

ENGINEERSnews

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SEMI-ANNUAL EXTRAVAGANZA!



(See coverage
pages 11-14)

FOR THE good & welfare



by
DON DOSER

business
manager

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 500, and that was well over 30 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 antidotes about politics, especially Brown's longstanding appreciation of Local 3's printing press.

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 rebuff 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 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 unified 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 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 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.

contents

FIND US ON THE WEB
at: <http://www.oe3.org>



It's a bear

The night shift
at Yosemite
National Park

At left: Yosemite's
beauty by day
becomes a glaring
danger zone at
night. p.4-5

| | |
|-------------------------------|---------|
| Credit Union | p.6 |
| Organizing | p.7 |
| Fringe Benefits | p.8 |
| ARP | p.9 |
| Surveyors | p.10 |
| Semi-Annual (cover story) .. | p.11-14 |
| Safety | p.15 |
| News from the Districts. | p.16-19 |
| District Meetings | p.20 |
| Swap Shop | p.21 |
| Scholarship Program | p.22 |
| Mustang Quarry | p.23 |
| Rohnert Park Picnic | p.24 |



Operating Engineers Local Union #3

| | |
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| John Bonilla | Vice President |
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| Darell Steele | Financial Secretary |
| Max Spurgeon | Treasurer |

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News Update



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 Jennings in 1954, when he was District Rep. in Oakland

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.

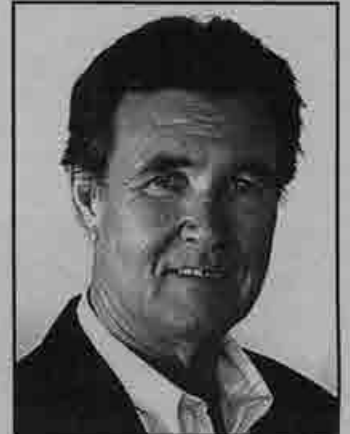
O'Connell joined Local 3 in 1965 after serving four years in the U.S. Air Force. He worked 27 years for Local 3 as a dispatcher, business agent, JAC coordinator and district representative. O'Connell was an elected trustee of Local 3 for over 20 years before being installed as financial secretary in 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 Teichert 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.



Retiring Vice President Pat O'Connell



Newly appointed Vice President John Bonilla



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.

Yosemite

It's a bear

The night shift at Yosemite National Park

by Valerie Kanter • Associate Editor

"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 the entrance for all park 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



Foreman Mark Basili on the night shift.

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 sentries posted at the gates and two work trucks simultaneously sweeping a 7.5-mile stretch in each direction to usher all cars out of 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 gate is 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.



From left top row: Excavator operator Jeff Ford, excavator operator Bob Stanley, backhoe operator Dave Martin, night shift Mechanic and Oiler Jerry Sharpe, Batch Plant Operator Bruce Delhaven, excavator foreman Greg Colwell, and Business Agent Pat Vadnais. From left bottom row: General Superintendent J. Rod Brown, MSE-wall Foreman Rich Tholcke, Operator Foremen Jim Holmes, and Gradesetter Tommy Savage.

It seems there are a lot of added challenges when working in the dark. Nothing can be done without lights, 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 storm drain piping or digging beneath the roadbed prior to rebuilding it have put in entire shifts just breaking rocks during the summer.

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 road, 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

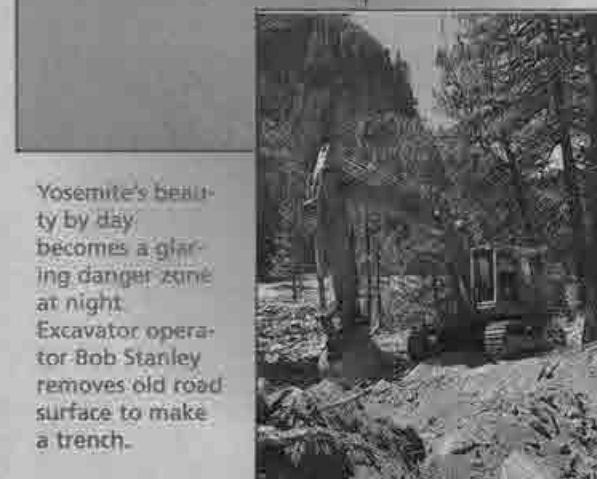
cross the centerline in 22 places between the park boundary and Yosemite Valley. Widening each lane by 1.5 feet (1 foot less than the federal highway standard 12-foot lane) and slightly realigning sharp curves, will make the road safer while maintaining its park-like character.

The 70-year-old road has suffered from decades of erosion, escalating traffic, and the effects of numerous floods, mud slides 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 tight roadway say "No shoulder next 7 miles" or "No Center Stripe" and patched pavement, iron trench plates, missing guard walls, uncovered guard wall rebar 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.



Yosemite's beauty by day becomes a glaring danger zone at night. Excavator operator Bob Stanley removes old road surface to make a trench.

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.



Above: Sections of unstable roadbed are rebuilt in layers using a technique called mechanically stabilized earth (MSE) walls. On top of every 12 to 18 inches of fill material are 8-foot sections of heavy gauge wire grating to stabilize the earth fill sections of the new roadbed.

Top photo: On the exposed side of the MSE wall, the layered heavy gauge wire is encased in more heavy gauge wire made of galvanized steel, and this will ultimately be covered with a material sculpted and stained to simulate granite.

Depending on site conditions, Kiewit either cuts into the hillsides 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.



Rebar for new guard wall along Hwy. 140.

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 12-inch 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 sliplining 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.



Arch Rock and other landmark features and trees are being carefully preserved during roadwork.

NEWS FROM THE credit union



by
ROB WISE

credit union
treasurer

Prepare now to save during the holidays

Money and time become extra valuable during the holiday season. Your credit union can help give you more of 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



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.

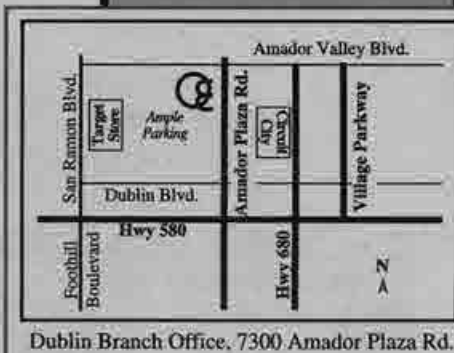
With the check card or an OE Visa card you can take advantage of Internet bargains and enjoy shopping on your timetable rather than squeezing in a trip to the mall before or after work or fighting the weekend crowds. Our newest branch is always open.

