A look back at the 14-year reign of Business Manager
T.J. “Tom” Stapleton
When Kathleen Brown ran for Governor in 1994, we met with her about a month and a half before the election to give her a message she needed to hear. That message was: "You've received the endorsement of Local 3 and the rest of the building trades unions, but you haven't won the support of our members. Why? Because many of them are convinced you will take away their guns."

We set up a video-taping session to give her an opportunity to explain for the record her stance on gun ownership. We made thousands of copies of that videotape and handed it out on job sites throughout California. But it was too little, too late. Not enough of our members ever had the chance to learn that Kathleen Brown wasn't some kind of crazy anti-gun liberal. In fact, during that same time at a district membership meeting, one of our members took us on when we encouraged them to vote for Kathleen Brown. "She's going to take away my guns," he protested. "Kathleen Brown is not going to take them to vote for Kathleen Brown. "She's going to take away legislation was a key factor in defeating House Republicans."

Most voters don't have a problem with guns. They have a problem with politicians they perceive as bleeding heart liberal, gun haters. They're not all anti-gun liberals. They're not all pro-gun. There are 230 million firearms in the United States. They're not all owned by hardened criminals or gang members. In fact, most of them are owned by law abiding citizens who enjoy hunting, sport shooting or just feel a need for protection in today's society.

These people are a huge component of "mainstream" America. They vote in elections and they don't identify with politicians they perceive as bleeding heart liberal, gun haters.

You're not going to win votes from our members and millions of others like them by railing against guns. Exit polls in 1994 showed that gun owners were one of the two groups most likely to vote that year. (The other was evangelical Christians). Anger over Congressional passage of gun control legislation was a key factor in defeating House Speaker Tom Foley and many other representatives who supported that bill. Of the 276 candidates endorsed by the NRA, 221 won.

My message to the politicians who seek our support is: Don't focus on the "bread and butter." Don't become a "one-issue" voter. Look for the candidates who will protect your pocketbook and your rights as a working person. The rest will take care of itself.

**THIS MONTH in the ENGINEERS NEWS**

1. **Here we go again!**
   Bob Dole's economic plan would put the squeeze on the middle-class like Reaganomics did in the 1980s.

2. **Californians need a raise too**
   Prop. 210 would raise the state's minimum wage to $5.75, lifting many out of poverty and saving Calif. millions in welfare payments.

3. **Tribute to a Local 3 legend**
   A look back at the 14-year reign of Business Manager T.J. Stapleton.

**RMTTC offering journey-level training this fall**

The Rancho Murieta Training Center will offer special journey-level training classes October 28 through December 20.

Training will be available for the following classifications:

- Dozers
- Scraper (conventional and paddlewheel)
- Blades (support and finished), with AG-Tek automatic training available for experienced finished blade operators
- Loaders
- Backhoe and excavators
- Compactors
- Skip loaders
- Skid steer loader (Robotic type)
- Hydraulic cranes
- Conventional cranes

These classes will be offered in two-week segments. If you are interested in any of these classes, please contact your Job Placement Center to be placed on the list for this training.
Local 3 fills crucial role in coordinated campaign to reach union members

The Operating Engineers Local 3 is playing a major role in an unprecedented statewide campaign to motivate union members to get involved in the general election.

Working in step with the AFL-CIO’s much publicized $35 million project to educate the public on legislative issues that affect working men and women, the California Labor Federation has embarked on an ambitious program of its own to bring home the importance of this election to union members.

“Like 1994, thousands of union members stayed home on election night,” Business Manager Don Doser said. “The California Labor Federation was taken over by a bunch of politicians who don’t like unions and don’t really care about honest working families. They have generated an avalanche of horrible legislation. If we don’t get these people out of office this year, these bills are going to be signed into law.

“Many union members don’t realize how much of an impact bad politicians can have on their lives,” Doser explained. “The union is fighting bills in the Legislature that would force injured workers to use “company doctors” or a whole package of bills that would slash medical benefits to workers injured on the job.

“The California Labor Federation has asked Local 3 to step up to the plate and help them communicate this message to union members throughout the state,” Doser said.

“We are well known for our effective political program and we’re being asked to share that expertise on a larger scale so we can win back the Assembly in November.”

Local 3 political and public relations director Jim Earp, has been asked to oversee a $600,000 mail program designed to reach nearly 300,000 union households in approximately 30 targeted races throughout California.

Staff attorney Mark Kyle has accepted the assignment as director of field operations for Northern California. His responsibility will be to work with the central labor councils and help them coordinate phone banks, precinct walks and get-out-the-vote activities.

Additionally, Stockton business agent Tom Aja will serve as the field coordinator for two critical Assembly races in the San Joaquin Valley. The 29th Assembly District where labor is supporting Democratic candidate Ed Elliot and the 26th Assembly District, where labor is supporting Dennis Cordova.

“In addition to contributing our staff, Local 3 has agreed to print a union Voter Guide and other materials that will educate our members on the candidates and issues of this election. We have also installed and are running phone banks in several of our district offices. Basically, we are pulling all the stops in our effort to win back what we lost in ’94.”

Local 3 staff members lend expertise to campaign

Local 3 political and public relations director Jim Earp, and staff attorney Mark Kyle have been asked to assist the California Labor Federation in an unprecedented campaign to deliver an election message to union members throughout the state.

Earp has accepted a request to chair a $600,000 mail campaign designed to reach nearly 300,000 union households in approximately 30 key races.

“Our political goal is to keep our hold on the state Senate and win back enough seats to regain a majority in the Assembly,” Earp said. “We’re going to accomplish this by undertaking a state-of-the-art campaign that will deliver a series of highly targeted direct mail pieces to union households.

“Mark Kyle will help central labor councils throughout the northern part of the state to conduct a vital field operation that will include phone banks, precinct walks and get-out-the-vote activities.

“Labor’s greatest political strength is found in its members,” Kyle observed. “Our opponents may have a lot of money to spend on elections, but money can’t buy the kind of political impact you get when thousands of committed union members start walking precincts on weekends and manning phone banks.

“Our experience has shown that when union members about election issues, there is a very positive response. We’re going to carry out that program all over the state.”

As Local 3’s political and public relations director, Earp works under the direction of Business Manager Dan Doser to oversee the activities of 14 rank-and-file political action committees throughout the union’s jurisdiction. He also serves as Managing Editor of the award-winning Engineers News and supervises the union’s communication program.

A graduate of Brigham Young University, Earp has been employed by Local 3 for 20 years. He currently serves as President of the International Labor Communication Association (ILCA), an affiliation of over 1,200 AFL-CIO local and union publications throughout the United States.

He has been an executive board member of the Western Labor Press Association for 15 years and served as its president for four years. Earp is a member of the State Central Democratic Committee and has carried out a number of special projects for the State Building Trades Council, including serving as chair of the ”Valentine’s Day” prevailing wage rally in Sacramento.

Kyle has been employed for five years by Local 3 as a staff attorney for the union’s public employee and Unit 12 divisions. He is a graduate of Boston University with a law degree from the University of California, Davis.

Kyle honed his political action skills as a community organizer for the Citizens Labor Energy Coalition. He was later employed as an organizer for the Communication Workers of America.

Kyle directed a successful campaign for San Francisco supervisor Kevin Shelley in 1993. In 1994 he was called on to direct the coordinated “Labor Neighbor” campaign for San Francisco Mayor Willie Brown and again in the special election for state Senator Byron Sher.

An avalanche of horrible legislation

A few of the “take-away” bills introduced by anti-worker politicians in the 1995-96 legislative session:

TAKE AWAY OVERTIME PAY
Assembly Bill 378 (Auguster, R-Orange) and Assembly Bill 379 (Boland, R-Cerritos) would require employers to pay overtime after six hours in a day.

TAKE AWAY WAGES FOR CONSTRUCTION WORKERS
Assembly Bill 136 (Goldsmith, R-Poway) would reduce prevailing wage ‘laws to benefit developers. Other anti-prevailing wage laws were introduced by Assembly members Fred Agular (R-Ontario), Barbara Atty (R-Simmerman), Steve Baldwin (R-La Mesa), Tom Horbaczewski (R-San Luis Obispo) and Joyce Thompson (R-Temecula).

TAKE AWAY WAGES FOR HOTEL/RESTAURANT WORKERS
Assembly Bill 2791 (Baldwin, R-La Mesa) reduces wages for hotel and restaurant employees by allowing employers to credit tips against the minimum wage.

TAKE AWAY JOB SAFETY STANDARDS
House Resolution 2127 would prohibit the federal government from issuing standards to prevent asbestos injuries on the job. An almost identical bill (AB 50) was also introduced at the state level by State Senator Ross Johnson (R-Irvine). AB 259 (Yostland, R-Los Angeles) would impose more workers to beauty salons fibers by weakening California OSHA standards.

TAKE AWAY UNION REPRESENTATION
The TEAM Act (H.R. 743) allows employers to form companies “committed to” that would take the place of genuine union representation. In California, AB 549 (Hoyos, R-Meiners) weakens the ability of workers to be represented by unions.

TAKE AWAY YOUR RIGHT TO CHOOSE A DOCTOR
Assembly Bill 1474 (Pringle, R-Garden Grove) forces workers to use a company doctor if they are injured on the job.

TAKE AWAY WORKERS COMPENSATION BENEFITS
SB 1297 (Johannessen, R-Redding) cuts half state disability insurance payments to workers with severe job injuries. SB 1296 (Mountjoy, R-Arcadia) reduces permanent disability benefits. AB 1749 (Kawamura, R-Cerritos) eliminates employer post-vocational rehabilitation benefits for injured workers.

GIVE BIG BUSINESS TAX BREAKS
TAKE AWAY MEDICARE BENEFITS
In order to pay for their proposed tax cuts for big business and the wealthy, Congressional GOP politicians drafted H.R. 2425, which slashes $270 million from Medicare coverage. Annual premiums for Medicare users would go up $500.

TAKE AWAY PENSION BENEFITS
H.R. 2421 is a federal bill that allows companies to raid 401(K) pension funds for their own use. In California, Assembly Bill 1515 (Kalogian, R-Carlsbad) takes away the right of public workers to bargain for their pension benefits.

TAKE AWAY UNION JOBS
Assembly Bills by Mickey Conroy (R-Orange), Gary Miller (R-West Covina) and Charles Poochigian (R-Fresno) allow state and county agencies to contract-out all services, including law enforcement and the production of low-paid, unrepresented workers.
fifteen years ago the Reagan administration embarked on an enormous—and ultimately disastrous—economic experiment called "trickle-down" and "supply-side" economics. The idea behind what became known as Reaganomics was to give large corporations and wealthy Americans huge tax cuts that would ultimately stimulate economic growth. As the economy heated up, additional wealth generated by the rich was supposed to "trickle-down" to the rest of American society.

