



# Engineers News

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

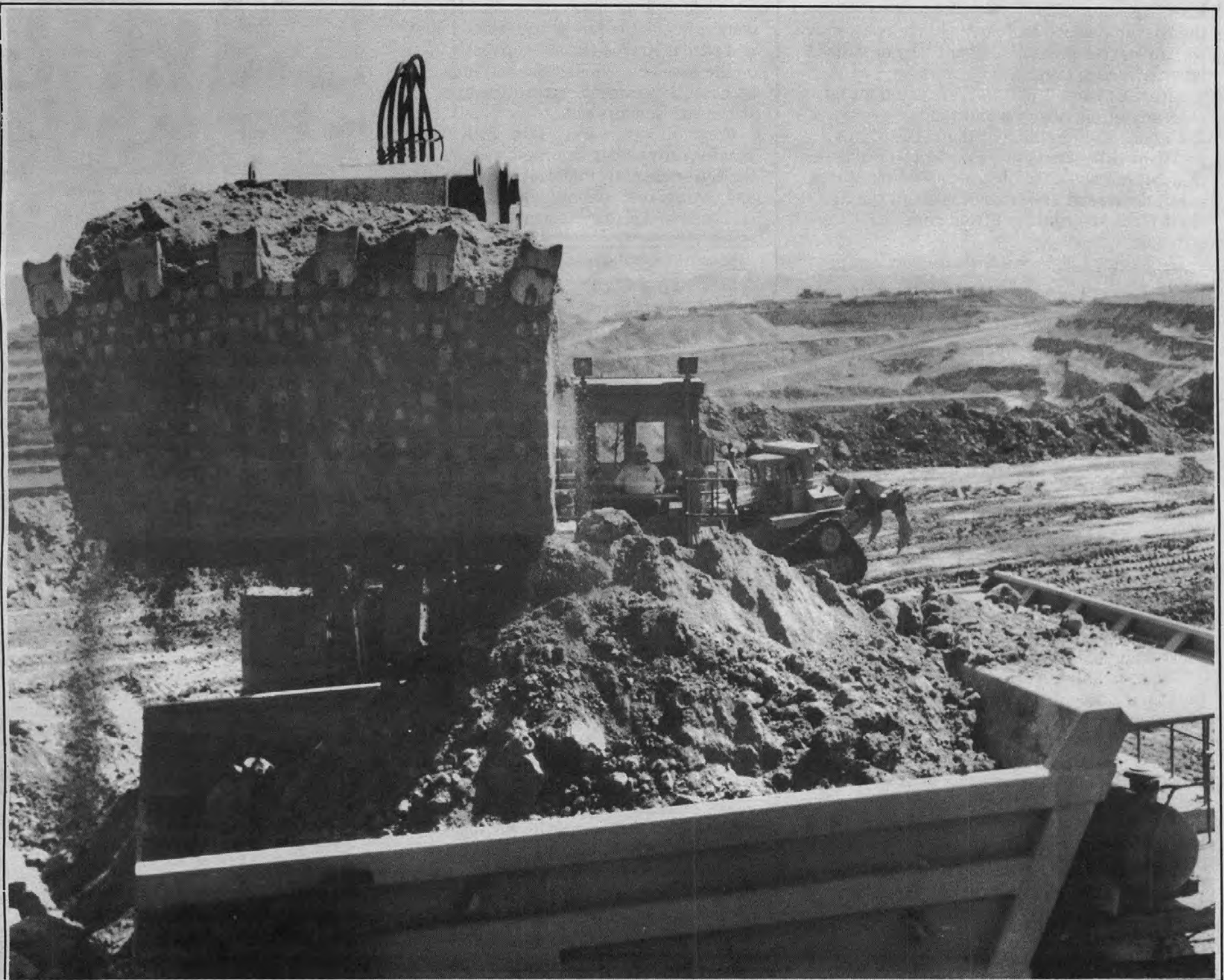
August 1969

## No-see-'um gold

***Rich Nevada deposits make  
Newmont Gold No. 1 in U.S.***

*The particles of gold are so small you can only see them with an electron microscope. But the Carlin Trend is so rich with the ore, it keeps over 1,200 employees represented by Local 3 working for Newmont seven days a week, 24 hours a day.*

*(Feature article begins on page 4)*





FOR THE  
**Good & Welfare**

By Tom Stapleton  
Business Manager

The recent failure of the United Auto Workers to organize the Nissan Auto plant in Tennessee gave the media plenty of fuel to once again predict the ultimate demise of trade unions in the United States. This much publicized campaign ended with a majority of the 2,300 workers at a new Japanese-owned auto factory voting for no union representation.

I think, to paraphrase Mark Twain, the reports of labor's death are very much premature, to say the least. By examining the Nissan episode and putting it in perspective, we can learn a great deal about why organized labor is here to stay.

Although some 1,600 workers voted for no representation, nearly a third of the workforce — 711 in all — cast ballots for the UAW. That's a pretty healthy first showing when you consider that Nissan was careful to locate its plant in a rural, depressed area that was about the farthest place you could get from a union stronghold.

Let's stack the deck a little farther against the union. Getting \$11 or more per hour in wages at Nissan's plant was like being given a ticket to paradise for most workers in that area. It was an easy matter for management to get the workers to believe their jobs might be in jeopardy if the union was voted in.

Nissan recycled many of the same tactics that worked for a time at other companies. Using an outside labor law firm from Atlanta to guide its campaign, Nissan showed in-plant videos that focused on strikes and negative union images. It implied that an employee pension plan might be dropped if the union won.

Those tactics worked, in part, because of the way labor law is stacked against workers. Union representatives can't get access to the workplace to respond to management's "captive audience" meetings. Workers fired for union activity often must wait years for justice.

The armchair experts who nod their heads, puff their academic pipes and say things like "the chances of a rebirth of the American Labor Movement are very, very low," (economist Audrey Freedman) need to bear in mind that progress does not always come at an even pace.

It took many losses before the UAW ever organized the Big Three auto makers. It took long battles by southern textile workers to organize J.P. Stevens. It took many years to forge our own union into what it is today. There were certainly some defeats along the way, but in the end, victory goes not to the one who's the strongest or the swiftest, but to the one who en-

(Continued on page 19)

**The armchair experts who ... puff their academic pipes need to bear in mind that progress does not always come at an even pace.**

# Labor endorses Condit for Congress

Special election to fill vacancy, due to Tony Coelho's resignation

IN THE WAKE OF THE ABRUPT resignation of California's highest ranking congressman, Representative Tony Coelho of Fresno, the California Labor Federation has endorsed Assemblyman Gary Condit to fill the empty seat.

A special election is scheduled for Tuesday, Sept. 12. Condit's endorsement was approved in a mail ballot by the Executive Council of the federation, of which Local 3 Business Manager Tom Stapleton is a member.

"No one was happy when Coelho announced his resignation," Stapleton said. "He was our heaviest hitter in Congress and his leadership ability was widely respected. We must now attempt to fill that void, and Assemblyman Gary Condit is clearly the only viable candidate who has expressed an interest in the job."

Condit was the unanimous choice of all the labor councils that reside within the 15th Congressional District.

Condit was elected to the Assembly's 27th district in 1982, covering Stanislaus County and part of Merced County. Currently he sits on the Assembly Committees on Public Safety, Local Government, Agriculture and Labor and Employment.

Condit has also served as Assembly assistant majority leader, chair and vice chair of the Governmental Organization Committee, and chair of that committee's Subcommittee on Sports and Entertainment

**"We must now attempt to fill (Tony Coelho's) void, and Assemblyman Gary Condit is clearly the only viable candidate who has expressed an interest in the job."**

He was named Legislator of the Year in 1986 by the California Narcotics Officers Assn. and in 1986 and 1988 he was similarly honored by the California Rifle and Pistol Assn.

He was elected to the Ceres City Council in 1972, serving there until 1976. He was mayor in 1974 and 1976. Later in 1976 he was elected to the Stanislaus County Board of Supervisors, serving there until 1982 when he ran for the Assembly.

Condit's cumulative record in the Assembly is 79 percent right on labor issues. His principle opponent on Sept. 12 will be Clare Berryhill, a former legislator who had a 15 percent labor rating during two years in the Assembly and three years in the State Senate.




Congressman Coelho, who was serving as House majority whip, resigned during the ethics frenzy that brought down Speaker Jim Wright of Texas. His talent for campaign fund raising and for hard work earned him the third highest ranking position in the House.

His position of leadership gave him the opportunity to help set the national legislative agenda.



Assemblyman Gary Condit in the race for Congress.

## Engineers News

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## Santa Rosa contractors 'talk union' at specially called VOC meeting

**T**HERE WAS STANDING room only at this month's Voluntary Organizing Committee Meeting in Santa Rosa, when over 250 Local 3 members came to hear local contractors discuss their views on non-union construction.

The August 9 meeting began with Ken Foley, Chairman of the Santa Rosa VOC, stating that the aim of the VOC is to "talk it up," raise the awareness of the members and the communities, and "let the contractors know we are out there."

Jerry Bennett, director of organizing for Local 3, followed Foley in stressing the importance of getting the union message out to the communities and the operators.

Chuck Center, administrator of the Foundation for Fair Contracting spoke on the activities of the foundation, which are aimed at educating workers, contractors and awarding bodies on the proper payment of prevailing wages. "The FFC wants to let the contractors know that they must work according to the rules or get out of business," he said.

Bob Clark, Director of Local 3's contracts department, pointed out that the international economy, the fluctuating interest rate and the environmental impact laws are factors that influence the construction industry. The legal system no longer supports the unions, under the staunchly conservative administrations of the past 20 years, he added.

"There is a vital need for labor unions," Clark said in closing, "They must continue. They must exist, and the key to our future is productivity."

The remainder of the meeting was designed as a panel discussion with contractors Mike Smith of Argonaut, Dick Dowd of Don Dowd, Mario Ghilotti of Ghilotti and John Barrella of North Bay Construction, with Bob Clark as moderator.

In response to the question of how open shop contractors are affecting the construction industry in Sonoma county it was generally agreed that there is not as much work available and that all contractors are having to travel farther to find work. The open shop contractors are taking over the private sector and moving

into the public sector, causing the union contractor to bid jobs at a cost that will just cover the overhead.

"We are doing double the work and making half the gross profits," said Dick Dowd.

In light of this, when asked why they choose to run their business union, all contractors agreed that the union has the best operators available.

"When we began, the union was the place to get the best workers," said Mario Ghilotti.

Another factor involved is that people deserve decent wages and benefits. The main reason for working union was a history of use and a satisfaction with the job the members do.

Finally the contractors were asked how the union craftsmen and union contractor could work together to beat the open shop movement. "We have to let it be



Local 3 members carry on discussion with contractor Dick Dowd at the end of the Voluntary Organizing Committee meeting held this month in Santa Rosa.

known what the union has to offer, to go out and recruit the non-union and help find work for members by getting all the contractors to be union," John Barrella said. "The members have to get more involved, go to more meetings and be better union people," Ghilotti said.

All the contractors agreed that the contractor can be more competitive when the workers increase their productivity.

Following the discussion the audience asked questions of their

own. One member stated that if they were to go out and find more operators to join the union then there would be fewer jobs to go around. Mike Smith of Argonaut responded that, as it stands, if you don't get the nonunion operator to join now he is going to get your job sooner or later. There is a need to get everyone on an even footing.

The meeting closed with the contractors encouraging the audience to spread the word on what unions have to offer.

## Weisscal gets heavy fines, debarment

**W**EISSCAL CO., A NON-UNION FIRM caught embezzling employee health and pension funds during construction of the San Jose Transit mall, has been fined \$100,000 and barred from working on any state or federal public works contracts for five years.

The plea-bargained agreement, approved last month by U.S. District Court Judge William Ingram, represented a significant victory for Operating Engineers Local 3, which played a key role in bringing Weisscal's criminal activity to light. However, the modest size of the fine and the absence of jail time for the contractor was a disappointment for the union.

"Our union and the Foundation for Fair Contracting spent a lot of time trying to nail this guy," said Local 3 Business Manager Tom Stapleton, "and we're glad that Weiss has been thrown out

of the contracting business, at least for awhile. But we think it's a real shame when a sleazy operator can come in and steal from his workers and not have to do any jail time. If one of our members stole that much money from a contractor they'd lock him up and throw away the key," Stapleton said.

David Weiss, who runs Weisscal with his brother, was ordered to pay \$150,000 in prosecution costs in addition to the fine. Had the federal investigation produced convictions on all counts against Weisscal, Weiss could have been fined up to \$2.7 million and been sentenced up to 60 years in prison.

Under the terms of the plea-bargain, an estimated \$800,000 in health and pension plan funds will be returned to workers who paid into the plans while working on the transit mall. Chuck Center, director of the Foundation for Fair Contracting, said that the

federal case against Weiss made it possible for those workers to get their money back. "Without prosecution, nobody would have got money," Center said.

A major problem with the Weisscal pension plan, and other pension plans in the non-union sector, is the establishment of long vesting periods, periods so long that hourly workers seldom qualify for the plans that were supposedly for their benefit. Without federal prosecution, union sources speculated, Weisscal would probably have terminated its pension plan in such a way that only management personnel would meet the vesting requirements.

Stapleton praised the efforts of Terry Lee, the Deputy Santa Clara District Attorney who was appointed as a special assistant U.S. Attorney to prosecute Weiss. Although she had to settle for a plea-bargain rather than a cor-

(Continued on page 19)

**I**T ALL STARTED 25 YEARS AGO. It was in 1964 that Newmont Exploration Company signed a deal with Isbell Construction to strip away two million tons of overburden covering what would become the Carlin Gold Mine.

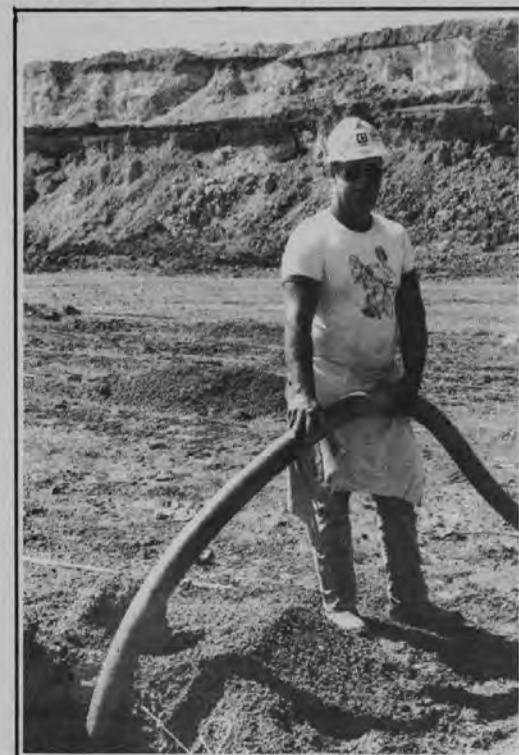
A new era in gold mining and production was dawning. About a decade earlier, a geologist by the name of Ralph Roberts working for the U.S. Geological Service noticed a pattern of rock thrusts near Carlin, Nevada, which he theorized might contain information on what lay beneath the surface.

