PREPARING FOR

EL NIÑO

With an unusually wet rainy season in the forecast, union contractors wrap up emergency highway and levee repairs.

Photo illustration by Ed Canalin
Term limits is wreaking California government

Consider what would happen to the construction industry if, after four years of apprenticeship training and maybe a couple of years as a journeyman, you were required to quit your new career and do something else the rest of your life. Sounds pretty idiotic. The entire industry would be in turmoil for lack of knowledgeable, skilled union crafts workers.

Whether we like it or not, that's exactly what is happening in California politics.

In 1990, California voters passed Proposition 140, which established term limits for the Legislature. Assembly members are now limited to three two-year terms and state senators to two four-year terms.

Last month a three-judge panel from the Ninth Circuit Court of Appeals struck down the term limits law, saying it was unconstitutional. The ruling was challenged by the Secretary of State's office and this month the Ninth Circuit judges overruled the decision of the three-judge panel, voting to put the case before a special 11-judge panel.

Despite being challenged in the courts, term limits has been in force for the past seven years and has irrevocably changed the political landscape of California. The Assembly has become a house of rookies. All but four of its 80 members had no experience in the State Capitol before 1994.

Most veteran lawmakers have been swept away and replaced by a new guard. Twenty-six lawmakers, including Assembly Speaker Cruz Bustamante (D-Fresno) and Senate President pro tem Bill Lockyer (D-Hayward) are nearing the end of their terms.

It takes time to become an effective legislator. Watch a Willie Brown or a John Burton in action. Whether or not you like their politics, you have to respect their skill. They know how to get legislation passed. They have a sense of history. They know the players. They are very good at what they do.

We have very few good players anymore. They are being termed out of office. Their staff, many of whom were very competent and knowledgeable technicians -- are also leaving. Some of them are going on to be lobbyists. It's changing the whole system. Rookie legislators with novice staff people are trying to run the Assembly.

The original aim of Proposition 140 was to reduce the influence of moneyed interests and lobbyists by forcing higher turnover and newer faces. In actuality, term limits has generated a greater reliance on those very sources.

Many of the more experienced staffers have obtained jobs as lobbyists and are using their knowledge and skill on inexperienced staffers.

One legislative staffer pointed to a bill analysis, written by a less experienced Assembly employee, that often closely followed -- in some cases word for word -- a letter previously written by a lobbyist in support of the bill.

It's a grim scene. With term limits in place, it will never get any better. There will be a constant flow of new, unskilled people coming into the Assembly with all kinds of harebrained ideas about how to change the world.

The Senate, which technically ought to be equal to the Assembly in power and authority, is actually becoming the house of veteran lawmakers. Politicians who survive the Assembly and move on to get elected as state senators eventually gain enough experience to become worth something.

And to add to the problem, the term limits law also eliminated retirement benefits for legislators. So you have a job that doesn't pay that well, has no retirement and guarantees that no matter how good you are, your going to be terminated in six years.

What kind of people are interested in a job like that?

I hope term limits is thrown out. It is a lousy idea. The best term limits law is called "democracy." If you don't like the job someone is doing, vote them out. Term limits insults my intelligence as a voter. It says, "We don't care what you think. Your judgment can't be trusted. No matter how good a job someone might be doing as your representative in government, he or she has to leave after a few years."

What a crock!
Anti-labor initiative may qualify for June ballot

Supporters of a statewide initiative designed to weaken labor’s political strength may have gathered enough signatures to place the initiative on the June ballot. At a November 13 news conference in Sacramento, Mark Bucher, co-author of the initiative, said his organization has collected 775,000 signatures, far more than the 433,269 signatures required to place the initiative on the ballot.

Speaking at the news conference was Gov. Pete Wilson, the initiative’s honorary co-chair, who vowed to present the initiative to the Republican Governors Association in Miami later this month in hopes of spreading the idea nationwide.

What the initiative means

The initiative, called the “Campaign Reform Initiative,” would prevent labor organizations from using union funds for political purposes without acquiring written authorization from each member on special forms devised by the state.

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

If the measure makes the ballot and is passed by voters in June, it would take effect July 1, in time to have an impact on the November elections, when voters will pick a new governor, other constitutional officers, a U.S. senator, a congressional delegation and 100 members of the state Legislature, plus an unknown number of other ballot measures.

Outside influence

The California Labor Federation, AFL-CIO has organized a special committee to fight the ballot measure. The committee, Californians to Protect Employee Rights, filed suit in Sacramento County Superior Court the day of the press conference to invalidate signatures obtained through a deceptive mailing from Wilson.

When the campaign started to bog down earlier this fall, the campaign got a huge lift when J. Patrick Rooney, an insurance tycoon from Indianapolis and big GOP contributor, provided financial support to speed up signature gathering. Rooney also asked Wilson for help gathering signatures.

Wilson agreed to write a letter seeking voter signatures. The letter was sent in envelopes bearing the governor’s seal and the words: “Official State of California Election Document Enclosed, Do Not Destroy, Return Within 24 Hours.” In tiny letters, the letter added, “not printed at taxpayer expense.” The mailing was financed by Americans for Tax Reform, a Washington, D.C. organization headed by Grover Norquist, a prominent promoter of conservative causes.

The lawsuit contends that the California Election Code requires the attorney general’s official title and summary to appear at the top of any petition circulated for voter signature. The lawsuit also contends Wilson’s letter contained inflammatory statements designed to mislead voters. If the lawsuit is successful, the initiative may not qualify for the June ballot.

One of the motives behind the anti-labor initiative is to sufficiently weaken unions, particularly the California Teachers Association, to pave the way for another school voucher initiative similar to California’s Prop. 174, which voters rejected in 1993. Prop. 174 would have allowed parents to send their children to private or religious schools using tax dollars. Many of the initiative’s key leaders, including Bucher, Rooney and Norquist, have strong ties to ultra right-wing school board politics and school prayer and voucher campaigns.

In addition to the lawsuit, organized labor is gearing up for a major campaign to fight the initiative if it does in fact qualify for the June ballot.

Clinton bags fast track – for now

In one of the most stinging defeats of his administration, President Clinton lost the war on fast-track legislation. With the legislation still lacking enough votes to pass, Clinton and his Republican allies in the House of Representatives decided November 9 to pull the bill that would renew the president’s fast-track authorization that lapsed in 1994.

Fast track authorization would have allowed the administration to negotiate trade agreements with other nations, and then push the agreements through Congress for authorization without congressional amendment. This power has been granted to every president since Gerald Ford.

Clinton had hoped to get approval of the legislation so he could begin negotiations for an expanded NAFTA, which would eventually bring South American countries into the trade agreement that currently exists among the United States, Canada and Mexico.

Labor unions and environmental groups lobbied hard against the passage of fast track. Citing problems that arose for U.S. workers and the environment after the original NAFTA was implemented, as well as the administration’s failure to address those issues in the current fast track legislation, the two groups rallied together to convince legislators that fast track would only continue to be detrimental to the United States.
Let's take back the economy

Rebuilding labor unions through organizing and grass-roots politics are the best ways to correct the imbalance of power that favors corporate America and the rich over working people

First of a two part series

Corporate profits are up, the stock market is booming, employment is growing, unemployment is down, inflation is in check. Things couldn't be much better, right? So why are millions of U.S. workers struggling to make ends meet, wondering, "What's wrong with me?" Each of us may feel alone, but if we listen to other workers, we'll know we're not.

Katherine Lugenebell of Washington, D.C., for example, has been downsized out of three jobs. "When I found this last job, I thought for sure this is it, I'm going to retire from here, I've got it made," she said. "And it was contracted out, and they decided they didn't need me."

"I am six years working full time at the convalescent home, and I received only one 15-cents-an-hour raise," says Byron Argulla, a janitor and former Guatemalan high school teacher forced to leave that country in 1985. "There's no health insurance for my kids...My wife and I don't have any insurance."

Production and maintenance workers at Nortech Materials Recovery Facility in Placer County, who recently voted overwhelmingly for Local 3 representation, had received just two measly pay raises totally 14 cents an hour over the past two years. When the 97 workers, who currently earn about $7.32 per hour, asked Nortech earlier this year for retirement benefits, the facility's general manager, Jerry Jackson, responded by saying the company's retirement program was through Social Security. "There's not really much more we can do for them," he told the Roseville Press Tribune.

"My income does not seem to go up to match the experience and qualifications that I have," says Ruth Savage, of Wichita, Kan., a 17-year public employee who earns less than $30,000 a year. "I am single parent trying to give my daughter more than what I had out of life; therefore, I am working a second job."

Although we keep hearing that the economy is rosy, in fact workers are putting in longer hours for smaller paychecks from less secure jobs. More family members are going to work just to keep family incomes stable. Young adults are returning to their parents' homes because without opportunity and decent wages they can't make it on their own.

Health and pension benefits are becoming less and less common: The share of full-time workers in large companies covered by health insurance fell from 97 percent to 82 percent between 1980 and 1993. According to the latest U.S. Census Bureau study, the number of children without health insurance has grown to 10.6 million, roughly one of every seven children nationwide. From 1980 to 1993, the share of workers covered by pensions with guaranteed benefits fell from 84 percent to 56 percent.

What's going on here?

