SEMI-ANNUAL
EXTRAVAGA N' ZA!

(See coverage pages 11-14)
THE SEMI-ANNUAL: A SPECTACULAR SHOW

When I stepped up to the podium to address the membership at the Sept. 19 Semi-Annual, I could hardly believe my eyes. The Radisson Hotel's Grand Ballroom had filled to its capacity of 2,000 people. By the time I finished my state of the union speech it was standing room only.

I felt confident this particular Semi-Annual, our first ever outside San Francisco, would be a memorable event, but I never imagined it would exceed even my own expectations. The Semi-Annual drew a record crowd. The largest previous Semi-Annual crowd any of the oldtimers could remember was about 900, and that was well over 50 years ago. I spoke to members from as far away as Reno, Fresno and even Eureka, and the feeling I got was that they too thoroughly enjoyed themselves. The event was so successful the Engineers News is dedicating the newspaper's entire center section to Semi-Annual coverage.

A spectacular show

The event was truly a spectacular show. A video camera projected images of the guest speakers onto two large screens on each side of the stage, and sound was delivered via a powerful public address system. The flags of the six states within Local 3's jurisdiction - Hawaii, California, Nevada, Utah, Wyoming and South Dakota - were proudly displayed on the stage behind the podium. Two of the four raffle prizes - the jet ski and the Honda all-terrain vehicle - were parked in front of the stage.

San Francisco Mayor and former California Assembly Speaker Willie Brown kicked off the meeting with one of his wildly entertaining speeches, which was punctuated with humorous anecdotes about politics, especially Brown's longstanding retirement. Brown's appearance was followed by a 10-minute slide show that outlined some of the major accomplishments of the past three years. One particular slide really hit the mark. It read: "All of this success managers, Dale Marr and T.J.

The members make it happen

Following Brown's appearance was a 10-minute slide show that outlined some of Local 3's major accomplishments over the past three years. One particular slide really hit the mark. It read: "All of this success could not have been attained without you, the member." The slide went on to explain how high levels of member participation have helped Local 3 gain strength, particularly in the areas of politics, organizing, and jurisdictional disputes.

Direct involvement by union members, for example, has helped Local 3 organize over 360 new employers and hundreds of new members since I took office in July 1996. Almost all of Local 3's more than 60 current organizing campaigns are rooted in
tips from COMET and ACT graduates. If new applicants are included, Local 3's membership is now approaching a record 38,000, and by next year I expect that figure to climb to close to 40,000.

On the political front, member involvement helped reform the decade's most hostile political attack on unions - the 1998 anti-labor initiative Prop. 226. Local 3 households also helped themselves and their union by playing a crucial role in electing Gray Davis as California governor, a decision that has led to the restoration of daily overtime pay and strengthening of the state's prevailing wage law. We now have solid momentum going into the 2000 election.

Halting manning violations

Direct member involvement has proven instrumental in helping Local 3 solve jurisdictional disputes in which other crafts have tried to operate our equipment. With our members' help, we recently shut down the Tosco oil refinery in Avon for part of the day and all of Granite Construction's rock, sand and gravel plants in Northern California for an entire day in response to serious manning violations.

Through direct member participation, we sent a clear message to the employers that we're not going to tolerate letting other crafts operate our equipment. Member involvement is the key to union solidarity and strength. When we are united in large numbers, as we were at the Semi-Annual, employers and others in our industry take notice.

Retiree breakfast

I want to conclude by sharing with you a truly memorable experience I had on the morning of the Semi-Annual. About 80 retired Local 3 business managers, district representatives, business representatives and dispatchers gathered for a breakfast a few hours prior to the Semi-Annual. What an honor and pleasure it was to be in a room so packed full of Local 3's history. I want to personally thank two former business managers, Dale Marr and T.J. Stapleton, for attending the breakfast. It was these two men, and the staff they hired, who helped build the firm foundation upon which I am now leading this union.

I also want to thank all the members who attended the Semi-Annual for making the trip to Sacramento. It was truly a memorable event in Local 3's history. And what's really exciting is that the next Semi-Annual in March 2000 is shaping up to be even better. I'll explain further in subsequent columns. Stay tuned.
Fringe benefits center founder, Jim Jennings, passes away

Jim Jennings, one of Local 3’s most versatile and beloved union members, passed away July 10.

Jim was probably best known as the person who established the Fringe Benefits Service Center in the early 1960s. But before that, Jim served as district representative in the Redding, Reno, Oakland and San Rafael districts before transferring to San Francisco to start the Fringe Benefits Service Center for the retirees.

Jim was also a trustee of the Rancho Murieta Training Center and served 12 years on the executive board of the Building and Construction Trades Council of California from 1956 to 1968. He also worked as a counselor for two years at Azure Acres, Local 3’s residential alcohol and drug treatment facility.

Jennings was an extremely popular union member, and he’ll be sorely missed by everyone who had the pleasure of working with him. The officers and staff would like to extend their condolences to the family and friends of Jim Jennings.

Local 3 VP Pat O’Connell announces retirement; Doser and officers appoint John Bonilla as new VP

After an illustrious 35-year career in Local 3, Vice President Pat O’Connell has announced his retirement. Business Manager Don Doser and the other union officers have appointed Special Rep. and longtime former Sacramento District Rep. John Bonilla to succeed O’Connell. Bonilla’s appointment takes effect Oct. 4.

O’Connell joined Local 3 in 1965 after serving four years in the U.S. Air Force. He worked 27 years for Local 3 as a dispatcher, business agent, JAC coordinator and district representative. O’Connell was an elected trustee of Local 3 for over 20 years before being installed as financial secretary in 1993. In 1994, he was elected treasurer, where he served until receiving the office of vice president in July 1996.

Bonilla’s career in Local 3 spans 27 years, during which he served as a Sacramento District business representative for seven years and as district representative for seven years. Bonilla has been serving as a special representative since May 1998, first in the Hawaii District and most recently at the union’s Alameda headquarters.

Bonilla started his apprenticeship at the Rancho Murieta Training Center as a heavy equipment operator in May 1972, a year after graduating from Washington High School in West Sacramento. After finishing his apprenticeship in 1977, he worked for Tecthart Construction in its Heavy and Highway Division and out of the company’s Woodland office, operating primarily compactors, dozers and loaders. He next worked for RMC Lonestar in Sacramento for four years before becoming a Local 3 business representative in 1984.

Bonilla served as Local 3 auditor from 1993-1995 and has been a trustee since 1996. He is a graduate of the Harvard Trade Union Program and the Dale Carnegie System of human relations.

Bonilla currently serves on the executive board of the Sacramento Central Labor Council and the Coalition for Organized Labor. He also served seven years on the executive board of the Sacramento-Yolo-Sierra Building Trades Council, where he was instrumental in negotiating first-ever project labor agreements in the city of Sacramento. He also spearheaded project labor agreements for the $12 million Daniel Palamidessi Bridge in West Sacramento and the $200 million Sacramento Regional Transit Authority’s Meadow View light-rail extension, which will go out to bid by year’s end.

Bounty Hunter’s Reward

Local 3 mechanic Larry Petro of Peterson Tractor, center, who works out of the San Jose shop, receives a $500 “Bounty Hunter’s Reward” for recruiting a skilled mechanic from a non-union employer. The award is part of Peterson Tractor’s incentive program for recruiting skilled mechanics. At left is Ernie Fierro, Peterson’s vice president of product support. At right is Bill Hamilton, the San Jose shop’s service manager.
"It's hard to sleep during the day," comments Operating Engineer Jim Holmes, a foreman on the Hwy. 140 job at Yosemite National Park. For Operating Engineers at John Muir's gentle wilderness, the six-day work week begins in darkness on Monday night and continues until sunrise on Sunday morning. The beauty of the surroundings are obscured at night, and, unless you happen to live close by, Operators rarely get to see family and friends either.

For the three months from Memorial Day through Labor Day, Local 3 members work only the 10:30 p.m. to 6:30 a.m. shift, constructing the El Portal Road, that 7.5-mile portion of Hwy. 140 inside the park from El Portal and the Arch Rock Entrance to Yosemite Valley. Since this is the major entrance to the park for tourists as well as all the work and travel service employees, it is mandated to have both lanes open every day during the summer vacation season. The rest of the year both day and night shifts are scheduled, and the road is closed most of the time.

