

Semi-Annual Meeting Notice p. 26

ENGINEERS NEWS

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OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

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P R E P A R I N G F O R

EL NIÑO

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

See story on page 35



FOR THE
good & welfare



by Don Doser

Business
Manager

"The best term limits law is called 'democracy.' If you don't like the job someone is doing, vote them out."

Term limits is wrecking 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 irreversibly 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!

THIS MONTH in the ENGINEERS NEWS



Let's take back the economy

Rebuilding labor unions is the best way to level the balance that favors corporate America.

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Preparing for El Niño

Emergency highway and levee repairs are completed just in time for wet, wet winter.

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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 issue 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.



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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.

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"May I have this dance ...and the next one ...and the next one?"

Information for this article was obtained from the AFL-CIO-sponsored "Common Sense Economics For Working Families," a program to train and educate union members about the economic injustices afflicting middle-class American workers.

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 Lugenbeil 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-cent-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 a 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 fam-

ilies and those profiting from our misfortunes. Today, America has the most unequal distribution of income of any major industrial nation.

A recent Census Bureau report on the economy concluded that, despite a five-year economic expansion, income was increasingly concentrated among a tiny elite. The rich got richer, while the poor treaded water or slipped further behind, the report said. The report's finding, released September 29, reinforced a 20-year trend of growing economic inequality.

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.

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.

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 Wal-Mart, 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

lective action can change.

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 regain lost 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 over 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.

What you can do

- Stay informed on current events, obtaining information from as wide a variety of sources and media as possible. Rely less on television and more on newspapers and magazines for your information.
- Enroll in 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 unrepresented 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 district representative and business agent about getting involved.
- Keep upgrading your skills. Take journey-upgrade training at the Rancho Murieta Training Center, or take one of the union's Hazmat or BACT classes. Hands-on classes are available for surveyors through the Northern California Surveyors Joint Apprenticeship Committee.

no prisoners and left no good deed unpunished.

What do we need to do?

Too many people throw up their hands and say nothing can be done. They think that an unbalanced economy that favors the rich is inevitable and can't be changed. It's the system, and that's that. But the problem is not the system – it's who controls the system.

Exposing economic injustice

As long as workers believe that we're in an economic mess alone – that our mounting debt and stagnant wages and three-job efforts to remain afloat are unique – we won't be able to take back the economy for working people. We need to educate ourselves and others so that we recognize clearly all the ways corporate America is trying to crush workers – by devaluing and eliminating our jobs, busting our unions, demanding special breaks from government and pitting worker against worker. That is why the AFL-CIO and its affiliated unions, including Local 3, are developing a comprehensive, multi-faceted economics education program to show the patterns of economic injustice that only col-

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 gather 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 to 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.oe3.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.



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.

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 loads a tool head in a steam generator mock up.



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

from its facility in Benicia. These robotic fixtures cut down on a technician's exposure to possible industrial hazards. The data was then transmitted via high-capacity telephone lines back to the Benicia headquarters for analysis.

Rockridge is part of the Framatome Group based in Lynchburg, Va. Framatome, through its innovation and efficiency, continues to be one of the leaders in many areas of the nuclear field. Rockridge, the only company in the industry that's unionized, had about 40 percent of the nuclear plant testing and inspection



market in 1996.

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

Rockridge employees are (back row from left): Larry Johnson, Pete Kountanis, Nick DeFilippis, Freddy Powell, Darrin Mingus, Jerome Janet, Mike Webb, Gary Ashford, Chuck Kerson, Mark Bautista, Carlos Bolanos, and (front row from left): Dan Torres, Mike Borelitz, Joe Rubio, Kevin Filarski and Brian Peterson.

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.

Left: Kevin Filarski analyzes data sent back from the probe placed inside the tubes of the mock-up steam generator.



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



Above: Ed Bowen adjusts probe on 10-D pusher, which is run up into the tubes of steam generators to determine their condition.



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 I. 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.



Photo #1

Some of Teichert's crew at Broadstone

Photo #2

Lube Engineer Kelly Eaton

Photo #3

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

Photo #4

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

Photo #5

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

Photo #6

Lube Engineer Fred France

Photo #7

Mechanics Don Waklee, right, and Shorty Johnson

Photo #8

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



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



Above: The flyover at right, new bridge at left and on- and off-ramps make up the \$11 million Prairie City Road Interchange project.



Compactor operator Tina Marshall, right, and dozer operator Jerry Brown, middle, of Granite Construction with Business Rep. Ricky Johnson Sr.



Left: At the Prairie City Road Interchange project are from left: Wayne Coe of Conco Pumping Co., Business Rep. Ricky Johnson Sr., and Paul Beardslee and Alex Gonzalez of Malcolm Drilling.



Apprentice Joseph Metcalf, right, and Tim Simonsma of Sacramento Valley Crane with Wayne Simonsma of C.C. Myers.

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.



On the drilling rig is Mike Feuilard of Malcolm Drilling.

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 submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winner selected.

Scholarship winners will be announced at the July 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: to be filled out and returned by the applicant.
- 2) Report on applicant and transcript: to be filled out by the high school principal or person he or she designates and returned directly to Local 3 by the official completing it.
- 3) Letters of recommendation: applicants should submit one to three letters of recommendation giving information about their character and ability. These may be from teachers, community leaders, family friends or others who know the applicant. Please submit all letters of recommendation with the application.
- 4) Photograph: a recent photograph, preferably 2 inches by 3 inches, with the applicant's name written on the back. The photo should be clear enough to reproduce in the *Engineers News*.

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

Robert L. Wise

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

PRE-RETIREMENT MEETINGS

All meetings convene at 7:00 p.m.

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

SACRAMENTO
Wed. Jan. 7, 1998
Operating Engineers
Bldg.
4044 N. Freeway Blvd.
Sacramento, CA

AUBURN
Thurs. Jan. 8, 1998
Auburn Recreation
Center
123 Recreation Dr.
Auburn, CA

EUREKA
Tues. Jan. 13, 1998
Operating Engineers
Bldg.
2806 Broadway
Eureka, CA

REDDING
Wed. Jan. 14, 1998
Operating Engineers
Bldg.
20308 Engineers Lane
Redding, CA

MARYSVILLE
Thurs. Jan. 15, 1998
Sutter-Yuba Assoc. of
Realtors Bldg.
1558 Starr Dr.
Yuba City, CA

CONCORD
Tues. Jan. 20, 1998
Concord Centre
5298 Clayton Rd.
Concord, CA

OAKLAND
Wed. Jan. 21, 1998
Operating Engineers
Bldg.
1620 South Loop Rd.
Alameda, CA

