Crowd control!

Alameda County Sheriff's Dept. helps make the Oakland Coliseum a safe and pleasant place to watch a game

See story p. 9
Local 3 has long maintained a Good Standing Fund to financially assist members who are stricken with extended illness or injury. Through the Good Standing Fund, members in need are able to have their union dues paid for them.

This month, our Executive Board approved a policy that we hope will preserve the integrity of the Good Standing Fund and ensure that money is there for those who need it.

Article XXI, Section 8 of the Bylaws states:

Any member found guilty after trial of making misrepresentation of his claim, or who shall be party to procuring fraudulent payments or who claims and secures illegal and improper benefits, or who willfully violates the spirit and intent of the rules and regulations of the Fund, shall have no right to receive any benefit from this Fund in the future.

The vast majority of Local 3 members are honest in their dealings with the union and do not apply for assistance from the Good Standing Fund unless they have a legitimate need. However, there are a few members who have received benefits improperly from the Good Standing Fund.

We've had cases, for example, where members have submitted a physician's certificate stating that due to illness or injury they would be unable to work for a certain period of time. The members then recovered from the injury or illness earlier than expected, but continued to receive benefits from the Fund for the full time indicated by the physician, because they failed to notify the union that they had returned to work.

Unfortunately, the abuse of the Good Standing Fund by a few members can jeopardize its ability to be there for the rest of our members who are truly in need and are eligible to receive assistance.

In order to ensure that benefits from the Good Standing Fund are paid only to those members who are eligible, and in order to carry out the intent of Article XXI, Section 8 of the By-Laws, the Executive Board at its October meeting established the following policy:

Any member found to have received benefits from the Good Standing Fund for any period during which the member was not eligible for such benefits shall be required to promptly repay such benefits to the Fund and shall also be brought up on charges under Article XVIII of the By-Laws.

Unless there is direct evidence of fraudulent intent, a member's first time offense of receiving Good Standing Fund benefits improperly shall be deemed to be an unintentional or non-willful violation, and the penalty imposed shall be an order that the member attend two (2) of the next four (4) home District Meetings, and a fine not to exceed $100.00.

In any instance where a member is found to have improperly received Good Standing Fund benefits more than once, the violation shall be deemed to have been intentional, and the member shall thereafter be prohibited from receiving any benefit from the Good Standing Fund in the future, unless the member can prove at trial by clear and convincing evidence that such repeated violation was unintentional and the result of excusable neglect.

We're confident that the vast majority of our members will welcome this policy as a means of ensuring the Good Standing Fund will be used in the manner for which it was intended.
Federal appeals court throws out term limits

Panel rules Prop. 140 did not adequately inform voters of its severe limitations

A federal appeals court has invalidated California's 1990 term limit initiative Prop. 140, a decision that has sent the California political establishment scrambling to adjust.

The 9th U.S. Circuit Court of Appeals ruled October 7 that Prop. 140, which limited state Assembly members to three two-year terms and state senators to two four-year terms, was invalid because voters were "not afforded adequate notice" that the measure would impose a lifetime ban on legislators.

In the 2-1 decision, the panel concluded Prop. 140, which passed with 52 percent of the vote, was so "ambiguous on its face" that voters could not have understood its implications when they approved it seven years ago.

The judges said a law cannot limit the fundamental right of voters to support their chosen candidate without mentioning the extent of the limitation. The court noted that the official voter pamphlet did not contain any words such as a "lifetime ban." The court stopped short of deciding whether the law was unconstitutional, saying instead that the initiative failed to tell the public how severe the limitation was.

In making its decision, the court issued a three-week stay before its order went into effect to give the U.S. Supreme Court a chance to review the decision. But a week after the October 7 ruling, the Supreme Court refused to review the term limit law.

But the decision is still up in the air. In what some legal experts considered an unusual move, the 9th Circuit asked both sides October 17 if they wanted the court to hold a temporary stay before its order went into effect to give the U.S. Supreme Court a chance to review the decision.

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Anti-union activists are gathering signatures for a ballot measure, disguised as ‘campaign reform,’ that would silence the political voice of working people in California

By Steve Moler
Assistant Editor

In just about any major election nowadays, anti-union and anti-worker politicians, usually Republicans, leap out of the campaign starting blocks and too often win elections not because their platforms reflect sound public policy but because they, more than anyone else, create and seize control of the “hot-button” and “wedge” issues.

Hot button and wedge issues usually involve extremely controversial and emotionally charged political, social and moral subjects such as capital punishment, abortion, gun control, welfare, immigration. They are ultimately intended to manipulate and dupe voters into making election day decisions contrary to their normal political persuasions and against their economic best interest.

Like a good split-finger fastball, hot-button issues look very tempting to hit in the beginning, but as they dip out of the strike zone at the last second, working people swing and strike out. While hot-button issues are designed to trick voters into reacting emotionally rather than rationally at the ballot box, wedge issues are intended to stir suspicion and hatred among ethnic and income groups for political purposes.

In the 1994 election, thousands of union members in California were duped into voting for Republican Gov. Pete Wilson in part because they were drawn to his support for two highly charged ballot measures: the anti-immigrant initiative Prop. 187 and the “three-strikes-and-you’re-out” measure Prop. 184.

But after Wilson won by a landslide over Democrat Kathleen Brown, union members watched in disbelief as Wilson attempted to eliminate overtime after eight hours, abolish prevailing wages and dismantle the state’s civil service system through massive contracting out. He eventually managed, through the state Industrial Welfare Commission, to abolish the eight-hour day earlier this year.

Wilson won his first term as governor against Democrat Dianne Feinstein in part by rallying swing voters around the hot-button issue of term limits, Prop. 140, which was struck down October 7 by the 9th U.S. Circuit Court of Appeals because it was so “ambiguous on its face” that voters could not have understood its implications when they approved it seven years ago. In the last election, the wedge issue was the Civil Rights Initiative Prop. 209.
Next year's hot-button and wedge issues

The hot-button and wedge issues of the 1998 elections are already being defined and peddled. In addition to a proposed initiative to do away with the state's bilingual education program, a group of anti-union political operatives, with roots in the 1993 school voucher initiative, are gathering signatures to place an initiative on the June ballot that would essentially take labor out of politics for the November 1998 election and beyond.

Deceptively called the "Campaign Reform Initiative," the measure would prevent labor organizations from using union funds for political purposes without acquiring written authorization from each member on special forms devised by the state. The measure would also "prohibit contributions to state and local candidates from residents, governments or entities of foreign countries."

Such a law would deal a crippling blow to the labor movement's political action programs. It would make it much more difficult for unions to contribute money to candidates who support working families, and it would severely hinder labor's ability to fight for such important worker issues as reviving the eight-hour day, preventing California from becoming a right-to-work state, keeping prevailing wages intact, and preserving the state civil service system. The initiative would impose no such restrictions on corporations and other special interest groups. Big business would be able to spend money on politics while unions would have to sit on the political sidelines and watch.

Phony campaign reform

The part of the initiative covering foreign campaign contributions represents a classic example of how initiatives are crafted to confuse voters and disguise their hidden agenda. Why a prohibition against foreign contributions was included in the initiative is puzzling since such contributions are already prohibited under existing state and federal campaign laws.

One explanation is that this section of the initiative is designed to arouse voter emotions and divert attention away from the true intention of the measure - to force a resurgent labor movement to sit out the 1998 campaign while anti-worker politicians in Sacramento cruise through the election unopposed.

By calling it "campaign reform" and emphasizing "foreign contributions," signature gatherers can approach the public with misleading opening lines like, "Would you like to sign a petition to put an initiative on the ballot that would reform our campaign system by prohibiting foreign campaign contributions?" Who would argue with that?

If the initiative qualifies, proponents will almost certainly market the measure as the "initiative to ban foreign contributions" instead of calling it what it is - the "initiative to put the labor movement out of business."

So far, signature gatherers have been spotted primarily in the parking lots of superstores like Price Club, Costco, Wall-Mart, K-Mart and other large retail stores throughout the state. The campaign seems to be targeting Southern California and the Fresno, Stockton and Sacramento areas, although petitioners could appear just about anywhere. The campaign has to gather a little over 433,200 signatures by November 13.

Why you should be concerned

Why is defeating this measure so important? Most unions contribute money to candidates who support issues and policies beneficial to their members. With few exceptions, these candidates are almost always Democrats. In the 1996 election, 12 races - seven Assembly, two Senate and three congressional - were decided by a margin of less than 2 percent. Six of these races - three Assembly, one Senate and two congressional - were decided by less than 1,000 votes. In looking to 1998, the narrow Democratic majority in the Assembly rests on just 3,000 votes in key swing districts.

If the Republicans take control of both the Assembly and the Senate and win the governorship in 1998, the GOP will almost certainly attempt, as it did after the 1994 election, to repeal prevailing wages and turn California into a right-to-work state. For public-sector union members, the Republicans would likely follow in Wilson's footsteps and try to dismantle California's civil service system by continuing the massive privatization of state work.

Wilson has already made his position on the initiative clear. The governor announced September 28 at the state Republican convention in Anaheim that he would serve as the honorary chairman of the initiative. Writing in the September 30 Sacramento Bee, columnist John Jacobs explained what's really going on: "More than most politicians, Wilson needs an enemy. Increasingly in recent years, he has derived his identity and political definition more from what he opposes than from what he supports...he still needs somebody or something to beat up on: I demonize, therefore I am."

Right-wing zealots

You can get to the essence of an initiative not only by carefully reading its language, but by also finding out who are its backers. In additions to Wilson's recent support, the initiative's roots can be traced to three ultra-conservative Southern Californians with backgrounds in Orange County school board politics and the failed 1993 school voucher initiative Prop. 174, which would have allowed parents to send children to private or religious schools using tax dollars.