During the tourist season, the eight-hour work shift begins each evening with meetings posted at the gates and two work trucks simultaneously sweeping a 7.5-mile stretch in each direction to usher all cars into the construction zone. Then, the gates are locked and each crew and foreman hold a safety meeting. This leads to one hour of down time every day, shrinking construction time to a mere seven-hour time slot.

"By the time you clear the road and hold a safety meeting, it is 11 p.m. and then at 6 a.m., we have to clear away the equipment and make sure the roadway is ready for traffic," explains Kiewit Pacific Company's General Superintendent J. Rod Brown. "When the gates are opened at 6:30 a.m., there is always a line of cars waiting to come in."

An emphasis on safety

Kiewit, to keep its workforce safe, starts each 10:30 p.m. shift with a discussion about the operations for that night. Each crew does a hazards analysis.

It seems there are a lot of added challenges when working in the dark. Nothing can be done without light, especially light towers. And the light tower can temporarily blind an equipment operator, creating an extra hazard. Brown points out that it takes much longer to do each step. "The production at night can't be the same as the daytime," says Brown. "You just can't send someone down the road to do something that may need to be done. And the shadows, even in an area with light towers, make it hard to see. This alone presents safety challenges."

This job has another challenge as well because they are working on a narrow roadway beside a river where there is hardly room for large equipment and no room for an error in judgment. The night crews have never had an accident on this job, which speaks well for the system they have in place.

The impact of rock

There is also a special requirement from the park service. No blasting is allowed in Yosemite from May 30 until September 30 because of the rare bat species that live in the park. Instead of breaking impeding rock the usual way, just drill and shoot, a 235 breaking excavator uses 5,000 lbs. to break the rock, and this can take eight to 10 times longer than blasting. Operators putting in the summer night extra hazard. Brown points out that it takes much longer to do each step. "The production at night can't be the same as the daytime," says Brown. "You just can't send someone down the road to do something that may need to be done. And the shadows, even in an area with light towers, make it hard to see. This alone presents safety challenges."

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History of the road

Hwy. 140, which winds through the Merced River canyon, was originally built for horses and then updated in the 1920s. The road carries one quarter of all the traffic entering the park and 40 percent of the bus traffic. It has the worst safety record of any section of park roads, with between two-to-four times the accident rate of other park roads.

The original 9.5-foot travel lanes were designed to accommodate older, smaller vehicles. Today's cars, motorhomes and buses find it difficult to remain to the right of the centerline. A standard size bus is forced to cross the centerline in 22 places between the park boundary and Yosemite Valley. Widening each lane by 1.5 feet (1 foot less than the federal highway standard 12-foot lane) and slightly realigning sharp curves, will make the road safer while maintaining its park-like character.

The 70-year-old road has suffered from decades of erosion, escalating traffic, and the effects of numerous floods, mudslides and rock slides. Severe flooding in January 1997 accelerated its deterioration and closed the road for several months. Emergency repairs were done, but continuing erosion has made the roadbed unstable. In 1998, the federal government allocated $33 million to finance more permanent reconstruction. Kiewit was awarded the two-year contract and began construction in September 1998.

For 12 more months, until construction is completed, the El Portal Road into Yosemite Valley will be a slow ride. Signs along the right of way say "No shoulder next 7 miles" or "No Center Strip" and patched pavement, iron trench plates, missing guard walls, uncovered guard wall steel awaiting a concrete pour, Cat excavators, loaders and light towers and orange safety netting appear along the entire stretch.

By fall 2000, the El Portal Road will be stronger, and less vulnerable to closures from floods and other natural events. It will be a safer, more reliable road that can facilitate regional transportation and accommodate the park's increasing visitation.

And just for the record, Operators have seen bears, mountain lions, bob cats and deer, but they agree that doing the work at night is the real bear on this job.
Bringing a horse-and-buggy road into the 21st century

Under contract with the Federal Highway Administration in cooperation with the National Park Service, Kiewit Pacific Company is rebuilding the portion of El Portal Road, aka Hwy. 140, inside Yosemite National Park. The charge to Kiewit is to improve the roadway and drainage and replace the sewer line running along it, while maintaining its character. This road job is being done as one complete package, with everything connected to it, whether in, on top of, beside or under it, being repaired or replaced.

Slightly realign and widen the roadway

Prior to reconstruction, the accident rate on the El Portal Road was two-to-four times that of any other park road because the narrow travel lanes, constructed in the 1920s, were just too tight. To enhance road safety, each travel lane is being widened by 18 inches and sharp curves are being slightly realigned, no more than about 6 feet to one side or the other of the original center line.

On the original road, when buses met, it was not wide enough for them to pass and one had to stop. The realignment will make it wider for buses, campers and RVs to negotiate the road.

Depending on site conditions, Kiewit either cuts into the hillside on one side of the road or builds up fill on the other. Most of the slope cutting is accomplished without building retaining walls. However, in steep areas, retaining walls (cut-walls) are constructed to minimize the extent of hillside excavation. In the final phase, the concrete facing on these walls will be sculpted and stained to resemble the surrounding rocks.

Stabilize the roadbed

On level stretches, Operating Engineers reuse slope cuttings from along the road corridor as rockfill for new roadbed. In steeper areas immediately adjacent to the river, mechanically stabilized earth (MSE) walls are being constructed to minimize impact on the river. MSE walls are built up layers of earth fill alternated with 8-foot sections of heavy gauge wire grating.

Five MSE walls have been completed in the construction zone to date, and each has been built up from 6 to 15 feet in height to the level of the road and range from 8 to 15 feet of horizontal roadway. Additional walls are being built this fall.

Improve road drainage

The project includes installing larger and additional culverts to improve the drainage problems that have plagued the road for decades. In addition, a drainage ditch is being constructed on the inboard side of the road, nearly doubling the current drainage capacity along the road.

Replace the guard wall and pavement

On the river side, there has always been an existing granite boulder guard wall built by stone masons. The guard wall has been removed along several portions of the road. Impressions were taken and forms have been molded from the original guard wall, and these will be used in casting the replacement wall.

The new guard wall will be 27 inches high, replacing the historic wall that varied in height from 19 to 26 inches. A final touch will be an artistic staining of the new reinforced concrete guard wall to simulate the historic granite wall. The new wall will look the same, but it will be structural.

Replace the sewer line

Slip lining the existing sewerline that runs beneath the road is another part of the construction process. The existing 20-year-old line, made of 12inch deteriorating ductile iron, is being replaced with high-density polyethylene (HDPE), a flexible line. Using electrofusion, 50-foot lengths of 10-inch HDPE are fused into one-mile sections and fed into the old line using a gravity feed pull technique. Slip lining allows the continued use of the old sewerline. Before each pull is done, a bypass is attached to allow sewage to flow uninterrupted during the pull. This is Kiewit’s first slip lining job, and it has been a learn-as-you-go operation.

Many of these operations are in progress simultaneously. While one crew digs the footings for guard walls or ditches for storm drains, another lays new pipe for road drainage or slip lines the old, decaying sewerline. The plan is on schedule, and by the fall of 2000, the El Portal Road will be a safer, more reliable road for the more than 4 million visitors who enter the park each year.
Prepare now to save during the holidays

Money and time become extra valuable during the holiday season. Your credit union can help you save both. One way to save money is to use a low-interest Visa card for your purchases. As a member-owned financial cooperative, your credit union is able to offer a Visa card with low interest, no annual fee and no cash advance fee. For-profit institutions, including major department stores and discount stores, typically charge higher interest rates and higher fees because they need to produce stockholder profits. They simply don't have the freedom your credit union has to offer consistently low rates.

If you are carrying balances on high-interest credit cards, look into transferring those balances to an OE Visa. Why pay more interest than you have to month after month? That's money that could be earning interest for you instead.

