

OPERATING ENGINEERS LOCAL UNION NO. 3

The fight to keep prevailing wages

Also in this issue . .

- Reno District work picture
- The Nugget Expansion
- Spanish Springs Valley
- San Jose Water Company
- City of Sparks empowerment

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JANUARY 1996

ALAMEDA, CA

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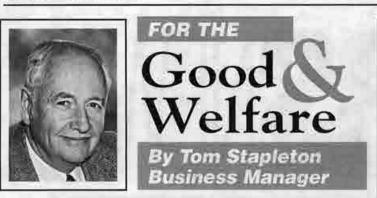
TO

EVERYONE

Photo by Steve Moler

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During the prevailing wage fight in the City of Modesto last September, we sent a letter to 750 Local 3 members who live in and around Modesto. The letter warned our members that the City Council was about to eliminate prevailing wage on city projects and explained to them how it would impact their jobs. We also included an anonymous questionnaire card that asked them specific questions about when and where they had purchased their last vehicle, where they buy their groceries and other big ticket items.

It was our hope that the members would fill these cards out and send them back to the main office where we could complete the information and identify those businesses in Modesto that benefit the most from the patronage of our local union members. We could then educate these business owners how important the prevailing wage was to their own livelihood.

Unfortunately, only about 70 members took it upon themselves to fill out the cards and return them. When the City Council met to decide the prevailing wage issue, there were about 300 construction union members there in support of prevailing wage. Unfortunately, only

Get involved in the prevailing wage fight!

about 40 to 50 of those members were from Local 3.

We lost that fight in September. Although we were able to turn two City Council members around from their initial negative position on prevailing wage, it was not enough to win the vote that night.

When I saw the outcome of the fight and the lack of response from our own members whose jobs would be impacted directly on this issue, I realized we needed to do a better job of teaching our members how important prevailing wage laws are to them and their families.

We held three solid weeks of meetings just before Christmas throughout the Valley, the North and South Bay areas where prevailing wages are being attacked most at the local level. We gave a 15-minute slide presentation that explained the issue in simple, clear terms. We circulated cards asking them to join the volunteer "Prevailing Wage Task Force," so they would have opportunities to involve themselves personally in this struggle.

You would think that the weeks between Thanksgiving and Christmas would be a bad time to try and get people to come to a meeting. I am happy to say we had the best turnout for union meetings that we have had in many years. In Redding, over 200 members - some of them standing out in the rain - came to hear what we had to say.

In Sacramento, over 350 Local 3 members packed into the union hall. The story was repeated throughout those three weeks. We now have 2,000 Local 3 members who have joined the Prevailing Wage Task Force. These members will be receiving up-to-date information in the mail on the prevailing wage issue. We will be providing sample letters, informational material they can use to explain the importance of this issue to their co-workers, family and friends. Every member who joins this task force will be equipped with the information they need to help win the prevailing wage fight.

If you were not able to come to the meeting, we can still use your help. Fill out the Prevailing Wage Task Force coupon on page 5. Drop it off at your district office or send it to: Operating Engineers Local 3, 1620 S. Loop Road, Alameda, CA 94502, ATTN: Prevailing Wage Task Force.

Without your personal involvement, we cannot win this fight.

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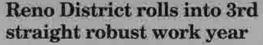
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Urgent call to action

Local 3 launches grass-roots campaign to combat possible loss of prevailing wages

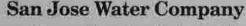




Highway construction, casino and hotel expansions and subdivisions will keep members plenty busy for the next couple of years

Working smarter rather than harder

How the city of Sparks, Nev. is improving efficiency through new management approach of Total Quality Management



25 years of membership in Local 3

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New Assembly speaker is bad news for unions

The prevailing wage fight is going to get a lot tougher now that the California Assembly has elected a staunchly antiunion right winger as speaker.

Curt Pringle, an ultraconservative Republican from Orange County, won the speakership by a 40-37 vote, ousting Brian Setencich, a moderate Republican from Fresno who had demonstrated a willingness to compromise with labor on prevailing wage issues.

The election of Pringle as speaker completes the conservative Republican takeover of the Assembly and means the building trades will have a much more difficult task defeating hostile Assembly legislation in the future.

Under Setencich, and his predecessors Doris Allen and San Francisco Mayor Willie Brown, anti-prevailing wage bills introduced earlier in the session were killed at the committee level. But with Republican majorities on virtually every committee, anti-prevailing wage bills will have a much better chance of reaching the Assembly floor for possible passage.

Republicans have been trying to gain complete control of the Assembly since the November 1994 election, when the GOP won a 41-39 majority after winning eight new seats. But Brown kept his speakership after a former-Republican-turnedindependent Paul Horcher of Whittier supported Brown and the Assembly disqualified Republican Richard Mountjoy of Arcadia after he was also elected to the Senate.

When Brown, faced with ouster from the Assembly by term limits, announced his candidacy for San Francisco mayor, Assembly Democrats headed off an attempt by conservatives to elect Jim Brulte as speaker and instead elected moderate Republican Doris Allen, who was later recalled and replaced by Setencich.

Hearings begin Feb. 20 on Wilson's prevailing wage changes



G ov. Pete Wilson's attempt to change the state's prevailing wage regulations received a temporary setback last month when a San Francisco County Superior Court judge ruled the governor's proposal violated state law. But the Wilson administration quickly complied with the judge's order by issuing a new proposal that calls for public hearings to begin February 20 in San Francisco.

Judge William Cahill granted the state building trades a preliminary injunction December 26 that prohibited the Department of Industrial Relations from proceeding with sweeping administrative changes in prevailing wage laws until the DIR provided more information concerning how the changes would impact the economy and state and local governments.

Last October, the DIR, under Wilson's direction, issued a Notice of Proposed Rulemaking that sought changes in the way prevailing wages are calculated from the current "modal" system to a weighted average, a change that, if implemented, could substantially lower construction wages and health and pension benefits for Local 3 members and make it much more difficult for union contractors to compete.

The proposal also sought repeal of the "double asterisk" system, which requires that prevailing wage rates change automatically when there's an increase in wages on collective bargaining agreements.

But the judge ruled that the DIR's original proposal failed to comply with the Administrative Procedures Act, which requires that a state government agency

At Nov. 30 prevailing wage rally in S.F. are Local 3 staffers from left: Business Rep. Tom Bailey, Oakland District Rep. Myron Pederson, and business reps Walt Powers, Mike Dunlap, Dennis DeCosta and Joe Tarin.

seeking to amend its regulations must first evaluate the potential impact on small and large businesses as well as state and local governments, then disclose this information to the public within 45 days prior to the close of a public comment period. The DIR's original proposal, without citing any existing studies or conducting any new

ones, simply declared there would be "no" effect on any of these areas despite evidence to the contrary.

In response to the injunction, the DIR quickly issued a new rulemaking notice in early January that contained additional information about the proposal's economic impact. While the original proposal said there would be "no" impact on state and local government, the DIR admits in the new proposal that the change would cost the state an estimated \$1.2 million to conduct the new wage surveys using the weighted average, and that construction wages could drop, particularly in rural areas where trade union membership levels are lower.

Submission of the new notice means that the construction trades have taken what legal action they can for now, and that the DIR's attempt to change prevailing wage law will proceed. The DIR has scheduled two public hearings on the matter, one in San Francisco beginning February 20 at 9 a.m. at the Public Utilities Commission Building at 505 Van Ness Avenue, the other in Los Angeles beginning February 26.

Meanwhile, Local 3 Business Manager Tom Stapleton is urging union members to get involved in the prevailing wage fight now by joining the Prevailing Wage Task Force (see details pages 4-5). The union will be instructing task force members how to get involved.

Urgent call to action

Local 3 launches grass-roots campaign to combat possible loss of

prevailing wages

ith the holiday season behind us, it's time to roll up our sleeves and go to work like we've never done before. Local 3 and the entire state building trades are waging a war to protect your wages and medical and pension benefits, a war that, if lost, will severely weaken your union and substantially undermine your livelihood and your family's well being.

Under attack are prevailing wage laws, the federal, state and local statutes that require contractors on public works projects to pay their tradespeople – union or non-union – wages "prevailing" in the area where the project is located. These wage rates are frequently at or near union scale and make it possible for your union employer to bid competitively on public works contracts.

The problem is that the Republican Party has launched an all-out nationwide campaign to repeal these laws at all levels of government. Local 3 recently completed a round of district and specially called meetingsin most areas to explain what's happening and map out a grass-roots counterattack. If you were unable to attend the meeting in your district, here's what was discussed:

The impact on you

Weakening or repealing prevailing wages will have a devastating impact on all Local 3 members, both active and retired, regardless of whether you work in construction, rock, sand and gravel, heavyduty repair shops or surveying. To begin with, nonunion contractors, paying substantially less than union contractors, would gain a huge advantage when bidding on public works jobs, ultimately grabbing a much larger share of the construction market. As cutthroat competition intensified, some union contractors would go out of business or go non-union. Those union contractors left standing would seek new union contracts with lower wages and fringe benefits in a desperate attempt to survive. The final outcome would be much lower union wages and health and pension benefits, and ultimately fewer jobs for all Local 3 members.

If you think you won't be affected because you work in a rock plant or shop, consider this. Construction wages set the standard for all other Local 3 construction contracts. Lowering these benchmark wages through weakening or repealing prevailing wages would cause a corresponding decrease in wages in all other areas, including repair shops, rock, sand and gravel and surveying.

Even Local 3's retirees would be adversely affected. Retiree health and welfare benefits are not a mandatory item at the bargaining table; therefore, we cannot strike to protect them. If prevailing wages are repealed, contractors will seek cuts in or elimination of retiree health benefits and cuts in pension benefits that will affect future increases.

Why it's happening now

Since the November 1994 Republican landslide, in which the GOP won majorities in both the House and the Senate for the first time in 40 years and won 10 new governorships and took control of 18 new state legislatures, including the California Assembly, prevailing wage laws have been under constant attack from conservatives.

A Business Manager Tom Stapleton addresses a packed house on the subject of prevailing wages last month in Sacramento, Calif.

The battle cry for the new Republican Congress was the "Contract With America," which called for cutting government waste, reforming welfare, getting tough on crime, and enacting a series of bills supposedly designed to strengthen family values.

At first, this cleverly disguised political gimmick appealed to many Americans, including large numbers of union members. But the small print told the real story. The "Contract With

America" turned out to be a "Contract on Working Families." To cut government spending and give tax breaks to the wealthy, Republicans sought repeal of the Davis-Bacon Act, the statute that requires contractors on federally funded construction projects to pay prevailing wages.

Federal Davis-Bacon repeal

On the very first day of the new congressional session, Republican Senator Nancy Kassebaum of Kansas introduced S 141, a bill to fully repeal the Davis-Bacon Act. A week later, HR 500, a companion Davis-Bacon repeal bill was submitted in the House. Both were put on a fast track to prevent labor from mounting any organized grass-roots opposition.

Dismantling Calif. prevailing wages

While the prevailing wage battle simmered in Washington, Republicans in California, led by GOP Assemblyman Jan Goldsmith, introduced a package of bills designed to dismantle the state's prevailing wage law. One bill, AB 138, would allow local agencies to exempt themselves from prevailing wage requirements on all contracts not receiving federal or state funds. Another bill, AB 865, would exempt many school construction projects from prevailing wages. Still another, AB 1149, would make prevailing wage requirements apply only to jobs costing \$250,000 or more instead of the current \$2,000, a change that would eliminate many paving jobs from prevailing wage requirements. These bills disguised as prevailing wage "reform," would have almost the same effect as outright repeal.

Goldsmith's bills received full endorsement from Republican Gov. Pete Wilson, who said prevailing wages created artificial barriers to competition. Republicans then launched a well-coordinated media campaign against prevailing wages.

Conservative media attacks

Newspapers throughout California began publishing editorials critical of the wages union tradespeople earn. On the national level, a full frontal media attack was launched against the federal Davis-Bacon Act by conservatives like columnist George Will and radio talk-show host Rush Limbaugh and magazines like *Reader's Digest*, which has one of the highest magazine circulations in the country.

When Goldsmith's anti-prevailing wage bills stalled in the Assembly last fall, Wilson took action on two fronts. First, he sent a letter to all county administrators asking them to support AB 138. At the same time, Wilson, claiming the state's union construction workers earn "artificially inflated wage levels," directed the Department of Industrial Relations to seek prevailing wage law changes through administrative channels. By changing the way prevailing wages are calculated from the current "modal" system to a weighted average, Wilson said, construction wages on public works projects could be lowered by as much as 20 percent, thus saving state and local governments some \$200 million a year.