Mark W. Bucher is an Orange County Republican activist who has been working to elect conservative school board members. Frank L. Ury, a Mission Viejo computer engineer, was a school board member in the Saddleback Valley Unified School District until he was defeated by a teachers union campaign against him. The third founder of the initiative is James M. Righeimer, a Fountain Valley real estate consultant who, along with Bucher and Ury, formed a group called the Education Alliance, which works to elect school board members who oppose teachers unions and support prayer in public schools, vouchers and abstinence-only sex education programs.

What you can do

Union members can take a stand against this potentially damaging initiative. If a signature gatherer approaches you regarding this measure, don't sign it. Next, begin to educate your family, friends and neighbors about the initiative and how it will adversely impact unions and working people. Watch the Engineers News and the Local 3 Web site (www.oe3.org) for additional information about the campaign to defeat the measure.
Granite installs new Gencor hot plant at Lockwood Pit

RENO - One of this summer's highlights for Granite Construction's Reno Division was the opening of a new hot plant at the Lockwood Pit. The Gencor continuous mix drum plant, with its 150 million BTU burner, puts out 600 tons an hour. The plant can store asphalt in five silos.

When Engineers News visited the Lockwood Pit July 11, Plant Operator Sparky Whitman was working with Gencor representatives on learning how the new system works and working out any of the plant's bugs. Installation of the plant began in April, and the facility sold its first load of asphalt in mid-July.
RENO – For the past three years, various union contractors have been doing excavation and underground work at the massive Wingfield Springs resort development north of Sparks, Nev. When completed, the development will consist of 2,000 residential units, a 27-hole championship golf course, a 400-room resort hotel, conference center and commercial village.

When Engineers News visited the project this summer, it found Q&D Construction doing mass excavation on another phase of the golf course and building house pads for additional residential units. In all, the job, which was completed late last month, involved 21 operators moving 1.2 million yards, or about 18,000 yards per day.

Q&D used a fleet of three Cat 773 and three 777 haul trucks, supported by two D10s, one D8 and a 992 loader, to move dirt from a large cut at the golf course site down a 3/4-mile haul road to the fill area, where the dirt was used to build house pads.

Congratulations to Q&D for finishing on time yet another phase of this important project.
Production and maintenance workers at the Nortech Materials Recovery Facility in Placer County voted overwhelmingly September 24 to be represented by Local 3. Of the 86 who voted, 55 favored Local 3, 14 voted for the company union, the Nortech Employees Association, and seven voted for no union representation. The unit of 97 employees represents the largest organizing victory since Local 3 joined with Operating Engineers Locals 12, 39 and 501 in organizing State Bargaining Unit 12 in 1991.

"This was a very satisfying victory because of the type of industry and the resistance the company put up," said Bob Miller, director of Local 3's Organizing Department. "What it came down to is that every worker wants to be treated with dignity, and now Nortech workers have that."

Nortech's 97 mostly Hispanic production and maintenance employees, most of whom speak limited English, handle household and construction waste at the facility, which is the largest recycling center in Placer County. The facility plays an important role in reducing the waste stream into landfills and helping the county meet state-mandated landfill reduction targets.

Several of the employees approached Local 3 Business Rep. Scooter Gentry in July seeking help in obtaining union representation because of deteriorating working conditions and inadequate benefits. Workers are often exposed to toxic substances such as ammonia, which can damage the eyes and lungs, and syringes, which exposes them to AIDS or other blood-borne diseases. Employees had tried unsuccessfully to get Nortech to find a method of keeping toxic materials off conveyor belts.

On the issue of wages and benefits, the company has given the production and maintenance employees just two measly pay raises totalling 14 cents an hour over the past two years. Most of the workers earn about $7.32 per hour. "This is not glamorous work, but it is very important and valuable work," Miller said. "Nortech is not paying fair value for the work."

The workers also wanted a pension plan. But Nortech General Manager Jerry Jackson responding by saying the company's retirement program was through Social Security. "There's not really much more we can do for them," he told the Roseville Press Tribune.

When the employees realized their demands would not be met, they signed cards designating Local 3 as their exclusive bargaining representative. After the company refused to recognize Local 3, the National Labor Relations Board scheduled an election for September 24.

The campaign that followed over the next two months demonstrated Business Manager Don Doser's team concept at its best. Doser put together one of the largest and most talented organizing teams Local 3 has ever assembled. The entire Marysville and Sacramento District staffs, under the direction of Districts Reps Frank Hererra and John Bonilla, teamed up with the Organizing and Legal departments, and together everyone rolled up their sleeves and dug in.

The team used every organizing tool in the book: phone banks, house calls, flyers, weekly meetings and potlucks, a march on the boss, pin day, and press releases to local media. Two of Local 3's Spanish-speaking business agents, Joe Tarin of the Oakland District and Frank Rodriguez of the Sacramento District, helped the organizing team overcome the language barrier by serving as interpreters.

After the September 24 election victory, Local 3 and the employees had hoped Nortech would bargain in good faith for a contract that would bring the workers a voice in workplace decisions, job security and a future for their families. But a week after the election, Nortech retaliated by terminating 11 of the employees, claiming they were undocumented aliens.

Most of the 11 fired employees had worked for the company since the facility opened three years ago. Nortech then called the Immigration and Naturalization Service in Sacramento to report that many of its workers were undocumented. Nortech also sought a rerun election with the NLRB on the grounds that many of those who voted in the election were working illegally and thus ineligible to vote.

"It was perfectly okay for these employees to work for the company for years, to help this company build itself up, for the company to make a profit off of their labor," Miller said. "But the moment these workers asserted their rights to form a union, it was no longer okay for them to work for this company."

Local 3 went to bat for the workers. First, it filed unfair labor practice charges with the NLRB seeking immediate reinstatement and back pay for all the fired workers. At the same time, the union sought a federal court injunction to stop Nortech from harassing and intimidating its employees.

Local 3 also accused the INS of violating its own policies of remaining neutral in labor disputes after the agency provided the company with suggestions on how to get rid of the workers. In this case, the INS didn't even attempt to determine whether a labor dispute was involved, said Local 3 attorney Tim Sears.

After Local 3 contacted the Sutter County Board of Supervisors, asking the board to do what it could to help the fired workers, and after the union got the INS to back off, the company rehired virtually all of the workers.

Now that the organizing dust has settled, Hererra and Bonilla are now preparing the unit for pre-negotiations, and Business Manager Don Doser himself will assist if necessary. All the Nortech workers are hoping for a Christmas present in the form of a signed, ratified contract.
Crowd control

Alameda County Sheriff's Dept. helps make the Oakland Coliseum a safe and pleasant place to watch a game

By Steve Moler
Assistant Editor

There's nothing quite as exciting as attending an NFL Monday Night Football game. Compared with the 12 NFL games played on the previous Sunday, Monday night games are something special. Because no other professional football games are played that day, the entire nation, for the better part of three hours, is focused on a single game broadcast live on prime-time national television. The usual sell-out crowds tend to respond to all the media hype with an extra level of enthusiasm.

On September 8, Monday Night Football came to the Oakland Coliseum, where a capacity crowd of nearly 60,000 watched the Raiders battle AFC Western Division rival the Kansas City Chiefs. As the Goodyear blimp beamed splendid aerial images of a gorgeous sunset over the Coliseum and San Francisco Bay to millions of households across the nation, you wondered how an event of this magnitude, despite the Raiders' reputation of having some of the rowdiest fans in football, could take place in such an orderly fashion.

The answer can be at least partially explained in two words: “good security.” The fact that 58,000 of the nation's most fanatical fans, many under the influence of alcohol, can peacefully coexist jammed into one gigantic concrete bowl for three hours is a credit to the Alameda County Sheriff's Department, which provides the lion's share of the security at the stadium during home Raiders games. The Sheriff's Department is also contracted to provide security for Oakland A's home games and other Coliseum events.

The task of making the Coliseum a safe and pleasant environment to watch a Raiders game requires an extensive team effort involving several different law enforcement agencies and organizations. The Sheriff's Department is responsible for covering the north parking lot, the playing field, the east (newly remodelled) section of the stadium, and overseeing the Unified Command Center, which is housed high on the stadium's fifth level in a luxury box in the North East Club House.

The Oakland Police Department, meanwhile, provides security for the south parking lot and the original part of the stadium. The Oakland Alameda County Coliseum, Raiders and NFL cover the players' locker rooms and other restricted areas inside the stadium. The private paramedic and ambulance service American Medical Response handles first aid and medical emergencies.

Pregame tailgate duty

About 54 deputy sheriffs are assigned to the entire Coliseum security operation. Their shift normally begins about four hours before game time, when the Coliseum parking lot opens and devoted Raider fans begin pouring in for one huge pregame tailgate party. But on September 8, the parking lot opened an hour early, at 1 p.m., because of an anticipated surge in automobile traffic caused by the BART strike.

During pregame tailgate festivities, the deputies work out of a mobile command post, a trailer parked in the north parking lot between the Coliseum and the indoor arena. Inside the command post officers can do pre-booking, paperwork and, if necessary, prepared suspects for transport to North County Jail. The deputies begin their patrols of the north parking lot on foot and on bicycles.

“The bikes are really great for this type of work,” said Dennis Church, one of four deputies assigned to bike patrol. “We can get around easily through the crowds, and people don’t even see us coming.”

The Sheriff’s Department has adopted a friendly, personal approach to Coliseum security: deputies are encouraged to mingle and interact with the pregame revelers. As the deputies make their rounds, fans can occasionally be seen offering officers food and drink.

“We want fans to understand that we are here to help and have a good time,” said field commander Lt. Gary Schellenberg. This gentle style of law enforcement, Schellenberg added, has worked well for the Sheriff's Department and has given over well with fans.

