

Engineers News

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OPERATING ENGINEERS LOCAL UNION NO. 3, SAN FRANCISCO, CA

AUGUST 1990



Ronnie Lott

***Defender
for Local 3
(story page 2)***

Photo by James Earp



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

"...sometimes I fear the apathy that seems to afflict our electoral process carries over into any kind of activity or organization that requires a commitment – such as membership in a union."

Suppose the President of the United States decided to hold a press conference and at the appointed time, there were no news reporters to ask him questions and there were no viewers because no one had bothered to tune in their television sets.

Sounds pretty far fetched? Not really when you consider that these days just about everyone who is elected to an office gets there on the vote of a shrinking minority of eligible voters.

As we travel throughout the union and hold various meetings, sometimes I fear the apathy that seems to afflict our electoral process carries over into any kind of activity or organization that requires a commitment – such as membership in a union.

There are over 33,000 members of the Operating Engineers Local Union No. 3. That's a lot of members. When you add to it the spouses, children and other dependants, you begin to get a picture of the tremendous responsibility involved in administering the affairs of an organization that spans from Utah to Hawaii and affects so many people.

The task of communicating important information to the entire membership is tremendous. There is not another local union in the country

that goes to greater lengths than we do to seek input from the members on how this union should be run.

We put a great deal of effort into it. We have without exception the best building and construction trades publication in the United States. Indeed there are darn few union publications in the entire labor movement that measure up to ours. We expend this effort because we want our membership to be properly informed and we want them to receive a publication that is truly worth reading.

When important changes in the union Bylaws are being considered, we convene a Bylaws Committee comprised of elected rank-and-file members. We hold meetings throughout our jurisdiction to gather input from the membership and we charge the Bylaws Committee with the task of implementing the mandate of the membership.

When contracts are up for negotiation, we hold pre-negotiation meetings with the affected members and find out what they want in the upcoming contract. Rank-and-file members from the collective bargaining unit are involved in every aspect of the negotiations. Ratification meetings are held and a democratic vote is taken on every contract proposal. If the members don't like what's been

negotiated, we go back to the bargaining table and hammer out something everyone can live with.

What's the point of all this? The point is, this is your union. Your officers and business agents go to great lengths to provide proper service and representation, but we can't do it in a vacuum.

It disturbs me when we hold a round of specially called meetings to vote on a resolution that would affect

your dues rate, and we get sparse attendance in some districts.

It disturbs me when we hold a ratification meeting on a vital contract and because of the sparse attendance, the employer gets the message that the opposition to the proposal expressed by those in attendance is not a true reflection of how our members feel. So then we have to round everyone up for another ratification meeting just to prove to the employer his offer is not sufficient.

I realize that many are working long hours right now and can't come to a meeting, no matter what time it is being held. But I can't help but feel that many members are simply opting to relax at home, to watch TV and have a couple of beers, rather than make the effort to go down to a union meeting.

Like anything worthwhile, union membership is not always convenient. It means sometimes we need to get out of the easy chair and down to the union hall where our input or our support are in great need. It means we sometimes have to support a picket line and miss some work in order to get what is needed for everyone.

These are not easy things to do. But if we don't put forth a little sweat now and then, this union that belongs to us may not be worth having.

Ronnie Lott will carry union's message on Monday Night Football this fall

"Hi, I'm Ronnie Lott of the San Francisco 49ers. When a player makes a great play the fans think he's a hero, and that's a good feeling. But invariably, it's that total team effort that makes great plays possible. That's why I want to add my name to the list of people who support another great team, the Operating Engineers Local 3 ..."

That's a new radio spot featuring All Pro defensive back Ronnie Lott begins. Thousand of radio listeners throughout Northern California who tune into KGO radio's post game show will hear Ronnie Lott putting in a good word for Local 3 during the upcoming football season.

In addition television viewers in the San Joaquin Valley who receive KQVR Channel 13 will see a new TV spot with Lott on all 16 regular season Monday Night football games.

"Earlier this year we decided to explore the possibility of getting well known and well respected baseball players to say something about our union," Business Manager Tom Stapleton said. "Our experience with baseball players Dave Stewart (Oakland A's) and Brett Butler (SF Giants) has been so positive, that we decided to

carry it into the football season.

"Our choice of players was not a casual decision," Stapleton said. "Dave Stewart may be one of the best pitchers in baseball, but he is also respected by his team mates and the public as a team player. Brett Butler of the Giants is the same way, and he also serves as the player rep for his team.

"We are excited to have Ronnie Lott put in a plug for Local 3," Stapleton added. "He commands tremendous respect in the NFL, not only as a player, but as a leader. Like Stewart and Butler, Ronnie Lott exemplifies the kind of people we want speaking out for the union."

Stapleton noted that the sports related advertising campaign that Local 3 embarked on two years ago "has proven itself very effective in reaching the people we want to reach."

"Many potential union members are avid sports fans," he observed. "Our coverage on the top television and radio stations in each market area – particularly in the Valley – has had a tremendous effect.

"The public is getting the message that, when it comes to heavy construction, our members are the best, and there is no better union to belong to than Local 3."

Engineers News



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Managing Editor	James Earp
Asst. Editor	Steve Moler
Graphic Artist	Arlene Lum

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Local 3 members walk picket line in front of Teichert Aggregates plant in Sacramento.

Local 3 files charges of unfair labor practice

Operating Engineers locked out after unions fail to reach agreement with ACA employers

By James Earp
Managing Editor

THE OPERATING ENGINEERS LOCAL UNION No. 3 has filed charges of unfair labor practice against the Aggregates and Concrete Association of Northern California (ACA), after over 300 Local 3 members in the greater Sacramento and Bay areas on August 9 were told by their employers not to report to work.

Local 3 was involved in joint contract negotiations with the Teamsters, Laborers and Machinists for a wage opener on a three-year agreement with the ACA. The ACA represents firms who produce rock, sand and gravel products for the construction industry in the 46 Northern California Counties.

On August 8, the unions placed pickets in the Sacramento area at production plants owned by Teichert Aggregates when they failed to reach agreement with the ACA. The ACA retaliated by directing all employers in the association to lay off all Operating Engineers reporting to work at their facilities.

"We were astonished at the heavy handed reaction of the employers," Local 3 Business Manager Tom Stapleton stated. "Before this lockout occurred, our dispute was primarily with employers in the Sacramento area, where our members took a two-year freeze to help them compete against non-union competition. During that time, the companies we helped increased prices on their product and have prospered. Now our members want a reasonable increase, and the employers are turning their back on us. We feel it's time to take a stand. We question why employers in the Bay Area are laying off our people when we have no dispute with them."

The other unions involved in the negotiations were allowed to come to work.

"Our past contracts with the ACA have always been bargained jointly among all four crafts," Stapleton said. "The employers appear to be implementing a 'divide and conquer' strategy to get us to accept their final offer. "By refusing to let our members come to work at facilities we are not

even striking, the employers are committing an unfair labor practice," Stapleton said.

Members of the Operating Engineers turned down the employers' final offer of 75 cents an hour on July 18, and gave the union authorization to strike in the event a better economic package could not be agreed upon.

At issue is 51 cents an hour. Local 3 maintains the membership will accept a 75 cents an hour wage increase if the employers will provide an additional 51 cents to cover the spiraling costs of medical coverage for the workers.

Local 3 members ratified a three-year agreement in June 1988 which included a wage freeze for the first two years of the agreement. The third year was to remain open to negotiate the economic package only. Members in the Bay Area received 70 cents an hour in each of the first two years.

After these agreements were ratified, the Sacramento and Woodland aggregate producers raised their material prices on more than one occasion during

the wage freeze period.

Local 3 claims the employers committed another unfair labor practice by unilaterally implementing the 75 cents an hour increase for the three other unions involved.

"We have met with the other crafts and all are in agreement that the employer has acted illegally in singling the Operating Engineers out," Stapleton said. "We have always acted as one at the bargaining table with the ACA and we will continue to do so."

Local 3 members ratified a three-year agreement in June 1988 that included a wage freeze for the first two years of the agreement. The third year was to remain open to negotiate the economic package only. Members in the Bay Area received 70 cents an hour in each of the first two years.

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Local 3 Treasurer Don Luba, who has been assigned by the Stapleton to head the negotiations, points out that "additional salt was added to our wounds" when Teichert commenced operations on two non-union plants in the San Joaquin Valley under the name of M.J. Ruddy. "They call it an 'arms-length agreement,'" Luba said. "We call it union busting."

Local 3 claims the employers committed another unfair labor practice by unilaterally implementing the 75 cents an hour increase for the three other unions involved.

Support for the strike against Teichert is high among Local 3 members.

"I'm happy to walk the picket line for however long it takes," said George Torres, an oiler at Teichert's central plant. "It's just not fair that we've taken a wage freeze and now they're trying to be so cheap again."

When asked how he felt about the union's decision to strike, he responded, "If we didn't have a union, we'd be in bad shape. They'd be walking all over us."

"Coming from Texas, a right-to-work state, I feel good about the strike," said Andy Payson, a dozer and scraper operator at Teichert's central plant. "If we weren't union, we'd be hanging by a thread, so it feels good to be union."

Workers have the right to strike, but companies can permanently replace them

Labor's Catch-22

BUSTING UNIONS IS EASY these days. All a company has to do is force a strike through unreasonable negotiations, and once the workers take to the picket lines, they're simply fired.

When the Teamsters scale-house weighers working at Teichert's rock, sand and gravel plant in Sacramento walked off the job in support of Local 3's recent strike, the company immediately threatened to permanently replace them.

Greyhound has attempted this type of union busting. After the bus company's 6,300 drivers walked out March 2 over wages and job security, Greyhound immediately began hiring hundreds of replacements. Two months later, Greyhound Chairman Fred G. Currey called the strike "irrelevant" because the carrier had hired enough replacement drivers to operate.

Teichert and Greyhound are two of the more recent examples of the growing number of companies, armed with the right to hire permanent replacements, that are engineering strikes in a deliberate attempt to oust unions. Continental Airlines, Colt firearms, and TWA have also used this tactic to bust their unions. Replacing striking workers began on a large scale when former President Reagan fired 12,000 striking Professional Air Traffic Controllers in 1981 and replaced them permanently.

While a worker can't legally be fired for striking, under current labor laws the company can permanently replace the worker. In the early 1930s, the National Labor Relations Act and the Railway Labor Act specifically outlawed the discharge of workers who engage in a strike. But a 1933 Supreme Court ruling, *NLRB vs. Mackay Radio and Telegraph Co.*, established a "permanent strike replacement" doctrine, which has been used increasingly in the past decade to break unions and intimidate workers.

The use by employers of the permanent replacement tactic has had a chilling effect on collective bargaining. The situation has gotten so bad that some employers begin advertising for



UNION LABEL & SERVICE TRADES DEPT., AFL-CIO

replacement workers while negotiations are still underway. The Chicago Tribune Company, in its effort to break the unions at the New York Daily News, got a jump on everybody by hiring replacements and training them before negotiations ever began.

Meaningful collective bargaining can take place only in an atmosphere of equal power. To win wage hikes and better working conditions, workers have to be legally able to place

economic pressure on the company, with the deprivation of their labor the ultimate bargaining chip.

In order to restore balance to the collective bargaining process and to reaffirm the long-held right of workers to strike, two of the more important pieces of labor legislation in recent history have been introduced in the House and Senate.

H.R. 3936 has been introduced by Representative William Clay and S. 2112 has been introduced by Senator Howard Metzenbaum. These bills would amend Section 8(a) of the NLRA to prohibit employers from hiring permanent "replacement workers" during a labor dispute and prohibit employers from discriminating against striking workers returning to their jobs once the labor dispute is over.

These two bills began their long legislative journey through Congress in June when the Senate Labor and Human Resources Committee and the House Education and Labor Committee held hearings.

"The notion that somehow you can recognize a fundamental difference between the

decision by an employer to fire a striker and the decision by an employer to permanently replace a striker just defies logic," AFL-CIO Secretary-Treasurer Thomas R. Donahue told the Senate subcommittee. "It doesn't matter if somebody steals from me or robs from me, I still lose my money either way. Whether I am fired for striking or permanently replaced, I still lose my job."

Carol Miller wasn't fired for taking part in a strike against the Woodstock Die Cast Company. That would be illegal. She was, however, permanently replaced.

"Workers are told that they have the right to organize a union, to bargain collectively... and if need be, to strike," she told the Senate subcommittee. "But Woodstock Die Cast has made a mockery of these workers rights. If this doesn't amount to retaliation for exercising the right to strike, I don't know what is."

Hearings on the two anti-scab bills will continue when Congress returns from its summer recess after the Labor Day weekend. Meanwhile, Local 3 members are encouraged to contact their congressional representatives and urge them to support the workers' right to strike by co-sponsoring S. 2112 and H.R. 3936. Already 156 Democratic and three Republican congressmen have signed on as co-sponsors.



AFL-CIO Secretary-Treasurer Thomas Donahue testifies at congressional hearings on the anti-scab bill in June.

Local 3 members approve dues resolution at Semi-Annual

AT THE LOCAL 3 SEMI-Annual meeting held July 14 in San Francisco, recession fears, union-management cooperations and jurisdiction problems among the trades topped the list of items discussed at the conference.

But the principal item of business was to present a resolution to the members calling for amendments to Article VI (Dues) of the Local Union By-laws.

The resolution was the result of the work done by the Bylaws Committee, which met in May to examine the union's finances and draft a resolution that would provide for a dues increase. The Bylaws Committee followed the mandate given by the membership in district meetings held in the spring, during which several options were presented as possible ways to meet the union's financial needs.

The membership voted to pursue an option that would preserve the current dues structure but increase the factor the dues are based on from the current two hours per month, to two hours and ten minutes, effective October 1, 1990 and two hours and twenty minutes, effective October 1, 1991.

Stapleton noted that, pursuant to the Bylaws, if the resolution passed at the semi-annual meeting, it would be taken to the membership in a round of specially called meetings in July and August. The members in attendance voted unanimously to accept the resolution.

