ENGINEERSNEWS

VOL. 54, NO. II

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

NOVEMBER 1996

Demolition Derby

Penhall Co. is racing to finish

repairing San Francisco's

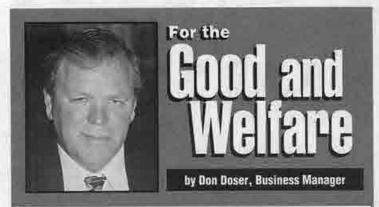
quake-damaged Central

Freeway by Christmas

See story on p. 8

Inside . . .

- Election Roundup
- Comet Organizing Classes
- Reno District Work Picture
- Caltrans
 Apprenticeship



On election night, I went to bed fairly depressed, because the networks were reporting that the California Legislature would remain in the status quo, with the Assembly still under the control of the Republicans. Early the next morning, though, it was an entirely different story. The Assembly Democrats had managed to win at least 42 seats. What that meant was that, after two years of getting our brains beat out of us by anti-worker politicians, our friends in the Assembly have finally regained control.

Even more important, the results show that the Democratic victory would not have happened without the considerable effort expended by Local 3 and a number of other labor unions in California. After the beating our members have taken on prevailing wage and other legislation, there was no question we had to step up to the plate and do what it took to win this game.

A hard fought victory in the Assembly

Local 3 worked very closely with the leadership in both the state Senate and the Assembly to identify the key races and put forward the money and printing it would take to run an effective cam-

paign. But we did much more. Local 3 played a key role in an unprecedented mail and field operation conducted by the California Labor Federation. Our Public Relations Department put out 1.2 million pieces of mail to union households throughout the state. We had additional staff heading up the field operation for Northern California. Their job was to get union members to help out with the campaigns.

I'm proud of our rank-and-file members and staff who took the time to walk precincts, work phone banks and get themselves and others out to vote on election night. Believe me, there is no question from the election results that every hour expended was critical. As I write this column, there are still at least a half dozen Assembly and Senate seats that are still too close to call, with margins as close as 16 votes as they continue to count absentee ballots.

Despite our efforts, we also took some hard losses. In Utah, Congressman Bill Orton, a good friend to Local 3, narrowly lost in a hotly contested race. That leaves us at the present time with no one from Utah that will represent us in Congress.

Where do we go from here? The next two years will be critical. In 1998, California will elect a new governor. The passage of campaign reform under Proposition 208 will impose strict limits on political contributions.

If we in labor organize ourselves and use what we learned about running independent campaigns, we can be a major force in 1998. Our valuable resources are our members and our message. Members who work for a living and contribute in so many ways to the communities in which they live. And a message that reaches every person who has to work for a paycheck. If we harness that power properly, the politicians who cater to big business won't be able to come up with enough money to beat us.

THIS MONTH in the **Engineers News**





Returning to our roots

COMET II teaches members how to organize like their union predecessors did a century ago





Mighty mechanics

Caltrans apprenticeship program celebrates its 30th Anniversary





Repair affair

Rather than tear it down and start anew, Caltrans has hired Penhall Co. to repair S.F.'s Central Freeway

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On the cover:

Penhall Co. continues its work on San Francisco's Central Freeway, slated to be completed by Christmas

RMTC offering journeylevel training this fall

The Rancho Murieta Training Center will offer special journey-level training classes October 28 through

Training will be available for the following classifications:

- Gradesetting (beginning, intermediate & advanced)
- Scrapers (conventional and paddlewheel)
- Blades (support and finished), with AG-Tek automatic training available for experienced finished blade operators.
- Loaders
- Backhoe and excavators
- Compactors
- Skip loaders
- Skid steer loader (Bobcat type)
- Hydraulic cranes
- Conventional cranes

These classes will be offered in two-week segments. If you are interested in any of these classes, please contact your Job Placement Center to be placed on the list for this training.

ENGINEERSNEWS







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Local 3's political action pays off

Friends of labor regain control of Calif. Assembly, other pro-labor candidates win big

If there was one lesson learned from the November 5 election, it's that grass-roots campaigning still rules the ballot box.

Hundreds of members throughout Local 3's jurisdiction participated in an unprecedented grass-roots political action program that, when it was all said and done, got impressive results. Voter registration drives, precinct walking and phone banking were among the many activities that helped elect scores of pro-labor candidates and decide vital worker issues at the federal, state and local levels.

This election showed that pro-labor candidates might not have won so many races without the enormous efforts of organized

labor," said **Business Manager** Don Doser, "I'm really impressed and very proud of how our staff and our members responded to this election.'

In Hawaii, labor played a key role in reelecting Reps. Neil Abercrombie and Patsy Mink to Congress.

Although pro-labor congressional can-

didates didn't fare well in Nevada and Utah, union members in those states, nevertheless, helped elected many labor-friendly state legislators, county commissioners and supervisors, and city council members.

Labor's grass-roots efforts really paid off in California. After engaging in one of the most ambitious grass-roots political action plans ever undertaken by labor in California, hundreds of union members involved in a statewide Labor Neighbor program played a key role in President Bill Clinton winning the state's 54 electoral votes, as well as ensuring important victories for several key congressional races and numerous local contests. In all, Local 3 won at least 10 of its 16 target races, with three races still too close to call.

Democrats retake Assembly

Labor's sweetest victory in California came in the state Legislature, where the Democrats won enough seats to retake control of the Assembly, thus ending the Republican's 11-month reign of terror. The Democrats also maintained a majority in the Senate. At press time, it appears the Assembly will have at least 42 Democrats and 36 Republicans; the Senate will likely have 24 Democrats and 15 Republicans.

The Democratic victory in the California-Legislature is great news for union families.

With Democrats in control of both houses, hostile bills such as right-to-work and prevailing wage repeal will be much more difficult -- if not impossible -- to pursue. Also, Republican Gov. Pete Wilson won't have a friendly forum in which to carry out his anti-union legislative agenda.

New Assembly speaker

The shift in power also meant that the Democrats would get to choose their own speaker, the second most powerful political post in Sacramento. The speaker has the authority to appoint committee chairs and control the flow of legislation. Just two days after the election, the Democrats selected Cruz Bustamante (D-Fresno), a moderate

with a reputation of being a consensus builder, to lead the Assembly when the new session begins December 2.



In the 10 targeted California races that Local 3 won so far, Vic Fazio easily defeated Tim Lefever in the 3rd Congressional District and Virginia

Strom-Martin crushed Marge Handley in the 1st Assembly District. Two female Assembly candidates, Helen Thomson in the 8th district and Deborah Ortiz in the 9th district, had no problems winning their races. Gary Condit in the 18th Congressional District won reelection, as did Patrick Johnston in the 5th Senate District and Michael Machado in the 17th Assembly District. In other key Local 3 races, Byron Sher won convincingly over Patrick Shannon in the 11th Senate District and Sam Farr won reelection in the 17th Congressional District.

With the victories came some unfortunate losses. Michela Alioto lost her bid to be the youngest female ever elected to Congress when she lost to incumbent Republican Frank Riggs in the 1st Congressional District. Newcomer Ed Elliot lost to George House in the 25th Assembly District, while both Lily Cervantes in the 28th Assembly District and Rusty Areias in the 15th Senate District lost close races.

Every vote counts

If you've ever doubted the old political adage, "Every vote counts," consider what's happening in the three targeted races that are still too close to call. After all the election-day ballots were counted in the 15th Assembly District race, Democrat Gail

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DID WE MAKE A DIFFERENCE?

An inside look at labor's campaign

By James Earp **Director of Public Relations** & Political Action

It is said that "victory has a thousand fathers, but defeat is an orphan." With the success of the Democrats in regaining the Assembly in California on November 5, many groups will claim to have made the difference. But for those who were in the thick of the battle- and Local 3 was on the front line- there can be no doubt who the real heroes were in this election. It was working men and women and the unions who represent them. This is an inside look at how that battle was fought.

hen 15,000 construction workers converged on the Capitol in Sacramento last Valentine's Day protesting Governor Wilson's efforts to gut the prevailing wage law, it was a warning to Republican politicians that their anti-worker legislation had awakened a sleeping glant.

The "get even" attitude of the Republican Assembly under its leader, Curt Pringle, was beginning to backfire. Despite it being one of the largest gatherings of people ever to converge on Sacramento, the Valentine's Day Rally had no moderating effect on Pete Wilson and the majority of the Republican caucus. They were too deeply set in their hardcore prejudice against union families

So, when the political battle began to take shape this fall, the power brokers from Orange County approached the general election like they always have - with money, lots of it.

But unions had learned some hard lessons from 1994 and were determined to avoid the same mistakes. Chief among them was that 104,000 union members who were registered to vote in 1994 didn't vote. Over 45,000 of these members had voted in 1992 but for whatever reason had dropped off in 1994.

The results had been disastrous. For the first time in over 20 years, we lost a Democratic majority in the state Assembly. The five seats that had given the Republicans the majority they needed had been won by a margin of less than 10,000 votes.

Like Newt Gingrich clones, the new Republican leadership in California immediately crafted an anti-worker legislative agenda and went after it with a vengeance.

The question for unions was: How could we energize our members to take a greater personal investment in the election? The answer would come from union members themselves.

Union members polled on political attitudes

Early in 1996, the AFL-CIO commissioned a public opinion survey to determine union members' attitudes towards political issues and elections. What we learned from this study was that union members, on the whole, want their unions to fight for them on legislative issues, but at the same time, they reject efforts by unions to issue "slate cards" of endorsed candidates to their members telling them how they should vote.

Like most registered voters, union members want accurate information on the candidates and issues, so they can decide for themselves how to vote

Armed with this information, the AFL-CIO embarked on an ambitious media program targeting 45 incumbent Republicans in

con't on next page

DID WE MAKE A DIFFERENCE? con't from p. 3

Congress who had bad track records on worker issues and were considered vulnerable politically. The goal was to educate union members and the public on where these politicians stood on the issues.

The campaign drew outcries from Newt Gingrich and other Republican power brokers, who accused "labor bosses" of trying to buy the election with a \$35 million campaign. But behind closed doors, they used the AFL-CIO campaign as an effective scare tactic to extract over \$260 million from big business to counteract

The ultimate goal of the AFL-CIO was to win back enough of these 45 targeted seats to regain a Democratic majority in the House of Representatives. But the educational campaign also brought a more immediate benefit. Some of the targeted Republicans were so rattled by the feedback they were getting from their constituents, that they broke ranks with Newt Gingrich and voted for several key pieces of legislation supported by the AFL-CIO, including the national minimum

Carrying the fight home

Here in California, labor was also drafting a similar plan to activate union members. Our goal, on a much smaller budget, was to get back 41 seats in the

In the past, the California Labor Federation's political program had been to take the \$100,000 received from the national AFL-CIO, distribute it to the local labor councils and let them run their own program. This was supplemented by a basic state card mailing, listing endorsed candidates.

Everyone agreed that labor needed a more effective program if we hoped to win back the Assembly and keep our majority in the Senate.

In July, Jack Henning, the veteran warhorse of the Labor Federation, retired Within a couple of weeks of being elected as Henning's replacement, Art Pulaski met with Local 3 Business Manager Don Doser and asked him for Local 3's help.

In addition to financial support, he needed our expertise to craft a campaign that could win. Specifically, he wanted Local 3's Public Relations Department to direct an ambitious mail program for union members throughout California, and he needed help in overseeing a grassroots field operation for Northern California.

Doser agreed to help

In a series of meetings that followed, a plan was developed that would reach over 300,000 union households in about 30 key races throughout California. The objective was twofold: an aggressive grassroots precinct operation coupled with a state-of-the-art mail program that would deliver a series of highly targeted direct mail pieces to union households.

The mail program would involve publishing campaign literature comparing where candidates stand on issues of importance to working families and pensioners. It would provide union voters with good factual information and then ask them to decide for themselves.

At Local 3's headquarters in Alarneda, 40 temporary phone lines were installed for phone bank work. Three nights a week, union members from throughout the East Bay came in to call other union members about the election. Similar phone banks were carried out in the Fairfield and Stockton offices. Every Local 3 district got involved in Saturday precinct walks.

The lights in the Public Relations Department and press room burned 24 hours a day, as voter guides, get-out-the-vote cards and brochures for precinct walks were written, designed and printed.

In all, over 1.2 million pieces of mail were sent out to union households, some of it printed at Local 3, much of it printed on huge web presses that could crank out 30,000 pieces an hour.

Then came the critical period two weeks before the election. The Democratic caucus was running short of cash and indicated that they would not be able to fund several key Assembly races. Once again, labor stepped in and came up with the money needed to fund media buys and professional mailings.

What labor essentially did was step up to the plate in the bottom of the ninth and hit a home run. Those marginal seats given an extra helping hand by labor ended up in the victory column the morning after the election. More importantly, those victories proved to be the last seats needed by the Democrats to regain control of the Assembly.

It takes a team effort to win a big game, and there were many players who helped on this one. But when all is said and done, if the unions hadn't come through in this general election, working men and women in California would have gone home in defeat on November 5.

