Don’t forget the Picnic!
(See page 4)
Attention 20-cent Club Members

This special drawing is for you!

If you are a Local 3 member who is currently having 20 cents an hour deducted from your Vacation Pay to help finance Local 3's programs to fight the non-union, this offer is for you!

As a sponsor of the Golden State Warriors on KICU TV 36, Local 3 has arranged for a special basketball clinic to take place on Sunday, April 1. Fill out the coupon below and send it in ASAP. Winners will get to bring one child (or grandchild) to watch the Warriors play the Atlanta Hawks. But that's only half of it! Before the game, you will participate in an exclusive "chalk talk" by one of the assistant coaches, watch the players warm up and receive refreshments in the Warriors VIP room. Autographed basketball cards of the Warriors players will also be given out to the kids.

There will be 12 winners. Each will get to bring one child age 7 to 18. All coupons received in our office by March 20 will be eligible for the drawing. Winners will be notified by phone with complete details of the schedule for the day's activities.

Yes, I want a chance to take my child (or grandchild) to the Golden State Warriors Basketball Clinic. I am a current member of the "UNION YES" 20-cent an hour club, in that I have signed a voluntary 20-cent an hour check-off card and/or I work under a collective bargaining agreement that provides for the 20-cent an hour check-off.

NAME
PHONE (___)

STREET

CITY __________ STATE ______ ZIP

SOC. SEC. NO. __________

Mall to: Operating Engineers Local 3, 474 Valencia St., San Francisco, CA 94103

ATTN: PUBLIC RELATIONS DEPT; WARRIORS DRAWING

Letters from the members

Editor-Engineers News
International Union of Operating Engineers,
Local Union No. 3
474 Valencia Street
San Francisco, CA 94103

Dear Editor:

After seeing your full-page ad announcing the 50th Anniversary of Local 3's at Marine World Africa USA, we knew we couldn't miss it. I should have written sooner to thank the Operating Engineers Local Union No. 3 for making it possible for us to spend a full day experiencing all of the sights, shows, and delicious foods. My husband, two daughters and three grandchildren will never forget it. It was wonderful!

Thanks again!

Lela Zak

Dear Brothers and Sisters of Local 3;

I am returning this check for you to use for your relief fund. I'm sure some of our brothers and sisters of Local 3 were hit with the terrible earthquake.

I'm not sure if you have an earthquake relief fund, but knowing how union members always pull together in a crisis, I'm sure you have such a fund.

I hope this small donation will help. Our prayers go out to the less fortunate quake victims.

Sincerely,

Brother David D. Salar
A Local # 12 retiree

Editor's Note: Brother Salar's pension check in the amount of $49.50 was deposited in Local 3's Earthquake Relief Fund.
Probing questions on Cal-OSHA

Probing questions on the condition of Cal-OSHA 14 months following the voters' mandate to restore it were posed Wednesday at a joint hearing before labor committees of both the Assembly and State Senate.

There were admissions that Cal-OSHA is making 24 percent fewer inspections than three years ago, before Gov. George Deukmejian dismantled it.

However, answers were few, and legislators said that questioning would continue in coming weeks.

Sen. Bill Greene, D-L.A., chair of the Senate Industrial Relations Committee, said skimpy responses from officials of the Deukmejian Administration were "pretty insulting."

"Personally, I have trouble with people who know the kinds of questions we are going to ask but still come before us and say, 'I don't have that figure,'" Greene said. "I intend to go deeply into this."

Assembly Member Tom Hayden, chair of the Assembly Labor and Employment Committee, said his panel also would press for full answers to a series of questions posed by labor leaders, safety and health activists and District Attorney Ira Reiner of Los Angeles County.

Hayden said he particularly wanted to question John T. Hay, one of the signers of the rejected ballot argument against restoration of Cal-OSHA, who—in the manner of a fox guarding the chicken house—has been appointed by the governor to the board that sets occupational health and safety standards.

"We are going to call Mr. Hay before the Assembly committee to seek reassurances that he has indeed been reappointed as the Cal-OSHA Standards Board member responsible for representing the interests of the general public," Hayden said.

Jack Henning, whose call for joint hearings into the current condition of Cal-OSHA prompted the inquiry, was called as the first witness Wednesday at the State Capitol.

Henning cited the revelation that Cal-OSHA was relying upon companies to provide their own safety inspections and certifications. This had come to light in the wake of the catastrophic collapse of a 19-story crane in San Francisco.

Cal-OSHA subsequently decided to inspect tower cranes and determined that six of nine operating in S.F. were in violation of safety rules.

Henning voiced concern about those members Hay has appointed to the Standards Board.

Presently the law does not require Standard Board appointees to be confirmed by the Senate.

The state federation is sponsoring a bill to require confirmation, yet a similar bill was vetoed by the governor in 1984.

The state AFL-CIO leader also said Cal-OSHA administrators apparently had participated in (Continued on page 20)

Expert called in to assist in crane collapse investigation

Cal-OSHA, hampered by staff inexperience and lack of expertise in its investigation of the S.F. crane disaster, has hired a specialist from the U.S. Army Corps of Engineers.

The specialist, Glenn Woodward of the Corps' electrical design center at Portland, Oregon, is trying to find evidence or malfunction or tampering in what remains of the electrical system of the crane that fell 16 stories Nov. 28.

Reliance on an outside expert focuses new interest on the legislative investigation of Cal-OSHA that was launched earlier this month at the urging of the California Labor Federation.

The state AFL-CIO body called for hearings on whether Cal-OSHA truly has been restored to full strength as mandated by the voters with the passage of Proposition 97 at the 1988 General Election, which overruled Gov. George Deukmejian's decision to close down the agency.

Jack Henning, executive secretary-treasurer of the federation, questioned whether Cal-OSHA had the staff or the funds to operate at the level it did before the governor shut it down.

He also questioned the commission of Deukmejian officials to full restoration of the agency, pointing out that the governor had named a man who campaigned against Proposition 97 to the Cal-OSHA Standards Board, which sets health and safety regulations.

The collapse at a building construction site in San Francisco's financial district took the lives of (Continued on page 20)
Order Your Tickets Now!

Operating Engineers Local 3 Picnic at Marine World Africa USA

Elephants never forget, but sometimes people do. In case you are among the forgetful, here's what's happening:

Local 3's picnic was so much fun last year that members everywhere want to know if we would do it again. We are!

It's going to happen Saturday, April 14 at Marine World Africa USA in Vallejo.

It'll be all the fun of last year - and then some. Because now, there are new attractions (see article this page), it will be less crowded (because we're having it in April instead of July), and it's still only $12 per adult and $9 per child for all the food you can eat and all the beer and soft drinks you can drink.

What kind of food? Jumbo hotdogs, baked beans, three kinds of salad, rolls, ice cream and, of course, all the beer and soft drinks you want.

What else? Door prizes, clowns and face painters for the kids, plenty of music and entertainment. Park personnel will bring animals through the picnic area for that "up close and personal" experience.

Old fashioned games and activities for the kids. It's all going to be there on the park grounds.

Don't wait until the last minute. Attendance into the picnic area is limited to 8,000.

This offer is only extended to immediate family and/or grandchildren of members of Operating Engineers Local 3.

Close encounters with enormous Earth-beings

Beginning April 7, Marine World Africa USA's guests will get a uniquely intimate introduction to an extraordinarily larger-than-life animal at the wildlife park's newest attraction: Elephant Encounter.

The elephant is an incredible combination of size, strength and intellect. The largest and most powerful land animal on earth, it is also one of the most intelligent--possibly ranking with the great apes, whales and dolphins. Its trunk is one of evolution's true marvels, capable of uprooting a tree or picking up a dime.

Marine World's goal in opening Elephant Encounter is to create a new way for people to appreciate Asian and African elephants, to feature not only their size and strength, but their intelligence, playfulness and individual personalities as well. Marine world believes that firsthand contact is the best way to instill a lasting appreciation for animals and motivate people to do their part to help preserve the world's wildlife.