If the economy is in such great shape, why are so many of us struggling just to keep from going under? Major structural changes in our economy, partially fueled by increased corporate power and greed, have combined with other political, economic and social changes to create a large and growing economic divide between working fami-
businesses on Main Street at the hands of supercharged real wages fell by 9 percent during roughly
incomes are still more than $1,000 lower than in
found that inflation-adjusted middle-class
499 percent between 1980 and 1994, while aver-
fueled by high-wage manufacturing jobs, to an p and business agent about getting involved.
giant corporations in everything from defense
Wall Street loved it, and elected leaders gave
corporate slash-and-burn tactics a green light with "supply-side" economic policies and free-
trade agreements primarily during the Reagan-
Bush era. Businesses took advantage of the technology revolution to drastically reduce the role of real humans and turn longtime workers out into the streets. They mastered new technologies that made it even easier to move work and money around the globe. ~ economic trends and job prospects can be obtained.

The economy has changed
In the late 1970s, corporations faced economic stagnation at home and growing competition abroad. They responded by taking money out of workers' pockets: closing plants, downsizing payrolls, slashing benefits, sending jobs overseas, demanding give-backs and busting unions. Corporate America declared that the social contract in place since World War II, which pledged a bright future if you worked hard, was history.

We changed from an industrial economy, fueled by high-wage manufacturing jobs, to an economy of highly compensated CEOs and speculators who profit from our losses, and low-wage service workers who struggle to help their families get by.

The balance of power has changed
For many years in this country, fewer and fewer people have been grabbing more and more economic power. CEO pay skyrocketed by 499 percent between 1980 and 1994, while average real wages fell by 9 percent during roughly the same period. The Census Bureau study found that inflation-adjusted middle-class incomes are still more than $1,000 lower than in 1989. The median earnings of men working full-time fell for the fifth consecutive year, to their lowest level since 1968.

Today, a fortunate 10 percent of Americans have 70 percent of the wealth. The death of small businesses on Main Street at the hands of superstores like Walmart, K-Mart, Home Depot, Price Costco, mirrored the power-building, mergers of giant corporations in everything from defense contracting to telephone service to railroads.

While workers have gotten the short end of the income stick, government has retreated from its role as enforcer of workplace safety, standards and rights. Although business continued to enjoy protection by the government, it was paying less and less for the perks: From 1953 to 1993, corporate income tax fell from 31 percent of the nation's tax revenues to 9 percent.

Government ended "welfare as we knew it" for unskilled, uneducated single mothers, but corporate welfare remains intact.

The power shift has gotten a boost from the decline of the labor movement. Since the end of the 1970s, union membership has fallen by more than one-third, losing 6.5 million members. A weakened labor movement was unable to provide the counter punch working Americans needed against the corporate and political assault. We have seen a full-scale, 20-year battering of America's working families that has taken

What you can do
- Stay informed on current events, obtaining information from a wide variety of sources and media as possible. Rally local union leadership and move on newspapers and magazines for your information.
- Email a Construction Organizing Membership Education Training (COMET) or ACT class in your area. Call your district office for details. A schedule of this winter's classes is on page 11. Use your new organizing skills to talk to unemployed workers and owners and managers of non-union companies about the advantages of being union.
- Get involved in grass-roots political and union organizing activities in your district. Call your district office and ask how you can get involved.
- Attend your district and semi-annual meetings. Valuable information about local politics, organizing campaigns, economic trends and job prospects can be obtained.
- You can also talk directly to your state representative and business agent about getting involved.
- Keep upgrading your skills. Take job-specific training at the Rancho Murieta Training Center, or take one of the union's Hazmat or BACT classes. Hands-on training is available for surveyors through the Northern California Surveyors Joint Apprenticeship Committee.

We need to organize
One of Local 3 Business Manager Don Doser's highest priorities is organizing. If the union is going to increase its strength at the bargaining table, it must have market share, and the best way to retain that market share is through organizing. Over the past year, Doser's new organizing strategy has brought in over 300 new union members and another 200 members will come into the union upon the successful completion of five contract negotiations involving newly organized companies.

But the job of strengthening the union is far from over. Rebuilding our nation's unions is the single best way to correct the imbalance of power that favors corporate America and the rich. Working people. As long as bosses can exploit unrepresented workers in other plants, offices and countries, we will be vulnerable to downsizing, concession demands and the export of our jobs. And until we can show growing strength through growing numbers, workers' needs will be ignored - by industry barons and government alike. When workers unite, we have power - the power to take back the economy.

Holding government leaders accountable
At every level of government, our leaders must know for whom they are working. America's working families vote. We put our leaders into office, and we have every right to expect them to represent our interests. Our leaders need to know that we watch what they do about our families economic security and well-being.

A union speaking for hundreds or thousands of members is much harder for a politician to ignore than a single voice or two. Unions speaking together for millions are even more effective.

The bottom line: It's our economy too
"I was always taught to get a job and work an honest day and you'll get a fair wage for your labor," says Ray Kimbro, a Chicago security officer. "It worked for my grandparents. It worked for my parents. Today it isn't so."

No one ever wants to hear his or her children or grandchildren say, "You know, in my parents' day a family could get by with two parents working just two jobs each. Today it's not so."

They deserve better from our economy and so do we. Working Americans need to know that we're not alone in our struggles to get by. With a revitalized labor movement, we can take back our future.

NEXT MONTH: A look at how a resurgent labor movement can help reorient the U.S. economy to aid working families in building better lives.
ISTEA renewal delayed until spring

Federal transportation funding bill gets six-month extension instead

by Jennifer Gallagher

This congressional session ended without resolution for a six-year federal transportation funding bill, but current projects will continue under a six-month extension granted at the last minute. The Intermodal Surface Transportation Efficiency Act, or ISTEA, originally adopted by Congress in 1991, expired on September 30. The act gave local and state governments unprecedented control over how federal transportation funds could be allocated to projects affecting transportation and safety.

The $103 billion bill was introduced in the House of Representatives in September and many supporters originally believed it would pass easily. But with the passing of the five-year balanced budget deal, many members of Congress were hesitant to approve any bill that would put the budget over the top. This year's version of ISTEA would exceed the balanced budget by $24 billion.

As the concerns over the budget arose, House Transportation and Infrastructure Committee Chairman Bud Schuster (R-Pa) held the bill back and opted to push for a six-month extension that will allow some 1,900 construction projects throughout the United States, made possible by ISTEA, to continue. Many members of Congress felt that in the spring of 1998 more information would be available as to any possible budget surplus that might be added to ISTEA's total.

Schuster is a major proponent of ISTEA's successor. He recently visited the Bay Area to get a closer look at some of the transportation projects that have benefited from the original ISTEA, and to try to garner support for the new bill. The 1991 bill cleared the way for federal transportation dollars to be spent on the Hwy. 237 upgrade between El Camino Real in Mountain View and I-880 in Milpitas. It also provided funding that was used to establish the Bay Area Freeway Service Patrol, which is a fleet of trucks that patrol Bay Area freeways in an attempt to find stalled cars and any debris that could cause a traffic jam before it happens.

Senate pushes for six-year bill

In the Senate, Majority Leader Trent Lott (R-Miss) was forced to abandon hope that the 1997 ISTEA bill would go through. The 45 Senate Democrats forced a delay in the ISTEA debate in an effort to push Republicans to set a date for action on a campaign finance bill. With the delay tactics in full swing, not even four scheduled votes were able to force action on the transportation bill. However, although reluctant to agree to the short-term extension favored by the House, the Senate decided the day before adjourning for the session that the need to keep current projects funded was too great to ignore.

With the six-year ISTEA bill now on hold until spring, union members should contact their congressional representatives (see list for addresses and phone numbers in last month’s Engineers News or on our Web site at www.oce3.org) and urge them to pass the ISTEA legislation. With so many transportation projects at stake, the urgency of this bill needs to be maintained.
Mission accomplished

Local 3 members at Rockridge Technology ratify five-year contract that includes a first-ever retirement plan

The 65 Local 3 members who work at Rockridge Technology in Benicia, Calif. are all smiles after recently ratifying a new contract.

The company, which does testing and inspection of nuclear and steam power plants, won a five-year agreement. In addition to wage increases that make Rockridge's non-management employees some of the highest paid in the industry, the unit got an extra holiday, flex time and improved travel expenses, which are particularly helpful for a unit whose members spend up to four months at a time on the road. The unit also will continue to participate in Local 3's health insurance plan.

But the highlight of the new contract was the attainment of a retirement plan. The bargaining unit's highest priority during negotiations was to get some type of a pension plan, said union Steward Damon Barnes.

Union stewards Freddy Powell, left, and Larry Johnson, middle, with Dan Senechal, San Francisco District Rep. and head of Local 3's Testing and Inspection Department, in front of Rockridge's home office in Benicia.

Larry Johnson. In the end, Rockridge management agreed to allow the bargaining unit to join the company pension program, a 401K in which the company matches an employee's contribution up to a certain amount. The company went a step further when it also agreed to allow those bargaining unit members with more than five years of service to be vested in the plan.

"This is a great agreement," said San Francisco District Representative Dan Senechal, who headed the negotiating team for Local 3. "Not only did we get the five-year contract, but we got the pension program as well. I'm real happy for the unit because they really deserve it."

Rockridge has grown from a small company of just six employees in the late 1970s to over 100 today.

Among the 65 in the Local 3 bargaining unit are eddy current technicians and analysts, equipment technicians and trainers. These employees do what is known as "non-destructive" testing of nuclear power plants, such as the ones at Diablo Canyon and San Onofre. Rockridge inspects the nuclear fuel rods, steam generators, condensers and feed water heaters inside the plants using Bobbin and MRPC probes.