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.

WEST STOCKTON BRANCH RELOCATES

One of the credit union's two Stockton branches has moved to a more accessible location. The former Pershing Avenue branch, known as the West Stockton branch, is now located at 1818 Grand Canal Blvd., Suite 1. The phone number remains (209) 472-0708. Your credit union continues to have two Stockton branches to serve you. The other branch is located at 1916 N. Broadway.



Dublin Branch Office, 7300 Amador Plaza Rd.

CREDIT UNION MEMBERS ONLY — RAIN OR SHINE

Super Select Pre-owned Vehicle Sale

Saturday, Oct. 30
8 am - 2 pm



1% Loan
Discount
with Auto Pay!

- ◆ More than 200 cars! Most still under factory warranty
- ◆ Huge selection of cars, trucks, vans and sport utility vehicles
- ◆ No cash needed....100% financing available

2 LOCATIONS

Credit Union Dublin Branch
7300 Amador Plaza Road
and

Corporate Motors
6250 Florin Road, Sacramento
(across from Florin Mall)



Operating Engineers Local Union No. 3
Federal Credit Union

Vehicle Information Hotline: 1-800-999-9476 • For Loan Information: 1-800-877-4444 or 925-829-4400

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 & Country 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 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 1987, 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 1987 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.

NEWS
FROM THE
organizing
dept.



by
BOB MILLER
director

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)



United We Bargain!
Divided We Beg!

Operating Engineers Local 3



NEWS FROM fringe benefits

by
CHARLIE WARREN

fringe
benefits
director



retiree dental plan OPEN ENROLLMENT PERIOD

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. Utah's open enrollment is the same as California's - October 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.

Safeguard Dental Plan

The Safeguard Plan is available only in California, Colorado, Arizona and Nevada. If you choose this plan, you must see a Safeguard dentist. Any time you want to change dentists or if the dentist you have been seeing drops from the program, you must call Safeguard to transfer to a new dentist.

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 1-800-352-4341. 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.

Premiums

Monthly premiums for the Retiree Dental Plan will automatically 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:

**Operating Engineers
Trust Fund Office
P.O. Box 23190
Oakland, CA 94623
Attn: Retiree Dental**

How to cancel

After one year, you may cancel the plan if you wish. To cancel, please notify us in writing at the above address.

It is important that you include your name, address and Social Security number. The plan will be canceled on the first day of the following month.

Please note that once you have canceled, you will never be eligible to join the Retiree Dental Plans again.

Further information about the plan can be obtained from the Fringe Benefits Service Center at
**(510) 748-7450 or the Trust Fund
Service Center at 1-800-251-5014.**

RETIREE ASSOCIATION MEETINGS

Retiree Association meetings are an open invitation to all retirees and your spouses, to come join us at the meeting in your area. We would especially like to welcome all newcomers to the retirees' ranks and hope to see you at the meetings. Your input is vital, and we will be discussing the latest happenings. Be sure to check the schedule for the meeting in your area, and we hope to see you there.

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 Waterloo Gun & Bocci Club
4343 N. Ashley Lane
Stockton, Calif.

EUREKA

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

REDDING

Wednesday, October 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 Starr 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.

*Note date change.

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: _____



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 your kids are going to be listening to others who have strong opinions about the subject, including those who use drugs. And those who sell them.

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: ARP, Inc. 1620 So. Loop Road, Alameda, Calif. 94502, or you can e-mail me at: ugunnersen@aol.com.

NEWS
FROM THE
**addiction
recovery
program**



by
UWE GUNNERSEN
director

1-800-562-3277

IN HI:
1-808-842-4624

Visit our web page
at www.oc3.org



NEWS FROM teaching techs



by
PAUL SCHISLER

administrator,
northern california
surveyors joint
apprenticeship
committee

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.

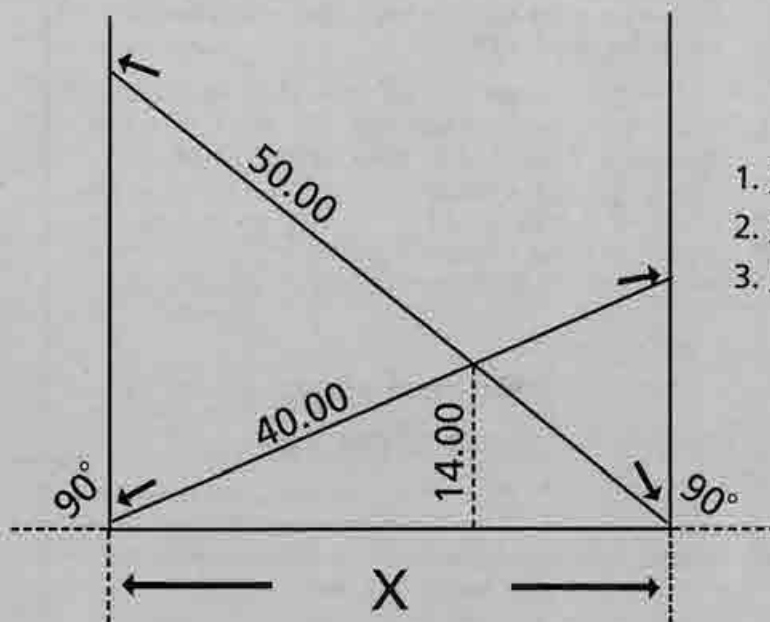
During this time, I spent numerous years working with many of you on countless projects throughout Northern California. I would like to take this moment to say thanks to all the people I worked with for sharing a part of their lives with me. As a field surveyor, business representative, organizer and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

functions as they pertain to the NCSJAC. I attended many 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.