Elephant Encounter includes six different areas where guests can watch, and sometimes participate in, activities that are part of a centuries-old relationship between man and animal.

The Logging Demonstration Area features a pool and a large sandy beach area where the Asian elephants demonstrate logging techniques used for centuries in Thai teak forests.

Elephants play kickball and elephant soccer on the grassy Playing Field area and perform circus feats in the Traditional Performance Ring.

Guests can watch and talk to the experienced training staff as they take their 8,000-pound animals through their normal grooming and care routine.

Guests can ride atop an Asian elephant in a howdah (elephant saddle) in the time-honored tradition available only to Asian royalty and the wealthy.

Elephants can spend time alone or interact with each other, take a dust or mud bath or swim in the Free Play Enclosure.

All of the activities in Elephant Encounter are designed to provide exercise for the elephants, which in the wild, may walk 10 to 15 miles a day in search of food.
By Don Jones, Fringe Benefit Director

Attention all active and retired engineers covered under Delta Dental Plans.

There has been an important change in your dental plan as of February 1, 1990.

What?
Dental benefits will now be provided directly by the Trust Fund instead of the Delta Dental.

Why?
The Trustees made the decision to provide you with better, more efficient service.

What is payable?
Benefits will be payable on Usual, Reasonable and Customary (URC) charges. The plan defines charges as usual, reasonable and customary if they do not exceed the 80th percentile of the Dental Prevailing Healthcare Charges System as published by the Health Insurance Association of America (HIAA). Percentage Payable of UCR charges is as follows:

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<td>Diagnostic &amp; Preventive</td>
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What about claim forms?
You may obtain dental forms at your local district office, the Fringe Benefits Service Center, or the Trust Fund office. The dental claim form must be used for pre-authorization. Simply check the appropriate box on the claim form.

New hearing aid benefit
We have pleased to announce the addition of a Preferred Provider Organization (PPO) network for hearing aids, through AHI Hearing Aid Centers, effective as of February 1, 1990.

AHI Hearing Aid Centers will also advise you of the amount that will be your obligation. Pre-authorization is required. Bridges, crowns and jackets are not covered.

Cosmetic procedures such as tooth whitening are not covered.

Charges for implants, inlays and onlays must be submitted for review for reimbursement. The plan defines hearing aids as usual, reasonable and customary if they are not covered by Medicare or other insurance.

Are usual, reasonable and customary charges ever adjusted?
The Trustees made the decision to establish maximum amounts payable in any calendar year. The maximum amount payable in any calendar year is $2,500 per device. With plan payments, this maximum should result in considerable savings to you.

May I still use my own vendor if they are not on the list?
Yes. You may purchase your hearing aids from any vendor. Whether you use AHI or another vendor, submit a standard claim form with a copy of the bill to the Trust Fund. Your claim will be processed in accordance with plan rules. If you use an AHI vendor, you will most likely be saving a considerable amount of money.

(800) number for assistance with the hearing aid benefit
AHI Hearing Aid Centers has a special (800) number you may call for assistance. Please call 1-800-322-4327 before going to a hearing aid office. AHI will answer any questions you may have. AHI will also verify eligibility, find out the names of a provider in your area, or assist you regarding any problems with your hearing aid after purchase.

AHI has retail dealers in various locations. As in the past, office visits and hearing examinations by an M.D. or a licensed Clinical Audiologist are payable under the Medical Plan. There may be services or supplies offered by the dispenser which are not covered by the plan, such as insurance, Extended Warranty and Service Books. Purchase of any of these items is not reimbursable by the Fund. Remember, there is still a limit of one hearing device for each ear in a four year period.

For active members and spouses (Schedule A), only — Health Exametetics Mobile Health Testing Program
The Mobile Health Testing Program is for eligible active members (Schedule A only), provided by Health Exametetics, has resumed. You will be notified when the program is in your area. Call for an appointment, toll free, 1-800-542-6233, between 8 a.m. and 5 p.m. Monday through Friday and 9 a.m. to 11 a.m. Please check the dates and locations listed.

Schedule of Health Exametetics

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YOUR CREDIT UNION

Immediate access with C.A.L.L.

If you want immediate access to your credit union account just C.A.L.L. C.A.L.L. is a convenient service available to all Credit Union members, provided you have a touchtone phone.

C.A.L.L. allows you access to your account balances, checks sent to your home address, transfer payments to your loan accounts, transfer money between accounts, and even phone advances on your established Line of Credit account.

To combat busy phone lines, the Credit Union instituted the C.A.L.L. service in order to provide members with an alternative route and still provide fast, convenient and efficient service.

By using C.A.L.L. an automated computer voice will take you through your transaction. You'll never be placed on hold. If you use the 800 C.A.L.L. line you don't even pay for the call.

Of course, our service representatives are always available should you need to discuss your account in detail. However, if all you need is a simple transaction C.A.L.L. may prove to be the fastest, most convenient way for you. If you would like more information concerning C.A.L.L. stop in or contact any of our branch offices.

Convenience is having a Credit Union checking account and ATM card.

The Credit Union offers yet another convenient service. A free checking account and ATM card. The Credit Union charges no monthly service fee, and it pays members dividends on balances of $300 or more. Together with an ATM card members can have access to their account at ATM's located nationwide with the STAR, EXCHANGE and CIRRUS networks.

Direct Deposit can make your life easier

With Direct Deposit you can be assured your paycheck is deposited into your checking or savings account. It's faster, safer, and it's available at no cost.

By Art McArdle, Administrator

TEACHING TECHS

Could Pentagon really be Un-American?

"Buy American" laws won a major victory in Washington, D.C. recently. A federal court ruled against the Defense Department in a suit brought by the National Council for Industrial Defense (NCID).

NCID has presented evidence to the court that these MOU's provide for the illegal circumvention of a complex series of "Buy American" laws intended by Congress to increase the economic and military strength of the United States.

The suit charges Pentagon procurement officials with entering illegal military trade agreements known as "MOU's" (Memoranda of Understanding) with at least 50 foreign defense officials for the purchase by the U.S. of foreign-made defense equipment and foreign-made parts.

The practical effect of the judge's decision is to cast doubt on the validity of all the existing Pentagon agreements, and to place the international arms-trade negotiations of the Pentagon's procurement officials under judicial scrutiny.

NCID is non-partisan coalition of American companies, professional associations, labor unions and individuals committed to increasing the competitiveness of American industries.
**Local 3 organizes B.F.I. ‘Big Buck’ winners**

At this writing, we are preparing to start negotiations with B.F.I. for the Livermore dump site. The starting of these negotiations is the result of the hands on this site working with Local 3 organizers over several months and winning an election to be represented by Local 3 in the negotiations. Organizers Ron Iler and Andy Mullen along with Jerry Bennett, Director of Organizing, and the entire organizing staff deserve the credit for this and other campaigns that have been successful. Their effort, coupled with the workers’ desire to become union members will hopefully allow us to put together a new signed unit.

(Continued on page 20)

**Hawaii bowling teams complete first round**

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<td>Derek Aina</td>
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<td>Barbara Anne</td>
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<td>Leo Bautista</td>
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Pictured here are the winners of Nevada District's Big Buck contest. Above are (left) third place winner Chas Marts and fourth place winner Leonard Ledesma.

Second place winner Bob King (right) is pictured holding his sitting scope with Wally Elias of K-Sports in Elko. At left is first place winner Ken Etchemendy with his 30.06 rifle. **Second round will wind up on Labor Day**

We have just completed our first round of bowling and had our bowling banquet at the Ala Moana Hotel. Now we're on our way to Kona.

Our second round started Feb. 11, and we will wind up in Kona on Labor Day weekend, Aug. 31-Sept. 3. We intend to have a fun-filled weekend.

Starting the Friday we arrive, we will be bowling at Kona Bowling Lanes. Saturday night there will be a Luau and Sunday a Steakout. We would love to have you brothers and sisters from the Island of Hawaii join us in the fun and friendship. For more information, call the Hilo office.