Another small group of Local 3 members at Rockridge are using ultrasonic technology in the inspection of oil refineries in the United States and abroad, including South Africa, the Middle East and South America.

Rockridge has set the pace in the nuclear plant testing and inspection industry with innovation and efficiency. At a plant in Culvert Cliffs, Md., for instance, Rockridge remotely manipulated fixtures mounted inside the plant's steam operators.

One reason for this success is the company's commitment to its employees. The nuclear field is unlike any other industry. Working seven days a week, 12 hours a day in most cases can take its toll on an employee. Despite the demanding work schedules and conditions, turnover at Rockridge is very low.

Employees generally move up rather than onto other jobs. This allows Rockridge to maintain its highly trained and motivated staff who actually like their jobs, the company they work for and the union that represents them.

Below: Ron Talentino function checks an 862-22 arm-pole assembly used in the testing of steam generators.

Above: Ed Bowes adjusts probe on 18-8 fixture, which is run up into the tubes of steam generators to determine their condition.

Left: Kevin Filarski analyzes data sent back from the probe placed inside the tubes of the mock-up steam generator.
Broadstone still shining in El Dorado Hills east of Sacramento

For the fourth consecutive summer, Operating Engineers in the Sacramento District have been doing site preparation at a large housing development called Broadstone, a 2,000-acre site in the Folsom-El Dorado Hills area adjacent to U.S. 50 about 15 miles east of Sacramento. Broadstone will eventually contain 2,100 single-family homes when completed by the end of the decade.

The project began in the early 1990s, when 480 homes were completed as part of Phase 1. Phase II began in the summer of 1994, when Teichert Construction completed $3 million worth of dirt work on a section of the development that contained 350 homes. The contract also called for extending Oak Avenue about a half-mile.

In that phase, a crew of up to 30 Operating Engineers moved a total of 850,000 yards, much of it hard shale and subterranean granite that required a lot of ripping and blasting. Despite the obstacles, the hands moved an impressive 35,000 yards a day using as many as eight dozers, 14 scrapers and three blades.

Teichert returned to Broadstone this past April and began dirt work for another 450 homes, a park, elementary school, a shopping center, and extending Oak Avenue another quarter-mile. The project also involves constructing a two-mile section of Iron Point Road, which will connect with the Prairie City interchange (see related article page 10).

When this latest phase is completed, operators will have moved a total of about 1 million yards. Crews have averaged about 14,000 yards a day using seven 651s and 631s, which are hauling material down a 1 1/2-mile haul road from cuts along Iron Point Road to where the house pads are being built. Similar to previous phases, crews have encountered some hard rock that required some blasting earlier this summer.

The third phase will include 600 more single-family homes, more commercial development, a light-rail station, parks and schools. Once Broadstone gets to the third stage, a new interchange will be constructed at U.S. 50 and Oak Avenue, providing Local 3 members with still more work hours. Other streets in the area around Scott Road will have to be realigned and upgraded when construction on the Broadstone Mall begins.
Some of Teichert's crew at Broadstone

Lube Engineer Kelly Eaton

Teichert's paving crew from left is Thomas Annis, Robert Shogren, Louis Montez, Andrew Montano, Dan Oyler and Dwight Oyler.

Mike Heusted and apprentice Michael Anderson operate a Rotec Super Swinger 105 conveyor next to excavator operator Charlie Fauvor.

Lube Engineer Fred France

Mechanics Don Warklee, right, and Shorty Johnson

From left are Joe Montano Jr., Marco Horta, Tom Colegrove and Guss Gudleske.

Where one phase of Broadstone ends another begins. A scraper moves into a cut at the beginning of an extension of Oak Avenue.
Team effort

Granite, C.C. Myers and Malcolm Drilling join forces to build new interchange at Prairie City Road near Intel's new plant in Folsom

Not far from the Broadstone development on U.S. 50 is Granite Construction's $11 million Prairie City Road Interchange project. Replacing the 1950s vintage two-lane concrete bridge is a new four-lane overcrossing and a flyover structure, which will take traffic from Prairie City Road onto eastbound U.S. 50.

Granite, the prime contractors, is doing the grading and paving for on- and off-ramps and bridge abutments, while subcontractor C.C. Myers is doing the structures. Malcolm Drilling and Richard Heaps Electric are also subcontractors.

Prairie City Road is near the site of Intel Corporation's new manufacturing facility currently under construction near Folsom. The plant is expected to employ up to 1,200 people by 2000, thus the need for improved traffic capacity. Residents moving into new housing developments in Folsom and at Broadstone in the El Dorado Hills area will also be able to take advantage of the new and much improved interchange. The project, which began this spring, is scheduled for completion in spring 1998.
Scholarship Contest Rules for 1998

General rules and instructions for Local 3’s College Scholarship Awards 1997/1998 school year

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

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

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

Who may apply

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

Sons and daughters of deceased members of Local 3 are eligible to apply for the scholarships. The parent of the applicant must have been a member of Local 3 for at 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 1997), or (2) the spring semester (beginning in 1998), 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, 1998 and March 1, 1998.

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 submitt 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 18, 1998 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, 1998:

1) The application and any additional information that they are sent to:

2) Report on applicant and transcript: to be filled out by the high-school principal or person of record 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-RETIREMENT MEETINGS

All meetings convene at 7:00 p.m.

STOCKTON
Tues. Jan. 6, 1998
Operating Engineers Bldg.
1916 N. Broadway
Stockton, CA

SACRAMENTO
Operating Engineers Bldg.
4044 N. Freeway Blvd.
Sacramento, CA

AUBURN
Auburn Recreation Center
123 Recreation Dr.
Auburn, CA

EUREKA
Operating Engineers Bldg.
2506 Broadway
Eureka, CA

REDWOOD
Operating Engineers Bldg.
20360 Engineers Lane
Redding, CA

MARYSVILLE
Sutter-Yuba Assoc. of Realtors Bldg.
1538 Serr Dr.
Yuba City, CA

CONCORD
Concord Centre
9280 Clayton Rd.
Concord, CA

OAKLAND
Operating Engineers Bldg.
1620 South Loop Rd.
Alameda, CA

SANTA ROSA
Operating Engineers Bldg.
6225 State Farm Dr., Suite 100
Rohnert Park, CA

WATSONVILLE
VFW Post 1716
1860 Freedom Blvd.
Freedom, CA

SAN JOSE
San Jose Center
1500 Almaden Rd.
San Jose, CA

FAIRFIELD
Wed. Feb. 4, 1998
Operating Engineers Bldg.
2540 North Watney
Fairfield, CA

SALT LAKE CITY
Tues. Feb. 10, 1998
Operating Engineers Bldg.
1958 W. N. Temple
Salt Lake City, UT

RENO
Wed. Feb. 11, 1998
Operating Engineers Bldg.
1290 Corporate Blvd.
Reno, NV

FRESNO
Tues. Feb. 17, 1998
Gold Lanes
3131 N. Cedar
Fresno, CA

MARIN
Alyson Lanes
1600 Mistletoe Rd.
Novato, CA

SAN FRANCISCO-SAN MATEO
Electricians Hall
302 8th Ave.
San Mateo, CA

APPLIED COMET TRAINING

Local 3 is taking COMET to the next step with ACT, “APPLIED COMET Training,” a six-hour seminar in which members get actual hands-on experience planning and carrying out various types of organizing campaigns. COMET I and II are helpful but not required. If you are interested in taking an ACT class, contact your district office.

All classes begin at 8:00 a.m.

| District 01 | San Francisco | Thursday, January 22 |
| District 04 | Fairfield | Wednesday, March 4 |
| District 10 | Rohnert Park | Friday, January 23 |
| District 11 | Reno | Monday, January 26 |
| District 12 | Salt Lake | Monday, February 2 |
| District 17 | Kauai | Monday, February 9 |
| District 20 | Oakland | Friday, January 18 |
| District 25 | Stockton | Wednesday, February 4 |
| District 30 | Eureka | Thursday, February 26 |
| District 50 | Fresno | Wednesday, January 21 |
| District 60 | Marysville | Wednesday, January 14 |
| District 70 | Redding | Wednesday, February 16 |
| District 80 | Sacramento | Monday, February 23 |
| District 90 | San Jose | Friday, February 6 |
Local 3 scholarships brighten our children's future

This year's T.J. Stapleton Golf Tourney raises $25,000 for needy scholarships, but more is required to fill educational needs

Local 3 has a long tradition of supporting training and education. The union, in cooperation with its signatory employers, administers one of the finest apprenticeship programs in the country. The Rancho Murieta Training Center is a state-of-the-art training facility near Sacramento where apprentices receive quality classroom and hands-on training. These graduates go on to fill the skilled labor needs of the unionized construction industry.

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

Economists say deepening labor and skills shortages in recent years have started to stifle the country's economic expansion and competitiveness. Skilled labor shortages have surfaced in many parts of the country. According to a Business Round Table study of its member companies last year, 60 percent said they could not find adequate numbers of skilled workers and 75 percent said the trend has accelerated over the past five years.

The aerospace manufacturer Boeing, for instance, recently announced an unexpectedly large $1.6 billion charge against future earnings because of production delays associated with the training of new employees. According to the Information Technology Association of America, there are now 190,000 unfilled high-tech jobs, and the situation will only get worse. In addition to the unfilled positions, nearly a million new positions are expected to be created over the next decade.

However, there will be virtually no increase in the supply of skilled labor. The number of Americans trained in engineering and computer science has dropped dramatically, from a high of 50,000 in 1986 to 36,000 in 1994.

