

Engineers News

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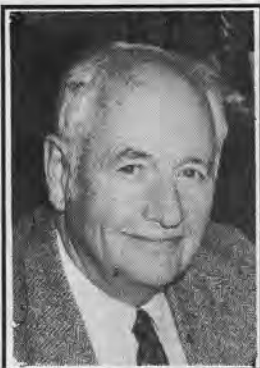
July 1992

Heavy lifting

A 250-ton truck crane lifts a steel truss into place at the Oakland Federal Building
(See story page 8.)



Photo by Steve Moler



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

As I travel around the jurisdiction of Local 3, I see a lot of "Ross Perot" bumper stickers on the cars and pickups of union members. Not long ago, I was tempted to put one on my car, too, but I thought better of it. I'm glad I did.

Why? With each day that goes by, I'm less impressed with this Texas billionaire who seems to think he has all the solutions to America's problems – solutions, I might add, that he has yet to reveal.

I admit that, early on, I was somewhat taken in by his renegade ways. He said things I wanted to hear.

He attacked the "do nothing" approach of President Bush and the politicians on Capitol Hill. He said we need leaders, not followers of public opinion polls. He decried our international trade policies and stressed that America needs to keep its jobs here at home.

He exudes "can do" style that looks pretty darn appealing at first glance.

You add all these components up with the "throw-the-bastards-out" mentality that has taken hold of the American voter, and it is no wonder that Perot is riding a tide of public support.

But as the election draws nearer, Perot's credibility is desolving in my eyes. He, unlike Clinton, has failed to give the American public specifics on how he plans to deal with our lagging economy.

And as we learn more about his background, I'm getting downright suspicious.

What are we supposed to think about a man who has used his wealth and power to build an intelligence network that goes well beyond the routine background checks employed by most companies?

His "Rambo" personality, zealous moral code and fierce competitiveness have led him to authorize investigations that, according to those familiar with his security operations, included videotaped surveillance of individuals for such things as suspected marital infidelity.

Two years ago, Ross Perot's attorneys persuaded a Dallas judge to permit three-times-a-day searches of a Perot-owned rental house during a dispute with the tenant, according to court records. Perot ordered off-duty police officers to conduct the searches of the house next to Perot's estate. Not even a police officer could have secured that kind of search authority without probable cause of a crime. What would he do with the powers of the President of the United States?

I'm also concerned about Perot's anti-union activity. As chairman of Electronic Data Systems Corp. in the early 1970s, Perot went to great lengths to keep workers in an EDS office in Concord, CA from forming a union. When the workers did join the union over the company's objections, Perot responded by shutting the office down and moving the operations to a non-union office.

I have a hard enough time dealing with rat employers every day. The last thing I'm going to do is vote for one.

I hope union members – in Local 3 and throughout the country – don't repeat the Reagan mistake. Reagan got a lot of support from union members in 1980 – and we have been paying for it dearly ever since.

We need a change. But from what I can see, Ross Perot is not it.

**"Perot's
credibility is
desolving."**

ELECTION NOTICE: ELECTION COMMITTEE 34TH INTERNATIONAL CONVENTION DELEGATES & ALTERNATE DELEGATES

Recording-Corresponding Secretary William M. Markus has announced that in accordance with Article XII, Section 3 (b) and Article XIII, Section 1 (b) of the Local Union By-Laws, relative to the election of International Convention Delegates and Alternate Delegates, Election Committee Members shall be nominated and elected at regular scheduled district meetings during the months of September, October and November 1992 preceding the election in February 1993.

There will be one Election Committee Member elected from each district by secret ballot of those members present whose last known address as shown on the records of the Local Union 10 days prior to the first such district meeting in September 1992, was within the area covered by the district.

Nominees for the Election Committee must be registered voters within their respective districts, must have been members of Operating Engineers Local Union No. 3 for one year next preceding their nomination and shall not be a candidate or nominator of a candidate for Delegate or Alternate Delegate to the 34th International Convention.

MEETING SCHEDULE

SEPTEMBER 1992

- 9th SALT LAKE CITY - Engineers Building, 1958 W.N. Temple
- 10th RENO - Carpenter's Hall, 1150 Terminal Way
- 15th FAIRFIELD - Holiday Inn, 1350 Holiday Lane
- 17th SANTA ROSA - Luther Burbank Center, 50 Mark West Spring Road
- 24th SAN JOSE - Labor Temple, 2102 Almaden Road

OCTOBER 1992

- 6th EUREKA - Engineers Building, 2806 Broadway
- 7th REDDING - Engineers Building, 20308 Engineers Lane
- 8th MARYSVILLE - Veterans Memorial Hall, 249 Sycamore Street, Gridley
- 15th MARIN - Alvarado Inn, 6045 Redwood Highway, Novato
- 20th MAUI - Wailuku Community Center, Lower Main St. Wailuku
- 21st HILO - Kapiolani School, 966 Kilauea Avenue
- 22nd HONOLULU - Kapalama Elementary School, 1601 N. School Street

NOVEMBER 1992

- 5th STOCKTON - Engineers Building, 1916 North Broadway
- 10th SACRAMENTO - Machinists Hall, 2749 Sunrise Blvd., Rancho Cordova
- 12th CONCORD - Elks Lodge No. 1994, 3994 Willow Pass Road
- 19th FRESNO - Laborer's Hall, 5431 East Hedges



WIPA



Engineers News

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Republicans thwart anti-scab bill

Federal legislation to ban the permanent replacement of strikers, S 55, received a temporary setback last month when the Senate voted 57-42 against ending a Republican filibuster. The vote means the legislation, which would have prohibited employers from hiring permanent replacements during a labor dispute and forbid employers from discriminating against strikers who return to their jobs once the dispute is over, is essentially dead at least until the 103rd Congress convenes in January 1993.

Getting the bill back on the legislative agenda next year will depend on who gets elected president in November. President Bush has steadfastly opposed the bill, saying it was anti-competitive and harmful to business. Democratic presidential nominee Bill Clinton would sign the bill, insisting that "it's simply unacceptable for employers to undercut the collective bargaining process by having strike breakers." Independent presidential candidate Ross Perot has not yet expressed an opinion on the legislation.

The House of Representatives passed its version of the anti-scab legislation, HR 5, in July 1991 by a 247 to 187 vote. But getting the bill through the Senate was an entirely different task. Senate rules allow for a small minority of senators — in this case Republicans — to obstruct the progress of a bill by engaging in a filibuster, a prolonged floor debate that's used to block consideration of a specific piece of legislation.

To defeat a filibuster, at least 60 senators have to approve a motion to invoke cloture, but the bill's supporters fell three votes short. All Democrats except five from southern and border states supported cloture, while all Republicans

except the Workplace Fairness bill, S. 55, five from heavily unionized states opposed ending the filibuster.

California Democrat Alan Cranston, Hawaii Democrats Daniel Inouye and Daniel Akaka, and Nevada Democrats Richard Bryan and Harry Reid voted for cloture. California Republican John Seymour and Utah Republican Orrin Hatch voted against it. Utah Republican Jake Garn was absent.

AFL-CIO President Lane Kirkland said the failure of the Senate to invoke cloture and ban the permanent replacement of strikers "continues a tragedy for those Americans who will lose their jobs because their employers have no incentive to compromise."

The bill's defeat also means that an AFL-CIO compromise bill, aimed at restricting employers' use of permanent replacements but limiting labor's ability to strike, will not be considered. Under the proposal, introduced by Senator Robert Packwood, R-Ore., employers and unions would be asked to submit all unresolved issues in a dispute to a fact-finding panel appointed by the Federal Mediation and Conciliation Service. Employers would be barred from hiring permanent replacements if a union sought to send unresolved disputes to a panel. Only if the union refused to submit the dispute to the fact-finding panel or refused to accept the panel's proposed settlement would an employer be free to hire permanent replacements if a strike occurred.

Shortly after passage in 1935 of the National Labor Relations Act, which guaranteed workers the right to organize and strike, the Supreme Court ruled, in *NLRB v. Mackay Radio and Tele-*

graph Co., that employers had the right to permanently replace striking workers. But for the better part of 40 years, employers rarely exploited the ruling and instead relied on temporary replacements or used managers or subcontractors.

All that changed, however, when former President Ronald Reagan fired and permanently replaced 12,000 striking air traffic controllers in 1981. This action sent a clear message to employers that firing and permanently replacing strikers was now acceptable. It also made aggressive, hostile employer strategies seem a more legitimate option for dealing with labor disputes.

Since 1985, employers have used or threatened to use permanent replacements in one out of every three strikes in the United States, according to a General Accounting Office report. In a study of 132 companies threatened by strikes in 1985, the GAO found that 15 percent intended to hire permanent replacements. By 1989, the number of businesses that planned to replace strikers rose to 23 percent. Other studies, such as one conducted at the University of Alabama, also confirmed the substantial rise in the use of permanent replacements in recent years.

The recent strike at Caterpillar is a classic example. Five months after 13,000 United Auto Workers members went on strike, the company gave workers an ultimatum: return to work or risk being permanently replaced. Never before has a company of Caterpillar's size attempted to replace thousands of skilled union workers. The UAW eventually accepted an offer from a federal mediator to have union members return to work while both sides returned to the negotiating table.

Recession talk dominates semi-annual meeting

When Local 3 members gathered in San Francisco July 11 for the semi-annual meeting, one topic dominated their conversations — the sluggish economy. Business Manager Tom Stapleton, in his speech to the membership, wasted no time in addressing this issue.

Stapleton reported that although there will be some \$400 million more in construction spending this year compared with last year, the extra money isn't translated into significant increases in jobs for Local 3 members. The reason, Stapleton explained, is that most of the work is going for highway overlays, which don't put a lot of hands to work.

"All we get out of these types of jobs is a couple of rubber-tired rigs, a loader, a blade, then they come along and pave it," Stapleton said. "So we don't get a lot of hours out of it."

Overall, the work picture has been inconsistent. Some districts, such as Redding, have as much as 48 percent unemployment among its members, while Oakland has some fairly large jobs coming up, such as



Local 3 Business Manager Tom Stapleton, right, congratulates Local 3 member Roger Hilton, whose son Meredith, center, was second-place male winner of the College Scholarship Award.

the \$310 million Walnut Creek Interchange at I-680 and Hwy. 24. But this job, expected to extend over four years, typifies what's happening these days in the construction industry. Because of the large amount of structural work involved, the project isn't expected to put significant numbers of operating engineers to work.

Stapleton added that the work outlook for the rest of the season

and into next year is in limbo. It will depend, to some extent, on what happens with California's budget crisis. If Gov. Pete Wilson and the state Legislature pass down huge spending cuts to cities and counties, Stapleton expects problems for the construction industry. Cities and counties simply won't have funds to spend on needed public works projects, which will translate into less jobs for Local 3 members.

The good news is that the PGT-PG&E natural gas pipeline now under construction from Canada to central California has put some members to work. H.C. Price's spread from the Oregon border to near Red Bluff has put over 100 operators to work, while Sheehan's segment farther south has put close to the same number of hands to work.

Not a single non-union contractor bid on the pipeline job, Stapleton pointed out. A major reason for getting a national pipeline agreement, he said,

was because of labor's solid long-standing working relationship with PG&E.

In other semi-annual business, three retirees, Frank "Curly" Toles, Harvey Knower and Leonard Valdivia, received their 50-year watches. Also, four high school seniors, sons and daughters of Local 3 members, received their checks for winning Local 3's College Scholarship Awards (see story on page 7).

Training for the 21st century

Local 3 member establishes company to teach operators how to use high-tech laser, cross-slope grading control systems

**By Steve Moler
Assistant Editor**

"Before the year 2000," predicts Local 3 member Bill Crumb, "We will have an automation classification," a new category of operating engineer for those with expertise in using automated grading control equipment such as cross-slope, laser and sonic systems.

As far back as the mid-1970s, underground contractors used lasers for line and grade control, but the technology was relatively new to the grading and paving industry until around the early 1980s, when integrated laser and cross-slope systems were developed for grade control on blades. The systems have proven so successful they're even being used on scrapers, dozers and paving machines.

Judging from how rapidly this technology is emerging in the construction industry, Bill's prediction may come true sooner rather than later. With increasing frequency contractors are enhancing their operations by installing these highly productive components on their equipment and expecting operators to learn how to use them.

The shift towards automated grading technology has produced a corresponding demand for quality automated training. Major manufacturers such as Spectra Physics, Laser Alignment and Agtek offer customers training classes, but because these companies concentrate primarily on research and development, manufacturing and marketing, training has tended to be limited to general orientation sessions at the time of purchase.

The Rancho Murieta Training Center got into automated training late last year after it acquired a Laser Alignment laser transmitter and receivers for one of its motor-graders. The RMTTC is now providing Local 3 members with training on the new system in its advanced blade classes.

Until recently, though, no one was offering comprehensive training for entire companies or crews. But all that has changed. Two years ago, after having worked extensively with laser and sonic systems for over 12 years, Bill Crumb established Machine Control Technology,

a company offering union contractors and owner-operators comprehensive automated equipment control training. Since opening its doors in July 1990, MCT has trained more than 100 operating engineers, mostly in small groups ranging from four to 10 operators per class.

Jamieson Company quarry near Pleasanton. That same crew can return year-in and year-out for additional instruction.



The success of automated systems depends largely on how well an operator knows how to use the equipment. Some contractors and owner-operators have become frustrated with automated grading systems because of what they perceive as inadequate training by the manufacturers.

MCT's courses, which are usually conducted during winter months, essentially incorporate what the manufacturers teach but takes matters several steps further. For starters, Bill emphasizes teaching entire companies rather than individuals. In a typical class, a whole crew — equipment operators, grade checkers, dispatchers and even management — can undertake three days of basic automation training at MCT's 60-acre training site located at the

beginning class that sets the stage. In the first day, students spend most of their time learning the theory of automated systems in MCT's training trailer, a 40-foot classroom on wheels. Students receive certification on laser safety, then get a thorough overview of how the laser transmitters and receivers work, as well as how to trouble-shoot the system.

The laser transmitter rests on a tripod and sends a visible or infrared beam to the laser receiver, which is mounted on a mast extending upward from the outer edge of the moldboard. The receiver then sends information electronically to a control box mounted on the control panel of the piece of equipment. Microprocessors inside the box interpret the information and tell the



Above: Instructor Bill Crumb, far right, shows Mike Smith, at tripod, and Gary Nilmeyer how to calibrate a laser transmitter.

Left: Trainer Bill Crumb, foreground left, explains aspects of the sonic tracer to Jose Duran of Top Grade Construction. In the background is Top Grade's Michael Holthouse, left, and blade operator Len Holthouse.

moldboard how much to cut and at what slope.

A portion of the first-day session focuses on how to calibrate the laser system, a skill that's essential in the field. Next, the class is introduced to single-slope and dual-slope setups. The day winds down with an introduction to sonics.

On the second day, in which about half the time is spent in the classroom and the other half in the field, the class reviews lasers and all material covered on the first day, with extensive question and answer periods. Next, the students dive into sonics.

These devices are mounted on each end of the moldboard and bounce sound waves off a surface. Sonic tracers control moldboard elevation relative to a string, curb, existing pavement or previously grad-



ed pass. Like the lasers, the students learn how sonics work and how to calibrate them. Towards the end of the day the class is introduced to the cross-slope formula.

The third day is spent almost entirely in the field taking the theory learned in the classroom and applying it to simulated job situations. Bill takes the class through a series of actual setups. He reviews everything learned during the first two days, particularly the cross-slope formula, then lets the students practice and asks questions. At this point, each student has learned to calibrate a laser in 10 minutes or less, plus do all the trouble-shooting necessary to keep the system functioning on the job.