CHECK INTO BANKING UNION

Moving your checking account to the credit union, if you have not already done so, is a great way to support unions by banking union. Does a non-union bank really need to charge you for checking with them whenever your balance dips below a hefty amount? Why add to their profits?

Your credit union offers check card checking. Your check card works at any place that accepts Visa or allows you to pay with an ATM. When you make a purchase, the funds come from your checking account, as if you had written a check. Yet there is no check writing or fishing for your ID card. If for no other reason, ease of record keeping is a great reason to use the OE check card instead of cash or check writing. When you receive your monthly statement you will notice that the record of purchases made with your check card lists the name of the merchant and location where the purchases took place. Members also like using the check card because it is similar in convenience to using a credit card, but there is no credit card bill to face at the end of the month and no interest charges.

With the check card or an OE Visa card you can take advantage of Internet bargains and enjoy shopping on your timetable rather than squeezing in a trip to the mall before or after work or fighting the weekend crowds. Our newest branch is always open.

Your credit union has a 24-hour, seven-days-a-week Internet branch. To use the branch, go to the credit union Web site, www.oefcu.org. Press the "home banking" button. Follow the short directions on the screen and you're all set. There is no home banking charge. Here are just some of things you can do: Make any OE loan payment by transferring money from your OE checking or savings account to the loan account. Find out how much you owe on your loan. See your statement before it arrives in the mail. See statements for the past six months. Download Quicken or Microsoft Money. Transfer money from savings to checking or vice-versa. Learn how much interest you have earned on your Money Market account.

To learn more about any of your credit union's products and services, or to join the credit union, please call 1-800-877-4444. You may also check with any branch or check the Web site, www.oefcu.org.
Two House Bills Are A Threat To COMET Organizing

Local 3's ambitious organizing training program for rank-and-file organizers has paid huge dividends. Virtually all of our local's more than 60 current campaigns are rooted in tips from trained member organizers who attended COMET (Construction Organizing Membership Education Training), ACT (Applied Comet Training) or Organizing Outreach classes.

Business Manager Don Doser commented, "We are continually building our organizing power through rank-and-file training, and I'm proud to announce that Local 3's membership is now the largest it has ever been." Doser also noted that we have trained over 3,538 workers to date.

But Republicans and the House Education and Workforce Committee approved a bill on July 29 that would make it easier for employers to refuse to hire union "salts." Salting is a union organizing strategy frequently used in the construction industry in which union members seek employment with non-union employers with the intention of organizing from within.

The so-called Truth in Employment Act (HR 1441) was approved in a 21-18 vote along party lines. HR 1441 was introduced by Rep. John A. Boehner (R-Ohio) and 61 co-sponsors in April. Although committee sources said there are no immediate plans to bring the bill to a vote on the House floor, Sen. Tim Hutchinson (R-Ark) has introduced similar legislation in the Senate.

Boehner said his bill was introduced to restrict abuses by union salts and amend Section 8(a) of the National Labor Relations Act (NLRA) to allow employers to refuse to hire "any person who is not a bona fide employee applicant in that such person seeks or has sought employment with the employer with the primary purpose of furthering another employment or agency status."

The central issue in committee hearings on the practice of salting had been the intent among salts, that is, whether their job applications reflect an interest in employment or merely seek access to an employer's property to disrupt from within.

Anticipating claims that HR 1441 would overturn the U.S. Supreme Court's 1995 ruling in "Town County Electric Inc. v. NLRB," which gave union salts protection under the NLRA, Boehner said the definition of "employee" under the NLRA would not change.

Democrats expressed impatience with Republicans for wasting the committee's time on what they considered an anti-worker bill. They see more pressing, broader issues that need to be addressed, such as increasing minimum wage.

Rep. Lynn C. Woolsey (D-Calif.) voiced concern that "we are setting a precedent that a person's attitudes are basis for being hired. That's not what we're about."

Rep. George Miller (D-Calif.) commented that the bill would be "incredibly unfair" to employees with a history of union involvement.

"Unionism is not some kind of subversive activity," said Rep. Dale E. Kildee (D-Mich.). "The concept of protecting businesses from unions is wrong."

Be sure to vote on the Fair Act

HR 1497, the so-called Fair Act, which was also introduced in May, would amend NLRA and OSHA as well, to provide attorney's fees to entities with no more than 100 employees and a net worth of no more than $7 million. Both employers and unions, if qualified, would be entitled to attorney's fees. Under this bill, even if the charges were not "frivolous," a loser pays rule would be created applying to the agencies in their action against small employers and labor organizations.

As you can see, anti-worker forces are at it again, and bills like HR 1441 and HR 1497 would erode the rights of working people. Politics, distasteful as they may be, are necessary if we are to protect ourselves. Remember that your vote makes a difference in someone's life.

Help your union organize... and help other workers achieve a better life

Business Manager Don Doser says:

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

(1-877-674-6493 is Operating Engineers Local 3's 24 hour toll-free organizing telephone number)
October is the open enrollment period for the voluntary Retiree Dental Plan. In October, retirees and their spouses throughout the United States (except Hawaii) have the opportunity to join the Retiree Dental Plan for the first time, change their coverage or terminate their coverage. The effective date of the new coverage or termination of coverage is Dec. 1, 1999.

Retirees in Hawaii have their own dental plan through Hawaii Dental Service and a separate open enrollment period. Hawaii's open enrollment is the same as California's – Oct. 1 for December 1 coverage.

To be eligible for enrollment, you must be eligible for the Pensioned Operating Engineers Health and Welfare Trust Fund and in good standing with Operating Engineers Local 3. Please read this information thoroughly. Once you have enrolled, you are obligated to stay enrolled for one full year. However, you may switch from one plan to another during the open enrollment period.

**Direct Pay Dental Plan**

The Direct Pay Dental Plan is available throughout the United States. This plan allows you to see the dentist of your choice. You may change dentists at any time without having to notify the trust fund office. The plan pays 50 percent of usual, reasonable and customary charges for basic dental and prosthodontic work. A pamphlet with a breakdown of benefits and further information about the Direct Pay Dental Plan will be sent to you when you enroll or upon request.

The current rate for the plan is $26.50 per month for a retiree only and $53 per month for retiree and spouse.

**Premiums**

Monthly premiums for the Retiree Dental Plan will be deducted from your pension check.

**How to enroll**

If you are already enrolled in either Direct Pay of Safeguard and wish to continue, you don't need to do anything.

Unless we hear from you, you will be re-enrolled for the 12-month period beginning Dec. 1, 1999. If you wish to enroll for the first time or would like to change or cancel your enrollment, please indicate your choice on the form below. Clip and return by Oct. 20 to:

**Open enrollment for retiree dental plans**

I wish to enroll or to change my present enrollment. Further information and enrollment forms will be mailed to you. A completed enrollment form must be returned to the trust fund office.

I am presently enrolled, but no longer wish to be enrolled. I have been enrolled a minimum of 12 months. I understand that once my enrollment is canceled I will never be eligible to join the Retiree Dental Plans again.

Name (Please print): ____________________________
Social Security number: ____________________________
Address: _______________________________________
City, state, zip: __________________________
Telephone: __________________________
Date: __________________________
Signature: __________________________

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The Safeguard Plan pays benefits according to a schedule with the patient paying a predetermined copayment.

A list of Safeguard providers and benefits will be sent to you when you enroll or upon request. To change your dentist, please call the Safeguard office at 1-800-352-4541. Call collect if this number cannot be dialed from the area where you live.

The current Safeguard rate is $17.40 per month for a retiree only or retiree and spouse.

**FRESNO**

Potluck Picnic and Meeting
Thursday, October 11, 11:30 a.m.
Laborers Hall
5431 East Hedges, Fresno, Calif.

**MODESTO**

Thursday, October 14, 10 a.m.
Tuolumne River Lodge
2429 River Road, Modesto, Calif.

**STOCKTON**

Thursday, October 14, 2 p.m.
Stockton Waterloov & Bocci Club
4343 N. Ashley Lane
Stockton, Calif.

**EUREKA**

Thursday, October 19, 2 p.m.
Operating Engineers Bldg.
2806 Broadway, Eureka, Calif.