NEWS FROM talking to techs

by
GERRY ORME

director,
technical
engineers

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 eyeing 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

On 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 under way 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 12 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,

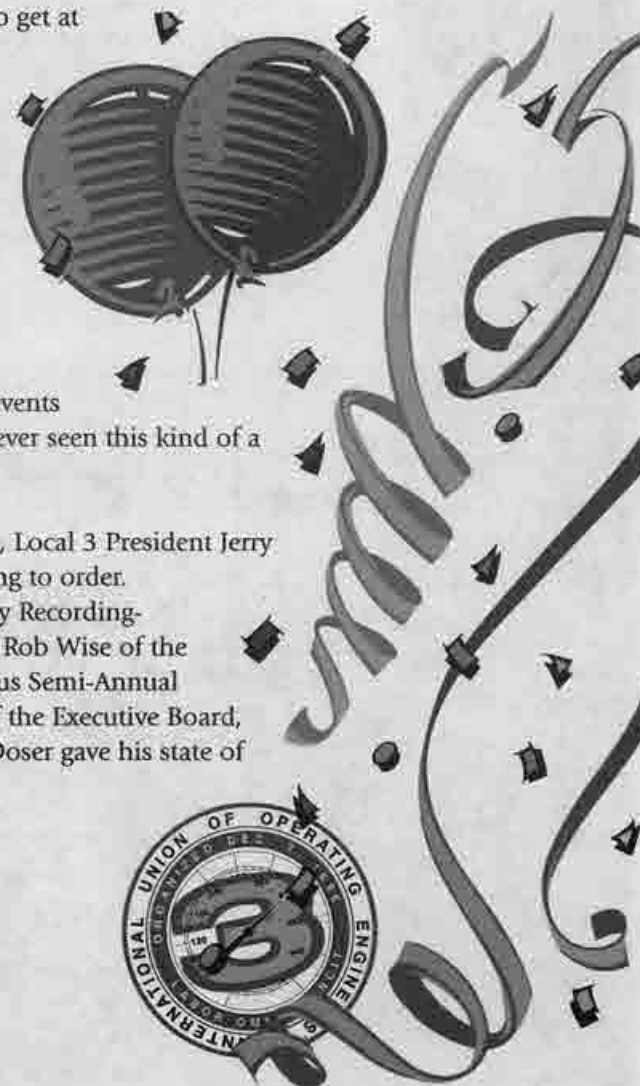
however, was quite sure whether the 2,000 seats would be an under count or overkill.

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.



GUEST SPEAKERS



San Francisco Mayor
Willie Brown



Calif. Attorney General
Bill Lockyer



Candidate for the 10th
Calif. Assembly District
Debra Gravert



Calif. Assemblyman
Mike Machado

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, Dosier 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 38,000. Dosier expects Local 3 membership to near the 40,000 mark some time next year. "We're moving forward," Dosier said.

GEARING UP FOR THE 2000 ELECTION

But organizing won't remain as successful if labor cannot maintain a strong presence in politics. Dosier 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," Dosier 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 Dosier likened to our "federal Master Agreement."



Above: Recording Corresponding Secretary Rob Wise, at podium, delivers the minutes from the January Semi-Annual. From left are Business Manager Don Dosier, Financial Secretary Darell Steele and President Jerry Bennett.



At left: Business Manager Don Dosier announces a bright work picture for the next three to four years during his state of the union speech.



FORMER OFFICERS

PENSION UPGRADES

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, Dosier 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," Dosier said.

GUEST SPEAKERS

After Dosier'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 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 Dosier



Former Business Manager
T. J. Stapleton



Former Business Manager
Dale Marr



Former Financial Sec.
and Treasurer
Norris Casey



Former Vice President
Bob Skidgel



Former Financial Sec.
Harold Lewis



Former Officer
Russ Swanson



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.

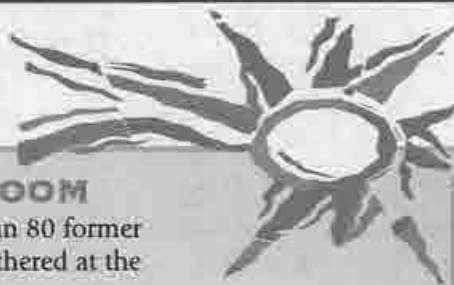
Heading the guest list were two former business managers, Dale Marr (1972-1982) and T. J. "Tom" Stapleton (1982-1996). Four other former officers – Norris Casey, Bob Skidgel, Harold Lewis and Russ Swanson – also attended the breakfast.

Dozens of other former Local 3 staffers from various eras were on hand, including oldtimers like Ed Parks, 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.



The dining room and serving line.

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.



Courtesy

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.



Above: Business Manager Don Doser presenting awards to Dennis Stanley, left, and Mike Johnson, right.



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

NEWS
FROM THE
**safety
dept.**

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." "Mine operators" 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 84 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.



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.

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 belt 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."

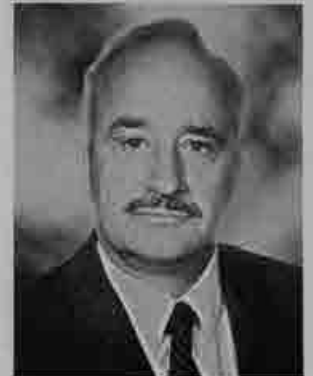
Some new miner training standards for aggregate operations are now being put into place. When new standards come along, plants are given some time to implement them, usually 60-90 days, before citations are issued.

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 3 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



by
BRIAN BISHOP

safety
director



NEWS FROM THE districts

FROM HAWAII EBOH HAWAII

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 Mohr 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.





FROM SAN JOSE EBOW SAN JOSE

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.

NEWS
FROM THE
districts

FROM UTAH EBOW HIGH

Let's raise that **V** for victory!

SALT LAKE CITY — Local 3 recently completed eight weeks of grueling, marathon negotiations with four of the five sand and gravel units in the state: Geneva Rock, Fife Rock Products, Concrete Products Company-Granite and Valley Asphalt.

These negotiations really began at pre-negotiation meetings with members of each of these companies early in the year. Day and evening meetings were scheduled and held to be sure all employee-members, regardless of the shift they worked, had an opportunity to attend and voice their opinions and concerns on their contracts.

The pre-negotiation meetings were very effective in putting together the necessary issues in the proposals for these companies.

At the same time, agents were working at internal organizing in these units. Internal organizing helps to create a strong and viable membership, and a unified and informed membership gives back a vitality that creates a momentum for success in the bargaining process.