At the conclusion of the three-day course, the operating engineers are ready to return to the job site and begin using automated control systems under real conditions. Blade operators will never again plod along at walking speed pass after pass while the gradechecker marks cut and fill corrections on the ground. Instead, they will drive their motorgraders in second and third gear, with the gradechecker following behind as an inspector, double-checking the blademan's accuracy, which with automated systems can be within five hundredths of an inch. Production can increase twofold.

The following winter, or during any subsequent period, operators can return to MCT for follow-up instruction. MCT's three-day advanced class consists of an update on new automated technology and products, intensive review and lots of practical application in the field. Students get to actually set up and complete a simulated job, giving them a chance to make mistakes and asks questions before returning to the real world of moving dirt.

What distinguishes MCT's training from others programs is the trainer himself. Born and raised in

an operating engineers family, Bill has spent his entire adolescence and adulthood around heavy equipment. His interest in automated systems dates back to 1975. While working for Freeman-Sondgroth Construction, Bill's father, Alfred Crumb, attended a laser application training class. Bill, then just a high school junior with a knack for mathematics,

was so pleased with the results it bought two more Systems Threes.

Bill became so fascinated with the technology, he went to work for Agtek as its national and international senior trainer, traveling throughout the United States and Europe teaching blade crews how to use Agtek's products. But after a few years of being constantly away from

ment, whether it's scrapers, dozers, blades or pavers."

MCT's training has also been known to help operators reach their full potential. Robby Props, a blade operator with Raisch/Grade-Way Construction, considered himself to be just an average blademan until he took Bill's course. After taking a basic class in winter 1991 and a follow-up course last March, Robby's production began to increase significantly. Before taking the class, Robby was producing around 60,000 square feet per eight-hour shift. At the Silver Creek Valley Country Club subdivision in San Jose, where Robby is currently working, his production has jumped to nearly 155,000 square feet per shift and rising.

"Reaching these production levels would not have been possible without good training," Robby said. "With Bill's training you become a key person on the crew rather than just another hand. Bill is able to take the system even further than what the manufacturers teach you.

He makes you believe in the system."

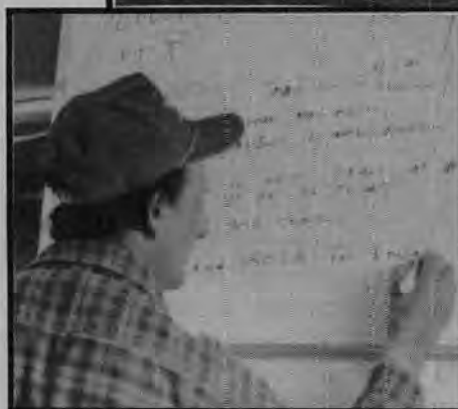
MCT's training doesn't stop when the operators leave the training site. For students who need more fine-tuning, Bill travels to wherever the operator is working, and using two-way radio headsets, continues to instruct the operators while they're working on the job. If he can't make it to the job site, he's in constant communication with former students via cellular telephone. Few moments pass in a workday when an MCT alumnus can't reach Bill for consultation.

Dan Lowry, president of Raisch/Grade-

Way Construction and who dabbled with lasers while working with Bill's father in the mid-1970s, summarized MCT's training program:

"Bill's success with automatic systems is largely due to his understanding of the work to be performed and his desire to make the process simple and usable by all operators. Many blademen have been reluctant to 'buy in' until they see how an automatic grade control system can improve their ability to compete. Blade operators who learn automatic blade control all improve in their ability to perform."

For more information about Machine Control Technology, you can reach Bill Crumb at (408) 259-7329 or (408) 221-0614.



Inside MCT's training trailer, Hank Tudino of OC. Jones Construction illustrates the fundamentals of laser calibration.

Inset: MCT's classroom on wheels at the company's training site in Pleasanton.

got to tag along.

That day ignited Bill's interest in automated grading systems. By the time Bill took his first full-time job in 1978 running dozers for Grade-Way, a company that was already using automated systems to some extent, he was ready and willing to apply the new technology to his work.

In early 1986, Grade-Way Construction purchased an Agtek Systems Three cross slope, sonic and laser system and installed it on one of its Cat 14G motorgrader. Bill began to experiment with the system and soon started to dramatically increase production. Grade-Way

home and frustrated with the limited scope of the training, Bill decided to start his own training business here in the Bay Area. Since those early years experimenting with lasers with his father, Bill has stood on the cutting edge of automated grading technology.

"What makes Bill's course so good," said Oliver de Silva master mechanic Dave Vandegriff, who has taken two of MCT's classes, "is that because he's an operator and knows how to lay out a job, he is able to take the applications of the laser systems from the classroom to practical application in the field better than anyone. He knows all the technical aspects and knows how to apply them to all pieces of equip-

PBS's anti-union bias

When the Public Broadcasting System was established in the early 1970s, Congress intended the network to provide Americans with an alternative to commercial broadcasting. Beginning in the early 1980s, however, PBS began to increasingly resemble the medium it was supposed to differ from. Like commercial television – and contrary to PBS's original goal – corporate money has come to determine who gets heard and who doesn't on public television. Such heavy corporate influence has produced a conservative bias in PBS's programming that's clearly anti-worker and anti-union.

Once a month, "We Do The Work," a show focusing on the lives, issues, culture and history of working people, airs on selected public television stations. Now in its second season, the independently produced program can be seen in some of the nation's biggest media markets, including New York, Los Angeles and Washington, D.C.

As one of the show's brochures explains: "We Do The Work" seeks to restore balance and depth to the public's understanding of the political, economic and social issues all Americans face by giving a voice to the majority – working people." The program estimates its national audience at more than 1 million per show. In San Francisco, according to producer Patrice O'Neill, its ratings are comparable to the "MacNeil/Lehrer NewsHour."

"We Do The Work" is a television anomaly. According to a City University of New York study, PBS prime-time coverage that "addresses the lives and concerns of workers" totaled 27 hours in 1988 and 1989, less than 0.5 percent of its prime-time programming. Of the 27 hours on working people, 19 were about British workers, leaving 20 minutes a month about U.S. workers.

Despite the absence of public-television programming about U.S. workers, PBS itself does not distribute "We Do The Work" as part of its regular schedule. Instead, the show is distributed through the Central Education Network, a small independent distributor. As a result, the program currently airs on only 30 of PBS's 300 affiliates and is often broadcast during odd hours, when most working people are at work or asleep.



"Coming up next: A gathering of public TV hosts discuss the invisibility of conservatives on PBS stations. . ."

By contrast, most PBS stations air several regular business programs, including "Adam Smith's Money World" and the "Nightly Business Report." "Wall Street Week," hosted by the virulently anti-labor Louis Rukeyser and focused on the stock market, caters to a tiny audience. An estimated 2 percent of the U.S. population makes five or more trades on the stock market per year. Americans who work, on the other hand, constitute a majority of the population – even in a recession. Instead of jumping at programs aimed at this huge audience, PBS has historically shunned workers and labor-oriented shows.

PBS stations have often pointed to union funding as a reason for rejecting labor-related programs, citing a policy against programs in which the underwriter has an interest in the subject. This policy, however, seems only to apply to labor. "Nightly Business Report" is funded by Marine Midland Bank, the Franklin Group of Funds and AG Edwards, among other, all of which have a clear interest in the markets and policies the show reports on. "We Do The Work" was aware of this double standard from the outset; consequently, the show is produced entirely without union funding.

Having avoided the union-funding pitfall, "We Do The Work" has come up against other barriers. Chicago's WTTW called the program "one-sided." KETC in St. Louis rejected the program as being "too pro-union." The station's vice president said he would not "bow to a special

interest" by airing it.

Leaving aside the point that programs like "Wall Street Week" are never scrutinized for one-sidedness by public-television executives, a look at any episode of "We Do The Work" shows these complaints to be exaggerated. When the program covered the efforts of workers at the Delta Pride catfish processing plant to win a new contract, the company refused to speak about the issue, so a narrator read instead from Delta Pride press releases. While interviews with workers formed the bulk of the show, also appearing were representatives from several local business groups, a local official sympathetic to Delta Pride management and the CEO of another catfish processor.

Other episodes covered subjects such as the effects of military budget cuts on workers and injuries caused by working on computer keyboards. "We believe that workers speak best for themselves," O'Neill said in explaining "We Do The Work's" approach. Workers' voices, it seems, make some PBS executives uncomfortable.

Could public television's reliance on corporate contributions fuel its reluctance to carry labor programming? About a third of PBS's funding comes from major U.S. corporations, many with spotty labor records, such as AT&T, which has underwritten the "MacNeil/Lehrer NewsHour."

"The dearth of labor programming on public television is so severe that it amounts to censorship," Fred Car-

roll, president of the Union Producers and Programmers Network, told the Senate Subcommittee on Communications in August 1991. Making "We Do The Work" available to a national audience would be a step toward lifting that censorship.

Many PBS stations air three programs every week hosted by editors who hail from the right-wing National Review. William F. Buckley's "Firing Line" and John McLaughlin's "One on One" and the "McLaughlin Group." PBS's weekly show on foreign affairs, "American Interests," is hosted by foreign policy conservative Morton Kondracke. PBS's weekly program aimed at African-Americans, "Tony Brown's Journal," is hosted by a Republican. Up against these five weekly programs, PBS does not offer one weekly show hosted by an advocate of the left.

While PBS stations offer regular coverage of the aforementioned corporate news programs the "Nightly Business Report," "Money World" and "Wall Street Week," PBS does not offer one weekly news/talk show presenting the agendas of groups often in conflict with big business such as consumer groups and labor. Programs offering a diverse guest list that include tough critics of government or corporate policies, such as PBS's "Kwinty Report," have been taken off the air for lack of funds.

Information for this article was obtained from Extra!, the bimonthly publication of Fairness & Accuracy In Reporting, a national media watch group.

High school seniors win Local 3 scholarships

Four high school seniors have won academic scholarships from the 1992 Local 3 College Scholarship Awards. The winners are sons and daughters of Local 3 members. Two \$2,000 scholarships were awarded to the top female and male applicants, and two \$1,000 scholarships were awarded to each female and male runner-up.

Last year the first-place scholarships were \$1,000 and the second-place scholarships were \$500. This year the scholarship amounts were doubled because the Operating Engineers Local 3 Federal Credit Union joined in contributing to the scholarship program by matching each of the union's four awards.

A scholarship selection committee



Left: Dayan Anderson

FIRST PLACE, Female
(\$2,000)

Name: Dayan Johanna Anderson

Hometown: Livermore, Calif.

School: Granada High School

Educational/career goals: Engineering

Colleges/universities applied: Cal Tech, Harvey Mudd College, UC Berkeley, UC San Diego, UC Davis.

Activities: Explorer Scouts, Girl Scouts, student government, high school bands, associated student body treasurer, California Scholarship Federation, varsity tennis, JV soccer.

Achievements: Rotary Club student of month, Brown Univ. English award, high school outstanding bandsman award, state honor band (French horn), Lawrence Livermore Lab math-science games.

Parent: Kristen Lee Anderson, Alameda County Sheriff's Dept.

comprised of faculty from UC Berkeley's Center for Labor Research and Education chose the four finalists.

Former scholarship recipient wins post-graduate fellowship



Eileen Spain

Former Local 3 scholarship winner Eileen Spain, daughter of 27-year member David Spain, has received a National Science Foundation fellowship to pursue post-graduate research at the National Institute of Standards and Technology in Boulder, Colo. Eileen, who recently earned a Ph.D. in chemistry from the University of Utah, will be working with Stephen R. Leone of the Quantum Physics Division of the NIST. Leone is also chair of the Joint Institute for Laboratory Astrophysics and professor in the department of chemistry and biochemistry at the University of Colorado, Boulder.

Spain and Leone will perform experiments to understand how atomic orbital alignments might affect the outcome of simple gas phase of atom-diatom chemical reactions. Les Brooks, Sonoma

State University professor of chemistry and Spain's undergraduate research advisor, said her work will expand the scientific community's knowledge of small diatomic molecules composed of transitional elements. Brooks said this is a rapidly emerging field of scientific research.

Earlier this year Eileen won the Chezeves T. Walling Graduate Research Award for having the best thesis at the University of Utah's chemistry department. The thesis, titled "Spectroscopic and Theoretical Studies of Diatomic Transition of Metal Molecules," dealt with the electronic structures of metal. The thesis has been recently published in book form.

Eileen graduated as class valedictorian, first in a class of 185, from Healdsburg High School near Santa Rosa in 1983. After receiving that year's Local 3 scholarship, Eileen attended Santa Rosa Junior College, then transferred to Sonoma State, where she earned an undergraduate degree in chemistry before going on to the University of Utah for her Ph.D.

After Eileen completes her work at NIST, she wants to teach or do research at a college or university. The fellowship, which includes a \$26,000 salary and \$6,000 in travel and research expenses, also provides \$32,000 over and above her salary if she accepts a future university faculty position.



Timothy Elizondo

FIRST PLACE, Male (\$2,000)

Name: Timothy Shawn Elizondo

Hometown: Modesto, Calif.

School: Grace M. Davis High School

Colleges/universities applied: UC Santa Cruz, Humboldt State, Sonoma State.

Activities: YMCA camp counselor, student body president, sophomore and freshman class presidents, peer facilitating, academic decathlon, water polo, track, Teen-line theatre, speech club secretary-treasurer.

Achievements: Finalist 1991 Nat'l Speech Tournament, 1990 and 1991 semi-finalist state speech championships, best trial attorney in Stanislaus County mock trial, gold and silver metalist at league speech championships, finalist Cal-Poly speech tournament, finalist Berkeley speech tournament.

Parent: Eliberto Elizondo Jr.



Melissa Pailleilani Zablan

SECOND PLACE, Female
(\$1,000)

Name: Melissa Pailleilani Zablan

Hometown: Davis, Calif.

School: Colfax High School

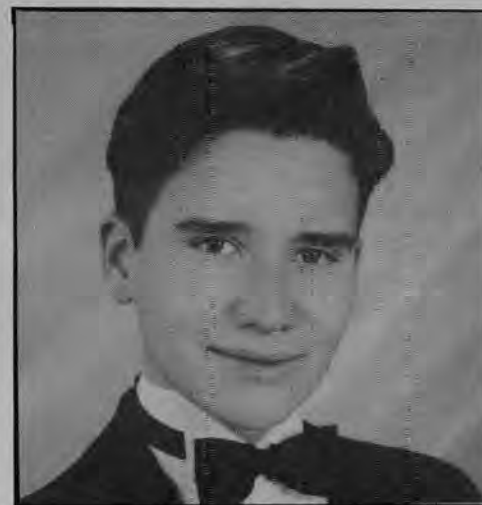
Educational/career goals: Humanities

Colleges/universities applied: Already accepted to Brigham Young University, Hawaii campus.

Activities: Drama club, service club, songleader, yearbook staff, homecoming and prom committees, leadership class, academic decathlon, student body vice president, dance, water and snow skiing, camping.

Achievements: Alpha Omega awards, Who's Who Among American High School Students.

Parent: Lan K. Zablan



Meredith Hilton

SECOND PLACE, Male
(\$1,000)

Name: Meredith James Hilton

Hometown: Novato, Calif.

School: Marin Catholic College Preparatory

Educational/career goals: Chemistry

Colleges/universities applied: Already accepted to UC Santa Cruz, UC Santa Barbara, UC Irvine. Also applied to UCLA, UC Berkeley, UC San Diego, UC Davis.

Activities: Boy Scouts, CVO camp counselor, varsity soccer, student council treasurer, Spanish Club.

Achievements: Nat'l Honor Society, Calif. Scholarship Federation, Dingberg Scholarship for Marin Catholic College Preparatory, dean's list 12 times.