**REDWOOD**

Wednesday, Oct. 20, 2 p.m.
Frontier Senior Center
2081 Frontier Trail, Anderson, Calif.

**MARYSVILLE**

Thursday, Oct. 21, 2 p.m.
Sutter-Yuba Board of Realtors Bldg.
1558 H St Dr., Yuba City, Calif.

**FAIRFIELD**

Tuesday, November 9, 2 p.m.
Operating Engineers Bldg.
2540 N. Watney, Fairfield, Calif.

**WYOMING**

Wednesday, November 17, 2 p.m.
Laborers Union Hall
1820 Westland Road
Cheyenne, Wyo.

**SALT LAKE CITY**

Thursday, November 18, 2 p.m.
Operating Engineers Bldg.
1958 W. N. Temple, Salt Lake City, Utah

**AUBURN**

Tuesday, November 23, 10 a.m.
Auburn Recreation Center
123 Recreation Dr., Auburn, Calif.

**SACRAMENTO**

Tuesday, November 23, 2 p.m.
Operating Engineers Bldg.
4044 N. Freeway, Sacramento, Calif.

**SF/SAN MATEO**

Tuesday, November 30, 10 a.m.
Villa Hotel
4000 S. El Camino Real, San Mateo, Calif.

**NOVATO**

Tuesday, November 30, 2 p.m.
Inn at Marin (formerly Alvarado Inn)
250 Entrada, Novato, Calif.

**YUBA CITY**

Tuesday, November 30, 1 p.m.
Yuba River Lodge
1820 Westland Road
Yuba City, Calif.

**TUOLUMNE**

Tuesday, November 30, 10 a.m.
Yuba City Recreation Center
1820 Westland Road
Yuba City, Calif.

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*Note date change.

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How to talk to your kids about drugs

Most of us rarely, if ever, have any problems talking. Occasionally some of us even talk sense — even I have been known to do that from time to time. Talk is especially easy when we don’t worry about what the other person thinks, feels or wants to say. But talk we must to our children, with sensitivity, with understanding and with acceptance of answers we don’t always understand.

My friend Jim Merrick, who runs the Addiction Recovery Program in the Hawaii district, sent me some thoughts on the subject that I would like to share with you. Here is what he had to say.

The best thing about this subject is that you don’t have to do it well. You simply have to try. If you try, your kids will get the message that you care about them, that you understand something about the conflicts they face. They will know that you’re there when they need you.

The alternative is to ignore the subject, which means to your kids — really listen and read between the lines you’ll learn a lot about what they think about drugs, about themselves, about the world and about you. They’ll also feel heard and that too is a step along the path towards self esteem.

Accept rebellion

At the heart of it, drugs, alcohol, wild hairstyles, trendy clothes, ear-splitting music and outrageous language are different ways of expressing teenage rebellion. That’s not all bad. Part of growing up is to create a separate identity — apart from parents — and this process ultimately leads to feelings of self worth.

A step along the path to self esteem is rebellion of one kind or another, which may include rejecting parental values and staking out new ones. You did it. They’re doing it, and that’s the way it is. The problem comes when kids choose a path of rebellion that hurts them, destroys their self worth, and can ultimately kill them. That’s the reality of drugs.

Don’t get discouraged

When you talk to your kids about drugs, it may seem as though nothing is getting through. Don’t you believe it. The very fact you say it gives special weight to whatever you say. But whether your kids let on that they’ve heard you, whether they play back your words weeks or months later, keep trying.

Start anywhere

Some possible openers might include questions such as: “Have you heard about any kids using drugs?” “What kind of drugs?” “How do you feel about that?” “Why do you think kids get involved with drugs?” “How do other kids deal with peer pressure to use drugs? Which approaches make sense to you?” “Have you talked about any of this in school?”

However you get into the subject, it’s important to state exactly how strongly you feel about it, not in threatening tones, but in matter-of-fact, unmistakably clear language. For example, you might say, “Drugs are a way of hurting yourself.” Or, “Drugs take all the promise of being young and destroy it.” Or, “I love you too much to see you throw your life down the drain.”

Some dos and don’ts

The dos are as simple as speaking from the heart. The biggest don't is don't do all the talking. If you listen to your kids — really listen and read between the lines — you’ll learn a lot about what they think about drugs, about themselves, about the world and about you. They’ll also feel heard and that too is a step along the path towards self esteem.

There are other dos and don’ts: Don’t threaten. Don’t badger a child. Don’t put your kid on the spot by asking directly if he or she has ever tried drugs. Your son or daughter will probably lie, which undermines your whole conversation.

If you suspect your child is on drugs — there are all sorts of symptoms — that’s a different matter. Then, you’ve got to confront the subject directly.

In the meantime, just talk to them. It’s okay if you don’t know much about drugs. Your kids do, but they need to know how you feel about the subject and whether you care.

If you are still using or drinking excessively, you may be thoroughly embarrassed when your child starts reading from the guide “How To Talk To Your Parents About Their Drug Use.” Just pray that your child is sensitive to and understanding of your stupidity and ignorance. Of course, your other and much more effective alternative would be to stop using. It certainly would significantly enhance your credibility.

Now, if you want more information on how to talk with your kids about drugs, call 1-800-788-2800 and ask for a free copy of “Keeping Youth Drug Free.” If you want to share your thoughts or comments with me, you can write to me at ARF, Inc. 1620 S. Loop Road, Alameda, Calif. 94502, or you can e-mail me at ugunnersen@aol.com.
NCSJAC leader bids farewell

After 41 years of membership with Operating Engineers Local 3, the time has come to move on to other endeavors. I am retiring effective Oct. 1.

During this time, I spent numerous years working with many of you on countless projects throughout Northern California. I would like to take this moment to say thanks to all the people I worked with for sharing a part of their lives with me. As a field surveyor, business representative, organizer and apprenticeship administrator, I found that life is a continuous learning process.

Throughout my two years with the Northern California Surveyors Joint Apprenticeship Committee (NCSJAC), I worked closely with instructors and staff on new and updated curricula, apprenticeship standards, hands-on events and Local 3 related apprenticeship events and met new individuals who really care about apprenticeship training. I feel NCSJAC is a well rounded program that any individual can benefit from.

The joint apprenticeship committee recently met and selected Floyd Harley as the next individual to move into the administrator's seat. Floyd, who has been a surveyor and Local 3 member since 1969, came on board with NCSJAC as an instructor in 1989. He brings with him a wealth of knowledge and experience, and we all look forward to working with him.

Since this is my last article, I leave you with one last surveying problem. In the following diagram: 1) solve for X, 2) show formula, 3) do not use trial and error. Good Luck!

1. Solve for X
2. Show formula
3. Do not use trial and error

In closing, I want to thank all of the surveyor members, journey upgrades and apprentices alike for the last 41 years. I am proud of the NCSJAC and feel it is moving forward in a progressive manner. I wish you all success in your surveying careers and hope to see you at upcoming events.

New faces, more stakes and increases in surveying hours

I hope everyone who attended the semi-annual had a great time. It is always good to see members participate in their union's activities. Attending the semi-annual and district meetings or assisting with precinct walks and phone banks are just a few of the many ways that members can help the cause of unionism.

Fall is here and the contractors and developers are scurrying to get their jobs finished or at least paved. When winter blows its cold and damp breath across our area of the state, everyone is eying the horizon for rain. This means more stakes in the ground and usually more overtime.

I say more overtime because most of the crews have been working overtime throughout the summer.

Hours for the first quarter of the year increased by 34 percent over 1998, and if you see many new faces in our ranks, it is because our surveyors' ranks increased more than 20 percent. Most of our new members truly appreciate what we as a union have to offer: better wages, benefits and working conditions. Also, what I have heard from fellow members is how welcomed they were by fellow surveyors and employers.

As the year progresses, you as members should always check your hours against the pension form sent to you from the trust fund. Any discrepancies should be reported to the trust fund immediately. If at any time your vacation monies are not timely deposited into the proper account, contact either Bud Ketchum or me at (510) 748-7400.
SEMI-ANNUAL
EXTRAVAGANZA!