We started back in October signing up an additional 50 bowlers; the response has been fantastic. We will have 24 lanes; 120 bowlers plus substitutes. Our starting time is 5 p.m. on Sunday, at the Aiea Bowl. If you are in the area, come by and join the fun. Also, if you would like to bowl, call the office.

In the future we are planning to take a Vegas trip. Maybe we could meet brothers and sisters from the Oakland, San Francisco or any other district at the Show-Down Corral for a roll-off and some shop talk.
Teichert Precast workers shape it to please

There was a time when shaping sewer pipe wasn't such a simple thing to do.

After the hole was dug, some poor guy would have to climb down to the bottom and hand shape the mud to form the channel pattern that was needed for that particular job. Those were the days of tight working quarters.

But Teichert Precast in Sacramento, Calif. has changed all that. Teichert employees put their expertise to work above ground, where they custom shape a wide assortment of concrete sewer pipes, joints, bases and cones.

These days, according to Teichert employee and Local 3 member Stephen Coker, a customer can "come in and order anything he wants—any flow, any size bell... whatever amount of drop he wants, whatever degree he wants the hole set at, anything. We can custom tailor just about anything he wants."

Teichert Precast has grown from a small operation in 1940 to a leader in design and production of precast bases, manholes and related products. A good deal of the company's success can be attributed to the skill of its unionized workforce.

Operating Engineers, Laborers and Teamsters work side by side in composite crews, making jurisdictional disputes non-existent.

The result? Local 3 members will tell you it's the best damn sewer pipe on the market. And they just might be right.
Anti-union Senate bill goes down

Congratulations and thanks to those members who contacted their Senators and voiced their opinions on SB 79. It went before the Utah Senate this month and was defeated. You have saved many union jobs.

Senator Tempest was pushing SB 79 which would have excluded any contractor who has a bargaining agreement, employees' agreement, or any kind of a working agreement, from bidding on a state-funded job, especially if there is a subcontracting clause in the agreement.

Tempest is the owner of a non-union contracting firm in the Salt Lake area. He was trying to prevent union contractors from bidding state jobs so that he and other scab outfit would have control of all the work.

But thanks to your efforts he was stopped. Your vote is your voice, and it is the only thing of importance to the politicians. We must pay attention to the political process, make sure the men and women you vote for in the 1990 elections understand your position on the issues, and let the politicians know they won't get your vote if they're not in favor of your position.

Some positive legislation has been passed this year. Senator Frances Farley's bill to raise the state minimum wage from $2.10 an hour to parallel the federal minimum wage will go into effect April 1, 1990. This is a welcome victory for working people employed under this rate. From here on, the state minimum wage will have to keep up with increases in the federal minimum wage.

I'd like to mention all organized labor in Utah is planning a Union Fun Day at Wendover on April 7. Buses will be provided at $10 a person and all proceeds to go to support the local C.O.P.E. organization.

Please call us and register if you wish, as it should be fun.

Don Strate
District Rep.

Fife Rock Products closes construction division

Fife Rock Products Company has made the decision to discontinue their construction division. Due to the scarcity of construction opportunities in the northern part of the state, Fife has determined it's in their best interest to concentrate their efforts as a supplier of rock, sand and gravel, concrete and asphalt products from plants at Brigham City, Willard and Ogden.

With previous and projected budget reductions in the defense industry, Fife does not anticipate as much construction work being let at Hill Air Force Base, Thokol, and other related areas. Along with the State Department of Transportation and the cities and counties reducing bid work due to current economic conditions, the outlook for the construction industry in Northern Utah is bleak.

Fife began in construction in 1947 and has worked on some of the major construction in Utah. A fair union employer, Fife has furnished good job opportunities to Local 3 members for many years. Hopefully, Fife will be able to return to the construction industry soon.

Northern Nevada Construction Company's (Formerly A. J. Mackay Company) employees just ratified a one-year agreement which will increase wages twenty-five cents an hour and will provide for an increase necessary to maintain the health and welfare plan.

Working in a very competitive demolition and salvage industry, Northern Nevada Construction Company is able to remain the leader because of the superior skills of its Local 3 operators.

Rio Algom Construction has agreed to a one-year contract which will give the remaining employees an additional floating holiday. They also agreed to provide a 401-K retirement plan with matching contributions.

While all mining and milling operations have ceased at Rio Algom's LaSal Mine, Rio Algom is required to cover and stabilize the uranium ore tailings. The company made the decision to use bargaining unit employees to do this project.

Lynn Barlow
Business Rep.

Union pride: It can be our best PR

The Utah Department of Transportation has given us a list of work proposed for Utah in 1990 and 1991.

There are several good projects they are looking at getting started. One of them is the West Valley Highway, which will eventually run from North Temple to the point of the mountain at about 40th West. The first leg of this was completed a couple of years ago and runs from North Temple to 21st South. The next leg of this highway will extend from 21st South to 31st South. This phase is planned for the spring.

The next section will run from 31st to 47th South, and is planned to come on later this year. In total, this project will take several years to complete and will run from 21st South in Salt Lake to Bluffdale, just north of the Utah County line. There'll be some good work for the hands and the right union contractors.

On the Jordanelle Project, Granite Construction is still working with a small crew on the diversification tunnel and the air shafts. Also, the maintenance crew will work all winter. Granite will go back to full production as soon as weather permits this spring, and should have a good-sized crew working this year.

Gibbons & Reed Co. has a little work going on in Utah. A crew has been working in Park City this winter, and Gibbons will hire local full crews this spring.

Gibbons & Reed will work at Park City the next year or two and maybe longer with the expansion in that area of Utah.

Gibbons & Reed Co.'s Salt Lake Shop has been able to keep their crew of mechanics working this winter, and should continue on until spring.

The Union's future

Everyone member of every union is an organizer, whether working on a union or non-union job, sitting in a coffee shop drinking coffee with friends, or whatever is happening at the time.

Everyone can sell unionism to associates who aren't members when working non-union jobs.

Make friends with the operators and let them know the benefits of belonging to a union.

If everyone would take this approach, when an agent or an organizer talked to these people, they'd already have a desire to join because of your influence, and because you helped to educate them regarding the union.

You'd be surprised how many members keep it secret they're union hands because they're afraid their neighbors will look down on them. Be proud be union! I am!
Meeting the challenges of tomorrow

( Editor's note: Many experts believe the United States is facing a shortage of skilled labor in the 1990s. Last month, Engineers News examined the rise of open shop training programs designed to meet this shortage. In the second part of this two-part series, Engineers News looks at the critical choices the United States faces as it attempts to prepare its construction workforce to meet the economic challenges of the 21st century.)

By Eric Wolfe

A well-educated workforce is the key to economic success in the 21st century, the United States of America is in danger of being locked out of the future.

While the nation's political leaders press for further tax breaks for the rich to "encourage investment," they pay little more than lip service to the critical need for investments in America's most important resource: the workforce. Without skilled workers, America's capital investments are built on sand.

"We are reaping the scant harvest of our neglect—a learning deficit in our workforce as threatening to the economy as our monetary deficit," warns the American Society for Training and Development in its recent publication Training America. "We have not, as a nation, invested enough in the education and training of our human capital."

Skilled construction workers literally lay the foundation for the U.S. economy. They build our homes, our places of work, the highways we travel, the bridges we cross, the schools our children attend.

Since the days of Franklin Roosevelt's New Deal, the skills of the construction worker have been passed along to succeeding generations through a system of apprenticeship training operated jointly by contractors and unions. Not even the anti-union Associated Builders and Contractors deny the quality of union apprenticeship programs. "Unions," acknowledged ABC Director of Education Fred Powers, "have real excellent programs out there."

In a society where many institutions of learning are failing in their mission, union apprenticeship programs have compiled an enviable record of success. But while the open shop admits that unions have quality programs, and often pirates workers away from the union sector, many open shop contractors are beginning to find skilled workers in short supply. To fill the gap, ABC is stepping up its long-running effort to establish non-union apprenticeship in the construction industry. (See Part I in the January issue of Engineers News).