Acting on Roberts' findings, Newmont geologists in 1961 did extensive explorations along the rock formation that Roberts had discovered.

What they found was an ore that contained "invisible gold" — gold that was deposited in invisible particles as sparsely as .01 ounces per ton of ore. To put it in perspective, gold particles this small are about the same size as smoke particles.

Certainly too small to mine by the traditional methods that brought on the gold rush fever of the last century. But with modern production technology, it is possible to mine this kind of ore productively.

On May 18, 1964, about 20 members of the Operating Engineers Local 3 working for Isbell construction began stripping the overburden off the Carlin Gold Mine site. Excavation of the mill site also commenced, and although the initial stripping operation would take almost three years, Newmont was able to construct a mill and begin actual production within a year.



Powder crewman Eddie Kralich pumps explosive into blasting hole.

# Newmont Gold:

## America's biggest gold producer mines for microscopic size gold

Article and Photos by James Earp, Managing Editor

Many of the heavy equipment operators who cleared the site stayed on to work on the production crew. In May 1965, Local 3 carried out an organizing campaign which resulted in a 29 to 14 vote in favor of union representation.

The production crew expanded to about 100 employees when construction of the mine was complete. Newmont at the time anticipated it would be able to mine the area for about 10 to 15 years. Now, 25 years later, Newmont has a workforce nearing 2,000, gold reserves of 16 million ounces and annual production nearing one million ounces.

The original mine site now lies dormant, with the exception of the mill (Mill No. 1), which is still operational. However, several new mine sites have been developed. These are broken down into the North, South and Rain areas.

The largest production pit is Gold Quarry, which is also the site of Mill No. 2 and No. 5, as well as the administrative offices and labs, and a large leach pad.

Newest of the mines is Rain pit, which lies about 25 miles south of Gold Quarry.

**I**N THE PAST TWO YEARS, employment at Newmont has swelled from less than 800 to nearly 2,000. About 1,200 are equipment operators and truck drivers covered under the Local 3 collective bargaining agreement. As Newmont has expanded operations, prospective workers from all over the country are streaming in to apply for jobs that

command good wages and benefits, thanks to the union contract.

"Elko is a perfect example of how the union helps all families in the community, not just those who carry a union card," Local 3 Business Manager Tom Stapleton observes. "Local 3 has been representing miners in Nevada literally from the ground up. We were there 25 years ago when the Carlin mine first began, and the same goes for Battle Mountain Gold.

"Those two mines set the trend for the gold industry in Nevada," Stapleton continued. "The other gold mines that are now operating in the area are operating nonunion, but the wages they pay are the direct result of what we have fought for and won for our members."

There is always the danger that workers will lose sight of this crucial fact, that union membership in this right-to-work state will slip below a majority level.

But Local 3 has worked hard to keep pace with the rapid

growth at Newmont to insure that the union remains strong.

"Providing good representation at a unit that is growing by leaps and

bounds is a tough job," Stapleton said. "That's why we have taken steps to open an office in Elko which will house both local union and credit union functions. We have also hired additional staff to provide the needed level of service."



Huge tires from Haulpak truck appear to dwarf Cat loader working at Rain Pit.

***"Elko is a perfect example of how the union helps all families in the community, not just those who carry a union card."***



Looking like a stadium for giants, Newmont's Gold Quarry dwarfs the huge rigs that haul the ore.

# Mining the ore

*(Editor's Note: The following is excerpted from an article by Jim Robbins, New York Times Magazine)*

They began by breaking up and carting away the surface rock. Then the engineers of Newmont Gold dug a pit, 27 miles northwest of Elko, and named it Gold Quarry. It sits atop the Carlin Trend, a 38-mile-long geological formation that contains the largest known deposit of gold in North America, and has become one of the nation's most profitable gold mines.

The five square miles of the Gold Quarry operation are sterile and arid, the vegetation long since gone; gusting winds spiral dust devils high into the air. Some two dozen metal buildings

on the surface house crushers, furnaces and other processing equipment. The pit itself looks like an amphitheater for giants: 3,000 by 4,000 feet, 500 feet deep, with wide "benches" carved into its red stone to prevent the walls from collapsing.

Black diesel plumes rise from exhaust stacks and backup alarms shrill as colossal dump trucks jockey into position beneath towering steam shovels—seven days a week, 24 hours a day. The sound is deafening. Each truck can carry 140 tons of rock; at an average of .04

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**U**NDER THE NEW changes, mine agent Delmar Nickeson has been assigned to service the Battle Mountain and Gabbs mines, as well as work as an organizer in the mines. Simon Ostrander, who served as a chief steward at Newmont has been hired to service the Newmont operation. Derlin Procter, who for years serviced the mines in Nevada has been given a temporary assignment to assist in the transition.

The tremendous growth at Newmont, which has made it the largest gold producer in the country, has also brought other prob-

lems. In Elko, where most of the miners live, local population is exploding at the rate of 18 to 20 percent a year. Last fall, 800 new students were registered in the public schools and 800 more are expected this year.

Traffic along the main streets has mushroomed. Apartment rents have skyrocketed. "We've approved more subdivisions in the last 10 months," says Elko mayor Terry Reynold "than we have in the past 10 years."

Newmont has helped by building a new housing complex for its employees. Families working for Newmont can rent with an option to buy the condominiums.

Growth brings other problems, too. In 1987, riding a 24 percent increase in production and a 22 percent rise in the price of gold, Newmont Gold doubled its profits to nearly \$86 million. The company needed every penny, because in August of that year, Texas corporate raider T. Boone Pickens offered \$95 a share — and then \$105 a share — for Newmont mining stock, which at the time was trading for \$82.

Newmont mounted a costly defense. Its parent company, London based Consolidated Gold raised its stake in the company from 26 to 49.3 percent, enabling

*(Continued on next page)*



Blaster Toni Owens (left) and relief blaster Bonnie Catt.



Shane Burns, mechanic, works in Mill No. 2



Chief Steward Vince Frank and Steward George Copyak, Mill No. 1



Mill mechanic Wayne Simper

# How ore is mined

(Continued from page 5)

of an ounce of gold per ton, a truck-load is worth about \$2,200.

"It's the ideal mine," says Joseph Rota, an intense, 29-year-old senior geologist, at Newmont. "It's cone shaped, full of gold, and there's hardly any waste."

The Carlin Trend looks to the eye like any other part of the Tuscarora Mountains. But there is a difference. It is dotted with what geologists call "windows," areas of older, gold-bearing rock surrounded by younger rock that carries no minerals.

Every day at noon, while the miners are eating lunch away from the pit, a section of Gold Quarry is blasted. The explosions shatter the brittle gold-bearing rock into pieces the size of a bathtub. High-grade ore is broken into nine-inch chunks by a jaw crusher, then fed into a huge rotating drum that contains steel balls the size of cannon balls. As the drum spins, the balls crush the rock into powder. "What we're doing," says Rota, "is turning a mountain into dust." A solution of water and chemicals is added to the power, creating a slurry it flows through a series of tanks from which a gold-bearing solution is extracted for final processing.

The heap-leach method is reserved for low-grade ore, much of which used to be ignored. The rocks are run through a series of crushers that reduce them to one-and-a-half-inch chunks, which are laid atop a plastic liner in a pile that covers some 160 acres and rises to a maximum height of 200 feet. A solution of water and cyanide from irrigation hoses trickles down through the pile, dissolving the submicroscopic specks of gold. The liquid is eventually pumped through activated carbon, which absorbs the gold. Removed from the carbon, the gold undergoes an electroplating process, and is then melted and poured into 60-pound ingots.

In general, heap leaching and open-pit mining bring the cost of producing gold down to about \$200 an ounce compared to some \$300 an ounce for traditional milling and deep mining.

The direction of the Gold Quarry will expand, and the depth to which it will go—possibly 1,200 feet—is determined by what the drillers find and by market conditions. When the price of gold is up, Newmont can process low-grade ore and still maintain its revenues: it can stockpile the better grade until such time as the price drops.

Working at Mill No. 1 are (left to right): Barney Lesbo, Roger Lusetti, Chuy Berumen, Neal Johnson, steward Bob Michna, steward Joe Gonzales, Rec.-Corres. Secty. Bill Markus, and mine agent Delmar Nickeson. Also working at Mill No. 1 are (below) mechanics Jim Scott and Dale Demming. John Pasqual (lower right) works at Mills No. 2 and 5.



Ray Bryant (left) works as a mechanic and serves as a job steward at Rain Mine.



(Continued from page 5)

Newmont to declare a \$33 per share dividend. Pickens was forced to back off.

The financial skirmish left Newmont \$1.75 billion in debt, but apparently still ripe for takeover. Last year, Minarco, part of the financial empire owned by South Africa's Harry Oppenheimer, launched a takeover attack against Consolidated. Consolidated fought back, bringing suits against Minarco and ultimately winning in the courts on the grounds that the Minarco bid violated antitrust laws and posed a threat to national security.

Even this did not spell the end. Last Month, Hanson PLC, Great Britain's largest industrial conglomerate succeeded in buying out Consolidated Gold, and therefore became the new parent company of Newmont.

What this means for workers at Newmont is unclear at this point. Hanson has a reputation for financing its takeover activities by selling off portions of the companies it acquires for big profits, while slashing costs at the operations it retains.

"We need to be vigilant," Business Manager Tom Stapleton warns. "Although we don't always see eye to eye, we've been able to maintain a pretty good working relationship with Newmont over the years. However, new ownership always brings changes sooner or later, and we must remain strong."



Pictured left are powder crew members John Whittaker, Mike Neil, Foy Matson and Travis Bott at Gold Quarry. Chuck Friend (above) checks instrumental panel at the newly constructed mill at Rain Pit.

# Local 3 wins lawsuit for Union City police

**A** LAWSUIT FILED BY Operating Engineers Local Union 3 has succeeded in expanding the bargaining rights of Union City police officers and could give a boost to the rights of public employees statewide.

Local 3 filed the suit to protest the manner in which city management used salary surveys to determine salary levels for members of the Union City Police Officers Association (P.O.A.), which is affiliated with Local 3. The city was attempting to adjust officers' wages by comparing them with the wages of police officers in other cities.

While wage surveys are a common practice in determining public employees salaries, Local 3 believed that Union City skewed the selection of the comparison cities called "benchmark" cities—to justify low wages for Union City police.

According to Local 3 attorney Lynn Faris, the police departments in some of the surveyed cities were not similar to the Union City police force, and thus should not have been used in setting wages for Union City officers.

"Their police services were not analogous. They didn't have similar crime per capita, they didn't have similar types of crime, and they didn't have similar population," Faris said. Small cities with tiny police forces were included in the survey "for the simple purpose of lowering the wage rates" for the survey as a whole.

A couple of years earlier the P. O. A. had asked to bargain—called "meet and confer" in the public sector—over the issue of how salary surveys should be used in setting salaries for Union City police. The city responded by discontinuing the use of salary surveys in bargaining.

Then, this year, the city brought benchmark cities back into the negotiations. The union said that it wanted to meet and confer over which cities should be included, but Union City refused and negotiations came to an impasse. The city said that its final offer represented the "median" salary level in the benchmark cities.

POA President Mark Dewey said a suit became necessary at that point "because the city refused to move on its position". The union maintained that state law required the city to bargain



Celebrating their court victory are (left to right) Local 3 attorney Lynn Faris, POA president Mark Dewey, Local 3 business agent Samille Harris Carlson, Randy Ulibarri, Greg Stewart and Jim Ferry

over which cities could be used as benchmark cities and to bargain over the ways in which the surveys could be used during negoti-

ations.

According to Faris, the state claimed it did not have to meet and confer on this issue because the benchmark city salary surveys were simply an aid in the bargaining process. But when the case came to court, Faris said city officials denied that they had refused to meet and confer. They also denied that the final offer was the median of the benchmark cities. "They basically got up and just lied," said Faris.

But the judge didn't buy it. The case was heard in the Hayward Division of the Alameda Superior court by presiding judge Demetrios Agretelis.

Depositions were given by the union negotiations team, consisting of Michael Stephan, Gregory Stewart, Charles Tonnacliff, Brad Grimme, Local 3 Business Rep. Samille Carlson, and President Dewey, who said the unions membership pulled together to support the law suit.

"This whole contract was a solidifying agent for our association," Dewey said. "We had 100 percent participation in almost everything we did."

The judge's decision was clear cut: Agretelis ordered the city to meet and confer on both issues.

"We won a complete victory," said attorney Faris.

While the city was trying to decide whether to appeal the judge's decision, negotiations were resumed with the P. O. A. Although the city was still not recognizing the legitimacy of the union's demand regarding bargaining over the selection and use of benchmark cities, the city nonetheless offered a 12 percent pay hike, nearly 5 percent higher than the city's "final offer" prior to the suit.

The city's new offer also included an increase in the medical cap and enhanced retirement.

(Continued on page 19)



## Digging for old memories

In 1939 this was the type of shovel that Local 3 member Gene Helstrom operated for Kaiser Cement Corporation at Permanente.

It was a brand new, 5-yard, 175-ton Bucyrus-Erie 120-B Electric Shovel, Serial No. 15941.

It was here during the opening ceremony at the Upper Quarry on Sept. 30, 1939, that Henry J. Kaiser, himself, raised his right arm as the starting signal, and Gene Helstrom swung the electric shovel around and scooped up the very first bucketful of rock that was to go down the mountainside on a belt conveyor to feed the new Permanente cement plant, which started up in December, 1939.

Fifty years later on June 3, 1989 at Permanente's 50th Anniversary

Celebration, the President of Kaiser Cement Corporation spoke of the Historic Role Gene Helstrom played at the plant's beginning.

He introduced Gene to the large audience. When Gene stood up and waved to the large gathering he received a big round of applause.

Gene Helstrom has been in Local 3 since it was formed in 1939.

Prior to the formation of Local 3, Gene and his Oiler, Ed Caton belonged to the Steam Shovel & Dredgers Union Local No. 45 in San Francisco, which in 1939, along with a number of other local unions formed the Operating Engineers Local Union No. 3.

Gene has been a Union member fifty-five years since 1934.

# Top flight mechanics help SMA succeed

**“T**HE TEAM YOU see right here is probably the finest group of mechanics that exists in Northern California and we’re dog-gone proud of them.”

