



Engineers News

VOL. 47, NO. 9

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

SEPTEMBER 1989

Getting a grip on health care costs

America's working people and their families are facing a terrible health care crisis. Faced with skyrocketing medical costs, health plans such as Local 3's are making sweeping changes in an effort to stem negative cash flows and still maintain quality health care coverage.

While these actions will keep health

plans solvent in the short run, they are not a permanent solution. As long as there is a profit based medical industrial complex, there will be those who benefit from the current system.

In a two part series beginning on page 5, Engineers News examines what brought about the current crisis and what needs to be done to solve it.

INSIDE

We think the Oakland A's and the San Francisco Giants are going all the way. If they do, you have a chance at winning a pair of tickets to a World Series game! Details on page 4.



Kiewit Pacific keeps Local 3 members working on \$19 million freeway project near Davis.

(Pages 10-11)



Calm before the storm: It looks pretty peaceful amid all this neatly parked heavy equipment. But as soon as lunch break is over, the dirt will be flying again on Joe Foster, Inc.'s big spread for 1,500 homes in Clayton (see page 18).



FOR THE
Good & Welfare

**By Tom Stapleton
Business Manager**

Editor's Note: The following editorial is by Jim Hightower, Texas Commissioner of Agriculture, and a popular spokesman for America's working men and women.

Down in Texas we know that the waters won't clear up until you get the hogs out of the creek. And that's our problem in this country—the fat hogs have been turned loose in the creek, and they are fouling the economic waters for us.

"We might not all have come over on the same boat, but were all in the same boat now."

The Powers That Be are always trying to divide you and me. They want to separate farmers from labor. They tell labor to beware of small business. And they say to small business, "Look out for those environmentalists." Then they tell the environmentalists, "Beware of the minorities." The truth is, we're not enemies. We're natural allies.

A preacher friend of mine once said, "We might not all have come over on the same boat, but were all in the same boat now." Our issues might be different, but our central struggle is exactly the same; to few people control too much of the money and power, and they're using that control against you and me. It was better said Bob Wills, who wrote a country tune many years ago: "Little bee sucks the blossom, but the big bee gets the honey. Little man picks the cotton, but the big man gets the money."

It's now time to reassert in our politics the fundamental values of this country: economic fairness, social justice, and equal opportunity for all people. We should all demand that these values again become the standard by which we judge the performance of our economy, of government, and of our society. Needless to say, for the past eight years, such values have been tucked far, far back—kind of like an old jar of Cheez Whiz in the back of the refrigerator. Leadership from Wall Street to the White House pushed down upon the people a philosophy of greed that says: "I've got mine, you get yours." "Never give a sucker an even break." "I'm rich and you're not." "Adios, chump." And they meant it.

In the past eight years, 80 percent of the people, your family and mine, have lost income. The top 10 percent of the families have enjoyed a 16 percent increase. The richest 5 percent have enjoyed a 23 percent increase. And the richest 1 percent got a 50 percent increase in their income. In fact, they've averaged an annual income increase of \$129,000 a year. You can buy groceries with that!

These are the upper crust, the powerfully rich. They're out at the yacht club right now, sitting about in their Guccis and Puccis, enjoying melon melange, sipping a delightfully fruity and

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Striking up the band: Musicians in Las Vegas are on strike at five hotels – Ballys, Caesars Palace, Tropicana and Hilton's Las Vegas and Flamingo – after management implemented final demands which included the use of taped music in place of the AFM members. The strike has gathered momentum by the continuing pull out of union conventions booked to those hotels.

Plumbers' leader Joe Mazzola dies

Friends and admirers of Joe Mazzola jammed St. Mary's Cathedral in San Francisco last month to mourn at a requiem mass for the long-time labor leader.

The church was packed with members of Local 38 of the Plumbers and Pipefitters, the union Mazzola had led for more than 40 years. Several generations of elected officials and community leaders were there, along with leaders from throughout the labor movement.

Mazzola, 72, was killed August 12, when the vehicle he was driving went out of control while he was hunting deer in Lake County. Mazzola was with Cal Rossi of San Francisco. Rossi walked for help despite injuries, but Mazzola died before an ambulance carrying the two men arrived at a hospital in Clear Lake.

John F. Henning, executive secretary-treasurer of the California Labor Federation, praised Mazzola's record of service to workers.

"The labor movement has lost a leadership dynamo in the sudden, tragic death of Joe Mazzola," Henning said.

"His four decades of leadership in Local 38 told a story of complete dedication," Henning continued. "In fact, Local 38 was his life."

"All the labor movement suffers from the loss of such a commitment. We remember that uncompromising devotion to the membership. That's the way it was with Joe."

Joseph P. Mazzola was born April 10, 1917, at Brooklyn, New York, to parents who

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Engineers News

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Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO; 474 Valencia St., San Francisco, CA 94103. Second Class Postage Paid at San Francisco, CA. Engineers News is sent to all members of Operating Engineers Local in good standing. Subscription price is \$6 per year. POSTMASTER: Send address changes to Engineers News, 474 Valencia St., San Francisco, CA 94103.

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Labor wins historic hike in benefits

AN HISTORIC WORKERS' COMPENSATION reform providing \$1.4 billion in new benefits in the next three years was approved this month, in the closing moments of the 1989 session of the California Legislature.

It marks the greatest dollar increase in the history of the California worker injury law. The previous high increase was the \$5 million enacted in 1982.

Maximum weekly temporary disability benefits will increase from the current \$224 to \$266 on Jan. 1, 1990, and to \$336 on Jan. 1, 1991—a total of 50 percent.

The victory is part of a clean sweep for labor on legislation increasing worker benefits.

The unemployment insurance weekly maximum benefit will rise from \$166 to \$230 and the top benefit under state disability insurance will go from \$224 to \$336 under separate bills enacted before the Legislature adjourned.

All three measures were endorsed by Gov. Deukmejian following lengthy negotiations.

The workers' compensation debate provided high drama and demonstrations of statesmanship during all-night sessions as the legislative recess deadline neared.

In the end, Sen. Bill Lockyer, D-Hayward, declared on the Senate floor shortly before 4 a.m. Saturday; "More than anything else, this is the achievement of one individual—Jack Henning."

Henning, executive secretary-treasurer of the California Labor Federation, AFL-CIO, fought throughout the spring and summer to keep the legislation on track.

The bill goes into the statute books with a name advanced by Lockyer.

Officially it is the Burt Margolin-Bill Greene Workers' Compensation Reform Act of 1989, so designated in honor of Assembly Member Burt Margolin, D-Los Angeles, the author, and Sen. Bill Greene, D-LA., chair of the Senate Industrial Relations Committee, who has campaigned for years to update the system.

Workers' compensation in California has become one of the costliest systems in the country

(Continued on page 4)



Celebrating the creation of a new Local 3 district office in Fairfield, Ca., are (from left) Grievance Committee member Lane Bargiband, Recording-Corresponding Sec. Bill Markus, Grievance Committee Member Bill Post, Vice President Bob Skidgel, District Rep. Bob Baroni, Executive Board Member Roger Wilson, Business Manager Tom Stapleton and Grievance Committee Member Steve Lockett.

Contra Costa loses millions, study shows

POSCO project hurt local economy

EMPLOYMENT OF OUT-OF-AREA construction workers at less than prevailing rates on the USS-POSCO steel mill project hurt the economy of Contra Costa County, Ca., according to a study prepared for the county board of supervisors.

Work on the \$350 million project at Pittsburg, Ca., got under way in 1987 after USS-POSCO Industries awarded modernization and expansion to BE&K Construction, a fiercely non-union enterprise based in Birmingham, Ala. The project is estimated to be the single largest non-residential construction venture in the county in the last nine years. Organized labor immediately protested BE&K's presence in the area and warned of negative effects on area living standards.

The new study, entitled "The Impact of Out-Of-Area Workers in Non-Residential Construction on Contra Costa County: A Case Study of the USS-POSCO Modernization", offers evidence that labor's warnings were right on target. According to the study, BE&K's open shop joint venture (known as AMK) paid an average wage of \$10.83 an hour and employed a workforce with an out-of-area total of approximately 43 percent. Out-of-area workers are defined as persons whose place of residence prior to employment on

the project is greater than 75 miles from the county.

Negative impact

AMK's employment practices resulted in a loss of construction payroll going to local workers of \$36.5 million and a loss of spending in the local area of approximately \$18.6 million, the study said. Furthermore, about \$19.9 million in secondary income was lost due to the economic "multiplier effect" and about 933 secondary jobs were lost. These losses resulted in the county losing approximately \$393,655 in local sales tax revenue, the study estimated.

In addition, workers from outside of California enrolled approximately 150 more students in the county school system at a cost to the state of approximately \$365,000. The increased enrollment aggravated the overcrowded problem, particularly in Antioch, the study said. USS-POSCO should pay local school districts approximately \$500,000 to offset this contribution to overcrowding, the study suggested.

Out-of-area workers with no health insurance cost the state health care system approximately \$333,000, according to the survey. Moreover, the study charged that AMK, by hiring out-of-area workers, increased local unemployment by approximately 4,842 worker weeks and boosted unem-

ployment insurance costs by approximately \$200,000.

The study was prepared by Carlos Davidson, a consulting economist, in association with the Center for Labor Research and Education/Institute of Industrial Relations at the University of California, Berkeley.

Serious battle

The Contra Costa Building Trades Council began protesting the use of an open shop contractor shortly after the award to BE&K was announced. Since then, BE&K has protested allegedly violent union tactics aimed at thwarting open shop operation of the project.

In addition, the Contra Costa BTC lobbied unsuccessfully for a county ordinance that would have required payment of prevailing wages and benefits on all construction in the county, public and private, and a hiring preference for county residents. The board of supervisors has tabled the proposed ordinance on the advice of the county counsel.

USS-POSCO Industries has filed suit in the U.S. District Court for the Northern District of California, alleging antitrust violations by the Contra Costa BTC. The Associated Builders and Contractors filed a friend of the court brief in support of that contention.

Historic workers' comp bill will boost benefits

(Continued from page 3)

while providing benefits that are among the lowest.

The bill, as it emerged, was the product of nearly five months of amendment and alteration that continued until shortly before the final floor vote.

Here are some of the provisions of the new workers' compensation law:

- Maximum weekly temporary disability benefits go from the current \$224 to \$266 on Jan 1, 1990, and to \$336 on Jan. 1, 1991, for a total increase of 50 percent.

- Permanent partial disability benefits increase by 75 percent. This is done by increasing maxi-

imum weekly benefits from \$140 to \$148 in 1991 and by increasing the number of weeks in which benefits will be paid in 1992. These increases apply to more severely injured workers, those with disability ratings greater than 25 percent.

- Vocational rehabilitation temporary disability benefits rise from \$224 to \$246 next Jan 1.

Death benefits increase from \$95,000 to \$115,000 for multiple dependents and from \$70,000 to \$95,000 for one dependent, while burial benefits increase by \$3,000 from the present \$2,000 to \$5,000.

- To establish compensability for stress, it must be demonstrat-

ed that actual events connected with employment are responsible for at least 10 percent of the psychological injury.

- An Industrial Medical Council made up of equal numbers of legislative and gubernatorial appointees and having a staff of its own, will appoint doctors, called qualified medical evaluators (QMEs), to evaluate worker injuries. One of the criteria for QMEs will be spending at least 20 percent of practice time in direct patient treatment.

- Workers represented by attorneys are limited to one injury evaluation report per medical specialty, and the evaluation doctors will be chosen from the list of hundreds of QME's. Employers are similarly limited as to repetitive evaluations. Employers continue to pay for workers' evaluation reports.

- Complete freedom of choice in selection of treating physician continues.

- In addition to penalties existing under the present law, there are automatic 10 percent penal-

ties for late payment of benefits.

- Civil penalties can be assessed against employers or insurance carriers for failure to pay an undisputed benefit.

- A new health and safety program financed through penalties against insurers or employers will be administered by a joint labor-management board.

- The insurance industry will lower the percentage of premiums it currently takes for overhead expenses by one percent in 1990, one percent in 1991, and two-thirds of a percent in 1992.

- A commission named by the governor and legislature will monitor changes in the law and make recommendations on changes in the present system of setting rates for compensation insurance.

- Two additional labor representatives will be added to the Workers Compensation Insurance Rating Bureau, bringing the total to four, and they will be provided with an actuary to help them respond to insurance industry proposals.

Local 3 members in District 10 (below) vote on a series of resolutions to amend the Bylaws. In a series of specially called meetings held throughout the local, members accepted a proposal to establish a separate political action committee in each district and to allocate \$1 per member per month to finance each committee's programs. Other resolutions were also approved to make the initiation fee more equitable and to allow the union to reallocate excess moneys in the Death Benefit Fund and Hardship, Strike and Lockout Fund.



Free World Series Tickets!!

Giants & A's: With the Giants and the A's both burning up the bases, the 1989 season could produce baseball's first transbay World Series. As a sponsor of both teams this year, Operating Engineers Local 3 has two tickets available for each home game! If you are a Local 3 member in good standing, you are eligible to enter a random drawing for a pair of these tickets!

Up to 7 winners: One pair of tickets will be awarded by random drawing for each home game. That means up to 7 pairs of tickets if both teams make the series, or up to 3 or 4 pairs if only one of our teams makes it.

How to win: Any Local 3 member can enter by completely filling out this form and returning it by mail to Local 3 by the deadline.