And if federal and state prevailing wage attacks weren't enough, local governments have jumped into the fray. California law allows charter cities to exempt themselves from prevailing wage regulations if approved by a majority vote of the city council. At least 18 cities in California have already eliminated their prevailing wage regulations, and the number is growing rapidly.

Last August, for example, the Central Valley city of Modesto sought to eliminate its prevailing wage requirement. Local 3, along with other building trades locals and union contractors, swung into action, attempting to educate the city council about how prevailing wages benefitted the local economy. But labor lost this battle on September 19, when, in front of over 300 union construction workers, the council voted in favor of a prevailing wage exemption.

Several other anti-prevailing wage brush fires have flared up all over Northern California. Last October, for instance, the Sutter County Board of Supervisors proposed to send a letter to Wilson endorsing prevailing wage repeal. The supervisors, under pressure from Local 3 and the local building trades, shelved the idea at its next meeting.

A similar flare-up erupted a month later in El Dorado County, which considered sending a letter to Wilson in support of AB 138. The supervisors shelved the proposal after some 200 rancorous union construction workers jammed the meeting to protest the action.

What you can do

Political brush fires like these are flaring up all over California, and the only way to extinguish them is to get directly involved. There are over 15,000 active and retired Local 3 members in Northern California who work in construction and 300,000 union construction workers statewide.

We need everyone's help. Become a member of the Prevailing Wage Task Force. The card at the bottom of the page was handed out to members at the district or specially called meetings in their area. If you want to join the task force but were unable to do so at the meeting, fill out the card and send it to Local 3. In doing so, you agree to help your union defend prevailing wages. You may be asked to attend a meeting or rally, make phone calls, write letters, sign petitions, speak to your local elected official or help in a local election campaign. Elected officials at all levels of government need to know that this issue is vital to the economic and social well-being of thousands of workers who vote. (See page 15 for Calif. Senate voting records.) Task Force members will be provided sample letters and informational materials they can use to explain the importance of this issue to co-workers, family and friends.

Every Local 3 members needs to know that the prevailing wage fight is a war, not just a single skirmish and will require a major effort over the long haul. Going to one meeting or making a few phone calls won't be enough. You must realize the personal stake you have in this war and make the commitment necessary to ensure your economic security. Everyone in Local 3 will be impacted by the outcome of the prevailing wage fight. Your involvement will make a difference.

What Local 3 is doing to defeat attacks

Local 3 currently has three programs in place to fight these prevailing wage attacks.

California Alliance For Jobs -Organization that provides research and information to state and local governments showing why prevailing wages are good for the economy Also carries out media campaigns, provides testimony at public hearings, conducts grassroots activities, and educates employers on how they can defend prevailing wages against repeal.

Building Trades Coalition – A group of trade unions, employers and other interested groups working on several fronts to protect prevalling wages. The coalition is spearheading legal action that opposes Gov. Wilson's administrative changes in prevailing wages. The coalition also organizes grass-roots political campaigns, produces videotapes and other educational materials designed to educate local government leaders and legislators about the benetits of prevailing wages, and lobbies at the state and locals to deteat hostile legislation.

Local 3 Political Action Committees – Supports local political candidates who support prevailing wages and works to defeat those who oppose prevailing wages.

JOIN THE PREVAILING WAGE TASK FORCE BY FILLING OUT THIS CARD AND SENDING IT TO: Operating Engineers Local 3, 1620 South Loop Road Alameda, CA 94502-7090, Attn: Prevailing Wage Task Force

You will be sent additional materials concerning the prevailing wage fight and may be called upon to undertake activities such as attending a public meeting or rally, writing letters to your elected representatives, signing petitions, participating in a local election campaign.

REMEMBER, YOUR ECONOMIC SECURITY IS AT STAKE. GET INVOLVED NOW!

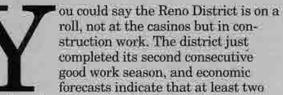
PREVAILING WAGE TASK FORCE

YES, I want to do my part to help the Operating Engineers Local 3 protect my wages and benefits. By filling out this card, I agree to be a volunteer member of the Prevailing Wage Task Force.

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Reno District rolls into 3rd straight robust work year

Highway construction, casino and hotel expansions and subdivisions will keep members plenty busy at least for the next couple of years



struction work. The district just completed its second consecutive good work season, and economic forecasts indicate that at least two

more decent work seasons lie ahead. Highway construction, hotel and casino expansions and private subdivision work have kept the construction picture bright in Reno-Sparks and other areas of Northern Nevada.

According to data from Nevada's Department of Employment, one significant sign that Nevada's economy is on the upswing is that construction job growth over the past year climbed into double digits to 13.6 percent.

In mining, job growth grew by a rate of 12.8 percent, second only to construction. While the U.S. gold production declined by 1.5 percent from 1993 to 1994, Nevada's increased by 1.4 percent. During that period, the state's share of national gold production rose from 63.7 percent to 65.6 percent. According to state forecasts, Nevada's mining industry should grow for at least another year and then remain steady for several years - that is, if gold prices stay firm.

Another indication of the region's growth is the Washoe County School District's approval from the county Debt Management Commission to put a \$196 million bond issue on the ballot to build 10 new schools and do asphalt and roofing repairs on older schools. The last school bond measure approved by voters brought extensive work to Local 3's signatory contractors for new construction and renovations.

One reason for the surging growth is that the Reno-Sparks area is not only attracting more tourists and conventioneers to fill the hotels and casinos but is also attracting new industry. As a result, the population of the Reno-Sparks area is expected to skyrocket over the next decade, particularly in Sparks, where the population is expected to rise from the current 58,000 to 86,000 by 2007.

Subdivision work

With the influx of people has come a corresponding increase in demand for housing. New subdivisions have sprouting all over the Truckee Meadows area like desert wildflowers, especially since the recession started easing two years ago.

Subdivision work is especially heavy in the Spanish Springs Valley north of Sparks (see article page 8-9) and in northwest Reno near McQueen High School. Q&D Construction and Frehner Construction have been working almost continually in this area on one subdivision after another. Right now, for example, Q&D is doing the earthworks for four subdivisions with a total of 142 homes, while Frehner is doing the site preparation for a large apartment complex.

Highway construction

Highway work has been another construction bright spot for the members. Granite Construction is just about finished with a \$50 million, 6-mile extension of the U.S. 395 freeway, a project that has kept a good crew of operators busy for the past year and a half. Granite is expected to finish this project six months ahead of schedule.

Meanwhile, Frehner Construction just got started on a \$20 million contract to upgrade 6 miles of I-80 in Elko County, a project that will include overlays and highway and bridge widenings. A \$17.7 million contract to build an interchange at I-80 and Pyramid Way near John Ascuaga's Nugget in Sparks will go to bid soon and provide some good hours for the members. In all, there's \$115 million in highway work on the books for this year.

Hotel and casino expansions

Another sector teeming with work over the past few years has been hotel and casino expansions. For years Reno had one of the highest hotel occupancy rates of any city in the nation, around 85 percent compared with the national average of about 60 percent. Many Reno hotels have had to turn away customers because they simply didn't have the available rooms. Too many of these people weren't coming back, so the Reno-Sparks tourist industry solved the problem by encouraging hotels to expand.

Perint

The new \$300 million Silver Legacy, a 37-story hotel and casino with 1,720 rooms, was completed by Perini Construction Co. last summer. Krump Construction is building two new towers at the Peppermill Hotel Casino that will add 465 rooms, and Perini is building a \$70 million, 29-story tower at the Nugget in Sparks (see story next page).

On the horizon are two more major proposed expansions. The Circus Circus Hotel and Casino plans to build two three-deck parking garages next year in preparation for a possible 1,000-room hotel tower. The Clarion Hotel Casino is looking into building another luxury tower, giving the hotel a total of 1,500 rooms and suites, an expanded lobby, three glass elevators and an expanded health club with pool.

To ensure tourists can get to Reno safely and efficiently, the Reno Cannon International Airport is wrapping up an \$80 million runway improvement project that included building a new 10,000foot runway and rehabilitating the existing runway. The airport is also undergoing an \$11 million baggage handling renovation and ground transportation expansion.

With projects like these, no wonder northern Nevada's construction picture "looks healthy now."

Construction of Nugget's second tower highlights Reno's hotel expansions

no expansions have been a major component of the construction picture in the Reno-Sparks area over the past few years. One of the largest currently underway is the second

tower at John Ascuaga's

Nugget in Sparks.

otel and casi-

Perini Construction Co. won the contract to build the \$70 million, 29-story hotel tower expansion, which will employ between 300 and 500 construction tradespeople over the course of the oneand-a-half-year project. When the tower opens March 17, 1996, the Nugget will have 802 additional rooms, 28,000 more square feet of convention space and another large restaurant.



Sparks Redevelopment Agency, nearly one-third of the agency's entire annual budget. Those tax dollars will be used for other construction projects, which will put additional Operating Engineers to work.

The tower expansion is just one of a long series of Nugget

A model of the Nugget shows how the new tower at right will appear in relation to the existing hotel and casino.

upgrades that John Ascuaga has completed with the help of union contractors. Oldtimers might recall that the Nugget began in 1955 as a 60-

This expansion is now small task. Just the tower's basement excavation totaled 40,000 cubic yards, while the cast-in-place concrete and structural steel tower will require 50,000 cubic yards of concrete and 8 million pounds of reinforced steel. It will take workers about 375,000 work hours to complete the new facility.

In addition to putting hundreds of union tradespeople to work, the Nugget's expansion will pump \$50 million into the region's economy. The tower addition will also provide more than \$2 million annually in property taxes to the

seat coffee shop on the north side of B Street featuring a handful of slot machines and a cigar store Indian in front to greet customers. After the coffee shop came Trader Dick's Casino in 1958, followed by the Pancake Parlor and Motor Lodge in 1960, then the Roof Garden Hotel in 1962

Pancake Parlor and Motor Lodge in 1960, then the Roof Garden Hotel in 1962 and the Nugget Inn in 1964. The second- and third-floor convention center opened in September 1979, and the first tower was completed in December 1984. Most recently, Q&D Construction completed the \$9 million, 1,252-space, five-story parking garage.

 Apprentice Wendel Lumen of TW Construction unloads storm drain pipe.



 Bill Hale of TW Construction next to his Bucyrus-Erie

excavator.



Y Loader operator Tim Ison



 TW Construction began moving utility lines in preparation for construction of the new tower.



Spanish Springs Valley outside Reno-Sparks is bubbling with subdivision work

Id George Wingfield, who died in 1959, would roll over in his grave if he knew what was happening to his former retreat, the Spanish Springs Ranch outside Sparks, Nev.

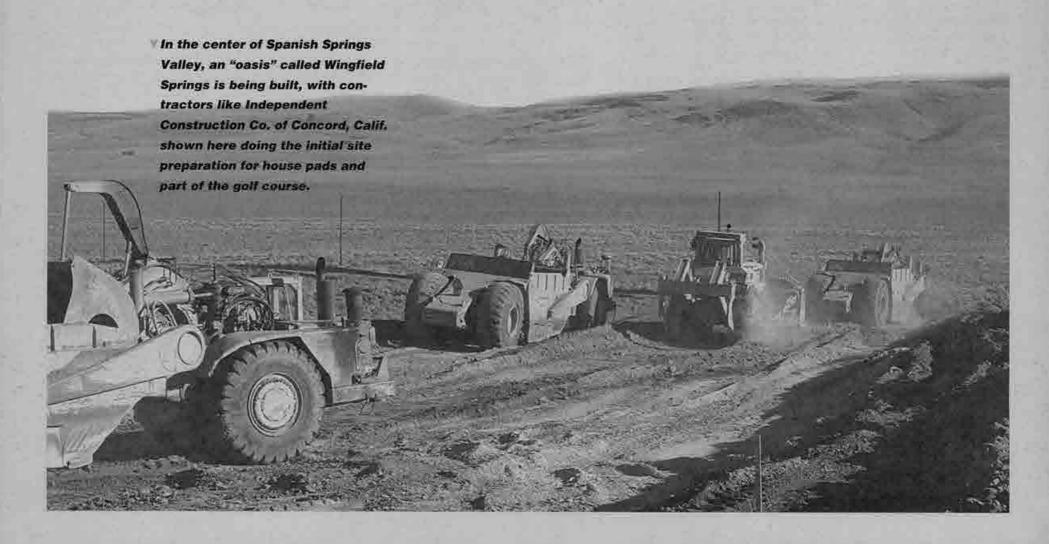
After the legendary banker and businessman spent his entire professional life opposing unions, Wingfield's 640-acre getaway is now being turned into a 2,000-unit housing development and resort community using union labor.