But things unfortunately didn't work out that way. Instead of everyone benefiting from a decade of unprecedented economic expansion during the 1980s, the nation experienced the greatest wealth transfer in U.S. history, from the lower and middle strata of society to the rich. The upper redistribution of wealth was so complete that when President George Bush left office in January 1993, the country had become the most economically stratified industrialized nation in the world, even more than Great Britain. The United States also went from being the world's largest creditor nation to the world's largest debtor during the decade of Reaganomics.

On the right track

The Clinton administration has made substantial progress repairing at least some of the damage. When Clinton took office three and half years ago, the country was mired in the worst economic downturn since the Great Depression. Unemployment stood at nearly 8 percent nationally, economic growth was stagnant, and the federal budget deficit had climbed to record levels. Nearly 200,000 high-wage jobs were lost during the Bush administration.

Today, unemployment stands at just 5.1 percent, a 30-year low. Economic growth is humming along at close to maximum capacity, 4.8 percent in the second quarter of this year. The deficit has been cut by more than half since Bush's last year in office, from $290 billion in 1992 to about $120 billion this year. An impressive 10 million new jobs have been created since 1993, 4 million of which were in high-wage industries. Nearly 1 million new manufacturing, automotive and construction jobs have been added since Clinton's inauguration.

Consumer confidence is at a six-year high, inflation and interest rates are relatively low, and home ownership is at a 15-year high.

But just when the Clinton administration has the country back on track, Republican presidential candidate Bob Dole wants to jerk American workers back to the dark decade of the 1980s. Dole's economic plan unveiled August 5 calls for massive tax cuts reminiscent of the Reagan-Bush years.

Voodoo economics all over again

Dole's plan, if it can survive Congress, calls for cutting taxes by $548 billion over six years. He would accomplish this by reducing income tax rates by 15 percent across the board and creating a $500-per-child tax credit for low- and middle-income parents. He would also halve the capital gains tax rate on investments and roll back a tax increase on Social Security recipients, all of this while balancing the federal budget by 2002.

Some of the nation's most respected economists who have studied Dole's plan say that, while on the surface it appears to help the middle-class, it's really intended to enhance the wealthy like Reaganomics did in the 1980s.
Conservative political analyst Kevin Phillips, frequently interviewed on television news programs, calls Dole's plan the “Return to Greedonomics” because of its priority on tax cuts and income tax rate reductions that eventually result in lower living standards for the middle class and an upward redistribution of wealth to the richest Americans.

Dole's plan of a 15 percent across-the-board income tax cut would put an additional $9,000 annually in the pockets of the richest 1 percent of Americans, those earning over $290,000 a year, according to a study by the Economic Policy Institute. But a family with an income of about $40,000 would save a mere $360 a year.

**How the rich get richer**

Dole's plan is riddled with other flaws as well. Dole says he will pay for the $548 billion in tax cuts over six years by cutting government spending by $217 billion over the same period. The problem is that Dole hasn't yet specified where those cuts would come from. But many economists and politicians believe such deep cuts would come from important government programs like education and Medicare, the same programs Dole and House Speaker Newt Gingrich tried to decimate as part of the Republican's 1996 federal budget, which Clinton vetoed earlier this year.

Dole's campaign co-chairman Sen. Alfonse D'Amato of New York said that under Dole's economic plan Medicare would likely have to be drastically cut. “You can't just be cutting all of this discretionary spending,” D'Amato said on the August 12 Don Imus Show. “You're going to have to look at Medicare. I believe such deep cuts would come from important government programs like education and Medicare, the same programs Dole and House Speaker Newt Gingrich tried to decimate as part of the Republican's 1996 federal budget, which Clinton vetoed earlier this year.

In stark contrast to Dole's economic plan, which calls for a mind-boggling $548 billion in tax cuts over six years, President Clinton has a more prudent approach to the economy that won't balloon the deficit or drive up interest rates. Clinton's economic strategy, which calls for $110 billion in tax cuts over six years, targets savings for those who need it most -- working families earning less than $40,000 a year. The plan, which includes a balanced budget by 2002, provides middle-class families with tax cuts for education, child-rearing and home ownership. The Clinton economic plan would:

- Substantially reduce or eliminate the capital gains tax when lower and middle-income families buy and sell a home.
- Provide a $1,500 Hope Scholarship tax cut for the first two years of college tuition.
- Give families up to a $10,000 tax deduction for tuition for education and training at any age, resulting in a tax cut of up to $2,800 per family.
- $500-per-child tax credit for families with children under 13 and with annual incomes up to $75,000. This would affect 19 million families with 37 million children.
- Additional family savings for education, retirement, first-time home ownership. This would include tax-deductible IRAs and allow penalty-free IRA withdrawals for education, first home purchase and major medical expenses and retirement.

**More budget deficits**

With such robust economic expansion highly unlikely, Dole's economic plan would have another very troubling outcome -- another explosion of the federal budget deficit.

When Reagan slashed taxes on corporations and the rich in 1981, the U.S. Treasury Department lost roughly $80 billion over six years in tax revenue. This caused the federal budget deficit -- the amount of money the government takes in versus the amount it spends -- to soar from about $40 billion in President Jimmy Carter's last year to over $200 billion in 1984, Reagan's fourth year in office. The deficit eventually peaked at nearly $300 billion in 1992 during Bush's last year.

That same year, about 52 cents of every dollar paid in income tax did not buy a single federal government service. Instead more than half of every tax dollar collected in 1992 went to paying the interest on the nation's burgeoning debt, money that went to mostly wealthy bankers, investors and stockholders. The same scenario would likely occur under Dole's strategy, economists predict.

It follows that Dole's economic plan is destined to fail. If everything goes as planned, Dole's hefty tax cuts would fuel an increase in demand for goods and services, which would increase inflation and drive up interest rates. If Dole's lofty economic goals aren't attained and the extra tax revenue not generated, the deficit will soar into the ozone, thus bringing on the kind of economic malaise we experienced during the Bush administration.

No matter which way you look at it, even if you save a few quick bucks two or three years from now, Dole's economic plan, like Reaganomics, will not benefit working families over the long haul.
Decision Time!

Key California races labor must win to help ensure anti-prevailing wage factions in Washington and Sacramento don’t succeed

The goal of organized labor is not merely to survive but thrive. Local 3 seeks to help union families prosper and look optimistically to the future. One way Local 3 will achieve this objective is through aggressive organizing. As we gain new membership and the resulting increase in market share, the union’s ability to negotiate higher wages and better fringe benefits for its members will be greatly enhanced. But none of this can be accomplished in a hostile political environment. Even the most successful organizing program won’t do the union much good if prevailing wages are repealed and California becomes a right-to-work state.

That’s why Local 3’s political action goals this election year aim to help create a climate in Washington D.C. and Sacramento that facilitates the attainment of our union’s internal goals. To do this, the political party most supportive of unions and working families, the Democrats, must regain a majority in both the U.S. House of Representatives and the Senate plus maintain control of the White House. Second, Democrats must keep control of their slim majority in the California Senate and take back the Assembly.

There are several congressional and state legislative races discussed here that are essential to accomplishing these goals. The following short profiles are intended to help you make a final decision on November 5. We encourage members to clip these pages and use them on election day to refresh their memory.

18th Congressional District

All of Merced and Stanislaus counties, including the cities of Modesto, Turlock and Merced, and small portions of Madera, Fresno and San Joaquin counties

GARY CONDIT (Incumbent D) vs. BILL CONRAD (R)

One of the seats the Democrats must hold to regain control of the U.S. House of Representatives is the 18th Congressional District, where incumbent Democrat Gary Condit confronts stiff competition from Republican Bill Conrad, an ultra-right wing political transplant from Orange County in Southern California.

Condit, who owns a non-union construction company, is a candidate union members should steer well away from. He hates labor unions as much as Gov. Pete Wilson. He strongly opposes such important worker issues as an increase in the minimum wage, mandatory health insurance and prevailing wages, to name just a few.

Condit, in contrast, has always been a solid supporter of the working class and labor unions during his political career, starting with his years as a Stanislaus County supervisor from 1976-82, the state Assembly from 1982-89, and through his seven years in the House.

During the current congressional session, Condit opposed the Dole-Gingrich federal budget bill that would have slashed Medicare and Social Security while providing tax cuts for the rich. He also voted against the TEAM Act, which would have legalized company unions. He voted for the bill that raised the federal minimum wage and opposed attempts to repeal federal prevailing wages, the Davis-Bacon Act.

Gary Condit

- Voted in favor of raising federal minimum wage
- Voted against TEAM Act, which would have allowed company unions
- Opposed Davis-Bacon repeal
- Opposes incentives for U.S. corporations to move jobs overseas
5th Senate District

All of San Joaquin County, including Stockton, Lodi, Manteca, Tracy, Lathrop and Escalon; portions of Sacramento County, including Galt, Elk Grove and parts of the city of Sacramento

PATRICK JOHNSTON (Incumbent D) vs. KURT BOESE (R)

Patrick Johnston
- Longtime Local 3 supporter
- Powerful advocate of workers' issues
- Opposed GOP attempts to repeal prevailing wages
- Favors Prop. 210, the raise-the-minimum wage initiative
- Spearheaded workers' compensation reform and pushed for affordable health insurance

One of the most threatening outcomes of the November election would be if Republicans maintained control of the Assembly and took control of the Senate. The GOP needs to win just five new seats to accomplish this feat.

If both houses of the Legislature fall into Republican hands, there would be no way labor could stop hostile legislation from reaching Gov. Pete Wilson's desk. Repeal of prevailing wages and right-to-work would almost certainly follow. For this reason, organized labor is focusing much of its political energy on maintaining a Democratic majority in the Senate and trying to take back the Assembly.

One of the key races is in the 5th Senate District, where longtime labor ally Democrat Pat Johnston is running against ultra-conservative Republican Kurt Boese, who opposes just about everything vital to working families and their unions, including prevailing wages, overtime after eight hours and raising the minimum wage. He is also expected to be an ardent supporter of the open shop and right-to-work laws.

Since being elected to the Assembly in 1980 and the Senate in 1991, Johnston has always been there for labor. He has fought hard for just about every issue important to union members and their families, particularly recent battles to blunt right-to-work legislation and to keep prevailing wages intact.

Despite Johnston's popularity, this race is a very competitive in a district that's 48 percent Democrat and 41 percent Republican. Keep in mind that Michael Huffington defeated Sen. Dianne Feinstein by 7 percent in this district.

The Republican Party wants the 5th Senate District badly, which is why the party is providing Boese with plenty of technical and financial support.