SANTA ROSA
Thurs. Jan. 22, 1998
Operating Engineers
Bldg.
6225 State Farm Dr.,
Suite 100
Rohnert Park, CA

WATSONVILLE
Tues. Jan. 27, 1998
VFW Post 1716
1960 Freedom Blvd.
Freedom, CA

SAN JOSE
Wed. Jan. 28, 1998
Italian Gardens
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
Cedar Lanes
3131 N. Cedar
Fresno, CA

MARIN
Tues. Feb. 24, 1998
Alvarado Inn
250 Entrada
Novato, CA

**SAN FRANCISCO -
SAN MATEO**
Wed. Feb. 25, 1998
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
	Hawthorne	Tuesday, January 27
	Elko	Wednesday, January 28
District 12	Salt Lake	Monday, February 2
District 17	Kauai	Monday, February 9
	Oahu	Tuesday, February 10
	Mauai	Wednesday, February 11
	Hilo	Thursday, February 12
	Kona	Friday, February 13
District 20	Oakland	Friday, January 16
District 30	Stockton	Wednesday, February 4
District 40	Eureka	Thursday, February 26
District 50	Fresno	Wednesday, January 21
District 60	Marysville	Wednesday, January 14
District 70	Redding	Wednesday, February 18
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 it 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

The T. J. Stapleton Golf Tournament's major sponsors, whose representatives are shown here at the tournament banquet, are a big reason why the event was able to raise more than \$25,000 this year.

first-place male and female winners and \$2,000 each to the male and female runner-ups.

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 IUOE 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.



☐ **Yes!**

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

- ☐ \$20.00 ☐ \$100.00
☐ \$50.00 ☐ Other: \$ _____

Name _____

Address _____

City, State, Zip _____

Phone _____

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

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.

see 'El Niño' next page

'El Niño' continued from previous page

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 fill material.

Highway repairs

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

tion system, particularly to highways paralleling creeks and rivers. Caltrans estimates the state's highway system sustained about \$300 million in storm-related damage.

Dozens of union contractors spent the weeks following the New Year's storms doing emergency repairs to reopen vital roadways. Many of those same contractors won Caltrans contracts to complete more permanent repairs over the summer and into the fall.

Roy E. Ladd Construction of Redding, for example, spent the entire work season doing flood repairs along Hwy. 70, a mostly two-lane highway that runs through the Feather River Canyon in Butte and Plumas counties. Various union contractors made close to \$15 million worth of repairs in the Redding District, primarily along Hwy. 299 between Weaverville and Douglas, on Hwy. 3 in Trinity County over Scott Mountain, and along Hwy. 96 from between Happy Camp and I-5.

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

Racing against El Niño

Federal and state officials say they will complete all 800 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**

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

DOUG GRISWOLD — MERCURY NEWS

Tahoe area, crews spent most of the summer repairing two major washouts and a bridge on Hwy. 4 and Hwy. 89 between Markleeville and Ebbetts 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.

Was Hurricane Linda shown here in a Sept. 15 satellite image, and the 14 other Pacific hurricanes this season a sign of an impending strong El Niño?

The Floods of '97

Before



After



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.



Baldwin's crew puts the finishing touches on a buttress that will strengthen the levee.

John Kerher on the John Deere disks soil while Don Schwartz follows in his compactor.



At Baldwin Contracting's crew at Lomo Crossing is from left: Don Schwartz (compactor), Business Rep. Dan Mostals, Al Martinez (blade), Jeanette Morton (grader), John Kerher (John Deere tractor with disk), Willie James Jr. (dozer), Steve Perry (foreman), and Cristine Ungureanu (apprentice).



A view from U.S. 50 shows Frehner Construction finishing up the slide repairs in early October.

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

Three weeks after the disastrous New Year's floods devastated Northern California and northwestern 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 berried 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 channels 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 140,000 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.

PREPARING FOR EL NIÑO

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 Marron



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).



Left: D9zer Operator Harvey Ellington reshapes the gully.

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



Mechanic Don Louderback



Compactor operator Candy Mays-Krillor.

NEWS FROM THE tech engineers



by Paul Schissler
Director of
Tech Engineers

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.

NEWS FROM teaching techs



by Art McArdle
Administrator

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 Longueay 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 time 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 problems. We look forward to providing them with every opportunity to invest in their future.

NEWS FROM fringe benefits

by **Charlie Warren**

**Director of
Fringe Benefits**

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

QUICK PHONE REFERENCE FOR HAWAII RETIREES

Information Needed	Contact the Following
Fringe Benefit Service Center	(510) 748-7450
For Health & Welfare Eligibility	Trust Fund Office (800) 251-5014 or (510) 433-4422
Pension & Annuity Information Vacation Pay	(510) 271-0222
For Medical Claims, H&W Benefit Information & Contract Provider Updates	Trust Fund Office (800) 251-5013 or (510) 676-3890
Dental Claims	(800) 251-5014 or (510) 433-4422
Contract Providers and Utilization Review Organization	For pre-authorization or pre- service review, provider should call Prudent Buyer Utilization Review:
Prudent Buyer Plan (through Basic Crafts Healthcare Consumer Coalition)	(800) 274-7767
Prescription Drug Programs:	
Diversified Pharmaceuticals Services (DPS) network walk-in pharmacy and mail order program	DPS Customer Service (800) 842-2012
Non-network pharmacy claims	Obtain a claim form from the Fund Office or call DPS Customer Service.
American Diversified Pharmacies (ADP) mail order program (walk-in pharmacy - Sacramento Office only)	ADP (800) 568-2177 or (916) 263-0233
Chemical Dependency Treatment Referral and Pre-authorization	Addiction Recovery Program (ARP) (800) 562-3277
Vision Service Plan	(800) 877-7195
Hearing Care Plan	(800) 322-4327

QUICK PHONE REFERENCE FOR HAWAII MEMBERS

Information Needed	Contact the Following
Honolulu Fund Office	(808) 847-1763
Interisland	(800) 660-9126
Honolulu District Office	(808) 845-7871
Maui District Office	(808) 871-1193
Hilo District Office	(808) 935-8709
Fringe Benefit Service Center	(510) 748-7450
Pension Annuity Vacation Pay	Honolulu Fund Office (808) 847-1763 Interisland (800) 660-9126 or Trust Fund Office (800) 251-5014 or (510) 433-4422
For Eligibility, Claims, H&W Benefit Information	Honolulu Fund Office (808) 847-1763 Interisland (800) 660-9126 or Maui District Office (808) 871-1193 or Hilo District Office (808) 935-8709 or HMSA (808) 948-6109 Hawaii Dental Service (808) 521-1431 Kaiser (808) 597-5310
Chemical Dependency Treatment Referral and Pre-authorization	Addiction Recovery Program (ARP) (808) 842-4624

NEWS FROM THE

credit
union

by Rob Wise

Credit Union

Treasurer

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.oe3.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.****

Operating Engineers Local Union No. 3
Federal Credit Union

Call your branch or 1-800-877-4444.

www.oefcu.org

NEWS FROM THE addiction recovery program



by Bud Ketchum
Director

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 .02 percent or lower.

