A drop in the bucket

Birmingham works ahead of schedule on Vallejo's upgrade of Fleming Hill treatment plant

See page 6-7

Semi-annual meeting

See page 13 for details
Note of gratitude from Credit Union employee

Ora Troxler, a Local 3 Federal Credit Union employee in Dublin, lost a daughter on October 21, leaving Ora's two grandsons, Rodney, 6, and David, 2, without parents. Ora has taken temporary legal custody of the children and is seeking full guardianship of the boys.

The credit union has established a trust account for the children. Local 3 members have donated more than $5,000 to the account. Contributions can be made at any of the branch offices and deposited in the Summerlin Children Trust Account.

In appreciation of the thoughtfulness and generosity of Local 3 members who have helped during this time of need, Ora and the family recently wrote the membership this letter of appreciation:

Operating Engineers Local 3
1620 South Loop Road
Alameda, CA 94502-7090

Dear Local 3 members,

On behalf of the entire Troxler family, I'd like to take this opportunity to express my deep appreciation to the members of Local 3 and the credit union for their outpouring of sympathy and overwhelming support during a very, very difficult time.

Additionally, the establishment of the trust fund for the boys has touched our hearts in ways you cannot imagine. Our thanks to all of you for your generous contributions and especially for your thoughtfulness, which will never be forgotten.

I must admit that, while I'm so grateful, I am not surprised that this union family would respond this way.

Again, from the bottoms of our hearts, we sincerely thank you all.

Ora Troxler and family
Bay Area highway projects win some, lose some

In the topsy-turvy business of highway and transit construction, the familiar axiom, “You win some and you lose some,” certainly holds true for the Bay Area’s current transportation work picture.

While two important proposed highway projects—the Mid-State Toll Road and the I-80 elevated carpool “flyover” lane leading to the Bay Bridge—have run into problems, another major project in San Francisco, the $24.8 million earthquake retrofit of the U.S. 101/I-280 interchange, has been given the green light for a January start.

A fourth major project, the $230 million Foothill Freeway in southern Alameda County is moving closer to final approval. The six-lane, 5.3-mile freeway, sometimes referred to as the Hwy. 238 bypass, will begin at the I-580/Hwy. 238 junction in Castro Valley, traverse the Hayward foothills and end at Industrial Parkway.

The Metropolitan Transportation Commission, the California Transportation Commission and the Hayward City Council have all approved the project. The remaining obstacles include completion of the environmental impact review and obtaining the project’s funding, both of which could be accomplished as early as this spring.

For about the last year, several union contractors have been doing seismic retrofit work on San Francisco’s Central Freeway Viaduct, I-280 that goes from U.S. 101 to downtown San Francisco, a project that has been keeping a dozen or so operators busy.

Some time shortly after New Years, operating engineers, along with other construction crafts, will begin removing and replacing columns on two of the U.S. 101/I-280 interchange connector ramps, the one leading from northbound U.S. 101 to southbound I-280 and the one going from northbound I-280 to southbound U.S. 101. Although the project is expected to cause even worse traffic gridlock in and out of San Francisco, the job will keep a handful of operators busy for at least the next two years.

Toll road on hold

Meanwhile, the Contra Costa Board of Supervisors delivered a serious blow to the proposed 85-mile, $1.2 billion Mid-State Toll Road, a pay-as-you-go freeway that would begin at I-880 in Sunol, cut through the Livermore Valley and connect with I-80 near Vacaville. The board voted unanimously to reject the 23-mile Contra Costa County section of tollway because the project is “not in the best interest of the county.”

The vote means the project, which already had been scaled down earlier this year from the original 85 miles to about 40 miles, will not be built any time soon. However, Dennis Parker, project manager for the California Toll Road Company, the private consortium sponsoring the project, said the toll road isn’t dead yet.

The consortium’s franchise agreement with Caltrans allows the toll road company until 2001 to finish the necessary environmental reviews. Parker told Engineers News that the company plans to proceed with an EIR beginning early next year. If the EIR turns out favorable and the toll road company changes some aspects of how the project will be managed—such as giving the three counties more control over the project—the toll road could be revived in a few years.

“These types of controversial projects are never as simple as you hope they will be,” Parker said. “As a result of 2 1/2 years of work, the highway needs of these counties are now better understood. It will take awhile longer to build a public consensus on how to proceed.”

I-880 carpool ramp stalled

In another setback for Bay Area highway construction, the San Francisco Bay Conservation and Development Commission, in a 12-to-12 vote in mid-November, denied Caltrans a building permit to construct a 33 1/2-foot-high, half-mile-long ramp that would carry San Francisco-bound buses and carpool from westbound I-80 to the right-hand carpool lane at the Bay Bridge toll plaza.

The flyover ramp was a key element in Caltrans’ plans to relieve traffic congestion along I-80 by building a 16.5-mile carpool lane from the Hwy. 4 intersection at Hercules to the Bay Bridge toll plaza. Caltrans predicts the flyover would cut 20 minutes off the commute because the ramp would bypass the bottlenecks at the MacArthur maze and the toll plaza.

But environmentalists have opposed the ramp because, they say the flyover would damage valuable wildlife habitat and block gorgeous bay views. Commission member Bill Maher, a San Francisco County supervisor, called the flyover “the Embarrasser Freeway of the East Bay.”

Caltrans has the option of coming back to the commission by mid-February with a new, more acceptable proposal. If Caltrans submits the new proposal, the tie vote could change in Caltrans’ favor, especially since a key supporter of the ramp, Contra Costa County Supervisor Jeff Smith, did not attend the commission meeting at which the vote was taken.

Transit tax in jeopardy

In a legal decision that could deal a fatal blow to numerous South Bay road and transit projects, the state Court of Appeals in San Jose ruled that a half-cent sales tax for transportation projects in Santa Clara County, approved by voters last year, violated the two-thirds majority requirement for tax increase measures under Prop. 13. The tax was to begin in April 1995 and continue for 20 years.

The tax was intended to pay for a 60-mile light-rail system, the widening of parts of Hwy. 85 and U.S. 101, the conversion of downtown San Jose and changes to the county transit system required by the new Americans With Disabilities Act.

Transportation agencies were also counting on the tax to help finance a San Jose-to-Fremont BART extension. The court’s decision also puts the county in jeopardy of losing hard-won federal money set aside for the Tasman light-rail line from east San Jose to Mountain View.

Although transit agencies and the building trades expect to win on appeal, there’s concern that if the decision is upheld, other transit sales tax measures in Alameda and San Francisco counties will be vulnerable to legal challenges.

Maui trucking firm joins Local 3 ranks

Hawaii District representative Joe Trehern reports that employees of Rojac Trucking, Inc. of Kahului, Maui voted on December 2 to be represented by the Operating Engineers Local 3.

The election was conducted by the National Labor Relations Board (NLRB) and will be certified within seven days, Trehern said. He did not anticipate the election to be challenged by the company.

Rojac Trucking specializes in construction hauling and is one of the larger construction trucking firms on the Island of Maui, Trehern said.

Employees of the company contacted the union and expressed interest in Local 3 representation approximately three months ago. Maui Business Agent Harry Hueu and Organizer Stan McCormick and the employees and filed for the election.

“We are confident we can work together with the company to negotiate a good contract that will benefit both the company and the employees.”

