Important Notice

Please see page 18 for a schedule of regular district and specially called meetings where a resolution to amend Article VI (Dues) of the Local Union Bylaws will be presented to the membership for a vote.
When men are pure, laws are useless. When men are corrupt, laws are broken. Benjamin Disraeli (1804-1881)

This quote by one of England's great statesmen of the 19th century provides a good explanation of why we need unions today more than ever. If all employers were "pure of heart," i.e. treated their workers fairly, there wouldn't be any unions, because there would be no need for them.

But many employers are "corrupt." They are corrupt because they constantly look for ways to take advantage of workers whose sweat and blood provides them their profits, their fancy cars and luxurious homes. Some are corrupt because, even with a union contract, they look for ways to circumvent the provisions of the agreement.

We are beginning to encounter a situation with some of our employers that I personally find very distasteful, and I know that the members we represent are similarly outraged.

During the early and middle Eighties, Local 3 literally bent over backwards for some of our "fair union contractors" to help them remain competitive in a marketplace that was rapidly going non-union. In many instances, our members took freezes and sometimes even cuts for certain types of work in order to help the employer regain their footing against non-union intrusion.

Unlike some of the other crafts, our union didn't do this across the board. We did it only where we felt it was absolutely necessary, by market area agreement. We didn't enjoy these situations. We worked with our members and the contractor under the philosophy that the real enemy is the non-union contractor.

Now we're finding that some of our "fair union contractors" aren't so fair after all. Now that we helped them get back on their feet, all they want is more cuts, more freezes and more profits. To be sure, there are some good employers who are returning the favor to our members after we went to bat for them, by negotiating reasonable wage increases.

But there are others who

(Continued on page 18)

First big winners

Local 3 Files Dept. supervisor Amelia Singh, accompanied by Business Manager Tom Stapleton (left) and Vice President Jack Baugh, draws the winning tickets for "Mini-drawing #1" of the SELEC raffle, which is currently underway.

The raffle, which was announced in the May Engineers News, is being conducted to raise money for federally elected candidates.

The main drawing, which will take place at the Executive Board Meeting in September, is being preceded by two "mini-drawings" to encourage sales.

First prize for the first mini-drawing, which was six luxury skybox tickets to the July 8 SF Giants doubleheader, went to Kathy Spain. Second prize, four tickets to the July 15 A's game, went to Denise Kim. Third prize, four tickets to the July 14 A's game, went to Ed Eta. Al piazza won fourth prize, which was four tickets to the July 8 Giants game.
New law requires all employers to have effective safety programs

Cal-OSHA to focus on prevention rather than enforcement

By Steve Moler
Assistant Editor

Ever a scheme backfired in California Gov. George Deukmejian's face, it was his ploy to do in Cal-OSHA in 1987 by drastically reducing the agency's budget and jurisdiction.

Claiming Cal-OSHA duplicated functions of the federal government, Deukmejian slashed $8 million from the agency's budget and limited its inspection jurisdiction to only the public sector, which accounted for just 20 percent of Cal-OSHA's workload. Hundreds of staff were laid off and the agency's morale plummeted.

Outraged by the governor's actions, Californians—with help from organized labor—put the issue to revive Cal-OSHA on the November 1988 ballot. Voters approved 54 percent to 46 percent Proposition 97, which required Deukmejian to put back what he took from Cal-OSHA.

Today, Cal-OSHA programs, for the most part, are back in place and fully operational in both the public and private sectors. Dozens of former employees have rejoined the agency and more are considering doing the same. In fact, the agency is now about 92 percent staffed.

Ironically, Deukmejian's actions seem to have strengthened not weakened the agency. Not only is Cal-OSHA back in business, it's on a roll thanks to a wave of new legislation that's helping the agency better enforce the state's safety regulations, thus increasing the chance that Local 3's injury prevention program. By as early as mid-1991, a new law will require all employers to have written, effective injury prevention programs.

"This bill is the biggest thing to come along since Cal-OSHA was formed in 1973".

"This bill is the biggest thing to come along since Cal-OSHA was formed in 1973," said Andy Schaefer, a consultant for the Senate Industrial Relations Committee. "If it works, it will be incredible. If it doesn't, at least we won't be any worse off."

The bill calls for the Cal-OSHA Standards Board to draft by Jan. 1, 1991 more comprehensive standards requiring work site injury prevention programs, with at least the following elements:

- A written safety plan that specifies who will be responsible for implementing the plan.
- A system for identifying and evaluating workplace hazards, including investigating the causes of accidents, illnesses and exposures.
- Methods and procedures for the timely correction of workplace hazards.
- An occupational safety and health training program.
- A system to ensure adequate communication between employers and employees, including the reporting of problems without fear of reprisal.
- A system for ensuring employee compliance with safe and healthy work practices.
- Maintenance of appropriate records concerning the plan's implementation and operation.

Senate Bill 198 isn't the first attempt at requiring employers to have an injury prevention program. The Cal-OSHA Act of 1973, the legislation that established the agency in the first place, calls for employers to have an injury prevention program. But the wording is vague and Cal-OSHA enforcement has been far from vigorous.

What SB 198 does that the original law couldn't is require the employer to have the injury prevention program in writing with specific individuals designated to carry out the program. Also, enforcement of the new law will focus on employers in the most hazardous industries, such as logging, mining and many construction trades.

For these employers in less hazardous industries and with fewer employees, the standards board is authorized to adopt less stringent regulations. Smaller employers—those with fewer than 250 employees—will also be eligible to receive assistance from Cal-OSHA's consultants in developing an injury prevention program.

The new standards will also provide incentives for having better employer-employee communications. The standards will specifically permit—but not require—joint employer-employee occupational safety committees to be included in the injury prevention plans. Committee duties will include periodic, scheduled work site inspections, investigations of accidents and complaints, and when required by Cal-OSHA, verification of abatement action taken by the employer.

(Continued on page 16)
Protection of construction workers sought

High death, injury rates lead to pursuit of new national safety bill

On the average workday, nine or more construction workers in this country will be killed on the job. Some will be killed in single-person accidents, others will die in more massive accidents such as the four who died when a tower crane collapsed last November in downtown San Francisco, or the 51 construction workers who perished 10 years ago in a cooling tower collapse in Willow Island, W. Va., or the 28 who died when an apartment complex collapsed in Bridgeport, Conn.

Add those numbers up and you get 50 workers killed each week, 2,500 annually—year in and year out. Men and women who get up in the morning to build roads, bridges and buildings aren’t coming home because their job killed them. In the past 20 years, 47,500 construction workers lost their lives on the job. Another 5 million were seriously injured.

A Bureau of Labor Statistics study shows that the total number of construction injuries is 14.5 per 100 workers while the national average is almost half that amount. On top of that, the National Institute of Occupational Safety and Health estimates construction accidents and injuries are underreported by as much as 60 percent.

These deplorable deaths and injuries are why the AFL-CIO is strongly supporting a new, comprehensive Construction Safety, Health and Education Improvement Act, which was recently introduced in Congress. Called H.R. 4652 in the House and S. 930 in the Senate, these bills are the first step in establishing stringent national safety regulations in the construction industry.

There are six key provisions in the legislation:
• Mandatory contractor health and safety programs.
• An on-site health and safety plan monitored by a construction safety specialist.
• Establishment of a coherent inspection targeting system by federal OSHA.
• Development of a group of OSHA compliance officers with expertise in recognizing and correcting imminent dangers and other hazards on construction sites.
• Establishment of a new office of construction safety, health and education within OSHA.

When the OSHA Act was passed in 1970, its mandate was "to assure, so far as possible, every working man and woman in the nation safe and healthful working conditions." In 1985, construction workers made up 4 percent of the total work force and accounted for 15 percent of the work place fatalities. Today, after 20 years of federal safety protection, construction workers make up 5 percent of the work force and account for an astonishing 26 percent of the total number of workers killed on the job.