During his later years, Wingfield, who once used federal troops to suppress a 1906 labor dispute at his Nevada gold mines, used the ranch to breed prize-winning quarter horses and hunt waterfowl. One of the improvements he made was expanding the ranch's two large ponds, which are now the centerpiece of the development, now called Wingfield Springs.

The development's Robert Trent Jones II-designed 27-hole championship golf course will be surrounded by 30 neighborhoods containing 2,000-plus homes linked by a comprehensive network of community parks, trails and hedgerows. There will also be a 400-room resort hotel and conference center and a commercial village center featuring a general store, fitness center, day care center, fire station and other community services.

Independent Construction of Concord, Calif., began the initial phase of roadways, utilities, house pads and the golf course in early October. Throughout the fall, Independent had up to 37 operators working on grading for the first 150 house pads and first three holes of the golf course, with work continuing through the winter and into the spring, weather permitting. More bids will be let this spring, with work continuing for several more years.

Wingfield Springs is just the beginning of what's expected to be a building boom in this area northeast of the Reno-Sparks metropolitan area. Over the next 30 years, some 12,400 homes will be built over a 700,000-acre area on the eastern side of Spanish Springs Valley, signifi-





cant portions of which have been or will be annexed by the City of Sparks.

On the western side of the valley, at places like Double Diamond Ranch, hundreds more homes are planned. More than 800 homes are expected to be built by Big Horn Development at the Simorron subdivision. Two more subdivisions, one containing 250 units, the other 300 units, are planned for the Nevada Hereford Ranch. Bailey McGaw is building at Mesa Meadows, while Lewis Homes is developing the subdivision of Aspen Glenn Grove Meadows.

All of this development, of course, requires infrastructure. Q&D Construction, for example, is building a \$2.5 million, 6-mile, sewer line for the City of Sparks from Spanish Springs Valley to the main line on the outskirts of Sparks, a project expected to be completed next month.

The development of Spanish Springs Valley will contribute to increasing Sparks' population from its current 58,000 to a stunning 86,000 in less than 10 years, an amazing figure considering that the city's population was just 20,000 in 1970.

One of Independent's nine scrapers gets a push from a D-9.

In the same area, ARB Pipeline Company is building a gas transmission line that will tie into the recently completed Tuscarora Pipeline.



The initial phase of site preparation called for moving about 1.5 million yards.





A scraper picks up a load in a cut on a section of what will be the fairway of the 14th hole of the golf course.

ARB's Fred Pitman



PUBLICEMPLOYEES

Working smarter rather than harder

Through a revolutionary management approach called Total Quality Management, the normally smooth-running City of Sparks, Nev., is improving its bottom line even more by 'empowering' front-line employees

By Steve Moler Assistant Editor

In the early 1990s, a demoralized utility district on Lake Tahoe's north shore, suffering from unacceptably low productivity and high costs, decided to either make major changes or succumb to privatization.

The Incline Village General Improvement District, whose 30 or so maintenance employees are represented by Local 3, decided to undergo a complete management overhaul with Local 3's full endorsement. The district implemented a revolutionary management approach that shifted much of the responsibility of day-to-day decision-making from management to front-line workers. IVGID called it "worker empowerment," and it worked so well the district can now substantially outbid and outperform private contractors, and employees feel so good about themselves grievances and absenteeism hardly exist.

Beginning early last year, another Local 3 bargaining unit, the City of Sparks, Nev., whose nearly 230 non-management employees (except police and fire) are represented by Local 3, saw what IVGID has accomplished and decided to establish a worker empowerment program of its own, again with full Local 3 support.

The city called it Total Quality Management, a system similar to worker empowerment in which traditional roles change from managers as authority figures and rank-and-file workers as servants to managers as facilitators and workers as empowered team players. As in worker empowerment, much of the daily decision making, planning and problem solving under TQM shifts from supervisors and managers to teams of rank-and-file employees.

Weapon against privatization

This approach, whether it's called worker involvement, TQM, Quality Circles, self-directed work teams or the like, is based on the theory that workers who have a stake in their work – those who are actively involved in the day-to-day planning and execution of their jobs – are far more motivated and productive than workers who passively carry out orders from above. This collective responsibility eventually brings increased efficiency, which for local governments ultimately leads to lower costs to taxpayers and better services to the community, effective weapons in the fight against privatization.

After about four years of worker empowerment, IVGID has clearly made remarkable progress. The district's Pipeline Division, for example, can now clean 5,500 feet of 8-inch sewer pipe for 4-cents per foot, while bids from private contractors run about 24 cents per foot. Four years ago, the district's average cost for fixing a water main leak averaged about \$1,000 compared with \$453 today. Private contractors, in contrast, bid the same work for \$1,200. IUGID doesn't expect to raise utility rates for at least the next two years.

What's different about Sparks is that, unlike IVGID, which launched its worker involvement program because of serious morale and cost problems, the city was cruising along nicely with no major problems when it decided to undertake TQM. The well-managed and smoothly operated city simply wanted to do better.

"If the public sector is going to avoid being swallowed up by privatization, we have to be better and more efficient than private contractors," said Deputy Public Works Director Ken Updike. "TQM makes every employee an advocate of the bottom line, and that's unique to the public sector."

TQM training

But completely reshaping an entire work force's way of thinking and behaving doesn't come with just writing a few memos and giving a couple of pep talks; it requires extensive training and firm commitments from management and employees and their unions.

"TQM makes my job easier because it gets employees and supervisors together to better solve operational problems," said Local 3 Business Rep. Dick Gleed. "It allows workers to initiate new ideas and to innovate. This makes the worksite a better place to work, which is always a union goal."

Late last year, Sparks hired Community Consulting Services, a Carson City firm that specializes in TQM, to plan and conduct the training. In October 1994, 25 department heads and supervisors attended a three-day TQM seminar where they received intensive training in team building, conflict management, communications, problem solving, and interpersonal skills development.

Then last February, these same department heads and supervisors received a second round of training, this time a five-day coach-facilitator seminar where managers and supervisors learned how to implement TQM in their own departments and prepare and adapt to the impending change. This past fall, the city began widespread TQM training for most of its front-line workers.

Getting started

Although Sparks is in the early stages of TQM, it has already established several effective committees and work teams. The first challenge under the new system was tackling the long-standing problems in the maintenance yard's tool crib, which for years was too small and operated inefficiently.

Under the old system, a manager or supervisor would have acted unilaterally in solving the tool crib's problems, then expected employees to carry out his or her plan. Under TQM, a committee made up of eployees who use the crib was formed in May of last year to evaluated the tool crib's situation and come up with solutions. One team member commented, "Tve been here for 20 years and Fve never had these kinds of opportunities."

Tool crib committee

The Tool Crib Team, which has a designated team leader and facilitator and met weekly, adhered to strict team building rules such as treating all members equally, being open and receptive, and keeping everyone involved. After several meetings, the team came up with a remodeling and expansion plan, a daily check-out system, and began putting together plans for an open purchase order account and getting tools repaired quickly by an outside vendor.

In the Street Maintenance Department, supervisor and job steward Mike Biselli, who had been experimenting with self-directed work teams before TQM arrived, is a member of the Pavement Quality Team that looks into ways to enhance the overall quality and safety of the city's street system. One of the team's first accomplishments was hatching a plan to reduce street striping costs by using less expensive paint at all pedestrian crossings except school crosswalks.

Several other departments have established work teams. One in particular, spearheaded by Local 3 chief steward Bobbi Torres and consisting of key players from planning, building inspection, fire, engineering and industrial waste, looks at ways to streamline the city's building permit process.

Treatment plant involvement

At the wastewater treatment plant, each department head within the plant used to submit his or her own annual budget, which would be approved by the plant manager. Now the plant has a budget

Members of the **Truckee Meadows** wastewater treatment plant Budget **Committee are from** left: Plant Manager **Randall Grav. Administrator Susan** Green, Operations Supervisor Starlin Jones, Inspector Alain Kovaltchouk and Mechanic Jay Lommel. Not visible in the photo is electrical technician Mark Bowman.



committee made up of employees from each area of the plant who evaluate ways to better spend the plant's limited funds. The team determines plant

needs and makes suggestions. The plant also has steering, communications and staffing committees.

"We want employees to feel involved," said treatment plant manager Randall Gray. "We want employees to be motivated and share information with other employees. We basically try to give people what they need and want."

Sparks' TQM trainer and consultant Becky Lu Brown explained that when firms start thinking about TQM, management often

Tool Crib Committee >member Kori Ramociotti, second from right, briefs Local 3 Business Rep. Dick Gleed, far right, on the committee's progress in adopting a tool crib expansion plan. Other team members are from left: Jack Leggett, Byron Jennings, Randy Lawhun and Paul Seekins. Not visible in the photo is Dan Carpenter.

assumes the union won't endorse the change and vice versa, but once in place, everyone benefits from TQM and other worker involvement programs.

"Doing things the same old way doesn't work anymore," Brown said. "Taxpayers, like consumers, are getting more sophisticated and can sort out good from bad. If public agencies aren't responsive, the public knows it can shift the work to the private sector. By working smarter rather than harder through programs like TQM the public sector actually saves money and jobs by avoiding privatization."

> Consultant Becky Lu Brown of Community Consulting Services of Carson City gives the first round of TQM training to 25 department heads and supervisors in October 1994.





The San Jose Wate 25 years of membership

hile the San Jose Water Company cele-

brates its 130th anniversary this year,

its Local 3 members are quietly celebrat-

ing an anniversary of their own - 26 years

of membership in the Operating Engineers.

Since 1970, about 35 to 40 water company

employees, mostly water systems designers and engineering technicians who do drafting and techni-

Technical Engineers Division. There are also clerks,

surveyors and other specialized positions (water ser-

vice coordinators, construction coordinators, senior

engineering aides, assistant engineers) in the bar-

The San Jose Water Co. is California's oldest investor-owned utility. The company was founded in

1866 with \$100,000 in capital (one thousand shares

valued at \$100 each), including two water tanks at

streets that supplied 400 residence with hookups. In

the San Jose Foundry at First and San Antonio

1991, 125 years later, the company provided the

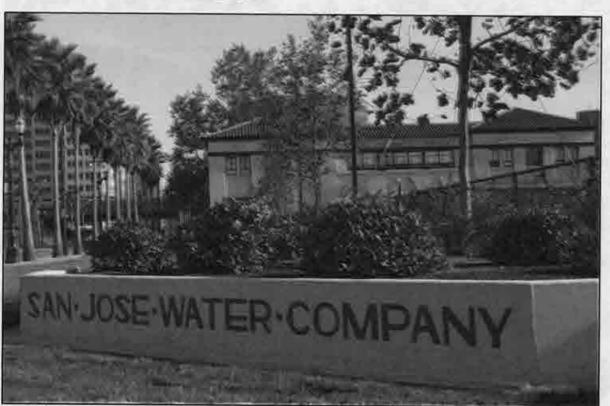
Santa Clara Valley with 203,000 connections, and

cal drawings, have been serviced by Local 3's

gaining unit.

by Steve Moler Assistant Editor

> V San Jose's Water Co. headquarters at 374 W. Santa **Clara Street was built in 1934**



the number is still growing steadily today. The company operates from two facilities: the main office on West Santa Clara Street downtown and an office on Bascom Avenue where the Local 3 members work.

> This quarter-century relationship with Local 3 has helped the bargaining unit become more efficient and productive.

Through various contract negot ations, the unit has been able toattain more unity, improve communications with management, and maintain more equitable pay scales among its various classifications.

"When I'm asked if being in the Operating Engineers has been helpful, my answer is a big yes," said Job Steward and Engineering Technician II Vicki Larson. "For me personally I'm definitely getting something out of it."

Before the unit joined Local 3, Utility Systems Designer Mike Shannon recalls that there were large disparities among various pay levels. But after joining Local 3, the unit was able to sit down at the bargaining table with negotiate more fairness in the pay that also encouraged those at the join the union.

Larson also explained that befo union employees were reluctant to management about promotions anmatters. But now the group functi a level playing field with manager itive change that has helped mora productivity.

"We've had a few problems here there," Larson said, "But (Business Rep.) Paul Schissler has been able step in and nip the problems in the without having to file any grievance and that's what makes being in the union worthwhile."