Meanwhile, the Contra Costa Board of Supervisors delivered a serious blow to the proposed 85-mile, $1.2 billion Mid-State Toll Road, a pay-as-you-go freeway that would begin at I-880 in Sunol, cut through the Livermore Valley and connect with I-80 near Vacaville. The board
Heavy competition

Private construction operators join Caltrans counterparts in competing in Equipment ‘Roadeos’

By Steve Moler
Assistant Editor

When cowboys back in the late 1800s came up with the idea of demonstrating ranch skills in some kind of organized event, they conceived what has become perhaps the most genuinely American sport – the rodeo.

When Caltrans’ Craft and Maintenance Division (Unit 12) wanted to stage a competition so its operators could demonstrate their talents on heavy equipment, it invented the Equipment “Roadeo,” a competition in which heavy equipment operators, not cowboys, demonstrate safety and operator skills on various pieces of equipment through a series of six events.

The competition begins with the Pre-Trip Event, a truck safety inspection in which the contestants must find certain safety and maintenance deficiencies on a Caltrans truck. Once competitors successfully complete this event, they can compete in the five remaining events: Chain-on/Chain-off, which involves taking snow chains on and off a Caltrans truck; Motorgrader, Truck Flow, Loader and Backhoe Bowling. Contestants in general are judged on their ability to complete the events safely and accurately within the specified time limit.

Since Local 3 began representing Unit 12 in May 1991, the union has taken an active role in the “Roadeo,” providing trophies and plaques and sponsoring barbecues and awards ceremonies following each competition. Local 3 also sponsors the two top regional finishers at the national competition in Colorado.

Last summer, Local 3 took participation in the “Roadeo’s” a step further. For the first time since Caltrans began holding these events in fall 1990, the competition was formally open to Local 3 operators in private construction, with the first competition held August 14 in conjunction with the Marysville District picnic at Riverfront Park.

District Representative Darell Steele saw the event as an opportunity to bridge the gap between private construction operators and Unit 12. “I felt it was time to bring these two groups together for some fun and to let them show off their skills,” Steele said. “I think we succeeded beyond our original goals. Everyone I spoke to agreed the picnic and competition were first rate.”

While pioneers observed from beneath a pavilion, the competitors 13 from Caltrans’ District 3 and 10 from the private construction sector – began with the Pre-Trip Event. The contestants, using a 3-axle truck with a 10-cubic-yard dump body, had to find six of 20 possible truck safety and maintenance deficiencies in 15 minutes or less. Defects included a possible unattached tailgate, loose air cleaner clamp, low hydraulic oil, loose lug nut, low engine oil, loose nut on a rear U-bolt or air leak, to name a few. Contestants won 50 points for identifying all six deficiencies. Once the Pre-Trip Event was successfully completed, contestants were free to compete in the other five events.

Three private construction operators, all of whom competed without any previous knowledge of or practice in the events, wound up finishing in the top ten overall. Brad Foster, who works for Gabe Mendez Inc. out of Auburn, finished third; Bob Phillips, a blade operator for Oliver de Silva, finished seventh; and Walt Moore, who’s currently working for Tutor-Saliba Corp. on the Concord-West Pittsburg BART extension in Contra Costa County, finished tenth overall.

All three men were unbeatable in Backhoe Bowling, finishing one-two-three. Foster also finished first in Pre-Trip and second in Motorgrader, while Moore finished third in the loader competition and Phillips third in the grader event.

When Phillips arrived at Riverfront Park the Saturday morning of the picnic, he had no idea the Equipment “Roadeo” was going to be part of the picnic. But he didn’t let unfamiliarity with the event stop him from competing anyway.

“Not just any Tom, Dick or Harry can walk into this event and do it well,” Phillips said. “It’s not easy by any means. You have to be alert because the courses are a lot narrower than what you encounter on the job site, plus you’re being timed. It makes you more conscious about safety and alert about the machine.”

Like Phillips, Moore arrived at the park expecting a traditional District 60 picnic. But when he saw all the courses outlined in bright safety orange cones, he couldn’t resist.

“I just went in cold turkey,” Moore said. “It turned out to be a fun thing...
to do on a Saturday. It was definitely a challenge. The grader event was the hardest because I wasn’t familiar with the John Deers. You don’t see too many of them in construction. The backhoe event was the easiest for me.”

Unit 12 conceived the Equipment “Roadeo” three years ago, when the Sacramento Chapter of the American Public Works Association, a group of managers and engineers from various city, county and state public works agencies, including Caltrans, decided to have a local snow conference. The conference goal was to provide an opportunity for public and private-sector employees throughout California and Nevada to gain exposure to the newest equipment and products in the fields of street maintenance and snow removal.

To stimulate interest in the conference — and to allow conferences to demonstrate equipment safety and skills — organizers decided to include some kind of equipment competition. Using other equipment competition as a model, the Sacramento Chapter set out to tailor a contest around its own needs. A “Roadeo” committee decided on the six events and drew up contest specifications and rules.

Caltrans decided it would hold a series of smaller Equipment “Roadeos” in each of its 12 districts, with the top two competitors from each district “Roadeo” invited to represent Caltrans at the regional competition. The top two finishers in that contest would then go on to compete at the APWA’s national finals in Estes Park, Colo.

The first Equipment “Roadeo” season took place between the fall of 1990 and spring 1991, with seven of Caltrans’ 12 districts participating. By the second season all twelve districts were staging “Roadeos.”

Last year, Caltrans held the “Roadeo” state finals at its Motor Equipment Training Center in San Luis Obispo. At that event, Mark Vukich, who works out of the Quincy Maintenance Station in Butte County, set the state record in Chain-on/Chain-off, completing the event in 1 minute, 58 seconds. Local 3 paid the two top finishers’ way to the national finals in Colorado.

The next “Roadeo” season will begin some time in the spring, and Local 3 members in private construction not only can compete in the district “Roadeos” in their area, but can compete in the regional and national finals if they qualify. Engineers News will publish the winners of the “Roadeo” schedule when it becomes available so operating engineers can plan ahead.

As in previous seasons, the top two competitors from each of Caltrans’ 12 district “Roadeos” will be invited to compete at the regional finals, tentatively scheduled to be held next fall in the parking lot at Heavenly Valley ski area, with the top two finishers going on to Estes Park, all expenses paid by Local 3.

When asked if he recommended that other private-sector operators join their Caltrans brothers and sisters in competing in the “Roadeos,” Phillips said, “Go for it and see how talented you are. It’s a hell of a lot of fun.”

Equipment “Roadeo” Events

PRE-TRIP

Equipment: 3-axle truck, with 10-cubic-yard dump body

Course: This event is like a safety inspection. Contestant has to find six of 20 possible safety and maintenance deficiencies in truck in 15 minutes or less. Possible deficiencies include unlatched tailgate, loose air cleaner clamp, low hydraulic oil, loose lug nut, low engine oil, loose nut on rear U-bolt, air leak, and so on.

Scoring: Operator wins 50 points for identifying all six deficiencies. Disqualified if competitor takes more than 20 minutes.

CHAIN-ON/CHAIN-OFF

Course: Competitor puts tire chains on 4-ton dump truck, drives forward past a 20-foot limit line, stops the truck and dismounts. At this point, clock is stopped and judge measures slick in side chain. After the measurement, time resumes when contestant either touches the tire chain or feet leave ground to get back into truck. Chains are taken off and returned to racks at side of truck.

Scoring: Loss points for slack tire chains, improper installation, not being in contact with 12-foot starting line at completion and exceeding 4 minutes course time limit. Gain points for finishing under 4 minutes.

MOTORGRADER

Equipment: Choice of John Deere, Cat 14, Champion or Dresser motorgraders.