Local 3 action con't from p. 3

Murray led by just 20 votes over Lynne Leach. In the 7th Senate District contest, only 16 votes separated Democrat Jeff Smith and Republican Richard Rainey on the third day of absentee ballot counting. The race is so close in the 26th Assembly District, between Democrat Dennis Cardoza and Republican Thomas Berryhill, that it could be a week or so before the contest is decided. In all three races, provisional and absentee ballots will eventually decide these contests.

Grass-roots efforts

Win or lose, every Local 3 district worked extremely hard to get union-endorsed candidates elected. All of the districts deserve a lot of credit for their efforts.

The Eureka District, for example, worked five and six days a week doing phone banking, mostly in support of Virginia Strom-Martin and Michela Alioto. The district, led by several Local 3 precinct captains, walked doorto-door handing out campaign literature and talking to union families. District Rep. Bill Burns even housed one of Virginia Strom-Martin's campaign aides.

More phone banking and precinct walking were conducted in the Redding, Marysville and Fairfield districts. Local 3 members attended the Alioto-Riggs and Thomson-Schlenker debates and distributed campaign signs. The Fairfield office donated office space for an AFL-CIO campaign coordinator.

The Rohnert Park District not only did extensive phone banking and precinct walking, but it also attended every political fundraiser for Local 3endorsed candidates within a 60-mile radius of the union hall, then spent election day driving seniors and voters without transportation to and from the polls.

"Our staff and the members did such a good job, there wasn't a single thing I would have done differently," said District Rep. Gary Wagnon. "I was so pleased with how well everything went. The members really came through."

The Fresno District's political action program started back in the summer, when several of the major candidates for statewide and local elections, including Assembly candidates Ed Elliot and Brian Setencich, gave speeches at the district picnic. When the campaigs heated up in September and October, the district recruited its COMET members to walk precincts.

The Stockton District started its phone banking and precinct walking in early October. While that was going on, Business Rep. Tom Aja was assigned to coordinate the campaigns of Ed Elliot and Dennis Cardoza for the California Labor Federation. "Whether we won or lost, this election helped build strong relationships to draw on for important city council contests next year and for the governor's race in 1998," Aja said. For six weeks prior to the election, the Sacramento District did phone banking and precinct walking.

In addition to doing extensive phone banking and precinct walking, the Oakland District participated heavily in Monday Night Football. This was a campaign program sponsored by the **Building & Construction Trades** Council of Alameda County in which Local 3 members and other building trades members gathered each Monday night from Sept. 16 through Oct. 21 at the Carpenters Local 713 hall in Hayward to stuff envelopes and asssemble campaign signs while watching the NFL's Monday night

In the San Jose District, about 80 Local 3 members were given a day off just before the election to hold signs at various Santa Clara County intersections in support of the transportation Measures A and B. The district also conducted phone banks for local candidates, particularly Assembly candidate Lily Cervantes.

Calif. ballot propositions

Labor also fared well with several California ballot initiatives. One of the most important was the overwhelming passage of Prop. 210, the minimum wage initiative. This victory means the state's minimum wage will increase to \$5.75 by March 1, 1998. Although the jail bond initiative Prop. 205 was defeated, the water bond measure Prop. 204 passed easily, as did Prop. 206, the veteran's housing bond act.

One of the initiatives that labor wanted to defeat but didn't was the campaign finance reform measure Prop. 208. Voter approval of this measure will make it more difficult for labor to help labor-friendly candidates. Another initiative Local 3 supported but voters defeated was Prop. 214, the measure to regulate HMOs. But voters also defeated the other HMO initiative, Prop. 216, which labor opposed because it would have been more detrimental to unionized health care workers.

Clinton's reelection

On the national level, President Clinton's reelection coupled with the GOP keeping control of Congress means Americans can expect a divided Legislative and Executive branches during the upcoming 105th Congress. But Clinton's second term also means that working families will have a safety net protecting them from such hostile legislation as Davis-Bacon repeal and national right to work, bills that Clinton vowed to veto during his first

Returning to our roots

COMET II teaches members how to organize like their union predecessors did a century ago

Over the past year, hundreds of Local 3 members have learned during COMET I why labor's share of the nation's construction industry has plummeted from around 80 percent three decades ago to just 20 percent today. One of the major culprits has been labor's lack of aggressive grass-roots organizing. Unfortunately, labor cannot reverse a 30-year slide overnight. Regaining significant market share will take time.



Old organizing group photo, circa 1940.

To reach this goal, Local 3's COMET program is taking the next major step. Beginning in the districts

during the upcoming rainy season and beyond, the union is launching COMET II, a two-day seminar in which union members learn to take control of their own destiny and help their union organize non-union workers and companies. In COMET II, members are taught how to organize, specifically how to be "salts," union activists who apply for jobs with non-union companies for the purpose of organizing that company's unrepresented workers.

The two-day class is taught in four modules. Module A and B, which is taught the first day, covers covert and overt salts. Modules C and D, lasting about five hours the second day, teaches members what to do once they get hired. Through role playing, group discussions and individual exercises. participants learn how to talk to unrepresented workers, gather and track information, listen to workers' concerns, promote union advantages and recruit volunteers. The course also covers unfair labor practices (ULPs) and other labor law issues.

The fun begins

After completing the class, the names of COMET II graduates will be placed in a district computer database. The union will then contact these members to help out in local organizing campaigns. Most organizing campaigns will be conducted in groups with full support from the district office and the Local 3 headquarters. A typical

example is if a non-union company fails to hire you or terminates you during an organizing campaign because of your union membership or union activities, Local 3 in most cases will file on your behalf unfair labor practice charges (ULPs) with the National Labor Relations Board. Settlements may include backpay awards that can go directly

"The reason non-union companies don't hire qualified pro-union applicants is because they don't want a fox in the hen house," said Director of Organizing Bob Miller. "If they hire our people, we organize

them. If they don't, and hire only non-union employees instead, they discriminate and have to pay the price for breaking the law."

the rule rather than the exception. In the early years of the U.S. labor movement, workers inside non-union companies

did the organizing. But as unions became more successful and increased their market share, union business agents started doing most of the organizing.

What went wrong

As unions reached their membership peak in the 1940s and 1950s, they became complacent and stopped aggressive organizing, choosing instead to merely protect what they had. They became service oriented rather than organizing oriented. The results have been disastrous. In 1970, almost 600,000 workers voted in workplace union elections supervised by the NLRB. By 1994, that number had plunged to about 160,000.

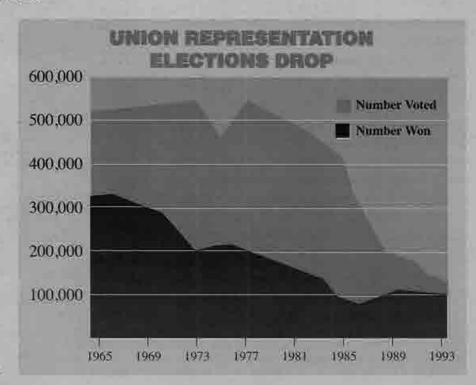
"We need to return to our roots," Doser said. "We need to train union members to organize, and COMET II gives them the tools they need to succeed in this endeavor. I encourage members who want a stronger union to take COMET and get involved in determining your own destiny."

If you are interested in COMET, call your district office for sign-ups, or contact your District COMET Organizers. Watch for a full COMET schedule in next month's Engineers News.

Our highest priority

Local 3 Business Manager Don Doser has made organizing one of the union's top priorities. In September, Doser unveiled a new and innovative organizing plan intended to enhance Local 3's political and collective bargaining strength. COMET is a major component of this important objective.

Doser wants Local 3 and the Construction Trades to return to their roots when organizing was



With the booming Spanish Springs Valley in the background, one of Independent's scrapers prepares to pick up a load at the Wingfield Springs project

On a roll!

Operating Engineers hit the workhour jackpot with Reno District's booming residential development and hotel-casino expansions

he Reno District's union contractors are on a roll these days like some of the hotels and casinos. *Engineers News* spent a day last September touring the Reno-Sparks area and found plenty of jobs humming along nicely.

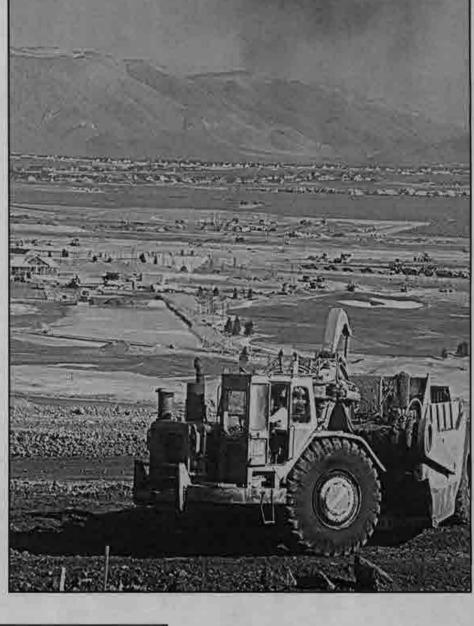
What's so impressive about this area is that Reno-Sparks is not only attracting plenty of tourists and conventioneers, but it's also drawing new industry. Warehousing and manufacturing firms, for example, are setting up new shops and expanding existing facilities. As a result, growth in the Reno-Sparks area is steadily rising, particularly in Sparks, where the population is predicted to increase from 58,000 now to 86,000 by 2007.

The enormous residential development taking place in the Spanish Springs Valley north of Reno and Sparks is evidence of just how good the local economy is looking. Some 12,400 homes will be built in this valley over the next 30 years.

One of the largest projects we visited was the new resort community of Wingfield Springs, a 2,000-home development and 27-hole championship golf course linked by a comprehensive network of community parks and trails. This development is situated on a former 640-acre ranch once owned by the legendary Nevada banker and businessman George Wingfield.

When Engineers News first visited this project in the summer of 1995, we found Independent Construction Co. of Concord, Calif. doing the initial site preparation for house pads and part of the golf course. When we returned this fall, additional phases were sprouting all around. Independent was working on yet another job involving 800,000 yards of mass excavation, while Q&D was busy doing site preparation for a 46-lot section for Neuffer Homes. Q&D had three other projects going at Wingfield Springs.

After leaving Spanish Springs Valley, we headed to downtown Sparks to visit the Sparks Redevelopment Agency's Victorian Square project, which involves a complete revitalization of the downtown area, including realigning "C" Street and constructing a theatre complex, parking garage, stores and other





Independent's iron working the 800,000-yard Wingfield Springs job

attractions. When we were there, F&H had just started the site work for the parking garage.

One of the biggest construction trends in the area has been hotel and casino expansion. For years, Reno had one of the highest hotel occupancy rates of any city in the United States — around 85 percent compared with a national average of about 60 percent. While it seems having

At Independent's
Wingfield Springs
project are from
left: Gary Lahr,
Mechanic Robert
Tompkins,
Business Rep.
Chuck Billings, and
mechanics Eric
Probert and Bob
Davis, along with
"Tits" the dog

a high occupancy rate makes good business sense, it doesn't in Reno. Until recently many Reno hotels had to turn away large groups and tour companies because they didn't have the available rooms. Many tourists weren't coming

back. So the hotels agreed to undertake major expansions.

Just about every major hotel has expanded over the past several years. The Silver Legacy, for instance, built in summer 1995 a \$300 million, 37-story hotel and casino with 1,720 rooms. Two recently





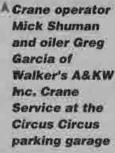


A The Reno-Tahoe airport parking garage under construction

completed towers at the Peppermill Hotel Casino added 465 rooms. Perini

Construction Co. broke ground in fall 1995 on John Ascuaga's \$70 million, 29-story Nugget tower expansion. When we visited the Nugget in September, the tower cranes were working the final five stories. The new tower is scheduled to open in March Meanwhile, the Silver Club got approval to build a new tower, and Circus Circus is building a new parking garage.

After the Nugget, we headed over to the Reno-Tahoe International Airport to see how the new parking garage was progressing. Clark & Sullivan Constructors is the prime contractor, with TW Construction the subcontractor on the dirt work. During excavation, TW discovered groundwater contamination, which was apparently caused by leaking underground jet fuel tanks the military abandoned years ago. The contamination required a major



Perini's \$70 million, 29-story Nugget tower takes shape



change order for Hazmat remediation work, which entailed pumping the groundwater into a filtering system and decontaminating the soil off site.

As the work season winds down, the district can look back proudly at 1996 and conclude it was indeed one of the best in recent years.



Local 3 member Eddy Melabar, on a Buckyrus Erie excavator, helps with soil remediation at the Reno-Tahoe airport

∀ Loader operator Tom Clay of TW Construction



Mighty mechanics

A Caltrans apprenticeship program, celebrating its 30th anniversary this year, has taken the guesswork out of hiring new personnel off the streets by building a skilled workforce from within

off the streets is like buying a used television set at a
flea market -- you don't know
what you're getting. Caltran's
Equipment Service Center, which is
responsible for servicing and repairing
all of the agency's heavy equipment
statewide, faced the same type of problem
in the 1950s and early 1960s.