Some experts believe the United States is building a high-tech society that is increasingly unable to operate. Today, one-third of the engineers in Silicon Valley and Orange County are from abroad. Nearly one-fifth of all undergraduates in computer science and half of all doctoral candidates are citizens of foreign countries.

Local 3 wants to address this problem by giving our young people the opportunity to succeed in tomorrow's job market by providing them with the chance to further their education and training.

Since 1965, Local 3 has maintained a scholarship program for the children of Local 3 members. In 1992, the Operating Engineers Federal Credit Union became a joint sponsor of the Local 3 College Scholarship. Since then, Local 3 and the credit union have provided $3,000 annually to the first-place male and female winners and $2,000 each to the male and female runners-up.

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

This year's tournament, held October 10 at the Boundary Oaks Golf Course in Walnut Creek, again raised close to $25,000. With educational costs rising much faster than the rate of inflation, Local 3 would like to expand the scholarship program even further, enabling the union to provide even more Local 3 children with vital educational assistance.

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

Union contractors wrap up emergency highway and levee repairs just in time for onset of what's predicted to be an unusually wet rainy season.

by Steve Moler

Whatever

becomes of El Niño—whether it's "pineapple express" deluges, Sahara Desert drought, or nothing at all—state and local governments here in California are taking the weather phenomenon seriously. Government officials are so worried, in fact, they recently held an El Niño Summit in Sacramento, where more than a dozen state agency directors outlined what preparations are being made.

The consensus at the October 6 conference was that El Niño, the abnormal warming of the Pacific Ocean off the coast of South America that causes global climate shifts resulting in wetter-than-usual winter weather to California, could be the strongest—and potentially most devastating—El Niño in more than a half century, at least as strong as the 1982-83 event. One of those who attended the summit was Gov. Pete Wilson, who said: "El Niño is on the way. We're not sure what it will bring, but it would be foolish if we fail to take the precautions that could prevent this from becoming a potential catastrophe."

On the front lines of El Niño preparation have been Operating Engineers, who are wrapping up millions of dollars in repairs and rehabilitation of flood control and transportation systems that were damaged or destroyed in last January's historic floods. With the exception of a few projects, most of the emergency work has been completed.
This summer's effort by union contractors demonstrates once again the need for a highly skilled and motivated construction workforce.

During the New Year's floods, the worst in state history, numerous sections of the state's 2,000-mile levee system failed, causing over 290 square miles of the Central Valley to be flooded. The state's highway system also sustained extensive damage, including a major slide that closed U.S. 50 between Placerville and South Lake Tahoe for 28 days. In all, more than $180 million has been spent on highway repairs and another $125 million on levee repairs, work that was completed this summer and fall.

Levee repairs

The U.S. Army Corps of Engineers, which has managed about three-quarters of the 600 levee repair sites, and the California Department of Water Resources, which has handled the rest, have just completed a mad dash to get all the repairs finished before the onset of the rainy season. The projects ranged from $39,000 levee stabilization jobs to a $5 million breach repair. The repairs stretched the distance of the entire Central Valley, with most of the jobs in Local 3's Stockton, Sacramento and Marysville districts.

Most of the levees damaged by the New Year's storms were built in the late 1920s and early 1930s under widely different standards and maintained by dozens of local flood control districts. Many levees were built with horse-drawn equipment using materials that would never meet today's standards. Only about one-third had met federal flood control standards prior to the January floods. Still, these repair projects, which would normally take three years to complete, were finished in six months or less. Repairs have included toe drains, stabilization berms, relief wells and tons of new material.

Highway repairs

The New Year's floods also raised havoc on California's transporta-

<table>
<thead>
<tr>
<th>Slurry wall</th>
<th>3-foot width of concrete cutoff wall</th>
</tr>
</thead>
<tbody>
<tr>
<td>Piled wall</td>
<td>3-foot width of concrete cutoff wall</td>
</tr>
<tr>
<td>Embankment addition</td>
<td>Briars, to refine water flow</td>
</tr>
</tbody>
</table>

Source: Sacramento Area Flood Control Agency; U.S. Army Corps of Engineers

DOUG GRISWOLD -- MERCURY NEWS

Racing against El Niño

Federal and state officials say they will complete all 600 pending Central Valley flood control projects by the end of November. But state officials are warning that heavy El Niño rains could jeopardize completion of as many as half of the repairs. Outside the valley, work is just beginning on a damaged Pajaro River levee.

Old levees

New levees

In Monterey County, R.M. Harris continues work on a $12 million project to rebuild the U.S. 101 bridge at Soledad, which collapsed during the New Year's floods. The 60-year-old, 1,530-foot-long twin spans over the Salinas River had to be razed and completely rebuilt to current building codes. R.M. Harris is scheduled to finish the northbound span in December, then begin work on the southbound span in the spring.

In the Marysville District, crews have finished repair on a 500-foot washout, major slide east of Downieville and bridge work at Ladies Canyon. In the Lake Tahoe area, crews spent most of the summer repairing two major washouts and a bridge on Hwy. 4 and Hwy. 89 between Markleville and Ebbets Pass.

One of the most newsworthy storm repair jobs of the season took place on U.S. 50, which sustained heavy damage between Riverton and Twin Bridges as a result of flooding along the American River. After the highway was closed January 1, Granite Construction and Nemetz Construction of South Lake Tahoe completed emergency repairs at a major slide at Wrights Road about 6 miles east of Kyburz and at numerous washouts in the same area.

The highway reopened 17 days later only to be closed again for 28 more days due to a second slide that brought 350,000 cubic yards of material onto the roadway and into the American River. Frehner Construction of Las Vegas, Nev. won an $11 million contract to remove the material and debris and stabilize the hillside above the slide area (see related story next page). The company finished the project on October 24.

With El Niño and its expected torrential rains predicted to bear down on California sometime beginning in late December or early January, the fast-track work that union contractors and Local 3 crews have completed couldn't have come any sooner. Now the state can only batten down the hatches and wait to see what this El Niño brings.
Before: Oct. 9, 1996, the paths of the Yuba and Feather rivers, photographed from 65,000 ft.
After: Jan. 3, 1997 shows the massive flooding that occurred in just 3 months.

Feather River levee repair

Baldwin Contracting is wrapping up a $1 million rehabilitation job at Lomo Crossing north of Yuba City

During the New Year's floods, a levee along the Feather River at what is known as the Lomo Crossing about halfway between Yuba City and Live Oak nearly gave way. Had the levee failed, dozens of square miles of farmland and urban area around Yuba City would have been flooded, causing millions of dollars in damage. Somehow the 60-year-old structure remained intact.

This summer, Baldwin Contracting of Chico won a $1 million contract from the U.S. Army Corps of Engineers to rehabilitate the levee. An irrigation ditch next to the levee may have weakened the structure during the January floods, so Baldwin's task has been to move the ditch about 40 feet away from the levee and strengthen it with a buttress. The project consisted of about 16,500 yards of excavation and 55,000 yards of import. Baldwin is scheduled to finish the project by December 1.

Frehner finishes huge U.S. 50 slide project ahead of schedule

Three weeks after the disastrous New Year's floods devastated Northern California and northernwestern Nevada, Local 3 President Jerry Bennett and Business Rep. Andy Mullen, accompanied by a reporter from the Engineers News, surveyed the damage along one of the hardest hit areas: U.S. 50, the vital transportation route between Sacramento and South Lake Tahoe.

For 17 days, Granite Construction and Nemetz Construction of South Lake Tahoe worked around the clock to repair damage from mudslides, washouts and flooding along the South Fork American River. But early the next morning following Local 3's visit, an entire mountainside 4 miles east of Riverton near Wrights Road gave way. More than 350,000 cubic yards of soil and rocks buried the roadway. It took another month to reopen the highway on February 21.

In the spring, Caltrans awarded an $11 million contract to Frehner Construction of Las Vegas, Nev., to restore the highway to its pre-storm condition and do preventative work on the mountainside. Frehner and its Local 3 crews spent all summer and a good portion of the fall installing new drains and larger diameter pipes, rock lining channelns and rip-rap along the river embankment to prevent erosion of the highway during high water.

Frehner completely re-engineered the mountainside that failed January 24, removing an additional 340,000 cubic yards of dirt from the hillside, installing surface and subsurface drainage systems and putting in erosion control structures to reduce the risk of another slide. Frehner finished the work ahead of schedule on October 24. Congratulations to Frehner and the Local 3 members who completed this vital project before the onset of the rainy season.
Sacramento River levee job

Baldwin Contracting is upgrading a section of levee at Murphy Slough near Chico

During the New Year's storms, flood waters spilled over the top of a levee along the Sacramento River at a site known locally as the M&T Ranch near Chico. The surging stream of water then carved a 20-foot-deep canyon right through the heart of the ranch.

To prevent the water from spilling over the levee and continuing to cut a swath through the ranch again this winter and beyond, Baldwin Contracting is working on a second levee rehabilitation project. The M&T Ranch Flood Relief Structure involves placing rip-rap along the levee's edge to minimize erosion and filling in the newly created gully with re-engineered dirt.

Above: Placing rip-rap is loader operator Jim Marion.

Left: Baldwin's crew handling the gully work is from left: Harvey Ellington (D9), Bruce Smith (blade), Skip Brown (Cat 623), Candy Mays-Krillor (compactor), Business Rep. Dan Mostats, and Steve Lassen (gradesetter).