At BACs of .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 .08 to .10 levels are the legal limits for driving in most states because at those 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 .02 and .04 percent is estimated to be 1.4 times higher; for those with BACs between .05 and .09 percent, the risk is 11.1 times higher; and for drivers with BACs between .10 and .14 percent, the risk is 48 times higher. If drivers have a BAC of .15 to .18, the risk is 380 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 .04 percent one hour after consuming two drinks on an empty stomach. A person's BAC drops only .015 percent an hour once drinking has stopped, so time remains the only way alcohol will leave a person's system.

see 'ARP' continued on page 25

NEWS FROM THE safety dept.



by Brian Bishop
Safety Director

How to recognize and treat frostbite

The following article was reprinted from Safety and Health Magazine.

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 effected 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 effected 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 parts 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, 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 clothing. 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 effected 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 effected 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.

see 'Safety' continued on page 25

NEWS FROM THE districts

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.

from **marysville**

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



Above: At the Butte Creek levee repair job are from left: Ron Turner (excavator), Dave Edwards (foreman), Hubert Brown (excavator), and Business Rep. Dan Mostats.



Left: Excavator operator Dan Potritz and gradechecker Ron Burns.

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.

from **sacramento**

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. Walts 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.

*District Rep. John Bonilla and Business Reps.
Richard Taliaferro, Andy Mullen, Ricky C. Johnson, Sr.
and Frank Rodriguez*

NEWS FROM THE
*districts***Dispatcher Steffensen attends
'2000 in 2000' conference**

ROHNERT PARK – We've all learned to look for the union label on our clothes, cars and other consumer goods. Now the AFL-CIO is looking for the union label on office holders.

from *santa rosa*

The best way to ensure that working families' concerns are heard at all levels of government is to make sure politicians are from working families. That's the goal of "2000 in 2000," the AFL-CIO's new political initiative that aims to enlist 2,000 union members to run for political office at the turn of the century.

The federation began the program with a search of all current and retired union members who currently hold elected or appointed public office. More than 1,300 members were found. One of those union members is Rohnert Park District Dispatcher George Steffensen, who was elected to the Cotati/Rohnert Park Unified School District board in November 1994.



George Steffensen

To kick off the program, the AFL-CIO held a November 7-9 conference in Washington D.C. for union members who currently hold public office. Steffensen was one of the dozens of union members the AFL-CIO invited to attend the "Advancing a Working Families Agenda" conference. Highlights of the three-day event included developing skills and resources needed to run for higher office, fund raising, effective communication, message development, using labor resources and political action.

Upon returning from Washington D.C., Steffensen said: "This conference was very beneficial for me because it made me realize how important my contribution to the political office I hold has on the entire labor movement. I bring the view points of labor to my respective office."

"To make sure labor issues are brought to the attention of politicians," Steffensen added, "We need to become a part of that group of elected officials by putting ourselves into the public eye and running for public office, at any level. We can't afford to wait and let someone else do it."

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 commute 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 Wiebelhaus Associates was awarded a \$2.8 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. Ghilotti 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. Bring a bag lunch.

In Lake County, Kiewit Pacific Co. is finished up with its part of the effluent injection pipeline and pump stations. Kiewit has about a month left on its Hwy. 53 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.

K.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 are 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.

District Rep. Gary Wagnon and Business Reps. James P. Killeen and Greg G. Gunheim

NEWS FROM THE districts

Local 3 response helps kill Lodi prevailing wage attack

from stockton

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 ranging from apprentices to retirees regarding the reasons 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.

Due to a crowded field of candidates, two Modesto City Council seats will be decided by a run-off election on December 9. The Stockton District Political Action Committee evaluated the remaining candidates and determined who has the best credentials.

For Chair 2, Dan Thayer 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 two candidates. For Chair 3, Carmen Sabatino 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



Local 3 President Jerry Bennett, right, presents Tony Cardoza, with his 50-year watch at last summer's Stockton District picnic. From left are retired Business Rep. Bob Blagg, Financial Secretary Darrell Steele, Cardoza's son Richard, Stockton District Rep. Dave Young and Recording-Corresponding Secretary Rob Wise.

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 bet-

ter 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

from utah

'Utah' continued from previous 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 Fietkau.

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 night in 1974 Jay got home and found someone in the driveway of his house. When he got out of the car and started toward the man asking what he wanted, someone hit Jay from behind with a baseball bat. Jay fell unconscious. When he

came to, he crawled to the house and called his son, Robert, to help him. When Bob got to his dad, he called the paramedics, who got Jay to the hospital.

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 Neeley.

Kaelynn Tuckett, Utah District office manager

personal notes

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 Schmidthans**.

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 Dalleska** on October 10. Reilly measured 20 inches long and weighed 6 pounds, 13 ounce 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** 10/17/97, **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

A special notice from Recording-Corresponding Secretary Rob Wise

At the October 12, 1997 Executive Board meeting, it was moved, seconded, and carried to adopt the following resolution:

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).

'Fringe Benefits' continued from page 18

that simply filing an application does not obligate 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
Eureka: Tues. Jan. 13
Redding: Wed. Jan. 14
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.

'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.

40-hour Hazmat courses

Rancho Murieta Training Center
Jan. 19-23
March 9-13
7388 Murieta Drive
(510) 748-7400 ext. 3358
(Housing is available; however, reservations must be made 10 days prior to the course date)

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

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., #100
Rohnert Park
(707) 585-2487

Reno District
Sat., Feb. 7
1290 Corporate Blvd
(702) 857-4440

Oakland District
Thurs., Jan. 29
Tues., Feb. 3
Tues., Feb. 24
Wed., Feb. 25
Sat., March 14
Sat., April 18
1620 S. Loop Rd., Alameda
(510) 748-7446

Stockton District
Sat., Jan. 24
1916 N. Broadway
(209) 943-2332

Eureka District
Fri., Feb. 13
2806 Broadway
(707) 443-7328

Redding District
Thurs., Feb. 12
20308 Engineers Lane
(916) 222-6093

Sacramento District
Wed., Feb. 4
Sat., April 4
4044 N. Freeway Blvd., Ste.
200 (916) 565-6170

