

ENGINEERS NEWS



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OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

SEPTEMBER 1996

Tribute to a Legend

**A look back at the 14-year
reign of Business Manager**

T.J. "Tom" Stapleton

Inside . . .

- Dole and Clinton's economic plans
- Key election races
- Living Wage Act, Prop. 210
- Local 3's new organizing plan



For the Good and Welfare

by Don Doser, Business Manager

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 away your gun," Business Manager Tom Stapleton responded, "but if you vote for Pete Wilson, he'll probably take away your job."

**This year, let's
focus on the
"bread and
butter."**

"Well, I been without a job before," the member said, "but I ain't never been without a gun."

That pretty well sums up how this issue sits with many of our members.

I think there is a serious need on the part of politicians (most of them Democrats) and our members (mostly gun owners) for a reality check on this issue.

I would remind our political friends who are seeking our support this time of year that there are presently more than 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: Most voters don't have a problem with guns. They have a problem with violent crime. Many people feel safer with a gun to protect them from criminals.

On the flip side of the coin, I would caution our own members that basing our support or opposition to a candidate solely on the gun issue would be a huge mistake. As construction union members, our jobs depend on politics. We should take time to become informed on where candidates stand on the prevailing wage, health and safety, and laws that protect disability insurance and our right to overtime pay. These are bread and butter issues that have tremendous importance to how we make a living.

My message to our union members is: This year, let's 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.

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On the cover:

Former Business Manager Tom Stapleton fires up the crowd at the February '96 Prevailing Wage Rally in Sacramento, Calif.

RMTC 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:

- Gradesetting (beginning, intermediate & advanced)
- Dozers
- Scrapers (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 (Bobcat 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.

ENGINEERSNEWS



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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.

"In 1994, thousands of union members stayed home on election night," Business Manager Don Doser said. "The California Assembly 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, those 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 take away a worker's right to receive overtime pay after eight hours in a day. There is legislation that would force injured workers to use company doctors and 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 who live 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 25th Assembly District where labor is supporting Democratic candidate Ed Elliott and the 26th Assembly District, where labor is supporting Dennis Cordoza.

"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," Doser added. "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.



Jim Earp



Mark Kyle

"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."

"These mail pieces will compare where candidates stand on issues of importance to working families and those who live on a pension," he explained. "They are designed to be interactive. We won't be telling union members how to vote. We'll provide them with good factual information and then ask them to decide for themselves."

"This campaign will incorporate computerized laser printing methods so that voters will get the information that pertains to their specific electoral district,"

Earp said. "We're confident union members will respond much more positively to this kind of approach than they would by receiving a simple slate card."

Mark Kyle will help central labor councils throughout the northern half 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 talk to other union members about election issues, there is a very positive response. We're going to be carrying out that program all over the state."

As Local 3's political and public relations director, Earp works under the direction of Business Manager Don 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 international and local 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 398 (Aguilar, R-Ontario) and Assembly Bill 379 (Boland, R-Granada Hills) repeals the law requiring employers to pay overtime after eight hours in a day.

TAKE AWAY WAGES FOR CONSTRUCTION WORKERS

Assembly Bill 138 (Goldsmith, R-Poway) would dismantle the prevailing wage laws that set wages for construction workers on publicly funded projects. Other anti-prevailing wage laws were introduced by Assembly members Fred Aguilar (R-Ontario), Barbara Alby (R-Sacramento), Steve Baldwin (R-La Mesa), Tom Bordonaro (R-San Luis Obispo) and Bruce 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 repetitive 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 269 (Kuykendall, R-Long Beach) would expose more workers to deadly asbestos fibers by weakening California OSHA standards.

TAKE AWAY UNION REPRESENTATION

The TEAM Act (H.R. 743) allows employers to form company "committees" that would take the place of genuine union representation. In California, AB 549 (House, R-Modesto) 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 in half state disability insurance payments from workers with severe job injuries. SB 1926 (Mountjoy, R-Arcadia) reduces permanent disability benefits. AB 1749 (Knowles, R-Cameron Park) eliminates employer paid 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. 2491 is a federal bill that allows companies to raid 401K pension funds for their own use. In California, Assembly Bill 1551 (Kaloogian, 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 fire protection to low-paid, unrepresented workers.

Here we

By Steve Moler
Assistant Editor



Bob Dole's economic plan would put the squeeze on the middle class like Reaganomics did in the 1980s

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 benefitting 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.

go again!

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 \$250,000 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 would never say it if I were Dole until after the election."

Dole also assumes that an additional \$147 billion in revenue would be generated because his tax cuts would accelerate annual economic growth to about 4 percent, higher than it has been in a quarter century. From 1950-1970, the U.S. economy expanded at an average of 3.5 percent annually, but for the past 25 years has dropped to about 2.8 percent annually, according to the U.S. Commerce Department.

Even if Dole's wildly optimistic predictions materialize, the Federal Reserve Board, as it did earlier this year and numerous other times over the past few years, would step in and raise interest rates to prevent the economy from "overheating." The higher interest rates workers would pay on their credit cards, automobiles and mortgages would likely offset most -- if not all -- of the savings in income taxes.

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 \$850 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.

Clinton's economic plan

The president's vision focuses on helping not the rich but middle-class families who need it most

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.

Decision Time!

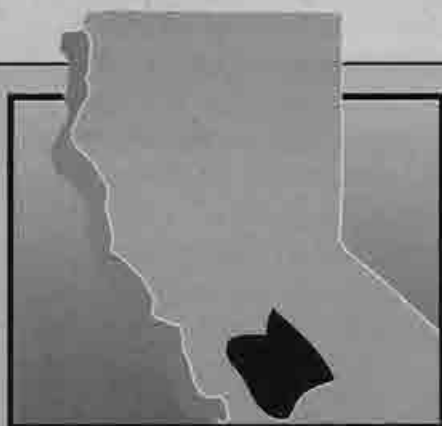
Key California races labor must win to help ensure anti-prevailing wage factions in Washington and Sacramento don't succeed

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)



Gary Condit

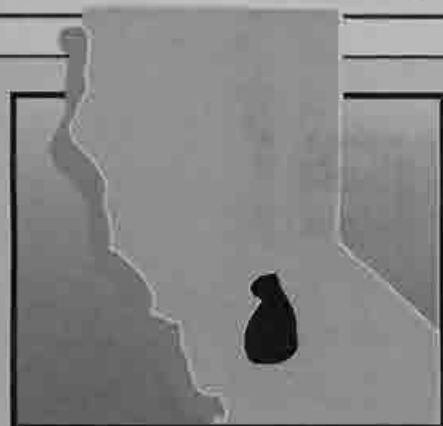
- Voted in favor of raising federal minimum wage
- Voted against TEAM Act, which would have allowed company unions
- Opposed Davis-Bacon repeal
- Opposes incentives for U.S. corporations to move jobs overseas

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.

Conrad, 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.



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.

