

Engineers News

VOL. 53, NO. 11

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA NOVEMBER 1995



PUSHIN' DIRT ON Vasco Road

Possible prevailing wage change

COMET organizing

SMUD's pipeline

4850 leave for police



FOR THE Good & Welfare

By Tom Stapleton
Business Manager

In the past months, I have spoken out rather harshly in this column and in our district meetings against the politicians – most of them Republican – who are engaged in attempts to destroy union workers. Occasionally some members take offense when I remind them that the decision of many union construction workers to vote for Pete Wilson last year over Kathleen Brown is coming back to haunt us in a very big way. Some wouldn't vote for Kathleen Brown because she was a woman, or because they were convinced she was going to take their guns away from them.

It's very important our members understand the proper role of the union as we attempt to represent (and sometimes educate) our members in the political arena. Our focus is very specific. It's "bread and butter, bricks and mortar."

What do I mean by that? Our job is to do everything we can to put bread and butter on the table and to provide "bricks and mortar" (i.e.

Voting on bread and butter issues

jobs) for our fair union contractors and those they employ. Pocketbook issues. That's our game.

When union members go to the polls, they may be concerned about all kinds of other "non" pocketbook issues, like where the candidates stand on gun control, abortion, the death penalty, crime, or whatever.

Those are important issues, but generally speaking, those issues are none of our business as a union. Our responsibility is to tell you who will stand in our corner when it's time to fight for jobs. When you go to vote, if those other issues are more important to you than your pocketbook, so be it. Vote your conscience.

Just remember this before you cast your vote:

- Many politicians who preach "family values" are the same ones who want to cut your pay by getting rid of the eight-hour day and repealing prevailing wages. I see nothing "pro-family" about forcing mothers and fathers to both work long hours away from their home and their kids in order to earn the same money that one good union job used to provide.

- Many union members – myself included – believe in the right to own guns. We may also be strong on crime and support the death penalty. I know a lot of Democratic politicians who feel the same way. I also know some politicians who aren't strong on these issues, but some still got my vote. Why? Because on the issue of jobs, they go to bat for us.

- When we're working and the money is coming in, we tend not to worry about those pocketbook issues as much. We have time to concern ourselves with larger social issues. But I remember what it feels like to be out of a job. It's a lousy feeling. When I'm broke, all those issues that used to seem so important aren't important anymore.

That's why, when I go to the polls, where a candidate stands on prevailing wages, transportation funding, and other bread and butter issues ranks very high on my priority list. I can't afford to think any other way.

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PR Director James Earp elected to top labor communications post

At its convention in New York last month, the International Labor Communications Association elected Local 3 Public Relations Director James Earp to serve as President of the organization.



The ILCA, which represents nearly 1,000 international union and local union publications throughout the United States, helps union editors to be more effective labor communicators by publishing training materials and holding conferences and workshops throughout the country.

"This is the only time in the past 15 years – and I believe the first time in the organization's history – that a local union editor has been elected as ILCA President," Earp said. Traditionally, the top ILCA spot has been held by international union representatives or occasionally a state or regional labor council.

"This is one of those positions that doesn't pay anything, but it does provide some well deserved recognition for our union and an opportunity to share some of our talent and resources to other unions, so that labor's message can be heard," Earp added.

Earp is a cum laude graduate of Brigham Young University in English and journalism. He was hired by Local 3 in 1976 and became managing editor of *Engineers News* in 1979. Since that time, *Engineers News* has won over 40 awards for journalistic and editorial excellence, more than any other building trades publication in the United States.

Prior to his election as ILCA President, Earp served 10 years on the ILCA executive board. He has also served for 15 years on the executive board of the Western Labor Press Association, four of those years as President. He is an executive board member of the California Alliance for Jobs and a member of the Legislative Advisory Council for the California Labor Federation.

In addition to overseeing Local 3's communication program, Earp is responsible for coordinating the union's political action program under the direction of the Business Manager.

John Sweeney takes helm of AFL-CIO

John J. Sweeney, head of the Service Employees International Union for the past 15 years, was elected president of the AFL-CIO at the federation's biennial convention October 23-27 in New York City.

Sweeney defeated interim AFL-CIO President Thomas R. Donahue in the first openly contested leadership election in the federation's 40-year history.

Sweeney's lieutenant, United Mine Workers President Richard Trumka, was elected secretary-treasurer, defeating incumbent Barbara Easterling. A third member of the Sweeney slate, Linda Chavez-Thompson, a vice president of the American Federation of State, County and Municipal Employees, was elected executive vice president.

In interviews after his victory, Sweeney said he wants to work towards transforming the AFL-CIO into a more aggressive, confrontational voice for working American. He plans to place a high priority on union organizing, something he did quite successfully as head of the Service Employees, which nearly doubled its membership during his tenure while nationwide union membership remained flat.

Ironically, it was Donahue, as an officer of the New York-based Local 32B of the Service Employees, who first recruited Sweeney in 1960. Sweeney quickly climbed the ladder at Local 32B, from contracts director to assistant to the president, then to local president in 1976. In 1980, Sweeney became the union's international president.

Prevailing wage changes could lower union wages

In a surprise move that has left construction unions and employers feeling angry and betrayed, California Gov. Pete Wilson this month announced his intent to change the state's prevailing wage law without going through the legislative process.

Claiming the state's union construction workers are working at "artificially inflated wage levels," the Department of Industrial Relations announced sweeping changes it intends to make in the way the law is administered.

"A coalition of employer groups and unions have been in serious negotiations with the Governor to come up with a reform prevailing wage bill that we all could live with," said Business Manager Tom Stapleton. "We were bending over backwards to address his concerns. It's a slap in the face for the Governor to issue an announcement like this while we were bargaining in good faith. In this business, you have to live and die by your words. Apparently, he doesn't hold personal integrity in very high regard."

The DIR wants to change the method of calculating the prevailing rate from the current "modal" system to a weighted average. Under the modal system, the prevailing rate is the most frequently occurring wage rate in a particular area, quite often union scale. But under DIR's proposal, the prevailing rate would be determined by averaging all wage rates paid to workers for each job classification in a particular area.

If a weighted average system is implemented, prevailing wages, particularly in rural areas – will drop substantially and medical benefits and pensions will be cut drastically or eliminated altogether. Union contractors, who pay fair wages and benefits, will be unable to bid competitively on most public works jobs.

The DIR also wants to repeal entirely the rule requiring that prevailing wage rates change automatically when there's an increase in wages on collective bargaining agreements. Additional changes the DIR wants to make include:

- Limit prevailing wage coverage to workers directly employed on the public works jobsite. Off-site work, such as sand and gravel processing and material prefabrication, would be exempt from prevailing wages.
- Eliminate travel and subsistence pay covered under prevailing wage law.

Before Wilson's announcement, Local 3, along with the state building trades and employer associations, had formed a coalition to work on reform legislation aimed at blunting prevailing wage attacks from ultraconservatives.

The coalition took the proposal to the DIR for consideration, with negotiations continuing until mid-September when the Legislature convened for its year-end recess. Believing negotiations would continue when the Legislature reconvened in January, the coalition was shocked and angered by the DIR announcement to move ahead with the procedural change.

The coalition is now making a legal challenge to the DIR's proposed changes, contending the department is not following proper administrative and legal procedures.

"We've been fighting this prevailing wage battle since the Republican sweep in '94," Stapleton said. "This fight isn't going to go away. We're getting hit at the state and local level for prevailing wage repeals. The only way to win this one is to elect decent folks who support working people."

Taking back our trade

Local 3 and other building trades launch major grass-roots organizing program to regain bargaining and political strength lost over past 20 years

By Steve Moler
Assistant Editor



It took nearly a century for the unionized construction trades to reach their membership heights in the 1950s, when more than 80 percent of this country's construction industry was unionized. But it took just two decades to tear much of it down, to the point where today only about 20 percent of U.S. construction workers belong to trade unions.

If this trend continues, the unionized trades movement will soon be relegated to a couple of paragraphs in future high school U.S. history books, with chapter subheadlines reading something like, "Death of the once-mighty construction unions."

To prevent this from happening, Local 3, in conjunction with the AFL-CIO Building and Construction Trades Department and Local 3's international union, is launching a major organizing program aimed at regaining declining union membership and market share lost over the past two decades.

The program, called Construction Organizing Membership Education and Training (COMET), teaches rank-and-file union members that organizing is the most effective way to regain the upper hand, and the best approach is more political involvement combined with aggressive grass-roots organizing campaigns involving union members themselves.

COMET starts with winter rains

The program is divided into two primary phases. COMET 1, which will be taught in the districts upon arrival of the winter rains and subsequent work slowdown, teaches Local 3 members that in order to take back our trade we must organize on a much larger scale than ever before. By increasing the percentage of unionized construction workers in a particular region, union members enhance their political and collective bargaining power, which ultimately leads to more jobs for better wages and benefits for union members.

Each Local 3 district can adopt a slightly different COMET approach to meet its particular needs. For example, COMET organizing can also be used in political campaigns such as prevailing wage repeal drives or getting large building projects through the approval process.

Whatever the case, the potential for organizing is so vast it's hard to decide where to begin. The U.S. construction industry, which is the only goods-producing sector to maintain its share of total employment since World War II, is one of the nation's largest industries, employing some 5 million workers. In addition to the hundreds of thousands of

unrepresented tradespeople already out there, economists predict a demand over the next decade for a whopping 2 million newly trained skilled construction workers.

Why we should organize

COMET 1 is a simple, easy-to-follow program that takes Local 3 members through a half-day series of exercises and group discussions covering such topics as why we should organize in the first place and what happens when we don't. In one group exercise, COMET participants learn about



**Special Rep
Bob Miller is
in charge of
Local 3's
COMET
program**

the resistance fellow union members might have to organizing, such as having to compete with new union members for scarce jobs or the feeling that non-union workers are somehow inferior.

In a subsequent exercise, COMET students learn about attitudes that impede organizing, such as the myth that non-union tradespeople are somehow fundamentally different than ourselves. Through a series of in-depth discussions, members discover that non-union tradespeople have the same needs and desires we have, the only real difference being they don't have union representation. This us-versus-them mentality has tended to obscure the Operating Engineers' original mission of organizing "all persons working in the jurisdiction... without regard to race, creed, color, sex, religion, age or national origin."

What went wrong?

In a section, titled "What Went Wrong?" COMET students learn that the birth and early growth of the construction trades in the late-1800s and early 1900s were founded on grass-roots organizing. But when the industry reached its union membership peak in the mid-1950s, two trends developed.

First, the building trades shifted to a top-down "single employer" approach to organizing, where unions recruited new members by convincing large employers that signing a union agreement was the best way to go. Second, trade unions became complacent and stopped aggressive organizing. Union members, accustomed to generous yearly wage and benefits increases, felt little need to get involved since everything was going just so well.

But two major developments changed all that. Beginning in the late 1960s, large corporations conspired to break the unionized trades by denying bids from union contractors and instead gave them to low-wage non-union firms, which rapidly increased open-shop market share.

Then, in the early 1970s, a severe recession in the construction industry – and the entire U.S. economy – greatly increased competition from the open shop and consequently undermined trade union strength. In just 20 years, the unionized trades lost half their market share, from about 40 percent in 1970 to just 20 percent in 1990.

Controlling our own destiny

COMET 1 teaches union members that the building trades, despite recent setbacks, can control their own destiny. The class emphasizes that union members are not merely victims of circumstances, rather they have choices and alternatives. They can either sit back passively and watch their wages, benefits and job security vanish, or they can take matters into their own hands by helping their local union gain political and bargaining strength through organizing unrepresented tradespeople.

COMET 2, which could begin in some districts as early as this spring, teaches COMET 1 graduates the actual skills and techniques needed to carry out grass-roots organizing campaigns. The class emphasizes the bottom-up organizing technique of "salting," in which union members actually go to work for non-union employers for the sole purpose of organizing the firm's unrepresented employees.

Putting members on the inside

COMET 2 participants learn how to use existing labor law to enhance organizing, such as the law that makes it illegal for employers to discriminate against union members, organizers or sympathizers in job hiring or supervising of employees. If non-union firms violate this law, the union is can take legal action.

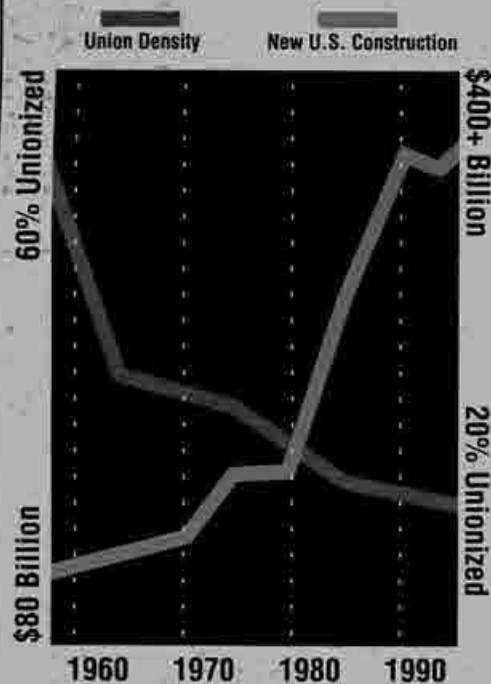
Once inside, union salts obtain vital information about the non-union firm, such as wages, fringe benefits package, classifications, safety and prevailing wage compliance. Salts also gain direct access to large numbers of unrepresented tradespeople and educate them about union membership advantages.

Once the building trades recapture a substantial percentage of the construction industry market share and control the pool of skilled labor, union members will once again have the bargaining strength needed to enhance wages and benefits. Until then, union members will continue to see their standard of living stagnate or actually decline.

