garage, 2 large lots, underground utilities, paved streets, in new condition. 100 yds. Hwy 101, 300 yds. Klamath River, 2 mi: ocean. \$93,500. Good financing. (707) 482-0484. Reg #08655455/95

FOR SALE: Hand woven carpet from India. 9' x 12'. Herati, dark reds and blues, like new. \$2,800. Call (707) 224-9532. Reg #0899585 5/95

FOR SALE: 1928 Ford closed cab pick-up. Restoration all original, no fiberglass. Very lew hours, clean as a pin, original black and green \$10,000, Call Tom (503) 592-2350, Reg #2163405 5/95

FOR SALE: 1+ acre in subdivision Lassen area. Power, septic, community water, paved roads, ready to build. Tall trees, wildlife, hunting, fishing \$30,000. 0.W.C. with 1/3 down. Call for into. (916) 474-1261. Reg #605073 5/95

FOR SALE: 1990 Prowler 5th Wheel. Microwave, AC, 21', mint cond \$7,500 (916) 372-0113 or (707) 876-3190. Reg 0689095 5/95

FOR SALE: Vacationeer 1988 29-ft Fifth Wheel. Rool. air, queen size bed. 20k mi. \$10,000. (916) 678-2403. Reg #1040605 5/95

FOR SALE: 1987 Ford F250 Extended Cab. AC, 460 engine, 5-speed, manual trans, 61k mi. \$9,000. (916) 678-2403. Reg #1040605 5/95

FOR SALE: '89 Alum Lite XL. 31' pull trailer, excellent condition, lotsof storage. \$13,000, (209) 575-2456. Reg #904634 5/95

FOR SALE: 1978 Buick LeSabre. 2 door coupe, blue. Power seats, windows, locks, AC, cruise, tilt wheel, V8 engine, looks and runs great, well maintained. (408) 336-2301. Reg #1155490. 5/95.

FOR SALE: Enerpac Hydraulic System. P-84 pump and two RD-256 hyd cylinders, 2 hose set-ups w/quick couplers. Used twice, like new. \$2,600 obc. (916) 742-9132. Reg #1988754 5/95

FOR SALE: Mountain property. Plumas County, 1/3 acre in LaPorte townsite. Power, water and phone at property, paved access. \$14,000 obo or trade. Must sell! (916) 742-9132; Reg #1988754 5/95

FOR SALE: 16-ft tall hoist. With 9-ft long 6" I-beam, swivels 180 degrees. \$250 firm. Also: Wayne Roy brand backhoe bucket, brand new. \$300 firm. Bob (408) 371-1221. Reg. #2118403 5/95

FOR SALE: 86 GMC 3/4 ton pick-up. AC. PW. PB, stereo cassette, travel package, full size camper. \$5,500. (707) 459-1604. Reg #0863913 5/95

FOR SALE: 24' x 30' cabin. Peaceful and quiet. No phone, TV, electric. Has indoor plumbing, propane, water. Great hunting, fishing, hiking, U.S. Forest lease. Asking \$20,000. Owner will finance. Bob (408) 371-1221. Reg 2118403 5/95

FOR SALE: Boat and trailer. 1963 Bayliner, 19.5 Cuddy, SM block V8, LG O/D, lots of extras. Brand new trailer w/brakes and flush kit—never in water. \$7,000 OBO. (415) 340-8720. Reg ≢1411274. 5/95

FOR SALE: Boat seat upholstered: \$20, Also: 3-sp bicycle, boys 26": \$40, Four 1964 Chev Impala deluxe hub caps: \$10 ea. 1970 Ford F150 Back Cab glass: \$25, 8-track tapes (Country/Western): \$2 ea. Electric hedge trimmer 18": \$15. Electric hedge trimmer 16": \$10, Radiator, winter shield, Ig trucks: \$25, AC compressor for Peterbill truck: \$50, (415) 593-6385, Reg #558767 5/95

