Membership approves change in dues rate

By James Earp
Managing Editor

By a four-to-one margin, Local 3 members approved this month a resolution designed to provide a more equitable dues rate and to give relief for unemployed members, in a series of specially called meetings held throughout the local union.

Business Manager Tom Stapleton announced that the resolution to amend Article VI of the Local Union Bylaws was drafted and approved by a rank-and-file Bylaws Committee elected earlier this year, and then taken to the membership.

Notification of the meetings was sent out to all members and meetings were held in every district, so that the entire membership would have "an opportunity to hear the presentation, ask questions and vote for or against the resolution," Stapleton commented.

"However, despite these efforts to bring the resolution before the membership, we did not get the turnout we expected in some of the districts."

The Bylaws Committee worked hard to come up with a new dues structure that was fair for all Local 3 members," Stapleton added, "and judging from the margin of the vote, it appears the membership is in favor of the change."

The resolution passed in every district. The final vote will be certified by the Executive Board in its August meeting.

The intent of the proposed change in the dues structure, Stapleton said, was to:
• provide relief for members who became unemployed but are ready and willing to work.
• reduce the dues rate for retirees.
• provide a dues formula that was more equitable for the members than the current formula,
• keep the union on a sound financial basis, and
• prevent future amendments to Article VI from being voted on only at the semi-annual meeting by requiring such resolutions be made available to the entire membership through a round of specially called meetings in each district.

One of the most important tasks of the Bylaws Committee was to examine the financial condition of the union. The union's total membership, income and expenditures were reviewed in order to determine how much dues money the union needs in order to adequately serve the membership.

The Bylaws Committee found that, since the current administration took office last September, it has made significant cuts in every facet of the union's operation. For example:
• Money paid out monthly in wages and fringe benefits has been reduced by 21%.
• Individual expenses, including automobiles and maintenance, hotel rooms and meals, rental expenses for meetings, etc. has been reduced by 38% per month.
• Audit and legal expenses have been reduced 43%, representing the lowest average monthly outlay in the past five years.
• Office expenses, public relations and airline expenses have all been reduced from 199% to 30%.

"Basically, what the officers and Executive Board did was to cut the fat out of every facet of the union's operation and get the union back out of the red," Stapleton explained.

"When we took over last September, the union was running at a deficit of almost $1 million. "Our immediate need was to cut out every unnecessary cost item and still improve the quality of representation for the members."

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In next month's issue of Engineers News, the new Article VI of the Local Union Bylaws, which will become effective October 1, will be published in its entirety. Here is a brief summary of the major changes:

• There will be two basic dues rates—one for members who are employed and one for those who are unemployed.
• Employed dues will be based on two months of the "average wage package." For members of the Parent Local and Subdivisions A, B, C, E, and Registered Apprentice, the average wage package will be determined from the Northern California Master Construction Agreement.
• For 3D and industrial bargaining units, the average wage package will be calculated from the economic package of that particular collective bargaining unit.
• For public employee units, the average wage package will be obtained by taking an average of all the combined public employee units in Local 3.
• Unemployed dues will be one-half of employed dues rate.
• A member qualifies for unemployed by being unemployed one full month in a fiscal year (October 1 through September 30). Each full calendar month he is unemployed thereafter, subject to certain requirements, he is eligible to pay half dues.
• Dues for retired members with less than 35 years in the local union and who are eligible for pensioned health & welfare will be $15 a month.
• For members who are either not eligible for pensioned health & welfare or who have exhausted their benefits, the dues will be $8 a month.
• Honorary members with 35 or more years in the local union will not be required to pay dues.
As you know, during the past month your officers conducted a round of special calling board meetings in each district to vote on whether or not to accept a resolution to change the dues article of the Local Union Bylaws. There were a total of 22 meetings held over a period of 25 days. Needless to say, it was an exhausting schedule, but we were gratified by the tremendous support shown by the membership for the resolution.

Now that the resolution has been approved by the membership, it will be submitted to the International Union for approval. Pending approval from the International, we will be evaluating alternative bargaining contracts, which would be ing urints and notifying you what your dues will be under the new formula.

For those who attended the meetings, the benefits of the new dues structure should be immediately evident.

* For the first time in the history of this union, members who experience severe and prolonged unemployment will be given some relief by having their dues cut in half.

* Unlike the current system, the new dues structure requires that you pay only your fair share—two hours of your wage/fringe package when you're working and one hour when you're not. By requiring the same proportion from all members, there will be no incentive for one group of members to feel that they are subsidizing another group.

* Many members working in construction will be paying lower annual dues than under the current formula. For example, a member who is unemployed for five months will be paying $500 in annual dues as opposed to the current rate of $576.

One of the primary concerns of your officers was for those members who are suffering severe unemployment and still having to pay the same dues as when they were working.

The cause for this concern became very evident this past winter when thousands of our members went month after month without a single day's work. Some of our members went suspended because of extreme financial hardship. By establishing a half dues rate for the unemployed, hopefully the new dues structure will provide enough relief to keep members from going suspended.

During this round of meetings, we had plenty of opportunity to discuss the dues resolution with the members. Most of those we talked to agreed with the concept that the dues should be lower during times of unemployment.