17th Assembly District

Heart of San Joaquin County, including the city of Stockton

MICHAEL MACHADO (Incumbent D) vs. SYLVIA SUN MINNICK (R)

Michael Machado
- Solid union supporter
- Favors prevailing wages
- Favors raising state’s minimum wage
- Opposes right-to-work

This district is known throughout the state because of last year’s unsuccessful recall of Democrat Michael Machado. The recall, spearheaded by Orange County GOP state Senator Rob Hurtt, was in retaliation for Machado’s support of Willie Brown as speaker following the 1994 election. The recall, which many voters viewed as outside interference, ironically ended up strengthening Machado. Though he incurred some debt, the recall enhanced his fund-raising and voter base.

Labor is backing Machado this year, as it did in 1994 and during the recall, because he has been a strong advocate of improving working conditions and wages, public education and neighborhood safety. During the current legislative session, Machado fought GOP attempts to pass right-to-work legislation and repeal prevailing wages.

In addition to his excellent labor record, Machado has worked to streamline government without jeopardizing programs for children, the elderly and disabled. He authored legislation to create safe school zones, toughen penalties for child pornographers and protect neighborhoods against convicted sex offenders.
25th Assembly District

ED ELLIOTT (D) vs.

GEORGE HOUSE (Incumbent R)

Ed Elliott

- Believes workers and their unions need strong advocates in Calif. Legislature
- Supports prevailing wages and raising state's minimum wage
- Would fight for programs to improve job safety
- Ardent supporter of job training and apprenticeship programs
- Wants to improve collective bargaining rights for public employees

All of Tuolumne, Mariposa and Madera counties, portions of Stanislaus County

This is one of the seats the Republicans took from the Democrats in 1994 that led to the GOP takeover of the Assembly. The goal this year is to put the district back into Democratic hands.

The man who defeated Democrat Margaret Snyder two years ago, Republican George House, is one of the most dangerous legislators in Sacramento. In just his first term in office, House was the assemblyman who introduced right-to-work legislation, AB 549, and spearheaded the assault on prevailing wages. House also supported a bill to eliminate overtime pay after eight hours, AB 398.

House is perhaps the most anti-union, anti-worker politician in the Assembly. He opposes an increase in the minimum wage, and he authored a law restricting injured workers from filing asbestos related disability claims, AB 1249, and supported a bill increasing the amount of allowable asbestos by 1,000 percent, AB 209. He even introduced legislation to eliminate overtime for seniors and teenagers in the fast food and other industries by calling certain employees "executives."

Elliot, meanwhile, is House's political opposite. Elliot believes that, more than ever before, working people and their unions need strong advocates in the state Legislature. If elected, Elliot would support prevailing wages and an increase in the minimum wage. He is advocating programs for job safety, and he has vowed to improve education, apprenticeship and job training programs. He would also develop programs to rebuild the state's infrastructure, and he would fight for adequate funding of public services and the collective bargaining rights of public employees.

Elliot, who was raised on a farm in the Modesto area, has built a successful optometry business and plans to use his experience in business, education and agriculture to help solve the tough problems facing working people and their families.

26th Assembly District

DENNIS CARDOZA (D) vs.

THOMAS BERRYHILL (R)

Dennis Cardoza

- Supports prevailing wages
- Opposes laws restricting collective bargaining
- Favors apprenticeship and other job training programs
- Favors regulations that meet needs of workers
- Strong advocate of public employees

All of Merced County, portions of Stanislaus and San Joaquin counties

The 26th Assembly District is one of several seats that Democrats have held for years and must retain if the party is to regain a majority in the Assembly. Longtime Democratic Assembleyman Sal Canella cannot run because of term limits, so his Democratic replacement, Merced City Councilman Dennis Cardoza, must carry the torch.

Cardoza, who won a tough primary against two Democratic opponents, is a solid labor candidate. His platform, similar to Ed Elliot's in the 25th Assembly District, advocates the full preservation of prevailing wages and laws that strengthen collective bargaining.

As an assemblyman, Cardoza would ensure that regulations meet the needs of workers, such as full funding of Cal-Osha and other state regulatory agencies. He would also fight for increased funding for apprenticeship and other job training programs.

Cardoza is also a strong advocate of public employees. He believes in adequate funding of public services and the protection of public employee benefits, pensions and contracting regulations.

The same cannot be said of Cardoza's opponent, Republican Thomas Berryhill, who is running primary on the fame of his father, Clare Berryhill, a former Republican state agriculture director. The younger Berryhill is closely connected politically to Gov. Pete Wilson and Attorney General Dan Lungren.
Californians need a raise too

Prop. 210 would raise state’s minimum wage to $5.75, lifting tens of thousands out of poverty and saving the state millions in annual welfare payments

Did you know that tens of thousands of California’s full-time minimum wage workers earn less income than those on welfare? That’s because a full-time minimum wage worker in this state, at the current rate of $4.25 per hour, earns just $8,640 a year, a shameful $4,140 below the poverty line for a family of three.

Since the minimum wage was last increased in 1988, it has lost over 20 percent of its value due to inflation and is at a 40-year low in purchasing power. Many minimum wage workers, despite working full time, need food stamps and other forms of welfare to supplement their income. During this same period, corporate CEO pay has increased 108 percent and corporate profits are up 68 percent.

Proposition 210, which will appear on the California ballot this November, would help correct these income inequities and substantially reduce the state’s poverty rate. Prop. 210, the Living Wage Act of 1996, would increase the state’s minimum wage in two steps, from its current $4.25 an hour to $5 per hour on March 1, 1997 and to $5.75 per hour effective March 1, 1998.

If approved by a majority of statewide voters, the law would cover private-sector employees, except outside salespeople and an employer’s immediate family. State and local government workers are covered under the federal minimum wage, which was recently increased from $4.25 an hour to $4.75 effective October 1 of this year and to $5.15 on Sept. 1, 1997.

Why Prop. 210?

The California labor code stipulates that the minimum wage must be “adequate to supply the necessary cost of proper living to, and maintain the health and welfare of employees in this state.” The Industrial Welfare Commission is charged with reviewing the adequacy of the minimum wage every two years. But in 1989, the current commission, which was appointed by Gov. Pete Wilson, rejected a 25-cent-an-hour increase.

So Democrats in the Assembly and Senate introduced legislation to raise the minimum wage, but the bill was blocked by a hostile Republican majority in the Assembly, the same group of politicians who are attacking prevailing wages and trying to turn California into a right-to-work state. The only political remedy left was the ballot initiative.

Corporate downsizing, military base closures and the recent recession have thrown hundreds of thousands of Californians out of good paying jobs. Many of these workers have been forced to take low-paying retail, fast-food and service-sector jobs.

Who are low-wage workers

In 1995, 1.6 million Californians earned below $5 per hour and 2.1 million earned below $5.75. Of the 2.1 million, more than half, 1.4 million, are women. Roughly 80 percent are adults, not teenagers, and about 45 percent are over age 30. About 175,000 care for elderly and disabled Californians.

Prop. 210, which has wide support among labor unions and religious, civic and small business groups, would pull tens of thousands of low-wage workers out of poverty. According to the California Department of Social Services, about 320,000 families would become less dependent on welfare under Prop. 210, thus saving taxpayers some $21 million in annual welfare costs and millions more in food stamp reductions.

Prop. 210 would not, as critics claim, cause layoffs and increase inflation. Studies show that when California last raised its minimum wage in 1988 there were no adverse economic effects. Thirty prominent California economists say raising the minimum wage would actually help boost the economy. As wages increase under Prop. 210, low-wage consumers, who already spend every penny they earn on basic necessities, would have more money to spend, thus increasing sales and profits for many businesses.

Some voters are asking why we should raise the state’s minimum wage when the federal minimum wage was just increased from $4.25 to $5.15 per hour. Keep in mind that at $5.15 per hour, a full-time California worker with a family of three would still fall below the poverty line by $2,300 a year. It would take a minimum wage of $6.24 per hour to keep such a family at the poverty line of $12,980 in annual income. Prop. 210 would at least put minimum wage families closer to that line.

For these reasons, organized labor is strongly supporting Prop. 210. Hard working Californians deserve a living wage. Vote YES on Prop. 210 on November 5.
Building strength through organizing

Local 3 announces new organizing strategy that includes merging union’s Organizing Department with COMET program

Business Manager Don Doser unveiled this month a new and innovative organizing plan intended to enhance the union’s political and collective bargaining strength as Local 3 marches towards the 21st century.

Under the plan, Local 3’s Organizing Department and COMET program, previously two separate operations, will merge and come under the direction of former COMET Special Rep. Bob Miller. His new title is Director of Organizing. Miller replaces former Director of Organizing Jerry Bennett, who was recently elected by the officers as the union’s new President.

‘Top-down’ organizing

The new plan involves three primary strategies. The first is “top-down” organizing. Each of the union’s 14 districts will establish specific organizing targets and start top-down campaigns. Once that’s accomplished, the Organizing Department, upon a district’s request, will assist and train that district’s business representatives in the latest “top-down” organizing techniques, which emphasize convincing upper management of the benefits of signing with Local 3.

‘Bottom-up’ organizing

The second strategy entails having the districts work in conjunction with the Organizing Department to conduct “bottom-up” organizing campaigns, the practice of organizing a firm starting at the rank-and-file level. This method will rely on traditional National Labor Relations Board elections, community activism and, most of all, “salting,” the technique of having union rank-and-file organizers or non-union volunteers (“peppers”) go to work for a non-union company for the sole purpose of organizing the firm’s unrepresented workers.

For the past 30 years, union membership in the U.S. construction industry has fallen steadily, from 80 percent in the 1950s to about 20 percent today. The lost membership and shrinking market share have severely weakened the unionized trades movement. The construction trades responded several years ago with COMET, Construction Organizing Membership Education Training, an aggressive nationwide grass-roots organizing campaign that relies heavily on salting to accomplish its objectives.

Internal organizing

The third strategy focuses on “internal” organizing. Local 3 is currently building an army of Local 3 volunteer organizers to do the salting. These individuals will be entered into a new district computer database. Since the union launched its COMET program earlier this year, some 700 union members have been trained in COMET I, which has been teaching members why we need to organize in the first place. This winter Local 3 will begin focusing on COMET II, which teaches COMET I graduates how to actually salt a job and how to organize the non-union employer.

Internal organizing will also involve “stripping” qualified non-union employees from non-union contractors. These “peppers” will be entered into a computer data base in each district. The district will then dispatch from this data base only if it is unable to fill a job order because all active Local 3 members are working.