At first glance it might appear that any additional training for workers is in the best interests of the United States. But a closer look reveals that the non-union training initiative poses a serious threat not only to the living standards of today's construction workers but to the future of the American economy.

Threat to prevailing wage

The open shop's attempt to set up its own training programs is, among other things, a backdoor attack on prevailing wage laws.

Prevailing wage laws require contractors, whether union or non-union, to pay their workers the wage that generally prevails for that craft in the geographical area of the work. The original intent of the law was to prevent the government from coming into an area and bidding down wage rates that unions had established as a result of successfully organizing and bargaining with the private sector.

Without prevailing wage laws, the government would in effect become an ally of the open shop contractors who seek to tear down wage standards. Anti-union forces in recent years have succeeded in repealing a number of state prevailing wage laws. As might be expected, workers' paychecks have suffered as a result. Anti-union forces have also tried repeatedly to weaken the Davis-Bacon Act, the federal prevailing wage law.

N the 1970s and 1980s, when the non-union took over a large share of private sector work in the United States by paying its workers pitifully standard wages, prevailing wage laws kept the playing field level on government work.

Non-union contractors say that prevailing wage laws put them at a disadvantage. In California, for example, all contractors must pay the prevailing wage to their journeymen, must hire one apprentice for every five journeymen in each craft, and must pay a set amount into the apprenticeship training trust fund for each hour worked by journeymen and apprentices. Since open shop contractors do not have state certified apprenticeship programs, they must petition the union sector apprentice councils for apprentices. If the union refuses to provide them, the non-union contractor may be permitted to perform the work anyway, but is still obliged to pay into the apprentice training trust fund. The non-union contractor, furthermore, is obliged to pay journeymen rates to all its workers, while union contractors can pay the lower apprentice rate to the apprentices on the job.

In response, ABC established its "Wheels of Learning" training curricula and has persuaded the federal Bureau of Apprenticeship and Training (BAT) to approve those curricula for 24 occupations. With its own certified training programs, open shop contractors can use their own apprentices on federal government contracts. Under these conditions open shop contractors can pay into their own training fund rather than paying into the union apprenticeship program. They are also more assured of access to apprentices, which can lower the open shop contractor's labor costs on federal jobs.

But many states, including California and Nevada, have state apprenticeship councils which establish their own criteria for certifying apprenticeship programs. To date ABC has had little luck in gaining state certification for its training curricula and the battle is now being fought in the courts.

The legal issues are complex. Apprenticeship law was designed in an era when unions dominated the construction market. With the rise of the non-union the
market has changed, but the apprenticeship system has remained much as it was 50 years ago. Without question it is a good system for imparting skills to craft workers, but it is not clear how it will be integrated into a construction market that now features a large non-union element.

The open shop has pressed its case in the courts with considerable success, winning important cases in California and Nevada as 1989 drew to a close. Hydrostorage Inc. vs. Northern California Boilermakers Local Joint Apprenticeship Committee and Associated Builders and Contractors vs. Nevada State Labor Commissioner.

Fundamental issue

Behind the complexity of the various court cases there is a fundamental issue that is really quite simple: How is the United States going to secure a reliable supply of skilled construction workers into the 21st Century—and for whose benefit?

The open shop makes no secret of its priority: the bottom line is profit. The primary objective is not expanding a worker's skills but increasing business profitability.

Open shop training programs were initially set up in the 1970s on the union model, but non-union contractors soon realized that a four-year training program required more money than they were willing to invest. John L. Fielder, as president of ABC in the early 1980s, told Engineering News-Record in 1982 that open shop contractors "realized that we needed to deliver the material in a new way."

It's no accident that he refers to workers as "material." For the open shop the problem is not spending the time and money it takes to give human beings a good grounding in the craft; the problem is to "deliver the material" as soon as possible to the job site, where profits are waiting to be made.

"We need to train workers faster and more efficiently than joint apprenticeship training programs have in the past," Fielder declared. To a momentous candidate Field added that the ABC training curriculum "has been designed to help meet the needs of the industry, not the students."

Non-union training programs, in fact, produce a worker with a limited range of skills in a relatively short period of time. That worker can then be plugged into a routine task at a low wage under the supervision of a more experienced foreman. But when work slows down, the contractor is under no obligation to help that worker find employment elsewhere. With a limited range of skills to offer, the non-union worker is a prime candidate for the economic garbage heap.

Empowering the apprentice

The very purpose of union apprenticeship training, on the other hand, is to empower the apprentice by giving him or her a wide range of skills within the trade. The Operating Engineers Local 3 apprentice program is a prime example of this philosophy. "We don't just teach them how to operate a piece of equipment," noted Larry Uhde, administrator of the Local 3 Joint Apprenticeship Committee. Instead, the union seeks to give the apprentice "a foundation of knowledge about the trade." If that foundation is stable, Uhde said, a construction worker will have the ability "to build any kind of building on it."

The end product is a worker with a range of skills, which in the long run gives that worker greater options in the industry. Not only do union workers have access to the union hiring hall for obtaining further work, they have the opportunity to continually upgrade their skills—and hence their marketability. The unions, Uhde said, "have an obligation to their membership to ensure that the members who are being displaced by technology can get retrained or upgrade their skill so they continue to work at the industry and the local."

A principal architect of the Operating Engineers apprenticeship program, Reece Hammond, calls union apprenticeship training the premiere system of "learning by doing." Apprenticeship training, he said, "relates what goes on with your hands with what goes on in your head" on an ongoing basis. "It's employment-based learning. Your job is to learn as well as to produce. And that learning enables you to produce better."

But there is a problem with union apprenticeship programs: they are not expected to be able to meet the demand for skilled workers in the 1990s. Members fear landing on the out-of-work list too often if too many young workers are accepted into apprenticeship training. Labor shortages frustrate contractors and give extra incentive for the non-union to form "parallel programs" and for state apprenticeship councils to approve them. And lack of access to union apprenticeship programs frustrates young workers, who have little choice but to turn to the non-union sector for work.

Hammond, who retired in December of 1988 as Training Director for Operating Engineers International Union, acknowledged that limiting the number of apprentices poses a problem in an era when the non-union is on the rise. "We could double our apprenticeship output and have much better control over the workforce," Hammond said.

But the union cannot train more people while at the same time assuring steady employment to current members unless it tackles the non-union threat head on with a renewed commitment to organizing. It will take hustle, it will take persistence, and it will take resources. But without a concerted effort to reorganize the industry, the fate of unions remains in doubt, no matter how good their training programs are.

Disastrous consequences

If workers allow their unions to fail, the economic consequences will be disastrous.

Wages will fall, benefits will shrink, and workers will lose whatever influence they now have over working conditions. In fact, the triumph of the open shop could mean the end of the skilled trades as we know them today. The open shop, as already mentioned, prefers to break construction work down into simple, repetitive tasks requiring relatively few skills that can be quickly taught. In the long run, when jobs are made simple enough, people will not be required at all.

It should come as no surprise that the open shop has begun to champion the use of robots in construction. Jack F. Browder, a spokesperson for the anti-union Brown and Root USA, believes that robots can perform a variety of tasks ranging from piping to electrical work to steel erection, including crane operation.

Addressing the annual conference of the anti-union Construction Industry Institute in 1989, Browder justified the increased use of automation on the grounds that construction workers in the future will be less educated and less skilled. Which, of course, they will be if the open shop succeeds in corrupting the training process.

And corruption of the training process is the most likely outcome if the open shop succeeds in establishing parallel programs. The open shop's top priority is profit, not people. The open shop may develop parallel programs far enough to win state certification and put non-union contractors in a better position to win government contracts. But without an authentic commitment to workers, those programs may suffer the same fate as many social programs under Ronald Reagan: they won't be killed outright, they'll just be slowly starved of funds and of effectiveness.