During his semi-annual address, Stapleton thanked those members who donated 20 cents to the Propositions 111 and 108 campaign. "Without the 20-cent people, we wouldn't have been able to raise the \$50,000 that helped get these propositions passed," Stapleton said.

Despite prospects of more work resulting from the passage of Props. 111 and 108, there's fear that a recession in the construction industry may loom just around the corner.

"The economy may be in for



At the Semi-Annual meeting, 20 Local 3 members received their 50-year watches. From left to right are John Brow, Vince Valdetta, Ramon Andrade, Eugene Burksart, Ken Christensen, Jerry Dowd, Paul Hantzsche, Robert Harrison, Evertt Hubberd, Walter Fahje, Wilfred James, Chester Mayhew, Ralph McGowan, Russ Swanson, Walt Talbott, George Tarleton, William Vierra, Henry Wyman, and Al Thomas.



Kirk Rhodd (left) and Steve Grove (right) receive Outstanding Apprentice awards for Northern California from Local 3 Business Manager Tom Stapleton (middle) at the Semi-Annual meeting. Both winners are from the Stockton/Ceres District.

some bad times," Stapleton said. "An indication of tough times ahead is that work among our survey crews is down, which means our work down the line wouldn't be good. We hope during any economic down turn that federal dollars will pick up the slack."

One bright spot, however, is the Fairfield District, which is now one of the fastest growing areas in Northern California. With so much work to deal with, the office is bulging at the seams and will need to move

into a proposed building soon.

While Local 3 has always sought to do business in an atmosphere of cooperation, Stapleton pointed out that some companies haven't reciprocated. The most recent example is Teichert Aggregates out of Sacramento, which Local 3 struck on August 8 over wages and health benefits.

"We're tired of being nice guys," Stapleton said. "We're shutting them down before they take us down. We'll shut down more before its over. So, you are

asked to walk off the job, we hope you'll do it."

Stapleton discussed the ongoing problem in certain areas of jurisdiction among the construction trades. On several occasions Operating Engineers and other crafts have squabbled over who would work certain jobs.

"This crap has to come to a stop," he said. "We cannot have a war between the crafts. This has to be settled. The only winner in this is the non-union."

In his concluding remarks, Stapleton urged all members to support Dianne Feinstein for California governor in the upcoming November 6 general election. Feinstein has said that she'll work closely with unions in selecting a suitable state labor commissioner.

In other business, 20 retirees received their 50-year watches, and two Local 3 College Scholarship winners, Ryan Todd and Patricia Hernandez, picked up their \$1,000 and \$500 checks respectively. The other two scholarship winners, Jenery Akuna and Xavier Bengoechea, were unable to attend. The Joint Apprenticeship Committee honored several of its graduating apprentices with diplomas and awards.

Lawmakers say thanks to Local 3



Senator David Roberti

PRESIDENT PRO TEMPORE, CALIFORNIA STATE SENATE

June 14, 1990

Tom Stapleton, Business Manager
Operating Engineers Local 3
474 Valencia Street
San Francisco, CA 94103

Dear Tom,

For myself and on behalf of my fellow Senate Democrats, please accept our thanks and congratulations for a job well done in helping us to defeat Propositions 118 and 119. There were many reasons to be gratified by the results on election night, but there was no more important and lasting victory for all Californians than the smashing defeat of these two deadly ballot measures.

A Legislature that reflects true balance is better able to represent the goals of the working men and women who are served by your union. You and Local 3 have helped us to preserve that crucial balance, and I think that all Californians owe you a debt of gratitude for your help in getting our message out loud and clear.

I am certainly proud of our campaign, but most of all I am proud to have such good friends and staunch allies as you and your union.

Please also accept my very best wishes for similar success in all of your endeavors.

Sincerely,

David Roberti
President pro Tem
California State Senate



June 29, 1990

Mr. T. J. Stapleton, Business Manager
Operating Engineers Local #3
474 Valencia St.
San Francisco, CA 94103

Dear Tom,

Now that the dust has settled from a very hard fought June primary battle, it is time to assess and prepare for the November election.

However, before I do anything else I want to thank you personally for your kind and very generous assistance in our efforts against Propositions 118 and 119. Without your active and informed participation, our victory would not have been possible.

It is not often that issues like the two reapportionment initiatives come around. When they do, it is incumbent upon leaders in this state to stand up and fight for what is right. I am proud that you were at my side during this most recent fight.

Once again, let me thank you for your unwavering support and confidence in our efforts. It couldn't have been done without you.

With best regards,

Willie L. Brown, Jr.
Speaker of the Assembly

Award honors Scouting

The George Meany Award, which was introduced in 1974, has been awarded to over 1,000 people by local and state central labor councils throughout the United States. The award is a national recognition, approved by the AFL-CIO Executive Council. This award may be presented to any adult male or female union member who has made a significant contribution to the youth of their community through Scouting. The purpose of this award is to recognize the recipients' outstanding service to youth through the programs of the Boy

Scouts of America.

Procedure for selection of award recipient:

- The Central Labor Council invites all locals to submit candidates. (No limit to number from any local.)
- Candidate must be a member in good standing.
- Candidate must be an active Scouter.
- **Local union must be affiliated with the San Mateo County Central Labor Council.**

• Candidates are encouraged to submit applications through their local union or directly to the Community Services Committee.

• The Community Services Committee of the San Mateo Central Labor Council will make the final selection from all candidates.

• The award will be presented at a Central Labor Council meeting, and represented at the 1991 Awards Breakfast.

• Deadline for applications is September 28, 1990.

Picnic Notice

The San Jose District Picnic will be held on Sunday, Sept. 23 in the Sylvandale Section, Areas I and II at Hellyer Regional Park in San Jose from 11 a.m. to 5 p.m. Lunch will be served from 1:30 p.m. to 3:30 p.m.. The menu will include barbecued steak and hot dogs for the kids. Tickets are \$10 for actives and \$7 for retirees. Children under 12 are free. Parking is \$3. There will be games for the kids, a raffle with prizes and music. Get your tickets now!

SAFETY

By Jack Short, Safety Director



One of the real low points in the annals of California occupational safety occurred in July 1987, when Republican Gov. George Deukmejian tried to dismantle Cal-

OSHA by drastically reducing the agency's budget and jurisdiction. All the progress we had made over the years in getting workers the protection they need seemed to go out the window in just one breath.

But organized labor successfully placed a measure to override Deukmejian's decision on the November 1988 ballot, and voters approved by a pretty good margin Prop. 97, which forced Deukmejian to restore the agency to its original status.

Unfortunately, Cal-OSHA took a severe beating during this two-year hiatus. Hundreds of staff were laid off and those who stayed became a bit demoralized. But over the past year and a half since Prop. 97, the wounds are slowly healing at Cal-OSHA. Many of us in organized labor have been closely monitoring Cal-OSHA's recovery. What we see is encouraging, but a few problems still linger.

To learn more about these problems, joint hearings were held in May by the state Senate Industrial Relations Committee and the Assembly Labor and Employment Committee. I testified before the two committees that Cal-OSHA's staff of industrial hygienists was inadequate. Industrial hygienists are those inspectors who monitor work site health hazards, everything from asbestos levels to radiation exposure.

The agency's hygienists are spread too thinly across the state to be effective. For example, only a half-dozen Cal-OSHA hygienists cover all the manufacturing facilities in Northern California, from Silicon Valley to the Oregon border.

At the hearings, Cal-OSHA officials admitted that the agency is about 25 percent below its authorized staff strength of 535 positions, with about 30 inspector jobs still unfilled. The problem is

that Cal-OSHA is unable to recruit qualified health inspectors because hygienists not only get paid less than safety inspectors but can earn significantly more in the private sector.

Suzanne Marria, a member of Worksafe!, a coalition that monitors Cal-OSHA's restoration, not only concurred with me but took the issue a step further by recommending that the agency's staff be increased by 25 percent more than what it had in July 1987. I've contended all along that Cal-OSHA needs two to three times

the number of inspectors it now has in order to make its programs really work.

We don't believe Cal-OSHA officials are deliberately stifling the spirit of Prop. 97, but we do question whether the program is being rebuilt with sufficient staff. We will continue to carefully monitor Cal-OSHA's restoration until we're satisfied the agency has the resources it needs to enforce the state's occupational health and safety laws.

At another legislative hearing, I brought up another issue. Ex-

isting law is supposed to require that a safety and health conference be held at all toxic waste cleanup sites. I have felt for some time that a Cal-OSHA hygienist ought to be present at these conferences, and that the conferences be held before work begins. This way contractors, union representatives and Cal-OSHA can work out a decent toxic waste cleanup plan for each job.

Furthermore, while there is a federal OSHA standard for protecting worker safety and health at toxic waste cleanup sites, there is no equivalent state standard. Even if there were state standards, there wouldn't be enough Cal-OSHA industrial hygienists to inspect these sites. Cal-OSHA's Standards Board was supposed to adopt toxic waste cleanup standards four years ago, but when Deukmejian began dismantling Cal-OSHA that process stopped dead in its tracks.

As a direct result of my testimony, a new bill has been introduced in the State Assembly that deals with some of these issues. Assembly Bill 3018, introduced by Assemblywoman Sally Tanner, would do the following:

- Include representatives of Cal-OSHA at pre-job safety and health conferences at all toxic waste cleanup sites.
- Expand toxic waste sites to include all major cleanup jobs regardless of whether they're on the EPA's Superfund list.
- Provide that federal OSHA standards for hazardous waste cleanup be in effect in California until Cal-OSHA adopts state standards.

The Senate Industrial Relations Committee approved the bill by a vote of 4 to 2 in mid-June. Unfortunately, during the committee's hearings on AB 3018, Cal-OSHA threw a monkey wrench into the bill by claiming the agency will have to hire 40 additional industrial hygienists at a cost of \$1 million a year.

Considering the current state budget crisis, Deukmejian probably would veto the bill. So we may put the bill on hold until after the November general election, when a more favorable administration is in office.

In any event, we've got the ball rolling on this issue. If all goes as planned, something better than what we now have will likely emerge as a result of AB 3018.

TEACHING TECHS

By Art McArdle,
Administrator



through eighth period—must have

First aid training is an important part of the Northern California Surveyors Joint Apprenticeship Committee training program. All apprentices—first

Safety programs should be set up by you and your employers and followed explicitly. Most insurance companies encourage regular company safety meetings with the reward of safe, healthy employees and lower insurance premiums. It is also important that all survey rigs have the proper safety equipment, first aid kit and a safety program to follow. The NCSJAC has a video tape that features job-site safety, tool safety and roadway safety. The tape is available on loan to any interested individual.

Hazardous waste training is coming to the surveying field. We have one of our own technical engineer business agents very involved with this training. Bill Schneider, technical business representative from Sacramento is a qualified hazardous waste instructor. There is a separate code for surveyors who have passed the 40 hour-course. Several courses are being planned for September, so you may want to alert your employers to this new field. The field itself is growing and, of course, the surveyor has to be the first on site to determine the limits. This is just another way to make yourself more employable.

A new firm has joined Bay Counties Civil Engineers and Land Surveyors Association and Local 3. CAL-PAC Engineers is located up north in Yreka and is run by Robert Neathamer. The firm is hiring apprentices and seems to have a steady flow of work. The company also has a very attractive sign in front of its office.



a current first aid card in order to advance from period to period and in order to obtain their graduation certificate. It might be a good idea for you as an apprentice to spread the word to your fellow journey people about first aid training and suggest that they take advantage of it. Safety cannot be left to others when there are only two of you in the field.

FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefit Director



"Cooperative effort" is a phrase we hear so often nowadays when we discuss how to handle the health-care crisis. All of us must make that effort through participation with our

peers in meetings regarding our own health plans, as well as through participation in the public debate, for example, by letting our congressmen and senators know how we stand on health care matters. Through our combined efforts, the nation's health-care woes can be solved. Certainly, our lack of participation will ensure the entire health care delivery system's collapse.

Kaiser open enrollment

This September's issue of *Engineers News* will include an open enrollment form for those who wish to choose Kaiser Permanente. Consider your options carefully, then if you want, select Kaiser by completing the form and sending it to the trust fund office. Enrollment is for at least one year and is for all eligible family members. As indicated in the comparison, your out-of-pocket cost will be lower if you choose Kaiser.

Kaiser participants, through the Operating Engineers Trust Funds, will continue to have the fund's prescription drug, dental, vision care, life insurance and burial benefits. Coverage is different for active members and retirees. Please check your plan booklet. The fund's Hour Bank protection covering you when unemployed will continue to be there for you.

Many of you have not considered Kaiser before. With the rapid and sharp cost increases and the necessity for the funds to increase out-of-pocket expenses by imposing a deductible and other charges, (particularly for those who don't use contract doctors), and the need in many cases to change physicians and hospitals to use the contracts, Kaiser may be a stronger alternative than ever before. The number of Kaiser facilities today makes it possible for some of you to choose Kaiser now. Give it some thought.

International Death Benefits

Amended, Article XX, Section 2 of the International Constitution reads as follows:

Article XX "Death benefits are payable only upon the death of a member in good standing who was initiated prior to July 1, 1973.

All death benefits that have been accumulated by members in good standing on or before July 1, 1973 are frozen as of that date and no further benefits accrue.

Death benefits shall be paid to beneficiaries as follows and not otherwise:

Class I: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of one to five years shall receive one hundred (\$100) dollars and this amount shall not thereafter increase.

Class II: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of five to 10 years shall receive two hundred (\$200) dollars and this amount shall not thereafter increase.

Class III: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of 10 to 15 years shall receive four hundred (\$400) dollars and this amount shall not thereafter increase.

Class IV: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of 15 to 20 years shall receive five hundred (\$500) dollars and this amount shall not thereafter increase.

Class V: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of 20 or more years shall receive seven hundred (\$700) dollars and this amount shall not thereafter increase."

Effective Aug. 1, 1968, the amount of death benefits payable to the beneficiary or beneficiaries of a member who has been granted a withdrawal card prior to that date shall be computed on the basis of the number of years such member has been in good standing as of Aug. 1, 1968, and shall not thereafter be increased during the period such member remains on withdrawal card.