Not only has the death rate for construction workers climbed steadily, statistics show that construction workers have the highest injury rate for industrial workers. The continuing high death and injury rate for construction workers has shown the need for improved job site safety.

Testifying before the House Health and Safety Subcommittee, Robert Georgine, president of the Building and Construction Trades Department, said: "What is necessary is to establish nationally uniform requirements so that worker safety can be improved throughout the country, and so there will no longer exist a competitive advantage for contractors who are not interested in the health and safety of their employees but who seek to maximize their profits at the expense of workers lives and limbs."

In 1983, the latest figures available, owners of construction projects paid $8.9 billion in direct and indirect costs of workers’ preventable injuries. That accounted for about 6 percent of the $137 billion total construction costs that year. Death and accidents have increased since then, making these figures significantly higher today.

Georgine also pointed out that because there are often more than 100 contractors and subcontractors on a large project, the law must require that someone at each site be responsible for overseeing safety on the project as a whole.

OSHA’s current methods of targeting inspections was criticized during the hearing as misdirected. Of the 24,862 OSHA construction site inspections in fiscal year 1989, the agency found 25 percent in compliance and another 25 percent were cited with nothing more severe than "non-serious" violations.

Carpenters Union President Sigurd Lucassen emphasized the need for an effective targeting program. He explained how 17-year-old Martin Lawless, a member of the Carpenters, fell to his death from an unguarded hole in the floor after his local union’s plea to the employer had gone unanswered. Upon calling OSHA for an immediate inspection, the union was told to do it in writing.

While the paper work was being processed at OSHA, Lawless fell to his death while his father was working nearby.

Despite the creation of OSHA in 1970, the death and serious injury rate for construction workers has increased dramatically in the past two decades. With construction workers being killed at the rate of nine per workday and suffering a quarter of a million serious injuries per year, it’s time something is done to impose more stringent and serious safety regulations.

H.R. 4652 and S. 930 are the first steps in a major effort to save the lives of America’s six million construction workers.

As the two safety bills moved through the long, difficult legislative process for the next several months, Local 3 members are urged to get in touch with their representatives and senators and ask them to sign on as co-sponsors of the two bills.

Wondering about the trade deficit?

He drove his German-made car of Swedish steel with an interior of Argentinian leather to the gasoline station where he filled up with Arab oil shipped in a Liberian tanker and bought two French tires made of rubber from Sri Lanka.

At home he dropped his Moroccan briefcase, hung up his Scottish tweed coat, took off his Italian shoes and Irish socks along with a shirt made of Egyptian cotton, and donned his robe from Hong Kong, with matching slippers from Taiwan.

More comfortable now, he pours a hot cup of Brazilian coffee into an English mug set on a Mexican place mat on an Irish table cloth atop a Danish table rubbed with linseed oil from India.

Then, he filled his Austrian pipe with Turkish tobacco, lit it with a butane lighter from Japan, picked up his Korean ball-point pen and wrote a letter to his congressman demanding to know why the United States has an unfavorable balance of trade.
Local 3 retiree invents manhole raising form

Device can save contractors thousands in labor costs

After 30 years working as a paving and concrete plant mix superintendent for Granite Construction, Local 3 member Clifford "Cap" Gouker got tired of raising manholes the hard way. So he began pondering ways to make the job easier. What eventually emerged from Cap's home workshop in Freedom, Calif. was Caps Manhole Raising Form.

You've seen it before in new subdivision construction and overlays: a laborer at a manhole filling concrete between the sewer cone and manhole casting. What makes the job difficult and time consuming is that a vibrator to work the concrete in between the cone and casting can't be used. The force of the vibrator causes excess "mud" to spill into the live sewer or storm drain, causing potential damage to the two systems.

As a result, the job has to be done in two steps. First, the laborer lays a rough coat of "mud" in the gap, then returns a few days later to fill in the voids and smooth finish inside the manhole. With Caps Manhole Raising Form the second step is unnecessary, and the fear of damaging sewers and storm drains is gone.

Made of durable galvanized steel, the expandable and collapsible form rests inside the manhole. When you press down on the handle, the four spring-loaded metal arms push the form outward so that it presses against the casting wall. Once the form is snugly in place, a laborer can slap "mud" vigorously between the casting and cone without fear of spilling concrete into the live sewer or storm drain.

The form fits standard size sewer and storm drain castings and can be easily removed once the cement starts to set up. The device is so effective, in fact, that contractors are also using the form for chipping out old castings to avoid debris falling into the live sewers.

"The form is quite impressive. This is one product that's got real promise."

The form is quite impressive," said Tom Kyle, superintendent for Granite Construction's heavy equipment division. "You get a much better finish on the inside of the manhole. And it's much faster. This is one product that has real promise."

Kyle points out that spilling concrete into a live sewer or storm drain can cause thousands of dollars in damage. With Cap's Manhole Raising Form, however, a contractor can not only avoid these headaches but can save thousands of dollars in labor costs. The form pays for itself after just four or five uses.

"I actually surprised myself with this," Cap said. "I never thought of myself as an inventor, but I was looking for an easier way that this tough job could be done cheaper."

After two years of testing, Cap has filled over 50 orders throughout California and parts of Nevada. His best salesmen are the inspectors who have seen the high quality finished product. The device is so effective, in fact, that contractors are also using the form for chipping out old castings to avoid debris falling into the live sewers.

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Made of durable galvanized steel (above), the expandable and collapsible form rests inside the casing (below). When you press down on the handle, the four spring-loaded metal arms push the form outward so that it presses against the casting wall. Once the form is snugly in place, a laborer can slap "mud" vigorously between the casting and cone without fear of spilling concrete into the live sewer or storm drain.

After about 30 minutes, the form is removed and the job finished.

Interested companies or individuals who want additional information about the form can contact Cap at (408)724-0215.
The Redding picnic

Over 350 drawn to feast, music and raffle prizes

This plaque acknowledges those who donated material and labor to construct the pit barbecue

Local 3 Organizer Bob Yturiaga pulls 15-pound roasts from the pit barbecue

Left to right: Melanie Sargent, Joanne Kirkpatrick, Katie Sargent, Marianne Sargent and Kim Sargent

Left to right: Franklin Mills, (29-year member), Abe Osborn (3-year member), Dennis Reynolds, Laborers Local 185 member Len Rogers, and Richard Scott (35-year member).

At the picnic, Alice O'Keele, Lynn King and Sandy Nichols sell tickets for the district raffle, which included over 40 prizes valued at nearly $2,000.00

Some 350 attended the picnic on June 23.

Barbara Hester serves up roast beef to picnickers.

The 1990 Redding District Picnic was held at the Anderson River Park on June 23.
Four high school seniors, all sons and daughters of Local 3 members, have won academic scholarships from the 1990 Local 3 College Scholarship Awards. Two $1,000 scholarships were awarded to the top female and male applicants, and two $500 scholarships were awarded to each female and male runner-up. A scholarship selection committee comprised of faculty from UC Berkeley's Center for Labor Research and Education chose the four finalists.

Former scholarship winner does good

Nineteen years ago Tom Tillotson, whose father and grandfather were Operating Engineers, was the first place male winner of Local 3’s College Scholarship Award. Tillotson went on to earn a chemistry degree from California State University Stanislaus and shortly after graduation took his first professional job with Holly Sugar.

Today, Tillotson’s work as a chemist at Lawrence Livermore National Laboratory, a scientific and engineering research facility, has placed him at the forefront of what is known as aerogel technology. Pioneered in the 1930s, the forgotten, aerogel is a foam-like, extremely porous material that's 99.8 percent air. One pound of the stuff would fill a refrigerator.

Recently, Tillotson and Lawrence Livermore physicist Larry Hrubesh have developed an aerogel that’s only three times as dense as air and one-330th the density of water. And theoretically the two scientists could make aerogel only one-and-a-half times as dense as air.