They also understood the principle that "there is no free lunch" and that the only way to cover the cost of providing this relief for the unemployed was to require a modest dues increase for those who were working and could afford it. However, in nearly every meeting there were a few members whose basic attitude was "to hell with the guy out of work. Why should I pay $2 more a month when I'm working so that some other guy who's unemployed can pay half dues?"

How do you combat such an attitude? Very hard to take. I've been a union member all my working life and one thing I learned a long time ago was that "brotherhood" in a labor union means more than something we just talk about.

It means looking out for the other guy when we are working. It means refusing to cross a picket line—any legitimate picket line. Not just our own. It means helping the union to keep track of scab contractors and doing our part to get rid of the nonunion element.

And, yes, "brotherhood" even means being willing to chip in a couple of extra bucks to help out the member who is willing to work but can't get a job.

Fortunately, there is still a good deal of "brotherhood" to be found among our members, and I hope it will always be that way. Our concern and willingness to help one another through the tough times is part of the cement that bonds us together and keeps our organization strong.

One way to strengthen our "brotherhood" is for us to put the "labor" back into the Labor Day holiday. Too often we enjoy that last summer holiday without giving a thought to its true meaning.

The AFL-CIO is coordinating over 140 "Solidarity Day" activities throughout the nation on Labor day. Our union will be participating in a number of them (see page 1 for details).

I encourage all of our members to attend one of these Solidarity Day activities. Bring your families and friends. These events will be well planned and fun for all ages. It will be a great way to spend the holiday and enjoy something put on by union members for union members.

(Continued on Page 6)
Great American Flag—A hundred volunteers from Building and Construction Trades unions—mostly unemployed—unfurled "The Great American Flag" on June 14 in Washington. Large enough to cover two football fields and weighing seven tons, the flag was donated to the U.S. Government in honor of "the workers of America."

Study compares American, Japanese workers

American workers are more satisfied with their jobs and more willing to work harder to help their companies succeed than Japanese workers, according to a study by Indiana University researchers. The findings, the researchers stress, contradict several popular conceptions about the dedication to work among American and Japanese workers. The preliminary results of the study indicate that American workers as a group have significantly higher levels of work commitment than their Japanese counterparts.

The IU researchers point out that 81 percent of the American workers surveyed said they were satisfied with their jobs, compared to 53 percent of Japanese workers.

And, American workers showed "significantly greater" willingness to work harder than they had to in order to help their companies do well by a margin of 68 percent compared to 44 percent of Japanese workers in the study.

In another finding contradicting widely held assumptions, more American workers, 36 percent, said they accept goals and values of their companies as their own than did the workers surveyed in Japan where only 15 percent agreed with that statement.

The researchers also called "surprising" data that shows 88 percent of the American workers expressing the belief that a company and its employees are like a big family and a company should take care of its workers. Yet only 36 percent of the Japanese workers agreed with that idea, the survey indicated.

The study was conducted in two countries during 1981 and 1982 by Indiana University's Institute for Social Research and its School of Business. From the results, "It is clear that recent commentary saying Japanese workers had higher morale, were motivated to work harder and were more committed to corporate values need reevaluation," Lincoln said.

Workers get cash for buying American automobiles

When Micromot Inc. of Darien, Conn., launched its "Get America Moving Again" campaign earlier this year, it offered its 4000 employees a $200 bonus for purchasing a U.S.-made vehicle and encouraged other companies to do the same.

P.L. Porter Co. of Woodland Hills in Los Angeles County, which makes seat-reclining devices for General Motors Corp. and for airlines, thought it fought for state legislation mandating a voter registration drive aimed at registering the poor and the unemployed. Guests: GOP Strategist, Lyn Nofzinger and Eddie Williams, Joint Center for Political Studies. Host: Marie Torre.

Carrying labor's message—A parade through downtown Birmingham, Ala., carried a union label message and a rally sponsored by the city's central labor council. More than 2,000 trade unionists and supporters marched to protest job-cutting imports.
Thank you! to all the 320 brother and sister engineers who attended the Semi-Annual Meeting in San Francisco on July 9, 1983. We must continue to attend all meetings and take an active part in these meetings in order to keep our union strong.

Your Annual Credit Union Meeting generated very little interest from the members which is very hard for me to understand! Most members are anxious to take off as soon as the Semi-Annual Meeting has concluded. I hope each of you picked up a copy of the 19th Annual Performance Report (1982) for your Operating Engineers Local Union No. 3 Credit Union and read it when you got home.

Report of the Chairman
Your Credit Union has earned $38,359,551 since 1964, its first year of operations.

Where have all those income dollars gone?
Most of them have gone right back to you, the members of the Credit Union. Out of each income-dollar received since 1964, 78¢ has been returned. 33¢ has been returned as dividends or interest on share savings accounts and certificates and a loan interest refund; 6¢ has been paid in insurance benefits; and 19¢ has been paid into reserves and surplus to increase your equity and protection in your Credit Union.
The 78¢ return on every income dollar shows that.

In recent years, the return to you has been better than 78¢. In 1981, it was 81¢. In 1982, it was 82¢. You also have more important reasons for being a member of your Credit Union than on any other financial institution. You make it work. By borrowing and saving with your Credit Union, you help yourself while helping the entire membership.