None of the union’s organizing goals can be accomplished without a strong commitment from and active participation of the membership. As the rainy season approaches and jobs begin to shut down, COMET I graduates can sign up for COMET II classes at their district hall. If you haven’t yet taken a COMET I class, talk to your business agent or call your district office for information.

“Organizing is the most difficult of any task a union member must undertake,” said Miller. “But it is also the most rewarding, and we want the members to share in these achievements.”
Credit union makes car buying so easy

Because of a longer-than-expected smog check, Kevin and Julie Stinnett were running late for their appointment one recent Friday afternoon at the Local 3 credit union branch in Marysville, Calif. Despite arriving after closing time, Marysville Branch Supervisor Pat Barber welcomed them as if it were early Monday morning.

The Stinnetts had applied for a vehicle loan through the credit union’s Sacramento Branch. But the vehicle they wanted to buy, a 1989 Chevy Silverado, was being sold through a private party in Chico, a town near Marysville.

Having a credit union branch in Marysville made it possible for the Stinnetts to transfer funds to the seller and pick up the Silverado in one trip. Although the sellers were not credit union members, they were so impressed with Barber’s cheerful attitude about staying late they sent her flowers the following Monday.

Planning ahead

The Stinnetts had reason to be cheerful even before Pat stayed late to save them another trip to Marysville. They had planned ahead for their vehicle purchase. They had negotiated a good price for the Toyota pickup they had recently sold by taking advantage of the credit union’s Vehicle Information Pricing service, which provides members with printouts showing the high and low Blue Book value of the vehicle they are selling. With this valuable information, the Stinnetts knew the market value of the Toyota pickup and the Silverado, information that allowed them to negotiate better deals.

Had the Stinnetts wanted to buy a new car or truck, the credit union could have provided detailed information on just about any vehicle on the market, including the vehicle’s technical specifications and options, as well as the dealer’s invoice and manufacturer’s suggested retail price. With this information, you know before negotiating how much the vehicle is actually worth.

Mechanical breakdown insurance

In addition to vehicle pricing information, the credit union sells mechanical breakdown insurance, also known as an extended warranty, for much less than what most dealerships charge.

The credit union’s mechanical breakdown insurance can be used at any dealership or authorized garage, and provides for towing and lodging if you break down far from home.

Credit union loans at the dealership

In several regions of California, including the Bay Area and the Sacramento and Stockton areas, you can get your credit union loan without ever having to stop by a credit union branch if the dealership participates in the Credit Union Direct Lending network.

It’s still wise, of course, to call any credit union branch for Blue Book information on the vehicle you plan to sell or trade in and get the dealer’s invoice and option costs on the new truck or car you’re considering. Any credit union representative can also tell you which dealerships participate in the direct lending network in your area.

Buy a vehicle using home equity

Using part of a home equity line of credit to purchase a vehicle is becoming an increasingly popular finance method. One reason is that you can arrange lower monthly payments by paying the loan back over a longer period of time than with a vehicle or consumer loan.

Another reason for the popularity of home equity credit lines is that, unlike non-home equity loans, the vehicle does not have to be new to qualify for a longer-term loan. A home equity loan may also give you tax advantages, which you should discuss with your tax consultant.

In next month’s column, I’ll be discussing additional information about home equity loans. Meanwhile, if you have questions about auto, home equity, or any other loans available through the credit union, contact the branch nearest you or call 1-800-877-4444. You may also use this number to request a membership application. Establishing your membership requires a minimum $5 deposit into a regular savings account. Once you become a credit union member, the rest of your immediate family can also join.

Holiday Loan Special

Borrow up to $2,000 at a Special Rate of 9.0% APR
And you have up to 12 months to repay.

Ends Dec. 31st, 1996

Operating Engineers Local Union No. 3
Federal Credit Union

Call your branch or 1-800-877-4444
Surveyors lose one of their bright stars

Our industry has lost one of its great surveyors. Carla Lurie Harley lost her fight with cancer August 8.

For those of you who did not know Carla, you missed knowing a very special person. Those who knew her will certainly agree that, although she was no bigger than a "peanut," Carla was truly a giant of a person. She was little, slightly over 5 feet tall, and in her prime did not weigh much over 100 pounds. But she could put the wood in the ground with the best 6-foot, 200-pound surveyors.

We so fondly remember Carla as she began her career as a surveyor and Local 3 member in 1983. Although she resided in Berkeley, her first surveyor apprentice position put her everyday in Santa Rosa. Carla always faced her challenges with energy and drive, and when diagnosed with cancer in late 1993, she went on to work continuously in Santa Rosa.

In subsequent years, Carla's health greatly improved, and she ventured on to graduate as a journey-level surveyor in late 1996. Times were hard for everyone during these tough years and Carla showed continuous spunk as she juggled surveying jobs and other types of work just to help her stay afloat.

After she became a journey-level surveyor, Carla went on to work many successful years at Meridian Technical Services. In mid-1990 Carla and Floyd Harley, a longtime Local 3 surveyor and NCSJAC instructor, married and in 1991 were blessed with a son, Benjamin. Even during Carla's pregnancy, she managed to stay in the field until her sixth month. She was such an outstanding role model and so determined.

More slow work years ensued and, as often happens to some of our better surveyors when work slows down, they must look elsewhere for employment. Carla applied and tested for a surveyor position with the City of San Francisco. Carla tested with about 140 other surveyors and was the one chosen for the job.

During her relationship with the Northern California Surveyors Joint Apprenticeship Committee, Carla completed all of our related training, but did not get her 1,000 hours to graduate as a party chief. Even so, Carla helped the NCSJAC as a part-time instructor, a recruiter for women in non-traditional trades, and a trainer at our orientation classes for new surveyors.

Carla did much more than any article could express. The NCSJAC and all of its staff will miss her tremendously. Our hearts and prayers go out to her family, and especially Floyd and Benjamin. We will all miss her deeply.

New round of Hazmat classes start this fall

Below is the Hazmat schedule for the fourth quarter of 1996. The starting time for all classes is 7 a.m. You must contact the district office to attend classes scheduled in that district.

**Please note the following change:** You will not be allowed to attend an eight-hour refresher class if the last class you attended was prior to 1999. After December of this year everyone who has not taken a class after December 1994 will be removed from our lists and will have to retake their 40-hour class in order to be certified for Hazmat.

**Eight-Hour Refresher**

**Fairfield District**
Sat., Oct. 12
Location: Fairfield District office, 2540 N. Watney Way, (707) 429-5008

**Santa Rosa District**
Sat., Oct. 5; Thurs., Nov. 7
Location: Labor Center, 1700 Corby Ave., (707) 546-2487

**Oakland District**
Wed., Nov. 6; Sat., Nov. 16; Sat., Nov. 23; Mon., Nov. 25; Tues., Nov. 26; Tues., Dec. 17; Wed. Dec. 18; Thurs., Dec. 19

**Stockton District**
Sat., Dec. 14
Location: Stockton District office, 1916 N. Broadway, (209) 943-2332

**Fresno District**
Sat., Nov. 2
Location: Cedar Lanes, 3131 N. Cedar, (209) 272-8903

**Marysville District**
Fri., Dec. 20
Location: Sutter-Yuba Assoc. of Realtors, 1858 Starr Drive, Yuca City, (916) 743-7321

**Redding District**
Sat., Dec. 21
Location: 20008 Engineers Lane (916) 222-6093

**Sacramento District**
Sat., Sept. 14; Wed., Nov. 27; Wed., Dec. 15
Location: Sacramento District office, 4044 N. Freeway Blvd., (916) 566-6170

**San Jose District**
Fri., Nov. 8, Sat., Nov. 9
Location: 908 Bern Court, (408) 295-8788

**40-Hour Classes**

**Sacramento District**
Oct. 28 - Nov. 1
Location: Sacramento District office, 4044 N. Freeway Blvd., Ste. 200, (916) 566-6170

**Alameda Headquarters**
Oct. 7-11; Nov. 16-22
Location: 1620 S. Loop Rd., Alameda, (510) 746-7446 ext. 3358

**Reno District**
Dec. 2-6
1290 Corporate Blvd., (702) 857-4440

Your name must be on the 40-hour sign up list in your home district office in order to be called for a 40-hour class. This requirement is waived for company sponsored students. Cost for company sponsored students will remain at $250 per student.

A BATC class is scheduled for Saturday, September 7 beginning at 7 a.m. at the Fairfield office. You must call the Fairfield hall to reserve a slot.
A nyone can hold a ship's helm when the sea is calm, but it takes a seasoned captain to guide a vessel safely through turbulent waters. For the past 14 years as the Operating Engineers Local Union No. 3's helmsman has been T. J. "Tom" Stapleton.

At the July 13 semi-annual membership meeting in San Francisco, Stapleton, at age 72, announced he would be stepping down as Local 3's business manager effective July 28. He told the audience of 200-plus union members and staff: "I've been proud to be an Operating Engineer; I've been prouder to have been able to represent the best. I owe the union for everything I have. I'll never forget that, and I'll never forget you folks. I've really appreciated your support."

It was from the same familiar podium at the Seafarers International Union auditorium that Stapleton, in January 1989, when the union was celebrating its 50th anniversary, praised the union's first business manager, Victor Swanson, for forming Local 3 from 17 local unions in 1939. He called Swanson "one of the greatest labor leaders in this country."

What Stapleton didn't know at the time was that those words, expressed seven years before, would so aptly apply to his own 14-year reign as business manager. During his nearly five terms, Stapleton navigated the nation's largest construction trades local through some of the roughest seas the labor movement has ever seen.

by Steve Moler
Assistant Editor

Tribute to a Legend

A look back at the 14-year reign of Business Manager T.J. "Tom" Stapleton

con't next page
As the open shop expanded in the early 1980s, Stapleton fired another effective weapon. During his first Northern California Master Construction Agreement negotiations in June 1983, he convinced the employers to adopt the “market area” concept, contract addendums that allowed the union and employers to adjust wages and work rules to make the union contractor more competitive. Three years later the Geographic & Market Area Committees became part of the new master agreement.

When open-shop expansion led to a corresponding surge in the “underground economy” — that sector of the construction industry that operates outside the licensing, regulatory and taxing provisions of the law — Stapleton convinced Assemblyman Dick Floyd to hold legislative fact-finding hearings. Floyd’s work inspired Stapleton to form in June 1984 Against Cheating Taxpayers (ACT), a labor-management committee designed to stop dishonest contractors from cheating on public works contracts. ACT led to the formation a year later of the highly successful labor-management job monitoring organization Foundation for Fair Contracting, whose 4,700-plus investigations over the past 11 years have led to assessments by the California Department of Industrial Relations of over $9 million in back wages and penalties.