Parents: Roger and Irma Hilton

New federal building takes shape in Oakland

Over the past several months, Local 3 members living or working in the East Bay have been watching a high-rise office building with two distinct 18-story towers sprouting in downtown Oakland. The massive steel and precast concrete structure is the new Oakland Federal Building, a \$171 million complex that will contain over a million square feet of office space for about a dozen government agencies, primarily the Department of Veterans Affairs, Internal Revenue Service and the Department of

Energy.

The project got its start back in 1985 when the City of Oakland deeded a 3.3-



A rendering shows how the Oakland Federal Building will appear when it's finished in March 1993.



In this photo, taken last winter, the two 18-story towers of the Oakland Federal Building take shape.

The first of four steel trusses for the pedestrian bridge is positioned between the 13th and 14th floors by crane operator Steve Faughnan.

Inset: Crane operator Steve Faughnan and oiler Bill Wurz of Bigge Crane and Rigging were responsible for lifting the trusses into place.



acre lot on the corner of Clay and 14th Street to the General Services Administration, the agency responsible for federal building construction. After congressional approval in 1987, the architectural firm of Kaplan-McLaughlin-Diaz in San Francisco began designing the building. The firm decided on a steel frame construction with a twin-tower configuration terminating in pyramid-shaped roofs capped by spires.

The lower five floors at the base of the building create a U-shaped plaza. On the 12th Street side will be a courthouse and on the 14th Street side will be a 350-seat auditorium and conference rooms. Linking the two towers will stand a 75-foot high circular rotunda, which will act as a dramatic entrance lobby to the complex. The building facade will consist of alternating bands of beige, pink and white limestone and tinted green glass. About 5,200 square feet in the North Tower facing the plaza and along 14th Street will be set aside for retail businesses.

Once the plans were finished, a competitive search for a developer began in 1988. In April of the following year, GSA signed a contract with DWA Fed-Oak Inc. of Los Angeles to develop the complex under a 30-year lease-to-ownership agreement. DWA was selected based on technical quality, team performance and project cost.

Many federal agencies throughout the Bay Area are currently housed in various private office buildings under relatively expensive leases. However, under the terms of the federal building contract, DWA will finance and construct the complex, then maintain and operate it for up to three years. The federal government's rental payments will pay for the total cost of the building, with ownership passing to the government at the end of the 30 years. This arrangement will bring long-term cost savings to the government and taxpayers because rent will now be applied toward the purchase of the new federal building.

Walsh Construction Company, a division of Guy F. Atkinson, was selected to be the prime contractor, with construction beginning in December 1990. During the initial stage of site preparations subcontractor Rios Grading Inc. unexpectedly encountered old concrete foundations a few feet below the ground. Two Cat 225 excavators equipped with breaker and hammer attachments had to be brought in to break up the concrete.

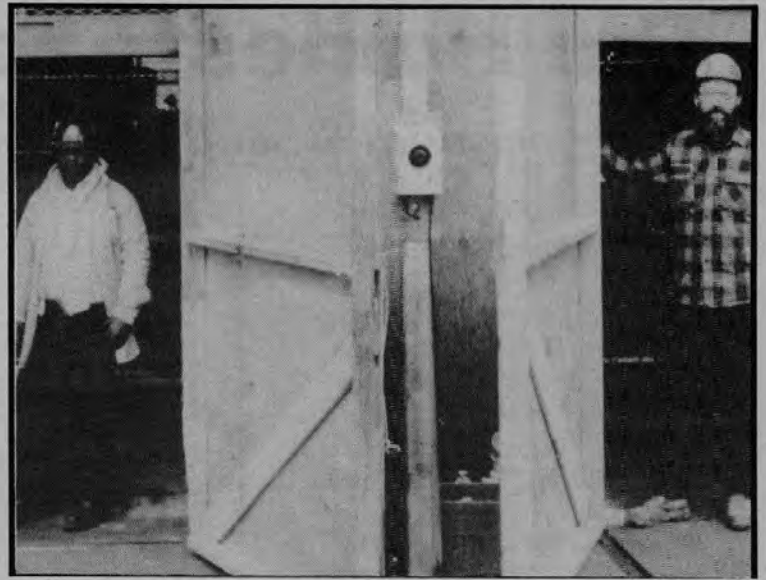
Operating engineers have played a key role in the project, operating two

Liebherr 398C tower cranes and four temporary freight elevators. The tower cranes have been lifting most of the structural steel and precast concrete panels into position, as well as the window wells and limestone. The elevator operators have been moving workers and smaller building materials to the various floors.

Last February, Bigge Crane and Rigging Company brought in a 250-ton FMC Link Belt truck crane to lift segments of a prefabricated steel pedestrian bridge that links the two towers at the 13th and 14th floors. Using 260 feet of boom and 90 tons of counterweight, each of the four 53,000-pound trusses had to be carefully lifted between the twin towers and notched into place.

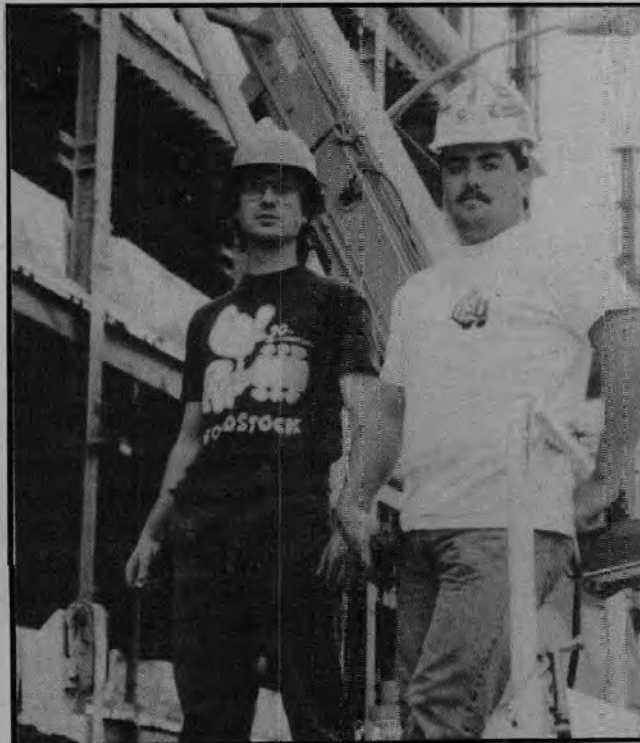
With most of the steel framing completed, Walsh is now concentrating on constructing the building's facade and interior. Walsh is installing the dry wall; F.W. Spencer & Sons is doing plumbing and duct work; Steiny & Company has the electrical; Efco Corp. is putting in the window wells; and Basalt Precast is handling the precast concrete work.

With the exception of some minor



Above: Elevator operators Fred Mayfield, left, and Richard Fargo.

Above left: Elevator operator Garrey Moser, right, assists a laborer in moving building materials to the top floor.

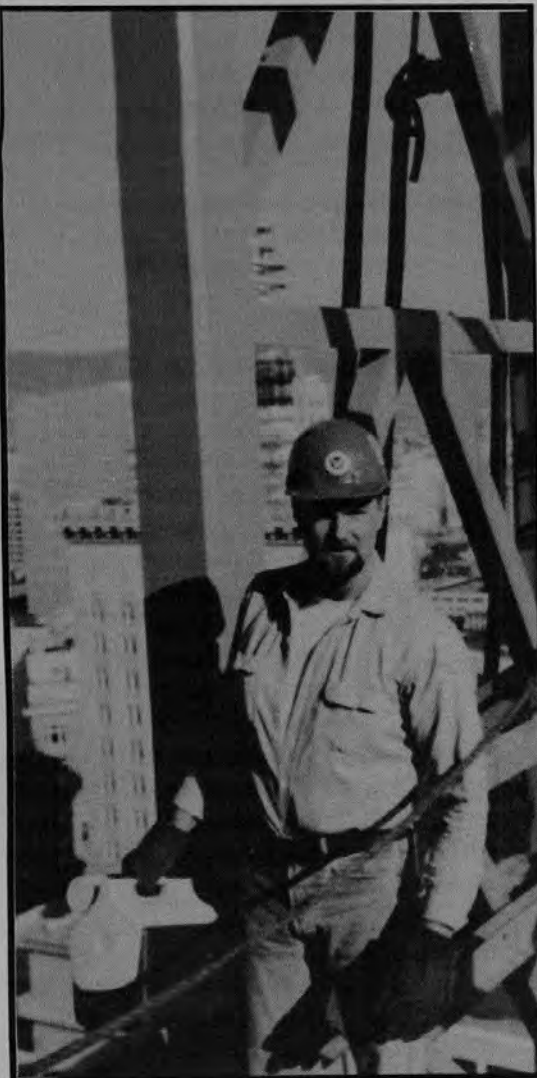


Above: Chuck Schuman, left, a technical engineer with Consolidated Testing and Gabriel Silva, a pump operator with Conco.

Left: Tower crane operator Gary Russell.



Tower crane operator Vernon March.



problems with the pyramid-shaped roof, construction has progressed smoothly. A portion of the project, floors six through 18 of the North Tower, is expected to be completed in early March 1993. The rest of the complex will be ready for occupation in early August 1993. All told, about 3,300 employees will be working in the building.



Elevator operator Joe Scales.



Norman Morell of Sheedy.

The Homestead tragedy 100 years later

Hiring permanent scabs remains as pervasive today as it was in 1892

By Richard Taliaferro

On the banks of the Monongahela River eight miles south of Pittsburgh, Pa., stands a memorial dedicated to the people who fought in one of the most violent and tragic labor battles in U.S. history.

The memorial was erected in 1941 by members of the Steel Workers Organizing Committee and reads, "In memory of the iron and steel workers who were killed in Homestead, PA. on July 6, 1892 while striking against the Carnegie Steel Company in defense of their American rights."

This story is about the Amalgamated Association of Iron, Steel, and Tin Workers, an affiliate of what was then the new American Federation of Labor (AFL). The Homestead Steel Works was one of the largest and most modern steel manufacturing plants in the world, covering 600 acres and employing some 3,800 workers. The most skilled workers belonged to the amalgamated union, and overall about a quarter of the work force was organized.

The plant's owner was Andrew Carnegie, the industrialist who was soon to become America's first billionaire. Carnegie was somewhat of an oddity among his contemporaries because he believed the wealthy should direct the interests of society with the fortunes they amassed from the labor of working people. (Sound familiar? Reaganomics of the 1980s was based on a similar concept, sometimes referred to as the "trickle-down theory.") Carnegie became known as the great philanthropist for donating millions of dollars for the betterment of society, to projects like free public libraries and music halls.

Carnegie showed signs of being somewhat receptive to the needs of working people. Shortly before the Homestead incident he made the comment, "A strike or lockout is a ridiculous affair since it only represents a test of strength instead of determining what is just and fair." Even more profound was his prediction that labor unrest would undoubtedly occur in large firms that were run by salaried managers instead of the owners, for the former had no permanent interest in the desires of the workers.

Carnegie's prediction came true while he was on vacation at his castle in Scotland. He left the Homestead Mill to be managed by his business associate, Henry Clay



One hundred years after Homestead, companies continue to permanently replace strikers. Nearly 1,000 union members protest the anti-union practices of Diamond Walnut growers' cooperative in Stockton that permanently replaced 500 striking members of Teamsters Local 601.

Frick, who was well known for being a ruthless businessman and an anti-union tyrant. The union contract at the mill was to expire in June 1892, and Frick was left in charge of negotiating with the union on behalf of the Carnegie Company. During contract negotiations Frick made demands that he knew the union would reject outright. During negotiations with the union he had made secret arrangements with the Pinkerton Detective Agency to provide striker replacements and a small army to protect against angry strikers.

During contract negotiations Frick hired some non-union carpenters to build a 15-foot-high fence, topped with barbed wire, around the entire mill. Loopholes the size of rifle barrels were cut in the fence. Management later testified in court that these holes were for lookouts only. The steel workers dubbed the medieval looking structure "Fort Frick."

After contract negotiations failed, the secretary of the mill issued a statement that read, "Hereafter the Homestead Mill will be operated as a non-union mill." The union felt confident that there were not enough skilled steel workers in the entire country to replace them, so they stood by their union and the 3,000 or so non-union men who worked at the mill.

The mill was subsequently shut down and the men were locked out. Then workers set up an around-the-clock picket at the mill with sentries posted at strategic lookouts on the steep hills surrounding the mill. At a moments notice as many as 1,000 strikers could be mobilized to any point where it appeared scabs may be brought in. One newspaper account read, "The line of pickets covers the river, roads and railways so tightly that no stranger can enter the town without being known to the strikers."

At 5 a.m. on July 6, 1892, two

paddle boats towing barges arrived on the river side of the mill. In the barges were 300 Pinkerton thugs armed with Winchester rifles. As soon as the plank hit the shore a group of union men stormed the fence around the mill tearing a gaping hole in it. Now the strikers had access to the barges.

One of the strikers yelled, "Go back or we'll not answer for your lives!" Then a younger and more zealous striker threw himself on the plank and uttered, "You'll enter this mill over my dead body." Suddenly out of nowhere someone fired a shot. The Pinkertons opened fire on the strikers cutting several of them down. The strikers returned fire killing one of the Pinkertons. For the next 12 hours smoke from gunfire filled the air as a pitched battle ensued.

The Pinkertons retreated to the barges. Because the boats that had towed the barges had left, the Pinkertons were sitting ducks with no escape. The union men were dug in all around the mill facing the river using scrap iron and steel as protection from flying bullets. The workers made several attempts to burn the barges, once by sending a flaming gondola car down the hill, then floating a burning boat down the river, and finally catapulting lighted dynamite at them, all of which did little damage to the barges.

But the action inflicted grave psychological damage on the Pinkertons, who had to withstand attempts to burn them alive knowing there was no escape. The fright drove several Pinkertons to the brink of insanity. One took his own life, and still others jumped into the river to escape despite threats from the captain that he'd shoot the next man who tried to desert.

Having tried and failed to rid themselves of the Pinkerton intruders, the steel workers devised a plan to shower the barges with oil, sprayed from an old fire truck in the mill yard, and ignite the barge with dynamite. When the Pinkertons saw what was happening, they waved a white flag in surrender. A rousing cheer echoed throughout the hills surrounding the mill.

The workers had just defeated the most infamous group of cold-blooded union busters in the country, and for

all anyone knew, it was the first time that a union had prevailed in a battle of this size. Three Pinkertons had died and about 10 of the workers and members of their families were killed. Over 40 were wounded.

The Pinkertons were next made to walk through a gauntlet of angry strikers and their families. Women cursed them, children threw mud and stones at them. Their detective uniforms were torn from their bodies and burned along with the barges. They were finally locked up for their own protection. None of the Pinkertons were killed by the mob.

This was a short-lived victory, however. Within a few days the National Guard was dispatched to the scene with 18 regiments of infantry, three troops of cavalry and three batteries of artillery, 8,700 soldiers in all. This amassing of forces at Homestead represented the largest mobilization of military troops since the Civil War.

The strikers welcomed the troops, believing the military would prevent any more Pinkertons from being brought in, and that the law would prevail on the union's side since the incident had brought national and international attention through the press. However, what happened over the next few weeks was quite possibly one of the biggest travesties of justice inflicted on the union movement.

Strike leaders were jailed on charges of murder. Scabs were brought in under the protection of heavily armed troops, with some being brought in by the same boat that had towed one of the Pinkerton barges. The mill was started up again on July 15 using scabs. Pickets stayed in place until Nov. 20, 1892, when the union finally gave up and lifted its ban on members returning to work. Only about 800 of the original 3,800 strikers were hire back non-union. As profits from the mill soared, membership in the national steelworkers union fell from 24,000 to 8,000 in less than two years, due in part to bad economic times, but largely because other companies were willing to use replacement workers.