I want to thank all members, the volunteers, and the staff of the Credit Union for their confidence and support during 1982.

In response to the hundreds of requests we have received from Local 3 Retirees, I am pleased to announce that your officers have arranged for a voluntary dental program for the retirees and their spouses. This action comes after many months of research and negotiations with dental care providers. The results are a low-cost prepaid dental program that will be available on a voluntary basis to all Local 3 Retirees beginning September 1st.

Dental Care will be provided directly by one of three groups depending on where you live. Those living in Utah may enroll with Vale-Dent; in Hawaii, Dent-a-Guard will provide dental care services and all others located in California, Arizona, Washington, Oregon and Nevada will receive dental services through Safeguard. Each of these providers has a list of panel dentists and Local 3 retirees will select one dentist from that list to provide all dental care. Most basic dental services will be provided at no cost to the Retiree. There are some limitations and restrictions. As with any Plan, if a Retiree or spouse is required to pay a portion of a charge, they pay their dentist directly. Otherwise there are no claim forms, no deductibles and no dollar maximums — only prepaid dental care at no cost.

Swimming pools are a snap with this Demag 330-ton backhoe! This huge rig, which boasts a 14-yard bucket and a 40-foot reach, is being used by Peter Kiewit in the first phase of the Barber’s Point Deep Draft Harbor in Hawaii. The $49 million project has been underway for a year and is providing employment for over 100 Local 3 members. Business Representative Joe Trehern reports that the construction crews are working on a double 8-hour shift schedule with the maintenance crews working round the clock.

The good news isn’t over yet. The monthly contribution for Local 3 retirees is only $9.05 per month in Hawaii and $9.87 per month in all other states. Those who enroll will have their premium automatically deducted from their monthly pension check. Retired Local 3 members who do not receive a pension will be billed quarterly for their premiums. Once coverage starts everything is automatic.

The new Retiree dental care program is being offered to members in good standing of Operating Engineers Local Union No. 3. The Trust Fund Office is currently mailing an announcement with complete information and an enrollment card. Please contact the District office of the Union closest to you for information on your Union membership. Each will also receive a listing of the panel dentists in their State and a schedule of benefits and allowances.

That is not all. At the summer round of Retiree Association meetings we will have complete information about the program and enroll those qualified retirees who are interested. Be sure to attend and get all of the details.

Anyone with any questions can contact the Fringe Benefit Center, the District Office nearest you or the Trust Fund Office.

I want to take this opportunity to express my personal appreciation to all the men working for Kennecott Copper Corporation in Utah who attended one of the two Contract Ratification meetings held in Salt Lake City, Utah on June 27, 1983. It was a real pleasure assisting you in your negotiations committee in those critical negotiations. Your trust and the courtesy extended to me at these contract ratification meetings was very much appreciated.

Master Construction Agreement
Tough negotiations ahead for Hawaii

Negotiations for the Master Construction Agreement for the State of Hawaii have already begun, reports District Representative Wallace Lean. “Though the current object is mainly to get the language changes behind us, one can already sense what the Contractor will be talking about when it gets down to the money,” Lean commented. “The same thinking is sweeping the Country, East Coast to West Coast. That thinking being CUTS AND MORATORIUMS."

Like anything else, cuts, give backs, will take away and moratoriums will have times and places. So, before we go any further, let me summarize the history of our past negotiations.

Three years ago the Operators, Masons and Laborers reached agreements with the Contractors. The Carpenters had not settled. The Carpenters went out on strike from September 2, 1980 through October 5, 1980, a total of 34 days. They shut down the Construction Industry.

What did they get out of that STRIKE? They got the same Agreement for the first three years. The same as ours with one difference. And that difference is the problem we are now having in our negotiations. The CCLA has given the Carpenters, off of a current Agreement, a fourth year on their Agreement and a considerable amount of money in that fourth year. The amount of money on the Carpenters’ fourth year was $2.50.

Our Contract expires September 1, 1983. On September 5, 1983 the Carpenters get $1.25. On March 1, 1984, the Carpenters get an additional $1.25. All this talk about give backs and concessions puts us, the Operating Engineers, in a very difficult position. That position will become a very critical one just about the time you are reading this article.

“Ever since I can remember, the Operating Engineers (Group 9-A) have been in the Construction Trades Ladder of total wages and fringe benefits,” Lean said. “A moratorium of any kind would put the Carpenters in No. 9 position and move the Carpenters into our slot, No. 5 position.”

“This is by no means meant to discredit the Carpenters,” Lean added. “If anything, Walter has done very, very well. For us, the Operating Engineers, to enter into any moratorium would be certain disaster at this time. Once we forgive that $2.50 we will never have another chance at it or any part of it again. There will never be any catch up.”

“I cannot see myself acting in your best interest or the best interest of this Local. I urge the negotiating committee to reject any moratorium and ask you to accept less,” Lean continued. “I have no intention of (Continued on Page 10)
Major Cal-Expo expansion sought

Promoters of a world agricultural fair planned for 1987 at Cal Expo have unveiled an ambitious plan to build three 11-story office towers, a 250-room hotel and a $100 million convention center as part of the exposition.