With its super lightweight qualities, aerogel could be used as electrical, thermal or acoustic insulation. In the future, homeowners might save energy by installing aerogel windows. The military might launch lightweight missiles constructed with aerogel insulation. NASA might use it to capture micrometeoroids aboard space satellites. Thermacor, a small startup firm in Richmond, is preparing to mass produce and sell aerogel to potential customers later this year.

Tillotson’s work has so impressed scientists that it’s been featured on CNN and in the San Francisco Examiner.

Former Local 3 scholarship winner Tom Tillotson holds a piece of aerogel


“Considering Tillotson's achievements,” said Lawrence Livermore spokesman Steve Wamper, "your scholarship was well placed.”

Sons and daughters of Local 3 members win scholarships

First Place, Female ($1,000)
Name: Jenery Akuna
Hometown: Wailuku, Hawaii
School: Henry Perrine Baldwin High School
Educational/career goals: medicine
College/universities applied: Seattle University, Univ. of Wash., Univ. of Hawaii.
Achievements: student government, Future Teachers of America, Nat'l Honor Society, Aloha Club, Students Helping Students.

First Place, Male ($1,000)
Name: Ryan A. Todd
Hometown: Placerville, Calif.
School: El Dorado Union High School
Educational/career goals: aeronautical engineering
College/universities applied: UC Davis, MIT
Activities: varsity track and field, Calif. Scholarship Federation, Nat'l Honor Society, Student Assoc. for Appreciation of Science, El Dorado High Band and Jazz Ensemble.

Second Place, Female ($500)
Name: Patricia Hernandez
Hometown: Sparks, Nevada
School: Edward C. Reed High School
Educational/career goals: athletic trainer, physical therapist
College/universities applied: Univ. of Nevada, Reno; Univ. of Northern Colorado.
Activities: student government (junior and senior class president, varsity volleyball, varsity track and field, varsity song leader, Spanish Club, Pep Club, Minority High School Scholars Program.

Second Place, Male ($500)
Name: Xavier Bengoechea
Hometown: Reno, Nevada
School: Robert McQueen High School
Educational/career goals: engineering
College/universities applied: UC Berkeley, Caltech, Univ. of Wash., Harvey Mudd College, Univ. of Nevada, Reno.
Activities: Knights and Ladies Service Club, Forensics Team, National Honor Society, student government, Academic Olympics team.

Parent: Duane E. Beichley, Local 3 member (District 80) since 1985.

Hometown: Wailuku, Hawaii
Achievements: Rotary Youth Leadership Award, first place in dramatic script, Maui District Language Arts Showcase; first place in dramatic script, Baldwin High Language Arts Showcase; Who's Who Among Americans; High School Students.
Parent: Rudy Hernandez, Local 3 member (District 11) since 1969.

Hometown: Sparks, Nevada
School: Edward C. Reed High School
Educational/career goals: athletic trainer, physical therapist
College/universities applied: Univ. of Nevada, Reno; Univ. of Northern Colorado.
Activities: student government (junior and senior class president, varsity volleyball, varsity track and field, varsity song leader, Spanish Club, Pep Club, Minority High School Scholars Program.

Achievements: honor roll (4 years), Nat'l Honor Society, Chemistry Award, Miss Team Spirit, Coach's Award, Most Improved Girl.
Parent: Rudy Hernandez, Local 3 member (District 11) since 1969.
FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefit Director

I’m sure you’ve been noticing in the newspapers that the health care crisis is becoming more acute each week. Increases in cost due to medical inflation, higher volume of claims, and shrinking reserves are pushing the health care delivery system to the edge of disaster. It will take a major effort by all concerned to solve the crisis and allow the American health care system to once again operate with a degree of sanity and financial soundness.

And the Operating Engineers plan has also been hard hit. Costs have been exceeding revenue for a few years, reserves have decreased and claims volume has increased from 124,000-plus claims per year just four years ago to over 200,000-plus claims per year for the plan year which ended April 30, 1990!

In the recent special round of meetings regarding the health care crisis and its effect on our health and welfare plan, your response was overwhelmingly in favor of maintaining the current level of benefits by increasing the contribution rate (source to be the next negotiated increase) to bring revenue in line with costs. This would be of course a short-term solution for the current plan year, which ends April 30, 1991.

Immediately following the round of meetings with the construction hands, we held two weeks worth of meetings with those working under rock, sand and gravel agreements. Three out of four who attended came to the same conclusion – increase the contribution rate (source of the contribution increase to be the next negotiated increase) to bring revenue in line with costs for the current plan year ending April 30, 1991.

One of the main questions raised at the special round of meetings was “Whose screening the medical bills for excess charges, etc?” Although the trust fund office along with the auditors get involved in some pretty careful screening, let’s all do our small part to examine the bills.

Ask for a copy of your bill. Talk to your doctor or to the hospital if you note any discrepancies or have questions. Close scrutiny of medical bills will not solve the crisis in health care, but it will help to ensure that the plan ultimately pays for legitimate charges for the medical needs of engineers and their families.

Feel free to call the Fringe Benefit Service Center to discuss any matter relating to your health and welfare plan. The phone number is (415)431-1568.

THE BIG WAIT IS OVER

You’ve seen other operators wearing them. Now get something for yourself. The official Local 3 caps, jackets, T-shirts and pins are here. Don’t settle for imitations. Order your official Local 3 wearables today using the form below. Make your check payable to: SELEC

Operating Engineers Local Union No. 3
S.E.L.E.C. (Supporters of Engineers Local 3 Endorsed Candidates)
474 Valencia St. San Francisco, CA 94103

ORDER FORM

NAME: ____________________________  ADDRESS: ____________________________
CITY ST ZIP: ____________________________  Date: __________

Select items you are ordering and where necessary indicate the STATE or STYLE by circling your choice. Example below shows how to indicate choices.

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Thank You for your support.

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Total 32.40
YOUR CREDIT UNION

By Bill Markus, Treasurer

Whether you are new to the union, a long time member or retired, you should also be a member of the credit union. The credit union is strong as its membership, and we want you to be a part of one powerful group! Your credit union has been around since 1964. It has grown to become the 52nd largest federal credit union nationwide out of a total of 9,251. The credit union has more than $250 million in assets and is presently providing service to 30,000 members. If you're a member, you too can benefit from the greatest services available from your credit union.

It's easy to join. All it takes is $5 deposited to a savings account. Of course, you are welcome to deposit more, but the minimum balance needed to be a member is $5. With this minimum balance you are eligible to apply for any of our other services such as free checking, low-cost loans, and a 14.50 percent VISA card.

What about dividend rates? They are hard to beat! Regular savings rates are tiered, ranging from 6 percent to 6.75 percent depending on the balance. This is better than most financial institutions regular pass book accounts. By adding to your savings each month, you will soon have funds to fall back on should an emergency arise.

For those of you looking for higher dividends, the credit union also has certificates. There has been some recent changes to the certificates. The minimum deposit has been lowered to $2,000, and you now have a choice of terms ranging from three months to two years. Interest rates are tiered according to term and amount being invested. You will find the rates are most competitive. Just call any of the credit union offices and you will be given the current interest rates and assistance in purchasing the certificate that is right for you.

Remember too, your money is safe in your credit union because all funds, no matter what amount on deposit, are insured.

Say no thank you

When you go to buy a car, say “no thank you,” to dealer financing; you can do better at your credit union. On new cars you may finance the vehicle up to 72 months, and depending on the term, may have an interest rate as low as 9 percent. Once you qualify, the credit union will do 100 percent financing including tax and license.

Many members believe that annual percentage rates and monthly payments are the most important factors when financing a car. You must look at the total cost. Often times dealers will offer you a low rate loan or a factory rebate. Should you choose a lower interest rate over a rebate, the rebate turns into money you must finance. This may mean greater cost over all. Let your credit union help figure out what the best deal is for you.

Your credit union offers pre-approved auto loans, credit life and credit disability insurance, as well as mechanical breakdown insurance. If you have questions about these programs, ask before you shop. When you call, the credit union staff will assist you in pricing out both your trade-in and the new vehicle you wish to purchase. Don’t forget, call the credit union before you sit down to negotiate. Your credit union will help you into the vehicle of your dreams, and make your car buying experience less of a nightmare.