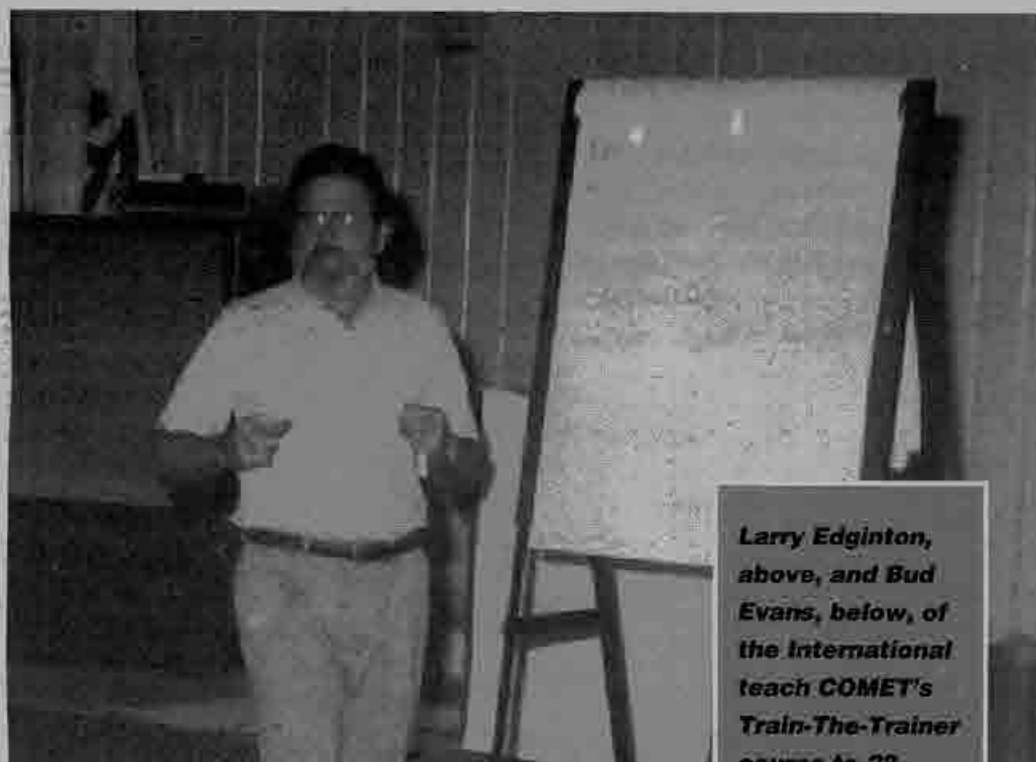
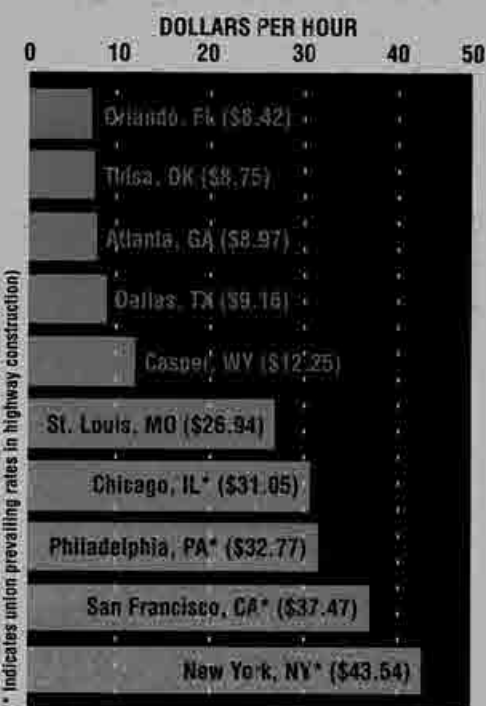
What you can do

If you are interested in taking back your trade, contact your district office and sign up for the COMET class in your area. COMET graduates will receive a "Certificate of Completion" and a COMET pin. For additional information, call Bob Miller, Local 3's special representative in charge of the COMET program, at (510) 748-7400, ext. 3224.

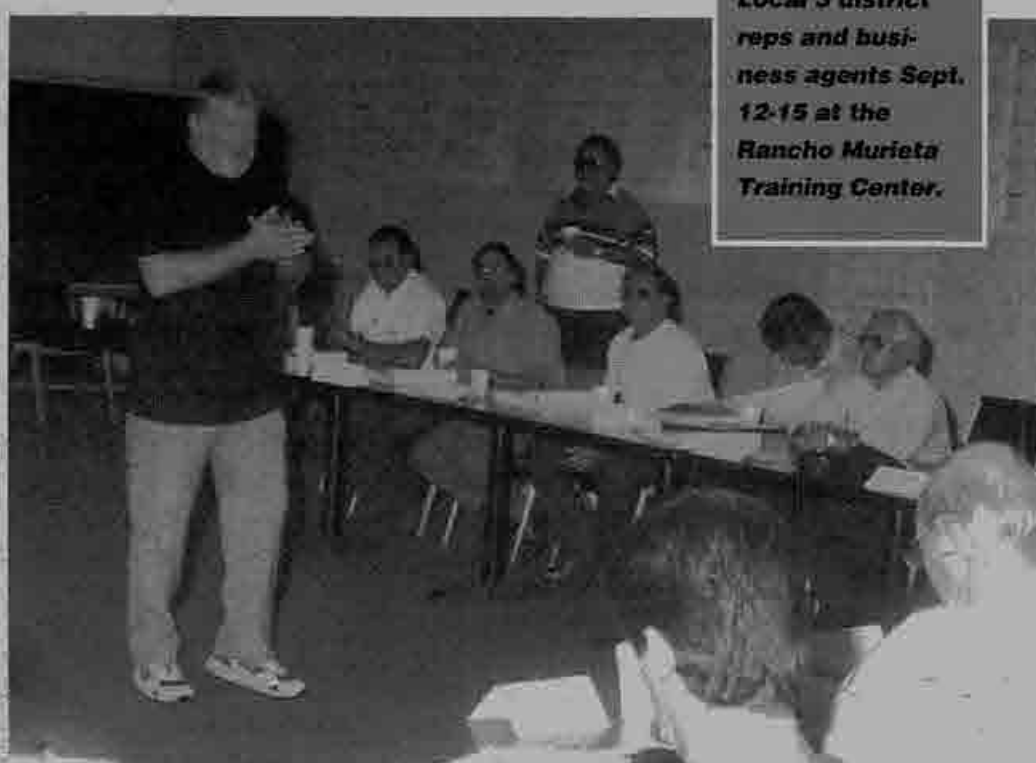
As new construction increases,
union density in the
construction industry decreases



IUOE Highway Construction, Dozer
Total Wage / Fringe Package



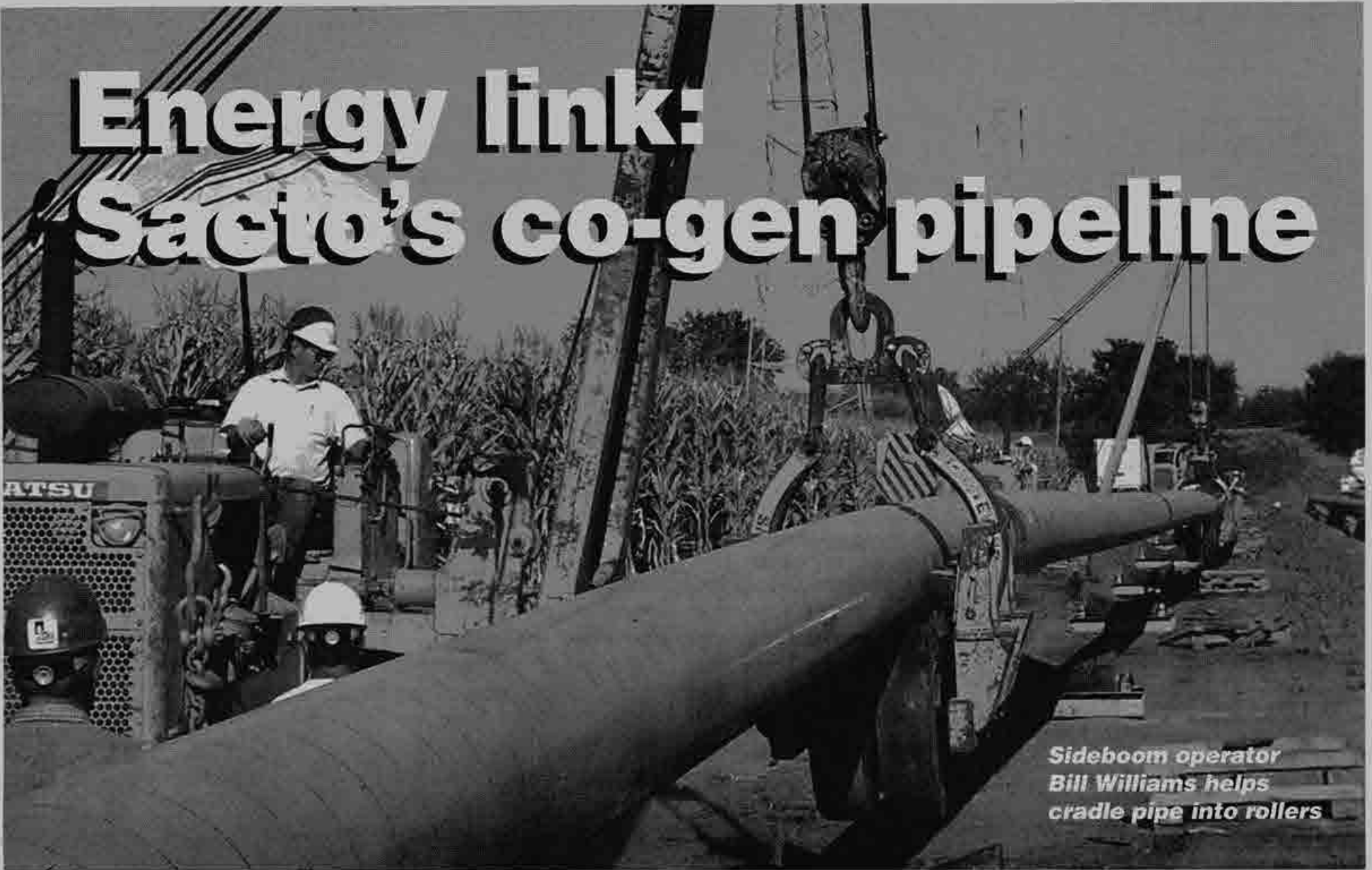
Larry Edginton, above, and Bud Evans, below, of the International teach COMET's Train-The-Trainer course to 28 Local 3 district reps and business agents Sept. 12-15 at the Rancho Murieta Training Center.



What COMET is all about

- **COMET** is a two-stage program in which Local 3 members will receive special training in a new approach to political involvement and organizing. Local 3 members themselves will help boost union membership through aggressive grass-roots organizing.
- Beginning with the arrival of the rainy season and work slowdown, Local 3 staff, who have already received special training, will educate and train union members about the **COMET** program and its techniques.
- During the half-day **COMET 1** course, union members will learn about the importance of organizing, and that it's the most effective way to rebuild declining political and collective bargaining power.
- **COMET 1** emphasizes the need for the unionized construction trades to regain market share and to control the supply of skilled labor.
- Once this happens, unionized construction workers will have the bargaining strength to restore declining wages and benefits.
- **COMET 2** will teach actual organizing techniques, such as how to communicate with non-union tradespeople, how to handbill and picket, and how to infiltrate a non-union employer through "salting."
- Sign up now by calling your district office. For more information, call Bob Miller, Local 3's special representative in charge of the **COMET** program, at (510) 748-7400, ext. 3224.

Energy link: Sacto's co-gen pipeline



Sideboom operator
Bill Williams helps
cradle pipe into rollers

ARB Inc. is wrapping up 62-mile SMUD pipeline connecting four Sacramento-area co-generation plants with PG&E pipeline in Winters

One of the highlights of the Sacramento District's work picture this past season has been the four co-generation plants that are either under construction or about to get underway. But the four plants, which will use one or more energy sources to produce another, would be useless unless they were all connected to one another.

ARB Inc. based in Paramount, Calif., and its subcontractors are just about finished with construction of a \$52 million, 62.5-mile pipeline for the Sacramento Municipal Utilities District (SMUD) that connects all four co-generation plants with a tie-in to the PGT-PG&E pipeline at Winters. In fact, the only jobs remaining as of the first week of November were some hydro testing and final tie-ins.

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Photo Layout

1 At the 1,900-foot Sacramento River directional drilling site are from left: steward Daniel Vincent, drill rig operator Mark Payne, mud tank operator Larry Gilbert, mechanic and crane operator John Accettola, operator Dwayne Wright and Business Rep. Frank Herrera

2 Boring machine operator Michael Hyke, left, with foreman Dick Hampton

3 Local 3 operator John Accettola running a crane at the Sacramento River directional drill near Freeport

4 Reitz Brothers owner-operator Orville Reitz digging out an exit pit for Sacramento River directional drill

5 ARB supt. Charles Lambert, left, and Stewart Daniel Vincent, third from left, worked closely with Sacramento District Rep. John Bonilla, second from left, and Business Rep. Frank Herrera to keep the job running smoothly

6 Ditch crew from left are backhoe operator Bill Vastee, oiler Laraine Wilson and foreman Gerald Koval

7 A crew from Dresser Areia, which ARB subcontracted to do the urban pipe laying, finishes up a section on Fruitvale Road in Sacramento

8 Drill rig operator Mark Payne at the Sacramento River directional drill

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As many as 110 operators began working on the 20-inch diameter transmission line in early July. Pipeline construction included nine major crossing requiring directional drilling, the longest being 3,000 feet at the Sacramento ship channel in West Sacramento. There was also a 1,900-foot directional drill beneath the Sacramento River near Freeport and several smaller slough crossings. ARB subcontractor Dresser Areia did the 13 miles of pipeline across the densely populated urban neighborhoods of Sacramento.

Job steward Daniel Vincent, who did a tremendous job keeping the project moving smoothly, said Local 3 hands performed to the highest standards and deserve a lot of credit for keeping this project right on schedule. Another job well done.



Need an attorney?

Free and discounted legal services are available through AFL-CIO's Union Privilege

Have you ever needed legal help beyond what your union provides? Perhaps you've purchased a product that has turned out to be a lemon, are faced with signing a complicated legal document, or need expert advice on a problem. Where can you turn?