The amount of death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after Aug. 1, 1968, shall be computed on the basis of the number

of years such member has been in good standing as of the date on which the withdrawal card is granted, and shall not be increased thereafter during the period such member remains on withdrawal card.

Provided, however, effective July 1, 1973, the amount of death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after July 1, 1973, shall be computed on the basis of the number of years such member has been in good standing as of July 1, 1973,

and shall not be increased thereafter.

About your pension fund

The following is a description (from the Pension Plan booklet) of the payment methods available to participants at the time of retirement.

If you are single, or if you are married but are not receiving a husband-and-wife pension, you will receive monthly pension payments guaranteed for 60 months after your retirement date. Of course, benefits are paid to you for your lifetime, but if you live

(Continued on page 21)

YOUR CREDIT UNION

By Bill Markus,
Treasurer



Your Credit Union has designed a home equity loan program just for you.

Our line of Credit Equity Loan is designed so that you may have any portion of the loan as a closed end note. Let's

say you want to purchase a car. Use our closed-end equity loan and select from interest rates and terms comparable to our new car loans. If you like, use any remaining balance of your open end equity line of credit to draw funds as you need them. You may access the funds in three ways;

- Call the credit union for an advance of funds and a check will be mailed to you,
- Come by the office to complete an advance request form and pick up a check,
- Be issued a book of checks so you can write a check at the time you need the money.

With a credit union home equity loan, you can borrow from \$10,000 to \$100,000. You pay no points, no annual fee, no origination fee and there is never a prepayment penalty.

These loans were designed with minimal costs involved, and you will know if your loan has been approved within 48 hours after you submit your application.

How much equity do you have

in your home available to you? Just multiply 75% times the value of your home, and subtract any outstanding mortgages. The balance is the equity you have in your home. How can you use the money from a home equity loan? Maybe you are wondering how to finance that college education, that wedding coming up, or that car you have been wanting. A home equity loan can do all this and more. You might choose to make improvements on your home, which could very well add value to your property. Maybe you need a new roof, another bedroom, or you have been wanting to build a deck, remodel the kitchen or install that hot tub. Why put it off any longer? See the credit union about a home equity loan. Remember, that interest paid on this loan is still tax deductible!

Sonoma County Branch

Your credit union is opening another branch office in Sonoma County on September 17th. Located in Rohnert Park at 6010 Commerce Boulevard Suite 148 this office will be known as our Sonoma County Branch, and will be a full-service branch like other branch offices. Should you need a checking account, a loan, a savings certificate or a VISA card, you can conduct your business at that office. There is no need to transfer your credit union account. You may access your account at any of our branch offices. Like our other branches, the Sonoma County branch will be conveniently located, making it easier for members to conduct business and for us to better serve you.

Solano County's construction boom

Despite a soft housing market and fears of a recession, at least one area is thriving

*By Steve Moler
Assistant Editor*

ALL THE GLOOMY FORECASTS of an impending recession in the nation's construction industry may not necessarily apply to California. While much of the country is seeing up to 32 percent declines in construction projects, parts of the Bay Area are booming.

Like two huge arms of growth sweeping in from the northwest and southeast, it's conceivable—barring any major economic calamities—that the Bay Area in the next 20 to 30 years will encompass a mammoth urban sprawl extending from San Jose east to the Modesto-Stockton area and north to Sacramento and Santa Rosa.

As these suburbs expand farther out to the fringes of the Bay Area, Local 3's Operating Engineers will play an important role in the development of these areas, helping to construct many of the new subdivisions and industrial and business parks.

"In the foreseeable future, particularly in northern Bay Area counties, Operating Engineers are going to have plenty of work," said Local 3 Economist John Hendricks. "For our members, work in the North Bay is going to be terrific for years to come."

Leading the way is Solano

County. Located about halfway between San Francisco and Sacramento in Local 3's Fairfield District, Solano County is now the fastest growing county in California, with an expected population increase of 35 percent by 1995.

In the past 10 years, 91,000 new residents have moved into Solano County and 34,000 new homes have been built. By the year 2000, the county's population, which now stands at 326,200, is expected to grow by an additional 96,000. By 2010, the population is expected to reach over a half million.

Most of Solano's growth is taking place along the I-80 corridor around Vallejo, Fairfield and Vacaville. Home to some 80,000 people, Fairfield, the county seat, is expected to add 60,000 residents during the next 12 years, and Vacaville will probably double its population of 70,000 during the next 35 years, planners predict.

The area is growing so fast that planners anticipate that



In Solano County, farmland is rapidly giving way to large subdivisions like the one above.

most of the farmland that once dominated the landscape along the I-80 corridor will succumb to suburban sprawl during the next two decades, leaving a continuous string of suburbs and cities extending from San Jose all the way to Sacramento. This new "megapolis," a term demographers use to describe clusters of big cities connected to one another by their suburbs, will be home to 9 million people and have an annual economy of \$375 billion.

"All of this development will require infrastructure," Hendricks said, "which means that streets, sidewalks, sewers, storm drains, utilities, schools and highways are going to have to be built. Many of our union members will work on these projects

over the next several years and make lots of money."

Local 3 hands have and will continue to work on the leading edge of Solano's construction boom. In Vallejo off I-80 near Marine World/Africa U.S.A., for example, Local 3 hands working for Ghilotti Brothers are working on a portion of the huge 1,200-acre Northgate Subdivision, which when finished will include over 1,400 single-family homes, 300 apartments, a business park, a shopping center, a high school and golf course (See related story page 10).

At the moment, Ghilotti is working on the first phase of Northgate's development, a 500-acre portion worth \$100 million, which is expected to be finished in Fall 1991. The remaining 700 acres of development will keep Local 3 "cat-skinners" busy for the next three to five years.

Already well underway, the Northgate Shopping Center will host Costco, HomeClub, Marshalls, Longs Drugs, Fry's Groceries, Pacific Linens and Service Merchandise, the largest catalog retailer in the country. Some stores are already open, but the official grand opening is set for next March.

Across the interstate from the Ghilotti Brothers job is Kiewit's Sky Valley Subdivision, another huge development similar to Northgate that will contain hundreds of executive homes and an 18-hole golf course.

(Continued on page 21)

**Ten Fastest Growing Counties
1988-1995**

Large Counties*	Percent Growth in Population
Solano	34.8%
Riverside	31.4%
San Bernardino	27.2%
San Joaquin	26.2%
Stanislaus	24.9%
Sonoma	23.7%
San Luis Obispo	21.8%
Kern	17.5%
Sacramento	17.0%
Contra Costa	15.9%
CALIFORNIA	13.8%

SOURCE: California County Projections 1989 (CCSCE)

*Over 200,000 population in 1988

**Ten Counties with
Largest Percent Increase
in Total Personal Income
1988-1995
(1988 \$)**

Large Counties*	Percent Increase
Solano	50.3%
Riverside	46.4%
San Joaquin	41.6%
San Bernardino	40.7%
Stanislaus	39.0%
San Luis Obispo	37.3%
Sonoma	36.6%
Kern	33.0%
Sacramento	29.0%
Contra Costa	28.1%
CALIFORNIA	25.7%

The Northgate Subdivision

Ghilotti hands working on largest development in Solano County



*Photos and text by Steve Moler
Assistant Editor*

Near Marine World/Africa U.S.A. in Vallejo Local 3 hands working for Ghilotti Brothers are doing the site preparation for one of the largest subdivisions in Solano County. Called the Northgate Subdivision, this development when completed will contain a whopping 1,466 single-family homes, more than 300 apartments, a large shopping center, a high school, an industrial park and an 18-hole golf course spread out over 1,200 acres.

To prepare the first phase of the residential development, a project worth \$100 million, Ghilotti has moved a lot of iron onto the site. Local 3 "cat-skinners" are moving 15 million yards in hilly terrain over the initial 500 acres. They're using 21 scrapers, three dozers (including a D11N), five loaders, five compactors and three blades. Some of the 15 million yards was dumped on the site years ago by contractors building other nearby subdivisions.

Even a group of Japanese engineers, visiting Ghilotti's project as part of a nationwide tour of construction projects, was impressed with the size of Northgate. As far as you can see, developers plan to build more subdivisions, shopping centers, golf courses and commercial and industrial developments. If all goes as planned, Local 3 hands could be working in this area for years to come.

Right: A finish dozer working with a 631 scraper moves dirt at the vast Northgate Subdivision in Vallejo off I-80 near Marine World. Ghilotti Brothers has thrown a lot of iron at this job scheduled to be completed in the fall of 1991.

Below: Ghilotti's new D11N dozer pushes a 651 scraper.



Compactor Operator Jack McDivitt

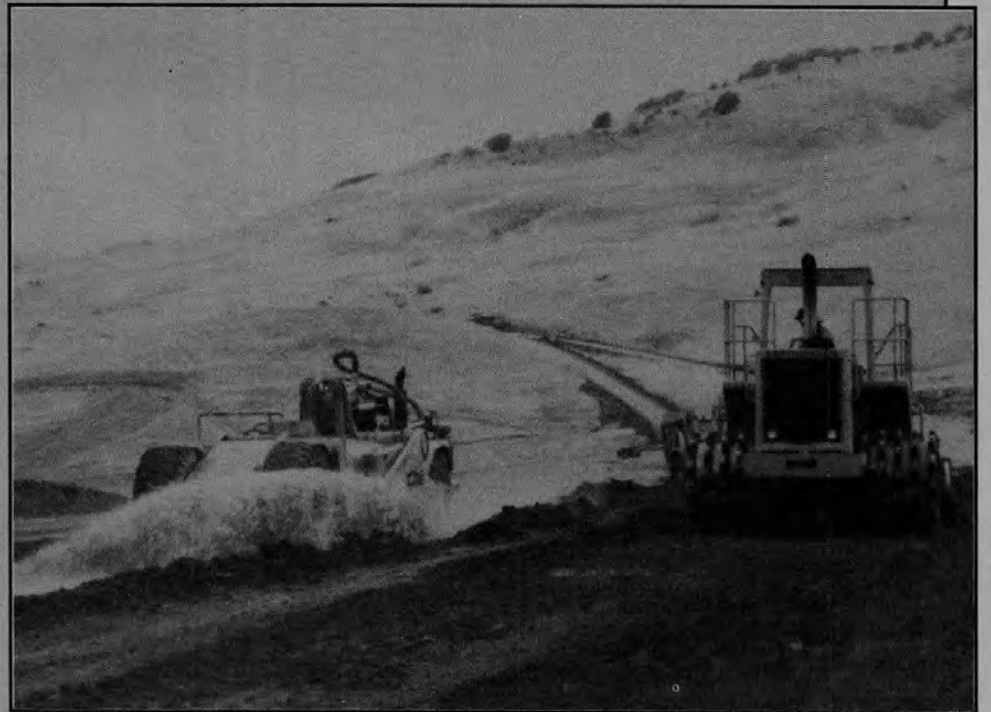


Scraper Operator Charlie Richardson

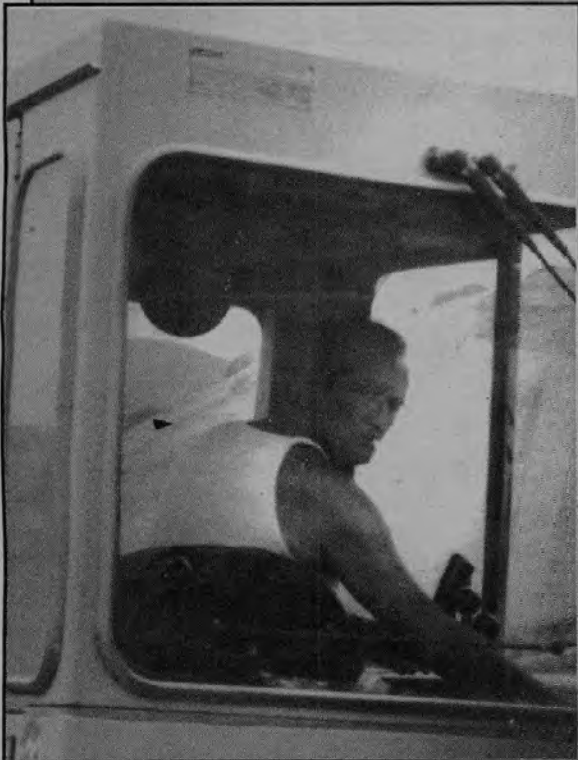


Scraper Operator Randy Voght





Above left: Grade Checker Dennis Brown. Above center: Apprentice Scraper Operator Vince Byams.



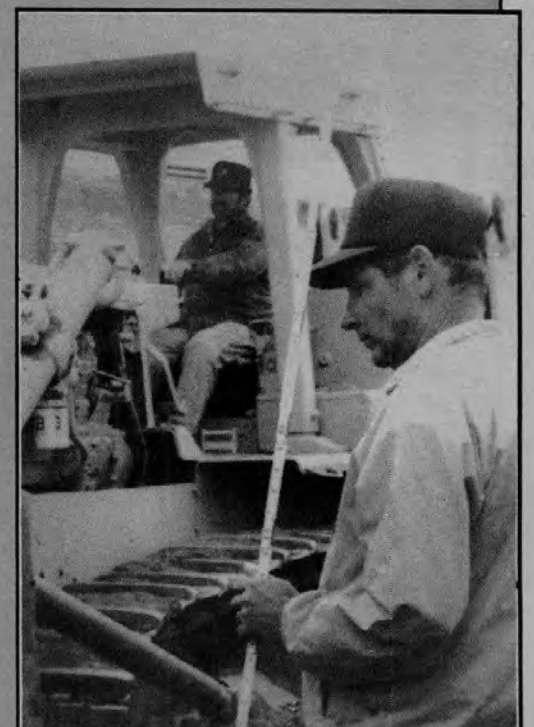
Left: Scraper Operator Richard Scott. Right: Grade Setter Stan Swital and Foreman Jim Webster.