San Jose District
Wed., Jan. 28
Sat., March 21
Location to be announced

meetings & announcements

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	# 0976246
Jack Barba	# 0583566	Cecil E. Lewelling	# 0977661
Gary Barker	# 1115386	Marion Lintt	# 1112930
Billie Bartlett	# 0987435	Guy McDermett	# 0826401
Norman Beal	# 1098449	Gerald McQueary	# 1113062
Roy Braegger	# 1105221	Ray Miessek	# 0877329
James Bresciani	# 1105222	Marvin Mills	# 1051388
Barney Brown	# 1069055	Willie Mixon*	# 1113065
Henry Carlier	# 0955055	Alex Morgan	# 0283479
Clyde Carter	# 1065256	William O'Donnell	# 1113079
Kenneth Clyde	# 1074111	Ralph Olsen	# 0972289
James Cole	# 0935378	Thomas Oshaughnessy	# 1075458
James Cologna	# 0977718	Franklin Peterson	# 1098503
Sam Crawford	# 1098464	William L. Preston	# 0963636
H. L. Crosby	# 1025231	Ray Price	# 0939749
Fred H. Danner	# 0915566	William Pritchard	# 1113077
D. C. Defaria	# 0577455	Jerry Richeson	# 1107364
Clarence Dohrmann	# 1079724	Howard Robinson	# 1112970
Rupert E. Dziuk	# 0510172	Wayne Rose	# 0888913
Gerald Ellingson	# 0883852	George Skivington	# 1065797
Fred Felkins	# 1117569	John Smith	# 0689204
Robert Ferguson	# 0724810	Larry D. Stone	# 1058618
John Fraser	# 1035519	Wilmer Townsend	# 1115367
Jim Gardner*	# 1040573	Edward L. Troughton	# 1107353
Lance Garner	# 1087871	Clark Wagon	# 1115429
Orin George	# 1006611	Don J. Westbrook	# 0553119
Walter Geyer	# 1112884	Fredrick Wilkinson	# 0689204
Robert Gray*	# 1112889	Roger Witsch	# 1107392
Otis Hopper	# 1082408	Clifford M. Young	# 1115433
Buck Howard	# 0732076		

*Effective October 1, 1997

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members
(compiled from the October '97 database)

George Abraham	Lahaina, HI	08/31/97	Lloyd Larson	Reno, NV	09/27/97
Robert Besser	Chico, CA	09/20/97	James Mallires	Marysville, CA	09/29/97
James Bonner	Springfield, MO	09/22/97	Russell Manning Jr	Gress Valley, AZ	09/22/97
Eugene Bowen	Reno, NV	08/29/97	Robert Mathews	Santa Cruz, CA	09/21/97
Otto Caple	Fresno, CA	09/26/97	George Matsumoto	Honolulu, HI	09/29/97
Charles Cummins	Sutter, CA	10/01/97	Henry Medeiros	Waipahu, HI	10/02/97
Nabil Dahdah	Fremont, CA	09/24/97	William Metz	Citrus Hts, CA	10/06/97
Dewey A. Davis		09/22/97	Jason Murphy	Salinas, CA	10/06/97
C. Doty	Manteca, CA	10/09/97	R. Nahoopii	Keauhou, HI	10/07/97
Maurice Eholito	Santa Clara, CA	09/19/97	Dan Olmstead	Logan, UT	09/26/97
Larry Flaherty	Live Oak, CA	09/18/97	Vincent Pamplona	Waianae, HI	09/20/97
Gary Garrett	Hominy, OK	09/21/97	Francis Peterson	Watsonville, CA	10/12/97
Eugene Gilmer	Santa Rosa, CA	10/07/97	Edward Pushefski	Sacramento, CA	09/22/97
Marvin Gums	Rio Linda, CA	09/27/97	Thad Torgensen	Washington, UT	09/27/97
George Haywood	Orinda, CA	09/17/97	Raymond Valentin	Stockton, CA	09/19/97
Macario Hernandez Jr.	Exeter, CA	10/05/97	Lewell Wallehua	Kailua, HI	09/23/97
Tom Heya	Modesto, CA	10/02/97	Vernon Ward	Rockaway, OR	10/10/97
Don Jensen	Lower Lake, CA	10/07/97	Gary Wolfe	Los Gatos, CA	08/20/97
David Kuykendall	Modesto, CA	09/28/97			

DECEASED DEPENDENTS

Clara Autry (wife of Tom Autry)	09/19/97	Aiko Nakayama (wife of Joshimi Nakayama)	10/20/97
Betty Costa (wife of Manuel Costa)	08/28/97	Jeanine Ottenhoff (wife of Richard Ottenhoff)	05/27/97
Lizze Davidson (wife of Loyd Davidson)	07/25/97	Ardie Snow (wife of Carl Snow)	09/23/97
Walcie Henderson (wife of James Henderson)	09/23/97	Ruth Stafford (wife of William Stafford)	09/23/97
Mary Ivy (wife of James Ivy (dec))	09/13/97	Inez Waddington (wife of John Waddington)	07/04/97
Linda Kahuhu (wife of Leonard Kahuhu)	09/22/97		

SEMI-ANNUAL MEETING

Recording-Corresponding Secretary Robert L. Wise, has announced that the next Semi-annual meeting of the membership, will be held on Saturday, January 10, 1998 at 1:00 p.m. at:

Seafarers International
Union Auditorium
350 Fremont St.,
San Francisco, CA

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

DECEMBER 1997

- 1st.....District 17: Kauai, HI
Kauai High School Cafeteria
Lihue, HI
- 2nd.....District 17: Honolulu, HI
Washington Intermediate School Cafeteria
1633 So. King St., Honolulu, HI
- 3rd.....District 17: Maui, HI
Waikapu Community Center
22 Waiko Place, Maui, HI
- 4th.....District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St., Hilo, HI
- 4th.....District 10: Lakeport, CA
Yacht Club
55-5th St., Lakeport, CA
- 5th.....District 17: Kona, HI
Holualoa Imin Community Center
76-5877 Mamalahoa, Holualoa, HI
- 11th.....District 90: Freedom, CA
Veterans of Foreign Wars Hall
1960 Freedom Blvd., Freedom, CA
- 18th.....District 20: Concord, CA
Elks Lodge No. 1994
3994 Willow Pass Rd., Concord, CA

JANUARY 1998

- 15th.....District 30: Stockton, CA
Stockton Waterloo Gun & Bocci Club
4343 N. Ashley Lane, Stockton, CA
- 22nd.....District 80: Sacramento, CA
Engineers Building
4044 N. Freeway Blvd., Ste. 200
Sacramento, CA 95834
- 27th.....District 40: Eureka, CA
Engineers Building
2806 Broadway, Eureka, CA 95501
- 28th.....District 70: Redding, CA
Engineers Building
20308 Engineers Lane
Redding, CA 96002
- 29th.....District 60: Oroville, CA
Cannery Workers
3557 Oro Dam Blvd., Oroville, CA

swap shop

FREE WANT-ADS FOR MEMBERS

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

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

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

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

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

FOR SALE: Cocker spaniel pups. AKC, buff/black. Small, family raised. \$275-\$350. Also: Siamese kittens. Registered or unreg. \$150-\$250. Ready to Xmas, delivery avail. (530) 359-2245. #21637988