The unions' challenge

The challenge to unions is to help preserve the integrity of skilled labor as a value important not only to the economy as a whole but to the individuals who perform that labor. Union members will be two to three times more likely to take part in educating the public that union-based apprenticeship programs are by far the best way to assure a source of skilled labor into the next century.

"When they decide to colonize the moon," said Uhde of the Operating Engineers Joint Apprenticeship Committee, "I want to be able to think that it's our people who are going to be there with the skills to operate the equipment—whatever they might be. You're still going to have to move earth—uh, move material—with some kind of equipment."

As technology changes, some jobs may disappear but others will open up. The union's challenge, Uhde said, is to make sure that those jobs are organized and "to train our people to fill those slots."

"We want to make sure that if it's our work, it stays our work, and if it looks like it should be our work, we get it," Uhde said.

Maintaining and building the skills of workers is at the heart of the union enterprise. It is also the future of the nation.
Marysville Plans Picnic

This year the district picnic will be April 28, noon to 4 p.m. at the Yuba-Sutter Garden Area, 140 Franklin Avenue, Yuba City. Tickets will soon be available at the Marysville district office or from the business agents.

We will have salad, french bread, beans, hot dogs and barbecued beef. Also, free beer and soft drinks. Tickets will be $7 each, $3 for retirees, and children under 12 are free.

There will be a color TV for the door prize and a number of other prizes to be given away. To enter, you must be present to win. One idea being tossed around is to have a dunk-a-Dan tank, but that would require some real dedicated volunteers.

Last year's picnic was a great success and a lot of fun. We hope to make this year's picnic bigger and better.

The V.O.C. is building a new portable barbecue which is larger than the one Larry Montz used last year, and the boy's plan to prepare a feast of succulent hot dogs and delectable tri-tip beef. So don't forget your appetites, and we'll see you there.

Dave Coburn
Business Rep.

Want to know advantages of Local 3?
Ask someone who works non-union

We all forget at one time or another what our Union does and has done. But every day in the dispatch hall I'm reminded of how great our local union is by seeing how many non-union want to join and how much our retirees are enjoying everything they have worked for.

Non-union operators contact the hall every day asking for information on becoming a member. They already know all the advantages of belonging to Local 3. Advantages such as, higher wages, medical benefits, retirement and protection.

Our Operating Engineers Retirees haven't forgotten what the union has done for them and their families. They talk of how the higher wages supported their families, enabling them to have a higher standard of living. They talk about how the medical benefits have helped with the high cost of services over the years. Now with a check coming in every month, along with their pensioned health and welfare, they have all the security they need.

As we work towards the day we retire, there will be times we will feel Local 3 isn't what it should be and that's when we should all stand together to make it better. That's why local 3 is what it is today. Ask a retiree.

Chuck Billings
Dispatcher

America pays for buying
Republican Talk in the '80s

When the Republicans talk about conservative values, let's talk about the record. They came to office with a health care, plant conservatories that they would balance the budget by 1983, and we had $220 billion in budget deficits by 1985.

They said that they were fiscal conservatives, yet they tripled the national debt to $2.6 billion. They said, "We're a competitive America." They took a $7 billion trade surplus and converted it into a $850 billion trade deficit.

They took the American strength as the most solvent nation in the world, the greatest lending nation in the world, and made it the largest debtor nation in the world, and what do they call it? They call it the "Great American Come Back."

It was George Bush who headed up the Anti-terrorism Task Force and told the American people we would never deal with terrorists. At the same time, we were selling weapons to the terrorist of them all, the Ayatollah, who burned the American flag on national television.

The Republican record on family and traditional American values is consistent with their conservative values. The Republicans turned thumbs down on every issue that had to do with taking care of families and loved ones: pre-natal care, education, available homes, affordable health care, plant closings, environmental and occupational health and safety.

Bush's tax program is to cut taxes on capital gains for the wealthiest one percent of Americans. For working Americans, he proposed a cut of $18 per year, so people cannot continue with all nations expanding their exports as the U.S. continues to ignore proper trade restrictions, allowing the trade deficit to spiral into space, costing hundreds of thousands of Americans their jobs or forcing them to seek minimum wage employment. Employment that means instant poverty for a family, forcing them qualify for welfare. (And the tax payer loses again).

Sooner than later, this philosophical philosophy of excessive debt, inadequate incomes and unemployment will produce a world recession, or worse. If this U.S. trade policy continues, where will the customers come from?

Let's organize ourselves to be conscious American consumers. "Build American, Buy American and Be American!"

Darell Steele
Business Rep.

Gas Tax Fact!
Traffic congestion is costly – in time and money. By the year 2000, California motorists will waste 40 to 60 additional minutes a day sitting in traffic. Also, substandard roads cost each California motorist $108.50 a year.

Staying Busy in 1990

The work in this district has been very good this past year, and we are looking forward to a good work year in 1990.

The equipment repair shops, Peterson Tractor and Tenco Tractor, have continued to stay very busy which is a good sign for the upcoming year. We have some levee protection work coming up this year along with the replacement of the sanitary sewer line on West 12th & Chestnut streets in Chico.

We also have a pumping station and water main reconstruction project in Quincy and a sanitary sewer project on Stabler Lane in Yuba City which will go to bid this month.

Richard Heaps Electric from Sacramento is presently working in Paradise and Marysville and will continue this year on Highway 99/70 with Granite Construction.

Norman Wright from Gridley was the low bidder on some irrigation system work in Yuba City and a levee protection job at Shanghai Bend in Sutter County.

Coral Construction Co. from Watsonville has a job in the Maxwell area and is starting work on the two bridges on Highway 99.

The material plants have also had a very good year and continued to stay busy with all the nice weather we have experienced. However, it looks like we will all be down for a short period due to the number of storms moving in, storms which we so desperately need.

Bob Mostats
Business Rep.
Sacramento work pace ebbs

The Sacramento area has slowed down substantially. Granite Construction has finished up the abutment work on the Bond Road overcrossing.

Judd Drilling is performing the foundation drilling for the overcrossing. The four-member crew working for Judd are expected to finish their drilling operations soon. Granite has been awarded the widening of Highway 99 from Mack Road to several miles north of Mack Road. A sound wall will be installed on both sides of the freeway. Benco has been subbed by Granite to perform the footing work for the sound wall.

Currently, three operators and one apprentice are employed at the site. The clearing is being performed by Al's Clearing. The plants in Sacramento have slowed down their production operations considerably for winter repairs. All the plants in Sacramento produced considerably more material than that of the previous year, with expectations of even a bigger demand for material this upcoming season.

Most of our construction and shop mechanics are very busy with winter repairs.

This last work season got off to a slow start, but by Christmas many of our members were relieved to get some work. We have high expectations for even a busier season this year.

The current agreement at Tuitcher Procac expires Mar. 31, 1990. Several pre-negotiation meetings have been scheduled this month.

The situation here is unique because the entire crew is composed of a composite crew and three separate crafts represent the members working under one agreement. We are looking forward to the upcoming negotiations and feel confident with the support of the Teamsters and Laborers that we can put together an agreement everybody can live with.

At this time all the agents in Sacramento are busy gathering data from commercial work permits that were issued in their assigned area.

This information is being turned over to the Foundation for Fair Contracting. The federal government is currently conducting a wage survey which will determine the prevailing wage scale in the Sacramento area.

It is very important the government receive accurate information so our prevailing wages are protected.

Frank Herrera
Business Rep.

Non-union firm gets waste treatment plant

Once again we have lost a good job to the non-union. A waste water treatment plant near Redding had seven bidders, four were union.

With an engineers estimate of $17,368,000, Humphrey, Inc. of Woodinville, Wash., submitted the lowest bid. Dan Caputo Co. of San Jose, Calif., (second) $17,495,000; Dan Caputo Co. of San Jose, (third) $17,695,000; Dan Caputo Co. of San Jose, (fourth) $17,590,000; Dan Caputo Co. of San Jose, (fifth) $17,490,000; Dan Caputo Co. of San Jose, (sixth) $17,390,000; Dan Caputo Co. of San Jose, (seventh) $17,290,000.