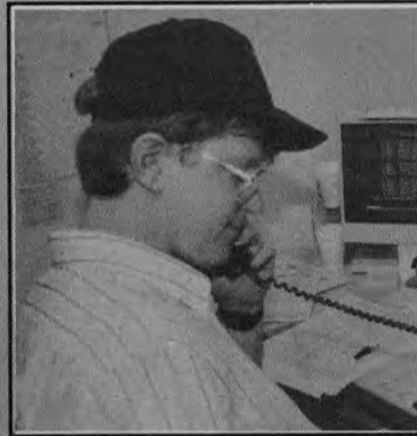
Doug Nunnery, Northern California sales manager for SMA Equipment Co. Inc., clearly appreciates the skills of his service and parts team in the company’s Sacramento branch. These quality workers, represented by Local 3,

are one of the reasons that the Sweden-based company has enjoyed enormous growth in California recently. The company has expanded from 80 employees at three or four locations less than a year ago to 300 employees at

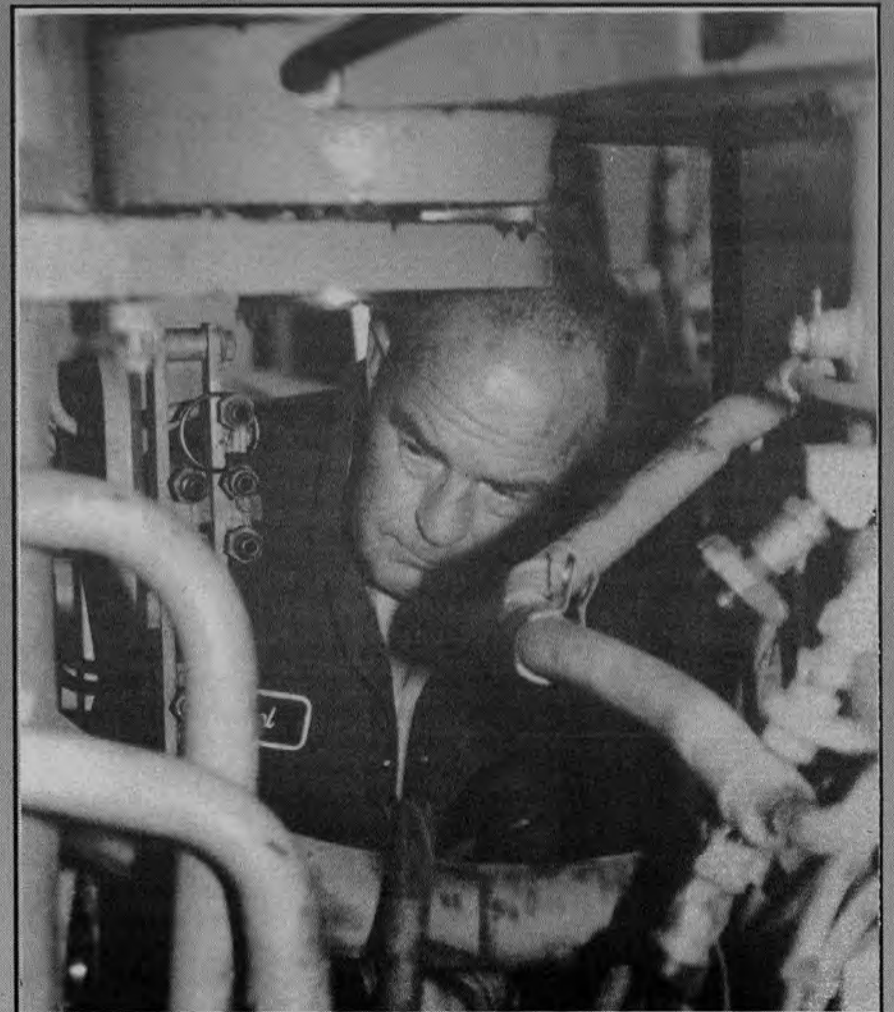
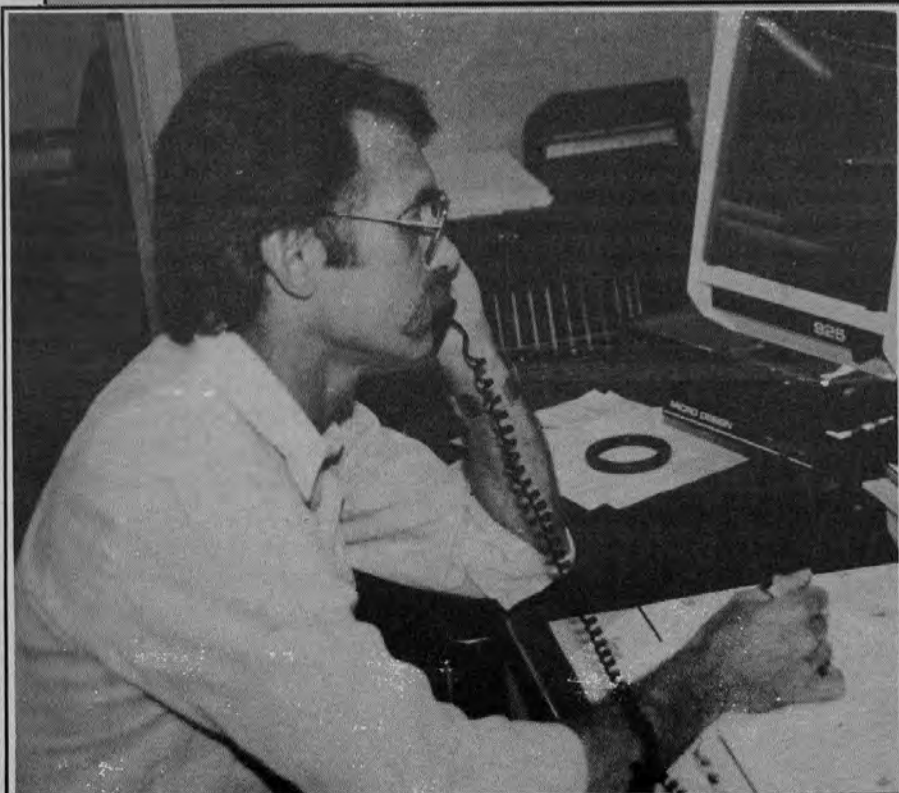
14 California locations today. The construction machine resales, service and parts company has a track press on order and soon plans to get into the track business on a large scale, according to Nunnery.



Helping SMA achieve its recent phenomenal growth are Local 3 members Steve Casey (left) and Robert Peterson (below). At right, Local 3 Business Rep. John Bonilla (right) stands with Regi Baccini.

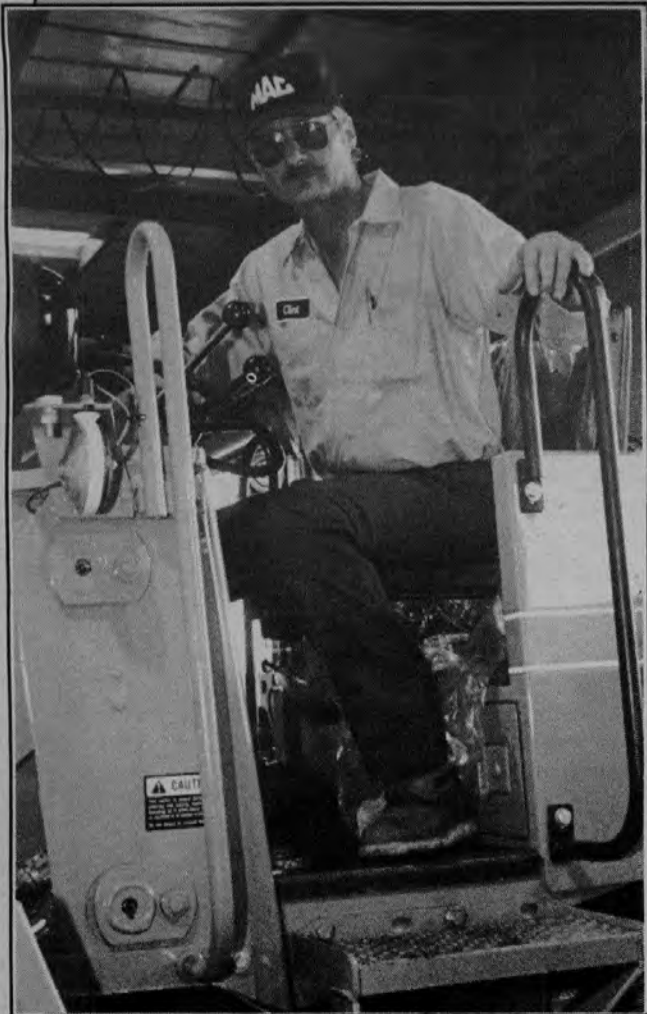


Pictured below left is Local 3 member Thom Stanfield. At work below right is Earl Koser.

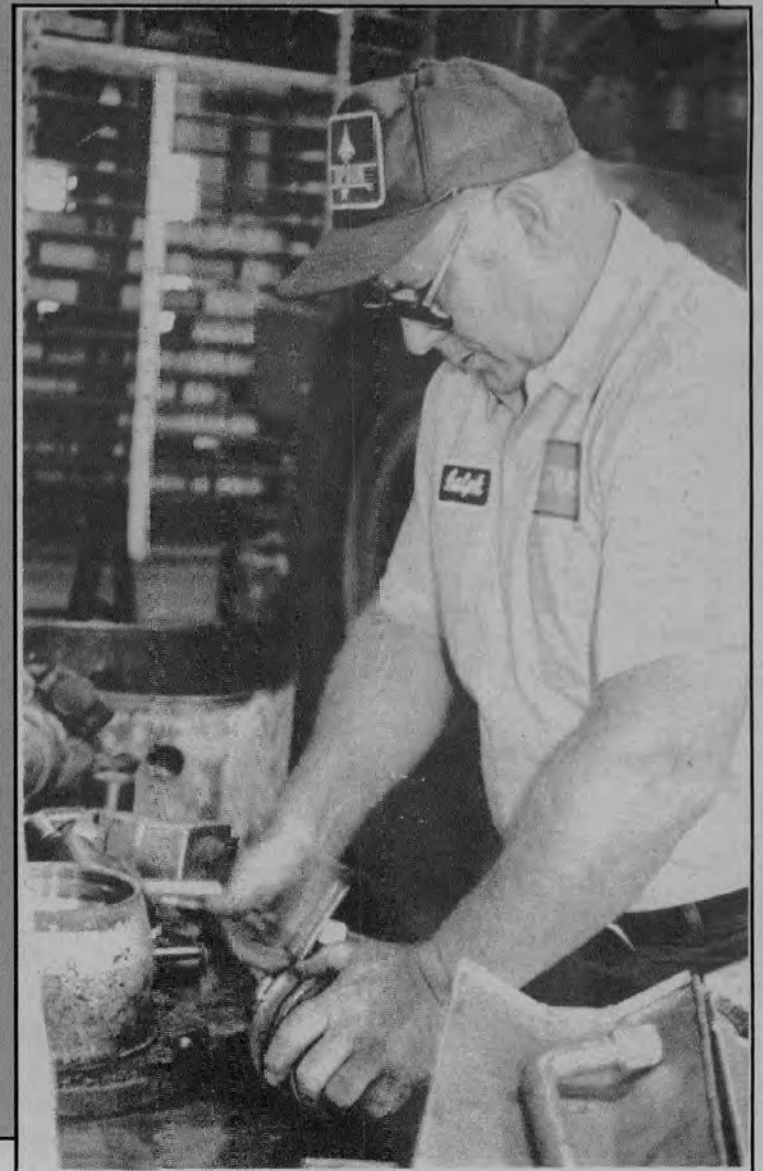




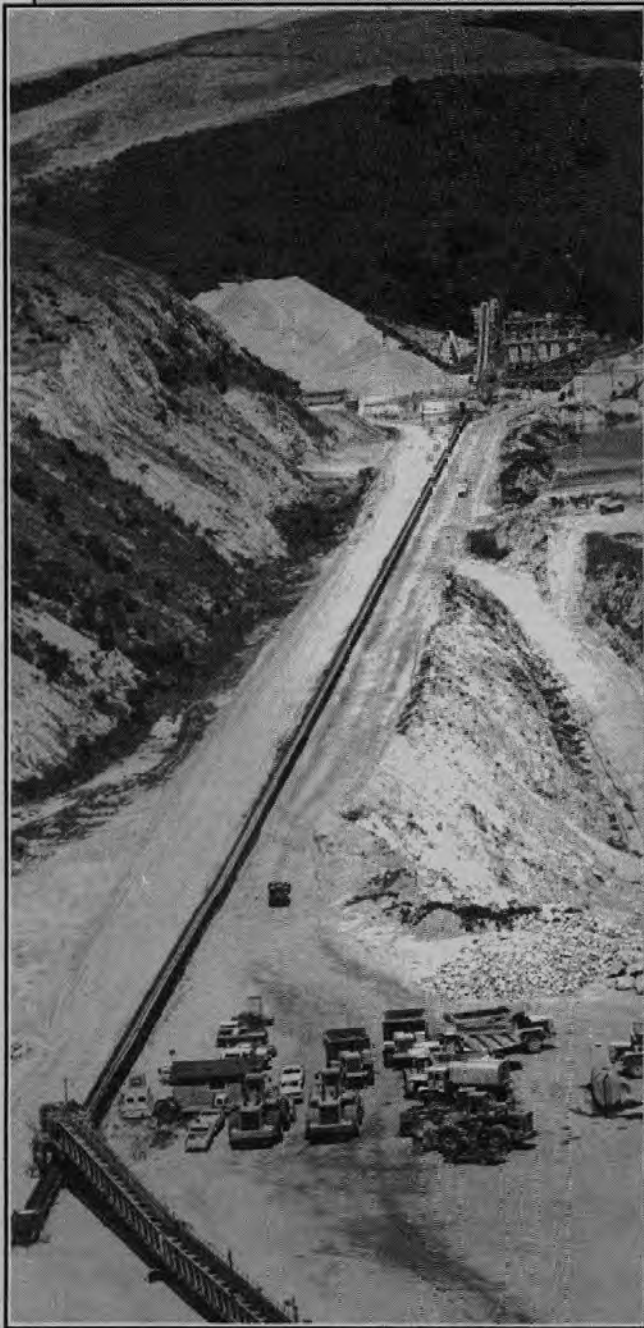
SMA's service and parts team includes (pictured left, front row, from left) Thom Stanfield, Brian Lardie, Regi Bacoccini, steward, Eugene Hamilton, Gary Gibson, service manager; (middle row, from left) Chad Glaspey, Vic Bakarich, Steve Casey, Earl Koser, Dan Goodwin, Robert Peterson; (back row, from left) David Coleman, Clint Smith, Ralph Britt, Paul Clark, John Beckmann (branch manager), Leonard Simmons (shop foreman), Walt Wolfe (rebuild foreman) and Doug Nunnery (Northern California sales manager).



Among the Local 3 members working for SMA are (left) Clint Smith (above) Dan Goodwin and (right) Ralph Britt.



# Rising to the challenge of automation



Above, an overview of the Wilson Quarry conveyor system, seen from the cliff overlooking the quarry.

**G**RANITE ROCK Co.'s A.R. Wilson Quarry keeps up with the times. And so do the Local 3 members whose job it is to keep the quarry operating.