Record crowd of over 2,000 ushers in 'Dawning of a New Era'
at Sept. 19 membership meeting in Sacramento

By Steve Moler • Managing Editor

n the morning of Sept. 19, employees of the Radisson Hotel in Sacramento began setting up chairs for 2,000 guests for an afternoon event in the hotel's Grand Ballroom. Two large video screens were being erected on both sides of the stage and a powerful public address system installed. Technicians were fine-tuning the adjustments on a video camera and computer projection system.

The average person taking a peek into the ballroom might have thought the crew was preparing for a major convention, or perhaps a guest speaker of national or international fame. Few would have guessed that preparations were underway for a union meeting. But that's exactly what was happening. The ballroom was being prepped for Local 3's Semi-Annual membership meeting.

Why was the ballroom being set up for 2,000 guests when the largest previous Semi-Annual crowd anyone in Local 3 could remember was around 500, and that was over 30 years ago? The large banner hanging from the ballroom ceiling provided a clue. It read: "The Dawning of a New Era in Local 3...Commemorating Our 60th Anniversary...Don Doser's Commitment to a Better Union."

A TIME TO CELEBRATE

Local 3 members were expected to flock in record numbers to the Semi-Annual for good reasons. They had much to celebrate. In addition to commemorating their union's 60th anniversary, Local 3 members are in the midst of a golden era. The economy is booming and Local 3 members are working record numbers of hours under the best contracts in decades.

And the recent elections of a labor-friendly California governor and Legislature have led to many positive political changes in Sacramento, including the preservation of prevailing wages, restoration of the eight-hour day, and a tentative contract agreement for the State Employees Unit of OP Division.

For the first time in Local 3 history the union's Semi-Annual was being held outside San Francisco. The new location meant more than half of the union's membership was within easy driving range of the meeting. No one, however, was quite sure whether the 2,000 seats would be an under count or overkill.

It turned out to be almost an under count. By the time the meeting started at 1 p.m., the ballroom had filled to capacity, and late arrivals began standing around the perimeter of the ballroom. The Semi-Annual, with its historical theme, was actually making history.

One member summed it up best, "I haven't seen this many Local 3 members in one place since the prevailing wage rally," referring to an event that brought over 15,000 trade unionists and their families to the Capitol steps in Sacramento on Valentine's Day 1996 to protest former Gov. Pete Wilson's attack on prevailing wages. Another member commented: "Wow, this is incredible. This is a big improvement from the few hundred members we used to get at the Seafarer's hall in San Francisco."

When the first guest speaker, San Francisco Mayor Willie Brown, peered out over the audience and began his speech, his first comment was: "I've been to a lot of Local 3 events over the years, but I've never seen this kind of a turnout."

After Brown's speech, Local 3 President Jerry Bennett called the meeting to order. Following the readings by Recording Corresponding Secretary Rob Wise of the minutes from the previous Semi-Annual and the general report of the Executive Board, Business Manager Don Doser gave his state of the union address.
BRIGHT WORK PICTURE
Doser began by giving the membership an overview of the work picture, which is expected to remain bright for the next three to four years. In California, construction hours are up 21 percent this year, rock, sand and gravel up 19 percent, and surveying up 34 percent. Nevada and Utah are also experiencing similar upswings. Even Hawaii, which has remained mired in an economic downturn for over three years now, is seeing some improvements.

ORGANIZING SUCCESS
Another bright spot within Local 3, Doser reported, is the union’s organizing program, which currently has over 60 organizing campaigns in progress, most of those in the construction sector. Over the past three years, Local 3 has signed over 360 new employers and brought in hundreds of new members, an accomplishment that has given Local 3 the distinction of being the fastest growing local within the International Union of Operating Engineers. Local 3 membership, if new applicants are included, is approaching 39,000. Doser expects Local 3 membership to near the 40,000 mark some time next year. “We’re moving forward,” Doser said.

GEARING UP FOR THE 2000 ELECTION
But organizing won’t remain as successful if labor cannot maintain a strong presence in politics. Doser reminded the membership that the 2000 election is rapidly approaching, and that the presidency, Congress, state legislatures, ballot initiatives and local races are all up for grabs. He encouraged those who are not registered to vote to please do so, then get involved by helping with campaigns and going to the polls on election day.

“We’ve got to get a pro-worker majority elected in Congress and keep a pro-labor president in the White House,” Doser said. “If we don’t, we could wind up with a national right-to-work law, and we could lose Davis-Bacon,” the federal prevailing wage law that Doser likened to our “federal Master Agreement.”
Pension upgradess

Doser concluded his speech with a summary of some of the union's recent pension improvements, including four consecutive monthly pension increases, a one-time increase of $2 per month per pension credit in 1998, five-year vesting and the Rule of 85, which allows members to retire with a full pension as early as age 55 if the combination of pension credits and years of service equals 85.

Other recent pension improvements, Doser explained, include a one-time 3 percent increase for active members granted on all pension benefits earned through 1998, an improvement, for example, that adds an additional $90 per month to a member earning a $3,000 a month pension. "We have the strongest local union pension in North America," Doser said.

Guest Speakers

After Doser's state of the union address, three additional guest speakers - Calif. Attorney General Bill Lockyer, Debra Gravert, who nearly pulled off an upset in the 1998 10th California Assembly District race, and Assemblyman Mike Machado - all addressed the membership. They thanked the members for their support of pro-worker candidates and urged the union to continue its commitment to maintaining a strong presence in the political arena.

Big Raffle Prizes

The final agenda item was the raffle, one of the many highlights of the Semi-Annual. Every member who signed in and registered prior to the meeting received a raffle ticket, which gave them a chance to win four possible prizes: a Hawaiian vacation, Alaskan cruise, a jet ski or a Honda all-terrain vehicle. Former Local 3 Vice President Bob Skidgel pulled the tickets and called out the numbers (see related story on page 14).

As members and their guests filed out of the ballroom after adjournment and strolled outside to the hotel's Grove Amphitheater for the luncheon, just about every member interviewed by Engineers News was quite pleased with the high turnout and new upbeat atmosphere. One member, a mechanic from Sacramento, said, "Now I know why this is the dawning of a new era. There's a whole new attitude around here, and I am liking what I see."

Former Business Managers Dale Marr (1972-1982), seated, and T. J. Stapleton (1982-1996), right, pose with current Business Manager Don Doser
**RETIREE BREAKFAST**

A WHOLE LOT OF UNION HISTORY IN ONE ROOM

Never before has so much union history been packed into one room. More than 80 former Local 3 officers, district representatives, business representatives and dispatchers gathered at the Radisson Hotel for a breakfast prior to the Semi-Annual membership meeting.

Heading the guest list were two former business managers, Dale Marr (1972-1982) and T. J. "Tom" Stapleton (1982-1996). Four other former officers - Norris Casey, Bob Skidgel, Harold Lewis and Russ Swanson - also attended the breakfast.

Dozens of other former Local 3 staffers from various eras were on hand, including oldtimers like Ed Parlas, a Sacramento District business representative from 1946-1952; Al Dalton, a Retiree Association chapter chairman and former business representative in the Sacramento area from 1960-1976; and Aster Whitaker, who worked at the Rancho Murieta Training Center back in the mid-1960s.

In welcoming the group, Business Manager Don Doser thanked the entire group for their years of dedicated service and commitment to building Local 3 into what it is today: the largest and the best local construction trade union in the country.

Gerry Steele with wife Darlene.

**RAFFLE WINNERS**

NOTHING BUT SMILES FOR RAFFLE WINNERS

One of the main attractions of the Sept. 19 Semi-Annual was the big raffle. Everyone who registered had a chance to win one of four major prizes: a Hawaiian vacation, an Alaskan cruise, a jet ski, or a Honda all-terrain vehicle.

Dennis Stanley, an apprentice from Aptos, Calif., won the Hawaiian vacation. Mike Johnson of Eureka won the Alaskan cruise, and Greg Triano, a 16-year member from Grass Valley, Calif., won the jet ski. And Steve Mackey, a 19-year member from Cotati, was all smiles after winning the Honda all-terrain vehicle.