Fiscal responsibility

One of the remarkable achievements of Stapleton’s administration was that despite two major recessions and several other very lean years, the union never experienced any major financial difficulties during his watch.

When Stapleton first took office in September 1982, Local 3 was taking on barrels of financial water, with unacceptably high operating costs. Stapleton immediately cut staff and salaries to put the union back on solid financial footing again. He closed subdistrict offices and required union officers to also serve as district representatives. By the end of his first year, Stapleton had substantially reduced the union’s monthly expenditures. The money Local 3 was spending in wages and fringe benefits, for instance, had dropped 21 percent and union expenses such as autos, hotels and meals had been lowered 38 percent.

Stapleton slashed union expenses so effectively that during his first year he was able to implement, with overwhelming membership approval, a more equitable dues structure in August 1983 that included reduced dues for retirees and half dues for members suffering prolonged unemployment. As Stapleton’s hectic but very productive first year concluded, he had fulfilled his two major campaign promises of substantially reducing union expenses and lowering membership dues.

A fighter from day one

Stapleton, perhaps more than any other labor leader, lived by Samuel Gompers’ famous motto, “Labor should reward its friends and punish its enemies.” From the day Stapleton took the oath of office, political and economic enemy submarines lurked all around. On the port side stood Ronald Reagan, the most anti-union president in modern U.S. history. At starboard was George Deukmejian, California’s equally anti-union Republican governor. Threatening from all angles was a rapidly expanding open shop movement.

Stapleton completely revamped the joint apprenticeship program to give union employers better qualified operators. To regain lost market share, he established a full-fledged organizing department staffed with well-trained, experienced organizers. And to keep union and non-union contractors on a level playing field, he increased support for the Foundation for Fair Contracting.

Boosting retirement benefits

If a second issue defined Stapleton’s tenure as business manager, it was his efforts to improve the union’s retirement plan. An astonishing statistic shows just how successful he was. At the end of 1982, the year Stapleton took office, the Pension Trust Fund had about $531 million in net assets. Thirteen years later, at the end of 1995, the pension plan was so well managed under Stapleton that if money stopped flowing into the pension fund tomorrow, there would still be enough money in the plan to provide full benefits for life not only to every retiree and beneficiary currently drawing a Local 3 pension, but to every vested active member.

Stapleton and AFL-CIO Pres. Lane Kirkland, second from left, tour a Utah Job Corps program in 1985, along with a Job Corps student, Salt Lake District Rep. Bill Markus and instructor Byron Deloue.

Stapleton with Jack Manning, Executive Secretary-Treasurer of the Cali. Labor Federation, at a March 1986 fundraiser for restoration of Franklin Roosevelt’s yacht Potomac.

When Reagan won re-election by a landslide in November 1984, Stapleton, rather than abandoning ship, simply intensified his assault on the non-union. With union membership and market share continuing to sink, Stapleton announced at the July 1985 semi-annual meeting a new three-pronged strategy dubbed TOM, for training, organizing and monitoring.

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The pension fund’s board of trustees, which Stapleton chaired, accomplished this impressive feat through sound financial management. At about the time Stapleton introduced the Annuity Plan in summer 1985, he encouraged the rest of the pension trustees to diversify the pension’s investment portfolio, from an emphasis on safer but lower-yielding annuities to somewhat riskier but higher-yielding stocks and bonds.

The strategy paid off. Three years later, at the July 1988 semi-annual meeting, Stapleton announced major improvements in the pension plan that...
included a 10-percent increase in benefits for current retirees and active members. Pension increases ensured almost every year thereafter.

Furthermore, in addition to providing Local 3 members with one of the best retirement plans in the nation, the pension fund invested heavily in many union-only construction projects that have put hundreds of Operating Engineers and other union tradespeople to work over the years.

Coping with health care

When escalating health care costs combined with a severe recession started seriously depleting reserves in Local 3’s health and welfare plans beginning in the late 1980s, Stapleton demonstrated the same kind of strong fiscal leadership that contributed to the pension plan’s success. The Stapleton administration responded in the early stages of the nation’s health care crisis by implementing major cost-containment measures.

Stapleton spearheaded the formation of the Basic Crafts Health Care Coalition, a group representing all of Northern California’s major construction trade unions, which established the “preferred provider” program, a vast network of contract health care providers that offered Local 3’s plan affordable prices and the members out-of-pocket discounts. The program was recently upgraded and renamed the Prudent Buyer Plan.

But despite all efforts to control costs, the fund was still losing money by mid-1992. An additional 62-cent-an-hour contribution, approved overwhelmingly by the members, was needed to save the program from severe benefit reductions. Since then, health care costs have stabilized and some benefits have been restored despite the defeat of President Clinton’s national health care plan in late 1993.

Mutiny in Hawaii

Stapleton’s toughest fight as captain of Local 3 wasn’t against a Republican politician, nor a non-union contractor, nor outside economic forces, rather from a mutiny aboard his own ship. In September of 1992, just when Local 3 was gearing up for the November election, the union’s Financial Secretary and Hawaii District Representative Wally Lean tried to secede from Local 3 and establish his own independent union in Honolulu dubbed “Local 711.” More than 3,500 Hawaii members faced an uncertain future and the devastating possibility of losing their hard earned pensions if Lean succeeded.

As he had done so many times before, Stapleton sounded general quarters and prepared for an all-out counterattack. He dispatched a crew of his most experienced and talented officers and staff to deal directly with the crisis. He first filed a petition with the National Labor Relations Board for an election to oust Lean, which resulted in a 3-to-1 margin to continue Local 3 representation.

Mutiny began, Hawaii members voted by a 9-to-1 margin to continue Local 3 representation. The Stapleton administration then held a round of specially called meetings to keep the members informed. Stapleton’s strong leadership paid off again. Two months after the mutiny began, Hawaii members voted by a 9-to-1 margin to continue Local 3 representation.

After the Hawaii skirmish, the Stapleton administration sailed efficiently through a period of calmer seas. Under President Clinton, the health care crisis had subsided and the economy began to rebound. Operators were returning to work in large numbers, and many union programs and initiatives were running smoothly.

If there was a high point in Stapleton’s career, it happened on April 30, 1993, when he received the City of Hope’s highest honor, the “Spirit of Life” Achievement Award for his years of commitment to the labor movement. Dozens of Stapleton’s closest friends and colleagues from labor, politics and construction gathered at an awards banquet at the San Francisco Hilton to pay tribute to a legend.

The final battle

After easily winning reelection to a fifth term in September 1994, one more major battle loomed before retirement. After Republicans took control of Congress and won a majority in the California Assembly in the November 1994 election, all-out political hell broke loose on Capitol Hill and in Sacramento. The GOP launched a full frontal assault on prevailing wages on the federal and state levels.

After Republicans failed to repeal prevailing wages in the California Legislature in early 1995, thanks to the Democrats’ slim majority in the state Senate, Gov. Pete Wilson lobbed a bombshell into Local 3’s broadside. Claiming construction workers were overpaid, Wilson proposed changing the method of calculating prevailing rates from the “modal” system to a weighted average.

Realizing Wilson’s rulemaking would lower construction wages on public works projects by as much as 20 percent, Stapleton sounded general quarters once again and, with support from union employers and thousands of Local 3 members, led the fight against Wilson’s cold-hearted scheme. The campaign culminated at a 1996 Valentine’s Day rally on the Capitol steps, where in front of some 15,000 outraged construction workers and their families, Stapleton demanded, “The American Dream must prevail!”

One of Stapleton’s final missions was a project, in conjunction with Bechtel to develop heavy equipment training using virtual reality technology. IUOE President Frank Hanley has been instrumental in securing funding so the program can continue. The program is expected to involve simulator-type instruction at Bechtel’s headquarters in San Francisco and at the Rancho Murista Training Center.

For a man who had devoted almost his entire adult life to Operating Engineers, the decision to step down as business manager was agonizingly difficult. Though he will greatly miss the job he loved so dearly, he is assured of something: In the eyes of many longtime members, Stapleton was the best business manager Local 3 has ever had. 

Stapleton and Local 12 Business Manager Bill Wagner, left, meet with Assembly Speaker Willie Brown in March 1983.
T.J. Stapleton's career highlights

- After graduating from high school in South San Francisco, served in the Navy as a first-class shipfitter specializing in underwater welding and diving.
- Joined Local 3 in 1946, working as a heavy-duty mechanic and welder, equipment operator and supervisor.
- In years that followed, furthered his education, attending Vallejo Junior College and three years of law courses through the University of California Extension. Later, graduated from Harvard University Trade Union Program and completed the executive course in computer operations at IBM in San Jose.
- Became a Local 3 business representative in the Oakland District in 1956, transferring as business agent to the San Jose District in 1958.
- Served as Utah District Representative from 1959-62.
- After returning to California, served as a special representative in charge of the Contracts Department, handling negotiations, grievances and jurisdictional disputes.
- Served as Local 3 Trustee from 1960-65
- Served as Recording-Corresponding Secretary from 1965-73.
- Prior to becoming Business Manager, served as Director of Computer Operations, where he implemented the most cost-effective data processing system of any labor union in the United States.
- Prior to stepping down as Business Manager, served as Fourth General Vice President of the International Union, President of the California-Nevada Conference of Operating Engineers, Vice President of the San Francisco Maritime Trades Port Council, Chairman of the Northern California Heavy & Highway Committee, board of directors for the California Council for Environmental and Economic Balance, advisory committee of the Californians for Better Transportation, board of governors of the Association for the Preservation of the Presidential Yacht Potomac, executive board member of the California State Building and Construction Trades Council and the Maritime Trades Department of the AFL-CIO, member of the California Public Works Advisory Committee and the National Jurisdiction Committee of Operating Engineers and the United Association.
- Today, still serving as 4th General Vice President of the International.
A note of gratitude from an operator's spouse

The following is a letter from an ARP client, in this case a spouse of an Operating Engineer. We are happy to share these words of hope with our readers.

To Everyone at ARP:

I just recently had my second sobriety birthday. I wanted to take this opportunity to thank you for your help.

The day I told my husband that I needed help, I did not really believe there was any help. I have never felt as hopeless and helpless as that day and, God willing, I will never have to feel that way again.

ARP responded immediately to my husband's telephone call. I thought that day was the end of my life.

In fact, that day was the beginning of a new lease on life. Today I carry the message of hope that there is a solution to those that suffer as I do from the disease of alcoholism.

God bless you for being there and doing your job not only efficiently and effectively but with kindness and compassion. My family and I thank you.

Sincerely,

Liz T.

