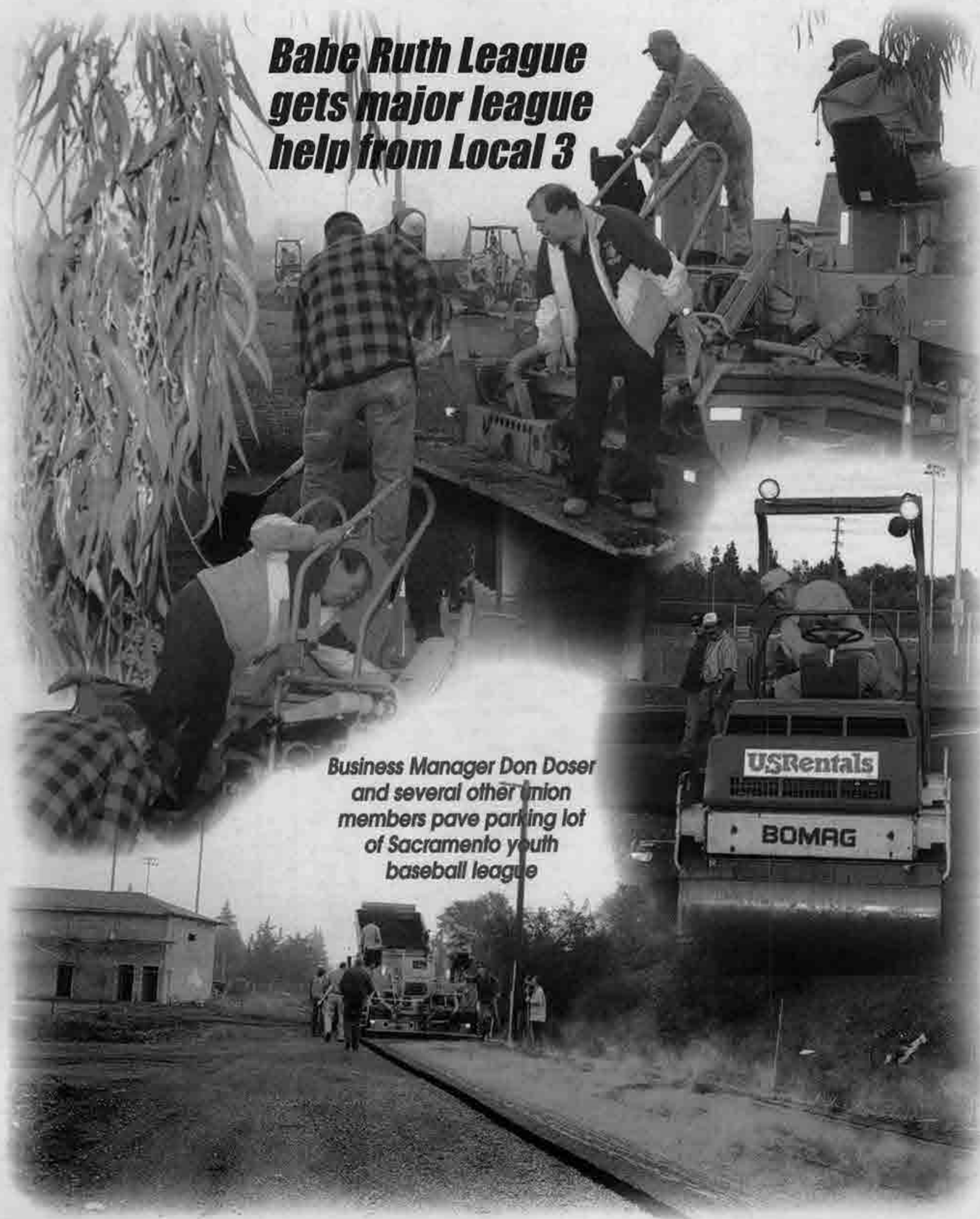


ENGINEERS*news*

VOL. 57, #1 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • JANUARY 1999

***Babe Ruth League
gets major league
help from Local 3***

***Business Manager Don Doser
and several other union
members pave parking lot
of Sacramento youth
baseball league***



PHOTOS BY GARLAND ROSAURO

FOR THE
**good &
welfare**



by Don Doser

**Business
Manager**

The political pendulum has finally swung our way

It can be a little embarrassing to have to taste your own medicine, especially if you've been writing bad prescriptions. That's precisely the predicament non-union employers find themselves in now that Gray Davis has been elected California governor.

For the past 16 years, open shop employers have reaped the benefits of hundreds of executive appointments to high state government posts by former governors George Deukmajian and Pete Wilson. These appointees, heads of some of the most powerful commissions, departments and agencies in state government, have shared the same disdain for unions as Deukmajian and Wilson. They have spent the past 16 years using their administrative powers to shaft working families. We've seen it with the repeal of the eight-hour day and attempts to weaken prevailing wage laws.

A taste of their own medicine

But now the political pendulum has swung the other way, and open shop contractors are squirming with anxiety in their plush leather executive chairs. The Associated Builders and Contractors (ABC), the non-union employer association, recently published a bulletin, titled "The Gray Gate Briefing," which outlined the impact the new Gray Davis administration will have on the open shop. The briefing demonstrates just how dramatically the political tide has shifted following the November election.

The ABC briefing outlines five major areas of anticipated change for non-union contractors under the new Davis administration:

1. "An executive order that would urge the use of union-only Project Labor Agreements on all state-funded construction."

Wouldn't that be nice. We wouldn't have to worry about shoddy workmanship and gypo non-union contractors low-balling bids, then cheating their employees on prevailing wages.

2. "All of the fair-minded Wilson appointees in state agencies will be asked to resign. In their place will be union-friendly appointees supported by the state Legislature."

The ABC is absolutely correct. Davis has already announced several key appointments from the ranks of the labor movement. My response is: "It's about time!" It won't be long until there's no more Wilson cronies

using their administrative powers to kick around working people.

3. "The Division of Apprenticeship Standards will do all it can to decertify ABC's apprenticeship programs."

That's exactly what should happen. Wilson's appointees have for the past eight years been approving just about every apprenticeship program ABC contractors apply for. Most of these programs exist only on paper and are designed to make it possible for non-union contractors to hire an entire construction workforce and classify most of the workers as lower-paying apprentices. The Davis administration will take us back to the days of legitimate apprenticeship programs in which workers actually learn the trade and earn a decent day's pay.

4. "The Davis administration will support regulations designed to disqualify from public works construction any contractor accused of a labor law violation."

Say good-bye to the abuse and cheating by non-union contractors. Such a regulation shouldn't concern any employer, unless, of course, it's not playing by the rules.

5. "Return of inflated prevailing wages."

Using the word "inflated" shows just how greedy non-union contractors really are. The average construction worker, when you factor in the months of winter unemployment, earns about \$30,000 a year, not exactly inflated wages. What the ABC is upset about is the potential loss of "inflated" profits.

One of the biggest advantages non-union employers sought during the Wilson's years was the lowering of construction wages by changing the method of calculating prevailing wages from the modal system to a weighted average. If successful, non-union contractors would have gained a huge competitive advantage over our union employers, a change that would have eventually led to lower wages for all workers.

That disaster was fortunately averted when Davis was elected. In fact, Davis has vowed to support us in passing legislation that would put the weighted average system of calculating prevailing wages into the state Constitution, so that some future union-hating governor can't pull a similar trick out of Wilson's playbook.

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ENGINEERSnews

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Doser's Column

(continued from page 2)

Importance of political involvement

I bring up the ABC's Gray Gate Briefing to make an important point. The document shows why I'm so adamant about unions maintaining a strong presence in politics. The labor movement wouldn't survive - much less thrive - without strong political activism to ensure our voice is heard at all levels of government.

If Dan Lungren had won the governorship, we'd be looking at enduring four - and possibly eight - more years of Wilson-like anti-unionism in Sacramento. But that's not going to happen thanks in large part to union member political involvement during the 1998 election season.

Now we have to look to the upcoming legislative sessions at the national and state levels to begin turning our election victories into laws and policies that benefit our members. Those goals are outlined in the "The Victory Party's Over" article on page 6-7. I encourage you to read the article because it provides a broad overview of what lies ahead for unions on the political front and what you can do to prepare.

We're going to be doing a lot of exciting things in Washington D.C. and at the state level. In

California, we're going to get back the eight-hour day, strengthen prevailing wages and tighten standards on apprenticeship.

In Congress, I'm going to be working with my colleagues at the International and AFL-CIO headquarters to resubmit a bill to amend Section 415 of the Internal Revenue Code, which currently limits the amount of yearly benefits our retirees can receive on their pensions. We're going to work on getting those caps either lifted entirely or raised considerably so retirees can receive everything they've earned on their pensions and annuities.

We also have to begin setting our sights on the 2000 election. Again, political involvement by union members will be critical in this all-important presidential election year. If an anti-union president gets elected and Congress remains in Republican control, labor stands to lose big. The White House and Congress would very likely repeal the federal prevailing wage law, the Davis Bacon Act, and attempt to enact a national right-to-work law. The labor movement would pay a high price if either of the two initiatives, or both, become law.

I want to conclude on a high note and wish every Local 3 member a prosperous and rewarding New Year. Through your support and active union participation, 1999 has the making of a memorable and productive year.

Senate leader proposes \$16 billion in transit bonds for Calif.

The leader of the California Senate, Pro Tem John Burton, proposed last month that California approve \$16 billion in bonds over the next four statewide elections to build highways and other transportation projects. Burton proposed asking voters to approve \$4 billion in the primary and November elections in 2000 and 2002.

At a December 9 press conference, Burton said he wants to set up a panel of advisers, including experts from the Legislature and Caltrans, to map out a plan for spending the money.

"If people are happy with the potholes, if people are happy with the congestion and the screwed up traffic, that's fine with me," Burton said at the news conference. "It's allowing people to

make a decision."

The California Business Roundtable said in August that the Wilson administration's estimates of \$28 billion in transportation needs for the next decade may be understated by \$15 billion to \$25 billion.

According to recent polls, the bond measures might be popular. The California Business Roundtable also announced last month that studies reveal that three-quarters of business executives and eight in 10 voters say infrastructure improvement is "extremely important" to the state's financial health.

According to another poll, transportation has returned to being the No. 1 concern of Bay Area residents, ahead of public education, crime, housing and the

environment. In the Bay Area Council's annual study, 40 percent of those polled rated transportation as the area's top problem, a big jump from three years ago, when 16 percent said it was No. 1.

Burton also said he would seek legislation to make it easier for local governments to raise sales taxes to pay for local transit costs. Under current law, a two-thirds majority is required to extend transportation sales taxes. Burton said he will introduce legislation to return sales tax approval to a simple majority vote.