Your credit union is here to serve all your financial needs. If you ever have questions concerning any of the services, please call the branch offices or the toll free number 1-800-877-4444.

We encourage our work force to take advantage of your apprenticeship program and become one of the highly qualified skilled employees ready for work and “lifelong learning.” Siemens has had an apprenticeship program for more than 50 years and provides training and education to 10,000 apprentices at any time, 90 percent of which are immediately provided positions in the work force when they complete the program while an additional 5 percent continue studying.

We encourage our work force to take advantage of your apprenticeship program and become one of the highly qualified skilled employees ready for work and “lifelong learning.”
Local 3 operators (right) are working double shifts cutting and filling 3.3 million yards of "potato muck" on Kiewit-Marmolejo's Slate Creek Project. Laborers (left) fill concrete forms for a bridge that will allow I-5 to span Slate Creek.

Projects will complete final link of interstate

Local 3 operators finish

On Interstate 5 just north of Redding, Operating Engineers are working feverishly to complete a bit of history. For the past three years, Operating Engineers have been working on seven projects worth a total of $115 million that will bring a 13-mile stretch of I-5 up to federal interstate highway standards, thus completing the final link of interstate between the Mexican and Canadian borders. Local 3 hands are currently working on the final three projects.

Before construction began in 1988, this section of highway proved too treacherous for many large trucks. In the past year, dozens of semi rigs have overturned on this stretch of highway. By realigning and upgrading the highway to interstate status, the number of accidents should decline dramatically.

As you drive north of Shasta Reservoir, the to is the Slate Creek Kiewit-Marmolejo joint venture. More than 80 operators are working double shifts cutting and filling "potato dirt" for a front and bridge. Twelve 63-foot Class C permeable materials are being used, along with 146 and two blades. The haul road maintains 60 sections, 81's and D9s are currently working on the front three projects.

The second project is the Gibson Interchange Project, a $115 million project. This project included two frontage roads. The project was completed in 1989.

From left to right: Grade Setter Terry Porter, Local 3 Business Agent Wendell King and Dozer Operator Art Fodge at the Slate Creek Project.

A rare factory-built tandem D-9 (left) is working on the cut and fill portion of the Slate Creek Project. A 769 Cat-wagon (right) loads up with aggregate material at Kiewit's crusher unit at the Slate Creek Project.
from Mexico to Canada

Ting up I-5 near Redding

Moler, Assistant Editor

Out of Redding past the first project you come across is the Shotgun Creek Project, a joint venture worth $8 million. Four excavators, two E and D scrapers are working double shifts moving 6,000 yards of "muck" a day from a cut (left) to fill (right). Two frontage roads, overpasses, and an overcrossing, has 35 hands working. Eight 631 scrapers working double shifts are moving 6,000 yards of "tough muck" per day from the west side of the highway to a fill on the east side. A specially-built haul bridge allows the scrapers to move uninterrupted over the highway.

All three projects are expected to be completed by Fall 1992—if the weather holds up. Bad weather has slowed work considerably this past winter on all three projects. But Local 3 has a lot of capable hands working these projects who can get the job done.
Non-Union Kellogg pulling out of Tooele project

Union shop may take company's place

SALT LAKE CITY - EG & G project manager on the Tooele Army Chemical Agent Destruction plant told us recently that non-union Kellogg Construction, Inc. is pulling out of this project. The reason: Kellogg's unsatisfactory performance. Kellogg apparently has been on this job for eight months and is behind schedule.

EG & G has informed us that MK, a union company, has been named the new contractor effective July 4. MK will be meeting with the Utah Building Trades Council in a few days to work out a contract, which will probably still be in negotiations at press time. At this point, I'm still feeling a little hesitant because organized labor in Utah has been kicked in the teeth so many times I don't like to say the work is union until I see the signature on the contract.

I'm very disappointed with the Utah Department of Transportation and its highway construction program this year. The amount in gas tax we pay each year is supposed to be used for highway maintenance and construction, yet this money seems to end up in other places. I admit this isn't the fault of the UDOT, but the fact remains that the highways and freeways in Utah are frightening. The highway infrastructure, especially the underbelly of the bridges, makes you wonder if you want to drive over them. I hold my breath when I do. The bridges are falling apart. The rebar is exposed, concrete support columns have deteriorated to the point that the concrete has cracked and fallen away, asphalt has deteriorated to where the asphalt is held together only by chock holes, and the surface has settled due to heavy truck traffic, which throws you all over the highway when you hit the grooved areas.

Every person who is able should be letting their senators, congressmen and legislators know they want their gas tax money to go toward repairing the infrastructure of this country.

I want to thank the active and retired members and their wives who helped make this year's picnic a success. The picnic is a lot of hard work, but it's also very rewarding to see everybody enjoying each other's company.

Saturday morning, June 9, was full of sunshine and approximately 300 people attended the picnic this year. Mavin Mills, Don Larsen and Kay Crittenden, along with Mrs. Larsen and Mrs. Crittenden, prepared the Dutch oven chicken that has become a favorite of those attending. The special quarter-

Labor education committee formed

SALT LAKE CITY - Utah's labor movement has fathered an education committee to meet its short- and long-term labor education goals. The Utah State AFL-CIO has appointed Reid C. Davis, labor activist and attorney; Connie Minsk-Nielsen, AFL-CIO Vice President; and myself as co-chairs of this committee to spearhead in-service training and curriculum.

One objective is to develop a training program modeled after a Canadian program in which interested leaders and members become trained as facilitators. This, in turn, will provide the opportunity to train working members in the field. The ultimate goal is to raise the level of functioning knowledge and awareness in our union memberships to be able to most effectively meet the many present and future challenges facing labor.

Some core courses to be offered are stewards' training, labor law, grievance handling and arbitration, collective bargaining techniques, organizing, promoting membership involvement through mobilization methods.

The National AFL-CIO Education Department has been enormously helpful in getting our Utah program off the ground. Several AFL-CIO representatives including Susan Washington, Ed Czarnecki, and Mary Lehman, organized and contributed to special meetings with our committee members, and the committee wants to thank them for their support and efforts.

We hope to motivate and use members through education and provide them with the tools and understanding needed to expand the labor movement in Utah.

George Stauros,
Business Rep.
Project breaks record

SALT LAKE CITY - Crews working for Morrison-Knudsen at their Syar Tunnel project saw "the light at the end of the tunnel" April 17, 1990, when the molder machine poked through and completed the excavating of the 5.6-mile tunnel.

Three crews are working around the clock, five days a week, at a record setting pace that should bring this project to completion by May 1991. Morrison-Knudsen started on this $44 million project in September 1988.

During one 24-hour period, three M-K crews combined to open 417 feet of tunnel. For this size hardrock tunnel, that's a world record. The crew also came close to the all-time world record of 428 feet in 24 hours.

Besides the world record for a day, M-K set world records for a shift: (137 feet), a week (1,717 feet), a month (5,391 feet).

M-K Company excavated the tunnel to an 11-foot, 10-inch diameter and will line it with approximately 20 inches of reinforced concrete to a finished diameter of 8 feet, 6 inches. M-K plans to start the concrete around August 1 and work three shifts. This should complete the concrete in four to five months.

This has been a very good job for brother engineers who worked through the winter with no lost time.

Ike Harward is the job steward on this project and is doing an excellent job.


Kaiser Gravel denied mining permit in Sonoma County

SANTA ROSA - Mark your calendar for the following important dates: Sunday, August 5, 12 noon to 5 p.m. at Lake Sonoma. It's our District 10 Annual Picnic. We are offering salmon or steak this year. The tickets are still only $10, retirees are $7 and children are free (hot dogs and soda). Tickets are available from your district office or your friendly business agent. There will be live entertainment.

The picnic is a great way to meet old friends.