The bargaining unit is actually spread out among five separate dep ments. The largest group, about eig altogether, work in the Planning, N & Records Department, which keep of the company's maps and other vi

r Company p in Local 3





data updated on the company's computerized Geographical Information System (GIS). 2

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Seven members work in the New Business Department, which is responsible for designing new water systems for developers who are constructing subdivisions or commercial or industrial developments. Another six members work in the Change of Facilities Department, which designs and draws plans for upgrades and repairs of existing water systems.

In the Construction Department, five members work on preparing water company projects, such as water tanks, mains and valve systems, that are going to go out to bid to private contractors. These members complete the technical drawother technical metoricals for hid

LAYOUT

ings and prepare other technical materials for bid packages.

And finally, there are three members in the Special Facilities Department, which does most of the company's miscellaneous projects such as designing pumps and valve systems.

With the help of skilled and motivated Local 3 members, the San Jose Water Company is well prepared to continue meeting its mission of providing quality water service for another 125 years.

- San Jose Water Co. employees and Local 3 members from left are Perfy Quiachon, Diana Robinson, Vic Ingalla, Don Arnaudo, Vicki Larson, Roland Polintan (foreground in front of drafting fable), Tim Furlado, Fernando Mutia, Sue Huggins, Scott Peterson, Marty Henderson, Peter Lai and Roland Roosenboom.
 - 2 Survey crew Tech I David Niemyer, left, and crew leader Tech III Will Colson.

Construction Department Tech II Glennette Lawrence.

New Business Dept. Tech II Jim Bariteau

PHOTO

- Engineering Tech II and job steward Vicki Larson.
- Tech II Vic Ingalla







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Big boost to Local 3's COMET program

U.S. Supreme Court rules that paid union 'salts' are employees with same legal protections as any other worker

n a huge boost to Local 3's organizing program, the U.S. Supreme Court ruled November 28 that paid union organizers or "salts" are considered "employees" under the National Labor Relations Act and, therefore, subject to the same legal protections as any other worker.

The decision will make it easier for unions and their members to file - and ultimately win - unfair labor practice complaints against employers who fire salts for engaging in union activities.

The high court ruling couldn't have come at a better time. Two months ago, Local 3 launched its Construction Organizing Membership Education and Training (COMET) program, an AFL-CIO Building and Construction Trades-sponsored grassroots organizing campaign emphasizing "salting," a technique in which union members actually go to work for non-union employers for the sole purpose of organizing the firm's unrepresented workers.

Although Local 3 plans to use only volunteers in its COMET program, the decision leaves the door open for Local 3 and other trade unions to use business agents and other professional staff as salts in the future.

In issuing the court's unanimous decision, Justice Stephen Breyer wrote: "Can a worker be a company's 'employee,' within the terms of the National Labor Relations Act, if, at the same time,

a union pays that worker to help the union organize the company? We agree with the National Labor **Relations Board** that the answer is 'yes."

The case stemmed from a construction project at a Boise Cascade paper mill in

International Falls, Minn., where a subcontractor, Town & Country Electric Inc., wanting to hire locally licensed electricians through an employment agency, refused to interview 10 of 11 union applicants, including two professional union staffers who responded to the advertisement.

The employment agency did, however, hire one union applicant, journeyman electrician and 28year IBEW Local 292 member Malcolm Hansen. But Town & Country fired him after just three days on the job for what the company called "nonstop talking.

The union filed a complaint with the NLRB claiming that Town & Country and the employment agency had refused to interview or retain the IBEW members because of their union membership. An administrative law judge ruled in favor of the union, and the NLRB affirmed the ruling in

December 1992, saying that all 11 job applicants, including the two paid union officials and Hansen, were "employees" as defined by the NLRA, and that the company committed an unfair labor practice by discriminating on the basis of union membership.

But the U.S. Eighth Circuit Court of Appeals reversed the NLRB, saying the board incorrectly interpreted the statutory word "employee." In the circuit court's opinion, the NLRA does not protect from anti-union discrimination those who work for a company while a

union simultaneously pays them to organize that company.

> Because there have been conflicting interpretations of the word "employee" among other circuit courts, the Supreme Court decided to resolve the controversy, but only regarding the meaning of the work "employee" as it pertains to the NLRA.

The Supreme Court ruled that the NLRB possessed broad leeway when interpreting its governing statutes, including the word "employee" to mean any "person who works for another in return for financial or other compensation."

The high court also said the NLRB's broad literal interpretation of the word "employer" is consistent with the act's purpose of protecting "the rights of employees to organize for mutual aid without employer interference" and "encouraging and protecting the collective bargaining process.

Want to join Local 3's COMET program?

If you would like to participate in Local 3's COMET program, contact your district office. Local 3 has announced the schedule for the COMET I course in your district. The four-hour class teaches union members about the importance of organizing as a means of keeping your union strong and how members can support Local 3's organizing efforts.

"I pay \$10 an hour ... with \$2 deducted for fighting union organizing drives."

> Because class space is limited to 25, attendance will be first-come, first-serve. The class is free and includes a complimentary lunch. Graduates will receive a COMET pin and graduation certificate. Contact your district office now for sign-up and additional information

Carolk

Simples

COMET I course schedule

San Francisco - Wed., Feb. 7 Fairfield - Tues., Feb. 6 Santa Rosa - Fri., Feb. 9 Reno - Sat., Feb. 24 Utah - Tues., Mar. 5 Hawaii - Thurs., Mar. 14; Fri., Mar. 15 Oakland - Tues., Feb. 13; Thurs., Feb. 15 Stockton - Tues., Feb. 27; Wed., Feb. 28 Eureka - Mon., Mar. 25 Fresno - Fri., Mar. 1 Marysville - Wed., Mar. 27 Redding - Tues., Mar. 26 Sacramento - Tues., Mar. 19; Wed., Mar. 20 San Jose - Thurs., Mar. 21; Fri., March 22





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CREDITUNION

Home loan program fits your needs with pioneer spirit

hen you look at what it takes to buy a home these days, you realize that our nation's pioneers had it right. Back then, when someone needed a house built, the entire neighborhood showed up to help until the job was done. They expected nothing in return except the understanding that you'd return the favor some day.

Times indeed have changed. Nowadays no one is likely to show up to help you build your dream home, remodel your kitchen, or add a garage unless you're willing to pay a hefty sum. But the credit union's home loan program has retained an essential part of the pioneer tradition – neighbors helping neighbors, not for profit but with the expectation that the money one person deposits will be there when others are in need.

This is what separates our credit union from commercial banks and loan brokers. The credit union operates not as a forprofit business with shareholders to satisfy, but as a community of common interests to pool and enhance our funds so that others can benefit from the contributions of all.

Retiree John Prindible knows what the credit union's pioneer spirit is all about. Some years ago, John tried to obtain a home loan from an "established" commercial institution. After six weeks of "fumbling around" with his application, John threatened to take his business to the Local 3 credit union, where his loan, he bluffed, would be approved in three days. The bankers laughed, and even John thought he was exaggerating. But John wasn't. The credit union prequalified him in less than three days for a loan that had a lower interest rate and cost less than any mortgage available at the commercial bank. Today John has his pension check directly deposited and the mortgage payment automatically deducted from his account.

Today you will find that virtually every product and service available at commercial banks is also available at the credit union for better rates and more flexible terms. The credit union offers superb rates on 30- and 15-year mortgages, as well as on 30-year loans due in five to seven years, sometimes for as little as 5 percent down, often with no points, and at little or no up front cost to you.

You can also establish a home equity line of credit and borrow, depending on your equity, up to \$100,000 at a low rate, with no points, origination or annual fees. You only have to apply once, and, as with our first mortgage loans, you can prequalify on the same day and expect a quick final approval. The first \$400 of the closing costs are free, and you will pay no interest on your credit line until you actually borrow the money.

Also, you can obtain credit advances over the phone and, at the same time, transfer the funds into your checking account. Use your credit however you like – buy a car, pay tuition, remodel your kitchen, indeed, build a house.

Shop around like John did and you too will discover that the pioneer spirit makes all the difference when it comes to how you are treated in today's financial world.

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by Rob Wise

Credit Union

Treasurer

Keeping tabs on your rep's voting record

At the December round of district and specially called meetings to discuss the prevailing wage fight, Business Manager Tom Stapleton vowed to provide the membership with more information about how your elected officials vote on issues important to Local 3.

Engineers News begins this monthly with the first installment of what will be a monthly column outlining the voting records of various state and federal lawmakers on crucial issues. This month we look at six key California Senate bills and whether the percentage of each Northern California senator's vote was favorable or not favorable to Local 3.

THE SIX BILLS

SB 1053 - Insurance fraud: This bill, which passed 26-9 in May, provides for the investigation of fraudulent reporting of payroll or facts to obtain workers' compensation insurance at an improper rate.

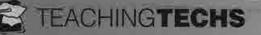
SB 1088 - State Contract Act eligibility: This bill, which passed 25-3 in May, allows the state to suspend for up to three years, any foreign business entity from bidding on a public works or service contract with a state agency under provisions of the State Contract Act

SB 96 - Bonds for education and public facilities: This bill, which was defeated 25-13 in August, would have enacted a bond act that, upon voter approval, would have provided up to \$2 billion to provide aid to schools in accordance with the Greene Act and related school facilities programs.

SB 146 - Seismic Retrofit Bond Act of 1996: This bill, which passed 29-4 In August, authorizes, upon voter approval, \$2 billion in state general obligation bonds for seismic retrofit of state-owned highways and bridges.

SB 1052 - Contractors inspections: This bill, which passed 23-16 in June, provides inspectors free access to a place where a contractor conducts official business during regular working hours and at other reasonable times when necessary for enforcement of provisions of the Contractors' Licensing Board.

How th	e sena	tors voted	:
Senator	Favor OE3	Not favor OE3	Not voting
LFRED ALQUIST D-San Jose			
ANIEL BOATWRIGHT D-Conce	ord83%		
IM COSTA D-Fresno		0%	0%
EROY GREEN D-Sacramento			0%
MAURICE JOHANNESSEN R-Re	adding0%	50%	
AT JOHNSTON D-Stockton		0%	0%
UENTIN KOPP I-San Francisco			0%
IM LESLIE R-Northeast Calif			
ILL LOCKYER D-Hayward			0%
EN MADDY R-Fresno			
MILTON MARKS D-Marin Coun	ty83%		
IENRY MELLO D-Monterey			0%
ICK MONTEITH D-Modesto			
IICHOLAS PETRIS D-Oakland .			
AIKE THOMPSON D-Santa Ros	a100%		0%





by Art McArdle

Administrator

Wilson's prevailing wage changes will impact surveyors too

he New Year is here, and the Northern California Surveyors Joint Apprenticeship Committee is hoping for a year as good as last year. After several years of hard times, work has picked up and will continue into 1996.

We are not without problems, however. California Gov. Pete Wilson is trying to change the state's

prevailing wage law in a way that would cut our pay and take away our health and welfare package as we now know it. We all have to get involved in Local 3's campaign to

blunt Wilson's attacks (see pages 4-5

for details).

On the federal level, the House of Representatives is also trying to do away with prevailing wages by repealing the Davis-Bacon Act. The labor movement has fought long and hard to raise the standard of living for workers, and there is an attempt to change all of this so that the rich can get richer.

These kind of action by our elected politicians shows how important it is to be involved. We all must keep abreast of what is going on interna-



tionally, nationally, regionally and locally. We cannot leave the fate of our livelihood to others; we must be part of the solution ourselves.

A good place to start is by attending your union, city council and county supervisors meetings, as well as reading your *Engineers News*, which will help keep you abreast of important

> issues. And by all means, register to vote and vote to help improve your life. No one can do it for you. Be a part of your future.

> A big thanks to Hans Hasselbach for putting on our GPS classes again this year. Hans travels to where our classes are and gives a great overview of GPS and the future in surveying. It is people like Hans who help make our hands-on classes an important part of our program. Thanks again Hans.

Hans Haselbach of Haselbach Instruments, center, gives real time GPS demonstration at the Oakland District office late last year.

SAFETYNEWS



by Brian Bishop

Safety Director

Latest round of Hazmat classes begin next month

he following Hazmat classes have been scheduled for the first quarter of 1996. All classes begin at 7 a.m.

San Francisco District 8-hour class - Wed., Feb. 7 Local 3 headquarters.