Rules: Only this official *Engineers News* entry form is acceptable—no facsimiles! All entries must be returned by mail and must be received in the Local 3 office by October 9. Only one entry per member allowed. Random drawing will take place October 10 and winners will be notified the same day. Only Local 3 members in good standing may enter (Employees of Local 3 are not eligible.)

Mail to: Local 3 Baseball Offer, 474 Valencia, San Francisco, CA 94122

Member's Name _____

Social Security No. _____

Street _____

City _____

Phone _____

Getting a grip on skyrocketing medical costs

By James Earp, Managing Editor

CRISIS: AN UNSTABLE OR CRUCIAL time or state of affairs in which a decisive change is impending; esp. one with the distinct possibility of a highly undesirable outcome.

Webster Dictionary's definition of crisis is an apt description of our nation's health care system. All across the nation, the upward spiral in health care costs is placing a severe crunch on health plans and creating havoc with the pocketbooks of American families. The problem is so extensive in scope that no one except possibly the very wealthy remains unaffected.

Last May, for example, sweeping changes were made in the Operating Engineers Health and Welfare Plan in an effort to stem rapidly escalating costs.

For the first time since 1973, a \$100 per person deductible (\$300 maximum per family) has been implemented. In addition, the bank of hour eligibility requirement was increased from 270 hours to 300 hours and the percentage of coverage was reduced to 90 percent for contract hospitals and physicians and 80 percent for noncontract facilities.

(The plan continues to pay 100 percent after the first \$3,000 in charges for contract facilities and 100 percent after the first \$5,000 for noncontract facilities.)

"The problems that forced us to make these changes in our plan came as a surprise to everyone," Local 3 Business Manager Tom Stapleton explained. "We've known during the past eight years that medical costs were increasing well above the cost of living.

"That's why we implemented cost containment programs, like contract hospitals and contract physicians to keep these expenses in check. This strategy worked very well until last year, when costs went right through the roof," he said.

Local 3's Northern California health and welfare trust fund spent \$54.8 million in the fiscal year ending April 30, 1989, but it only took in \$41.8 million, a deficit of \$13 million.

Fortunately, the plan has reserves which enabled it to cover the loss. But when projections showed that

the plan would continue to lose about \$1.3 million a month, it was imperative that steps be taken to keep the plan solvent.

We are not alone. Companies all over America, stung by annual increases in their medical costs that far exceed the general inflation rate, have been demanding in contract negotiations that their unionized employees share the burden of medical costs by accepting payroll deductions and increased out-of-pocket payments.

This summer, millions of unions members of the Communications Workers of America working for AT&T and the "Baby Bell" companies walked picket lines in lengthy strikes to protect their medical benefits. AT&T was demanding that its employees pay a monthly fee of \$25 to \$50, a deductible of \$150 to \$200 and 20 percent of hospital and doctor bills up to an annual limit of \$1,000.

In Seattle, 12,000 members of the United Food and Commercial Workers fought off an attempt by supermarket chains to impose an 8 cents an hour payroll deduction to maintain their "first dollar" plans. (First dollar plans are those in which the participant is not required to pay an upfront deductible.)

THE OBVIOUS QUESTION IS, what brought all this about? How could our health plan and others like it be in such good shape and then suddenly require emergency surgery?

The health care crisis has many components. Here are some of the major ones:

- There are 37 million people – most of whom work for a living but

Operating Engineers Local 3 H&W Trust Fund: Northern California



As the above graph indicates, Local 3's Health & Welfare Fund was able to maintain a positive cash flow until the year ending April 30, 1986, at which time the costs rose slightly above revenue. However, it was not until last year that costs began to far outstrip revenue.

are not poor enough to qualify for Medicaid – who have no health insurance. Who pays for their medical bills? We do. Hospitals and doctors offset these unreimbursed expenses by charging us higher prices.

- The Reagan years slashed Medicare and Medicaid coverage to a fraction of what it used to be. Today only 37 percent of Americans living below the poverty line qualify for Medicaid, down from 65 percent a decade ago. Who picks up the uncovered expenses? Our own health plans.

- Health insurance premiums have risen an average of 15% per year this decade. This year, premiums throughout the U.S. are rising at anywhere from 30% to 60% per year.

- Modern technology has provided the medical industry with sophisticated equipment to preserve life and provide more accurate tests. But all this costs big bucks. For example, a new heart-saving, clot-dissolving drug called streptokinase costs about \$2,000 per shot. A magnetic imaging device that accurately and painlessly produces images of the insides of the body costs more than \$4 million to buy and set up.

- Consumers are getting a real one-two punch from the insurance companies. Not only are we paying more for our premiums, we're also paying for the increasing cost of malpractice insurance for doctors and hospitals, who simply pass it on to

us.

The short and simple answer to these problems – but the most difficult solution to accomplish – is that our nation's entire medical system must undergo a complete overhaul. The United States spends more on medical treatment per person than any other industrial nation in the free world, and it has the most inadequate coverage. It's based on a "for profit" medical-industrial complex of insurance companies, medical suppliers, hospitals and physicians, many of whom benefit handsomely at workers' expense.

Next month, *Engineers News* will examine the issue of national health coverage in more detail. But the reality is, it will take a superhuman effort to accomplish the kind of real change that will result in a quality health care system for everyone. In the meantime, we have to deal with the more immediate problems of how to pay for the program we currently have and how increasing costs are affecting contract negotiations.

"The painful truth is, we had to bite the bullet and bring costs in line with our current revenue now," Stapleton explains. "Hopefully, we can then work toward some long term solutions that will attack the problem at its roots."

As premiums rose in the early 1980s, employers and unions worked together on cost containment programs designed to maintain quality

(Continued on page 20)

YOUR CREDIT UNION**Credit Union
opens branch
in Elko****Bill Markus**

For our members convenience, the Credit Union is opening a new branch in Elko, Nevada. The branch is located in the Elko Union hall at: 1094 Lamoille Hwy, Elko, Nv.

The Elko

branch can take care of all your financial needs, just like our other branches. For more information, call (702) 753-8585 or (800) 752-0617.

Stop by the new branch and meet our Branch Service Representative. The business hours are 9:30 a.m. to 1 p.m. and 2 p.m. to 5:30 p.m. We hope you will enjoy the convenience of our Elko branch.

Don't leave home without them

Your Credit Union now offers American Express Traveler's Cheques to members, which provides you with the safety and convenience of a worldwide refund network in case your cheques are lost or stolen.

American Express's refund Express Program offers personal delivery of refunds in less than three hours to 110 major cities, and 24-hour refunds in most major U.S., Canadian and European airports.

If you're planning a trip be sure to stop by the Credit Union branch nearest you for American Express Traveler's Cheques.

Local 3 Credit Union Visa coming soon

Starting in November your Credit Union will start offering a VISA card that is hard to beat. We offer a low 14.5% APR fixed rate, compared to the 18%-21% most bank cards charge. Because this rate is fixed, you won't have the unpleasant surprise that often comes with variable rate cards: the initial "low" rate you receive on a variable rate card can change from month to month, and it's usually upward!

An Operating Engineers Local Union 3 Federal Credit

(Continued on page 8)

TEACHING TECHS

By Art McArdle, Administrator

I would like to start with a quote from sixth period apprentice, David Casey, who recently wrote to us and said, "I am progressing in Period Seven and enjoy attending class and enjoy the material. I have successfully completed the L.S.I.T. exam and this program was the major learning source for my exam preparation." Hats off to Larry Savio, who is David's instructor, for doing a great job. This is what we like to hear. Our instructors do a great job and need this kind of thanks from all of us involved with the program. Good luck to David on his L.S.

Larry Savio is taking his L.S. this year. So not only being in our program helps to move you ahead in the surveying industry but being in the instructional portion also gives you that extra surge that is needed.

We have had many new journeylevel individuals pass their test to enter the work force. We only hope that these new people will come into our journeylevel upgrade program. The program is available for all "A" or "B" status journeymen and can help move individuals into more responsible positions at work, which also means longer working seasons and more financial gain.

We have two new instructors for our program. Instructing our fifth through eighth period class in Santa Clara is Anthony "Tony" Rubio and instructing in our Oakland fifth through eighth period class is Floyd Harley.

Tony is replacing one of our long time instructors, Ted Taylor. Ted is taking a well deserved rest after eleven plus years of teaching. Thanks and good luck Ted.

Floyd is replacing Larry Savio who is moving to Sacramento and will take over Ron Nesgis' extra class.

Both instructors have graduated from our program and having seen what the program did for themselves have come back to share their knowledge with our current and future apprentices. Welcome to the NCSJAC new instructors!

Our current instructor in the Redding area, Merle Eli, will be moving to the Bay Area and will no longer be instructing. We will miss you Merle—good luck to you. Merle will be replaced by Jim Bettes, an L.S. and member of Operating Engineers Local Union No. 3

Noting an editorial in a local Contra Costa newspaper, it stated that the most vital issues facing worker's in the United States

is competitive economic growth and competing with other nations so that we may maintain a high standard of living. This is the primary goal of the union through the increase of productivity which in turn increases the standard of living. Also, education in the United States has fallen behind other nations however, apprenticeship is moving ahead.

Through apprenticeship we strive to train a productive and skillful workforce and give many individual's a chance that otherwise might not be available to them. The "earn while you learn" creates a productive society which is vital to our world competitiveness and that is why YOUR apprenticeship program is important to you.

If you are interested in upgrading your skills or learning new skills, be sure to contact the NCSJAC training program. We are here to help provide a more productive and skillful UNION workforce.

IMPORTANT NOTICE: Tom Stapleton, your Business Manager, has worked very hard for the gas tax increase on the voter's ballot in June 1990. This would mean work for Operating Engineers so tell your neighbors, a YES vote is needed!

USE OR ABUSE? Diagnosing Dependency

800/562-2773

Outside California

800/562-3277

Northern California

Dependence on alcohol or other drugs is a widespread problem. Many times, people don't recognize it. Chemical dependency is simply the inability to control the use of some physical substance—not being able to quit, and not being able to limit how much is used. If you have a dependency problem, recognizing it can help you to move towards a happier and healthier life.

Myths

You might think of a chemically dependent person as someone who can't live without their drink or drugs, who is often drunk or stoned, who uses every day, or is irresponsible, immoral, weak-willed or even evil. The fact is, a person can be chemically dependent without showing such obvious signs, and dependency can cause serious problems in

a person's life. We are gradually beginning to realize that a person's genetic make-up may affect his or her chances of becoming dependent, and that dependency is often a physical condition that cannot be cured by will power alone.

Symptoms of Dependency

Here are some signs that might indicate a chemical dependency problem in you or someone you love:

- Trying to cut down or quit using some substance, and failing at it.
- "Blackouts," or lapses of memory, after use.
- Using the substance while alone, or hiding the evidence of use.
- Using the substance to forget about problems or worries.
- Doing things while "under the influence" that cause regret afterwards.
- Not being able to enjoy an event without the substance.
- Using much more than other people in a social gathering.
- Neglecting responsibilities in order to use the substance.
- Family, friends, or employer expressing concern about substance use.
- Being willing to do almost anything to get the substance.
- Financial or legal problems from using the substance.

Problems caused by dependency
Chemically dependent people

often act unwisely or inappropriately while under the influence of their drug. They may act in ways that will embarrass them later, such as by telling dirty jokes at a party. They may endanger their health and lives, and the lives of others, by having unsafe sex, or by driving while intoxicated. They may lose their jobs or families as people around them are hurt by their actions.

What to do

Recognizing that there is a problem is the first step towards recovering from chemical dependency. If you think you might have a problem of this type, here are some steps you can take:

- Acknowledge the problem openly
- Limit time spent with people who encourage drug use, or who believe that dependency is a problem of weak will.
- Seek professional help from individuals who deal with chemical dependency and recovery. You might benefit from counseling or a treatment program.
- Seek out the support of people who are recovering themselves. Many 12-step programs such as Alcoholics Anonymous are available for various types of dependencies.

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

FRINGE BENEFIT FORUM

By Don Jones, Fringe Benefit Director

October: your time to decide



You may join the Kaiser Permanente Medical Plan during Oct. 1989 with coverage effective Nov. 1, 1989. With the recent changes to the regular plan, necessitated by today's rapidly escalating health care costs, Kaiser

Permanente may be a stronger alternative than ever before.

While Kaiser Permanente's critics complain that Kaiser provides impersonal, cattle-car medicine, many health care analysts are quick to point out that Kaiser Permanente offers medical services second to none, beginning with each Kaiser Permanente member's choice of his/her personal physician, who works with the member to coordinate all health care needs, including referrals to specialists.

I would like to mention a few things I've heard from members in the last year regarding Kaiser Permanente.

Many members had nothing but praise for Kaiser Permanente and its services. They were especially pleased when they did not receive a bill and did not have to bother with filing claim forms and waiting for reimbursements.

Yes, they had to go to a Kaiser Permanente facility, but there are more of them nowadays. Kaiser Permanente has launched an aggressive expansion program.

Parents were pleased that under the active plan, Kaiser Permanente provided, without charge, coverage for pediatric checkups and coverage for routine immunizations and inoculations. This is not the case under the regular plan.

Members I spoke with said they received quality medical care from highly qualified professionals. Kaiser Permanente provides excellent care for major illnesses—at no cost to the member for covered services. I've spoken with more than one family who has a family member alive and well today because of the excellence of Kaiser Permanente's open heart surgery team.

We realize the Kaiser Permanente plan is not for everyone and whichever plan you choose, the regular plan or Kaiser Permanente, it's completely up to you. We're simply suggesting you take a careful look at your options and make an informed choice.