Eighteen California counties have local half-cent sales taxes for transportation. In all but one county, these measures expire in the next several years.

Local 3 mourns loss of longtime Executive Board Member Tee Zhee Sanders



Local 3 mourns the death of one of its most dedicated and beloved members - longtime Executive Board Member Tee Zhee Sanders, who passed away November 18.

Tee Zhee epitomized a union member who loved and lived union. He joined the Operating Engineers Local 49 in St. Paul, Minn. in October 1951. When he moved to California in 1955, he transferred into Local 3. He worked for Flour Corp. at the Chevron Refinery in Richmond in 1957, then on the Briones Dam in Contra Costa County during the time of the Cuban missile crisis.

During the remaining years of Tee Zhee's career in Local 3, he worked at the Unocal, Tosco and Shell refineries, as well as many road and highway projects throughout the Bay Area, including the Dublin Canyon project on I-580 between Castro Valley and Dublin.

Towards the end of his career, he worked for high-rise building contractors such as Walsh Construction at the Oakland federal building, Rudolph and Sletten in Berkeley, Turner Construction at Oakland's Pacific Bell building and People Soft headquarters in Pleasanton, where he was working when he became ill.

Tee Zhee served his union well over the years. He was a very capable job steward on numerous projects, where he was known for his ability to resolve most jobsite problems before the business agent had to get involved.

He was elected to the Executive Board for the Oakland District in 1973 and served until 1982. He was re-elected to the board again in 1985, where he served until September 1998, when his illness made it impossible for him to fulfill his duties.

Tee Zhee was loved and respected by his peers on the Executive Board. To show their gratitude for Tee Zhee's many years of dedicated service to the board, the remaining board members voted unanimously at the November board meeting to elect Tee Zhee Executive Board Member Emeritus.

SEMI-ANNUAL MEETING

Recording-Corresponding Secretary Robert L. Wise, has announced that the next Semi-Annual meeting of the membership, will be held:
Saturday, January 16, 1999
1:00 p.m.
Seafarers International
Union Auditorium
350 Fremont St.,
San Francisco, CA

Bylaws Change Notice

Please be advised that Article V, Initiation Fees, and Article VI, Dues, of the Local 3 Union Bylaws have been adopted as amended by the membership of Operating Engineers Local Union No. 3 on September 13, 1998. These changes are available in written form at your district office. They amend and supersede the provisions set forth in Articles V & VI of the Bylaws booklet previously distributed. A new publication of the Bylaws, in book form, will be made available once all amendments and revisions have been completed.

No dice for Local 3 in Peppermill election, but casino workers in Wendover end up hitting the jackpot

by Jennifer Gallagher, Assoc. Editor

Local 3 thought it had a good hand. But organizing, like gambling, is often a game of luck where the outcome is unpredictable – especially when your opponent has an ace up his sleeve.

So on Oct. 7, 1998, the Peppermill and Rainbow Casinos in Wendover, Nev. won the high-stakes round when maintenance workers voted against unionization by an 18 to seven margin. But every cloud has a silver lining, especially in a state known for its silver mines.

Wendover is a small, somewhat isolated community on the Nevada-Utah border. Located in the Great Basin, it is surrounded by publicly-owned desert lands that inhibit growth. The town of 6,000 offers few employment opportunities outside of the five casinos, and some 75 percent of the area's workforce is employed by the gaming industry.

It is, in essence, a company town. Most of the housing is owned by the casinos and rented to their employees – a fact that weighs heavy over anyone fearful of losing their job. Before the organizing campaign began, many of the casinos' employees were earning minimum wage with no real opportunity for improvement. It is these conditions that inspired workers in the maintenance department of the Peppermill and Rainbow to seek union representation.

Initial contact was made by Reggie Martin in January 1997. He had been a member of Stationary Operating Engineers Local 39 in Reno and knew the benefits that union membership could provide. Local 39 started an organizing campaign, providing Martin with authorization cards. But not long after he began collecting signatures, Local 39 pulled out of the campaign, claiming that Wendover, some 400 miles from Local 39's Reno office, was too far away for the union to be able to properly service the unit.

Local 39 notified Local 3 of the unit's interest in organizing. With an office in Salt Lake City, Local 3 was much better situated to represent the workers. Local 3 had been looking for a foothold in Wendover, so Business Manager Don Doser gave the Organizing Department the green light. Asst. Director of Organizing Jim Scott and Utah Business Rep. George Stavros took charge, and Stavros immediately contacted Martin to see if the unit was still interested in being organized.

On April 5, Stavros went to Wendover and began the long, heartbreaking campaign.

Unfair labor practices

After Martin made the initial contact with the union, Bill Bess and Harley House became the key inside organizers for the campaign. They worked with Stavros on collecting cards and rallying support. Unfortunately, despite gathering signatures from 70 percent of the 30-person unit, the May 1997 election ended in a tie. Under National Labor Relations Board rules, that meant the union lost.

But the company had done some damage to itself by committing several unfair labor practices, including interrogating employees about their union activities, threatening employees with discharge, offering increased pay to employees for voting against unionization and issuing a negative employee evaluation to Martin because of his union activity. The union filed suit and on May 5, 1998 Administrative Law Judge James Kennedy issued his decision in favor of the union on all counts.

The casino was ordered to post a notice to employees stating their right to

organize and the casino filed an appeal. However, a year had passed since the first election and, as allowed by the NLRB, the union decided to hold a new election. Local 3 dropped the case altogether so the business of collecting cards for a new vote could get underway.

The union collected even more signatures for the second election than for the first. Things looked so good for a pro-union vote that the casino all but conceded. As a last-ditch effort, the company brought in three anti-union consultants from a firm in Los Angeles – a move that proved to be the downfall of the whole organizing effort.

Buying votes

It didn't hurt that the company was offering the workers large pay raises in exchange for voting against the union. The day before the election, one of the casino owners flew in on a private jet and promised the raises. Although offering employees more money violates the National Labor Relations Act, no employees would give statements that the company was trying to buy their votes. The consultants also used tactics such as illegal captive audience meetings – even right outside the voting area on the day of the second election.

All told, the company spent \$500,000 to prevent the unionization of its workers. On Oct. 7, 1998, the maintenance unit voted 18-7 against the union.

Workers benefit in spite of loss

It can be said that despite the union's loss, the workers came out ahead. According to Bess, one of the employees who worked hard for unionization, every worker in the unit got a \$2.50 per hour pay increase. And although he was disappointed with the outcome, he claims management treats the workers with much more respect than before.

In fact, it appears the whole town has benefited from Local 3's efforts. Not only did that unit see larger paychecks, but all other casino employees who were making minimum wage got increases. The only minimum wage employees remaining are ones whose income is augmented by tips. As a result, other employers in Wendover have given raises in order to compete with the salaries of casino workers at the Peppermill and Rainbow casinos.

Bess claims that Local 3's effort and Stavros' diligence on the campaign helped stimulate the economy and has provided better conditions for employees.

Stavros, on the other hand, was saddened by the defeat. "They sold themselves short. Although they ended up with an initial raise, the long-term benefits of union membership have been lost."

On the day of the election, Stavros and Miller were driving out of town and stopped at a Chevron station for some coffee. The woman behind the counter recognized them and asked, "Aren't you those union organizers?"

"Yes," they said.

"Well, you'll never have to pay for another cup of coffee again in this town. You've done a lot of people a lot of good."

Sometimes even in losing there's victory.



Organizing Outreach '99 schedule

Organizing Outreach '99 is an innovative program in which members take a one-hour training class to develop special skills to help Local 3 organize unrepresented workers. Classes focus on how to talk to non-union workers about the advantages of being union, then how to call Local 3 at 1-877-ORG-NIZE, (1-877-674-6493) so the union can follow up.

Sign up at your district office. Information about the location of the classes will be provided at the time of sign up. Classes can also be arranged for evenings and weekends. We must keep our union the biggest and the best. With your help, we will accomplish this goal.

Organizing Outreach '99 Schedule

Date	District	Time
Jan. 5	Elko	8 a.m.
Jan. 6	Hawthorne	8 a.m.
Jan. 7	Reno	8 a.m.
Jan. 14	Fresno	10 a.m.
Jan. 25	Kauai	8 a.m.
Jan. 26	Honolulu	8 a.m.
Jan. 27	Maul	8 a.m.
Jan. 28	Hilo	8 a.m.
Jan. 29	Kona	8 a.m.
Feb. 2	Eureka	8 a.m.
Feb. 3	Redding	9 a.m.
Feb. 4	Marysville	7 p.m.
Feb. 16	Sacramento	8 a.m.
Feb. 17	Stockton	8 a.m.
Feb. 18	San Francisco	10 a.m.
Feb. 19	San Jose	8 a.m.
Feb. 24	Fairfield	8 a.m.
Mar. 5	Oakland	8 a.m.
Mar. 10	Utah	8 a.m.
Mar. 31	Santa Rosa	8 a.m.

Note: Information about class location will be provided when you sign up at your district office.

Why

OUTREACH '99 IS SO VITAL TO LOCAL 3

I would like to encourage every Local 3 member to participate this winter in the Organizing Outreach '99 class. With over 2,000 members trained in COMET I, COMET II and ACT, Local 3's organizers are continuing to do their best to make the Organizing Department more effective.

But keep in mind that you, the member, have much more credibility when it comes to speaking to unrepresented workers. Business agents and organizers are sometimes perceived as salespeople. The member in the field is more convincing and believable. That's why we've developed the Organizing Outreach '99 program. It's designed to train members on how to help Local 3 organize by talking to non-union workers and then giving us tips on potential organizing targets.

Over the past two years, Local 3 members have initiated several of my campaigns by speaking directly to non-union workers. This is known as a "lead" in the Organizing Department. Local 3 has always had an Organizing Department, which is one reason why the union is still the largest construction local in the United States. Having these larger numbers builds strength, which enables Business Manager Don Doser and the officers to negotiate better contracts.

Organizing is all about strength in numbers. This is something we always tell non-union employees at the beginning of every campaign. We want them to understand that they are the union. We are the biggest construction trades local union in the country, but we need to be bigger and better.

More member participation is needed to move Local 3 into the 21st century. You can start by attending district meetings and semi-annuals and, by all means, speak to non-union workers whenever possible. Show them your paycheck stub and explain what the union advantage has meant to you and your career. With your help, we can regain our market share.