Back then, whenever the Service Center needed to hire heavy equipment mechanics, its only choice was to roll the dice and hire off the streets. The results were about the same as you'd expect from the flea market scenario -- sometimes the Service Center found decent mechanics, most of the time it didn't.

The risks inherent in hiring off the streets prompted the Service Center in the mid-1960s to consider building a skilled workforce from within its own organization. In March 1966, the Service Center established the Heavy Equipment Mechanic Apprenticeship, a rigorous three-year program designed to produce highly skilled mechanics capable of servicing and repairing any piece of Caltrans heavy equipment at any of its 24 shops and subshops throughout California.

The program started that year with 18 apprentices, at least one — and sometimes two — in each of Caltrans' 12 main field shops. The first registered apprentice was Floyd Silkwood of the Redding Shop; the first graduate was Dick Liston, also of the Redding Shop, in May 1968. Both men are now retired. A pioneer in the program is Becky Ruiz, the first female apprentice who graduated in 1984. Today there are 11 apprentices in the program.

This year the Service Center has reached a proud milestone. The program is celebrating its 30th anniversary. Since its inception, over 200 apprentices have graduated from the program, many of whom have earned promotions to supervisory positions. Furthermore, the Service Center is now able to recruit and maintain the skilled workforce it needs to operate efficiently.

When you drive over the Sierra Nevada this winter on your way to Reno or favorite ski resort, think of who keeps those snow plows and other pieces of snow-removal equipment running 24 hours a day during a snow storm. The next time you drive past a Caltrans maintenance crew, think of who keeps that crew's equipment running smoothly day in and day out. It's the Service Center's heavy equipment mechanics.

In the early years before a formal curriculum was established, the apprentices attended junior college night school classes, often side by side with Operating Engineers apprentices, and took correspondence courses in conjunction with intense full-time on-thejob instruction.

Three years later the first formal curriculum was developed under the direction of California State University, Sacramento Professor James Bergquam. It consisted of 36 monthly chapters in conjunction with the on-the-job training. The curriculum was revised in 1986 to update the six-semester, 36 chapter curriculum.

Today the course is undergoing a second upgrade that will include updated instruction on low-sulphur diesel fuels, reformulated gasoline and synthetic lubricants. The revision will also cover new environmental regulations as they relate to vehicle emission control and air-conditioning systems.

When apprentices first enter the program, they receive instruction in safety, basic math and the physical sciences while learning the fundamentals of shop tools, fuels, lubricants and preventative maintenance. In the second semester, trainees move into more advanced applications, including brake systems, bearings and seals, clutches and couplings, and internal combustion engines.

In subsequent chapters, apprentices learn about everything from transmission and steering systems to welding and fabrication. In the last two chapters, they become proficient in cooling and electrical systems, engine tune-ups and pollution control systems. The last chapter places a heavy emphasis on diesel engines.

Too many training programs in both the public sector and in private industry rely on a sink-or-swim philosophy that dooms many apprentices to failure. Not this apprenticeship program. New apprentices are buoyed by a strong support system that



A The main shop in Sacramento, where many apprentices train.

Apprentice

Hernandez,

graduate

Mark

now a

heavy equipment

mechanic

quarters

shop in

at the head-

Sacramento



Apprentice graduates Tony Marshall, left, and Tom Aschwanden, middle, with Harold Sams, right.

includes a "Mentor Mechanic," usually a very experienced and understanding journey-level mechanic who provides the apprentice with hands-on instruction and helps explain classroom materials. Front-line supervisors, shop superintendents and apprentice coordinators also play an active role.

Since becoming one of Unit 12's collective bargaining representatives in 1991, Local 3 has developed a strong partnership with the program. The union has taken an active role in providing input and technical advice. Local 3 was also instrumental in getting a rank-and-file member appointed to the program's Joint Apprenticeship Committee.

During the course of their training, apprentices must pass a series of exams and evaluations. Upon graduation, mechanics are qualified to service and repair any of Caltrans' 12,000 pieces of mobile equipment, from motorgraders and front-end loaders to lawn mowers and leaf blowers, and it doesn't matter whether it's at Shop 1 in Eureka or Shop 11 in San Diego. Graduates are also qualified to apply for specialty licenses and accreditation,

such as Smog Check Technician and Automot ve Service Excellence technician.

In looking back over the past 30 years, the Service Center has shown that an organization with vision, determination and planning, can indeed build a skilled workforce from within.



A Picture with Business Rep. Tom Bailey are from left: Shop 10 Supt. Al Dukeshire, Mechanic Supervisor Barry Beckemeyer, Equipment Service Center Manager Allan Wells, apprentice coordinator Fred Nolan, and Bob Flock, supervisor of mechanical trades training and apprenticeship program. Dukeshire and Nolan are graduate apprentices





Graduate Apprentices in Shop Mgmt. are from left: Al Dukeshire, Stockton; Vince Billeci, Bishop; Dave Russell, service center headquarters field liaison; Ron Sargent, N. Hollywood; John LaCamera, headquarters Fleet Mgmt; Alex Cajina, San Bernardino; John Goins, San Luis Obispo

New book examines 100 years of California highway building

bout a year and a half ago the Engineers News published an article about a new book, 100 Years of Progress: A Photographic Essay of the Development of the California Transportation System, which traces the history of California's highway system. The book's publisher, the California Transportation Foundation, needed to sell 2,700 advanced copies before it could enter into a contract with the printer.

The foundation is pleased to announced that 100 Years of Progress, by Raymond Forsyth and Joseph Hagwood, has been published and is now available for \$30. Anyone interested in California's highway building would find this book fascinating. And with the holiday season approaching, the book would make an ideal Christmas gift.

What makes this books so appealing is that it contains hundreds of black and white photographs, many of which have never been published, that chronicle the years beginning with horse-drawn Fresno scrapers. The book then takes readers through the times of steam-pow-

sions in Alta California. The chapter concludes with construction of the Lake Tahoe Wagon Road, originally a toll road that became California's first state highway in 1895.

The second chapter deals with the early period of statehood when the Bureau of Highways was formed in 1895, establishing the first statewide road system containing 28 separate routes. Photos show some of California's

most unforgiving routes under construction in the early 1900s, including the Ridge Route,

the Calabasas-Ventura Highway over the Conejo grade using Fresno scrapers, and what is now U.S. 101

near

Cloverdale

in Sonoma

County.

Final rolling of aggregate base prior to surfacing on a state highway near Marysville, circa 1912.

Other photos in this chapter show survey crews working in the Sacramento Canyon at Dog Creek in 1916, as well as early concrete paving and one of the first motorized asphalt

distributors.

The third chapter, called "Progress and Depression 1919-1939," is perhaps the most interesting. It contains fascinating photographs of some of the early diesel-powered tracked-wheeled earthmoving equipment. Two photographs, for example, show the "super earthmover" being demonstrated by the Kaiser Paving Co. on a widening project in San Mateo County in 1927. Another series of photos depicts construction of the Bay Bridge and the Golden Gate Bridge and its approaches.



The fourth chapter, "The Freeway Era 1940-1969," chronicles construction of the state's massive freeway system, starting with the "The First Freeway in the West," the Arroyo-Seco Parkway in 1940, and concluding with the building of I-5 through the San Joaquin Valley in the late 1960s. The final chapter deals mostly with Caltran's search for a multimodal solutions to the transportation problems of the 1980s and 1990s, with an emphasis on the agency's

efforts to cope with increased traffic congestion and natural disasters.

This book would make a valuable addition to any Operating Engineers' library. If you want to order the book, fill out the form below and mail it in as soon as possible. The foundation will fill the order expeditiously.



ered shovels and paving rollers, through the era of the early diesel-powered earthmoving equipment, and finally to the current period of mass transit, sophisticated bridge building and earthquake retrofitting.

This 12-by-9-inch hardbound book is organized into five chapters. Each chapter begins with two to four pages of well-written historical text followed by dozens of pages of photographs, drawings and other images. The Prologue traces California's transportation roots to the Spanish colonial period of the late 1700s and early 1800s, when Father Junipero Serra established a chain of Franciscan mis-



Please send me a copy of "100 Years of Progress". Enclosed is my check for \$30.00 which includes tax and shipping. Mail to:

> California Transportation Foundation P.O. Box 163453 Sacramento, CA 95816 (916) 453-1767

Ship to:
Name
Address
City

State, Zip



the Loma Prieta earthquake rocked the Bay Area at around 5 p.m. on Oct. 17, 1989, the reinforced concrete columns, girders and bents supporting the vast network of elevated freeways in Oakland and San Francisco began to vibrate violently. Horizontal ground acceleration, particularly at soft soil sites, reached unusually high levels for a 7.1

Within seconds these 1950s-built freeway structures began to bend, twist and crack under the stress of the intense shaking. At the Cypress Freeway viaduct in Oakland, which stood on soft bay mud, 48 bents snapped, sending its upper deck crashing onto the lower deck, killing 41 people and injuring 106. Five of the six San Francisco freeway viaducts were so badly damaged they had to be closed.

Had these five structures been subjected to the same magnitude quake on the nearby Hayward or San Andreas faults

instead of 65 miles away in the Santa Cruz Mountains, damage would likely have been catastrophic, with most, if not all, of the elevated freeways collapsing. According to seismic studies conducted shortly after the quake, if Loma Prieta had lasted just a few seconds longer, the Embarcadero Freeway, San Mateo Bridge and additional sections of the Bay Bridge would have failed.

One of the five San Francisco viaducts that sustained considerable damage was the Central Freeway, the elevated roadway that used to extend west from U.S. 101, curve north over Market Street and terminate at Turk Street in Hayes Valley. Had Caltrans realized its ambitious plan to build an extensive network of elevated city freeways in the 1950s, the Central Freeway would have extended all the way to the Golden Gate Bridge.

con't next page



continued from previous page

Nearly identical in design to the Cypress and Embarcadero viaducts, the Central Freeway sustained moderate to severe chipping and diagonal cracking of the concrete in the columns and girder-to-column connections. Shortly after the quake, Caltrans closed all of the San Francisco viaducts, including the Central Freeway, and began emergency shoring.

In the months following Loma Prieta, Caltrans retained six different engineering consultants, one for each structure, to began planning for the repair and seismic upgrading of all six viaducts so they could be repaired as soon as possible, Caltrans settled on a plan that included tearing down the Embarcadero and Terminal Separation viaducts near the Bay Bridge and repairing cracked columns on the remaining viaducts using epoxy injection and reinforcing them with steel braces and jackets. Millions of dollars in retrofit work began on the Central, Southern and China Basin viaducts in early 1991.

But a few months later, a private engineering review panel determined that Caltrans' seismic designs were inadequate. All the retrofit work suddenly stopped while Caltrans reevaluated its seismic approach.

While that was go announced a plan to Central Freeway's to the lower deck for tw This was the cheape. way to reopen the fre groups, including the Board of Supervisors Valley neighborhood Caltrans to tear dow After a year of wran agreed to raze the ha north of Oak and Fe

What to do with tl between Oak and M remained in limbo fc months as Caltrans options, including bu ly new double-deck \$50 million or a tun between \$200-300 n finally opted to reme from Oak to Mission repairs and retrofit lower deck to one-wa traffic.

Last summer, Per \$7 million demolitiocontract. Preparator of drilling holes into inserting steel hinge deck to hold the stru during demolition. I were also installed t and minimize motion

When Penhall began the demolition work on August 26, the n massive traffic jams. But none ever materialized thanks to creat and Caltrans' well designed traffic plan.

After covering the bottom deck with steel plating to prevent decrews, using four Cat 235 excavators equipped with hammer, pu breaker attachments, began demolishing the upper deck in two-Debris is being hauled away for recycling. Meanwhile, crews are the lower deck with steel hinges to prevent excess lateral mover

After the demolition is completed in late December, crews wi pavement for one-way traffic headed northbound towards Oak Southbound motorists can enter the Central Freeway at South

As work winds down, city and state officials are looking into either making long-term repairs to the existing structure or buil new structure. The latter option would provide work for Operat several years.

ng on, Caltrans remove the p deck and keep o-way traffic. st and quickest eway. But other ■ San Francisco and a Hayes group, wanted n the roadway. gling, Caltrans If mile section 1 streets.

ne section ssion streets r several more studied various uilding an entirereeway for about nel costing illion, Caltrans ve the top deck and, after some vork, reopen the y northbound

hall Co. won this and retrofit y work consisted the concrete and s in the lower cture together ateral supports add stability

media predicted ive commuters

amage, Penhall lverizer and bot sections. strengthening ent during a

I restripe the Street. Van Ness.

the feasibility of ding an entirely ng Engineers for



In addition to the Central Freeway being closed starting at Mission Street, a section of Market Street is also closed during demolition.

Bottom: Water is sprayed on the structure to control dust.