Some commonly asked questions about Kaiser have been:

•What happens if I am on vacation and get sick?

If you travel outside of a Kaiser area and need emergency services, Kaiser will

cover you for emergency treatment at a medical facility until you can be transferred or travel to the nearest Kaiser facility.

•Is there a charge for doctor visits?

Under the active plan, there's no charge for doctor visits or hospital stays. For retirees, Kaiser makes a \$3.00 charge for each doctor's office visit. This is a Kaiser requirement for all retiree plans.

•Are routine check ups covered?

Complete physical examinations are covered at Kaiser including all lab tests ordered by your doctor.

•Does Kaiser have chiropractors or podiatrists?

Kaiser doesn't have chiropractors, but they do have orthopedic specialists and complete physical, occupational and speech therapy treatment. Podiatry services are covered with proper authorization from your doctor.

Open enrollment choice by Oct. 15.

October is the open enrollment month for Kaiser Permanente. Both Active and Retired Operating Engineers in Northern California have until Oct. 15 to change their Hospital-Surgical-Medical care election to or from Kaiser Permanente. Active and Retired Engineers in Hawaii have an open enrollment in April each year and will receive a special mailing near that time next year. Honolulu, Hawaii Engineers should consider the information in this article and determine themselves if they wish to choose the Kaiser Permanente Plan.

Operating Engineers can make this change from one Plan to the other only once each year in Oct. for Nov. 1, coverage. Therefore, members are urged to carefully consider the merits of both Plans before making any choice. Once an election has been made it must remain in affect for the year. The only exception is if you move out of the 30 mile Kaiser service area.

All other benefits to which you are entitled will continue to be provided directly by the Trust Fund regardless of which medical coverage you elect. These include prescription drug, vision care, dental for active participants and families, as well as life and accidental death benefits for actives and burial benefits for all eligible Engineers.

If you wish to change your current coverage or if you want additional information, please complete the attached form, cut out and mail to:

**Trust Fund Office
642 Harrison St.
San Francisco, Ca 94107**

Kaiser enrollment applications will be mailed to you directly. Your election must be made no later than October 15 for Nov. 1, coverage.

Clip and Mail to: **Rebecca Molinar**
Operating Engineers Trust Fund
642 Harrison Street, San Francisco, Ca 94107

KAISER ENROLLMENT

Name: _____

SS#: _____

Address: _____

City _____ State _____ Zip _____

Members Signature: _____

_____ Active _____ Retired

_____ I wish to change from the Regular Plan to Kaiser Permanente.

_____ I wish to change from Kaiser Permanente to the Regular Plan.

_____ I need a Kaiser Permanente brochure.

_____ I need a Health and Welfare Booklet.

Retiree Dental Plans Open Enrollment

October 1989 is the *OPEN ENROLLMENT* period for the voluntary retiree dental plans. In October, retirees and their spouses throughout the U.S., (except Hawaii) have the opportunity to join the retiree dental plans for the first time, change their coverage, or terminate their coverage.

The effective date of the new coverage, or termination of coverage, is Dec. 1, 1989. (Retirees in Hawaii have their own dental plan through Hawaii Dental Service and you will receive a letter advising when this is and how to apply. Hawaii has a separate open enrollment period). Retirees in Utah have their dental plan through Valudent.

Utah's open enrollment is the same as California, Oct. for Dec. 1, coverage. To be eligible for enrollment, you must be a retired member in good standing with the Operating Engineers Local 3.

Please read this information thoroughly. Once you have enrolled, you are obligated to stay enrolled for one full year. However, you may switch from one plan to another during the *OPEN ENROLLMENT* period.

After this one year enrollment period, you may cancel from the plan if you wish. To cancel, please notify the **Trust Fund Office, 642 Harrison St., San Francisco, Ca 94107, Attn: Retiree Dental**, in writing. Please include your name and Social Security number. The plan will be cancelled on the first day of the following month. **Please note:** once you have cancelled, you will never be eligible to join the retiree dental plans again.

Delta Dental

\$25.38 per month-Retiree Only
\$47.87 per month-Retiree and Spouse

The Delta Dental Plan is available throughout the continental United States. This plan allows you to see the dentist of your choice. You may change dentists at any time without having to notify Delta. The Delta Plan pays 50 percent of usual, reasonable and customary charges for basic dental and prosthodontic work. A pamphlet with a break-

down of benefits and further information about Delta Dental will be sent to you when you enroll or upon request.

Safeguard

\$13.91 per month-Retiree Only/Retiree & Spouse

The Safeguard Plan is available only in these states: California, Washington, Oregon, Colorado, Utah, Arizona, Nevada, Missouri, Oklahoma, Illinois, Kansas, Maryland, Ohio, and Pennsylvania. If you choose this plan, you must see a Safeguard dentist. Any time you want to change dentists, or if the dentist you have been seeing drops from the program, you must call Safeguard and have them transfer you to a new dentist. Safeguard will not notify you if your dentist drops from the program. The Safeguard Plan pays benefits according to a schedule with the patient paying a predetermined co-payment.

A list of Safeguard providers and Benefits will be sent to you when you enroll or upon request. If you do not live in the West Coast area, an additional list can be sent to you at your request. To change your dentist, please call the San Francisco Safeguard office at 1-800-652-1152. Call collect if this number cannot be dialed from the area where you live.

Premiums

If you're receiving a pension check from the Pension Trust Fund for Operating Engineers, monthly premiums for the retiree dental plan will automatically be deducted.

If you're not receiving a pension check you may make self-payments. The Trust Fund office will set you up under the Self-payment Plan. You will be billed quarterly.

How to Enroll

To be eligible for enrollment in these two dental plans, you must be Retired and a member in good standing of Operating Engineers Union 3. If you're already enrolled in either Delta Dental or Safeguard and wish to continue—**DO NOTHING**. Unless we hear from you, you'll be re-enrolled for the 12-month period beginning Dec. 1, 1989. If you wish to enroll for the first time, change your enrollment,

(Continued on page 8)

NEWS FROM THE DISTRICTS

Contri begins work on Marysville sewer

The work picture in Marysville looks good as the winter months slowly approach us.

Perini Corp. has moved in equipment on the Hwy. 20 project just east of Marysville with a few operators working until the power poles are moved.

Contri Construction from Reno has moved into Marysville to begin work on the City of Marysville Sewer Pond Project.

Shaun Santillan from Oroville will be doing the dirt work on this project.

Granite Construction from Reno has moved into Sierra County to begin work this past week on the two locations they have by Sierraville and

Hwy. 89.

Sears Construction from Oroville is in Sierraville moving along with an underground project and hopes to finish it before the bad weather moves in.

Pollock-Denico is moving along on the Western Pacific Interceptor Canal Bridges in Yuba County.

Baldwin Contracting from Chico was low bidder on the railroad track removal in downtown Chico for \$1,824,804.00. A portion of this work will be done at night, with Peterson Logging and Chico Scrap Metal removing the rails.

*Dan Mostats
Business Rep.*

Marysville V. O. C. helps raise money for Ronnie

The Oroville Volunteer Organizing Committee has been very busy this past month putting together a raffle fund raiser booth at the Butte County Fair to help raise funds for 10-year old Ronnie Bascherini of Thermalito (Oroville) who has been diagnosed as having Lymphoblastic Non-Hodgkins Lymphoma, a form of Leukemia type cancer.

Ronnie has just undergone a bone marrow transplant at the Fred Hutchinson Cancer Research Center in Seattle, WA and is doing well.

Merchants in the Marysville District donated over 40 raffle prizes which were raffled off the last night of the fair.

Carpenters Local 1240 from Chico donated and set up the booth, and members from all labor crafts helped man the booth during the week-long fair. A big thanks goes to Dave Cummins,

Dennis Moreland, Lucky Gregory, Jerry Wrangham, Roy Larson, Jerry Lewis, Jack McCutcheon, Ted Wyman, Frank and Susan Callahan, John and Evelyn Marlow, Art and Gail Dryden, Harry Holland, Larry Smith, Skip Neves, Marie Sapp, Carl Diekman, Maurice Herlax, and a special thanks to Candy Moreland, and Kevin Hadley for printing the many signs and posters.

Thanks to all the volunteers whose names were not listed who helped make this fund raiser a real success.

The money that was raised will go to the Ronnie Bascherini Trust Fund at the Sierra Central Credit Union, 400 Nelson Ave, Oroville, Ca.

I personally would like to thank everyone for the long and hard hours that were put into this event.

*Dan Mostats
Business Rep.*

Fringe benefits cont.

(Continued from page 7)

or cancel your enrollment, please indicate your choice on the form below.

Clip and return to: the Trust Fund Office, 642 Harrison St., San Francisco, Ca 94107 Attn: Retiree Dental by October 31, 1989.

Further information about the Plans can be obtained from the Fringe Benefit Center or the Trust Fund Office.

Vacation Pay Transfer

In accordance with various Collective Bargaining Agreements, vacation pay for hours worked from March 1989 through August 1989, and reported to the Fund Manager by Oct. 1989, will be transferred to

the Credit Union by the Fund Manager on Nov. 15, 1989, and will be available for withdrawal at the Credit Union on Nov. 30, 1989

If you prefer to have your vacation pay issued directly to you rather than to the Credit Union, you may do so by filing a Semi-Annual Payment Request with the Trust Fund Office. You may obtain a request card at any district or at the Fringe Benefit Center.

The Trust Fund Office must receive your completed request card no later than Oct. 31, 1989. Checks will be issued Nov. 15, 1989. Accounts for members on monthly credit union transfers are not affected by this transfer.

Open Enrollment for Retiree Dental Plans

I wish to enroll in the Delta Dental Plan.

I wish to enroll in the Safeguard Plan.

I wish to change my present enrollment from Safeguard to Delta Dental, or from Delta Dental to Safeguard.

I am presently enrolled in either Delta Dental or Safeguard, but no longer wish to be enrolled. I understand that once my enrollment is cancelled I will never be eligible to join the retiree dental plans again.

Name: _____

Social Security # _____ - _____ - _____

Address: _____

City/State _____ Zip: _____

Date: _____

Credit Union

(Continued from page 6)

Union VISA also gives no grace period, meaning interest starts accruing from date of purchase. With a no grace period credit card you pay interest even if you pay before the due date!

We'll introduce our new VISA card in mid-November so that, upon approval, you can get a Local 3 Credit Union VISA in time for the holidays. For more details on our VISA call your nearest Credit Union branch in November.



Retired Brother Roy Palmer, a member since 1946, celebrates his 93rd birthday this fall. Roy worked at Yuba Consolidated. He retired in August 1963. He is shown here with his wife Eva.

Meeting Schedule

Don Jones will be at the District Offices on the following dates:

- Eureka
Tues. Oct. 3, 1989
- Redding
Wed. Oct. 4, 1989
- Marysville
Thurs. Oct. 5, 1989
- San Mateo
Tues. Oct. 10, 1989
- Fairfield
Wed. Oct. 11, 1989
- Oakland
Thurs. Oct. 12, 1989
- Fresno
Wed. Oct. 18, 1989
- Stockton
Thurs. Oct. 19, 1989
- San Jose
Tues. Oct. 24, 1989
- Sacramento
Thurs. Oct. 26, 1989
- Santa Rosa
Wed. Nov. 1, 1989
- Ceres
Thurs. Nov. 2, 1989

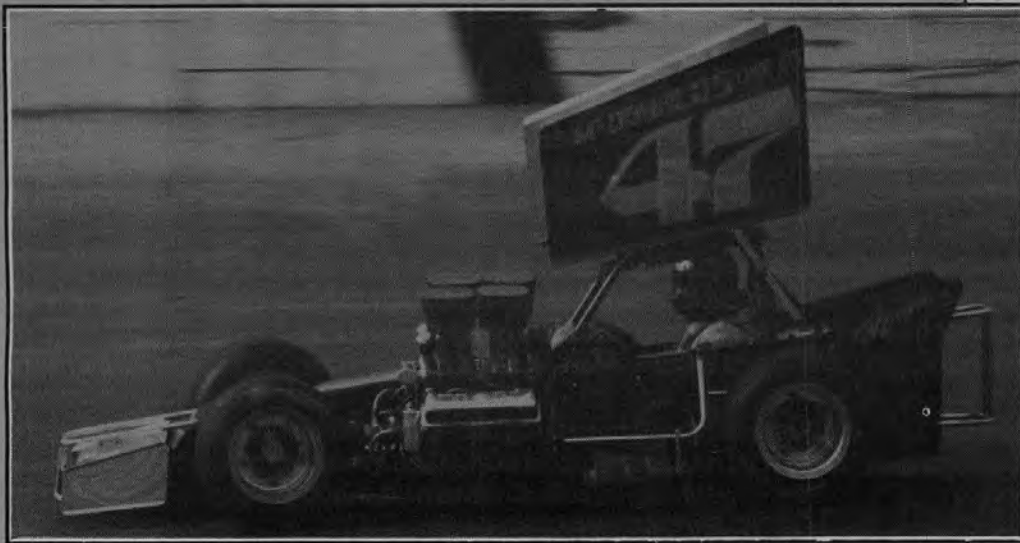
Please check the schedule and if you have any questions about the benefit plans. Be sure to drop by and ask him or give him a call.