1620 S. Loop Rd., Alameda. Call the Safety Dept. at (510) 748-7400 for reservations.

Fairfield District 8-hour class - Sat., March 30 Fairfield District office, 2540 N. Watney Way

Santa Rosa District 8-hour class - Fri., March 15

8-hour class - Sat., March 16 Labor Center, 1700 Corby Ave., Santa Rosa. Call the Safety Dept. at (510) 748-7400 for reservations.

Reno District 8-hour class - Sat., Jan. 27 Reno District office, 1290 Corporate Blvd.

Oakland District

8-hour class - Thurs., Feb. 22 8-hour class - Fri., Feb. 23 8-hour class - Sat., Feb. 24 8-hour class - Sat., March 8 8-hour class - Sat., March 9 40-hour class - Jan. 29-Feb 2 Local 3 headquarters, 1620 S. Loop Rd., Alameda. Call (510) 748-7446 for reservations.

Stockton District 8-hour class - Sat., Jan. 27 Stockton District office, 1916 N. Broadway 40-hour class - Jan. 26-March 1 Plumbers Hall, 3935 Coronado, Stockton Call (209) 943-2332 for reservations.

Eureka District 8-hour class - Fri., Feb. 16 Eureka District office, 2806 Broadway Note: Crab feed weekend

Fresno District 8-hour class - Thurs., Jan. 25 Fresno District office, 1745 N. Fine Avenue Call (209) 252-8903 for reservations.

Marysville District

8-hour class -Fri., Jan. 26 Sutter-Yuba Association of Realtors, 1558 Starr Drive, Yuba City.

Redding District

8-hour class - Sat., Feb. 24 8-hour class - Sat., March 23 Redding District office, 20308 Engineers Lane Call (916) 222-6093 for reservations.

Sacramento District

8-hour class - Wed., Jan. 31 8-hour class - Wed., Feb. 28 8-hour class - Wed., March 27 Sacramento District office, 4044 North Freeway Blvd., Suite 200 Please call (916) 565-6170 for reservations.

San Jose District

8 hour class - Thurs., Feb. 8 8 hour class - Fri., Feb. 9 8 hour class - Sat., Feb. 10 San Jose District office, 760 N. Emory Street Please call (408) 295-8788 for reservations.

ADDICTIONRECOVERYPROGRAM

Common signs and symptoms of substance abuse

ne of the reasons for the popularity of drug testing is its absolute clarity: either you have the substance in your body or you don't. But employers know that real-world situations aren't always that simple. Even before drug testing, savvy supervisors could tell when one of their workers was getting into trouble with drugs or, more likely, alcohol.

Now drug prevention experts have come up with a checklist of three basic areas that today's worker can use to determine if a problem might be drug or alcohol related.

Physical and mental effects of abuse

Intoxication is relatively easy to spot. But the long-term physical and mental effects of substance abuse can take different forms. These include residual hangovers and mental impairment. Some signs that may be apparent to coworkers:

- Slow reactions
- Poor coordination
- Fatigue
- · Delayed decision-making
- Erratic judgment quality
- Confusion
- Learning difficulty
- · Poor memory
- Loss of concentration
- Depression or anxiety
- Difficulty in sorting out priority tasks from non-essential activity
- · Neurotic or psychotic behavior
- Refusal to accept authority

Behavioral signs of substance abuse

General behavior problems with an employee may mean drug or alcohol is involved. Each sign, by itself, may point to problems other than drug abuse. But when a pattern begins to develop, coworkers need to be alert and act quickly. When fueled by drug or alcohol abuse, these behaviors can lead to greater absenteeism, higher operating costs, serious production problems, and a definite increase in accidents and health care costs.

Examples of such behavior include:

- A sudden change, usually for the worse, in attitude, work performance or behavior
- A lackadaisical or "I don't care" attitude, often an indication of marijuana use
- Deteriorating or erratic performance
- Hangover symptoms
- Drug culture jargon
- Secretive behavior such as inappropriate whispering, wearing sunglasses indoors
- Wanting to be alone, avoiding "straight," non-substanceabusing workers
- Forgetfulness, indecision and erratic judgment
- Impulsive and temperamental behavior
- Changes in personal appearance and hygiene
- Jitters, hand tremors, hyperexcitability
- Carelessness
- Sleeping on the job

Physical symptoms of substance abuse

Observable physical signs and symptoms usually are not apparent until the employee's abuse of drugs or alcohol has progressed to an out-of-control condition. At advanced states the employee is less able to disguise the physical indicators and often becomes careless because of a clouded mental state. Specific signs include:

- Blood spots on shirt sleeves, indicating intravenous needle use
- · Blood shot or watery eyes indicating marijuana use
- · Slow, slurred or incoherent speech
- · Hand tremors
- · Intoxicated behavior such as swaying or staggering
- Odor of alcohol on breath
- Odor of marijuana smoke
- · On-the-job, out-in-the-open drug use
- Poor coordination
- Racing heart, irregular rhythms from cocaine and amphetamine use
- Runny nose or sores around nostrils caused by chronic snorting of cocaine
- Slow reactions
- Unsteady gait
- Very large or small pupils. Narcotics and depressants cause pupils to constrict, while cocaine and amphetamines cause them to dilate.

If you or a coworker is experiencing difficulties, call your ARP before there is job-related discipline.

DOT-mandated driver training class schedule

All Local 3 members who have a commercial driver's license (CDLs), and who may be called to drive in a safety sensitive position, must receive a Department of Transportation-mandated training session on new DOT regulations, the joint-labormanagement substance abuse policy, and the effects of drugs and alcohol on driving. All supervisors who supervise commercial drivers must have a separate DOT-mandated supervisory training session.

Driver awareness training

Even though the regulations place the responsibility for providing this training on the employer, your union recognizes that many Operating Engineers with CDLs will not timely receive this mandated training; therefore, driver awareness sessions are scheduled for Local 3 members who possess CDLs according to the following schedule:

Sat., Jan. 13 - Stockton District office 3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m. 36 people per class limit

Sat., Jan. 20 - Eureka District office 3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m. 36 people per class limit

Sat., Jan. 27 - Reno District office 3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m. 36 people per class limit

Jan. 30 - Feb. 1 - Elko District office 3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m. 15 people per class limit

Sat., Feb. 3 - Redding District office 3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m. 36 people per class limit

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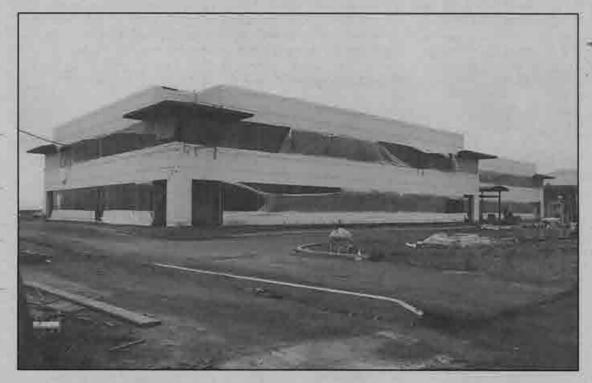
Addiction Recovery Program (800) 562-3277

Hawaii Members Call: (808) 842-4624

by Bud Ketchum

Director

FRINGE**BENEFITS**



New trust fund office opens January 15

by Charlie Warren

Fringe Benefits

Director

he Operating Engineers Trust Fund is moving into a new building next door to the Local 3 headquarters. The new address is 1640 South Loop Road, Alameda, CA, 94502.

Medical, dental and prescription drug claims should be mailed to:

Operating Engineers Claims P.O. Box 23980 Oakland, CA 94623-0980

Pension and all other correspondence should be mailed to:

Operating Engineers Trust Fund P.O. Box 23190 Oakland, CA 94623-0190

Using these post office box numbers for claims, pensions and other matters will expedite processing of your trust fund matters. All questions regarding health and welfare, pensions or any other trust fund matters should be made to (510) 271-0222.

Hawaii retiree and pre-retirement meetings

Hawaii retiree and pre-retirement meetings were held in December in Hawaii, and the turnout was high and participation good at each meeting.

Many thanks to all our Hawaii members for their interest and constructive input regarding the benefit plans. A special thanks to Chapter Chairman Wilfred Brown and to District Rep. Adrian Keohokalole for all their assistance.

The new office of the Operating Engineers Trust Fund, shown here under construction in December, opens Jan. 15.

Pre-retirement meetings

Please check the schedule on page 24 for the date of the preretirement meeting in your area. Operating Engineers age 50 and older and not yet retired are urged to attend. Please bring your spouse.

There's always a good discus-

sion about how the pension and retiree medical plans work for you. You will also be able to discuss with fellow union members all issues relating to financial security for retirement. See you there.

Retiree Association meetings

Retiree Association meetings normally scheduled for January through March will begin March 7 (see schedule page 24). The April and May schedule will be published in next month's *Engineers News*.

This is an open invitation to all retirees and their spouses. Please join us at the meeting in your area. Your input at these meetings is vital. Keep in mind, you are the union.

Come on out and discuss with our officers, credit union and trust fund representatives the latest goings on. We are looking forward to seeing you in your area.

Income tax information

Your 1995 year-end form 1099-R, for pension payments and lump sum annuity payments, including the detail of any federal and state income tax you may have authorized, will be mailed to you by January 31. If you note any problems with your personal work records, contact the Trust Fund Service Center at (510) 271-0222 or the Fringe Benefits Service Center at (510) 748-7450.

ARP con't from previous page

Caltrans and public sector employees should contact their respective organizations to obtain this mandated driver training.

Please note further that these training sessions will be documented by the ARP. Training certificates will be provided at the close of each class to each driver or participant. You can give a copy to your employer for its records and keep your copy for any future employer you may be dispatched to.

You must call the ARP at 1-800-562-3277 and make a reservation now. Classes will be filled firstcome, first-serve. Future training sessions will be noted in this column.

News from the FAIRFIELDDISTRICT

Fairfield looks back at banner year

FAIRFIELD – The Fairfield District had a very busy 1995. Here are some of the highlights:

Parsons Constructors has completed the Clean Fuels Project at the Exxon Refinery in Benicia, a job that has kept 25 to 30 members very busy all year. The job was completed on time and under budget. A special thanks to Exxon Labor Relations Department, especially Harry Hine, who, by the way, is retiring. Enjoy yourself Harry.

DeSilva Gates is continuing with its Hwy. 12 widening east of Fairfield, while Heide & Williams is keeping 10 hands busy at several jobs in Napa and Solano counties.

C.A. Rasmussen Inc. is winding down at the first phase of the Summerset retirement community in Rio Vista, and the company is still going strong, weather permitting, at the Potrero Hills Landfill, keeping six hands busy.

Teichert Construction did a fairly large subdivision in Vacaville and

is also widening Hwy. 113 in Dixon. Dillingham Construction is almost done with the Fleming Hill water treatment plant, a two-year job that kept 12 hands busy for most of the job.

Bay Pacific Pipelines is winding down in Vallejo after keeping about six hands going. MJB is in Fairfield putting in 2.5 miles of pipe. The company has eight operators on this job and will finish in March.

Anyone who needs an eight-hour Hazmat refresher should call the Fairfield office at (707) 429-5008.

We are also going to need the membership's help in the prevailing wage fight. Your livelihood is as stake (see details page 4-5). Remember this at the ballot box.

A very happy and prosperous New Year to all the members and their families.

Roger Wilson, Business Rep.



Granite expects to complete U.S. 395 job 6 months early

RENO – If the coming year lends as much work as we had in 1995, we'll all be happy. We had a very busy year, and most of our members

worked until the recent rains hit our area. There are still plenty of crews busy trying to get work finished up for the season.

Granite Construction is only a couple of months away from finishing the U.S. 395 south extension project. If it opens in February 1996 as anticipated, Granite will have finished six months ahead of schedule. Congratulations!

Our area welcomes a new construction company, D.L. Geist Construction, which is owned by Local 3 member and former Q&D Construction Company Foreman Doug Geist. The company opened in December with a huge golf course and subdivision project on the northwest end of Carson City. We all wish Doug success in his new venture.

On-the-job injuries

As the new year begins, we'd like to give our members information regarding industrial injuries. A recent seminar for union representatives gave us valuable information about an employee's responsibilities in the event of an on-the job injury.

• Make sure you report any accident, regardless of how minor, to a supervisor. The employer should complete a C-1 form and keep it on file for three years so that if any complications arise your accident has been documented.