The steel industry, for the most part, was unorganized until the formation in the 1930s of the Committee on Industrial Organizing, known today as the Congress of Industrial Organizations, the second half of the AFL-CIO. Despite more organizing, the permanent replacement of strikers continued to be a common union-busting strategy and still is today.

Caterpillar's threat to permanent-

ly replace striking workers at its Peoria, Ill. plant in early April may have ended up in a similar battle had an agreement not been reached. According to one UAW member,

able agreement with the union.

So why do companies try so hard to bust unions? One explanation may be to have absolute control. A company can't relocate overseas so

from doing what the Carnegie Company did at Homestead and what Caterpillar threatened to do in Peoria, Ill. — permanently replace striking workers. But the Senate version, S 55, is mired in a filibuster and most likely will not make it to the Senate floor for a vote during the current Congressional session. The Senate on June 16 voted 57-42 against cloture, which would have ended the filibuster and allowed the bill to be considered on the Senate floor.

Given what has happened under Reagan and Bush, and looking at union history, striker replacement legislation was labor's major hope of reversing the decline in union membership nationwide. But now it appears the legislation is doomed, at least for the time being.

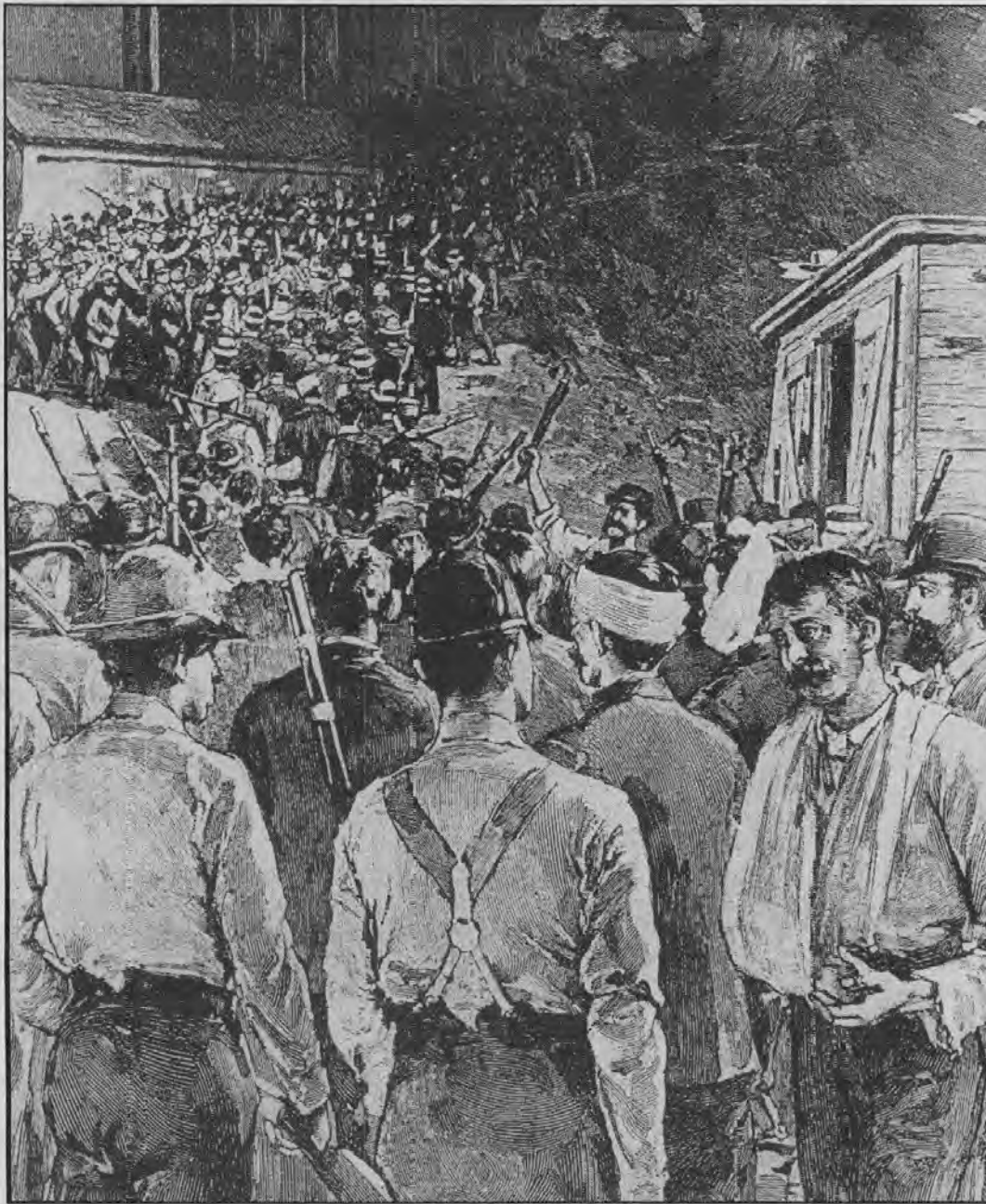
Secretary of Labor Lynn Martin, who Bush appointed last year, said the Bush administration opposed the legislation, and if the Senate eventually had passed S 55, the president would have certainly vetoed the bill. The Republican Party had drawn up a watered-down version of the bill that would have banned permanent replacements for eight weeks following a strike. But this was like using a screen door on a submarine.

The destruction of organized labor, especially during the Reagan and Bush administrations, has already had a devastating effect on the foundation of democracy in this country. As union members and as Americans it's our sworn duty to protect and defend our rights. The right to a decent, safe and secure job is fundamental to the health and welfare of our country's greatest resource — people.

It's ironic that anti-scab legislation is being debated so close to the 100th anniversary of one of the most brutal battles ever fought over striker replacements. Has labor relations in the United States come full circle only to have to start all over again? For the sake of the younger generation I certainly hope not.

When you vote November 3, think about what happened at Homestead, then think about what has happened to labor and the tens of thousands of union members who have been permanently replaced since Reagan and Bush took office.

For more information about striker replacement legislation and how to contact your congressional representatives, see page 6 of the April 1992 Engineers News.



Pinkerton agents hired to break the strike at Andrew Carnegie's Homestead plant are being led away by temporarily victorious workers.

there would have been riots in the streets had Caterpillar brought in replacements.

The cost of implement such extreme measures — retaining thousands of scabs, hiring extra security and lawyers, paying court fees — is probably far greater than simply trying to negotiate a fair and reason-

easily if there's a union contract. Another reason is simple greed. Whatever the reason, action to prevent such violent and tragic disputes from happening over and over again must be taken.

Last year the House of Representatives passed a bill, HR 5, that would have prohibited companies



A different kind

Laying pipe on the PGT-PG&E natural gas pipeline—teamwork among several different crafts

By Duane

Last month *Engineers News* featured Local 3's biggest job of the season — construction of the 840-mile PGT-PG&E natural gas pipeline that's stretching from Canada all the way to Panoche Pass in Fresno County. Bechtel is the prime contractor, but the actual pipe laying along the 396-mile California section is being performed by three subcontractors: H.C. Price Pipeline Construction Company of Dallas, Texas, Sheehan Pipeline Construction Company out of Tulsa, Okla., and Cherrington Corp. based in Sacramento. Price is working on a spread near the Oregon border, while Sheehan has a section in the Marysville area. Cherrington Corp. is handling the three underground crossings in the Sacramento River delta area.

In addition to putting some 2,000 California construction employees to work, the project has demonstrated once again that pipeline work is no ordinary job, rather it's a highly specialized trade that uses operating engineers, oilers, laborers, truck drivers, inspectors, welders and pipefitters. All of these different crafts perform a specific function at a certain time during the pipeline construction.

The first group on the scene is the "clearing crew," which comes in and frees the right-of-way of trees, brush, fencing, rocks and other obstacles. The "digging crew" comes in next and digs the trench using mostly excavators and trenchers. In some parts, such as the 200 miles of volcanic rock from central Oregon to around Red Bluff, Calif., crews have to blast before any digging can begin. The "stringing crew" lays the pipe next to the trench and the "bending crew" puts curves in the pipe as needed. Next, the "pipe gang crew," also known as the "firing line," tack-welds each of the 80-foot sections together.

The "pipe laying crew" has the delicate and tricky task of putting the pipe into the trench. This is where the skill of a good sideboom operator is essential. Sometimes as many as eight or nine sidebooms will work together in laying down pipe. The "tie-in crew" follows up by welding together the long sections, which can measure thousands of feet in length, making the pipeline one continuous unit. The last crew comes in to backfill the trench, smooth out the area and compact the dirt if necessary.

Because the right-of-way for most pipelines is around 75 feet, all of the hands have to work in very confined space, a condition that makes safety one of the highest priorities. A major safety consideration that every pipeline worker has to constantly consider is that, because no one actually goes into the pipe trench, there's no shoring inside the trench. Laborers walk and ride on the pipe or ride it as it's being placed into the trench, but they never actually go down into the trench.

When the pipe is being lowered into the trench, there's a high level of activity and congestion, with laborers, sidebooms, welders and inspectors moving about everywhere. During this stage, it's essential that crews are familiar with their job and have



Top: Sidebooms prepare to lower sections of pipe along H.C. Price's spread north of Redding.

Bottom: John Hinote, an oiler on the Cat 235C excavator, with operator Donnie Lindsey from McCroy, Ark.

Bottom right: With an operating engineer running the sideboom, laborers guide the pipe into the trench.



End of dirt job

al gas line requires great skill and
afts

Beichley

confidence in the skills of the other workers.

Operating a sideboom requires special skills and precision. Friction brakes are used for the boom and load line. If the operator isn't careful, the entire pipe can drop and cause a serious accident. The friction brakes provide almost an all-or-nothing effect. When everything is working smoothly, the lowering of pipe moves quickly. On a good day the laying crew can put down as much as 8,000 feet of pipe.

Each spread has presented entirely different challenges. On Sheehan's spread located in the northern Sacramento Valley, workers have had to deal with a high water table that floods the trench. This has slowed progress because of the time consumed in pumping out the water. But crews have been able to make up some of the time and are close to being on schedule.

An unusual piece of equipment on this section is the "Snoopy," a self-propelled welding machine attached to a dolly. The Snoopy also has an air pack and fire extinguisher. The welder lays on the dolly and, after being placed inside the pipe, makes a pass on all the joints. Large fans situated at each end of the pipe provide air and ventilation. Sometimes the welder travels as far as 3,000 to 4,000 feet before coming out the other end of the pipe. This is no job for claustrophobics.

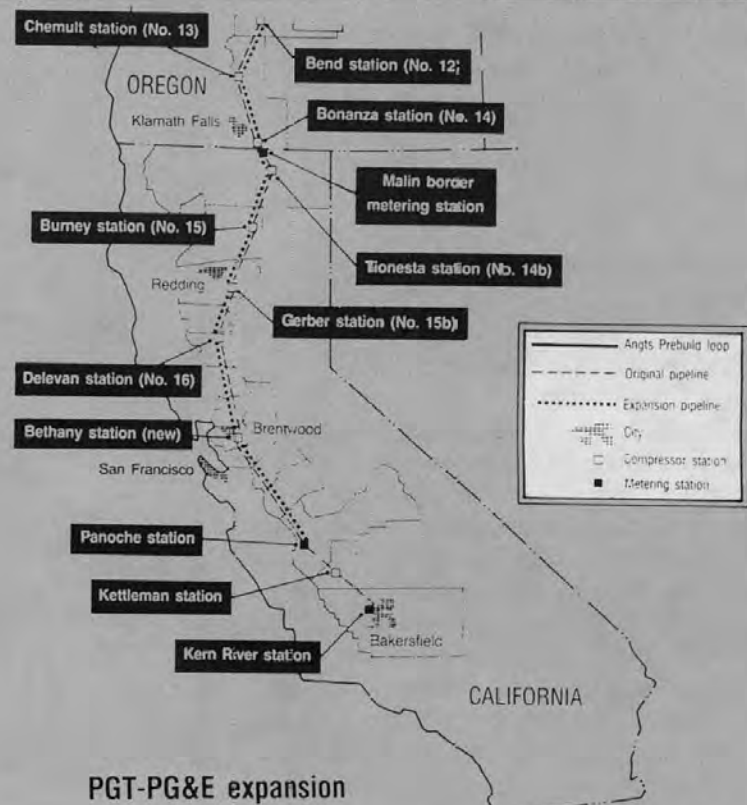
On the Price spread, crews are encountering lots of tough volcanic rock during trench excavation. The layers of lava rock and granite have at times reduced digging to a crawl. In some areas blasting has had to precede any trench excavation.

Another unusual piece of equipment found in this section is the "Ozzie's Pipeline Padder," which uses an arrangement similar to a paddlewheel to scoop up material. A maker then sifts the fine dirt and material and drops it out the back while a side-mounted, belt-driven conveyor sorts out and dumps large rocks and heavy material to the side, where it can finally be hauled away.

Another interesting twist to Prices spread is an organism called a nematode. The rain around Tulalake is famous for its potatoes, but the nematode attacks and destroys the potatoes. Some fields have the bug and others don't. To prevent further contamination in the unaffected areas, Price sprays all heavy equipment, trucks and other vehicles around the tires and undercarriage with a pesticide before moving from the digging site to another. Inspectors periodically check to ensure that the nematode isn't spreading.

Seeing Price and Sheehan working on these two spreads provided a greater appreciation of pipeline work. Safety is obviously the key in this kind of job. Watching a pipeline construction shows that indeed this is a different kind of dirt job.

The author is the media coordinator at the Rancho Murieta Training Center.



Top: The Ozzie's Pipeline Padder.

Bottom: Local 3 Job Steward Harold Meadews stands beside the 42-inch diameter pipe that's about to be lowered into the trench on rollers.

Left: A Cat tacking rig, driven by an operating engineer, provides support for the "tacking crew" along Sheehan's spread near Marysville.



FRINGE BENEFITS FORUM

By Don Jones, Fringe Benefit Director



No more blank checks for doctors, hospitals

As you know, operating engineers covered by the Northern California Health and Welfare Plan recently voted by a two-to-one margin to allocate 62 cents from the negotiated wage increase towards maintaining their health benefits. The contribution increase and the changes in the plan became effective July 1.

One of the main changes is that the plan will now pay 90 percent of a schedule of benefits up to \$20,000 in covered charges and 100 percent thereafter. The detail was explained in the special

health and welfare status report that was mailed to over 14,000 members covered by the active California plan.

As Business Manager Tom Stapleton explained in his column in last month's *Engineer News*: "Establishing a schedule of benefits is the only way we can proceed with a viable health plan. We're telling the doctors and hospitals, 'This is how much the plan is going to pay for each service. Think twice before you start hiking up your rates, because the days of giving you a blank check are over.'"

I agree. It's about time we begin to stand up to these doctors and hospitals. A recent article in the this month's *Consumer Reports* magazine confirms Tom Stapleton's comments. The article states in part: "Our health care system doesn't just allow prices to rise — it practically demands that they do. Although some recent reforms have had a modest effect, the system has traditionally allowed doctors to order whatever procedures they want and has paid both doctors and hospitals whatever they think they should get."

The absence in plans across the country negotiated universal payment schedules has been a key factor in soaring health care costs. Health costs this year will reach 14 percent of the country's Gross National Product, up from 5.3 percent in 1960. Is there an end in sight? Not unless there is a concerted effort to tell doctors, hospitals and other providers that there's going to be "no more blank checks."

Beware of TV Rx ads

Some drug manufacturers are beginning to use direct-to-consumer television advertising to sell certain prescription drugs and some over-the-counter drugs that will soon be available to consumers.