Right: These Operating Engineers use a pulverizer and breaker to bring down an old

Bottom right: Loaders take the debris to dump trucks, which haul the material away for recycling.









by Art McArdle

Administrator

New crop of surveyors graduate from apprenticeship

he Northern California Surveyors Joint Apprenticeship Committee had its five-year graduation on September 14. The event was held in San Francisco at the Sheraton Palace Hotel. It was unique in that the Culinary Workers apprenticeship program assisted in the meal preparation.

The evening was a great success because of the meal and the many graduates who were honored. Our chain-level graduates were Albert Pope and Ronald Wagner. Chief of party graduates included Steve Lopez, Ken Anderson, Jeff Dillberg, Robert Ruiz, Serge Solovskoy, Pedro Garcia, Fred Feickert, Larry Thompson, Pat Rei, Chuck Hendsch and Jimmy Walton.

Others present were Ralph Hoyt from Bay Counties Civil Engineers and Land Surveyors Association, Local 3's Recording-Correspondence Secretary Rob Wise and Treasurer Max Spurgeon, and Paul Schissler, director of Local 3's Technical Engineers Division. Also in attendance was Junious Williams from the office of the Equal Employment Opportunity Commission.

Instructors and staff present included Ken Anderson, San Jose class, Chuck Hendsch, correspondence instructor, Pat O'Connor and Fred Feickert, both from the Santa Rosa class, administrative assistant Joanie Thornton secretaries Janet Crisosto and Dana Seiji-Barker.

Our graduates are to be applauded for their accomplish-

ments. It takes a good deal of time and effort outside of work to complete all of the requirements of our apprenticeship stan-

It was a great evening of celebration, and a good time was had by all.



Party Chief graduates from left are Steve Lopez, Ken Anderson, Jeff Dillberg, Robert Ruiz, Serge Solovskoy, Pedro Garcia, Fred Feickert, Larry Thompson, Pat Rei, Chuck Hendsch and Jimmy

TECHENGINEERS



by Paul Schissler

Director of

Technical Engineers

Retired surveyor sails into the sunset

My column this month consists of a personal letter sent to me by longtime surveyor Glenn Treser. The letter was so inspiring T obtained permission from Glenn to reprint it in the Engineers News. The letter explains in a nutshell what unionism is all about and what all Local 3 members can accomplish when they invest in their future.



Dear Paul Schissler:

It always gives me great pleasure to see your column in the Engineers News. It has been a pleasure over the years to know you and work with > Glenn you surveying on Treser several projects.

I can't say enough good things about Local 3. The union found work for me when I had a broken leg and was out of work for

about two years. Art Pennybaker was also a good friend. He was instrumental in me taking out a withdrawal card when I went to live in Australia.

I feel I was very lucky to have had the opportunity to work on many interesting projects in the Bay Area and around California, such as the Caldecott Tunnel, BART tunnels in downtown San Francisco and the Diablo Canyon nuclear power plant breakwater.

My association with Towell Inc. in its hydrographics department was also very interesting. The job never seemed like work, rather just another exciting adventure. We would be working in San Diego one week, Seattle the next, then Eureka or some other place for PG&E. We went up and down the West Coast like a

'Tis the season to save money on your credit card purchases

f you put your life on fast-forward and it was suddenly January instead of November, would you be fretting over your post-holiday credit card bills? If you were unable to pay your credit card debt in full, would you be paying interest as high as 21.6 percent, the rate currently being charged by Macy's, one of the country's best-known department stores?

There is an alternative to using high-interest credit cards for your holiday shopping. You can use your credit union VISA card. It has an annual percentage rate (APR) as low as 10 percent for a card secured by your savings and as low as 12.9 percent for an unsecured VISA, Our highest VISA card APR is 13.25 percent.

By contrast, the lowest APR among six major retailers surveyed by the credit union in mid-October was 17.15 percent. Five of the stores surveyed charged at least 21 percent APR. The good news is that there's no reason to shop using a high-interest card because all of these stores, and thousands of others, will accept your much lower-interest credit union VISA card.

If you have already made purchases, you can save by transferring the balances on your high-interest cards to your credit union VISA card. You can also use your credit union VISA card to get cash at any ATM displaying the VISA logo. The credit union interest rate on VISA cash advances is the same as the rate for regular purchases. VISA cards from other institutions charge a considerably higher interest rate for cash advances.

One well-known discount chain, Wal-Mart, boosts the interest for cash advances almost 4.5 percent over its interest rate for purchases -- a fact you won't learn unless you read the microscopic print on this store's credit card application. This same retailer also charges 2 percent of each cash advance as a transaction fee. Your credit union does not charge transaction fees for credit card cash advances.

Deceptive teaser rates

Teaser rates - and the considerably higher rates that follow the short tease period - are something to be aware of when credit card shopping. Make sure you understand what the rate on the card will be after the teaser period ends before you sign any agreement. You should also be aware that your credit union VISA interest rate is not a teaser rate, rather a low fixed rate. With our VISA you will be paying low interest for more than just an introductory period.

It's worth spending some time comparing credit cards before you make a decision. In addition to checking for teaser rates, you'll want to know whether the card has an annual fee and if it offers a grace period before imposing finance charges.

Quick way to apply for VISA

Once you have spent the time to make an informed choice, you should not have to spend a long time applying for your card or waiting for an answer. You can now use your touch-tone phone to apply for your credit union VISA card or to request an increase in your VISA credit limit.

This is a new feature of the credit union's versatile Touch Tone Teller service. Applying by phone usually takes less than five minutes, and you can call at any time. The Touch Tone Teller is available 24 hours a day, seven days a week. The menu you will hear is easy to follow and requires only a brief amount of information from you. A credit union representative will call you, usually in 24 hours or less, to give you your answer.

Applying for a VISA is also simple and quick if you prefer to speak to a branch representative in person or over the phone. We want applying to be easy because we believe our members should have the advantages of credit card convenience without paying excessive interest rates or experiencing a big hassle.

You may apply for a low-interest VISA card as soon as you become a credit union member. Establish your credit union membership today with a minimum deposit of \$5 into a regular savings account. Once you join, members of your immediate family are also eligible to receive the gift of membership from you a thoughtful idea for the holidays or any time of year.



by Rob Wise

Credit Union

Treasurer

Credit union branches

Alameda - 1620 S. Loop Rd. (510) 748-7440

Auburn - 2850 Richardson Dr., Bldg. 210B #6 (916) 889-2969

Dublin (headquarters) - 6300 Village Pkwy. (510) 829-4400

Elko, Nev. - 1720 Mountain City Hwy. (702) 753-8585

Fairfield - 2540 N. Watney Way (707) 425-4489

Fresno - 1959 N. Gateway, Ste. 101 (209) 251-2262

Honolulu - 1111 Dillingham Blvd, #E-1B (808) 841-6396

Marysville - 1010 "I" Street (916) 742-5285

Modesto - 538 McHenry (209) 525-8460

Murray, Utah - 64 East 6400 South, Ste. 110 (801) 261-2223

Redding - 20308 Engineers Lane (916) 222-5184

Reno - 1290 Corporate Blvd. (702) 856-2727

Rohnert Park - 6225 State Farm Dr., Ste. 102 (707) 585-1552

Sacramento - 9806 Old Winery Pl. #22 (916) 369-6752

Sacramento (ARCO Arena) - 4044 N. Freeway Blvd., Ste. 150 (916) 565-6190

Stockton - 1916 N. Broadway (209) 943-2455

West Stockton - 4550 N. Pershing Ave. Ste. A

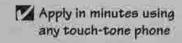
Santa Clara - 60 N. Winchester, Ste. 1 (408) 247-5635

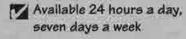
Touch Tone Teller for Your

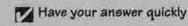














(800) 499-6328

(800) 662-6328



Operating Engineers Local Union No. 3 Federal Credit Union

The Touch Tone Teller is available free to all Credit Union members. If you do not already have your Touch Tone Teller personal access code, please contact your branch representative or call (800) 877-4444.

by Bud Ketchum

Director

Addiction

Recovery

Program

(800) 562-3277

(808) 842-4624

Hawaii Members Call.

ADDICTIONRECOVERYPROGRAM

Union involvement key to success of recovery programs

anagement-labor driven substance abuse treatment programs fare better than a forced drug-free workplace policy where the union has no input, says Elena Carr, director of the Substance Abuse Institute of the George Meany Center for Labor Studies in Silver Spring, Md. Bringing your workers into the early stages of forming the policy and encouraging continued involvement through a joint assistance programs build better relationships between management and labor, Carr says.

The institute, whose purpose is to increase substance abuse prevention measures through membership assistance or employee assistance programs (EAP), has taught labor how to better prepare for negotiating with employers when they map out assistance programs and drug-free policies. The institute, funded mainly by the U.S. Department of Labor, was formed in partnership with the AFL-CIO Department of Community Services.

Carr says that the biggest challenges facing employers and their workers lie in finding common ground between what both sides would like to accomplish and letting organized labor take an active role in forming treatment programs.

"Whether we are trying to increase workplace safety, or whether it is a matter of screening out "undesirables," it's a matter of coming to some agreement about roles in workplace programs," she explains.

The specifics of bringing management and labor to the discussion table vary from company to company, but a joint committee that regulates the treatment program benefits both sides, says Joe McGarry, an EAP specialist at the Meany institute.

"Preliminary communication would depend on the management system, the human resource style and what type of service the company is providing," McGarry explains.

"In reality, the collective bargaining process is not a quick or easy one," Carr adds. In dealing with substance abuse issues, the process towards a goal might not be as quick as one would like, but you can really affect meaningful workplace change. That means taking time to educate both management and labor about prevention and testing methods and keeping the lines of communication open, she says.

Peter Bamberger, senior research associate under director Sam Bacharach at the Smithers Institute, says labor interest in assistance programs has climbed dramatically in the past five years. Bamberger attributes organized labor's renewed interest in membership assistance programs to growing workplace intolerance of drug and alcohol abuse, a concern for safety and the cost of treatment.

When health care costs increase under a current contract, he explains, the unions have less to bargain with in the next session. In addition, many unions are gravitating toward membership assistance programs rather than EAPs because workers tend to trust peers more than an outside professional, he explains. The Cornell University-based center conducts research and educational programs primarily in the area of alcohol-related problems in the workplace.

Based on Smithers Institute research findings, Bamberger believes union-based assistance programs benefit workers more than a management-driven service. "Employees don't trust even the most confident of management-based programs," he says. "With union involvement and referral to a peer, that safety is there."

Bamberger advises employers to set up a joint labor-management program where the employer provides support and financial backing and allows the union to guide the program. "Management needs to be prepared to take a hands-off approach, he says. "Let labor decide management involvement."

An employee-run program might be more cost-effective in the long run, he adds. Such programs tend to rely on union members, who in many cases volunteer personal time or receive comp time for their services. The peer counselor is on site and many times is a recovering addict," Bamberger says. "Employers don't have to hire an outside professional."

Bamberger adds that, based on limited research, unions want management involved. The threat of disciplinary action of a worker who does not complete the treatment program sometimes prompts the employee to seek help, he explains.

Preliminary results of a current survey at the Meany Center indicate at least half of about 500 local unions contacted have some sort of substance abuse program or EAP initiative, Carr says. Also on the planning table are training programs that will teach unions about substance abuse and addiction and how to set up member assistance programs.

The Smithers Institute is also conducting a four-year comprehensive study of membership assistance programs. The survey, due to finish in two years, examines work-related risk factors stemming from substance abuse, Bamberger says.

Reprinted from the National Report On Substance Abuse

Tech Engineers con't from page 14

yo-yo. We even had projects in Hawaii and Midway Island.

Everything I have I owe to Local 3. This union gave me the opportunities to work with a lot of terrific members. Local 3 is, to quote former Business Manager Tom Stapleton, "The greatest organization in the country."

Where would I be today without the union's great pension? I'll tell you, I would be still working until I couldn't work anymore. I would have to have well over a half-million dollars in the bank drawing at least 5 percent interest to equal my pension. Not many of us ever manage to save that much money. Instead, we buy homes, cars, boats, golf clubs and other toys.

I'm having a great time in my retirement, sailing and racing my 23-foot Bear boat. We just won a very prestigious sailing regatta at the St. Francis Yacht Club that included five races over three days. We won with $7^{3}/_{4}$ points to spare. I have been trying to win this event for 21 years. I got very close many years, including lots of second places, but never first.

To say the least, it's been very exciting. And thanks to our union pension I can afford to continue having my fun with this very expensive hobby.

> Respectfully yours, Glenn Treser



How the international union's death benefits are paid

e are reprinting Article XX, Section 2 of the International Constitution, which deals with the international's death benefits classification schedule and 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 H: 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) to twenty (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."

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 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.

Hawaii pre-retirement meetings

For active Operating Engineers in Hawaii, pre-retirement meetings will be held at 6 p.m., one hour before the start of each of the Hawaii District membership meetings, at the same location as each of the district meetings. Please see the schedule on page 22.