• A claim must be filed with the State Industrial Insurance System (SIIS) within 90 days of the accident, so make sure you go to the doctor right away and complete a C-3 form. We recently had a member lose

his coverage because, although he reported the accident, he didn't go to the doctor. After the injury persisted for three months, the member lost

> his case because he had not filed an original claim. By going to the doctor, your will generate the required paperwork.

Never let an employer's representative convince you not to seek medical treatment or take money on the side rather than file an SIIS claim. This is illegal and, in the end, will only hurt you.

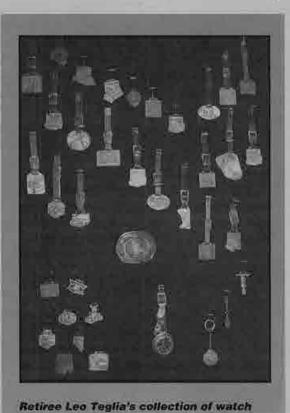
• If your claim is denied, make sure you follow all the appeal procedures. Nevada even provides attorneys, who don't work for SIIS, to represent the injured worker in appeals.

• If you are having a problem with a claim, please contact the SIIS Ombudsman Joe Malone at 702-687-3503. Joe is a former Carpenter business representative who is on staff to assist the injured workers in resolving claim problems.

On another note, if you ever have questions or problems regarding our health and welfare plan, please contact our office. We are here to assist you. We can't help with a medical or dental claim problem if we don't know about it.

Our office staff welcomes our new dispatcher Fran Lane. We wish him luck. The Reno District office staff wishes all mem-

bers a most healthy and prosperous New Year.



fobs, on display in the Reno District office,

who have contributed. If you have any old

fobs laying around, bring them by or mail

to the Reno office.

continues to expand thanks to members

News from the SACRAMENTODISTRICT

Swift work pace to continue well into '96

SACRAMENTO – Last year's fast work pace has finally come to an end, and the work outlook for this year appears positive.

The shops have started their winter repairs in anticipation of a very busy 1996. The Yolo County rock plants in the Cashe Creek area have geared down to eight-hour days.

This winter, RGW has enough roll-over work at the Harbor Boulevard widening in West Sacramento and Hewlett Packard in Roseville to keep some operators busy. RGW will start this spring a \$2 million job at Richards Boulevard and a \$500,000 job on Del Paso Boulevard.

Granite will keep some operators working this winter and spring on the \$11 million Natomas flood control pump station. Teichert has a \$5 million job widening Hwy. 65 between Roseville and Lincoln. This spring, Teichert will be in high gear doing the on-site work for the JVC computer plant. M&M Electric has three projects worth \$2.5 million that will started this winter. Karen Silva, owner of Navajo Pipeline, said she is going to start the Raley Boulevard sewer extension this spring.

Remember to register on the out-of-work list and keep it active; it must be renewed after 84 days.

At Sacramento's October district meeting the following members received service pins: Art Alves, Jack Bateman, Eugene Bradford, Charles Brashears, Marvin Capps, Cloyd Cavana, Lloyd Davidson, Delbert Hart, George Juhasz, Theo Kais, Jim Lacert, John Lone, Herbert Myers, Pedro Perez, Edward Scholottman, Harold Skeans, Orvis Straw, Merl Switzer, Dewey Ware, Dan Worley, Orville Dodgion, Jack "Ben" Kabel, Russ Wilson and Vernon Wing.

On behalf of the Sacramento office, we wish the Local 3 members a happy New Year.

Ricky Johnson, Business Rep.



News from the **STOCKTON**DISTRICT

Diablo Grande resort off to a good start

STOCKTON – Good news for our district. The City of Lathrop's planning commission approved December 20 a proposal to expand its sewage treatment plant. Built in 1992 and designed to treat 600,000 gallons of sewage per day, it is now necessary to double the plants capacity to serve the proposed Gold Rush City.

Gold Rush City is a \$5 billion, 174-acre theme park and housing development that will include nearly 11,000 homes, 8,400 units to be built north of the Stewart Tract and 2,500 within the Stewart Tract. The majority of the housing will be traditional single-family and senior housing, with the possibility of some time-share condominiums and vacation homes. The resort will employ some 15,000 people and will also feature golf courses, hotels and motels.

The Diablo Grande development is well underway, with Thompson-Hysell Engineers & Surveyor doing the surveying, keeping crews busy all year on the golf course and entrance road. Ford Construction Company is forging ahead with the access road and water pipeline and has been given much of the golf course development, which was abandoned by a non-union company that wasn't up to par for the project.

The project's construction field coordinator Stan Duck said that vineyards planted four years ago are loaded with better-than-expected fruit. Wine experts at Fresno State University say the unique character of the grapes could turn this area into a recognized wine region, where fine wine can be marketed and sold exclusively on site at Diablo Grande. Some golf course greens have been planted and should be ready for play by fall 1996, and the new road is scheduled to be open by spring of 1996.

The City of Tracy has annexed property that will support 5,000 new homes, making the city the best planned and successfully constructed community in the San Joaquin Valley. Project such as these won't become reality without the support of union members voting and giving their time at planning, county supervisors and city council meetings.

The members living in Modesto supported our candidates for city council, which for the first time in years, is made up of a majority of friends of labor. We hope the council restores prevailing wages, which were repealed last fall. The turnout was exceptional for the specially called meeting that informed the members about the prevailing wage fight. We had a standing-room only crowd of over 265. The presentation was acclaimed = by the members and their guests as being a real wake-up call. We have received over-

whelming commitments from members to help with city council election campaigns and to attend county supervisor hearings and other activities supporting labor candidates.

We are at war to protect our rights as citizens to unite and have union representation. We must register to vote and exercise that right by voting for candidates who support the right for working class people to earn a fair wage and enjoy the comforts of health and welfare, pension and reasonable working conditions.

> Dave Young, District Rep.



Larry Regular of C.A. Rasmussen Inc., right, accepts Employer of the Year Award from Ed Webster, left, of the Ransome Co. and chair of the Joint Apprenticeship Committee, with Ray Helmick, middle, director of the Ranch Murieta Training Center.

News from the SANTA ROSADISTRICT

Work prospects for this year look great

SANTA ROSA – Reflecting back on 1995, we feel the loss of three good friends to labor and Local 3: contractor's Elmer Wise, who was a partner of Wise & McGinty out of Sonoma Valley, and Pete Barretta of P.J. Barretta Construction of Healdsburg. We also lost Sil Rossi of Rossi Construction in Healdsburg, who passed away recently.

All three of these owners trained and employed many of our top Local 3 hands for many years. Their dedication, skills and unionism have enabled our members to bring home a decent wage and benefits for themselves and their families. All three will be remembered warmly and missed by our members in Lake, Sonoma and Mendocino counties.

Looking ahead to 1996, it is my understanding that our contractors, who had a great 1995, are looking forward to another good year in District 10. Last year's work load not only kept our region's contractors busy but drew out-of-area union employers, which brought their key employees and then used the local hiring hall to complete their crews.

The projected outlook for the spring is good, with still much unfinished work needed to be completed.

Two projects in final planning that will be bid in the spring are the Southeast Geysers Effluent Pipeline projects in Clearlake worth \$20 million. Also, the Cummings Hwy. 101 emergency repair job in Leggett is also out to bid.

Some of the new work to be scheduled or already scheduled include:

- Piazza Construction on the Sheriff's Department's Sonoma Valley Substation Utilities Project at \$115,360.
- Brelje & Race on the Kendall Jackson warehouse building in the airport business park.
- Carlile & Associates on the engineering at Three Bridges Pacific Care Community on the Sonoma Highway.
- Ghilotti Brothers is the apparent the low bidder, at \$83,000, on asphalt surfacing in Rohnert Park.
- Ghilotti Construction is the low bidder, at \$194,163, on the relocation of a water line in Cloverdale.
- Ghilotti Brothers is also the low bidder, at \$98,230, on a site development job for a co-generation plant.
- North Bay Construction is performing site work on a 390-unit subdivision in Cloverdale and is the low bidder, at \$324,146, for the East Washington Street traffic signal installation in Petaluma.

Business Agent Jim Killean and I are currently negotiating contracts with Peterson Tractor in Willits, Baxman Sand & Gravel in Fort Bragg, Anderson Drilling, Bartley Pump, Petersen Drilling & Pump and Weeks Drilling & Pump.

In all, the projected work picture looks good in our three counties and Marin County, where many of our Santa Rosa operators work. This year looks like it promises to be even better than 1995.

Some important reminders

- Keep your registration on the out-of-work list current. This includes your address and phone numbers and expiration date.
- There will be two 8-hour Hazmat recertification classes March 15 and March 16 at the Labor Center in Santa Rosa. Please call the district office and put your name on the list if this pertains to you.

COMET training

We are in need of 15 to 25 members who want to become part of Local 3's organizing program known as Construction Organizing Membership Training and Education (COMET). This training is a basic organizing course that aims to educate the members on the importance of organizing, and how you, as a member, can help support the Local 3 organizing efforts.

The COMET class is scheduled for Friday, February 9, from 10 a.m. to 3 p.m. Lunch will be served. Please call the district office for further information and to put your name on the list.

George Steffensen will be instructing the gradechecking classes for our members. The class is tentatively scheduled to begin on March 11. Please call the hall and put your name on the list if you want to attend these classes.

KZST Entertainment books and Sonoma Express books are still for sale at the Santa Rosa District office for \$20 each. These books will only be available for another month.

Prevailing wage fight

Brothers and sisters of Local 3, I have heard comments out in the field from numerous members that this prevailing wage issue does not concern them. Comments such as "I work in rock, sand and gravel," or "I work in a shop," or "I work for a drilling company, so this does not matter or concern me." Not true!

Remember, our top agreement is the Master Agreement, a contract that all other contracts are based. If prevailing wages are lowered or calculated differently, your wages and benefits probably will be affected in the next contract. Retirees are not exempt from this outcome either. Please read the article on pages 4-5 for more information about the prevailing wage crisis and what you can do to help.

You, along with your spouse and other family members, can start by writing to Gov. Wilson and let him know that you're not happy with his proposed prevailing wage changes. Send your letter to:

> Governor Pete Wilson State Capitol Sacramento, CA 95814 Fax: (916) 445-4633

We wish you and your family a prosperous and healthy 1996.

Gary Wagnon, District Rep.



MEETINGS&ANNOUNCEMENTS

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of December 1995, and have been determined to be eligible for Honorary Membership effective January 1, 1996. They were presented at the December 17, 1995 Executive Board Meeting.

Silas L. Adamson#-1051248	Wilson Majors 0321437
John Bengtson # 0678949	Karl Nelson# 0775466
Thomas J. Binion # 0870877	Gaylen Olsen# 1040532
Artist Clemons # 0754372	William Pauole# 0955173
Kenneth Davis# 1058396	Howard Pfeifer# 1014494
Donald Edwards # 1051284	Donaid Politovich # 1058601
James E. Fagundes# 1027821	Walter Shinn 0364085
Walter Gelien# 1014462	King Silva, Jr# 1059633
John R. Jackman # 0714920	Thomas Simonsen*# 1054992
Harold John# 0719412	Isaac T. Smith# 1058501
Carl C. Johnson # 0992523	Milton Taermino# 0963640
Claude Johnson# 0815047	Theodore Taylor # 0888932
William Keller # 0535746	Billy D. Tims # 0991216
L.D. Kirk # 0481902	Jessie Tyra # 0646480
Edward A. Knecht# 1054887	
Louis J. Lovisco	* Effective Dctober 1995

Notices

Election of Geographical Market Area Addendum Committee Members

Business Manager T.J. Stapleton has announced the election of Geographical Market Area Addendum Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1996 with eligibility rules as fol-

1. No member shall be eligible for election, be elected or hold the position of Geographical Market Area Addendum Committee Member unless they are:

- (a) living in the committee's Geographical Market Area,
 (b) an employee in the construction industry in the area,
 (c) an "A" journeyperson,
 (d) a member in good standing.

2. No member shall be nominated unless they are present at the meeting and will accept the nomination and the position, if elected.

3. No member is allowed to serve more than two (2) consecutive terms on the Georgraphical Market Area Committee.

No member may be an owner-operator.

The schedule of the meetings in which these elections will be held appears on this page under "District Meetings."

Maui District Office moving to new location

Effective December 1, 1995, the Maui District office will have moved to its new location. Its new address and phone number are

Operating Engineers Local Union No. 3 360 Hoohana St., Suite A106 Kahului, HI 96732 (808) 871-1193 (Dispatch Hall) (808) 871-0909 (Industry Stabilization)

1996 GRIEVANCE COMMITTEE ELECTION

Recording-Corresponding Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regular quarterly district meeting of 1996

The schedule of these meetings appears on this page under "District Meetings."