Course: Competitor has to negotiate 8-station obstacle course in 8 minutes or less. In one station, for example, operator has to pick up a Nerf ball with toe of the moldboard, carry it a short distance, and place it into a chute with heel on the opposite side of grader. At another station, the competitor has to remove from their base a set of wooden blocks arranged in numerical order without hitting the base.

Scoring: Competitor wins points for knocking down or contacting cones when appropriate, removing blocks properly, removing Nerf balls properly. Points are lost when contestants hits cones they aren’t supposed to or exceeds 8-minute time limit.

LOADER

Equipment: 2 1/2 to 3-cubic-yard articulated loader, either John Deere or Fiat Allis.

Course: Competitor must negotiate 7-station obstacle course as quickly as possible while accruing the least number of penalties, starting with loading four Nerf balls into simulated dump bed without hitting simulated bunker or truck, then back into simulated loading dock, and finally move through a series of tight turns and narrow spaces.

Scoring: Win points for proper placement of bucket when appropriate, coming within specified distances and avoiding cones. Lose points for hitting simulated objects and cones.

TRUCK PLOW

Course: Operator has to negotiate 8-station course in which contestants have to first knock down a series of four cones, then enter a simulated alley dock, pass a group of simulated packed cars, through two offset alleys, along a straight line with right wheels between row of tennis balls, and finally through a series of tight turns in extremely confined space.

Scoring: Win points for knocking down proper cones, avoiding simulated obstacles. Lose points for hitting simulated obstacles.

BACKHOE BOWLING

Course: Using a bowling ball hanging from bucket, the operator has to take ball out of tire, knock down eight bowling pins in proper order, then place ball back inside tire located at extreme right.

Scoring: Lose points if tire is moved out of circle by ball or bucket, if ball touches ground after starting, if pins are knocked down out of sequence, or for exceeding 3-minute course time limit. Gain points for finishing under three minutes.
Better than bottled water?

Dillingham's upgrade and expansion of the Fleming Hill Water Treatment Plant in Vallejo will bring the city's water quality up to new, stricter standards

Water treatment has come a long way since the City of Vallejo's Fleming Hill Water Treatment Plant was built 50 years ago. And along with all the technological advances have come much stricter state and federal water quality standards.

With an aging plant and tough regulations to comply with, Vallejo decided it was time to completely rebuild the Fleming Hill plant. Dillingham Construction NA Inc. won the $35 million contract to upgrade and expand the plant. Construction crews, including about 14 operating engineers, began construction last February.

Plans call for construction of an entirely new treatment plant around the existing plant. Dillingham's crews are currently working on building additional flocculation, sedimentation, preozonation and intermediate ozone basins, along with a new chemical storage and handling building and even a new administration building, to name some of the main structures.

When the plant is completed in February 1996, the plant will not only be able to meet the stricter water quality standards, but will have nearly twice the capacity of the existing plant, from its current 23 million gallons per day to about 43 mgd.

The major challenge confronting construction crews, besides working in extremely confined space, is the requirement that all construction be completed without interrupting the plant's operation. As a result, Dillingham is building the new plant in two major phases: first, the structures on the east side of the existing plant will be built and put into operation, then structures on the west side will be built and made operational.

Operating engineers have nearly completed the project's 60,000 cubic yards of excavation. In fact, at the end of November, equipment supervisor Frank Hile said the hands had...
already moved about 50,000 yards. Dillingham is using at least three cranes to move heavy material around the project site - a 100-ton Link Belt with 200 feet of boom, a 125-ton Link Belt with 235 feet of boom and a 60-ton Grove. Brother Don Goode is operating the 100-ton Link Belt with help from his oiler, apprentice Mike Taylor. On the 125-ton Link Belt is operator and 35-year member Bill Post and oiler and 30-year member Russell Pierzina. Vern Diaz is at the controls of the 60-ton Grove.

According to Hile, construction is progressing fast enough that the job could be completed six months ahead of schedule.
It is with deep regret that Local 3 Business Manager Tom Stapleton and officers report the death of brother Art Garofalo on October 26 following a long illness.

A Local 3 member since 1946, Art held the office of director of fringe benefits during two periods: from 1973 to 1977 and from 1980 to 1983. During his tenures as director, Art and his staff shaped the two operations of the Fringe Benefits Service Center into what it is today — a prompt, responsive service to Local 3 members regarding every aspect of fringe benefits.

Art also encouraged retirees and active members to educate themselves on their benefits by reading the plan books and all trust fund literature. Al Dalton, one of Art’s longtime friends and current chairman of the Auburn Chapter of the Retirees Association, remembers, “Art would say to a member, ‘This is the way I read the book; now we’ll both read it together.’”

Art’s skill and patience with the members met with some success. He was fond of recounting to friends that many members got to be “quick as lightning” with their calculators and were able to figure out just how much they were building towards their pension and the amount they would actually draw in their retirement years if they lived to a ripe old age.

Art’s manner also paid off for the members when it came to health and welfare. He saw how complicated the paperwork was, everything from Medicare to coordination of benefits. Under his leadership, Art’s staff was able to help many members with these problems. He was proud the office could provide an almost instant response to members’ questions regarding eligibility, vacation pay, claims status, and so on.

By working closely with the Trust Fund Service Center, he made sure claims and pension applications were processed timely. He was never hesitant to remind the trust fund office that they worked for the members. Art always asked questions directly and demanded no more than a straight, to-the-point answer.

“One thing about Art,” Dalton recalled, “When he told you anything, he was firm about it, and maybe it didn’t sound too good to the guy, but Art would tell it like it was, and he’d back it up, and we all liked him for that.”

But Art was not all work. He loved a good party, and he knew how to put one on. He was instrumental in putting together the retiree picnic at Rancho Murieta, an event that today has grown to be one of the premier Local 3 yearly activities. This past year, despite inclement weather, the picnic drew almost 3,000 retirees and guests.

Before Art was fringe benefits director, he worked as a Local 3 business agent. Hired by Business Manager Al Clem in 1964, Art was assigned to the Sacramento District. He would walk the jobs, many days long after quitting time, to make sure he knew the names and faces of everyone in the area.

Art also worked at the Rancho Murieta Training Center and helped set up the crushing plant. As a retiree, Art was an active member of the Auburn Chapter of the Retirees Association.

During recent visits to Art’s home, Art and his friends recounted many stories about their days in Local 3. Art, of course, recalled all the moments. One such occasion occurred when an operator, described as heavy-set, was climbing the inside ladder on a crane and got stuck. “We couldn’t get him up or down, so we sent one of our mechanics up with a torch to cut the iron and free the man.”

Art, a native of Oakland, was born on November 8. He served in the U.S. Army during World War II and had been a resident of Colfax for the past 24 years.

Barbara, his wife of 47 years, recalls: “When his dad retired, he turned the business over to Art. Art didn’t stay in business very long. I think it was shortly after that he joined the union, the best move he ever made.”

Art is survived by his wife Barbara, son Steve, daughter Sue, brother Bert, sisters Florence and Olive, and three grandchildren.
The Northern California Surveyors Joint Apprenticeship Committee program is set up by the employers through the collective bargaining agreement with Local 3 to provide a continuous educational program. The objective of Local 3 is to supply the employers with a trained workforce.

There have been many hours and dollars spent to establish a curriculum, and it is there for the journey upgrades for the asking; it is there for the apprentices to learn. All of this is free with two exceptions: the cost of books (average $12 per period) and class attendance. The latter has become a grave concern.

Due to economic constraints that have hit the whole state of California, the construction trades have been hit hard. The NCSJAC has had to limit its classes but expect the students — apprentices or journey upgrades — to take up the slack.