BIRTHDAY BROTHER

NEWS FROM THE DISTRICTS

AT THE TRACKS

Two race car teams sponsored by Operating Engineers Local 3 were active on the racing circuit this summer. Chuck Miller, a Local 3 member employed at Stevens Creek Quarry in San Jose, drove the car pictured right, owned by Don Berry of Don Berry Construction in Selma, Ca., also a Local 3 member. Dennis Meisner of Madera drove the #47 Meisner Farms supermodified offset roadster pictured below. In return for its sponsorship Local 3 received publicity in the form of announcements at the racetrack.



Longtime union member Dee Cherrington dies

On August 17, Dee Cherrington, a Local 3 member for 53 years, died. Our sincere sympathy goes to his wife, Alice, and his children, Martin Cherrington and Patti D'Angelo.

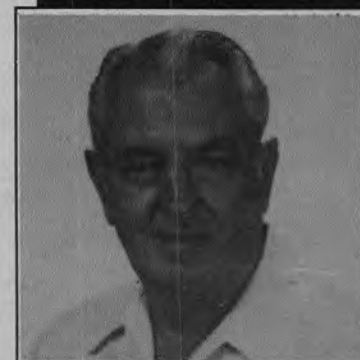
Dee was born August 8, 1912 in Garfield, Utah. In 1936 he became a member of the Steam Shovel/Portable Hoisting Local No. 45 which amalgamated to become Operating Engineers Local No. 3 in 1939.

Fifty-one year member and good friend of Dee's, Bob DiLullo, worked with him for Columbia Construction Co. dredging what is now Kutras Lake in Redding

to bring needed materials out on the 9.6 mile belt line to the construction site for Shasta Dam on the diversion tunnel.

As the years passed, Dee owned a small dragline for a few years, sold it and went to work all over the country for a time erecting sawmill burners. Dee then returned to Redding and went to work for his son Martin's drilling company (Tidril Corp. which manu-

factured horizontal boring equipment which was sold to the Republic of China) and later became a partner in the business.



Dee Cherrington

Ball, Ball and Brosamer lands \$7.7 million job in Fresno area

Talk about moving... Things in the Fresno District are on the move!

Recently Ball, Ball and Brosamer, Inc. was awarded the \$7,726,315 contract for the Redbank Creek Detention Basin

(Redbank & Fancher Creeks) project. Your local business representative met with Ball, Ball and Brosamer representatives to talk over the pending start of the project. Work will commence within the

next three weeks and continue through the winter months.

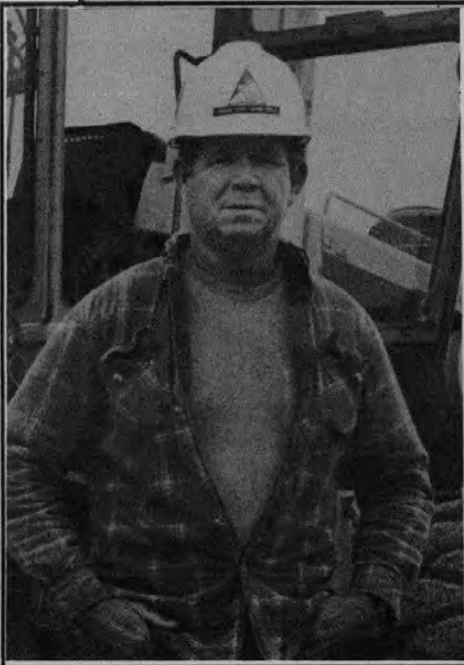
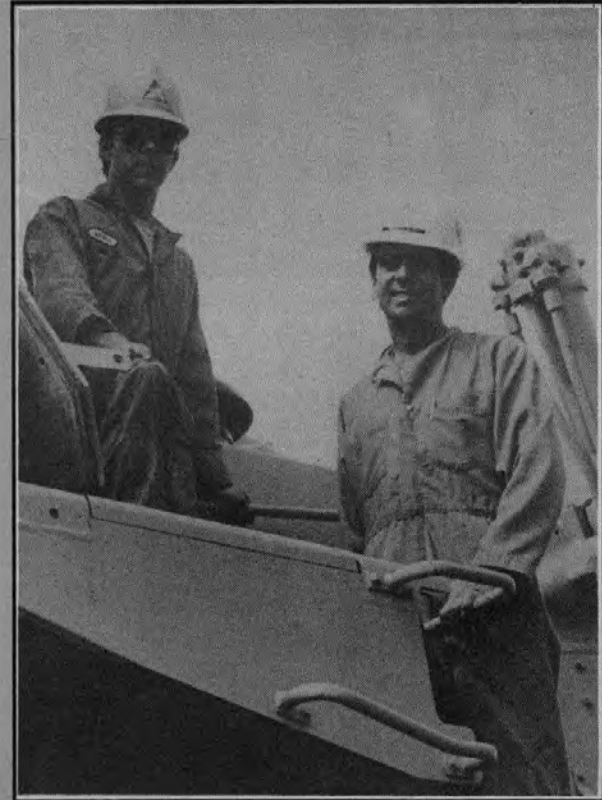
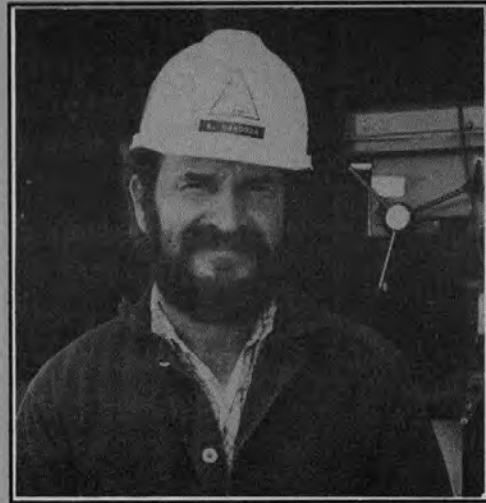
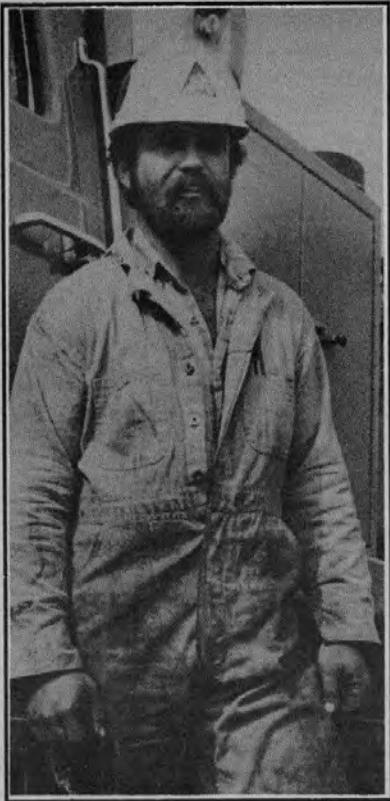
The use of scrapers instead of trucks will greatly benefit operators. We will get more of our people out on the jobsite soon.

This is a real boost to this area and more is coming our way.

*Bob Sheffield
Business Rep.*

**Boycott the union busters:
Don't fly Eastern or
Continental Airlines**

Getting the job done for K



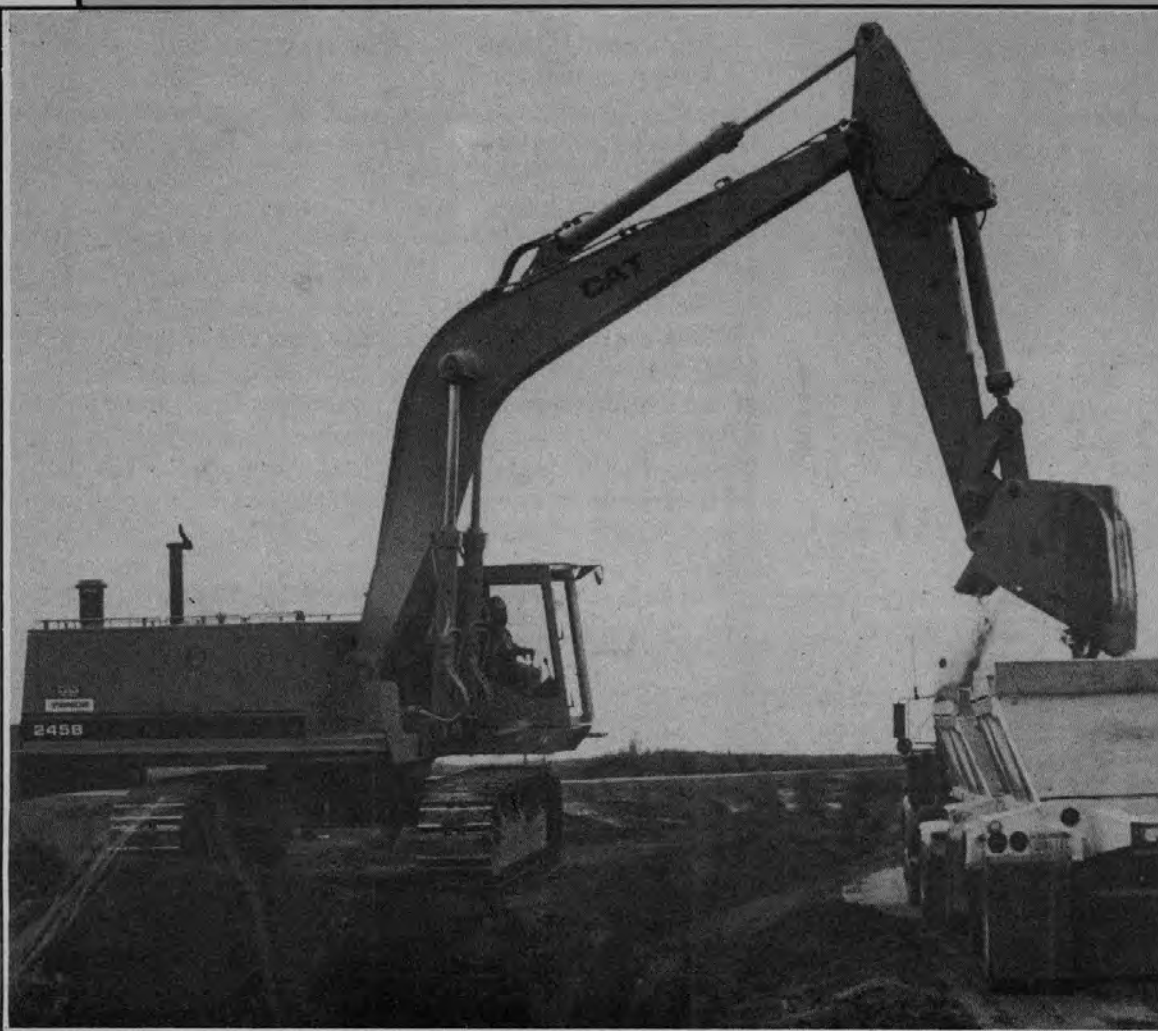
Working on the Highway 112 job are (top left) Kevin Veater, a 10-year Local 3 member; (above) Al Cardoza, 18 years; (above right) Mike Jensen, left, a Tenco employee and 6 year Local 3 member, pictured with Donald Simms, 25 years; and (left) Dana Gollenbusch, 34 years. At work in the borrow pit are Local 3 members Bob Standlee (below) and Jerry Hudgins