Scraper Operator Randy Voght



Left: Mechanics Bruce Horning and Joe Knapp. Below: left to right are Ken Foley, Joe Knapp, Louie Lopez, Byron Steward,



Dozer Operator Ron Mello and Grade Setter Stan Swital.



Above: "Catskinners" are leveling this 70-foot hill, which is full of rock, and moving the material to a flat area on the other side of the subdivision (below).



Above: Scraper Operator Matt Cook.
Below: Dozer Operator John O'Brien.



Below: Joe Pereira climbs down from his water pull to load up for another pass.



Operators working on the In Solano County's Paradise Valley, Joe Foster

Photos and text by Steve Mol
Assistant Editor

Not far up I-80 closer to Fairfield Local 3 members Foster's Paradise Valley project, another subdivision of 216 single-family executive homes hugging the edge of an 18-hole golf course.

Local 3 "catskinners" are moving 1 million yards of dirt. Seven dozers, two compactors, two blades and a "beegee" job is considerably smaller than the Ghilotti job down the road. It hasn't been so easy.

Dozer and scraper operators have been flattening a 70-foot large rock and moving the "muck" to a flat area on the other side of the hill. Upon discharging their loads, some scraper operators have become tangled in their own "muck," having to twist and turn to get out. Grade Setter Sheryl Goodhue described this section as "a real pain."

But all is going well on this project, and our hands should be up sometime this fall.



Scraper Operator Andy Sanchez



Scraper Operator

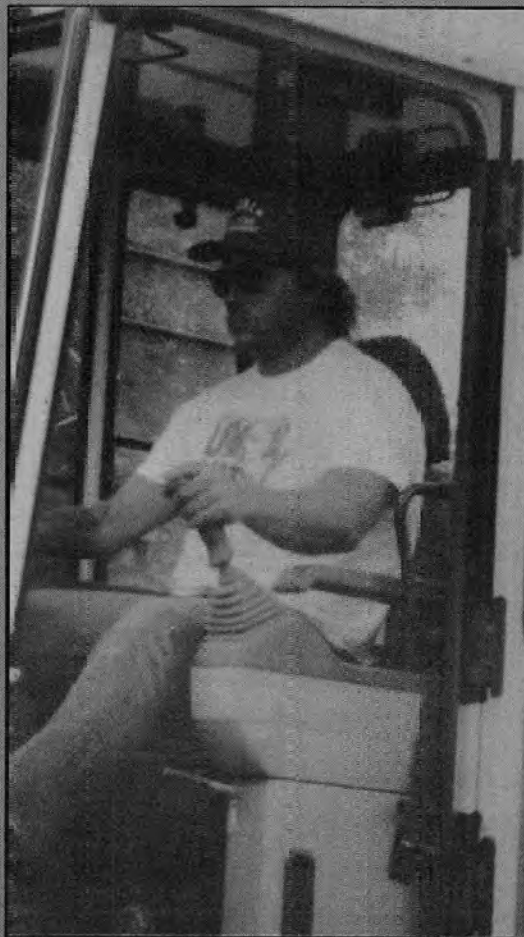


the leading edge of growth ter hands are preparing yet another subdivision

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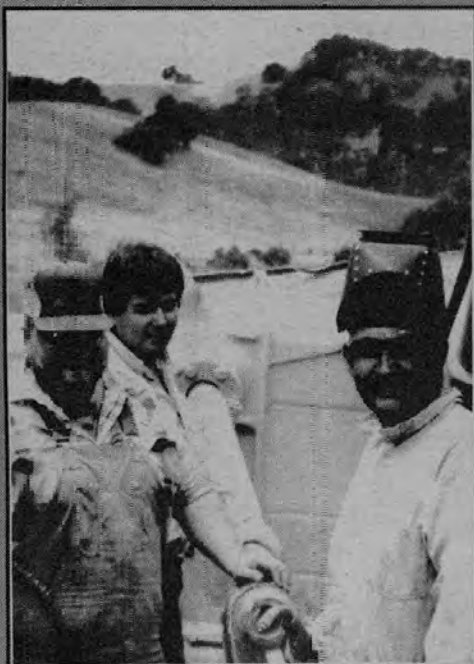
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ould be wrapping things



Excavator Operator Mark Perry



Excavator Operator Mark Perry working with Oiler Tim O'Brian



Left: Mechanic Doug Bentler, Foreman Frank Agudo and Welder Bob O'Nate



Water Pull Operator Joe Pereira with Dist. Rep. Bob Baroni

Above: Apprentice Lubeman Al Wood.

Right: Lubeman Robert Marsh.



Blade Operator LeRoy Pereira



y Price

NEWS FROM THE DISTRICTS

Disability doesn't slow dozer hand

I first met Mike Marciel five years ago on a Less McDonald job in Pittsburg. All the hands were gathered around eating lunch and talking. I noticed the dozer operator stayed on his rig. After awhile, I asked the guys if this guy had an aversion to business agents. They told me he was just too lazy to get off his rig and that I'd have to go to him. I climbed up on the 46A and met Mike for the first time. With a big grin on his face, we talked for quite awhile, and we've been friends ever since.

Mike is not your usual "cat skinner." The reason he didn't get down off his rig for lunch was because he's a quadriplegic. He has no use of his legs or hands and is strapped tightly in the seat so he can't slide off the dozer deck. I watched him finish a 2 to 1 slope.

On his 20th birthday, Mike rolled his pickup and suffered a broken neck. The doctors had to remove four vertebra and put in a plastic spacer. He was hospitalized for six months. After a while he started making plans to return to the "Cat" seat, but his doctors finally convinced him that he was too disabled to return to work.

Mike's father, Paul, broke him in on a D6 when he was 8 years old. His parents didn't have to worry about child care, for Mike rode on the D6 battery box beside his dad 10 to 12 hours a day, six to seven days a week. In his early teens, Mike's mother had to drive Mike to work because he was too young to have a driver's license. But he could run that dozer as well as most any man.

Mike never let that spark die, and after five years of idleness, he made the decision to get back in that "Cat" seat.

Mel Kruschke, then a

Peterson "Cat" mechanic and now part owner of M & Y Engineering, rigged Paul Marciel's D6C so that when Mike pulled the string clutch in the brake engaged. This was long before Caterpillar came out with that option. Mel also installed a hoist on the D6 to pick Mike out of his pickup and put him the dozer seat.

Mel's device proved successful, and Mike went on to work for his



Mike Marciel (left) with Oakland Business Agent Tom Butterfield



Above and below: an assistant using a hoist helps Mike into and out of the dozer

dad and brother Gary, who is also an owner-operator. Mike's sister, Janice Branaugh, drives the lo-bed and end-dumps for the family. With help from Janice, Mike gets up at



On the dozer, Mike is strapped into the seat of his D-9



around 4 a.m. and is on the job at least an hour early so he can be in the seat ready to start on time.

Encouraged by the success with his dad's D6, Mike decided to go out on his own. With a lot of help from Mel Kruschke, Peterson Tractor and his family, Mike has owned and operated a series of dozers: a JD 750, a D8H, a D8K, and now a

beautiful D8N with a laser for finishing pads.

Because of his disability, Mike needs a full-time attendant who helps him get on and off his rig each day and who brings him water and other necessities. Of course, this added cost lowers Mike's

take-home pay, but he doesn't care about the money; he loves the work and the companionship the other "cat skinner" bring him, and the work keeps him out of trouble.

Mike has worked for Joe Foster, McDonald, Joe Carone and is now working for Oliver de Silva pushing to a loader in Castro Valley.

Business Agent Brian

Once inside, Mike can operate his dozer like any other operator thanks to Mel Kruschke, who rigged up all the special equipment for Mike

Bishop and I spent an afternoon with Mike at his Livermore ranch taking pictures. I could tell Brian was impressed with this good-natured dozer hand. Our hats are off to you Mike. You're one hell of a man!

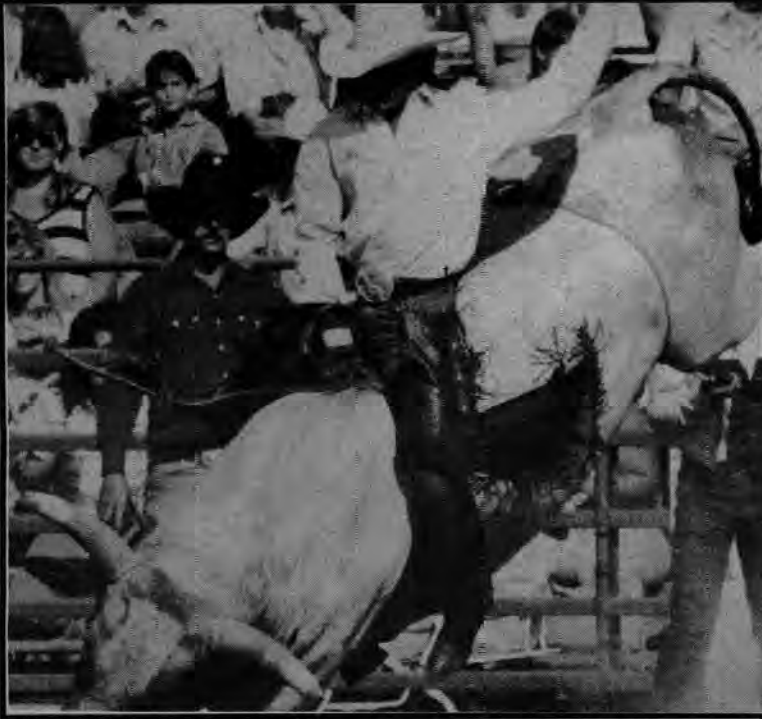
Tom Butterfield
Business Rep.

Fresno Picnic:

Saturday, Sept. 8
from noon to 4 p.m.
at the Peace Officers
Range off Hwy. 99
and Herndon in
Fresno

Tickets are \$8 for active members, \$5 for retirees & children under 12 are free. Come on out, stop by the office and buy that ticket or call and request tickets. Mail your check made out to Fresno Picnic to the Fresno office and your ticket can be mailed directly to you.

NEWS FROM THE DISTRICTS



Operating Engineers Day Oakland District Rodeo

Sunday September 2 at 1 p.m.

Special Event:

Operating Engineers Wild Cow Milking

Two-Man Teams: One Roper/Milker (one loop)

One Mugger

Teams represents the company of their employment

(Entry fee \$100 per team paid by the company)

Awards: 100% paid back to contestants. Four places:

1st-40%, 2nd-30%, 3rd-20%, 4th-10%

Perpetual Trophy awarded to company that sponsors the winning team.

Additional prizes to all participants.

HOW TO ENTER:

Contact Hank Munroe, District Rep. at the Oakland Office, tel. (415)638-7273.

Rodeo tickets available from your business agent or through the Oakland office.

Adults: \$7, seniors: \$6, children 12 and under: \$5

Sanctioned by the Int'l Professional Rodeo Assoc.

Minimum wage

SALT LAKE CITY – For the first time in nine years, the federally administered minimum wage increased from \$3.35 to \$3.80 per hour. The April 1 increase also calls for a sub-minimum wage for newly-hired workers under 20 years old of \$3.35 per hour.

Although the wage is larger, recent studies show the new wage will leave minimum wage employees with 29.2 percent less purchasing power than they had in 1981 when the minimum wage was increased to \$3.35 an hour.

"It is a disgrace this increase is so small," said Senator Edward Kennedy, D-Mass., Senate Labor and Human Resources Committee chairman. "It is too little to restore lost purchasing power. But in all candor, it's the best we could do against an anti-worker administration that refuses to do justice for America's working poor." Kennedy announced he hoped to propose another increase in the wage next year.

Under current legislation, the minimum wage is next scheduled to increase to \$4.25 per hour April 1.

*Auntie Katey
Utah District*

Dist. picnic thanks

REDDING – The Redding District Engineers Barbecue was a huge success this year. We served over 350 people. I would like to thank the following people for all their help: Barbara Hester for organizing the food, Sandy Nichols and Alice O'Keefe for the super job in getting the raffle prizes. A special thanks to the serving crew: Barbara Hester, Bonnie Smith, Lynn King, Trella Houghtby, Patty Denton, JoAnn Doser and Charlie Warren; to the name tag table: Chris Hester; the bean crew: Chief Stirers Willy Horan, Monte Huff and Greg Maki; the meat crew: Chief Slicers John Hinote, Bob Yturiaga and Dan Mostats; and finally to the all-important beer crew: John Dever, Norma Horan, Jim and Heidi Horan and all the people who helped clean up.

I also would like to thank the following contractors for their generosity: Stimpel-Wiebelhaus, North Valley Construction, J. F. Shea, Shasta Construction, Peterson Tractor of Redding, the Northeastern Building and Construction Trades Council, Operating Engineers Local 3 Federal Credit Union and J. W. Sweeney Company.

To all the people who attended we say thanks and look forward to seeing you next year. Also a big congratulations to the Redding Area Operating Engineers Softball Team for its second place finish this year. The way it's going we'll have to build another room to hold the trophies Local 3 member Ken White keeps bringing in our office.

*Thomas A. Hester
District Rep.*

Pipeline hands waiting for big job

SALT LAKE CITY – Gregory & Cook, Inc. has 80 miles of 20-inch gas line well underway in the Vernal area. All the clearing work and most of the trench work has been completed with the pipe crew not far behind.

This has been a good job for quite a few hands, just not long enough. Gregory & Cook moved in at the end of May and didn't plan to stay long. They had 14 hoes working along with all the backup equipment, and the 80 miles went in a hurry.

All the pipeline hands are waiting for the big job that will go from Wyoming to California across Utah. This be a major project and put many members to work.

It's anticipated this work will start this fall or next spring.

Work in the north end of the state hasn't picked up much so far this year, as there hasn't been many jobs let to bid. The work around the rest of the state looks pretty good for a change.

Ron Lewis Construction was the low bidder on a \$5 million project from Brown's Canyon to Park City, Utah. Work on this project should start soon and put a few hands to work.

Gibbons & Reed Construction, Granite Construction, Miya Construction and the rest of the projects in the area are going well.