Local 3 began meeting with the various companies' representatives early in June and continued almost daily with one company or another, sometimes two on the same day, until late in July when the contracts expired. Numerous hours were spent bargaining over issues important to the well being and working conditions of our collective membership.

After weeks of tough bargaining, and with the help of well informed and confident stewards, we came away from negotiations with the best language and compensation packages for sand and gravel that we've had in a long time.

Pre-negotiation meetings are effective

The early pre-negotiation meetings were an effective learning process for us. As Utah's business reps., we want to thank the members who attended and participated in the pre-negotiation meetings and shared their

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 McCleery. Fife Rock Products' stewards are Hal Higgs and Alfred Barela. Geneva Rock has Stewards John Averett, Sheri Bevard, Rick Bringham, 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



NEWS FROM THE districts

FROM SACRAMENTO EBOW 2VCBYWENIO

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 EBOW OVKFVMD

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 organized and carry out the picnic.



1. Patty Fagan takes aim at horseshoes while her father and teammate, Roger Fagan and Mellisa Rooks wait their turn.

2. Business Rep. Mike Dunlap.

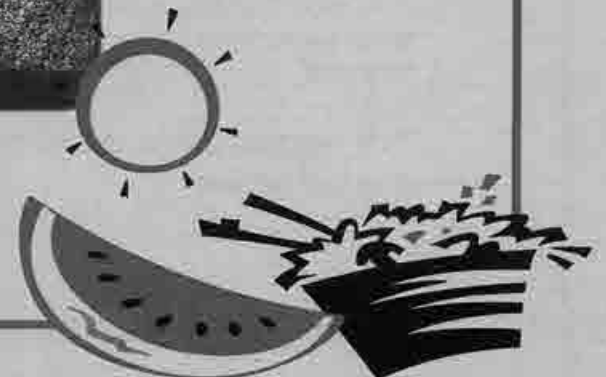
3. From left are Ryan Bell, Danna Bell, Mike Bell, Debbie Kanaby and Henry Salazar.



4. From left are Dispatcher Greg Enes, Recording-Corresp. Sec. Rob Wise, Joe Wendt, and Oakland District Rep. Myron Pederson.



5. The Seagull Area of Marina Park in San Leandro is an ideal site for a picnic.



FROM WYOMING & SOUTH DAKOTA EBOW MONTANA & SOUTH DAKOTA

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. Some, as expected, were leery at first, but the majority have realized that Local 3 has the resources available to best serve their interests.

We have signed five new contractors since we took over May 1. Four of those were the direct result of shutting down jobs with travelers who were not properly cleared. In the past, members from other locals have been allowed to work in this area without proper clearance. This is a violation of the international constitution and something Local 3 won't tolerate. Not only does it result in lost revenue to the Local, it's not fair to our members or to our signatory contractors. If a member of another local is allowed to work in our jurisdiction, it's a privilege, not their right. We represent members of Local 3.

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

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

NEWS
FROM THE
districts

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| 12. For completion by nonprofit organizations authorized to mail at special rates. The purpose, function, and nonprofit status of the organization and the exempt status for federal income tax purposes. (Check one) <input type="checkbox"/> Has Not Changed During Preceding 12 Months <input type="checkbox"/> Has Changed During Preceding 12 Months (If changed, publisher must submit explanation of change with this statement) | | 13. For completion by nonprofit organizations authorized to mail at special rates. The purpose, function, and nonprofit status of the organization and the exempt status for federal income tax purposes. (Check one) <input type="checkbox"/> Has Not Changed During Preceding 12 Months <input type="checkbox"/> Has Changed During Preceding 12 Months (If changed, publisher must submit explanation of change with this statement) | |

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| 16. This Statement of Ownership will be printed in the <u>October</u> issue of this publication. <input type="checkbox"/> Check box if not required to publish | | | |
| 17. Signature and Title of Editor, Publisher, Business Manager, or Owner <i>Don Doser</i> Date <u>9/27/99</u> | | | |
| I certify that all information furnished on this form is true and complete. I understand that anyone who furnishes false or misleading information on this form or who omits material or information requested on the form may be subject to criminal sanctions (including fines and imprisonment) and/or civil sanctions (including multiple damages and civil penalties). | | | |
| Instructions to Publishers | | | |
| 1. Complete and file one copy of this form with your postmaster on or before October 1, annually. Keep a copy of the completed form for your records. | | | |
| 2. Include in items 10 and 11, in cases where the stockholder or security holder is a trustee, the name of the person or corporate trustee is acting. Also include the names and addresses of individuals who are stockholders who own or hold 1 percent or more of the total amount of bonds, mortgages, or other securities of the publishing corporation. In item 11, if none, check box. Use blank space if more space is required. | | | |
| 3. Be sure to furnish all information called for in item 15, regarding circulation. Free circulation must be shown in item 15d, a, as well as in item 15e. | | | |
| 4. If the publication had second-class authorization as a general or requester publication, this Statement of Ownership, Management, and Circulation must be published. It must be printed in any issue in October or the first printed issue after October; if the publication is published during October. | | | |
| 5. In item 16, indicate date of the issue in which this Statement of Ownership will be printed. | | | |

meetings AND announcements

DISTRICT MEETINGS

All meetings convene at 7 p.m.