These babies (777's) take four buckets at 15 yards per. Humphrey is clearing to fire up a two-shift 3841 scraper spread with a tandem D8 pushing.

This set of pushers according to Dan Howell, project manager was the last set that Caterpillar factory made.

SAC I is the big talk around the north state, let's keep it up!

Wendell King
Business Rep.

Redding Hazmat refresher course

There will be an 8-hour Hazmat class, Saturday, March 24, 1990 from 7:30 a.m. to 4:30 p.m. at the Holiday Inn Convention Center on Hilltop Drive in Redding.

This class is for all 40-hour Hazmat participants certified through the year 1989. Non-participants will also be sent in the mail. Any questions, please call 916/241-0188.

Which cars are Union Made In America?

Buy Union, Buy American. That's what each of us can do to keep good jobs in America and save the American standard of living from further damage.

Thanks to soaring imports and the loss of good-paying, union jobs, life has become tougher for most Americans. The typical worker's paycheck has slipped way below 1972 levels, considering what the money buys at today's prices. Those shrinking paychecks led record numbers of women to take jobs, including most mothers of year-old infants. Even with those added breadwinners, the typical family is still losing buying power each year.

What can we do to defend our living standards? The UAW is organizing non-union workers and lobbying to limit unfair imports. Raise the minimum wage, and protect all workers from management abuse. UAW members are shipping in with CAP donations and support. When we shop, we're buying Union and buying American.

When it comes to cars and trucks, however, that's an easy decision. These days some vehicles in Big Three showrooms are imports, and some foreign models are made right here in America, by UAW members. How can you tell which is which? Clip this list and keep it handy.

UAW-LUPA

GOOD BUYS:

GENERAL MOTORS: Chevrolet: Nova & Monte Carlo (Phase out), Cavalier, Camaro, Corvette/Cerceta, most Cadillacs*, Lumina, Caprice, Corvette/ZR 1

GEO Prizm (replaces Nova; built by NUMMI)

Pontiac: Sunbird, Grand Am, Firebird, Pontiacs 6000, Bonneville, Grand Prix, Safari Wagon

Oldsmobile, Buick & Cadillac cars


FORD: Escort, Mustang, Probe (built by Mazda at Flat Rock), Tempo, Taurus, Thunderbird, Crown Victoria/Country Squire

Mercury: Topaz, Sable, Cougar, Grand Marquis/Colonial Park, All Lincolns

Light Trucks: F100-350 Pickups, Ranger, Econoline, Bronco, Club Wagon, Aerostar

CHRYSLER CORP.: Plymouth: Lazer (built by Diamond Star) Horizon, almost all Sunbirds*, Gran Fury, Acura


Mitsubishi (Diamond Star) Eclipse

Toyota: Some Corollas (built by NUMMI) ***

Mazda (Flat Rock) MX 6, many 626s*

--- Check the showroom sticker on each car.

** Includes union made Canadian cars and trucks. Because of the U.S.-Canada Auto Pact, many models are made in both countries, and most Canadian cars have a high level of U.S.-made parts.

*** Others are imported from Japan or from a non-union Canadian plant.

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I-5 enters home stretch

Operating engineers are shaving off mountain tops and filling in valleys in the rugged terrain north of Redding, Calif. on a Kiewit-Marmolejo joint venture worth $39.7 million.

The K-M job is one of seven projects in all that will complete the final 13 miles on Interstate-5, bringing the highway up to interstate standards from the Mexican border to the south to the Canadian border to the north. Begun in the summer of 1989, the K-M job will be completed in 1991 according to current estimates.

The total value of the seven I-5 jobs is $115 million, making the highway a good source of work for engineers into the early 1990s.

Local 3 Business Rep. Wendell King (left) and Butch Schulte.

Wilbur Chase (below), foreman, sizes up the mountain that operators will be cutting down to size. Crane operator Scott Hill, above, a 10-year member, lowers giant concrete forms into what will be a repository for waste material.

Butch Schulte operates backhoe on the K-M joint venture.

Ann Lambert, apprentice
Dan Halford, 14-year member
Charlie Blackburn, 25-year member
Joe McGowan, 15-year member
Glen Fox, 3-year member
Operators for J. F. Shea build I-5 interchange

Frank Relyea, a 37-year member, uses 245 excavator to lift a large boulder on J. F. Shea's Interstate-5 job near Redding.

Greg Gerig, a 5-year member, operates blade on Shea job.

Randy Pistorius, recent graduate of apprenticeship program.

Operators for J. F. Shea began work in 1989 on a one-mile stretch of Interstate-5 north of Redding, part of a package of jobs that will complete the final 13 miles of the interstate highway sometime in the 1990s.

Worth $7.5 million, the J. F. Shea job includes the construction of two frontage roads and an overcrossing in what will be known as the Gibson Interchange.

The job requires 389,000 yards in roadway excavation.

The Interstate-5 projects will provide a large number of jobs to operating engineers under seven different contracts. The total value of the jobs is $115 million.

The Shea portion of the job has a projected completion date of September 1990.

Fred Carrier (left) operates 966 loader. Wendell King is a Local 3 business representative.

Clockwise from above: Curtis Brooks, a four-year member; Bob McAlexander on D-8 dozer, 32-year member; Sid Nystrom on D-8 dozer, 12-year member; Bill Jones, mechanic, 38-year member.
**NEWS FROM THE DISTRICTS**

**Support SCA 1, Fresno urges**

Please be aware of the importance of the transportation bill, SCA 1, coming up in the next election. This is much needed funding for mounting transportation costs. SCA 1 would provide $15.8 billion over the next decade towards meeting the state's transportation needs. This would only constitute a small gasoline/diesel user tax effective August 1990 plus an additional annual increase of 1 percent per gallon.

Also included is a 55 percent increase in weight fees for trucks over 4,000 lbs. plus another 10 percent increase beginning in 1995.

Increased sales tax revenues from excise tax increases would be deposited in the transportation planning and development account and be used. This package could generate an estimated $15.8 billion over the 10-year period from July 1990 through June 2000.

Here in the Fresno area, we really know the value of more transportation funding. So, remember to vote in the June election.

*Patrick O'Connell*
*Business Rep.*

**It’s suggestion time in Santa Rosa district**

We have initiated a suggestion box here at the Santa Rosa office and hope that your contributions will help us in our continual quest for upgrading and excellence in our service for you, the members. We encourage you to write in from anywhere, or better yet, drop a suggestion into the box in person when you visit the office. Should you desire to mail your suggestion in, the address is as follows:

**Suggestion Box**
**IUOE #3**
**3900 Mayette Ave.**
**Santa Rosa, California 95406**

We hope this will substantially improve the communication lines within the hierarchy of our union. Let us know your ideas, gripes, desires and problems. The more we know, the better we will be able to assist you, and thus further our union cause.

Bob Hernandez, who operates a backhoe for Ghilotti Bros., would like to pass an anti-littering message on for all of you to consider during your jobsite lunch breaks and in your life in general:

1. If you can bring the food in your lunchbox, you can take the garbage home the same way.
2. Many times at lunch, Bob has observed a garbage can 10 feet from the "picnic spot" and no one even manages to walk to it for trash disposal.
3. It is our America, do your part to keep it clean.

Good thinking Bob, and thanks for the concern and contribution.

The 1990 job picture for my northern area of Santa Rosa district remains bright. Ghilotti was low bidder on the $3.5 million Willits Highway job.

Baldwin picked up the $2 million Lower Lake Road rehab project.

Benco should be awarded the $1 million viaduct near Piercey.

Homestake will be constructing the $1.7 million Carousel Sewer project in Ukiah.

Homestake Mining will award a $5 million contract on Feb. 5. This is of particular interest as in the past. Homestake has, in the past, used much more non-union labor and because the bids are by invitation only, it has been tough for us to gain a foothold. But Granite has been invited to bid this time. They are competing with four other non-union contractors, so let's keep our fingers crossed. This project, if Granite prevails, will be 80 percent wages, full fringes and a minimum of 5x10.