The AFL-CIO's Union Privilege Legal Service is an exclusive union-members-only program where you get the legal advice you need at rates you can afford – most often for free. According to surveys, 75 percent of the matters brought to lawyers through Legal Service are handled without charge.

As a union member, you are entitled to the following key benefits under the plan:

Free consultation

Consult with a participating attorney on almost any personal legal matter for up to 30 minutes for free. This consultation can take place over the telephone or in person, whatever is most convenient for you and your attorney. You may consult with a participating attorney as often as you need, provided each consultation is about a separate matter.

Free document review

A participating lawyer will review any of your personal legal documents, such as leases, insurance policies, or sales contracts at no charge. The attorney will explain terms and answer your specific questions about the document. Written evaluations are not part of this service, nor are documents written by you or those for use in a business.

Free follow-up services

If after talking or meeting with you the attorney believes that your matter can be resolved with a simple letter or a telephone call, the lawyer will write the letter or make the phone call on your behalf, again at no cost to you.

30% discount on most additional legal services

For matters requiring further legal attention, you will be charged just 70 percent of the attorney's normal fee. Discounted flat fees may also be available for some common legal services, such as drafting a will. If your case is a contingency fee case – one in which the fee is paid out of the

recovery – the discount may be less. Still, the savings can be substantial.

Excluded matters

Because this is a union program, matters involving any union-related organizations or union officials are not included. Matters involving your ownership or operation of a business are not included either. In addition, participating attorneys are not obligated to take your case and are free to decline any case they choose.



Directory of participating attorneys

CALIFORNIA

Arcata

Ira S. Blatt, personal injury, SS disability, (707) 882-4802

Chico

Brooks & Brooks, general, (916) 345-8259

El Sobrante

Larry F. Holdrich, general, (510) 223-5842

Eureka

Scott, Scott & Pavlich, family, wills/estate, personal injury, workers' comp, (707) 443-2781

Fresno

Bonett & Farrington, general, personal injury, (209) 225-4044

Hayward

Furtado, Jaspovice & Simons, personal injury, workers' comp, (510) 582-1080

Hughson - Stewart W. James, family, wills/estate, (209) 883-4409

Modesto

Charles E. Maylen III, general, criminal, (209) 523-8675

Stephen M. Sidwell, real estate, wills/estate, personal injury, employment, (209) 577-5555

Oakland

Chase & Associates, criminal, (510) 466-6312

Law Office of Lane Parker, wills/estates, bankruptcy, personal injury, SS disability, (510) 444-5334

Livingston & Kroll, general, bankruptcy, criminal, personal injury, workers' comp, (510) 465-4000

Redding

Tamra L. Page, real estate, criminal, employment, personal injury, (916) 243-2673

Redwood City

Scott Turner, family, wills/estate, personal injury, bankruptcy criminal, (415) 364-2470

Sacramento

Crow, Sevey, Gilwee, Weninger, et al, personal injury, (916) 441-2980

Law Offices of Charles R. Landau, workers' comp, SS disability, (916) 567-3667

Law Offices of David G. Knitter, real estate, personal injury, consumer, (916) 488-7801

Mastagni, Holstedt & Chiurazzi, general, employment, personal injury, workers' comp, (916) 446-4692

Victor A. Bertolani Inc., general, wills/estate, personal injury, (916) 442-8614

Salinas

Periman Law Office, family, (408) 754-6669

San Francisco

David Fuller, general, personal injury, bankruptcy, (415) 648-3581

Law Office of Carroll & Scully Inc., employment, wills/estate, (415) 362-0241

Law Office of Lane Parker, wills/estate, bankruptcy, personal injury, SS disability, (415) 826-6900

Law Offices of Philip J. Halverson, general, personal injury, (415) 986-7300

Kim Malcheski, criminal, juvenile, (415) 647-2797

San Jose

Richard W. Herz, general, (408) 279-0222

Johnson & Nixon, family, wills/estate, bankruptcy, (408) 287-7717

San Mateo

Thirkell & Cretan, family, personal injury, criminal, (415) 348-1016

Santa Cruz

Myrna R. Britton, family, wills/estate, personal injury, sexual harassment, education, (408) 457-0207

Page, Salisbury & Dudley, family, personal injury, criminal, employment, (408) 429-9966

Santa Rosa

David Fuller, general, personal injury, bankruptcy, (707) 523-2275

Law Office of Monty L. Mola, workers' comp, personal injury, SS disability, (707) 545-4762

Bernard B. Pedlow, wills/estate, criminal, personal injury, (707) 571-5525

Rotenberg & Rotenberg, wills/estate, consumer, bankruptcy, criminal, (707) 544-4676

Sonoma

Thomason, Roberts & Young, general, personal injury, criminal, (209) 532-3615

Vallejo - Favaro, Lavezzo, Gill, Caretti & Heppell, criminal, personal injury, (707) 552-3630

HAWAII

Honolulu

Chun & Ruby, estate planning, real estate, (808) 523-3080

Brian J. MacNish, wills/estate, real estate, (808) 947-3341

Moon, O'Connor, Tam & Yuen, general, (808) 545-3030

Kailua - Thomas A. DiGrazia, general, mediation, (808) 262-0730

NEVADA

Carson City

Kilpatrick, Johnston & Adler, general, criminal, bankruptcy, employment, personal injury, (702) 883-5149

Las Vegas

Steven J. Karen, family, criminal, personal injury, (702) 382-9307

Potter Law Office, general, personal injury workers' comp, traffic, (702) 385-1954

Reno

Jonathan H. King, general, personal injury, criminal, (702) 322-2211

John N. Schroeder, general, personal injury, employment, (702) 329-3000

UTAH

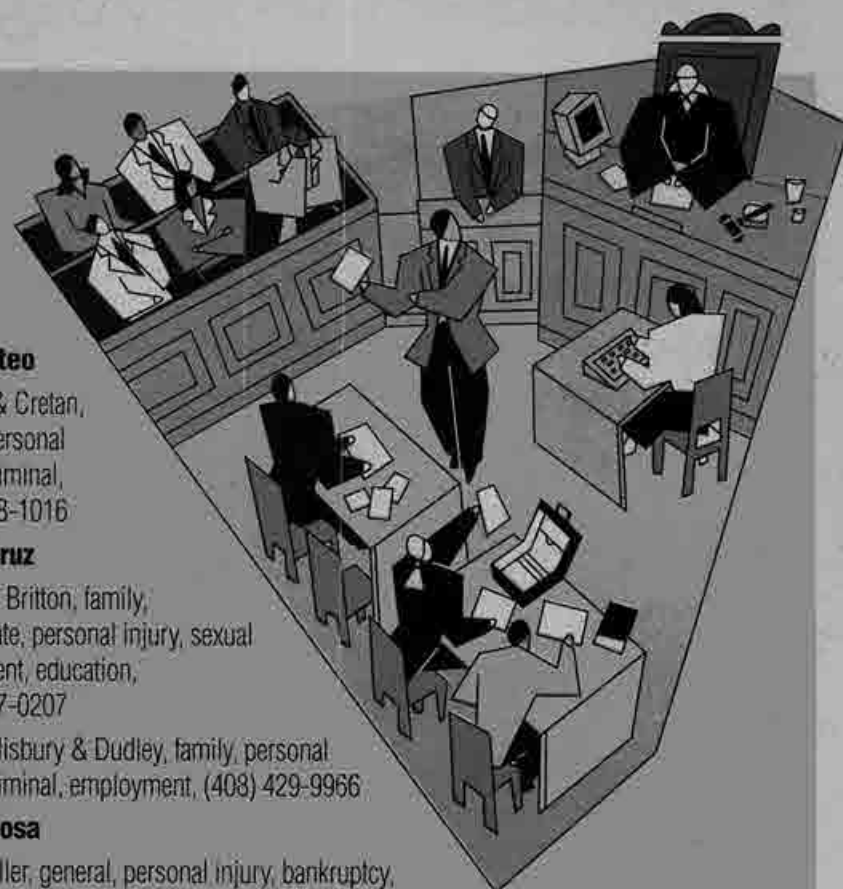
Midvale

Law Offices of Lonnie Eliason, wills/estate, family, bankruptcy, personal injury, (801) 565-0594

Salt Lake City

Allen & Billeter, LLC, general, entertainment, personal injury, (801) 322-2458

David L. Blackner, real estate, wills/estate, personal injury, employment, (801) 521-3480





4850 blues

When police officers are injured on the job, they're supposed to receive short-term disability with no loss in salary, but cities and counties are increasingly whittling away short-term disability benefits

By Steve Moler
Assistant Editor

First of a two-part series on
short- and long-term disability
for law enforcement

➤ **Richmond
police officer
Dominic Medina**

On the evening of May 5, 1993, Richmond Police Department detective Dominic Medina was part of an elite 10-member team of officers specializing in executing high-risk search warrants. The team's task that evening was to serve a search warrant at the apartment of a suspected drug dealer.

The plan, under the direction of team leader Sgt. Marty Birch, was to have officer Anthony Williams give the knock notice, the one where they thump on the door and say, "Police, open up!" If no one answered, officer Kevin Martin, armed with a battering-ram, would break the door down and Medina would be the first officer through the front door.

No one inside responded to the knock notice, so Martin started ramming the door when a barrage of gunfire erupted from inside the apartment. One bullet hit Martin in the left arm, another struck his bullet-proof vest in the chest area, knocking him to the floor. Medina, armed with an H&K MP5 submachine gun, raised his weapon to return fire when he was hit three times, two bullets penetrating his left thigh and fracturing his femur, the main thigh bone, and the third round ripping

through his right thigh and damaging the sciatic nerve, the largest diameter nerve in the body that runs down the back of the thigh to the knee.

After collapsing to the hallway floor, Medina was able to roll over on his back and return fire while the rest of the team retreated down the hallway to better cover. A few minutes later, Sgt. Rick Clark went back to the front door area under fire and pulled Medina to safety.

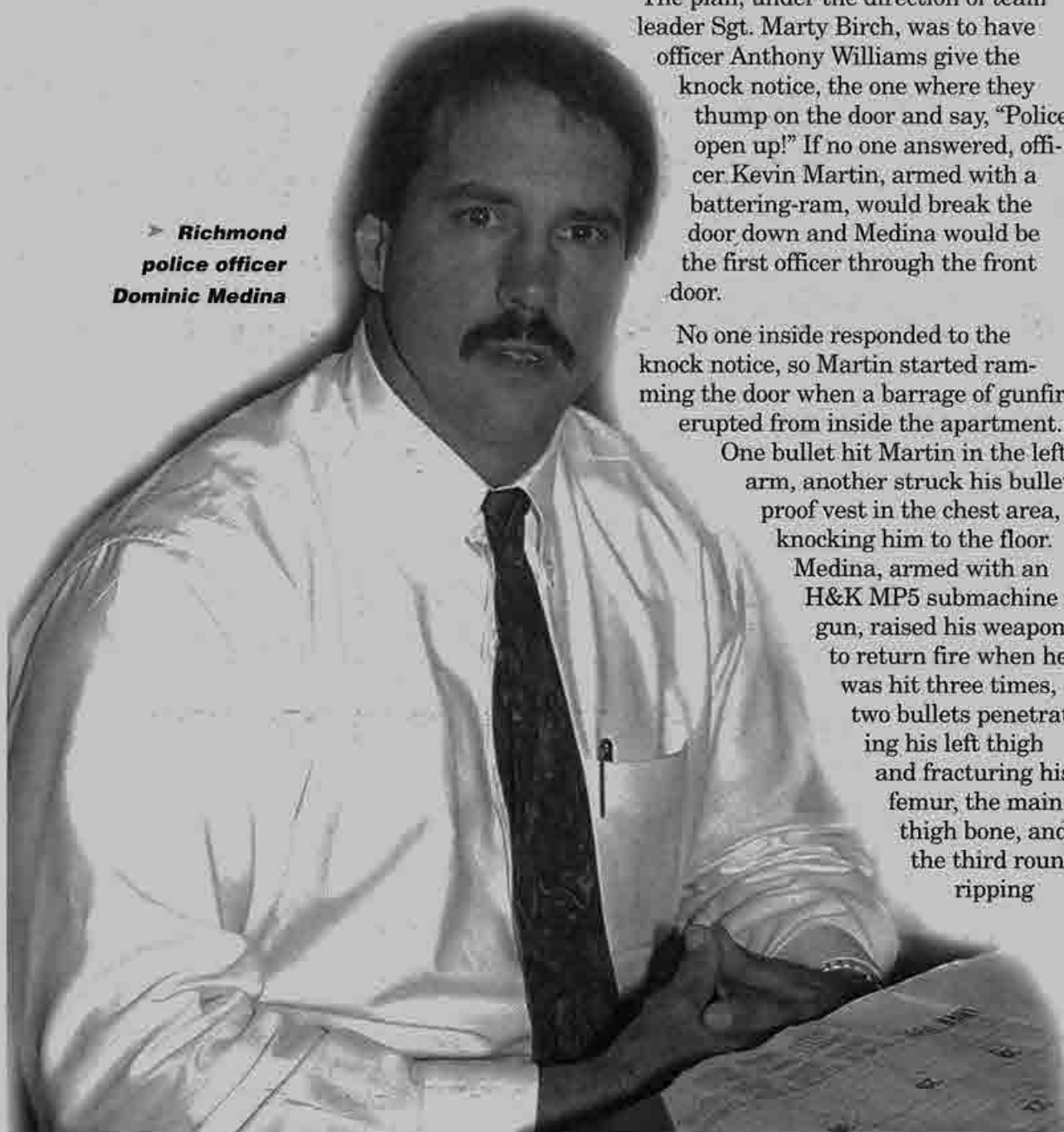
By the time the fire fight ended a few minutes later and the suspects arrested, an estimated 120 rounds had been fired. Martin and Medina were airlifted to John Muir Hospital in Walnut Creek where the two were treated at the hospital's trauma center.