High on the list of visits during pregame festivities is a group known as the Black Hole, an informal Raider booster club whose members wear black T-shirts bearing Raider skull and crossbones and other team logos. During the game, the group occupies a section of the south end zone.

see 'Crowd Control' next page
Above: Bicycle unit members are from left: Dennis Church, Mark Whitehouse and Randy Sharpul.

Right: Lt. Gary Schellenberg, left, and Capt. Dennis Scheullberg direct security operations from the Unified Command Center.

Left: Deputy Robert Aribter, seated, fills out an arrest form for this suspect as Deputy William Leitman (standing from left), Emmanuel Chirdiy and Lt. Gary Schellenberg assist.

"Crowd Control" continued from previous page

The Black Hole throws a pregame tailgate party second to none. It includes live entertainment, a barbecue big enough to feed an entire football team, and the camaraderie of perhaps the most dedicated Raider fans in the parking lot. Formed in 1995, the year the club returned to Oakland from its stint as the Los Angeles Raiders, the goal of the Black Hole is to eventually recruit enough fans to turn the Coliseum into one huge Black Hole of screaming Raider fans.

From tailgate to kickoff

As kickoff nears and fans begin filing into the stadium, the Sheriff’s Department’s security operation shifts gears. The 33 officers who were assigned to the parking lot begin to take up positions on the playing field and inside the stadium. As the teams begin their warmups, a deputy sheriff is positioned about every 100 feet around the perimeter of the playing field to prevent fans from making unauthorized entry onto the field. Inside the stadium, deputies patrol and handle any problems fans or Coliseum staff might have.

During the course of a game, the deputies respond to a myriad of calls, the most common being drunk and disorderly conduct and first aid and medical emergencies. One of the more interesting calls came shortly before kickoff, when a Raiders season ticket holder reported that two men were sitting unauthorized in his seats. Deputies became suspicious of the two men when the season ticket holder said his house in Riverbank near Modesto had been burglarized earlier in the week and his season tickets stolen. The two men were taken into custody and later arrested on suspicion of receiving stolen property.

Undercover operations

In an effort to make the game safe and pleasant for everyone, the Sheriff’s Department sometimes stations undercover officers, often dressed in the opposing team’s colors and logo, in sections where unruly fans have been reported harassing or intimidating other spectators. If the undercover officer is physically and verbally assaulted, the perpetrators can be ejected from the game and their season tickets revoked, and in extreme cases, even arrested. Whatever the outcome, the Sheriff’s Department’s undercover operation keeps the fiesty ones guessing—and hope fully well behaved.

Inside the command center

The place to get a feel for the complexities and intensity of the entire Coliseum security operation is in the Unified Command Center located
in Loge Suite No. 72 on the fifth level of the new section. Beginning about an hour before kickoff until well after most fans have left the parking lot, this luxury box, under the command of Sgt. George Tarnow, hums with activity.

All of the law enforcement agencies and other organizations involved in Coliseum security direct their operations from this vantage point. Dispatchers from the Sheriff's Department, Oakland Police Department and American Medical Response field calls and coordinate responses. Police officers and other security personnel, their radios crackling with traffic, can be seen standing at the window overlooking the field and, peering through binoculars, searching for potential problems.

**On the playing field**

But it's not until you walk onto the playing field that you capture a feel for the intense emotions and electrifying energy of a Monday night game. When watching the game on the tube, you hear the announcers and a gentle roar of the crowd in the background through a 2-3-inch speaker.

Being on the playing field is an entirely different experience. When the crowd isn't roaring, you can hear everything that's going on around you: what the players and coaches are saying, the sound of Raiderettes taking the crowd through their cheers, the front row fans shouting encouragement to — or obscenities at — their favorite players. But with every Raider big play or score, the crowd noise erupts so loudly you cannot hear the person next to you talking.

With all the excitement comes the responsibility of keeping everything on the field under control. About 18 deputy sheriffs and two sergeants strategically positioned on the edge of the field have the job of making sure fans don't pour onto the field after a controversial call or other emotionally charged incident.

The Sheriff's Department's Coliseum security operation has been so successful a representative from the NFL with over 20 years as an FBI agent told the Engineers News: "I have never worked in a more cooperative atmosphere. Our working relationship with the Sheriff's Department couldn't be better. It's just great working with these guys."

The NFL representative was so impressed with the Sheriff's Department's operations he recently sent a letter to the NFL headquarters recommending that the Sheriff's Department's approach to Coliseum security become the model for all other stadiums to follow.
Now’s the time to ACT
As Local 3’s organizing strategy shifts into overdrive, union members can now get hands-on organizing experience through ‘Applied COMET Training’

By Steve Moler
Assistant Editor

For the past year and a half Local 3 has been training union members how to expand their ranks — and thus their strength — through the union’s Construction Organizing Membership Education Training (COMET) program. Through COMET Local 3 has trained an army of over 1,500 members to assist the union in attaining its organizing goals. Many of these COMET graduates have gone on to participate directly in various types of union organizing campaigns.

COMET I, a five-hour introductory seminar, educates members on why we need to organize. COMET II teaches members in a two-day workshop how to organize, placing a heavy emphasis on the organizing technique known as “salting” in which union members apply for and obtain jobs with non-union companies for the sole purpose of organizing the company’s unrepresented workers.

Ray Helmick, director of the Rancho Murieta Training Center, has specified that COMET I and II be given to all new apprentices and journey-upgrades when they attend classes at the training center. Other union members who want to take COMET I or II can call their district office and request a class, which can be given just about any time and anywhere, including evenings or weekends.

And now starting this winter, Local 3 is taking the hands-on part actually consists of a series of exercises, each lasting about 45 minutes, in which small groups carry out a campaign in each of the four categories of organizing: top-down, elections, COMET salting and internal. Each group plans and carries out its strategy, with the goal of getting the other group, acting as the employer, to sign a contract.

“A successful organizing campaign: doesn’t end until the contract is negotiated, signed and ratified,” Miller said. “Those who take ACT will get a feel for what it takes to accomplish all the steps in an organizing effort.”

If you are interested in taking ACT, or COMET I or II, call your district office and sign up now. With the rainy season coming, now’s the time to ACT and get the training necessary to help your union attain its organizing goals.

If ACT is as successful as COMET I and COMET II, participants can expect to come away from the class with some sound hands-on skills in how to organize. Of the nearly 1,500 Local 3 members who have completed COMET I and II, many have gone on to participate directly in various union organizing campaigns. The union is currently using COMET graduates in over 25 mass application and 15 COMET salting campaigns. Most of these campaigns are taking place in the private construction sector.

One recent organizing victory in which COMET graduates were used involved Topside Construction based in Carmichael, Calif. near Sacramento. After Local 3 won an election in May, the company resisted recognizing the union by filing frivolous challenges to the election. So Local 3 put some of the company’s operators to work at various union companies, while others went to work for non-union firms as “peppers,” non-members who go to work for non-union companies with the intent of organizing the company.

Topside, having lost many of its key operators, shifted into a hiring mode. The union then conducted a mass application campaign involving highly skilled union operators who were also COMET graduates to force the company to hire union members. If Topside hired less qualified hands, the union could file discrimination charges with the NLRA. If they hired the Local 3 hands, the union could continue to organize the company from within. At press time, the company owner and his son are the only two people currently doing work for the company.

COMET graduates were also used in a mass application and salting campaign in Nevada involving FNF Construction, a non-union company based in Arizona that had picked up a $12 million project on I-80 near Winnemucca. The union successfully placed COMET covert salts inside the company who witnessed the company using inferior construction materials and violating federal safety laws. After the Nevada Department of Transportation kicked FNF off the job, a union company, Frehner Construction of Las Vegas, Nev. picked up the contract.

Although COMET salting campaigns don’t always lead to an entire non-union company becoming union, they have provided many jobs for Operating Engineers. They also have resulted in salaried workers winning back pay awards. A good example is what happened recently at Harper Construction in Salt Lake City, one of the largest non-union construction companies in Utah. After taking a COMET I class, about 14 union members, under the direction of Business Rep. George Stavros, carried out a mass application campaign against the company. The goal was to get the company to hire union members, who would then work to organize the company from within.

After applying for jobs, the members were told to come back for testing. Two Local 3 members, Frank Sund and Glen Smith, compiled and took the tests. Even though Harper was indeed hiring, the company never contacted the two union members who took the test, or any of the other union applicants.

Local 3 filed unfair labor practice charges claiming the company discriminated against the Local 3 members based on union affiliation, a violation of the National Labor Relations Act. After the NLRA conducted an investigation, and the company contended it had “lost” only the union applications, the board ruled the company violated the NLRA and owed the two members back pay, an amount that hasn’t yet been determined at press time.

Whatever type of case, COMET has proven an effective means of organizing the non-union and thus increasing your union’s strength. The union is showing videotapes of actual mass application campaigns at most district meetings. If you would like to be a part of the excitement, now’s the time to ACT.
Treacheryous course

As President Clinton steers the nation toward an expanded NAFTA, it’s time to look at how it failed for workers the first time around, on both sides of the border by Jennifer Gallagher

"Fast-track"? Sorry, Bill, you're on the wrong track.

As this congressional session nears its end, President Clinton is scrambling to get the necessary votes to pass fast-track legislation that would give him the power to negotiate trade deals without Congress being able to amend the pacts. At first glance, there seems nothing unusual about a president trying to scrape together votes. In the case of fast track, the president has the votes from the opposing party, but not from his fellow Democrats.

continued next page

NAFTA has not been kind to Mexican workers, like this woman who works at an ATV factory in Matamoros, Mexico near Brownsville, Texas. She earns an average of only $20 a week and lives in a run-down shack.
continued from previous page

“That might just be because his compatriots in the Democratic Party are more rightly concerned with what their constituencies want. Pro-labor Democrats want provisions written into the fast-track legislation itself that would force the president to address labor and environmental issues when negotiating trade deals. Without those provisions, labor unions and environmentalists are vehemently against the passage of the bill.