The blueprint for what would be a $65 million expansion of Cal Expo was presented to the California State Fair's board of directors by officials of World's Agri-Fair Inc., a non-profit Sacramento group that wants to put on the exposition.

Fair board directors, who oversee Cal Expo operations, were cautious about the proposal. They were concerned about traffic problems, long-term ground leases to private investors and other financial aspects of the plan, which hinges on board approval of an accelerated development schedule so the new buildings can be finished by the agricultural fair's opening.

The new facilities would be built on land that was earmarked in the 1980 State Transportation Improvement Program for development and a world agriculture theme fair. Last year, Agri-Fair President and General Manager Edward Lammerding first outlined the plan for the board's approval for a world exposition and received a nine-month option on 53 acres of land.

Plans now call for the fair to run eight months with predictions that 8.8 million people would attend and generate $134 million in revenues.

Army gets most of Hamilton air base

The federal government ended a decade of fighting over the future of aviation in the North Bay this month by giving the Army 570 acres of Hamilton Air Force Base in Marin County — including the entire 8000-foot runway — for a new Home Defense Regional Air Force Base.

The Sixth Army, with headquarters at the Presidio, has been using the Hamilton runway on a temporary basis since the Air Force gave up the base in 1973, and has sought to take over the runway and adjacent acreage east of the base for use as a training drop zone for Special Forces paratrooper training.

The General Services Administration, which has control of the base since the Air Force abandoned it, said that an additional 417 acres of "prime land" at Hamilton that fronts U.S. 101 will be offered for sale to the county and the city of Novato for development.

Robert Roumiguere, president of the county Board of Supervisors and a long-time advocate of turning the base into a county airport called the "South Sonoma County Regional Airpark," said that "it was fortuitous" that the Army was given the land.

"It was a perfect opportunity to get your ability to do the development property without charge," he said in 1976 when the county approved the GSA to acquire Hamilton for $1 under the federal Airport Act, which would in effect have given the county the deed probe to the base.

The county, however, would have been required to maintain a county airport on a portion of the land. Such a storm of controversy was kicked up by airport opponents that the bid was withdrawn and the county later said it would be "a money loser.

"Anyone now is going to have to pay fair market value," said Roumiguere.

Caltrans studies expansion of Hwy. 113

The California Transportation Commission has allocated $1 million for a study and right-of-way purchases that could pave the way for the realignment and widening of Highway 113 between Woodland and Davis.

Yolo County Public Works Director Lloyd Roberts said that the commission's action "moves the project up from where it was" — basically in limbo since its removal in 1973 from a five-year state transportation improvement plan.

The commission's action will pay for the preparation of an environmental impact report and the purchase of property on which the proposed highway would be built.

The highway currently turns into a twolane road north of Road 27, motorists who want to catch Interstate 5 from the county and the city of Novato for, 60 to 70 people were injured in the effort.

The project is now eligible for up to 95 percent federal funding. The project is now eligible for up to 95 percent federal funding.

Completion of 'Betty L' repair set back

Repair of a huge barge that went aground on Ocean Beach in March, while laying pipe for the city's massive Water Pollution Control Project, had been completed before the barge ran aground. It took 15 days, a salvage ship, three tugboats, two helicopters and their crews before the 6300-ton barge and its 14,000 tons of cargo and equipment could be floated free. Six salvage workers were injured in the effort.

When the Betty L finally was towed into the Triple A shipyard at Hunters Point on March 17, it was estimated that it would be three or four months before it would be able to resume laying 4/8 miles of huge sew pipe — 12 feet in diameter — out into the Pacific.

But officials said this month that they now don't expect to resume that work before Thanksgiving.

"We had to send out for a little more delay at Ocean Beach," Birrer said, "but the outfall system will be in partial use — with a smaller pipe — before they finish putting the big pipe down."

He said other elements of the enormous project have been moving along schedule, despite the long, expensive delay at Ocean Beach.

Gates said only one-eighth of the job had been completed before the barge went aground. "There was 24,000 feet of pipe to be installed and about 3000 feet of it had been laid down," he said.

Without the Betty L, he added, "our part of the job has literally been shut down. We had 65 to 70 people on the outfall job; we're down to 25."

On the other hand, Gates said, the Betty L problem has provided more work for the employees at the shipyard where it is being repaired.

McClellan air base to get $35 million

WASHINGTON — The Air Force has decided to proceed with five major construction projects worth $34.6 million — at McClellan Air Force Base, it was announced recently.

The lastest disclosure followed reports that the Air Force also has decided to start design work on a $16 million medical clinic at the North Highlands base.

Sacramento's Democratic Reps. Vic Fazio and Robert Matsui have hailed the new construction announcements as a major indicator of Washington's importance of McClellan, headquarters of the Sacramento Air Logistics Center.

Fazio as called the $30 million worth of upcoming construction "another good sign of McClellan's long term viability." Added Matsui: "It's certainly been a good season for McClellan."

Fazio, a member of the House Appropriations Committee, said the decision to begin design work is the first step toward inclusion of the projects in the military construction budget President Reagan will submit next year. Actual construction could begin as early as 1985.

McClellan's air logistics centers, one of five major repair operations in the country, will be the primary beneficiary of the newly announced work.