Right: Baldwin's crew at the levee is from left: Steve Lassen (gradesetter), Jay Grubbs (excavator), Dave Vercruyssen (loader), Mike Omans (blade), and Business Rep. Dan Mostats.

Left: Dicer Operator Harvey Ellington reshapes the gully.

Mechanic Don Louderback.

Compactor operator Candy Mays-Krillor.
PECG at it again, this time it's trying to stop seismic retrofit work

The Professional Engineers in California Government (PECG) is at it again. First, the employee organization of state architects and engineers has placed an initiative on the June ballot that would require virtually all design and engineering project development work for local government to be done by state employees. The "competition killer" initiative, as it is being called by opponents, could result in the loss of thousands of private construction and surveying jobs.

Now PECG is attempting to stop vital seismic retrofit projects throughout the state. PECG claims that the contracts for these seismic projects violate a seven-year-old injunction issued by Superior Court Judge Eugene Gualco.

The problem is that Judge Gualco's 1990 injunction only covered a specific statute. All of the current seismic projects are authorized by totally different statutes that were enacted years later. PECG is currently trying to stop the Bay Bridge retrofit project between Oakland and San Francisco. If PECG is successful and is able to stop these projects, they could be delayed for years.

PECG is apparently oblivious to the danger these delays will cause. Is PECG willing to accept the responsibility of the destruction a major earthquake would cause? The Association of Bay Area Governments predicts that the next major earthquake in the Bay Area could shut down 1,400 or more roads. An earthquake of a 7.3 magnitude along the Hayward fault would close an estimated 1,484 roads and freeways. None of the Bay Area's major bridges would be functional after such a quake unless they have been seismically retrofitted. In San Mateo and San Francisco counties, a major quake would close an estimated 300 roads.

To tell you that retrofit eliminates the danger of earthquakes would be untrue. However, retrofit prevents loss of life caused by ruptures, shaking, building damage, landslides, structural failure. Remember the Loma Prieta earthquake and the difficulty people had trying to get back and forth from San Francisco to the East Bay? According to experts, that was child's play compared to what will happen in the aftermath of a major quake along the Hayward fault.

This article is not intended to alarm anyone, but simply to inform you of the irresponsible actions of the state employees group known as PECG. Don't let them compromise your safety.

Holiday season

The Technical Engineers Division would like to wish all of you and your families the very best of Thanksgiving. As the holidays approach, we can truly be thankful for a tremendous work year.

This has been the first year in decades that our out-of-work list has been depleted. Many companies had to work their crews six and seven days a week up to 14 hours a day. Predictions for 1998 are even better than 1997. So, as the rainy season begins, sit back, enjoy a little time off, and catch up on that "honey-do" list. Wishing you and yours a happy and healthy holiday season.

Local 3 joins with other trades in ‘School-to-Apprenticeship’ program

The Northern California Surveyors Joint Apprenticeship Committee provides outreach to high school students by informing them of career opportunities through apprenticeship—specifically through the NCSJAC.

About a year ago, the NCSJAC joined with about 40 other Bay Area union trade programs through its affiliation with the Bay Area Apprenticeship Coordinators Association and together launched a program titled "School-To-Apprenticeship."

The main goal of this program is to inform students, teachers, guidance counselors and administrators about the opportunities available through apprenticeship programs and to make sure students understand the importance of helpful high school courses, such as math and science.

On October 17, the Local 3 headquarters hosted a pilot program with 25 high school students. These students were chosen from their schools by teachers and were required to write a short essay about why they were interested in learning about apprenticeship. The students arrived at 8 a.m. and were split into two groups, which were taken through several modules of training, including new hire information, the importance of math, a hands-on introduction to two different trades, surveying and roofing.

During the day, the School-To-Apprenticeship group produced a "Why Math?" video in which Mary K. Lim from the Telecommunications Apprenticeship provided an introduction, and Mike Longeuay from the Sheet Metal Workers, Hans Siebert from Heating and Frost Insulators, Duane Mongerson and Jose Padilla from the Roofers, and our own Fred Seiji from the NCSJAC, provided a practical related field problem.

This video shows teachers and students in the classroom and then later doing hands-on training with Duane and Fred and their respective programs. Groups were also schooled in "Apprenticeship: Pathways to Success," an informational guide for students to review.

This program will continue for nine months, one a month with different trades. These trades include the Electricians, Plumbers, Carpenters, Cement Masons, Telecommunications, Drywall, Culinary, Glaziers, Ironworkers, Painters and Stationary Engineers. The students enjoyed the first session so much they are ready to tackle new apprenticeship programs. We look forward to providing them with every opportunity to invest in their future.
Planning on retiring this year? Applications are due now

This is the busiest time of the year in the Trust Fund Service Center’s Pension Department. While a qualified member may retire any time he or she chooses, the majority do so at the end of the year. If you are an active member considering retirement at the end of this year, you should have already submitted your application. If you are planning to retire at the end of this year and haven’t already filed an application, please do so immediately.

The trust fund recommends filing an application at least three months prior to your anticipated retirement. An application must be on file with the trust fund office no later than the month prior to your retirement. Applications forms are available at the trust fund office, fringe benefit center located at the Alameda headquarters or your district office.

The following will give you an idea of what happens when an application is submitted to the trust fund office:

- The trust fund will acknowledge receipt of the application, in writing, within a week to 10 days.
- The member’s work history is then thoroughly researched. If additional information is needed, the trust fund office notifies the member. When the research is completed, a “pay stub letter” is sent to the member. At this point, the application will remain pending until you return the pay stub letter confirming your last day of employment.
- When members stop working in covered employment and in the industry, they sign the pay stub letter indicating the date they last worked and return it to the trust fund office, along with a copy of their last months’ pay stubs. The pay stubs will allow the trust fund office to calculate the benefit earned on the final hours without the need to wait for the employer reports.
- Approximately three to four weeks after you return the pay stub letter, the trust fund office will send the official award papers. These papers include final information regarding the pension benefit options and amounts, retiree medical coverage and other pertinent forms to complete and return to the trust fund office.
- Within two to three weeks following receipt of the completed award papers, the trust fund office sends the first check to the member. This check includes all payments retroactive to the pension effective date.

With the first check, the trust fund will include a direct deposit form to complete if you want future pension payments made directly to a financial institution. Members, therefore, should allow six to eight weeks from the time they stop working and return the pay stub letter to the time that they receive the first check.

If you are considering retirement in the near future, you should file an application with the trust fund. It is important to understand see ‘Fringe Benefits’ continued on page 25.
Web site helps make the most of your time during the holidays

The credit union held its semi-annual Nearly New Vehicle Sale on Saturday, November 1. Those who came to the sale at the credit union's headquarters in Dublin, Calif., had more than the warm, sunny weather to make them happy. The sale, sponsored by Thrifty Car Rentals, featured more than 150 low-mileage cars, trucks, vans and sport utility vehicles. Sales were brisk throughout the 8 a.m. to 2 p.m. event.

“I had been putting off buying a car for about six months because I did not want to go into a dealership,” said credit union member Tracy Smith of Castro Valley. “Coming to the car sale was a stress-free experience.”

Credit union loan representatives were on hand to process applications, check Kelley Blue Book values and answer members’ questions. “The sale was nicely organized and I found it a convenient way to buy a car,” said credit union member Raymond Bernauer of Tracy.

Dick Jayne of Pleasanton agreed: “It was a pleasure buying a car this way rather than going to a dealership, and it was easy. I started at 8 a.m. and was done by 9:30 a.m."

#### Holiday season

As the holiday season shifts into high gear, it’s hard to find time to get all your shopping done. That’s why it’s especially important to take advantage of the time-saving tools available to members of our credit union.

One tool is the credit union’s Web site, at www.oefcu.org, which allows you to quickly get information any time of the day or night. The information easily available to you on the credit union’s Web site includes current rates, the Kelley Blue Book, CU Service Center locations that accept deposits to your credit union account, branch phone and fax numbers, and much more. You can also use the Web site to apply for VISA, vehicle, or personal loans 24 hours a day.

If you have been meaning to join the credit union, or have a family member who wants to join, the Web site makes becoming a member convenient. You don’t have to make a phone call, or visit a branch during your busy workday. Instead, you or your family members can use the online membership application. For your convenience, the credit union’s Web site and the Local 3 Web site, at www.oefcu.org, are linked, so it’s easy to travel via cyberspace between the two sites.

#### Touch Tone Teller

The credit union is able to save you time even if you are not a computer user. All you need is a touch tone phone and your four-digit Touch Tone Teller access code to conduct credit union business. You can transfer funds from savings to checking, find out which recent checks have cleared, and apply for a vehicle, VISA or personal loan, to name just a few examples. And you can do all this and more on your time table. The Touch Tone Teller is free and available 24 hours a day.

If you need your Touch Tone Teller access code, check with your branch, e-mail us at oefcu@pacbell.net, or call our member services department at (800) 877-4444.

#### Save time shopping

Have you seen or heard advertisements from big banks offering ATM cards that also let you pay with funds from your checking account anywhere you see the VISA logo? If that idea sounds like a good way to save time when you shop, here’s an idea you will like even better — an ATM card, called the OE Check Card, from your credit union.

Like the card the banks are offering, the OE Check Card can be used both as an ATM and to pay with checking funds wherever you see the VISA logo. Its convenience comes without tying you to a bank, which typically charges higher fees for services than your credit union does. Banks even charge for some services, such as talking to a teller, which credit unions offer free of charge.

If you aren’t a credit union member, join today and take advantage of all the convenient and cost-saving services available to you for the holidays and beyond.