Shown with recently won prizes are:
- at left, Steve Mackey and, above, Greg Triano.

**LUNCHEON**

MEMBERS ENJOY CAMARADERIE AT LUNCHEON

After the Semi-Annual, the union hosted a luncheon in the Grove Amphitheater, a large outdoor patio area adjacent to the Radisson Hotel pool. Members and their guests were treated to barbecued hamburgers and hot dogs, as well as potato salad, chips and drinks.

This was a time for the members and guests to wind down after the meeting and mingle with fellow union members and, if anything, simply enjoy one of the last days of summer.

At right: Pam Petit, left, with her husband Wade, son Jay, and daughter Brandi. Wade and Jay are Operating Engineers at Berkeley Asphalt.

At left: Delores and Samuel Williams from Pleasanton.

Above: Bart Marquez with his wife Veronica and 3-month-old daughter.
Protecting the Most Precious Resource

Recently, I was asked to advise a company that does crushed stone, quarry work and screening plant operations in Northern California to explain some citations they were issued and, more importantly, assist them in developing a safety and health program for their rock plants. Since I could not answer all of their questions, I went to the Mine Safety and Health Administration (MSHA).

MSHA came about in 1977, after passage of the Mine Safety and Health Act. The very first paragraph of the act, under the heading Findings and Purpose, states that "the first priority and concern of all in the coal or other mining industry must be the health and safety of its most precious resource — the miner..."

MSHA is divided into two different divisions: Coal Mines and Metal and Non-Metal Mines. The Metal/Non-Metal Division is divided into six district offices. The Rocky Mountain District, which covers nine states, includes our jurisdictions in the states of Utah, Wyoming and South Dakota.

The Western District office, which covers California, Hawaii and Nevada, is located in Vacaville. Each district office is further broken into field offices, and the Vacaville field office, located in the same building as the district office, covers the 46 counties of Northern California.

I met with Supervisory Mine Inspector Willie J. Davis from the Vacaville field office. His very first words to me echoed the Mine Safety and Health Act, "We are here first and foremost to protect the health and safety of the miners." Davis, who started out as an inspector in 1978, is assisted by 10 inspectors, who are assigned a travel area that is rotated yearly. The inspectors have a total of over 100 years experience, and each inspector must have at least five years in the industry before being hired.

During our meeting, Davis explained, "Our inspectors do not know what the fines for citations are going to be. That's not our job. Our job is to protect the safety and health of the miners."

Mine Safety Is Everyone's Responsibility

Davis points out the entire workforce along with management needs to be working together to eliminate safety and health hazards on the job because the Mine Act applies to anyone working on mine property. One article places the responsibility for safety on everyone by stating "the operators of such mines, with the assistance of the miners have the primary responsibility to prevent the existence of such conditions and practices in such mines." "Miners" therein refers to the owners and management personnel in the mines, while "miners" refers to Operating Engineers, laborers, union or non-union bargaining unit employees, etc. on the site.

Making A Mine Safe

MSHA's pamphlet entitled 'Safety Audit for Aggregate Operators (Surface Metal/Nonmetal)' has guidelines that aggregate (crushed stone, sand/gravel) mine operators can use to audit their own plant's safety and health programs. It lists the 20 conditions or practices that lead to 81 percent of all violations in the sand and gravel industry. Reading this publication is the first step a mine operator can take toward making a mine safe.

The number one condition covering 19 percent of the total violations is guards missing or left off moving machinery. One of the most overlooked conditions is not installing fan guards on old loaders where hoods and side panels have been removed to allow for better air circulation through radiators.

Another big one is the failure to use seat belts. MSHA will cite mine operators if you are operating moving equipment and are not wearing a belt. In some states, where the state law does not require seat belts on trucks, MSHA will cite a company if the truckers within the plant, especially those moving material from the pits to the hoppers, are not belted.

There are quite a few Operating Engineers out there that believe that only the company will be cited if MSHA comes to the worksite. This is incorrect. Recently, a company received a citation for $12,000 for a safety violation, and one of their foremen received a personal citation for $6,000.

Davis explained what he looks for when he goes to a plant. "The plants are required to have work area examinations at least once on each shift, and the self-propelled equipment is required to be inspected daily as well. The results of both of these inspections are required to be in writing. If the companies are correctly doing the daily worksite inspections, equipment operators are properly performing the equipment inspections and deficiencies are being corrected, the companies will be eliminating most of the safety and health concerns that we are looking for."

"One employee complained that he was writing the same equipment problem down every day and nothing was done; therefore, he quit writing it down." Davis advised, "Keep writing it down."

Some new miner training standards for aggregate operations are now being put into place. When new standards come along, plants are given some time to implement them, usually 60-90 days, before citations are issued.

As I left Davis' office, he gave me copies of the safety audit, listing the most cited violations and self-audit recommendations for correcting each one. Call the Local J Safety Department or MSHA to request copies.

MSHA Contact Information:

Rocky Mountain District
MSHA District Office
P. O. Box 25367
Denver, CO 80225
(303) 231-5465

Western District Office
James M. Salois, District Manager
MSHA District Office
2060 Peabody Road Suite 610
Vacaville, CA 95687
(707) 447-9844
Vacaville Field Office
(707) 447-9842

From left, Supervisory Mine Inspector Willie J. Davis with Metal/NonMetal Mine Inspectors James Weisbeck, Bruce Allard, Donald Horn, Curtis Petty, Michael Adams, Jerry Hulsey and John Perez, and Special Investigator Dennis Palmer.
Kauai activities

Rice Street project keeps four signatory companies busy

HONOLULU - Signatory contractor Goodfellow Brother's has a $20 million road widening project known as Rice Street. The project requires extensive sheet pile work, which is being performed by signatory contractor Lahaina Pier & Pile. Required drilling for soil stabilization work is being done by a third signatory contractor, Foundation International. With more than 100,000 tons of aggregate needed for the job, Goodfellow's own crews are kept busy mining and crushing while another signatory, Rego's Trucking, provides all of the hauling services.

1. David Bess works the dirt at contractor Goodfellow Brother's $20 million Rice Street project.
2. Contractor Lahaina Pier & Pile performing sub work at the Rice Street project.
3. At the Goodfellow's crusher plant — top row from left, Operating Engineers John Tremaine and Kaipo Nishibata. Bottom row from left, Assistant Director of Organizing Kalani Mahoe with Operating Engineers Frank Moir and Kenneth Pacleb.
4. Part of Rego's fleet of 35 trucks.

Hawaii’s newest signatory contractor

District 17 Rep. Harold K. Lewis congratulates Daniel G. Ching, president of KD Construction, as Hawaii's newest signatory contractor. KD Construction specializes in commercial and industrial structures. It is the largest contractor doing military construction work organized to date with over $20 million of work acquired in 1999 and about 35 employees.

Koga Engineering jobs

1. From left, Operating Engineers Derek Ebesu, Presley Wann and Michael Lopez with Assistant Director of Organizing Kalani Mahoe at the Puhi subdivision project.
2. Apprentice Todd Crozier taking a break beside his water truck at the Kauai Intermediate School project.
DAUGHTER OF LOCAL 3 MEMBER WINS 3RD PLACE MEDAL

SAN JOSE — Congratulations to Arnetia Gamble for placing third in the nation in the 61-pound class at the 1999 U.S.J.F. (United States Judo Federation) Junior Nationals last July.

Arnetia’s father, Clark Gamble, who also trains and competes in Judo from the Bojuka Ryu Dojo in Marina, works for Granite Construction, Monterey Bay, and teaches the Gradechecking class at the San Jose union hall every Thursday night at 7 p.m.

Good job to Arnetia and Clark. Keep up the good work!

Arnetia and Clark Gamble.

LET'S RAISE THAT V FOR VICTORY!

SALT LAKE CITY — Local 3 recently completed eight ideas for bettering their contracts. This first step was most instrumental in setting the tone for the actual negotiations.

Union stewards became very involved in negotiations. The most productive changes in the contracts came from the stewards speaking up at the right time and standing firm on items. They were consistent and always able to field the challenges that came up in the sessions.