Another important date is Tuesday, August 14, at 3 p.m. and 8 p.m. at the Santa Rosa Veterans Memorial Building for our district meeting. The major topic will be the dues proposal, a secret ballot vote to approve or disapprove the dues and the amendments. Come and participate. It's important.

Other things that are happening around the Sonoma County area:

Kaiser Gravel was denied a mining permit for additional area for gravel mining by the Sonoma County Planning Commission. All is not lost, however. Kaiser will be going before the Board of Supervisors for the mining permit. Let's wish them luck.

Argonaut was the low bidder on a $5.5 million water system improvement project in Petaluma. K.G. Walter still has not been awarded the $6 million water treatment project in Schellville. The bid has been challenged by C.R. Fredricks, a non-union contractor. We should hear something by the end of July.

At Empire Tractor, Nate Davidson, director of Local 3's Addiction Recovery Program, met with several Empire people: Parts Manager Mike Moss, Service Manager Steve McDonald, Shop Steward Tim Rutherford, Safety Man Mike Christian, and myself to explain the Addiction Recovery Program. It was a very enlightening presentation. Nate will be returning to Empire Tractor at the end of July to talk with the rank and file and explain the program to them.

An update on organizing Fedco: We are still waiting to meet with Fedco's management. We have talked with one owner who was going to talk with his partners and if they want to meet they will be contacting us.

I would like to personally thank you all for helping to get Props. 111 and 108 passed. I am going to need your help in November to get a proposal on freeway repair work at Loon Lake; it's scheduled to remain there the rest of the summer.

SBC's Reid has picked up several jobs in El Dorado County. This work should keep them busy for quite some time. Lund Construction has also picked up some work in El Dorado County on Francisco Drive. About ten members have been working on that project for several weeks now.

Wolin & Sons has picked up some subdivision work in El Dorado County, which means the work outlook will brighten a bit in that area.

Joe Vicini is currently constructing several miles of new road off of Latrobe Road in El Dorado Hills. Teichert Construction is finishing up the subdivision at Tree Lakes. At one time, the company was working over 250 members at that particular site. Work currently is slow for Teichert Construction.

SACRAMENTO - Work in District 80 has not yet reached its full potential this season, as a substantial number of members are still on the out-of-work list.

The Sundt Corporation has been awarded two large hotel projects in Lake Tahoe. The Sacramento Building Trades is currently trying to put together a project agreement with Sundt for those two projects.

I.W. West Construction based in Reno, Nev. is currently performing the excavation work for the footings at the Embassy Suite site. Roy E. Ladd is still doing the repair work on Hwy. 89 at Emerald Bay; it's keeping seven to ten members pretty busy on that project. Hardrock Construction has been performing highway repair work at Loon Lake; it's scheduled to remain there the rest of the summer.

With work picking up, the business reps of both companies are busy making the rounds to keep the members informed of what's happening.

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SANTA ROSA — I would like to thank all of our members in my area of Lake, Mendocino and Sonoma counties for their fine turnout and generous support during the recent voting on Props. 111 and 108. Many of our people told me they had recruited their entire families and all their relatives and "made it mandatory" that they vote. Some brothers and sisters even went so far as to take time off work and provide transportation to the polls.

In our area, the passage of the $18.5 billion transportation measure means the construction bids for the long-awaited Hwy. 101 Cloverdale Bypass will be sought this September.

Construction will begin this fall on a freeway interchange south of Cloverdale, at a cost of $4.5 million. The construction of the remaining four-lane bypass, a $42.5 million project, will begin by late summer 1991. This job is scheduled to be completed by early 1994, some 35 years after Caltrans adopted a route for the bypass. Traffic should be flowing smoothly by January 1994. We expect the Cloverdale Bypass to provide many jobs for our members and significantly increase Local 3's strength in the Santa Rosa area.

Bob Carnahan, CEO of Parnum Paving in Ukiah, informed me that "Parnum has already begun to feel the impact of Props. 111 and 108. We've recently picked up several jobs which would not have bid without the recent passage of this transportation measure."

A small sample of some upcoming "definitely maybe" jobs made possible by the new influx of gas tax money:

- A $2 million highway job connecting to the present road will go on along Hwy. 101 at Laytonville.
- An approximately 3 million underground water-sewer project at Soda Bay in Lake County.
- A three-year water project at Hidden Valley Lake near Middletown.
- An interchange in Santa Rosa on Hwy. 12 at Stoney Point Road and also at Farmers Lane.
- A major resealing in small (under $100,000) Caltrans projects designed to maintain and preserve our three-county road system.

Clearlake is in the midst of a battle to raise $16.6 million to rebuild its roads and sewers and invigorate its economy. The city is attempting to create a redeveloped area, which would allow it to receive extra property tax money from the county. The city would also raise money by issuing 45-year bonds. The largest chunk of the $18.5 million would be used to pave and maintain the city streets. More than two-thirds of the city's 150 miles of streets are unpaved. Opponents to the plan maintain that improvements will produce "forced growth" and damage Lake County's quality of life. I feel that if this project gets funded, it should increase the quality of life for many members of the Operating Engineers, and that this is always the overriding concern for Local 3.

Two final notes of interest:

1. Our district picnic will be held at Lake Sono- ma on Sunday, August 5. Tickets are $10. We have three major changes this year. First, salmon will be available along with the customary steak. Second, we are planning a large raffle. Third, since my last name is Miller, we will be serving Miller beer, and since I'll be bartending, well, just be there to see what happens!

2. I'd like to express my appreciation to all our members who attended the recent district meeting in Ukiah. It was one of our best turnouts ever. As I said at the meeting, "It's been a sincere pleasure serving you, the members, and Local 3 for my last year of employment as a business agent. I'd really like to welcome any help, constructive criticism, or suggestions you can give to me in aid of upgrading myself, our district and our union as a whole." Most of all, I'd just like to say to all of you, "Thanks for being you and thank you Local 3!"

Bob Miller
Business Rep.

MARYSVILLE — Although the work picture in the Marysville area still looks good, it hasn't kicked into high gear yet.

Baldwin Contracting was low bidder ($179,809) for the City of Marysville's reconstruction of Bizz Johnson Drive and First Street. Baldwin has also started working on the I-5 overlay project in Arbuckle with the Aztec Portable Crew hard at it again.

Baldwin has also started the elementary school site work in Forest Ranch. Baldwin has moved in one of those big monster Cat D-11 dozers to rip and move dirt around, with Steve Ackerman at the controls. It is really amazing how much material one of those big monsters can move in a day.

Rent Me, Inc. from

Dan Mostats, Business Rep.

Aggregate dispute continues

MARYSVILLE — District 60 continues to battle Western Aggregates in Yuba County.

For the past nine months, Local 3's negotiators have tried to reach an agreement that could be recommended to the workers for ratification. Western Agg. unfortunately has continued its anti-union activities by laying off some workers and harassing others who support the union. At the same time, it stalled negotiations by prematurely declaring an impasse under union security.

Local 3 has filed unfair labor charges against Western Agg., but it took a unanimous strike vote by the workers and a week of picketing before Western Agg. agreed to begin new negotiations with us.

Jerry Bennett, director of organizing, has filed for a National Labor Relations Board representation election for the em- ployees of Jaxon Baker at the Yuba River sand and gravel plants in Yuba County. If Local 3 wins that election, negotiations with Baker could begin shortly thereafter.

Stabilizing the rock, sand and gravel industry in this district is one of the key elements needed before real gains can be made for members working under the Material Producers Agreement. Western, along with Jaxon Baker, will go a long way toward meeting those goals; however, there are still some smaller aggregate producers that are strongly resis- ting our efforts to organize their workers.

Thanks for the help members who live in this area have given to our organizers. Some headway has been made at most of those plants.

By Props. 111 and 108 passed on June 5, and I want to take this opportunity to thank and con- gratulate all members Marysville's VOC for giving up so much of their personal time to help get these two measures passed.

The work that will be generated in this district by Prop. 111's passing is another key element needed before our goals to organize the non-union construction companies in this area can make any major progress.