George Mosegaard, ace backhoe operator for Huntington Bros. of Napa, tells me he really appreciates his brief winter respite from the hectic summer work schedule and that many of our members feel likewise.

Enjoy, while you may, because the 1990 work season grows steadily closer, and it promises to be a busy one.

*Bob Miller*
*Business Rep.*

**New mall gets nod in Eureka**

A new 10-story mall got a tentative nod from the Crescent City Council, sitting as the redevelopment agency. The new mall would be built on Front Street between D and E streets.

The City's zoning code currently does not allow new structures taller than 45 feet, far less than the 100 feet of the proposed project.

The old Surf Hotel at Front and H streets, the tallest structure in the city, is only 70 feet high. Any new construction above that would indeed dominate the Crescent City skyline.

Caltrans has delayed the advertising of the final phase of the Redwood National Park Bypass tentatively from 4 to 6 weeks so that they can complete an Environmental Impact Report on the extraction and processing of the gravel.

The final environmental document included a description of a preferred source for the extraction and processing of 600,000 cubic yards of gravel.

The property, owned by Simpson Timber Company, is located on the south bank of the Klamath River, just south of the Del Norte/Humboldt County line, approximately eight miles upstream of the Route 101 bridge.

The property owner is no longer interested in selling the gravel.

The Redwood National Park Bypass project is a 12-mile long bypass of state and federally owned park land located in Humboldt and Del Norte Counties.

The bypass is being constructed in three stages: Stage I-cleaning and grubbing; Stage II-grading and drainage facilities; and Stage III-base, paving and drainage. Stage I is complete, Stage II is nearly complete, and Stage III is scheduled to begin in the spring of 1990.

The engineers estimate of Phase III is about $31 million.

*William Burns*
*District Rep.*

**Gas Tax Fact!**

In 1988, congestion added 20 minutes a day to the average commute. In a year's time, that's more than three days stuck in gridlock!
Scholarship Contest Rules Announced for 1990

General rules & instructions for Local 3 College Scholarship Awards 1989-1990 school year

Two college scholarships of $1,000 each will be awarded winners, for study at any accredited college or university any time in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1990 and March 1, 1990.

Awards Scholaship:

Upon receipt of the application and required forms, Local 3 will verify the membership of the applicant. The application will then be submitted for judging to a University Scholarship Selection Committee, independent of the scholarship winners selected.

Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one (1) year immediately preceding the date of death. The applicant must be senior high school students who have, or will be, graduated at the end of the academic year. The checks will be made payable to the parent of the student and the scholarship will be paid directly to the student.

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What you should do if you’re addicted to an addict

Do you frequently worry about someone else’s use of drugs or alcohol?

Do you ever find yourself or your children riding in a car with a person who is in a chemically altered state? Is that person driving?

Do you feel it is partly your fault, or that you are somehow responsible, because he or she continues to drink or use drugs?

Do you frequently alter your schedule or social plans fearing the user will be upset or uncooperative?

Do you think that if the user/drinker really loved you he or she would stop using/drinking to show that love?

If you answered yes to four or more of these questions you are allowing your husband/wife’s behavior to negatively affect your life. This kind of stress will affect your behavior and your health.

You may believe that you must continue to suffer until you have changed, but this is not so. Your feeling and thinking this way is a symptom of your problem. Reach out and get help now.

If you are in need of help with alcohol or drugs, or co-dependent on someone who is, please call for assistance at the Addiction Recovery Program.

Credit Union

(Continued from page 6)

savings account automatically on the same day your check is issued.

Therefore, you don’t have to worry about waiting in long lines, you begin earning dividends immediately, and with a Credit Union checking account and ATM card you have quick and easy access to your cash.

The Credit Union continually strives towards introducing new services with their members’ needs in mind.

By implementing services such as C.A.L.L., checking accounts, ATMs and Direct Deposit, the Credit Union has become more convenient to our members.

A Local 3 Credit Union Visa—exclusively for Local 3 Credit Union members

If you haven’t applied for your Local 3 credit union VISA, now is a good time to do so. With a Local 3 credit union VISA you can consolidate and pay off all those other credit card balances that are charging you 18 to 21 percent.

Our VISA cards offers you:

- A low fixed interest rate of 14.5 percent APR
- Annual fee of only $12
- Overdraft protection for your OE checking account
- 25-day grace period on purchases

Your VISA logo. Most of all, with a Local 3 Credit Union VISA you can expect to receive the service you deserve from your credit union.
District Meetings

District meetings convene at 7 p.m. with the exception of District 17 meetings, which convene at 7 p.m.

March
7th District 12: Salt Lake City
Engineers Bldg. 1958 W.N. Temple

8th District 11: Reno
Musicians Hall 124 West Taylor

13th District 04: Fairfield
Holiday Inn 1350 Holiday Lane

20th District 3: Stockton
Engineers Bldg. 1916 North Broadway

22nd District 10: Santa Rosa
Veterans Bldg. 1351 Maple St.

27th District 9: San Jose
Labor Temple 2102 Almaden Rd.

April
10th District 4: Eureka
Engineers Bldg. 2806 Broadway

10th District 17: Kauai
Wilcox Elementary School 4319 Hardy St.

11th District 7: Redding
Engineers Bldg. 100 Lake Blvd.

12th District 6: Marysville
Engineers Bldg. 1010 "F" Str.

17th District 1: San Mateo
Laborer's Hall 300 - 7th Ave.

24th District 17: Maui
Kahului Public Library, 90 School Rd.
Kahului, Maui

25th District 17: Hilo
Kapilolani School 966 Kilauea Ave.

11th District 17: Honolulu
Kalihi Waena School 1240 Gulick Ave.

May
8th District 3: Stockton
Engineers Bldg. 1916 North Broadway

17th District 2: Richmond
Point Marina Inn 915 W. Cutting Blvd.

22nd District 5: Fresno
Lavorer's Hall 5431 East Hedges

29th District 8: Auburn
Auburn Recreation Center, 123 Recreation Dr.

Grievance Committee Elections

Recording Corresponding Secretary William Markus, has announced that in accordance with Local 3 By-Laws, Article X, Section 10, the election of Grievance Committee members shall take place at the first regular quarterly district or sub-district meeting of 1990. The schedule of such meetings at which the election of Grievance Committee members will be voted is as follows:

March
7th District 12: Salt Lake City
Engineers Bldg. 1958 W.N. Temple

8th District 11: Reno
Musicians Hall 124 West Taylor

13th District 04: Fairfield
Holiday Inn 1350 Holiday Lane

20th District 3: Stockton
Engineers Bldg. 1916 North Broadway

22nd District 10: Santa Rosa
Veterans Bldg. 1351 Maple St.

27th District 9: San Jose
Labor Temple 2102 Almaden Rd.

Pre-Retirement Meetings

Eureka Tues., April 17, 1990 7:30 p.m.
Operating Engineers Bldg., 2806 Broadway

Redding Wed., April 18, 1990 7:30 p.m.
Operating Engineers Bldg., 100 Lake Blvd.

Marysville Thurs., Apr. 19, 1990 7:30 p.m.
Operating Engineers Bldg., 1010 "F" Street
Oakland Tues., April 24, 1990 7:30 p.m.
Holiday Inn Airport, 4000 Hegenberger Rd., Oakland, Ca.

San Jose Wed., April 25, 1990 7:30 p.m.
Holiday Inn Park Center, 282 Almaden, San Jose, Ca.

Sacramento Thurs., April 26, 1990 7:30 p.m.

San Mateo Tues., May 1, 1990 7:30 p.m.

Santa Rosa Wed., May 2, 1990 7:30 p.m.
Alvarado Inn, 6045 Redwood Hwy., Novato, Ca.

Fresno Thurs., May 3, 1990 7:30 p.m.
Cedar Lanes, 3131 N. Cedar, Fresno, Ca.