Larry Daniels,

Organizer

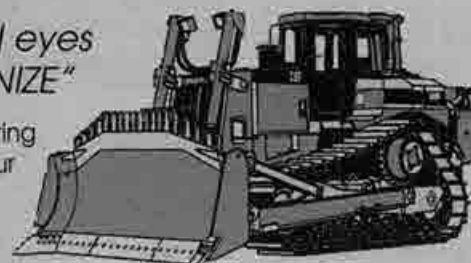
Help your union organize...

and help other workers achieve a better life

Business Manager Don Doser says:

"Be our ears and eyes
Call 1-877-ORG-NIZE"

(1-877-674-6493 is Operating Engineers Local 3's 24 hour toll-free organizing telephone number)



NEWS FROM THE Organizing Department



THE VICTORY PARTY'S OVER

Unions get down to business of turning Nov. election successes into laws and policies that benefit working families

By Steve Moler
Managing Editor

First in a series

Now that the labor movement has slept off its hang-over from the November election victory party, unions this month are getting down to the business of transforming the celebration into laws and policies that enhance the plight of working families.

Because labor-friendly candidates gained a surprising five seats in the House of Representatives, won several key governorships, including California and Hawaii, and maintained or gained majorities in many state legislatures, the stage is now set for unions to launch a productive political season. As the new year begins, new legislative sessions at the congressional and state levels have either already started or are about to get underway, offering working families hope for a better workplace and improved livelihoods.

Don Doser, in his position as Local 3 business manager and International Union of Operating Engineers executive vice president, will be working with his colleagues at the International and AFL-CIO headquarters in Washington D.C. to push an aggressive labor agenda through the new 106th Congress. Doser will also be working closely with state federations throughout Local 3's four-state jurisdiction to ensure that Local 3's interests are represented at the state and local levels.

California Legislature

Much attention will focus on California, where a pro-labor governor, Gray Davis, will be working with a pro-labor legislature for the first time in 16 years. Local 3 and other unions will work especially hard in the Golden State to repair the damage caused by the two previous anti-union governors, George Deukmejian and Pete Wilson, who will go down in history as two of the most anti-worker chief executives in state history.

In early 1996, for example, Wilson tried to alter the formula for calculating prevailing wages from the modal system to a weighted average, a change that threatened to substantially lower construction wages on public works projects. The building trades have successfully blocked full implementation of the prevailing wage change through a legal challenge.

When the state Legislature convenes January 4, trade unions, with the help of labor-friendly legislators, will make an all-out push to reinstate the modal system of calculating prevailing wages, most likely through legislation that amends the state Constitution, thus making it much more difficult for a hostile governor to duplicate Wilson's feats.

Daily overtime

Another priority will be to reinstate daily overtime, which Wilson repealed through the Industrial Welfare Commission in 1997. Instead of earning overtime pay after eight hours in a day, workers in many industries now receive overtime after working 40 hours in a week, a change that has taken an average of about \$3,000 in yearly earnings from the pockets of affected workers.

The third priority in California is to negotiate and ratify a new contract for State Bargaining Unit 12. For the past four years, Wilson has deliberately

THE FIVE GAPS IN THE U.S. ECONOMY

1. The wage and wealth gap - In 1976, the richest 10 percent of Americans owned half the nation's wealth in stocks, bonds and other assets. By 1995, they owned 70 percent.

2. The health care gap - In 1979, 71 percent of private-sector employees were insured either through their employer or a family members. By 1993, that figure had dropped to 64 percent. The U.S. Census Bureau estimates that 41.7 million Americans had no health insurance throughout all of 1996, up 1.1 million from the previous years.

3. The retirement gap - Fewer workers are covered by pensions these days. And when they are covered, the burden of contributions is being increasingly shifted from employers to employees. The growing inequality of income and wealth also means workers have less savings to supplement pensions and Social Security.

4. The education gap - Education is one of the best hopes for narrowing the wage and wealth gap. Unfortunately, funding for the most needy school districts continues to drop, while wealthier school districts and private schools have more of everything, leaving huge disparities in the quality of education. Children from lower income families are much more likely to drop out of high school and have low achievement test scores.

5. The time gap - American workers put in longer hours than those in any other western industrialized country. For every 100 hours worked by a U.S. employee in 1995, his or her counterpart in the United Kingdom worked 93 hours, in Sweden 83 hours, in France 81 hours, and in Germany 76 hours. Most European workers get four to five weeks of vacation compared with just two weeks in this country. It's tough to pass on family values if you have no time with your family.

brought negotiations with Unit 12 to impasse in an attempt to deny state workers a pay raise and other benefits. Davis has vowed to negotiate in good faith with all unions representing state workers.

The fourth priority will be to strengthen state apprenticeship programs weakened by 16 years of Deukmejian and Wilson's anti-union policies. Standards governing recertification of apprenticeship programs have been so severely weakened under the Deukmejian and Wilson administrations that just about all apprenticeship programs - some legitimate but many existing on paper only - were being approved.

These weaker rules allow non-union contractors to classify many of their employees as lower-paying apprentices, making it much more difficult for union employers to compete on a level playing field for public works jobs. In the new legislative session, Local 3 and the building trades will push to reinstate stricter standards that require all contractors to have legitimate apprenticeship programs.

The 106th Congress

With pro-labor candidates inching closer to capturing majorities in both houses of Congress, unions have more opportunities than in the previous two congressional sessions to advance worker issues when the 106th Congress convenes January 6. If nothing else, the new breakdown of 223 Republicans and 211 Democrats means that major anti-union legislation such as Davis-Bacon repeal and national right-to-work will be much harder to enact.

The Building Trades will be working aggressively to strengthen labor laws and ensure adequate funding of several major infrastructure spending bills, which have the potential of bringing work to union employers and jobs to trade unionists.

One of the largest is the recently enacted Intermodal Surface Transportation Efficiency Act (ISTEA). Even though the \$200 billion federal highway bill was enacted last April, Congress still must appropriate funds each year. Labor will encourage Congress to approve the maximum funding allowed under the new law.

Another large spending bill up for reauthorization this year is the federal airport construction bill, which expires March 31. Like ISTEA, the construction trades will fight to get maximum funding for this job-producing FAA bill. Other key federal spending bills, such as the Clean Water Act, Superfund and school construction are also up for renewal this year.

Although major labor law reform is probably not attainable this session, the AFL-CIO and its affiliates will launch early this year a major campaign aimed at educating congressional representatives about the pitfalls of union organizing campaigns. Union members will sit down with members of Congress at town hall meetings, coffee socials and other gatherings to explain first hand the problems unions are having when attempting to bring in new members. They'll talk about how employers use loopholes in the National Labor Relations Act and other federal laws to thwart union organizing campaigns. The goal is to build a favorable climate in Congress for a future overhaul of the nation's labor laws.



*"Thanks to the economic boom....
we only have to cut your wages 10% this year."*

Saving Social Security

One of the most important issues confronting Congress and the American people in the 106th Congress is how to fix Social Security. Wall Street and corporate interests are drooling over the opportunity to privatize Social Security through a system of individual retirement accounts, a change labor vigorously opposes. Labor will fight to ensure that working families don't end up on the short end of any Social Security overhaul. An in-depth analysis of the Social Security issue will be featured in next month's *Engineers News*.

Another top labor priority in the new congressional session will be to enact a patients' bill of rights, which would ensure that every American family participating in a health plan obtains the quality health care they deserve. Such a bill would contain basic consumer protections such as the right to a medical specialist, emergency room care and appeal of health care decisions.

Growing economic disparities

Why does all this matter? Despite five years of relatively good economic times, serious problems still confront working families. Unfortunately, all the good economic news we've been hearing about isn't reflective in the personal lives of the average wage earner.

The truth is the United States is now the most economically stratified industrialized country in the world, even more than England. The gap between rich and poor is more pronounced than in any of the major economic powers of Asia and Europe. Since the 1950s, vast discrepancies in wages, health and retirement benefits, education and even free time have emerged between the haves and the have-nots.

Although wages have risen slightly in the past two years, working families have not recovered from the recession of the late 1980s and early 1990s, a downturn that eroded middle-class buying power. It's no coincidence that union membership reached its lowest point during this same period, a decline in collective power that reduced the ability of unions to make the economy work for working families. Since 1973, 80 percent of Americans have faced declining standards of living.

The solution: Organizing!

What will it take to reverse the decline in middle-class living standards? Unions must continue to organize as never before? Why? Because relatively high levels of union membership significantly lessens the disparities of income and wealth. The median earnings of union workers are \$640 a week, compared with \$478 per week for non-union workers. On average union members have more health care coverage and better retirement benefits than non-union workers.

Local 3 has joined the rest of the labor movement in establishing organizing as one of its top priorities. Throughout 1998, Local 3 averaged two organizing elections each month. The union also signed more than 92 new companies. The union currently has over 50 organizing campaigns underway, 70 percent of those in construction, where trade unions need to regain market share the most.

In order to achieve these goals, Local 3 and the rest of organized labor have to create the political and legal environment conducive to successful organizing. Labor can achieve these goals through the strength of collective action. Working closely with union-friendly politicians at all levels of government, labor will work to enact laws that make joining a union possible in the first place and block legislation that gives employers an unfair advantage. Through organizing and grass-roots politics, unions can help working families take back the economy and bridge the divide between those who are riding high and those who are struggling just to get by.

Some information for this article was obtained from the AFL-CIO-sponsored "Common Sense Economics For Working Families," a program to train and educate union members about the economic injustices afflicting middle-class American workers.

WHAT UNION MEMBERS CAN DO

- Start informing yourself on the issues. Use as many different news sources as possible, relying less on television and more on print media such as newspapers and magazines if possible.
- Attend your union's quarterly district and semi-annual meetings. Valuable information about the issues affecting union families is often disseminated at these meetings.
- Attend a COMET, ACT or Outreach '99 class. These educational seminars, conducted primarily during the rainy season, teach Local 3 members how to take an active role in union activities and respond to the need to organize.
- Write a letter to your congressional representative expressing your views on the Social Security problem and other issues.

Next month:

An in-depth examination of Social Security and efforts to weaken or eliminate the nation's basic retirement system.

NEWS FROM THE
*credit
union*



by Rob Wise

Credit Union
Treasurer

Make the credit union part of your planning for 1999

Start 1999 off on the right financial foot by joining the Operating Engineers Local Union No. 3 Federal Credit Union (OEFCU). Here are just some of the benefits credit union membership makes possible:

Affordable checking - You don't have to pay a hefty fee month after month or keep a large balance in the bank to enjoy checking account privileges. What are you paying now for your bank checking account? Moving your account to the credit union can begin saving you money immediately, savings that will continue month after month. The credit union's checking account offers world-wide ATM access, direct deposit, overdraft protection, free inquiries and transactions 24 hours a day via telephone or the credit union's Web site, and dividends on balances over \$2,500. We also offer a check card that lets you make purchases without writing a check anywhere VISA cards are accepted.