All active members and their spouses are encouraged to attend to learn more about your pension, annuity and retiree medical plans. Come to the pre-retirement meeting to find out how these retirement plans can work for you. Hope to see you

Hawaii Retirees Association meetings

Hawaii members and their spouses are invited to attend the Retirees Association meeting in their area. Please come and meet with your officers, credit union and trust fund representatives.

Kona Mon., Dec. 9. Holualoa-Imin Community Center, 76-5877 Mamalahoa, Holualoa.

Hilo Tues., Dec. 10. ILWU Hall, 100 W. Lanikaula,

Wed., Dec. 11. Waikapu Community Center, 22 Waiko Place, Wailuku.

Oahu Thurs., Dec. 12. Jikoen Temple, 1731 N. School St., Honolulu.

Kauai Fri., Dec. 13. ILWU Hall, 4154 Hardy Ave. Lihue All meetings will be held at 2 p.m.

Union Vision Services

Union Vision Services, located at the Sacramento District hall, provides members and their families with state-of-the-art eye care, a wide range of quality and designer eye wear and contact lenses. Make an appointment today. Evenings and Saturday appointments are available.

Union Vision Services will obtain the necessary insurance forms for you. Special discount fees are available for those without vision insurance. Give them a call at 1-800-567-0188. Your vision is very important. You are encouraged to obtain a vision examination on an annual basis.

by Charlie Warren

Fringe Benefits

Director



New law levels playing field for Hawaii's union contractors

HONOLULU - The Hawaii Operating **Engineers Industry Stabilization Fund** (HOEISF) has again proved its value to Local 3 members and our good signatory contractors.

In the 1996 Hawaii legislative session, the HOEISF sponsored a bill in the state House of Representatives and Senate that gives local contractors a 15 percent bidding preference over out-of-state contractors when vying for state CIP projects.

What prompted the bill is that, although most of the major contractors in Hawaii are union, there are increasing numbers of large out-of-state non-union contractors

coming into Hawaii to bid work. These out-of-state non-union contractors have a competitive advantage because they're based in states, like Texas and Louisiana, where such expenses as wages, workers' compensation and payroll taxes are much lower.

We hope that the 15 percent preference for Hawaii-based contractors that is now in place will give our union contractors a level playing field to obtain more of the state CIP contracts.

Getting this bill passed in the Hawaii Legislature is an accomplishment that the HOEISF is very proud of. It was not an easy task to accomplish in these difficult economic times. We worked with many of the legislators in both state houses and enlisted the help of the other building trades. Gov. Cayetano signed the bill into law on June 18, and we must now thank our legislators and especially Sen. Calvin Kawamoto for his leadership in helping us enact such legislation.

This is a prime example of the need for us to be politically active in the various election campaigns for public office. It is absolutely necessary that we help our friends in their political candidacy. Without friends in elected office who are supportive of organized labor we would not have been able to accomplish our task of helping our local union contractors. We appreciate those who supported our friendly candidates in the November election.

Willy Crozier, administrator, Hawaii Operating Engineers Industry Stabilization Fund



After Hawaii Gov. Ben Cayetano signed the preference bill into law, those who played a key role in the bill's enactment posed for this photo. They are from left: Albert Kobayashi of AC Kobayashi Inc., Franklin Hayashida of the IBEW, Donald Mederios of the HOEISF, Bernard Jelf of the HOEISF, Willy Nakakura of Nakakura Construction, James Pacopac of Pacific Resources, Willy Crozier **HOEISF** administrator, Local 3 District Rep. Adrian Keohokalole, Gov. Cayetano, Cliff Laboy of the Ironworkers, **Buzzy Hong executive director** of the Building Trades Council, Senator Cal Kawamoto, Sam Callejo, John Kaopua of the Ironworkers, Sen. Brian Kanno and Joe O'Donnell.



Hawaii Rep. Adrian Keohokalole, right, is sworn in as chair of HCIA

Hawaii District Rep. to chair Hawaii Construction Industry **Association**

HONOLULU -- On October 4, Hawaii District Rep. Adrian Keohokalole was appointed chair of the (HCIA) for the coming year. The HCIA is comprised of Hawaii's building trades unions and their signatory contractors. It promotes and protects the unionized construction industry în Hawaii.

Despite Hawaii's poor economic climate. Keohoka ole's acceptance speech emphasized a postive message, including programs to make our members more competitive and productive and a commitment to take a more active role in politics. He also stressed the need for labor and management cooperation in reaching industry goals.

Other association officers sworn in were James Kuroiwa Jr. of Mahana Landscaping, Joe Bazemore of the Tapers Union Local 1944, Harry Cornish of One Construction, John King of the Boilermakers Lodge 204, and Bill Wilson of Hawaiian Dredging Construction Co.

SACRAMENTODISTRICTNEWS

Local 3 playing key role in downtown sports complex

SACRAMENTO -- As we enter the tail end of the work season, the majority of hands are still working after a somewhat sluggish and inconsistent sum-

District Rep. John Bonilla is working closely with city officials, including Sacramento Mayor Joe Serna Jr. and the Sacramento Baseball authority, in support of a downtown sports complex that we hope would attract Major League Baseball or the National Football League, or both, and possibly provide a new home for the Sacramento Kings.

The baseball stadium alone is a project worth about \$200 million. A downtown stadium would enhance the downtown area and provide additional support projects, including light rail and plenty of infrastructure work.

Speaking of light rail, over the next two to three years there will be between \$250 million and \$300 million worth of expansion work, including service from the downtown area to Meadowview, which alone would be worth roughly \$200 million. Also proposed are lines from downtown to the Folsom area and another line linking downtown with Richards Boulevard.

The Jefferson Boulevard project with Teichert and MCM is moving right along, and Teichert's Sacramento and Woodland districts are busy. Granite has picked up four or five public works projects throughout the area. DeSilva Gates and Granite are working days and nights on the Hwy. 16 project. South Lake Tahoe is busy with Q&D doing a pipeline project, and Perini and newly

signed Martin Iron Works are doing work on a ski run rehabil tation project. Sacramento is aggressively addressing the growing problem with nonunion operators running sweepers on paving areas.

Organizing successes this year include Ryder Truck (50 employees) and Western Power (15 employees) and we are in negotiations with Precision Plate (4 employees). Upcoming negotiations include Granite Lab, Layne Western, Rancho Murieta Country Club and Cardinal Scale.

We would also like to thank the Sacramento District Political Action Committee for all its help with political endorsements, the Labor Neighbor program, phone banks and precinct walks.

Andy Mullen, Business Rep.

MARYSVILLEDISTRICTNEWS Y



Work will remain good if weather holds

MARYSVILLE -- Work in our district continues to be good. Most of the classifications on our out-ofwork list have been exhausted. Here's an overview of the work picture in our area.

Jaeger Construction of Yuba City was low bidder at \$110,040 for levee road repairs and flood damaged sewer ponds for the city of Yuba City. Robert Peacher Inc. of Chico was low bidder at \$539,043 to start work on Phase I at the Neal Road Landfill in Butte County, a project involving construction of a septic pond and grade drainage ditches.

Baldwin Contracting of Chico was low bidder at \$169,560 on the Quincy Bike Lane from Golden Eagle Drive to the Spanish Creek Bridge. Baldwin Contracting of Marysville was also low bidder at \$297,940 on the Colusa County overlay project. which covers Old Hwy 99W, Evans Road, Myers Road and East Main Street. Baldwin Contracting from Marysville was also low bidder on the dump closure project at Beale Air Force Base near Marysville for \$2.6 million and has already started work. Baldwin has a lot of material to move before the rains come.

Granite Construction's Reno Division was low bidder at \$2.2 million on the 7.6 miles of the Gold Lake Road overlay project in the Plumas National

Kiewit Pacific Company was low bidder for \$13 million on the Lake Almanor Dam and Butt Valley Reservoir Seismic Retrofit Project for PG&E in Plumas County. This job should run into December, then start up again in May 1997.

Carl J. Wood Construction from Yuba City was low bidder, at \$313,215, for rock slope protection at various locations along Goat Mountain Road and repair of storm damage and rock slope protection on Sites-Ladoga Road for Colusa County.

We have a project for the U.S. Army Corps of Engineers coming up for bid this next month for reconstruction of levees in Yuba and Sutter counties. The bridge and highway widening on Hwy. 99 south of Yuba City in Sutter County near Nicolaus has been rescheduled to bid next month.

W. Jaxon Baker from Redding has moved in to do the paving overlay project on I-5 in Glenn County. Shasta Constructors was low bidder, at \$635,742, on the Salt Creek Bridge project, Road 306, in Glenn County, a project that should be getting underway soon.

Blaisdell & Baker was low bidder, at \$507,460, on the Branch Salt Creek Bridge project, Road 200, in Glenn County. The company has already started the excavation work. Sukut Construction from Santa Ana in Southern California is in full operation on on the Marysville dump site closure.

I would like to thank the many volunteers who helped with our phone banks. By working together we can make a difference.

Dan Mostats, Business Rep.

STOCKTON DISTRICTNEWS



Annexation paves way for huge Gold Rush theme park

STOCKTON -- The Gold Rush City theme park and housing development took a step closer to becoming reality when the Local Agency Formation Commission (LAFCO) voted to annex 6,582 acres west of Lathrop.

San Joaquin County Supervisor Dario Marenco was the only dissenting vote. Voting in favor of annexation were Manteca Mayor Bill Perry, Ripon City Councilman Don Moyer and Manteca insurance broker Gerard Machado. These people should be applauded for their courage in voting for this project, which will provide future growth and a larger tax base for the area.

Developer Norman Jarrett has so far spent six years and \$10 million preparing and promoting this project, which will be built in phases over the next 30 years at a cost of about \$4 billion. It will feature four theme parks, nine theme villages, a golf course, campgrounds, hotels, shopping centers, a business park and marina. Construction is scheduled to begin next year, with the theme park opening in 1999. The theme park is expected to attract

up to 4 million visitors annually, add 30,000 residents, 11,000 new homes, and provide 10,000 new jobs for Lathrop. Local 3 is working with the developer and government officials to ensure that as much of the project as possible is built union.

All this will compliment the Altamont Pass rail system, which will connect San Joaquin County with the Bay Area. The rail system will enhance regional transportation, promote alternative modes of transportation and create potential for new technology demonstration. By 2002, service is expected to be extended into Sacramento.

Passenger rail service over the Altamont is expected to create 4,000 jobs, eliminate 40 million vehicle miles, and become a strategic component for the huge housing development known as Mountain House near Tracy. The additional transportation is needed because Mountain House will be home to an estimated 43,000 people. The development will have schools, commercial centers, a town center, community and regional parks, golf courses and a marina. It will also create up to 22,000 jobs. With

these types of projects, the Stockton District has much to look forward to.

I am pleased to report that we have been able to sign some new contracts: A. J. Mittry Construction, owner operator Hector Nieto and Ace Hole Recycle. We are also close to signing a new agreement with Stan Jones Transportation, a sales and maintenance agreement for transport trailers, and a new shop agreement with ECCO Equipment Rental Company that opened a new shop here in September. ECCO Equipment Rental owns about 400 pieces of construction equipment rented throughout the western United States and Midway

I would like to thank the officers for appointing me Auditor. The Stockton office would also like to wish all of you a safe and happy Thanksgiving holi-

Dave Young, District Rep.



Happy Thanksgiving!

ROHNERT PARKDISTRICTNEWS

North Coast buttoning up projects for the season

ROHNERT PARK -- Work is going strong all over the district. As the work season winds down, we find all our contractors trying to get their projects completed, or at least winterized before the rains

Argonaut is busy on subdivisions, schools, public works, road widenings, overlays and pipelines. Ghilotti Construction just finished the Marlowe Road widening, and the company is starting the last stretch of the Stony Point Road realignment with Hwy, 116.

Ferma is working five days a week, 12 hours a day on the Moving Mountain project near

Huntington Brothers still has about 10 dirt hands working six-10s trying to complete the 24acre reservoir for the Sea Ranch development. Mendocino Construction Services based in Willits had about \$3 million worth of work the last couple of months. They have crews working out on the coast on Hwy. 1 and a few more jobs for Mendocino County.

There has been quite a bit of work in Cloverdale. Oak Grove Construction was low bidder on a \$1.2 million shopping center. The company already has some of the streets and road work roughed in and has their underground crews working.

> North Bay Construction is about

Local 3 member Floyd H. Fortkamp, second from left, receives 25-, 30and 35-year pins at the Sept. 19 Santa Rosa District meeting. Also pictured are Financial Sec. Darell Steele, **Business Manager** Don Doser, Rec. Corres. Sec. Rob Wise and Treasurer Max Spurgeon.



three-quarters complete on a 46- unit subdivision that it started in June. Sire Grading and Paving is laying rock on the Cloverdale Transportation Depot, with Cheli & Young having finished all the pipe in late September.

Engelke Brothers Construction finally got the go-ahead on a box culvert job for downtown Cloverdale. Dillingham Corp. will probably keep a few Local 3 members working this winter on the \$10 million Healdsburg Bridge retrofit.