Photos by Eric Wolfe

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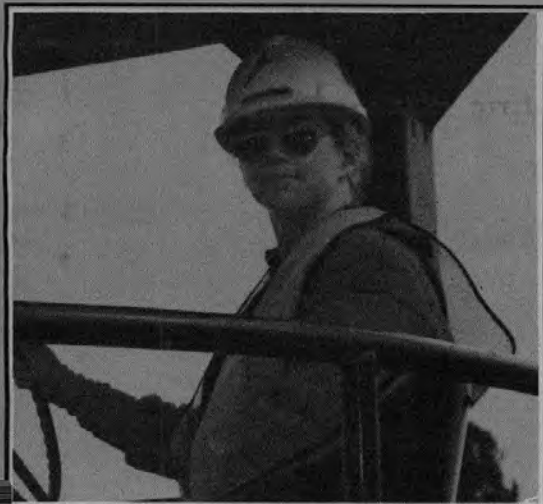
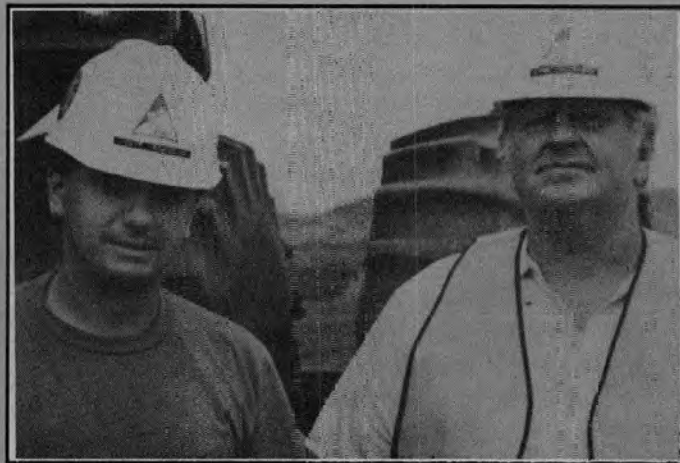
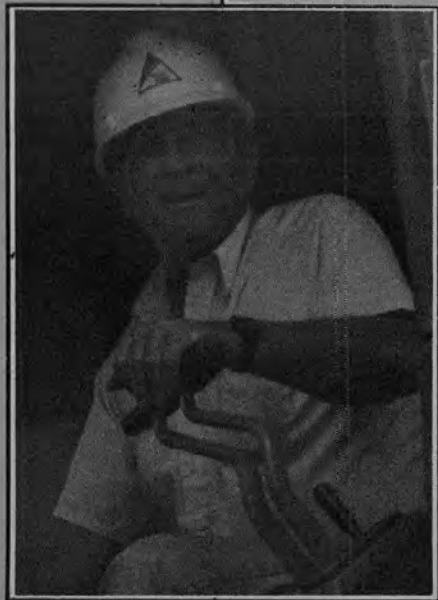
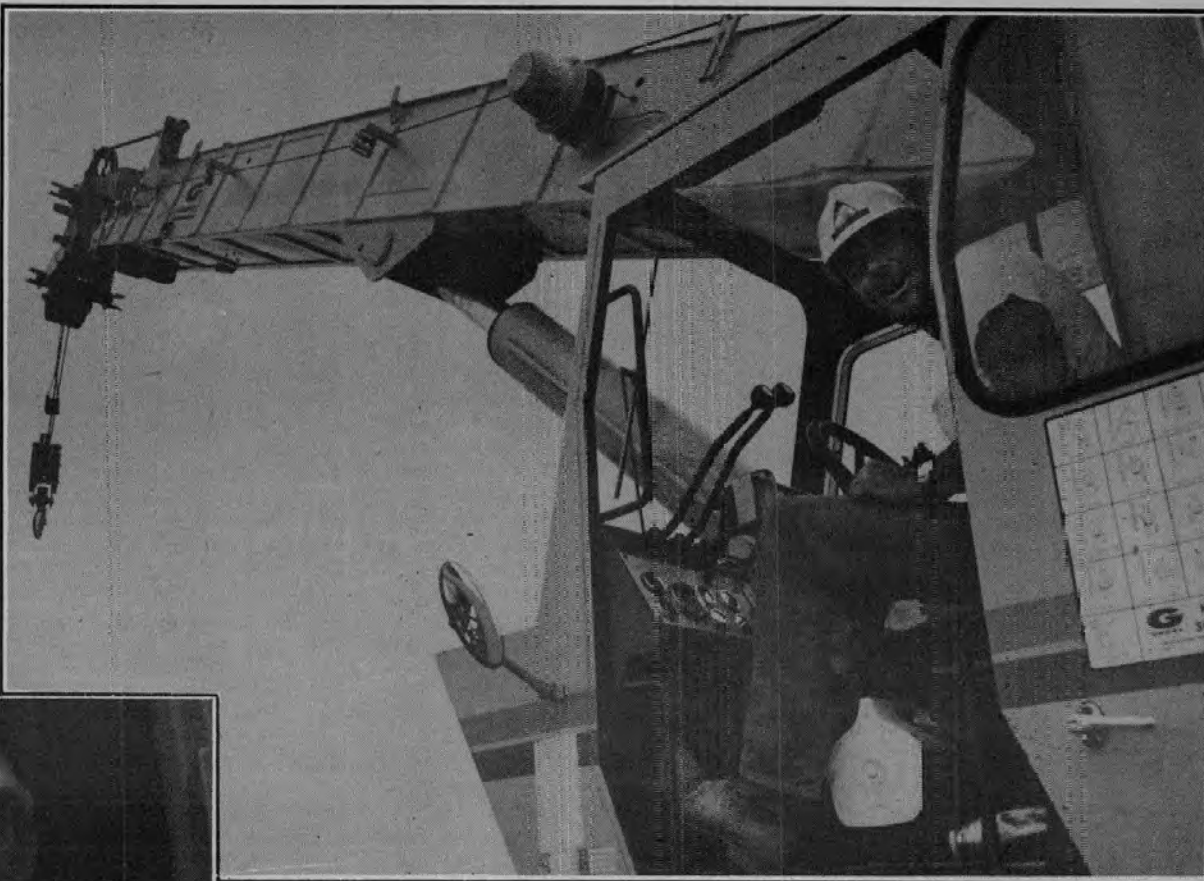
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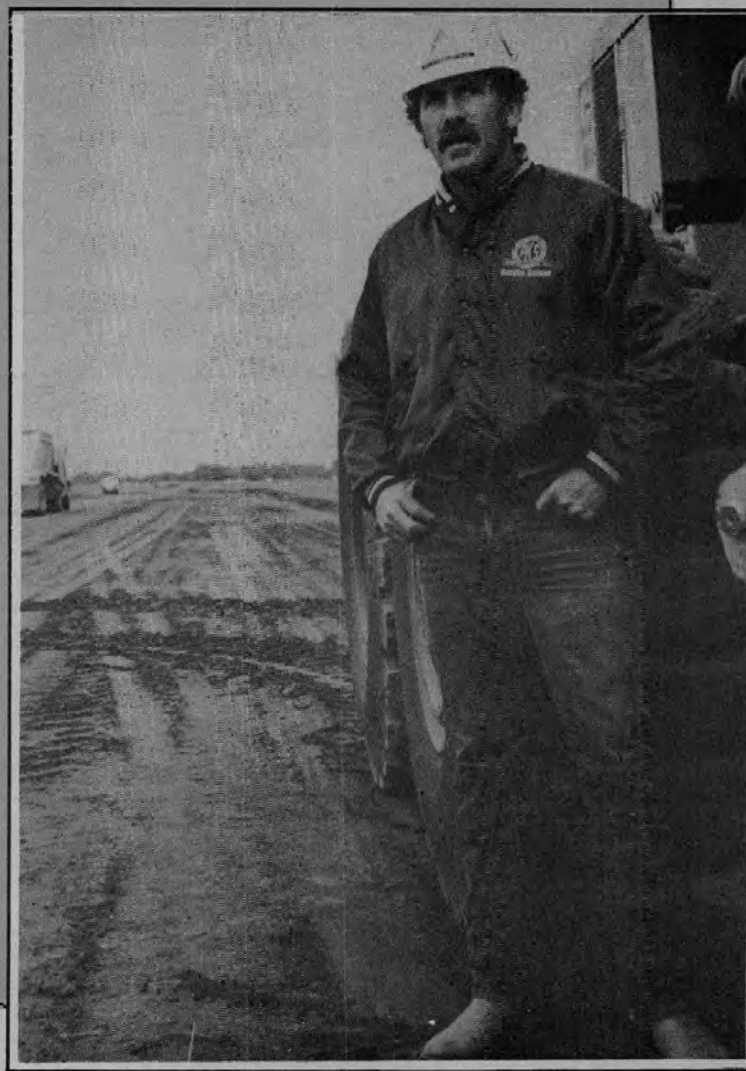
Kiewit Pacific

4 MILLION YARDS OF IMPORT-borrow will be required for work currently under construction by Kiewit Pacific on Highway 99 between Davis and Woodland,

40 Local 3 operators have worked on the \$19 million project which includes putting in 10 miles of two-lane freeway and construction of six bridges, according to Kiewit job superintendent Murray. Work is scheduled for completion in the summer of 1990.



Moving dirt for Kiewit are (clockwise from left) Janelle Spencer, 2nd step apprentice; Vern Hughes, a 27 year member of Local 3; Garth Decker, 11 years; Josif Brandusa, first-step apprentice, left, with Lynn Tillotson, 25 years; Ed Stubblefield, 6 years; and Vic Egbert, 33 years, being greeted by Business Rep. John Bonilla.



NEWS FROM THE DISTRICTS



Joe Foster, Inc. has plenty to do in Contra Costa County

No one can accuse Joe Foster, Inc. of not having anything to do these days. Right now the contractor is keeping about 140 Local 3 members busy on a number of dirt spreads throughout Contra Costa County.

The largest is phase two of the Oakhurst development in Clayton. According to Curt Foster, this \$9 million job entails moving over 6.5 million yards of dirt and setting pads for 1,500 homes. Phase one was completed last year by Ball, Ball and Brosamer.

Local 3 member and General Superintendent Glenn Madrid says the crew, working five 10s plus an eight hour shift on Saturdays, is moving about 60,000 yards a day. They began in early July and expect to complete the job by the end of October.

One of the key pieces of equipment on Foster's spread is a laser guided dozer used to cut the pads for each lot. The grade settings are logged

into the laser which then guides the blade on the dozer.

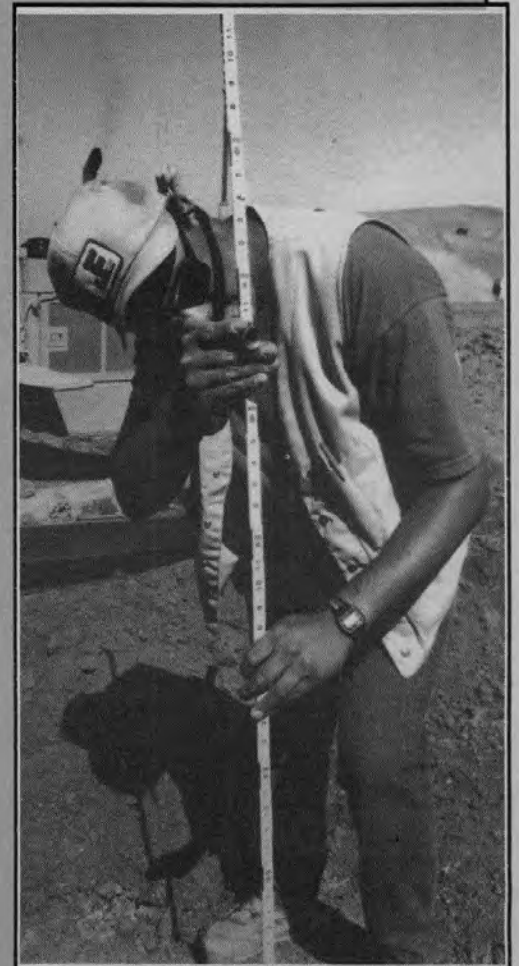
"Before we used to have to involve a grade checker and blade operator to make the finish grade," says Curt Foster. "Now all the blade has to do is brush off the pad."

According to Foster, they used to get about 8 to 10 pads done a day with the traditional method. "Now we're getting 16 to 18 pads a day," he says.

Each unit costs about \$15,000, but with the increased productivity, it doesn't take long to pay for itself. "I really like it," says dozer operator Pete Lawrence. "It's 100% easier than the old way."

Presley Co. is developing the property, and according to Curt Foster, the homes will range in price from \$250,000 to \$800,000 dollars a piece.

*By Tom Butterfield,
Business Representative*



About 40 Local 3 hands are currently working for Joe Foster at Oakhurst development in Clayton (top left). Ed Salazar (above) checks grade for "Pescardeo" Pete Lawrence (below), who operates a laser guided Cat D-8I to cut the pads on the project. Pictured lower left are mechanics Ray Robinson and Max Gonzalez.



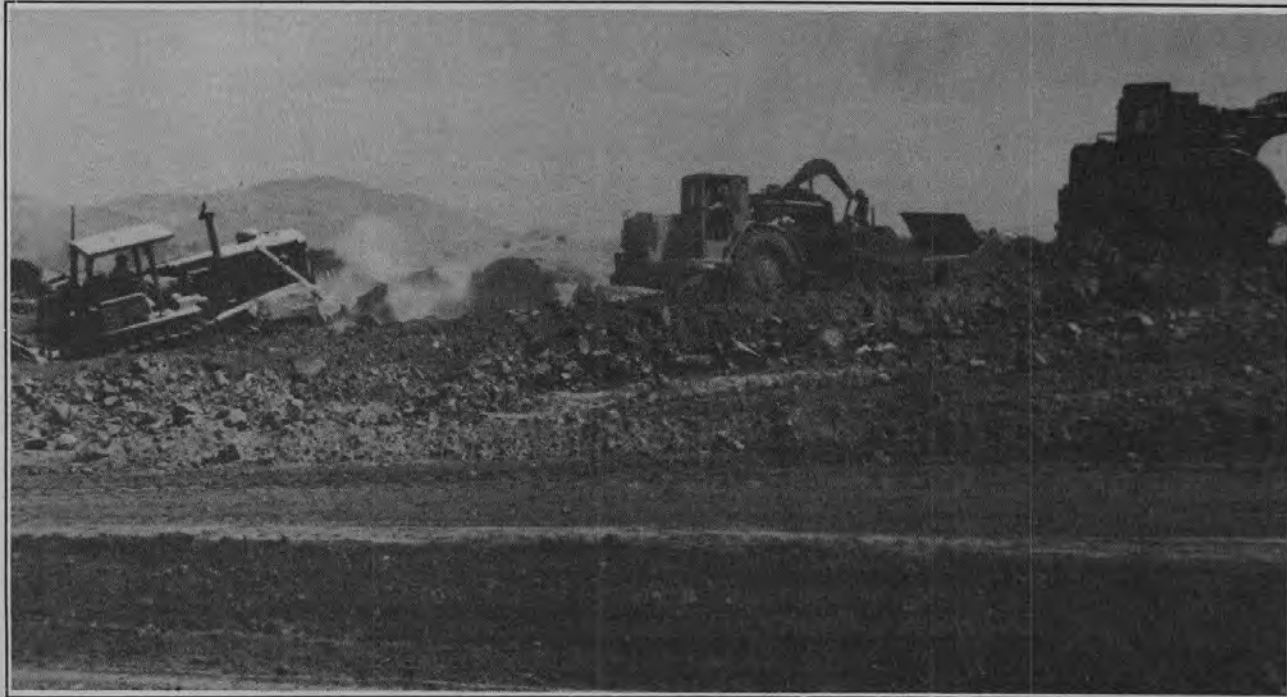
NEWS FROM THE DISTRICTS

Southern Alameda Co. offers work aplenty

WORK IN SOUTHERN Alameda County has picked up and is well on its way to making this a good year for all brothers and sisters working in the area.