DEPARTED MEMBERS

1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		
Allen, Carl	Salt Lake City, UT	₹1328220
Bohannan, Ralph	Grass Valley, CA	#0516087
Brandt, Norman	Pinole, CA	#1440553
Campbell, David	Pacifica, CA	#0848946
Carrigan, T.	Concord, CA	#0304377
Carter, James	Joseph, UT	#1121755
Carter, Raymond	Panaca NV	#0692952
Christensen, Kenny	Sacramento, CA	-0754274
Crawford, Alonzo	Redwood City, CA	#0553006
Dalang, Nemecio	Paoay, II	#1133566
Damewood, Lloyd		#0314301
Daugherty, Joseph		
Fagg, Thomas		
Frost, Donald	Fresno, CA	#0848365
Fullz, R.	Greenfield, CA	#0736484
Haycock, Gam	Tropic. UT	#2023219
Helton, Jee		
Hunt, Richard		
Huntington, Dexter		
Kanae, Henry	Wailuku: Hi	#1382384
Keller, William		
King, Steve		
Lanning, Lewis	Sallon City, CA	
Longley, Leonard	Fremont, GA	#0888853
Michel, Larry	CONTRACTOR DATE OF THE OWNER OF T	Contraction of the second s
Willer, John		
Nishimura, Takao	AND A DESCRIPTION OF A	CONTRACT OF THE REAL OF
Oliveri, Louis		
Oppenheimer, Philip		ATTENDED AND AND AND AND AND AND AND AND AND AN
Parker, W.		
Peterson, Elwin		
Plough Charles		
Popovich, John		
Prater, Q.		
Silva, John		
Wilson, Gilbert	Middletown, CA	#1208522

Deceased Dependents

Hernandez, Margarel (wile of Macario Hernandez)	
Himebaugh, Alice (wife of Fred A. Himebaugh)	
Mariano, Festividan (wife of Victor Mariano)	
McNamara, Kathleen (wife of A.B. McNamara)	
Sbriglla, Mary (wile of FL Sbrigita [dec])	12/04/95
Vaars, Frances (wile of Francis Vaars)	
Wakida, Hatsuye (with of Tetsuii Gaysuye)	11/12/95
Wilson, Jerry (wife of Woodrow Wilson)	



DISTRICT MEETINGS

All district meetings will convene at 7 pm.

JANUARY 1996

9th	District 40: Eureka, CA
	Engineers Building
	2806 Broadway
10th .	District 70: Redding, CA
	Engineers Building
	20308 Engineers Lane
11th .	District 60: Oroville, CA
	Cannery Workers
	3557 Oro Dam Blvd.
25th .	District 30: Stockton, CA
	Engineers Building
	1916 North Broadway
30th .	District 80: Sacramento, CA
	Engineers Building
	4044 N. Freeway Blvd.

FEBRUARY 1996

8th	District 01: San Francisco, CA
	Seafarers Int. Aud.
	350 Fremont St.
15th	District 04: Fairfield, CA
	Engineers Building
	2540 N. Watney Way
21st	District 12: Salt Lake City, UT
	Engineers Building
	1958 W. N. Temple
22nd .	District 11: Reno, NV
	Engineers Building
	1290 Corporate Blvd.
29th	District 50: Fresno, CA
	Laborer's Hall
	5431 East Hedges

MARCH 1996

7th......District 10: Santa Rosa, CA St. Eugene's Church 2323 Montgomery Drive 12thDistrict 17: Hilo, HI Hilo ILWU Hall 100 W. Lanikaula Street 13thDistrict 17: Maui, HI Waikapu Community Center 22 Waiko Place, Wailuku 14thDistrict 17: Honolulu, HI Washington Intermediate School Cafeteria 1633 So. King Street 19thDistrict 17: Kona, HI Holualoa Imin Community Center 76-5877 Mamalahoa, Holualoa 21stDistrict 17: Kauai, HI Kauai High School Cafeteria Lihue 21st.....District 20: Alameda, CA Local 3 Headquarters 1620 South Loop Road 28thDistrict 90: San Jose, CA Labor Temple 2102 Almaden Road

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Free Want-Ads for Members

FOR SALE: Lage house in small central Montana town. 5bd/2-ba, 2 kitchens. Can be 2 seperate units. Stoves, refrigs, deep freeze incl. Also 2 lots next door. Excel for hunting club or refirement. Asking \$40,000. For more info write: Bob Rodrigues, 521 West St., Fort Bragg, CA 95437. Reg #1006711 1/96

FOR SALE: Home in Sonera, CA. 3-bd/2-ba ranch style w/2 car garage on 1.5 acres, in guiet cul-de-sac. Nice retirement community. Work shop w/bath, 12' x 16' rollup door, RV parking w/full H/U. Year-round creek on property, close to shopping, fishing, golf. Reduced to \$220,000. (209) 533-8603. Reg #883757 1/96

FOR SALE: Phoenix Pellet Stave. New, bought 5/95. Not needed, not used. #8,500 BTU: 2,000 sq ft heating capacity, plus 2 tons of pellets. \$2,000+ value-sell for \$1,500. (209) 333-2449. Reg #763947 1/96

FOR SALE: RV items. Ice maker \$150, Central vac. \$40. Pull down bed \$50, Also: '38 Chevy rear end: \$50, trans: \$50, front knee action axle, complete hub to hub: \$100, Push button acc. radio: \$200, heater: \$25, 235 6-cyl eng: \$150, Turbo 400 trans: \$50, (916) 489-6167, Reg #1913423 1/96

FOR SALE: 1+ acres in Rio Rico, AZ. Ranchette Estate 18 Block 21. Septic, water, elec, excavated, ready to build. Golfer's delight-min from several golf courses \$20,000 OB0 (520) 761-8707, Reg ≢2123344 1/96

FOR SALE: 1989 motorhome. Chieflain Winnebago, 27-ft Class A, 36k mi, fully equipped, A-1 cond, 1 owner, \$22,000 OBO or trade> (916) 333-0620. Reg #1117589 1/96

FOR SALE: Mobilehame. 24' x 60', located in finest park in Vacaville, CA (55+). 2-bd/2-ba w/cabana rm. Large lvrm and den/famrm w/wet bar Upgraded carpet throughout. Landscaped lop w/citrus trees. Covered 2-car parking and 2 storage sheds. (707) 448-0818. Reg #2229930 1/96

FOR SALE: Naco West campground membership. Home park-Yosemite Lakes Paid \$5,000-asking \$1,500 + 1996 membership dues. (209) 551-8076. Reg #1697291 1/96

FOR SALE: Nocona western dress boots. New, grey elephant hide, size 13D, 8 row stitch uppers, cost \$450-sell \$200. Also: 1965 Mustang-2-dr hardtop, excel cond, 26k on 6-cyl 200, HD 3-sp, 25-27 mpg, mags, low profiles. (209) 928-3096. Reg #2116075 1/96

FOR SALE: 1968 Chevy dumptruck. 2 ½ ton, good eng, trans, rear end, brakes \$1,900 OBO, Also: 1964 Jeep pick up, new valve job, new clutch: \$2,000 OBO, Call eves after 7 pm (408) 247-0176 or (408) 779-0325 Reg #0814769 1/96

FOR SALE: Mobile home in Napa, CA. 24' x 60' plus den w/fireplace addition. 2-bd/2-ba, shed, carport, on corner fot in family park. Asking \$50,000: (707) 224-4630. Reg #2035147 1/96

FOR SALE: 1975 International 10 Wheel Ramp Truck. Cab over. 350 Cummings turbo. Jake brake Runs good. \$12,500. (916) 991-5195. Reg #1522779 12/95

FOR SALE: 1978 Hasco Sun Cruiser Motorhome. 25 class "A". 55K milles, new refrigerator, new brakes. 2 new tires, rear tires 70%, microwave, roof, dash air. Clean. (209) 736-9351 or (209) 736-2101. Reg #0529168 12/95

FOR SALE: 1982 Dodge Rampage R.V. Camper top, mag wheels, AC, auto trans. \$2,100 OB0. Tow dolly \$550 (209) 736-9351 or (209) 736-2101. Reg #0529168 12/95

FOR SALE: 1989 Travel Trailer. 20' Terry with hitch. Front dinette, rear double bed. Front and rear doors. No AC or awning. Excl cond. \$6,200 (916) 988-9693 Reg #1061990 12/95

FOR SALE: Home in Kauai, HI. Tropical setting; beautiful 3bd/2ba home on 1 acre corner tot. Many extras, incl new carpet, separate dining, large family room. 1,730 sq it plus 2 car garage. Front opens to a magnificent view of mountain and waterfalls \$387,500. (808) 822-9116. Reg #2046983 12/95

 FOR SALE:
 Fifth Wheel.
 29 Tandom: 8 wheels, low bed

 trailer.
 \$1,800.
 (510)
 827-4553
 Ask for David. Reg

 #2023089
 12/95

FOR SALE: 1977 Cochman Motorheme. GMC 400 engine. 24', sleeps 6. Roof, Dash air, big generator, lots of cabinet space. 6 new 8 ply tires. New awning. Well maintained. Asking \$7,400. Make offer. (510) 757-9240. Ask for Ben. Reg #0689209 12/95

FOR SALE: Home in Turlock, CA. Beautiful family home in great neighborhood. 3bd/2ba, heavy shake roof, "Tappon" gas range, built in oven. New carpet, vinyl, paint. Large 77'x123' yard. Room for pool and spa. Alley in backyard. Near shopping center. (408) 724-0387. Reg #0512587 12/95

FOR SALE: Motorhome. 1993 Jamboree 25'. Ford chasis w/460EF1 = 15,000 miles. Awning, microwave, stationary bed LIKE NEW. \$29,000. (209) 883-2098. Reg #645818 12/95

FOR SALE: RV hitch receiver frame. Easy Lift, sway bar, complete w/wiring and brake lever. Asking \$300. (209) 292-8392. Reg #592866 12/95

FOR SALE: Mobile home. In Lake Havasu City, AZ, 16 x 70 w/ 9 x 36 AZ room, 3-bd/2-ba, water softener, 8' x 12' storage shed, trees on bubblers, min. to boat launch in park w/lg pool. Near Laughtin, NV (casInos) \$28,000, (520) 764-3557, Reg #0888970 12/95

FOR SALE: Ocean view. 3-bd, den, 3-bath home on 2.8 acres. 5 min. walk to beach. Attached 2-car garage. 32' x 36' storage garage. 10' doors, one 8' door. Very low maintenance yard. Wildlife and beautiful sonsets! Fort Bragg, CA. \$495,000. (707) 964-4863. Reg #0796005 12/95

FOR SALE: 1978 24-ft. Automate. Self-cont, 2-axle, AC, awning, elec jack, 2-way vent fan, twin beds, sleeps 6. Clean, ready to roll. Also: '76 ford F150 Ranger XLT, 460 (AZ) eng, auto, cruise, two equip, Ford cover w/carpet, sideseat storage, seat/bed across front. Orig. seafoam/white paint. Nice tooking, well maintained. (510) 685-2763. Reg #553064 12/95

FOR SALE: Landau aluminum boat. 12-ft. 2 life jackets, 2 pole holders: all for \$450. Also: 3-hp Gamefisher motor: \$150. Both for \$500. (510) 656-1963. Reg ≢1230135 12/95

FOR SALE: Mechanic's truck. 1989 Ford F350 1-ton, 7.3 diesel, AT, AC, cruise, radio, dual tanks, 10-ft util bed, tool boxes, 100-gal diesel tank, H/D hitch, heavy duty full length lumber rack. 94k milies. Runs and looks good. \$10,000 OB0. (510) 623-1210. Reg #2010999 12/95

FOR SALE: 1989 Ford F250. 77k miles, very clean. Also: 1990 27-ft Wildemess 5th Wheel. AC, self-cont, microwave, like new. \$23,000 for both. (209) 732-7828. Reg #1058404 12/95.

FOR SALE: Beaver Load Ramp. Converts ten wheeler into transport for your backhoe. Easy to use. A Thacker original. \$3,000. Excel. cond. All sizes Case backhoe buckets, filters and parts. Make offer. (707) 446-9596. Reg #1733014 12/95

FOR SALE: Mobile home. Pittsburg, CA. 10' x 55', 2-bd/1ba, enclosed porch, lenced yard, 2 sheds. Clean, quiet, 55+ park w/rec room, pool, bbq, lawn/garden area. LOW space rent.