OCTOBER 1999

- 14th District 30: Stockton, CA**
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane
- 19th District 40: Eureka, CA**
Engineers Building
2806 Broadway
Eureka, CA 95501
- 20th District 70: Redding, CA**
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 21st District 60: 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
5431 East Hedges
- 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: Lakeport, CA**
Yacht Club
55 - 5th Street
- 2nd District 90: Salinas, CA**
Labor Temple
117 Pajaro Street
- 6th District 17: Kauai, HI**
Kauai High School Cafeteria
Lihue
- 7th District 17: Honolulu, HI**
Washington Intermediate
School Cafeteria
1633 So. King Street
- 8th District 17: Maui, HI**
Waikapu Community Center
22 Waiko Place
Wailuku
- 9th District 17: Hilo, HI**
Hilo ILWU Hall
100 W. Lanikaula Street
- 10th District 17: Kona, HI**
King Kamehameha Kona
Beach Hotel
75-5660 Palani Road
Kailua-Kona
- 16th District 20: Martinez, CA**
Plumbers 159
1304 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 | 07-28-99 |
| John Bailey | Rocklin, CA | 08-05-99 |
| Joe Bates | Ely, CA | 08-01-99 |
| F. Butler | Lodi, CA | 08-17-99 |
| Leon Covert | Rackerby, CA | 08-06-99 |
| John Craft | Oakdale, CA | 07-28-99 |
| Robert Crouch | Roseville, CA | 08-19-99 |
| Boyd Davis | Windsor, CA | 08-20-99 |
| John DeBrum | Clovis, CA | 08-01-99 |
| Dick Durham | Stockton, CA | 07-22-99 |
| Everett Goliaher | Knights Landing, CA | 07-07-99 |
| Charles Hardwick | Yuba City, CA | 08-02-99 |
| Douglas Hiram | Las Vegas, NV | 08-13-99 |
| William Horan | Concord, CA | 07-31-99 |
| Vernon Hughes | Browns Valley, CA | 08-17-99 |
| George Jaujou | Gleneden Beach, OR | 08-15-99 |
| Dave Johnson | Forestville, CA | 08-02-99 |
| James Logsdon | Modesto, CA | 08-22-99 |
| Earl Malett | Reno, NV | 08-09-99 |
| J. Mangan | Livermore, CA | 08-17-99 |
| Kazuo Marumoto | Kaneohe, HI | 08-13-99 |
| Von McCandless | Blackfoot, ID | 07-31-99 |
| G. McDonald | Summit City, CA | 07-25-99 |
| Thomas Miyai | Stockton, CA | 08-11-99 |
| Orin Montgomery | Gridley, CA | 08-13-99 |
| Manuel Neves Sr. | Hilo, HI | 12-10-97 |
| Frank Pavao | Kapolei, HI | 08-10-99 |
| Robert Sikorski | Pollock Pines, CA | 07-30-99 |
| Joseph Silver | Newark, CA | 07-30-99 |
| George Smith | Carson City, CA | 08-01-99 |
| Manuel Soares | Crescent City, CA | 08-01-99 |
| Daniel Southworth | Hollister, CA | 08-04-99 |
| David Storey | Challis, ID | 08-15-99 |
| Arthur Taylor | Chico, CA | 07-24-99 |
| Paul Todd | Placerville, CA | 08-02-99 |
| Ernest Valdez | Petaluma, CA | 07-25-99 |
| James Wilfong | West Jordan, UT | 07-03-99 |
| Roger Wilson | Bakersfield, CA | 07-20-99 |
| D. Wimberley | Roswell, NM | 07-19-99 |
| Martin Wolfenberger | Pleasanton, CA | 08-16-99 |
| Elvin Wonch | Hanna, WY | 08-04-99 |
| Terrell Young | Hayward, CA | 08-09-99 |

DECEASED DEPENDENTS

| | | | |
|--|----------|--|----------|
| Larayne Bird , wife of Roy W. Bird | 07-06-99 | Shakto Nadesan , wife of Ravi Nadesan | 07-07-99 |
| Elizabeth Ceasri , wife of Pete A. Ceasri | 06-13-99 | Penny Neilson , wife of Randy Neilson | 05-28-99 |
| Wanda Gann , wife of Clyde E. Gann | 08-18-99 | Edna Petrie , wife of Robert V. Petrie (dec.) | 08-14-99 |
| Elinore Gooch , wife of Kenneth Gooch | 08-05-99 | Ellen Quinn , wife of Patrick Quinn | 08-01-99 |
| Thelma Hipp , wife of Arthur Hipp | 06-28-99 | Carol Samuel , wife of Otto R. Samuel | 08-02-99 |
| Judith Ickes , wife of Roy A. Ickes | 08-14-99 | Nadine Turner , wife of Veldie Turner | 07-01-99 |
| Jeanne Jaynes , wife of Lyle Jaynes | 08-02-99 | Zada Vestal , wife of James E. Vestal | 08-24-99 |
| Minnie Meyers , wife of Thomas Meyers | 08-20-99 | Braden Waterbury , (Fetus) Rick Waterbury | 06-09-99 |
| Fay Montee , wife of Fredrick Montee | 08-05-99 | Bernice White , wife of Cenas G. White | 07-26-99 |

FREE WANT ADS FOR MEMBERS

FOR SALE: well bred Q horses, fillies, mares, some training, 2 mo. old tobiano colt out "Magnum 440" by "Paint Cadillac", a stallion with tb-exclusive native/war chic breeding, prices vary, extra large 2 horse Circle J Trailer, \$4,000.00, (530) 743-1909, #0336937.

FOR SALE: Remington Shotgun, 12 gage-semi automatic with 3 1/2 boxes of bullets, \$300.00, (408) 354-3007, #0698514.

FOR SALE: Pace Saver Plus III, Titan, 1 1/2 horse power heavy duty hand-capped scooter and charger, hydraulic lift for scooter, \$1,900.00, (510) 489-3187, #1943505.

FOR SALE: 1994 Teton 40' 5th wheel, 102" wide, 3 S/O, R/LVN, TV/VCR, micro/conv., corian, W/D, 2 A/C, full awnings, solid oak interior, no smokers/pets, excl. cond., full timers dream, 1997 custom tow vehicle avail., (707) 446-7975, #0661383.

FOR SALE: Combination couch & loveseat, like new, (408) 354-3007, #0698514.

FOR SALE: 1988 Merker Scorpio, exc. cond., needs air conditioner compressor, just been tuned, new battery, just licensed, good tires, \$3,250.00/offer, (408) 252-4537, #1003094.

FOR SALE: Steelmaster Shop 30x36 (A series), includes CA certified plans, must sell, new, still in package, \$3,900.00/firm, (707) 374-2573, #2203586.

FOR SALE: 5/88 Bounder Motorhome, 32' auto trans, 71K, 2 roof air cond., below book, will trade for auto trans, small pickup or van, Luke (707) 544-9565, #0876129.

FOR SALE: 1985 Country Coach, 35ft., 32,000 miles, 9 new tires, 12 ply. tires, bigger exhaust, many updates, \$37,500.00, (530) 743-1909, #0336937.

FOR SALE: Upright coldspot freezer, 15.2 cubic ft., perfect cond., (408) 354-3007, #0698514.