Since the 1950s, we have seen three-person crews become two-person crews. We have seen technology move faster than the speed of light — or at least it seems that way. This has caused a decrease in the number of surveyors in Local 3 and an increase in the need for knowledge, especially as it relates to technology.

The NCSJAC had made available special classes, with the help of vendors, to keep current with technology. We have also decreased classes during these tough economic times, which we commonly hear complaints about. Why then has attendance at fewer classes become such a problem?

We offer a free education, a minimal amount of time on the student’s part to obtain this free education, and convenient locations to study with instructors who are “the cream of the crop” in their field. Why must we fight for attendance? Why, when dealing with an adult work force, must we push so hard?

Class attendance is not just mandatory, it is advantageous to the individual student. You have the employers of Bay Counties and the independent firms sponsoring you and offering you jobs and the union co-sponsoring you by furnishing classrooms and supporting you as a member.

Let’s get with the best program in town. Call and sign-up and then attend classes for a better education and a more competitive work force for tomorrow.

Happy holidays — a New Year is coming!
Northern Nevada concludes best season in years

RENO — The work in northern Nevada has started to slow down after one of the best seasons we have had in years. We were able to put the majority of our members to work and even a few California hands.

The majority of our work in Nevada this year has been resurfacing jobs. But we also were continuously dispatching members to Carlin, Nev., where Ames Construction is working on various jobs, including a $250 million mill project. Troy Ruff has been spending the season in years working on this project through the preliminary stages.

We look forward to three highway construction jobs coming up next year. Granite Construction won a bid, worth $63 million, for a job on U.S. 395 from near the Mt. Rose Highway to South Virginia Street.

Frehner Construction will start off the season with an overlay job, worth about $4 million, on U.S. 50 near the Lander-Eureka County line. Matich Construction won a $16.4 million contract for white paving near the Valmy interchange in Humboldt County.

We anticipate the new Project C to start the first of the year. This is a new resort planned for downtown Reno and will be a joint venture involving Circus Circus Enterprises and the El Dorado Hotel Casino.

In addition to Project C, there are other casinos that plan expansions, including a new hotel tower for the Clarion Hotel Casino in Reno. Still on the horizon are the other projects: the El Dorado Hotel, the Clarion Hotel, and the El Dorado Hotel.

In northern Nevada, we have started to slow down after one of the best seasons we have had in years. We were able to put the majority of our members to work and even a few California hands.

The majority of our work in Nevada this year has been resurfacing jobs. But we also were continuously dispatching members to Carlin, Nev., where Ames Construction is working on various jobs, including a $250 million mill project for Newmont Gold Company. There are currently four contractors working in Carlin under the direction of Bechtel Corp., and the work should continue through 1994.

We look forward to three highway construction jobs coming up next year. Granite Construction won a bid, worth $63 million, for a job on U.S. 395 from near the Mt. Rose Highway to South Virginia Street.

Frehner Construction will start off the season with an overlay job, worth about $4 million, on U.S. 50 near the Lander-Eureka County line. Matich Construction won a $16.4 million contract for white paving near the Valmy interchange in Humboldt County.

We anticipate the new Project C to start the first of the year. This is a new resort planned for downtown Reno and will be a joint venture involving Circus Circus Enterprises and the El Dorado Hotel Casino.

In addition to Project C, there are other casinos that plan expansions, including a new hotel tower for the Clarion Hotel Casino in Reno. Still on the horizon are the second phase of the Reno Cannon International Airport upgrade and the Chalk Bluff Water Treatment Plant. We expect bids shortly on these two projects.

On behalf of the staff at the Reno office, we would like to wish you all a happy holiday season.

Chuck Billings, Dispatcher

Local 3 pushing for approval of new co-generation plant

SACRAMENTO — With the holiday season upon us, an already slow work year is starting to wind down.

One bright spot on the horizon is a co-generation plant in the Rio Linda area scheduled to start in August. Business Agent Troy Ruff has been spending countless hours attending evening meetings to get this project through the preliminary stages.

Business Agent Frank Herreras and District Representative John Bonilla recently negotiated a tentative agreement with Layne Western and will have taken it to the members for ratification by press time.

We recently ratified agreements with the following companies: Case Power, Teichert Small Tools, Viking Drilling and RMC Drilling and RMC. Lonestar: Business Agent Gary Wagon and I are starting negotiations with Rancho Murieta Country Club, Rank-and-file members Dave Brown and Bill Hoover are also working on the negotiations.

By the time you read this we should be moved into our new offices at 4044 North Freeway Blvd., Suite 200, in Sacramento, (916) 565-6170. The Caltrans Unit 12 office will be located at the same site but next door in suite 250. Our new office is off Northgate Blvd. Come by and check out our new office.

So many times we take for granted the people who help make our jobs a little easier. I'd like to take this opportunity to thank all the dispatchers and secretaries in the district offices, along with everyone at the Alameda headquarters. I'd like to especially say thanks to mailroom clerk Richard Wilkerson, without whom the whole organization would come to a standstill. Thanks!

Twelve members received service pins at our last district meeting November 11. They were Billie Bartlett, James Cooper, Gene Cossairt, Larry Cossairt, Lloyd Cossairt, Norman Cossairt, Tony Guzman, William Hatch, Paul Knappenberger, Tony Lopes, Jack Reynolds and Glenn Winterrowd.

Andrý Mullen, Business Rep.

Four Cossairt brothers honored for 146 years of union service

SACRAMENTO — Local 3 recently honored the four Cossairt brothers, Lloyd, Gene, Norman and Larry, for their years of outstanding service in the union. The Cossairts have a combined membership in Local 3 of 146 years.

Local 3 Business Manager Tom Stapleton, President Don Doser, Recording-Corresponding Secretary Rob Wise and District Representative John Bonilla presented the Cossairt brothers with service pins at the Sacramento District November 16 quarterly meeting. Lloyd received his 25-, 30-, 35- and 40-year pins, Gene and Norman received their 25-, 30- and 35-year pins, and Larry received his 25- and 30-year pins. Lloyd has applied for his pension.

The Cossairt brothers have spent most of their careers working in the Sacramento District. In 1962, seven Cossairts were initiated into Local 3 in 1946 and is also a lifelong member. We would like to thank the entire Cossairt family for its many years of service and support to Local 3.


At the Cossairt brothers' pinning ceremony are from left: Business Manager Tom Stapleton, Norm Cossairt, Recording-Corresponding Secretary Rob Wise, Gene Cossairt, Larry Cossairt, Lloyd Cossairt, District Rep. John Bonilla and President Don Doser.
Contractors rush jobs before rains come

SANTA ROSA - The late fall, last-of-season burst of work is in full swing here in the Santa Rosa District. We had 3 inches of rain several weeks ago, and all the contractors are hustling before winter begins in earnest.

C.A. Rasmussen is charging along on the $25 million Cloverdale Bypass. Local 3 hands are working Saturdays and Sundays as they race against the weather trying to complete the project by year's end. The $12 million Fountaingrove Parkway project, with Rasmussen the low bidder, has been put on hold until March, and controversy is raging over whether the job should be rebid or awarded to Rasmussen.

Parnum Paving is ahead of schedule on the $6 million Hwy. 101 job south of Willits. Project foreman and Local 3 member Mark Graves said he's very pleased with the project's progress.

Syar Industries is winding down operations because it can no longer haul material from the mine site to the crusher. Regulations require that the Russian River haul road bridge must be removed by November 1. However, a significant stockpile has been accumulated and should keep the plant busy during the winter months.