Members-only loan specials throughout the year - As a member, you would be able to take advantage of low-interest rate loan specials. For example, through April 15, our tax loan makes it possible for qualified applicants to borrow up to \$3,000 at an annual percentage rate of 9.50 percent with up to 12 months to repay. The funds may be used for any purpose. The credit union also offers holiday and back-to-school loan specials and members-only car sales.

Money-saving vehicle loans - The credit union has competitive new and used car rates. If you are ready to purchase your next car or truck, remember that the special rates dealers may be advertising are typically offered only on vehicles priced at the full manufacturer's suggested retail price. To help you look at the whole picture, the cred-

it union offers a free Vehicle Information Pricing (VIP) service. You can call any credit union branch to find out your trade-in's Blue Book value and the dealer invoice cost of the car you are considering. Make sure to ask about Mechanical Breakdown Insurance (MBI). You can typically get MBI at the credit union for a fraction of what it would cost you at a dealership. The credit union also makes it easy to refinance your loan from another institution.

Low-interest rate VISA cards - The credit union's VISA Gold and Classic cards feature low interest rates, no annual fee, no cash advance fee and worldwide acceptance. If you did your holiday shopping with a high-interest department store or bank card, consider transferring the balances to an OE VISA card. Contact the credit union for an application.

How to join

Members of Local 3 and their immediate family members are eligible for membership in OEFCU. To activate your membership, request a membership application by calling 1-800-877-4444 or any branch office. You can find a list of branches on the credit union's Web site at www.oefcu.org. You can join at any branch or by mailing in the application with a minimum deposit of \$5.



Is your ★ **OUR TAX LOAN IS THE ANSWER.**
uncle
asking
for
money?

Borrow up to \$3,000 at 9.50% APR*
Take up to 12 months to repay.

★ Call your branch or 1-800-877-4444. ★

 Operating Engineers Local Union No. 3
Federal Credit Union

Offer ends 4/15/99
*Annual Percentage Rate

Hazmat Training Schedule

First Quarter of 1999 • All Classes will begin at 7:00 a.m.

40-hour hazmat training

Rancho Murieta Training Center

February 22-26

7388 Murieta Drive
Rancho Murieta, CA
(510) 748-7400 ext. 3358

Housing is available; however, reservations must be made 10 days prior to course date

Eight-hour refresher

Fairfield

Thursday, February 18

2540 N. Watney Way
(707) 429-5008

Santa Rosa

Friday, February 19

6225 State Farm Dr., Ste. 100
Rohnert Park, CA
(707) 585-2487

Reno

Saturday, March 27

1290 Corporate Blvd.
(702) 857-4440

Oakland

Friday, January 8

1620 S. Loop Road
Alameda, CA
(510) 748-7446

Saturday, January 9
Thursday, January 14
Friday, January 15
Friday, March 12
Saturday, March 13

Stockton

Friday, January 29

1916 N. Broadway
(209) 943-2332

Saturday, January 30

Eureka

Friday, February 12

2806 Broadway
(707) 443-7328

Fresno

Thursday, March 4

Cedar Lanes
3131 N. Cedar
(209) 252-8903

Marysville

Wednesday, February 10

Sutter-Yuba Board of Realtors
1558 Starr Drive, Yuba City
(530) 743-7321

Redding

Thursday, February 11

20308 Engineers Lane
(530) 222-6093

Sacramento

Friday, March 5

4044 N. Freeway Blvd., Ste. 200
(916) 565-6170

Saturday, March 6

San Jose

Friday, February 5

IBEW Hall
908 Bern Court
(408) 295-8788

Saturday, February 6

Prerequisites for refresher course

Proof of Completion of the 40-Hour Training or Last Recertification.

Tuition

40-Hour Course

Operating Engineers Members
on the out-of-work listno charge

Sponsored Students

Operating Engineers\$250.00
Non-members\$300.00

Eight-Hour Refresher

Operating Engineers &
Teamsters w/ current dues cardno charge
Non-members\$30.00

The tuition includes all classroom materials.

Tuition is due at the time of the class. Certificates will be held in the event of non payment. No cash will be accepted

Registration

To register, please call the number that is listed for the course you would like to attend.

Women's health issues

The International Union of Operating Engineers, through the direction of General President Frank Hanley, is going to develop information materials to address the unique concerns relating to women's health arising out of the operation of heavy construction equipment.

Business Manager Don Doser, in cooperation with the International, would like to provide information and assistance in identifying the health concerns and issues of female operators in Local 3.

The International and Local 3 are fully aware that as increasing numbers of women enter our union, we have an obligation to address their health concerns. With this in mind, Doser is seeking assistance from our female operators in identifying these issues.

Once a full range of issues have been identified, the International's Safety and Health Department will consult with medical professionals and develop appropriate informational materials for distribution.

Female operators who would like to participate should send their health concerns and recommendations to Local 3's Safety Department in the Alameda office.

BATC location change

Bay Area Training Corporation (B.A.T.C.) has moved its offices to outside the Martinez Refinery Company. Its new address is:

Bay Area Training Corporation

2000-B Marina Vista

Martinez, CA 94553

Phone: (925) 313-0500

Fax: (925) 313-0505

NEWS FROM THE

*safety
dept.*



by Brian Bishop

Safety Director

EUREKA CRAB FEED IS HERE!

Mark your calendars for
Saturday, February 13,
(Presidents' Day Weekend)
the date of this year's Eureka Crab Feed

Crab, Pasta, Salad and Trimmings
Door Prizes

WHERE: The Eureka Elks Club
445 Herrick Avenue

NO HOST COCKTAILS: 5:30 p.m.

DINNER: 6:30 - 8 p.m.

DANCING: 8-11 p.m.

COST: \$21 per person

\$18 per retiree

Tickets are now available.

Please call the Eureka District office
(707) 443-7328.

There's limited seating, so order your tickets now.
The Eureka office will also assist
with lodging reservations.

PHOTOS BY GARL
DIRECTOR OF PUB

Babe Ruth League gets major league help from Local 3

Business Manager Don Doser and several other union members pave parking lot of Sacramento youth baseball league



Sacramento District Business Agent Scooter Gentry



Volunteers who helped with the parking lot paving on Nov. 10 are from left: Don Doser, Frank Rodriguez, Jay Bosley, Ricky Johnson Sr., Monty Montoya, O'Donoghue, Dan Mostats, Frank Herrera, Scooter Gentry, and Darrell



Jay Bosley on the roller



Don Doser, right, with Sacramento

Business Manager Don Doser dusted off his work boots from the days when he was a paving foreman and joined several other Local 3 members in volunteering their time in November to pave the parking lot of a Sacramento baseball park.

The paving project was part of the final construction phase for the new Dan McAuliffe Memorial Ballparks on College Town Drive and U.S. 50. When completed, both the East Sacramento Babe Ruth League and Sacramento Men's Senior Baseball League will play their games at the park.

The ballparks have been more than six years in the making, three of those years in the construction phase. Almost all of the construction has been completed through volunteers and donations. Several union employers,

including Telchert, Granite and Lone Star fields and parking lot, while Job Corps and several other trade unions helped construction and plumbing systems and other

When it came time to pave the parking lot, the East Sacramento Babe Ruth League contacted John Bonilla for help. Bonilla recruited five members and solicited local union contract workers. Bonilla also sought help from the Rancheria, which patched three apprentices and an instructor. Pieces of equipment, including a paver and

"If we would have had to come up with the parking lot ourselves, it would have been

AND ROSAURO JC RELATIONS



From left: Mark Lusk, Wilbur Chase, Jim Horan, Marshall Montgomery (kneeling), Don Doser, John Bonilla, Sean Rhoades



Redding District Rep. Monty Montgomery



Marshall Massie on the roller



District Rep. John Bonilla



From left: Marshall Massie, Roger Chavarian and Jay Bosley

er, provided resources to grade the completed the underground work. t the ballpark's electrical and ir- structures.

ing lot, Ron Squaglia, president of , asked Sacramento District Rep. skilled workforce of Local 3 mem- ors for equipment and materials. Murieta Training Center, which dis- uctor and donated some critical and skip loader.

With the half-million dollars to pave een literally impossible," Squaglia

said. "But thanks to Local 3 and the contractors, it ended up costing us \$90 in donuts, sandwiches and drinks. It's unbelievable."

Choosing the right day to lay the asphalt proved tricky. The work had to be done some time after the busy November election campaign season and before the onset of the rainy season. After one postponement, a gap between rain storms allowed the Local 3 crew to execute the paving job on November 10.

The ballparks still have some curb work left, as well as landscaping and finish work on the concession building and restrooms. If all goes as planned, the ballparks should be operational by the time leagues begin play this spring.

DONATED EQUIPMENT AND MATERIALS:

Industrial Asphalt

250 tons of asphalt

R.C. Collett

375 tons of asphalt

Teichert Companies

1,800 tons of base rock, blade, dump trucks

Granite

Oil pot, blade, compactor, scraper, loader at various times

Rancho Murieta Training Center

Paver, skip loader

U.S. Rentals

8- and 5-ton rollers

Syblon-Reid

5-ton roller

THE VOLUNTEERS

Don Doser	Business Manager
John Bonilla	Sacramento Dist. Rep.
Jay Bosley	Business Rep.
Scooter Gentry	Business Rep.
Frank Rodriguez	Business Rep.
Ricky Johnson Sr.	Business Rep.
Jim Horan	Business Rep.
Marshall Massie	Dist. 80-JAC Coordinator
Frank Herrera	Marysville Dist. Rep.
Dan Mostats	Business Rep.
Sean O'Donoghue	Business Rep.
Monty Montgomery	Redding Dist. Rep.
Wilbur Chase	Business Rep.
Rich Corrola	Rank-and-file roller operator
Ray Helmick	RMTC Director
Joe Duran	RMTC Paving Instructor
Roger Chavarian	RMTC
Dan Rhoades	Apprentice
Danrae Waithe	Apprentice
John Galeotti	Apprentice
Mark Lusk	District Rep. Laborers Local 185

NEWS FROM

fringe
benefits

by Charlie Warren

Director of
Fringe Benefits

PENSION 101

We often get approached by members asking us to explain their pension plan, which can sometimes be confusing. In an effort to help educate all Local 3 members, this month's column will address some commonly asked questions. Of course, if you need further information or have additional questions regarding pension or any other benefit, please don't hesitate to call the fringe benefits office.

WHAT IS THE PENSION TRUST FUND?

The Pension Trust Fund is a plan that allows members to earn a monthly pension benefit when they are eligible to retire. To be eligible for a pension benefit at retirement, a member must earn the required number of pension credits to "vest" under the plan rules and meet other conditions, such as attaining the age requirements, filing the necessary application and retiring.

HOW DO I EARN PENSION CREDITS?