Two jobs got late starts this year. C.A. Rasmussen was low bidder, at \$10 million, on the U.S. 101 Squaw Rock project that went to bid a second time. Crews began work in September and are pushing to get all the caissons drilled and poured for a concrete viaduct before the rains start. They won't start any of the dirt work until next season.

In the second late-starting project, Maggiora Ghilotti of San Rafael was low bidder, at \$2.3 million, on a slide job on U.S. 101. With just 60 days to complete the job, the company is working two shifts seven days a week.

Elsewhere in the north part of the district, Argonaut has a couple of subdivisions and two pipeline jobs. The company is also in the final stages of the Windsor River Road rehabilitation project in downtown Windsor. Ghilotti Brothers is just about finished with the \$2.3 million Healsburg Avenue widening on the north end of Healdsburg. With the completion of this project, we hope there will be some future housing development.

We are encouraging all retirees to come in and have their picture taken for our new "Retiree's Who Made This Union" wall. We proudly are displaying and honoring the retired operators who have helped keep our union strong.

Remember, this office always has an open-door policy.

Gary Wagnon, District Rep., Greg Gunheim and Jim Killean, Business Reps.

Yardbirds at Mendocino and Bicentennial. Ferma also moved the dirt on one of the Fountaingrove Parkway-area subdivisions. Speaking of the Fountaingrove Parkway, O.C. Jones is moving along with the section that will connect Rincon Valley with northern Santa Rosa. Amos & Andrews is doing some underground on the project and additional subdivision work.

North Bay Construction is also working nearby, and also on the side hills and in the valley. As usual, North Bay is working long hours on the Guerneville Bridge project. It had until October 31 to be out of the river, and the company wanted to have the support structures poured by then. Oak Grove Construction is busy on several smaller projects around the county.

Kiewit Pacific is way ahead of schedule on the \$11 million Geyser Effluent Pipeline Project with four crews working in some very steep, rugged country. Kiewit is also moving right along with the \$11 million Hwy, 53 job in Lower Lake. Both of these projects will be featured in more detail in next month's Engineers News.

In the north end of our district, Parnum Paving has had 12 to 15 Operating Engineers working long hours since mid-August trying to get the Hwy. 101 Cumming Slide job opened to traffic by the beginning of November. The company also has two other projects that are ready to pave out.

Local 3 retirees move dirt for 'Moving Wall'

OAKLAND -- Local 3 retirees Vic Cochrane and Ken Goulardt spent a day last summer volunteering their time to grade a one-acre site at the Lone Tree Cemetery on Fairview Avenue in Hayward, Calif. in preparation for the arrival of the



Vietnam "Moving Wall," a 300-foot long replica of the Vietnam War Memorial in Washington D.C. The Moving Wall was on display at the cemetery November 6-12. Goulardt was assigned to the "Wall" coordinating committee by a local detachment of the Marine Corp League, which worked with local military groups in planning the Moving Wall's programs and events. The Moving Wall attracted an estimated 100,000 people during the week of programs and events.



Two organizing setbacks make for tough summer

SALT LAKE CITY - It has been a tough summer for organizing, and with the way things stand it's going to get tougher.

It started out in early spring when Obayashi Company was awarded \$34 million worth of work on the Provo Canyon road project. Obayashi, a construction firm from the Bay Area, had hinted it would not sign an agreement for the work at Provo Canyon. We encouraged many of our members to apply for the many open positions. Meanwhile, we started talking. The company went into a stall

game and finally rejected a project agreement.

We filed with the National Labor Relations Board for an election on this job. The company was paying fringe benefits on the checks, which made it even harder to organize. Some of our own members were not very supportive. We had several meetings after shift to talk to the nonunion hands. The turnouts at first were encouraging, but in the end we lost the election by two votes.

The next run was on Stempel-Wiebelhaus,

< Roland "Frenchie" Laventure at the Lost Lake project for Stempel-Wiebelhaus

another company from Northern California. It had picked up two Davis-Bacon jobs in the Wasatch and Summit county areas. Again we encour-

aged our members to hustle the company for work. We even had several members and former members from California on the job.



The company paid some of the fringe money on the check and the rest of the money into the company plan. We made several contacts with the company but

At an Obayashi Company organizing meeting are Phil McChesney, Jeanie Mast and Business Rep. George Stavros (with back to camera)

were not successful. During our talks the company spokesman told us how prosperous the company had been working non-union. He even went so far as to dare us to put up a picket to see how many of our people would cross the line.

As I talked with some of the operators on both jobs it was obvious support for a union election was not there. However, there was one member who stood up for Local 3 and for what it stands for: Roland "Frenchie" Laventure from Heber City. He is on the Lost Lake job operating a loader and track hoe. Project Superintendent Jim Slought says Frenchie is a good hand and has made the company money. Thanks for your support Frenchie.

What has made this country great over the years is working people and unions. We need every member's support when organizing to further the cause.

H. K. Pang, Business Rep.



PCL employees let 'Big One' get away

Carter.

Bigelow

and Pat

Brown

Darell

SALT LAKE CITY -- We all have heard at some time or another the story about the "Big One" that got away from us at our favorite fishing hole. That's because the fishing hole was shark infested. That's how we lost the National Labor Relations Board election we had with PCL at Diamond Fork. The sharks got to all but four Operating Engineers who had the guts to stand up for themselves.

Those that voted against Local 3 are probably patting themselves on the back saying, "We really showed those union SOBs." Yes, they just let the "Big One" get away. They let a great pension plan get away from them. They let a family health and welfare plan jump off the hook; they let a great retirement At the health plan float downstream. PCL job But worse, they turned their are from backs on the best union in the left: James

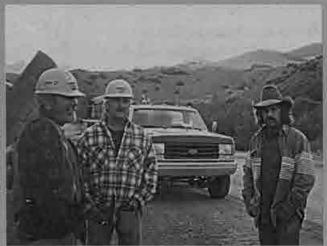
During the campaign PCL encouraged the men to take the fringe money on their checks, advocated the deterioration of the prevailing wage process, and spread half-truths about Local 3 and its fringe benefit

plan. Those guys bit on that wormy bait the company put out like hungry tuna

In the years to come, when you and I are receiving our pension checks from Local 3, thanks to the retired health and welfare plan, those other guys will be crying about the big one that got away.

We wish to thank all the brother engineers who stood up and supported Local 3 in this disappointing endeavor.

H. K. Pang, 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 1996, and have been determined to be eligible for Honorary Membership effective January 1, 1996. They were presented at the October 27, 1996 Executive Board Meeting.

Towns of About	# 4040000
Tsuyosh Abe	# 1040623
William V. Adams	
Eugene Alu	# 1043720
Melvin Akiona	
R.B. Ames	# 1087757
Paul Asato	# 1040547
Seikich Asato	# 1065292
Ralph R. Avila	
John D. Bailey	# 0990974
Earl E. Banta	# 0987164
Peter L. Birch	# 0995986
H. Steve Black	# 1015104
Tom O. Brower	# 1076453
George Bulaich	# 1071681
Lecile Cantrell	# 0668764
Farris Cearley	# 1082324
Farris Cearley	# 1014529
James Cremeen	# 0904624
Vernon Dias	
LeRoy W. Distefano	# 0814771
Lynwood E. Evereti	
Lawrence E. Fava	# 0959271
John Frias	# 1040586
Earl Frescher	# 0876003
Oscar B. Funk	# 1076475
John R. Grindstaff	# 1079736
Harold Harrington	# 1051418
Harold Hopper	# 1079742
Larry Hughes	# 1079877
John W. Jones	# 1087530
Charles LaDelle	
William Martin	# 0892696
Ray H. Mason	# 1087711
Robert G. McSorley	# 1069117
Jack J. Mettord	# 1067387
Chalmer Murnan	
Robert Nicholson	# 1035344
Rainh Phillins*	# 0876185
Ralph Phillips*	# 1087598
Ted A. Scott	# 1082378
Leo Shaeffer	
M.W. Sidener	
Al Soares	# 1022388
James F. Stanhope	# 1058503
Richard Thill	# 0741871
James P. Tubb	
Marvin Vetter	
Gerald Wambolt	
Yepe Yeghoian	
*Effective July 1, 1996	

SEMI-ANNUAL MEETING Recording-Corresponding Secretary Robert L. Wise has announced that the next Semi-Annual meeting of the membership will be held: Saturday, January 4, 1997 at 1:00 p.m. Seafarers International **Union Auditorium** 350 Fremont Street San Francisco, Calif.

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

NOVEMBER 1996

7th District 01: Novato, CA Alvarado Inn 250 Entrada, Novato, CA

20th....District 12: Ogden, UT Ooden Park Hotel 247 - 24th Street, Ogden, UT

21stDistrict 11: Reno, NV Engineers Building 1290 Corporate Blvd., Reno, NV 89502

DECEMBER 1996

3rdDistrict 90: Freedom, CA Veterans of Foreign Wars Hall 1960 Freedom Blvd., Freedom, CA

5th District 20: Concord, CA Elks Lodge No. 1994 3994 Willow Pass Rd., Concord, CA.

9th District 17: Kona, HI Holualoa Imin Community Center 76-5877 Mamalahoa, Helualoa, HI

10th District 17: Hilo, HI Hilo ILWU Hall 100 W. Lanikaula St., Hilo, HI

11thDistrict 17: Maui, HI Waikapu Community Center 22 Warko Place, Walluku, HI

12th District 17: Honolulu, HI Washington Intermediate School Cafetena 1633 So. King St., Honolulu, HI

13th District 17: Kauai Kauai High School Cafeteria Linue, HI

19th District 10: Lakeport, CA Senior Citizen's Center 527 Konecti, Lakeport, CA

JANUARY 1997

9thDistrict 30: Stockton, CA Engineers Building 1916 No. Broadway, Stockton CA 95205

23rdDistrict 80: Sacramento, CA **Engineers Building** 4044 N. Freeway Bl., Sacramento, CA 95834

28th.....District 40: Eureka, CA Engineers Building

2806 Broadway, Eureka, CA 95501 29th.....District 70: Redding, CA

Engineers Building 20308 Engineers Ln., Redding, CA 96002

30th.....District 60: Oroville, CA Cannery Workers 3557 Oro Dam Blvd., Oroville, CA

DEPARTED MEMBERS

Our condolences to the family and triands of the following departed members (complied from the September 1996 database).

Albert Aguitar		T0/12/96
William Bauman	. Shasta Lake, CA	
L. Billingsly	W. Sacramento, CA	10/13/96
James Bolbos	Kenal, AK	10/15/96
Lyle Bonner		
Robert Carbaugh	Columbia CA	10/02/98
Hitton Christison	Golconda, NV	10/12/96
David Collins	Hilmar CA	09/28/96
James Conn	San Jose, CA	09/29/96
Charles Crahlres	Auburn CA	08/31/96
Robert Devall	Modesto, CA	09/30/96
Walter Fahje	Clayton, GA	09/25/96
Clifford Favor	Jamestown, CA	10/19/96
Dale Fuhs	Aptos, CA	10/05/96
Albert Garzini	Calpella, CA	10/23/96
Donald Gillis	Honekilu, HI	09/28/96
Buss Goekler	Redding, CA	10/08/96
Everett Griffing	Madera, CA	10/06/96
Ervin Hadenfeldt	San Pablo, CA	10/25/96
Vernon Hallbert	Red Bluff, CA	10/14/96
Wilford Jones		
Albert Kay		
Von Earson		
Charles Levy		
Maurice Lower		
Joseph Marsill		
Ellis Myers		
Thomas Nail		
K. Neal		
John Njirich		
Marvin Phillips	The second secon	
Charles Preston		
Hubert Rice		
Raiph Rogers		
Leo Schulle		
Melvin Stevens		
Leon Struble		
George Tash		
Steve Underwood		
Thomas Wallace		
John Walund	Wanta Rosa, CA	09/25/96
Leruy York	Magna, UT	10/15/96
Deceased Dependents		
necesser nehemients		

Happy Holidays from Operating Engineers Local 3

Halsuko Kihara (Wife of Jack Kihara).

Marrie Mallhew (Wife of Paul Matthew)...

Orla Mason (Wife of Byron Mason) .



10/09/96

10/20/96

.09/08/96

Free Want-Ads for Members

FOR SALE: Duplex in Modesto, CA, 2-bd/1-ba units, one 1 200 so t w/double garage, other 1,000 sq ft w/single garage (all w/openers) Walk-in closets, new roof, carpet, paint in/out, dishwashers. Lg unit has new heat pump, small unit has new stove and hood. \$146,000 OBO. (209) 575-2458, #904634

FOR SALE: 1979 Cadillac deVille. 4-dr sedan, 104K mi, 7.0L eng, very clean, no rust, new lires, very good cond. (707) 442-5935. ≢1212551

FOR SALE: 1 1/2 acre lot at Lake Don Pedro. 1 1/2 mi from golf course. (209) 739-7516. #0766413

FOR SALE: 1+ acre in Rio Rice, AZ. Golfer's delight min from several golf courses. Septic, water, elec, real Terms or trade. (520) 281-7455. #2123344 ec, ready to build. \$20,000 OBO.