The two lobbies are concerned that if fast track is passed, it will pave the way for passage of an expanded NAFTA, which would incorporate several South American nations, most likely starting with Chile, into a trade deal that could mean the loss of thousands of jobs.

Simply a procedure

Fast track itself is not a trade deal. It is simply a procedure that allows the president to negotiate trade deals with other countries without the threat of having Congress amend or alter the trade deal itself. Congress would have the power to vote only yes or no on a negotiated deal.

Fast track authority has been granted to every president since Gerald Ford, and must be periodically renewed. Fast track lapsed in 1994, and the president has been unable to renew it. The current proposal would give the presidency fast-track authority until Oct. 1, 2001, with an option to extend it until Sept. 30, 2005. Without it, proponents say, the United States would not only have trouble negotiating deals, but may be kept away from the table altogether.

The president's push to get fast track through during this session is rooted in his desire to expand NAFTA. He had hoped to get fast track passed before his mid-October visit to South America where, due to the lapse in fast track power, the United States has already been locked out of more than 20 trade deals.

Loss of jobs

At the heart of the NAFTA and fast track debates is the potential loss of jobs and harm to the environment. When the first NAFTA was passed in 1993, Americans were assured that increased trade would create jobs. Instead, it has cost over 400,000 U.S. citizens their jobs and many have suffered pay cuts. In fact, workers who were forced to find new jobs after their companies moved operations to Mexico took an average annual pay cut of $4,140. NAFTA gives companies extra power at the bargaining table – during contract negotiations, employers can threaten to relocate to Mexico where employees are afraid to ask for decent wages and benefits.

However, despite the influx of jobs to their country, Mexican workers have fared no better than American workers from the original NAFTA. Mired in an economic crisis and governed by a system detrimental to workers, they have suffered from unsafe working and living conditions, and are paid next to nothing. In fact, wages for workers in factories just south of the border can be as low as $20 per week, with no benefits and no job security.

Environmentalists are concerned because without ecological protection provisions countries with more lax environmental laws will allow companies to pollute the water and air without penalty.

House vote

On October 8, the House Ways and Means Committee voted 24-14 in support of the fast track trade bill. Although it passed easily, only four of the 16 Democrats on the committee voted for it. This left some in the Clinton administration and Republican backers of the bill concerned about whether it is even worth bringing to the House floor for a vote.

Even two Republicans, Jerry Weller (R-Chicago) and Phil English (R-Pittsburgh), voted no on the bill. It's no coincidence that both Republican representatives are from areas with a large union-oriented constituency.

California Democrats are particularly torn on the NAFTA issue. While they benefit from having a strong union and environmental constituency, they also represent many companies that want to see NAFTA passed. High tech companies in the Silicon Valley stand to gain large profits from relaxed trade laws.

Call to action

Since the full House of Representatives has yet to vote on fast-track authorization, union members can still make a difference. By contacting their representatives in Congress (please see list on next page) and urging them to vote "no" on the fast track bill, workers can send a clear message to President Clinton - labor will not stand idly by and watch as more American jobs are lost. Fast track and NAFTA help big business, not working-class Americans. It's time that the President was reminded that labor and environmental groups are strong on their own, and even stronger together.
Why NAFTA is dangerous

Tainted food, illegal drugs, unsafe trucks. Those are just three reasons why NAFTA is not only detrimental to job security in the United States, but to public safety as well.

In the fields of Mexico, where workers toil for long hours for subsistence wages, unsanitary conditions lead to illness and disease. Some of the pesticides they use are illegal in the United States because they harm the environment. With NAFTA, it is now easier to import food from Mexico than it was before. Sixty percent of our winter fruits and vegetables are now imported from Mexico, and the Food and Drug Administration can only inspect a certain amount. The end result can be disastrous, as was seen earlier this year when U.S. schoolchildren were infected with hepatitis as a result of eating contaminated strawberries imported from Mexico.

With the large number of Mexican trucks crossing the U.S. border every day, it is nearly impossible for border guards to inspect what comes through. With 12,000 trucks per day coming into the United States, and only about 1 percent getting inspected, it's easy to see why drug traffickers are having a field day with NAFTA. It is believed that close to 70 percent of the cocaine coming into the U.S. comes across the Mexican border. There are not enough inspectors to do a thorough job of inspecting the trucks and their cargo.

The trucks themselves that come across the border are unsafe. They are much older than American trucks, and are not held to the same safety standards. Federal safety inspectors at the border, working from 8 a.m. to 5 p.m., can only give a small percentage of the trucks a safety inspection. After 5 p.m., these trucks pass the inspection stations unscreened. Some of them are checked by state inspectors, such as California's Commercial Vehicle Inspection Specialist (CVIS), but these state employees can only inspect a fraction of the trucks that pass through the California Highway Patrol inspection stations.

If the NAFTA expansion is approved, more nations will be added to a situation that has already negatively impacted the United States. If this country doesn't have the manpower to inspect imports now, the addition of other countries into the mix will only further tax the nation's resources. Union members need to contact their leaders in Congress to let them know that labor will not tolerate any further threats to the nation's health and safety.
Company liable for employee's injuries in alcohol-related crash

A state appeals court refused to dismiss negligence charges against a Louisiana mooring and marine company that repeatedly failed to discipline an assistant ship captain who violated its alcohol policy until another employee got hurt.

Specifically, the Louisiana court held that the employee was entitled to compensation under the Jones Act, a federal statute that protects ship deckhands from employer negligence. In the case, a deckhand for the company was injured in a car wreck at the hands of his superior officer, who was an assistant captain. The assistant captain, who had been drinking before the accident, had a history of unreported offenses. He was eventually fired after he pleaded guilty to driving while intoxicated after the accident occurred. The court's focus in rendering its decision centered on whether the injured deckhand was in the "course of his employment" at the time of the accident.

The judge ultimately determined that the deckhand was on duty because he believed he was under order from his supervisor to accompany him on an errand off the ship. The test for liability under the Jones Act is whether a seaman was injured by employer negligence during the course of his employment.

In determining if the employee acted in the "course of employment," the court considered two factors:

- The "degree of control" the ship owner had over the deckhand at the time of the injury
- Whether the deckhand was "on personal business or a mission for the benefit of his employer or attending to the business of his employer."

Here, a factual question existed as to whether the deckhand was on personal business at the time the assistant captain asked the deckhand to accompany him on the errand. The assistant captain had been given charge of the vessel. As such, it was a reasonable indication that the errand could have been part of the deckhand's job duties, the court said.

The deckhand also presented sufficient evidence to suggest that the employer was neglectful because the ship's captain had failed to discipline the assistant captain for prior alcohol-related offenses, the court determined. The ship's captain never recorded the assistant captain's actions in his personnel file, even though he had been confronted before for violating a company policy that prohibits captains from drinking alcohol on or off the ship if they are on tour.

"These facts demonstrate a sufficient showing that an unsafe place to work may have been created by the company's lack of enforcement of its policies on board its vessels...," the court said. Cox v. Faslang, et al., No. 96-1354, La. App. Ct., 4/30/97.

Filling gas cans inside truck bed liners can spark fire

Rather than focus my entire column this month on one topic, I want to spend a little time covering several issues.

Dangerous combination

The first has to do with truck bed liners and gas cans causing sparks. Investigations have determined that numerous fires have been created by filling gas cans inside the beds of pickups that have bed liners, or filling cans on nylon carpets in car trucks. The investigations have determined that a static charge builds up from the bed liner or carpet to the can. As the charge builds it can create a spark between the can and the gas nozzle. Reports from Ford Motor Co., Standard Oil and Chevron recommend that gas cans should never be filled in the bed of a pickup truck equipped with a bed liner, or on the nylon carpeted car truck. The gas container should be placed on the ground before it is filled.

Company verses OSHA rules

The second issue has to do with company safety rules verses OSHA standards. Companies can request employees to wear personal protective equipment even when OSHA says it is not necessary. Remember that the OSHA standards are minimum standards or requirements. Companies are allowed to follow their own rules if they go beyond those enforced by OSHA.

For instance, if an employer says that the operators on the site will wear hard hats even when they are protected by a roll-over protective structure (ROPS), OSHA may not deem it necessary. But the company is allowed to enforce their own safety rules. Employers may require their employees to wear long trousers or shirts to prevent insect bites, poison oak or sun burns, but that is not a mandatory requirement enforced by OSHA. Employees can be terminated for not following the company rules. Insurance companies set a great deal of these safety rules for their employers. If the employers do not enforce these rules then their premiums can be raised.

Reporting accidents

My final theme deals with reporting accidents. Every year a large number of accidents involving operators fall through the cracks and go unreported. If you are involved in an accident, even if no one is injured, notify the business agent in your area. We have had companies where a large number of accidents have occurred and no one tells the agents. It is nice to have a record and establish a pattern with the company. Early detection can prevent future accidents.

It is hard enough to enforce safety standards with some companies even with all the reports. Most of the contracts have a clause that says the employers are to notify the district office or the area agent in the case of an accident, but this is not always happening.

Call in if you think the accidents are not being reported, or even if you think they are. We keep a copy of the initial accident reports, called business agent reports, in the Safety Department, and these reports can prove useful down the road when filing workers' compensation claims. Let us know of accidents where other crafts are operating our rigs. I don't have to tell you how we can use this information.
**No doubt about it, PECG initiative covers wide variety of private design work**

February 1998 will mark the 50th anniversary of the surveyors affiliation with Local 3. To celebrate this milestone a commemorative belt buckle will be made. Those of you who would like to submit a design are encouraged to do so.