About $75,000,000 of space for computer systems repair, F-16s, F-15s, A-10s and F-16s will cost about $10.8 million when finished. Congress approved an earlier $9 million phase of that project in this year's budget.

Other projects include $3.6 million for a new Sacramento Air Logistics Center employing 1000 classified personnel, $270,000 for energy conservation work on 27 buildings on base. The plans also include $10.8 million for five tenant organizations based at McClellan, but whose headquarters are located elsewhere.

Work underway on Dumbarton access roads

EAST PALO ALTO — Construction began in mid-May on a foundation for the access road to the Dumbarton Bridge. Workers are currently removing mud and replacing it with "good dirt" in preparation for building the road, said Paul Hensley, the Dumbarton Bridge project manager for the state Department of Transportation (Caltrans).

Workers are also building drainage ditches that will force underground water to the surface, so that it can drain properly through ditches into the bay, Hensley said.

University Avenue will be one of three access routes to the new Dumbarton Bridge.

The other two will be Willow Road and a planned route between the bridge and the Marsh Road interchange at Bayshore.

When all three routes are completed, Hensley estimates that about 45 percent of the westbound bridge traffic will use the Marsh Road extension. In the two lanes to the right that 11 to 17 percent will use Willow and that the rest of the traffic — about 38 to 44 percent — will use the design work on the Willow Road.

The University Avenue approach will be a four-lane road, except for a half-mile stretch between the bridge and the railroad tracks, which will be two-lanes.
Credit Union Report

Mobile home loan rate lowered — Your Credit Union's loan rate on mobile homes has been lowered from 17% Annual Percentage Rate (APR) to 13% APR for an advance on $100 processing fee. A point is 1% of the total loan amount.

You can borrow up to 60% of the purchase price of a new mobile home or 80% of the purchase price of a used mobile home for up to 15 years to repay. Maximum loan is $60,000.

If you already own a mobile home you wanted to buy had a purchase price of $60,000, you could have to pay $36,000.00.

Home owner loan changed — The maximum you can borrow on the Home Owner Loan program has been increased to $60,000 from $40,000. You can also take longer to repay; 15 years instead of 12 years.

The Home Owner Loan rate is 13% APR with a $300 processing fee and a $250 loan fee. The loan is secured by a Second Deed of Trust on your home. Maximum amount depends on the equity in your home.

New refrigerator, washer or dryer — Don’t forget your Phone-A-Loan signature line of credit if you need to finance new appliances. Don’t spend one dollar for finance charges. Your Phone-A-Loan signature rate is 18% APR, but the bank charge rate ranges from 9% to 21%. Major department stores charge 19% APR and up for such purchases.

Look in your wallet — How many bank charge cards do you have? Do you really need that many? Bank of America is raising their annual fee to $18 on their VISA cards.

It’s hard getting used to paying annual fees on what we used to get for free. Do you really need all those cards when you consider the convenience of not having to carry cash or checks to make your purchases?

Carrying a number of cards and paying annual fees on each, however, is a costly venture. You can save money by canceling some of your cards. Keep one for the convenience.

It’s also costly to keep large balances on bank credit cards. You pay 19% to 21% APR for that kind of credit. And, if you only pay the minimum payment required each month you’re going to pay more in finance charges than you would if you paid more than the minimum required payment.

You can save money by paying off your charge card balance with a loan from your Credit Union. Our rate is 18% APR for an advance on your Phone-A-Loan signature line of credit and we’ll set a monthly payment we think you can live with but that won’t maximize the amount of finance charges you’ll pay.

We want the members on family membership. No longer do your immediate family members have to live under your roof to join the Credit Union. They can join no matter where they live.

That means your grandparents, parents, grandchildren, and other relatives can join the Credit Union with full membership services, from loans to savings to Individual Retirement Accounts (IRA).

Golf classic at Rancho-Murieta

Local 3 members and their families and friends who enjoy golf are invited to attend the Anderson-Pacific Golf Classic at Rancho Murieta on August 25-28.

The tournament, sponsored by Pacific Coast Building Products and the Bank of Alex Brown, will host a field of 156 players, many of whom are among the top ranked 100 players in the world.

Proceeds from the event will go to the Easter Seal Society.

A Pro-Am tournament is part of the Tournament Players Series, which began this year under the joint sponsorship of the PGA Tour and the PGA of America. The purpose of the TPS is to expose professional golf to new markets and to expand competitive opportunities for members.

A-Pro tournament will be held in conjunction with the golf classic on Wednesday, August 24. Local 3 Vice President Bob Skidgel will be participating in the Pro-Am “double-shotgun” tournament.

Other events include a special youth clinic on August 23 at 2:30 p.m. at the Rancho Murieta practice range. Dave Stockton and a number of other PGA pros will conduct the one hour clinic, which is open to any young person age 17 and under.

Participants will receive photographs of pros participating in the tournament and a free golf club while supplies last.

Tickets for the clinic are free of charge and will be distributed through youth organizations in the Sacramento area. Each ticket will also be good for one free children’s admission on any day of the golf classic when the youth is accompanied by a paying adult.

Tickets for attendance at the tournament are as follows:

- $6 per round Wednesday, Aug. 24 (Pro-Am) through Friday, Aug. 26.
- $10 per round Saturday and Sunday, Aug. 27-28.