---

**Holiday Loan Special**

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

**Ends 1/31/98.**

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

Call your branch or 1-800-877-4444. www.oefcu.org
How drinking impairs driving
Understanding blood alcohol content is key to preventing DUI

Alcohol affects different people in different ways, depending on gender, weight, rate of intake, and other variables, all of which affect blood alcohol concentration, or BAC, which is expressed as the percentage of alcohol in deciliters of blood. Low BACs can enhance sociability, but they also produce difficulty in motor skills coordination.

According to the National Highway Traffic Safety Administration, a driver's ability to divide attention between two or more sources of visual information can be impaired by BACs of 0.02 percent or lower.

At BACs of 0.05 percent or more, impairment occurs consistently in eye movements, glare resistance, visual perception, reaction time, certain types of steering tasks, information processing, and other aspects of psychomotor performance.

BACs of 0.08 to 0.10 levels are the legal limits for driving in most states because at these levels motor functions and reaction times are severely impaired. Compared with drivers who have not had any alcohol, the risk of a crash for drivers with BACs between 0.02 and 0.04 percent is estimated to be 1.4 times higher; for those with BACs between 0.05 and 0.09 percent, the risk is 11.1 times higher; and for drivers with BACs between 0.10 and 0.14 percent, the risk is 48 times higher. If drivers have a BAC of 0.15 to 0.18, the risk is 360 times higher.

How much is too much?

It is difficult for people to determine how many drinks are considered too many, according to the federal Substance Abuse and Mental Health Services Administration. People have different absorption and metabolism rates. Also, alcohol affects males and females differently.

The amount of food people have in their stomach also influences how alcohol will affect them. The rate at which alcohol is absorbed depends on how quickly the stomach empties its contents into the intestine. The higher the dietary fat content, the longer the absorption process will take.

One study found that people who drank alcohol after a meal that included fat, protein, and carbohydrates absorbed the alcohol about three times more slowly than when they consumed alcohol on an empty stomach. By knowing your limits you can estimate your own BAC, despite all of these variables. Some charts use one ounce of alcohol to correspond to one “drink.”

The chart will show a 160-pound man, for example, will have a BAC of about 0.04 percent one hour after consuming two drinks on an empty stomach. A person's BAC drops only 0.05 percent an hour once drinking has stopped, so time remains the only way alcohol will leave a person's system.

How to recognize and treat frostbite

Although frostbite is usually not life threatening, it is a serious injury that can lead to scarring, tissue loss, amputation, or disfigurement. Frostbite occurs when your skin is exposed to below-freezing temperatures, and fluids around the cells of body tissues freeze. The localized freezing can be superficial or deep.

There are four stages of frostbite severity. First degree is characterized by warmth, swelling, and tenderness in the affected area. With second degree frostbite, blisters form within minutes to hours after thawing, and enlarge over several days. Small blisters surrounded by reddish-blue fluid that may have a red or blue color that may not blanch when pressure is applied indicate third degree frostbite. And with the most severe form of frostbite, fourth degree, not blisters or swelling occur, but the affected area remains numb, cold, and white to dark purple in color.

Common targets for frostbite are your ears, nose, chin, fingers, and toes. Often victims do not feel any pain and do not realize anything is wrong until they notice or are told that their skin has changed color.

If you work, play or exercise in cold temperatures, be aware of these frostbite symptoms:

- The skin changes from a flushed appearance to a white or grayish yellow.
- Pain is sometimes felt early but subsides later; the affected part may also feel intensely cold and numb. You may experience such sensations as burning, tingling, prickling, itching or aching.
- Blisters may appear.

Do not attempt rewarming if a medical facility is nearby. However, if necessary, use common sense to treat frostbite. Protect the frozen part, and cover the victim with extra clothing and blankets. Bring the victim indoors as soon as possible and provide a warm (non-alcoholic) drink. Quickly immerse the frozen part in warm water, roughly 102-105 degrees F. For face and ears, apply warm water, roughly 102-105 degrees F. For face and ears, apply warm, moist cloths.

If warm water is not available, wrap the affected part in a sheet or blanket. Or use body warmth, for example, place frostbitten hands under armpits or feet on a companion's belly under a blanket. Or use body warmth, for example, place frostbitten hands under armpits or feet on a companion's belly under a blanket. If the affected part has been thawed and refrozen, rewarm at room temperature. Do not use water.

Stop the warming process as soon as the affected part becomes flushed. Let the victim exercise the part, but do not let him or her walk on injured feet. Place dry sterile gauze between affected fingers and toes, but do not apply other dressings unless the victim is transported for medical aid. Elevate the frostbitten parts and protect them from contact with bed clothes. If travel is necessary, use sterile or clean clothes to cover the affected area.

Finally, when treating frostbite, remember these prohibitions:

- Never rub the affected part, rubbing could cause gangrene.
- Never use a heat lamp or hot water bottles.
- Never place an injured part near a hot stove or fire.
- Don't break blisters.
- Don't allow victim to walk on frostbitten feet.
- Don't rub affected parts with snow or ice.
- Don't allow victim to smoke or drink alcoholic beverages.
- Don't allow thawed part to refreeze.

Always seek medical advice as soon as possible.
NEWS FROM THE
Steelhead Construction wraps up
Butte Creek levee work

MARYSVILLE - Steelhead Construction is wrapping up a $1 million levee and flood control project along Butte Creek. The New Year's floods completely destroyed the levee, resulting in some serious flooding of several dozen homes. Operating Engineers are placing about 20,000 tons of rip-rap along the levee embankments. Like so many other levee repair jobs in our area, this project is scheduled for completion by the end of November, just in time for the arrival of the rainy season.

Monterey Mechanical from Oakland was low bidder on the water pollution control plant expansion and upgrade for the City of Chico at close to $28 million. This project consists of building a lift station, existing blower-shop building, new blower building, return-waste activated sludge pumping system and an electrical power supply system.

We have a few projects coming up for bid in the next few weeks, including the restoration of the Feather River Bike Trail in Butte County. Various counties in the Marysville District will have crack sealing work coming up and more asphalt overlays.

The City of Biggs has a switch station and transmission link on Dakota Avenue that consists of site work, steel chain-line fencing, cast-in-place concrete and overhead power distribution transmission sub-station equipment.

The Town of Paradise is installing two flashing beacons on the Skyway South of Bille Road, and North of Neal Road, including 70 linear feet of electrical conduit and four pull boxes.

Business Rep. Dan Mostats

Granite and Teichert finish work season on high note

SACRAMENTO - Teichert and Granite construction companies have a large amount of work in the Folsom-El Dorado Hills area (see articles pages 8-10). Syblon Reid has started work on the new high school in El Dorado. Ingersol Rand has ratified a new three-year shop agreement, and we are currently engaged in negotiations with Clementina and Auburn Placer Disposal.

We have been low on qualified operators since September, so if you know anyone working non-union, have them contact the hall.

Work in Yolo County is coming to a close for the Teichert Woodland Branch. The Wild Horse subdivision in Davis has provided work for our members through the last part of the season. Teichert will end 1997 on a high note.

Meanwhile, Granite Construction is finishing work at the airport for this year. Wals construction will start its second phase of concrete in December. Granite has finished up its Del Web housing projects for the year and hopes to get some additional work next year. Granite is currently on a fast track rebuilding the $2 million Robla Levee project, a one-mile levee in Rio Linda. Granite expects to finish in about two weeks. Granite has had a good year and will have a small backlog to start out with next year.

There will be a need for our members to get involved by giving some of their time to very important political campaigns coming up. The business agents will be coming around to see how we all can work together on these issues.

District 80 will be starting gradechecking classes in January. These classes will be held on Monday and Thursday evenings. We currently have two classes scheduled for Monday, Jan. 5, 1998 and Thursday, Jan. 8, 1998.

All those interested should call the Sacramento office at (916) 565-6170 to sign up. We will have more dates regarding these classes in the next issue. The Sacramento office staff would like to wish all members and their families a happy Thanksgiving.

Richard Taliaferro, Andy Mullen, Ricky C. Johnson, Sr. and Frank Rodriguez
Local 3 seeks support of local transportation ballot measure

ROHNERT PARK – Local 3 members in Sonoma County are being urged to support a $654 million transportation initiative that may appear on the June 1998 ballot. It becomes more frustrating by the day trying to reach our work sites driving along U.S. 101 and other routes through southern Sonoma County and northern Marin County. Commuters waste from 30-45 minutes a day during compute hours sitting in traffic. This stretch of road has become a major headache, a time-consuming, gas-guzzling bottleneck.

We need the support of all Operating Engineers and their friends and neighbors. We hope the initiative will come to a vote in June 1998. We will need a two-thirds vote to raise the funds to help resolve this problem while creating jobs for Operating Engineers. Polls show that 71 percent of county residents support a six- lane freeway and commuter rail system. We need something besides single-occupancy vehicles; we need a commuter rail system.

Work picture

Most of our smaller contractors have been keeping full crews busy on various commercial and residential projects throughout the district. Engelke Brothers based in Healdsburg has kept five to six operators working on three projects in the Healdsburg area. There is still some utility work to be completed. Engelke Bros., has a PG&E job in Calistoga that’s expected to start in mid-October.

Oak Grove Construction has just finished up the Cloverdale Shopping Center. Since then, the company has picked up a number of jobs. It looks like all its hands will keep busy until the rains come. Siri Grading & Paving Inc. until recently had seven projects on the books and was putting the finishing touches on the Willows Race Track. The company has enough work to keep six operators going until winter.