Last year Granite Rock decided it was time to automate. A new computer system now processes orders, generates

billings, and regulates the transfer of rock from company silos into customer trucks and railcars. To oversee the computer operation, three union members—Rod Soder, Ray Morgan and Bill McQuire — were trained to serve as control plant operators.

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## Story & photos by Eric Wolfe

Hot Plant operators (below) include (from left) Frank Osorio, leadman, a member of Local 3 for 26 years, Dennis Mitchell, 7 years, and Joe Macias, apprentice, 1 year. At right is Ed Waller, locomotive engineer and 28-year member of Local 3.



According to Soder the computer has not changed the plant's basic product. It still churns out gravel of various grades to meet the needs of customers. But the



Newly-trained on the computer operators (above, from left) Ray Morgan, 28 years, and Bill McQuire, 28 years, and Rod Soder, 17 years.



Moving rock at the A.R. Wilson Quarry for Granite Rock Co. are operators (pictured left, from left) Al La Grange, Local 3 member for 36 yrs; Gary Waag, shop steward, 20 yrs; Jim Walton, 20 yrs; Ron Renfrow, 27 yrs; Joe Arredondo, 4 yrs; Bob Lynn, leadman, 29 yrs; Dan Johnson, 14 yrs; Paul Pecoraro, 24 yrs; Bob Delaney, Business Rep.; Lloyd Keldsen, 22 yrs; James Silva, 15 yrs. and (inset) Rod Soder, Local 3 member for 17 yrs. At right, railcar being loaded.



# on at Granite Rock Quarry

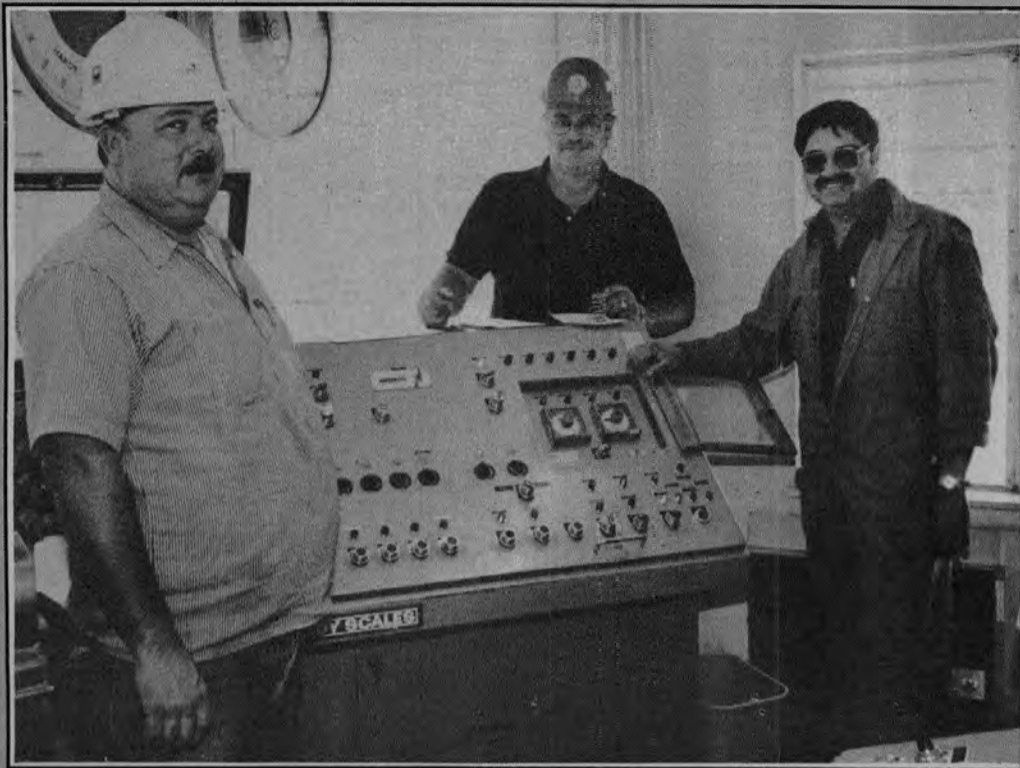
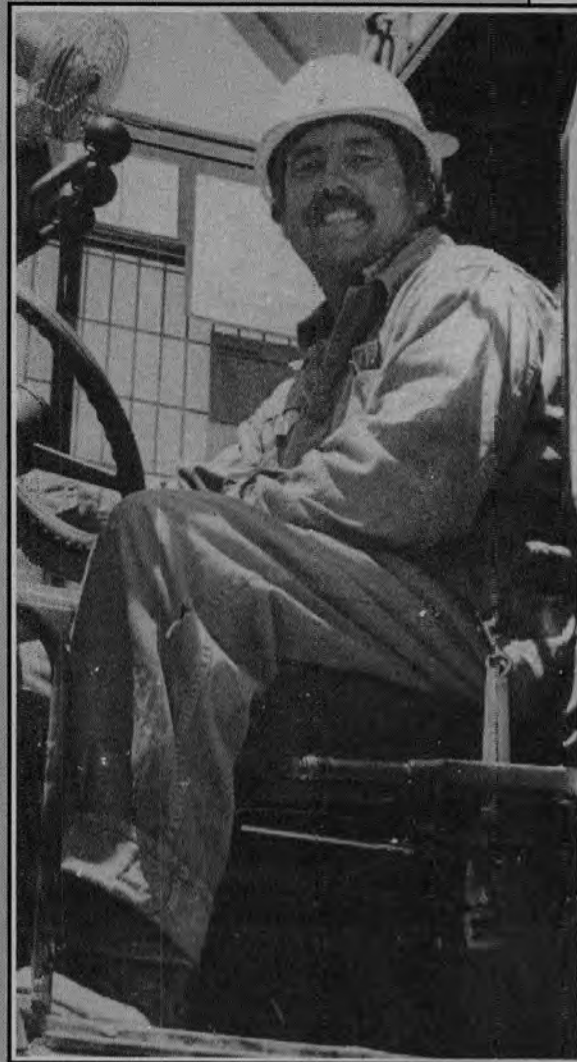
does make for a speedier operation, thus increasing plant efficiency.

ing a computer isn't, of course, so that Operating Engineers at the quarry, which has been in operation around the turn of the century, use drills and dynamite they blast loose from the quarry's cliffs. Operators gather up the boulders and load them into the crusher, which performs an initial breakdown and sends the rock down a long chute for further processing.

Operators can be found in the control room, and another

five work at the quarry's "hot plant." Loading the railcars calls on the skills of brakeman Vern Tibbitts and locomotive engineer Ed Waller, both members of Local 3.

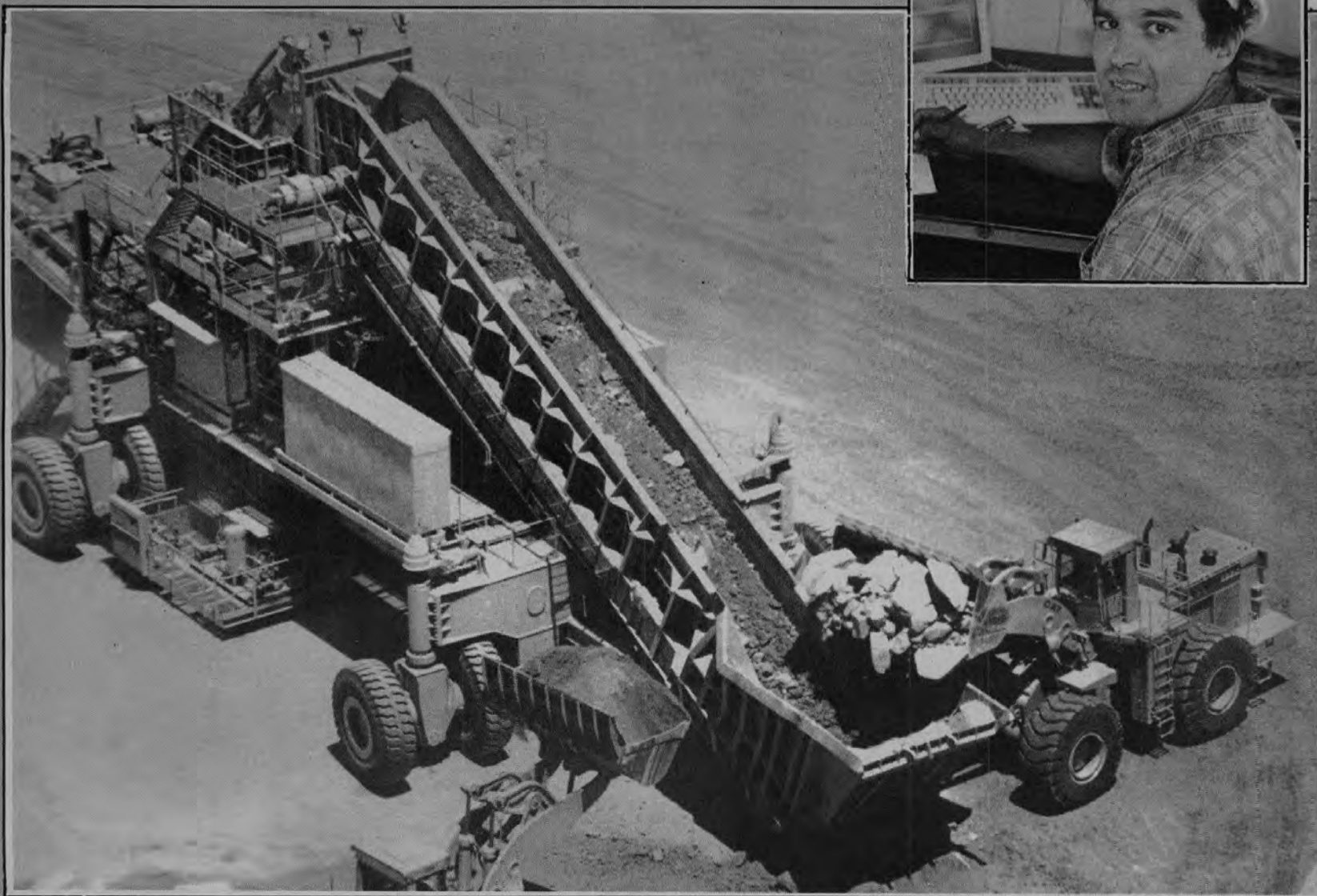
When the job calls for operating heavy equipment, who knows how to do it better than members of Operating Engineers Local 3? Nobody else comes even close.



Operators feed boulders into the initial crusher below. Above right is Ron Atkins, shop steward and Local 3 member for 15 yrs. Brakeman Vern Tibbitts, inset at right, a Local 3 member for 9 yrs, oversees loading of railcars. Directly above, operating the hot plant, are (left) Jay Norris, Local 3 member for 19 yrs, and (right) Carlos La Grange, 27 yrs, along with Business Rep. Bob Delaney.



are control plant operators: Jay Norris, a 27-year member, and Bob Soder, 17 years.



## FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefit Director

## The Kaiser health care option



In recent *Engineers News* articles, mailings and in meetings with Active and Retired Operating Engineers, one of the major topics of discussion has been the cost of health care and what we are doing about it.

A few years ago contracts were set up with hospitals in many places. Later we established physician and lab contracts. All of this produced substantial savings, but the cost of health care is like a large balloon. You squeeze it in one place and it pops out in another.

As we have reported before, our health and welfare plans, along with others throughout the country, are faced with more claims than ever. Our hospital, physician and lab/X-ray contracts are saving money for our Funds but the large number of claims are causing increases in overall cost. You have been advised of this problem of growing number of claims before.

All of us want and should have good quality health care for ourselves and our families but when our wage increases go almost entirely to support health and welfare coverage, we should be concerned.

### There is an option—Kaiser Permanente

For several years, Kaiser Permanente has been an option for Operating Engineers in many areas in our jurisdiction. Not many Engineers have chosen Kaiser Permanente because Kaiser Foundation hospitals were not always conveniently located where we live or work. Perhaps we thought of Kaiser as a clinic with long lines for doctors we didn't know and wouldn't be able to see the second time we went there. At a time many of us are considering changing to a contract physician from the one we have used for some years, maybe we should think again about Kaiser Permanente.

Here's a comparison between the Northern California Plan for Active Operating Engineers, the Retiree Health and Welfare Plan and Kaiser Permanente:

#### Actives—California (Plan A)

90 percent (Contract Hospital) up to \$3,000, then 100 percent to Plan maximum

#### OR

80 percent (Non-Contract Hospital) up to \$5,000, then 100 percent to Plan maximum.

#### Retirees

80 percent to Plan maximum; 75 percent (Schedule II)

#### Kaiser

Unlimited hospitalization at **NO CHARGE.**

**Medical/Surgical/Radiology**

#### Actives—California (Plan A)

90 percent (Contract Doctor) up to \$3,000, then 100 percent to Plan maximum

#### OR

80 percent (Non-Contract Doctor) up to \$5,000, then 100 percent to Plan maximum.

#### Retirees

80 percent to Plan maximum; 75 percent (Schedule II)

#### Kaiser

Services of doctors, surgery, radiology at **NO CHARGE** for Actives.

\$3.00 charge for Retirees per visit. (Radiology is provided at no charge.)

#### Laboratory / X-Ray

#### Actives—California (Plan A)

90 percent (Contract Facility) up to \$3,000, then 100 percent to Plan maximum

#### OR

80 percent (Non-Contract Facility) up to \$5,000, then 100 percent to Plan maximum.

#### Retirees

X-Ray: 80 percent to Plan maximum; 75 percent (Schedule II).

Lab: 100 percent

#### Kaiser

All laboratory/X-ray provided at **NO CHARGE.**

### Some points about Kaiser Permanente

1. Kaiser Permanente now has 14 Kaiser Foundation Hospitals in Northern California and 28 Medical offices all staffed with Permanente physicians and other health professionals. Kaiser Permanente is continuing to add to the number of its facilities and they recently announced a ten-year \$3.6 billion program for new facilities, and for modernizing, refurbishing and remodeling existing facilities. (A map shows the location of the facilities in Northern California.)

Those engineers located where Kaiser Permanente has medical offices but not a hospital may still join Kaiser Permanente if they live in the service area. If a member requires covered services not available within the Permanente Medical Group, the Permanente Physician may refer the member to an outside specialist.

2. You and each family member can choose your own physician at Kaiser Permanente and you may change physicians if you wish. Kaiser Permanente does not want to satisfy you and provide quality service, so when a change is needed, please contact the Health Plan Office at the Kaiser Permanente Medical Facility.

3. Kaiser Permanente members can use any Kaiser Permanente facility. You are not restricted to just one Kaiser Permanente facility. If you are traveling for work or vacation and need care, you can go to the nearest Kaiser Permanente facility, even in the other 16 states and the District of Columbia.

4. While there are no Kaiser Permanente medical facilities outside the U. S., your Health Plan benefits entitle you to emergency care anywhere in the world. We reimburse you for care received in emergencies and for unforeseen illnesses or injuries that require urgent attention.