FOR SALE: 1980 GMC 1-ton pick-up. 454 V8, power steering, power brakes, auto, 1980 Lincoln S.A. 200 welder, custom bed w/tool boxes, oxygen/acetylene outfit; runs great, clean, 65K orig mi, 1,000 hrs on welder. \$7,950 0BO. (510) 426-7153. Reg #1981744 5/95

FOR SALE: Lincoln gas welder. Tow-Behind, 300 amp. Model SAE-300/F-227, Serial #A-828115, \$2,200 0B0. Also: 1984 Ford Dually bed and camper shell (take off). Very good cond. \$1,050 0B0. (408) 257-7156. Reg #1609782 5/95 FOR SALE: 1989 GMC 7000 dump truck with deluxe int, tinted glass, AC radio, 10-sp trans, step tanks, air brakes, radial tires, power steering, 427 engine, 28K mi. Jacobson 12-ton till bed trailer, air over hydraulic brakes. Ford 655A Extendo Backhoe w/cab AC heater, 12-18-24-36 inch buckets. (209) 299-3817. Reg #099883 5/95

FOR SALE: Scanner. Realistic Pro 2006, 400 channels, 25 to 1300 Mhz, like new in boxl \$250 OBO. (408) 759-9956, Reg #2145338 5/95

FOR SALE: Charter membership Holiday Adventure Resorts of America. Home resort, beautiful Sierra Springs by Rollins Lake Clubhouse, spa, sports courts, activities, privileges, many others \$2,500 OBO. Dues \$350/yr (916) 645-2560 Reg #0848501 6/95

FOR SALE: 88-Case 580K Backhoe Loader. One owner/operator, ex. cond., 4-in-1 loader w/new cutting edges. Extendahoe: 12-18-24-36 buckets. Full deluxe cab w/radio & phone: Must sell. Make offer. (408) 227-0313. Reg #0863737 6/95

FOR SALE: '84 Toyota 4x4. 35 Super Swampers, Detroit locker, stereo, alarm. \$7,000 OBO. (510) 625-8434. Reg #2153049 6/95

FOR SALE: 1956 2-1/2 ton Chevy flat bed dump truck 2sp rear end, Rebuilt 261 engine. Good condition. (916) 689-4061. Reg #1238702 6/95

FOR SALE: 1990 Lincoln Towncar. Signature Sed 4D, V8 5.0 liter engine, auto, fully loaded, maroon w/maroon interior 67k miles. Also: 1991 Ford Pickup Ranger Super Cab. V6 4.0 liter engine, auto, loaded XLT pkg, blue-gray w/blue int. Special made canopy. 37k miles. (916) 741-1821. Reg ≢1209178 6/95

FOR SALE: 3 Acres. Shingle Town area. 4k-ft elev on Hwy 44; 24 mi, from Redding; 20 mi, to Lassen Park. All black top roads, near small airport. Bidg, site is cleared, well and septic tank are in. Beautifully treed, exclusive homes. \$50k/neg. Call (916) 533-7474. Reg #1006613 6/95

FOR SALE: 2.45 acre buildable lot near Calif. City, CA. Nice homes in the area. Asking \$18k OBO. Legal description, lot 46, tract 3335, Kem County, CA. (909) 862-3101 for more details. Reg #0977712 6/95

FOR SALE: 2-bd/1-ba home. Located in San Bernadino. CA. 1-car garage, fenced yard. Priced right at \$61,000. Call (909) 862-3101 for more details. Reg #0977712 6/95

FOR SALE; 1968 Camaro. 327, one owner Great shape, black vinyl top, body, interior, bucket seats and belts, air and heat, runs great, passes smog, kept garaged. Needs paint. \$5,500 (209) 931-2058. Reg #1022395 6/95

FOR SALE: Water truck. 1950 autocar, 4,000 gal tank, pony motor. \$6,000. Horse trailer, 3 horse side by side \$650. Ford tractor diesel \$2,750. 16-ft car trailer \$1,895. Call (209) 826-9465. Reg #1043556 6/95