Do not be misled by the ads. Many ads can be very deceptive. Be sure to discuss at some length with your doctor any prescription drugs he or she advises you to take. Ask about all possible side effects. Let your doctor know about any other medications you may be taking. Once you begin taking medication under your doctor's advice, carefully watch for any adverse reactions you may have from the medications. Report immediately all such side effects to your doctor. We are not giving you medical advice here. Get medical advice from your doctor. We are simply asking you to use a common-sense approach to taking good care of yourself. Remember, do not put your doctor on a pedestal. Work with your doctor closely to ensure your continued good health.

Retiree Association meetings

A new round of Retiree Association meetings

has just begun. Be sure to check the schedule on page 22 and come on out to the meeting in your area. We need your assistance to help keep all our programs fine-tuned. I know you'll enjoy seeing some old friends and meeting some new ones. So come on out and join us. See you there.

Summit Med Center boycott

At its June 21 meeting, it was reported to the Executive Board that, in response to a request by the California Labor Federation, Local 3 has agreed to place Summit Medical Center in Oakland on the "We Don't Patronize" list.

SAFETY

By Brian Bishop, Safety Director



Keep your union informed

Most of Local 3's contracts with employers contain the following language concerning safety:

"Union Notification. In the event there is a serious injury to an Employee the Union Representative or the Job Placement Center servicing the project shall be notified."

We are becoming increasingly lax in this responsibility. The notification provides us with information in determining safety problems. Correlating information from numerous reports can lead us to implement safety measures that can prevent the same types of problems and accidents from reoccurring.

We all have the responsibility to assist our employers in their effort to provide safe and healthy employment. If the company is creating unsafe conditions, bring it to our attention. We will advise the company as to the problem and work with them in correcting it. As a last resort, OSHA may have to be called in to ensure compliance.

Another benefit of keeping your union informed concerns injury and illness cards. When Local 3 members are unable to work because of injury or illness, they may be eligible to have their dues paid through the Good Standing Fund. But this benefit is not gained automatically. The union has to be notified. An accident report from the field to your business agent could help in putting the wheels in motion on the necessary paper work. Lack of this notification could cause delays and an unnecessary suspension for not paying dues.

Prompt notification is also important in workers' compensation cases and in cases that may involve future litigation. If you don't notify the union, you may have to rely exclusively on your employer's knowledge of the accident or injury. Our files will help ensure that there are records kept on the accident.

If you observe an accident or a condition that may have led to an accident, make your observations known to your business agent. If he asks for a written statement, give him one. You may think you are being helpful by keeping quiet, but you may be contributing to further injury. Let us know what you observe, and we will do all we can to make your work places safe. There are enough safety hazards out there without us creating more.

Night illumination

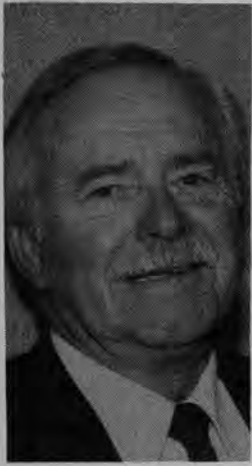
If you are performing work at night, make sure you are visible to equipment operators and other traffic in the area. To work safely you need adequate illumination. One of the most hazardous work sites at night is placing "K" rails along roadways. This is a dangerous situation even under the best conditions. But at night without proper lighting you've really got potential safety hazards. Doing this operation at night with just a flashlight or a pickup truck's headlights is just asking for trouble. Did the crane operator see my signal? Is everyone clear of the counterweights? What about overhead lines? Is visibility adequate to back up?

The two leading causes of accidental deaths in our industry are backovers and electrocutions. At night the chance of backovers and electrocutions multiply by at least three fold. Without proper lighting you and your company are increasing the odds of someone getting hurt or killed. Maybe you figure that you've been around long enough to do this "K" rail job safely with very little illumination, but what about the youngsters on the job without your experience? Or what about the young family going by in the passing cars with children in the back seat? Who protects them? That hunk of steel and concrete doesn't care, but you should.

Get your company's safety program to adopt illumination measures. It doesn't take much time or money to do the job right. If you don't, you may cause an accident that you'll have to live with for the rest of your life. Others involved may not be even that fortunate.

TEACHING TECHS

By Art McArdle, Administrator



A thanks to Job Corps

Last month *Engineers News* published a great spread on our 1992 hands-on competition. This great day would not have

been accomplished without the Sacramento Job Corps.

The Job Corps is a federally funded program that teaches many different job skills and trades to students who otherwise may not want or have the chance to learn. The International Union of Operating Engineers has two programs, surveying and heavy equipment, at the Sacra-

was graded and laid out the control used for our competition. This is no easy task because we come up with so many complicated ideas. That task required a polished operator, not a novice. The survey and operator classes have done this for the Northern California Surveyors Joint Apprenticeship Committee for two consecutive years now and will do it again in 1993. Much thanks goes to these two programs for a job well done.

Other Job Corps participants that helped to make our competition great were the carpenter, painting, security and food service programs. The carpentry class, consisting of instructor Mike Kohlbaker and students Edward Feister and Douglas McDonald, constructed the signs to

station. The security class, consisting of instructor Ron Sloan and cadets Ylidel Gonzales, Veronica Ridenour, Veronica Barahona, Vikki Howell, Vue Lor and Jon Deardorff, provided traffic control, parking and overall security. Finally, the food service class, with instructor Carl Tatem and student Robert Cathcart, prepared the greatest barbecue ever for our competition. They came up

with a better barbecue this year than last year.

We want to thank all of people in these Job Corps program for all of their help, and especially to Larry Deisler, central director of the Sacramento Job Corps, who helped to coordinate and allowed the joint efforts of Job Corps and the NCS-JAC to put on an astonishing competition.

YOUR CREDIT UNION

By Bill Markus, Treasurer



Car-buying strategies

Buying a new or used automobile can often be a real battle. You wouldn't go into battle without a plan or the equipment needed to defend yourself. That's the same way you should feel when you go to negotiate a new or used automobile. The salesperson is trained to befriend you and use every tactic to make you believe you are getting a great deal. The truth is they are in business to obtain as much of your money as possible and will do anything to do it.

Some auto buying hints

Don't sign a sales agreement if you haven't first contacted the credit union to secure financing and pricing on the vehicle. Don't sign the contract until you have thoroughly exhausted every negotiated item. Don't sign the contract until you've read through it and double-checked the figures. Don't sign the contract until you see in writing that you have at least 10 days to obtain your own financing.

By calling your credit union you can eliminate the stress of buying a new or used automobile. Obtain a pre-approved loan so you know what you want to spend before hand and what type of monthly payment you feel comfortable with. A pre-approved loan means less worry because you know the financing is taken care of.

On new cars, request a printout of the vehicle you're interested in. The printout will list the base price of the automobile and the price of each option. It gives both the invoice price and suggested retail or sticker price. Before negotiating find out about any rebates and take that into consideration when negotiating. When negotiating always start at the invoice price. If you need time, get up and walk away from the salesperson. Don't ever let on you need and want a particular car, otherwise you're giving the salesman an advantage.

Much of the negotiating tips for used automobile are the same as for new cars. The credit union is able to give the retail and wholesale price of used vehicles. Again, know the options on the vehicle and mileage. From that we will tell you the high and low price of the vehicle according to the Kelly Blue Book. Start the negotiations at the wholesale or low blue book price.

Don't forget your credit union offers mechanical breakdown insurance. Dealers call this coverage an extended warranty. Review both the policy and price. Your credit union's policy has comparable coverage and usually costs less.

For most people owning a new automobile is enjoyable and exciting, but buying that vehicle can be an overwhelming experience. Your credit union is here to make it easier by giving you a strategy for car shopping. Give a branch office a call and let the staff help you with your plans in purchasing your next automobile.



Above: Members of the Job Corps' surveying class are from left (back row) Robert Gilinug, Ben Johnston, Danell Long, Juan Alvarez, Dominic Siavili and instructor Joe Sanders. (Front row) Charles Bellicitti, Guillerminia Capulin, Lawrence Dinkins and Bobby Stanfield. Not pictured is Teresa Ruiz.

Below: Members of the Job Corps' heavy equipment class are from left: (back row) Albert Rittenhouse, instructor Pete Salazar, Termayne Stafford, Thomas Fathal, Thomas Cuevas, Joe Hendricks, Michael Houlihan, Jerry Skaggs, Andre Giometti and instructor Clara Cervantes. (Front row) Cristinel Ungureanu, Victor Ivaschenko, Phillip Garcia, Marco Horta, Jonah Kelly, Francisco Gasca, Larry Dathe and Tony Morganti.



mento facility that assisted us in preparing our site for the competition.

Joe Sanders' surveying section staked out the entire course for grading and then came in after it

show the work sites. The painting class, consisting of instructor Rodger Fisher and students Lauki Jilon, Gregory Joash, J. Walker and Raquel Ortega, painted the signs and numbered them for each work

NEWS FROM THE DISTRICTS

Third quarter work outlook brightens

FAIRFIELD – There has been some hiring hall activity, but the area's work is still show. There should be considerable improvement by the third quarter of this year. Some of the bidding results for the last week of May are as follows:

- Solano County street overlay projects, Teichert Const., Woodland, low bid: \$533,327.
- Solano County street paving project at various locations, Teichert Const., Woodland, low bid: \$499,693.
- City of Suisun redevelopment agency, railroad station platform addition, Ghilotti Bros., low bid: \$299,748.
- Park Road improvements in Benicia, 1,000 linear feet of road, Vintage Grading & Paving, which was also low bidder, at \$53,054, on a small access road at Tubs Island Road and Blue Rock Springs access road.
- Great Jones Street storm drain in Fairfield, Heide Williams Inc. of Napa, low bid: \$245,315.
- Asphalt concrete surfacing at various locations in Sacramento and Solano counties for Caltrans, Claude C. Wood Co. of Lodi, low bid: \$225,902.
- Shoulder section replacement near Dixon, R.C. Collet Inc. of West Sacramento, low bid: \$559,820.
- City of Fairfield's Green Valley/Mangels Assessment District Phase 2A, North Bay Construction of Petaluma, low bid: \$2.37 million.
- City of Vacaville's Browns Valley Pkwy. widening, Evans Grading & Paving of Vallejo, low bid: \$99,483.

This list does not include some private projects bid in June. As you can see there's encouraging work prospects for late summer and fall.

Our special congratulations to the following members who recently received their 50-year watches in the Fairfield District: Charles Aldredge, Vallejo; David Hayward, St. Helena; Elbert Hill, Fairfield; Edward Ortiz, Vallejo; Albert Pitto, Calistoga; Tom Shaw, Napa; D.H. Shirts, Rio Vista; John Vonsalden, Napa; Robert Wagnon, Dixon.

The Napa/Solano Counties Building and Construction Trades have asked us for our support in informing you that the newspaper, the *Vacaville Reporter*, built its new multi-million dollar facility with an out-of-area non-union contractor, Camry Construction, which is using non-union subcontractors. You can show your dissatisfaction by boycotting the *Vacaville Reporter* and tell it

why in writing at this address: The Reporter, 31 Main Street, Vacaville, CA 95688, (707) 448-6401. Thank

you for your support.

Dave Young,
District Rep.

Oakland port dredging projects break loose

OAKLAND – Gallagher and Burk recently began a \$7 million job for the Port of Oakland. The company will be moving the alignment of 7th Street west of Ferry Street south to allow the Matson Lines terminal to expand its container storage area. This realignment will also make room for the construction of a new \$20 million terminal at Berth 30 for Mitsui Lines. Now that the port has won approval to dredge the harbor to 38 feet (details in Union Briefs page 21), more projects will likely proceed. And if the port gets approval to dredge to 42 feet, even more projects could be forthcoming.

Also in Oakland, Bay Cities Paving & Grading is doing the excavation for a \$17 million expansion project at Kaiser's hospital near Broadway and MacArthur Blvd, with Swinerton and Walberg the prime contractor on this job.

Turner Construction is under way with its four-year job to repair the Pacific Bell building at 17th and Franklin streets in Oakland. The exterior of this 15-story structure was severely damaged in the October 1989 Loma Prieta earthquake and must be completely reskinned from top to bottom, with new footings and interior shear walls installed, all of this while conducting business as usual.

In San Leandro, C.C. Myers will soon begin constructing a new overcrossing linking Fairway Drive on the west side of I-880 with Aladdin Avenue on the east side. This should relieve a lot of congestion at Marina Blvd. and Merced Street. St. Francis Electric won a \$1.7 million job to widen Marina Blvd. and put in a new joint utility trench, along with storm-drain improvements and new sidewalks, curbs and gutters. Janica Inc. is a subcontractor on this project.

On Wicks Blvd. in San Leandro, Redgewick Construction is keeping a half-dozen operators busy moving dirt on a 250-unit subdivision. Because of the low elevation and close proximity to the bay, Local 3 member Joe Lema hopes the streets don't spring a leak before the hands get down to sub-ex grade.

Manuel Marques Jr. of J & M Pipeline in Hayward is keeping 22 operators and apprentices busy from Elk Grove to San Jose. But he reports that profit margins are very slim due to the extremely competitive bidding caused by the recession.

Some local fallout from the savings and loan debacle has the William Lyons Company still trying to arrange financing for the Rancho Palomares development in the Hayward hills. After the Reagan and Bush administrations allowed the crooks, thieves and swindlers to pillage the thrift industry for eight years, Bush's appointees have decided to close the door after the bank was empty. Today, it is nearly impossible for an honest borrower, builder or developer to qualify for a loan.

Brothers and sisters, the general election is still four months away, and between now and November we're going to be bombarded with political truths and lies. Do not allow yourselves to become turned off by the process and consequently not vote. It is only by voting in larger numbers like we have in past elections that American workers will be able to regain control of their government and their destiny.

Myron Pederson, Business Rep.

Cloverdale Bypass bid opening set for Sept. 1

SANTA ROSA – What is developing in the work picture this season? The year is half over and still a lot of our members are on the out-of-work list. I don't see that much improvement. The private market is still slow with our union contractors only finishing up the projects they started last year, and only a few of the contractors are starting new projects.

In the public sector, there are a lot of jobs going out to bid. The only problem is the projects are small or not very labor intensive. They are going very cheap and not all are going to our union contractors. A big project we have been waiting for is the Cloverdale Bypass. The bid opening is scheduled for September 1.

The bid date was announced before a potential environmental problem came up. According to an article in the *Press Democrat*, there is a sacred plant that is growing in the path of the proposed bypass. Because it's a sacred plant, Native Americans can't tell the authorities what it is or where it is growing. Let's hope they can work the problem out by relocating the sacred plants and avoid a lawsuit.

The Kaiser sand and gravel plant in Windsor has already sold its stockpile of material that was waiting to be processed. Kaiser is also planning on finding material for its hot plant in Pleasanton. This will increase the price of AC about \$7 a ton. Shamrock is having difficulty finding rock for its concrete plants. What the environmentalists have been able to do is not stop growth but raise the price of housing and construction. In an age when counties and cities are looking for affordable housing, we can thank our no-growth supporters for making affordable housing a little more out of the reach of the people who need it.

Picnic reminder

This will be my last reminder about our Santa Rosa District picnic. If you haven't purchased your tickets and think you might want to attend, call the district office and we will send you an order form. We have a limited amount of tickets to

(Continued on page 17)

NEWS FROM THE DISTRICTS

Cloverdale Bypass Kennecott project gets early start

(Continued from page 16)

go around, and remember, we sold out last year. We are keeping the prices the same even though the Windsor Water Works improved the picnic area and put in some new water slides. We are also putting together some really fantastic prizes for our raffle.

I would like to thank all the members who attended our District meeting in Ukiah. Because you got involved and wanted to know what was happening in your union, we had a record number of members attend this meeting. For those of you who were not able to attend, you missed the announcement that our first contractor signed this year was Green Right of Way Contractors. We also signed an old friend, Roger Hermsmeyer, owner of Oak Grove Construction, to a contract. Let us all welcome Roger and his crew back to the union.