*Virgil A. Blair,
Business Rep.*

Collective bargaining pays off

SALT LAKE CITY – I am pleased to report our negotiations with Clement-Starnes on the Little Dell Dam project has paid off in the long-awaited agreement.

We've been negotiating since last October when we were certified as the bargaining representative for Clement-Starnes' employees. It's been a long difficult process and many times it was disappointing.

During the winter months there were very few employees working, which lent us little bargaining power.

This spring the company started hiring heavily and

started a second shift. We encouraged our unemployed members to look for employment with Clement-Starnes. In a very short time after Clement-Starnes started hiring this season, 90 percent of the equipment operators were Local No. 3 hands. And Clement-Starnes needed the expertise because they were falling behind schedule. It was no accident our members were hired.

We also got a lot of help loading the job from members working as foremen on this project.

This job won't be complete until late fall 1991 or early spring of 1992, which

will give our members many months of continuing work.

I want to thank all our good members for their support, in print, and for their patience. Good going, guys! It paid off for all of us.

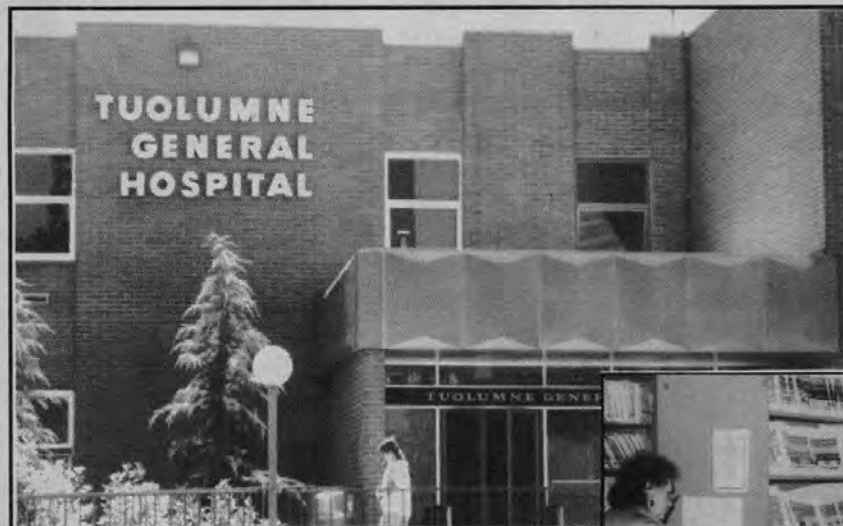
I also want to note that the Utah Building and Construction Trades Organizing Committee has had several successes. All of us in Utah's Labor Movement want to make a statement to nonunion contractors that doing rat business in Utah isn't going to be so easy anymore.

*George Stavros,
Business Rep.*

NEWS FROM PUBLIC EMPLOYEES

Tuolumne General Hospital

Public employees caring for others



At Tuolumne General Hospital in Sonora, California, 100 Local 3 Public Employees Division member work under four separate bargaining agreements at this 80-bed county hospital



ICU Nurse Dede Mason attends a patient.



Laboratory Technologist Margaret Haynie runs a few samples on the lab's new Cell-dyne 3000 hematology analyzer.



One of the four bargaining units consists of clerical staff. In the medical records department, from left to right, Mary Jane Fadely, Carla Wayne, Peggy Burger, Kathy Mathews and Maritta Steele.



Above: Certified Radiology Technician Judy Evans

Left: at Tuolumne's admitting desk are Nichole Johnson and Lisa Grimes.



NEWS FROM THE DISTRICTS

Work in Marysville looks good

MARYSVILLE—The work picture in the Marysville area is still looking good and has finally started to kick off this month.

In Oroville, Robinson Construction has moved in to begin work on the Foothill Blvd. project this past week and has moved back on the airport project. Robinson continues to work on the Chico Airport project as well.

Oroville-based Frank Green has moved onto the Wal-Mart store project in Oroville to do the underground work.

Lamon Construction

out of Yuba City is presently doing work at schools in Oroville, Biggs and Yuba City.

Huntington Brothers from Napa is still working on the widening of Cohasset Road north of Chico. Because of all the rock, this project has kept everyone working longer than expected.

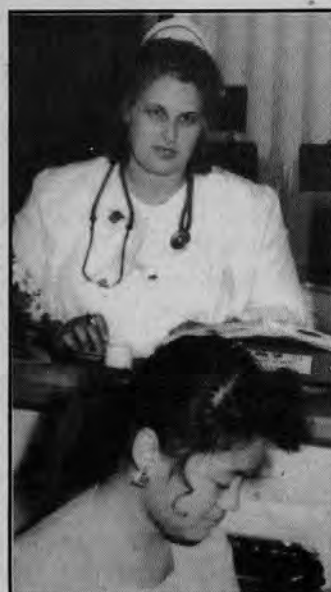
Granite Construction out of Sacramento continues to work in high gear on the Hwy. 99/70 project in south Sutter County, with C. C. Myers, also based in Sacramento, about to complete the bridge work. This has

been a very good job for some of our Marysville District members for the past two seasons.

Perini Corporation from Marysville continues to work on Hwy. 20 just east of Marysville. Olson Construction from Redding has moved into Willows to do a small underground project for the City of Willows.

Baldwin Contracting from Marysville has moved on Walker Ridge to crush rock for a project with the department of forestry in Plumas County.

Dan Mostats
Business Rep.



Registered Nurse Judy Champion and Ward Clerk Tuyen Huynh



Maintenance workers Bob Nelson and Jim

NEWS FROM THE MINES

Crew beats record by 41 loads

BATTLE MOUNTAIN – While touring the property at Battle Mountain Gold the other day, I had lunch with the guys from the pit and found out that they had just set a new production record for Battle Mountain Gold. They had not only beat the old record of 172 loads, but they beat it by 41 loads. The crew got 213 loads with a 992 c loader in only seven hours.

And on top of that, I learned that the entire crew is all union members in a right to work state. It just goes to show you what good operators can do for a company.

Congratulations guys on a job well done.

*Delmar Nickeson,
Business Rep.*



Pictured above the crew from left to right: Operator David Itza, "cat Skinner", Haul trk operator Max J. Rogers, Driller Peter Gonzales, Haul trk operator Fesmine Garmendia, Loader operator Archie Minchew. Others on the crew not pictured are Haul trk Cleston Steele, Driller Lyle Meisch and Haul trk operator Rod Wasachex.

Gold from Newmont to be used for medallions

In commemoration of Nevada's 125th statehood anniversary, Nevada has commissioned the production of state coined medallions minted from gold, silver and platinum mined from the Newmont Mining Company. Nevada is

one of only three states to have gold medallions,

along with California and Washington state. The Nevada state seal will be printed on the back of each coin. Proceeds from

medallion sales will go to the University of Nevada Reno Makay School of Mines and the Children's Miracle Network.



Union Label Week

Every year at this time, we begin our preparations for Union Label Week, which is September 3-8.

Since it coincides with the Labor Day celebration, Union Label Week is when the media and general public are most receptive to the union message. It's our turn at bat, an opportunity to educate consumers and elected officials that it's in their self interest to "Buy Union, Buy American."

The projects and activities suggested below may be staged by your districts or by any interested individuals. Union Label Week promotional activities that suit the interests of your community are encouraged as follows:

- A Union Label contingent may be assembled to march in a Labor Day parade.

- You can hold a Union Label Rally in connection with other Labor Day observances.

- Plan a Labor Day outing, picnic, party, banquet with Union Label, Union Shop Card ideas as its theme.

- Write a letter to the editor of your newspaper, asking readers to remember the importance of preserving U.S. jobs by avoiding imports and buying union-made products and services.

- Write or call any person, any public official whom you know will be speaking at a Labor Day observance and ask that he or she mention the importance of buying union-made, "Made in U.S.A." products as a way of helping to strengthen the economy.

- Display cards in area store windows announcing Union Label Week.

If America is to turn a corner, to once again be the proud producer of the world's best goods and services, it will be the union worker who leads the way.



**"MAKE MY DAY –
GET SERIOUS ABOUT
THE UNION LABEL"**

Elko Women's Slow-Pitch Softball League results:

Local 3 16, Barrick 0

In a game played on Tuesday, June 26, Toni Owens pitched a shutout for Local 3. Lorrie Haub had three hits and Betty Cheney, Collen Baker and Susan Pharis had two hits each. No Barrick batter had more than one hit.

Local 3 20, Gateway 5

In a game played on Monday, July 9, Local 3 took a 10 to 5 lead after two innings, then added 10 unanswered runs to rout Gateway/Coca Cola/Cimarron West. Toni Owens and Lorrie Haub both had three hits for Local 3, and Betty Cheney hit a pair of inside-the-park home runs.

NEWS FROM THE DISTRICTS

Santa Rosa construction outlook improving

SANTA ROSA – Times are tough for the nation's construction industry. Building loans are hard to get, customers are scarce and the unemployment rate among the country's construction workers is 10.3 percent, higher than in any other industry.

The nationwide surge in defaults on real estate loans has made lenders extra wary about financing anyone who might be a high credit risk. Last fall, single-family home construction began to collapse, with building starts declining by 10 percent since October.

"The only thing that held the construction game together was single-family housing," said George Christie, chief economist for McGraw Hill, Inc., which collects industry data. And now it too is in the "junk pile."

Many explanations are offered for the hard times. The post "baby boom" generation, the so-called "baby bust" is providing fewer home buyers. The sluggish economy has made people concerned about job security and therefore reluctant to go into debt. The savings and loan crisis hasn't helped much. Thrifts are the principal construction lenders and over 1,000 of them have failed.

Our area work outlook, however, is finally improving, in spite of the overall poor construction picture. The Santa Rosa "A" list is about depleted, and various projects that have been on hold because of permits, weather and other factors are finally getting underway. Here are some of them:

- Mendocino Paving is well into the Lakeport Airport job and hopes to start on its Geysers Road Project within a few

weeks.

- Bay Cities is doing a large dam project in Lake County near Middletown and has about 10 members busy there.

- Baldwin Construction has started its road overlay job near Lower Lake and has called for several operators. B & H is also busy there.

- Parnum Paving is starting Phase II of its Laytonville Road job and has also picked up a bunch of smaller projects to keep the hands busy.

- Ghilotti Brothers has started to pave at Redwood Valley and has set up a hot plant and batch plant. There are about 20 hands going strong on this job.

- LaMalfa is doing winery work near Philo and also has several small jobs.

- Huntington Brothers is nearing completion of the dirt work for the sewer complex at Middletown and should start soon on another sewer job in Sonoma County.

So as you can see, all is not bleak with our work picture here in District 10. The busy time of the year is upon us, and we're hoping all our brothers and sisters get plenty of work for those fat high-season pay checks.

Remember the Suggestion Box? This was a write-it-in or drop-it-in program and was initiated a few months ago in our Santa Rosa office. The program was intended to help upgrade our union and its services.

We have received many helpful hints in the Lake

and Sonoma County areas. I forwarded your suggestions to San Francisco, where they received careful scrutiny and attention from Business Manager Tom Stapleton, Vice President Jack Baugh, Assistant Director of Public Relations Jim Earp, and all our other officers.

I would like to pass on to you some of the more pertinent suggestions and the actions they have initiated.

1. Increase our college scholarship to \$5,000: This is being studied for Executive Board approval, which should be decided on before July

1991.

2. Install more phone lines at the credit union: There is no current space to expand, but it is in the process of acquiring more space and staff and have recently opened a new office in San Jose and will soon open another office in Rohnert Park in Sonoma County on September 17. This should solve the problem.

3. Long waiting lists for blade training at Rancho Murieta: At times each classification may have a waiting list and upgrade classes are held three times a year. The waiting schedule will now be handled by the "Ranch" staff,

and you may call directly to inquire about openings or to be put on the waiting list.

I would like to commend our San Francisco officers and staff for their prompt and thorough actions on the suggestions received. I expect our members to continue to respond to the Suggestion Box, and I shall always forward pertinent suggestions to our main office.

As always, your help is imperative in upgrading our union. Thanks, and keep the suggestions coming!

*Bob Miller
Business Rep.*

Santa Rosa



Santa Rosa Business Agent George Stefensen and Local 3 Operating Engineer Mike Hughes (both in the middle wearing "Union Yes" T-shirts with hands extended) ran in this year's Bay-to-Breakers

running race May 20. Of the 80,000 runners Stefensen finished in the top 15 percent. This is the third consecutive year that Mike and George have run the race.

Sonoma County's 1990 Labor Day Picnic

When: Monday, September 3, 11 a.m. to 5 p.m.

Where: Behrens Park at the Petaluma Fairgrounds

Tickets: Free to union members, all others: adults \$4, children 12 and under free. Please order advance tickets by calling the Santa Rosa District office (707) 546-2487

Activities: Barbecue, music, speakers, face painting, dunk tanks and poney rides. For more information, call 523-0116.

NEWS FROM THE DISTRICTS

Santa Rosa may lift building moratorium

City has agreement with six developers

SANTA ROSA – As I visit your jobs in Sonoma County, the major concern the brothers and sisters are expressing is, "Is it slow just here or is it slow everywhere?" I tell them it's slow all over. It's a combination of a possible recession in the private market and a movement of local governments to a slow-growth pace in subdivision development. The Board of Supervisors wants to slow developments in five unincorporated

areas because those areas have exceeded their projected growth in the general plan. Other factors are the sewer systems reaching their limits and the lack of water because of the drought. All is not lost. The city of Santa Rosa is talking about lifting a year-long building moratorium in the eastern side of Santa Rosa. The city has made an agreement with six developers that want to build houses in that area

of the city. They are putting up \$26 million to widen those intersections that would be affected by the building of the new homes. The city and the state will contribute an additional \$1.7 million, making the total \$4.3 million to public funded jobs, plus more subdivisions to build. Terry Pagni, superintendent for Don Dowd, said they have the work, but not the permits and paperwork are not being issued. He said he hates

to see so many of his operators out of work during this time of the year. So do I!