L.J. Construction Company picked up two waterline jobs in the City of Cloverdale. The company was just getting started at the beginning of October. Green’s Right-O-Way Construction had a few operators working on a bridge and culvert replacement for the Bureau of Land Management in Mendocino County.

Earlier this season, Waters Construction completed the Southeast Annexation Sewer Project in Willits and is working on a couple of septic tank systems for the Indian Health Services. On October 1, Stimpel Wielichowski Associates was awarded a $2.5 million slope repair protection project for Caltrans, a project located on various sections of U.S. 101 from Leggett to Piercy.

The project manager plans on working two shifts, 10-hour days, six days a week to complete the job in 45 days. Ghiotti Construction, meanwhile, was awarded a $1.2 million roadway rehabilitation project in downtown Cloverdale. The company got started the first part of October. North Bay Construction has had crews working long hours, six days a week, to beat the November deadline on the Del Webb Retirement Center in Cloverdale.

Hazmat class reminder

A reminder to all of those who need to get their recertification for Hazmat, the eight-hour refresher course for District 10 is on Saturday, December 20, 1997 at 7 a.m. sharp. Being a big lunch.

In Lake County, Kiewit Pacific Co. is finished up with its part of the effluent injection pipeline and pump stations. It has about a month left on its Hwy. 33 project and is finishing about three months ahead of schedule.

Parnum’s Kelseyville Plant has had above average work for the last two years. Speaking of Parnum, its Hwy. 175 quarry is really taking shape. For the last month or so the company has been punching a road back to the quarry site. The plant is now fully operational.

H.G. Waiters is right on schedule with the Lake County Wastewater Treatment Plant expansion. It should be done by Christmas Eve of this year. With the improvements to Lake County’s wastewater systems, we hope the building moratoriums will be lifted and more jobs will then be generated.

Service pins

If you believe you’re due your 25-, 30-, 35-, 40-, or 45-year pins, please call the district office. We will check on this for you, and if you are eligible, we will present it to you at the next district meeting on December 4 at the Lakeport Yacht Club.

And finally, we have Entertainment Guides and Sonoma Express books for sale at the district office. The cost is still $20 for each. You may call for further information or come by the office to pick yours up. These make excellent Christmas gifts.

Local 3 response helps kill Lodi prevailing wage attack

STOCKTON – As we celebrate Thanksgiving and pause to reflect on what we are thankful for, we should think of those members, most of whom are retired, who fought the battle to attain what we too often take for granted. Local 3 contracts provide the membership with wage rates and fringe benefits that are the best in the industry and the envy of other unions. We must be ready to respond to attacks by agencies and politicians who try to strip us of the core issue that makes these wages and benefits possible – the prevailing wage law.

One such incident occurred on March 6, 1996. The Lodi City Council was exploring the advantages of becoming a charter city, with the main objective being to exempt the city from the state's prevailing wage laws.

Stockton District members and staff responded to the challenge. Union members and their families jammed the city council chambers. Some were forced to stand in the lobby and outside the building. The city council heard testimony from union members regarding the reasoning for keeping prevailing wage laws. Everyone gave solid presentations. The city council unanimously voted to reject the charter city proposal and remain a general law city.

One noteworthy speaker was Tony Cardoza, a retired member who lived in the Lodi area. Although short physically, Tony stood tall and made a towering presence as he explained that as a union retiree he enjoyed a standard of living that would not be possible without the prevailing wage law. Tony further explained that his union retiree medical plan had a positive impact on the community because he did not need to rely on the taxpayers for doctor, hospital or pharmacy bills.

We were all deeply saddened when Tony passed away on September 1, losing his fight with cancer. Wherever he went and whenever there was someone to speak to, Tony would preach unionism and how he was fortunate to have been a member of Local 3. He was a true ambassador, and he will be sorely missed.

Election results in Stanislaus County have proven, once again, that when there is low voter participation, working people suffer. In the November election, a paltry 22 percent of eligible voters exercised their right to vote and, as a result, some labor friendly candidates will not be representing us.

For Chair 2, Dan Thayar had been interviewed by the committee, and it was a difficult decision not to endorse him in the November election. Now in the runoff, Dan is easily the better of the remaining candidates and determined who has the best credentials.

For Chair 3, Carmen Salatin also had been interviewed by the committee and the decision not to endorse him was difficult. But now in the runoff, Carmen faces a blatantly anti-union candidate Bill Conrad. Carmen must be supported and needs our vote.

Business Rep. Tom Aja

Retiree Jay Neeley was a man of his word

SALT LAKE CITY – If there was someone in the labor movement whom you wanted on your side in a fight, it would be Jay Neeley, retired Local 3 member and former representative of the International union.

Following high school and after working a couple of jobs for W. W. Clyde E. Company, Jay joined in 1934 the Civilian Conservation Corps, one of President Franklin D. Roosevelt's programs to help restore the country's economy after the 1929 Wall Street crash and subsequent Great Depression of the 1930s. He worked on several projects in the Uintah Basin and throughout Utah's mountainous areas.

In 1936, Jay was offered and accepted a job with the Bureau of Reclamation, which paid him $145 a month. Jay said this was better money than anyone could have hoped to make at that time.

In 1942, he moved from that area and went to work on the Geneva Steel Plant for Utah, Pomeroy E. Morrison Construction Company. This was when Jay joined Local 3. Newell Karman hired Jay as a business representative for Local 3 in 1953. That year Jay moved his family to Provo and opened the Local 3 office there. He worked out of that area organizing the southern part of the state.

"When I worked for the Operating Engineers, two spare tires and a sleeping bag were standard equipment," he said. "And I used both of them at times and was grateful for them."

At the Utah AFL-CIO merger meeting in 1956, he was elected vice president of the state federation, an office he held for six years. In 1961, he became a Local 3 trustee, an office he maintained until 1970 when he left Local 3's payroll.

see "Utah" continued next page
The union car Jay drove in 1957 was destroyed in a flashflood that nearly cost him his life. He was leaving Mexican Hat, Utah, to go to a uranium mine. The day was overcast, which didn’t really mean anything, and Jay figured he could make the mine and get back to town in Jig time. He ran head-on into a flood about halfway up Combe Wash.

He was able to get himself out of his car and kept from drowning when the water caught his car. He was banged and dirtied up, but he got back to the road and caught a mine truck going back into Blanding. A J.M. Sumsion & Sons crew pulled his car out of the wash for him that day. He’s always said he would have been in a hopeless spot without that crew, two of them being Franklin Davies and Reed Fieckau.

Jay and his family came back to Salt Lake about 1959. He worked for Local 3 in the early 1960s as the Utah district representative. Three of his agents at that time were George Farrell, Glen Fullmer and Merlin Bowman, his old compadres.

In 1965, he worked for Local 3 in Hawaii for eight or nine months, and then came back to the mainland. He became a representative of the International union in 1970 and spent a lot of time organizing the mines in Utah, Arizona, Colorado, New Mexico and Wyoming.

During his career with the union, he was twice beaten up and left for dead. One gle, I’d appreciate it if it were Jay Neeley.

A dozen bones in his face were broken, and it took 200 stitches to close the gash on the back of his head. When Bob left the hospital that afternoon, he spent the remainder of the daylight hours washing his dad’s blood off the driveway. Doctors wondered how Jay survived such a brutal attack.

There were times Jay came to unique conclusions to problems. On one of the jobs in northern Utah in the late 1950s or early 1960s, he took white paint and marked a pay line on the job to signify the difference in pay scale by pouring a paint line from one side of the job to the other. The men working on one side were paid a certain amount, the other side another amount.

What everyone has always liked about Jay is that he can be trusted; he’s a man of his word. When as an agent he asked members on the job, “Pick up your lunch boxes and let’s go home,” they did because they knew Jay would stand behind them and do what he said he’d do. He still cringes every time someone mentions that the members’ wages have been cut – for any reason.

Another thing the members always say about Jay: He’d never start a fight, but he finished a lot. And I'll add this: If I needed someone to be on my side in a struggle, I'd appreciate it if it were Jay Nooley.

Kaelyn Tuckett, Utah District office manager

---

From the Santa Rosa District:

Congratulations to Local 3 member Matt Delamontanya and his new wife, Marjie Nielsen. The couple was married on October 11. They will reside in Petaluma. Also, congratulations also go out to Mark and Julie Wilson of Santa Rosa on the birth of their baby boy, Ethan Richard Wilson, born on October 6, weighing 8 pounds, 10 ounces. Julie Wilson is the daughter of Bonnie and David Schmidhans.

A super congratulations to Executive Board Member David Spain and his wife Cathy on recently becoming new grandparents. Dave’s daughter, Eileen Spain, gave birth to Reilly Michael Spain Delleska on October 10. Reilly measured 20 inches long and weighed 6 pounds, 13 ounces born.

We would also like to express our congratulations to the following: Dion and April Barker on the birth of their daughter, Alyssia Marie Barker, born on Sept. 7, 1997, weighing 10 pounds, 2 ounces. Dion works for Bartley Pump; Greg and LeeAnn Soiland on the birth of their son, Jason Gregory Soiland, born May 6, 1997, weighing 8 pounds, 3 ounces. Greg works for Peterson Tractor in Santa Rosa. We wish you and your new arrivals happy and memorable years ahead!