Watsonville Tues., May 8, 1990 7:30 p.m.

Fairfield Thurs., May 10, 1990 7:30 p.m.
Holiday Inn 1350 Holiday Lane, Fairfield, Ca.

Stockton Tues., May 15, 1990 7:30 p.m.
Operating Engineers Bldg., 1916 N. Broadway

Santa Rosa Wed., May 16, 1990 7:30 p.m.
Veterans Memorial Bldg., 1351 Maple St.

Reno Tues., May 22, 1990 7:30 p.m.
Veterans Hall, 1351 Maple St.

Auburn Recreation Center, 123 Recreation Dr.

Sacramento Thurs., May 24, 1990 7:30 p.m.
Laborers Hall, 2445 Stockton Blvd. Sacramento, Ca.

Salt Lake City Sat., June 9, 1990 11 a.m.
Operating Engineers Bldg., 1958 W.N. Temple

Retirement Meetings

Concord Mu Chap. Tues., Feb. 27, 1990 7:30 p.m.

Salt Lake City-Chap. Wed., Mar. 7, 1990 2 p.m.

Reno-XI Chap. Thurs., Feb. 8, 1990 7:30 p.m.

Northern California and Reno, regular scheduled district meetings and/or the Special District meeting is scheduled during the first quarter of 1990, with eligibility rules as follows:

No member shall be eligible for election, be elected or held the position, of Geographical Market Area Addendum Committee.

(a) Unless he is living in the Committee’s Geographical Market area.
(b) Unless he is employed in the industry in the area.
(c) He must be an "A" Journeymen.
(d) He must be a member in good standing.
(e) Must not be an officer-operator.

No members shall be nominated unless he or she is present at the meeting and will accept the nomination and the position, if elected.

No member is allowed to serve more than two (2) consecutive terms on the Geographical Market Area Committee.

Election of Geographical Market Area Addendum Committeemen

Business Manager T.J. Stapleton has announced the election of Geographical Market Area Addendum Committeemen to each of the Northern California and Reno, regular scheduled district meetings and/or the Special District meeting is scheduled during the first quarter of 1990, with eligibility rules as follows:

No member shall be eligible for election, be elected or held the position, of Geographical Market Area Addendum Committeemen.

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Cal-OSHA on hot seat

(Continued from page 3)

speculation that the crane operator was responsible for the S.F. collapse.

"From the beginning CalOSHA was negligent in its pursuit of the true cause of the San Francisco crane collapse," Henning added. "It is part of a pattern."

Henning called for support of a number of crane safety bills now pending in the Legislature. He called also for the lawmakers to determine whether Cal-OSHA actually is being restored to its former capacity. He cited the lone safety engineers currently assigned to the vast areas. He pointed out that one lone staff member is responsible for huge numbers of workers in the dangerous logging and lumber industries.

"It is incredible that this should be tolerated, but that is the way this administration operates," Henning said.

Jack Short, safety director for Local 3, seconded Henning's criticism of the attacks on the man who operated the crane that fell in San Francisco.

Local 3 Sacramento District Business Agent Dave Young called for more meaningful penalties against employers who violate Cal-OSHA standards.

In organizing complete units such as B.F.I. we not only bring in new members but also new job opportunities for other members in the future. So, to our organizing department, "Thank you, and to all of our members, remember that each and every one of you is an organizer; you are the tool the union has to promote itself. Please keep this in mind when you're out in the field talking to non-union hands that don't have the benefits that union members do, explain what our union is all about, what benefits you're entitled to, and what it is to belong to a union that has some of the best operators in the country! Hopefully by my next writing, I'll report on the newly signed unit, B.F.I.

A special request to all of our members who live in Hayward. We need your help! Labor and business people in and around Hayward have joined together and asked Major Alex Giuliani to reconsider his decision and run for re-election.

After the community show of support and much consideration, Alex has decided to run, and this is where I make my plea: there is a grassroots movement of support in the area but we need more; we need your help to make phone calls and other volunteer activities which involve the giving of your personal time.

In this day and age, time is a precious commodity, yet time is what we need to volunteer to help those people we support. Alex's main opponent in this race will be Councilman Mike Sweeney who in the past has opposed many projects in Hayward that could have provided job opportunities for our members.

Mayor Giuliani has been in favor of controlled growth that has benefited Hayward as well as providing construction jobs for the people within the community. If you would like to participate in the re-election of Mayor Giuliani, please call me at the Oakland office (415) 638-7273. I will help you get in touch with his campaign people at "Committee to Re-elect Mayor Alex Giuliani."

Getting on to the work in southern Alameda county; many of the jobs have slowed down due to some spotty rain. The quarries in the area are slow but steady, and repair work is keeping many members busy. Shasta Constructors has started work on the Santa Rita overpass widening project with Stoer and Graff driving the pile.

Gradeway's crews are keeping busy with some finish work on Durham Road along with several other smaller jobs.

M.J.B. Pipeline's job on Hopyard in Pleasanton is progressing steadily, even though much of the job is more than 30 feet deep.

C.W. Roen is finishing up their work on a project in Alameda County, testified that there is "a clear lack of commitment regarding restoration of CalOSHA."

"Leadership in this must come from the Legislature," the L.A. district attorney declared. "The administration seems to be trying to accomplish indirectly what it could not do directly first by specifying Cal-OSHA and then killing the agency."

The prosecutor of California's most populous county criticized a shortage of mine and tunnel safety inspectors and lack of gas detection equipment for use in tunnels. Because Cal-OSHA has no contract with any laboratory for the testing of hazardous materials, samples including asbestos are piling up in field offices, Henning argued. All of these illustrate a lack of commitment," he said.

Stranberg, the Cal-OSHA chief, contended under close questioning by legislators that the restored organization closely parallels what was in place before the governor shut the agency down. "Disengagement is the way Stranberg referred to the 1987 closing of the agency.

Crane expert brought in to work on investigation

(Continued from page 3)

the operator and three ironworkers on the crane and a bus driver on the street below. Twenty-one persons were injured.

The hiring of the Corps of Engineers expert and the nature of his assignment were reported this month in the San Francisco Chronicle. His findings could be crucial to complex litigation. Cal-OSHA officials reportedly conceded they wanted to substantiate an operator-error theory that crane operator Lonnie Bogges was out of his seat, possibly tending to a mechanical problem in a separate control compartment, when the collapse occurred.

Cal-OSHA and the crane contractor, Erection Co. of Kirkland, Wash., both agree that the crane rotated half a circle and toppled backward while Bogges and the ironworkers were raising it by inserting a new bottom section, according to the newspaper account.

Erection Co. contends something possibly trivial allowed a guide wheel to pop off and throw the crane out of balance. It contends safeguards in the electrical system would have prevented anything done in the separate control, where Cal-OSHA theorists recognize the operator was from causing the crane to rotate.

Litigation is expected to involve three contractors, three insurance companies, the West German firm that built the crane, and the U.S. subsidiary, which owned the crane and trained engineers to make a safety certification.

Convict

(Continued from page 3)

The impact of subsidies for users of convict labor is noted in comments of the state Legislative Analyst and Director of Finance that are part of the summary statement.

The proposal, they state would entail: "An unknown loss in state General Fund revenues because employer tax credits would exceed state prison inmate income tax payments..."

The governor's argument is based on the prospects of state income which fiscal officers characterize as possible and unknown.

But they warn it is impossible to estimate the impact of hiring out local jail inmates because the governor's measure does not specify what should be in local ordinances.

The summary statement, originally issued on Jan. 22 had to be pulled back and reissued a week later because the California Labor Federation objected to a flagrant misstatement in the original version.

Originally, the summary would have informed voters that hiring out of convicts was to be legalized "except in strike or lockout situations," clearly implying that the inmates would not be available as scabs.

In fact, the proposal would allow employers to use convicts as scabs. It would rule out bringing in fresh gangs of convicts after picket lines had gone up or after free workers had been locked out, but those brought in earlier could be kept on the job under conditions painstakingly specified in the governor's proposal.