FOR SALE: 1978 Dodge Truck, V8, 316 engine, 3/4 ton utility service truck, new brakes, radiator, axle seals, exhaust manifolds, all boxes lock, \$1,300.00, (510) 489-3187, #1943505.

FOR SALE: Nordic tracks Walk fit 5500, \$400.00, tennis court net, \$200.00, (530) 743-1909, #0336937.

FOR SALE: Two brand new air compressors, 5hp \$350.00, 3 1/2hp \$250.00, (408) 286-9178, #0750523.

FOR SALE: Foley Saw Sharpening equipment, filer, tooth setter, retooher, sharp master (grinder), and other tools and items, used very little and in good condition, (970) 241-0326, #0934530.

FOR SALE: Billy Goat hi weed and brush mowers, 285lbs. powered by 11 HP Honda, 30 hours, like new, \$1,850.00, Luke (707) 544-9565, #0876129.

FOR SALE: CASE 680CK Parts, loader/backhoe combination apart in pieces without engine, will sell all or parts as needed, Salinas, CA, (831) 726-1430 after 5:00pm, #1624301.

FOR SALE: 1941 Buick Special, 4 door sedan, 28k orig. miles, new brakes, battery, carburetor, runs like new, drive anywhere, \$6,500.00, (208) 773-2594, #0827031.

WANTED: Mack Truck "B" Model, 50's to 60's, (925) 674-1948, #1514853.

FOR SALE: Newfoundland Puppies, AKC, OFA, champion lines, vet checked, shots, dewormed, parents on site, great temperament, gorgeous fluffy black, \$1,350.00, (559) 322-6230, #2149218.

FOR SALE: 1986 Jeep Cherokee Larado, 4dr, AT, PW, PDL, AM/FM Cass., alloys, exc. tires, new cat converter, smogged, \$3,450.00, (707) 328-9222, #2077139.

FOR SALE: 1991 Pace Arrow Motorhome, 35ft., 460 Ford gear vendor, cruise, jacks, driver door, 2 A/C, CB, backup cam, side isle table & 4 chairs, queen bed, oven, micro/conv., 2 TV's, VCR, 7k w gen., new tires, all awnings, (with cover), 1 yr. warranty, \$39,500.00/offer, (925) 634-5762, #1541035.

FOR SALE: 1956 Ford Station Wagon, 4-door, \$1,000.00, Oroville, CA, (530) 532-1687, #0899497.

FOR SALE: Brickwell Cadet Pellet Burning Stove, mint condition, almost never used, \$1,200, (650) 359-2026, #2163477.

FOR SALE: 1979 23' Dreamliner Motorhome, runs on gas or propane, Dodge 440, V8 Auto., power steering, power brakes, new roof & new roof air conditioner, (530) 743-7321 work, (530) 749-8533 home, #1499932.

FOR SALE: Curta Calculator, 15 place with leather case, exc. cond., factory cleaned, original books, \$150.00, (208) 773-2594, #0827031.

FOR SALE: 1983 Chevrolet 1-ton Pickup, dual rear wheels, 4 door, crew cab, stepside (long bed) Silverado, A/C, power steering, cruise control, tilt wheel, premium wheels, extra fuel tank, towing pkg., 5th wheel hitch, 80k miles, \$5,500.00, (916) 939-1241, #1069111.

FOR SALE: 1959 Chris Craft, wood, 40' W/6 levels, Bow: 2 bunk beds, head, Gallery: stove electric/alcohol, sink with cabinets below, eating area, Salon, good size area, up to fly bridge, instr. panel, marine radio & depth finder, bdrm: head w/ shower, closet, twin beds w/drawers, stern w/2 water tanks, 2 gas tanks, full Delta canvas, beautiful boat, \$22,500, (530) 759-9410, #1691152.

FOR SALE: 1984 Nu-Wa Hitchhiker 35' 5th wheel, (916) 939-1241, #1069111.

FOR SALE: Alegro Bay motorhome with slideout, backup camera, leveling jacks, queenside bed, 2 air conditioners and heaters, microwave, built in barbecue, outside shower, Ford 460, 22,000 miles, 2 years left on extended warranty, licensed until 2000, \$45,000.00, (209) 772-2207, #1178198.

FOR SALE: 1985 Chevy Camaro IROC-Z, exc. cond., new paint, all original black/gold, 1-tops, all extras, \$11,000/offer, (650) 340-7812, after 6:00p.m. or leave message, #1870371.

WANTED: Coot 4WD, ATV, any condition, call Tom (916) 988-0993 or e-mail Coottom@AOL.com, #1148392.

FOR SALE: 1956 Chev Nomad under construction from frame up, chassis done, lots of new parts, back problem forces sale, (831) 757-5614, #1192168.

FOR SALE: Timeshare on the beach at Puerto Vallarta, MX, studio, sleeps four, high season, maid service, fully furnished, patio, many amenities, two weeks \$2,500.00 or one week \$1,500.00, more info call Ken (925) 447-

3751, #0899570.

FOR SALE: Home, 3 bdrm, bonus room, 1.5 bth, nook, laundry, 2 car garage, 1458 sq. ft., hrdwd, covered patio w/lighting, kitchen vinyl/1996, weatherized, elec. cell heat, FP, new well pump, sprinklers, landscaped, RV parking, schools, shopping, hiking trails close, taxes \$1,335.00, appraised \$128,000, photo & floor plan avail., Eugene, OR. ph/fax (541) 461-3183, e-mail: dalef@efn.org, #0791585.

FOR SALE: 1988 Alpha Sun 5th Wheel, awnings, AC, electric jacks, new couch & carpets in front room, full tub & shower, new hot water heater, lots of storage, queen bed, microwave, \$12,500.00, (707) 643-7246, #1098191.

FOR SALE: 1990 Kawasaki Concours, 35k miles, 1000cc, factory detachable, hard bags, Corbin seat, RKA 16 liter tank bag, exc. cond., minor cosmetic damage from tip over while warming, this is a very nice sport-touring motorcycle, \$4,000.00 firm, (209) 823-8684, #2159306.

FOR SALE: Time share at Carriage House in Las Vegas, NV, one block from the strip, gold time can be used anytime, \$6,000.00, owner will pay closing cost, (702) 456-0527 evenings, #0964973.

FOR SALE: Tool Box, side mount for pick-up, 12" x 66", heavy duty metal, \$50.00, (916) 967-8022, #0976074.