FOR SALE: Mobile home. in Lake Havasu City, AZ 16'x70' w/ 9'x36' AZ room. 3-bd/2-ba . Water softener. 8'x10' storage shed, trees on bubblers. Mins. to boal launch. In park w/lg pool available. Near Laughlin, Nev. casinos. \$32,500 OBO. (520) 764-3557, Reg #0888970. 6/95

FOR SALE: Oak cupboard doors. New, 52 in various sizes \$35. Phone (209) 333-2449. Reg #763947 6/95

FOR SALE: 1982 Dodge 1-ton. New 360 V8, P/S, P/B, A/C, A/T, new rear tires, utility bed, excellent condition. \$3,500, (916) 992-1357. Rea #2005753 6/95

FOR SALE: Blue Fronted Amazon Parrots. Hand-led babies from 4 mo. to 4 yrs. Domestic bred in my home. Call Dick (510) 724-1992. Reg #0766424 6/95

FOR SALE: 2.3 acres of beautiful, wooded, remote, undeveloped property in No. Calif. 40 minutes from town. Great for campers/hunters-weekend and vacation getaways! \$6,500. Fore more informatioin and map: S. Brummett (916) 628-5030. Reg #1400348 6/95

FOR SALE: 1992 Sprinter Trailer. 23-fl, rear bedroom, 2dr, awning, micro, AC, stablers, stereo, elect ign water heater, extra clean-low miles. \$9,995. (510) 895-6543. Reg #915793

6/95 FOR SALE: 1989 Winnebago Elandan. 37-ft fully loaded, full awnings, air/hyd jacks, 26,407 miles. \$65,000 OBO. (510)

689-6594. Reg #1597749 6/95 FOR SALE: '88 Exel 5th Wheel. 32.5, queen size bed, oak int., walk-thru bath, stereo, awning, air. Used very little, like new, inside and out. (503) 352-6660. Reg #0381659 6/95

 FOR SALE:
 '67 Bronco. All original, good shape: \$4,000.

 Also:
 580 CK Backhoe, 18'-24" buckets. Needs clutch pack:

 \$6,000.
 16' Miller Wheel-Field Disc: \$4,500. Fifth Wheel hitch:

 \$100.
 4KW-110 Onan generator, self-start: \$700. (916) 877

 \$5419.
 Reg #0745211

FOR SALE: Fisherman's delight! Cast your pole from your lounge chair under the shade trees in your own backyard. Spacious, 3-bd/2 full bath, custom manufactured home on the banks of the picturesque Cache Creek in Lower Lake. Boat dock along with adjacent boat ramp. Numerous extras! NO FLOOD-INGI \$89,950. Reasonable offers accepted. (707) 994-4886. Reg #2056260 6/95

FOR SALE: Choice country location. 4+ acres, Irrigated, w/3-bd, 2-ba home. Located in the Lockeford area, lots of horse activities, close to great fishing & boating. Property has horse stalls and tack room. Price reduced to \$165,000. Nichols Realty (209) 727-3757; or Marityn, eves; (209) 759-3582. Reg #1051282 6/95

FOR SALE: 1990 Custom built Outlaw Day Cruiser boat. With 3 axle trailer 6' bed and 2 love seats in cabin. 2 captain's chairs and bench seat on deck. Full canvas cover. Excellent condition, low hours. \$12,800 OBO. (916) 338-5836 Reg #2062743 6/95

FOR SALE: 8-1/2 ft. Coranada Camper. Sleeps six, w/"Edle Boat Loader", tollet, refrig, gas, elec., with "Dyna Lift Loader." Also: 12 ft Klamath Boat; 7-1/2 Evinrude motor: cement mixer. Make offers on all. (209) 745-2517. Reg #0854101 6/95

FOR SALE: 1990 Winnle Phaser 21' class A motor home, outfitted for one or two persons. Roof air (new), auto air, cruise control, generator, new front tires, new flush toilat, new innerspring mattress, microwave, \$23,500 OBO. (916) 527-5140. Reg #873294 6/95

FOR SALE: 1979 Sea Ray 26' Weekender. Fully selfcontained, 350 Chevy, 270 Merc trim tabs, elec power windless and anchor, full canvas, new stainless prop. Rathbone tandem trailer w/new brakes and tires. \$11,900. (916) 782-2455. Reg #1144643 6/95

FOR SALE: 1934-35 Antique Buick. Rear mount trunk in great shape. Nevada City, call Leo (916) 265-5268. Reg #1022348 6/95 FOR SALE: Mobile home in Citrus Heights, CA.