A report on the work in the Sonoma County area:

Ghilotti Brothers has started a commercial project on the hill just north of the Round Barn Inn. You can see it from Highway 101. Ghilotti, Piombo and Argonaut, each have a subdivision in the Fountain Grove area. Ghilotti was low bidder in the Bicentennial Way extension from Mendocino Ave. to Fountain Grove Way, \$1 million project.

Piombo was low bidder on the Redwood Drive North widening in Rohnert Park. Piombo is still working on Highway 12 in Santa Rosa and Highway 116 in Guerneville.

Argonaut was low bidder on the Summerfield Road widening in Santa Rosa, the 1990-91 overlay program for the City of Santa Rosa and the crosstown truck sewer improvements for the City of Santa Rosa, a million and half dollar project.

There is nothing to report about organizing FEDCO. The owners will not return any of our calls. If any of you brothers and sisters know of any employees of FEDCO who might be willing to talk to me, please let me know.

I have been teaching the grade checking workshop on Monday nights, and the turn out has been good. We have been able to do classroom work and practice exercises out in the field. By the printing of this article, we should have a number of knowledgeable grade checkers ready for testing. I am planning my next workshop to start the first part of next year.

I have been put in charge of the VOC. Rob

Wise and I discussed what we should be doing with the VOC, and we agreed to bring the VOC back to life with some new direction. I have met with Bob Boileau, director of research for Local 3, and we outlined a training program to start some time in September. The training will be provided by experts in the field of labor and politics, labor and the economy, and labor history, NCRA and organizing. If you are interested in getting involved and attending the training, please call the Santa Rosa District office. I will explain all the details.

*George Steffensen
Business Rep.*

Do-it-all retiree receives 50-year watch

SANTA ROSA – Local 3 retiree Don Dillon is a brother who knows what history is and what he had to do day by day to earn a living for his family.

Don joined Local 3 in 1940, and on July 10 received his 50-year watch at his home in Santa Rosa from Recording-Corresponding Secretary William Markus. Fringe Benefit Director Don Jones, Santa Rosa District Representative Robert Wise, Retired District Representatives Charles Smith and Robert Wagnon and retired Executive Board Member Ray Cooper also came to recognize Don's achievements.

Over the years Don has done almost every conceivable job an operating engineer can do. He's worked on jobs in such places as San Francisco, Eureka, Stockton and Coos Bay, Oregon, and as far away as Hawaii and Guam. He spent those years as a dragline and powershovel operator and job steward.

Before becoming a fore-

man—and eventually a superintendent—he was, according to Robert Wagnon, known for running a clean job and for making straight any discrepancies that came to light. Don knows well the sense of satisfaction that comes from knowing that the jobs he worked on, such as the Crescent City Harbor and the Eureka Jetty Basin, will stand as lasting monuments of workingmen's labor.

Don did not work only for himself. He served a 10-year term as the Executive Board member for Eureka from 1966 to 1976. He represented Local 3 twice at the International conventions and twice at the western conferences. He married his wife, Helen, in 1935 in Montana then moved to California. Don and Helen have one daughter and two adopted sons.

Along with the watch, Don received his 25-, 30-, 35-, 40-, 45- and 50-year

pins and the new Local 3 lapel pin. He said that he wished to thank the work-



ing membership for supporting the health and welfare for pensioned members and added, "It is time to quit fighting the union contractors; they're not our enemy."



**7th Annual BBQ for
Azure Acres/Campobello Alumni and
Addiction Recovery
Program (ARP)**

When: Saturday,
Sept. 22 at 11 a.m.
Where: 2264 Green Hill
Road
Sebastopol, Calif. 95472
707-823-3385 or
800-222-7292

(Hwy. 116 to Sebastopol,
turn left at Occidental Rd.
At 2-1.2 miles turn right on
Green Hill Rd.

At .6 mile turn left
to Azure Acres.)
Adults \$5,
Children under 12 free.
All recovering members and
their families and any other
interested parties are more
than welcome.

Theme: Wild, Wild West
For more info call
ARP at 800-562-3277

NEWS FROM THE DISTRICTS

Reno's picnic



Above left to right: Senate Candidate, Diana Glomb, Dist. Rep. Ray Morgan, Corresp. Sect. William Markus



Left to right: Director of Organizing Jerry Bennett, Business Manager Tom Stapleton and Norris Casey



Above left to right: Bev Blugg, Business Manager Tom Stapleton, Marsha Baugh (back to photo), and far right is Mary Stapleton, wife of Business Manager Tom Stapleton
Left: Picnic Volleyball game

Utah bargaining wins wage hike

SALT LAKE CITY — Concrete negotiations have been completed with Geneva Rock Products Co., Inc. By ratifying the three-year agreement approximately 150 bargaining unit employees will receive wage and fringe increases beginning July 16.

Negotiated increases, along with reducing the groups of classifications from 12 to six groups, produced wage and fringe increases ranging from 97 cents to \$1.65 over the three-year agreement for classifications in the first four groups. The two entry groups received increases from 46 to 61 cents. Also, a new classification of senior patrol operator was added to the top group.

The company agreed to pay overtime for all hours worked on the fifth day in a holiday week if the holi-

day falls within the employee's normal workweek. Insurance coverage provided for mechanics' loss of tools was increased from \$5,000 to \$10,000. Subsistence was increased from \$25 to \$30 per day for employees required to work more than 60 miles from their usual reporting locations. The previous mileage requirement was 74 miles.

The union's negotiation committee included Paul Gottfredsen, Steward, Maintenance; John Averett, Steward, Construction; Chuck Giles, Steward, Rock, Sand and Gravel; and Rick Bringham, Steward, Asphalt.

Concrete Products Company also agreed to a three-year agreement. Ratified by the membership, contract negotiations produced a total wage and fringe package

increase of \$1.36 over the three years.

CPC also agreed to a Local Union 3 credit union checkoff for payroll deductions to be put in the members' savings accounts. The union agreed to change the new employees' probationary period from 60 to 90 days, after which time seniority shall date from date of hire. It was agreed all work performed on Sundays, holidays or over 40 hours in a regular, established workweek, or after 10 hours in a regular, established work day, Monday through Saturday, shall be paid at one and one-half the regular straight-time rate. Holidays hours (eight) will be included as part of the 40-hour workweek when falling in the normal workweek.

Included on the union's
(Continued on page 22)

Nevada Primary Election Endorsements

At the 34th Annual Convention of the Nevada State AFL-CIO, the following endorsements were made for the upcoming primary election Sept. 4.

Governor	Bob Miller, D-Incumbent
Lt. Governor	Sue Wagner, R
Congress Dist. 1	James Bilbray, D-Inc.
Congress Dist. 2	Jane Wisdom, D
Attorney General	Frankie Sue Del Papa, D or Leonard Gang, D
State Treasurer	Ray Shaffer, D
Supreme Court B	Thomas Steffen, Inc.
Supreme Court D	Cliff Young, Inc.
Sec. of State	James Spinello, D
State Controller	No endorsement

Northern Nevada

Senate:	
Dist. 1	Diana Glomb, D
Dist. 2	Len Nevin, D
Capital Dist.	Ernie Adler, D
Assembly:	
Dist. 24	Vivian Treeman, D-Inc.
Dist. 25	Bob Kerns, R-Inc.
Dist. 26	Paul Prengaman, D
Dist. 27	Ken Haller, D
Dist. 29	John Sampaga, D
Dist. 30	Jan Evans, D-Inc.
Dist. 31	Bernie Anderson, D
Dist. 32	Bob Sader, D-Inc.
Dist. 36	Tom Bentz, D
Dist. 37	Gary Sheerin, D-Inc.
Dist. 38	Joe Dino, D-Inc.
Dist. 40	Robin Williams-Auer, D

Southern Nevada

Senate:	
Dist. 2	Thomas Hickey, D-Inc.
Dist. 3	Bob Coffin, D-Inc.
Dist. 5	Thomas Kirkpatrick, D
Dist. 6	Ron Cook, D
Dist. 7	Nick Horn, D-Inc.
Assembly:	
Dist. 1	Matt Callister, D-Inc.
Dist. 3	Sandra Krenzer, D
Dist. 4	Bill Kissam, D-Inc.
Dist. 5	Vince Triggs, D-Inc.
Dist. 6	Wendell Williams, D-Inc.
Dist. 7	Morse Arberry, Jr., D-Inc.
Dist. 8	Gene Porter, D-Inc.
Dist. 9	Chris Giunchigliani, D
Dist. 10	Myrne Williams, D-Inc.
Dist. 11	Doug Bache, D
Dist. 12	Jim Schofield, D-Inc.
Dist. 14	Val Garner, D-Inc.
Dist. 15	Charlie Wakefield
Dist. 16	Rick Bennett, D
Dist. 17	Bob Price, D-Inc.
Dist. 18	Bob Fay, D-Inc.
Dist. 19	Vonne Chowning, D-Inc.
Dist. 20	Jack Regan, D-Inc.
Dist. 21	Danny Thompson
Dist. 22	Jack Jeffrey, D-Inc.
Dist. 41	Larry Spitler, D
Dist. 42	Renee Diamond, D-Inc.

Fringe Benefit Form

(Continued from page 8)

less than 60 months after retirement, monthly payments will continue to any beneficiary you name for the remainder of the 60 months.

If you are married when you retire, you will automatically receive a husband-and-wife pension **unless you elect to waive that form of payment** and your spouse consents in writing to such election. The husband-and-wife pension may be waived anytime before pension payments begin.

This form of payment provides a fixed monthly payment for your lifetime, and after your death continue to provide a lifetime pension to your surviving spouse equal to one half of the amount you were receiving. The amount you will receive is adjusted to take into account your expected life span and your spouse's expected life span.

Some important facts concerning the husband-and-wife pension:

- The husband-and-wife pension will not be paid to the surviving spouse if the pensioner and spouse had not been married to each other for at least one year at the time of the pensioner's death.
- The husband-and-wife pension, once payable, cannot be revoked or the pensioner's benefits increased, because of divorce or the spouse predeceasing the pensioner.

Optional forms of payment

Instead of the automatic methods of payment described above, you may elect one of the following payment options:

• **Guaranteed 120-month pension:** This option is similar to the 60-months pension, except that a lower amount is payable in exchange for the guarantee that if you die before 120 monthly payments have been made, the balance of the 120 payment will be made to your beneficiary. Election of this option must be made before your pension begins and will not take affect until 24 months after you make the election. If you elect an Early Pension with a 120-month guarantee and change later to a Disability Pension, your monthly benefit beginning with the 25th payment might decrease further.

• **Contingent annuitant option:** This option is similar to the husband-and-wife pension, except that a lower amount is payable to the pensioner in ex-

change for a higher benefit (75 percent or 100 percent) continuing to the surviving spouse. This option is not available to disability pensioners. If you choose a 75 percent or 100 percent husband-and-wife early pension, you may not change later to a Disability Pension. Disability pensioners may only elect a 50 percent husband and wife.

Solano County

(Continued from page 9)

Near Fairfield Local 3 hands are working on another project at Paradise Valley. This development will consist of 216 luxurious single-family homes overlooking the lush fairways and greens of an 18-hole golf course. Joe Foster is doing the site preparation on this \$1 million project. (See related story on page 12.)

Solano County recently received even more promising economic news when Bank of America selected Vacaville for a new corporate center that will employ over 250,000 people. This 600-square-foot data processing center, which will open in 1992, will be built in the Lower Lagoon Valley area most likely by a union contractor, meaning Local 3 operators once again will be moving dirt on the site preparations.

Kaiser Permanente, the Japanese conglomerate Toshiba Corp., Wells Fargo Bank, Unocal Chemical Petrochemicals Group are among those on a long list of companies preparing to move their operations to Solano County. Considering labor's strength in the Solano area, many of these construction jobs will likely go union.

The Solano County area is becoming what economists call the "new suburbs," where employment centers are located near residential neighborhoods to reduce commute problems and improve the quality of life. Developers are now designing subdivisions to include their own business parks, shopping centers, schools, and recreation centers. At Northgate, for example, almost a third of the 1,200 acres of land has been set aside for commercial and industrial development.

The Bay Area's growth won't be confined to just Solano Coun

(Continued on page 22)

Union Briefs

Family leave bill dies

By a vote of 232 to 195, the House of Representatives sustained President Bush's veto of the Family and Medical Leave Act, which would have required employers with 50 or more employees to grant workers up to 12 weeks of unpaid leave for child care and family emergencies.

Proponents of the bill expressed disappointment with the House vote and vowed to keep reintroducing the legislation, which was strongly supported by organized labor. "George Bush is going to have a family leave bill on his desk every year he's in office," said Christopher Dodd, D-Conn., the bill's chief sponsor in the Senate.

Higher pay for union workers

Union workers, particularly in blue-collar jobs, continue to receive higher pay and fringe benefits than their non-union counterparts, according to data compiled by the Bureau of Labor Statistics. While union blue-collar members earned an average of \$20.05 an hour in wages and benefits, non-union workers drew just \$12.12 an hour. In straight-time pay, union blue-collar workers earned an average of \$4.19 an hour more than their non-union counterparts.

Accord reached on UAL buyout

The three unions attempting to purchase United Airlines announced that all of the company's non-union employees had agreed to go along with the deal. The 26,000 non-union workers agreed to reduce their wages by a total of \$50.5 million a year—or the equivalent of \$1,940 each—in return for 14.26 percent of the company. The Machinists, Airline Pilots Association and Flight Attendants are negotiating for financing to buy United for \$4.38 billion or \$200 a share.

Union membership down

The proportion of U.S. workers belonging to labor unions once again edged downward last year, reaching 16.4 percent of all wage and salary employees during 1989 compared to 18 percent in 1985, the Bureau of Labor Statistics reported. An estimated 17 million workers belonged to unions in 1989, a number virtually unchanged since 1985. However, because the nation's work force is growing, the proportion of workers who are union members has continued to fall. Much of the growth in the work force has taken place in the high-tech industry, which has remained mostly non-union. Union membership reached its peak of 34.7 percent of workers in 1954.

Prop. 65 gets boost

The California Labor Federation won a major legal victory that will require Cal-OSHA to protect workers against 84 additional carcinogens and reproductive toxins mandated by Proposition 65, the Safe Drinking Water and Toxic Enforcement Act that voters approved in the 1986 general election.