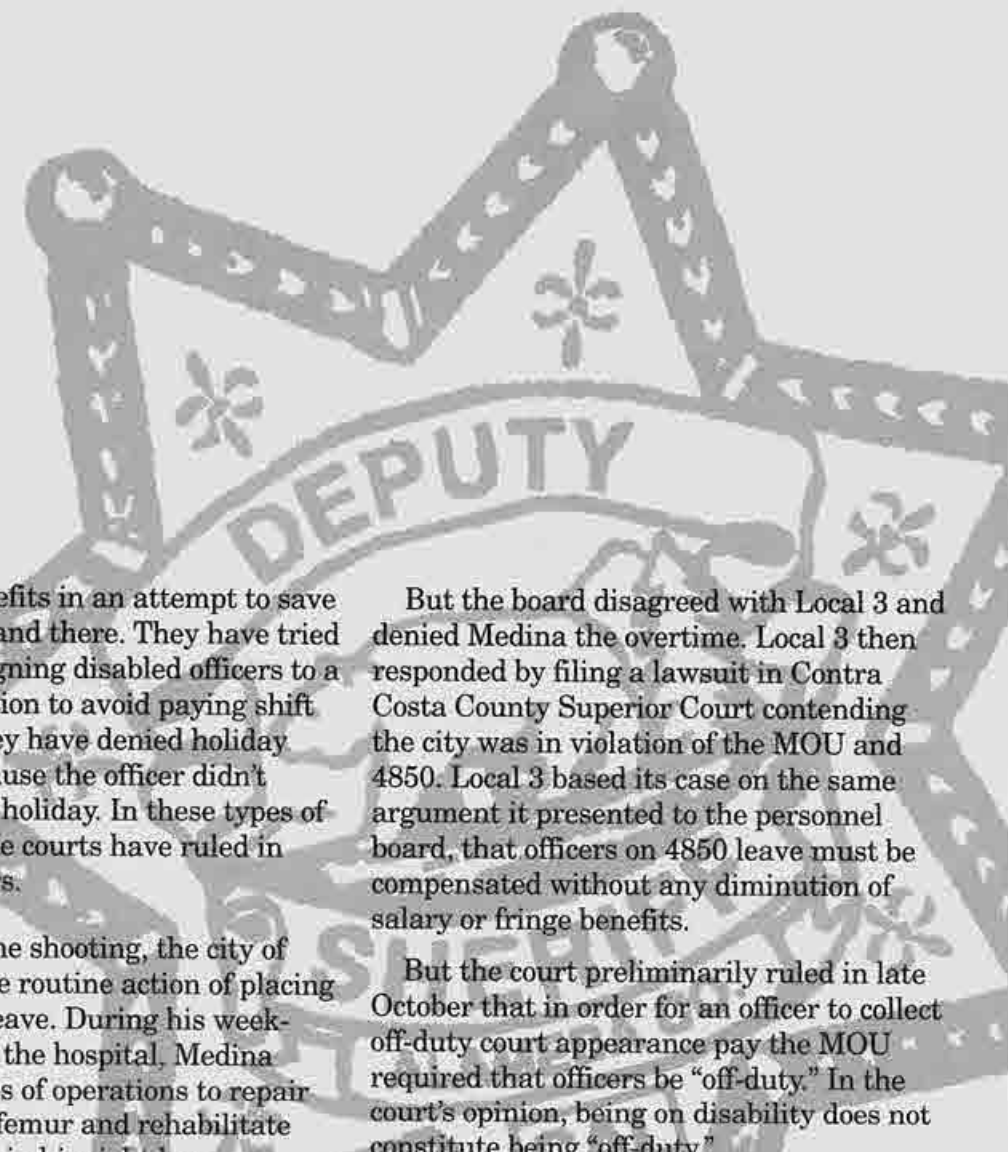
Amid all the confusion and trauma that night, one circumstance became immediately apparent: neither officers would be returning to work anytime soon, especially Medina. So the question arose: Who pays for Martin and Medina's medical bills and how do the officers get paid while they're recovering from their injuries?

When workers are injured on the job and temporarily disabled, they receive standard workers' compensation. But certain public safety employees, including police officers, firefighters, life guards and investigators, fall under a special section of workers' compensation called California Labor Code Section 4850.

This law requires that law enforcement officers who have been injured on the job and unable to return to work be paid at their normal pay rate while off work for up to a year without loss of salary or fringe benefits. The California Legislature enacted these provisions of the labor code in the 1930s for obvious reasons. Law enforcement employees run a much higher risk of sustaining an on-the-job injury than the rest of the work force. Because police put their lives on the line everyday, they require and deserve extra protection.

But over the years, as more cities and counties suffer financial crises, local governments have increasingly tried to chip away





at 4850 leave benefits in an attempt to save a few bucks here and there. They have tried tactics like reassigning disabled officers to a regular shift position to avoid paying shift differential, or they have denied holiday overtime pay because the officer didn't actually work the holiday. In these types of cases, however, the courts have ruled in favor of the officers.

The day after the shooting, the city of Richmond took the routine action of placing Medina on 4850 leave. During his week-and-a-half stay in the hospital, Medina underwent a series of operations to repair his shattered left femur and rehabilitate the nerve damage in his right leg.

About six months after Medina returned home from the hospital, he began receiving his usual subpoenas to testify in cases he had been involved in prior to the shooting. Under provisions of the memorandum of understanding (MOU) between Local 3 and the City of Richmond, officers who appear in court during off-duty hours are entitled to court appearance pay at a flat rate. For example, officers who appear in municipal court receive three hours of pay at the overtime rate of time and a half.

But when Medina turned in the overtime he thought he was entitled to, the police department approved it but not the city. At issue was a police department policy stating that court overtime will not be paid to officers on injury or sick leave.

After receiving the overtime denial, Medina contacted Local 3, which filed a grievance on his behalf. After unsuccessful attempts to solve the dispute with the personnel director and city manager, Local 3 requested a personnel board hearing.

The union argued that, although department policy prohibited off-duty court appearance pay for officers on injury or sick leave, the MOU should prevail. The union also argued that denying Medina the overtime would constitute a loss in salary in violation of 4850.

But the board disagreed with Local 3 and denied Medina the overtime. Local 3 then responded by filing a lawsuit in Contra Costa County Superior Court contending the city was in violation of the MOU and 4850. Local 3 based its case on the same argument it presented to the personnel board, that officers on 4850 leave must be compensated without any diminution of salary or fringe benefits.

But the court preliminarily ruled in late October that in order for an officer to collect off-duty court appearance pay the MOU required that officers be "off-duty." In the court's opinion, being on disability does not constitute being "off-duty."

Furthermore, the court ruled that officers are entitled to salary and benefits that they would have automatically received had they been working, such as holiday pay, but not for events that are uncertain, such as court appearances. The court concluded that just because an officer makes an arrest or series of arrests while on active duty, there's no reasonable way to predict that an officer will be required to appear in court. Local 3 is waiting for the court's final decision, which the union will review for possible appeal or other recourse.

While it seemed Medina was clearly entitled to the court appearance pay under 4850, in this conservative era the court ended up ruling in favor of the city. This case demonstrates how the courts can loosely interpret labor laws, and the best way to protect law enforcement personnel is to strengthen the collective bargaining process so that stronger, more specific language regarding the circumstance under which law enforcement is entitled to disability benefits can be written into the MOU.

By the way, Medina returned to work in April 1994 and today is working as a detective in Richmond's Homicide Division.

Next month: After a year of 4850 leave runs out, then what? An examination of Service Related Disability Retirement (SRDR) and other forms of long-term disability.

Some additional tips on 4850 leave

- California Labor Code Section 4850 states that when law enforcement officers are injured on the job and disabled they will receive full pay and benefits in lieu of workers' compensation.
- The law also says that 4850 leave shall continue for up to one year as long as the employee is disabled from work, whether or not the employee's condition is permanent and stationary, meaning his or her condition is not going to change.
- If the employee retires within this one-year period, the 4850 leave terminates.
- If the injured employee's physician determines the injured officer cannot return to work, 4850 leave does not necessarily end. If the injured employee is permanent and stationary and unable to return to the law enforcement job, 4850 time continues for the rest of the one-year period, provided the injured officer is involved in vocational rehabilitation or is otherwise entitled to retirement with an employer under the California Public Employee Retirement System or County Retirement Act.
- Some officers have second jobs in addition to their law enforcement employment. The injured officer should be aware that an employer can claim an overpayment or credit for any earnings at the second job while the officer is on 4850 leave.
- If you are injured on the job and qualify for 4850 leave, contact your union representative so he or she can work with you on making sure you receive the correct benefits.

Pushin' Dirt on Vasco Road

Los Vaqueros Project rides into town

Under union project agreement, Contra Costa Water District is building \$450 million water project that includes dam, pipeline network and road relocation

It's not often in this era of environmental activism that a major dam gets built anywhere in the Golden State. But it does happen.

The Contra Costa Water District has begun the long-awaited \$450 million Los Vaqueros Project that includes the first major dam to be constructed in Northern California in more than a decade.

Administered by project manager Morrison Knudsen, the job involves four major groups of contracts. The first, by F&H Construction of Stockton, includes \$31.7 million for construction of an intake and pump station at Old River near Discovery Bay, where water will be removed from the Sacramento-San Joaquin delta estuary and pumped to a transfer pump station, also being built by F&H, near the intersection of Walnut Boulevard and Marsh Creek Road just south of Brentwood.

The second project, by ARB Inc. of Paramount, Calif., is a \$68.5 million, 20-mile pipeline system that will take the water from the pump stations and distribute it to either the Contra Costa Canal or into the new Los Vaqueros Reservoir.

The third job, awarded to Kiewit Pacific Co. this summer, is for the \$42.6 million dam, which will measure 192 feet high and 1,000 feet long at the

crest. The dam, located 9 miles south of Brentwood, will take 2.7 million cubic yards of fill material. The reservoir will cover 1,400 acres of surface area, hold 100,000 acre feet of water and have 170 feet of maximum depth. The reservoir will extend 2.5 miles at the longest point and 2.5 miles at the widest point.

The fourth project is Granite Construction's \$27.2 million Vasco Road relocation, which was required because the old Vasco road runs straight through the reservoir and dam sites. The new 12.8-mile alignment extends south from Walnut Boulevard near Brentwood, loops around the east side of the reservoir site, and joins up with the old Vasco Road just beyond the Alameda County line a few miles north of I-580.

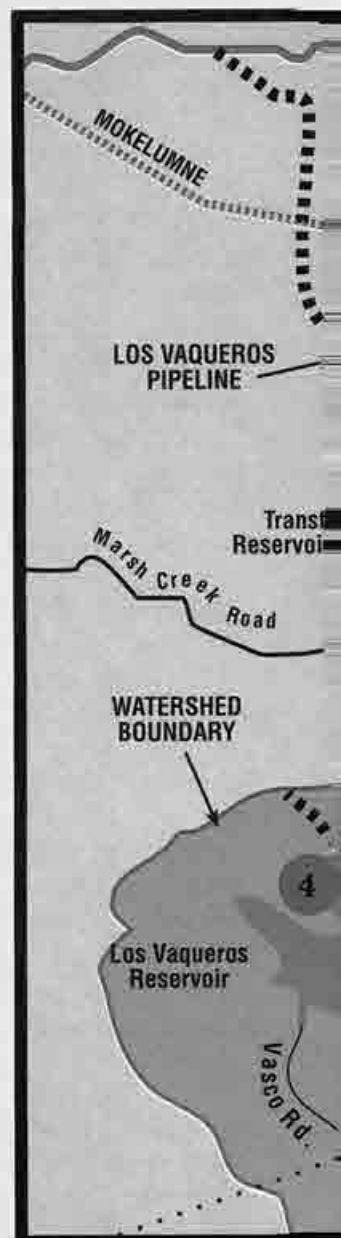
The new alignment is requiring 2.7 million cubic yards of roadway excavation. Granite is also building three reinforced concrete bridges, and is having to relocate several major utility lines and remove about 40 wind turbines.

The new alignment is two miles longer, but commute times will actually shorten because the new road bypasses the heavily congested Camino Diablo-Walnut Boulevard intersection. The new road will remain two lanes but will have paved shoulders, climbing lanes and smoother curves. Once the new Vasco Road is open, Kiewit will be able to move ahead full speed with dam construction.

The water district, which serves 400,000 customers in central and east Contra Costa County, is building the project to maintain an emergency supply of water during droughts and improve water quality.

During summer months, when there's less Sierra snowmelt flowing down the Sacramento and San Joaquin rivers, salt water from San Francisco Bay intrudes into the delta, which raises sodium and chloride levels. Once the new system is operational in fall 1996, the water district will be able to pump water into the reservoir during the winter and spring when there's more fresh water in the delta.

The new Vasco Road takes shape in late Au





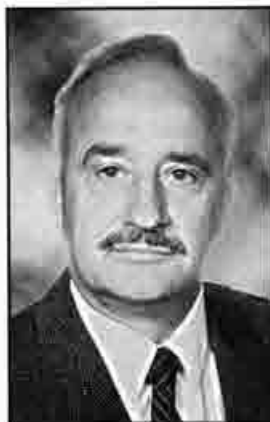
▲ Granite Construction hands at Vasco Road relocation are Andy Sanchez, in seat, Herman Your, middle, and foreman Pat Shanklin

▲ Excavator operator Pat Quinn gets instructions from foreman Pat Shanklin



LOS VAQUEROS PROJECT

- 1 **ARB Inc.** - \$68.5 million contract to construct three pipeline segments totalling 20 miles. Status: Recently completed 7-mile Old River section, now working on 8.5-mile north branch running from the Contra Costa Canal to transfer station.
- 2 **Granite Construction** - \$27.2 million for 12.8-mile relocation of Vasco Road. Status: Most of grading and paving completed, new road expected to open in early January.
- 3 **F&H Construction** - \$31.7 million to construct pump station and intake facility at Old River near Discovery Bay and transfer station south of Brentwood. Status: Laying concrete foundation for pump station at Old River.
- 4 **Kiewit Pacific Co.** - \$42.6 million to construct 192-foot-high, 1,000-foot long earth dam (2.7 million cubic yards of fill material). Status: Some preliminary work, such as blasting, being done, with full construction expected to start when new Vasco Road opens and weather permits.



by Brian Bishop

Safety Director

Latest Hazmat schedule announced

Local 3 announces that the following Hazmat classes have been scheduled for the first quarter of 1996. All classes begin at 7 a.m.