FOR SALE: In Oklahoma. 3-bd/2-ba home on beautiful Lake Eufaula. 600 mi shoreline. Brick ext, all steel frame, 3-car gar, boat slip w/lift. Call for more info (918) 689-2283. #745039

FOR SALE: 1984 35' Monaco motorhome. 2 TVs, 2 roof/dash air, hydr levelers, 2 stereos, microwave, built-in vacuum, ice maker, 7000-watt light plant, Chevy 454, less than 30K mi since rebuilt, auto step, backup camera. \$28,000 OBO. (530) 749-8533. #1499332

FOR SALE: 1968 Dodge 1-ton mechanic's truck. A-Frame Powerboom, Miller 225 AC/DC welder, torch cage, 5' vice on rear bumper, nice time working lights. \$2,500 OBO. (530) 749-8533. #1499332

FOR SALE: Home in Hat Creek, CA. MUST MOVE - PRICE REDUCED! 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 900 sq ft basement. Brank new 24' x 40' shop, 2,000' frontage on Hwy 89, 13.63 acres. Partly fenced & cross fenced, great water, close to fishing/hunting. \$129,500. (916) 335-2168. #1225541

FOR SALE: John Deere 2240N. New tires, paint, 50hp PTO, 3350 hrs, excel con w/hear new 5 ft HR-30 Howard tiller. \$13,000 OBO. Also: 1975 Ford F350. 360 eng, 4-sp with PTO, 50-gal tank, new tires, 8x12 steel flat bed w/lift gate, 4-ft wood walls, perfect for hauling firewood, runs perfect. \$3,250 OBO. (209) 862-4425. #2264365

FOR SALE: 1978 28-ft Fireball Travel Trailer. Stove/oven, refrig/freezer/tub/shower/toilet/air/sip bedroom. Fully self-contained. Everything works! For home or play. \$3,500 OBO. (510) 505-9846 lv msg or after 6 pm. #2292900

FOR SALE: Large tow dolly with spare tire, wheel, and tie down straps. \$900. (707) 429-0869. #1069128

FOR SALE: Home near Sac River. 3-bd/2-ba, air/heat, offstreet parking, pellet stove, updated appliances, new roof, 2-car gar, airstrip, lots of amenities. \$87,500. For more info (916) 347-4598. #0505616

FOR SALE: 1990 Chrysler New Yorker. 3.3 liter, 46K mi, AT, PW, PL, dual power seats, power mirrors, rear defogger, leather int, ext silver gray, always garaged, must see. \$8,500 OBO. John (510) 686-0591. #0946921

FOR SALE: '88 Marlin fisherman. Cuddy cabin, VHF, hardtop, Merc FWC tandem galvanized trailer. 10 hrs, call for details. \$7,000 or trade toys. (510) 513-0236. #1230311

FOR SALE: 1956 Thunderbird. Completely restored, award winner. 5-wire spoke wheels. \$20,000 firm. Also: Lincoln welder SAE 200 on trailer w/150 ft of leads. \$1,000. Mercury outboard motor, 12hp, used very little: \$650. (510) 656-1963. #1230135

FOR SALE: Campground membership in Klamath, CA. Coast-to-coast affiliates, just pay transfer fee of approx \$150. Also: 1991 Mazda Navajo, loaded (Explorer clone): \$7,000. 1 Mitsubishi/1 Motorola cellular phone w/ld time usage, excel cond. \$25 each incl accessories. (707) 374-2097 eves only! #1181926

FOR SALE: 1986 Chevy 1-ton. Flat bed, steel deck, 454, new trans, AT, AC, PS, PB, dual tanks, tool box, 112K mi, runs good. \$5,250 OBO. (916) 685-6928. #0997242

FOR SALE: 501 acres in Siskiyou City, Big Springs area. County road access, well, pump house, power, septic in. Billion \$ Mt. Shasta views. Excel retreat or homestead. 2,700 ft. elev, junipers abundant, 269K, creative financing w/strong down. (530) 459-3096 after 5. #2199861

FOR SALE: 1978 Dodge conversion 1 ton van. Fully self-contained, 69K mi, \$4,500 or trade for small Ford, Dodge or VW pickup of equal value. (209) 984-5716. Tom #1054919

FOR SALE: Beautiful home on Whidbey Island, WA. Town of Coupeville, zoned commercial. Brick home, 2-bd/1 1/2-ba, spectacular views of Mt. Baker and Penn Cove. Front window, 2nd row waterfront. Buyer has first right of refusal on waterfront lot. One yr lease signed in 8/97. (510) 674-1948. \$230,000. #1514853

FOR SALE: 5 Forklift self-dumping Hoppers. 3 @ 3/4 cu yd capacity. \$200 ea. 1 @ 1 cu yd capacity \$150. 1 @ 1/2 cu yd capacity \$125. Lumber rack off 1993 Dodge Ram 250, full size bed p/u \$125 OBO. 1963 Chevy C-60 #19500 GWW 18' flatbed w/lift-gate. 454 power \$2,500. (510) 674-1948. #1512853

FOR SALE: House/investment property. 9 yrs old, 1100 sq ft 3-bd/2-ba, lg lot w/RV/boat access. Great house for small family or rental. Currently rented w/positive cash flow. Rents fast. Located in Oakley, close to fishing, boating \$125,000. (510) 625-9192. #2098611

FOR SALE: Mobile home. 24' x 64' Silvercrest. Beautiful Visalia, CA. Excel cond, 3-bd/2-ba, family, drng, hvg rms. 3 ceiling fans, fully carpeted, mini blinds, curtains, cent air/furnace, 4-car parking. 10' x 10' storage shed, garden spot, to maint, family park. \$26,500. (209) 732-8461. #0558773

FOR SALE: 1991 Motorhome. Class A, 23', Ford 460, Fully self-cont, all options incl. 4 solar panels and inverter, 17K mi, excel cond. \$25,950. (541) 476-7165. #2098611

FOR SALE: Caterpillar 318 Diesel engine, complete. fits D6 tractor, 9K motor grader. \$750 OBO. (916) 662-6696

#1196434

FOR SALE: Home in Carson City, NV. 3-bd/2-ba, oak cab, built-in oak china cab/desk, fireplace with insert, fully fenced front/back, all on auto sprinklers, 2-car gar, storage shed, 2 yr old roof. \$118,000. (702) 884-1257. #1235523