FOR SALE: 1975 2400 Mercedes Benz, Rebuilt diesel eng, approx 500 mi. Good cond. \$3,500. (209) 781-6023 or (209) 784-3281. #0745105

FOR SALE: 1978 Champion motorhome. 26-tt, 440 Dodge eng, sleeps 6, awning, 6.0 gen. Clean, good cond. 38K ml. \$8,500. (209) 781-6023 or (209) 784-3261. #0745105

FOR SALE: 1976 Lind motorhome. 20-ft, roof air, rebit 350 Dodge eng, new fires/brakes, awning, stereo/cass, 4.0 gen. \$5,500. ₹787985 ▲ FOR SALE: 1986 Tandem-axle. 20-ft trailer, elec brakes, new tires, 12V winch, \$1,500. Also: 1952 M43 Army ambulance, restored, new tires/batteries, 30K ml, like new: \$3,500. (916) 652-0974. #078985 .

FOR SALE: Burial plot. Chapel of the Chimes, Hayward, CA, Garden of Honor, Can be upgraded to double plot. \$1,200 OBO. (514) 493-2716 #1226075

FOR SALE: Firearms, S&W 45 cal Mo 645 New in box, stainless steel, double action, incl leather & 5 cilps. Also: Browning hi-pomm. Armoloy finish w/extras. Incl holsters/leather & 3 clips. \$600 ea 080. (209) 579-5150. #1711020

FOR SALE: '84 25-ft Wilderness trailer. Lg rear bath, twin beds, sofa bed, heat, AC, micro, stereo/cass, lg. gas/elec refrig, excel storage like new, \$7,000 OBO. (510) 455-9113. #1697083.

FOR SALE: 1986 Chevy Blazer \$10, 4x4, 6-cyl, AT, PS, PW, AC, CC, AM/FM cass, phone: \$3,350 080, Also: Weatherguard to side box: \$20; Weatherguard Rat Pack tool box (drawer in bed) \$250. (510) 754 4960: #1967834

FOR SALE: 1976 Dodge Power Wagon 4x4. 6K ml on rebit 440 eng/trans, PS, PB, auto, rebit transfer case, many new parts. Over \$5K Invested, selling for \$2,000 OBO. (408) 379-0234. #2139514

FOR SALE: Go-cart. Margay 100cc motor Needs tires, \$800 080 Also, '49 Ford 2 1/s ton; flat head V8/4-sp \$800 080; 1988 750 Valcan, 1,700 ml. \$3,500. Call Bob after 6 pm. (510) 671 5378. #2157940

FOR SALE: Lounge or bar style bbq hood-mounts thru ceiling. Black in color. \$1,000 DBO. Kurt (510) 724-0512. #1866534

FOR SALE: 1978 Suzuki motorcycle. Runs good, only 8K mi. old. Sharp. \$1,795, Also 1975 Prowler trailer, 24-ft w/AC \$2.895 (209) 826-9465 #1043556

FOR SALE: Home & business. Double wide mobilehome carport, storage bldg, 3/4 acres w/mobile park. 7 spaces zoned for more; washroom, storage barn, shop. Trade for OR prop, carry paper. \$120,000. Also: 27-ft travel trailer, fully contained, micro, gn bed, AC, sleeps 4/5. many extras. (916) 963-3261. Stonyford, CA. #888800

FOR SALE: Craftsman 2-bp radial arm saw. 10°, w/extras \$250 Also: 80,000 BTU portable propane shop heater \$225. Pasiode air staple gun w/ 1/2" crown \$200. Heavy duty roller stands \$25 ea. (209) 579-5150 #1711020

FOR SALE: Timeshare in Ft. Lauderdale FL. Paid \$14,000 asking \$9,000 (801) 839-3472, #82229154

FOR SALE: Service truck, LN600, 22,000 lbs. gvw. w/SAM 650 welder, 12-hp air comp, crane, service bed, hose & lead reels \$9,500 Also: 9" horizontal bandsaw, wet cut, excel cond \$1,500. Also: solvent tank \$150. (916) 991-4465 #2264483

FOR SALE: 1991 Chevy Silverado. C1500, while, ext cab, sport-side, auto, 89K mi, extras \$11,995. Also: 2 Va acres-near Lancaster, CA Good Investment prop. in L.A. county \$82,000. (510) 682-3506.

FOR SALE: 1989 Ford Tempo GL. Almond coor, 4-dr. 4-cyl, fuel inj. AT, AC, CC. PS, PB, PDL, TW, AM/FM. Well maintained, clean in/out Economical! \$2,499. (916) 372-6612. (West Sacramento) #857999 ...

FOR SALE: 1987 Automate trailer. 24-ft, twin beds, front kit. micro, forced air, Ig rear bath, AC, awning, elec Jack, tank flush. \$8,700 OBO (510) 685-2763 #1870367

FOR SALE: Hot water boiler. Nearly new (used one winter), Stant Fin, natural gas fired, with all plumbing and regesters \$575. Ideal for home, cabin, shop etc. Very clean heat. (702) 358-6308. #1157772 ▲

FOR SALE: Home in Clear Lake CA. Exceptional 3-bd/2-ba on tow lots w/many extras, incl lifetime metal file roof. Formal ding rm, cent air & fp w/insert, Ig cov patio, two blocks from take. \$128,500, (707) 296. 3509 #0814835

FOR SALE: 1972 Pioneer Super Liner 5th wheel. 40-ft w/expanding lving rm, new tires, licensed '97, \$6,000,060. Also: 1978 Dodge conversion kit on 1 ton chassis, self cont, licensed til '97, \$5,500 OBO 1970 Ford Van. camper special, needs assembly. \$600 OBO 4" x piston pump, weighs 350 lbs. \$450 OBO. (209) 984-5716. #1054919

FOR SALE: '78 Chevy *4 pickup. Auto, new eng, 2 tanks \$1,500.
Also; fairly new log splitter \$900. (510) 530-2304. #1130382.

FOR SALE: 1980 Miller trailer. Till bed, 12-ton capacity, air brakes, 8-ft deck/6-ft tongue \$4,750. Jim (510) 855-8433. #1981838

FOR SALE: 1990 Ford F700 dump truck. 25K mi on rebit 370 eng, 5+2 trans, 5-6 culyd, pintle hitch & 7-way receptical plug, no commercial drivers lic needed. Owned 10 yrs. Very clean, \$8,750. (408) 730-

9160 #1235511

FOR SALE: 1987 Chevy 1-ton dually, 454 Ft, 4-sp, DNE overdrive, Dana 70 rear, tow pkg, camper shell, Michellin tires, blue/gray bt, all stock, good cond. \$9,500 DBO. (209) 864-8304. #1595066

FOR SALE: 1979 Dodge Diplomat. Excel cond, AC, leather, lo ss. \$3,500. (916) 455-6234. #1144847

FOR SALE: 1990 Ford F450. 1.5 ton, custom utility boxes, Alcoa rims, all elec, great cond, must seel \$35,000 OBO. Also Chevy 3/4 ton 4x4, all elec, 1-ton suspension \$7,000 OBO. 1979 Dodge 350 Power Wagon, 4x4, flat bed \$4,000 OBO. (510) 634-7881. #2212748

FOR SALE: Misc Items. Girl's Huffy bike, banana seat, butterly handlebars \$40, Girl's Murray 10-sp \$50. Boys Murray mountain bike, Baja MC series Explorer 5000-\$75. Aerobic health rider \$70. (209) 333-

FOR SALE: 1993 17-ft Maxum ski boat. 3.0 Mercruiser 1/0, elec ignition, one owner, excel cond, low hrs, heavy duty trailer w/spare tire, AM/FM cass, convertible top, covers. Almost new family boat. \$6,995 Also: pair of Liniden mobile radios, like new, good range and clarity \$500 OBO. (707) 257-1403. #2027038

FOR SALE: Motorhome. 22-ft Mallard Sprinter class C. Gen, rool/dash air, awning, trailer hitch. Only 23K mi. \$12,000. (209) 476-8713 #925016

FOR SALE: '93 Kawasaki, 125cc dirt bike \$2,500. Also: '93 saki 80cc Big Wheel dirt bike \$1,500. Both in excel cond. (510) 754-9482 #1989890

FOR SALE: Yard leaf vacuum, B & S 3-hp in good condition, (510) 232-4236 #0322436

FOR SALE: Fireplace insert with over a cord of mixed wood. \$350, ke in San Juse (408) 286-9178. #0750523

FOR SALE: 1991 27-ft Flair motorhome. 2 AC/rool, 6.5 Onan gen, computerized leveling system, pull down front bunk, rool rack, TV, VCR, micro, CD, phone, more. 17,500 orig mi, 460 Ford eng. \$32,000 OBO. (916) 637-5243. #0971982

FOR SALE: Home in Hat Creek, CA. 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 900 sq tt basement. Brand new 24' x 40' shop. 2,000' frontage on Hwy 89, 13.56 acres. Partly fenced & cross great water, close to fishing/hunting. \$180,000. (916) 335-2168.

FOR SALE: 1990 Mallard Sprinter travel trailer, 30-fl, in good condition. \$7,600. (916) 233-5268. #2104946

FOR SALE: Timeshare in Lake Taboe. Across from Heavenly equipped, \$800, (415) 773-3560 or (415) 585-8196, #2069876

FOR SALE: 1937 Oldsmobile sedan, 2-door, Body sandblasted and painted, needs windows put back in and interior. Has straight 6, w/AT Cherry body, no dents. (707) 838-9626 lv msg. #2129083

FOR SALE: 1989 Tent trailer. All new canvas, porta-potty, clean \$2,000 (510) 228-3447 #1159482

FOR SALE: Mobilehome park, 17 spaces, 13 mobile homes. Owner will finance \$395,000. (209) 883-9270. #1403326 FOR SALE: VHF/Marine Radio/Phone, Icom IC-M5. 5 watt output.

hand held, excel cond. \$325 OBO, (209) 295-3503. #1276906 FOR SALE: Campground membership. On the San Joaquin River. ood fishing, free boat launching and trailer parking. \$500. (510) 672-

4794 #782700 FOR SALE: 40 acres. Timber ready for harvest. Cabin, game hunting. very secluded in Mendocino County \$85,000 (916) 333-0620 #1117589

FOR SALE: House in Lake County. Attn retirees! 2-bd on 4 lots. All fenced 1/2 mil fr lake, 20 Fruit/nut frees, 4 out bidgs. Parking for RV, city water, sewer, well. \$75,000. Also: 8' x 40' mobileho fol. Good rental. \$30,000 or both for \$105,000, (707) 995-7031. ¥1196400

FOR SALE: Timeshare. Puerto Vallarta, 4 wks prime time, sleeps four, maid service, 5-star hotel on beach, \$1,600 or \$6,000 for all four weeks. (510) 357-1638. #0899570

FOR SALE: Doors. Entry way, leaded glass, Strattford. Plus two side lights. Retail: \$1,200 - sell \$400. One speakeasy: \$200. Huge parrott cage: \$150. Also Mac 10 Mac 11 bolts. (510): 487-2774 lv msg.

FOR SALE: Triplewide mobile home. 2,000-sq ft, 3-bd/2-ba, single car garage/opener, 3 yrs old, tandscaped view lot in Eureka CA adult park: Reduced to \$95,000. (707) 442-0993. #354313

FOR SALE: RV camping membership at Riverside Adventure Traits, Bullhead City, AZ: Near the Colorado River and casinos in Laughlin, NV. \$1,200 & transfer fees. (916) 243-1658. #892456

FOR SALE: 1968 Ford LTD. 302 eng/w auto, AC, CC, radar. Very clean. \$1,600. (408) 265-7164. #1941657

FOR SALE: 1988 Supra. A great ski boal in mint condition. Only 200. \$12,900: (916) 852-7840. (1058503

FOR SALE: 1989 London-Aire 37', 454, 20K ml, luxury std equip. 6.5 Onan, Auto-Hyd Jacks, Dr/door, basement storage, 2/air, 2/htr, realistand gueen, white Corian, upgrade stereo w/CD. Ext-white/bik, Intauve & mahogany. Must see, excel cond. \$58,000 (602) 491-9784.#0889194

FOR SALE: 1971 VW Super Beetle. Looks/nms great! Very straight rust, orig paint. New ball joints, brakes, tires, eng, more \$1.800.0BO, (209) 931-2804, #1800389

FOR SALE: PK mobile. 24' x 44', 2x2, WD, awnings both sides, like new. 2 sheds. Senior park. \$25,500. (916) 365-4127. #0731140.