Tickets are available at all 14 locations of the Bank of Alex Brown or checks payable to APGC-Easter Seals can be mailed to: Anderson-Pacific Golf Classic, Country Club Room #1, Rancho Murieta, CA 95683.

Information on any of the above events can be obtained by calling 800/245-8687 or 916/985-6118.

Stockton Area Community News

Member Meeting at Ice Creamery

Join us at the Ice Creamery for our next member meeting on Tuesday, August 23, 1983 from 7:30 to 9 p.m. The meeting will be held at the Ice Creamery, 1201 Pacific Avenue, Stockton.

The meeting will feature a social hour followed by a business meeting. The agenda will include updates on community issues and opportunities for members to participate in community activities.

Bring your friends and family to enjoy the delicious ice cream and socialize with other members of the community.

Tickets will be available at the door. For more information, please contact the Stockton Area Community News office at 209/941-0707.
Granite goes full bore on sewer project

Granite Construction Co. went into a double-shift operation this month on its $2.3 million storage pond for the City of Santa Rosa in an effort to complete the job before the winter rains set in.

It will be a challenge. According to project manager Ron Neder, there will be over a million yards of dirt moved by the time all is said and done.

The project consists of making an average nine-foot cut along 93 acres and using the material to build levees around the circumference. The pond, which will be used to hold treated effluent, will be 17 feet deep when it's completed.

The project should keep at least 40 Local 3 members busy for the rest of the season.

Backhoe operator Bob McKee (below) works on a trench for the pumping station. Pictured on the bottom are (left) mechanic and job steward Ed Baldwin, and (right) job superintendent J.C. Ross, foreman Richy Props and Business Agent Bill Burns. Dozer operator Dean Harlan (lower left) rips the ground dozer operators John Presley and Jason Gribbs give a scraper a much needed push.
Voluntary dental plan to begin for retirees

In response to the hundreds of requests from retirees, Local 3 has announced that they have arranged for a voluntary dental program for retirees and their spouses who are members in good standing. The action is the result of many months of research and negotiations with independent dental care providers in Utah, California, and Hawaii. The Local 3 retiree and spouse now have a low-cost prepaid dental program that is completely voluntary with coverage beginning as late as October 1st.

Dental Care will be provided directly by one of three groups depending on where retirees live. Utah retirees may enroll with VALU-DENT, in Hawaii, DENTA-GUARD will provide dental care services and all others living in California, Arizona, Oregon and Nevada will receive dental service through SAFEGUARD. Local 3 retirees will select one dentist from that list of dental providers to provide all their dental care. Most basic dental services will be provided at no cost to the retiree. Some limitations and restrictions do apply. Whenever a retiree or spouse is required to pay a portion of a charge, there are no claim forms, no deductibles and no dollar maximums on prepaid dental care at any cost.

The monthly premium for Local 3 Retirees is only $9.05 per month in Utah, $9.87 per month in all other states. Those who choose this premium automatically deducted from their monthly pension check. Retired Local 3 members who do not choose a premium will be billed quarterly for their premiums. Once coverage starts everything is automatic.

The new voluntary dental care program is being offered to members in good standing of Operating Engineers Local Union No.3. The Trust Fund Office has recently mailed an announcement with complete information and an enrollment card. Each retiree also received a listing of the dental providers in their state and a schedule of benefits and allowances.

Enrollment is strictly voluntary. Retirees must complete enrollment cards and submit them to the Trust Fund office no later than August 30 for coverage to begin October 1st. Retirees can enroll in October 1st to decide if they want this valuable coverage. There will not be another open enrollment period until July 1984.

The coverage, limits and premiums vary a small bit among the providers. Complete details can be obtained by contacting your District Office, the Fringe Benefit Center or the Trust Fund Office. Also, the remaining summer meeting of the RETIREE Association meetings will have full information about the program and enroll those qualified retirees who are interested.

The Fringe Benefit Committee has been added as a service provider in the Redding area:

- William L. Farrell, DDS
  Redding Dental Mall
  2701 Eureka Way
  Redding, CA 96001
  (916) 243-4262/434-9459

Many members unaware of mail order prescription plan

Less than 10¢ of the prescription drug cost is being spent through the mail order facilities of National Pharmacies. Thus, we believe that many Operating Engineers are not aware that they have a dual choice.

Bylaws change approved

(Continued from Page 1)

Last month we rebriefed everyone on the importance of Beneficiary Cards. There were two more comments we must make at this time.

Local 3's Credit Union has its own individual Beneficiary Card. It works entirely independent of your Local 3 Beneficiary Card. It is equally important to keep both cards up to date.

Also there may be a change coming with regard to divorce and remarriage. Problems that have arisen by members failing to refile updated cards upon divorce, the divorce decree may change so that Beneficiary Card designating a spouse is automatically revoked by divorce. We will keep you advised.

Last call for Retiree Association meetings this summer. We are enrolling qualified retirees and their wives in the Retiree Dental Plan at these meetings. You can also enroll by mail.

Be sure to attend Retiree Association meetings. This is the place where your officers and representatives get a chance to discuss items that retirees are concerned about. The next Retiree Association Meeting is a perfect example of retirees expressing their needs and Local 3 responding.