Joe Foster has found a few "klinkers" on their million plus yards in the Hayward Hills. Foster has had upwards of fifteen hands on the job working equipment in addition to three to four mechanics on and off keeping up with the maintenance. The job is part of the planned development for all the hill area which may include other projects such as the Walpert Ridge job which was slated to go before the Hayward City Council again Aug. 3. In conjunction with the 148 plus house pads Foster is doing, D. W. Young and Manuel Marques are putting in underground utilities and upgrading some of the existing services.

Swinging farther south in the Fremont area, Gradeway is finishing its 880 project (additional lanes) and are also working on some small flooding control projects for the county.



Joe Foster's Hayward Hills job has kept many hands working this summer. Scraper work has proved to be a little bit tough in spots where there is a lot of rock.

Dan Caputo has the Route 84 on and off ramps with Fisk, Firenze & McLean doing some of the sub work. Work on most of

these projects seems to be progressing well.

Heading back out 680, Brutoco is back to work on its section of that freeway

with anywhere from six to ten operators working from Mission Blvd. north to Sunol Blvd. with some crane work grading storm drains and

structural work.

Fanfa Engineering is finishing up the dirt work on Phase II of the Kottinger Ranch project. Currently Fanfa has three to four operators on site with one to two mechanics, a Teamster operated water truck, and Soil Services doing testing, all working with foreman, Joe Fanfa, Jr. Also on site is Silva's Pipeline, Edward J. Pestana, and St. Francis Electric doing their part to complete this phase of the project. Phase I and II have about 160 house pads plus streets and utilities. The Kottinger Ranch Project is being worked in four phases with number three and four yet to go.

At this time I would like to thank all my stewards working for RMC/Lonestar who helped keep the brothers up to date and informed on the issues during the labor dispute between RMC/Lonestar and the Machinists at the Davenport Plant.

In closing, just a reminder, for all members to get out to your local union meetings as it's the only way to put the YOU back in YOUR union!

Mark August
Business Rep.



At work on the Kottinger Ranch job (below, from left) are Richard Whitaker, teamster, Joe Fanfa, Jr., foreman, and Ted Beacom, Soil Services.

Working on the Kottinger Ranch job are (above, from left) Steve Hurst, lube and service engineer, and Red Morrow, mechanic. Pictured left is Reggie Waters, CEO apprentice.



NEWS FROM THE DISTRICTS



Granite Construction starts next phase of Jordanelle Dam

The Jordanelle Dam project entered its second and final phase this year with Granite Construction's successful bid of \$78.5 million. Local 3 hands have been putting in two 10-hour shifts, five days a week since May to complete the excavation of the dam site, before beginning placement of the core materials. According to project manager Karl Poss, the job will ultimately entail moving 18 million yards

of material.

When completed, the dam will rise nearly 300 feet above the stream bed and have a crest length of approximately 3,000 feet.

In the above photo, Local 3 operators excavate the foundation. Below, workers begin drilling portal for a 2,200 foot diversion tunnel. Operator Darrell Bigalow (bottom right) mans a Hitachi with a 12-1/2 yard bucket.



Election looms in Utah

As I write this article, I'm in the middle of an organizing drive with Clement/Starnes, Joint Venture, the company doing the construction on the Little Dell Dam project just east of Salt Lake City. This project went for about \$32 million, and has been difficult from the beginning.

Clement/Starnes' home office is located in Hickory, North Carolina, and this company's history is no collective bargaining agreements.

I talked and talked to get the company to sit down and discuss what we had to offer. They put me off until they could see the job was loaded with union members and strong union sympathizers. The company finally agreed to meet with District Rep. Dan Strate and me, only when they knew we had a majority of authorization

cards signed, had good support and could file for an election.

Don and I shared suspicions about the meeting, and they were justified. The company had about six of their representatives, a couple of employees, and a representative of the Corps of Engineers waiting for us when we arrived. They fired questions, and it became obvious they were unwilling to sign an agreement and would force us to election.

We have a lot of good supporters who kept me informed and helped promote union spirit on that job. I want to thank all of them for their cooperation, and I hope we're successful in our efforts for them. It is rewarding to see interest in changing a poor work situation. Good luck guys!

*George Stavros
Business Rep.*



NEWS FROM THE DISTRICTS

Your vote matters

Fall political elections critical for Utah operators

There was a spurt of work this fall due to contractors wanting to get a jump on Old Man Winter. This is usual for our part of the country.

I was disappointed in the work season this year. Early last spring the projection for Utah was phenomenal, and it just didn't materialize.

There are strong forces working in this state to hold the economy back. The purpose of that, no doubt, is to keep prosperity from the working people. We all know the story: Keep the masses humble and they're easier to control.

In Utah the only recourse we have is at the voting booth starting with the election of small town politicians and ending in those elected to represent us in Washington, D.C. The person who thinks his or her vote doesn't count is using that reasoning as an excuse.

A person can cast a vote even if he or she is bedridden, out of town or afoot. There are absentee ballots and rides available to get people to the polls, as well as voting information in your union halls, AFL-CIO office, and our own union newspaper prior to any election.

Also, we'll get you registered to vote if you just give us a call. A lot of town and city political races are coming up this fall. Let's get involved and make a difference for ourselves.

Morrison-Knudsen was the successful low bidder on the Olmstead Tunnel project in Provo Canyon. This project is being done by the Central Utah Water Conservancy District, which results in no Davis-Bacon wages and fringes.

To enable union contractors to be competitive for this project, the Operating Engineers Local No. 3 allowed contractors to bid under the Utah Custom Agreement wages and fringes and continue on with the same project agreement as the Syar Tunnel job. This strategy worked because M-K beat out Gilbert Western and Obiyashi, both planning on doing this project open shop.

Close bid

The engineer's estimate was \$12.3 million; M-K's bid was \$10,804,535; Gilbert Western's was \$10,848,819; Obiyashi's was \$11.4 million. There was only a \$44,000 difference between the first and second bids.

The job consists of 4,700 lineal feet of 10' 6" finished tunnel, 600 lineal feet of cut and cover tunnel, 150 lineal feet of 55 percent incline shaft, 340 lineal feet of 12' access adit, and approximately 600 calendar days to do the job.

The U.S. Army Chemical Agent Destruction Plant has been bid and the successful bidder was M.W. Kellogg Company out of Houston, Texas. This company has

worked both union and non-union.

Through the Building Trades we have contacted the company about a project

agreement. At this time we don't know what's going to happen. Kellogg said they may sub out most of the job, although I'm sure they're

not peddling bids. We'll keep you posted on the development of this project.

Donald R. Strate,
District Rep.



Retirees assist COPE campaign in support of a state bill that would provide a tax break for senior citizens.

Operators race weather on BB&B job

The concrete work on 1-15 north of Tremonton being done by Ball, Ball and Brosamer is moving ahead at a fast pace. The operators at the batch plant are hopping to keep the concrete to the paving crew, and are doing a good job at it.

There have been short lunches and no coffee breaks for these crews, as they're racing against bad weather just around the corner.

Russ Barlow, the span saw operator for Birch Construction Co., has had to put in long days, also, as these hands like to stay up with the paving crew.

The Hwy. 40 relocation projects are close to completion with an opening date around the 10 of October. W. W. Clyde and J. J. Welcome have been pushing hard toward this date. Most of the asphalt has been laid on

both their projects, with Clyde laying their own and Valley Asphalt laying Welcome's job. Both of these jobs have been good for the hands who worked them.

W. W. Clyde has moved their asphalt crew over to the Kamas to Park City Junction project, and are making progress there. I don't believe the weather will let them complete this job until next spring.

Gibbons & Reed has completed their asphalt work on the Francis to Heber project, and there should be traffic over this road next month.

Granite progresses

Granite Construction Co., working at Jordanelle, has been making good progress and are waiting for the traffic to be moved to the new highways so they can excavate the old Hwy. 40. There

is approximately 500,000 yards to move there.

G. P. Construction Co. is making progress on the resurfacing project at beautiful Knolls, Utah, where you can look for miles, and see miles of nothing but dust, dirt and sagebrush. The hands like this area so well they've parked their trailers at the job site rather than drive the eighty-odd miles back to Salt Lake City.

G. P. Construction at Tremonton is waiting for the concrete work to complete so they can finish up the shoulders and medians. They are also assisting Ball, Ball and Brosamer, as needed, on the crushing and washing and material for the concrete.

Here's hoping we have a mild fall and keep working late this year.

Virgil A. Blair
Business Rep.



Utah AFL-CIO chief Ed Mayne presents trophy to Local 3 District Representative Don Strate in appreciation for the union's political action efforts "beyond the call of duty."

NEWS FROM THE DISTRICTS

Operators hard at work in Nevada

WORK IS STILL ONGOING around the northern Nevada area. David A. Mowat currently has 11 operators at the Wells Avenue bridge and the job is approximately 50 percent complete. Mowat also has three new bridges under construction on the old Hwy. 40 through Verdi that should last a good year.

Helms is paving on Stanford Way, streets in Reno, and doing subdivision work in Reno and Sparks. Construction has begun on the Keystone Interchange. Helms recently completed work at the fish hatchery in Yerington. The Battle Mountain-Austin highway job is currently employing approximately 70 operators and will finish next summer. They should complete 38 miles this year with the remaining 24 completed next year.

Las Vegas Paving is working on the Austin Highway, 26 miles east, and then again from Junction 8A, 12 miles to Kingston.

Frehner has completed its Lovelock job and started on the border-to-border I-80 patch job. Frehner was awarded extension of Silver St. in Elko.

Granite has opened a permanent pit in Gardnerville and also has some work going on in that area. Its freeway job from Vista to Patrick has been postponed until spring of 1990. Granite's mine-strip job in Lovelock is complete. Granite is still bidding jobs in the gold mining industry to try to recoup some of the non-union work that's going on in our state.

Earl Games has a few small jobs going and doing the site work at several subdivisions.

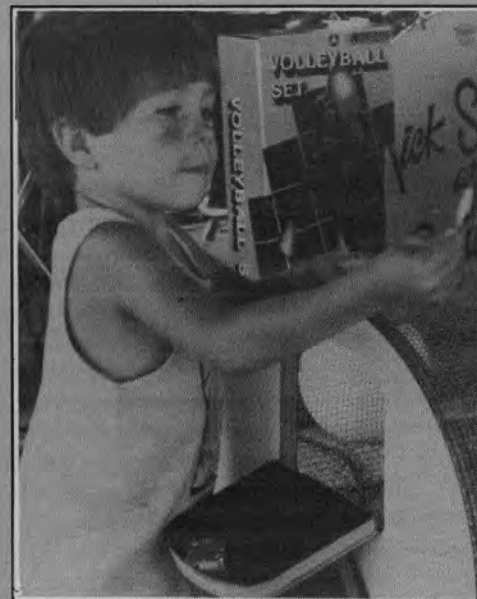
T. W. Construction has been doing sub work for Granite at Brookside Golf Course. It is also doing underground site work at the Paradise Pond outfall.

*Pete Cox
Business Rep.*

Party time!



Winning Oakland A's tickets at the Local 3 picnic in Stockton, above, are John Baker and Linda Hayes, wife of member Joe Hayes. Helping prepare chow at the Stockton affair (right) is Harvey Edwards.



Youngster at left helps pick prize winners at Local 3 picnic in Reno, while a couple of "almost youngsters" are putting on the style out on the dance floor.



Local 3 picnickers in Reno try out their skills (right) during a friendly game of volleyball, while Pete Cox and Bev Blagg (left) work hard to make sure that everyone gets enough to eat.



NEWS FROM THE DISTRICTS

Sacramento picnic a ball for all

As usual, our annual picnic held August 26 at Elk Grove Park was great. The Sacramento office crew, along with help from the Stockton, Oakland, and Marysville offices, our Fringe Benefits' Director, Grievance Committee members, and our Executive Board member along

with several willing members put on a great barbecued roast dinner with all the trimmings. Officers and retired officers along with some 300 members attended.