When the CLF asked Cal-OSHA to establish standards to protect workers from hazards specified in Prop. 65 in 1986, the agency refused, claiming federal law preempted state law in all matters of work place safety covered by federal OSHA. The First District Court of Appeals in Sacramento ruled that Cal-OSHA officials were wrong when they refused to establish the standards. The ruling means the dramatic expansion of Cal-OSHA protection under Prop. 65.

HONORARY MEMBERS

As approved at the Executive Board Meeting on July 14, 1990, the following retirees have 35 or more years of membership in the Local Union, as of July 1990, and have been determined to be eligible for Honorary Membership effective October 1, 1990.

Robert Alessi	0498750
Arthur Angiolini	0555654
Otho Berry	0845363
Wilburn Bradfield	0597287
Nelson Carter	0841453
L. H. Cope	0845377
Earl Cortner*	0835705
Perry Cox	0845378
Gilbert French	0269256
Edward Gnadig	0503168
Paul Grimes	0255037
Lawton Jackson	0845412
Roy McRee	0845426
Carl Nielsen	0845610
Arthur Peterson	0732407
Leland Reusser	0828722
Harold Ricks	0845461
Jeff Ringer	0845462
Stanley Slowik	0845473
Charles Smith	0845553
Jack Taddei	0845478
Jack Weyler	0845564
John White	0294624
Paul Wright	0615158

* Effective July 1, 1990 - Has recently been determined to have been eligible in June 1990.

Solano County

(Continued from page 21)

ty. Besides the I-80 corridor, other fast-growing areas, according to Hendricks, are southern Napa County and the U.S. 101 corridor from Novato north to Windsor. With Santa Rosa officials considering lifting a construction moratorium, development could really take off in that area. Southern Santa Clara County and the entire Stockton-Modesto area will also continue to see substantial growth well into the next century. Six of the fastest growing counties in California are now located in Northern California.

For Local 3 hands living in the Bay Area

Announcement

AFLCIO - Conference is being held
August 30th & 31st
at the Olympic Hotel 161 W. 6th. South
Downtown Salt Lake City at 9 AM
All retirees
are invited to attend

this is good news. At least one bright spot shines amid an otherwise bleak nationwide construction outlook.

Utah bargaining

(Continued from page 20)

negotiating committee were job stewards Ron McCleery and Tom Peterson.

Western Pipe Coaters and Engineers, an Orem-based company, has agreed to a one-year contract. Agreeing to the wages and terms of the Utah Heavy and Highway Master Agreement, the company has also agreed to increases on the flat, monthly contribution rate needed to maintain the health and welfare plan.

From a plant near Geneva Steel Company, Western Pipe Coaters manufactures and ships wrapped steel pipe throughout the United States.

Thanks to a small but efficient crew, the company has been able to hold its own in a very competitive market.

Lynn Barlow
Business Rep.

EXECUTIVE BOARD ELECTION

Local 3 Recording-Corres. Secretary William Markus has announced that at the regular quarterly district membership meeting held June 6 in Provo, Utah, the district membership elected **James Ray Lewis** to serve as the District 12 Executive Board Member, to fill the balance of a term left vacant due to the resignation of Don Barney.

Also, at the regular quarterly district membership meeting held June 14 in Fairfield, Calif., the district membership elected **Steve Lockett** to serve as the District 04 Executive Board Member, to fill the balance of a term left vacant due to the resignation of Roger Wilson.

Departed Members

Business Manager Tom Stapleton and the officers of Local 3 extend their condolences to the families and friends of the following deceased:

MAY

Masao Hino of Lihue, Hawaii, 5/12/90;

JUNE

Maurice Akiona of Haiku, Hawaii, 6/30/90; Kenneth Briggs of Palo Cedro, Calif., 6/21/90; T. Fujita of Honolulu, Hawaii, 6/31/90; August Happ IV of Mount Shasta, Calif., 6/20/90; Oswald Johnson of Roseburg, Oregon, 6/30/90; Jammie Johnston of Castro Valley, Calif., 6/28/90; D. R. Malcom of Escalon, Calif., 6/29/90; Cecil Neff of Sacramento, Calif., 6/6/90; John L. Sneed of Marysville, Calif., 6/28/90; Wm. Stromer of Live Oak, Calif., 6/27/90; Marvin Tarkington of Citrus Heights, Calif., 6/27/90; Darel L. Vanover of San Bruno, Calif., 6/23/90

JULY

Merton Anderson of Gridley, Calif., 7/9/90; James Bal-four of Citrus Heights, Calif., 7/18/90; Ben Bertacco of Project City, Calif., 7/13/90; Richard Coast of Sacramento, Calif., 7/17/90; Willie Crain of Plymouth, Calif., 7/19/90; John L. Cummins of Sutter, Calif., 7/10/90; A. Edwards of Knightsen, Calif., 7/9/90; Floyd Erickson of Murray, Utah, 7/16/90; Randall Foutch of Nice, Calif., 7/18/90; Earl French of Oroville, Calif., 7/21/90; John E. Hartwell of Sandy, Utah, 7/8/90; James Haskins of So. San Francisco, 7/14/90; L. McClish of Healdsburg, Calif., 7/3/90; Gilbert McGregor of Oakdale, Calif., 7/4/90; Joseph McGuire of Concord, Calif., 7/6/90; Donald Meifert of Reno, Nevada, 7/19/90; Jason Neal of Pinole, Calif., 7/23/90; Martin Pliscovich of Concord, Calif., 7/19/90; David M. Russell of Medford, Oregon, 7/22/90; Lyle Short of Petaluma, Calif., 7/11/90; Allen Sopha of Yuba City, Calif., 7/12/90; Carl Southwick of Rio Linda, Calif., 7/1/90; Floyd Stevens of St. George, Utah, 7/16/90; George Straub of Los Banos, Calif., 7/9/90; David Villanueva of Waianae, Hawaii, 7/12/90

DECEASED DEPENDENTS

Esther Miller, Wife of David Miller 7/14/90

District Meetings

District meetings convene at 8 p.m. with the exception of District 17 meetings, which convene at 7 p.m.

October

- 9th District 4: Eureka**
Engineers Bldg. 2806 Broadway
- 9th District 17: Kauai**
Wilcox Elementary School 4319 Hardy St.
- 10th District 17: Kona**
Konawaena School Kealahou
- 10th District 7: Redding**
Engineers Bldg. 100 Lake Blvd.
- 11th District 6: Marysville**
Engineers Bldg. 1010 "I" St.
- 17th District 1: Ignacio**
Alvarado Inn 6045 Reswood Hwy.
- 23rd District 17: Maui**
Wailuku Community Ct. Lower Main St. Wailuku
- 24th District 17: Hilo**
Kapiolani School 966 Kilauea Ave.
- 25th District 17: Honolulu**
Kalihi Waena School 1240 Gulick Ave.

Retirees Association Meetings

- Ceres**
Tues. Aug. 7, 1990 10:00 AM
Tuolumne River Lodge
2429 River Lodge
Modesto, CA
- Stockton**
Tues. Aug. 7, 1990 2:00 PM
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA
- Concord-Mu Chapter**
Wed. Aug. 15, 1990 10:00 AM
Concord Elks Lodge
3994 Willow Pass Rd.
Concord, CA
- Oakland-Nu Chapter**
Thurs. Aug. 16, 1990 10:00 AM
Oakland Zoo Snow Bldg.
9777 Golf Links Rd.
Oakland, CA
- Fresno-Theta Chapter**
Tues. Aug. 21, 1990 2:00 PM
Laborers Hall
5431 E. Hedges
Fresno, CA
- Sacramento-Zeta Chapter**
Tues. Aug. 28, 1990 2:00 PM
Laborers Hall
- 6545 Stockton Blvd.
Sacramento, CA
- Auburn-Epsilon Chapter**
Wed. Sept. 5, 1990 10:00 AM
Auburn Rec. Center
123 Recreation Dr.
Auburn, CA
- Clearlake**
Tues. Sept. 18, 1990 10:00 AM
American Legion Hall
14770 Austin
Clearlake, CA
- Santa Rosa-Chi Chapter**
Tues. Sept. 18, 1990 2:00 PM
Veterans Memorial Bldg.
1351 Maples St.
Santa Rosa, CA
- San Jose-Kappa Chapter**
Tues. Sept. 25, 1990 2:00 PM
Holiday Inn Park Cen. Plaza
282 Almaden Blvd.
San Jose, CA
- Watsonville-Iota Chapter**
Thurs. Sept. 27, 1990 10:00 AM
VFW Post 1716
1960 Freedom Blvd.
Freedom, CA

Swap shop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to Operating Engineers Local 3, 474 Valencia St., San Francisco, CA 94103, ATTN: Swap Shop. You must include your Registration Number. Ads are published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in Swap Shop.

Swap Shop

FREE WANT ADS FOR ENGINEERS

FOR SALE: '89 Sears Generator, 2400 watt plus Battery charger run once for 5 min., to big for me to lift, paid \$560 sell \$400/B.O. Leland F. Fortney, 10010 N.W. Lane, Stockton, Ca (209)478-1275, Reg.#1136386 7/90

FOR SALE: 5 Acres, East edge of Oregon City, Oregon. 10'X53' Mobile home, Aluminum canopy, 8' wide patio, attached to garage house cabin w/1 bdrm, kitchen + storage, xtra space for 2nd mobile home. New paint, fruit trees, hayfield, 2 storage sheds, all rented/can be raised. Area can & will be rezoned in few years. Oregon city limits on south end of property/new limits soon. 1 block new shopping ctr. 1/2 mile to college. Can subdivide/90 commercial \$225K, Marvin Reed, 4400 Greenvale Rd., Fair Oaks, Ca. 95628, (916)967-5326 Reg.#595276 7/90

FOR SALE: Aluminum Irrigation Sprinkler System, 28 main pipes, each 30', 3" dia.; 15 offset pipes, each 30', 2" dia.; 5 sprinkler pipes, each 15', 2" dia.; 20 rain-birds, Call Ival Payne, 4170 Rose Ave. Marysville, Ca. 95901 (916)742-0949 Reg.#0779761 7/90

FOR SALE: '79 Venture/Cruiser, 24' Fisherman's Dream, twin 470 Mercruisers, closed water system, sync & trim controls, 100 hrs. VHF, CB, AM/FM Cassette, Fish & depth finder. Coast guard equipped. See/appreciate. \$22,500. Call (415)449-3280 Reg.#0854587 7/90

FOR SALE: 1000 Trails Gold Card membership \$3,500. will split transfer fee. Leo Shaeffer, 1000 Orchard Ct., Pilot Hill, Ca. 95664, (916)823-7321, let ring 12 times or more. Reg.#0879657 7/90

FOR SALE: '90 Hi-line "Grand Premier" 30' fully self contained travel trailer. A/C, microwave, awning/more. Cost over \$20K sell for \$16K. Jeff Bain, P.O. Box 2132, Elko, NV. 89801 Please leave message. (702)753-9476 Reg.#2093177 7/90

FOR SALE: 4-53 Detroit Diesel engine. Completely rebuilt. Turbocharged with Jake Breaks. Ideal for automotive application. \$4K Call Mike (408)476-2325, Reg.#1988737, 7/90

FOR SALE: Quilts Hand-Quilted Queen-size Log Cabin designs in coordinating colors and prints. \$400. Call (415) 753-0876 in San Francisco, Reg.#2019706, 7/90

FOR SALE: Holiday Adventure Resorts Charter membership, affiliated with Coast to Coast Resorts. Illness forces sale. Best offer takes. William J. Rosemond, P.O. Box 1632 Cedar Ridge, Ca. 95924. (916)273-2712, Reg.#0994102 8/90

FOR SALE: Toyo 32 ply recaps, 2-1800X25, 90% \$400. each. 7-1/2 HP US Electric motor 3 Phase 230-460V. 1740 RPM \$75. each. Flathead 6 cyc. Studebaker motor inc. fan gen dist. Pressure plate no carbstarter \$225. Fuel tank 16" w X27" T X87" L. Tie down and filter \$150. Hydraulic tank 13" w X 17" T X35" L with value \$100.