FOR SALE: '87 Ford Ranger. 1/s ton, 4-cyl, 4-sp, 87K ml, new clutch, complete canopy, radio/cass. \$3,200. Also: RV fillch, complete w/frame, 40" wide, easy-lift, sway bars, elec wiring, brake lever, ready to intall: \$325. Pro drafting table w/chair & light. 47" x 31". \$120. (209) 292-8392 #592866

A

FOR SALE: 10 rolling acres. Tahoe Nat'l Forest area, bet. Grass Valley and Downieville on Hwy 49. 3,000-ft elev. Driveway off Hwy 49. 25 gpm well; phone in, Excellent Christmas tree farm potential. \$46,000. (916) 288-1022 #1425289

FOR SALE: Ostrichs. Blacks. Pair of 3-yr old breeders: \$10K OBO. Emus, 3-yr old breeders, \$3K. Emu chicks 4-mo old \$500/pr. Forced to sell due to illness. (619) 948-5308 or (209) 592-3835. #2164255

FOR SALE: 11,000-sq ft supermarket. Great downtown location in Glendale, OR. Plenty of parking, fixtures in, 2 cash registers, many refrigerated cases in top cond. Turn key operation ready to open ntory incl. \$325,000 (incl bidg). Mike (916) 243-4302 or (916) 222-3923, #9865537

FOR SALE: Firearms. 22 magnum pistol S&W, new in box Two 7.62 x 39mm assault rifles, pre-ban, pre-reg, semi-auto, scope, synthetic shock, sling, flash suppressor, muzzle break, 10 md mag but will convert to larger capacity mag. No reg reg'd. Robert (510) 372-5893.

FOR SALE: '93 Trail EZE Double Drop Trailer. O miles, never used or ticensed, 4 beam, 48', 102" wide, 26' well, 24" deck ht, air ride, low pro 22, 5's, \$18,725. Also: 94 GMC Safari cargo van, 32K mi, white, V6. aulo, am/lm, ac, ps, pb: \$11,500. (408) 274-1333. #1137643

FOR SALE: Paradise. 1 1/2 hrs from Sac, 39 min from Chico. 11 yr old, 2,600 sq-ft on 6 acres, 3-bd/3-ba, FLR, FDR, FR, cen ac, 2-car gar enc surirm. Great horse prop. Quiet lane/creek/sep shop. \$249,900 Ginny Snider, brkr. (916) 872-6814 or 533-3300/. #0997088

FOR SALE: Photo equipment. Enlarger, easels, Irays, Nikon lens. Also: camping equipment-propage tank & lamp w/tank. Honda X1000 gen. Call for prices (415) 826-6282. #78314336

FOR SALE: Ham gear. US tower, 55-ft, MA-550, crank up, 2 yrs old. 15-M 4 element yagi #15-4-CD Skywalker. Hi-gain rota IV#304-120 volts. Will sell all at half price \$960. (707) 887-2590. #625884

FOR SALE: Holiday travel trailer, 1973, 29-ft, fully self-cont, excel cond, asking \$4,500 OBO, J209) 634-1797 or (818) 362-5400. #1152744

FOR SALE: Beautiful brick home, 4 acres, cent air/heat, 3-bd/2-ba, lg kitchen/dining/lvg ms, lp, washroom, office, attached garage. Lots of tile/extras. X-lg detached garage, 4-bay bam/completely fenced. Lovely setting, McAlester, OK (918) 423-0840 #595699

FOR SALE: Idaho hunting/fishing retreat. On world-tamous Silver Creek, 40 mi from sun Valley, 3,200 sq ft house, barn, corral, pasture, garage. One of a kind, (208) 788-3099. #854762

FOR SALE: 2 homes for price of one! 1) 3-bd/1 Jacuzzi bath home. 2) 1 bd-granny unit. Lg lot on 1 piece of prop. Many extras, Gingerbread style, bay windows etc. Custom details, perfect location for home business. 1 blk fr shopping, buses, new schools. Story Pt Rd in Santa Rosa area. Asking 137,500. (707) 743-1636 ask for Janine or Richard. #2249567

FOR SALE: Two 5-acre lots, in loot-hills: one lot w/2-bd, 2-ba nome wholt; one lot undeveloped. Will sell separately or as one unit both w/view, pine and oak trees, security gated, mutually owned private lake (209) 754-1954 #2012351

FOR SALE: Home & business double-wide mobilehome. Car port, storage bidg, 3/4 acres w/mobilepark: 7 spaces, zoned for more, wash room, storage barn, shop, 2 1/4 acres. Trade for Oregon property or paper, price \$120,000. Call James Fryar in Stonyford, CA. (916) 963

FOR SALE: Smith Corona word processor w/screen and printer Works well \$150 OBO. Also: Tandem axie trailer - 5,000 lb w/fenders: 6 x 10' deck, Cal wheels; elec brakes, built strong: \$800. (209) 237-6267. #1115323

FOR SALE: 1 1/s acres. Asphalt drive, 118 well, pump/pump no new 1,500-gal septic, 218' of leach fines for 4 bdrm dwelling, excel bldg site. One mile from Grass Valley, CA, Hwy 174, \$150,000. By app1 only except Sundays. (916) 675-2028. #0991098

FOR SALE: 1969 Int'l Crewcab 1/4 ton. One ton springs, 50K on eng, needs distributor/TLC, Registration current. Drove it in '94, \$1,000 OBO or trade for good clean older small airstream. Avoin, Boles Aero, or like hard shell small travel trailer (14'-16'). (209) 533-0279 Columbia

FOR SALE: Make money w/ GMC 7000 Dump Truck for the price of a new diesel pickup. Nearly new, deluxe, ABPS, AC, radio, tinted glass, step tanks, 28K mi. Dan (209) 299-3817, #0998883

FOR SALE: 1986 Ford Backhoe w/cab Extendahoe. Real sharp. AC. heat, new tires, big loader bucket, top cond. Must see to appreciate (209) 299-3817. #0998883

FOR SALE: 1993 Winnebago Brave motorhome. 27-ft, 454 Chevy eng. dash/roof air, awning, on bed, 2-way fridge, all amenifies Outside stereo family entertainement, ig bath w/shower and outside radio/tape, TV, sofabed. Must see to appreciate (209) 299-3817, #0998883

FOR SALE: Motorcycle. Rokon. Drives both front and rear wheels. Factory-installed atternator and light system, chain saw scabbard and tool box. Great for hunting or fishing in back country \$1,000. (916) 268-2691 #449707

FOR SALE: Campground membership. Thousand Trails Unlimited. Good for all campgrounds all over U.S.A., sate, clean facilities and activ-Ities for all ages. \$500 plus transfer fees. (916) 268-2691. #449707 @

FOR SALE: 1989 Aljo Alley Travel Trailer. 34-ft, fully self-contained, on bed, kitchen area w/microwave, AC, awnin-extra clean! \$10,800. Tom (510) 447-5099. #1963510 crowave, AC, awning, neutral decor-

FOR SALE: 1993 Isuzu Rodeo. 4-dr sport utility. 4-cyl, great gas age, stereo, luggage rack, 50K mi, extra clean, well maintained \$11,500. Tom (510) 447-5099. #1963510

FOR SALE: 1995 Winnehago Warrior motorhome. Health forces sale. Class A. 23 1/:-ft, 454, 4:0 gen, roof air, new inside/out. Used 325 miles since new. Must sell. (209) 255-4372. #1595066

FOR SALE: 1989 Ford Tempo GL. 4-dr. 4-cyl, AT, AC, CC, PS, PB, PDLs, TW. Many new parts! Good gas mileage! Very good commute car or 2nd family carl \$2999. (916) 372-6612. (West Sacramento)

FOR SALE: Home in Pollock Pines, CA. 1,600 sq ft, 3-br/3ba; Ig master bdrm or combination pool room (table incl). Many pine trees, green belt front and back. Across from Gold Ridge Assoc park: pool, tennis. Close to ski, lake resorts, one hr to Tahoe. 2 mi to Hwy 50 and shops, \$149,000, (916) 647-0228, #732090

FOR SALE or TRADE: 1969 Int'l Crewcab. 3/4 ton, 1 ton springs 50K on eng. Needs distributor/TLC. Beg current, ong owner, driven 1i '94. \$1,000 0BO or trade for good clean older Airstream, Avion, Boles Aero or like type hard shelf, small travel trailer (14'-16'), (209) 533-0279 or write to E. Hamblin, Box 1197, Columbia, CA 95310. #2210010 .

WANTED: Home in Southern Nevada. The higher the elevation the better, as we are harn radio operators. If you have a place available, please write to Ken Mahoney, 2036 Revere Ave., S.F., CA 94124 or call on ham radio (call letters K6OPG in S.F. Bay Area). #883769

WANTED: Paying cash for old bottles and old marbles. (415) 756-

SwapShop ads are offered free of charge to members in good standing for the sale or trade of personal items and/or real estate, and are usually published for two months. Please notify the office immediately if your item has been sold. Business related offerings are not eligible for inclusion in SwapShop. Engineers News reserves the right to edit ads. NO PHONE-IN ADS PLEASE. LIMIT 2 ADS PER ISSUE.

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

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

OR FAX ADS TO: SwapShop (518) 748-7471

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

PERSONAL NOTES



- > From the Reno District office: Congratulations to Del and Susan Fox on the recent birth of their baby boy, Lewis Del Phillip Fox, on Sept. 14.
- The Sacramento District office offers its condolences to the families and friends of our departed members. June: Joseph Merri, Leroy Peoples, Patrick Callahan, Harold John; July: Courdis Williams, Warren Boggs, Charles Henningsen, Dave Hahn, Clyde Raul; Aug: Lyle Engel, Virgil Judd, James Lewis, Steven McDaniel, Jr., Gordon Owens: Sept Ernest Keefer, Ivan Dill. Congratulations to Bill and Kim Owens on the birth of their daughter Morgan Brittany on Sept. 7.
- The Santa Rosa/Rohnert Park District office wishes to send its prayers and condolences to the families and friends of the following departed: Dave Ross, Assistant to President at Syar Inds. (9/14/96); Edward Dutra of Dutra Dredging; Brother Robert Wesley Cushman (8/29/96), Brother Orfeo Bellotti (8/21/96); John Walund (9/25/96). Congratulations to: Cindy Piezza, Branch Manager of the Rohnert Park District Credit Union, and her husband Jim on the birth of their son, Samuel Piezza Reardon, born 4/27/96 and weighing 7 lbs. 4 oz.
- > Alameda Headquarters wishes to announce the birth of Emma Jane Canalin, daughter of Ed & Georgeann Canalin (Ed is OE3's graphic artist). Emma weighed in at 6 lbs, 11 oz. and was 20" long.

Scholarship Contest Rules for 1997

General rules and instructions for Local 3's College Scholarship Awards 1996/1997 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

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 1996), or (2) the spring semester (beginning in 1997), 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, 1997 and March 1, 1997.

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 19, 1997 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, 1997:

- 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

Tues, January 7, 1996 Auburn Recreation Center 123 Recreation Dr. Auburn, CA

SACRAMENTO

Wed. January 8, 1997 Operating Engineers Bldg 4044 N. Freeway Blvd. Sacramento, CA

FAIRFIELD

Thurs. January 9, 1997 Operating Engineers Bldg. 2540 North Watney Fairfield, CA

Tues. January 14, 1997 Operating Engineers Bldg. 2806 Broadway Eureka, CA

REDDING

Wed. January 15, 1997 Operating Engineers Bldg. 20308 Engineers Lane Redding, CA

MARYSVILLE

Thurs. January 16, 1997 Sutter-Yuba Assoc. of 1558 Starr Dr. Yuba City, CA

CONCORD

Tues: January 21, 1997 Concord Elks Lodge 3994 Willow Pass Road Concord, CA

OAKLAND

Wed. January 22, 1997 Operating Engineers Bldg. 1620 South Loop Rd. Alameda, CA

ROHNERT PARK

Thurs. January 23, 1997 Operating Engineers Bldg. 6225 State Farm Dr. Suite 100 Rohnert Park, CA

WATSONVILLE

January 28, 1997 VFW Post 1716 1960 Freedom Blvd. Freedom, CA

SAN JOSE

Wed. January 29, 1997 Italian Gardens 1500 Almaden Rd. San Jose, CA

FRESNO

Wed. February 5, 1997 Cedar Lanes 3131 N. Cedar Fresno, CA

SALT LAKE CITY

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

Tues. February 11, 1997 Alvarado Inn 250 Entrada Novato, CA

S.F.- SAN MATEO

Wed. February 12, 1997 Electricians Hall 302 8th Ave. San Mateo, CA

Wed. February 19, 1997 Operating Engineers Bldg. 1290 Corporate Blvd. Reno, NV

STOCKTON

Wed. February 25, 1997 Operating Engineers Bldg. 1916 N. Broadway Stockton, CA

ALL PRE-RETIREMENT MEETINGS CONVENE AT 7 PM



Business Manager Don Doser, left, presents Bill Johnson of Homer J. Olsen Inc. with the Contractor of the Year Award for 1995 at the Oct. 4 JAC meeting in Alameda. Ray Helmick (not shown in photo) is the director of the Rancho Murieta Training Center.