Pension credits are based on hours worked and contributions from your employer. You need at least 1,000 hours reported by your employer, per calendar year, for a full year of credited service. Fractional credit may be earned if you work at least 350 hours but less than 1,000. Credit is currently granted as follows:

1,000 or more hours	1 year of credit service
750-999 hours	3/4 credit
500-749 hours	1/2 credit
350-499 hours	1/4 credit
Less than 350 hours	no credit

IF I WORK MORE THAN 1000 HOURS IN A YEAR, CAN I EARN MORE THAN ONE PENSION CREDIT?

No, one credit in a calendar year is the most you can earn. However, if you have more than 1,000 hours, the value of your credit increases.

HOW IS THE VALUE OF MY CREDIT DETERMINED?

The formula used to determine the value of a pension credit is the number of hours multiplied by the contribution rate multiplied by the benefit factor percent.

For example:

Hours	1400	hours worked
Contribution	x 3.75	contribution rate
	\$5,250.00	
Benefit factor	x 3%	
	\$ 157.50	per month at age 62

WHEN AM I VESTED?

Prior to Jan. 1, 1998 the requirement for vesting was 10 years of credited service, or pension credits, without a permanent break in service. Effective Jan. 1, 1998, the plan has adopted a five-year vesting schedule. To be eligible for the five-year vesting, a participant must have at least five pension credits without a permanent break in service and must work for a contributing employer at least one hour on or after Jan. 1, 1998.

NOTE: A non-vested participant will lose participation if he has one or more one-year breaks-in-service. A one-year break-in-service occurs if a non-vested participant does not work at least 350 hours in covered employment in a calendar year. He will reinstate his participation when he has worked at least 500 hours in covered employment during a calendar year.

WHAT DOES "VESTED" MEAN?

Generally, vested means you have earned the right to a monthly pension benefit when you are eligible to retire.

IF I AM NOT VESTED, CAN I LOSE PENSION CREDITS?

Yes, if you are not vested and you incur a permanent break in service, you will lose the pension credits you previously earned.

WHEN WOULD I INCUR A PERMANENT BREAK IN SERVICE?

In general, you would incur a permanent break-in-service when you failed to earn any pension credit for a period of five consecutive years. There are certain exceptions, such as limited extensions for disability. If you are out of work for any extended period of time, you should check with the trust fund office to determine the effect on your pension benefits.

WHEN CAN I RETIRE?

If you are vested with 10 or more pension credits, regular retirement age is 62. If you meet the requirements, the pension plan also provides options for early retirement, disability retirement and service pensions. Effective Jan. 1, 1998, if you are vested with five but less than 10 pension credits, the normal retirement age will be 65. Regular, early and disability options are not available.

HOW MUCH WILL I GET?

The amount of your pension depends on your age, work history, options selected and other variables. Only the trust fund office is authorized to determine your pension benefit amount. Upon receipt of a pension application, the trust fund will do the necessary research and determine your benefit amount.

IF I AM PLANNING TO RETIRE, WHEN SHOULD I APPLY?

You should file an application at least three months prior to your anticipated retirement date.

WHAT HAPPENS IF I FILE AN APPLICATION AND I CHANGE MY MIND ABOUT RETIRING?

You are not obligated to retire simply because you have filed an application. The filing of an application allows the trust fund to do the research necessary to determine your benefit. If you change your mind, simply notify the trust fund and your application will be put on hold. If your application remains pending for a year or more, a new application will be required.

PRE-RETIREMENT MEETINGS TO BEGIN

Please check the schedule on page 17 for the dates of the upcoming round of pre-retirement meetings. Engineers age 50 or older and not yet retired are urged to attend. Spouses are welcome, too. Come to the meeting and find out how the retirement plans can work for you. See you there.

NEWS FROM talking to techs



by Andy Mullen

Director, Technical
Engineers Division



Starting the new year off right

As we start the new year, there is plenty to be optimistic about. The work picture is excellent and the political climate is better than it has been in ages. Let's take a moment to think about a few things to get our year started out on the right foot.

If you don't have a time book, it would be a good idea to get one. Each day, note the time you start and finish work, whether you ate lunch and how long it took to eat. Also include the location of the job and with whom you worked that day, along with any other pertinent information. Not only is a log like this useful in regards to information, it might prove useful come tax time.

If you are a journey upgrade signed up on the out-of-work list, don't forget to keep your registration renewed. Registrations on the out-of-work list expire at the close of business on the 84th day from the day you sign up unless you ask someone at the hall to renew it. Whenever you renew your registration, find out your new expiration date and mark it down somewhere as a reminder.

Pension statements

In April, look for your pension and annuity statements and review them for accuracy. If you find a discrepancy that you need help rectifying, give us a call. I can't tell you how many times over the years I've run into situations that could have easily been fixed had they been noticed earlier.

As we expect another shortage of surveyors this summer, please keep your eyes open for non-union crews working. If you spot any, please call us at (510) 748-7431 so we can go out and talk to them. If you come into contact with them, keep in mind that they're potential members and try to give them reasons to be interested in joining. As always, if you have any concerns or suggestions, feel free to call me or Gerry Orme at any time.

Happy New Year!

SURVEYORS HOLD ROBOTICS SEMINAR

On Nov. 14, 1998 the The Northern California Surveyors Joint Apprenticeship Committee held a seminar on robotic instrumentation. The seminar was conducted by Johan Larsson, an engineering representative for Spectra Precision, and Fred Feickert of Worldwide Land Surveys Inc. They conducted their presentation in a very down to earth, knowledgeable and professional manner. The participants spent about two hours in the classroom and two hours in the field receiving some real hands-on training. The NCSJAC would like to thank Worldwide Land Surveys Inc. for providing five robotic instruments for the hands-on class. We would also like to thank company employees Tony Guerisoli, Sean Firm, Dean Poggi, David Rau, Todd Tillotson and Steve Highland for volunteering their time to demonstrate the equipment.

APPRENTICE WORK OUTLOOK

Many apprentices and journey upgrades have contacted our office asking what the work picture looks like for the coming year. The following is a thumbnail sketch of the nine Bay Area counties.

There is a housing shortage in the Tri-Valley area, with Solano, San Joaquin and eastern Contra Costa counties having the only available housing at this time. However, three major housing projects, each with more than 10,000 units, have been approved in Dougherty Valley, north Livermore and east Dublin. All three projects call for an eight- to 12-year long-term buildout. The cities of Tracy and Stockton, as well as Solano County, are also expanding housing construction to accommodate the huge demand.

Business parks are also booming. A good example is the Bishop Ranch Business Park in San Ramon where more than 900,000 square feet of office space is being built.

Although not definite, there are preliminary plans in the works for 5 million square feet of office, research, development and bio-tech space at the Mission Bay complex in San Francisco. This agenda also calls for 6,000 residential units, a hotel and rental space. The price tag for the project is estimated at \$3.5 billion. There have also been talks about the University of California possibly building a 2.65 million square ft. medical campus on the site by the year 2013 with an estimated \$1.5 billion price tag.

In the Silicon Valley, commercial and residential construction continues at a fever pace. Employment in the high-tech industry is increasing and people are being forced to find housing elsewhere because there is no space to build. House hunters are spilling over to Fremont and Milpitas, which is fast becoming Silicon Valley II.

In Santa Rosa and Sacramento, work looks to be a mirror image of 1998. All in all, 1999 looks great.

RAINY SEASON ACTIVITIES

Now is the time to make up any deficiencies in attendance or related training that you might have. When the weather shuts down construction projects, it can be beneficial to take advantage of this extra time to do some home study. You can even check on some local adult school evening classes that provide basic and advanced computer courses. Computer skills often make learning easier and more rewarding.

We would like to congratulate journey upgrade Mike Magann on the birth of his son, Brandon. Also special congratulations to Gary Freitas on the birth of his identical twin granddaughters.

*We wish all
of you a very
safe, and
prosperous
new year.*

NEWS FROM teaching techs



by Paul Schlusser

Administrator,
Northern California
Surveyors Joint
Apprenticeship
Committee



NEWS FROM THE addiction recovery program



by Uwe Gunnarsen

Director



I HAVE ONLY BEGUN USING IBUPROFEN

As we began 1999, we here at the Addiction Recovery Program stopped briefly to look back over 1998. We reminisced, we gave thanks, we smiled a little and we shared a few sad memories in private.

All in all it was a good year. We were fearful that the implementation of random drug testing would precipitate an avalanche of positive test results requiring assistance from ARP. Well, that just did not happen. We had a small but noticeable increase in formal referrals by employers. We also had a similar increase in members who confidentially asked for our assistance before they were caught in one of the several testing provisions. We were able to help these members thanks to a prudent, well designed chemical dependency benefit put in place by the trustees of your health and welfare plan. We give thanks to them.

The absence of an overwhelming increase in the demand for our services is certainly related to the fact this benefit has been available for many years. Many members or spouses have availed themselves of it in the past and are already happily in recovery from the disease of chemical dependency. We give thanks to them for showing all of us that it can be done.

We also want to thank the employers. There are many of them who carefully and consistently created a drug-free workplace where our members could work without fearing for life or limb. We must recognize that employers have worked with us almost without exception on return-to-work agreements after a member had undergone rehabilitation. Even last summer when work was plentiful and the demand for qualified operators was pressing, the employers cooperated and collaborated with us in keeping the workplace safe and drug free while returning members to work without prejudice.

We deplore the unfortunate fact that some of our members, for a variety of reasons, are not yet the beneficiaries of our health and welfare plan and its chemical dependency benefit. Many of the plans offered by the employer offer no benefits for addiction or a benefit so skimpy that it is essentially useless.

Particularly hard hit are law enforcement personnel. These members are often subjected to archaic policies that mandate separation from employment with prejudice if they are found to be addicted to illegal drugs. These policies pay absolutely no attention to medical evidence, science, and policy that declares addiction a treatable disease from which people can recover.

Well, we are entering a new year and hurtling towards a new millennium. I suspect that understanding will conquer ignorance as we enter the next century. If it does not happen naturally, there are forces such as the Americans with Disabilities Act that can be powerfully persuasive when properly applied.

In closing, here are five of the most common reasons given by members as to why their positive drug test is simply wrong. They're not the most flamboyant reasons – the ones that make us crack up laughing – but the ones that elicit a tired smile because we have heard them so often. We have also included some facts to go along with the fiction.

1. "I've been using ibuprofen."

FACT: all commonly used tests are perfectly capable of distinguishing between ibuprofen and illegal drugs.

2. "The test is wrong. I don't do drugs."

FACT: government certified testing labs and collection sites follow a strict three-step testing process. False positives are almost as frequent as meteors striking you on the head.

3. "They must have tested the wrong urine."