Jacobsen greens mower \$100. Medium duty shredder needs 8-10 HP motor mounted on small trailer \$125. Farr filter housing square farr D24768J-17, \$75. Howard Gem Rotovator mount \$200. Gerry Jones (415)674-1948, Pleasant Hill, Ca. Reg.#1514853 8/90

FOR SALE: 9 apts. furnished, carpeted, 2bdrm. home, 2 mobile homes, 4 RV spaces, own well, 24 acres, 1 mi. from school, town, shopping. \$135K/full price. Jess Gilstrap, Rt. 1 Box 227 #12, Douglas, Ariz. (602)364-8244 Reg.#775427 8/90

FOR SALE: '61 Dodge truck - D100, 8' bed with 3/4 ton rear end, axle and springs-slant six 225 engine completely rebuilt less than 1K mi., 4-speed granny low trans-brake job complete less than 1500 mi. - 6' side boxes by utility body oakland- heavy duty lumber rack- new seat covers- wonderful work truck- needs no smog- make offer; Tom Baker, 3829 Linden Ln, El Sobrante, Ca. 94803 (415)223-0143 Reg.#2102505 8/90

FOR SALE: '64 Thunderbird, full power, body in good shape. \$1500/best offer. James R. Robinow, (415)537-1851 Reg.#1440656 8/90

FOR SALE: Charter membership, Quality Resorts of America. Quarterly dues \$65 frozen at age 65. Includes membership to Coast to Coast for \$34 yearly. \$150 transfer fee. All dues current. Home resort River Grove near Santa Cruz. Located in the Redwoods. \$3500. William Phelps, Mariposa, Ca. 95338, (209)966-2203, Reg.#0772888 8/9

FOR SALE: Motor Home 20' Class A, Full self contained, roof & dash air, power steer/breaks, tilt wheel, 350 chevy auto trans. 30K mi., very clean \$6K firm. Paul E. Spencer, P.O. Box 533, Knights Landing, Ca. 95645, (916)735-6728. Reg.#0292603 8/90

FOR SALE: '80 Mobile, 2bdrm, 1ba. redwood deck with view-custom shed. Stove, frig, curtains etc. Space rent only \$184. Best park in Pollock Pines. 50min. from Tahoe. \$32K. Dogwood Mobile Park, Sp. #11, Call

FOR SALE or TRADE: W. Clovis, \$85K, swimming pool, patio, 2 car garage, stucco bit, W/W carpets, dual AC/heat + W. Cooler, Elec. Gar. Door opener. Under Gr. Elec., good clean area, no drugs. 1 bl. kids school/5bl. elementary school. House is 14ys. old & under Prop. 13tx; FREE & CLEAR. WANT E. Clovis or S. E. Fresno suburban 3bdrm. house, no pool, of trade, IRS Sec. 1031 deferred taxes (the starker exchange) call Joe Correia (209)292-8392, 3065 Adler Ave., Clovis, Ca. 93612 Reg.#592866 8/90

FOR SALE: Welding Cable-120' (2-60' lengths) 3/4" impact wrench misc sockets,

1-1/4-1-3/4 comb wrench's, air drill & air chisles, gear pullers misc. H.P. Tools. Call Bill Reimann, (415)689-4312. Reg.#1168873 8/90

FOR SALE: 4 acres/Grass Valley Ca. 3/2 modular plus a 25x30 detached garage. 60 G.P.M well all paved driveway. \$200K. Call Mack Abbott, 13420 Abbott Hill Dr., Grass Valley, Ca. 95945 (916)272-1307. Reg.#2041995 8/90

FOR SALE/LEASE: Beer & Wine Tavern nr. Red Bluff, Ca. Tehama Cty. newly painted 2120' cement blk bldg w/2bdrm, 1ba, apt. wash/dryer hookcup cement patio, shop, basement, deep well w/new submersible pump, trailer pad w/all util. nearly 3 acres under irrig. prkg. \$66,900 Joe M. Paulazzo 3342 Melwood Ln. #3 Redding, Ca. 96003 eves (916)243-4302 Reg.#0865537 8/90

FOR SALE: 1000 Trails Membership Unlimited. \$2,600. will pay transfer fees. Frank Mawas, 123 N. Walnut St., Woodland, Ca. 95695 (916)662-5309 Reg.#0745219 8/90

FOR SALE: 13.2 Acres - Recreational ground, nice trailer, sun deck, barbecue area. Good deer & elk hunting, fishing, excellent view. Accessible year round. 35 mi. east of Salina. Oiled road to within 1 mi. termws available \$21K. Verl Keisel, Box 423 Castle Dale, Utah 84513 (801)381-2532. Reg.#0971417 8/90

FOR SALE: '84 Holiday Rambler Imperial-35' 5th. wheel every option including Generator cost \$50K sell for \$22K must see. '84 Mercedes Benz-300 coupe turbo diesel blue gray steal at \$19,995. John Deer Tilt-Bed Trailer, air over hydrolic brakes \$2,400. '66 Peterbuilt 13 speed dump truck in excell. shape, spent \$24K sacrifice at \$14K. P.O. Box 1753 Morgan Hill, Ca. (408)463-0744, Reg.#2106327 8/90

FOR SALE: '87 Dodge 1ton Maxi van, V8, 360, AT, PS, PB, AC, Cruise control, power windows, HD towing package, receiver hitch. Black w/custom striping, all fabric custom interior Lt. & Dk. Blues, stereo and much more. \$20K/B.O. '69 Triumph Daytona Motorcycle, 500cc. \$1K/B.O. Call Bob (415)341-7812 Reg.#1870371 8/90

FOR SALE: '60 Ford converted to a 5-year dump truck. Extra heavy duty chassis. Two-axle with duals. Air brakes. 160 Cummins, ten-speed transmission, two-speed rear-end. Extra flatbed with built-in tool boxes included. \$6K/best offer. Dick Fischer, 56 Glen Rd., Novato, Ca. 94945 (415)892-3313 Reg.#1892402 8/90

FOR SALE: '87-34' Automated 5th. wheel. All extras. Less than 250 mi. Like new. Call Fred or Evelyn (209)295-3503

Personal Notes.....

Redding: We wish to express our sincere sympathy to the family and friends of departed brothers Ben Bertacco, Kenneth Briggs, August Joe Happ IV, Leland Jones, Joe Nachreiner and Robert Owens Sr.

Reno: Condolences to member Glenn Mulowney on the death of his wife Katherine on January 20.

Santa Rosa: Congratulations Local 3 member Bobby Pugh on his new granddaughter named Sheila Marie, weighing in at 8 pounds. And newly married on July 14, brother Richard M. Sleeper & Linda Sleeper.

Marysville: Condo-

lences to the families and friends of the following deceased members: Retired brothers John Snead of Marysville; Merton Anderson of Gridley; John Cummins of Sutter; Allen Sopha of Yuba City, and deceased Public Employee Jerry Whitlock who was employed by the Olivehurst Public Utility District. **San Francisco:** Congratulations to Dave Casey, eighth-step apprentice and to his wife for their future addition to the surveyors apprenticeship program by bringing Peter Edward Casey, 8 pounds 2 ounces into the world.

Reg.#1276906 8/90

FOR SALE: '57 Willy's pick-up. Four wheel drive. 6 cylinder "Hurricane" engine. Good mechanical condition, body rough. Good hunting vehicle. "oldie but goodie". \$1,500 or best offer. (209)293-4800 Reg.#1989873 8/90

FOR SALE: '87 Lynx Prowler, 24' travel trailer; self contained with '89 A/C, Stereo, front kitchen, sleeps 7-8, very good condition. \$7,500. Robert Marchington, P.O. Box 1102, Cloverdale, Ca. 95425 (707)894-4802 Reg.#1697356 8/90

FOR SALE: '78 Yamaha 1100, \$1K. '83 Yamaha XT550, \$950. '77 Yamaha TT500, \$400. Robert T. Scovill, 1612 Rock Rose Rd., West Sacramento, Ca. 95691, (916)371-4342 Reg.#1230328 8/90

FOR SALE: Ringneck Pheasants, cxcall David Kennedy (415)537-2594, Reg.#1768889 8/90

FOR SALE: Tires P225/75R15, mounted on 6 lug wheels. Half tread, set of 4- \$124/best offer. Alameda. (415)769-0340, Reg.#2018324 8/90

FOR SALE: '69 Custom Chev. truck restore new eng, paint, tires etc. \$7K/B.O., '81 custom Harley Rigo frame, S.S. Card many more \$6,500/B.O., Ruben O. Gaytan (209)599-6459. Reg.#1774980 8/90

FOR SALE: '73 Bronco sport, 302-V8, auto trans, Classic, good condition \$3,500. 2 houses on 2 lots in Meeker Colorado. Biggest mule deer & elk herds in nation. \$62K. Call Warren J. Waller, 970 - 6th St., Meeker, Co. 81641 (303)878-4193 Reg.#0848982 8/90

FOR SALE: 7/8 acre level lot; zoned for mobile or conventional home. Existing 12'X51' mobile with 2 bdrm, 1ba on paved road 8 mi. from Reno. Elect., water, septic tank, fenced w/chain link. Located in suburban ft. hills w/excel. view of mountains. \$15K down, balance in payments. Harold W. Howe, 15220 Kivett Ln., Reno, Nv. 89511, (702)852-1607 Reg.#1058429 8/90

FOR SALE: 3bdrm. 2-1/2 ba. Escalon, Ca. CHA new carpet, lino, paint & blinds. Beautiful landscaped lrg. lot. 600sq. ft. ed-

tached multi-purpose rm., perfect for rec-rm, business or apt. xtra too numerous to mention. Must see to apprec. \$179K. Mark Robinson, 1742 Carignane Wy., Escalon, Ca. (209)838-6135 Reg.#1759079 8/90

FOR SALE: 3bdrm. Home near Sacramento River, salmon fishing & hunting. Dale Smith box 518, Gerber, Ca 96305 (916)385-1319 Reg.#1166577 8/90

FOR SALE: Time share, So. Shore Lake Tahoe, next to Heavenly Valley, Travel exchange. Ski, Swim, Gamble, Rec Rm., Spa, Sale/Trade \$12,500. 40 Acres and Lake Gardner, beautiful rolling terrain, building sites & pads, excell. location app. 50 min. to Sacto., fish, swim, camp or build on. \$155K. 2bdrm, 2ba, view, sun porch, Sonora, Ca. \$141,700. Call Guy Peterson, P.O. Box 5016, Sonora, Ca. 95370 (209)532-8607 Reg.#1612603 8/90

FOR SALE: '78-28' wilderness 5th. wheel travel trailer, AC fully self contained, 4 burner stove, full size bath, good condition \$6K. '75 Ford 1 ton 360 V8 4speed PS, PB, 9' steel flat bed w/tool boxes between decks & frame. Ideal for bars & shovels. Good tires plus spare. \$3K. '83 Fords Ranger warn wench grill guard like new \$100. Jerry (916)692-1838 Reg.#1855294 8/90

FOR SALE: Video Rec.-2 ea. Sony #AU-3650, 1/2" reel to reel, \$300 each/B.O. 1 Panasonic #NV-3040 at \$250. 1 Airborne videocassette recorder Teac Corp. #V-1000AB-N at \$450/B.O. MAKE OFFER-1, Coho #2850-005 tubular TV camera w/lens. 2 camera control units. Call Steve Doughty Box 1177, Pt. Reyes, Ca. 94956 (415)663-1552 Reg.#1065300 8/90

FOR SALE: Edsel project, \$3K invested. James Howard, 620 Alpha St. Eureka, Ca. 95501, Reg.#0814786 8/90

FOR SALE: '65 Chris Craft Cavalier, 22' wood hull, inboard "327", 210 HP, 42 knot speed, 48gal. capacity. Tandem 4 wheel wide trailer, heavy duty trailer. '73 GMC -3/4 ton good condition, 454 HP, air condition, auto/trans. (415)893-6703 Reg.#1761467 8/90

Acid-laced steam billows into the air as molten lava from Kilauea meets the ocean.



Kilauea: creator and destroyer

By James Earp
Managing Editor
E Pele e!

*O Goddess of the burning stones.
Life for me. Life for you.
The flowers of fire wave gently.
Here is your offering ...*

A first time traveller to the Big Island of Hawaii should beware. This prayer to Pele, goddess of fire could take on real meaning if you happen to be travelling with Local 3 business agents. Such was my experience as I made my first trip to Hawaii for a recent round of meetings to address the proposed dues resolution.

When apprenticeship coordinator Jerry Nago found out that it was my first trip to the Islands, he asked if I had brought any white clothes. I made a mental check of what I had packed in my luggage. Yes, I thought I had brought along a pair of cool white pants for an evening stroll along the beach. (I assumed that when you go to Hawaii – even for union business – that there might be some time to enjoy it. However, Business Manager Tom Stapleton made a point of reminding me that I was not a tourist on this trip. Oh well, so maybe I wouldn't need the white pants after all.)

But from the grin on his face, I

could see Jerry had other plans. Since it was my first trip to Hawaii and I was therefore a "virgin" traveller, he thought it would be a great idea if I donned my white clothes and offered myself up for sacrifice on Mt. Kilauea to the Goddess Pele. Perhaps this selfless act would appease her anger and stop the current eruption of lava that is laying waste to thousands of acres of land on the Big Island.

I work hard for the union and sacrifice my share of nights and weekends to this job, but you have to draw the line somewhere. I told Jerry "Thanks, but no thanks," and I made sure to get my rides to the meetings in someone else's car, just in case he had thoughts of whisking me up to the mountain unawares.

The current eruption of Mt. Kilauea is truly an awesome sight. Although it lacks the spectacular geysers of hot lava that previous flows have had, the steady onslaught of this flow provides a convincing demonstration that, even in this day of high technology, there are sometimes no solutions to the determination of Mother Nature.

Local 3 members who move dirt for a living will be impressed to know that over 700,000 yards a day of thick lava is oozing out of what is called the "east rift zone" of the

mountain. It takes a lot of iron working a lot of hours to move that much dirt. No wonder the local residents have no recourse but to evacuate and watch the lava devour their neighborhoods.

So far the lava has destroyed over 170 homes in the village of Kalapana, as well as a number of well known tourist attractions and landmarks. Officials fear that it's only a matter of time before the famed black sands beach at Kaimu Bay – now only a few hundred yards from where the lava is pouring into the ocean – will ultimately be swallowed up forever.

Legend has it that Kilauea is occupied by Pele, a daughter of Huamea the Earth Mother and Wakea the Sky Father. She is the goddess of fire, the maker of mountains, melter of rocks, eater of forests and burner of islands – creator and destroyer both in one. She appears among mortal men sometimes as a beautiful woman, tempting them; but sometimes as a wrinkled old hag, testing them.

The myth makers say Pele came to the Hawaiian Islands long ago, in flight from a cruel older sister, Na Maka o Kahai, goddess of the sea. Pele went first to Niihau, making a crater there with her digging stick. Na Maka broke into that

shallow pit, forcing Pele to flee. On Kauai she dug a greater house, but was chased away once again. And so she ran from place to place, each time leaving an island behind.

At length, wearied of being so harried, Pele dug deep and built high on the island of Hawaii. Here at last in these huge fortress mountains, she has found a refuge from Na Maka. Talk to locals who have spent their lives on the Big Island and Kilauea is more than mere legend to them. They will warn you not to take any of Kilauea's lava off the island. If you do, you will be plagued by bad luck.

Pele's present outburst, they say, is to cleanse the land from the corruption of those who grow "Pakalolo." Translated literally, it means "crazy smoke" or marijuana.

Whatever the reason, the eruption is very real and costly – over \$70 million so far in damages.

As you stand near the lava, feel its heat, strain your eyes to catch its imperceptible but steady flow, and smell the acid-laced steam billowing into the air as molten rock meets ocean water, you have to concede that maybe for once, Pele is finally getting the upper hand on her sister.