George Steffensen, Business Rep.

SALT LAKE CITY – Thanks to a mild winter and early summer, work in Utah has been better than expected. Work on the Jordanelle and Little Dell dams started earlier than planned, and work at Kennecott also kicked off earlier than expected.

At Jordanelle, Granite Construction is moving rapidly upward at about a foot a day. This project is beginning to resemble a dam and is quite impressive. At this rate, the dam should be topped off this year and have some completion work next year.

In the Salt Lake and Ogden areas, Gibbons & Reed Company has been busy the first half of the year. With the amount of work scheduled to start, Gibbons & Reed should be busy all year.

W.W. Clyde has work at Kennecott, and so does Gibbons & Reed. If everything continues like the last few months, both companies should have work at Kennecott through the end of this year and into next season.

W.W. Clyde is still working at USPCI with several operators keeping that project going. We're hoping to continue to pick up more work on this project.

The Burbidge Concrete Pumping Company has kept its operators and trucks busy this year. Burbidge is

giving its non-union competitors lots to think about. The operators staffing Burbidge's pumps work extra hard to out-work their competition as Burbidge is the only union pumping company in the state. There are some good construction companies that have their own pumps, but Burbidge is the only company strictly in the pumping business. If you see one of Burbidge's pumps on your job or in your area, give that operator a handshake or a friendly wave. Local 3 has a lot of hard working members there.

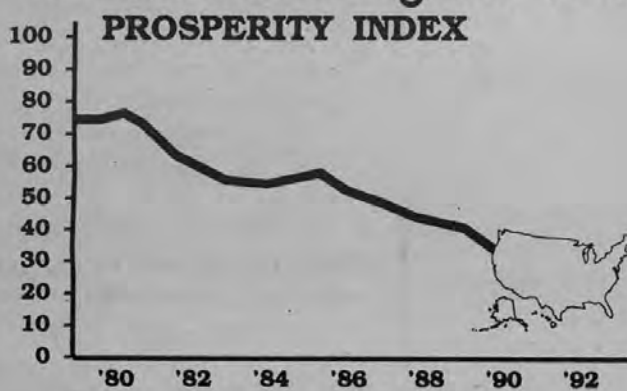
Sheehan Pipeline Company has picked up 97 miles of 20-inch pipeline from Meeker, Colo. to Vernal, Utah, and should be on the spread the week of June 22. Local 3's hands will work with Local 9's members on this project. Local 3 will have fewer hands working on this spread than we had on the spreads in Utah last year. This will be a good job for a few operators and should last a few months.

There is more work coming at Kennecott and the Salt Lake City airport. If our fair contractors can get the work, we'll keep busy the next three or four years.

Keep your fingers crossed and think positive.

Virgil Blair, Business Rep.

**When workers don't vote,
it causes nothing but trouble.**



Register and Vote!

Hazmat course teaches operators about toxins

RENO – During the week of May 18, nine Local 3 members completed a 40-hour Hazmat training course at the Carpenter's Hall in Reno, Nev. Class members learned about reading material safety data sheets, exposure limits to toxic material, state and federal Hazmat standards, how to use respiratory protection equipment, site safety plans and placards.

All those who attended said the class was worthwhile, interesting and provided them with some very useful information. Furthermore, the training they received we hope will educate them to better understand the dangers encountered every day on the job and at home.

I would like to have held the class in December or January – as I believe the attendance would have been better – but due to other class schedules, we were unable to do so. I want to thank Safety Director Brian Bishop for making the class possi-



Members of the 40-hour Hazmat course are from left: (front row) Anthony Perez, Sandy Drayer, William Fredericks, and Dan Urquhart. Back row: Wayne Morcom, Andrew Messinger, Tom Yeiser, Gary Tracy, Charles Lawson and instructor and business agent Pete Cox.

ble. Thanks also go to former Safety Director Jack Short and others who

worked long and hard to implement this Hazmat training program to

better educate our brothers and sisters. *Pete Cox, Business Rep.*

NEWS FROM PUBLIC EMPLOYEES

A union member's privacy nightmare

Employer tries to force S.F. deputy sheriff to waive right to privacy in exchange for getting job back

By Steve Moler
Assistant Editor

For John Kazcmarczyk, May 26, 1988 was the worst day of his 14-year career as a San Francisco senior deputy sheriff. At the conclusion of his yearly performance evaluation, in which he received an overall assessment of "competent and effective," John was informed that because of a possible medical condition he was being placed on compulsory sick leave until a physician certified that he was fit to perform his duties as a superior court bailiff.

Being put on compulsory sick leave would not normally pose a problem for most employees. But during the previous three years, John had experienced a series of personal and medical adversities that caused him to miss an average of about 20 days of work per year. Having used up most of his sick leave during this period, the department's action was tantamount to taking John off the payroll.

John was shocked and dismayed. There had been no initial warning of the decision nor was John given a chance to explain the situation to his superiors. Fortunately, John belonged to a union that was willing to go to bat for him. For the better part of the next three and a half years, Local 3, which represents the deputy sheriffs, battled the City and County of San Francisco, with all its power and resources, through grievance and arbitration to get John reinstated. When the case was finally settled in October of last year, an arbitrator awarded John nearly \$35,000 in back pay, plus leave and benefit entitlements for most of time he was off work.

But the most compelling aspect of the case didn't center on the compulsory sick leave itself, rather on a fundamental right guaranteed to all Americans by the highest law of the land — the constitutional right to privacy. Does an employer, in determining if an employee is medically fit for duty, have the right to see all of the employee's medical records or only those

records relevant to the particular problem? The Sheriff's Department seemed to think it had the right to have access to all of John's medical records.

Employers, searching for clues to workers' medical problems, too often cross the legal line from asserting their "right to know" to invading people's privacy. In John's case, the city went far beyond simply trying to gain access to medical information; it tried to force John into waiving his right to privacy in exchange for getting his job back.

John's privacy nightmare began back in February 1981, when he underwent treatment for colon cancer. Surgeons had to remove nearly 24 inches of his large intestines. After the surgery, John spent the rest of February and all of March on sick leave recovering from the operation. Doctors expected John to fully recover. Their long-term post-operative treatment included a high-fiber diet and twice-yearly visits to the doctor for colonoscopies, a procedure in which doctors examine a patient's intestines using a flexible fiber-optic scope.

John's recovery went well during the next several years. However, during a 12-month episode, from June 1986 to June 1987, a series of additional misfortunes occurred in John's life. First, both of his parents died. Next, he was involved in an automobile accident in which he sustained a back injury. To make matters worse, he developed a spasmodic bowel, a complication resulting from the colon surgery. John again found himself having to take lots of days off for funerals and medical appointments. At work his spasmodic colon, coupled with the high-fiber diet, required John to occasionally leave his courtroom post to use the rest rooms.

John's absences began to irritate his supervisor, Lt. Connie O'Connor. In a January 29, 1988 memo, O'Connor asked John's immediate supervisor, Capt. Mary Ann de Souza to "please take whatever steps that are necessary to see if Kazcmarczyk is medically fit for full duty." Under San Francisco's



John Kazcmarczyk at his post in San Francisco Superior Court.

Civil Service Code Rule 15 and 22, the city may require an employee to undergo a medical evaluation if there's good reason to believe the employee is medically or physically unfit to perform job duties or if the employee poses a risk to coworkers or the public.

Once the department invoked Rule 15, which it had every right to do under the circumstances, the city's powerful bureaucratic machine cranked up. About a month later, the Sheriff's Department's legal counsel James Harrigan, citing John's numerous absences from work and from court assignments, ordered John to undergo a fitness-for-duty medical evaluation from a designated Civil Service Commis-

sion physician. John was to be examined by Dr. Bradley Evans at the Center for Municipal Occupational Safety and Health (CMOSH) on March 10, 1988.

This was a day the case took a turn for the worse. As part of the medical evaluation, John was asked to fill out a medical questionnaire and sign a medical information release form so the doctor could obtain John's medical records. But the medical release did not limit the doctors and hospitals covered, nor did it limit the medical or physical conditions the department could inquire into. John was willing to authorize an inquiry into the conditions that were causing his absences, but for

NEWS FROM PUBLIC EMPLOYEES

privacy reasons he didn't want to grant the department an unlimited release, which would have allowed doctors to pry into John's entire medical history since birth.

The major question was why would the city want all of John's medical records? What was the city looking for — if anything? These questions were never fully answered during the arbitration. But one thing was certain, John wasn't going to take any chances on giving the department the opportunity to go fishing for more information and then use it against him.

Concerned about his privacy and unsure what to do, John did what every Local 3 member should do when in doubt: he sought advice from his union representative. After assessing the facts, Local 3 felt the waiver was much too broad and therefore an invasion of privacy. Local 3 advised John to proceed with the exam, but if required to sign an unlimited waiver, he was to request union representation.

John went to the exam as scheduled and turned in the medical questionnaire but not the medical release. Dr. Evans evaluated John and concluded that his medical condition would not prevent him from doing his job. John only needed regular access to a rest room. The CMOSH authorized John to return to work.

Two months later, the department's personnel officer, Lt. Rebecca Benoit, contacted the CMOSH to find out where the medical evaluation was. The CMOSH said the evaluation had not been completed because John hadn't made his medical records available to the CMOSH. Lt. Benoit called John at his post in superior court and asked him if he had signed the release. John said that, upon the advice of Local 3, he would not sign such a release. He was not given the opportunity to explain his willingness to sign a limited release.

This particular call represented another turning point in the case. Those involved in the dispute believed that at this point the department became angry with John's refusal to sign the unlimited release and sought to punish him. On May 26, during his yearly performance evaluation, de Souza handed John a memo from Assistant Sheriff Edgar Flowers informing John that he was being placed on com-

pulsory sick leave until he provided the physician's fitness-for-duty certificate from the CMOSH.

Local 3 submitted a formal grievance protesting the department's action. The union asserted that the suspension not only violated the collective bargaining contract between Local 3 and the Sheriff's Department, but also vio-



lated Rule 15 and 22. At a level four grievance meeting on July 28, Local 3 Business Agent Bob Boileau informed the department that, while John objected to the unlimited release, he would sign a more limited one. Local 3 offered to have the CMOSH doctor speak with John's personal physician to provide the information.

But the department would not agree to any limitations on the scope of the waiver. The department asserted that nothing in the Civil Service Commission Code said that a medical release had to meet the employee's satisfaction, nor did employees, when using medical reasons for absences, have the right to insist on any particular form of medical release. Once an employee uses a medical condition as an excuse for absences, the department claimed, the employee waives his or her right to privacy. The department's position left the union with no choice but to pursue arbitration.

From a legal standpoint, the July 28 meeting, the day Boileau informed the department that John was willing to sign a limited release, was one of the crucial crossroads in the case. From that day forward the department knew that the CMOSH did not need an unlimited release and that John was willing to sign a limited release. Furthermore, it was clear that the unlimited release went far beyond what was needed to do the

evaluation.

Meanwhile, Boileau worked on getting John examined so he could return to work. By now, two months into the dispute, John had used up all of his sick leave and was essentially on unpaid leave. Boileau contacted Dr. Leo Wugofaski at the CMOSH. The doctor said there would be no problem in

narrowing the scope of the medical release. Only those records related to John's colon surgery were necessary. John signed the release and the evaluation took place on March 2, 1989. Dr. Jennifer Hass, like Dr. Evans a year before, found that John's medical condition did not prevent him from performing his duties. The department finally reinstated John on April 3, 1989, 11 months after being put on compulsory sick leave.

Even though John was back on the job, Local 3 pressed forward with arbitration with the goal of getting John back 11 months of lost wages and fringe benefits. But once again the city, using all its resources and spending thousands of taxpayers' dollars, was able to stonewall the case for nearly a year by simply refusing to arbitrate. Local 3 had to file a petition to compel arbitration in San Francisco Superior Court, and only after Judge Ira Brown threatened to sanction the city attorney for contempt of court did the city finally relent.

After Arbitrator Norman Brand heard arguments from both sides, he ruled that the Sheriff's Department did not violate Civil Service Rule 15 and 22 when it put John on compulsory sick leave. However, the department did violate Article 4 of the memorandum of understanding, which stated in part that "employees who work at less than acceptable levels of performance

may be subject to disciplinary measures but must be afforded due process in accordance with applicable Charter provisions, rules and regulations of the Civil Service Commission, Federal and State statutory and Constitution provisions and this MOU."

When the department told John that he must sign the unlimited release to get back on the payroll, the request was transformed from a proper exercise of Civil Service Commission rules to actual discipline. And since John was not afforded due process the day he was put on sick leave, the department violated the MOU. John was awarded back pay and benefits from July 28, 1988, the day John offered to sign the limited release, to April 3, 1989, the day John was reinstated.

In addition to the discipline and due process issues, John's case raised several other important privacy questions. First, when an employer does have the "need to know" concerning an employee's medical problems, the records requested must be relevant to the case.

"Just because an employee uses medical reasons to explain absences from work doesn't open the door for an employer to find out everything about an employee's past," said attorney Vincent Courtney, Local 3's outside counsel who represented John during the arbitration. "Every union member should know that there are limits to what an employer can have access to. It has to be relevant to the case. Anything else is off limits unless the employee agrees to release the information."

The second point concerned collective bargaining. Ironically, it wasn't the Civil Service Commission rules that determined the favorable outcome, rather it was the MOU that made the difference. Without the strong contract language concerning discipline, the case may have taken an entirely different turn.

John's arbitration shows how important it is to have competent union representation and to negotiate concise and vigorous protections into contracts because employees never know when their rights might be threatened. What was negotiated and ratified by the deputy sheriffs before this case came to light turned out to be John's savior.

NEWS FROM Rancho Murieta Training Center

Apprentice finds niche at unique rock plant

Here's the situation: your a fourth-step apprentice working in a shop. You're close to turning out, but the economy takes a nose dive and you're laid off. Family pressures build; bills mount. You not only wonder about finding work again, but you start to have doubts about finishing your apprenticeship. Just when all seems hopeless a call from your apprentice coordinator tells you of a job. Some work is better than no work, you think. The only hitch, though, is that you will be working in a rock plant instead of a shop.

About three months ago, this is precisely what happened to apprentice John Nolan. Last fall John was working as an HDR in a Cat shop when he got laid off. In the spring, he got an opportunity to go to work at Reed and Graham's rock plant in San Jose. What he didn't realize was how different the plant actually was.

Reed and Graham has invested over \$1 million in a hydrocarbon separator plant, the only one of its kind in the country. The plant decontaminates toxic materials — particularly those contaminated with hydrocarbons such as gasoline, diesel and oil — by heating the material beyond the contaminants' boiling point. The process literally cooks the material until it's clean.

Eliminating toxic fumes is an area in which the company has used some ingenious ideas. Byproducts from the material are recycled, and any gases produced are vented into a heating unit to burn and operate the asphalt plant. Other byproducts such as condensation or water are used to make emulsions.