San Francisco District

8-hour class - Wed., Feb. 7
Local 3 headquarters, 1620 S. Loop Rd., Alameda. Call the Safety Dept. at (510) 748-7400 for reservations.

Fairfield District

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

Santa Rosa District

8-hour class - Fri., March 15
8-hour class - Sat., March 16
Labor Center, 1700 Corby Ave., Santa Rosa. Call the Safety Dept. at (510) 748-7400 for reservations.

Reno District

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

Oakland District

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

Stockton District

8-hour class - Sat., Jan. 27
Stockton District office, 1916 N. Broadway

Eureka District

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

Fresno District

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

Marysville District

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

Redding District

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

Sacramento District

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

San Jose District

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

con't on p. 24



ADDICTIONRECOVERYPROGRAM

Do you have a commercial driver's license?

ARP is providing DOT-mandated driver training to Local 3 members with commercial driver's license

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

Driver awareness training

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

Sat., Nov. 18 - Sacramento District office
3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m.
50 people per class limit

Sat., Dec. 2 - Alameda Headquarters
3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m.
36 people per class limit

Sat., Dec. 2 - San Jose District office
3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m.
15 people per class limit

Sat., Dec. 9 - Alameda Headquarters
1 session: 2-4 p.m.
36 people per class limit

Sat., Dec. 16 - Fresno Laborer's Hall
5431 East Hedges
3 sessions: 8-10 a.m., 11a.m.-1 p.m., 2-4 p.m.
50 people per class limit

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

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

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

Last week in January - Elko District office
Dates and times to be announced

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

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

Please not further that these training sessions will be documented by the ARP. Training certificates will be provided at the close of each class to each driver or participant. You can give a copy to your employer for its records and keep your copy for any future employer you may be dispatched to.

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

by Bud Ketchum

ARP Director

Examinetics Mobile Health Testing Program

The Mobile Health Testing Program for all members and spouses covered under the Northern California Health & Welfare Trust Fund (Schedule A only) and Pensioned Operating Engineers Health & Welfare Trust Fund (California, Nevada and Utah) will be coming to your area soon. Below is a schedule of when the mobile clinic will be in your neighborhood. Call for an appointment toll free at 1-800-542-6233. All scheduled locations are in California.

Health Examinetics schedule

Mt. Shasta - Nov. 16
 Redding - Nov. 17, 20, 21, 27, 28
 Anderson - Nov. 29
 Red Bluff - Nov. 30, Dec. 1
 Willows - Dec. 4
 Vacaville - Dec. 5
 Vallejo - Dec. 6
 Martinez - Dec. 7
 Fresno - Dec. 7, 8, 11, 12, 13
 Antioch - Dec. 8
 Walnut Creek - Dec. 9
 Oakland - Dec. 12
 Hayward - Dec. 13
 Madera - Dec. 14, 15
 Pleasanton - Dec. 14
 Fremont - Dec. 15
 Redwood City - Dec. 16
 Merced - Dec. 18, 19
 Burlingame - Dec. 18
 San Francisco - Dec. 19
 Clovis - Dec. 20
 Visalia - Dec. 21, 22



Effective August 1, 1968, the amount of death benefits payable to the beneficiary or beneficiaries of a member who has been granted a withdrawal card prior to that date shall be computed on the basis of the number of years such member has been in good standing as of August 1, 1968, and shall not thereafter be

(20) years shall receive five hundred (\$500) dollars and this amount shall not thereafter increase.

Class V: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of twenty (20) years or more shall receive seven hundred fifty (\$750) dollars and this amount shall not thereafter increase."

increased during the period such member remains on withdrawal card.

The amount of the death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after August 1, 1968, shall be computed on the basis of the number of years such member has been in good standing as of the date on which the withdrawal card is granted, and shall not be increased thereafter during the period such member remains on withdrawal card.

Provided, however, effective July 1, 1973, the amount of death benefits payable to the beneficiary or beneficiaries of a member who is granted a withdrawal card on or after July 1, 1973, shall be computed on the basis of the number of years such member has been in good standing as of July 1, 1973, and shall not be increased thereafter.

Prescription drugs

Be sure to discuss with your doctor any prescription drugs your doctor advises you to take. Ask about all possible side effects. Let your doctor know any other medications you may be taking. Once you begin taking medication under your doctor's advice, carefully watch for any adverse reactions you may have from the medications. Report all such side effects to your doctor immediately. Use this common sense approach, work closely with your doctors to ensure your continued good health.

Pre-retirement meetings

Please check the schedule on page 24 for the dates of the upcoming round of pre-retirement meetings. Make every effort to attend the meeting in your area. Operating Engineers age 50 or older and not yet retired are urged to attend. Spouses are welcome, of course. And any Operating Engineer not yet retired who is interested in discussing retirement matters is welcome. We'd like to see you there.

International Death Benefit Fund classification schedule

For your information, we are reprinting Article XX, Section 2 of the International Constitution, which reads as follows:

"Death benefits are payable only upon the death of a member in good standing who was initiated prior to July 1, 1973. All death benefits that have been accumulated by members in good standing on or before July 1, 1973 are frozen as of that date and no further benefits accrue.

Death benefits shall be paid to beneficiaries as follows and not otherwise:

Class I: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of one (1) year to five (5) years shall receive one hundred (\$100) dollars and this amount shall not thereafter increase.

Class II: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of five (5) years to ten (10) years shall receive two hundred (\$200) dollars and this amount shall not thereafter increase.

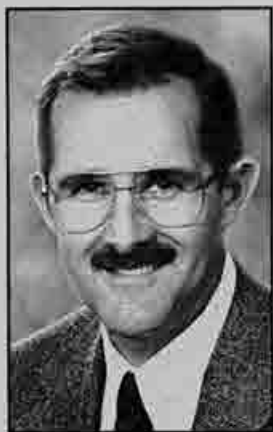
Class III: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of ten (10) to fifteen (15) years shall receive four hundred (\$400) dollars and this amount shall not thereafter increase.

Class IV: Beneficiaries of members who on July 1, 1973 have been in good standing for a period of fifteen (15) years to twenty

by Charlie Warren

Fringe Benefits

Director



by Rob Wise

Credit Union**Treasurer**

Credit union fees far below those charged at banks

It's shocking but true. Commercial banks and savings and loans are reaping hefty profits in part by digging deeper and deeper into their customers' wallets.

According to a study by the California Public Interest Research Group (CALPIRG), bank fees in this country have risen at double the inflation rate over the past two years. The study of 271 large banks and thrifts in 25 states and the District of Columbia found the average annual cost nationwide to maintain an interest-bearing checking account grew by 11 percent during the past two years to a whopping \$219. In California, the annual cost was about \$209.

Worse yet, the average monthly balance needed to avoid these fees on interest-bearing checking accounts rose more than 20 percent in two years, from \$1,023 to \$1,242. In California, the figure was \$1,916. And get this, the average cost to maintain a savings account with a \$200 balance was \$31 more than the interest earned on an account.

Fortunately, our credit union members don't have to shell out these outrageous fees. The credit union's interest-bearing checking account — the one in the survey that cost bank customers an average of more than \$200 annually — doesn't cost our members a dime no matter what their account balance is.

The amount of money you can save by being a member of the credit union extends through our entire range of financial service. Fees for such credit union services as savings and money market accounts, loan applications, ATMs and Touch Tone Teller are either non-existent or much lower than those charged by commercial banks and savings and loans. And when we do charge fees, they are as low as we can make them and disclosed beforehand in ordinary language.

The reason why the credit union has such low fees is because banks are in business to make a profit while the credit union is a non-profit cooperative where individuals pool their resources to provide affordable, reliable and accessible services for its members.

The only constraint on banks is competition, and they do their best to look competitive while hiding charges in every nook and cranny of their business. Our credit union, in contrast, exists for the benefit of our members. We only charge fees when it is necessary to distribute expenses equitably so that some members don't pay for services they never use, or to ensure the continued strength of our financial structure.

Here's some examples of how two large commercial banks squeeze money out of their customers' pocket books. Bank of America, the nation's third largest bank, charges \$4.50 to \$9 per month on regular checking accounts, while Wells Fargo charges \$3.50 to \$10 unless you maintain a minimum balance of \$2,500. The credit union has no monthly checking fee or per-check charges and requires no minimum balance.

Bank of America and Wells Fargo bill you \$10 to \$25 for a check with insufficient funds, while your credit union charges only \$7.50. Both Wells Fargo and Bank of America charge \$3 for an overdraft protection transfer compared with the credit union's \$1 charge.

It costs \$10 to stop payment on a check at Wells Fargo or Bank of America and only \$7.50 at the credit union. You pay nothing for person-to-person customer phone service at the credit union; you pay \$1.50 at Bank of America and Wells Fargo. You also pay nothing for automatic Touch Tone Service at the credit union but 50 cents per call at the other two banks. And while Bank of America and Wells Fargo charge a \$60 application fee for a loan or line of credit, the credit union doesn't charge a cent.

A buck here, \$60 there. These fees add up over time. A credit union member saves hundreds of dollars a year on fees alone. When you combine these savings with those through our low-interest loans and with the high returns from our certificates of deposits and money market and early retirement accounts, the advantages of joining the credit union are truly worth considering.

SERVICE	OE CREDIT UNION	BANK OF AMERICA	WELLS FARGO
Checking accounts	No minimum balance No monthly fee or per check charge	\$4.50 - \$9.00 monthly service fee unless a \$2,500 balance maintained	\$3.50 - \$10.00 monthly fee unless a \$2,500 balance is maintained
Checks written on insufficient funds	\$7.50 per check	\$10.50 - \$25 per check depending upon how many items	\$10 - \$25 per check depending on how many items
Overdraft protection	\$1.00 transfer fee	\$3.00 transfer fee	\$3.00 transfer fee
Person-to-person customer phone service	NO FEE	\$1.50	\$1.50
Automatic phone service	NO FEE	\$.50	\$.50
Loan application fee for Line of Credit	NO FEE	\$60.00	\$60.00

Hands-on classes improve apprentices' employability

The work picture has been holding steady this year. We need at least two more good years to get even with our down years. However, housing is still not where it should be. If interest rates stay where they are or even decrease, there should be an increase in housing starts.

Refinery work has helped take up the housing slack. If we had robust work activity in both the refineries and in subdivision work – along with the \$1.2 billion San Francisco International Airport expansion – we would be keeping all the apprentices busy.

The 1995-1996 hands-on training is off to a rousing start. We had the real time GPS demonstration by Hans Haselbach of Haselbach Instruments at the Oakland class. He plans to return later to complete his demonstration.

Our hands-on classes are an opportunity to use our skilled journey upgrades to their fullest. Apprentices learn best from the application phase of their education. The Northern

California Surveyors Apprenticeship Program tries to make this available and has done so in the past several years. We also encourage interested Local 3 members to attend these hands-on classes. Every class is a learning experience.

The weather is changing and rain is on the way, so all that summer overtime will keep you warm and happy during our cooler and wetter winter months. Along with winter comes more time to do extra topics and get ahead for those days in spring and summer when work puts more pressure on you and your limited time. You will note that your limited time does not excuse you from related training classes.

Our experience indicates that the apprentices who consistently attend and complete related training classes are the apprentices who work the most hours. Topics alone are not a guarantee, but if you show good study habits, you will also show good work habits.

Remember, safety is the word. Work, play and live safe.



by Art McArdle

Administrator

A work season to be thankful for

Five technical engineers retirees decided recently to have a get-together and reminisce about old times. The participants – Gene Schaufler (43-year member), Ralph Carr (41-year member), Glen Treser (37-year member), Don Long (36-year member) and Dave Osborne (36-year member) – met at Charlie Browns restaurant in San Ramon. They had a great lunch, told a few lies, had a lot of laughs and, as usual, promised to get together at least once a year.

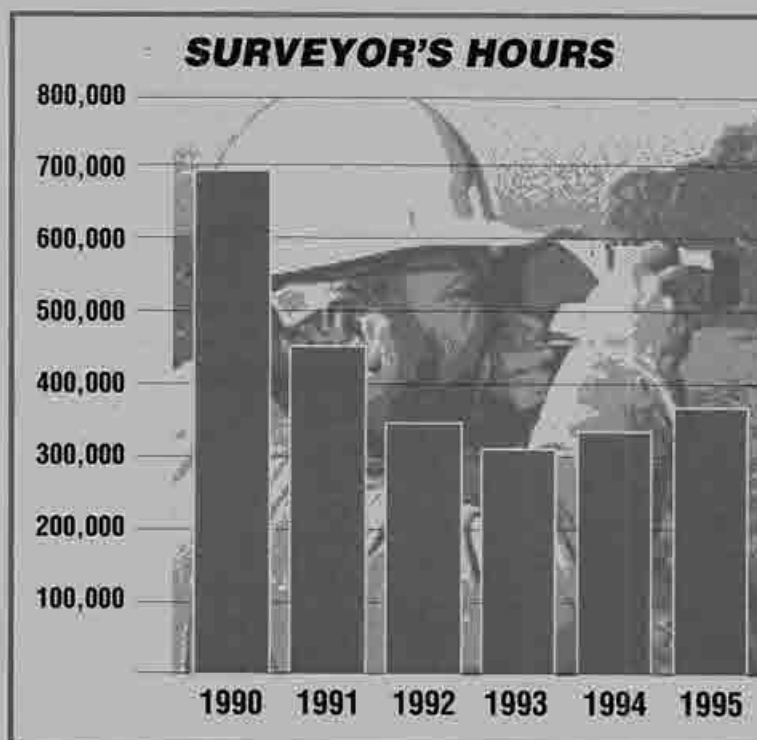
One thing is for sure, they might have retired from work, but they sure haven't slowed down. They are enjoying golfing, sailing, baseball, fishing and traveling, to name a few of their activities. They have made a profound contribution to the craft and to Local 3. These five members have 193 years of Local 3 membership among them. We wish them and their families the very best.