The third element needed to meet those goals in undoubtedly the most difficult to achieve: those dirty words we all hate—politics, politicians and voting—without which we have no voice in our future.

Approximately 60 percent of all union members vote. Unfortunately, like most American's, we base our vote solely on what we see on the "boob tube" and do not take the time to read or find out the facts about a candidate or what the real issues are. This fact has cost the American workers dearly over the last decade and can only get worse if we do not wake up now.

So stay alert. Learn the facts. Take the time to do what is necessary. Then we will prosper.

Dave Coburn
Business Rep.
Local 3 supports youth athletic association

In 1973, residents of Spring Creek, Nevada and the surrounding area created the Spring Creek Youth Athletic Association. The purpose of the organization was to help establish athletic activities—in particular baseball, softball and football teams—for local youths. There were enough youngsters in 1973 to field one Babe Ruth League team, one Little League team and one football team. Funds donated by local businesses and association members helped construct a baseball diamond with a concession stand, rest rooms and equipment. McCulloch Corporation donated the land, and businesses and community members supplied the labor. Since 1973, the local population has grown from about 100 to close to 5,500 today, with the bulk of the growth occurring in the past three years. In 1988, Spring Creek had two softball teams, five baseball teams and two football teams. In 1990, we have three softball teams, seven baseball teams and a potential for three football teams. Children of Operating Engineers are well-represented among these teams. To help the SCYAA expand and meet the demands of its expanding population, Local 3 Treasurer Don Luba presented a check for $200 to the SCYAA on June 14. Wires SCYAA Treasurer Sherri McCarty, “We are truly thankful to Operating Engineers Local 3 for its support during our time of need.”

Battle Mountain Gold to teach a crane safety course

On June 20, John New, a crane instructor from the Rancho Murieta Training Center, came to Nevada's BATTLE MOUNTAIN — small sample of what goes on at Local 3's training center. Reggie Depoli and George Ancho of Battle Mountain Gold are to be highly commended for their efforts to upgrade their employees' skills and safety awareness.

Above: Standing in front of an Omega P&H crane, safety course participants are from left to right: John Ertel Jr., Jerry Smith, James Filbeck, John New, Rick Hovis, Michael Bohl, Daniel Itza & Chris Ehler. Below: During the course at Battle Mountain Gold, operators read load charts on the Omega crane.

As a business agent, I was impressed with the class and excited to see a variety of topics during the eight-hour course, from load charts and the high fatality rate that electrical lines cause to the feelings a crane operator has when involved in an accident that results in a fatality. New emphasized that drugs and alcohol have no place in the construction and crane industry.

Ron Minix, head of safety for Battle Mountain Gold, sat in on the class. He and the crane operators were able to discuss different situations that could happen on the property and how to react. New stressed how proud he was to be a union operator and how operators could benefit from working union.

Chris Ehler, chief steward and crane operator at Battle Mountain, was impressed with New's instruction and was pleased—and even a bit surprised—at how much training he and the other crane operators received in just eight hours. Ehler hopes that Local 3 and Battle Mountain Gold will continue to have the crane safety training and even offer similar training to other types of operators and mechanics, so that everyone will be able to upgrade their safety skills.

I would like to thank Larry Udde, John New and all the gals who took my calls, for helping me put this class together. Also, thanks to Reggie Depoli, George Ancho, Ron Minix, and the union stewards at Battle Mountain Gold for their help and support.

Delmar Nickeson
Business Rep.
Injury prevention

(Continued from page 3)

Cal-OSHA will adopt regulations outlining how the committee's employee representative will be selected. For sure, employees will be protected from discrimination for serving on a committee and would not be liable for any act or omission as a committee member.

Cal-OSHA's enforcement of the injury prevention program will be strict in writing but in reality limited to how much ground just 192 inspectors can cover.

Local 3 Safety Director Jack Short fears that the agency's lack of resources will render the new law ineffective, estimating that Cal-OSHA will need about double or triple the number of inspectors it now has to make the program work.

At the least, every time Cal-OSHA makes an inspection, the employer's injury prevention program will be evaluated, which will include interviews with employees and members of any employee-employer safety and health committee.

When Cal-OSHA began investigating last November's tower crane collapse in San Francisco, which killed four workers and injured 22, the agency focused on the subcontractor's injury prevention program. The agency ended up slapping The Erection Company of Kirkland, Wash., with a "willful serious" citation for not having an injury prevention program, saying the company "did not provide that capable and responsible supervisors make regular inspections."

When employers are cited for a violation, they receive penalty credits for on-time or early abatement, good record with Cal-OSHA, good faith, size of employer and seriousness of the violation. Under SB 198, if an employer cited for any violation doesn't have an injury prevention program, it can't receive these credits.

It's important to know that none of these injury prevention program regulations will go into effect until Cal-OSHA's Standards Board finishes drafting the new standards and public hearings scheduled for August and September are held. Once all public comments are heard, the state Office of Administrative Law will review the standards to see if they meet state legal and procedural requirements. After that, employers will be given a certain amount of time to comply, probably six months to a year.

Come compliance time, Cal-OSHA will focus its attention on employers in high-hazard industries. Senate Bill 198 calls for the director of Industrial Relations to compile a list of the 100 highest-hazard industries in California based on Workers' Compensation Insurance records and other appropriate information, then schedule discretionary inspections based on this list.

Those closest to the issue agree that SB 198 is an investment rather than a quick solution to on-the-job safety. "At the beginning, no one will know what to do," Schaefer said. "But in 10 years, they'll know a lot."

Short feels the same: "In the long run, it will provide a healthier, safer workplace for our members, and if employers adhere to the training portion of the bill, it will really mean something."

How Cal-OSHA compares with federal OSHA

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<tr>
<th>Cal-OSHA</th>
<th>Federal OSHA</th>
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<tbody>
<tr>
<td>Standards adoption</td>
<td>More comprehensive standards</td>
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<tr>
<td>Accident reports to state license board</td>
<td>Required for serious injuries or fatalities</td>
</tr>
<tr>
<td>Crane certification</td>
<td>Requires extra precautions for all cranes</td>
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<tr>
<td>Elimination of imminent hazards</td>
<td>Work site can be shut down immediately</td>
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<tr>
<td>Citations at multi-employer work sites</td>
<td>Only employer of endangered worker may be cited</td>
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Union Briefs

Anti-scab legislation

Two of the most important pieces of labor legislation in recent history are now making their way through the long legislative process. The House and Senate bills, H.R. 3936 and S. 2112 respectively, would ban the use of permanent replacement workers in a labor dispute and bar employers from offering preferential benefits to scabs who cross picket lines and workers who return to work.

The Senate Labor and Human Resources Committee held hearings on S. 2112 June 6, and the House Education and Labor Committee held hearings on H.R. 3936 on June 12. If the two bills make it through Congress and aren't vetoed by President Bush, companies will have less power to undermine labor negotiations by firing striking workers.

Fixing federal highways

If the U.S. government invested $25 billion more a year to improve America's deteriorating federal highway and bridge network, the country would reap an additional $400 billion a year in Gross National Product and $29 billion in annual corporate profits by 2012, according to a study by Apogee Research, a public works consulting firm based in Bethesda, Md.

The study found that 28 percent of federal bridges are either "structurally deficient" or "functionally obsolete." The report also found that more than 40 percent of the pavement on the federal system is in "poor" to "fair" condition. The Road Information Program has concluded in a separate study that poor roads add $120 a year to the average motorists' driving costs.

Collective bargaining study

San Francisco Mayor Art Agnos has appointed four experts on labor relations to study collective bargaining as an alternative to the city's system of basing employee pay raises on a survey of other cities.

In 1975, after a police and fire department strike, voters abandoned collective bargaining in favor of a system of determining wages by surveying California cities of comparable population size. Agnos' move was prompted when police and firefighters began gathering signatures to place a city charter amendment on the November ballot that would bring back collective bargaining. The task force is expected to make public its recommendations in the fall.