I'm pleased to be with the Fringe Benefit Center and look forward to serving you. And as Art has stated in the past, we are here to provide you with the best service we can with your benefits. We need your help to do our job. We have to hear from you before we can contact your District Office whenever we can help. We aren't shy so don't be bashful.
Talking to Techs
By Frank Morales, Wally Schissler and Jerry Steele

Last month many of our members went back to work! Some of the other trades weren’t quite so lucky and had to go on strike. The Tri-City Department received many calls from our members asking what they should do when there is a picket or a Double Gate on a job site. To answer this very important question, good Union Members respect picket lines! A good Union Member is extra cautious when approaching a picket line situation. When a picket line is established on a job where he/she is working:

• He/She leaves. Does not talk — just leaves.
• He/She does not hang around near the picket line.
• He/She reads the picket sign as he/she leaves.
• He/She knows that once a picket line is established, his/her Business Representative and other union officials are legally gagged and handcuffed from giving advice pertaining to that job. They can only tell the member if that picket line is authorized.
• He/She feels that allows themselves to be drawn into conversations with anyone at the jobsite.

Good Union Members know their rights:
• A Union Member has the right not to work behind any picket line.
• Union Members have the right to decide for themselves whether to walk off a job a being picketed.
• Good Union Members understand that their trade may be under attack next.

Teaching Techs
By Gene Machado, Administrator, Surveyors JAC

The NCSJAC has for several years now been enforcing Apprenticeship Mandating on Public works aiming directly at the Non Union Employer that tries to circumvent all regulations that are time consuming and cost effective. Sometimes to the point of overlooking the laws that apply and which our Engineers with ethics adhere to. There are only a few Employers that try to evade the law, but it is those few that tear down the work rules and working conditions just fought for that affects all of us. Therefore, the NCSJAC has zeroed in on those few with great success.

The purpose of this course was and is still being taken care of, not only in the remote regions of Fresno or Eureka, but downtown San Jose.

A large contract for Survey for Cast Rebasing and Monument Location was let by the City of San Jose, and after inquiries of the City and its Attorney, the answer was that this was a professional contract exempt from the Labor Code and its sections that apply to Apprenticeship. It had to be a professional job and wages for Party Chief were $8.00 per hour.

The NCSJAC was able to delay the project by mandating a survey contract let by the Public Works Department is professional and Surveyors were not needed. After a meeting and explaining of the sections of the Labor Code that apply, the problem is now resolved to the satisfaction of all parties. Mailing and timely reporting of this project made it possible for a resolution before work was started or, as in some cases, completed. If you see a project going Non Union and have a question, please call the NCSJAC and we will do everything legally possible to enforce the applicable laws on that project. This is one way to help protect the laws and working rules and the work of the surveyor that has taken years to achieve.

A seminar which Field Calculators was started in Lafayette in July. John Ruth with William J. Black is the instructor. This will be a practical in-depth written course and if successful, will continue, depending on the availability of the second seminar being held in San Jose if this office has enough response. All will be notified as soon as a written course is available.

The first class on Slope Staking and Grade checking was started in Lafayette in June. The response was not as large as expected, but those attending have indicated that the class was well worth the expected. Some are finding that there is so much more to learn about slope staking after attending this course.

As this is the first class, and the materials have just been written, some minor changes are being made, but overall the course is complete in its present state.

The book can be a self teaching aid to experienced Party Chiefs, and if one cannot attend the course the materials are available to members of Local 3 at cost. The classes should run 4 to 5, two hour sessions in the evening, and the questions will be answered. The course will be given at the site expected. Some are finding that there is much more to learn about slope staking after attending this course.

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Redwood Hwy. to receive major improvements

The road from San Francisco to Eureka eventually will be easier to travel because of improvements approved by the California Transportation Commission, reports District Representative in the Great Basin.

A five-year plan, known as the State Transportation Improvement Program, calls for major realignment and widening programs on the state's highways. The plan held off on taking specific action on the Redwood National Park bypass.

The entire $115 million federally-funded project is still included in the state's transportation program, but it will come under closer scrutiny by the commission in May when members plan to tour the proposed route alternatives for the new road that will skirt the national park.

The commission's staff had recommended putting the project on hold until 1984 in order to explore the federal funds are available. The North Coast County Supervisors Association and other governmental entities have proposed alternative routes for the proposed highway money earmarked for the bypass instead of helping Highway 101 to four lanes from San Francisco to the Oregon border.

The following members have been allocated the project on hold until 1984 in order to have $1.07 million per year to continue widening the road northward as far as the money lasts.

Fringe benefits for a $2.00 per hour increase are doing better this year, however, until some of the draft study, but Exxon wishes to run some changes past several of its department.

According to the Humboldt County Department of Public Works, the draft environmental impact report for the project is expected to be released by July 25.

$2 per hour increase takes effect in Utah

Utah District Representative Bill Markus reports that the Wage and Fringe allocations for a $2.00 per hour increase under the Utah Master Construction Agreement beginning July 4, 1983, are in effect and being posted in all bid specs. The Brothers will receive $1.71 per hour wage increase on future jobs to be awarded.

Beginning July 4, 1983 — wages 30 cents; vacation & holiday 5 cents; pension 7.5 cents; vacation & holiday 5 cents; pension 7.5 cents, adjusted July 1, 1983; and 5 cents more per hour than the other craft's settlements: will be effective July 25.