14x60'-2 bd, 1-1/2 ba. Close to bus, shopping, hospitals. Awnings, nice deck on both sides. Lg storage bldg DW, garb disp, W/D. Beautiful yard, in adult park. Reasonable rent. \$27,000. (916) 349-8641. Reg #1030028 6/95

FOR SALE: Membership to the Presidents Club Resorts. 56 home parks. Great travel, golfing, camping and fishing w/many discounts. Must sacrifice due to financial hardship. Valued at \$10K, but selling at \$8,000. Call John or Cris at (415) 469-8011 btwn 6–8 pm. Reg #1609843 6/95

FOR SALE: 13.5x61 ft mobile home. Located in spacious park on the Moklumne River, 2-bd/1-ba, kitchen in front. Beautifully landscaped, in excel cond, awnings both sides, room for 2 cars, extra large porch, 8x10 tin shed, 9x16 ft shop or storage area. \$31,500. (209) 794-2671. Reg #0830836 6/95

FOR SALE: 42' Vatch-1966 Owens "Classic". Double mahogany planks hull, enclosed bridge, twin diesels (170 V6) 670 hrs, full galley, 2 stateroorns, 2 heads w/showers, VHF radar, auto pilot, depth finder, 300 gal fuel capacity, 200 gal fresh water tanks, fresh water pump, Gen-Set. \$60,000. (916) 735-6767. Reg #2118547 6/95

FOR SALE: 3-story home on Hood Canal; north of Shelton, WA. Private drive, 2 yearly ponds, 2 F/P, 3-bd/2-ba on 1 acre: \$169,500. Additional 1 acre parcel available: can be a 2 acre unit. 3 lots at Lake Cushman, fot #11: \$9,000, fot #19 \$6,000, fot #51 w/14/x66' mobile: \$26,500, (707) 546-3238. Reg #1006652 6/95

FOR SALE: Survey equipment. Leitz/Sokkia SDM3E Semitotal Station. S/N 71204, 12 years old, unused 8 years. With approx. 30 accessories: \$2,500. Grass Valley, CA (916) 477-8837 anytime. Reg #865600 6/95

FOR SALE: Pure maple dining room table. Oval shape

w/2 leats & 7 chairs, 2 captains, 5 high back. Old but well taken care of, \$1,000 OBO. (408) 629-7039. Reg #2193846 6/95

SWAPSHOP

FOR SALE: Mobile home. 8' x 40' with large porch, all covered, on 60' x 95' fenced lot in city of Clearlake, CA. 1/2 mile from lake and shopping area. Has large storage bidg and cement parking area. \$35,000 or trade for place in Oregon, etc. (707) 995-7031. Reg #1196400 6/95

 FOR SALE:
 1972 Karmann Ghia.
 Excellent condition, good tires (aluminum wheels), good brakes, new clutch, no rust.

 \$3,000. (408) 842-2759.
 Reg #801021
 6/95

FOR SALE: 10+ acres. Completely fenced and crossfenced in Bella Vista, 6 mi. out of Redding, off Hwy 299 East. 45' x 60' barn, 3-car gar, 3" irrigation system, elec, septic, pond w/island, 24' x 50' mobile optional. Must sell due to illness. \$150,000. (408) 728-4472. Reg #2126843 6/95

FOR SALE; 350 Chevy engine. 4-barrel, auto. Re-manufactured by auth dealer (not rebuilt), only 6k mi on 3 yr/50K mi warranty, still in effect. Pink slip Incl, manifold, heads, ps, distributor, heat unit. \$1,000 OBO. (408) 776-1731 Reg ≢1725634 6/95