All entries will be reviewed by a select committee. The name of the designer will be stamped on the reverse side. Once the design has been selected, orders will be taken. A time limit will be set to place orders. Once the order has been placed with the manufacturer, no further orders will be taken. After the last buckle is made, the mold will be destroyed. Let’s see how creative you can be. Send your design to Local 3, attention Paul Schissler, 1620 South Loop Road, Alameda, CA 94502.

**Strong growth for Calif.**

Economic indicators show that unemployment in California will drop below the national average by 2000. This economic forecast is expected to boost home values and provide thousands of job opportunities. Unemployment rates are expected to average 6.2 percent this year, then fall to 5.5 percent in the next couple of years. If predictions are correct, this would be the first time in 10 years that California has dropped below the national average.

Economists are predicting a strong regional economy that will last for several years. Driven by the influx of anticipated population growth, housing will increase substantially. The state's population is expected to soar from 33.6 million to 47.4 million by 2020. The increase in newcomers to the state is expected to push housing values up 10 percent by 1999. Anticipated growth in the entertainment, high-tech, manufacturing and service industries is expected to add 100,000 new jobs in the next year.

**PECG initiative**

But all this great economic news could be overshadowed by the PECG initiative. The Professional Engineers in California Government (PECG), an employee association of state bureaucrats, has spent nearly $2 million to place an initiative on the next statewide ballot. PECG claims it will help taxpayers, but it will actually be a huge competition killer. It would create a rigged bidding system to restrict private-sector competition for design and engineering projects, increase taxpayer costs and delay building new schools and other vital projects.

**Cities, counties oppose initiative**

The League of California Cities joined dozens of local governments recently in the fight to defeat the "Competition Killer Initiative." The core issue is this: Should virtually all design and engineering project development work for local government be done by state employees instead of contractors hired and managed by local city councils and county supervisors?

Any park, public works, school, road or jail project would be covered under this initiative if any state funding is involved, including bond funding, or if the state has any ownership, liability or responsibility for construction, operation or maintenance. The initiative creates a rigged bidding system that effectively means most infrastructure projects would be designed only by state workers, not private contractors that are accountable to the needs of local cities.

Building new projects already takes too long. This initiative would add a whole new layer of bureaucracy. The initiative requires that each local project be reviewed by the State Controller's Office. Because the measure specifies no deadline by which the controller must act, it could become a project bottleneck, further delaying jobs that are needed now.

Normal contract conditions, such as delivering a project on schedule and within the budget are conspicuously missing from this initiative, and what's more local governments would have no say in the process.

**Opposition from school boards**

Concerned it would cause delays in school construction, the California School Boards Association (CSBA) representing more than 1,000 K-12 school districts throughout the state, joined the fight against the competition killer.

"This initiative reflects bad public policy and will have a profound effect on school districts," said CSBA President Juanita Haugen. "The initiative will likely result in further delays in the approval process for school construction. This comes at a time when districts are trying to find more classroom space to meet class size reduction needs."

**Copycat legislation**

Due to strong opposition from schools, health care and local governments, the Competition Killer copycat bills, SB 479 and AB 376, were radically amended as they left the California Assembly and Senate.

Despite PECG's claims to the contrary, these bills as introduced were identical to the PECG initiative and did indeed apply to virtually all school construction projects. They now only apply to local and state transportation projects.

Promoters would like you to believe their measure would protect taxpayers and ensure competitive bidding. But if that's true, why are the California Taxpayers' Association, California Chamber of Commerce, California HealthCare Association, California Transit Association, California Highway Users Conference, California Minority and Women's Businesses Coalition among groups that oppose it.

**100,000 lost jobs**

Except for its promoters, no one disputes the Competition Killer Initiative would create bureaucratic gridlock delaying thousands of public works projects. This means delays in construction funding for vital projects. And no construction funding means no construction jobs. Conservative estimates are that 100,000 construction and related jobs would be lost in the first two years alone due to the construction delays caused by the Competition Killer Initiative.

**Contract negotiations**

Surveyors pre-negotiation meetings were conducted in Stockton, Sacramento, Santa Rosa, San Jose and Oakland districts. Contract negotiations have begun with Bay Counties Association and will continue over the next couple of months. We hope we can reach an early agreement by Thanksgiving and transition smoothly into 1998. We will keep you updated along the way.

**A final thought**

Let's say you're going to a party, so you pull out some pocket change and buy a little greeting card that plays "Happy Birthday" when it's opened. If someone casually tosses the card into the trash after the party, they would be throwing away more computer power than existed in the entire world before 1950.
Improper Medicare registration can cost retirees dearly

Members and spouses covered by the Pensioned Health and Welfare Trust who become eligible for Medicare benefits must enroll for parts A and B of the Medicare program. Failure to enroll will result in the plan denying any charges that would have been paid by Medicare, regardless of whether the eligible member or spouse has enrolled in the Medicare program.

From the point the member or spouse becomes eligible for Medicare, the Pensioned Health and Welfare Trust Fund becomes the secondary payer. This means Medicare will pay on the charges first and the trust fund will pay the appropriate balance of covered charges after Medicare has paid its portion.

Quick phone references

Continuing with our effort to make benefit information and services more accessible to the members, we are publishing the quick reference phone listing for active and retired Utah members. Listings for Nevada and California members were published in past issues of Engineers News and Hawaii's listing will be published in next month's issue.

Retiree Association meetings

Our fall round of Retiree Association meetings is in full swing. Check the schedule on page 19 and come to the meeting in your area. We'll bring you up to date on all the latest concerning the union and your benefits. This is your opportunity to meet with the officers and give them the feedback they need to make the union work for all.
Car shoppers can brake for savings at Local 3 credit union

Your credit union continues to add products and services designed to save members time and money on car and truck purchases. On the product side, you can now apply for an 84-month used or new vehicle loan. The 84-month term is available for loan amounts of $15,000 or more. To learn what your monthly payments would be on an 84-month loan, check out our Web site at www.oefcu.org. The site includes easy-to-use loan payment calculators and lets you apply for your loan 24 hours a day.

On the services side, we’re introducing the Independent Fleet Managers Association Auto Purchase Service, or IFMA Auto Purchase Service for short. Whatever you call it, you should know that this is a free service exclusively for credit union members in the greater San Francisco Bay Area and Sacramento.

Here’s how it works. First, call your credit union branch for loan information, then make an appointment with an IFMA fleet manager by calling 1-800-409-IFMA (1-800-409-4362). Next, meet with the IFMA fleet manager, who will assist you in selecting and purchasing your new or used vehicle. By using the IFMA Auto Purchase Service for your new vehicle purchase, you will be getting special fleet pricing, which could save you hundreds of dollars.

Your credit union has auto buying services that fit a variety of needs. For example, you may be someone who wants to use an auto broker to find your dream car. Ask us how we can help you. We can also help you at the dealership through our Credit Union Direct Lending program.

Holiday Loan Special

Borrow up to $2,000 at a Special Rate of 9.0% APR and you have up to 12 months to repay. Ends 1/31/98.

**Avoid paying department store rates of 18% to 21% APR.**

Call your branch or 1-800-877-4444. www.oefcu.org

Retiree Association Meetings

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<th>Location</th>
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<tr>
<td>CERES</td>
<td>Thurs. Oct. 16, 1997 10:00 AM</td>
<td>Tuolumne River Lodge 2429 River Road, Modesto, CA</td>
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<tr>
<td>STOCKTON-Eta Chapter</td>
<td>Thurs. Oct. 16, 1997 2:00 PM</td>
<td>Stockton Waterloo Gun &amp; Bow Club 4345 N. Ashley Lane, Stockton, CA</td>
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<tr>
<td>S. F.-SAN MATEO-Kappa Nu Chapter</td>
<td>Thurs. Nov. 13, 1997 10:00 AM</td>
<td>LAM Air Transport Employees 1511 Rollins Rd., Burlington, CA</td>
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<tr>
<td>IGNACIO-Chi Beta Chapter</td>
<td>Thurs. Nov. 13, 1997 2:00 PM</td>
<td>Alvarado Inn 250 Entrada, Novato, CA</td>
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<tr>
<td>FAIRFIELD-Chi-Gama Chapter</td>
<td>Tues. Nov. 18, 1997 2:00 PM</td>
<td>Operating Engineers Bldg 2540 N. Whitney, Fairfield, CA</td>
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<tr>
<td>FRESNO-Theta Chapter</td>
<td>Thurs. Nov. 20, 1997 2:00 PM</td>
<td>Laborers Hall 5451 E. Hedges, Fresno, CA</td>
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Whatever car shopper “type” you are, check with your credit union before considering dealer financing. The “low” rate a dealer offers may apply only to a vehicle priced at full manufacturers suggested retail price (MSRP). In addition, by going with dealer financing you may be sacrificing a rebate of $500 or more.

Saturday hours?

Some members have asked about having their credit union branches open on Saturdays. Your credit union’s board of directors has not ruled out having Saturday hours down the road. However, at this time the cost of having Saturday hours would hurt your credit union’s goal of keeping fees for services low and not charging for many services.

In addition to keeping fees low, the credit union wants to keep rates for savers high, help borrowers with low rates, and have branches available for as many members as possible, even members who live in less populated areas. The decision to expand hours can only be made if it won’t hamper any of those goals. The good news is that it’s easy to take care of credit union business even at times your branch isn’t open.

For example, you may make deposits to your credit union account at a growing number of CU Service Centers, many of which are open on Saturdays. Call 1-888-CU-SWIRL. Check our Web site at www.oefcu.org, or call your credit union branch for the location of the CU service center nearest you.