FACT: the procedures used by government certified labs are as strict as those used by the courts to secure evidence.

4. "My girlfriend fed me hemp-based food."

FACT: eating hemp burgers, hemp chocolates or other hemp-based products will not trigger a positive test.

5. "I was at a party where people smoked marijuana, but I didn't."

FACT: studies show that it is highly improbable that someone could inhale enough second-hand marijuana smoke to fail a drug test.

• With this we wish you all a successful, happy, clean and sober 1999. •

Trust fund established for slain Alameda deputy sheriff

Local 3 extends its condolences to the family and friends of Alameda County Deputy Sheriff John Monego, who was killed in the line of duty on the morning of December 12 after responding to a 911 call.

The call turned out to be a robbery in progress at the Outback Steak House in Dublin. One of the suspects shot at Monego through a window, striking Monego in the neck. The suspect then walked out of the restaurant and shot Monego several times while he lay wounded.

Monego, who had been an Alameda deputy sheriff and Local 3 member since 1990, is survived by his wife, Tammy, and an 18-month-old son. A trust fund has been established at the Operating Engineers Local 3 Federal Credit Union in Monego's name.

Monego was the first deputy sheriff to be shot and killed in the line of duty in the history of the Alameda County Sheriff's Department.

Reno District

CONGRATULATIONS

to Delbert and Sheila Phillips-Horsley on the birth of their daughter on November 30.

CONGRATULATIONS

to Roger and Jackie Hutchinson on the birth of their daughter, Jordan Paige, on October 16, weighing 7 pounds 15 ounces and measuring 21 inches long.

personal notes



RECORD WORK YEAR FOR UTAH

SALT LAKE CITY - It has been one of the best work years on record for the Utah District. Not since the mid-70s have we seen anything comparable. Back then, the IPP was being built, work on the Central Utah Water project was hot, I-70 was being built in the southern end of the state with I-80 underway in the north.

An operator could quit a job at 7:30 a.m. and be back to work on another project after lunch on the same day. The work fever was at an all-time high. Operators were quitting their jobs just so they could have a few days off and were always rehired right away.

That was about 20 years ago and 1998 was a replay. Any operator that wanted to

work had a job. Many members were working 10 to 12 hours a day, six and sometimes seven days a week. The out-of-work list ran out of hydraulic crane operators for the first time in a decade. Scraper operators and gradecheckers were at the top of contractors' lists.

The I-15 work alone was responsible for 100 new construction members. Half a dozen new contractors were signed to a union contract because of highway work, and several new contractors were signed thanks to a boom in the industry's commercial work.

It is in good times like these that we appreciate the benefits of a union contract and the fringe benefits that go along with it.

This period of prosperity is also a time when every member should be spreading the word about our union and how a union agreement can improve peoples' lives.

These are the times when our organizing efforts are important. These are the times when the great cause of organized labor should be promoted to the unrepresented workers.

I hope your work year has been fantastic, and may the outlook for the next few years be even better.

Business Rep. H.K. Pang

NEWS FROM THE
districts

from *utah*



Henry Horne, a grade foreman with Wasatch Constructors, can attest to how busy the company was all year.



Above: Local 3 workers for W.W. Clyde are getting the Winter Sports Park in Park City ready for the 2002 Winter Olympics.



Glimpses of 1998: W.W. Clyde's Holmes Creek Dam project.



Granite Construction employees working on I-80 East in August.

hav
franci
sacramento
san
utah



NEWS FROM THE districts

from stockton

Year in review

STOCKTON - March 1998, many members were beginning to tire due to the labor and hour demand for flood repair protection projects. The rock, sand and gravel industry was beginning to pick up and the fantastic growth demand in all areas has been all but overwhelming. By year's end, the labor demand reached an all-time high with 259 reinstatements and new member applications. Also, new employer and owner-operator agreements exceeded 15 for the 24-month period between January 1997 through November 1998.

The new Altamont Rail Project is online, adding to the exciting employment opportunities. The union employers, our partners in labor, negotiated agreements with fair increases. Only one employer, Calaveras Materials, gave an increase somewhat below Local 3's proposal, even though the company stated it could pay more. That agreement was ratified by the

company's employees by a small margin.

The previously named Gold Rush City project looks promising. According to the Dodge Report, Ford Construction will be providing early site work and floor protection for this huge and exciting project.

Politics

Local 3 members, voting along with other union members in California, soundly defeated Proposition 226 in June. We owe many thanks to the working people in the state for helping protect our futures.

The following Local 3-endorsed candidates won elections in District 30:

Baxter Dunn, San Joaquin County Sheriff
Dick Rogers, Tuolumne County Sheriff
Mike Machado, 17th Assembly District
Dennis Cardoza, 26th Assembly District

Pat Kuhn, mayor of Oakdale

Jack Sieglock, San Joaquin County supervisor

Terri Bailly, Calaveras County supervisor

Much to our disappointment, Sal Cannella did not win his bid for the state's 12th Senate District and Debra Gravert lost in Assembly District 10 by a mere 400 votes. Losing by such a narrow margin has not discouraged her, though, and we feel she will be victorious in the next election.

The officers of Local 3 and the District 30 staff wish you and your family a safe and prosperous 1999.

District Rep. Dave Young

Granite named Employer of the Year



From left are recent graduates Paul Remneff, Warren Nelson, Teresa Outzen and Harley Rossell with Local 3 Business Manager Don Doser.

from reno

RENO - Granite Construction was recently recognized as the Employer of the Year by the Operating Engineers Local 3 Apprentice Program at its annual completion and awards ceremony. Mike Pineil, a Local 3 journey upgrade and one of Granite's supervisors, was given the individual award. Both Pineil and the company were honored for their contribution to the training of apprentices.

Apprentices graduate

Six apprentices recently graduated as journey upgrades from the Operating Engineers Local 3 Apprenticeship Program. T.J. Manzini, Warren Nelson, Teresa Outzen, Paul Remneff, Harley Rossell and Matthew Williams graduated as equipment operators and mechanics after 6,000 to 8,000 on-the-job training hours and classroom instruction.

NEWS FROM THE
*districts***Rancho Murieta Training Center
acquires 125-ton Link Belt 1***from rancho murieta*

Through the helpful hand of good union contractor Sacramento Valley Crane, the Rancho Murieta Training Center adds the HC238 to its crane training fleet. A two-axle dolly was loaned by Valley Crane so that the rig could be self-propelled home. Transportation was provided by Valley Crane, Reliable Crane and Rigging and Caltrans. Thanks again to all of them for their help.

As a reminder, the RMTC will be scheduling training for journey operators, mechanics and crane operators in January. Talk to your local district dispatch to sign up for classes.



Above: from left: mechanics Steve Gaylord and Gary Herren unhook dolly as Director Ray Helmick watches.

At left: Mechanics Steve Gaylord and Gary Herren guide dolly on to flat bed as Crane Operator John Teller lowers it.



RMTC Crane Instructor John Teller drives 125 ton Link Belt into RMTC Crane yard area. Dolly and other assistance provided by Valley Crane, Reliable Crane & Rigging and Caltrans.

*from redding***Early rains slow down work in Redding**

REDDING - The rains came hard in early November and some of the late bidding jobs had to be set aside for the winter. J.E. Shea's Corning I-5 job will be held up until next year when workers will go back to put on the open grade for the final lift. Shea's Burney job is waiting for the final lift, but all of the street curbs and gutters are completed along with the paving. The company's Yreka I-5 job is on hold until after the new year.

Manning Construction's Hwy. 44 job in Shingletown is on hold for the final lift. All in all there will be a lot of jobs on hold until the 1999 work year.

The 1999 agenda for Caltrans will contain twice as many project going for bid as in 1998.

Roy Ladd has a joint venture with Benco for the Hwy. 299 project at Ingot. Work will involve the placement of two bridges and realignment of the highway. It will also include a job at Tee Bar on Hwy. 96.

Kiewit has a rehabilitation job on Hwy. 299 that will start in the spring.

Tullis and Heller have been busy this year with the county overlays and spot paving throughout the six northern counties of Lassen, Modoc, Shasta, Siskiyou, Tehama and Trinity. At the end of the season, Tullis and Heller picked up one of the best screedmen in the business, Henry McGraw.

Baldwin Construction picked up the rehabilitation job in I-5 south of Corning. The estimated starting time of the job is spring of 1999.

Get well soon, Bob

Bob Currie, one of the Redding District's long-time members and the famous bean stirrer at our annual barbecue, underwent bypass surgery on November 25, 1998. We would like to send him our best wishes for a speedy recovery.

We hope all of our members and their families had a wonderful holiday season and we wish you the best for a prosperous new year.

Business Rep. Wilbur Chase

**PRE-RETIREMENT
MEETINGS**

All meetings convene at 7:00 p.m.

FRESNO

Thurs. January 28
CedarLanes
3131 N. Cedar

SALT LAKE CITY

Wed. Feb. 10
Operating Engineers Bldg.
1958 W. N. Temple

RENO

Thurs. Feb. 11
Operating Engineers Bldg.
1290 Corporate Blvd.

SACRAMENTO

Tues. April 6
Operating Engineers Bldg.
4044 N. Freeway Blvd.

AUBURN

Wed. April 7
Auburn Recreation Center,
123 Recreation Dr.

EUREKA

Tues. April 13
Operating Engineers Bldg.
2806 Broadway

REDDING

Wed. April 14
Operating Engineers Bldg.
20308 Engineers Lane

MARYSVILLE

Thurs. April 15
Friday Night Club Live (Packard Library)
301 4th Street

STOCKTON

Tues. January 5
Operating Engineers Bldg.
1916 N. Broadway

OAKLAND

Wed. January 6
Operating Engineers Bldg.
1620 South Loop Rd.
Alameda, CA

CONCORD

Thurs. January 7
Concord Centre, 5298 Clayton Rd.

NOVATO

Tues. January 12
Alvarado Inn
250 Entrada

FAIRFIELD

Wed. January 13
Operating Engineers Bldg.
2540 North Watney

SAN FRANCISCO - SAN MATEO

Thurs. January 14
Electricians Hall
302 8th Ave.

SAN JOSE

Tues. January 19
Italian Gardens 1500
Almaden Rd.

WATSONVILLE

Thurs. January 21
VFW Post
1716 1960 Freedom Blvd.,
Freedom, CA

ROHNERT PARK

Tues. January 26
Operating Engineers Bldg.
6225 State Farm Dr., Suite 100

meetings & announcements



See back page
for
Departed
Members List

Bring your dues card

Recording-Corres. Secretary Robert L. Wise wishes to remind all members to carry their paid-up Local 3 dues card. When attending a semi-annual, quarterly district or special called meeting of the union, your paid-up dues card is proof of your good standing status as a member of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of November 1998, and have been determined to be eligible for Honorary Membership effective January 1, 1999.