The Santa Rosa District office wishes to express its sincere and deepest condolences to the families and friends of the following departed:

Brother Don Jensen, 10/6/97, Eugene Gilmer 10/7/97, Lawton Jackson 10/6/97, Marlene (Judy) Fonts, wife of member Donald Fonts 5/24/97; Brother Merrill Weekley, stepfather of IUOE Vice President and former Local 3 Business Manager T.J. Stapleton 9/16/97

---

Resolution - Members Working For Non-Signatory Employers

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

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

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

Members who work for a non-signatory employer are obligated to cease and desist promptly from such work when directed to do so by a duly-authorized representative of the Union. Members who refuse or fail to comply with a directive by a duly-authorized Union representative will be considered in violation of the By-Laws of the Operating Engineers Local Union No. 3 of the International Union of Operating Engineers, AFL-CIO, Article III (Duties of Members), Section 1 et seq, and may be subject to appropriate disciplinary action before a Grievance Committee in accordance with the procedures set forth in the By-Laws (see Article X).
that simply filing an application does not oblige members to retire. If members file an application and then decide not to accept their retirement, they may do so by notifying the trust fund office.

Members may change their mind at any time during the application process prior to cashing their first pension check. Once the first check is cashed, the member is officially retired and the pension is in effect.

If you have any questions, need an application or a copy of the Pension Trust Fund Summary Plan Description, call the fringe benefit center, the trust fund office or your district office.

**District visits**

In a continuing effort to make benefits services more accessible to the members, fringe benefit staff will be spending the day, including Wednesday late nights, in the district offices on the dates shown below. This is your opportunity to come by and ask questions and receive personal attention on all matters relating to your health and welfare and pension benefits. All dates are in 1998.

Sacramento: Wed. Jan. 7
Marysville: Thurs. Jan. 15
San Jose: Wed. Jan. 21
Oakland: Wed. Jan. 28
Fairfield: Wed. Feb. 4
Salt Lake City: Tues. Feb. 10
Reno: Wed. Feb. 11
Fresno: Wed. Feb. 18
Santa Rosa: Wed. March 11
S.F.-San Mateo: Wed. March 18
Stockton: Wed. March 25

**Quick Reference for Hawaii Members**

We have been publishing "Quick Reference" phone listings for benefit information (see page 18). This month we are printing the listing for Hawaii active and retired members. We hope this listing will be helpful to you when you need information or assistance relating to your trust fund benefits.

**Pre-Retirement Meetings**

The schedule for next year's pre-retirement meetings has been finalized. Meetings will be held in January and February as shown on page 11. These meetings are for active members and spouses who want to know more about their retirement benefits. Especially encouraged to attend are those members considering retirement within the next few years. As always, fringe benefit and trust fund staff will be available to answer any questions you might have regarding your Local 3 retirement benefits.

---

**Fringe Benefits' continued from page 18**

---

**ARP' continued from page 20**

One drink is equivalent to:
- One can (12 ounces) of beer (5 percent alcohol content)
- One glass (five ounces) of wine (12 percent alcohol content)
- One ounce of 80-proof liquor (40 percent alcohol)

The federal government has issued the following warnings about alcohol consumption:
- If you drink alcoholic beverages, do so in moderation
- Alcoholic beverages supply calories but few or no nutrients
- Consuming alcohol may alter judgment and can lead to dependency and a great many other serious health problems

- Current evidence suggests that moderate drinking is associated with a lower risk for coronary heart disease in some individuals - but higher levels of alcohol intake raise the risk for high blood pressure, stroke, heart disease, certain cancers, accidents, violence, suicides, birth defects, and death
- Too much alcohol may cause cirrhosis of the liver, inflammation of the pancreas, and damage to the brain and heart
- Heavy drinkers are at risk of malnutrition because alcohol contains calories that may substitute for those in more nutritious foods.

Finally, among those who should not drink: "Individuals who plan to drive or take part in activities that require attention or skill. According to the NIAAA, most people retain some alcohol in the blood up to two to three hours after a single drink.

---

**Safety' continued from page 20**

**Hazmat schedule for first quarter of 1998**

Listed below is our Hazmat schedule for the first quarter of 1998. All classes will begin at 7 a.m. Please inform anyone who wishes to sign up for the 40-hour course to contact the Local 3 Safety Department at (510) 748-7400 ext. 3358. Students who need an eight-hour refresher class can register by calling their district office. Remember, the latest Hazmat schedule - and those of all other union meetings - can also be found at the Local 3 Web site at www.oe3.org.

**Eight-hour refresher classes**

Fairfield District
Thurs., Feb. 26
2540 N. Watney Way
(707) 429-5008

Rohnert Park District
Fri., Feb. 27
Sat., Feb. 28
6225 State Farm Dr., Suite 203
(707) 748-7440

Reno District
Sat., Feb. 7
2590 Corporate Blvd
(707) 685-2487

Sacramento District
Wed., Feb. 4
1620 S. Loop Rd., Alameda
(916) 222-6093

Eureka District
Pri., Feb. 13
2806 Broadway
(707) 433-3728

Redding District
Thurs., Feb. 12
20308 Engineers Lane
(916) 522-093

Rancho Murieta Training Center
Jan. 19-23
March 9-13
7388 Murieta Drive
(510) 748-7400 ext. 3358

Oakland District
Thurs. Jan. 29
Tues, Feb. 3
Wed. Feb. 4
Sat. March 14
Sat., April 18
1620 S Loop Rd., Alameda
(510) 748-7446

Alameda Headquarters
Jan. 5-9
1620 South Loop Road
(510) 748-7400 ext. 3358
HONORARY MEMBERS

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

They were presented at the October 12, 1997 Executive Board Meeting.

Fred Anderson  #0811317  William Leach  #0570246
Jack Barba  #0553566  Cecil E. Lewelling  #0577661
Gary Barker  #1153366  Marion Litt  #1129390
Billie Bartlett  #0567435  Guy McDonald  #0262401
Norman Beal  #1026449  Gerald McQuary  #1139620
Ray Braeger  #1130261  Ray Miossek  #0877829
James Brechland  #1105202  Marvin Mills  #1053888
Barney Brown  #1086555  Arthur Milliken  #1119065
Henry Carlier  #0935063  Alex Morgan  #0204179
Clyde Carter  #1036266  William O'Donnell  #1129390
Kenneth Clyde  #1074111  Ralph Olson  #0872699
James Cole  #0935373  Thomas Oshaughnessy  #1075428
James Cologna  #1077718  Franklin Peterson  #1069030
Sam Crawford  #1094644  William L. Preston  #0653636
H. L. Crosby  #1026521  Ray Price  #0387499
Fred H. Danner  #0915566  William Fritchard  #1130770
D. C. Detario  #0577455  Jerry Richeson  #1107346
Clarence Dornham  #1079724  Howard Robinson  #1129790
Rupert E. Dziuk  #0501072  Wayne Rose  #0889313
Lance Garner  #0836832  Gerald Skivington  #1065797
Jim Gardner  #1035651  John Smith  #0692049
Maly Kahutlu (wife of Leonard Kahutlu)  #09/22/97
Betty Costa (wife of Manuel Costa)  #08/27/97
Cap with Stylized Local 3 logo - $9.00

The stylized Local 3 logo is embroidered onto this cap made of cotton/polyester twill with a non-reflective dark green under visor. It has an adjustable plastic sizing tab in back. Colors: Black - Item #361, Navy - Item #382. One size fits most.

Poplin jacket with Local 3 logo - $50.00

Item #326

The stylized Local 3 logo is embroidered on the front of each jacket. Shell is 65% Fortrel®/35% combed cotton poplin, lined with polyester plush fabric. This jacket has double entry flap pockets, a sculpted back yoke, an inside pocket and knit trim at waist and cuffs. Colors: Green - Item #326, Gray - Item #327, Navy - Item #328. Sizes: M, L, XL, XXL.

Orange Pocket Tee - $10.00

Item #345

The orange pocket tee is preshrunk 100% cotton with a pocket on the left chest and the Local 3 logo silk screened on the back. Item #345 Sizes: M, L, XL, XXL.

Orange 14 Pocket Vest - $15.00

Item #331

The 14-pocket vest is made from durable bright international orange 65% polyester and 35% combed cotton material. Machine washable with front zipper and closed sides with 3 inside pockets and 2 outside pockets divided into 11 compartments, for a total of 14 pockets, for pens, pencils, notebooks, etc. This vest also has the Local 3 logo silk screened on the back. Item #331 Sizes: M, L, XL, XXL.

OE 3 "Proud to be Union" Sweatshirt - $15.00

Item #343

The stylized Local 3 logo is silk screened in four colors on a 50/50 cotton/polyester blend sweatshirt that will let everyone know how you feel about unions. Colors: Black - Item #343, White - Item #344. Sizes: L, XL, XXL, XXXL.

Get yourself some Local 3 stuff!

ORDERED BY:

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>City, State, Zip</th>
<th>Phone</th>
</tr>
</thead>
</table>

SHIP TO:

<table>
<thead>
<tr>
<th>Name</th>
<th>Address</th>
<th>City, State, Zip</th>
<th>Phone</th>
</tr>
</thead>
</table>

Please allow 3 - 4 weeks for delivery. All orders shipped UPS; please include street address - no P.O. Boxes. Make check payable to: S.E.L.E.C.

<table>
<thead>
<tr>
<th>Subtotal</th>
<th>Shipping</th>
<th>Grand Total</th>
</tr>
</thead>
</table>

Please fill out completely and send to:

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

Please note that all proceeds are donated to F.L.E.C. Contributions to S.F.L.E.C. are NOT deductible as charitable contributions for income tax purposes.