Another resource that is available to you for taking care of credit union business 24 hours a day is our free Touch Tone Teller. And with your credit union check-ATM card you have access to cash at ATMs, supermarket checkouts and other locations nationwide. For more information about the services available to credit union members, please check with your local branch or call 1-800-877-4444.
NEWS FROM THE districts

No shortage of picnickers found at Sacramento District picnic

SACRAMENTO - About 350 Local 3 members, their family members and other guests turned out for the August 2 District 80 picnic at Folsom City Park. This was the 21st consecutive year the district has held its barbecue.

Picnickers enjoyed a menu of tri-tip, chicken, hot dogs, and the usual beans, salad and unlimited soft drinks and beer. While the adults listened to live country and western music, two clowns filled balloons and painted faces for the kids. But the highlight of the picnic came when a big screen television, mountain bike and dinners at local restaurants were given out at the raffle. There was also a special raffle for the kids.

The Sacramento District office would like to thank all the staff and volunteers who helped with the picnic. We look forward to seeing you at the 22nd annual picnic next year.
After slow start, work season finishing with a flurry

SACRAMENTO -- This year's work picture in the Sacramento area has turned out to be better than expected. After a slow start, work has really taken off. Nearly every operator in the district is getting in at least 40 hours per week, and some are working more. Let's hope that next year we get an earlier start.

In El Dorado County, Frehner Construction has begun work on the U.S. 50 slide project near Kyburz. The deadline is October 18. This is a tough job with steep terrain and a lot of mud. There have been several slides that have occurred since construction began. This project should keep 35 plus operators busy until the end of the season.

Perini is doing a job on Lake Tahoe’s South Shore for the Embassy Suites hotel. In Placer County, Azteca Construction is working on a water line project at the site of Auburn Dam for PCWA. And no, the Auburn Dam, unfortunately, is not being built. Another project that has been held up for a long time has actually started – the Winchester project near Meadow Vista, a large housing facility with a golf course. Independent Construction is keeping about eight operators busy there.

Work on the Union Pacific rail yard in Roseville should start this month. Sorrano & Cone is continuing work on I-80 in Truckee, and Penhall is still working along the Donner Summit. Foster Wheeler is still working at the Cabin Creek dump just outside of Truckee. In Nevada County, Jaxon Baker and Butte Construction are working on Hwy. 49.

In the North Sacramento area, the job outlook is looking better everyday, with the growing areas being Folsom and Roseville. The growth appears to be moving to the west and into North Sacramento.

We're fighting hard and gaining ground in the private area. There seems to be fewer non-union jobs and more union companies in the private area. The non-union companies are still there, but I'm seeing a big turn around, and we hope with your support and hard work our continued efforts we'll get off to a good start next year. A good sign this might happen is that the surveyors are busy. Let's keep up the good work.

After finishing demolition work, Hensel Phelps has started with the 22-story Esquire Plaza on the K Street Mall. Morse Diesel has completed 75 percent of the $160 million federal court house. There is nine months of work for a few Operating Engineers until the new court house is completed.

Teichert has 35 operators busy on its Folsom City Broadstone sub-division off U.S. 50. Syblon & Reid has started a new Eldorado Township High School project in Folsom City, where 13 operators will work on the $6 million project until the rain comes. Syblon & Reid also has a few operators on its $1.3 million American River Bridge project that C.C. Meyer was awarded. Blue Iron has started its Willow Creek dump project, where three operators will be busy until winter comes.

Organizing

When the work picture is this good and everybody is working, this is the time to start recruiting from the non-union. Most of us know someone who is working non-union and you, as an operator, may be the best person to recruit them. All you have to do is put them in touch with a business agent, and the Sacramento office will take it from there.

With the new retirement rules we may have to start putting our recruitment skills into high gear. The projected need for skilled labor is expected to increase indefinitely, and if we do a better job than the non-union of recruiting qualified people, they will have to come to us and sign a contract to get the people they need to do the work. This historically has been the best way to organize and is what has kept the building and construction trades strong for over a century.

We have completed negotiations on a three-year agreement with Sierra Metal Fabricators in Grass Valley. Both wages and fringe benefits were improved, and our members there have had a busy year. The contract with Auburn Placer Disposal is up in December, and we will start pre-negotiations with our members in early November.

The '98 election is coming

Next year is a very important period for politics. If you are not currently register to vote, call the hall or talk to your business agent. We will be more than happy to get you registered. Remember, if you have moved or have married and changed your last name since you last voted, you need to re-register. This upcoming election for California's governor is crucial to labor. If you think Wilson was bad for working people, the likely Republican gubernatorial candidate, Dan Lungren, if elected, would be even worse.

There will also be several other races and propositions on the ballot that we will need help on. We will be mobilizing union members to get out the vote and get our members registered. You may think that election time is a long way off, but we do need to start now if we hope to win in November.

Looking even further ahead, the AFL-CIO is planning a new program for the turn of the century called "2000 in 2000." The goal is to elect 2,000 union members to different political offices across the country by the year 2000. You may know of a school board, water district or city council position in your neighborhood that you might want to run for. With as many Local 3 active and retired members that are in the community you could stand a very good chance of getting elected.

Local 3 is no stranger to politics, and as the largest building and construction trade local union in the country, we will be leading the fight to protect our wages and benefits through politics and other ways. We need every member to register and vote on important issues that affect our lives and our jobs. Democracy only works when people participate.
Baldwin puts down 30,000 tons of asphalt at Chester Airport job

MARYSVILLE – As the season is coming to a close, the work in the Marysville District still looks good. Baldwin Contracting’s Chester Airport job was completed 20 days ahead of schedule, ending with 30,000 tons of asphalt being laid. Baldwin is also getting ready to repair the Aztec plant that was damaged by an explosion, keeping four hands busy at the mud plant.

Roy E. Ladd started the year on the Feather River Hwy. 70 flood damage repair for Caltrans. Now the year is just about over and the company is still on the Feather River Canyon site, this time working for the Union Pacific Railroad.

Bill Schoomaker, vice president of Ladd’s Southern Division, has expressed appreciation to the Marysville office for working closely with his company. He said Local 3 is the reason the company’s jobs have been safe and successful. So we extend our thanks to all our good members for their operating expertise.

Blaisdell & Baker Inc. of Redding just picked a section on the Hwy. 70 flood repair work in the Feather River canyon. Dillingham finished its work on the Cresta and Rock Creek dams in Storrie.

At press time, Ford Construction is keeping our hands busy with the Portola water project. Granite Construction is winding down its paving on Hwy. 395 at South Hallelujah Junction. Thompson & Rich Crane Services Inc. and Stan Gilbert Paving are working at Beale Air Force Base.

Organizing victory

We would like to extend a big hand and congratulations to our organizing crew for the victory with Noritech Recycling in Lincoln (for more details see story page). The vote was 55 for the union, 14 for the company union and seven for no union. This was a great job on a joint-venture involving the Marysville and Sacramento districts, as well as one of our Spanish-speaking business agents, Joe Tarin, from our Oakland District.

Also, a thanks to our members dedicated participation with Manual Bros. Inc. in Colfax, as we were able to shut down this non-union ready-mix operation that was undercutting one of our union contractor’s price by $2 per cubic yard.

We do extend our sympathy for the hardships to our members who may have incurred any loss during the recent fire in the Dobbins area. And again we hope our area flood victims are close to recovering their losses.

Business Rep. Francis “Scooter” Gentry

Dillingham’s Cresta Dam job at Storrie in the Feather River canyon.

At the Baldwin Contracting Chester Airport job is the Aztec plant crew from left: Richard Zerkovich, Bruce Smith, Fred Metz and Mike Louderback.

Baldwin’s paving crew at the Chester Airport.

Dennis Morland, Marysville District Executive Board member, operates a float tractor for Baldwin Contracting.
Apprenticeship coordinator
Jim Fagundes retires

After 32 years, he’s turning in his union car keys for ‘frogs,’ gourmet cooking and interior decorating

FRESNO — After 32 years with Operating Engineers, Jim Fagundes, apprenticeship coordinator for the Fresno and Sun Jose districts, has retired.

Some of us may remember Jim when he worked in the parts department at Holt Bros. in Los Banos in 1965. It was during this time that Holt Bros. was organized and became part of Operating Engineers. There is no doubt that Jim’s name could have been at the top of the “Request for Representation” list. Jim was a job steward eight of the 10 years he worked for Holt Bros.

Jim has always been an active and involved Local 3 member. He was so involved, in fact, that in 1972 Jim became the dispatcher for the Fresno District, but he could not stop there. With the retirement of Apprenticeship Coordinator Nick Carlson, Business Manager Al Clem recommended Jim for the job in 1973. We would like to thank Claude Odom, District Representative at the time, for training Jim in his new role. It turned out to be a role Jim was meant to play.

Not very many people are aware that Jim is the second of three generations of Operating Engineers. Jim’s father, Frank Fagundes, was a plant operator for Niles Sand & Gravel in the 1940’s, and now Jim’s son, Mark, a member since 1986, is left to carry on the family name.

Jim plans to collect “frogs” and become a gourmet chef and an interior decorator for his wife Pat. But we would like to know how he plans on doing these things while fishing on Lake McClure with his portable television blaring the San Francisco 49ers game.

We will all miss Jim, and so will the eateries throughout the counties that knew Jim on a first-name basis. But you can be sure we will see him at various union meetings and activities. The one thing that Jim wants everyone to know is that he will always continue to support Local 3.

Kathy Tarango-Smith,
Fresno District office secretary

Q&D finishes two schools in record time

RENO — Frehner Construction is working on opening a new pit in the Mustang area east of Sparks. The pit is expected to supply plant mix aggregates, rip-rap and backfill to Frehner’s construction projects and other contractors.