FOR SALE: 1996 Pace Arrow motorhome. 34-ft, 62K, camera, hyd jacks, 2 TVs, awning, 2 air, Onan gen, Ford 460 eng, like new. \$57,000. (707) 677-0877. #898696

FOR SALE: Cabin on Lake Pittsburg. New plumbing/electric. Water & septic in. Jack (415) 453-0952. #1225616

FOR SALE: Ranchette in Tracy, Ca. 1600 sq-ft, remodeled 2-bd/2-ba, lg rooms, drng, laundry, car port, x lg detached garage/shop, pool, 1.57 acres. Fenced, gravel turn around in back. Landscaped w/auto sprinklers. 28399 S. Chrisman Rd. \$225,000. (209) 832-1769. #1986440

FOR SALE: Wide tires. P275-60/R15, one pair, Brand new. 27" tall/11" wide. \$150. (510) 865-2854. #2018324

FOR SALE: 1973 Dodge D200 3/4 ton pickup, Royal blue, 360 cu in V8, hi mi, runs strong. \$3,500 OBO. Also: 1973 10.5' Aristocrat cab over camper. Good cond, sleeps 4, stove, frig, htr, elec water pump, chem toilet. \$1,000 OBO. Will sell together or separate. Mark or Linda (650) 359-7976. #1785963

FOR SALE: House on 5 acres. Above Jackson, CA, 1 mi off Hwy 88 in Pioneer-Volcano area. Ranch-style house, 2000 sq ft, 3-car gar, oak trim/texture throughout. Front/side decking. 3-bd/2-full baths. \$229,000 OBO. (408) 779-5560. #1142749

FOR SALE: Miller 12 ton tilt trailer. Air over hydr, new paint, excel tires/brakes, chain and binder, tool box. Backhoe tie down, ready to work. \$4,700 OBO. (707) 528-1730. #1606597

FOR SALE: 4.87 Unimproved acres near Oroville Lake. Year round stream. Only \$13,999. Possible owner carry 50%. Also: 1985 Toyota SR5. Needs some int work, runs like a top. \$1,800. (209) 830-0584. #2023089

FOR SALE: 1989 Yamaha YZ490. Orig adult owner, exc cond, never raced, extras. only \$1,300. (408) 629-1573. #2072288

FOR SALE: Mobilehome. 24' x 60' w/8' x 50' covered deck. 3-bd/2 full baths, family/dng rms. Cent heat/air, pellet stove, partly furnished. 2 storage sheds, close to several dams and good hunting. Brownsville, CA \$25,000. (209) 675-1433. #1178350

FOR SALE: 30" Cannon Backhoe Buckett Profile 4. Fits Ford 555, very good conditions. Retail for \$1,175, selling for \$400. (408) 730-9160 after 6 pm. #1235511

FOR SALE: 1984 Lance 5th wheel. 19 1/2', immaculate, has hitch. \$3,800. (209) 544-1420. #1477864

FOR SALE: '73 Austin Marengo. 34K mi, stored 17 yrs, runs and drives good, mag wheels. \$500 OBO. (707) 545-2205. #0598701

FOR SALE: Misc vehicles. 1978-23 ft travel trailer: \$3,300. 1980-300SD Mercedes: \$3,100. 1979-350 Ford van. New motor, trans, transfer case: \$6,400. Like new 3.0 Troy tiller: \$400. 15-ft pontoon boat: \$1,900. (801) 628-4082. #714903

FOR SALE: '87 Ford Ranger. 4-cyl, std trans, 87K mi, w/small camper, ice box, sleeps 2: \$3,500. Also: small camper shell (fits the Ranger): \$300. RV hitch, receiver frame, easy lift, sway bars. Complete w/brake lever & wiring: \$300. Used clothes dryer: \$50. (209) 292-8392. #592866

FOR SALE: Lincoln portable welder. 300 amp, on trailer, factory built w/4-cyl Wisconsin eng, very good cond, short leads. \$750. (209) 333-2449. #763947

FOR SALE: Ideal, Travel Trailer. 1972, one owner. All front kitch, propane 4 burners/oven, dbl sink, frig elect/propane. Eating area makes into bed. Bdrm has dbl bed w/dbl bed over. Bath in rear w/tub/shw, basin, toilet, closet. Storage, closets, cabinets, everywhere. Levelling jacks, dual holding tanks, tandem axle. \$2,500. (916) 759-9410. #1691152

FOR SALE: Chris Craft boat. 1959, wood, 40' w/6 levels. Bow: 2 bunk bds, head. Galley: stove elect/alcohol. Salon: size for sofa & chairs. Fly bridge: Intr panel, marine radio, depth finder. Bdrm, head, beneath Fly Bridge, then Stern w/2 water tanks. 2 gas tanks. Full Delta canvas, twin 283 engs, 6.5 Onan gen. Beautiful boat! \$35,000. (916) 759-9410. #1691152

FOR SALE: Home in Camp Verde, AZ. 3-bd/2-ba on 80' x 99.71' lot. Walking distance to creek. Beautiful mtn views. Landscaping in lawns, fruit & shade trees etc. \$89,900 firm. Will trade for home or property in N. Calif. Write: Raymond Bond, P.O. Box 1722, Camp Verde, AZ 86322. #0674804

FOR SALE: 1986 Chevy 1/2 ton. Short bed, step side, 305 V8, AT, PS, PB, 114K mi, runs very good. \$3,800. (707) 823-4667. #9244959

FOR SALE: Layton 500 Paver. Electric over hydraulic. New screed and hard rubber has pull tong. \$3,000 OBO. (209) 847-5715. #1148375

FOR SALE: Manufactured home. 2 years new, 14' x 66', all appliances incl washer/dryer. Island kitchen, lg shed, carport, fenced yd, RV parking, much more. 50' x 100' lot in Lakeside, OR, 17 mi N. of Coos Bay. \$59,900. (541) 759-4654. #1022304

FOR SALE: 1963 Mercury Monterey. 2-door, V8, AT,

power rear window. Runs good, needs paint. \$1,500. (209) 291-5327. #1654299

FOR SALE: Prime 1/2 acre. Level, wooded lot, Lake Almanor Country Club, N. Calif. area, \$41,500, owner will finance. (916) 895-0455. #0595155

FOR SALE: 3.3 acres. Over 100 shaded fruit & nut trees. Fenced cross fenced, horses OK. 1,280 sq ft manufactured home incl 30' x 30' shoe/artist studio, too many extras to list. Decks, porches. Near fishing, hunting, camping. Red Bluff. \$144,000. (916) 529-5807. #1144736