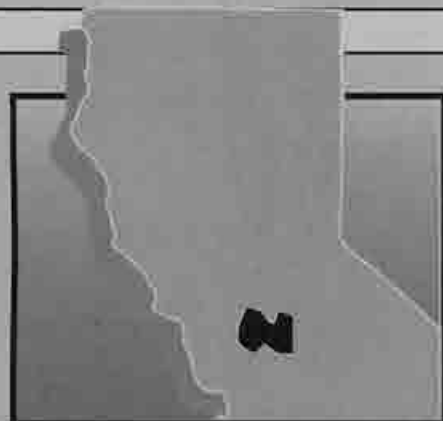
If both houses of the Legislature fall into Republican hands, there would be no way labor could stop hostile legislation from reaching Gov. Pete Wilson's desk. Repeal of prevailing wages and right-to-work would almost certainly follow. For this reason, organized labor is focusing much of its political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

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

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

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 269. He even introduced legislation to eliminate overtime for

seniors and teenagers in the fast food and other industries by calling certain employees "executives."

Elliott, meanwhile, is House's political opposite. Elliott believes that, more than ever before, working people and their unions need strong advocates in the state Legislature. If elected, Elliott 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.

Elliott, 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

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

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

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 Assemblyman 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 Elliott'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

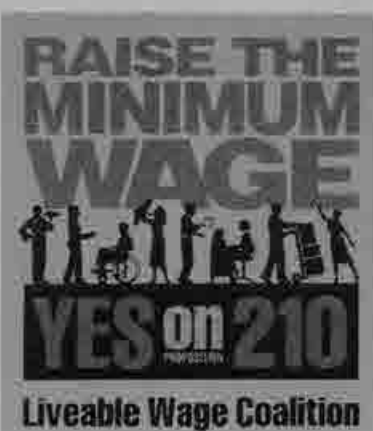
workers, such as full funding of Cal-OSHA and other state regulatory agencies. He would also fight for increased funding for apprenticeship and other job training programs.

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 \$8,840 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 26 percent of its value due to inflation and is at a 40-year low in purchasing power. Many minimum wage workers, despite working

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 woman. Roughly 80 percent are adults, not teenagers, and about 45 percent are over age 30. About 175,000 care for elderly and disabled Californians.

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.



*Employee morale is at an all time high.
We must be paying them too much."*

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 120,000 families would become less dependant 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.

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 1993, 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

Building strength through organizing

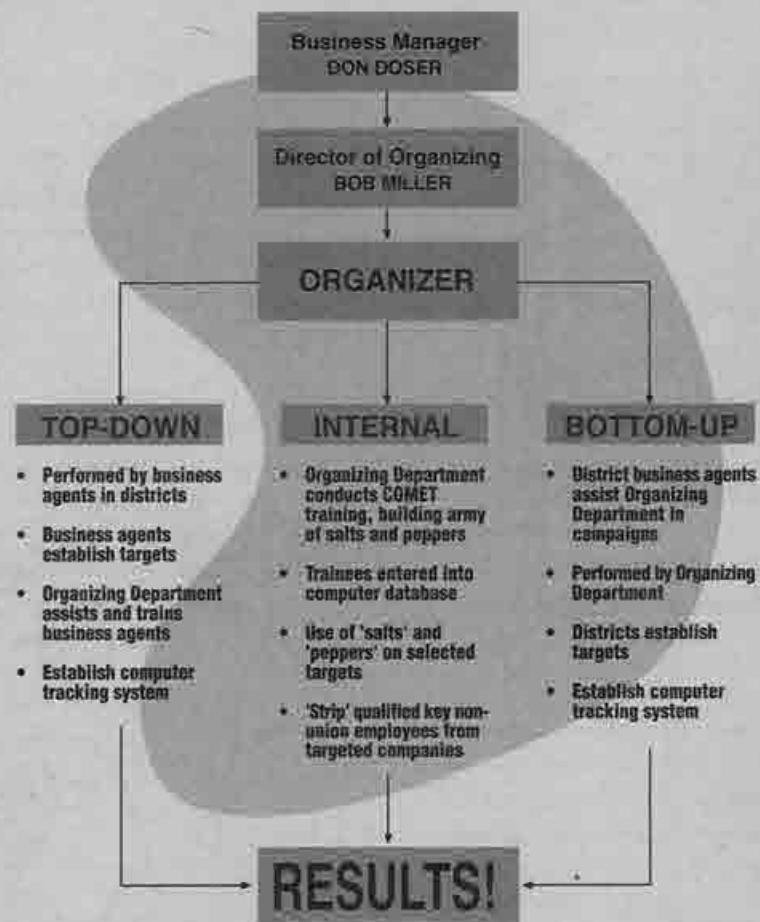


Local 3 announces new organizing strategy that includes merging union's Organizing Department with COMET program

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.

Local 3's Organizing Plan



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. Those 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."



Director of Organizing Bob Miller teaches a recent COMET I class.

'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 firms 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.

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.



by Rob Wise

Credit Union

Treasurer



Ends
Dec. 31st,
1996

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.



Operating Engineers Local Union No. 3
Federal Credit Union

Call your branch
or 1-800-877-4444



by Art McArdle

Administrator

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 1983, 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 1986. Times were hard for everyone during these slow 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 the 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.



Carla Lurie-Harley



by Brian Bishop

Safety Director

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 classes if the last class you attended was prior to 1993. 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 Refreshers

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

Location: Local 3 headquarters, 1620 S.
Loop Rd., Alameda, (510) 748-7446

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) 252-8903

Marysville District

Fri., Dec. 20
Location: Sutter-Yuba Assoc. of Realtors,
1558 Starr Drive, Yuba City,
(916) 743-7321

Redding District

Sat., Dec. 21
Location: Redding District office,
20308 Engineers Lane (916) 222-6093

Sacramento District

Sat., Sept. 14; Wed., Nov. 27;
Wed., Dec. 18
Location: Sacramento District office,
4044 N. Freeway Blvd., Ste. 200,
(916) 565-6170

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) 565-6170

Alameda Headquarters

Oct. 7-11; Nov. 18-22
Location: 1620 S. Loop Road, Alameda,
(510) 748-7400 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.



Tribute to a Legend

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

by Steve Moler
Assistant Editor

Anyone 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 at the Operating Engineers Local Union No. 3, that 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.

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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 latent 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, which by early 1980 had begun to make significant inroads into the union construction market.

More than any other issue, building a strong defense against non-union encroachment defined Stapleton's administration. To keep his union afloat, Stapleton relentlessly attacked the open-shop threats with an endless supply of time, energy and intellect.

He started by getting Local 3 more involved in politics. Early in his first term he began meeting with key state legislators to discuss Local 3's needs. In March 1983, Stapleton had the first meeting with Assembly Speaker Willie Brown to discuss raising the state's gasoline tax to help repair California's crumbling infrastructure. That first meeting marked the beginning of a long and fruitful professional relationship with Brown, who during his 14 years as the Assembly speaker thwarted countless anti-labor bills. By mid-1986, Local 3 had become one of the strongest, most politically active unions in the state.

Market area agreements

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 agree to 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.

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 Deloew.



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.

When Reagan won reelection 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.

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.

Stapleton with Jack Henning, Executive Secretary-Treasurer of the Calif. Labor Federation, at a March 1986 fundraiser for restoration of Franklin Roosevelt's yacht *Potomac*.



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 fund was bulging with net assets approaching \$2.1 billion. 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.