Set up, including a hot plant, is in progress, with production expected to begin this winter. Business should be in full swing by next spring. Frehner hopes to make this a year-round production, employing about 15 people during the peak season. The company has been successful low bidders on several local paving and construction projects. We wish Frehner the best of luck in its new venture.

This work season has not been as good as the past two years. With the heavy winter snow and spring rains, our season unfortunately started later than usual. While there are many projects under construction, both highway and commercial, we have not had any large projects going this year.

Q&D Construction recently completed two new elementary schools in Reno, both in record time, with delays due to last year’s New Year’s Day flood. Q&D had a race with the clock to get the schools ready to open for the opening of school on August 25. The company prevailed. Both schools are up and running. Q&D also completed the Center Street project in downtown Reno in record time. The company received accolades and a bonus from the Regional Transportation Commission for completing the project early. Congratulations to the crews of Q&D on all three projects.

Granite Construction has been busy trying to wrap up its paving season before winter. It has been working on several night paving jobs that seem to have become a popular way to accomplish paving projects without disrupting the busy tourist season.

With autumn here and winter approaching, it is important to remind our members about keeping good records and recording your work hours on a calendar. As the end of the work season nears, we will have many members come to the office to discuss possible shortages of hours.

Members also express concerns weekly when they receive their paychecks. It is critical for each of you to record the number of hours and the job site you work on every day. It is impossible for us to help you reconstruct your hours for pay and fringes if you have not kept good records and copies of your check stubs.

It is also beneficial to check the stub of your paycheck every week to make sure you were paid for the correct number of hours at the right rate. Then regularly check your deposits of vacation pay to make sure those records match yours. If you have any questions or need assistance, please come to the office with your work records and check stubs and our staff will be happy to help you.
Bridge work still dominates
Redding work picture

REDDING - Work is very good in District 70 right now. Stimpel-Wiebelhaus is working two shifts on a slide removal at Somes Bar. The company has jobs in other districts as well. J.F. Shea still has two crews paving I-5 in Yreka and in Redding on Hwy. 273. Most of J.F. Shea plants are working at full speed.

Tullis Inc. has projects all over the district. It's finishing up the Court Street extension for the City of Redding and completing all approaches for the Diestelhorst Bridge. Tullis was able to use dirt left over from the city extension project on the new city yard on Akard Avenue.

MCM is finishing up the Diestelhorst Bridge structure and continuing putting in pouring peers at Bonneyview bridge. Berco picked up the Cow Creek bridge, which was destroyed during last winter's storms. The company has already demolished the bridge and is getting ready to start on the peers.

Ray Lee, superintendent for C.C. Meyers, and his crew have already poured all the deck on the Cottonwood Bridge on I-5. The next step is to remove falsework and for J.F. Shea to get the approaches ready for traffic. After demolishing the existing bridge, the company will extend the new bridge on both sides by 8 feet.

Ron Hale has a lot of work right now. His crews have been traveling all over the district grading asphalt.

Clemens Construction has jobs in the Eureka, Marysville, Rohnert Park, Fresno and Redding districts. I talked to owner John Clemens and he told me it has been a good year so far. Despite having a lot of little jobs, he has about 15 to 20 operators working.

At press time, Redding District dispatches are down 15 percent. This means that almost all of the members are working. This is good considering that the hall got off to a very slow start this year.

A special notice from
Recording-Corresponding Secretary Rob Wise

At the October 12, 1997 Executive Board meeting, it was moved, seconded, and carried to adopt the following resolution:

Resolution - Members Working For Non-Signatory Employers

Today, Americans are witnessing a re-energized labor movement at the local, state, and national level. Nowhere is that truer than in Northern California. Operating Engineers Local Union No. 3 is participating in labor's resurgence with a renewed commitment to training, servicing, and organizing.

Recently, Local 3 has redoubled its efforts to organize the non-union workforce in an attempt to better the lives of those working men and women who toil daily without the benefits that accrue to their unionized brethren. This Board has called upon Local 3 rank-and-file, staff, and officers to vigorously participate in the Union's efforts to organize throughout the industries and regions we represent. To that end we believe it is incumbent upon all Local 3 members to cooperate in organizing efforts and we hereby reaffirm the following policy:

Members shall not perform work for employers that are not signatory to a collective bargaining agreement with Local 3, except where the member has received authorization to work for the non-signatory employer from a duly-authorized representative of Local 3 for purposes of organizing or other legitimate Union objectives.

Members who work for a non-signatory employer are obligated to cease and desist promptly from such work when directed to do so by a duly-authorized representative of the Union. Members who refuse or fail to comply with a directive by a duly-authorized Union representative will be considered in violation of the By-Laws of the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Article III (Duties of Members), Section 1 et seq, and may be subject to appropriate disciplinary action before a Grievance Committee in accordance with the procedures set forth in the By-Laws (see Article X).
Local 3 gives support to Elko 4-H club

ELKO, Nev. – The Elko County 4-H held its annual livestock show on August 31. Local business representatives asked Local 3 to make a contribution to purchasing an animal, with the businesses matching whatever Local 3 could donate.

When it came time to auction off the animal of a young 4-H member, Drew Landa, buyers were informed that Drew's lamb had become ill the night before and the animal was being withdrawn from the sale. Local 3 representatives at the auction encouraged Drew not to end his year of hard work without reward and offered to buy the lamb sight unseen to be delivered if and when the lamb recovered.

This act of generosity didn't go unnoticed. Those attending the auction praised Local 3 for its action. Local 3 staff from the Elko office plan on this being the first of many animals they will purchase at the Elko County Fair.

Organizer Jim Scott

Son of Local 3 member honored for Boy Scout project

ELKO, Nev. – I recently had the honor of attending the dedication of a Boy Scout community service project. The 13-year-old scout who completed the project, Jon Skinner Jr., is the son of Jon Skinner Sr., a 12-year Local 3 member and employee of Newmont Gold.

Jon Jr. built benches for the Carlin City Park. The benches are constructed of steel and redwood. As his grandfather, Bert Skinner, a retired maintenance foreman from Newmont, proudly told me, Jon even did the welding. Looking at the job Jon Jr. did, he is definitely apprenticeship material.

Jon Jr. thanked me and asked me to extend his gratitude to the officers and Local 3 members for the support they gave Jon in reaching his goal of Eagle Scout.

An incident I witnessed at the dedication leaves me believing we owe this young Eagle Scout more than he may owe us. While the adults at the event stood around talking, a boy with multiple sclerosis rode by on his bike. As the boy went down the street, a group of kids taunting the boy with MS, one of them riding circles around him on his bicycle. We next saw Jon Jr. headed down the street by himself to intervene. Bert and I started to follow in case Jon needed help, but when the teenagers saw Jon coming, they gave the bike back and scattered.

Jon Jr. thanks Local 3 for its support in helping him reach his goal. I would like to thank his parents and grandparents for raising such a honorable young man. We wish this future Eagle Scout the best of luck in his future. I'm sure he will be successful.

The following retirees have thirty-five (35) or more years of membership in the Local Union as of September 1997, and have been determined to be eligible for Honorary Membership effective October 1, 1997.

They were presented at the September, 1997 Executive Board Meeting.

**HONORARY MEMBERS**

<table>
<thead>
<tr>
<th>Name</th>
<th>Membership Year</th>
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<tbody>
<tr>
<td>William Abingdon</td>
<td>1054938</td>
</tr>
<tr>
<td>Martin Azparren</td>
<td>0622401</td>
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<tr>
<td>John R. Bies</td>
<td>1112946</td>
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<tr>
<td>Teimel Chea</td>
<td>0089163</td>
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<tr>
<td>William Cox</td>
<td>1101996</td>
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<tr>
<td>Stan Green</td>
<td>1113039</td>
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<tr>
<td>Dyas E. Jones</td>
<td>0679584</td>
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<tr>
<td>John Marshall</td>
<td>0908724</td>
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<tr>
<td>Gary Hanson</td>
<td>1079267</td>
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<tr>
<td>Lavern Pederson</td>
<td>0806376</td>
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<tr>
<td>Gerald E. Riggs</td>
<td>0536477</td>
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<tr>
<td>Harley L. Stow</td>
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<tr>
<td>Norma R. Strate</td>
<td>1107351</td>
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<tr>
<td>Garin Watson</td>
<td>1025566</td>
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**DEPARTED MEMBERS**

Our condolences to the family and friends of the following departed members (compiled from the September '97 database)