Argonaut has picked up some late season work and has crews busy as far north as Fort Bragg, where the company is building the Glass Beach project.

Big error delays finish

Dutra Construction has had problems with the $11.4 million Stony Point Road interchange. Someone mistook the numeral "7" for a "1," and as a result, three, 28-foot bridge pillars were built 6 feet off center. The error was recently discovered, and it was cheaper and quicker to demolish and rebuild the pillars rather than redesign the bridge. The steel and concrete pillars must be removed with a jackhammer and probably will delay the project by two months.

The 566-foot-wide, 206-foot-long bridge is being built on level ground, while the heavy Hwy. 12 traffic is detoured around it. When the bridge is done, the material underneath will be excavated and the four lanes of Hwy. 12 that run under the bridge will be completed.

Hazmat training

Business agent Jim Killean will be responsible for scheduling all District 10 Hazmat eight-hour refresher courses. He will send your company a notice to post as classes are scheduled, and Local 3 Safety Director Brian Bishop will notify each member individually and directly as they become due.

Please call the hall at (707) 546-2487 to reserve your spot after you have been contacted.

Gradeselecting class

George Steffensen will be starting a new gradeselecting class in January 1994. Please come into the hall and sign up if you're interested. Classes will be on Monday evenings.

Sonoma Express Cards

It is that time of year again. We have available to our members the Sonoma Express Books. We have Marin, Napa, and Sonoma County available for purchase in the Santa Rosa District Office. Please give our office a call at 707-546-2487 if you are interested in buying one. They are still $20 each and make terrific Christmas gifts.

We would like to extend our Merry Christmas and happy New Year wishes to all the brothers and sisters in California, Hawaii, Utah, Nevada and Guam. May the 1994 year bring the very best to all of you. As they say in Hawaii, mele kalikimaka.


Fund-raiser sought for injured woman operating engineer

About a baker’s dozen enjoyed good company and food at the latest Local 3 Women’s Support Group meeting October 24 in Roseville.

Local 3 member Richard Taliferro gave an informative presentation on the North American Free Trade Agreement, and those present signed a petition, taken from the IUOE magazine, protesting NAFTA.

Beth Youhn reported that she had called Golden State Rehabilitation Center to get an update on sister Tammy Castillo, who was seriously burned when the crane she was working near came too close to some power lines. Tammy is doing well in the long painful process of recovery. Everyone signed a card to send to Tammy, and we encourage all of her brother and sister operators to do the same.

Her address is:

Golden State Rehabilitation Center
7777 Norris Canyon Road
San Ramon, CA 94583

A fund-raiser is being considered to increase the fund established for Tammy at the Local 3 credit union. Any ideas out there for a fund-raiser? If you’d like to help Tammy, you can make a contribution through any of the credit union branches. Just say it’s for the Tammy Castillo Fund.

Also, a reminder to everyone that there is a fund set up for the grandchildren of Ora Troxler, who’s an employee of the Local 3 credit union.

The group spent some time networking on issues related to the trade and to the particular needs of women in the trade. After the semi-annual meeting January 8 in San Francisco the group will once again gather at a local eating establishment to contemplate the new year. We look forward to seeing you there.

All of us in the Women’s Support Group wish the members a bright and beautiful holiday season and hope for a peaceful and prosperous 1994.

Flag flying honors departed members

REDDING - As a small token of remembrance of those who have helped make our union what it is today, the Redding District is flying the American flag of departed members or a deceased immediate family member. We also have a plaque in the entrance to our hall with the current flag donor’s name and person being honored.

If you would like to have their loved one’s flag flown, please contact Dispatcher Bill Horan at the Redding office, and we will fly your flag and place your name on our plaque. Flags will be returned to their owners after three months.

Top: This plaque, displayed in the Redding District office, honors departed members or deceased immediate family members.
Castile air base may get huge repair facility

FRESNO - Pegasus Technologies Inc. is pursuing an agreement to build the world's largest aircraft maintenance facility at Castle Air Force Base.

If the venture is approved and Pegasus has the capacity to follow through, the company will build a 1.61-million-square-foot hangar that will give the company the ability to repair and service up to 24 Boeing 747s at one time. Ann Eisenhower of Pegasus says the facility could employ 8,000 to 10,000 workers within five years. Castle AFB now employs about 6,000 workers.

In Livingston, the bypass is nearly completed, with about three months of demolition and some soil mitigation to take place. The second stage of Unit 1 and Unit 2 of the project will be bid in March, a project worth $28 million.

An environmental review is now underway for a 4,556 acre housing project at I-5 and Hwy. 152 called Village of Laguna San Luis. It will consist of 16,000 residential units, 2 million square feet of commercial space and 4.5 million square feet of office and light industrial space. An amendment to the Merced County general plan has been approved for the Fox Hills area, located near I-5 southwest of Los Banos, for a golf course and 400 units on 390 acres.

The Las Mariposa resort project is back on track. The developers have put up the money for the final environmental impact report. The proposal is for 1,000 acres at Agua Prieta Road and Hwy. 49 North. It will include a 420 unit hotel, 520 residences and a world-class 18-hole golf course. The board of supervisors is not opposing the project, though the it has some concerns, the worst of which is the hydrogeologic report spelling out the projects impact on nearby water wells.

When in need, Local 3's a friend indeed

STOCKTON - These days pride seems to be passe to most folks, but no other word fits the feeling I have when I speak of my membership in Local 3. I joined in 1942 and have never regretted it for a minute.

With the medical problems my wife and I have had - she with three heart surgeries and me with hip surgery - our Local 3 health insurance as been a godsend. Not only does Local 3 have excellent benefits in these difficult economic times, but has the staff to match.

My wife, Winifred, and I especially want to express our heartfelt thanks to Stockton District Dispatcher Joyce Soren and secretary Kathi Westlake, who is now in the Sacramento District office. Without their personal caring beyond the call of duty in answering our questions and patient assistance in resolving any problems arising with our medical claims, we would have found it extremely difficult to keep up with all of our bills.

I urge all young people today to continue their education, to seek a craft to which they can give their all and in which they can have the satisfaction and pride that I have of being an operating engineer.

It is my prayer that if the good

Bud Jensen

lord sees fit that some day I may have the wherewithal to give back to operating engineers the financial and personal support that Winifred and I have received.

I.B. 'Bud' Jensen

Subdivision work shows signs of life

OAKLAND - Before I start talking about work in my area I would like to take this opportunity to welcome our new District Representative Robert Delaney to the Oakland Office. Bob has replaced retired District Representative Tom Butterfield.

Bob is in no way new to the Oakland area. This is where he began his career on the payroll with Local 3 working as a dispatcher. After several years as a business agent in the San Jose District, Bob was transferred to San Francisco as district representative and from that position transferred back to his beginnings here in Oakland.

At a get-together recently in Concord, many of the staff and members showed their thanks to Tom Butterfield for his many years of service as an operator and his service to the membership as both a business agent and district representative here in Oakland. At the celebration, Tom was toasted in jest and praised and thanked in earnest.

I personally have had the pleasure of having Tom as my agent in the field, as a coworker when I started as a dispatcher and agent in Oakland and as my boss when he became district representative. I hope all of you will join with me in congratulating Tom on a job well done and wishing him all the best on his upcoming retirement.

Concerning work in my area, downtown Pleasanton has a new look on Main Street thanks to the crews of Redgwick Construction, along with some good subcontractors who basically re-worked the entire infrastructure of the area, including water, sewer and street lighting. Redgwick also has been keeping some operators busy on its project for BART and some other small jobs.