Reducing Bay Area pollution

In an attempt to cut the Bay Area's air pollution, the Metropolitan Transportation Commission has proposed a $539 million plan to make it easier to get around the Bay Area without a car by expanding BART and other rail systems and improving ferry and bus services. The MTC, which represents all nine Bay Area counties, recommended financing the plan by increasing the state gasoline tax by 15 cents a gallon, raising the toll on all state-run Bay Area bridges by $1, and adding $5 to the cost of vehicle registration.

The Bay Area, which is out of compliance with the California Clean Air Act 35 to 40 days a year, must reduce pollution by 35 percent by 1997 in order to comply with the act.

Bush vetoes family leave bill

A bill that would have required larger employers to grant up to 12 weeks a year of unpaid family leave to their employees was vetoed by President Bush. For several years the AFL-CIO and its affiliates have led a campaign in support of the bill, which finally won approval in both the House and Senate last month. But Bush struck down the bill, saying he strongly objected to the federal government mandating leave policies for America's employers and work force. Despite setting off a storm of bipartisan criticism, it appears likely Bush has enough support to sustain the veto.
Earthquake aid recipients say “Thank You”

Two days after last October’s Loma Prieta earthquake hit, Local 3 set up an earthquake relief fund. Local 3 contributed the first $50,000, which was given to the American Red Cross. Over 150 individuals and organizations sent in checks ranging from $5 to $10,000 to help victims of the earthquake. Our International Union also set up a disaster relief fund to help operating engineers whose homes suffered damage in the earthquake. Over $100,000 was awarded to more than 120 needy members. Below are some of the “thank you” letters Local 3 has received from these aid recipients.

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<tr>
<td>May 13, 1990</td>
<td>T.J. Stapleton</td>
<td>Watsonville, Calif.</td>
<td>Dear Mr. Stapleton, I received a check in the mail recently from the IUOE Bay Area Earthquake Relief Fund. It will help immensely in restoring my property and my spirits.</td>
</tr>
<tr>
<td>May 29, 1990</td>
<td>Dear Brother Stapleton and Sisters</td>
<td>Watsonville, Calif.</td>
<td>Dear Mr. Stapleton and Sisters, In all of my working years, I donated for all kinds of causes, disasters and helped my neighbors when in need, and was very lucky I never in the position to need assistance til now. When I received the check you sent me, I then knew the warm feeling that all the needy people must have when they receive the much needed donations.</td>
</tr>
<tr>
<td>May 27, 1990</td>
<td>Ray and Sharon Scott</td>
<td>Watsonville, Calif.</td>
<td>Dear Mr. Stapleton and all the other Brothers and Sisters of the Operating Engineers, I’ve been a member of Local 3 for 35 years, receiving my gold card shortly after the Loma Prieta earthquake. I think we have one of the best unions in the country. Retiring a few months before the earthquake on a fixed income that we get along fine on, we just can’t predict things that come along and take a lot of money. Upon hearing that the good members from across the country gave $110,000 to our local for earthquake relief, I applied and received a most generous check for $1,000. We lost our fireplace and chimney, as did most of our neighbors here in the Santa Cruz Mountains. Some bad cracks in our concrete driveway and plenty of breakage inside of our house. At least we weren’t hurt outside of my wife getting a bad bruise on her thigh. All in all, we lucked out compared to others who lost their lives or some who were badly hurt. We really missed our fireplace this past winter, after using it for 26 years. Receiving this most generous gift, we hope to get the fireplace replaced before next winter, but we decided not to use bricks again. Please give all the members who donated our deepest thanks. Also, if some tragedy occurs in some other area, please ask Local 3 members to donate and I’ll be one of the first to give. Thanks again from both me and my wife.</td>
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<td>May 21, 1990</td>
<td>James and Bernice Gaither</td>
<td>Watsonville, Calif.</td>
<td>Dear Mr. Stapleton, We want to thank you and the other union members that donated to the Earthquake Relief Fund. We were so pleased to receive the check that you sent. It will help get things back to normal again. Even though I am now retired, this is another reason that I feel fortunate that I am a union member. Thanks again, which seems so little for such a wonderful gesture. Love, James and Bernice Gaither</td>
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<td>May 30, 1990</td>
<td>Dear Mr. Stapleton</td>
<td>Watsonville, Calif.</td>
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<td>May 5, 1990</td>
<td>Marty Lux</td>
<td>Watsonville, Calif.</td>
<td>Dear Sir, On behalf of my husband and myself, we want to thank you for the earthquake relief check you sent us. It will sure help on our repairs. Thanks again, Mrs. Moseley</td>
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<td>May 10, 1990</td>
<td>Tom Stapleton</td>
<td>Watsonville, Calif.</td>
<td>Dear Mr. Stapleton, We wish to thank you and the members of Local 3 for the earthquake relief check you sent to us. It helped us immensely in repairing our home. Thanks again, The Ron Rivers Family</td>
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</table>

Earthquake aid recipients say “Thank You”

Two days after last October’s Loma Prieta earthquake hit, Local 3 set up an earthquake relief fund. Local 3 contributed the first $50,000, which was given to the American Red Cross. Over 150 individuals and organizations sent in checks ranging from $5 to $10,000 to help victims of the earthquake. Our International Union also set up a disaster relief fund to help operating engineers whose homes suffered damage in the earthquake. Over $100,000 was awarded to more than 120 needy members. Below are some of the “thank you” letters Local 3 has received from these aid recipients.
For the Good & Welfare

(Continued from page 2)

aren’t so fair minded. I’ve got a message for these employers. “The knife cuts both ways.” Don’t stab people in the back who helped you when you were down. You will find it to be very unhealthy for your business.

A very real part of the relationship between the employee and the employer is trust. When employees sacrifice out of their own pockets for the sake of the business, they are placing trust in their employer that he will reciprocate when things improve. If the employer fails to do that, he shouldn’t be surprised when all hell breaks loose.

I also have a message for our membership. “Sometimes we have to put our money where our mouth is, if we want what we feel we deserve.” Many employers have interpreted our willingness to help them during the tough times as softness on our part. Rather than maintaining the trust we put in them, they are ready to take the union on, thinking you — the membership — will roll over and play dead.

This is no time for being soft. This is a time to attend one of these meetings. We are doing our best to give our membership the opportunity to direct the affairs of this union. It’s a time to protect your interests. It’s a time to think you — the membership —

We have a round of especially called meetings coming up in July and August to address our dues structure. I urge you to take time and attend one of these meetings. We are doing everything possible to give our membership the chance to direct the affairs of this union. It’s a time to think you — the membership —

EUREKA:

Engineers Bldg., 2806 Broadway

Tues., July 17

3 PM

Special Called

6 PM

Reg. Dist. Meeting

REDDING:

Holiday Inn Convention Center

1900 Hilltop Drive

Wed., July 18

3 PM

Special Called

6 PM

Reg. Dist. Meeting

GRIDLEY:

Veterans Memorial Hall

249 Sycamore Street

Thurs., July 19

2 PM

Special Called

6 PM

Reg. Dist. Meeting

MARYSVILLE:

Engineers Bldg., 1010 "I" St.

Mon., July 23

7 PM

Reg. Dist. Meeting

KAUI:

Wilcox Elementary School

4319 Hardy Street

Tues., July 24

7 PM

Reg. Dist. Meeting

MAUI:

Waikapu Community Center

Wed., July 25

7 PM

Reg. Dist. Meeting

HILO:

Kapiolani School 666 Kilauea

Thurs., July 26

7 PM

Reg. Dist. Meeting

HONOLULU:

Kawaili Elem. School

1929 Kam IV Road

Fri., July 27

2 PM

Special Called

Puuhale School, 345 Puuhale Rd.

7 PM Reg.

Reg. Dist. Meeting

MOLAKAI:

Mitchell Pauleo Ctr, Kaunakakai

Sat., July 28

9 AM

Special Called

SACRAMENTO:

Laborer’s Hall, 6545 Stockton Blvd.