Reimbursement is limited to services your Health Plan memberships covers at home, with the same registration fees and copayments, if any.

5. Kaiser Permanente does restrict access to its physicians when, in its opinion, services are unnecessary or not needed. If you have any questions regarding the services or benefits, please contact the nearest Health Plan Office.

6. In the past, a common complaint about Kaiser Permanente has been that appointments with Kaiser Permanente physicians are difficult to get. Appointments for ancillary services (Pharmacy, Lab, X-ray) are not scheduled because the majority of patients come directly from the doctor's office where the doctor just wrote out the order, and the patient wants the prescription or test before leaving the facility.

Lead time will depend upon your medical needs. Approximately half of Kaiser Permanente's appointments are scheduled within 48 hours for patients with known medical problems. Routine appointments are scheduled further in advance at the mutual convenience of the patient and doctor. But if you're having a specific problem with getting an appointment, Kaiser Permanente's Advice Nurses or Patient Assistance can help you.

7. Kaiser Permanente physicians are well educated and highly skilled. Most specialists are available at Kaiser Permanente. Kaiser Permanente receives many applications from qualified physicians for every one position it fills. Many doctors choose the Kaiser Permanente group practice approach to health care because it allows them to concentrate on providing good care rather than on managing a time consuming office.

Your September 1, 1989 pension benefit check and all future benefits checks will be produced and mailed from the Trust Fund Office in San Francisco.

This change will not affect the amount of money you are receiving or the guarantees given to you at retirement by the Pension Trust Fund and by New York Life.

Checks will be mailed to your already established home or bank address. **No Action is required on your part.**

## Operating Engineers have option of open enrollment

The September 1989 issue of Operating Engineers will include an Open Enrollment form for those who wish to choose Kaiser Permanente. Consider your options carefully, then if you want, select Kaiser Permanente 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 Permanente.

Kaiser Permanente 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 Actives 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 Permanente 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 Permanente may be a stronger alternative than ever before. The number of Kaiser Permanente facilities today makes it possible for some of you to choose Kaiser Permanente now. Give it some thought.



800/562-2773  
Outside California  
800/562-3277  
Northern California

## Risks of pot

Marijuana—the well trodden gateway to other illegal drug use—is the most widely abused illicit drug in this country. It is estimated that over 62 million Americans have tried it. Although once touted as safe, recent research has identified a number of adverse consequences affecting body and brain.

Marijuana acutely diminishes the perception and the motor skills needed for driving. Such impairments would, of course, play havoc with safety at the work place.

Chronic marijuana use can kill the nerve cells in the brain which are involved in processing and storing sensory data.

Damage to brain cells from long-term marijuana use resembles that which occurs during normal aging. Scientists infer from this that chronic marijuana smokers may risk early and excessive memory loss.

Like tobacco, marijuana significantly impairs respiratory functions. In addition, it contains many of the same carcinogens found in tobacco smoke.

If you are in need of help with an alcohol or drug problem, please call for *confidential assistance* at the Addiction Recovery Program.

**IMPORTS ARE  
DRIVING US CRAZY**



**BUY AMERICAN  
DRIVE AMERICAN**

## WITH SAFETY IN MIND

By Jack Short, Director of Safety

# Learning how to manage stress

It is impossible to exist in this present day and age without experiencing some form of stress. Methods of coping with stress are being sought by increasing numbers of the population. Stress does not recognize race, sex, age, religion or occupation and comes in a variety of symptoms.

- A study of factory workers in Detroit who were laid off revealed a marked increase in hypertension, peptic ulcer, arthritis, and other psychosomatic illnesses.

- A marked increase in serum-cholesterol levels was found among a group of accountants just prior to the April 15 tax return filing deadline.

- Among 2,500 U.S. Navy personnel, those with significant changes in family, personal, job, or financial status had a much higher rate of physical illness in a 12-month period than those with less severe life changes.

- A study of air traffic controllers at O'Hare Airport in Chicago found that the levels of stress-indicating hormones increase significantly as a function of the density of traffic being handled.

These are examples of a growing set of findings indicating that psychological and social factors have a very important bearing on our physical health.

Most researchers feel that the way in which these psychological factors affect our health is through the impact they have on the physiological mechanisms in our bodies.

When we are "stressed" by any situation which requires us to cope with the environment, a large number of physiological events take place. These are triggered by the autonomic nervous system which, recognizing that something requiring extra energy is happening, activates a variety of glands in the endocrine system. The resulting glandular products then enable us to cope by providing us with increased blood flow, additional muscular tension, more oxygen through increased respiration rate, and a variety of other extra capabilities.

These bodily mechanisms were, in earlier human life styles, very adaptive. They enabled us to deal with actual threats to our survival by fleeing or fighting. In the life styles to which we must now adapt, these surges of extra glandular products are not always useful. Social conventions do not often allow us to dissipate these products through immediate physical activity.

Consequently, we frequently must bottle up these excess endocrine products and "grin and bear it." Unfortunately, it is becoming clear that we do not grin and bear it without paying a price. The price may be especially high in situations where autonomic and endocrine responses ex-

tend over a long period of time. Continued production of these glandular products, without adequate means of restoring equilibrium, almost always produces some malfunction in the body. The particular symptoms which develop will vary from person to person, but the individuals most vulnerable subsystem will begin to be affected, perhaps the stomach, the heart, or the vascular system.

The term "stress" was first adapted from the physical sciences to describe the human condition being discussed here by Hans Selye. According to Selye, perhaps the outstanding authority in psychosomatic medicine,

- "Stress is the nonspecific response of the body to any demand made upon it. All agents to which we are exposed produce a nonspecific increase in the need to perform adaptive functions and thereby to reestablish normalcy...It is immaterial whether the agent or situation we face is pleasant or unpleasant; all that counts is the intensity of the demand for readjustment or adaptation."

Thus, we are under stress any time we are required to adapt to our environment. A reasonable amount of adaptation—even stress—is healthy, keeps us alert and productive, and makes for an interesting life. It, however, the amount of adaptation required—the stress—is excessive, unhealthy things begin to happen.

Some factors which have been shown to be productive of physical illness are those significant life events which require substantial readjustment, for example:

- **Family changes**—marriage or reconciliation, divorce or separation, pregnancy or new child, death in the family, friction with spouse or children, spouse starting or ending work, alcoholic or mentally ill spouse, children in trouble, children leaving home, etc.

- **Work**—unemployment, uncertainty about job future, change in work assignment, friction with supervisor, incompatibility with co-workers, projected retirement, etc.

- **Personal**—change in living conditions, legal problems, sexual difficulties, personal injury or illness, death of close friend, beginning or ending

of romantic relationship, etc.

- **Financial**—major change in financial status, inability to meet ongoing expenses, creditor pressures, etc.

An examination of the extent to which such problems are, or have recently been involved in one's life, can be helpful in identifying sources of stress which, if not resolved, may lead to stress-related illness.

If you have several of these things going on in your life—particularly if you spend a great deal of time worrying about how to deal with these problems—you are probably under a significant amount of stress.

It is also important to review current physical problems with a view to determine which, if any, may be stress-related. Early signs may include:

- Frequent severe headaches
- Stomach distress
- Changes in sleeping habits
- Persistent diarrhea
- Changes in appetite (up or down)
- Changes in sexual drive
- Sweaty or cold hands
- Consciousness of heart beating rapidly or irregularly
- Breathing difficulties

What can we do about all of these things? Here are a few suggestions:

1. Do not attempt to deal with your problems or your symptoms with chemicals (particularly someone else's medication) - alcohol, tranquilizers, sleeping medications, aspirin, codeine, antacids, and the like. Long term usage of such agents is harmful in itself and does not relieve the stress which brought on many of the symptoms. If symptoms persist, consult your physician.

2. If there are significant factors in your life which you feel are causing stress, consult a professional in the appropriate area. You are not being brave in trying to work these problems out on your own - you are being inefficient.

3. If job factors are creating stress, do something about them. Talk with your supervisor, your employee relations specialist, your EEO Counselor, or whoever in your organization can be helpful. Don't let the situation drift on and on.

4. Since physical exercise helps dissipate the endocrine products, consider regular exercise. Before starting on any program, consult your doctor and plan a program suited to your abilities and needs.

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## NEWS FROM THE DISTRICTS

### Kaibab agreement ratified

# Utah negotiations 'hot and furious'

Contract negotiations in Utah have been hot and furious for the past couple of months. With seven 3D contracts open in July, the negotiating committees were hard pressed scheduling pre-negotiation meetings with the members, with the companies, and membership-ratification meetings.

Kaibab industries' negotiations successfully produced a 3 percent wage increase for all classifications. The contractual health and welfare plan was also increased approximately 2.1 percent to maintain current benefits, resulting in a one-year total increase of 5.1 percent.

While Kaibab's contract was only for wages and fringes, discussions included a modernization project for their Panguitch Sawmill that will necessitate upgrading the skills of the bargaining unit employees.

The company agreed to look at Operating Engineers Apprenticeship Program to help with the training. Local No. 3 has been very

successful in providing training for apprentices and journeymen in other plants and shops in Utah.

Doing a good job on Local No. 3's Negotiating Committee were job stewards Millard Schow, Lamar Barney, Lynn Allen, Marion Littlefield and Don Bridges.

A new one-year agreement was reached with Western Pipe Coaters. Ratified by the members unanimously, the contract provided for a needed increase in the health and welfare contribution and a small pension increase. The negotiated freeze on wages at this time should help Western Pipe maintain its position in a very competitive market.

Difficult negotiations in the rock, sand and gravel, and asphalt industries were indicative of a sluggish Utah economy which created financial problems for most of the companies. Negotiations were complicated by the increase in the health and welfare plan needed to maintain the plan while re-

ducing benefits. Financial pressures are being felt by the companies and employees.

Fortunately, with most of the companies we were able to negotiate the increase needed for health and welfare. With rock, sand and gravel companies with a construction division, we were also able to get a small wage increase. The members working for Monroc, Inc. and Valley Asphalt voted for their contracts, although in most cases the ratification vote was very close.

At this time, no agreement has been reached with Fife Rock Products Company. We are presently talking to the Federal Mediation and Conciliation Service trying to get Fife back to the bargaining table. Fife has been a good employer in the past; hopefully, we can come to an agreement in the near future.

Lynn Barlow  
Business Rep.



On the job with W. W. Clyde's, in Kamas Utah are Dozer mechanics Dean Carlson and Tim Morley



Operators by the cars above are, Bryan Judd, Bill Parker, Mike Nelson, Bill Hunter, Leo Mecham, Wayne Swann, Brad Sutherland, Calvin and Coy Bower. Operators by the Blade at left are, Rex Lund, Richard Flanders, Vince Cunningham, Gary Anderson, Wayne Haslam, Brad Hatch, Ike Valdez, John Gardner and Russell Shay. Below, are operators by the tire: Robert Justis, Virginia Begay and Jay Sulser.

## Big jobs in Utah winding down fast

Looking for the bright side in Utah? The bright side is fading with our good jobs winding down fast, and no major projects starting up. We're still waiting for the bid results on the big project south of Tooele. It was postponed for another month, again. If we're successful in picking up this project, it should put quite a few hands to work.

Gibbons & Reed's Salt Lake Division has been picking up a few jobs around Park City, and should have a few more hands working soon. Gibbons has also picked up work in other areas of the state.

Gibbons & Reed in Ogden has been keeping its crew busy in the northern section of the state, along with work in Wyoming. We're hoping the work will continue through the fall months.

We would like to welcome

Gary Siddoway to the Ogden area, as Gibbons' new superintendent, and wish him well in his new position.

It looks like the scraper work for W. W. Clyde on the Kamas Hwy. job has been completed. The finish and asphalt crews still have work to do, but another month or two and they'll be through with their part of the job. The crusher crew has been keeping busy crushing material for the grade and the asphalt. At this time the asphalt batch plant is set up and ready to start for the Kamas job and very soon for the Hwy. 40 project.

G.P. Construction has just about completed its portion of the Garland to Plymouth project, except for the top soil. That will go on when Ball, Ball and Brosamer completes the concrete starting July 24.



G. P. also started setting up for its asphalt job on Hwy. 80 near Knolls, Utah, and should be going to work soon.

Granite Construction, on the Jordanelle Dam project, has started its second shift with a few operators and teamsters.

There may be a few more hands called out this year, but it looks like next year will be better as far as the number of hands working in Utah.

Virgil Blair  
Business Rep.



## NEWS FROM THE DISTRICTS

## TALKING TO TECHS

By Frank Morales

## New Tech Agreement ratified



The last ratification meetings for the Master-Agreement for Technical Engineers between Bay Counties Civil Engineers and Land Surveyors Association was held on Aug. 9, 1989 in

Santa Rosa, the Sacramento meeting was Aug. 8, and the Oakland-San Jose meeting was Aug. 7. The total amount of members present at the meetings was 221. One hundred ninety-three voted yes to accept the contract and 18 voted no to reject the contract and ten

didn't vote.

Negotiations were long and hard this year, and without the help of the many members who took time off to attend some of the negotiation meetings I don't believe we would have gotten the contract we ended up with, the Tech Department thanks you for your support.

Following are the wages and fringes for the next four years;

**Testing & Inspection**

The contract between the Council of Engineers and Laboratory Employers and Operating Engineers Local 3 will terminate February 29, 1990.

Classifications	7/16/89	7/16/90	7/16/91	7/16/92
Cert Ch 5	\$24.59	\$25.38	\$26.17	\$26.96
Cert Ch 3-4	\$24.30	\$25.09	\$25.88	\$26.67
Cert Ch 1-2	\$24.00	\$24.79	\$25.58	\$26.37
Chief Party	\$23.55	\$24.34	\$25.13	\$25.92
Inspector	\$23.55	\$24.34	\$25.13	\$25.92
Instrumentman	\$21.26	\$22.08	\$22.80	\$23.52
Chainman	\$19.36	\$20.01	\$20.66	\$21.31

**Apprentice**

1st period	\$ 9.68	\$10.01	\$10.33	\$10.66
2nd period	\$11.62	\$12.01	\$12.40	\$12.79
3rd period	\$13.55	\$14.01	\$14.46	\$14.92
4th period	\$15.49	\$16.01	\$16.53	\$17.05

**Fringes**

effective

	9/1/89
Health & Welfare	\$2.30
Pensioned H&W	\$ .79
Pension	\$3.75
Affirmative Action	\$ .39
Vacation/Holiday	\$2.50
Annuity	\$ .35

## 'Organizing' becoming common word in Marysville district

"Organizing" is the most common word you will hear in the Marysville District these days.

It seems to me that some of us do not wake up and smell the coffee until it has boiled over. Well, we all know it has already boiled over here in this District, and now it is time to clean up the mess.

Organizing is the answer, and it takes a lot of hard work and dedication by everyone who believes in our cause. We must gain back the respect of the public if we are to be successful. Always remember that public opinion is the most powerful force in any democratic society, and without its support, we can only lose ground. That is why our Volunteer Organizing Committee has worked so hard for many months now to show the public that Union workers are a

vital and contributing part of any community in which we live and work.