Thanksgiving

With 1995 winding down we can all agree that this has been a year to be thankful for. Surveyor hours have been steadily increasing. For the first time in quite a while we ran out of people on the out-of-work list. Employers had to either work their field surveyors overtime, rent additional crews from one another or do both. The coming year looks to be a repeat of 1995. Let's hope we have a normal rainy season – and not like 1994. The Technical Engineers Division would like to wish everyone a great Thanksgiving. Enjoy the holiday and be safe.

Tech Engineers golf tournament

The first-annual Technical Engineers Golf Tournament was a huge success. Some 144 brave souls showed up at Lake Chabot Golf Course at 6:30 a.m. for an early breakfast and registration. The tee-off was a 7:30 a.m. shotgun start. As you looked around the course you saw some very impressive players making some great golf shots. Other players appeared to be killing snakes. All in all, everyone had a great time. The tournament's net proceeds went to the Junior Golf Academy at Lake Chabot Golf Course.



by Paul Schissler

Tech Agent



Left to right:

Ralph Carr

Glen Treser

Dave Osborne

Don Long

Not shown:

Gene Schaufler



Busy year keeps dispatchers glued to the phones



▲ *Sheedy crane operators Vince Ellis and Mitch Nevner work together to lift 15,000-pound frames into place.*



▲ *Ellis and Nevner are in perfect synch as they lift the frames into place.*

▼ *Vince Ellis*



▼ *Mitch Nevner*



OAKLAND – Have you heard a message like this on your answering machine: “If you want a job impersonating an Operating Engineer, call the hall. I got a 580 Case starting at 7 a.m., call the hall.”

If you received one of these types of calls that led you to the hall for one of over 3,000 dispatches issued by the Oakland hall this year, you were probably talking to Gary Armstrong or Steve Stewart.

In a year when the work picture just kept getting bigger and better, their job keeping contractors supplied with operators and keeping the members caught up on paperwork became an overwhelming task.

As the newest agent in the Oakland District, it has been a handful starting in the middle of the biggest boom year in recent history. I keep telling the hands to put some of those good pay checks in the credit union for the rainy days that are bound to come.

I want to encourage all of you to plan now to attend the district and semi-annual meetings and voice your feelings and opinions about your union.

In the photographs are of Sheedy operators Vince Ellis and Mitch Neuner using a pair of 75-ton Link Belts to swing the first of two 124-by-12-foot 15,000-pound truss frames into place for the new pedestrian bridge linking Washington Hospital’s main building with a renovated satellite facility at the site of the old Sears department store on the south side of Civic Center Boulevard in Fremont. The superintendent for Sheedy was Rich Battaini.

Michael J. Dunlap,
Business Rep.

Local 3 loses longtime ally and friend George Lund

SACRAMENTO – Local 3 lost a tremendous ally and friend on September 23. George O. Lund, owner of Lund Construction of North Highlands, died after a lengthy illness. His son, Jerry, has taken over the company's daily operations and is getting a lot of help from George's wife Alta.

George was born in 1915 in La Habla, Calif., and attended high school in Woodlake. In the late 1930s, George went to work as a heavy equipment operator and mechanic on the Anderson Ranch Dam in Idaho. From there he moved west where he owned a machine shop from 1945 until 1948. This is also where he met Alta. They were married in 1950, and George went to work in Eureka selling logging equipment for DeBon Motor Company. In 1954, he and Alta moved to Sacramento, where George went to work for Coast Equipment Company of San Francisco and sold construction and mining equipment throughout the northern part of the state.

George and Alta then founded Lund Construction. "Ever since George was

young he couldn't pass up an equipment yard or a piece of equipment on the side of the road without stopping," said Alta. "Whenever one of his peers was in a bind and needed to locate a certain type of equipment, they knew who to call. He seemed to have a sixth sense about such matters."

Jerry added that it was a good thing his father loved children, for George had 13 grandchildren, 12 great grandchildren and numerous nieces and nephews. He also liked camping, his favorite spot being the Crystal Basin area in El Dorado County. George took up dirt bike riding at age 63 after Jerry got interested in the sport.

"He always loved equipment and the construction industry," Jerry recalled. "If it had an engine, Dad was interested in it."

George enabled hundreds of people to earn a high standard of living for themselves and their families over the years. He will be missed by all.

Andy Mullen,
Business Rep.



George Lund
& wife Alta

Contractors hustling to beat the first rains

SANTA ROSA – Busy, busy, busy! It's that time of the year when all the contractors are trying to beat the rains, not a drop of which has been seen since June. As of late October, the Santa Rosa District office had only 37 people on its out-of-work list. We are currently short seven apprentices, and in the key positions, such as gradecheckers, paving operators, screedmen, backhoe and excavator, operators can go to work immediately.

Here in Sonoma County we recently signed three new contracts. I wish to personally welcome Mancini's Heavy Equipment, which signed September 12, Smith Construction, which joined October 19, and Baldry Brothers Drilling, which signed October 23.

I want to thank all of the members, stewards and officers who attended our September 21 district meeting. Once again we had a large turnout. Thanks to each of you for caring enough to participate.

I am looking forward to meeting you all in the near future and renewing acquaintances with all my Local 3 friends throughout the three counties. I would like to express my thanks to all of the members for their cooperation and support of my new position as district representative; it's good to be back.

Our drilling contractors, Petersen Drilling &

Pump, Weeks Drilling and Pump, Bartley Pump, and Anderson Drilling are coming up for negotiations this next month.

Valerie Shideler, field representative for the Foundation for Fair Contracting, should be commended for her efforts to keep a level playing field for all contractors with her job monitoring and examining payroll records on prevailing wage projects. The Santa Rosa office thanks Val and appreciates her expertise.

All of us in the Santa Rosa District wish Greg Gunheim a speedy recovery. We are still short an agent to service all of the Sonoma, Lake and Mendocino counties. This might delay my efforts to meet all of you, but hang in there. I'll eventually get by the job sites or meet with you at our next district meeting.

Some reminders for you

Get on the out-of-work list as soon as you are laid off, and always make sure we have your current address and phone number. Unemployed dues requests can be made between the 1st and 10th of each month. For more information, call your district office. Remember, your out-of-work registration will expire 84 days from the date you get on the out-of-work list, so be sure to re-register on or before your expiration date.

An eight-hour Hazmat recertification class is scheduled for December 8 at the Labor Center on Corby Avenue in Santa Rosa. Call the district office and put your name on the list. Two BATC classes have been scheduled for December 19 and December 20 at the Alameda Headquarters. Call the Oakland District office at (510) 748-7446 to reserve your seat.

A pre-retiree meeting is scheduled for January 25 at St. Eugene's Church, 2323 Montgomery Drive, Santa Rosa, from 6-9 p.m. This would be a good meeting to attend if you are considering retiring, or just want more information about retirement issues.

Sonoma Express Books, and KZST Entertainment Guides are here. Please contact the office to reserve yours. Call Cathie at (707) 546-2487. These make excellent Christmas gifts.

Former District Rep. Bob Miller had an open-door policy, in which you, the members, could always feel free to call regarding any matters. I intend to continue this policy.

The Santa Rosa District office staff wishes you and your family a happy Thanksgiving and a safe holiday!

Gary Wagnon,
District Rep.



Spanish Springs Valley booming with subdivision work

RENO — In general, the work picture in northern Nevada remains very busy.

Frehner Construction is quite busy in the eastern part of the state with many overlay jobs. Matich Corp. is finishing up its concrete overlay project near Battle Mountain, while Granite Construction has several road projects going throughout northern Nevada. Earl Games Construction is working on various projects in the Reno-Sparks area.

The Pinon Pine Power Project is underway near the existing Tracy Power Plant just east of Sparks. Summit Engineering, Granite Construction and Babcock & Wilcox have been working on this \$340 million plant.

The Spanish Springs Valley, resting just north of Sparks, Nev., has experienced unusual growth over the past several years. Once a rural area with a few ranches and isolated homes, hundreds of new homes have sprouted over the past few years, and the subdivisions have created steady work for our Operating Engineers.

Two recent projects stand out. George Wingfield, a prominent Nevada banker and businessman, has long had a dream of developing his "oasis" in the center of Spanish Springs Valley. Now known as Wingfield Springs, Wingfield's former ranch getaway consists of over 1,300 acres of the most unique and scenic land in northern Nevada.

The project will include a 27-hole championship golf course, 2,000 residential lots, including ridgetop and hillside homes, patio homes, golf cottages and apartments, a 400-room resort hotel and conference center, and a commercial village center. Since Wingfield had a lifelong opposition to unions, it pleases us to have our members developing this project.

Work has recently begun on the first phase of the project. Independent Construction, doing business as D.A. McCosker, has started moving dirt on the first home sites and golf course. Independent expects to have between 25 and 30 Operating Engineers employed during the project, which will last through April 1996, with more work in the bidding process. Independent currently has eight scrapers, three dozers, one compactor and a few other pieces of equipment, along with an apprentice and two foremen, Bob Shaffner and Duane Hensley.

Q&D Construction has also picked up a job as a result of Spanish Springs. A 34,000-linear-foot sewer line is under constructed for the City of Sparks. The \$2.5 million line, ranging in size from 12 inches to 30 inches, is a main trunk line that will tie many of the new subdivisions together. High demand has placed the line on a fast track, with completion scheduled for February 1996. To meet the deadline, Q&D is working three crews headed by Operating Engineers foremen Neal McIntyre, Richard McFarlin and Jack Isenberg.

There are still many other projects in the planning and approval process for Spanish Springs. We hope our members will continue to see the benefits of the expansion in that area.

Reno District office staff

➤ **Mechanic**
Keith
Graham



➤ **Hoe operator**
Richard
Miller



➤ **Dozer operator**
Janny Merick,
left, and com-
pactor dozer
operator
Charles Porter



**A letter of gratitude from
Smitty's wife Carol**

Dear Local 3,

I would like to say thank you to all the Operating Engineers who have worked with and been friends with Harold over the past years. I wanted to let you all know how much these friendships were cherished by Harold and won't be forgotten.

And also, a very special thank you to Tom Stapleton and the Local 3 staff for all the years of your support and friendship to Harold. I can't express enough how much your show of support at Harold's service meant to me and his family. Again, thank you from the bottom of my heart.

Carol Smith

We miss you, Smitty . . .

In my memory of Smitty

By Fresno Dispatcher Denise Alejo

When the shock is over
and reality sets in,
I sit and I think how I've lost a friend.
Maybe with time the pain will be eased,
But I still ask myself why did you have to leave?

You were not only my friend, my coworker, my boss,
you were like a father to me, and now I feel a part
of my family has been lost.

Some things I will miss seem so simple to me.
Like that morning "hello"
or you jingling your keys.
I will miss that look that we all knew so well
You know... that boyish little grin,
Oh, how I wish I could see it again.

We'd talk about work, family and even our pets.
You of your cats, me of my parrots,
it's moments like those,
that now I will always cherish.

A day won't go by without some special thought
Some may be happy, and now some will be sad,
But these thoughts will be of you, my other "dad."



Members help delay Sutter County prevailing wage repeal

MARYSVILLE – The work picture in our district is still looking good because of the late start this summer due to the extraordinarily wet winter and spring. Many of our members are working six days a week, 10 to 12 hours per day, trying to finish jobs or get them ready for a possible early winter.

J.F. Shea from Redding was low bidder on the Mendocino Pass Road repair project in Glenn County for \$4.9 million. This job is to repair the slopes, culverts and paving. Butte Construction from Glenn will be doing the underground and dirt work on this job.

J.F. Shea was also low bidder, at \$647,019, on the Tehama-Colusa Canal lining repair project in Glenn County. This projects involves excavating slide areas and damaged canal lining foundation and replacing weep valves.

Baldwin Contracting from Chico was low bidder, at \$265,000, on an asphalt concrete overlay in Butte County. This job is to modify

electrical boxes and do repairs on the asphalt concrete roads at Oroville Dam.

Jaeger Construction from Chico was low bidder, at \$280,000, on the asphalt concrete overlay in Yuba County. This project involves installing storm drains and water mains and doing street repairs at various locations.

W. Jaxon Baker Inc. from Chico was low bidder, at \$347,650, on an asphalt concrete overlay on the roads in Colusa County to repair a portion of Ladoga-Stonyford Road and to repave a portion of Myers Road.

Earlier this year, the City of Oroville tried to repeal prevailing wages on city contracts. Through efforts of the members and other union crafts, working together making phone calls and writing letters to the council members, we were successful in turning around the city council vote.

This week we had to confront yet another prevailing wage attack, this time from the

Sutter County Board of Supervisors. We again asked you, the members, along with other unions to help by attending the supervisors meeting.

We were successful in filling the room with boisterous union members from all crafts. This sent a message to the board, which agreed to table the item. This delay gives us some time to sit down with the supervisors and educate them on the dire consequences to Sutter County if prevailing wages are repealed.

We would like to take our hats off to all the members and agents from all the unions who dropped everything they were doing to fight for something that is so important to all of us. Thanks again!

I would like to wish everyone a very happy and safe Thanksgiving holiday.

**Dan Mostats,
Business Rep.**

MEETINGS&ANNOUNCEMENTS

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of October 1995, and have been determined to be eligible for Honorary Membership effective January 1, 1996. They were presented at the October 15, 1995 Executive Board Meeting.