The afternoon included a country western band and some great raffle prizes, such as Local 3 belt

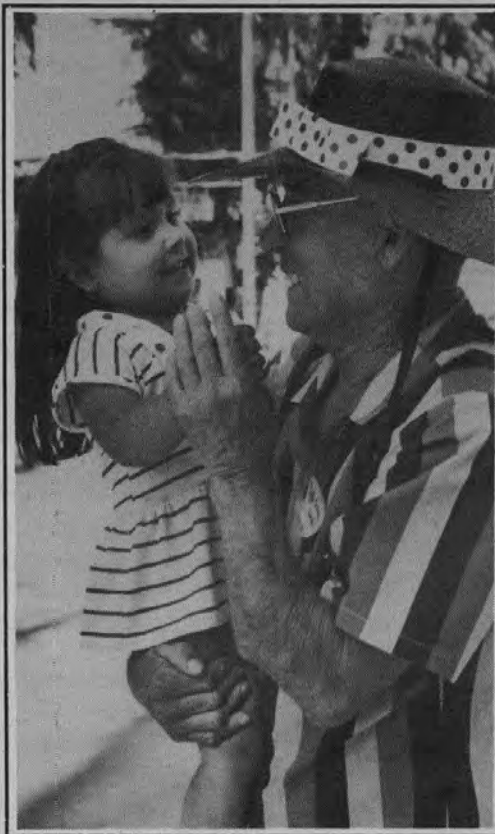
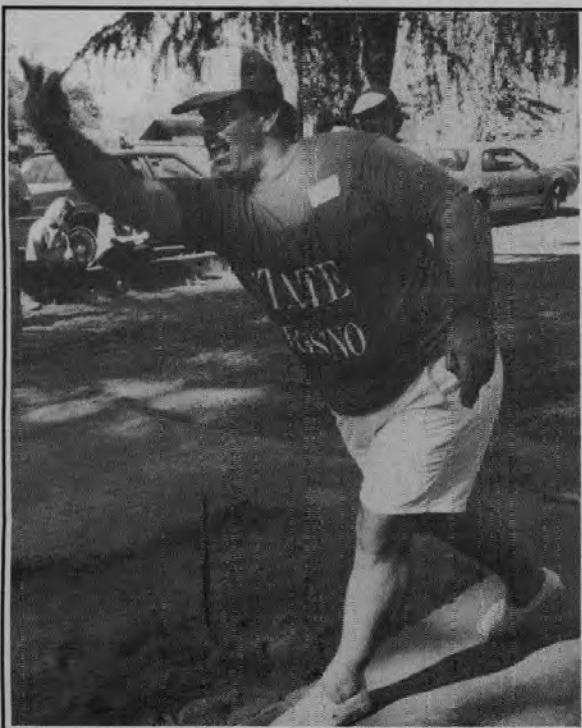
buckles, fishing poles made by an operating engineer, and many jackets, hats, and belt buckles donated by local contractors.

The event ended with fellowship, full bellies, and we're all looking forward to another picnic in 1990.

*Bill Marshall
District Rep.*



Kids get ready for the peanut and spoon race (top left) at the Sacramento picnic. Linda Rosenberg (below left), a Sacramento Grievance Committee member, holds the custom made fishing rod she won. Couples (right) take a few spins around the dance floor.



FRESNO PICNIC

It was a place for young and old to meet (above), for everyone to eat (right) and for horseshoe tossers to compete (left). Everyone agreed: the Fresno District Picnic was neat!



LOCAL 3 MINERS



All terrain racer Alan Hermance shows how it's done with all terrain vehicle.

Gabbs miner gets Local 3 support for all-terrain racing

Alan Hermance of Gabbs, Nevada would like to thank the Operating Engineers Union for sponsoring him in the 1989 race season of the Northern Nevada All Terrain Vehicles Association.

Alan has been a member of the Operating Engineers Local #3 for the past 10 years and is employed by Basic Inc. in Gabbs. He started his A.T.V. racing career in 1986 when he joined the N.N.A.T.V. Association which is a local club out of Fallon, Nevada.

During the third race of the 1988 season, Alan was competing in Dixon, California when he was involved in an accident that resulted in a fractured hip socket. He was transported to Washoe Medical Center in Reno where he received surgery on his hip.

Alan was out of work seven months recovering, and of course that was the

end of his 1988 racing season as well!

With help from the community of Gabbs and sponsors like the Operating Engineers Union, Alan was able to return to A.T.V. racing this season. He races a stock 1987 Suzuki Quadracer LT250, and so far this year his current list of awards consists of; 10 first places, two second places & two third places.

Alan is also holding the lead for the high points award given at the end of the season. He won this award in 1987.

We need your input!

If you would like to see more news on Local 3's mining division, please contribute! Forward information to the new Elko office (see address this page) or contact Managing Editor James Earp at (415) 431-1568.

Local 3 announces 'Big Buck Contest'

In response to numerous requests from Local 3 members, District 11 is sponsoring a Big Buck Contest. Those interested in participating should review the following eligibility requirements and contest rules. The contest will begin Oct. 12 and end Nov. 18. Participants must fill out entry form which is available at either of the locations listed below.

Entry Fee

\$1.00 Per person, must have proof of membership in Operating Engineers and in good standing.

Eligibility

- Must be a member in good standing of Local 3, or be one of the following:
 - Spouse of a member in good standing,
 - Members child eighteen or younger.
 - Retired member.
- Must have a valid 1989 Nevada State Buck Tag. Punched approximately and affixed to antlers.
- No antler will be measured which have been removed from the head,
- No measurements will be accepted from anyone other than designated official measures.

Measuring

- Width:** A level measurement at widest outside point.
- Height:** To be measured from center of skull between antlers, to a board placed on top of the antlers at their highest point.
- Points:** width and height will be added together in inches and an eight increments then added to the number of points of each antler. (points under one inch long will not be counted).

Example

25" wide plus 26" high plus 4 points of one inch or longer on the left side plus 6 points of one inch or longer on the right

side equals 61 points total.

- Tie Breaker:** On all measurements taken during recording a measurement will be taken two above the base of the antlers and which over is the largest of the two measurements will be recorded, but not used in computing the points system. This measurement is only to be used in a tie breaker if the points are equal for a prize.

First prize: Savage 30.06 bolt action deer rifle.

Second prize: Simmons 25x50 spotting scope with a tripod.

Third prize: Mini Bowie hunting knife.

The Pot: All entries fees will be allocated to a pot. First place winner has choice of first place prize or pot. If he or she chooses the prize, then the second place winner has choice of taking the second prize or the pot, etc. If a winner chooses the pot, the prize that is forfeited will be available to the next place winner.

Official Measurers:

Elko: K-Sports (7 days/week)
Wally Ellas/Gus Khoury
359 N. Spring Valley Parkway West
Elko, NV 89801
(702) 738-9298

Reno: Operating Engineers Local #3 District Office
(Monday-Friday)
185 Martin St.
Reno, Nv. 89509
(702) 329-0236

Notes from Gabbs

A benefit country and western dance was held Aug. 26 to help raise funds for Local 3 member Paula Houston, wife and mother of six children, who must undergo brain surgery for the removal of a tumor.

Those who wish to contribute may address a check or money order to the Gabbs Volunteer Fire Dept., P.O. Box 411, Gabbs, NV 89409. All donations will be greatly appreciated. For more information, call Wanda Hill at 285-4029, or Bette Stewart at 285-4062

Employees at Basic, Inc.

are saddened by the loss of Gene Larramendy, a member of Local 3 who had been employed as a mechanic helper since 1977.

Gene is survived by his wife and numerous family members. Gene had many friends at Basic and will be missed by all.

Mill employee Mark Lumsden underwent knee surgery July 25th at Washoe Medical. We wish him a speedy recovery.

Dryer operator Thomas Harrison has announced his retirement. A 12-year employee at basic, we wish him the best!

New Elko Office!

As Engineers News goes to press, final preparations are being made on the new Local 3 office in Elko. The office, which will house two business agents and a staff person, opens Sept. 25 and will provide service for all local union and credit union business. The address of the new office is:

1094 Lamiolle Hwy.
Elko, NV 89801
753-8585 or 753-8761

Swap Shop

FREE WANT ADS FOR ENGINEERS

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. of Laytonville \$165,000 Tom Clements P.O. Box 181 Laytonville, Ca. 95454 (707)984-6317 Reg # 1519412 8/89

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 8/89

FOR SALE: Mountain Prop. 5.4 acres covered w/pine/cedar, secluded, 2 drwys surfaced w/crushed rock, private fishpond, above smog. Borders U.S. forest, landscaped shrubs, fruit trees/berries. exc. well. like new, 3-bdrm, 2-ba home. Some trade poss. Owner-help finance. E. Byrne (209)226-4736 Reg # 297439 8/89

FOR SALE: Mobile Home, 2-bdrm, 12X60' needs some repair. '74 American-\$3,750. ZT Reed 24798 Hwy. 49 Auburn, Ca. (916)269-1348 SS #554-22-6265 8/89

FOR SALE: '73, 240-Z CLEAN must see \$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 Strunk 4118 Sherman In. Carson City, Nv. 89706 (702)882-2581 Reg # 1793964 8/89

FOR SALE: 1000 charter membership \$4,500 (a bargain) heart problems forces sale Alphonse Fithian 244 American Canyon Rd. #29 Vallejo, Ca. 94589 (707)642-7319 SS #149-12-7387 9/89

FOR SALE: '76 Ford F-250 XLT 4X4 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 9/89

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

FOR SALE/TRADE: 40 acre Delta, Ut. 3 mi. S. of I.P.P. Plant. 2 bdrm fixer, Flo-well. \$20,000. low dn 9% O/W/C/trade for St. George, or Washington, Ut. Prop. **Hammond Organ**, Leslie spkrs, 17 tone bars, model T-582-C Rack for S-10 pickup, 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 comp. restored Michilen tires, new paint, & 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: '87 Automate 34' 5th whee, extras. less than 250 mi. like new. Oper. Eng. Cr. Union Assume. '83 **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 hookup blinkerlights overhead. C.B. radio w/antenna & other radio. air, 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 refrig. 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/TRADE: W. Clovis, 3 bdrm/2ba, enclosed patio, pool, dual AC-heat. fireplace, 2 car gar. flowers, sprinklers, cable T.V. area, walk to elem. school. 1 blk-day care 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 all 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. '48 G.M.C. 6X6 Trans. transfer case front axle & wheel. Front wheel dr. \$500. O.B.O. 4-750X16 Bud wheels/tires, Gen lire \$125. 4-750 gal. jet fuel tank 17' long all-aluminum 240 lb. \$125. ea. could be used for pontoons. '81 **Cutias Sup.** runs good Pwr-steer/auto-trans. air&radio/tape dk. \$1,000. '72 **Harvest Motorhome** 20' sleeps 6-8 Auto, air-radio. Propane or elec. 2 gas tank, great condit. \$5,000 or trade for Dodge or Ford Van. '75 **Mustang V6** 4 spd. pwr/steer&brake. Air/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** 1 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 equip. make offer Tom Nowak (209)333-1386 Reg #1737735 8/89

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

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

FOR SALE: 1 1/2 Acre fenced w/Cedar rails, fruit trees, yard, grape vines, sprinkler system, 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: '63 CJ5 Jeep Exc. condit. new trans. w/overdrive, new motor. Starter, gen. & wiring harness all new. Stereo, heater, bikini top w/1/2 doors & full soft top. Tow bar, many extras. \$5,500. Kevin J. Hutchins 22166 Center St. #27 Castro Valley, Ca. 94566 Reg # 1840400 9/89

FOR SALE: '72 Exec. Motorhome 27' Self-Cont. Awnings., air, stereo, C.B. heavy storage bumper, extra gas tank. \$10,500. **Two-Recreation vehicle storage pods.** \$200 ea. '77 **Lincoln-Town & Country** \$2,700. '57 **Willy** 4X4 Jeep p.u. \$2,700. '67 **VW** \$700. '68 **VW Baja Bug** \$1,400. '60 **VW Motor** \$200. '69 **VW Motor** \$200. '64 **Willy** 4X4 Jeep p.u.

\$1,000. '81 **Honda** 750 Supersport Motorcycle \$1,300. '85 **Honda Sabre** 700 Motorcycle low mi. black w/gray & red detail. like new \$1,400. **Two-'82 Honda** ATC's \$700 ea. '81 **Yamaha** Enduro Motorcycle \$800. **Essick Plaster Mixer** 2-sac gas \$1,200. **Garden Tractor tiller** (ride on) \$150. **Trailer** dual wheels 18'X9'X7'6" boxed, roll gate back door, small walk-thru side doors, ramps to floor&roof. Custom, nice \$3,500. **Trailer** dual wheels 16'X8'6" sides 4' high \$3,000. **Trailer-**tilts 8'X6'4" \$475. **Trailer-**tilts 8'X8'3" \$475. **Sandrail** \$1,500. **Underwater pump** \$500. **Fiberglass fish pond** or **Jacuzzi** 8'X6'1/2" \$550. **3 wagon wheels** \$150 for all. **AC/DC T.V.** \$150. **Howe feed scale** \$450. **Spinning wheel** floor lamp \$100. **Grandfather clock** \$700. **LazyBoy** rocker/recliner \$250. **Porta Potty** \$50. **Toe & Shank Press** \$60. **Stereo & spkrs** \$475. **I.B.M.** Selectric II Type-writer \$500. **Sears Best Portable typewriter w/case** \$250. **Futon** mauve \$250. **Bacpac shell** fits Chevy-Luv truck \$200. **Sheet music** cabinette 15"X37"X37" \$200. **Antique Oak** buffet w/mirrored mantle \$500. **Oak antique lamp** table \$190. **Peugot Road Bike** 12 speed 27" Reynolds 501frame, Maroon \$300. **Singer Portable** featherweight w/case \$125. **Swing set**, heavy duty. \$100. **PLUS** more, not listed in ad. Loc. in Castro Valley (Leave message) (415)537-8063 SS# 546-46-8506 9/89

FOR SALE: Home lrg. 3 bdrm. 1 ba. w/fireplace w/insert & bar. Formal dining rm \$47,650. Y-City, Ark. 6 1/2 acres, William F. Carter, H.C.R. 69 Box 252 Boles, Ark 72926 (501)577-2580 Reg # 0908681 9/89

FOR SALE: '79C-J5 44K mi. 304 V8 \$5,600 15 mi per gal. (hwy) Windshield-lays down, tilt wheel/rollbar/snap-in floor mats/swing-out gas rack/spare tire rack/hardtop removes easy, Halogen headlights/tow bar, was towed behind motorhome most of the time. bucket seats/radio/heater/floor dash light. New tires, brakes, shocks, wheel packed-same exc. shape all around. No rust, never wrecked or rolled. bought a new little car to pull. Lind Swanger 8400 Old Melones Dam Rd # 89 Jamestown, Ca. 95327 (209)984-5600 Reg # 0766467 9/89

FOR SALE: '66 Mustang Cpe (all stock) 1 family car, 80% restored, 2 bl carb, 289, dual exhaust/gas shocks/new radiator, paint & upholstery/good tires. 38K mi. on rebuilt motor. Carb rebuilt, \$5,995. O.B.O. (work done at Mustang Mart in San Jose). Serious only. call p.m. but not after 9:30 p.m. Louis Bedolla (408) 266-8095 Reg #1742470 9/89

FOR SALE: Camper Shell 8ft for Ford or Chevy \$200. **2" Galvanized pipe** 237' \$200 **Running boards** for Ford P/U \$30.00. Herman Betchart 5321 Milani Ave. Newark, Ca. 94560 (415)794-7077 9/89

FOR SALE OR LEASE: Beer & Wine Tavern nr. Red Bluff, Ca. in Tehema Cty. newly painted 2120 sq. ft. cement blk bldg. w/2 bdrm 1 ba. apt. wash/dryer hookups. Cement patio, shop, basement under tavern. Deep well w/new submersible pump. Trailer pad w/all util. on nearly 3 acres under irrig. ample parking. \$66,900.