Our efforts are already beginning to pay off in many ways, but we cannot slow down.

We are all facing a long hard fight before any of us again see the day that a Local 3 member is the most envied worker in town.

It is my deep and sincere belief that we will be successful in our efforts to regain all of the ground we have lost in the last few years.

I also believe that we will have become much stronger and more united because together we will have faced and overcome the most serious threat to working people in the past seventy-five years.

Dave Coburn  
Business Rep.

It's never too early to start preparing for negotiations, any suggestions from our Testing and Inspection members will be welcome call the Tech Department at (415) 638-9355.



Pictured is Party Chief Dennis Niemeyer and Chainman Ron Stefani of MH Engrs in Morgan Hill, working on a jobsite in Watsonville.

## Marysville work picture continues to improve

The work picture in the Marysville District is still continuing to improve and looks pretty good.

Granite Construction is in full swing on the Hwy 99/70 Project with the scraper spread. Granite has also begun work on the Hwy 113 Tudor project and plans to work 6-10's because of the time frame they are up against.

Baldwin Contracting is nearly finished with the Hwy 99 project in Yuba County and the Clio Project in Plumas County, is busy on the Foothill Subdivision in Chico, and is starting on the entrance to the Big Yuba City Mall in Yuba City.

Madonna Construction is also working in downtown Yuba City on Hwy 20, widening a portion of the street.

Jaeger Construction is doing the storm drain work in front of the mall in Yuba City and is doing some work in the Williams Area.

Kaweah Construction from Sacramento is starting work this week on the water treatment expansion plant in Yuba City.

Robinson Construction is staying busy with the Sacramento Avenue Project and work in Gridley and

Oroville. Robinson was also low bidder on the removal of six old concrete tee-beam type bridges in Butte County for \$216,114.

W. Jaxon Baker from Marysville has a fair amount of work in the Twin Cities Area. Baker was low bidder on the pavement overlay of the Skyway, Ord Ferry Road, and Canyon Drive in Butte County for \$255,356.

Lamon Construction from Yuba City has started work on the Walton Avenue School Project in Yuba City and also continues to keep a crew busy on the medical facility building project north of the Yuba City Mall.

Omni Pipelines from Red Bluff is back in the Twin Cities Area installing a water line in the new Yuba-Sutter Disposal Facility off Hwy 20 east of Marysville.

Granite Construction from Reno was low bidder on a project for Sierra County on Calpine and Westside Roads for \$798,798.

Contri Construction from Reno was low bidder on the sediment removal project on Cherokee Canal in Butte County for \$130,750.

Dan Mostats  
Business Rep.

## Reno has work to carry through rest of season

During the month of February our out-of-work list peaked out with 350.

As of the 1st of August we had 130 on the list. I have had 625 dispatches for the first seven months of 1989.

We have a lot of work that will carry many members through the season. Helms has the Battle Mountain-Austin overlay, 395 and Keystone jobs here in town, in addition to all of their subdivision work.

Las Vegas Paving has started the Austin Summit job and if finishing up at Lages and Currie. Frehner has started paving in the Toulon and Golconda areas. Acme started the work on I-80 near Carlin, and Bartholomew has begun the white paving west of Wells.

Granite has many members working on the Garderville Streets, Paradise Park, Coeur Rochester job, Sparks Blvd, and Stead.

Bragg Crane has been working on the Sparks Blvd. overpass. AK&W has one rig on the Sands. Crane work has slowed down substantially, however with the three upcoming bridge jobs hopefully we can get some of our crane hands back to work.

New projects that are due to start are the Lloyd's Bridge, Carson City, and the McCarran extension which Helms will do. Frehner picked up two large patch jobs across the state on I-80 in Washoe, Churchill, Pershing, Humboldt, Lander and Elko counties. Granite was low bidder on miscellaneous work near Fernley, and David Mowat, who is doing the Wells overpass, now has the Bridge in Verdi and also in Lovelock.

Chuck Billings  
Dispatcher

## NEWS FROM THE DISTRICTS

### Kiewit joint venture gets big job north of Redding

"The big job 40 miles north of Redding on Interstate 5 has been awarded to Kiewit-Marmolejo (a joint venture) for \$36,505,342. This project has been speculated by all for months. Torno-America, Inc. was second by \$479,000 Tutor-Saliba and Granite were third and fourth but way out of the ballpark.

There is 3 million yards of muck on this project, some good, some bad. We have column basalt here in the north and it needs some DuPont additive to assist its' movement. Dan Howell of Kiewit will be the project superintendent.

Moving the muck will be a huge German named DeMag front bucket hoe loading 777 cat wagons. A tandam D-9 pushing eight 651 twins. A double shift is planned for the next year with approximately 120 Operators on the job. Kiewit is just starting the clearing so it will be awhile before the real action begins.

We are very happy to have this work for our brothers. The job also has four structures which will put many union crafts to work. There are 420 working days on the project and a 20 percent Disadvantaged Business Enterprise (D. B. E.) goal.

Kiewit Pacific Company has started a 2 plus million dollar paving job on Gilman Road north of Redding. Darrell Merrit is the Project Manager.

Tullis & Associates, a local union contractor, just picked up a \$1,200,000 job on Alturas Road near Redding. Tullis has been getting a good share of the work this year.

It's very sad and unfortunate but we had two nice jobs go to non-union contractors from Oregon. A \$1,000,000 Hazmat project on Iron Mountain Mine near Redding and a \$1,759,440 marina project on Eagle Lake near Susanville.

There were eight bids. The first were non-union with four from Oregon and the last three were good union contractors. Also, there is a million dollar difference between the union bids and the award non-

union bids. It kind of explains itself where the money won't go, the word is "employee."

Wendell King  
Business Agent

### Farewell to a friend

On June 21, 1989 Local 3 and it's members suffered a loss when we lost our dear friend and brother, Victor M. Woodard, better known as "Woody." He was an Operating Engineer for 44 years and was always ready to pick up a picket sign, put out a hand to help a brother or do anything that might better Local 3 or help its' members.

Woody's songs also praised the Union and he let people know how valuable our health and welfare is. During the past election Woody wrote songs about Tom Stapleton and Don Doser and he started most of his songs with the words "I am Vic Woodard, in good standing, with the Operating Engineers Local 3 since August 8, 1946."

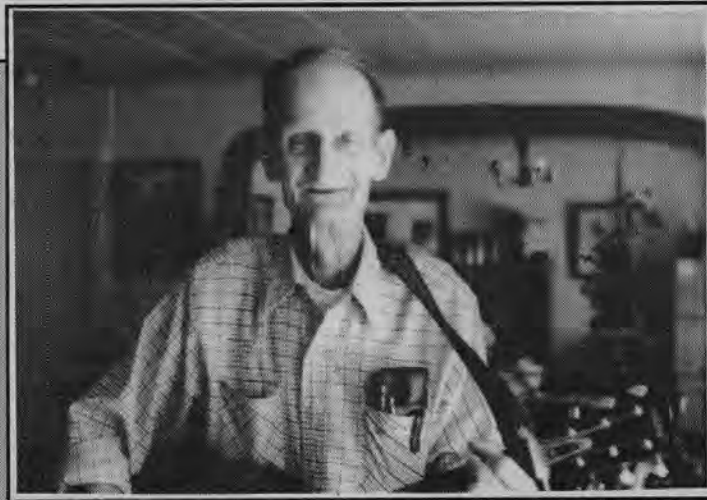
Woody used to tell me that if the "Big C" (cancer) can be beat, he was going to do it. Woody may have lost his fight with cancer but the war goes on against the cancer in the body and also the cancer in the field known as the "scabs" or the "non-union."

So we must all unite and carry on Woody's battle. We owe it to ourselves and to all the past brothers and sisters who helped us get where we are today. I know in my heart that Woody is writing songs and doing all he can to better that place we all go in the end and we will be together with our Local 3 brothers and sisters.. Until we meet again Woody, thank you and farewell.

A Dear Friend and Brother,  
William Horan, Dispatcher

### Backhoe circuit

Joel "Bud" Carter, owner of Carters Backhoe Service and 23-year member of Local 3 tied for 1st place at the Iron Man Backhoe Rodeo held in Sacramento in July which was sponsored by Tenco Tractor company. That's the way Bud! Congratulations from all of us at the Redding office.



### Vic Woodard was Local 3's own version of Woody Guthrie

On June 21, 1989, Retired Local 3 member Victor M. Woodard, died at Mercy Medical Center in Redding.

Many will remember Vic as the songwriter who delighted listeners with his folk songs about life, love and working union.

Victor was born October 20, 1915 in St. Marie Illinois, and moved to Shasta County in 1954. He was an operating engineer for 44 years. He was also a member of the Musicians Union of Sacramento, and the Nashville Songwriter's Association.

Vic's latest song was about love for the elderly and everyone: "We should not travel so fast, and leave love in the past. The Lord doesn't want it that way, he put love on Earth to stay!

Besides love for all, Vic

Woodard always had positive words for unions. "I would never have been able to afford the medications without being a part of the union," he recently told the reporter for the "Top of the State Labor News." "Young people just don't understand how good unions are."

Several of Vic's tapes would start, "I am Vic Woodard in good standing with the Operating Engineers Local 3, since Aug. 8, 1946. I am retired now."

Vic was more than that to many in the northstate. He is one of our own Labor legends.

*Worked for a livin' in  
Union Local 3,  
They're still not tired of  
me,  
Give me a pension, health,  
welfare free,  
I'm just happy as I can be.*

### Sonoma Co. battles over sales tax ballot measure

The Santa Rosa City Council and the Sonoma County Board of Supervisors have been battling for quite some time and it seems they have finally reached a compromise. August 11 was the deadline to get a one cent sales tax on the November ballot, for the much needed improvements on our local highways. Their big problem was Hwy. 12 at Spring Lake. For years the plan was to build a bridge over Spring Lake, however there has been such a cry from the people, that use the park, the bridge is almost a mute subject. Some of the other alternatives include a tunnel

under the lake and several routes around the lake. What ever happens the city will get \$76 million, if the one cent sales tax is approved by the voters in November. This is one of the most important ballot measures we have been faced with since the Warm Springs Dam issue we had just over 10 years ago. If this measure is passed it will mean the monies collected on the sales tax will all be spent on state highways, city and county roads. We will have more information of what's happening.

Chuck Smith  
District Rep.

### Redwood Empire keeps busy

Joe Ramos is chipping away at the sewer line and pump station job in Upper Lake. At this writing Joe is digging deep and running into a lot of ground water. The job should keep 7 or 9 hands busy thru December.

Ghilotti is rolling right along with the Cloverdale 101 job and the Forsythe Creek job in Ukiah. The Ukiah job has a D-11 pushing scrapers with a push block. The D-11 also has a U dozer (transported separately on a low boy) that is 20 ft wide and 8 ft high. Don Dowd should be working on their Kelseyville job by the time you read this.

North Bay is working long hours all over the area.

Piombos' Santa Rosa Ave. job should be nearing the paving stage when this goes to print. Parnum Paving is doing a lot of public money jobs this year. This brings smiles to the faces of hands that worked a lot of 80 percent addendum last year.

Ford Sand and Gravel in Ukiah is working a lot of O.T. to keep up with the demand for their fine products and service.

Al in all, it is busy all over..

Greg Gunheim  
Business Representative

### 5th Annual Labor Day Picnic Monday

September 4

1 to 5 p.m.

Willowside Park  
1285 Willowside  
Santa Rosa

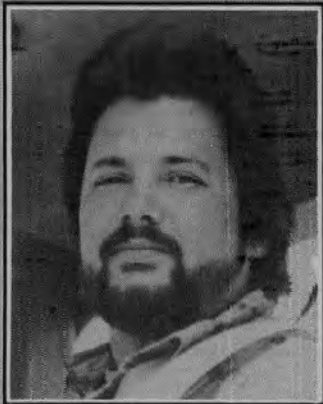
Adults \$6  
12 & under free

Call (707) 545-5728  
for more information



## NEWS FROM THE DISTRICTS

# Major dirt jobs flying in Contra Costa



Ludwig "Wayne" Knight, above left, Compactor operator, 23 yr member. David Perron, above, Scraper operator. Curtis Helt, left, Scraper operator. At work in Castro Valley, at right, is Gradway Construction's shopping Center job.



There are currently, at the northern end of Alameda county two major dirt moving jobs: Kiewit-Pacific in Castro Valley and Joe Foster in Hayward. There is, however, quite a bit more

dirt being moved on numerous small sites in this area.

Within the last three month, three new shopping centers have taken shape in Castro Valley. Gallagher & Burk,

Silva's Pipeline, Ron Gilbert Excavating, R.G.R. Backhoe, Berkeley Cement, and Gradway Construction are a few of the contractors which have been involved in these projects.

Gradway has moved approximately 100,000 yards on one of these shopping centers just north of Crow Canyon Road in the Valley. These jobs aren't gigantic in size, but they are affording quite a few of our hands a good paycheck.

*Brian Bishop  
Business Rep.*



Above left, is William Lee, a Dozer operator, and member of Operating Engineers for 9 yrs. Vern Bjerke above right, also a Dozer operator, and 25 yr member. Jim Park, Foreman, (immediate right) a 20 yr. member. On the dozer (below), is Jerome Eaton, a CEO Apprentice.



The Gradway job (above). Jeffrey Hows (below left), a Gradechecker, and an 18 yr. member. Neil Reamann,

Superintendent (below middle) a 26 yr. member. Below right, Darrel Ohlen, Scraper operator and 24 yr. member



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.