<table>
<thead>
<tr>
<th>Name</th>
<th>Location</th>
<th>Date</th>
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<tbody>
<tr>
<td>Harold Blinkley</td>
<td>Standish, CA</td>
<td>09/16/97</td>
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<td>Jack Birdsong</td>
<td>Rio Linda, CA</td>
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<td>R. Blanchard</td>
<td>Sparks, NV</td>
<td>09/06/97</td>
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<td>Thomas Blunt</td>
<td>Castella, CA</td>
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<td>John Bradbury</td>
<td>Corning, CA</td>
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<td>Lawrence Brown</td>
<td>Santa Maria, CA</td>
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<td>Donald Bryant</td>
<td>Florence, AL</td>
<td>09/21/97</td>
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<td>Earl Beckner</td>
<td>Sacrameno, CA</td>
<td>09/25/97</td>
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<tr>
<td>Anthony Cardoza</td>
<td>Lockeford, CA</td>
<td>09/01/97</td>
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<td>Robert Chapman</td>
<td>Gridley, CA</td>
<td>08/29/97</td>
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<td>Paul Chappell</td>
<td>Rocklin, CA</td>
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<td>Garth Cross</td>
<td>Sequim, WA</td>
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<td>O. Davis</td>
<td>San Jose, CA</td>
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<td>Chuck Fisher</td>
<td>Redding, CA</td>
<td>07/28/97</td>
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<td>Durward Frazier</td>
<td>Fresno, CA</td>
<td>08/20/97</td>
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<td>Charles Galloway</td>
<td>Livermore, CA</td>
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<td>Tommy Gardner</td>
<td>Grovile, CA</td>
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<td>Raymond Gasper</td>
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<td>Stanley Giles</td>
<td>Vacaville, CA</td>
<td>09/02/97</td>
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<td>Royal Greene</td>
<td>Dentrod, AZ</td>
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<tr>
<td>Joe Griffith</td>
<td>Anderson, CA</td>
<td>08/23/97</td>
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<tr>
<td>Leslie Hanny</td>
<td>San Jose, CA</td>
<td>09/05/97</td>
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<td>Verne Jeffers</td>
<td>Springville, UT</td>
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<td>Thomas Johnson</td>
<td>Madera, CA</td>
<td>09/11/97</td>
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<td>Stanley Oliver</td>
<td>Sunnyvale, CA</td>
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<td>Remigio Padilla</td>
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<td>Olea Plummer</td>
<td>San Valley, NV</td>
<td>08/30/97</td>
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<td>Victor Remig</td>
<td>Salt Lake City, UT</td>
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<td>Robert Reynolds</td>
<td>Fort Jones, CA</td>
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<td>James Sanders</td>
<td>Orland, CA</td>
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<td>Lewis Scott</td>
<td>Hood River, OR</td>
<td>06/25/97</td>
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<td>Tom Sevedge</td>
<td>Manleca, CA</td>
<td>08/20/97</td>
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<tr>
<td>Clyde Shillings</td>
<td>Madera, CA</td>
<td>08/22/97</td>
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<td>Max Smith</td>
<td>American Fork, UT</td>
<td>06/04/97</td>
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<tr>
<td>Arlie Thompson</td>
<td>Silverton, OR</td>
<td>09/05/97</td>
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<tr>
<td>Merrill Wookley</td>
<td>Petaluma, CA</td>
<td>09/15/97</td>
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<tr>
<td>Shipley Wolfe</td>
<td>Concord, CA</td>
<td>08/03/97</td>
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**DECEASED DEPENDENTS**

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<tr>
<th>Name</th>
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<tr>
<td>Amparo Alvarez</td>
<td>(wife of Manuel Alvarez)</td>
<td>09/06/97</td>
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<tr>
<td>Winniford Animoto</td>
<td>(wife of Kanishi Animoto)</td>
<td>09/06/97</td>
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<tr>
<td>Doris Bodine</td>
<td>(wife of Andrew Bodine)</td>
<td>09/29/97</td>
</tr>
<tr>
<td>Mary Camden</td>
<td>(wife of Harry Camden)</td>
<td>08/27/97</td>
</tr>
<tr>
<td>Louis Carter</td>
<td>(wife of Clyde Carter)</td>
<td>08/01/97</td>
</tr>
<tr>
<td>Carol Marin</td>
<td>(wife of Robert Marin)</td>
<td>08/21/97</td>
</tr>
<tr>
<td>Jenny McCollin</td>
<td>(wife of George McCollin)</td>
<td>09/03/97</td>
</tr>
<tr>
<td>Elizabeth Pearson</td>
<td>(wife of Henning Pearson [dec])</td>
<td>09/18/97</td>
</tr>
<tr>
<td>Marlene Ponts</td>
<td>(wife of Donald Ponts)</td>
<td>05/24/97</td>
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<tr>
<td>Geraldine Steinhilber</td>
<td>(wife of Russell Steinhilber [dec])</td>
<td>09/17/97</td>
</tr>
<tr>
<td>Leona Walker</td>
<td>(wife of Ralph Walker [dec])</td>
<td>07/04/97</td>
</tr>
</tbody>
</table>

http://www.oe3.org

Your Internet link to Operating Engineers Local Union No. 3

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

**OCTOBER 1997**

- **2nd** District 80: Sacramento, CA
  - Engineers Building
  - 4049 N. Freeway Blvd., Ste. 200
  - Sacramento, CA 95834

- **7th** District 40: Eureka, CA
  - Engineers Building
  - 2460 Broadway, Eureka, CA 95501

- **8th** District 70: Redding, CA
  - Engineers Building
  - 2696 Engineers Ln., Redding, CA 96002

- **9th** District 60: Marysville, CA
  - Veterans Memorial Center
  - 1708 Elm St., Marysville, CA

- **16th** District 30: Stockton, CA
  - Stockton Waterfront Gym & Bocci Club*
  - 4345 N. Ashley Ln., Stockton, CA

**NOVEMBER 1997**

- **5th** District 12: Ogden, UT
  - Ogden Park Hotel
  - 247-26th St., Ogden, UT

- **6th** District 11: Reno, NV
  - Engineers Building
  - 1200 Corporate Blvd., Reno, NV 89502

- **13th** District 01: Novato, CA
  - Veterans Memorial
  - 590 2nd St., Novato, CA

- **18th** District 04: Fairfield, CA
  - Engineers Building
  - 6500 N. Waveney Way
  - Fairfield, CA 94533

- **26th** District 50: Fresno, CA
  - Laborers Hall
  - 5391 E. Hedges, Fresno, CA

**DECEMBER 1997**

- **1st** District 17: Kauai, HI
  - Kauai High School Cafeteria
  - Kauai, HI

- **2nd** District 17: Honolulu, HI
  - Washington Intermediate School Cafeteria
  - 1503 S. King St., Honolulu, HI

- **3rd** District 17: Hilo, HI
  - Waikoloa Community Center
  - 1428-2nd St., Hilo, HI

- **4th** District 17: Hilo, HI
  - Hilo IHO Hall
  - 100 W. Lankado, Hilo, HI

- **4th** District 10: Lakeport, CA
  - Yacht Club
  - 95-5th St., Lakeport, CA

- **5th** District 17: Keau, HI
  - Keauafino Community Center
  - 815-19th St., Keauau, HI

- **9th** District 17: Keau, HI
  - Kauai Community Center
  - 1503 S. King St., Honolulu, HI

- **11th** District 60: Freedom, CA
  - Warriors of Puig Nanos Hall
  - 1900 St. Joseph Blvd., Freedom, CA

- **19th** District 20: Concord, CA
  - Elks Lodge No. 1994
  - 3964 Willow Pass Rd., Concord, CA

* Note location change
FOR SALE: 1959 Yamaha YAGE. Only 550 oval, mc
1959 - 1/2 bed, 100% factory stock, only 3,200
miles. $1,000. (510) 675-1433 #1178350

FOR SALE: 1959 Datsun 600. 25,000 miles.
2-dr hard top, 3-speed manual trans, new tires.
$2,000. (510) 397-6570 #2047665

FOR SALE: 1959 Jaguar. 1/2 ton pickup, 1959
model. $1,000. (510) 221-4180 #1178350

FOR SALE: 1960 Mercury Monterey. 2-dr, 220
cu. in. OHV, 4-speed manual trans. All original,
new tires, new brakes, steel wheels, excellent
condition. $1,000. (510) 221-4180 #1178350

FOR SALE: 1960 Chevrolet 150. 1/2 ton pickup,
2-door, 216 cu. in. 6-cyl, 3-speed manual
trans. All original, new brakes, new tires, steel
wheels, excellent condition. $1,000. (510) 221-
4180 #1178350

FOR SALE: 1961 Ford F-100 pickup, 1961 model.
2-speed manual trans, 212 cu. in. 6-cyl, new
tires, new brakes. $1,000. (510) 221-4180 #1178350

FOR SALE: 1962 Ford Galaxie 500. 390 cu. in.
3-speed automatic trans, 3-speed manual trans,
new tires, new brakes, steel wheels, excellent
condition. $1,000. (510) 221-4180 #1178350

FOR SALE: 1963 Ford Galaxie 500. 428 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1964 Ford Mustang. 289 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1965 Ford Mustang. 289 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1966 Ford Galaxie 500. 428 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1967 Ford Mustang. 289 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1968 Ford Mustang. 289 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1969 Ford Mustang. 302 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1970 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1971 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1972 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1973 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1974 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1975 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1976 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1977 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1978 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1979 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350

FOR SALE: 1980 Ford Mustang. 351 cu. in.
4-speed manual trans, new tires, new brakes,
steel wheels, excellent condition. $1,000. (510)
221-4180 #1178350
NEW! Custom Local 3 Jackets

Show everyone you are a member of the largest construction local in the U.S.A.

This is your jacket! You tell us what size you want, tell us the color and you pick the design that will be stitched across the back. You can even have your first name or the stylized Local 3 logo sewn on the front. If you want, you can go all out and have both your name and the logo.

This is a great looking, union-made jacket and will let everyone know that you are proud to be an Operating Engineer.

The shell fabric is water resistant Caprolon® oxford nylon with a winter weight 100% polyester quilt lining. The cuffs, collar and waistband have color accent striping. All jackets have roomy pockets with self-closing reinforced overlaps and full snap front.

Be the first one on your jobsite to sport one of these terrific jackets!

Note: More designs to come for crane operators, surveyors etc.

Local 3 Stitched Jacket Order Form

Ordered by:

Name

Address

City, State, Zip

Ship to (if different from above):

Name

Address

City, State, Zip

Fill out form & mail to:

S.E.L.E.C.
1620 South Loop Rd.
Alameda, CA 94502

Optional stitched logo ($4.00)

Optional stitched first name ($4.00)

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<th>COLOR</th>
<th>SIZE</th>
<th>DESIGN</th>
<th>FIRST NAME</th>
<th>LOGO</th>
<th>LINE TOTAL</th>
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Subtotal

Shipping & handling $4.00

TOTAL DUE