The following contractors moving in on the job and making marked progress better than expected. At the housing industry improves, it will no longer be a struggle for these contractors to find work.

The Intermountain Power Project is progressing better than expected. At this time there are about $900 million of work being done each month, and $9 million of work will be represented in a respectable manner, "Markus said.

Business Representative Don Strate reports that the work in the Salt Lake area is picking up, however, there aren't any big projects coming up. There are several one million dollar and less jobs, however, it has been this way all summer.

The Sand & Gravel industry has been doing well. However, with the housing industry improves, it will no doubt remain a struggle for these contractors to find work.

The following contractors are among the ones doing well: Babcock & Wilcox, M. A. Morton, Ogden, Utah on July 12, 1983 ratified acceptance of the company's proposal for a wage freeze and a maintenance of benefits provision with a proviso for the Company and Union Representatives to meet in March, 1984 to reevaluate the work in this depressed area for the possibility of a wage increase on April 1, 1984.

Of the unions associated with Kelly are now ratifying their local Agreements and have accepted a three-year work freeze, but have retained the option of leaving the provisions in effect without further action to avoid a strike this year. This will be the first time since the late 1960's there has not been a strike at Kelly.

The Intermountain Power Project is progressing better than expected. At this time there are about $900 million of work being done each month, and $96 million of work will be represented in a respectable manner, "Markus said.

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More from Utah

(Continued from Page 10)

an emergency job for the Southern Pacific Railroad made necessary by a record elevation for the lake. This is an overtime job, presently employing over 400 men. These are large engineers and could be considered a large commercial undertaking. Now, the lake, Dutra Coing Company is working on a large expansion of the Corporation. This is another project created by the large water level.

Kiewit Western was awarded a $1.2 million apron extension job at the Salt Lake City International Airport. The Salt Lake City International Airport Rock Products is working on the parking area with a one-half million dollar asphalt contract.

Free Want Ads for Shop Owners

FOR SALE OR TRADE: 29 PH-PAMPELLES, guiney trout, $2.00 each. Can handle up to 100 lbs. African. Free delivery for a half-dozen or more. 630-395-7002.

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ATTEND YOUR UNION MEETINGS

All District Meetings convene at 8:00 p.m. with the exception of Honolulu, Hilo and Maui, which convene at 7:00 p.m.

September
1st Santa Rosa: Veteran's Bldg., 1352 Maple St.
7th Salt Lake City: Engineers Bldg., 1958 W. N. Temple
8th Reno: Musicians Hall, 124 W. Taylor

Resurfacing job awarded in Elko

Frehner Const. has been awarded a major resurfacing job in Elko, reports District Representative Les Lassiter. The job will include grading, surfacing and reconstruction of sidewalks and curb returns along Idaho St. between Ninth and Tenth Streets, approximately 4.5 miles. Frehner’s bid was $2,677,185 and was the lowest of 11 bids that were scheduled to begin in mid-August.

Frehner will also do a job in Elko County, consisting of 18.9 miles of over-lay from Wildhorse to Mountain City. Their bid was $2,777,357 and should begin work the first part of August.

The State Transportation Board recently approved approximately $37 million worth of proposed highway projects for northern Nevada in the coming year. Among them, July 28th is the projected bid date in Washoe County for both a $1.6 million job to repave I-80 from McCarran Blvd. to Vista, and a $5.4 million job on the I-80 interchange at Vista Drive.

In Mineral County, a $1 million job is scheduled for September 1st for a truck bypass in Nevada 362 from U.S. 95 south to U.S. 95 north of Hawthorne. In Lander County, $6 million has been appropriated to repave I-80 from ten miles east of Battle Mountain to three miles west of the Lander-Elko County line. The projected bid date is October 6th.

$1.4 million worth of work is tentatively scheduled for bid on November 10th for work on Nevada 289 from the west I-80 interchange to the east I-80 interchange in Humboldt County.

The largest proposal for fiscal 1984 in Washoe County will be the construction of the Sparks Blvd. interchange on I-80 in Sparks that would cost $16.3 million. The project is currently scheduled for bid sometime around the 15th of August.

A special election was held on July 6th to decide whether or not to continue to have Operating Engineers represent membership at Incline Village: General Improvement District. Many of the members stood to lose some credit with some already vested, however, the outcome was unanimous with 100% voting in favor to retain the union.

CREDIT UNION INFORMATION

Dear Credit Union member:

Send me the following brochures, kits or applications.

☐ Phone-A-Loan Application
☐ Membership Card
☐ Individual Retirement Account (IRA)
☐ Money Market Certificate
☐ Vacation Pay Kit
☐ Save From Home Kit
☐ Easy Way Transfer
☐ Loan Plus

My name is: ____________________________

Address: ________________________________

City, State & Zip Code ____________________ Social Security Number __________

(please print all information)

Operating Engineers Local Union No. 3 CREDIT UNION
PO Box 2062, Dublin, CA 94566

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Detailed compilation of this form will not only assure you of receiving your ENGINEERS NEWS each month, it will also assure you of receiving other important mail from your Local Union. Please fill out carefully and check closely before mailing.

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