FOR SALE: Time share at Carriage House in Las Vegas, NV, one block from the strip, gold time can be used anytime, \$6,000.00, owner will pay closing cost, (702) 456-0527 evenings, #0964973.

FOR SALE: Tool Box, side mount for pick-up, 12" x 66", heavy duty metal, \$50.00, (916) 967-8022, #0976074.

FOR SALE: 1976 Glass Fishing # Pleasure Boat Thompson made, 20' 4" cabin forward, sleeps 2, electric anchor wench, auto pilot, Raystar GPS, Silex radar, two axle easy load trailer, Apelco 465 # Eagle fishfinders, ect., 302 Mercruiser, # 15 hp Johnson, \$5,500.00, (707) 887-2590, #0625884.

FOR SALE: 1 bdr, 2 bth, Oak Shores, Lake Nacimiento, CA, boating, resort, gated security, boat docks and clubhouse, 1/2 hour to Paso Robles, 900 sq.ft, finished garage, \$125,000.00/offer, (805) 461-5941, #2162652.

FOR SALE: Well cared for home in the country, 3bdrm, 2 bth, double garage, satellite dish, RV hook-up, near hunting and fishing, a must see, \$93,000, (930) 679-2391, #0826930.

FOR SALE: 1993 Aljo 5th Wheel, 2 pop outs, exc. condition, \$16,500.00, (209) 883-9270, #1403326.

FOR SALE: 1984 Motorhome, Itasca, 22 1/2 ft., class A, new refrigerator, new hot water heater, modern dash, air, roof air, 4,000 watt generator, CB, 454 Chev, 61,000 miles, good condition, ready to go, \$10,500.00/offer, (209) 847-6209, #0883782.

FOR SALE: Weed Badger SM1000, exc. cond. \$2,500.00, 3 pt. Hitch speed sprayer, \$400.00, D2 PTO, \$500.00, TD9 parts, rebuilt starter, 24-volt, 92 series Detroit, \$100.00, old garden sprayer \$40.00 each, 20 lb. sleg, \$15.00, 1960 Olds service manual, \$30.00, (530) 346-2918, #1271053.

FOR SALE: 1995 Jeep Cherokee, 4x4, 4.0 engine, auto trans, all extras

included, tow package, new BFG tires, \$13,000.00/offer, (530) 795-3413, #1225929.

FOR SALE: 1990 Toyota 4x4 deluxe, 5 speed, manual trans., tow package front & rear, bed liner and tool box, \$7,500.00, 1996 Elkhorn Cabover Camper, 8', like new, fully loaded, \$8,200.00, bedliner for 1 ton dually, 5th wheel ready, (530) 675-2808, #1669903.

FOR SALE: 1991 Chevy Pick-up, 3/4 ton, extended cab, Silverado, all power accessories, to much to list, must see, clean, also 1994 Coachmen 5th Wheel trailer, 28 1/2 ft., like new, both for \$24,000.00, (209) 823-3964, #0773006.

FOR SALE: 1964 Thunderbird, lt. green exterior, white leather interior, exc. condition, new tires, (435) 637-3012, #0899362.

FOR SALE: Cemetery Plots, 2 plots, side by side, Garden of Devotion, Napa Valley Memorial Park, Napa CA, \$3,000.00/offer, (707) 224-7327, #899529.

FOR SALE: 1996 Fleetwood Avion, 5th Wheel, 37ft., AC, awnings, solar trickle charger, 2 slides, oak cabinets, rear kitchen, generator ready, sell at pay-off, \$47,000.00, (209) 385-0877, #1781312.

FOR SALE: 94' Case 580, Super K, 4x4, extend-hoe, 4 in. aux. plumbing, new rubber, 2 sets buckets, only 2900 hours, looks new & real tight, \$32,500/offer, (209) 847-2698, #2320398.

FOR SALE: RV Campground membership at Campers World Utah, sold RV no longer needed, has coast to coast and R P I, \$500.00, owner will pay transfer fees, (702) 456-0527 evenings, #0964973.

FOR SALE: 1992 Cimarron Wilderness 33 & 1/2' 5th wheel w/ 20' awning, 14' slide out living room and kitchen area, fully contained including washer & dryer, A/C, separate bedroom w/ queen bed, large shower, microwave, gas range, stereo, exc. condition, used 4 times, \$19,500.00, (925) 634-5530, #1208403.

FOR SALE: 1996 Elkhorn Camper, excellent condition, (530) 675-2808, #1669903.

FOR SALE: 1973 Sea Swirl, 18 ft., 4 cyl., mercury cruiser, like new, 368 hrs. with 1998 9.9 Yamaha 4 stroke trolling motor, C.B. radio, VHF radio, impulse depth finder, 1993 trailer spare, launching guides, stand up canvas over seats, all for only \$7,000.00, (916) 423-3357, #1051382.

FOR SALE: 1959 Mercedes Benz classic, 190B eng., standard shift, 4 door, new paint (maroon), reasonable gas mileage, good tires, \$10,000/offer, (808) 961-3531, #1264978.

FOR SALE: 1988 Teton homes 37' 5th wheel with slideout, washer/dryer, micro, awning, AC, very good condition, \$13,000.00/offer, trades possible car, truck, sport bike, dirt bike, (831) 663-4326, (408) 397-4062 pager, #2149346.

FOR SALE: 34' Superliner 5th wheel with expando, self contained, \$3,000.00 firm, railroad steel for cattle guard 12' lengths, \$125.00, selection of manuals, price books and service manuals for heavy equipment and autos, call Tom (209) 984-5716, #1054919.

swap shop

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate and are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. Engineers News reserves the right to edit ads. No phone-in ads please. Limit 2 ads per issue.

To place an ad, type or print your ad legibly and mail to:

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

Or fax ads to:
SwapShop
(510) 748-7471

Or e-mail to:
www.oeb.org

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



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 \$3,000 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 educational costs rising much faster than the rate of inflation, Local 3 wants to continue to expand the scholarship program to provide Local 3 children in the years to come with vital educational assistance.

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.