The pension fund's board of trustees, which Stapleton chaired, accomplished this impressive feat through sound financial management. At about the time Stapleton intro-

duced 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

Stapleton, while recording correspondence, participates in a rally in support of a flood control project.



included a 10-percent increase in benefits for current retirees and active members. Pension increases ensued 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 work 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 determine if Hawaii members really supported Lean. Stapleton next hired an entirely new Hawaii District staff to serve the members and 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 3-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 going back 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 pro-

posed 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 Murieta 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 one thing: In the eyes of many longtime members, Stapleton was the best business manager Local 3 has ever had.



After winning reelection for a second term, Stapleton is sworn in by former Local 3 President Paul Edgecombe in Sept. 1985.



Stapleton and Local 12 Business Manager Bill Waggoner, 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.
- Elected Business Manager in 1982. Reelected in 1985, 1988, 1991 and 1994. Bestowed the "Spirit of Life" Achievement Award by the City of Hope in 1993.
- Elected 11th General Vice President of the International Union in 1987, reelected in 1988. Elected 10th General Vice President in 1989; Elected 9th General Vice President in 1989.
- 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.



◀ Stapleton as a U.S. Navy 1st class shipfitter specializing in underwater welding and diving

▼ Stapleton, right, in the early years as a heavy-duty mechanic and operator



◀ Stapleton's competitive nature goes back to his early years as a motorcycle racer in the late 1940s.

▼ Tom and grandson T.J. Lester at a retiree picnic.



▼ Tom with his wife Mary and daughter Diane in 1962 at their home in Terra Linda.



Tom was always in the driver's seat as a labor leader like he was here as a student at the Bob Bondurant School of High Performance Driving at Sears Point Raceway

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, as long as I never forget that day, 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.

by **Bud Ketchum**

Director

**Addiction
Recovery
Program**

(800) 562-3277

Hawaii Members Call:
(808) 842-4624

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 effective date of the new coverage, or termination of coverage, is December 1, 1996.

Retirees in Hawaii have their own dental plan through Hawaii Dental Service and a separate open enrollment period. Utah's open enrollment is the same as California - October for December 1 coverage.

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.

After this one year enrollment period, you may cancel from the plan if you wish. To cancel, please notify in writing:

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

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.

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.

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.

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

by **Charlie Warren**

Fringe Benefits

Director

con't on page 28

Enough is enough!

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



► **Adrian Keohokalole, District Rep. for Hawaii, testifying at congressional hearings.**



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 problems 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 Crozier, Marvin Koga, president of Mega Construction, Glenn Nohara, president of the General Contractors Association, and Bruce Coppa, executive director of the Pacific Resource Partnership.

The first three panels identified the many ways local union contractors were not operating on a level playing field with the large non-union out-of-state contractors, which have been setting up shop on the military bases and getting the majority of the work.

Witnesses explained how employees without union representation could be subjected to unfair labor practices and cheated out of their hard earned pay, which gives non-union contractors an advantage over good union contractors.

"To put it bluntly," Keohokalole said at the hearing, "Huge multi-million dollar contracts are being awarded to firms from the mainland with precious little effort being expended to employ local contractors and workers who have been trained and certified to carry out this specialized work."

"It is our hope," he said, "that through this hearing we can exert enough pressure that the Department of Defense and those contractors who have an inside track with the department will no longer be able to hide behind a bureaucratic wall."

Keohokalole went on to recommend that the DOD be required to give preference to qualified local craft workers rather than be allowed to import workers from outside the project vicinity. He also suggested that a full-scale investigation be undertaken to determine whether Hazmat contractors are being reimbursed with tax dollars to conduct Hazmat certification training when fully trained workers are already available in the local work force.

In his final comments, Keohokalole said Local 3 believes the practice of awarding this work in huge,

mega-million dollar contracts should be thoroughly reexamined. There are compelling arguments, he said, for awarding Hazmat cleanup work in smaller, more competitive contracts. The current practice forces many qualified contractors out of the market and fuels a very legitimate speculation that those few contractors who are able to bid on this work have a special, inside track that the rest of the industry will never be able to break into.

The fourth and final panel was made up of representatives of the U.S. Army Corps of Engineers, U.S. Navy and Department of Defense from Washington D.C. These representatives had difficulty answering many of the questions Mink put to them.

The hearing was well conducted, and all three panels did their homework and came fully prepared to represent their organizations. The HOEISF trustees and staff identified the problem and presented it through our lawmakers. Traveling to Washington and presenting these problems to our Hawaii delegation, then having congressional hearings held in Hawaii on behalf of our construction industry and union members may have been a first for us in Hawaii.

We are hopeful that through our efforts our goals will be accomplished to increase the economic welfare of our contractors and members. The response and support from our congressional representatives were extraordinary because Local 3 and the HOEISF have always been a supporter of our congressional delegation.

This is concrete proof that it's essential for us to become even more involved in the political process. Our livelihood is at stake. To demonstrate our appreciation, remember Mink and Abercrombie on election day.

**By Willy Crozier, administrator,
Hawaii Operating Engineers Industry
Stabilization Fund.**

➤ **HOEISF delegation meets with Hawaii's Senator Daniel Akaka (l to r):** Bernard Jelf, Willy Crozier, Nelson Umiama, Willy Nakakura, Ron Oshiro, Adrian Keohokalole, Senator Akaka (seated), Don Doser, Marvin Koga, Jim Earp, Donald Medeiros, Allan Parker



➤ **HOEISF delegation meets with Hawaii Congressman Neil Abercrombie (l to r):** Willy Crozier, Marvin Koga, Don Doser, Adrian Keohokalole, Congressman Abercrombie (seated), Allan Parker, Willy Nakakura, Nelson Umiama, Ron Oshiro, Bernard Jelf



➤ **HOEISF delegation meets with IUOE President Frank Hanley in Washington D.C. (l to r):** Chris Hanley, Jim Earp, Allan Parker, Tim James, Donald Medeiros, Nelson Umiama, Willy Nakamura, Adrian Keohokalole, Frank Hanley, Don Doser, Ron Oshiro, Marvin Koga, Willy Crozier



➤ **HOEISF delegation meets with Hawaii Congresswoman Patsy Mink (l to r):** Bernard Jelf, Allan Parker, Nelson Umiama, Willy Nakakura, Marvin Koga, Ron Oshiro, Congresswoman Mink, Adrian Keohokalole, Don Doser, Jim Earp, Willy Crozier, Donald Medeiros

➤ **Congressional hearing, Labor Panel (l to r):** District Rep. Adrian Keohokalole, Kevin Liborio, Vice President of Hawaii Fed. Emp. Metal Trades Council, Buzzy Hong, Exec. Dir. Hawaii Bldg. and Trades Council, Walter Kupau, Financial Secretary, Carpenters Union



➤ **Management and Joint Labor Mgmt Panel (l to r):** Bruce Coppa, Executive Dir., Pacific Resources Partnership, Marvin Koga, HOEISF Trustee and Pres. Mega Construction, Willy Crozier, HOEISF Administrator, Glenn Nohara, Pres. General Contractors Assoc.



➤ **Marvin Koga, HOEISF Trustee, 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, Olen 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.