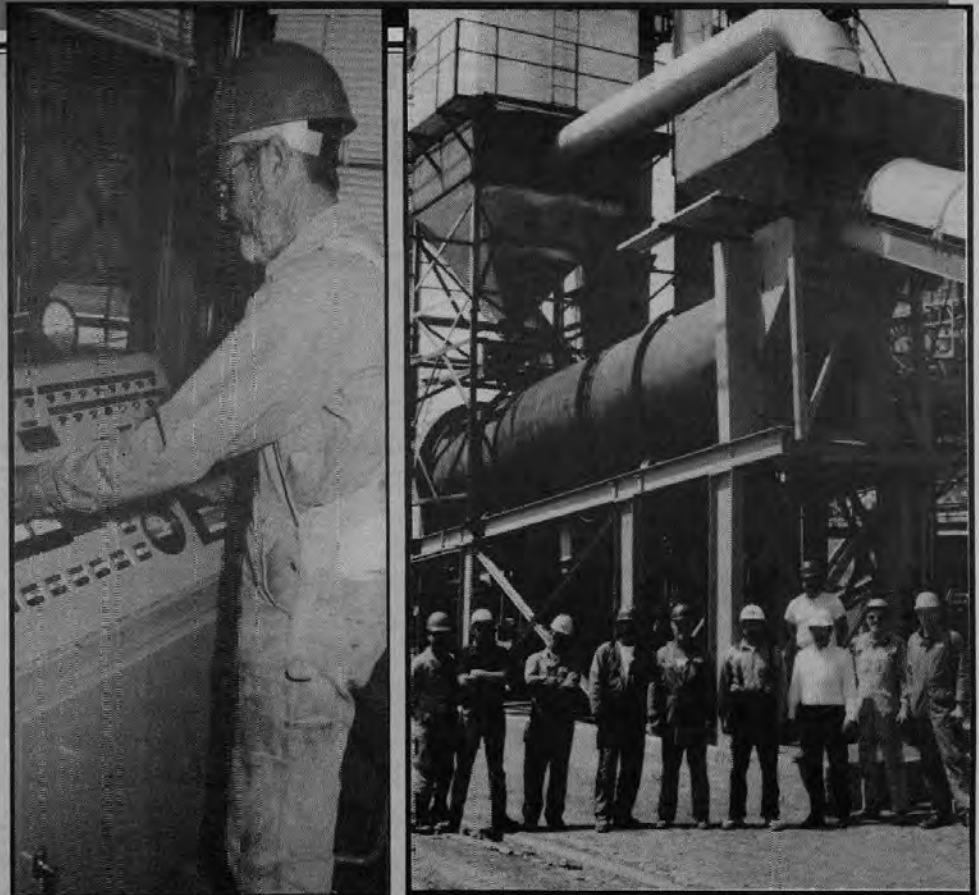
Reed and Graham Vice President Ken Monlux designed the system, which was built in-house with either existing parts or custom-made components. The plant normally processes 15 to 20 tons of material per hour. The company currently has a patent pending on the design. The sky above the plant, which is located near downtown San Jose, is free of black smoke and contains very little dust or other pollutants. In fact, Plant Superintendent Ted Zamudio claims the plant blows less than 1 percent dust and pollutants into the air.

The finished material comes out completely clean and free of hydrocarbons. An independent lab in nearby Los Gatos tests the material to certify it. Once the material is pronounced clean, Reed and Graham issue a release of liability to the material's original owner. The owners of contaminated or toxic soil are normally responsible for its shipment and storage to a toxic waste site. But after the material is treated by the Reed and Graham hydrocarbon separator and tested, the owner no longer has the liability. Reed and Graham can recycle the material for subgrade, building pads and other purposes.

John has not only found this to be a unique plant, but he has enjoyed the variety of work and experience at the plant. "John has adapted well," Ted said. "We look forward to having John here as long as we can."

John felt the same, "It's really good work and the company is really environmentally concerned."

Duane Beichley, Media Coordinator



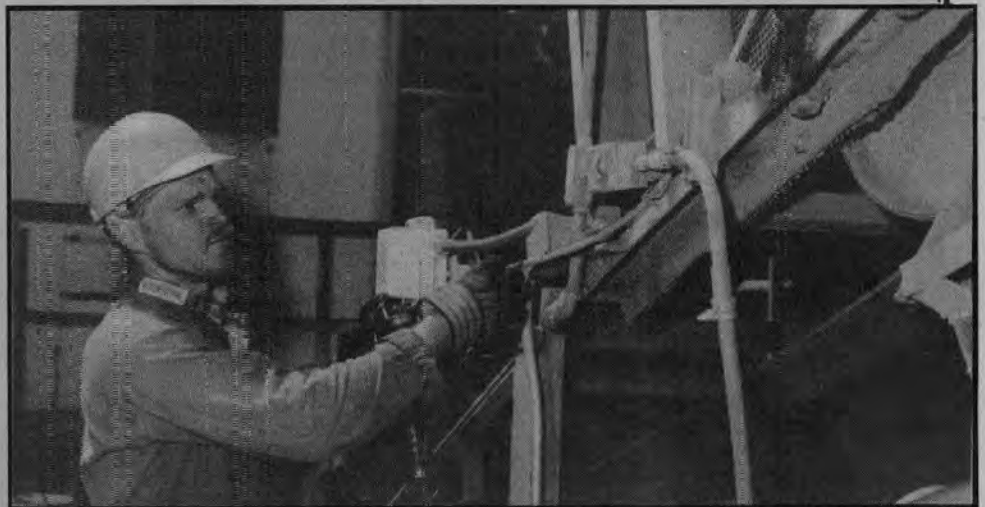
Top left: Chuck Graham stands at the control panel that runs the hydrocarbon separator.

Top right: In front of Reed and Graham's hydrocarbon separator is the rock plant's crew from left: Dave Pike, Lanny Stover, Allen Jackson, Ron Hunter, Bill Brumley, Ted Zamudio, Local 3's Ted Sanchez, Ramon Sanchez, Chuck Graham and John Nolan.

Below center: Apprentice John Nolan greases one of many roller bearings at Feed and Graham's rock plant.

Bottom left: Apprentice John Nolan lubricates a roller bearing on one of the conveyor belts for Reed and Graham's hydrocarbon separator.

Bottom right: At left is material that has been treated and decontaminated. On right side of knife is darker material that contains diesel fuel.



Cost savings of alcohol treatment reaffirmed



ADDICTION RECOVERY PROGRAM

1-800-562-3277

decreased by 50 percent, according to the NAADAC.

According to a Small Business Administration report, the costs of addiction are reflected in such things as absenteeism, higher insurance rates, workers compensation claims and lowered productivity. The U.S. Chamber of Commerce estimates that drug abusing employees use medical benefits at three times the normal rate. The National Institute on Drug Abuse estimates the cost of replacing a substance-abusing employee to be \$7,000. The cost of replacing a senior employee can exceed \$40,000.

Time and again employee assistance programs such as your ARP have proved cost effective and a humane alternative to the punitive approach advocated by those who are ignorant of the scope and nature of substance abuse treatment and its benefit to the employer, society, the family and the individual.

Alumni picnic

This year's fun event, the ARP/Azure Acres Annual Alumni Picnic, will be held at Azure Acres on September 12. All ARP and Azure Acres alumni are invited to attend. This year's theme is a western hoedown. Contact Sue at Azure Acres 1-800-222-7292 or the ARP office 1-800-562-3277 for details. More information will be provided in next month's edition of *Engineers News*.

LABOR SUPPORT GROUPS

Santa Rosa
3900 Mayette,
Tues. 8 p.m.
Contact: Ron H. (707) 585-8474
San Jose
760 Emory St.,
Tues. 6 p.m.
Contact: Mario A. (408) 998-8260
Sacramento-Cancelled
Fresno
1745 N. Fine Ave.,

Tues. 7- 8:30 p.m.
Contact: Jim P. (209) 225-4426
San Bruno
495 Hawthorne,
Thurs. 8 p.m.
Contact: Jim B (415) 872-2587
Vacaville
825 Lovers Lane,
Sat. 10-11:30 a.m.
Contact: Gary D.
(707) 447-4517.

Union Briefs

Oakland dredging approved

The Port of Oakland's long-stymied plan to begin deepening its harbor to accommodate giant container ships cleared its last regulatory hurdle June 18 when the San Francisco Bay Conservation and Development Commission approved the dumping of dredge spoils off Alcatraz Island.

The commission voted 22 to 0 to approve a U.S. Army Corps of Engineers plan to deepen the port's channel to 38 feet by dredging 562,000 cubic yards of mud and silt. The dredging could begin as early as September, clearing the way for ships to carry larger cargo loads as early as November. About 541,000 cubic yards will be dumped at an Alcatraz disposal site because it is clean enough to stay in the bay. The remaining contaminated 21,000 cubic yards would be dried out and used as cover at a landfill in Marin County.

The corps has also proposed deepening the channel to 42 feet by dredging another 6.5 million cubic yards. That \$80 million project is under study and slated for 1994 if an acceptable disposal site can be found.

Suspension of Davis-Bacon

The Bush administration, in attempt to cut federal construction costs, is giving serious consideration to ordering a nationwide suspension of the Davis-Bacon Act. A waiver of the prevailing-wage protection law was among a number of administrative responses to Congress' unwillingness to pass Bush's economic growth package last spring.

Davis-Bacon requires the payment of local prevailing wages on federal or federally assisted construction projects. Wage rates for various crafts and trades are based on wage surveys conducted by the U.S. Labor Department and are usually equivalent to local union pay scales.

Construction helper regulation

The AFL-CIO's Building and Construction Trade Department called on Congress to prevent the Department of Labor from expanding the use of "helpers" on federally financed construction projects. The BCTD called the helper regulation "anti-union."

For more than a year, the Bush administration has been trying to change the Davis-Bacon Act to allow a new classification of workers, "construction helpers," to work on federal projects. But the BCTD fears the regulation would produce a permanent underclass of workers who lack any formal training, resulting in a work force incapable of earning sufficient wages and eligible to receive few, if any, benefits. The change would also undermine apprentice programs by allowing contractors to employ large numbers of unskilled and semi-skilled workers without registering them in apprenticeship and training programs.

Hwy. workers' death rate

To control the rising number of injuries and fatalities among workers on highway construction sites, the National Transportation Safety Board recommended a "national work-zone safety program," which calls for improvements in the following areas: placement of flaggers, use of truck-mounted devices to protect drivers and workers in construction areas, separation of vehicles in two-lane, two-way traffic at interstate work sites and design of work zones for protection against inattentive or impaired drivers.

A NTSB study found that the number of deaths on highway construction sites increased from 489 in 1982 to 780 in 1988. The study also found that there were accidents in which traffic control techniques and devices were clearly not in compliance with existing guidelines.

Implementing the safety program, the study found, could substantially reduce work-zone accidents. The study cited a 70-percent reduction in work-zone accidents in Virginia over a three-year period after an educational campaign and work-zone management plan was implemented.

New OSHA penalties

New federally mandated regulations requiring higher maximum penalties for violations of worker safety rules began being enforced June 1. Under federal law, state-run programs must enforce standards "at least as effective" as those of the federal government. Since federal OSHA recently raised its penalty structure, state legislation to raise California's to the same level will now be implemented. Prior to the change in California law, maximum federal penalties were as much as seven times those assessed by Cal-OSHA.

Under the new rules, maximum civil monetary penalties will increase from \$1,000 to \$7,000 for regulatory and general violations, and from \$2,000 to \$7,000 for serious violations. The maximum penalty for failure to abate a violation increases from \$2,000 to \$7,000 per day. The maximum penalties for willful and repeat violations will both increase to \$70,000, with a minimum penalty of \$5,000 for any willful violation. Previously willful and repeat general violation carried up to \$10,000 in penalties and willful or repeat serious violations up to \$20,000.

District Meetings

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

July

- 7th District 4: Eureka**
Engineers Bldg.
2806 Broadway
- 7th District 17: Kauai**
New Lihue Neighborhood Center
3353 Eono St, Lihue
- 8th District 17: Kona**
Konawaena School
Kealahakua
- 8th District 7: Redding**
Engineers Bldg.
20308 Engineers Lane
- 9th District 6: Marysville**
Veterans Memorial Hall
249 Sycamore St
Gridley
- 21st District 17: Maui**
Wailuku Community Center
Lower Main St.
Conference Rm. 1&2
- 22nd District 17: Hilo**
Kapiolani School
966 Kilauea Avenue
- 23rd District 17: Honolulu**
Puuhale Elem. School
345 Puuhale Road

August

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

September

- 9th District 12: Salt Lake City**
Engineers Bldg.
1958 W. N. Temple
- 10th District 11: Reno**
Carpenter's Hall
1150 Terminal Way
- 15th District 04: Fairfield**
Holiday Inn
1350 Holiday Lane
- 17th District 10: Santa Rosa**
Luther Burbank Ctr.
50 Mark West Spr. Rd.
- 24th District 9: San Jose**
Labor Temple
2102 Almaden Road

Pre-Retirement Meetings

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

HONORARY MEMBERS

As approved at the Executive Board Meeting on June 21, 1992, the following retirees have 35 or more years of membership in the Local Union, as of April 1992, and have been determined to be eligible for Honorary Membership effective July 1, 1992.

| | |
|------------------|---------|
| George Augusta | 0204936 |
| Sterling Bussman | 0838870 |
| Claude Carmack | 0899299 |
| Joseph Catalano | 0581548 |
| Jim Donaghe | 0931017 |
| Gilbert Duran | 0833936 |
| Clarence Facha | 0931021 |
| Clair Fair | 0649249 |
| Clayton Fassett | 0814843 |
| Floyd Foreman | 0674729 |
| Bill Gilson | 0330818 |
| Henry Goodwin | 0456448 |
| William Hamilton | 0925026 |
| Ray Hamilton | 0515919 |
| Fred Hoffman | 0622854 |
| Charles Holman | 0883757 |
| Rex Holmes | 0928054 |
| Raymond Jarvis | 0704562 |
| Barney Jeffery | 0899373 |
| Durard Jones | 0915605 |
| Manuel Mejia | 0848392 |
| George Newport | 0899602 |
| Charles Parsons | 0928150 |
| Paul Perry | 0857938 |
| Clinton Petersen | 0904737 |
| Howard Ray | 0876109 |
| George Rice | 0925048 |
| William Riddle | 0915639 |
| Jack Rist | 0870903 |
| Everett Robinson | 0928154 |
| Glen Shaner | 0683298 |
| Ken Schumann | 0588864 |
| Jesse Shive | 0931084 |
| Alfred Steitz | 0667338 |
| Glenn Stokes | 0915649 |
| Leon Titeca | 0931094 |
| Randal turpin | 0657849 |
| Stanley Vohland | 0736512 |
| Robert Warman | 0736636 |

Retirees Association Meetings

JULY

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

Departed Members

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

APRIL

William Gray of San Francisco, Ca., 4/24.

MAY

Paul Anae of Honolulu, Hawaii, 5/24; Donald Brown of San Carlos, Ca., 5/27; Thomas J. Butler of Oakland, Ca., 5/31; Earnest Gribbin of San Rafael, Ca., 5/28; Ronald Klarer of Stockton, Ca., 5/22; Ken J. Lowrey of Saratoga, Ca., 5/20; Ray E. McCarty of Dallesport, Wa., 5/21; Eddie Pereira of Campo Seco, Ca., 5/20; Hough F. Rennison of Chico, Ca., 5/21; Ralph Tompkins of Clarkdale, Arizona, 5/20; Gregory Woodall of Mt. Shasta, Ca., 5/23; Barney Word of Anderson, Ca., 5/29.

JUNE

J. E. Andis of W. Sacramento, Ca., 6/14; David Briggs of Rancho Cordova, Ca., 6/17; L. Fisk of Orangevale, Ca., 6/6; Serbert Hawkins of Modesto, Ca., 6/1; Gerry Kelley of Lakeport, Ca., 6/1; Robert Monroe of La Pine, Or., 6/5; Limon B. Snider of Occidental, Ca., 6/9; William Tyree of Sacramento, Ca., 6/3; Stanley Vohland of Citrus Hights, Ca., 6/10; James Waldron of San Jose, Ca., 6/14; C. White of San Jose, Ca., 6/3; Powell Williams of Clearlake, Ca., 6/15; James Wood of Garland, Utah, 6/10.

DECEASED DEPENDENTS

Reynolds Akau, son of Richard, 4/24. Florence Flanagan, wife of Tommy, 5/25. Michael Lamb, son of Mike, 3/17.