Retiree Dental Plan open enrollment period is here again

October is the open enrollment period for the voluntary Retiree Dental Plans. In October, retirees and their spouses throughout the United States (except Hawaii) have the opportunity to join the Retiree Dental Plans for the first time, change their coverage, or terminate their coverage. The current rate for the Regular Dental Plan continues at $16.60 per month for a retiree only or retiree and spouse.

To be eligible for enrollment you must be eligible for the Pensioned Operating Engineers Health and Welfare Trust Fund and in good standing with the Operating Engineers Local 3.

Please read this information thoroughly. Once you have enrolled, you are obligated to stay enrolled for one full year. However, you may switch from one plan to another during the Open Enrollment period.

The Regular Dental Plan is available throughout the United States. This plan allows you to see the dentist of your choice. You may change dentists at any time without having to notify the trust fund office. The plan pays 50 percent of usual, reasonable, and customary charges for basic dental and prosthodontic work. A pamphlet with a breakdown of benefits and further information about the Regular Dental Plan will be sent to you when you enroll or upon request.

Safeguard

The current Safeguard rate will continue at $16.60 per month for a retiree only or retiree and spouse.

The Safeguard Plan is available only in California, Colorado, Arizona and Nevada. If you choose this plan, you must see a Safeguard dentist. Any time you want to change dentists, or if the dentist you have been seeing drops from the program, you must call Safeguard to transfer to a new dentist. The Safeguard Plan pays benefits according to a schedule with the patient paying a predetermined copayment.

It is important that you include your name, address, and Social Security number. The plan will be canceled on the first day of the following month.

Please note that once you have canceled, you will never be eligible to join the Retiree Dental Plans again.

The current rate for the Regular Dental Plan will continue at $22.60 per month for a retiree only and $44.60 per month for retiree and spouse.

How to enroll

To be eligible for enrollment in these two dental plans, you must be eligible for the Pensioned Operating Engineers Health and Welfare Plan and a member in good standing with the Operating Engineers Local 3. If you are already enrolled in

Fringe Benefits

by Charlie Warren

Director

Operating Engineers Trust Fund Office
P.O. Box 23190
Oakland, CA 94623

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A list of Safeguard providers and benefits will be sent to you when you enroll or upon request. To change your dentist, please call the Safeguard office at 1-800-352-4341. Call collect if this number cannot be dialed from the area where you live.

Premiums

Monthly premiums for the Retiree Dental Plan will automatically be deducted from your pension check.

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Enough is enough!

Congressional hearings held after Hawaii Industry Stabilization Fund takes military base cleanup problem to Capitol Hill

HONOLULU — Over the past several years, out-of-state non-union contractors have encroached heavily on our work in Hawaii, especially environmental remediation projects on U.S. military bases.

The Hawaii Operating Engineers Industry Stabilization Fund, a labor-management group that promotes the union heavy construction industry in Hawaii, decided to take drastic measures to help our good union contractors get a fair share of this work.

The HOEISF's sent in April a delegation of labor and management representatives to Washington D.C. to meet with Hawaii's congressional delegation. We presented our concerns to the IUOE General President Frank Hanley, Hawaii Senators Daniel Inouye, Daniel Akaka, Hawaii Reps. Neil Abercrombie and Patsy Mink, and California Rep. Ron Dellums, the ranking Democrat on the defense procurement committee.

We received a warm welcome and assurances that these individuals would work on our behalf to solve the problem of so much military base remediation work going to the non-union.

Mink held a congressional hearing in Honolulu on August 5, which gave our industry attention by putting our grievances into the Congressional Record. Those who testified on the first panel included Hawaii State Director of Taxation Ray Kamikawa and Director of Labor and Industrial Relations Lorraine Akiba.

The second panel represented labor and was led by Hawaii District Rep. Adrian Keohokalole, with support from Local 3 member Kevin Liborio of the Metal Trades Council, Walter Kupau, financial secretary of the Carpenters union, and Buzzy Hong, executive director of the Hawaii Building and Construction Trades Council.

The third panel consisted of labor-management representatives led by HOEISF Administrator Willy Crosier, Marvin Koga, president of Mega Construction, Glenn Nohara, president of the General Contractors Association, and Bruce Copps, executive director of the Pacific Resource Partnership.

The fourth and final panel was made up of representatives of the California Reps. Neil Abercrombie and Patsy Mink, and California Rep. Ron Dellums, the ranking Democrat on the defense procurement committee.

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HOEISF delegation meets with Hawaii's Senator Daniel Akaka (1 to r): Bernard Jelf, Willy Crozier, Nelson Umiamaka, Willy Nakakura, Ron Oshiro, Adrian Keohokalole, Senator Akaka (seated), Don Doser, Mervin Koga, Jim Earp, Donald Mederios, Allan Parker

HOEISF delegation meets with Hawaii Congressman Neil Abercrombie (1 to r): Willy Crozier, Mervin Koga, Dan Doser, Jalisun Keohokalole, Congressman Abercrombie (seated), Allan Parker, Willy Nakakura, Nelson Umiamaka, Ron Oshiro, Bernard Jelf

HOEISF delegation meets with Hawaii Congresswoman Patsy Mink (1 to r): Bernard Jelf, Allan Parker, Nelson Umiamaka, Willy Nakakura, Mervin Koga, Ron Oshiro, Congresswoman Mink, Adrian Keohokalole, Don Doser, Jim Earp, Willy Crozier, Donald Mederios


HOEISF Trustee and President of Mega Construction, testifies at congressional hearings.

Glenn Nohara, President of the General Contractors Association, testifies at the congressional hearings.
Send Mink and Abercrombie back to Congress!

Two experienced Hawaii representatives with strong labor records vie for reelection

Local 3's political action goal of helping the Democrats regain control of Congress isn't limited to just California. There are other important races heating up in Utah, Nevada and Hawaii. Two critical contests in Hawaii involve two longtime labor supporters: Reps. Neil Abercrombie in the 1st Congressional District and Patsy Mink in the 2nd Congressional District.

1st Congressional District

City of Honolulu and some of its suburbs

Rep. Neil Abercrombie is a true friend of labor. He has proven time and again during his years in the Hawaii Legislature and in Congress that he supports union members and their families. Just recently Local 3 Business Manager Don Doser, Hawaii District Rep. Adrian Keohokalole and Hawaii Stabilization Fund Administrator Willy Crozier met with Abercrombie at his Honolulu office to obtain a briefing on current labor legislation.

As a member of the House Armed Services Committee, Abercrombie secured $600 million in funding for Hawaii military construction projects. He has also been a strong advocate of greater support for the U.S. shipping industry, Hawaii's lifeline to world trade. Important to the construction industry, Abercrombie is a congressional leader on travel and tourism issues.

When the Hawaii Operating Engineers Industry Stabilization Fund requested help in getting union contractors a fair share of the military base cleanup work, Abercrombie worked with Rep. Patsy Mink in holding a congressional hearing in Honolulu last August. This hearing gave the military base cleanup issue national attention.

Neil Abercrombie (D)

- Strong labor supporter
- Worked with Rep. Patsy Mink to hold congressional hearings on military base cleanup work
- Opposes Davis-Bacon Act repeal
- Voted in favor of raising federal minimum wage

2nd Congressional District

Some of Honolulu suburbs and all neighboring islands

During her 18 years in the House of Representatives, from 1965-1977 and again from 1990 to the present, Democratic Rep. Patsy Mink has always been in labor's corner. And now, after the Republican assault on workers' rights during the current 104th Congress, Local 3 members need a supportive and experienced legislator in Washington D.C. During the current session, Mink opposed both the TEAM Act, which would have legalized company unions, and Davis-Bacon Act repeal, which would have abolished prevailing wages on federally funded construction projects. She also opposed OSHA reform legislation that would have weakened federal safety standards, and she opposed the so-called Comp-Time bill, which sought to weaken current labor law and the right to overtime pay. Mink supported legislation to raise the federal minimum wage from $4.25 to $5.15 per hour.

Closer to home, Mink, with support from Rep. Neil Abercrombie, held a congressional hearing last August in Honolulu to find out why so many out-of-state non-union contractors were grabbing such a disproportionate amount of Hawaii's military base cleanup work.

Mink held the hearing in response to a request by the Hawaii Operating Engineers Industry Stabilization Fund, which was trying to help union contractors get their fair share of the remediation work. Mink was also responsible for obtaining $1.4 million in assistance to help 250 laid off Pearl Harbor Naval Shipyard workers find new jobs.

Patsy Mink (D)

- Supports union contractors getting fair share of military base cleanup work
- Supports prevailing wages
- Voted in favor of raising minimum wage
- Voted against TEAM Act
Big day at the Reno Picnic

RENO -- The Reno District held its annual picnic July 20 at Deer Park in Sparks. Retirees had their regular meeting at 11 a.m. and were served immediately after the meeting. The band Valentino & Sol provided the music while the children enjoyed piñatas, face painting, special raffle prizes, and assorted goodies.

A special thanks to all the volunteers (you know who you are) and to Bob and Beverly Blagg for cooking those great beans. Hope to see you at the picnic next year.

Retirees from left are Royal Phelps, Tommy Smithers, Dave Yeoman, Glen Plummer and Leonard Miller.

The two Bob Millers - Director of Organizing, left, and Reno District Grievance Committee member.

Two - possibly three - generations of Operating Engineers: Kevin Porter, Cecil Porter and Kevin's daughter.

Jim McAfee, left, with former Business Manager Tom Stapleton.

Children take turns at the piñata.

Over the years, Charlie Spikes, retired 35-year member, kept every Local 3 pin and year card he ever received. When he retired, he put them all together and created this masterpiece. It is currently on display in the Reno office. Nice job, Charlie!

Business Manager Don Doser speaks to the retirees at their meeting.
New Santa Rosa District office opens in Rohnert Park

SANTA ROSA -- By the time you receive this month's issue of Engineers News the Santa Rosa District will have moved into its new district office in Rohnert Park. The new office is located at 6225 State Farm Drive next to the Westamerica Bank. The new phone number will be (707) 585-2487 (At least we were able to save the last four numbers). The credit union's Rohnert Park branch, previously at 6010 Commerce Blvd., has also moved to the new district office location.

You will see at the new office the familiar old standby sign, the one that stood in front of the former office at Yulupa and Mayette in Santa Rosa, announcing proudly the Operating Engineers office.

As we get settled into our office, we are planning some time soon to have an open house for the membership and officers. This event will help acquaint everyone with the new facility.

Lake, Sonoma and Mendocino counties have lots of work until the rains come. Many of our members are working long hours, but I still encourage all members to register to vote if you have not already done so. Also, make sure that your address is current with the registrar of voters office. If you have any questions about this, call the voter registration office at (707) 527-1800.