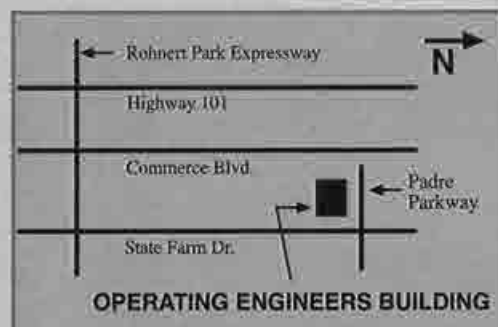
◀ Over the years, Charlie Spikes, retired 35-year member, kept every Local 3 pin and year card he ever received. When he retired, he put them all together and created this masterpiece. It is currently on display in the Reno office. Nice job, Charlie!

➤ 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 work-

ing 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.

Gary Wagon, District Rep., Greg Gunheim and Jim Killeen, Business Reps.

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 a first offense and may not register with the Job Placement Center for thirty (30) 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").



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.

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.***



▲ Kennecott's new Cat 994 front-end loader. The midgets are from left: Business Rep. George Stavros, and members Richard Napolis, Jess Jacobsen and foreman Ed Park.



▲ Kennecott's Caterpillar 24H road grader with Operator Robert Tyler and Business Rep. George Stavros.

◀ Kennecott's new P&H electric shovel

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, Jeaneen 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 Northern California Surveyors Joint Apprenticeship Committee and an Oakland District Grievance Committee member.

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 poise. 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 1983, 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 7 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 & Cone from San Ramon will be doing the concrete paving grinding in various locations in Sierra County. Penhall-Highway Service will be grinding and repaving the existing pavement from north of Hwy. 20 at I-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 at 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 148 manholes and 650 lateral connections to existing residences in Quincy.

F&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 Lapco from South 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 Bille 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 59,000 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 to replace a bridge and wastewater pumping station, along with widening and grading of existing highway and paving over the Feather River on Hwy. 162 just West of Oroville.

The U.S. Department of Transportation, along with the Federal Highway Administration, has put out to bid this month the 7.6-mile Gold Lake Road overlay in Plumas County. Also this month, the Department of Water Resources will put out to bid a project in Butte County to construct a comfort station building and install sewer and water lines, install sewage pumps and appurtenances at the North Thermalito Forebay at Lake Oroville. This project also calls for some demolition, sitework and paving.

These are just a few projects going to bid this month that will make the work picture continue to look good here in the Marysville District.

Dan Mostats,
Business Rep.



MEETINGS & ANNOUNCEMENTS

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 presented at the August 11, 1996 Executive Board Meeting.

Robert Bulkin	# 1076553
Larry A. Cossairt	# 1054954
Richard Eagen	# 0997088
Therlow Penn	# 0931183
David Gordon	# 1058414
Don Hall	# 0935404
Delbert Hart	# 0564194
Chester Hulsey	# 1070944
Ronald Kanto	# 0849176
L.C. Kent	# 0872700
William McGuire	# 1075515
John B. Norris	# 1076606
Henry E. Olsen	# 0641130
James R. Pannell	# 0760366
George Pena	# 0862333
Bill Post	# 0991200
Ronald Powell*	# 0924967
Glen Prater	# 0625894
Cliff B. Purcell	# 0935564
Merrill Rose	# 1051452
Robert D. Sandor	# 1035351
Michael Smith	# 1067427
Leroy A. Streit	# 0863934
Gino Tavasci	# 1076530
Lloyd H. Vanpatten	# 1076536
Robert F. Will	# 1070978

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. 1916 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:

Oct. 17, 1996 Veterans Memorial Cntr.
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)

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
5431 East Hedges, Fresno, CA
- 15th District 40: Eureka, CA
Engineers Building
2806 Broadway, Eureka, CA 95501
- 16th District 70: Redding, CA
Engineers Building
20308 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
1916 N. Broadway, Stockton, CA 95205
- 29th District 04: Fairfield, CA
Engineers Building
2540 N. Watney Wy., Fairfield, CA 94533

NOVEMBER 1996

- 7th District 01: Novato, CA
Alvarado Inn
250 Entrada, Novato, CA
- 20th District 12: Ogden, UT
Ogden Park Hotel
247 - 24th Street, Ogden, UT
- 21st District 11: Reno, NV
Engineers Building
1290 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. 1994
3994 Willow Pass Rd., Concord, CA
- 9th District 17: Kona, HI
Holualoa Imin Community Center
76-5877 Mamalahoa, Holualoa, HI
- 10th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St., Hilo, HI
- 11th District 17: Maui, HI
Waikapu Community Center
22 Waiko Place, Wailuku, HI
- 12th District 17: Honolulu, HI
Washington Intermediate School Cafeteria
1633 So. King St., Honolulu, HI
- 13th District 17: Kauai
Kauai High School Cafeteria
Lihue, HI
- 19th District 10: Lakeport, CA
Senior Citizen's Center
527 Konocti, Lakeport, CA

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members (compiled from the August 1996 database).

Robert Ashurst	Doyle, CA	08/18/96
David Baca	Madera, CA	08/21/96
Joe Berry Jr.	Reno, NV	08/12/96
Stan Bjorge	Valley Home, CA	08/04/96
Warren Boggs	Sacramento, CA	07/29/96
Victor Bronson	Orem, UT	08/18/96
James Butler	Rodeo, CA	07/29/96
John Bybee	Spokane, WA	07/31/96
Virgil Campagna	Fremont, CA	08/24/96
Robert Cox	Sacramento, CA	08/19/96
Thomas Croft	Modesto, CA	08/09/96
Charles Delmas	Hilmar, CA	08/07/96
Lyle Engel	Grass Valley, CA	08/01/96
Antonio Gadda	San Jose, CA	08/26/96
Don Gibbs	Malad City, ID	07/30/96
Adolph Gohier	Kailua, HI	07/19/96
Ray Graham	Yuba City, CA	08/20/96
Boyd Hone	Salt Lake City, UT	07/19/96
Elwood Hughes	Wallace, CA	08/23/96
Lawrence Jones	Ceres, CA	08/16/96
Virgil Judd	Cedar Ridge, CA	08/22/96
Minoru Katsuki	Honolulu, HI	07/21/96
Raymond Kreger	Rodeo, CA	07/28/96
Steven McDaniel Jr.	Walnut Grove, CA	08/16/96
Malvin Mettler	El Sobrante, CA	07/29/96
Robert Nichols	Eagle Point, OR	07/24/96
Gordon Owens	Meadow Vista, CA	08/19/96
Donald Pape	Salt Spring Island, BC	08/16/96
Leland Ryan	Anderson, CA	08/01/96
Jerry Scholes	Antioch, CA	08/14/96
Herbert Silver	Maritaca, CA	08/09/96
Ray Smith	Oroville, CA	07/29/96
Robert Viera	Antioch, CA	08/14/96
William Wathen	Redway, CA	08/08/96
Frank Williams	Redwood City, CA	08/21/96