FOR SALE: 1969 Hartey Davidson. 86-in "Stroker" motor, 1948 Wishbone frame. All American parts, runs very strong, but kick start only. New tires, no miles on brand new Shottie S/S carb. Over \$10,000 invested; will sell, but taking serious offers only. (408) 776-1731. Reg #1725634 6/95

FOR SALE: 1985 Ford Thunderbird. V8, AC, PS, P8, AT, only 48k miles. Runs well, body and int. slightly worn. \$2,000 080. Call (510) 754-2379 6/95

FOR SALE: Misc items. Coca-Cola chest cooler; money box w/ 15¢ stot: \$250 0B0, 351 Cleavon engine: \$150 0B0. 4-cylinder Plymouth engine: \$100 0B0. Army-4-cycle air cooler engine: \$100 0B0. Tom (209) 984-5716. Reg ≢1054919 6/95

FOR SALE or TRADE for NEWER CLASS C MOTOR HOME: 1985 Shasta Class A motor home. 30-ft, excel cond, new lires, 26K mi, catalytic heater, furnace, inverter, AC, awning, Chevy 454 engine, rose & beige int: \$22,500. (916) 742-2171 Reg #535751 5/95

WANTED: Shredder. To accommodate my 4-cyl, 22 hp

WANTED: OLD WATCH FOBS

Anyone with any old fobs laying around in a drawer or collecting dust somewhere who would like to see them put to good use, we are interested. We have a retiree who is working on a collection that will be on display in the new Reno District office. Please send to:

Operating Engineers 185 Martin St., Reno, NV 89509

Swapshup and are unterful free of the charge to members of 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 Union #3 1620 S. Loop Rd., Alameda, CA, 94502 ATTN: SwapShop*

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

PERSONALNOTES

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 **SwapShop**. No phone-in ads please.

* All ads must include Member Registration Number. Social Security Numbers are not accepted. All ads should be no longer that <u>50</u> words in length.

The Santa Rosa District office wishes to express its condolences to the families and friends of the following departed brothers: James Caldera Jr. (4/25), Eugene Hill (4/25), John Trotter (4/26), James McLaughlin (5/13).

The Stockton District office wishes to pass along its condolences to 35-year member George Cheatum of Buckeye, AZ, on the passing of his wife Delpha, on Nov. 5, 1994.

Departed Members (con't from previous page)

Deceased Dependents	
Abington, Dorothy wife of William Abinton	
Difeo, Marceline wife of John Difeo	
Galvin, Marcella wife of William Galvin	
LaPointe, Evanel wife of Lloyd LaPointe	
Parsons, Eleanor wife of Curtis Parsons	
Vandiver, Janet wife of James Vandiver	

UNIONBRIEFS

Union membership grows for second year

Union membership grew by 150,000 in 1994, the second consecutive year of growth after 14 years of decline, according to the Bureau of Labor Statistics. Membership in 1993 rose by 240,000.

The latest figures show significant growth in public sector unionization, as well as increasing numbers of professional and white-collar employees who are choosing to join unions. Of the 16.7 million union members, about 13.3 million are represented by AFL-CIO unions.

Among the fastest growing fields is home health care, in which some 30,000 workers signed up with unions in 1994, part of the 100,000 added in the service sector. Union members continued to earn considerably more (37 percent) than non-union workers.

Building trades unions win more elections

Building trades unions performed better in National Labor Relations Board representative elections in the first nine months of 1994, winning 52.9 percent of elections entered, compared with 49.2 percent for all unions, according to NLRB records and analyzed by the The Bureau of National Affairs Inc.

Building trades unions entered 174 representation elections during the first nine months of 1994, the most current data available from the NLRB. If you extrapolate that on an annual rate, these unions entered 232 elections during 1994. These figures compare with 256 elections entered in 1993 and a win rate of 47.7 percent; 260 elections in 1992 for a 55.9 percent win rate; and 245 elections entered in 1991 and a 48.2 percent win record.