FOR SALE: Home in San Jose. 3 bdrm, 1 ba. will take motorhome, boat, Corvette, Porche or Sport Mercedes (408)298-2383 or (209)575-5001 after 6 p.m. SS# 549-98-7219 9/89

FOR SALE: '71 open road MotorHome 350 Chevy motor Exc. condit. 43K mi. \$6,000 roof air. P.O. Box 122 Goshen Ca. 93227 (209) 651-1792 Reg. # 595199 9/89

FOR SALE: 6.6 acres mountain recreational ground. Aspen/pines, elev. 8,500. 35 mi. E. of Salina, Ut. yr.-round access. oiled rd. good hunt/fishing nearby. \$6,500 P.O. Box 423 Castle Dale, Ut. 84513 (801)381-2532 Reg #0971417 9/89

FOR SALE: Oroville foothills 7 1/2 acres w/12 X 64' mobilehome. Stor. trailer, well septic, power/case tractor 4 & Disc. \$55,000 will take as down, late model pick-up A/T/D. Alex Cellini 1521 Valley View Dr. Yuba City, Ca. 95991 (916)674-3927 Reg # 1013084 9/89

FOR SALE: 1964 New Moon Mobile Home 10'X55' w/8'X15' expando-1 bdrm, lrg front rm & dining rm, 2 decks. Auto/sprinklers, beautiful yard. mint condit. nr Folsom Lake & shopping. Sr. citizen park \$16,500 (916)791-0713 Has lrg. carport. enclosed on side & shed. Fred P. Fairchild 9060 Auburn Folsom Roseville, Ca. 95661 Sp.#9 Reg # 1136272 9/89

FOR SALE: '88 Boat new racing inboard hydroplane haul. 350 Chev. will do 100 mph.+ reasonable, sale due to health/ age. Jesse Wayne P.O. box 2114 Hawthorne, Nv. 89415 (702)945-5348 Reg # 0854205 9/89

FOR SALE: '65 Ford T-Bird good interior, body straight, needs paint, battery & tune-up. \$2000. O.B.O. Doug Penning P.O. Box 1601 Clearlake, Ca. 95422 (707)994-3979 9/89

FOR SALE: Arizona Retirement special in Tucson. 120'X50' lot w/concrete blk bldg. 700 sq. ft. plus. Ideal for storage/hobby/workshop. Nr Grant & Stone Ave. nr dntown. \$16,500. Rose Harrington 4316 Cowell Rd. Concord, Ca. 94518 (415)825-7135 Reg. # 1130383 9/89

FOR SALE: '56 Dodge Royal hard top-4 d.r best offer-cash '79 **Kit trailer**-all self-cont. 16' \$3,000 cash O.B.O. Don Hockett (415)782-3827 Reg #1168916 9/89

FOR SALE: Roadstar Kit Car w/68 VW Eng. must see. \$4,000 O.B.O. Bob Barth (707)584-0394 Reg #1832627 9/89

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.

Joe M. Paulazzo 3342 Melwood Ln. #3 Redding, Ca. 96003 call p.m. (916)243-4302 Reg. # 0865537 9/89

FOR SALE: two-30 gal. gas tanks for lg Ford p.u. bed \$50.00 Rack for S-10 p.u. long bed \$85.00 Norm Clemens 7709 Cotton Ln. Elk Grove, Ca. 95758 (916)689-4061 Reg # 1238702

FOR SALE: House in San Jose. 3 bdrm, 1 ba. will take motorhome, boat, Corvette, Porche or Sport Mercedes (408)298-2383 or (209)575-5001 after 6 p.m. SS# 549-98-7219 9/89

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Personal Notes

Santa Rosa: Our sympathy is extended to the family and friends of the following: Clifford Armbrust 8/6/89; Edwin Davis 8/7/89; Andres Abbott 8/14/89; Joseph Prescott 8/15/89, and William Dumas 8/17/89.

Marysville: Our sympathy is extended to the family and friends of the following: retired brothers George Lantsberger and Donald Clark; brothers Adolf Wilmer and LeRoy Burrows; Public Employee Jack Miller. Also to retired brother Ernest Foster on the death of his wife Opal M. Foster.

Redding: We would like to express our sincere sympathy to the family and friends of departed brothers, Dee Cherrington, Harry F. Cambridge, Neely Foulger, Jay Griffith and Gary Bechtel. Also our deepest sympathy to brother Charles Bowen, on the passing of his wife, Wanda Evon Bowen on June 3, 1989. Chuck, we apologize to you for not reporting sooner.

Reno: We would like to express our sincere sympathy to retired member Dick Laking on the recent loss of his beloved wife Lorraine. Congratulations to each of the following on their new arrivals: Ross & Julie Heepe, a girl August 14; Buff and Sandra Block, a boy August 4, and Lisa Frank, a girl August 13.

line house trailer comp./furn. Owner wants to travel. \$39,500 will consider \$10,000 dn. bal. at 10%. **2 bdrm/1 ba. home** 8 yrs. new on a R-3 lot. 2 car/carport, RV parking, 1 car detached gar. w/elect. & plumb. zoned for additional units on back of lot. \$39,500. Drive by 623 N. 3rd St. in Fresno. Will consider \$10,000 dn., bal. at 10%. **2 bdrm/1 ba. home** on 75'X120' lot, w/new 12'X20' gar. new roof/paint inside, out. good rental. \$39,500. Ladd Smith 4430 E. Hammond, Fresno, Ca 93703 (209)251-8480 or (209)225-1895 Reg #119252 9/89

District Meetings

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

October

- 3rd District 4: Eureka**
Engineers Bldg. 2806 Broadway
- 3rd District 17: Kauai**
Wilcox Elementary School, 4319 Hardy Street
- 4th District 7: Redding**
Engineers Bldg. 100 Lake Blvd.
- 5th District 6: Marysville**
Engineers Bldg. 1010 "I" Street
- 17th District 1: Marin**
Howard Johnson's, 160 Shoreline Hwy. Mill Valley
- 23th District 17: Maui**
Kahului Elem. School, 410 S. Hina Ave. Kahului, Maui
- 24th District 17: Kona**
Konawaena School, Kealahou
- 25th District 17: Hilo**
Kapiolani School, 966 Kilauea Ave.
- 26th District 17: Honolulu**
Kalihi Waena School, 1240 Gulick Ave.

November

- 7th District 3: Stockton**
Engineers Bldg. 1916 North Broadway
- 14th District 5: Fresno**
Laborer's Hall, 5431 East Hedges
- 16th District 2: Concord**
Elks Lodge No. 1994, 3994 Willow Pass Rd.
- 21st District 8: Auburn**
Auburn Recreation Center, 123 Recreation Drive

Funeral for Mazzola

(Continued from page 2)

had immigrated a few years earlier from the village of Castelbuono in Sicily. He and three brothers were orphaned early, and Joe spent most of his childhood in orphanages.

He got his first look at California at the age of 16 after he and his younger brother had hitchhiked and ridden freight trains across the country. There were other rambling trips across the U.S., but from his late teens he was part of the California labor movement.

He worked as a laborer in construction and helped organize that union. He shipped out as a bellboy on passenger liners, sailed with the Alaska packing fleet and spent summers processing salmon. He worked on the Bay Bridge and the Golden Gate Bridge, and he turned to marine pipefitting in Bay Area shipyards shortly before the U.S. entered World War II.

Mazzola was a business agent for Local 590, one of the plumber and pipefitter locals that were merged into Local 38 after World War II. He continued as business agent in the new union and shortly thereafter he became business manager.

Under his leadership, Local 38 was out in front with one of the first health plans in the country, vacation and pension trusts, and establishment of a labor-management Industry Board. He was a tenacious strike leader as well as effective negotiator.

He was a vice president of the California Labor Federation and member of the Executive Council from 1968 to 1974.

He was appointed by Mayor Joseph Alioto to the San Francisco Housing Authority, Golden Gate Bridge District, and the Airports Commission. He served also as a grand juror.

Getting a grip on health care costs

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health care but trim cost increases to manageable levels.

Local 3, for example, negotiated contracts with hospitals throughout its jurisdiction to provide 100% coverage at a reduced rate. The plan also provided incentives that encouraged participants to use generic drugs. Eventually, physicians, laboratories and X-ray facilities were added to the contract program.

These actions were helpful in containing costs, but they were not a permanent solution.

"The result of providing 100% coverage at contract facilities was that usage went way up," Stapleton explained. "In one year's time, claims shot up 59,000 over the previous year and the average cost of those claims also was higher. This was an unprecedented increase."

"The key to controlling costs on the short term is to control unnecessary utilization," says Trust Fund manager John Sweeney. "A good health plan provides quality coverage when it is needed, but it should not encourage abuse. Our experience with 100% coverage at contract facilities confirms trends throughout the industry that consumers need to pay for a portion of their medical care to discourage unnecessary visits to the doctor."

Another painful truth we must face up to is that there is no free lunch. Employers who have to fork out huge sums of money to maintain health benefits will make up for it one way or another at the bargaining table.

For example, in the strike against AT&T last summer, the CWA was able to hold the line on health benefits, but it failed to win a wage package that will keep up with the cost of living. The preservation of health benefits, in a sense, came out of wages.

The most sobering thought is that none of the measures that are currently being taken to stem the flow of medical cost increases will provide a permanent solution.

So what are our options? It appears we have to pursue both a short and a long term program. On the short term, we have to face up to the current cost crunch. Health plans throughout the country are doing what Local 3 had to do this year — maintain quality care, but at a price.

"The traditional system of first dollar coverage for private doctors and hospitals is going the way of the dinosaur," Stapleton asserts. "The expense has risen way out of sight. Some members — especially those with young families — may want to give serious consideration to the HMO program, like our Kaiser plan, which still provides 100% coverage at their facilities."

The long term solution must somehow attack the parts of our "medical industrial complex" which are benefitting from the present set-up. When you consider the fact that this same group is the largest campaign contributor in the coun-

Reminder about late dues

Article VI (Dues), Section 4 of the Local Union Bylaws states: "A member who is sixty (60) days delinquent in the payment of his dues shall be action of Local Union No. 3 be suspended as of the 61st day unless, on or before the 15th day of the third calendar month of such delinquency, he shall have paid his arrearage in full."

try, it's not difficult to conclude that we have a real battle on our hands.

(Next month: Aiming for a national health care policy.)

Stapleton cont.

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frisky white wine, saying "Play it again. . ." Meanwhile, the rest of us are lucky if we can afford to stop at the 7-11 to pick up a Tall Bud and a Slim Jim.

We're now discovering again that the rich are a poor investment for this country. They take the money and run. They lavish luxuries on themselves—a brownstone in the city, a weekend home in the Hamptons. They gamble on speculative stocks rather than investing in productive enterprise. They squander America's scarce capital on mergers and takeovers. It's a rich boy's game of money chasing its own tail. Since 1981, some \$700 billion has been sopped up by this kind of capital squandering. About a million people have been laid off work in the process, and the middle class have been rendered downwardly mobile. You make \$18 an hour in a good union job; suddenly there's a hostile takeover, and you're knocked down to \$9 an hour. And then your spouse must go to work. As Franklin D. Roosevelt said in the midst of depression: "We have always known that heedless self-interest was bad morals; we now know it's bad economics." An economy cannot be great if it does not take special care to be good, to share its wealth democratically.

There is no true prosperity in our country when you have 14 million Americans earning less than \$4 an hour. Eight million of these work for the minimum wage—\$6,900 a year for full-time work. What that boils down to is \$580 a month, and who can make it on that? You've got to pay at least \$350 a month for rent. You're going to pay \$70 utility bills, and buy \$200 worth of food. That puts you up to \$620 already, way beyond your budget just for the basics, and we have not begun to talk about child care, transportation, school supplies, not to mention Christmas. What about your kids birthday? Vacation? Forget that! And please don't get sick. Fifty million Americans do not have health care. This skimpy, bare-subsistence life is not prosperity. This is not anything for us to be taking pride in. We've got to fight back.

Frederick Douglass said about 100 years ago that "if there is no struggle, there is no progress." Power, as we know, concedes nothing without demand. The election may be over, but our struggle must continue no matter who occupies the White House or the houses of Congress. As that fellow from Louisiana, Huey Long, used to say, "if you want some ham, you've got to go into the smokehouse." Let's go into the smokehouse, and get some of that sweet ham for the people, for a change.