Deceased Dependents

Sandra Ballao (Wife of Bert Ballao)	07/05/96
Patricia Cullen (Wife of Patrick Cullen)	07/29/96
Beverly Dawson (Wife of Ralph Dawson)	08/10/96
Carla Harley (Wife of Floyd Harley)	08/08/96
Rose Hochberg (Wife of Martin Hochberg)	08/11/96
Melba Lemings (Wife of Doyle Lemings)	08/05/96
Annette Lister (Wife of John Lister)	08/11/96
Jacob Markus (Son of Ashley Markus)	08/11/96
Benjamin C. Sorenson (Son of Ronald Sorenson)	08/04/96
Gertrude Crouch (Wife of Darrel Crouch)	07/10/96
Mary Esterly (Wife of Ralph Esterly)	08/19/96
Alice Gill (Wife of Joseph Gill)	08/04/96
Olga Hammes (Wife of N.G. Hammes [dec])	08/18/96
Anita Holford (Wife of Alva Holford)	07/12/96
Sandra Hunter (Wife of Von Hunter)	08/05/96
Marion Hendricks (Wife of J.E. Hendricks)	12/20/93
Sally Larimer (Wife of William Larimer)	08/02/96
Gloria McGee (Wife of H.S. McGee [dec])	08/14/96
Eva O'Keefe (Wife of John O'Keefe)	08/05/96
Patricia Souza (Wife of Vernon Souza)	07/21/96
Emeline Tessier (Wife of Frank Tessier [dec])	08/09/96
Mabel Waller (Wife of Terrell Waller)	06/29/96

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. The meeting will be held as follows:

Oct. 17, 1996 Veterans Memorial Cntr.
7:00 p.m. 1703 Elm St.
Marysville, CA

Free Want-Ads for Members

FOR SALE: Totally custom! 3-bd/2-ba on 9.5 acres just 45 miles north of Sacramento. Beautiful view of Sutter Buttes, and only 2 mi. from Southridge Golf Course. Lg. barn, ag. well, all fenced and crossed fences. Priced at \$230,000. Call evenings (916) 755-0779. #1142903

FOR SALE: Timeshare. Puerto Vallarta, 4 wks prime time, sleeps four, maid service, 5-star hotel on beach. \$1,800 or \$6,000 for all four weeks. (510) 357-1638. #0899570

FOR SALE: Doors. Entry way, leaded glass, Stratford. Plus two side lights. Retail: \$1,200 - sell \$400. One speaks easy; \$200. Huge parrot cage: \$150. Also Mac 10 Mac 11 bolts. (510) 487-2774. Iv msg. #2260260

FOR SALE: Triplewide mobile home. 2,000-sq ft, 3-bd/2-ba, single car garage/owner, 3 yrs old, landscaped view lot in Eureka CA adult park. Reduced to \$95,000. (707) 442-0993. #354313

FOR SALE: RV camping membership at Riverside Adventure Trails, Bullhead City, AZ. Near the Colorado River and casinos in Laughlin, NV. \$1,200 & transfer fees. (916) 243-1658. #892456

FOR SALE: 1968 Ford LTD. 302 eng/w auto, AC, CC, radar. Very clean. \$1,600. (408) 265-7164. #1941657

FOR SALE: 1988 Supra. A great ski boat in mint condition. Only 200. \$12,900. (916) 852-7840. #1058503

FOR SALE: 1989 London-Aire 37'. 454, 20K mi, luxury std equip, 6.5 Onan, Auto-Hyd jacks, Dr/door, basement storage, 2/air, 2/hr, rear island queen, white Corian, upgrade stereo w/CD. Ext. white/bk, int-grey/mauve & mahogany. Must see, excel cond. \$58,000. (602) 491-9784. #0889194

FOR SALE: 1971 VW Super Beetle. Looks/runs great! Very straight body - no rust, orig paint. New ball joints, brakes, tires, eng, more. \$1,800 OBO. (209) 931-2804. #1800389

FOR SALE: PK mobile. 24' x 44', 2x2, WD, awnings both sides, like new, 2 sheds. Senior park. \$25,500. (916) 365-4127. #0731140

FOR SALE: '87 Ford Ranger. 1/2-ton, 4-cyl, 4-sp, 87K mi, new clutch, complete canopy, radio/cass. \$3,200. Also: RV hitch, complete w/frame, 40" wide, easy-lift, sway bars, elec wiring, brake lever, ready to install. \$325. Pro drafting table w/chair & light. 47" x 31". \$120. (209) 292-8392. #592866

FOR SALE: 1977 Cadillac DeVille. 4-dr sedan, 104K mi, 7.0L eng, very clean, no rust, new tires, very good cond. (707) 442-5935. #1212551

FOR SALE: 1990 Ford F250 Extra Cab XLT Lariat Diesel. Auto w/overdrive, fully loaded: capt chairs, tow pkg, gooseneck hitch for 5th wheel, PD, AC, PW, PL, color matched shell. Excel cond w/only 69K mi. \$14,000. (510) 449-5164 eves or Iv msg. #1953042

FOR SALE: 10 rolling acres. Tahoe Nat'l Forest area, bel. Grass Valley and Downieville on Hwy 49, 3,000-ft elev. Driveway off Hwy 49, 25 gm well, phone in. Excellent Christmas tree farm potential. \$46,000. (916) 288-1022. #1425289

FOR SALE: Ostriches. Blacks. Pair of 3-yr old breeders: \$10K OBO. Emus, 3-yr old breeders: \$3K. Emu chicks 4-mo old \$500/pr. Forced to sell due to illness. (619) 948-5308 or (209) 592-3835. #2164255

FOR SALE: 11,000-sq ft supermarket. Great downtown location in Glendale, OR. Plenty of parking, fixtures in, 2 cash registers, many refrigerated cases in top cond. Turn key operation ready to open w/inventory incl. \$325,000 (incl bldg). Mike (916) 243-4302 or (916) 222-3923. #0865537

FOR SALE: Firearms. 22 magnum pistol S&W, new in box. Two 7.62 x 39mm assault rifles, pre-ban, pre-reg, semi-auto, scope, synthetic shock, sling, flash suppressor, muzzle break, 10 md mag but will convert to larger capacity mag. No reg req'd. Robert (510) 372-5893. #2084439

FOR SALE: '93 Trail EZE Double Drop Trailer. 0 miles, never used or licensed, 4 beam, 48", 102" wide, 26" well, 24" deck ht, air ride, low pro 22.5's. \$18,725. Also: '94 GMC Safari cargo van, 32K mi, white, V6, auto, air/m, ac, ps, pb: \$11,500. (408) 274-1333. #1137643

FOR SALE: Paradise. 1 1/2 hrs from Sac; 30 min from Chico. 11 yr old, 2,600 sq-ft on 6 acres, 3-bd/3-ba, FLR, FDR, FR, cen ac, 2-car gar, enc sunrm. Great horse prop. Quiet lane/creek/sep shop. \$249,900. Ginny Snider, brkr. (916) 872-6814 or 533-3300. #0997088

FOR SALE: Photo equipment. Enlarger, easels, trays, Nikon lens. Also: camping equipment-propane tank & lamp w/tank. Honda X1000 gen. Call for prices (415) 826-6282. #78314336

FOR SALE: Ham gear. US lower, 55-ft, MA-550, crank up, 2 yrs old. 15-M 4 element yagi #15-4-CD Skywalker. Hi-gain rotator ham, (V4)304-120 volts. Will sell all at half price \$960. (707) 887-2590. #625884