Tues., July 31

10 AM

Special Called

8 PM Reg.

Reg. Dist. Meeting

SAN FRANCISCO:

Apostleship of the Sea

399 Fremont Street

Wed., Aug. 1

3 PM

Special Called

8 PM

Reg. Dist. Meeting

STOCKTON:

Engineers Building,

1916 N. Broadway

Thurs., Aug. 2

3 PM

Special Called

8 PM

Reg. Dist. Meeting

SALT LAKE:

Engineers Building,

1958 W. Temple

Tues., Aug. 7

3 PM

Special Called

8 PM

Reg. Dist. Meeting

OREM:

Orem City Meeting Hall,

56 N. State St.

Wed., Aug. 8

3 PM

Special Called

8 PM

Reg. Dist. Meeting

ELKO:

Stockmen’s Hotel,

340 Commercial St.

Wed, Aug. 8

3 PM

Special Called

8 PM

Reg. Dist. Meeting

RENO:

MUSICANS Hall, 124 West Taylor

Thurs., Aug. 9

3 PM

Special Called

8 PM

Reg. Dist. Meeting

SANTA ROSA:

Veterans Bldg., 1351 Maple St.

Tues., Aug. 14

3 PM

Special Called

8 PM

Reg. Dist. Meeting

FAIRFIELD:

Holiday Inn, 1350 Holiday Lane

Wed., Aug. 15

3 PM

Special Called

6 PM

Reg. Dist. Meeting

SUNOL:

Sunol Valley Country Club

Hwy 680 & Andrade Rd.

Thurs., Aug. 16

3 PM

Special Called

8 PM

Reg. Dist. Meeting

CONCORD:

Holiday Inn, 1050 Burnett Ave.

Tues., Aug. 21

3 PM

Special Called

8 PM

Reg. Dist. Meeting

FREEDOM:

V.F.W. Hall, 1960 Freedom Blvd

Wed., Aug. 22

3 PM

Special Called

8 PM

Reg. Dist. Meeting

SANTA ROSA:

Labor Temple, 2102 Almaden Rd.

Thurs., Aug. 23

3 PM

Special Called

8 PM

Reg. Dist. Meeting

FRESNO:

Laborers Hall, 5431 East Hedges

Tues., Aug. 28

3 PM

Special Called

8 PM

Reg. Dist. Meeting

OFFICIAL NOTICE: SPECIALLY CALLED MEETINGS

Recording-Corresponding Secretary Bill Markus has announced that amendments proposed by the Bylaws Committee to Article VI (Dues) of the Local Union Bylaws will be presented to the membership in a series of Specially Called Meetings and/or as a special order of business in regularly scheduled District Meetings in each district, pending approval of the resolution by the membership at the Semi-annual Meeting on July 14, 1 p.m. at the Seafarers International Union Auditorium, 350 Fremont St. A secret ballot vote will be taken at each meeting to approve or disapprove the proposed amendments. All members are urged to attend one of these meetings.

Retirees Association

Meetings

Eureka—Alaska Chapter

Tues. July 10, 1990 2:00 PM

Operating Engineers Bldg.

2906 Broadway

Eureka, CA

Redding—Bella Chapter

Wed. July 11, 1990 2:00 PM

Moose Lodge

320 Lake Blvd.

Redding, CA

Mammoth—Snow Chapter

Tues., July 17, 1990 2:00 PM

Veterans Memorial Bldg.

294 Sycamore

Mammoth, CA

SF/San Mateo-Kappa Nu Chapter

Wed. July 18, 1990 1:00 AM

JAM Air Transport Employes

1511 Rolling Rd.

Burlington, CA

Fairfield/Pampa Chi-Chapter

Thurs., July 19, 1990 10:00 AM

Veterans Memorial Bldg.

294 Sycamore

Fairfield, CA

Ignacio—Chi Chapter

Thurs., July 19, 1990 2:00 PM

Alvarado Inn

250 Industrial Rd

Novato, CA

Reno XI Chapter Mtg. and
Picnic

Sat., July 21, 1990 11:00 AM

Deer Park

Sal. July 21, 1990 11:00 AM

Veterans Memorial Bldg.

250 Industrial Rd

Novato, CA

Santa Rosa-—Chi Chapter

Tues. Sept. 25, 1990 2:00 PM

V.F.W. Hall

1960 Freedom Blvd

Santa Rosa, CA

San Jose—Indexa Chapter

Tues., Sept. 25, 1990 2:00 PM

Veterans Memorial Bldg.

1351 Maple St

San Jose, CA

Waterfall—Alp Chapter

Thurs. Sept. 27, 1990 10:00 AM

V.F.W Post 1716

Freedom, CA

DECEASED DEPENDENTS

FOR SALE: '86 Komfort 39'-12", 5th wheel trailer, slide, 2 bdrms, 2-1/2 baths, living room, kitchen, microwave, AC, 20 gal. electric water heater, stereo, air conditioning. (408) 595-7945

FOR SALE: '84 Jeep CJ-7 2" lift, winch, soft top, new tires, 21,000 mi., $5,000. Guy Peterson (209) 532-8607

FOR SALE: 200 Acres, 1/4 mi. of road frontage, 1400 ft. of river frontage, 200 ft. of mountainside. Over 2500 acres of beautiful scenery. (559) 244-1400

FOR SALE: '87 Yamaha VX1100, $700. 77 Yamaha YZ-4 $200. 76 Yamaha TV 175 basket (complete) $50. 72 BSA-JA-MX 500 $200. '83 Honda XL 650. 650 camper shell, $300. John Hammond, 2710 Hillview Dr., Walnut Creek, Ca. 94596 (415) 834-0394 Reg#183926 6/90


FOR SALE/LEASE: Beer & Wine Tavern 2615, 6/90

FOR SALE: 24' x 100' building 430' of fence, 150' of water main, 300' of 110, 150, 220 main pipes, each 30', 3' deep, concrete floor, ditch inigation, 2 acres of 9" water main, approx. 7000 bore feet, 69.5 acres,经营理念, for sale. (916) 796-4575 or (916) 787-3101

FOR SALE: Mechanics Hand Tools, $100

FOR SALE: 1000 Trails charter member- 6pm (415) 952-5964, SS#368-44-2129 draulic lift gate for truck-good cond. $400

FOR SALE: '79 Yamaha, $700

FOR SALE: '84 Yamaha yr. 250, water color, completely rebuilt, Excel cond, 1500 miles, includes helmed, kidney belt, boots, gloves, paddle fire, goolies & xtr a wheel $3500.00firm/offer, also hydraulic lift gate for truck-good cond. $250. Call (209) 756-0336 for 97 chevy-best offer. Call (916) 945-1034 5. 4655 Mch. 66s So. Harold Ave., Lincoln, Ca. 95648 7/90

FOR SALE: '80, 14A HYD Ripper, HYD Overland Turing Car-Original, perfect cond Reg# 0854587 7/90

FOR SALE: '89 Sears Generators, 2400 watt plus Battery charger run on 5 to 15 min., for big man to lift for, paid $500 sell $400/bo/Lealard F. Forrety, 10100 N.W. Lane, Stockton, Ca. (415) 987-3747, Reg#113386 7/90

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The Dumbarton Quarry

Oakland - The Dumbarton Quarry located in the Fremont area is the last remaining quarry still providing employment for a number of our brother engineers. The Quarry was founded by Leslie Salt Company in the 1940's and was operated by them until 1965. The plant was purchased by DeSilva, East Bay Excavating, and Freeman-Sondgroth. The sales in the plant were handled by Lone Star until the late 1970's, at which time the owners took complete control and the Pit has operated in that mode since.

The plant produces aggregate sub-base, Class 1 and 2 base, crushed rock, and asphalt mixes. Total production averages about 800,000 to a million tons per year.

The lease is up in 1997. At that time, the property will be deeded to the East Bay Regional Parks. The land will entail about 70 acres that will include a fresh water lake where the current pit area is now.

Brian Bishop, Business Rep.