Thomas Aguilar.....# 0531603	Larry Jolliff**.....# 1043748
Clinton Bagley.....# 1054946	George L. Juhasz.....# 0702371
John Capshaw.....# 1036932	Albert Knowles.....# 1030459
Cloyd Cavana**.....# 1051395	Dean Kyte.....# 1035332
Clifton Comer.....# 0255202	Herbert Myers.....# 0892553
Jack Crum*.....# 0931009	David Osborne**.....# 1027912
Walter J. Cunha.....# 1051276	Tom Raftery.....# 0658552
Orville Dodgion.....# 0791468	Elmer Solvang.....# 0983238
Mario Dumlao.....# 1051282	Richard N. Stinson.....# 0579435
Freddie J. Evans.....# 0814883	Harold White.....# 1025318
Rodney Farnum.....# 0863873	Vernon Wing.....# 1022397
Gene Garewal.....# 1011527	
Eugenio Gordillo.....# 0935619	* Effective April 1995
Norman Hagey.....# 0821539	** Effective October 1995

DEPARTED MEMBERS

Ball, Rollin.....	Watsonville, CA.....	#0987163
Balla, Zola.....	Gilroy, CA.....	#0971469
Bates, Harry.....	Kingman, AZ.....	#0384970
Beaudoin, Ivan.....	Layton, UT.....	#0435014
Belcher, Clarence.....	Redwood City, CA.....	#0931119
Bethard, Charles.....	Sacramento, CA.....	#1461528
Blotter, Ernest.....	Smithfield, UT.....	#1112848
Boothie, James.....	Doddridge, AZ.....	#0928122
Brown, Doug.....	Port Hadlock.....	#0702983
Case, Charles.....	Pueblo, CO.....	#0605801
Chandler, William.....	Vallejo, CA.....	#0907819
Cirini, Joe.....	San Lorenzo, CA.....	#0888756
Cleek, George.....	Newman, CA.....	#0399504
Dautrich, James.....	Atwater, CA.....	#1425009
Diduca, James.....	Paradise, CA.....	#1051279
Douglas, Gordon.....	Menan, ID.....	#0947038
Dowd, William.....	Saratoga, CA.....	#0293336
Dunkeson, R.....	Hayward, CA.....	#1059676
England, William.....	Berkeley, CA.....	#0593004
Frandsen, Larry.....	Panguitch, UT.....	#1535131
Gallardo, Joe.....	El Verano, CA.....	#0569491
Gamingasco, Pat.....	Sandy, UT.....	#1187277
Gowan, Robert.....	Ukiah, CA.....	#1355143
Hanner, James.....	Elk Grove, CA.....	#1543006
Henriques, Joseph.....	Livermore, CA.....	#0635566
Homan, Robert.....	Orland, CA.....	#1067438
Ikeda, H.....	Kealahou, HI.....	#1257081
Klask, Bertram.....	Kapaa, HI.....	#2173001
Lindsay, Guy.....	Wheatland, CA.....	#0287946
Long, Robert.....	San Jose, CA.....	#0679009
Manker, Kenneth.....	Quartz Hill, CA.....	#1980707
Manner, J.....	Cottonwood, CA.....	#0375531
Maupin, James.....	Oroville, CA.....	#0841538
McCrory, Jay.....	Oakley, CA.....	#0841538
McMasters, M.....	Oakley, CA.....	#1781837
Moore, Roy.....	Watsonville, CA.....	#0668792
Morris, William.....	Gerber, CA.....	#0996032
Parsons, Norm.....	Roseville, CA.....	#0977743
Patterson, Floyd.....	Hayward, CA.....	#0671407
Prosser, Raymond.....	Castro Valley, CA.....	#0569528
Ramos, Edward.....	Santa Clara, CA.....	#0610222
Ramos, L.....	Morgan Hill, CA.....	#1413911
Schafer, George.....	Reno, NV.....	#0254692
Shumate, Charles.....	Marysville, CA.....	#1115360
Simmons, William Jr.....	Marysville, CA.....	#2202232
Smith, Harold.....	Fresno, CA.....	#1082429
Smith, Robert.....	Los Altos, CA.....	#0976225
Stirton, Rubin.....	Xmas Valley, CA.....	#0707365
Taylor, William.....	Marysville, CA.....	#0693742
Tueller, Wendall.....	Reedley, CA.....	#0939957
Vierra, William.....	Fresno, CA.....	#0693742
Visconte, James.....	Oroville, CA.....	#1105274
Wagner, Adolph.....	Yuba City, CA.....	#0904790
Wilson, Jim.....	Santa Rosa, CA.....	#0883714
Wing, Norman.....	Carson City, NV.....	#0569550
Wright, David.....	Napa, CA.....	#1082433

Deceased Dependents

Bandy, Cieta (wife of Alfred Bandy).....	09/26/95
Casteel, Florence (wife of Thomas Casteel).....	09/16/95
Corpus, Flo Ann (wife of Regino Corpus).....	09/20/95
Evans, Derry Rae (wife of Robert Evans).....	09/07/95
Joice, Dell (wife of H.P. Joice [dec]).....	08/28/95
Pauline, Peggy (wife of Raymond Pauline).....	08/29/95
Philpot, Ruth (wife of Jotin Philpot).....	08/17/95
Rasmussen, Emily (daughter of Michael Rasmussen).....	08/28/95
Rogers, Cordelia (wife of Wesley Rogers [dec]).....	08/18/95
Tuckett, Grant (husband of Kaelyn Tuckett).....	09/13/95
Zakraisek, Connie (wife of Gary Zakraisek).....	08/31/95

DISTRICT MEETINGS

All district meetings will convene at 7 pm.

NOVEMBER 1995

- 1st.....District 12: Ogden, UT
Ogden Park Hotel
247 - 24th St.
- 2nd.....District 11: Reno, NV
Engineers Building
1290 Corporate Blvd.
- 9th.....District 04: Fairfield, CA
Engineers Building
2540 N. Watney Way
- 30th.....District 01: Marin, CA
Alvarado Inn
6045 Redwood Hwy., Novato

DECEMBER 1995

- 4th.....District 17: Kona, HI
Holualoa Imin Community Center
76-5877 Mamalahoa, Holualoa
- 5th.....District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St.
- 6th.....District 17: Maui, HI
Waikapu Community Center
22 Waiko Place, Wailuku
- 7th.....District 17: Honolulu, HI
Washington Intermediate School
Cafeteria
1633 So. King St.
- 8th.....District 17: Kauai, HI
Kauai High School Cafeteria
Lihue
- 13th.....District 20: Concord, CA
Elks Lodge No. 1994
3994 Willow Pass Rd.
- 19th.....District 90: Freedom, CA
Veterans of Foreign Wars Hall
1960 Freedom Blvd.
- 21st.....District 10: Lakeport, CA
Senior Citizen's Center
527 Konocti

JANUARY 1996

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

Semi-Annual Meeting

Recording-Corresponding Secretary Robert L. Wise has announced that the next **Semi-Annual Meeting of the Membership** will be held on:

Saturday, January 6, 1996
1:00 p.m. at the
Seafarers International
Union Auditorium
350 Fremont St.
San Francisco, Cal.

SEE YOU THERE!!!



Free Want-Ads for Members

SWAPSHOP

FOR SALE: 1971 International truck 10-wheeler. 1890 Loadstar. Brand new rebuilt 392, 20' Beavertail airbrakes. GVW 30,500 lbs. \$3,000. (916) 668-0724. Reg #2031627 10/95

FOR SALE: 2-bd/1-ba home in Lake Isabella, Ca. Double garage, lg lot, new paint and floors, nice views, excel cond. Assumable low interest loan. \$58,000. (619) 379-1293. Reg #2162773 10/95

FOR SALE: 10 1/2' self-contained cab over camper. Very nice inside and out. Pads and curtains almost new. Asking \$750 OBO. Must sell! (209) 825-5618 after 6 p.m. Reg #2203662 10/95

FOR SALE: '95 Mountain Aire 5th wheel. 36-ft; living room, dinette/bedroom slide outs, w/d, fan, 2 air, much more. Loaded. LIKE NEW; used once. '95 one ton dually, ext cab 460, 7k mi. (602) 876-0026. Reg #359498 10/95

FOR SALE: 1967 Dodge dump truck. 383 propane engine-5 + 2 trans. No smog required. With spare parts. Asking \$1,200 or will trade for 125+ Air CompGod engine. Also: new deep rock well drill. All nec. parts: 250' - 1 core bit - 1 1/2. \$1,000. Write to: Paul Hayden, P.O. Box 5243, Reno, NV 89503. Reg #0685675 10/95

FOR SALE: 1947 Ford running gear, complete. Front end-rear end trans, fuel tank: \$450 for all. Also: 1987 Mustang fuel tank, complete: \$90. Lake County (707) 279-4225. Reg #2011075 10/95

FOR SALE: 10 Acres of Montana. Remote, raw land, 100 mi north of Yellowstone Nat'l Park. \$12,000. (916) 357-5510. Iv msg. Reg #2004917 10/95

FOR SALE: Home in El Cerrito, Ca. 2-bd/1-ba, hardwood floors, separate garage, near BART: \$167,500. (916) 865-7127. Reg #820664 10/95

FOR SALE: Lincoln Mark VII. 47k miles, showroom condition. \$15,000. (707) 442-0993. Reg #0354313 10/95

FOR SALE: Gambler Sprint Car, 360 or limited. Hilborn Injected SB Chevy, Lee, Willwood, Taylor, Sanders, Halibrand, JB ent, A.R.T. Hood, spare tires, wheels and gears. Over \$30,000 invested, selling for \$15,000 OBO or trade for street rod or hot rod boat. (916) 873-4207. Reg #2163640 10/95

FOR SALE: Arabian Horses. 7-yr old bay mare, excellently bred, very gentle, good for beginning riders. Also yearling filly, out of above mare and by U.S. and Canadian Nat'l Top Ten Champion Stallion, LBA LodeStar. Beautiful bay, lots of charisma and action. Both easily handled. Package priced, both \$12,000. (209) 584-2625. Reg #2161219 10/95

FOR SALE: Payson, AZ Cool Rim County. Cavco 2,200+ sq. ft. 2 1/2' wide and Az. room. Many upgrades. Detached 2-car garage, lakeside, gazebo w/BBQ, putting green, fenced and very private 1/4-acre lot. Asking \$155,000. (520) 474-2365. Reg #1157804 10/95

FOR SALE: 1968 Mustang hard top. 289 automatic trans. Runs great. \$5,000. (408) 269-9006. Reg #754336 10/95

FOR SALE: Home in Paradise, Calif. 3-bd/2-ba on 1/2 acre lot. Newly painted stucco outside; open beam w/fireplace in living room, cent heat/air, 2-car garage w/work bench and shop equip, tile roof, 6-ft chain link fenced backyard. \$120,000 or will trade for small motorhome. (916) 872-0864. Reg #0255202 10/95

FOR SALE: Topcon GTS 3B Geodetic Total Station. Excellent condition. \$3,700 OBO. Call eves. after 6 pm (209) 466-0669, pager #995-9855. Reg #2044246 10/95

FOR SALE: HIA Wabco self-loading scraper. 11 cubic yds, good cond, 471 Detroit diesel, 6-spd Allison trans, ladder assembly completely overhauled, like new tires. Located in Palo Cedres, Calif. (702) 786-6820, ext. 424. Reg #1431591 10/95

FOR SALE: 4.29 acres in Whitmore, Calif. 40 mi east of Redding; well, septic, 1983 34-ft Automate RV, has Ramada built over it. lg deck w/small room added on, plus 20-ft long SeaLand container. Rocked road, 1/2 mi of pavement. \$35,000 firm. Ask for Kit (702) 786-6820, ext. 424. Reg #1431591 10/95

FOR SALE: 1974 Class "A" motorhome. Pace Arrow 45k mi, 24-ft, new upholstery, Dodge 440, roof air, Onan generator, self-contained. \$6,200 OBO. (415) 585-8991. Reg #1578850 10/95

FOR SALE: 77 Kountry Air 37-ft. 5th wheel. Two doors, stereo, air, very good condition. Hitch included. \$6,000. (916) 678-3700. Reg #745041 10/95

FOR SALE: 1990 40-ft Alfa 5th wheel trailer. Two pop-outs to total 12-ft wide. NICE! Well Insulated w/special siding, and all tanks insulated. 20-ft awning, microwave, A/C and more! (916) 432-1994 or (916) 478-3564. Reg #605047 10/95

FOR SALE: 5 acres cheap! Only \$89,000 in El Dorado County, Calif; town of Rescue, 78 GPM well, utilities to parcel, pond site and spring. Gentle slope, easily buildable. (916) 274-2709. Reg #563252 10/95

FOR SALE: 8 1/2-ft camper. Sleeps 6. With Eddie boat loader, toilet, refrigerator, gas or electric, with Dyna Lift loader. Also: cement mixer. Write to Walter Christman, 11387 Simmerhorn, Gall, CA 95632, regarding these items. Reg #0854101 10/95

FOR SALE: 1978/79 37-ft. Carcraft houseboat w/fly-

bridge. Excel. cond, full canvas, bottom and exterior newly painted, full shower, 2-yr old carpet. Must see to appreciate. \$18,000 or consider trade for motorhome. (916) 646-0805 eves or (916) 635-3399 days. Reg #1113079 10/95

FOR SALE: 1986 Class "A" Komfort motorhome. 454 Chevy eng, 24k mi, trailer hitch, microwave, furnace, A/C, generator, shower, lav, bedroom, full kitchen, self-contained. Beige and cinnamon interior. Qualifies as tax deductible second home! \$18,000 OBO. (209) 937-8735. Reg #2151671 10/95

FOR SALE: 1975 Int'l 1600 Model mechanic's truck. 304 V-8 Allison automatic, utility boxes, very clean truck w/knuckle boom to 6,700 lbs, extra wheels, current paperwork. \$7,850. (209) 826-1938. Reg #800604 10/95

FOR SALE: BF Goodrich Comp T/A-HR4 tires. P275/60R15 - \$175 for the pair - NEW!! (510) 865-2854. Reg #2018324 10/95

FOR SALE: 1976 Dodge Powerwagon 250. 4x4, wench, PS, PB, AC, CC, new brakes, steering, shocks (rear air), 2 aux. tanks, canopy, ext. cab. Color match: 1975 Coachman 32-ft. 5th wheel. Roof AC, 110-240 Onan gen., new tires, awning, color TV, Constant hot water heater. Excel. cond. \$12,000 OBO. (406) 494-1908. Reg #2237654 10/95

FOR SALE: 6.3 riverfront acres. Along south fork of American River. Coloma/Lotus area of El Dorado Co. 9 mi. to Placerville; 13 mi. to Auburn. Tree shaded, sandy private beach. Above the smog and fog-among the oaks and pines. Paved private road, security gate w/intercom. Owner will help finance. \$175,000. (408) 723-7989. Reg #1389940 10/95