FOR SALE: Holiday travel trailer. 1973, 29-ft, fully self-cont, excel cond, asking \$4,500 OBO. (209) 634-1797 or (818) 362-5400. #1152744

FOR SALE: Beautiful brick home. 4 acres, cent air/heat, 3-bd/2-ba, lg kitchen/dining/lvg rms, fp, washroom, office, attached garage. Lots of tile/extras. X-lg detached garage, 4-bay barn/completely fenced. Lovely setting, McAlester, OK. (918) 423-0840. #595699

FOR SALE: Idaho hunting/fishing retreat. On world-famous Silver Creek. 40 mi from Sun Valley, 3,200 sq ft house, barn, corral, pasture, garage. One of a kind. (208) 788-3099. #854762

FOR SALE: 2 homes for price of one! 1) 3-bd/1 Jacuzzi bath home. 2) 1 bd-granny unit. Lg lot on 1 piece of prop. Many extras. Gingerbread style, bay windows etc. Custom details, perfect location for home business. 1 blk fr shopping, buses, new schools. Stony Pt Rd in Santa Rosa area. Asking 137,500. (707) 743-1636

ask for Janine or Richard. #2249567

FOR SALE: Two 5-acre lots. In foot-hills: one lot w/2-bd, 2-ba home w/lot; one lot undeveloped. Will sell separately or as one unit - both w/view, pine and oak trees, security gated, mutually owned private lake. (209) 754-1954. #2012351

FOR SALE: Home & business double-wide mobilehome. Car port, storage bldg, 3/4 acres w/mobilepark: 7 spaces, zoned for more, wash room, storage barn, shop, 2 1/4 acres. Trade for Oregon property or carry paper, price \$120,000. Call James Fryar in Stonyford, CA. (916) 963-3261. #888800

FOR SALE: Smith Corona word processor w/screen and printer. Works well \$150 OBO. Also: Tandem axle trailer - 5,000 lb w/fenders. 6' x 10' deck, Cal wheels, elec brakes, built strong. \$800. (209) 237-6267. #1115323

FOR SALE: 1 1/2 acres. Asphalt drive, 118' well, pump/pump house, new 1,500-gal septic, 218' of leach lines for 4 bdrm dwelling, excel bldg site. One mile from Grass Valley, CA, Hwy 174. \$150,000. By app'l only except Sundays. (916) 675-2028. #0991098

FOR SALE: 1969 Int'l Crewcab 3/4 ton. One ton springs, 50K on eng, needs distributor/TLC. Registration current. Drove it in '94. \$1,000 OBO or trade for good clean older small airstream: Avoin, Boles Aero, or like hard shell small travel trailer (14'-16'). (209) 533-0279 Columbia CA. #2210010

FOR SALE: Make money w/ GMC 7000 Dump Truck for the price of a new diesel pickup. Nearly new, deluxe, ABPS, AC, radio, tinted glass, step tanks, 28K mi. Dan (209) 299-3817. #0998883

FOR SALE: 1986 Ford Backhoe w/cab Extendahoe. Real sharp. AC, heat, new tires, big loader bucket, top cond. Must see to appreciate. (209) 299-3817. #0998883

FOR SALE: 1993 Winnebago Brave motorhome. 27-ft, 454 Chev eng, dash/roof air, awning, qn bed, 2-way fridge, all amenities. Outside stereo family entertainment, lg bath w/shower and outside shower, microwave, radio/tape, TV, sofabed. Must see to appreciate (209) 299-3817. #0998883

FOR SALE: Motorcycle. Rokon. Drives both front and rear wheels. Factory-installed alternator and light system, chain saw scabbard and tool box. Great for hunting or fishing in back country. \$1,000. (916) 268-2691. #449707

FOR SALE: Campground membership. Thousand Trails Unlimited. Good for all campgrounds all over U.S.A., safe, clean facilities and activities for all ages. \$500 plus transfer fees. (916) 268-2691. #449707

FOR SALE: 1989 Aljo Alley Travel Trailer. 34-ft, fully self-contained, qn bed, kitchen area w/microwave, AC, awning, neutral decor, extra clean! \$10,800. Tom (510) 447-5099. #1963510

FOR SALE: 1993 Isuzu Rodeo. 4-dr sport utility. 4-cyl, great gas mileage, stereo, luggage rack, 50K mi, extra clean, well maintained. \$11,500. Tom (510) 447-5099. #1963510

FOR SALE: 1995 Winnebago Warrior motorhome. Health forces sale. Class A, 23 1/2-ft, 454, 4.0 gen, roof air, new inside/out. Used 325 miles since new. Must sell. (209) 255-4372. #1595066

FOR SALE: 1989 Ford Tempo GL. 4-dr, 4-cyl, AT, AC, CC, PS, PB, PDLs, TW. Many new parts! Good gas mileage! Very good commute car or 2nd family car! \$2999. (916) 372-6612. (West Sacramento) #0857999

FOR SALE: Home in Pollock Pines, CA. 1,600 sq ft, 3-br/3ba, lg master bdrm or combination pool room (table incl). Many pine trees, green belt front and back. Across from Gold Ridge Assoc park: pool, tennis. Close to ski, lake resorts, one hr to Tahoe. 2 mi to Hwy 50 and shops. \$149,000. (916) 647-0228. #732090

FOR SALE: Camping membership. Life membership w/Camperworld - Pleasant Creek Ranch, UT. Has sites coast to coast and RPI. Cost \$5,000-will sell for \$1,200. (702) 565-1678. #0964973

FOR SALE: 1989 Ford Mustang LX. Blue, 2.3 liter, fuel inj, fully loaded, A/C, almost 100K mi. Runs GREAT, good mileage. \$2,000 OBO. (209) 368-5923. #1948582

FOR SALE: Parting out 120 HP Mercruiser. Lower unit, trim pump and rams, engine, manifold, gauges etc. Call for prices or offer sell or trade. (916) 678-6626. #1187397

FOR SALE: Chevrolet 350 engine. Needs valve job. \$150. (408) 258-9924. #1124514

FOR SALE: Home in Brookings, OR. Fantastic view of ocean, harbor, city, Pelican Bay. light house, etc. 2,700 sq-ft, 3-bd/3-ba, RV parking, covered boat storage, 2 garages, in-law quarters w/kitchenette, garden, 2 shops. \$269,000. (541) 412-0216. #1130324

FOR SALE: Timeshare in Puerto Vallarta. 4 weeks in 5-star hotel on beach. 2 pools, dining rm, sleeps 4. All amenities, hi season March/April. All four weeks \$5,500, or \$1,500 ea. (510) 357-1638. #0899570

FOR SALE: Home in Lodi area, San Joaquin Valley, CA. VA assumable, 3-bd/2-ba, 1,565 sq ft, built 1994 in new development. Lg kitchen; lots of cabinets, spacious 14' and 10' ceilings. Backyard has stone patio and arbors. Asking \$173,000. (209) 333-2506. #17748220

FOR SALE: 1991 Honda Goldwing MC. 1500cc Anniversary Edition, 4-spr stereo/tape, intercom, CB. Lots of chrome! One owner! 17K mi. \$9,500. (916) 742-1045. #1425012