Hawaii District Election Notice

There will be an election for a District 17 Executive Board member to fill the balance of an unexpired term left vacant by resignation. The election will be held during the regularly scheduled district membership meetings to be held July 21-23, 1992.

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

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

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

Swap Shop

FREE WANT ADS FOR ENGINEERS

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

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

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

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

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

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

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

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

FOR SALE: '90 Ford Aerostar Van, excell. cond., clean automatic/air-tan-cruise. \$10K OBO, Call 826-8397 Los Banos. Reg.#1284781 6/92

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

FOR SALE: Mini ranch Reduced + 1.76 county acres. 3bdrm/2ba., fenced and cross fenced 4 stall barn, minutes to Hwy 101 in Sebastopol \$270K. Call William T Silvera (707)823-8903. Reg.#1235523

6/92

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

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

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

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

FOR SALE: Wilder Lincoln Welder 2 cyl air cooled complete overhaul, Lincoln dealership all parts, 2 new batteries, 110V + electric leads, new paint, can finance. Call Bud Wells (510)832-2889. Reg.#0557433 6/92

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

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

FOR SALE: Log style cabin 1 bdrm/1 ba, modern, 4 lots w/fifth lot on lake front. 500 gal. propane tank for gas furnace in basement, gas log fireplace in livingroom. Dryer, refrig, gas stove in kitchen, new well drilled 1 year ago w/new pressure system. John Deere rider mower and 8 HP roto tiller. Must sell \$36K firm. Call (605)256-9842. Located on Lake Herman, 5mi. from Madison, 45mi. from Sioux Falls, So. Dakota. Reg.#1411246 7/92

FOR SALE: Chinese rugs 2 beautiful 100% wool, one 9'x12', very unusual, deep burgandy color, w/carveo geometric design, very plush, appraised @ \$3,600.

Asking \$1,500. Also small (2'x4') cream & blue w/2 birds design. Appraised @ \$475. Asking \$250. Call (510)654-4025. Reg.#1896082 7/92

FOR SALE: Welder Miller, like new, AEAD 200 LE, on heavy duty trailer, bottle racks, vise, 140' leads, xtra 300 amp stinger, 60lb., 7018 rod, welding hood, \$3,500. Call (209)274-4808. Reg.#1017830 7/92

FOR SALE: Membership Catalina spa and rv resort, Desert Hot Springs, Ca., dues paid thru 2/97. Coast to coast affiliate, dues paid thru 92. Includes Sugar Barge resort, Bethel Island, Ca., asking \$3K + transfer fees. Call (510)684-2925. Reg.#711976 7/92

FOR SALE: '84 Motor home Terry Taurus, sleeps 7, 24' self contained, microwave, aircond., new awning/furnace/battery/bunk beds/drapes. Easy lift, hitch, monitor panel, excell. cond. \$5,995. OBO. Call (916)878-1689. Reg.#529284 7/92

FOR SALE: Time share Reno, w/RCI's top rating. 1 week, plush accomodation for 4, \$6,800w/world exchange program. also '74 Alfa Romeo, 4dr. sedan, 1k miles on rebuilt engine. Body has 5% rust, \$2,500. Call (415)897-2141. Reg.#1666675 7/92

FOR SALE: Induction Motor Westinghouse, 150 RPM, Reliance 5HP Vertical motor, 3 HP motor - 1800 RPM. Call (408)294-8360. Reg.#408048 7/92

FOR SALE: Calculator HP 41 CX new/used Call (209)835-7274. Reg.#1677694 7/92

FOR SALE: 3bdm/2ba W. Clovis home excell area, no junk cars, recently painted in/out, buyer will refinance to max. loan. Down pmt depends on the difference of the loan and selling price of \$90K. Call (209)292-8392. Reg.#592866 7/92

FOR SALE: '75 Cruisers, Inc 22', 350 - 300 HP, 40 hrs, on new OMC outdrive. Needs TLC \$3,500, OBO. Call (209)745-4427. Reg.#2108521 7/92

FOR SALE: '90 Ford Probe, clean, low mi., air, 5-speed, am/fm radio w/cassette. \$8,600 or \$500 and take over lease. Call (510)606-1738, after 6pm. Reg.#0559769. 7/92

FOR SALE: Motor home 27' 460 Ford motor, 1990, 9K mi, TV, stereo cassette, microwave, generator, roof air, 4 burner stove, queen bed, awning, flushmont entry, elect. step, 3 way fridg., driver door, cruise contril, tilt wheel, spare tire on elect. winch, roof rak/ladder, reclining & swivel seats, monitor panel, must sell, health problems, \$38K. Call (510)886-4846. Reg.#620182 7/92

FOR SALE: Miller Welder like new, AEAD 200LE, on heavy duty trailer, bottle

Personal Notes....

Redding: Congratulations to James and Kristina Lamphear on their marriage 4/4. Also to Anthony Hidy and his wife on the abirth of their baby boy Cory Paul.

We wish to express our sincere sympathy to the family and friends of departed Charles Hoffman, J. E. Trisdale, James Webb, Eddie Lopez, Ray Meyers, Gregory Woodall, Barney Word and Herbert Lytken. Our sincere sympathy to Cliff Graham on the passing of his wife Marlene and Dale Bryant on the passing of his wife Leona.

Sacramento: We would like to express out sympathies to the families and friends of departed William Tyree, Lawrence Fisk, Joseph Andis and Stanley Vohland.

Our sincerest condolences go to Cecil Baker on the death of his wife, Hazel; to James Bettencourt on the death of his wife, Stephine; to Chas Lloyd on the death of his wife, Josephine; to Louis Karabinus on the death of his wife, Beverly; and to Robert T. O'Leary on the death of his wife, Myrtle.

Santa Rosa: Stan Andre Olsen and Sharon Olsen had a baby boy on 6/23. His name is Kyle Andre.

Congratulations to Mark A. and Debra L. Duncan on the birth of their baby boy 4/5. His name is Adam Meece.

Also, congratulations to Max J. Riggs and Rose M. Fontanilla on their marriage in Mendocino Co. on 5/92.

Finally we wish to express our condolences to the families and friends of the following deceased:

Lawrence Bordessa, 3/10; Percy Howse, 4/7; James "Willie" Caine, 4/19; Walter Baker, 5/3; Caroline Clark, mother of Don, 5/18; Katherine Stoddard, wife of Ray, 5/8; Gerry Kelley, 6/1; Limon B. Snider, 6/9; and Powell R. Williams, 6/15.

racks, vise, 140' leads, xtra 300 amp stinger, 60 lb. 7018 rod, welding hood, \$3,500. call (209)274-4808. Reg.#1017830 7/92

FOR SALE: Custom Log Home + 6 acres in Quincy, Ca., great view, 3K sq. ft., \$295K, Lincoln shop welder, 300/300 tig stick w/leads \$2,500. Damaged camper, \$200 OBO. Irrigation system, pump, pine and sprinklers, \$1,500 and cattle rack for flatbed, 7-1/2 x 8', \$200. Call (916)283-1773. Reg.#2106464 7/92

FOR SALE: '71 water truck White 3,300 gal, 8V 71 det. 13 speed (5) cab controlled air spray heads, berkley pump self loading. 14AD8 cat hyd. rippers, hyd. tilt pozer greaseless rollers. Call (916)626-6245 or 622-0723 after 6pm. Reg.#346961 7/92

FOR SALE: '66 Mobile home Hillcrest, 10'x55', 2bdm, 1ba w/ 8'x19' expando. Very clean, must be moved, S. Sacramento area. \$4,200 or best offer. Call (916)684-2250. Reg.#1225957 7/92

FOR SALE: 3bdm/2ba. 1344 sq. ft. Home west of Lodi in Hwy. 12 near fine marina. Out of work 7 mo. Private subdivision w/community swimming pool, green belt, tennis courts, many others. Will consider something in part trade. Call (209)369-0478. Reg.#1601864 7/92

FOR SALE: China Hutch French Porvential, \$225. Lowery Organ \$200. Excell condition. 2 brown leather chairs \$25. each. Other items. Call 1-916-458-8837.

Reg.#1142988 7/92
FOR SALE: Power Boat 20' Golfstream, deep "V" w/trailer, 130 HP, 1/0 Mercruiser, Loran, CB radio, dept finder, full canvas. \$4K OBO. Call (408)422-0002. Reg.#603424 7/92

FOR SALE: 3bdm/2ba Custom home, large lot w/RV parking, mature landscaping w/auto sprinklers, 1 mi. from downtown Healdsburg, Ca., all tile and oak custom cabinets. SPA and gazebo off master bdrm. 2 decks, \$310K see and compare. Also Minden Nev. building lot in new subdivision (wildhorse) in area of \$200K + homes. Beautiful views, good investment in growing area, \$45K. Call (707)433-9207. Reg.#0991216 7/92

FOR SALE: 3bdm/2-1/2ba 2 year old Custom home, Camino, CA., on 12 acres, 3,600 + sq ft., T&G vaulted cedar ceilings, oak cabinets, corian kitchen counters, gold plated chandeliers, wet bar, 3+ car garage, east HWY 50 access, 45 min. to Sacramento or Lake Tahoe. \$465K. Call Tony (916)644-6443. Reg.#1157804 7/92

FOR SALE: Sea Eagle GT-20 new! Never used, sale due to illness. Inflatable, Cabela's catalogue. \$650. Call 1(916)689-4061. Reg.#1238702 7/92

FOR SALE: '76 5th Wheeler Pioneer 35', electric leveler, new tires/AC, full tuba/shower, great closet/storage, awning, microwave, TV. Great 2nd home. \$7K OBO. Trade for motor or pontoon boat of similar value. Call (707)995-7031. Reg.#0540984 7/92

NEWS FROM THE DISTRICTS

Local 3 pickets Topside Constr.

SACRAMENTO – Work in central Sacramento has been as slow as it has been elsewhere. There is some work scattered around the county, but not as much as you would expect for this time of year. The shops seem to be working at 50 to 75 percent of their normal crews.

From Rep. Andy Mullin...

With work so slow it's very important to keep your registration renewed. Remember, your registration is valid for 84 days. After that, you drop off the list if you don't re-register before the 84 days is up. If you don't know your expiration date, call the hall to find out.

Pat Bonar, a secretary in the Sacramento office for 17 years, has recently moved to Utah. Pat will be greatly missed personally and professionally. I'm sure many of you feel the same. We were fortunate to replace Pat with Kathi Westlake who transferred from the Stockton office so she could work closer to her home. I've known Kathi for years and she is a very nice person and competent. I know she will help in any way she can.

From Rep. Gary Wagnon...

The Sacramento agents and members are picketing Topside Construction and Cal Sierra in the Roseville area. Topside Construction is attempting to build a small subdivision. Part of the non-union strategy is to do part of the work union and the easier work non-union. By doing this, they hope to get a large portion of the "gravy" with our skilled union operators and surveyors doing all the technical work.

The site is typical of a greedy non-union employer, little water and few facilities. The non-union employees start work at various times, ranging from 7 a.m. to 9 a.m. They are paid about \$13 per hour with no benefits. They have had accidents, and they keep putting in the fills to the point it appears they are wearing out the dirt. The developer, we are sure, is taking a long look at the adverse publicity his

project is receiving and also at the job performances.

From Rep. Troy Ruff...

Work has also been slow in the high country. Granite started on the \$9.5 million, three-mile Hwy. 49 widening job. There was a 20-day environmental delay. When this job is in full swing, they expect to employ about 20 hands. The job should last about two years.

Granite's job on Forest Hill Road is in the finishing stages, with about 10 Local 3 members working. The Granite job on I-80 near the Nevada state line is moving right along, with 10 hands working. Paving should start next week.

Al's Clearing is doing the clearing for the Granite job at Hwy. 174 near Grass Valley. Another six to eight members will be employed here for the remainder of the season.

R. J. Miles is in the middle of negotiations for its rock plant. The Chevreux plant is up to full speed with all hands back to work. Moat Construction is keeping about six brothers busy on the Yuba River bridge job. Ford Construction is busy on the Hwy. 50 curb realignment job, with six members working on this project. Teichert's Martis Valley plant has laid off half the crew due to lack of business. Work is very slow around the Truckee and Tahoe Basin area.

Picnic follow-up

If you won the **bug zapper** at the June 7 Sacramento District picnic, please call our office. We have the missing part.

PG&E pipeline moves into Yolo County

MARYSVILLE – Work in the Marysville area has picked up a little. We have four big overlay projects going on I-5. Granite Construction has moved a portable hot plant in at Hammonton to do two portions of the work. Baldwin Contracting is busy on one portion of the I-5 work at Maxwell. W. Jaxon Baker has the last portion of I-5 at Orland.

Jaeger Construction from Yuba City has a few small subdivisions going in Williams, Live Oak and Oroville. The company is also doing some work on Garden Highway in Yuba City.

Teichert Construction has moved back into the Marysville area in Olivehurst and Yuba City on a couple of subdivisions. Within the next few months Teichert will be doing some road work for Yuba County at the corner of Butte House Road and Stabler Lane in Yuba City and on Alicia Avenue in Linda.

Sheehan Pipeline is still moving along on the PGT-PG&E natural gas line on the west side. We still have about 20 operators working in Colusa County, and the rest of the crews have moved into Yolo County. ARB Construction was low bidder on the valve portion of the pipeline and has set up a yard in Arbuckle. The company will also be working at various locations on the pipeline. This should keep a few operators busy this season.

Robinson Construction from Oroville has picked up a few good projects in Butte County and is currently completing the Hwy. 99/149 job south of Chico and is also working on a small subdivision in Oroville off Cherokee Road. Robinson should be moving back to the airport job and starting work on Dayton Road and Lower Wyandotte Road.

Baldwin Contracting is busy on a few small subdivisions in the Williams, Yuba City and Chico areas and was low bidder, at about \$1.2 million, on a road overlay and storm drain improvement project. Baldwin was also low bidder on Garden Highway widening in Yuba City and the fire station paving at Butte College.

Contri Construction from Reno was low bidder, at \$938,000, on the Hwy. 92 siphon project in Marysville. Betchart & Norwood has moved into Sierra County to do bridge work at Friddle Creek and Loyaltown.

Guy F. Atkinson is moving along on the tunnel and powerhouse project in Plumas County. The first phase of the project was a 12,000-foot-long, 11-foot diameter tunnel that will link Bucks Lake to the penstock for the powerhouse, which is also under construction. The rock cutting from the tunnel is being spread on some of the forest service roads from Lower Lake to Bucks Lake.

M & M Electric and Heaps Electric are busy on projects at various locations in the Marysville District. Earthco Construction has moved into Linda to move dirt on a big subdivision off Erle Road. Omni Pipeline is working on the sewer treatment facility in Williams.

Dan Mostats, Business Rep.

Retiree and District Picnics

Utah District

Saturday, July 18, Murray Park, pavillion 5
Retirees begin at noon, actives at 1 p.m.
(Pre-retirement meeting at 11 a.m. at union hall)
Single adult \$5, family \$12, retirees free
Info: (801) 596-2677

Santa Rosa District

Windsor Water Works
Sunday, Aug. 2, noon to 5 p.m.
(Park opens at 10 a.m.)
Chicken, steaks, free hot dogs for kids
Adults \$12, retirees \$9, under 12 free.
Huge raffle
Info: (707) 546-2487

Elko District

Saturday, Aug. 15, 10 a.m. to 8 p.m.
City Park, steaks, beans, salad, garlic bread
Children's games, raffle
Adults \$7.50, retirees free, under 15 free
Info: (702) 753-8761

Fresno District

Saturday, Aug. 22, 11 a.m.-4 p.m.
Lunch served from 12:30-2 p.m.
Police Officers Pistol Range
Steaks, hot dogs, beans, salad
Adults \$10, retirees \$5,
12 & under free (hot dog dinner)
Info: (209) 252-8903