Foreign firms more successful at avoiding U.S. taxes

Large foreign-owned corporations are becoming more successful at avoiding paying U.S. taxes, according to the General Accounting Office, the investigative agency of Congress. The GAO says that 73 percent of foreign-based corporations of all sizes paid no U.S. taxes in 1991, despite sales of \$359 billion in this country.

One way these corporations succeed at avoiding taxes is by overcharging their U.S. subsidiaries for goods and services supplied by the home company. This artificially reduces the corporation's profits and thus the taxes of the U.S. subsidiary. It is estimated that these types of schemes are costing the federal government \$10 billion to \$15 billion a year in revenue.

Steady job growth in Calif. expected over next three years

California will continue to experience strong job growth through 1997, according to the UCLA Business Forecasting Project. The quarterly forecast sees the state's non-farm employment growing by 2.1 percent in 1995, almost twice the 1.1 percent rate recorded for 1994. The expansion of the national economy will push non-farm jobs up an additional 1.8 percent in California in 1996 and 3.2 percent in 1997. The construction industry will add a total of 50,000 jobs over the three years but will still remain well below the building trades' 1990 peak.

Clinton unveils plans for 'new' OSHA

The White House last month unveiled plans for a "new" Occupational Safety and Health Administration. Clinton, Vice President Al Gore and Labor Secretary Robert Reich announced May 16 steps the agency would take to continue to protect worker safety and work more effectively with employers.

The new OSHA would change its fundamental operating paradigm from one of command and control to one that provides employers a real choice between partnership and a traditional enforcement relationship. At the top of Clinton's priority list is plans to nationalize the agency's Maine 200 program, which focuses on 200 companies in the state with the highest injury rate based on the number of workers' compensation claims. The agency also plans to foster partnerships with employers and workers, promote common sense regulations, and require policies that deliver clearly defined results.

Announcing a NEW product from S.E.L.E.C. The Retiree Auto Sunblocker			Contributions to S.E.L.E.C. are N deductible as charitable contributions income tax purpos Thank You for your suppo						
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Rectification of the state of t	Black Honded Jacket w/Local 3 logo	\$45							
and set of the set of	Adolf OE3 "Proud to be Union" Sweatshuft Black What	\$15					100		
A Second Se	Orange 14 pocket Vest w/Local 3 logo	\$15		_	-			-	
and a supplies chomes	Adult Orange Pocket T shirt w/Local 3 togo	\$10					1		
Acep your car or	Child's "Dad" T-shirl—Dozer	\$8			- 1 - 1	m.			
truck interior cool this	Childs "Dat" T-shirt—Backhoe	\$8				LANE			
	Child's "Granopa" T-shkt-Dozer	\$8			112		1		
summer! This sturdy, colorful sunblacker	Cap w/Stylized Local 3 logo mick hury	\$9							
shows off the benefit of being a retired Operating	Neon Green Cap w/styltzed Local-3 logo	\$8		LINE SOD	EFETS ALL				
Engineer! It measures 22" x 52", and folds to a	Neon Yellow Cap w/stylized Local 3 logo	\$8							
convenient 5" x 22" for storage. Order yours today!!	Neen Pink Cap wistylized Local 3 logo	\$8							
	Local 3 Lapel Pin Active Autore	\$2	- C -	-			1		
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S.E.L.E.C. products ASAP. Simply fill it out	Y V CLOSE-OUT SPECIALS . CL	OSE-OU	T SPEC	CIALS	CLOSE	OUTS	SPECIA	LS Y Y	
and mail it in along with a check	Local 3 Patch CA NV 40 UT	\$3			1 1 3		1		
	Adult "Union Yes" T-shirt	\$5				-			
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operating Engineers Local S S.E.L.E.C.	Adult Dozer Sweatshirt	\$10	-	10.0	1.			1.0	
1620 South Loop Rd.	Black Poolin Jacket	\$35							