FOR SALE: New 5-star resort. Westgate Lakes in Orlando area, 5 min to Disney, SeaWorld and other attractions. 2-br/2-ba, sleeps 8, full amenities, luxurious. Available 12/14/96 - 12/21/96. \$1,200. Call for details. (209) 744-0812. #2239096

FOR SALE: 1977 Hawk XP. 2610TT, 230 SMOH, 6/3/96 annual. 10 hrs on prop. (510) 825-3710. #0251068

FOR SALE: Revolver. .38 Special: \$150. Also: .25 cal semi-auto pistol; two 7.62 x 39mm rifles, pre-ban, pre-registration style. Call Robert (510) 372-5893 after 6pm. #2084439

FOR SALE: Misc items. 1-Velcon Hyd oil refiner filter system, on dolly; 1-Hyd sliding table cut-off saw, 30" blade on trailer; 1-Hyd vertical splitter, 36" table, 26" stroke; 1-55gal Lincoln grease-gun; 1 yd cement bucket; 500/300 gal fuel tanks w/stands; misc split cords; 40' alum ext ladder. Call for more items. (209) 984-5343. #693648

FOR SALE: '91 Goldwing 1500 cc. Anniversary Edition, 4-spr stereo, intercom, CB, lots of chrome, one owner, 17K mi. \$10K. Marysville area. (916) 742-1045. Iv msg. #1425012

FOR SALE: 1990 Bonneville SSE. 4-door, 61K mi, exc cond, loaded, incl CD player, new tires, sun roof, leather int. Take over payments. Also: 2.5 acres on river w/mobile in Scottsburg, OR. For more info call (541) 587-4345 eves. #899465

FOR SALE: Campground membership. Klamath River, CA-Coast to Coast on south bank of Klamath River near ocean - good fishing & hiking trails: \$700, incl transfer fees. (209) 634-8175. #0987265

FOR SALE: 1990 F350 7.3L Diesel Supercab Dually. Lariat 5-sp w/hideaway gooseneck back, frame welded, hefty chrome drop bumper, AC, cruise, very clean. Fabric bench seat, sliding rear window, PDL, PW (tinted), outside visor, bug shield, new tires, shocks, brakes, cyl etc. \$14,500. (510) 582-4443. #0863943

FOR SALE: Mobilehome in Napa, CA. Very spacious, 24' x 60', 8' x 24' den w/stone t/p, 2-bd/2-ba, family rm, shed, carport on corner lot in family park. \$45,000 OBO. (707) 224-4630. #2035147

FOR SALE: 4x4 wheels. Set of four Dodge live-lug wheels w/hub caps and 31 x 10.5 tires and snow chains. \$100. Rod (415) 731-2399. #2264355

FOR SALE: 1974 Monte Carlo SE. AC, swivel seats, orig 400 engine and paint, new stereo, tires, battery. 107K mi, excel cond. \$5,500 OBO. (707) 274-2517 before 8 am or after 6 pm. #2005036

FOR SALE: Newer home in Arkansas Ozarks. On Scenic Hwy 7, south of Jasper, 1,950 sq ft, 2.5 acres, lg vaulted ceiling, lvg rm, fam rm, 2-bd/2-ba, covered porches, patio. Self-contained guest cabin. Circular driveway, greenhouse, pond, orchard, gardens. \$89,000. (501) 446-2933. #108781

FOR SALE: Ford Bronco II XLT. 4WD, V5, auto trans, PS, PB, AC, 37K mi on rebuilt eng. \$6,000 OBO. Need to sell. (209) 531-2044. #1972252

FOR SALE: Forced to sell due to illness. Membership in "R" Ranch, Napa Co., CA. Paid \$12,000, sell for \$6,000 OBO. Also: 1 week timeshare: Thunderbird Resort, Sparks, NV. Paid \$9,000, sell for \$5,000 OBO. (707) 539-1112. #982957

FOR SALE: 1990 Ford F250 Extra Cab XLT Lariat. 7.3 Diesel auto w/overdrive, fully loaded incl capt's chairs, tow pkg, gooseneck hitch for 5th wheel, PS, AC, PW, PL, more. Excel cond w/only 68K mi. \$15,900. (510) 449-5164 eves or Iv msg. #1953042

FOR SALE: Misc Items. '77 Dodge mobilehome Monaco 23' 54K mi, new tires (7) \$7,000 OBO. '66 Ford pickup camper special/work truck \$750 OBO. 350-ft new phone line-direct burial multi line \$100. 2-axle trailer 4 1/2' x 16' elec brakes, HD \$500. 1-axle trailer 5x8' \$100. Bedliner for full size Ford pu \$50. HD Const tool box for step side pu \$50. (408) 246-1669 after 5pm. #1586447

FOR SALE: 22 mag revolver S&W, new in box. Also: Russian SKS Curio Relic long guns-not on ban list in CA. Scope, synthetic stock, semi-auto, sling, 10 round mag, reg is not required under current state law. Have no FFL and am not a gun dealer. Will sell or trade. (510) 372-5893. #2084439

FOR SALE: 3 city lots. In Klamath Falls, OR. Golfing, store, bus on blk town 3/4 mi. All utilities at curb. \$3,000 dn-\$100/mo or \$14,000. (541) 798-1073. #0728471

FOR SALE: '83 Beachcraft. 18 1/2 ft Cuddy, 305 V8 OMC, fish/ski, depth finder, porta-potty, compass, cass stereo, dual axle trailer, new rubber, blue/white. \$6,000 OBO. (415) 726-4326. #1159431

FOR SALE: Misc items. 3-sp boys bike \$40. 1970 Ford trk cab glass, tinted \$25. Elec hedge trimmer \$15. 2-coil springs (rear) for '64 Chev \$40. Elec soldering iron w/var heat \$10. Exercise bike w/speedometer \$50. Garage vacuum 1.25hp 5 gal cap, needs work \$10. (415) 593-6385. #558767

FOR SALE: 1924 Cadillac. 4-door, very good cond \$16,000. Also: 1926 Dodge touring car, needs upholstery \$5,000. (408) 258-7935 or (209) 239-2264. #0931083

FOR SALE: Portable electric cement mixer. 1/2 yd, good cond \$375 OBO. Also: Homelite chain saw, 16" Super XL \$75. (916) 482-1969 (Sacramento, CA). #1058503

FOR SALE: Art piece. Beautiful Italian white marble statue of Eve. 4-ft tall and 32" marble base. \$3,000 OBO. Also: 1970 Cord

Replica by Samco. 440 V8, new tires, top, PS, PB, PW, real sharp, must sell \$14,000. (707) 823-4667. #924959

FOR SALE: Antique French armoire. Solid carved oak w/3 doors, beveled mirror in middle door, carved roses on side doors. Shelves inside. Measures 5' 3" wide, 7' 9" tall and 1' 6" deep. Minto cond \$6,000. (209) 333-2506. #1774822

FOR SALE: 1989 Ford F350. Red w/grey int, new tires, 4X4, heavy duty tow pkg, big diesel eng, rear bumper, bed liner, 2 tanks, sliding back window, more. 31K mi. \$15,995. (415) 692-3635 or (415) 515-2275. #1203443