The many phases of the BART extension are continuing pretty much on schedule through the Dublin grade into the Tri Valley area. Amelec Electric will soon be finishing with the help of subcontractors Stanley Horizontal Boring, Redgwick Construction's owner operators and the few crane rental rigs to move K-rail. Some bids have been let to widen I-580 to accommodate the BART tracks down the right of way in the median. It is hoped this work will begin soon and give us some winter work.

The work in my area thankfully has been a little more varied this year than last, which is a good sign, as some of our housing work seems to be on the upturn. Small subdivision work has shown an improvement, such as the Ruby Hills subdivision. Buzz Haskins finally started moving dirt this fall on Ruby Hills after what seems to have been years of haggling with the planning commissions, city councils, politicians and environmentalists. This project will mean a lot to many of our hands as it will be phased over a good length of time.

In southern Alameda County, I also have six quarry sites: CALMAT in Pleasanton, Dumbarton Quarry in Fremont, Kaiser Sand and Gravel in Pleasanton, Mission Valley Rock in Sunol and RMC Lonestar in both Pleasanton and Sunol. These sites provide most of the sand and aggregate for our area, be it road work, building sites, concrete or asphalt. This year their work has been up and down. Some operations are working overtime while others are struggling to keep the hands working 40 hours a week.

I would like to thank all the brothers and sisters who made the effort to join us at our last district meeting in Concord. The meeting was very informative, and the hands had a chance to meet new District Representative Bob Delaney and the new agent for the surveyors, Paul Schissler.

I would also like to congratulate all of the winners of jackets, hats and T-shirts from our raffles. These prizes were purchased from SELEC by the business representatives, district representative and the district's grievance committee. SELEC is Local 3's way of raising funds for federal political candidates.

The outlook for next year seems good, as there are some fair-size projects coming up in both the public works area and private construction. In closing, I wish all of our members a safe and happy holiday season.

Mark August,
Business Rep.
Local 3 lobbies city council for new convention center

HONOLULU - On August 18, the Honolulu City Council had to make a major decision: whether to build a new convention center and, if so, where. The council voted to build the convention center at the Aloha Motors site. The final vote came after years of fighting by various political, business factions and many building and construction trades unions, including Local 3.

Local 3's lobbying campaign was led by sister Dolly Ching and brothers Isaac Hatori, Stephen Joe Trehern, District Rep.

Left: Business Agent Stan McCormick testifying before the city council.
Bottom left: Local 3 participants at public hearing from left: Organizer Stan McCormick, and Local 13 members Billy Garcia, Billy Ching and Dick Walling. Stabilization Administrator Willy Crozier and Business Agent Stan McCormick were very influential in accomplishing the goal of having the project built - and built union.

I would like to extend my appreciation to all the brothers and sisters that came out to help get this project passed. This is an example of what we can accomplish if we work together.

Joe Trehern, District Rep.

Mare Island workers may get retraining grant

FAIRFIELD - Federal grants of up to $750,000 may soon be available for the retraining of employees at Mare Island Naval Shipyard who will lose their jobs when the base closes beginning in 1994. Local 3 represents about 60 Mare Island workers.

As we find out more about the grants, we will keep our members advised. We are also working with the Mare Island Futures Group to ensure that future plans for combining a seaport, heavy industry or possibly an educational center include union workers.

Mare Island Naval Shipyard rests on 5,000 acres in Vallejo and employs more than 9,000 workers. There are over 7,500 workers in Napa and Solano counties that are directly affected by the shipyard and its scheduled closure.

Suisun City's 150-berth municipal marina is taking shape on the old-town waterfront. Dutra Construction and Ghilotti Construction are dredging and excavating for two parking lots and placing rip-rap to stabilize the shoreline.

D.W. Young's 3,000-foot water line project may be delayed until next year due to protests from local business owners because of the holiday season.

Bail, Ball & Brossamer announced it will be doing several million dollars worth of runway repair and improvements at Travis AFB starting January 1994. Teichert Construction was awarded $3 million worth of road construction and repairs at Travis.

Syar crew wins safety award

Local 3 members from Syar Industries Lake Herman Quarry were once again recognized for their outstanding safety record at a special safety awards meeting held November 11 at the Lake Herman shop. Among those present were District Representative Dave Young, Business Agent Roger Wilson, and Ron Puls and Bob Reynolds of the Laborers Union Local 326.

Dave Ross, assistant to the president, Ladd Stephenson, operations manager and John Walker, safety director from Syar Industries, then rewarded every member of the crew with Syar sweatshirts for working from August 1992 to August 1993 without a lost-time accident.

Syar Industries safety awards program was started in 1990, and every year since then the crew has achieved its goal of no more than one lost-time accident in a year. As of November 11, 456 days have passed since the last lost-time accident took place at Lake Herman Quarry.

Willie Davis, field office superintendent from the Federal Mine Safety and Health Administration, along with Jason Hass, representative from Argonaut Insurance Company, both presented certificates of excellence to Mike Burns on behalf of the employees of the Lake Herman Quarry.

D.W. Young's 3,000-foot water line project may be delayed until next year due to protests from local business owners because of the holiday season.

Bail, Ball & Brossamer announced it will be doing several million dollars worth of runway repair and improvements at Travis AFB starting January 1994. Teichert Construction was awarded $3 million worth of road construction and repairs at Travis.

Syar crew wins safety award

Local 3 members from Syar Industries Lake Herman Quarry were once again recognized for their outstanding safety record at a special safety awards meeting held November 11 at the Lake Herman shop. Among those present were District Representative Dave Young, Business Agent Roger Wilson, and Ron Puls and Bob Reynolds of the Laborers Union Local 326.

Dave Ross, assistant to the president, Ladd Stephenson, operations manager and John Walker, safety director from Syar Industries, then rewarded every member of the crew with Syar sweatshirts for working from August 1992 to August 1993 without a lost-time accident.

Syar Industries safety awards program was started in 1990, and every year since then the crew has achieved its goal of no more than one lost-time accident in a year. As of November 11, 456 days have passed since the last lost-time accident took place at Lake Herman Quarry.

Willie Davis, field office superintendent from the Federal Mine Safety and Health Administration, along with Jason Hass, representative from Argonaut Insurance Company, both presented certificates of excellence to Mike Burns on behalf of the employees of the Lake Herman Quarry.
6 little picnics better than one big one

HONOLULU – Not one, not two, not even three or four, but six, yes, six picnics for the Hawaii District. For geographic reasons, we decided to schedule six separate picnics for our district.

Over four consecutive weekends, staff and I traveled to the islands of Kauai, Maui, Hawaii, Molokai and Oahu to participate in these fun-filled events with the members, their families and guests.

Renewing old friendships and making new ones was the theme of all the picnics. It was fun watching and listening and simply enjoying the activities as they occurred. Bingo was a big hit for young and old, as well as playing cards and dice with the ingenious idea of using play money to add to the rush of excitement.

Prizes – dinner certificates, gift certificates, hotel accommodations, inter-island travel tickets, picnic coolers and more – were given to winners at various picnic raffles.

Seeing the big tent drop made an all-fun day come to an end. We thank all who participated in making our picnics successful, and we look forward to next year. We will be notifying you once the dates are selected and booked.