We want to recognize the stewards for giving their time and talent. They were working and coming to meetings and taking notes, and they spent a lot of their own money burning up their cell phone minutes helping us and the members. There’s no better bunch than those who participated in these last negotiations. They were a hundred percent involved, and everyone should appreciate their determination to improve the contracts and the confidence and serious work they put in to get the contracts we now have.

The names of the participating Concrete Products’ stewards are Kenneth Prescott, Mike Hansen and Ron McCleary. Fife Rock Products’ stewards are Hal Higgs and Alfred Barela. Geneva Rock has stewards John Averett, Sheryl Beward, Rick Br inghurst, Brandon Dew, Bill Eyre, John Jones and Richard Jones working with the members in that unit. And Valley Asphalt’s stewards are Shane Drage, Rod Johnson, Nick Boot and Jim Smith.

Any time you have a question on your contract, get to your closest stewards. If they can’t immediately answer your question, they’ll get to the business representative on the unit and find out what you want to know. You’ll be glad you did. Your job steward is your most effective communication tool for learning about your contract and your union.

by Business Reps. Dale Cox, Jim Sullivan and Siemon Ostrander
FROM SACRAMENTO

SACRAMENTO — At this Kiewit job east of the city, two D10 Cats push a Cat scraper as Operating Engineers moved 450,000 cubic yards of dirt and rock in the Eldorado Hills off Hwy. 50 to level acreage for 266 house lots.

FROM OAKLAND

District Picnic

OAKLAND — A good crowd of over 250 Local 3 members and their guest enjoyed the final days of summer at the Sept. 12 Oakland District picnic at Marina Park in San Leandro.

Picnickers were treated to a lunch of barbecued tri-tip, beans, salad, rolls and hot dogs for the kids, plus plenty of recreational activities, including volleyball and softball. The horseshoe pit stayed busy all day. But the highlight of the picnic, as usual, was the raffle, which included dozens of prizes for guests of all ages.

The Oakland District would like to thank all of the people who helped organize and carry out the picnic.

1. Patty Fagan takes aim at horseshoes while her father and teammate, Roger Fagan and Melissa Rooks, wait their turn.
3. From left are Ryan Bell, Danna Bell, Mike Bell, Debbie Kanaby and Henry Salazar.
5. The Seagull Area of Marina Park in San Leandro is an ideal site for a picnic.
Five members from Montana local fined $10,000 each

CASPER, Wyo. — When Business Manager Don Doser called me into his office in April and told me the International had asked us to take over the jurisdiction of Wyoming and Western South Dakota, I was surprised. When he asked me if I'd be interested in becoming the district representative, I must admit I was intrigued and apprehensive at the same time. Now that I've been here for a few months, I'm glad I came. It's been a challenging but, at the same time, a rewarding experience. The members have been great. Similar problems. We are committed to representing the members doing whatever they want are over. Five members out of Local 400 in Montana recently found out just how serious we are regarding this issue. They were told not to go work on a job without a clearance and chose to do so anyway. At our district meeting in Casper on August 11, the membership unanimously found all five guilty on all charges, and they were fined $10,000 each. The next day we signed a paving contractor from Montana who wanted to avoid similar problems. We are committed to representing the members in Wyoming and South Dakota and providing the same kind of service and dedication that has made us the largest and fastest growing local in the IUOE.

We have a team of organizers in District 15 that are doing an excellent job. They recently won an election at a hospital in Wheatland and are involved in several other campaigns. They have also been busy stripping qualified hands from non-union construction companies while attempting to organize them.

I look forward to meeting and representing all the members in District 15 and invite all of you to come by or call the District 15 office in Casper, Wyo. at 307-265-1397 with any comments, suggestions or concerns.

by District Rep. Andy Mullen

The days of out-of-state contractors and travelers coming in and
DISTRICT MEETINGS

All meetings convene at 7 p.m.

**OCTOBER 1999**

14th District 30: Stockton, CA
Stockton Waterfall Gun & Bocci Club
4343 N. Ashley Lane

19th District 40: Eureka, CA
Engineers Building
117 Pajaro Street

20th District 70: Redding, CA
Engineers Building
20308 Engineers Lane

21st District 50: Marysville, CA
Friday Night Club Live
(Old Packard Library)
301-4th Street

**NOVEMBER 1999**

9th District 04: Fairfield, CA
Engineers Building
2540 N. Watney Way
Fairfield, CA 94533

11th District 50: Fresno, CA
Laborers Hall

17th District 15: Cheyenne, WY
Laborers Union Hall
1820 Westland Road

18th District 12: Ogden, UT
Marriott Hotel
247-24th Street

18th District 11: Reno, NV
Engineers Building
1290 Corporate Boulevard
Reno, NV 89502

23rd District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Blvd., Ste. 200
Sacramento, CA 95834

30th District 01: Novato, CA
Inn of Marin
250 Entrada

**DECEMBER 1999**

2nd District 10: Lakesport, CA
Yacht Club
55-6th Street

2nd District 50: Salinas, CA
Labor Temple
117 Pajaro Street

6th District 17: Kauai, HI
Kauai High School Cafeteria
Lihue

8th District 17: Honolulu, HI
Washington Intermediate School Cafeteria
1633 So. King Street

9th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanihau Street

10th District 17: Kona, HI
King Kamehameha Kona Beach Hotel
75-5660 Palani Road
Kailua-Kona

15th District 20: Martinez, CA
Plumbers 159
1904 Roman Way

**DEPARTED MEMBERS**

Our condolences to the family and friends of the following departed members:
(Compiled from the August 1999 database)

Michael Amoroso  
San Francisco, CA  06-20-99

Sidney Armstrong  
Turlock, CA  08-06-99

Tim Atkinson  
Nice, CA  07-26-99

John Bailey  
Roodin, CA  08-05-99

Joe Bates  
Ely, CA  06-01-99

F. Butler  
Los, CA  08-17-99

Leon Covert  
Rackley, CA  08-06-99

John Craft  
Oakdale, CA  07-28-99

Robert Crouch  
Roanoke, CA  08-19-99

Boyd Davis  
Windsor, CA  08-20-99

John DeBlum  
Davis, CA  08-01-99

Dick Durham  
Stockton, CA  07-22-99

Everett Gollieber  
Kings Landing, CA  07-07-99

Charles Hardwick  
Kuna City, CA  08-02-99

Douglas Hiram  
Las Vegas, NV  08-13-99

William Horan  
Condor, CA  07-31-99

Vernon Hughes  
Eureka Valley, CA  08-17-99

George Jaegol  
Gleneden Beach, OR  08-15-99

Dave Johnson  
Roseville, CA  08-22-99

James Logden  
Reyf, NV  08-09-99

Earl Maitt  
Laverne, CA  08-17-99

J. Mangan  
Kaweko, HI  08-13-99

Kazuo Marumoto  
Kearhode, ID  07-31-99

Douglas McDannles  
Summit City, CA  07-26-99

Thomas Miel  
Spokane, CA  06-11-99

Orin Montgomery  
Griley, CA  08-13-99

Manuel Neves Sr.  
Hilo, HI  12-10-97

Frank Pavao  
Kapolei, HI  09-10-99

Robert Sikorski  
Potlock Pines, CA  07-30-99

Joseph Silve  
Newark, CA  07-30-99

George Smith  
Carson City, CA  09-01-99

Manuel Soares  
Omak Ltd., CA  06-01-99

Daniel Southworth  
Hitlertz, CA  08-04-99

David Storey  
Ch垈, ID  08-15-99

Arthur Taylor  
Chaten, CA  07-24-99

Paul Todd  
Placeville, CA  07-12-99

Ernest Valdez  
Porterville, CA  07-30-99

James Wilford  
West Jordan, UT  07-03-99

Roper Wilson  
Bakersfield, CA  07-20-99

D. Wimberley  
Rochelle, WY  07-19-99

Martin Wolfenberger  
Pleasanton, CA  06-16-99

Elvin Womch  
Heine, WY  09-04-99

Terrell Young  
Hayward, CA  06-09-99

**DECEASED DEPENDENTS**

Laryne Bird, wife of Roy W. Bird  06-19-99

Elizabeth Ceas  , wife of Pete A. Ceas  06-29-99

Wanda Gane, wife of Clyde E. Gane  06-18-99

Elinore Gooch, wife of Kenneth Gooch  06-05-99

Thelma Hipp, wife of Arthur Hipp  06-28-99

Judith Jakes, wife of Roy A. Jakes  06-14-99

Joanne Jaynes, wife of Clyde Jaynes  06-23-99

Minnie Meyers, wife of Thomas Meyers  06-20-99

Fay Montee, wife of Frederick Montee  08-05-99

Bernice White, wife of Cenas G. White  07-26-99
FOR SALE: 1988 Merker Scorpio, ACF, OPA, champion lineup, vet checked, shots, dewormed, parents on site, great temperament, gorgeous fluffy black, $1,350.00, (530) 322-6530, #1192168.