**FOR SALE: '87 Ford Ranger** ex. cab X.L.T. 2.9 V-6, 5 sp. auto. 60-40 seat, blue inter. silver out am/fm., power steering/brakes, hitch, bedliner, jumpseats, 42k mi. (18k mi. on full warranty) \$7,600 assume \$235.00 per mon. credit union loan. Rich Fargo (415) 582-5760 SS # 568-60-6624 7/89

**FOR SALE: 3 1/8 acre-3 lots**, level, Heber, Ut. St./Hwy frontage, water shares nr. Strawberry Lk nr Jordanelle Dam jobsite. 78.7 million to Granite Co. of Watsonville, Ca., will carry contr. Gordon Ferguson 1079 Garnette St. Salt Lake City, Ut. 84116 (801) 595-6551 Reg # 106185 7/89

**FOR SALE: Mountain Retreat** nr. Lassen Park 1,700 sq. ft. 3 bdrm, 2 ba. \$85,000 Al Krone P.O. Box 34 Mineral, Ca. 96063-0034 (916) 595-4408 Reg # 572721 7/89

**FOR SALE: '74 V.W. Bus** 1,900 mi. on new 1800 CC eng. am/fm cass. new tires/Batt. sunroof \$1,890 O.B.O. **Craftsman wood lathe**, all has to go, tools, base, motor, ready to use. B.O. P.U. Line bed, 2 full-size P.U. 8' Fleetsideplywood w/plush carpet. Lt Blue or Maroon B.O. Stereo Spks Audio Tech \$200 each B.O. Big, need room. Mike Watkins (415) 589-1511 Reg. # 1369508 7/89

**FOR SALE: '78 Commander** 22 Dodge 440 Eng. 38,500 mi. Dual-fuel gas/propane-750 mi. range. overdrive AC. 5 Kw Gen. \$10,500 John Von Salden (707) 226-7609 Reg. # 381837 7/89

**FOR SALE: Misc. Const. Equip.** incl. 977 Cat. Loader, 850 Case loader/backhoe, 555 John Deere loader/backhoe, Peterbilt & Intern. dumptrucks, service/utility truck & vibratory rollers. Marshal Mirza, Rt. 2, Box 176A Sellers, Oakley, Ca. 94561(415) 625-9195 SS # 567-38-4180 7/89

**FOR SALE: Mountain Prop.** new house 1,400' main, 900' up. 19 1/2 acres, woods, pond, good well/barn. View. 19 mi. N.E. Laytonville, Ca. \$165,000 Tom Clements P.O. Box 181 Laytonville, Ca. 95454 (707) 984-6317 Reg # 1519412 7/89

**WANTED:** I'm a POP-HDR. Graduated from Rancho Murieta, & started working. Would like to make payments/takeover payments on a 20-30' motorhome. Need set of used HDR tools. If you're retired, sell tools to a new POP/HDR. Would like to make payments on everything. Lester Begin (415) 321-0568 after 8p.m. unions built America, help me carry on what you've already done. 7/89

**FOR SALE: '50 Chevy** 3200 panel stock, F. Meltzer (415) 482-1192 Reg. # 1786484 7/89

**FOR SALE: Fishing boat.** 21' fiberglass Crestliner, new Volvo-Penta freshwater cooled I/O, easyload tandem trailer, VHF radio. \$4,500 or trade for 17ft. good condit. Bass boat w/access. Also 8 HP reartine chaintdrive Dayton rototiller \$500. Albert Henson (408) 684-1277 Reg # 683184 7/89

**FOR SALE: Detroit Diesel** 4-53. Compl. rebuilt w/Turbocharger & new Jacobs eng. brakes. Auto bell housing. Ideal for pick-up conversion. \$4,200 Santa Cruz Mike Fitz (408) 476-2325 Reg # 1988737 7/89

**FOR SALE: "Umbrella Cockatoo"** 5 mo. old, hand fed from day 1 very tame & lovable. 1,000 Trails Charter Membership. All present & future preserves unlimited. Must sell, ill health \$3,500 Erwin Olivera 37674 Row River Rd. Dorena, Or. 97434 (503) 946-1387 Reg # 084296 7/89

**FOR SALE: '81 Cad.** Brougham Fleetwood Coupe. loaded. 26k actual mi \$5,000 C.A. Gilstrop 30819 Juniper St. Goshen Ca. 93227 (209) 651-1792 Reg. 595199 7/89

**FOR SALE: Kit Mobilehome** 28X56' all elec. w/heating pump. 6" walls, 3 bdrm, 2 ba. carport & insulated shop. covered deck. Ideal senior retirement court. Fish/hunt nearby. Wendell Kochis 476 Falls Ave. W. Twin Falls, Id 83301 (208) 733-4217 Reg # 0381659 7/89

# Swap Shop

FREE WANT ADS FOR ENGINEERS

**FOR SALE: '59 Ford Ranchero** new motor, trans. tires, brakes 352 motor, good paint \$1,500. **'65 International** 1ton pickup camper shell 1300 ceras 304 eng. \$1,500 Tom Sevedge (209) 823-9061 (p.m.). Reg # 322378 7/89

**FOR SALE: '67 Cad.** classic 4 dr. hardtop-orig. owner must see. Bob Powers (415) 684-3148 Reg # 0863917 7/89

**FOR SALE: 4.47 acres**-between Bandon & Coo's Bay. nr beach area. New pavement & bridge. Lots of trees. Would like Japanese 4X4 (I.E. Nissan Toyota) or Motor home in deal. priced \$7,000 below value Ken Harm 25084 Auberry Rd. Clovis, Ca. 93612 (209) 855-2698 SS #543-38-7204 7/89

**FOR SALE: Home** 2 bdrm, 2 ba. retire on 5 pine cov. acres. 2 car gar. 750sq. ft. shop area, greenhouse, latticed patio, decks, landscaped. \$120,000. 49 mi. to Reno. M. J. Garrett P.O. Box 523 Portola, Ca. 91622 (916) 832-5867 Reg # 0558793 7/89

**FOR SALE: Equip/materials.** Start hobby or fix-it shop reasonable price. Carl W. Winkle 1519 W. Flora St. Stockton, Ca. 95203 (209) 462-4257 Reg. # 14202274 7/89

**FOR SALE: '64 T-Bird** new auto, Trans & Eng. good condit. (209) 754-3472 E.V. \$4,000 Reg 660994 7/89

**FOR SALE: The Byrds** "Never before" Compact disc. (17 unreleased stereo cuts) picture disc w/booklet \$10. plus \$3 shipping. Jan Pitts 149 E. Kuula St. Kahului, Maui HI. 96732-0101 (808) 877-7905 Reg # 1389404 7/89

**FOR SALE: '82 Lance** 11 1/2' truck camper. w/hyd. jacks, self-cont. w/3-way 7 cu. ft. fridge, 4 burner gas stove w/oven, twin stainless steel sinks, furnace, swamp cooler, fully carpeted, lots of storage, lots of options. Built-in stereo system/TV antenna. built-in 3KW gen. \$7,500. William Roland Rte. Box 508 Forks of Salmon, Ca. 96031 SS # 278-34-2429 7/89

**FOR SALE: 1,000 Trails** Charter Membership \$4,000 O.B.O. Geo. Augusta P.O. 895 Cave Junction, OR. 97523 (503) 592-3709 Reg # 0204956 7/89

**FOR SALE: 1987 Ford** P, F-250 XLT Lariat, 6.9 diesel-3/4 ton fully loaded w/options. incl. dual tanks \$11,500 (truck in San Jose) but call Gary Smith (916) 788-1569. **G-1000 Gradall** w/buckets & ext. \$40,000. **G-800 Gradall** w/buckets & ext. \$20,000. **G-600 Gradall** w/buckets & ext. \$5,000. (\$1,000 reward-finding buyer of ALL 3 items above (G-1000, G-800, & G-600). Reg # 1101960 7/89

**FOR SALE: '88 Mitsubishi** Mity Max PU 32K mi. Red. not needed for commute. take-over payments \$149.00 mo. low ins. rate. Darrell G. Nutt (209) 477-8961 Reg. # 54711871 7/89

**FOR SALE: Mountain Prop.** 5.4 acres covered w/pine/cedar. Secluded, 2 driveways surfaced w/crushed rock, private fishpond, above smog. Bordering U.S. forest land. landscaped w/shrubbery, fruit trees/berries. exc. well. like new, 3 bdrm, 2 ba home. Some trade possible. Owner-help finance. E. Byrne (209) 226-4736 Reg # 297439 7/89

**FOR SALE: Vacationer Camper** 11 1/2 ft self-cont. sleeps 4 \$800. Lloyd Havens 2345 Menzel Pl. Santa Clara, Ca. (408) 243-1295 Reg # 382107 7/89

**FOR SALE: Mobile Home,** 2 bdrm, 12X60' needs some repair. 1974 American-\$3,750. ZI Reed 24798 Hwy. 49 Auburn, Ca. (916) 269-1348 SS #554-22-6265 8/89

**FOR SALE: '73, 240-Z CLEAN** must see to appreciate \$3,500 John Voss (707) 274 8584 Reg # 1136361 8/89

**FOR SALE: Home** 1,250 sq. ft. at Lake Tahoe. Incline Village NV. 2 story, 3 bdrm, 1&1/2 Ba. wood stove, fully insulated, much storage, adjacent lots are natl. forest. \$129,000 Rudolph Sr-runk 4118 Sherman In. Carson City, Nv. 89706 (702) 882-2581 Reg # 1793964 8/89

**FOR SALE: 1000 thousand** charter member-

ship \$4,500 (bargain) selling for more. heart problems forces sale Alphonse Fithian 244 American Canyon Rd. #29 Vallejo, Ca. 94589 (707) 642-7319 SS #149-12-7387 8/89

**FOR SALE: '76 Ford** F-250 XLT 4-wheel Dr. Perkins Turbocharged diesel eng. 5-sp. trans. w/over-drive. Reliable, econ. work truck. Mike Fitz \$5,500 (408) 476-2325 Reg # 1988737 8/89

**WANTED: Trash pump** & good used **Backhoe** John Brodnansky 1480 N. Main St. Lakeport, Ca. 95453 (707) 263-3313 Reg # 496052 8/89

**FOR SALE: New Gardiner Metal Detector** \$500. 8'X20' Metal Awning \$260. Deck or porch railing 8'X16' \$150. (801) 254-1468 Will travel to Nevada to deliver D. Waters Reg # 1575976 1793 W. 13430 So. Riverton, Ut. 84065 8/89

**FOR SALE OR TRADE: 40 acre** Delta, Ut. 3 mi. So. of I.P.P. Plant. 2 bdrm fixer, Flo-well. \$20,000. low dn 9% O/W/C or trade for St. George, or Washington, Ut. Prop. **Hammond Organ** Leslie speakers, 17 tone bars, model T-582-C Rack for S-10 pick-up, long bed Norman Clemens 7709 Cotton Ln. Elk Grove, Ca 95758 (916) 689-4061 Reg # 1238702 8/89

**FOR SALE: 1970 '24' Tandem axle**, fully self-cont. Aristocrat trailer completely restored Michelin tires, new paint, new lic. tags. (7/10/89) \$3,000 Alfred M. Russell 3844 Mercury Dr. Redding, Ca. 96002 (916) 221-2532 Reg # 1181680 8/89

**FOR SALE: 1987 '34' Automate** 5th wheel all extras. less than 250 mi. like new. Oper. Eng. Credit Union Assume loan payment. **1983 280ZX** Turbo 2 + 2, T-top, extras. 1 owner Exc. condit. \$8,750 Fred/Evelyn (209) 727-5395 Reg 1276906 8/89

**FOR SALE: '77 FORD** 3/4ton P.U. F250 Ranger XLT. New heavy duty rear ambulance tires 2 gas-tanks ext. heavy auto bumper w/trailer hook-up blinker lights over-head. C.B. radio w/antenna & other radio. air condit. vice & stand. new steering box/steering pump. Motor & trans re-built. good-shape Retired, no use for it. \$4,000 as is. Wayne Gibson 1229 McBride Lane Hayward, 94544 Ca. SS# 571-09-2006 8/89

**FOR SALE: '33 FLEX** bus converted to motorhome. Rebuilt V6-53 Detroit eng. 5 sp. trans. roof air condit. shower/toilet, stove w/oven AC-DC relig. sleeps 5. \$7,000 O.B.O. Roy Van Buskirk 656 Overhill Dr. Hayward, Ca. 94544 (415) 538-4365 Reg# 0918903 8/89

**FOR SALE OR TRADE:** W Clovis, 3 bdrm/2ba, enclosed patio, pool, dual AC-heat, fireplace, 2 car gar. flowers, sprinklers, cable TV, area, walk to elem. school. 1 blk-day care school Xlnt area, \$85,000 Want E Clovis, Fresno. No pool my home is free & clear, on a trade you can borrow on my home, pay off your loan & give me clear title to your home al in one escrow, save \$\$ & beat the system. Joe E. Correia 3065 Adler Ave Clovis, Ca. 93612 (209) 292-8392 Reg # 592866 8/89

**FOR SALE: Dewale** 16" radial saw-\$200. **1948 G.M.C.** 6X6 Trans. transfer case front axle & wheel. Front wheel dr. \$500. O.B.O. **Four 750X16** Bud wheels/tires, Gen lire \$125. **Four 750 gal.** jet fuel tank 17ft. long all aluminum 240 lb. \$125. ea. could be used for pontoons. **1981 Cutlas Supreme** runs good Power steering-auto trans. air&radio/tape dk. \$1,000. **1972 Harvest Motorhome** 20 ft sleeps 6-8 Auto air-radio. Propane or elec. 2 gas tank great condit. \$5,000 or trade for Dodge or Ford Van. **1975 Mustang** V6. 4 spd. power steering&brake. Air Condit radio/tape deck new tires great shape. Great for high/college student \$3,000 Tom Spiller Jamestown, Ca. 95327 (209) 984-5716 SS# 354-07-1584 8/89

**FOR SALE: '82 Chevy** 6.2 P.U. K-10, 4X4, new tires, camper shell. \$4,500 '73 240-Z Real

clean \$3,500 O.B.O. John Voss P.O. Box 505 Lucerne, Ca. 95458 Reg #1136361 8/89

**FOR SALE: '82 Tioga** MMH 24 ft. Ref/air, gen & more. 1 owner low mi. Exc. condit \$20,000 O. B. O. Ray L. Ranson P.O. Box 56354 Hayward, CA 94545 (415) 782-0480 8/89

**FOR SALE: '65 Columbia** Challenger Sailboat, 24'6" GHP outboard sleeps 4, big cockpit, lots of equipment make offer Tom Nowak (209) 333-1386 Reg # 1737735 8/89

**FOR SALE: Duplex** 2 story Victorian, in heart of Colorado recreation country. 30 min. to skiing, golf, rafting, hunting, fishing horseback riding & hiking. Perfect getaway retreat/retirement \$59,900 Jay Uhalt Box 5514 Auburn, Ca 95604 (916) 269-1147 p.m. 8/89

**FOR SALE: '86-87 31' Wilderness** Trailer fully self-cont. w/air bunk house model Wife never want to live in again. \$8,000 Don Little (916) 659-7205 SS #559-80-3918 8/89

**FOR SALE: '78 Yukon** Delta Houseboat 26' w/ trailer. 4 cly. Volvo, 270 outdrive. runs great. full canvas, fish finder. Stove, re Frid, radar

depth, bait box, must see. \$9,000 O.B.O. **'84 5th wheel Traveleze** 33' loaded gen. roicro/air condit. w/heat strip, awning & more. Standup bdrm. **'88 Ford F460** E.F.I. 5 spd. 4X4 tow package/trailer hitch 20K mi. \$32K for both, or sell sep. 1 1/2 Acre on Bullard Bar Lk. 6 mi. from Challenge, Ca. 2 bdrm, 2 ba. dble-wide trailer w/porches. \$47,000 or make offer 2,500 elev. Claude Wilson P.O. Box 123 Challenge, Ca. 95925 (916) 675-2647 Reg # 2012260 8/89

**FOR SALE: '74 SeaSwirl** 15 1/2 tri-hull open bow. 75H.P. outbrd Chrysler eng. new seats-runs exc. good condit. \$2,850. **'73 El Camino** new trans, rblt eng. A/C, new tires/Mag rims, 8 track am/fm good inter. runs good needs paint \$2,250. John/Sandy Pavlic 48615 Spokane Ct. Fremont, Ca. 94539 (415) 657-2303 Reg # 2017029 8/89

**FOR SALE: '87 Blazer** 4X4, loaded, every option/extras. clean. 350 EFI 26K mi. Warranty Nancy Meredith (415) 449-5164 or wk (415) 829-4400 Reg. 1953042 8/89

## Personal Notes



**Ceres:** Congratulations to Kim Boring, our Senior office clerk on the birth of her daughter Alyssa Marieto 7/4, 8 lb. 8 oz.