Joe Trehern, District Rep.
PEACE ON EARTH GOOD WILL TOWARD HUMANITY
From the Administrator, Staff, and Coordinators at the Training Center

Scholarship Contest Rules for 1994

General rules & instructions for Local 3 College Scholarship Awards 1993-1994 school year
Four college scholarships will be awarded to sons and daughters of Local 3 members. Two scholarships of $3,000 each will be awarded to the first place female and male applicants. Two scholarships of $2,000 each will be awarded to the runner-up female and male applicants.

These scholarships must be used for study at any accredited U.S. college or university. The Local 3 Federal Credit Union will contribute half the amount of each of the four scholarships.
The Local 3 scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not rule out scholarship aid from other sources.

Who may apply:
Sons and daughters of members of Local 3 may apply for the scholarships. The parent of the applicant must be a member of Local 3 for at least one (1) year immediately preceding the date of the application.

Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships. The parent of the applicant must have been a member of Local 3 for at least one (1) year immediately preceding the date of death.
The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1993), or (2) the spring semester (beginning in 1994), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance into the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1994 and March 1, 1994.

Awarding scholarships:
Upon receipt of the application and required forms, Local 3 will verify the membership of the parent. The application will then be submitted for judging to the University Scholarship Selection Committee, an independent, outside group composed entirely of professional educators.

Apart from verifying the eligibility of the applicant, Local 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another.

Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winners selected.

Scholarship winners will be announced at the July semi-annual meeting of Operating Engineers Local 3. The checks will be deposited in the winning students' names at the college or university they plan to attend.

Instructions:
All of the following items must be received by March 1, 1994.
1. The application to be filled out and returned by the applicant.
2. Report on applicant and transcript: to be filled out by the high school principal or person he or she designates and returned directly to Local 3 by the official completing it.
3. Letters of recommendation: applicants should submit one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.
4. Photograph: a recent photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the Engineers News.

Robert L. Wise
Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Road
Alameda, CA 94502-7090
WORKING HARD IN PARADISE

On the shores of Lake Tahoe, Incline Village Improvement District employees keep the resort's utilities flowing

First of a two-part series

S

ome would argue, especially those living in heavily populated, congested urban areas, that employees of the Incline Village General Improvement District (IVGID) have the ideal setup.

The district's 80 full-time and 220 seasonal employees - about 30 in the Utility Department - not only work in one of the most attractive environments in the world, but receive good pay and benefits for doing it. They perform their duties amid the lush pine forests and sublime mountain slopes of Lake Tahoe.

Incline Village, an unincorporated town on the Nevada side of Tahoe's north shore about 40 miles southwest of Reno, is one of the lake's least touristic yet charming resorts. While there are several major hotels at Incline Village, most of the town consists of a small commercial district surrounded by quiet residential neighborhoods lined with posh summer and winter cabins.

Though Incline Village doesn't have the fame of such Tahoe heavyweights as Heavenly Valley, Stateline and Squaw Valley, it has some of the finest public recreational facilities in the Tahoe basin. IVGID owns and operates two 18-hole golf courses, two beaches, a boat launch, a swimming pool, tennis complex, softball and soccer fields, and the Diamond Peak ski area. The district also supplies water and sewer services to those recreation sites and to the community.

IVGID's Utility Department, which is divided into the Plant, Pipeline and Vehicle Maintenance divisions, is responsible for maintaining and servicing the community's water distribution and sewage collection systems.

The Pipeline Division is primarily responsible for repairing and maintaining the water and sewage lines, while the Plant Department operates the water and sewage treatment plant and the district's 32 pump stations.

During the winter, the department is also responsible for snow removal of its administrative buildings, pump stations and recreational facilities, including the Diamond Peak ski area.

What's impressive about this bargaining unit is the employees' upbeat work attitude. Everywhere you turn at the main maintenance yard on Sweetwater Road you can't help but notice the signs posted above doorways that contain motivational slogans like, "Just good enough - isn't." "There's no such thing as one way, except in our parking lot," and "Hey you! Do you know who your customer is today?"

During the day, the maintenance yard appears nearly abandoned, not because no one decided to show up for work, but because most of the employees are out in the field working on their assignments rather than hanging out at the yard waiting for the next emergency call.

Over the past several years, the Utility Department has undergone a renaissance of sorts. Since 1987, the department has been slowly implementing innovative work strategies such as worker empowerment, team building and peer evaluation to improve morale and efficiency. Front-line employees have received on-going training on self-improvement, teamwork, problem solving, conflict resolution and how to make decisions on their own.

This proactive rather than reactive approach to work has produced impressive results. The department, for example, has reduced its average sick leave to just a half-day per employee per year. The district has also reduced its sewer line cleaning costs from 29 cents per lineal foot to around 3 cents per lineal foot, decreased the average main water leak repair from $1,200 each to about $450 per repair, and snow removal costs have plummeted 50 percent.

IVGID can now perform most of its maintenance and repairs for less than what any private company can bid on the same work. The improvements have come about primarily because of higher employee morale, better teamwork, improved communications and because employees in the field now make decisions on their own rather than wait for instructions from headquarters.

Next month Engineers News will devote an entire segment on how IVGID's empowered workers have begun to transform the district into one of the leanest, most efficient public agencies in the region.
Top left: Cleaning a water main is Russ Heppe.

Bottom left: Warehouseman Don Quandt, right, and warehouse assistant Frank Cowden, left, help Pipeline Division Foreman Bob Lockridge find repair parts.

Top right: Plant operator Chris Garretson.

Center right: Plant operator Merle Brandon.

Bottom right: Treatment plant chemist and job steward Ed Pollock.
HONORARY MEMBERS

As approved at the Executive Board Meeting on November 7, 1993, the following retirees have 35 or more years of membership in the Local Union, as of November 1993, and have been determined to be eligible for Honorary Membership effective January 1, 1994.

Sam Aguirre * 0977709
Stanley E. Bjorge * 0931214
Frank Brajkovich 0683251
Boyd L. Brown 0900989
Findley Brown * 0645907
Harold S. Burke 0326890
Dewey A. Davis 0915789
Charles Deberry 0892773
Daryl Doyle 0610962
Earnest D. Foster * 0947055
Merle Goeglein 0961796
Frank Goulatte 0956372
Allen R. Greenhaw 0987345
Richard E. Grenon 0914475
Jack W. Griffin 0568178
Paul F. Guisti 0674734
Lester Gunns 0845252
Werner E. Hauss 0977610
Wesley L. Hay 0962857
Charles S. Hoizen 0931142
Duane Hope 0991041
Milford J. Hingle * 0935630
Donald R. Keith 0513594
Joseph J. Klein 0839486
Allan L. Kotrc 0987360
Alfred Larson 0987219
Nex W. Matthews * 0612815
Donald Moses 0863610
Robert K. Parish 0638394
Elden R. Peery 0827892
Cyril R. Petersen 0640489
Leonard Peterson 0983138
Daniel Questrus 0983010
Robert Raef 0803919
Robert Reynolds 0971429
John W. Rhodes 0693170
Blair G. Rose 0977674
Joseph Ryan 1030428
Walter S. Serikaku 0983075
Larry J. Smith * 0977749
Sam Sunaerti 0987284
Phillip F. Taormino 0761335
Gene T. Telford 0654200
V. B. Thomas * 0682425
William B. Weldon 0987295
Howard Wilhite 0977696
John Willingham 0899650
Delmar Wise 0852547
Harold P. Witheras 0732621
Lester L. Young * 0689451
William L. Zuechsel 0788308

* Effective October 1, 1993.