FOR SALE: 1985 Chris Craft, wood, trans, sofa bed, all new tires, $5,500.00, #1282996.

FOR SALE: 1986 19x Arrow W/6 levels, Bow: 2 bunk beds, head, TV & VCR, 7k w gen., new tires, all awnings, storage, queen bed, microwave, $24,000.00, (209) 823-3964, #0773006.

FOR SALE: 1993 Allo Sth Wheel, 2 1/2 horse power heavy duty handi, Marine, 72" wide, 33/4, FVLVN, TV/VCR, (with cover), 1 yr. warranty, $12,500.00, (707) 643-7244, #98191.

FOR SALE: 1997 custom tow vehicle avail., GOd Wagon, 4-door, $1,000.00, Oroville, CA, RKA 16 liter tank bag, exc. cond., minor hide damage from lip over while warning. This is a very nice sport- touring motorcycle. $4,000.00 firm. (209) 833-8884, #1192168.

FOR SALE: 1993 Almarrn Wilderness 33 & 1/2', 5th wheel w/ 20' Fiber glass, side by side, Garden of Devotion, Napa Valley Memorial Park, Napa CA, $3,000.00/offer, (707) 324-7327, #899529.

FOR SALE: 1996 Fleetwood Avilion, 5th Wheel, $1,850.00, owner will pay $600.00, (916) 967-8022, #0976074.

FOR SALE: 1983 Chevrolet 1-ton, extended cab, Silverado, all power, 102" wide, 3 S/0, FVLVN, TV/VCR, (with cover), 1 yr. warranty, $15,000.00/offer, (707) 643-7244, #98191.
**LOCAL 3 SCHOLARSHIP PROGRAM CONTINUES TO GROW**

Members can also help build the union's scholarship fund through contributions of their own.

Local 3 has a long tradition of supporting training and education. A case in point is the Rancho Murieta Training Center, where the union, in cooperation with its signatory employers, administers one of the finest apprenticeship programs in the country. Graduates go on to fill the skilled labor needs of Local 3's signatory employers.

But Local 3 also feels that it's important to provide our own children with a brighter future. In today's rapidly changing technological society, it is becoming increasingly difficult to get ahead without some advanced training beyond high school. Competing for jobs that require more skill and education is one of our youth's biggest challenges.

Since 1965, Local 3 has maintained a scholarship program for the children of Local 3 members. In 1992, the Operating Engineers Federal Credit Union became a joint sponsor of the Local 3 College Scholarship. Since then, Local 3 and the credit union have provided $5,000 annually to the first-place male and female winners and $2,000 each to the male and female runner-ups. Each winner also receives an additional $500 for each of the remaining three academic years provided they remain full-time students.

In an effort to increase the number of scholarships awarded, Local 3 and the credit union established the T.J. Stapleton Invitational Golf Tournament in 1996 in honor of former IUOE Vice President and Local 3 Business Manager T.J. Stapleton. Due to the success of the tournament, Local 3 was able to award 20 additional scholarships of $500 each at the July Executive Board meeting in Alameda. These scholarships, chosen by random drawing, are for any advanced training beyond high school.

This year's tournament, held August 30 at the Chardonnay Golf Club Vineyards Course in Napa, again raised close to $28,300. With Norman McDonald's support, this year's tournament is expected to raise even more to expand the scholarship program to 50.

If you would like to help, please fill out the coupon on this page. Your donation will not only be greatly appreciated, it will go a long way in helping a Local 3 child receive the training or education necessary to be successful in today's job market.

**HONORARY MEMBERS**

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

- **Effective January 1, 1999**
  - Billy Barrett
  - Alfred Blonquist
  - Jerold Bradbury
  - Charles Dudoit
  - Loyd Hack
  - James Hamilton
  - James Hamilton
  - Frank Horton
  - Earl Hutchinson
  - Francis Kaniaupio

- **Effective April 1, 1999**
  - Alfred Blonquist
  - Charles Dudoit
  - Loyd Hack
  - James Hamilton
  - James Hamilton
  - Frank Horton
  - Earl Hutchinson
  - Francis Kaniaupio

- **Effective July 1, 1999**
  - Edward Lema
  - W. L. Maddox
  - Norman McDonald
  - James Meyers
  - James Meyers
  -othar Mumm
  - Moises Ontiveros
  - Alvin Piazza
  - Ed Lema
  - Frank Royce
  - Ralph Scruton
  - Thomas Uemura
  - Hideo Yamasaki

**PERSONAL NOTES**

**SAN FRANCISCO DISTRICT**

The San Francisco District office staff would like to express its condolences to 44-year Local 3 member Arnold "Mike" Stavsky on the death of his wife, Yuri, who passed away Aug. 26 at the age of 66. Yuri, who was married to Mike for 40 years, was a native of Japan and enjoyed gardening, bowling and traveling. Yuri was cremated on Aug. 28, and Mike will deliver her ashes to Japan.

**EUREKA DISTRICT**

The Eureka District office staff would like to express its condolences to the family of William L. "Bill" Kuchel, who passed away Aug. 20 at the age of 101. Bill had been a Local 3 member for 57 years. He was a "cat skinner" who thoroughly enjoyed life and his years as an Operating Engineers.
SMOOTH RIDE FOR FREHNER'S

MUSTANG QUARRY

RENO — About three years ago, Frehner Construction of Las Vegas, Nev. started a rock, sand and gravel operation in the Reno area, and it's been smooth riding ever since.

Frehner's Mustang Quarry has a jaw and cone crusher that produces 3/4-inch fine, 1-inch PMA, crushed aggregate, crushed fines, and even a little rip-rap.

About 90 percent of the plant's sand and gravel is used to supply the site's asphalt plant, which puts out about 3,000 tons per day. Most of the Mustang Quarry's asphalt is being used for state and county highway projects.

About 12 Operating Engineers working at the site have been doing a good job in keeping the plant competitive.

A view of the operation from the top looking east.

A view of Frehner's asphalt plant (middle ground) and the crushing operation (background).

On the loader feeding the hopper is Tracy Horn.
ROHNERT PARK — Business Manager Don Doser, third from right, is flanked by four new members at their initiation, from left, Mark Snell, Geoff Harlan, Ken Elliott and initiate Chris Lambert. Standing behind Doser, from left, are District Rep. Gary Wagnon and Rec. Corres. Sec. Rob Wise.

ROHNERT PARK picnic a great success!

ROHNERT PARK — Our district picnic, which was held June 27 at the Sonoma County Fairgrounds, drew a good crowd. The New York steaks were delicious, and the band was swinging. Below are a few photographs of the event. Thanks to everyone who volunteered their time to help. We look forward to seeing you all next year!

1. Rohnert Park District Rep. Gary Wagnon, left, introduced many county officials who joined the picnic festivities. He is shown here with Assemblywoman Virginia Strom-Martin, District 1.

2. County of Sonoma Supervisor Mike Reily.

3. District 7 Assemblywoman Pat Wiggins.

4. City Council member Armando Flores.

5. District 6 Congresswoman Lyn Woolsey.

6. Members, retirees and their families enjoy the picnic.


8. From left, Technical Engineers Division Director Jerry Orme, District Rep. Gary Wagnon and Grievance Committeeman Gary Pina with this wife at the raffle ticket table.