Howard Akamine	1152931
Kazushi Amimoto	1123479
Antone Andrade	1142657
William O. Brown	1142682
Ralph W. Chase	1142694
Albert Diaz	1121762
Kenneth Downer, Sr.	1011139
L.A. Dresden	0928038
Leland Finch	1137554
Norman N. Ginocchio	1136388
Glenn Gramstad	1087506
Calvin R. Jibson	0719385
Grover C. Kemper	0756564
Lawrence Lawson	0890001
Chester LeBlanc	1148466
Victor Lohr	0331551
Gary N. Lutes	1128380
Harvey L. Madsen	1137582
Marvin Naylor	1148366
Carlyle Nelson	0746313
Lewis Perrin	1137715
Richard A. Rider	0836907
Rex R. Roggasch	0627508
T.C. Schweppe	1148392
Rufus Sonognini	1107367
A.E. Tonkin	1144751
Eugene Wagner	0454246

NOTICE

ELECTION OF MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

Business Manager Don Doser has announced the election of Market and Geographic Area Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1999 with eligibility rules as follows:

1. Must be living in the Committee's Geographical area
2. Must be working/making a living in the industry in that area
3. Must be an "A" Journeyperson
4. Must be a member in good standing
5. Cannot be an owner operator

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

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

The schedule of the meetings in which these elections will be held appears at right under "District Meetings."

NOTICE

1999 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 1999.

The schedule of the meetings in which these elections will be held appears at right under "District Meetings."

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

FEBRUARY 1999

- 16th.....District 20: San Leandro, CA
Sheet Metal Training Center
1720 Marina Blvd.
- 23rd.....District 30: Stockton, CA
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
- 24th..... District 01: Burlingame, CA
Machinists Hall
1511 Rollins Road

MARCH 1998

- 1st.....District 17: Kauai, HI
Kauai High School Cafeteria
Lihue
- 2ndDistrict 17: Honolulu, HI
Washington Intermediate School Cafeteria
1633 So. King Street
- 2nd.....District 04: Fairfield, CA
Engineers Building
2540 N. Watney Way
Fairfield, Ca 94533
- 3rd.....District 17: Maui, HI
ILWU Hall
896 Lower Main Street
Wailuku
- 4th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St.
- 5th..... District 17: Kona, HI
Holualoa Imin Comm. Ctr.
76-5877 Mamalahoa
Holualoa, HI
- 8th.....District 40: Eureka, CA
Engineers Building
2806 Broadway
Eureka, CA 95501
- 9th.....District 70: Redding, CA
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 10th.....District 60: Oroville, CA
Cannery Workers
3557 Oro Dam Blvd.
- 16th.....District 90: San Jose, CA
Italian Gardens
1500 Almaden Road
- 18th.....District 50: Fresno, CA
Laborer's Hall
5431 East Hedges
- 24th.....District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Blvd., Ste. 200
Sacramento, CA 95834
- 25th..... District 10: Rohnert Park, CA
Engineers Building
6225 State Farm Drive
Rohnert Park, CA 94928
- 29th..... District 12: Salt Lake City, UT
Engineers Building
1958 W. N. Temple
Salt Lake City, UT 84116
- 30th..... District 11: Reno, NV
Engineers Building
1290 Corporate Boulevard
Reno, NV 89502

FOR SALE: Old Coca Cola trays, total of 10 from 1929, 32, 35, 36, 37, 38, 39, 41, 42, 50; and a vintage 1950s Mobil gas canvas flag, call Dean (209) 334-1955, leave message, #2260507.

FOR SALE: Desk & chairs, dark oak, 29X41-4 drawers, still looks, smells new, original cost \$600, will sell for \$250 for both, (209) 931-2058, #1022395.

FOR SALE: Horse trailer, vintage wooden 2-horse trailer, good cond., (530) 359-2245, #2197051.

FOR SALE: '75 Jeep Renegade CJ5 4X4, with 304 V8, 3 speed, factory winch, new soft top, low miles, \$5,000, (408) 274-5591, #2105272.

FOR SALE: Alhambra Royal electric water cooler, \$50; Bassett Baby crib with mattress, \$100, Graco stroller, \$25, Graco porta-crib, \$50; Evenflo Joy Ride car seat carrier, new, \$40; (408) 274-5591, #2105272.

FOR SALE: Sony camcorder TRV25 8mm, 3 batteries, charger, case, 3.5-in. screen, brand new in box, \$500, (831) 759-9956, #2145338.

FOR SALE: '96 Ski Centurion Falcon Sport ski boat, pylon, boardrack, stereo, fat sack, always garaged, super clean, \$1,700, (831) 759-9956, #2145338.

FOR SALE: '86 Ford F600 flatbed truck, 8.2 Detroit Diesel engine, 5-speed trans., diamond plate steel bed tool boxes, new tires, low miles, clean \$12,000, (510) 357-7873, #0892645.

FOR SALE: Membership in Camperworld Pleasant Creek Ranch in Utah, Also, affiliated with Coast to Coast and RPI, \$1,000/offer, will trade or sell, no longer have an RV, (702) 456-0527, #0964973.

FOR SALE: '96 29-ft. Layton travel trailer w/ 13-ft. slideout, central AC-heat, microwave, phone jack, AM-FM cassette stereo, awning, 1 owner, like new, \$17,900, (707) 451-7970, #1945298.

FOR SALE: '85 40-ft. Teton 5th-wheel travel trailer, self contained dual ACs, living rm., pop out, needs some TLC, sold as is, Yolo County, consider trade up or down on 25 plus or minus 5th wheel, (435) 781-2620, #1187397.

FOR SALE: Truck, trailer & backhoe: '72 Ford 8000 dump bobtail, Cat diesel eng., air brakes; '71 Ziemer flatbed trailer 3 axle w/ electric brakes, max legal load; '70 Case 580 CK diesel backhoe & loader, shuttle trans, \$15,500; pump; 3-in. Bebo, 3 phase 220 or 440, \$300; Model A Ford 2-dr., 4-passenger, good cond., \$7,000, (916) 967-1449, e-mail: edwest@jps.net, #0702515.

FOR SALE: '96 Saturn SLI 4-door sedan, front-wheel drive, auto trans, AC, 93K miles, \$8,500, good commute car, (510) 531-7036 or (925) 443-6313, #2081049.

FOR SALE: 16-ft. Hobie Cat, Harkin rigging, extra racing items, boat trailer, sails, in exec. cond., \$850/offer, (209) 785-3098, #2151595.

FOR SALE: '94 Aljo travel trailer, 22.5 ft., new cond. w/ awning, microwave, air, stereo, sleeps 5-plus, \$7,900, (530) 877-7519, #0868407.

FOR SALE: '78 Transamerica 35-ft. 5th wheel trailer, ATV rear access with ramp, remodeled and updated, great if building home or rental, \$4,000/offer, (530) 878-1535, #2327523.

FOR SALE: '77 Ford pickup club cab, 460 motor, will trade for window van, '86 fuel inj., 351 Ford or Dodge 360, (209) 668-4689, #0418171.

WANTED: Antique cork top whiskey bottles from S.F., paying up to \$5,000, top prices paid for soda, bitters and other antique bottles, Richard T. Siri, P.O. Box 3818, Santa Rosa, CA 95402, (707) 539-1169, #1025301.

FOR SALE: '93 Polaris 350L ATV 4X4, variable trans., electric & pull start, push button 4-wheel drive, 3,200 original miles, exc. cond., \$3,000, (209) 237-2714, #2146314.

FOR SALE: 6.9 acres in Cottonwood, Calif., area of nice homes and school, \$42,000, (530) 222-2428.

FOR SALE: '78 Chevy El Camino, 350 V8, rebuilt eng., 17,000 miles, AT, EB, base station CB, Gem Top, boat rack, new radiator, trailer hitch, \$3,000, (707) 526-2844, #1020275.

FOR SALE: House in Turlock, 2,000 sq. ft., 3 bd., 2 1/2 bath, living, family and dining rooms, hardwood floors, built-in china cabinet, built-in vac., RV parking, lg. back yard, auto sprinklers, (209) 668-4689, #0418171.

FOR SALE: 40-acre cattle or horse ranch, 25 miles from Fresno and New Valley Childrens Hospital, PG&E, good well, phone lines, house pad and sheds, corrals, beautiful views, lots of wildlife, \$149,500, (559) 255-0526, #918926.

FOR SALE: Stock Ford Bronco wheels, \$200; also, 4 sawtooth alum. wheels for Chevy 1/2-ton Chevy pickup, tires 33 in.x12.5 in., B.F. Goodrich, half-worn, (408) 847-4913, #2026998.

FOR SALE: '85 Southwind M.H., 31-ft., 62k miles, very clean, \$14,000, (530) 824-48-4822, #854097.

FOR SALE: '86 Mazda pickup, set up for towing w/ foling tow bar, \$2,300, \$16,000 takes both, (530) 824-48-4822, #854097.

FOR SALE: '93 Tioga 28-ft. motorhome, non-smoker, no pets, 8k miles, sleeps 6, queen walk around bed, hydraulic jacks, awning, generator, TV, microwave, power entry steps, new tow dolly for small car, loaded, asking \$45,000, Arthur Dichter, 4430 Babich Ave., Sacramento, CA 95822, #1988733.

FOR SALE: Datsun 240Z, 101K miles, matalic blue, white int., 3-speed automatic, runs great, \$3,000/offer, (530) 878-8466, #0814918.

FOR SALE: Cavalier King Charles puppies, AKC, shots, health guarantee, loving, affectionate, small (parents 10-13 lbs), lap dogs of royalty, (530) 359-2245, #2197051.

FOR SALE: '67 Olds Delmont 88 'Camdian' convertible, 115K original miles, newly rebuilt 425 engine, trans and torque conv., White with red vinyl int., \$5,000/offer, (530) 878-8466, #0814918.

FOR SALE: '51 Chevy 2-ton truck, 235, 4+2, 12 volt, 25% restored, not running, too many parts to list, \$800/offer, (925) 680-8380, #2077234.

FOR SALE: '98 Yamaha YZ250, rental bars, JN suspension, after market graphics and seat covers, FMF pipe/silencer, new chain and sprockets, runs perfect, need money for winter, \$5,000, ask for Jeff, (408) 226-4688, #2123431.

FOR SALE: Trailblazer woodstove w/fan, measures 24x24x21 deep, w/take 20-in. logs, \$450, (510) 537-2594, #1768889.

FOR SALE: 6-ft. Ferguson Sickle mover, 3-point hitch, pto drive, for small Ford tractors, i.e. 8N, 9N and similar types, exc. cond., \$225, (208) 734-5540,

#1121987.