\$3,500. (510) 458-0790. Reg #1845503 12/95 FOR SALE: '92 Avon 29-ft fifth wheel. With slide out. many extras, like new. beautiful. \$26,000. (707) 829-2403. Reg #0347140 12/95

FOR SALE: 1983 GMC 3/4 ton turbo diesel. AT, AC, camper shell, carpet kit. \$4,000. (916) 671-1724, Reg #1855418

FUR SALE: Campground membership. Holiday Adventure Resorts, affiliated w/Coast to Coast. Home camp in Colfax, CA. New memberships selling for \$5,000. Make offer, (916) 742-9392. Reg #698380 12/95

FOR SALE: Mobile home. 2-bd, clean, beautiful cond. Clubhouse/swimming, two carports and storage shed, foamcore roof, remodeled bath and kitchen, washer/dryer, corner lot w/nice garden, AC, Jennair stove, micro, refrig \$30.000 (510) 447-3612, Reg #447077 12/95

FOR SALE: 2 Lincoln SA+200 DC gas welders. 1 trailer mounted, not running. \$400 for both. (916) 622-7026. Reg #1051395 12/95

FOR SALE: 1975 Tioga Class C motorhome. 23-ft., new motor, Onan gen., steeps 4, radial tires, self contained, roof air. \$5,400. (707) 459-4359. Reg #2157916 12/95

FOR SALE: 1979 Pace Arrow. 31-ft, rebuilt trans, rebuilt front axle, new brakes. \$13,000 or trade most anything. Also: 1975 bus conversion. Diesel, A1 condition, 40-ft, self contained. \$13,000 or trade for equipment. Write: Raymond Beshears, 2660 Ludium Ave., Palermo, CA 95968. Reg #0758217 12/95

FOR SALE: Pool table with new cloth \$600. Also: Remington Model 1100 12-gauge shotgun \$300, bowling balls w/bag and shoes (one ladies, one mens) \$25 each. Six Pac camper shell w/carpet kit, 8-ft bed \$300, will part trade for portable generator for RV. (707) 429-9155. Reg #1235201 12/95

FOR SALE: Timeshare-home resort at 5-star hotel in Cabo San Lucas, Mexico, Studio sleeps up to 4 people. One floating week per year. 30-yr lease-26 yrs left: \$3,450 OB0 (510) 455-4840. Reg #2229930 12/95

FOR SALE: Kabota diesel engine. 1987 Bobcat 443, 44 & 36" buckets, 5" set tires and rims, 8" set tires and rims, outside hydraulics for backhoe attachment etc. Only 865 hrs on machine, like new. \$6,300. (510) 516-8980. Reg #0977799 12/95

FOR SALE: Misc. Items. 1,500-gal 1600 International offroad water truck new Honda pump: \$1,800, 72 C-50 GMC fuel truck, 28K orig mi, 1,000-gal tank: \$4,800, Joy towable air compressor w/35 & 60 lb jackhamers. \$2,700. '67 Ford FB, 1ton, duals, new 350 eng, brakes, bed w/side rails, ex cond: \$2,000 OB0. (408) 274-1333. Reg #1137643 .11/95

FOR SALE: 1993 Hyundai Elantra. 33K mi, AC, AM/FM cass, PS, PB, 5-sp, new tires, brakes, 100,000-mi warr, excel cond, beautiful blue, \$8,500 or take over payments at 0.E.C.U. (707) 647-2348. Reg #2237601 .11/95

FOR SALE: Miscellaneous vehicles. '59 Chevy Stepside-283 (4-sp); '68 El Camino SS; '70 Formula 400 Firebird, '65 Ford Thunderbird; '73 Traveleze 36-ft w/living room tip out, awning, roof air, good shape. (209) 683-5550. Reg #1181692 11/95

FOR SALE: Deed of lease. El Dorado Estates in San Felipe, Mexico 5,000-sq fl. \$10,000. (707) 442-0993 between 9 am and 12 am for more info. Reg #354313 .11/95

FOR SALE: Italian-made Beretta. Model 92F, 9mm semiauto pistol, orig box, Pachmayr grips, 15 shot pre-ban magazine, 98%+ condition, \$475 0B0, sell or trade. Robert (510) 372-5893. Reg #2084439 11/95

FOR SALE: Gold claims. 80 acres on Forest Service land (broken into 4 segments of 20 acres each), year-round stream through claims. Historical cabin on claims. Approx 35 mi from Paradise, CA; good roads. Own mineral rights only. Must sell due to illness. Will consider trade. \$8,500. (916) 532-1304. Reg ≢0724810 11/95

FOR SALE: Country Coach. 1985, 35-ft Senator 11, 2, AC, 2-forced air heaters, Ice maker, twin beds, many options. \$47,500 or will consider some trade. Also: 4+ acres on the Applegate River. Stone (Gingerbread) house, own to middle of river; control your river bank. 9595 Hwy 238, Jacksonville, OR, Asking \$325,000; terms (503) 899-7201. Reg #336937. 11/95

FOR SALE: WMC-Handy/louvered tailgate to fite 1981-1993 full size Dodge pick-up, w/added running lights. \$150. (408) 763-9775 or (408) 262-3044. Reg #1142830 11/96

FOR SALE: Boston Whater. 17-tt, 85hp Merc, galvanized Shoreline trailer. \$4,500. (415) 333-2967. Reg #0991282. 11/95.

FOR SALE: 1985 Suncrest motorhome. 27-It, class A, 454 chev, root rack, storage pod, AC, gen, steering stabilizer, air bags, dual batteries for house & motor, island chairs & table, CB, MW, TV, ant, twin beds, rear bath, awning, dual gas holding tanks, \$18,000, (916) 381-0955, Reg #553018, 11/95

 FOR SALE: House is Yuba County. 3-bd/31/a-ba, large shop, barn, fenced, irrig, avail. Great for horses or cows. Year round creek. All on 10 freed acres. Paved access, \$325,000. Leaving state. (916) 742-9132 Reg ≢1988754 11/95

 FOR SALE:
 5 acres Foothill property.
 Fenced, septic tested. Irrig. available. Paved road \$60,000. Leaving state (916) 742-9132. Reg #1988754

 742-9132. Reg #1988754
 11/95

FOR SALE: 1991 Shasta Travel Trailer. 30.5-ft, queen bed in front, fully self-contained, AC, outside shower, bunk bed model. Non-smoker owner. Call for details. \$9,850 OBO. (916) 994-3922. Reg #p57663238 11/95

FOR SALE: 7.2 wooded acres. Above Oroville, off Hwy 70: 2,300-ft elevation; out of the heat and out of the snow, close to free, paved boat ramp, owner can help finance. \$34,500. Reg #1113070. (510) 689-2846 11/95

WANTED: Used tires. Tractor lires size 11-36 and 12-4-36. Ask for Bill. (209) 634-5767. Reg #1065265 12/95

WANTED: Benelli Super Black Eagle 12-gauge shotgun. Pay cash or trade guns Call Robert @ (510) 372-5893. Reg #2084439 12/95

WANTED: Pre-1900 whiskey and bitter bottles. Also other bottles such as soda water, medicines, etc. Will pay up to \$1,000 or more. Find those bottles you picked up digging on past jobs. Call (707) 539-1169 or write. Richard Siri, P.O. Box 3818, Santa Rosa, CA 95402; Reg ≢1025301 1/96

WANTED: OLD WATCH FOBS

Anyage with any old lobs laying around in a drawer or collecting dust somewhere who would like to see them put to good use, we are interested. We have a retiree who is working on a collection that will be on display in the new Reno District office. Please send to:

> Operating Engineers 1290 Corporate Blvd. Reno, NV 89502

SwapShop 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 Union #3 1620 S. Loop Rd., Alameda, CA, 94502 ATTN: SwapShop*

OR FAX ADS TO: SwapShop (510) 748-7471.

Ads are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. No phone-in ads please.

*All ads must include Member Registration Number or ad will not appear. <u>Social Security Numbers are not</u> <u>accepted</u>. All ads should be no longer than 50 words.



➤The Sacramento District office wishes to congratulate Randy and Kathy Hill on the birth of their son Travis on 9/2/95. Anil and Lisa Prasad on the birth of their daughter Leanna on 10/10/95, and Kent and Michelle Grigg on the birth of their son Jacob on 9/26/95. Condolences to Donald Thompson on the death of his father Harry L. Bates. Condolences to members Francis Vaar and his sons James and John on the death of Frances Vaar, husband of Francis and mother of James and John, on 11/21/95.

The Santa Rosa District office wishes to extend its sincere condolences to the families and friends of the following departed: Brother Gilbert Wilson (11/26/95); Gabriel Andres Velez, 10-month old grandson of Local 3 President Don Doser (12/8/95); Brother Silvio 'Sil' Rossi (12/8/95); Brother Steve King (12/17/95); and Brother Joseph Daughert (12/8/95).

The Reno District office congratulates Kevin and Sutton Porter on the birth of their daughter Taren on Nov. 29, 1995.



Scholarship Contest Rules for 1996

General rules and instructions for Local 3's **College Scholarship Awards 1995/1996 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 a 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 1995), or (2) the spring semester (beginning in 1996), 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 in 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, 1996 and March 1, 1996.

Awarding scholarships

Upon receipt of the application and required forms, 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 winner 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.

All of the following items must be received by March 1, 1996:

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.

It is the responsibility of the applicant to see to it that all the above items are received on time and that they are sent to:

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

PRE-RETIREE MEETINGS

AUBURN

Tues. January 9 Auburn Recreation Center 123 Recreation Dr. Auburn, CA

SACRAMENTO

Wed. January 10 Operating Engineers Bldg. 4044 N. Freeway Blvd. Sacramento, CA

FAIRFIELD Thurs. January 11 Operating Engineers Bldg. 2540 North Watney Fairfield, CA

EUREKA Tues. January 16 **Operating Engineers Bldg.** 2806 Broadway Eureka, CA

REDDING

Wed, January 17 Operating Engineers Bldg. 20308 Engineers Lane Redding, CA

MARYSVILLE Thurs. January 18 Sutter-Yuba Assoc. of Reallors 1558 Starr Dr. Yuba City, CA

CONCORD Tues. January 23 Concord Elks Lodge 3994 Willow Pass Road Concord, CA

OAKLAND Wed. January 24 Operating Engineers Bldg. 1620 South Loop Rd. Alameda, CA

SANTA ROSA Thurs. January 25 St. Eugene's Church Msgr. Becker Center 2323 Montgomery Santa Rosa, CA

WATSONVILLE January 30 VFW Post 1716 1960 Freedom Blvd. Freedom, CA

SAN JOSE Wed. January 31 Holiday Inn Park Center Plaza 282 Almaden San Jose, CA

FRESNO Wed. February 7 Cedar Lanes 3131 N. Cedar Fresno, CA

SALT LAKE CITY Tues. February 13 Operating Engineers Bldg. 1958 W. N. Temple

Salt Lake City, UT RENO Wed. February 14 Operating Engineers Bldg.

1290 Corporate Blvd. Reno, NV MARIN Tues. February 20 Alvarado Inn

250 Entrada

Novato, CA

S.F.- SAN MATEO Wed February 21 Electricians Hall 302 8th Ave. San Mateo, CA

STOCKTON Wed. February 28 Operating Engineers Bldg. 1916 N. Broadway Stockton, CA

ALL PRE-

RETIREMENT

MEETINGS

CONVENE

AT 7 PM

RETIREE ASSOCIATION MEETINGS

UKIAH

Thurs. March 7 . 10:00 AM **Discovery Inn** 1340 N. State Street Ukiah, CA

SANTA ROSA-Chi Chapter

Thurs. March 7 • 2:00 PM Luther Burbank Center 50 Mark West Springs Rd. Santa Rosa, CA

Oakland Zoo, Snow Bldg. 9777 Golf Links Rd. Oakland, CA

CONCORD-Mu Chapter

Thurs. March 21 • 10:00 AM Concord Elks Lodge #1994 3994 Willow Pass Rd. Concord, CA

WATSONVILLE-lota Chapter

Thurs. March 28 • 10:00 AM VFW Post 1716 1960 Freedom Blvd. Freedom, CA

SAN JOSE-Kappa Chapter Thurs. March 28 • 2:00 PM

Italian Gardens 1500 Almaden Rd. San Jose, CA



OAKLAND-Nu Chapter Wed. March 20 . 10:00 AM