FOR SALE: Craftsman 10" table saw. With accessories \$250. Also: 18Hp Johnson outboard motor, recent tune up, new prop, extra gas tank and accessories. Reliable! \$600. (408) 278-1924 or e-mail: woz@ricochet.net. #2014080

FOR SALE: Home. 2-bd/2b-ba, attached garage, 30' living rm, wall papered throughout, plenty of shrubs & shade trees. Centrally located bet. SF, Tahoe & Reno, NV and Fort Bragg. Biking distance to Yuba College. Approx 4 mi to Beale AFB. \$78,500. (916) 527-3955. #804095

FOR SALE: 1987 Jeep Wrangler CJ7. 54K mi, new tires, clean. \$7,600. Also: 1956 Chevrolet Pickup, clean, runs good, \$5,400 OBO. (510) 432-8608. #1225639

FOR SALE: 1990 Ford F450 Superduty. 7.3L turbo, 1.5 ton w/custom util bed, Littlemore 5000 lb crane, Alcoa wheels, air comp, outriggers, 11+ gal diesel tank w/12V transfer pump and more. Yvonne (510) 634-7881. #2212748

FOR SALE: 1987 Procraft bass boat & trailer. 150 HP Johnson, 2 live wells, in-dash depth finder, Eagle LCG recorder & much more! Overall cond excellent! Phil (510) 634-1249. #2212748

FOR SALE: House in Turlock, CA. 1,354 sq. ft., 3-bd/2-ba, 2-car gar, vaulted ceilings, tile roof, tile counters, oak cabs, cent air & heat, auto sprinklers, F/R-possible RV access on lg 6,000 ft lot. Walk to CSUS campus. Great buy at \$119,500. (209) 664-1640. #1208435

FOR SALE: 1987 Automate 5th wheel. 26-ft, excel cond, built-in gen 3,500 watt, AC, hitch, many extras. \$7,600. (209) 847-2580. #56738646

FOR SALE: '78 Ford Mustang II. 4-cyl, AT, PS, PB, good cond, runs well. \$875. (403) 842-9816. #2000175

FOR SALE: 18 1/2-ft Sabre Craft boat & trailer. Both licensed. Fish Finder, CB radio, compass, extras. Salmon ready. \$2,500. (707) 983-6495. #1627908

FOR SALE: 1984 Brougham motorhome. 27-ft, 454 Chevy eng, 3500 series, roof AC, awning, 4k gen, stereo, CB, elec lock windows, TV ant, micro, aux fuel tank, sleeps 6, runs good. \$10,000. (916) 347-5189. #1033739

FOR SALE: 1978 Chevy Suburban. Good shape, V8, 454 eng. \$2,400. Also: 1973 Boss Aero travel trailer. 8' x 35', AC/DC, self-contained. (707) 253-7627. #0908640

FOR SALE: 1965 Studebaker Daytona. 4-dr sedan, w/vinyl top, less than 43K mi, one owner. Please call after 6 pm (510) 351-3977. #577370

FOR SALE: 1988 HRC Alumna-Lite Class C. 460 Ford EFI, exceptionally clean and loaded. \$16,000. Also: 1986 Ranger Ext Cab. V6 eng, EFI 5-sp trans, PS, PB, AC, 6-pk camper shell, CB, Michelin tires, very clean. \$4,500 OBO. (510) 684-3148. #0863917

FOR SALE: Carnival glass. Collector's dream, Bauer (Fiesta), service for 6 plus extras. Vernon China 22kl gold. (510) 782-7419. #2162569

FOR SALE: 1989 Layton Celebrity 5th wheel. 36-ft, triple axle, lots of extras, excel cond. \$9,000 firm. (702) 673-4565. #2005556

FOR SALE: 1984 Corvette. White w/tan int, PS, PB, auto \$8,500 or consider trade for motorhome or ? Also: photo mug business. Camera, film, screen, mugs, everything to start business. Easy to learn, make fast \$. \$4,000. (916) 347-5638. #1477881

FOR SALE: Lumber rack for Ford pickup. Bed size: 8' x 5' 5". \$150. Also two cross bed tool boxes fits same. \$45. (702) 265-7923. #738760

FOR SALE: HD mechanic truck. Ford 8000, Cat 3208T welder and air compressor, 8,000 lb hyd boom w/remote. (916) 472-1017. #1192190

FOR SALE: Wood stove. 24-inch Buffalo. \$500. (916) 367-2825. #1988829

FOR SALE: House in Chloride, AZ. 2-bd/2-ba, 2 car gar, energy efficient, 7 yrs old, lg fenced lot, landscaped w/fruit trees, roses, shade trees. Drive thru garage for boat, etc. 40 mi to Laughlin, NV. \$296,000. (520) 565-2368. #654165

FOR SALE: 21-ft fiberform cabin cruiser. 6-cyl Chevy, stove, sink, porta potty, 2 axle trailer, needs a little work. \$2,000. (209) 478-0813. #2163185

FOR SALE: 3 welding machines. New Cobra mig 250 w/25' Cobra torch \$3,100. Lincoln SA200 portable w/AC aux power \$1,500. Lincoln TM300/300 AC/DC, stationery, excel cond. \$1,000. (801) 586-4548 or (702) 433-4265. #1804351

FOR SALE: Arabian mare. Show quality, 3 yrs, bay, started under saddle. Excel halter, performance, breeding prospect. Fame VF+, Barbary+, Uligator+++ bloodlines. Quiet, gentle, easy to handle. Gorgeous, sweet family horse. Appraised at \$10K. Must sell \$2,500 OBO, trade for ? Julie (209) 925-9694. #2161219

FOR SALE: Truck trailer and backhoe. Case 580CK diesel backhoe w/stand loader and hoe \$10,000. 1972 Ford Bobtail dump and trailer \$10,000. Truck w/Ford diesel eng, built by Cat, air brakes, almost new rubber. 1971 3 axle Zeman trailer w/elec brakes. Ed (916) 967-1449. #0702515

FOR SALE: Lo Boy trailer. 10T beeled to 12T. New tires/wheels, tandem duals, disc brakes, oil fed bearings, vac over hyd brakes, 45 gal diesel tank w/elec pump, tool box, 15' deck, 5' ramp, license to 1998, A-1 shape. \$5,000 OBO. (916) 423-1713. #1175141

FOR SALE: Tools. Heavy duty mechanics. Combination wrenches up to 2 1/2" 1/2" & 3/4" drive impact wrenches, 3/4" to 1" drive impact sockets, elec drive hydraulic pump, and more. Recently retired. (916) 477-1782. #1446503