T. J. Stapleton

☐ **Yes!** I would like to support the Operating Engineers Local 3 Scholarship Fund. Enclosed is my contribution in the amount of:

☐ \$20.00

☐ \$100.00

☐ \$50.00

☐ Other \$ _____

Name: _____

Address: _____

City, State, Zip: _____

Phone: _____

Clip out & mail to: Robert L. Wise, Recording-Corresponding Secretary
Operating Engineers Local Union No. 3
1620 South Loop Rd., Alameda, CA 94502

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:

| | |
|-------------------|---------|
| Billy Barrett | 1159587 |
| Alfred Blonquist | 1112847 |
| Jerold Bradbury | 1171996 |
| Charles Dudoit | 1161160 |
| Loyd Hack | 1161107 |
| James Hamilton** | 1006694 |
| Frank Horton*** | 0889023 |
| Earl Hutchinson | 0899573 |
| Francis Kaniaupio | 1166677 |
| Edward Lema* | 1115327 |
| W. L. Maddox | 1043556 |
| Norman McDonald | 1152724 |
| James Meyers | 0976120 |
| Lothar Mumm | 1148362 |
| Moises Ontiveros | 0955211 |
| Alvin Piazza | 1154303 |
| Frank Royce | 0991098 |
| Ralph Scruton | 0997626 |
| Thomas Uemura | 1171911 |
| Hideo Yamasaki | 1171913 |

* Effective January 1, 1999

** Effective April 1, 1999

*** Effective July 1, 1999

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 on 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.

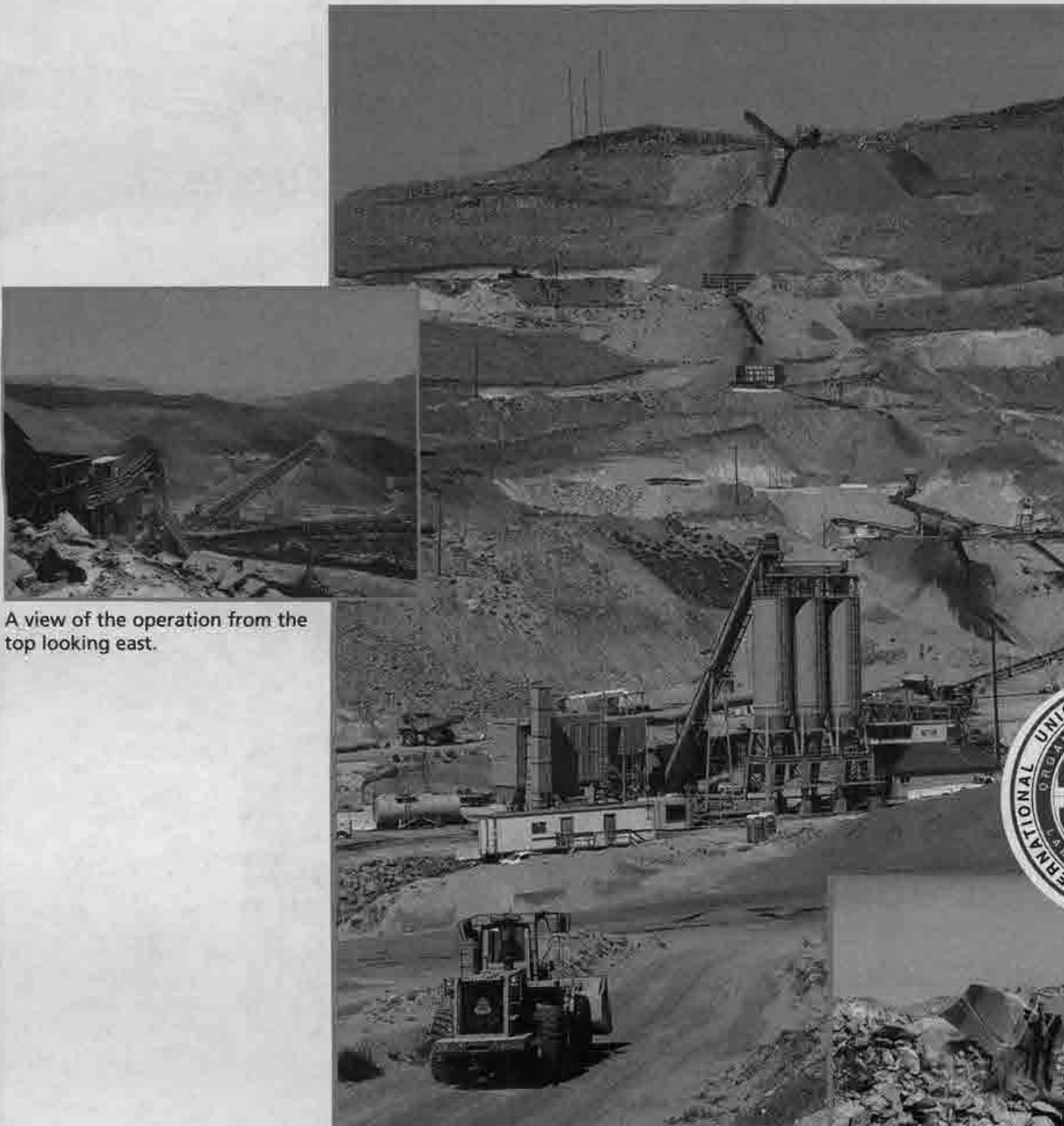
SMOOTH RIDE FOR FREHNER'S MUSTANG QUARRY

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 every 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).



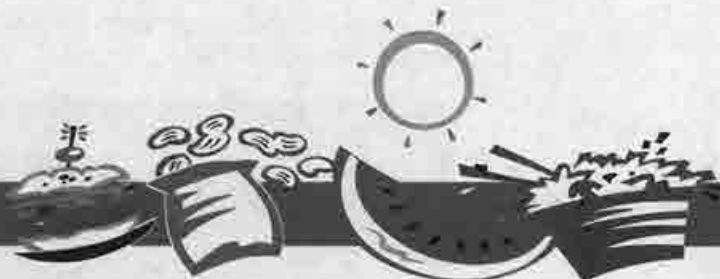
On the loader feeding the hopper is Tracy Horn.

NEWS FROM THE districts

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.



FROM ROHNERT PARK FROM ROHNERT PARK



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.

7. Preparing the food are from left: Business Rep. Jim Kilean and Special Crane Rep. Russ Burns.

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.