**Blood donations needed**

Local 3 retiree John Bottani was badly burned over two months ago and is being treated at the Brookside Burn Center in San Pablo. He is going to need about 30 to 40 pints of blood. Any donations will be greatly appreciated. For more information, call the hall at (707) 585-2487.

**Hazmat class**

Two eight-hour HAZMAT recertification classes are scheduled in our district on Saturday, October 5 and Thursday, November 7, both at the Labor Center located at 1700 Corby Avenue in Santa Rosa. Call the office to get on the list if you are interested. Be sure to bring a bag lunch, and classes start promptly at 7 a.m.

The Santa Rosa District office will again be selling the KZST Entertainment Guides and Sonoma Express Books. Call the office to reserve yours.


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**CHAMPS!**

FRESNO --

Congratulations to the Local 3 members of Moding Manufacturing for their first place finish in the Merced City Industrial League. Moding manufacturers radiators and employs 70 Local 3 members full time all year.

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**NOTICE OF CHANGE IN HIRING REGULATIONS PURSUANT TO NEGOTIATED CHANGE IN MASTER AGREEMENT FOR NORTHERN CALIFORNIA**

OPERATING ENGINEERS LOCAL UNION NO. 3 ("LOCAL 3") HEREBY GIVES NOTICE TO ALL ITS MEMBERS, ALL PERSONS REGISTERED ON LOCAL 3'S OUT-OF-WORK LIST FOR NORTHERN CALIFORNIA AND ALL PERSONS ELIGIBLE TO REGISTER ON LOCAL 3'S OUT-OF-WORK LIST FOR NORTHERN CALIFORNIA THAT:

1. Local 3 and the Associated General Contractors of California, Inc., the Association of Engineering Construction Employers, the Engineering and Utility Contractors Association, the Association of Construction Employers and the Industrial Contractors, UMIC, have negotiated the following additional language in Section 04.03.02 of the 1996-1999 Master Agreement for Northern California ("Master Agreement");

   "An Employee who is terminated by an Individual Employer for discrimination based on race, sex or other basis prohibited by employment discrimination laws, including race or sexual harassment, may not register with the Job Placement Center for fifteen (15) days following the date the Employee is terminated for any subsequent offense. If the Union files a grievance on such an Employee's behalf, the parties shall expedite the grievance/arbitration procedure. The Board of Adjustment or Arbitrator shall issue a bench decision in all such discharge cases. If the Union files a grievance, the fifteen (15) day and thirty (30) day restrictions will not begin until the date the grievance procedure is exhausted as provided herein.

   "The parties may initiate mediation for any dispute concerning the "No Discrimination/No Harassment" provisions of this Agreement. If they do, the grievance procedure will be held in abeyance during the mediation."

2. This addition to Section 04.03.02 also is incorporated into the Independent Construction Agreement for Northern California ("Short Form").
Despite losing the big ones, fishing trip yields lots of fun

SANTA ROSA - The Santa Rosa District held another semi-annual fishing trip in July, and a lot of friends and families came along for a very good time.

Although the seas were a little bouncy and the fishing was slow to spotty, the sun shined and the skies were blue. The crew of the fishing vessel *Jaws* put in a good 12-hour shift trying to fill our sacks with fresh fish. Cedric, the deckhand, was very helpful and accommodating.

We mooched primarily for salmon. But a few of us dropped to the bottom for some ling cod and other bottom fish. The fish that were landed were not as big as their spirited fight at first indicated. But still it was an enjoyable time with good company and many laughs.

If you are interested in being contacted for future trips, please drop a line to Business Agent Greg Gunheim at the new Santa Rosa District office, 6225 State Farm Drive, Ste. 100, Rohnert Park, CA 94928, (707) 585-2487.

Top: Retiree Leon Cotter, left, Leon's brother-in-law Vernon Clark, middle, and Cedric the deckhand.

Middle Left: Local 3 member Frank Husar with daughter Natalie and son Shawn.

Middle Right: Local 3 member Rick Coen of Novato.

Bottom Right: Operator Don Green with his bag of fillets.

Local 3 member Manuel Lopez proudly displays his big catch of the day.
Are those rigs really big or have our members shrunk?

Kennecott Copper’s big equipment has people doing a double-take

SALT LAKE CITY -- Kennecott Utah Copper has always been a leader in our state when it came to using the most modern big equipment available.

Kennecott just recently purchased a new Caterpillar 24H road grader that has everyone turning their heads. Kennecott also purchased a new Caterpillar 994 loader with a 23-yard bucket that loads the huge haul trucks used in its mining operation.

The massive size of these units becomes evident when you see some of our members standing next to one of these enormous pieces of equipment, or when they make a pickup look small. The new P&H electric shovels that our members operate load 56 cubic yards of material in a single bucket.

Regardless of the equipment’s size and age, our members have the skills to take themselves and any employer into the future.

George Stavros,
Business Rep.
Women's group mourns loss of founding member Carla Lurie-Harley

Carla Lurie-Harley's pall bearers were from left: Beth Youhn, Joanie Thornton, Robin Atassi-Jackson, Pamela Animashaun, Jeneene Titsworth and Terry Sandoval.

The Women's Support Group is mourning the loss of founding member Carla Lurie-Harley, who succumbed to a long bout of melanoma on August 8 at age 42.

Carla is survived by her husband of six years, Floyd, and their 4-year-old son Benjamin. Floyd Harley is an instructor for the Women's Support Group. She was pleased that parents in the trades face -- securing early morning child care with her family and the opportunity to normalize her child care.

The three most important goals in Carla's life were to be a surveyor, a wife and, most important, a mother. Carla attained these goals and balanced them with great ease. As a working mother, Carla struggled with the problems that so many working parents in the trades face -- securing early morning child care, long commutes, long work hours and being separated from her husband and son when she took a job out of town.

Over the past two and half years Carla worked as a surveyor for the City and County of San Francisco. She was pleased that she was afforded steady and consistent work, more time spent with her family and the opportunity to normalize her child care.

In 1993, Carla and several women Operating Engineers began meeting informally to talk with their union sisters concerning the difficulties and rewards of women working in non-traditional careers. The Women's group was born from these meetings. Carla was a driving force in the creation and continuation of the group.

In Carla's final weeks, her friends and family were there to offer love and support. As a tribute to Carla's work in the trades, Floyd requested that her union sisters be her pall bearers. We were moved and honored to carry Carla to her final resting place. Our hearts go out to Floyd, Benjamin and her loving family.

Our lives have been touched by Carla's warmth, good humor and indomitable spirit. Carla will always have a special place in our hearts.

Great work season empties Marysville hall

MARYSVILLE -- Work is so good in the Marysville District we have run short of hands in some classifications, mainly backhoe operators.

One of the projects is J.F. Shea's construction and paving of Mendocino Pass Road 71 in Glenn County. Butte Construction from Glenn is working on the first phase of the Department of Water Resources' sediment removal at the Cherokee Canal. Granite Construction is doing paving at various locations in Sutter, Yuba and Butte counties. W. Jaxon Baker from Chico is paving at various locations in Butte, Colusa, Sutter and Yuba counties.

Teichert Construction from Sacramento began the paving on I-5 north of the Yolo County line into Colusa County. Jaeger Construction from Yuba City is working on a Sutter County sanitary sewer system in Robbins. Jaeger also has a job for the City of Yuba City to construct curbs, gutters, sidewalks, storm drains and install water lines and fire hydrants. Teichert is working on the Franklin Road to U.S. 99 project.

Daniel Ontiveros from Yuba City is working for the City of Gridley on East Spruce Street replacing the water main and doing some work on the sewer system. Serrano & Cave from San Ramon will be doing the concrete paving grading in various locations in Sierra County. Penhall/Highway Service will be grading and repaving the existing pavement from north of Hwy. 20 at 1-5 to just south of the Road 77 overcrossing in Glenn and Colusa counties.

Baldwin Contracting from Marysville is working as a subcontractor doing the clearing and grading on the WareMart project in Yuba City. The company is also working for Beale Air Force Base for the U.S. Army Corp of Engineers on a landfill closure project and has also started work in Quincy on the sidewalk on Jackson Street. Baldwin was low bidder on the construction of bicycle lanes and shoulder widening and an overlay on Loma Rica Road from Smith Road to Fruitland Road in Yuba County.

We have a lot of work this year in the Quincy area. P&M Pipeline from San Francisco is working on the south portion of a wastewater collection system project, which involves installing 8-inch sewer lines and 10-inch gravity sewer lines along with 146 manholes and 650 lateral connections to existing residences in Quincy.

P&H Construction from Stockton is working the north portion of this wastewater collection system project, which involves installing 8-inch sewer lines, 10-inch gravity sewer lines, 10-inch main lines, along with 219 manholes and 425 lateral connections to existing residences in East Quincy.

DPM from Washington is working on the penstock for PG&E in Caribou with Lepco from Smith Lake Tahoe doing the clearing and grading in some very steep terrain. PG&E has put out to bid a project to repair Butt Valley Dam and do some rip-rap repair work on Lake Almanor Dam. We should know in a few weeks who will be doing that work.

We hope the Colfax Dam will be built this year before the storms come. We also have a few projects that will be coming up for bid this month in the town of Paradise. The Clear Brook Lane drainage project calls for installing 72 lineal feet of 54-inch concrete pipe. The Bill Road extension drainage project involves installing 120 lineal feet of 54-inch concrete pipe, and the Thelma Court drainage project entails putting in 100 lineal feet of 42-inch pipe and a manhole.

The City of Yuba City also has a flood damaged sewer pond repair project going to bid this month. The project involves repairing levee roads and berms and excavating about 60,000 cubic yards of sediment from the percolation pond.

The City of Chico has two projects going out to bid. One involves paving the shoulder on Olive Street between 9th Street and Humboldt and removing and replacing the curbs and gutter. The other project involves installing traffic signals, curbs and gutter, sidewalk and storm drainage on Cohasset Road and Lupin Avenue.

Caltrans is putting out a $11.5 million bid this month that will make the work picture continue to look good here in the Marysville District.