FOR SALE: 76-acre ranch. Double utilities and city water, 1 well, excel white rock road onto and on property, creek, 75% wooded, excel bldg view sights or trailer locations. 4 mi north Marble City, OK. Low taxes, excel retirement. P.O. Box 9, Marble City, OK 74945 or call (918) 775-4647. #1651736

FOR SALE: 1987 Chevy S10 Blazer. 4X4, one owner, 2-tone green/white. Loaded: PW, PL, PS, AC, auto, cruise, AM/FM cass, alloy wheels. All maintenance records and books avail. Mechanically sound. 110K mi, excel cond in/out. Lo blue \$5,800-hi blue \$8,800. Sell \$6,800. (707) 632-5677. #2077224

FOR SALE: 1964 Classic T-Bird. Blue in/out, needs paint and vinyl top. No rust. Power windows & seal, new rebuilt 390 V8. \$6,000. Photo avail. If interested. In Shawnee, OK. (405) 273-6015. #0587424

FOR SALE: Duplex in Modesto, CA. 2-bd/1-ba units, one 1,200 sq ft w/double garage, other 1,000 sq ft w/single garage (all w/openers). Walk-in closets, new roof, carpet, paint in/out, dishwashers. Lg unit has new heat pump, small unit has new stove and hood. \$155,000 OBO. (209) 575-2456. #904634

FOR SALE: '69 Nova. 6-cyl, column shift 3-sp, good work car \$850 OBO. Also: portable air compressor, 7-gal tank, 100 lbs pressure, auto on/off, 110 v elec. \$85 OBO. Prof model hair dryer on stand w/rollers, 3-settings, 110 v elec. \$75 OBO. (209) 823-1906. #1563111

FOR SALE: Ferguson 30 tractor and two axle ramp. Zeman trailer. \$7,500. (408) 296-4686 eves. #0814769

FOR SALE: Burial plots. Roselawn Cemetery in Livermore, CA. 2 spaces: \$1,000 for both. (209) 523-6244. #1786470

FOR SALE: 1955 International 1/2-ton pickup. Runs good, body in good cond. \$950 OBO. (209) 931-3092. #0858085

FOR SALE: Class A motorhome. 23-ft Allegro. Low miles, 7 new tires, propane or elec, micro, AC, furnace, Onan gen. (916) 273-3666. #0290278

FOR SALE: 1966 Mustang. 289 V8, vinyl top, Pony int, all orig. 120K mi, new paint (orig color), new wiring and brakes. Min cond. \$10,000. (916) 622-6982. #2170805

FOR SALE: or trade for RV. 25 1/2-ft Grady. White, twin OMC, excel cond, berthed at Bodega Bay, CA. \$55,000. (916) 777-6134

WANTED to borrow: \$20,000; to be secured by a new first mortgage against house and land on Oregon coast. Tax assessment is \$32,000; 9% int, amortize over 30 yrs. \$160.92/mo pmt; if desired \$17,887 balloon payment in 10 yrs. Excel credit history. Alexis Soule (510) 654-4025. #1896082

WANTED: FMC motorhome. 29-ft, give condition, floor plan and price. (707) 442-0993. #354313

WANTED: Office trailer. Used; in any condition. (707) 874-1839. #1312993

WANTED: Motorhome to rent. Just retired non-smoker wishes to rent 28' to 30' motorhome for 3 to 4 weeks. Will provide insurance and deposit. Sacramento or Placerville area. (916) 676-8656. #1510957

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. Engineers News reserves the right to edit ads. NO PHONE-IN ADS PLEASE. LIMIT 2 ADS PER ISSUE.

To place an ad, type or print your ad legibly and mail to:

Operating Engineers Local Union #3
1620 S. Loop Rd., Alameda, CA, 94502
ATTN: SwapShop*

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

*All ads must include Member Registration Number or ad will not appear. Social Security Numbers are not accepted. All ads should be no longer than 50 words.

PERSONALNOTES

► The Santa Rosa District wishes to send its prayers and condolences to the families and friends of the following departed: **Annette Lister**, who passed away on Aug. 11, 1996 after a short illness. She was the wife of member **John Lister**, who works for K.G. Walters. Also: Brother **John E. Presley, Jr.** (5/28/96); Brother **Clarence Hurst** (7/8/96); Brother **Don Fischer** (8/23/96).

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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 or to change my present enrollment.
**FURTHER INFORMATION AND ENROLLMENT FORMS
WILL BE MAILED TO YOU. A COMPLETED ENROLL-
MENT FORM MUST BE RETURNED TO THE TRUST
FUND OFFICE.**

☐ 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 canceled I will
never be eligible to join the Retiree Dental Plans again.

Name (Please Print) _____

Social Security Number _____

Address _____

City/State/Zip _____

Date: _____

Signature _____

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 filing 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.

RETIREE ASSOCIATION MEETINGS

LAKEPORT

Thurs. Sept. 19, 1996 10:00 AM
Lakeport Yacht Club
55 5th Street
Lakeport, CA

SANTA ROSA - Chi Chapter

Thurs. Sept. 19, 1996 2:00 PM
Luther Burbank Center
50 Mark West Springs Rd.
Santa Rosa, CA

WATSONVILLE - Iota Chapter

Tues. Sept. 24, 1996 10:00 AM
VFW Post 1716
1960 Freedom Blvd.
Freedom, CA

SAN JOSE - Kappa Chapter

Tues. Sept. 24, 1996 2:00 PM
Italian Gardens
1500 Almaden Rd.
San Jose, CA

AUBURN - Epsilon Chapter

Tues. Oct. 1, 1996 10:00 AM
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

SACRAMENTO - Zeta Chapter

Tues. Oct. 1, 1996 2:00 PM
Operating Engineers Bldg.
4044 N. Freeway
Sacramento, CA

FRESNO - Theta Chapter

Potluck Picnic & Mtg.
Thurs. Oct. 10, 1996 11:00 AM
Woodward Park -
Valley View Area
7775 Friant
Fresno, CA

EUREKA - Alpha Chapter

Tues. Oct. 15, 1996 2:00 PM
Operating Engineers Bldg.
2806 Broadway
Eureka, CA

REDDING - Beta Chapter

Wed. Oct. 16, 1996 2:00 PM
Moose Lodge
320 Lake Blvd.
Redding, CA

MARYSVILLE - Gamma Chapter

Thurs. Oct. 17, 1996 2:00 PM
Veterans Memorial Center
1703 Elm Street
Marysville, CA

CERES

Thurs. Oct. 24, 1996 10:00 AM
Tuolumne River Lodge
2429 River Road
Modesto, CA

STOCKTON - Eta Chapter

Thurs. Oct. 24, 1996 2:00 PM
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

FAIRFIELD - Chi-Gamma Chapter

Tues. Oct. 29, 1996 2:00 PM
Operating Engineers Bldg.
2540 N. Watney
Fairfield, CA

S. F. - SAN MATEO - Kappa Nu Chapter

Thurs. Nov. 7, 1996 10:00 AM
IAM Air Transport Employees
1511 Rollins Road
Burlingame, CA

IGNACIO - Chi Beta Chapter

Thurs. Nov. 7, 1996 2:00 PM
Alvarado Inn
250 Entrada
Novato, CA

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.