FOR SALE: 16-in. custom drilled truck rims, look like centerline auto drag type, drilled 5 X 5 1/2, brand new with BF Goodrich 275/65/R16 tires mounted on them. Fits Dodge, Ford, Jeep, sacrifice for \$1,000/offer, call Dean (209) 334-1955, leave message, #2260507.

FOR SALE: '63 Miley horse trailer, great cond., dual 2-sbts, \$800, 2 Polaris Indy 500 snowmobiles and trailer, front swopenion, like new, \$8,700; Lincoln welder, 6 cyl., 300 amp., built-in generator, on trailer, \$3,800; electric dryer, green, \$150, electric range, green, \$250, exercise equipment: stepper, bike, Ellipse 7 Norditrac, Motorola cell phone, (209) 245-3532, #1812603.

FOR SALE: 300 amp. Aircro portable welder, same as Miller, like new \$1,500, (510) 758-1064, #1159561.

FOR SALE: '87 Coachman, 26-in. chassis mount, fully loaded, twin beds in rear, queen bed above cab, 2 swivel chairs, separate shower/bathroom, new carpet & microwave, cable ready, heavy-duty tow pkg., 1,000 miles on new engine, \$14,500/offer. Also, '79 Harley Sportster, custom design & paint, 4,975 miles, recently tuned, ready to go, \$4,200/offer, (209) 835-8298, #2137838.

FOR SALE: '97 Polaris Sportsman 500 ATV, 120 miles, \$5,000, (916) 344-797.

FOR SALE: '84 Class C motorhome, 27-ft., 83,500 miles, awning, generator, new carb, starter, fuel pump, muffler, very clean, \$10,500, (530) 357-5510, #2230049.

FOR SALE: '55 Lincoln Capri, restorable, complete, \$500 firm, (530) 589-3291, #899497.

FOR SALE: '85 4-wheel-drive Chevy pickup w/camper shell and carpet kit. All paperwork on repairs kept, new clutch, rebuilt motor, 168K miles, good shape, \$4,500, call Steve (510) 635-3759 or e-mail at Dirtmover@netscape.net.

FOR SALE: '91 Chevy pickup, 3/4-ton ext. cab, Silverado, all power accessories, too much to list, must see, clean, \$11,500; Also, '94 Coachmen 5th wheel trailer, 28 1/2 ft., like new \$16,000 or both for \$26,000/firm, (209) 823-3964, #0773006.

FOR SALE: Wood chipper, heavy duty, 3-pt. hitch, tractor model, exc. cond., \$3,000 new, will take \$1,800, used one day, (408) 637-2464, #15 86184.

FOR SALE: '96 Saturn SLI 4-door sedan, auto trans., AC, PS, PB, tilt wheel, cassette, dual air bags, 88K miles, gray cloth interior, white exterior, good commute car, \$9,300, ask for Becky, (510) 531-7036 or (925) 443-6313, #2081049.

FOR SALE: '84 Itasca Winnebago motorhome, 30 ft., 454 Chevy engine, 36K miles, 7.5 generator, solar panel, 2-roof AC, built-in vacuum system, microwave, 3-way refrigerator, plush interior, rear master bdr, sep. shower-toilet, new tires, nonsmoker, exc. cond., \$15,900, (707) 994-4886, #2056260.

FOR SALE: '79 F350 4X4, needs some work, \$2,300, (408) 847-4913, #2026998.

FOR SALE: '96 Saturn, front-wheel drive, air cond., ps, pdl, white ext., gray int., tilt wheel, cassette, dual air bags, 8,800 miles, \$9,300, please call Jack, (510) 531-7036 or (510) 351-1416, #2081049.

FOR SALE: Eastern Block AK 47 semiautomatic, 7.62X39mm, NIB, never fired, ban from import, legal to own, \$800, call Robert (925) 556-3300,

#2084439.

FOR SALE: Nordic Track, Medalion model, cost \$1,500, will sell for \$700, used only once, like new, videotape and book instructions, (530) 241-6748, #1157858.

FOR SALE: '92 Dodge Caravan Grand SE, V6, ps, pb, cruise control, privacy windows, new trans, new fuel pump, maroon paint/interior, fairly new tires, am-fm radio, roof rack, tow pkg., no dents, exc. cond., \$9,255/offer, must sell, (408) 336-0613.

FOR SALE: '90 Winnebago Superchief, non-smoker, no pets, 34-ft, 460 Ford eng., basement model, generator, hydraulic jacks, power entry steps, drivers door, awning, backup amera, built-in vacuum, 2-roof air, 2 TVs, VCR, microwave, washer-dryer, queen bed, tow dolly, must sell, make offer, (209) 943-6825, #1054983.

WANTED: 22 magnum pistol or rifle, call Robert (925) 556-3300, #2084439.

FOR SALE: '89 F250 XLT Lariat, 1 owner, exc. cond., 351 eng., AT w/over-drive, rebuilt heads, dual gas tanks, several new items, too many to list, \$7,000, (408) 445-2883, evenings-weekends, #2072288.

FOR SALE: '85 Toyota Dolpin 21-ft motorhome, 4-speed manual trans, dash-roof AC, generator, new rubber, 62K miles, \$6,200/firm, (930) 534-5978, #1003128.

FOR SALE: ELOX HP 104 and T200D power supply, lg. work tub, \$6,000 or trade for engine lathe, (530) 273-8369, #2324030.

FOR SALE: 27-ft. Winnabago Brave, bought new in '94, 454 Chevy engine, 17K miles, sleeps 4, queen-size bed, couch makes into bed, large shower, 4-burner stove w/ oven, microwave, large ref., built-in TV, radio with cassett player, roof-dash AC, \$3,000 for equity and assume payments \$386.99 per mo., balance owed: \$31,410, (209) 299-3817, ask for Dan, #0998883.

FOR SALE: '92 Morgan 3-horse slant gosseneck, \$4,200; '77 custom 2-horse shotgun gooseneck, needs paint, \$1,900, (209) 852-2185, #1001694.

FOR SALE: Alumweld jet boat, new 454 Chevy, 10 hrs. on engine, w/trailer, \$10,000; '72 lube truck, Ford LN700, 565 gal fuel tank, 200-gal oil, grease, E-vac, \$15,000, (530) 629-2863, #1242931.

FOR SALE: Well cared for 8-yr-old house in Clearlake, CA, 2-br., 1ba, newer paint, satellite dish, redwood fence, nice barnstyle shed, carport, on quiet st., privacy, 5 min. to lake, \$60,000, (707) 994-0270, #115370.

FOR SALE: Classic collector, '34 Chevy 2-dr twm sed, master deluxe 1 of 200 made in Oakland, CA, w/contental kit, brown mohair interior, lemon beige, restored from frame up, all original gear, bearing, etc., 12 volt, w/alternator, like or new or better, 4K on car, 500M on engine, \$11,900/offer, (209) 785-3527, Copperopolis, CA, #2300397.

swap shop

FREE WANT-ADS FOR MEMBERS

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and 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. Engineers News reserves the right to edit ads. NO PHONE-IN ADS PLEASE. LIMIT 2 ADS PER ISSUE.

To place an ad, 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

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

Scholarship Contest Rules for 1999

General rules and instructions for Local 3's College Scholarship Awards for the 1998/1999 school year



Four college scholarships will be awarded to sons and daughters of Local 3 members. Two scholarships of \$3,000 each will be awarded to the first place female and male applicants. Two scholarships of \$2,000 each will be awarded to the runner-up female and male applicants.

These scholarships must be used for study at any accredited U.S. College or university. The Local 3 Federal Credit Union will contribute half the amount of each of the four scholarships.

The Local 3 scholarships will not impose restrictions of any kind on the course of study. Recipients may accept any other grants or awards which do not rule out scholarship aid from other sources.

Who may apply

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

Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships. The parent of the applicant must have been a member of Local 3 for at least one (1) year immediately preceding the date of death.

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1998), or (2) the spring semester (beginning in 1999), 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, 1999 and March 1, 1999.

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 17, 1999 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, 1999:

- 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

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members:
(Compiled from the November 1998 database)

Obie Arnett	Muskogee, OK	11-14-98
Kenneth Booth	Sequim, WA	11-11-98
Richard Boyette	Rocklin, CA	11-13-98
Al Ross Brossard	Watsonville, CA	11-05-98
Barney Brown	Colusa, CA	10-21-98
Floyd Clawson	Stockton, CA	11-07-98
Vern Covey	Lockeford, CA	11-06-98
James Cross	Redding, CA	11-09-98
Bruce Darmsted	Castro Valley, CA	10-28-98
Leroy Distefano	Modesto, CA	10-25-98
Billy Dooley	Filer, ID	10-25-98
Richard Farm	San Francisco, CA	11-14-98
Richard Fernandez	Modesto, CA	10-29-98
Larry Green	Reno, NV	10-29-98
Richard Griffin	Hollister, CA	11-03-98
Joseph Hale	Shasta Lake, CA	03-20-98
Manuel Hernandez	Freedom, CA	09-10-98
Clifford Jasper	Modesto, CA	11-05-98
Peters Kalahiki	Kaneohe, HI	11-01-98
George Lockhart	Grass Valley, CA	11-05-98
Cecelio Madeira	Fremont, CA	10-25-98
William Maston	Carson City, NV	11-09-98
Martin Miller	Vacaville, CA	10-29-98
George Murphy	Sonora, CA	11-04-98
Arnold Pool	Redwood City, CA	10-22-98
Walter Procter	Modesto, CA	11-03-98

Frank Reece	Folsom, CA	11-15-98
Manuel Rose	San Jose, CA	10-31-98
Frank Runge	Napa, CA	10-31-98
Tee Zhee Sanders	Rodeo, CA	11-18-98
Edward Sawamura	Kaneohe, HI	10-30-98
Allen Sousa	Gilroy, CA	11-06-98
Donald Thomas	Manteca, CA	11-09-98
Albert Warren	Merced, CA	10-29-98
Flayvel Whitworth	Hayward, CA	11-16-98
Chris Whitworth	Olaton, KY	11-12-98

DECEASED DEPENDENTS

Yvonne Lowe, wife of Jack Lowe	11-01-98
Betty Burns, wife of Virgil Burns	10-19-98
Tommy Cannon, wife of Tiffin Cannon	10-18-98
Geraldine Gogue, wife of Levi Gogue	11-07-98
Bertice Herring, wife of Lloyd Herring (deceased)	10-01-98
Janie Phillips, wife of Jasper Phillips	09-03-98
Valerie Simon, wife of Charles Simon	11-98
Agnes Staff, wife of Alfred Staff (dec.)	11-05-98
Patricia Sutliff, wife of Charles Sutliff	10-20-98