Dan Mostats, Business Rep.
Election of Grievance Committee
Member for District 30 (Stockton)

Recording-Corresponding Secretary Robert L.
Wise announces that on Oct. 24, 1996, at
7:00 p.m., at the regular quarterly District 30
(Stockton) Membership Meeting, there will be
an election for one (1) Grievance Committee
member to fill the unexpired term left vacant by
resignation. The meeting will be held as follows:

Oct. 24, 1996 Engineers Building
7:00 p.m. 1936 N. Broadway
Stockton, CA 95205

Election of Grievance Committee
Member for District 60 (Marysville)

Recording-Corresponding Secretary Robert L.
Wise announces that on Oct. 17, 1996, at
7:00 p.m., at the regular quarterly District 60
(Marysville) Membership Meeting, there will be
an election for one (1) Grievance Committee
member to fill the unexpired term left vacant by
resignation. The meeting will be held as follows:

7:00 p.m. 1703 Elm St.
Marysville, CA

NEW SANTA ROSA
DISTRICT OFFICE LOCATION

Effective Sept. 23, 1996, the Santa Rosa District
Office will be located in Rohnert Park. The new
address and phone numbers are as follows:

6225 State Farm Dr., Suite 100
Rohnert Park, CA 94928
(707) 585-2487 (Dispatch Hall)
(707) 585-3430 (Apprenticeship)

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years
of membership in the Local Union as of August 1996,
and have been determined to be eligible for Honorary
Membership effective October 1, 1996. They were present-
at the August 11, 1996 Executive Board Meeting.

Robert Butkin # 1076533
Larry A. Casselst # 1054954
Richard Engen # 1097358
Therlow Fenn # 2831183
David Gordon # 1058414
Don Hall # 1095404
Delbert Hart # 1055419
Chester Huley # 1067944
Ronald Kanto # 1046176
L.C. Kent # 1087200
William McGuire # 1050515
John B. Morris # 1076606
Henry E. Olsen # 2641130
James R. Pannell # 1083596
George Pesca # 1052533
Bill Post # 1091120
Ronald Powell # 1024467
Glen Prender # 1025394
Cliff B. Purcell # 0353554
Merrill Rose # 1032978
Robert D. Sandor # 1035350
Lloyd H. Vapaapan # 1076309
Robert F. Will # 1070378

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

OCTOBER 1996

1st .... District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Blvd., Sacramento, CA 95834

10th .... District 50: Fresno, CA
Laborer's Hall
5617 East Hedge, Fresno, CA

15th .... District 40: Eureka, CA
Engineers Building
2036 Broadway, Ferndale, CA 95501

16th .... District 76: Redding, CA
Engineers Building
20386 Engineers Lane, Redding, CA 96002

17th .... District 60: Marysville, CA
Veterans Memorial Center
1703 Elm Street, Marysville, CA

24th .... District 30: Stockton, CA
Engineers Building
1936 N. Broadway, Stockton, CA 95205

29th .... District 64: Fairfield, CA
Engineers Building
2545 N. Weynew Way, Fairfield, CA 94533

NOVEMBER 1996

7th .... District 01: Novato, CA
250 Entrada, Novato, CA

20th .... District 12: Ogden, UT
Ogden Park Hotel
247 - 24th Street, Ogden, UT

21st .... District 11: Reno, NV
Engineers Building
1200 Corporate Blvd., Reno, NV 89502

DECEMBER 1996

3rd .... District 90: Freedom, CA
Veterans of Foreign Wars Hall
1960 Freedom Blvd., Freedom, CA

5th .... District 20: Concord, CA
Elks Lodge No. 1399
3994 Willow Pass Rd., Concord, CA

9th .... District 17: Kona, HI
Kahului Community Center
71-8477 Maimahak, Kahului, HI

10th .... District 17: Hilo, HI
Hilo (ILWU) Hall
100 W. Laniola St., Hilo, HI

11th .... District 17: Maui, HI
Waikapu Community Center
22 Wake Place, Waiaka, HI

12th .... District 17: Honolulu, HI
Washington Intermediate School Cafeteria
1635 So. King St., Honolulu, HI

13th .... District 17: Kauai
Kauai High School Cafeteria
Lihue, HI

19th .... District 10: Lakeport, CA
Senior Citizens Center
527 Kenwood, Lakeport, CA

DEPARTED MEMBERS

Our condolences to the family and friends of the following
departed members (consulted the August 1996 directory):

Robert Ashurst Ogden, UT 08/24/96
David Bous Madera, CA 08/21/96
Jim Berry Jr. Reno, NV 08/21/96
Glenn Bybee 17:05/96
Warren Bybee Sacramento, CA 07/29/96
Victor Bronson Laramie, UT 08/30/96
James Butler Redding, CA 07/20/96
Jehu Bybee Spokane, WA 07/01/96
Virgil Campbell Fresno, CA 06/20/96
Robert Cox Sacramento, CA 07/20/96
Terry Croft Modesto, CA 08/15/96
Charles Detomaso Hemet, CA 07/06/96
Lyle Engle Grass Valley, CA 08/21/96
Antonio Etridge San Jose, CA 08/06/96
Don Upholster Valley Lake, UT 07/06/96
Valerie Ewing Antioch, CA 08/06/96
Ray Everman Yuba City, CA 07/10/96
Roy Graham Yuba City, CA 07/20/96
Ray Ham Lake Tahoe, UT 07/19/96
Evelyn Hughes Walnut Creek, CA 07/20/96
Lawrence Jones Ceres, CA 08/10/96
Ray Jung Cedar City, UT 08/22/96
Merrill Katsuki Redondo, CA 08/06/96
Raymond Krager Redding, CA 07/29/96
Steven McDaniel Jr. Walnut Grove, CA 08/20/96
Melvin Member El Segundo, CA 07/20/96
Robert Michael Eagle Point, OR 07/24/96
Gordon Greene Montevallo, CA 08/15/96
Donna Pope Santa Clara, CA 07/19/96
Leland Ryan Anderson, CA 08/11/96
Jerry Sickler Antioch, CA 09/14/96
Herbert Silver Manteca, CA 09/02/96
Ray Smith Okeefe, CA 08/02/96
Robert Viera Antioch, CA 08/14/96
William Wathen Redwood City, CA 08/15/96

Decedent Dependents

Sandra Ballao (Wife of Bert Ballao) 07/02/96
Patricia Cullen (Wife of Patrick Cullen) 07/31/96
Sherry Dawson (Wife of Ralph Dawson) 07/30/96
Curtie Eate (Wife of Royal Eate) 08/08/96
Rose Hoeburg (Wife of Martin Hoeburg) 08/11/96
Maika Lemig (Wife of Clyde Lemig) 08/05/96
Annette Lister ( Wife of John Lister) 06/16/96
Jacob Markos (Son of Ashley Markos) 08/19/96
Benjamin C. Saunders (Son of Donald Saunders) 08/04/96
Herb Schaffner (Wife of Donald Schaffner) 07/07/96
Mary Sester (Wife of Ralph Sester) 09/14/96
Nita Gill (Wife of Joseph Gill) 08/04/96
Ogla Hamms (Wife of N.C. Hamms [dec]) 08/16/96
Anita Hoehl (Wife of Allen Hoehl) 07/12/96
Sandra Hunter (Wife of Vici Hunter) 08/05/96
Maran Hendricks (Wife of Jeff Hendricks) 12/05/96
Sally Laurner (Wife of William Laurner) 08/02/96
Gloria McCallum (Wife of N.H. McCallum) 08/04/96
Eda D'Amato (Wife of John D'Amato) 08/23/96
Patricia Sanchez (Wife of Vernon Sanchez) 07/11/96
Emilie Tesoro (Wife of Frank Tesoro [dec]) 12/03/96
Mistel Wiltzer (Wife of Terril Wiltzer) 06/26/96

Election of Executive Board
Member for District 60 (Marysville)

Recording-Corresponding Secretary Robert L.
Wise announces that on Oct. 17, 1996, at
7:00 p.m., at the regular quarterly District 60
(Marysville) Membership Meeting, there will be
an election for one (1) Executive Board member
to fill the unexpired term left vacant by
resignation. The meeting will be held as follows:

7:00 p.m. 1703 Elm St.
Marysville, CA

DECEMBER 1996

DISTRICT OFFICE LOCATION

Effective Sept. 23, 1996, the Santa Rosa District
Office will be located in Rohnert Park. The new
address and phone numbers are as follows:

6225 State Farm Dr., Suite 100
Rohnert Park, CA 94928
(707) 585-2487 (Dispatch Hall)
(707) 585-3430 (Apprenticeship)
either Regular Dental or Safeguard and wish to continue, do nothing.

Unless we hear from you, you will be re-enrolled for the 12-month period beginning December 1, 1996. If you wish to enroll for the first time, change your enrollment, or cancel your enrollment, please indicate your choice on the form below. Clip and return by October 20, 1996 to:

 Operating Engineers Trust Fund office
 P.O. Box 23190
 Oakland, CA 94623
 Attn.: Retiree Dental

Further information about the plan can be obtained from the Fringe Benefit Service Center at (510) 748-7450 or the Trust Fund Service Center at (510) 337-3050.

**OPEN ENROLLMENT FOR RETIREE DENTAL PLANS**

☐ I wish to enroll in or to change my present enrollment.

☐ I am presently enrolled, but no longer wish to be enrolled.

☐ I have been enrolled a minimum of twelve months. I understand that once my enrollment is cancelled I will never be eligible to join the Retiree Dental Plans again.

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**Vacation transfer**

In accordance with various collective bargaining agreements, vacation pay for hours worked from March through August, reported and paid to the trust fund by September 25, will be transferred to the credit union by the fund manager on November 15 and will be available for withdrawal at the credit union on November 30.

If you prefer to have your vacation pay issued to you instead of the credit union, you may do so by filling a Semi-Annual Payment Request with the trust fund. You may obtain a request card at any district office or at the Fringe Benefits Service Center at the Local 3 headquarters in Alameda.

The trust fund must receive your completed request card no later than October 30. Checks will be issued November 15. Accounts for members on monthly transfer or time payment option are not affected by this transfer.

**Retiree meetings**

Be sure to check the schedule on this page for the date of the upcoming Retiree Association meeting in your area.

Fresno Retirees, your meeting will be held in conjunction with a potluck picnic on Thursday, October 10. Make plans to bring your favorite dish and join us at Woodward Park, Valley View area, from 11 a.m. to 3 p.m.

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**NOTICE**

To: THE OPERATORS OF DIESEL ENGINE EQUIPMENT

Re: California Proposition 65 Warning

Proposition 65, a California law, requires warning about exposures to chemicals, including constituents of diesel engine exhaust, which are listed under that law.

Beginning during the next year, diesel engine equipment will carry the following CALIFORNIA PROPOSITION 65 WARNING either on the equipment or in the operating manual:

** CALIFORNIA PROPOSITION 65 WARNING**

Diesel engine exhaust and some of its constituents are known to the State of California to cause cancer, birth defects, and other reproductive harm.

Please note this warning and remember —

Always start and operate the engine in a well-ventilated area;
If in an enclosed area, vent the exhaust to the outside;
Do not modify or tamper with the exhaust system.

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**PROPOSITION 65 WARNING**

To the operators of diesel engines:

This product contains a chemical known by the State of California to cause cancer, birth defects, or other reproductive harm.

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