FOR SALE: 1985 Ford F350 welding truck. Utility box, Lincoln welder, air comp tanks, gauges and hoses. \$10,000. Also: 375CFM Ingersoll Rand air pump w/Schmidt baking soda blast pot. 6 cyl Deutz diesel turns air screw w/1 and 2" outputs. new blast hoses, nozzles, auto oiler, man accessories. Will sell separately. Air pump \$8,000. Blast system \$4,500. (916) 878-8560 or (916) 878-7044. #1535205

FOR SALE: Ideal 1972 22-ft motorhome. All front kitchen, propane 4-burner, dbl sink, frig elec/propane. Eating area makes into bed, bdrm has dbl bed w/dbl bed over. Bath in rear w/tub/shower/basin/toilet/closet. Lots of cab/storage. Levelling jacks, dual holding tanks, tandem axle. \$2,500. (916) 759-9410. #1691152

FOR SALE: 1977 Trans Am 5th wheel. 18-ft, self cont, sleeps 4, pulls easy w/compact pickup. \$3,500. Also: 1989 Chevy 3/4 ton conversion van. Mark III, dual air, 4 capt chairs, couch/bed, TV, built-in ice chest, clothes racks, tailgate bar. \$11,000. (209) 897-7706. #7746402

FOR SALE: 1959 Chris Craft. Wood, 40-ft w/6 levels. Bow: 2 bunks, head. Galley: stove elect/alcohol. Salon: space for sofa/chairs. Fly Bridge: instr panel, marine radio, depth finder. 283 eng, 6.5 Onan gen. Beautiful! \$35,000. (916) 759-9410. #1691152

FOR SALE: 1985 Bayliner boat. 19.5-ft, open bow, Volvo Penta, 170 hp, sonar, stereo, cover, very clean. \$4,500 OBO. Also: Log splitter, 11hp Briggs & Stratton, heavy duty \$1,200. (510) 516-9679. #2102638

FOR SALE: Ford F250. 351 auto, AC, excel cond. Also: 1990 27-ft Wilderness 5th wheel, like new. \$21,000 for both. Essick model 500 3-5 ton asphalt roller. Runs good. \$500. (209) 732-7828. #1058404

FOR SALE: CAT 12-F motorgrader. S/N 89H462 w/rippers, blade tip, wheel wts and excel tires. Clean machine ready for work. \$21,000. Santa Rosa, CA. (707) 864-1784. #1047032

FOR SALE: Country Coach motorhome. Senator 2, 10 mi, 9 new 12-ply tires, modified dual 3" exhausts, too many options to list. \$45,000. Will consider trade. Also: 22-ft Jet boat, like new, 30 total hrs, all the goodies, hi perf 351 eng, priced new at \$35,000. Must sell. (541) 899-1328. #336937

FOR SALE: '78 Crestliner boat. 16.5 ft Bow Rider. 65 hp Merc, depth/fish finder, CB, marine ant, forward flood ll and PA and trailer. Runs good. Also: '91 Ford Custom F150 SuperCab. Full gauges, AC, stereo, 8-ft bed, ABS rear brakes, dual tanks, 300 six EFI 5-sp manual, new tires/shocks, 106K lvy mi. No wrecks, very clean. \$8,000. (510) 778-1665. #1892642

FOR SALE: Foretravel motorhome. 29-ft 440, dbl bed, side bat, icemaker, cent heat, 3-way water htr, 2 roof AC & dash, 20' awning, water purifier, gen roof rack and ladder, new smog/tags, much more. (916) 489-4187. #0418906

FOR SALE: 1996 GMC 3/4 ton 4x4. Loaded. SLE pkg, long bed, 5.7 Vortec heavy-duty eng, low pkg, cruise, tac, tinted glass, AC, AM/FM cass, bed liner, running boards. Also: 1994 Jayco Series 5th wheel, 30 1/2 ft w/13 1/2 super slide, loaded, all oak int w/AC, 20 ft awning, 4000 watt Onan gen. Will sell as pkg or separately. Come see at 9400 Pan American, Lemon Vly, NV. (702) 677-0203 after 6 pm. #1965626

FOR SALE: House in the country (Tracy, CA). 1 1/4 mi from town, 1/3 acre/2300 sq ft, 3-bd/2-ba, family rm, possible in-law quarters, formal dng rm, lg kitchen, oak cabinets/new dbl pane windows, pellet stove, wood stove, water softener, over sized garage or work shop. (209) 836-4617. #196705

FOR SALE: 1987 Bayliner Capri. 17-ft boat, perfect for fishing/skiing. Incl new down riggers w/fish finder, rod holders, full delta canvas, boat cover. 85 force hp, many extras. Mint. \$4,500 OBO. (510) 820-9783. #2266960

FOR SALE or TRADE: 1993 Tioga motorhome. Class C, 8K mi, like new. Walk around on bed, front kitchen, sleeps 6, all amenities, car tow trailer included. \$45,000. (916) 455-7757. #1988733

WANTED: Ultra light airplanes. Bent or broken, in storage or uncompleted kits. Charles (707) 938-3158. #1166637

Cap with Stylized Local 3 logo - \$9.00



Item #361

Item #362

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 # 362. One size fits most.

Gear up for Christmas!

Get yourself some Local 3 stuff!



Poplin jacket with Local 3 logo
\$50.00

Item #326

Item #327

Item #328

The stylized Local 3 logo is embroidered on the front of each jacket. Shell is 65% Fortrel®/35% combed cotton poplin, lined with plaid 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.



"Ready to Work"
Tee - \$12.00

Item #344

Item #343

This tee is preshrunk 100% cotton with a four-color design silk screened on the back and the Local 3 logo in two colors on the left chest. Colors: Black - Item #343, White - Item #344. Sizes: L, XL, XXL, XXXL.

Front of shirts

Orange Pocket Tee - \$10.00

Orange 14 Pocket Vest - \$15.00



Item #331

Item #345

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

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 #351, White - Item #352. Sizes: M, L, XL, XXL.



Item #352

Item #351

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.

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 8 inside pockets and 2 outside pockets divided into 11 compartments, for a total of 14 pockets, for pens, pencils, notepbooks, etc. This vest also has the Local 3 logo silk screened on the back. Item #331. Sizes: M, L, XL, XXL.

Funds raised from these items benefit Local 3's federal political action committee (S.E.L.E.C.). Contributions to S.E.L.E.C. are NOT deductible as charitable contributions for income tax purposes.

Item #	Description	Size	Qty	Cost Each	Total
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.				Subtotal	
				Shipping	\$4.00
				Grand Total	

ORDERED BY:

Name _____
Address _____
City, State, Zip _____
Phone # _____

SHIP TO:

Name _____
Address _____
City, State, Zip _____

FILL OUT COMPLETELY AND SEND TO:

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