Departed Members

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

AUGUST

SEPTEMBER
Ray Addison of Carmichael, Ca., 9/26; Woodrow Anderson of Sanger, Ca., 9/23; Claude Brock of San Jose, Ca., 9/28; Ronald Mueller of Stockton, Ca., 9/15; James Parker of Monte Rio, Ca., 9/28; Ward Pitchford of Fremont, Ca., 9/28; Warren Velma of Wallu, Ca., 9/26.

OCTOBER
Lewis Blair of Esparto, Ca., 10/7; Chas. P. Bastian of San Jose, Ca., 10/3; M. W. Batt of Crescent City, Ca., 10/2; Horace Bell of Acampo, Ca., 10/1; Edna Brackett of Valley Springs, Ca., 10/16; Marvin Clark of Napa, Ca., 10/17; Lester Clark of Merced, Ca., 10/14; B. L. Ciem of Folsom, Ca., 10/15; W. J. Clydesdale of Citrus Heights, Ca., 10/12; Albert Denning of Anderson, Ca., 10/9; George Ennis of San Rafael, Ca., 10/1; William Foster Sr. of Waianae, Haw., 10/2; George Frazee of Santa Rosa, Ca., 10/4; Arthur Garofalo of Colfax, Ca., 10/24; David Gentry of Mt. Vernon, Ill., 10/18; C. A. Gilstrap of Goshen, Ca., 10/14; P. M. Herbert of Jamestown, Ca., 10/8; Jas. A. Hubbell of Fresno, Ca., 10/8; John Lloyd of Stockton, Ca., 10/19; E. E. Miles of Winon, Ca., 10/2; Lawrence Nottingham of Billings, Mt., 10/25; Joe Pereira Jr. of Elk Grove, Ca., 10/9; Harold Schultz of Sacramento, Ca., 10/1; H. V. Shipley of Petaluma, Ca., 10/18; Stanley Silva of Fallon, Nv., 10/9; Yoneo Suhamia of Lodi, Ca., 10/25; Arthur Tiedtke of Twain Harte, Ca., 10/10; Clarence Waeltz of Gridley, Ca., 10/9.

DECEASED DEPENDENTS
Joan Diodati, wife of Alfred, 10/15.

District Meetings

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

DECEMBER
1st District 12: Ogden Ogden Hotel 247 24th Street
2nd District 11: Reno Carpenters Hall 1150 Terminal Way
7th District 04: Fairfield Engineers Bldg. 2540 N. Watney Way
14th District 10: Lakeport Senior Citizen's Center 527 Konochi
16th District 9: Freedom Veterans of Foreign Wars Hall 1960 Freedom Blvd.

JANUARY 1994

11th District 40: Eureka Engineers Bldg. 2806 Broadway
12th District 70: Redding Engineers Bldg. 20308 Engineers Lane
13th District 60: Marysville Cannery Workers 3557 Oro Dam Blvd. Crosville, Ca.
25th District 17: Hilo Hilo ILWU Hall 100 W. Lankauka Street
26th District 17: Maui Waikapu Comm. Ctr. 22 Waiko Place Wailuku, Hawaii
27th District 17: Honolulu Farrington High School Library 1564 King Street

Santa Rosa District Election

Recording-Corresponding Secretary Robert L. Wise announces that at the regular quarterly Santa Rosa membership meeting there will be an election for one District 10 Executive Board member and one Grievance Committee member to fill unexpired terms left vacant by resignation. The meeting will be held December 14, 8 p.m., at the Senior Citizens Center, 527 Konochi, Lakeport.

semi-annual meeting

Recording-Corresponding Secretary Robert L. Wise has announced that the next semi-annual meeting of the membership will be held on Saturday, January 8, 1994, at 1 p.m. at the: Seafarers International Union auditorium, 350 Fremont Street, San Francisco.
**Personal Shop**

Oakland: The Oakland office would like to extend its deepest sympathy and condolences to the family and friends of Avin McDonald who died as the result of a work-related accident in the Oakland area.

Santa Rosa: Congratulations to Roni and Janine Derrico on the birth of their twin sons, Gino and Gary, on 6/7.

We in the Santa Rosa District wish to extend our sincere condolences to the family and friends of Stewart Orndorff, who passed away on 10/27.

---

**FOR SALE: Home 1934**

- 10 mi. to state line
- 3 br, 1-1/2 ba
- $22K
- (916)824-2536

- 10 mi. to state line
- 3 br, 1-1/2 ba
- $22K
- (916)824-2536

---

**FOR SALE: Mobile home 1979**

- 10 mi. to state line
- 2 br, 1 ba
- $25K
- (916)824-2536

---

**FOR SALE: Mobile home 1979**

- 10 mi. to state line
- 2 br, 1 ba
- $25K
- (916)824-2536

---

**FOR SALE: Mobile home 1979**

- 10 mi. to state line
- 2 br, 1 ba
- $25K
- (916)824-2536

---

**FOR SALE: 1 Lot Lake Tahoe area, 10 mi.**

- Ne of Marysville, CA
- 3 bd, 2 ba
- $53K
- (916)824-2536

---

**FOR SALE: 3 Acres approx. between**

- Auburn & Newcastle, CA
- 12 acres
- $8,500
- (916)824-2536

---

**FOR SALE: Home 1938**

- 10 mi. to state line
- 3 bd, 2 ba
- $8,500
- (916)824-2536

---

**FOR SALE: Mobile home 1979**

- 10 mi. to state line
- 2 br, 1 ba
- $25K
- (916)824-2536

---

**FOR SALE: Home 1979**

- 10 mi. to state line
- 2 br, 1 ba
- $25K
- (916)824-2536
Alcohol most dangerous drug for youth

In all the talk about the health and safety of today's children, one ugly fact stands out: The number one killer of teens and young adults in the United States is alcohol-related highway accidents. During 1992, a young American died every three hours in an alcohol-related highway crash. That this happened less often in 1992 than in earlier years in no way lessens either the personal tragedy or the economic loss. Even the progress of more than a decade of national efforts to reduce all harm from underage drinking may be only temporary, fleeting gains.

These years offer a lesson we can't afford to ignore: prevention works for everybody, if everybody works for prevention. From 1982 to 1992, the percentage of drinking drivers 15 to 20 years of age involved in fatal crashes declined from about 43 percent to 26 percent. And 3.5 million underage youth, who would have drunk alcohol had they lived in the pre-prevention environment of 1979, won't do so today.

But more than 4 million young people under 18 still drink. Prevention hasn't reached them yet. And fewer eighth graders in 1992 perceived alcohol as harmful than in 1989. This may reflect an overall lessening of prevention messages reaching a new generation, suggesting that more of them may drink this year, next, and the year after - if they survive.

Why are our kids still drinking? According to a 1991 report by the Office of the Inspector General, two-thirds of drinking teens - almost 7 million - buy their own alcohol. A conclusion of the report: parents and the public at large remain indifferent to under-age drinking. "At least they're not on drugs," is how some adults rationalize tolerating, even facilitating adolescent drinking, unaware that alcohol is the most dangerous drug for youth.

While we tell children to say no to some drugs, and not to drink and drive, they are barraged with pro-drinking messages coming from many directions. These messages, coupled with lack of enforcement of drinking age laws, may lead some kids to think drinking, even heavy drinking, is okay as long as they don't drive. But even small amounts of alcohol can impair judgement and skills. Drinkers can "forget" a sober decision to let someone else drive. And the mixture of youth and alcohol is too often a recipe for tragedy in any setting.

As individuals, communities and a nation, we can be firm, clear, and consistent in support of 21 minimum drinking age laws. And we can increase our commitment to prevention to save young lives, eight of them each and every day. But will we?