**Fresno:** Our sympathy is extended to the family and friends of the following members: Hadren Sailee, 6/14/89; Glen Ince 6/23/89; Talbert Stover, 6/26/89; Blain Hamilton 6/18/89; Frank Gibe 7/15/89; Edwin Tibbs 7/11/89 and Ralph Goble 7/19/89.

I have found several unpurchased picnic tickets! Someone forgot to get their advance Fresno picnic ticket. We'll hold a few for you but please hurry buy your tickets to a great **Steak dinner** and all the extras! Sat. Sept. 9 2 p.m. at the Police Range on Herndon & 99 by the Riverbend. \$8 per person for active members, \$5 for retired members. Family members under age 12 free.

**Sacramento:** Congratulations to Vern and Shelli Barnes on the birth of their son, Nicklaus George, born 7/15, 8 lbs., 11 oz. We would like to express our sympathies to the families and friends of departed brothers Cecil Baker, Manson Faught, Frank Fredrickson, Orville Herr, Gordon Johnson, Dale Long, Ivan Martin, Harrell Maynard, Dennis Quade, and Tom Ruiz.

Our sincerest condolences go to Brother Nook Mullenau on the death of his wife, Mattie, and to Brother Patrick Wilford on the death of his wife, Julie.

**Marysville:** Our sympathy is extended to the families and friends of retired Brothers Walter Schultz of Oroville; Melvin Stoddard of Oroville; and Dean H. Bailey of Paradise. These Brothers were good Union members for many years.

Thanks to members Bill and Vangie Hodges for their generous donation to the Ronnie Bascherini Trust and to Brother Dave Slack for his blood donation for Ronnie. Anyone wishing to donate blood for Ronnie can do so in the Marysville Donor Center at 326 "G" St., Mon. Tues. and Thurs., 10-5; Fri., 8:30-3:30. Donations may be made at the Chico Donor Center at 285 Cohasset Rd, Chico, Mon.-Thurs. 10-6; Fri. 8-4, and Sat. 8-12 noon. Please tell them your donations are for Ronnie Bascherini in Oakland Children's Hospital.

**Our Volunteer Organizing Committee's** recycling bins have been placed in our Marysville District Office parking lot at 1010 "I" St. Please feel free to drop by and deposit your aluminum cans, glass, & plastics.

The proceeds go back into our community! Please call us at 743-7321 or 800-237-4091 if you have any questions about recyclable items. Many thanks to you all for your donations and time spend making our Marysville V.O.C. giant yard sale a terrific success! Do not forget to stop by our V.O.C. booth at the Butte County Fair in Gridley.

**Redding:** Congratulations to brother Frank and Susan Rose on the birth of their son, Lee Jade Rose, 7/9/89, and to brother Joe McGowan Jr. and Linda on the birth of their daughter, Des'rae Vanessa Nicole 7/4/89. We would like to express our sympathy to the family and friends of departed brother Richard Barchus.

**Santa Rosa:** Congratulations to Dennis and Terri Krch on the birth of their baby boy, Christopher Roy 7/7/78, to Clive and Helen Sharrock on the birth of their son Gavin William 7/18/89. 7 lb. 3 oz. and to Charles and Cathy Richardson on the birth of their baby girl Natasha Cathryn 6/8/89 7 lb. 11 oz. and 21" long. We would like to express our sympathy to the family and friends of departed brothers Deake Lyndall 6/1/89; Floyd Graham 7/2/89; Darrell Gordon 7/2/89; Joe Varozza 6/29/89; Kenneth Head 7/6/89; Gilbert Wright 7/16/89; Carlos Ruelas 7/25/89; Benjamin Arnett 7/16/89 and Joseph Amadio, Jr. 5/16/89. Also our sympathies to the family and friends of Mrs. Joseph Winterhalder, the wife of Jof Winterhalder 7/22/89.

**Reno:** Congratulations to the following on the birth of their children: Fran & Krista Lane, boy, Eric Jacob Lane 7/14; Tom & Belinda Rossi, girl, 6/30; Jim & Carla Scott, girl, 6/26; Charles & Patricia Wadsworth, boy, 7/11; Les & Mary Anderson, boy, 5/26 and Lyle & Brenda Kibbe, boy. Our sympathy is extended to the family and friends of the following: Earl Andreasen 7/23; Vern Gallerson 7/13; Harold Farnsworth 4/23; Gene Larramendy 6/30; Pat Waters 7/12; Fred Mayhew 7/2; Bob Howard 7/22 and Alvin Shay 5/1.

# Boom lowered on Weisscal

(Continued from page 3)

viction in court, Stapleton said Lee represented the kind of dedication and hard work that it would take to bring other unscrupulous contractors to justice.

Unfortunately, neither the state nor federal government devotes much in the way of resources to the prosecution of contractors like Weiss. Of the staff time that the U.S. Department of Labor spends on monitoring pension plans, 75 percent is directed toward monitoring union administered plans, while only 25 percent is directed toward responding to individual complaints and conducting reviews of other plans.

When Local 3 initially filed a complaint against Weisscal with the Department of Labor, the department audited the contractor and indeed found that Weisscal was approximately \$250,000 short on its health and pension plan contributions. But rather than mov-

ing aggressively against Weiss at that time, the Department of Labor permitted the company to repay the money to the plan.

U.S. Attorney Joseph Burton commented at the time that these financial transactions were "like a bank robber taking money, getting caught and saying 'Oops, I'd better put it back.'"

The five year ban on contracting imposed on Weiss in the plea-bargain agreement is not the first time that the contractor has been judged an unsuitable recipient of public funds. Not long ago Weiss was barred from performing public works projects in California for a period of one year after he was found in violation of apprenticeship regulations.

Local 3 Business Manager Tom Stapleton said greater vigilance by public agencies could possibly have prevented Weiss's misuse of the public trust.

"Investigations by our union at the time of the bid showed that this company was on the edge of financial ruin and had performed sub-standard work on other jobs, including a North Carolina Mall," Stapleton said. "The city of San Jose continues to suffer the consequences of that city council's bad judgement."

## Local 3 lawsuit wins bargaining rights for Union City police

(Continued from page 7)

The union accepted the offer but did not wave its right to pursue the issues raised in the suit. In fact, union officials seemed to welcome the prospect of an appeal of the judge's decision. If an appeals court were to uphold Judge Agretelis decision, the rights won by the Union City Police Officers Association would be extended to public employees statewide.

The implications for the public employees in California are very great.

"Many public employers try to use these kinds of surveys in bargaining as a way of convincing the union to take less money," said Faris. The crucial issue in these kinds of negotiations, she said, is which groups are to be used for comparison purposes. "The ability to negotiate over who you are going to be compared to for purposes of wages and benefits is essential . . . it makes all the difference in the world," Faris said.

The whole affair has made itself felt back at the Union City City Council, which, according to Dewey, had been unaware that its managers were engaged in illegal bargaining practices. Although the suit put some stress on relations between city management and police employees, "nobody's walking on egg shells over it," Dewey said.

Dewey credited Local 3 with playing an important role in the POA'S victory. "The back up we got from Local 3 was great. They supplied us with anything we needed," he said. "We were glad to be part of the union."

## Good & Welfare

(Continued from page 2)

dures to the end.

Nissan may have won the first round in Tennessee, but I have a feeling that battle isn't over yet. Sooner or later they will organize. As a local newspaper editorial wisely noted:

"Those who turned their backs on the union should keep in mind that they are paid well and work in relatively safe surroundings because unionists challenged corporate bosses in years past and won the concessions that resulted in humane workplaces. The day may not be far off when employees of Japanese-owned plants will come to appreciate the value of having an American-style labor union on their side."

That is really the bottom line. As long as there are employers who resist sharing a fair portion of their profits with the skilled workers who made their success possible, there will be a need for labor unions.

The workplace in America has come a long way in the last 60 years (thanks in large part to the gains labor fought for), but I still don't see an abundance of enlightened employers.

## Grievance Committee Elections

Recording-Corresponding Secretary William M. Markus has announced that Eric Sargent was elected to serve on the District 7 Grievance Committee to fill the vacancy left by the resignation of Wendell King. Sargent was elected at the regularly scheduled district membership meeting on July 12.

## 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

Earl Bush of Honolulu, Hi 5/31/89; Al Greeno of Winnemucca, Nv 5/13/89;

### JUNE

Carlos Alvira of Hayward, Ca 6/27/89; Ben M. Espiritu of Ewa Beach, Hi 6/19/89; Thomas Evans of Seaside, Ca 6/26/89; Robert Gambrel of Ozark, Ark 6/30/89; Karl Heastrup of Belmont, Ca 6/29/89; Orville Herr of Sacramento, Ca 6/27/89; Wm. P. Horne of Tracy, Ca. 6/21/89; Richard Humphrey of Woodland, Ca 6/14/89; Lloyd G. Ince of Madera, Ca. 6/23/89; J. C. Jackman of Berry Creek, Ca 6/29/89; Gene Larramendy of Hawthorne, NV 6/30/89; Joseph Lema of San Leandro, Ca 6/28/89; Ivan Martin of Oakland, Ca 6/12/89; David Mattoon of Honolulu, Hi 6/25/89; Harold Peterson of Turlock, Ca 6/23/89; Talbert Stover of Clovis Ca 6/26/89.

### JULY

Francis Abrogast of Pittsburg, Ca 7/11/89; Frank J. Fredrickson of S. Lake Tahoe, Ca 7/4/89; Darrell Gordon of Ukiah, Ca 7/2/89; Floyd V. Graham of Sebastopol, Ca. 7/2/89; Gordon Johnson of Auburn, Ca 7/2/89; George Kohlhepp of LaGrande, Or 7/4/89; Fred Mayhew of Moab, Ut 7/2/89; Emerson Norris of Bakersfield, Ca 7/3/89; Tom D. Ruiz of Sacramento, Ca 7/11/89; Henry P. Sand, Jr. of Manteca, Ca 7/7/89; Jim Withrow of Scio, Or 7/2/89; Charles M. Yates of Santa Clara, Ca 7/3/89.

### DECEASED DEPENDENTS

Yu Lanette, wife of John Yu 2/14/88; Mattie Mullenau, wife of Nook N. Mullenau 6/21/89; Marilyn Turner, wife of Robert Turner 6/27/89.

## Fairfield District Membership Meeting

On September 12, 1989 at 8:00 p.m., there will be a regular quarterly District 04 membership meeting in Fairfield. Special order of business will be conducted to elect three Grievance Committee Members and one Executive Board Member. The meeting will be held at Holiday Inn, 1350 Holiday Lane, Fairfield, California.

## Honorary Members

The following retirees have 35 or more years of membership in the Local Union as of July 1989, and have been determined to be eligible for Honorary membership effective October 1, 1989.

Arthur Adams	0798028	Chris Kinzel	0800915
Doyle Barney	0814831	Lorne Knouse	0772853
Leroy Bennett	0814832	Jimmie Posey	0750365
P. J. Bertalla	0645864	Milbert Preszler	0811381
Alvin Cardoza	0814837	Frank Rees	0657828
Frank Fornengo	0541623	Carrol Stott	0586517
John Francis	0693643	Claude Thomas	0661943
Charles Hord	0814851	Bob Vaughn	0503248
James Hubbell	0811367	James Wells	0814871
James Jackman	0640990	Woodrow Wilson	0608472

The following retirees have 35 or more years of membership in the Local Union as of August 1989, and have been determined to be eligible for Honorary membership effective October 1, 1989.

Clayton Abbott	0821337	Ray Graham	0811433
Tony Cardoza	0817518	Glen Hardwick	0688860
Conelius Couch	0807539	Everett Herndon	0814782
Dewie Dabbs	0750464	Amos McGee	0800944
Ray Delmas	0667295	Lloyd Potter	0772891
Charles Dinneen	0422785	Fred Powell	0817485
Harry Dowdle	0750466	James Stephens	0814866
James Fancher	0500934	Ervol Yturiaga	0811397

# NEWS FROM THE DISTRICTS

## Sacramento keeps working at steady pace

Work in the South end of town is continuing at a steady pace. Case Power & Equipment is keeping seven mechanics plenty busy. Morgan Equipment has just moved to the Downtown area. We have just opened negotiations with Morgan, the current Agreement expires August 31, 1989. Currently on their payroll are five full-time mechanics.

Teichert's rock, sand and gravel plant at Perkins is working two shifts. The mechanics at the plant shop are getting plenty of hours keeping the plants in good running condition. Teichert Precast is working two shifts in keeping up with the season's demands. The pit crew is also putting in a lot of hours. With Teichert's operations in full force, the mechanics at Teichert's cat shop are putting in plenty of hours.

Moving over to Granite's plant operations at Bradshaw, they are working three shifts, two production shifts and one maintenance shift. Granite's operations are also in high gear with plenty of work scheduled.

Teichert is finishing up a \$1,000,000 subdivision on Vineyard Road and Calvine Road. This is the first phase of a large development planned for this area. Teichert's underground crew has moved onto the site. They will be pouring no-joint pipe with a cast-in-place machine. Heading west to the Vintage Park area, Teichert has picked up another underground job, roughly seven members are working at that site.

At the other end of Bond Road, Granite will be putting an overcrossing at Highway 99. The abutment work is under construction on both sides of the highway. Heading south to Galt, Granite was awarded \$10,000,000 of subdivision work. This project is expected to keep a substantial number of members working for quite some time.

*Frank Herrera  
Business Representative*



## Local 3 members keep Teichert plant rolling

Eight Local 3 Operating Engineers are a big part of the reason behind the success of the Teichert Martis Valley Plant in the Tahoe area. Opened in 1985 the plant can barely keep up with the orders for gravel that have been pouring in. The union work-force includes (standing from left) Lee Talcott; Bill Hewlett; Soren Johnson, electrician; Herb Copeland; Joe Baker, electrician; and Dough Riley. Kneeling from left, are Darren Newcomb, Leon Hutchins, steward; and Gary Smith, hot plant engineer.



David Cooper (above) operates the batch plant. Mechanic Dennis Bachman repairs compactor.



Working at A. Teichert and Sons main yard for the Woodland District in the Sacramento area are (from left) John Bramlage, Harlin Quinn and Phillip Sanchez, apprentice. Also working in the yard but unavailable for this photograph are Bert Ohlhausen, John Parker, Mike Zine, Dave Adams, Jim Perez, and Jesus Vesquez.