FOR SALE: 3 acres in Shingletown area. 4K-ft. elev. on Hwy. 44; 24 mi. from Redding; 20 mi. to Lassen Park. All black top roads, near small airport, bldg. site is cleared, well & septic are in, beautifully treed. \$45,000/neg. (916) 533-7474. Reg #1006613 10/95

FOR SALE: Maple dining room table. Seats 7 w/2 leaves, very good cond: \$400. Also: 1970 F250 Ford p/u, new tires, recent rebuilt engine and trans, very nice ride: \$3,500. (408) 847-4913. Reg #219846 10/95

FOR SALE: Factory built trailer hitch. Fits '91 Honda Accord; cost \$150; selling for \$50. Also: factory built tow bar bracket. Fits '90/'91 Honda Accord; cost \$140; selling for \$50. (209) 727-5320. Reg #0509659 10/95

FOR SALE: 1990 Escaper Magnum MH. Ford F 350 engine, 30k mi., rear island queen bed, 2 AC, microwave, generator, etc. Sleeps 6. \$23,500 OBO. Minimal campground membership also available. J. D. Furber, 54 9th Ave., San Mateo, CA 94401-4332. Reg #0330845 10/95

FOR SALE: 1991 AlpenLite 5th wheel. 12-ft. slide-out, AC, awning, basement storage & heat. Great for cold weather. Hitch included and many more amenities. Trailer in Tigard, OR. Asking \$26,000. (808) 672-0396. Reg #1977452 10/95

FOR SALE: 1976 Cadillac El Dorado: \$5,000. Also: '78 Chevy Suburban: \$2,250. Both in very good condition. Hammond Organ 7200 Series: \$600. (408) 722-0014. Reg #0939692 10/95

FOR SALE: 1933 Ford flatbed truck. 4-cyl. eng., dual wheels, good body, in good running condition. \$1,950 OBO. (209) 931-3092. Reg #0858085 11/95

FOR SALE: Computer. 1995 386-HD 40 American Megatrend. DOS 6, Windows 3.1, Works for Windows, spreadsheet database, address, labels, etc., Quicken, Modem. Cost \$835, selling for \$500. (707) 226-7609. Reg #381837 11/95

FOR SALE: 1980 Midas motorhome. 22 1/2', excel. cond., 37K mi., licensed to Sept. '96, self-contained, gas range, elec. refrig., roof air, sleeps four, clean, non-smoker owned. Asking \$6,200. (707) 996-4087. Reg #1030366 11/95

FOR SALE: Home in So. Central Oklahoma. 3-bd/2-ba, lg lg rm and kitchen, 2,400 sq ft, 12 yrs old on 12 acres. Hay barn, two animal sheds plus three storage sheds w/lg pond; fruit trees; all fenced and cross fenced. \$87,000. (916) 823-1742. Reg #46724266 11/95

FOR SALE: 22-ft RV. 1968 Chevy 1-ton, auto 350, runs good, sleeps 4, shower, toilet, stove, refrig, self-contained, roll out awning, trailer ball. \$3,500 OBO. (510) 625-3227. Reg #1123505 11/95

FOR SALE: 1953 Chevy 3/4-ton flat bed. 235 cu. in., 6 cyl, 4-sp, 512 rear end, 5-window cab. \$1,000 OBO. (510) 679-1838. Reg #1123505 11/95

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

FOR SALE: 10 acres. cabin, out buildings, trees, phone, Hawver Rd, Mokelumne Hill. \$40K. (209) 754-3030. Reg #2163185 11/95

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

FOR SALE: Miscellaneous vehicles. '59 Chevy Stepside-

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

FOR SALE: Mobile home in Napa, CA. 24'x36' plus den with 1/p addition. 2-bd/2-ba, shed, carport on corner lot in family park. \$55,000. (707) 224-4630. Reg #2035147 11/95

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

FOR SALE: View acreage in Caldwell, Idaho. 2.9 acres w/older remodeled home. 2-bd/2-ba w/room for 2 more bedrooms. 1,700-sq ft, newly painted, landscaped, 2-car gar, RV space, pellet stove, lg kitchen. 3 miles from Middleton, in Middleton school district. \$169,900. (208) 459-3484. Reg #0789074 11/95

FOR SALE: '78 24-ft Winnebago motorhome. Generator, air, new tires, 48K mi. \$6,500. (209) 728-3907 after 6 pm. Reg #2241885 11/95

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

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

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

FOR SALE: 1979 Marlin boat. New Yamaha 90hp motor, set up for bass fishing; electronics, trolling motor, live well, etc. \$3,500 OBO. Ron (916) 678-5258. Reg #1484449 11/95

FOR SALE: Motor. 478 high performance, like new; chromed trans and transfer case, transmission new. (209) 296-4364. Reg #0343214 11/95

FOR SALE: House in Clearlake, CA. 2-bd house on 4 lots-fenced. 1/2 mi from lake. Apple, fig, cherry, peach, apricot, quince, pomegranate, plum, persimmon, walnut, pecan, almond trees. 4 out bldgs, cement patio & parking area, well & city water/sewer. \$75,000. (707) 995-7031. Reg #1196400 11/95

FOR SALE: 1967 Lincoln Continental. Good tires, cooling system reworked. Good, clean cond. \$3,000 OBO. (916) 878-0566. Reg #1007423 11/95

FOR SALE: WMC-Handy/louvered tailgate to fit 1981-1993 full size Dodge pick-up; w/add running lights. \$150. (408) 763-9775 or (408) 262-3044. Reg #1142830 11/95

FOR SALE: Boston Whaler. 17-ft, 85hp Merc, galvanized Shoreline trailer. \$4,500. (415) 333-2967. Reg #099128211/95

FOR SALE: Tools. Mac 1" drive socket set (impact), complete in box, like new. 3/4" drive Utica torque wrench, 600-ft lbs. 4-to-1 multiplier. Also misc small parts drawers (w/parts). (510) 656-8939 after 6 pm. Reg #1419143 11/95

FOR SALE: 1991 Plymouth Laser Turbo. Excellent condition in/out. 6-cyl, 16-valve eng; loaded, all power. AC, excellent performance tires, alloy wheels, powerful stereo, tinted glass, new turbo. Fast! Body similar to Mitsubishi Eclipse. 55K mi. \$11,000. (510) 754-2379. 11/95

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

FOR SALE: 1956 Chrysler convertible. 300B, red ext, white int, white top, all power-PS, PB, p/seats, p/ant, 354

Hemi, 2-sp push button auto trans. Very clean, runs great. Includes parts car: 1956 New Yorker St. Regis; 2-dr hard top, all power, Hemi, great body. \$18,000 firm. (408) 224-1212. Reg #1058550 11/95

FOR SALE: 18-ft Eliminator tricked Berkeley polished tunnel Ram, Holleys, MSD, Auto Meter, Bassets, \$11,500 or trade. Leaving state. (916) 742-9132. Reg #1988754 11/95

FOR SALE: House in Yuba County. 3-bd/3 1/2-ba, large shop, barn, fenced, irrig. avail. Great for horses or cows. Year round creek. All on 10 treed acres. Paved access. \$325,000. Leaving state. (916) 742-9132. Reg #1988754 11/95

FOR SALE: 5 acres Foothill property. Fenced, septic tested. Irrig. available. Paved road. \$60,000. Leaving state. (916) 742-9132. Reg #1988754 11/95

FOR SALE: Enerpac Hydraulic system. P-84 pump and two RD-256 hyd. cylinders, 2 hose set-ups w/quick couplers. Used twice, like new. Leaving state. (916) 742-9132. Reg #1988754 11/95

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

FOR SALE: '84 Monaco motorhome. 35-ft, 454 new engine, 22 Vs, queen walk-around bed, ice maker, etc.; excellent condition. Non-smoking owner. (916) 967-0503. Reg #0738781 11/95

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

FOR SALE or TRADE: Home in Medford, Oregon. 3-bd/2-ba, 1,557 sq ft, oak parquet entry, kitchen open to family room features cooking island, Jenni-Air appl, oak cab w/melamine int, 2-car gar, nicely landscaped, close to shops, schools and medical. 1994 county appraisal: \$111,980. Deal direct and save commissions. (916) 842-3689 before 9 am or after 9 pm. Reg #0603448 9/95

WANTED: Diesel pusher. 34' w/230 Cummins. Have 31' 87 Komfort motorhome for sale or trade. Loaded, 32k miles, new tires, 454 engine. (510) 783-5580. Reg #1137582 10/95

WANTED: OLD WATCH FOBs

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

Operating Engineers
1290 Corporate Blvd.
Reno, NV 89502

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate. To place an ad, simply type or print your ad legibly and mail to:

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

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

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

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

PERSONALNOTES

►The Marysville District office offers its sincere condolences to the families and friends of the following deceased retired members: **L.M. Hudson** and **James Diduca** of Paradise; **R.C. Hunsucker**, **Walter Hogg**, **Leland Reusser** and **Adolph C. Wagner** of Yuba City; **James Maupin** and **James Visconte** of Oroville; **Robert Homan** of Orland; **Alfred Laurence** and **George Hoffman** of Olivehurst; **Charles Shumate** of Marysville. Also to the families and friends of active member **William Simmons** of Marysville. These brothers were longtime members of this union and we miss them.

►The Santa Rosa District office wishes to congratulate member **Ronnie Hart** on his marriage to **Pam Rudy** on October 22. They will reside in Rohnert Park. We wish you the very best! ... and may all your problems be "little ones." We also wish to express our deepest condolences and prayers to the following departed: **James Allen** (9/25); **Pete Barretta** (10/3); **Joe Gallardo** (9/28).

Scholarship Contest Rules for 1996

General rules and instructions for Local 3's College Scholarship Awards 1995/1996 school year

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

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

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

Who may apply

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

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

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1995), or (2) the spring semester (beginning in 1996), in

public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1996 and March 1, 1996.

Awarding scholarships

Upon receipt of the application and required forms, Local 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another. Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winner selected.

Scholarship winners will be announced at the July semi-annual meeting of Operating Engineers Local 3. The checks will be deposited in the winning students' names at the college or university they plan to attend.

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

1) The application: to be filled out and returned by the applicant.

2) Report on applicant and transcript: to be filled out by the high school principal or person he or she designates and returned directly to Local 3 by the official completing it.

3) Letters of recommendation: applicants should submit one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.

4) Photograph: a recent photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the *Engineers News*.

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

Robert L. Wise

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

PRE-RETIREE MEETINGS

AUBURN

Tues. January 9, 1996
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

SACRAMENTO

Wed. January 10, 1996
Operating Engineers Bldg.
4044 N. Freeway Blvd.
Sacramento, CA

FAIRFIELD

Thurs. January 11, 1996
Operating Engineers Bldg.
2540 North Watney
Fairfield, CA

EUREKA

Tues. January 16, 1996
Operating Engineers Bldg.
2806 Broadway
Eureka, CA

REDDING

Wed. January 17, 1996
Operating Engineers Bldg.
20308 Engineers Lane
Redding, CA

MARYSVILLE

Thurs. January 18, 1996
Sutter-Yuba Assoc. of Realtors
1558 Starr Dr.
Yuba City, CA

CONCORD

Tues. January 23, 1996
Concord Elks Lodge
3994 Willow Pass Road
Concord, CA

OAKLAND

Wed. January 24, 1996
Operating Engineers Bldg.
1620 South Loop Rd.
Alameda, CA

SANTA ROSA

Thurs. January 25, 1996
St. Eugene's Church
Msgr. Becker Center
2323 Montgomery
Santa Rosa, CA

WATSONVILLE

January 30, 1996
VFW Post 1716
1960 Freedom Blvd.
Freedom, CA

SAN JOSE

Wed. January 31, 1996
Holiday Inn Park Center
Plaza
282 Almaden
San Jose, CA

FRESNO

Wed. February 7, 1996
Cedar Lanes
3181 N. Cedar
Fresno, CA

SALT LAKE CITY

Tues. February 13, 1996
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, UT

RENO

Wed. February 14, 1996
Operating Engineers Bldg.
1290 Corporate Blvd.
Reno, NV

MARIN

Tues. February 20, 1996
Alvarado Inn
250 Entrada
Novato, CA

S.F. - SAN MATEO

Wed. February 21, 1996
Electricians Hall
302 8th Ave.
San Mateo, CA

STOCKTON

Wed. February 28, 1996
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

**ALL PRE-
RETIREMENT
MEETINGS
CONVENE
AT 7 PM**

RETIREE ASSOCIATION MEETINGS

CERES

Thurs. Oct. 19, 1995
10:00 AM
Morris Bldg.
800 E. Morris, Modesto

STOCKTON - Eta Chapter

Thurs. Oct. 19, 1995
2:00 PM
Operating Engineers Bldg.
1916 N. Broadway
Stockton

RENO - Xi Chapter Mtg. & Open House

Sat. Nov. 18, 1995 11:00 PM
Operating Engineers Bldg.
1290 Corporate Blvd., Reno, NV

FAIRFIELD - Chi-Gamma Chapter

Thurs. Nov. 9, 1995 2:00 PM
Operating Engineers Bldg.
2540 N. Watney, Fairfield, CA

S.F. - SAN MATEO - Kappa No Chapter*

Thurs. Nov. 29, 1995
10:00 AM
AM Air Transport Employees
1511 Rollins Road
Burlingame, CA

IGNACIO - Chi-Beta Chapter*

Thurs. Nov. 28, 1995
2:00 PM
Alvarado Inn, 250 Entrada,
Novato, CA

* Please note that the date for the San Mateo and Ignacio meetings have been changed from Thursday, Nov. 30, to Tuesday, Nov. 28.

Safety con't from p. 14

In a recent Bay Area Training Corp. (BATC) class, I was asked if Christmas treeing iron was a violation of Cal-OSHA standards. Under Article 98, Operating Rules section 5002 "Overhead Loads," the practice is not allowed.

Section 5002 states, "Operations shall be conducted and the job controlled in a manner that will avoid exposure of employees to the hazard of overhead loads. Wherever loads must be passed directly over workers, occupied work spaces or occupied passageways, safety type hooks or equivalent means of preventing the loads from becoming disengaged shall be used."

A Cal-OSHA crane inspector's response was, "This section has been before the appeals boards numerous times for reconsideration, but it has always been upheld."