Season's Greetings from Local 3

 Prevailing wage threat
 Utah’s Monroc Inc.
 Silver Creek country club
 Disability retirement for police

SEMI-ANNUAL MEETING NOTICE p. 18
FOR THE
Good & Welfare
By Tom Stapleton
Business Manager

It’s been a big work year for most of our members. After the worst slump I can ever remember in this industry, it was good to see the out-of-work lists shrink as a large backlog of private and public works projects was finally put to bid this year. In fact, during the peak periods, many of our districts were scrambling to fill work orders with qualified people.

It would, however, be a grave mistake to succumb to a false sense of security. Yes, let’s all look forward to the Christmas Holiday, as we begin to get a little rain and some of the jobs wind down. You’ve all worked hard and deserve a little rest. Holiday, as we begin to get a little rain and some of the jobs wind down.

It’s a war to protect your wages. A war to wave your medical benefits and pensions. A war that, if lost, will disintegrate the very security of your livelihood. This is the war to protect prevailing wages.

When Newt Gingrich and the newly elected Republican leadership began to introduce legislation this year to cut government waste, reform the welfare system, balance the budget and protect family values.

But, like any contract, you better look at the small print before you sign it. This “Contract with America” has some very disturbing language when you get down to the nitty gritty. How, for example, do the Republicans intend to cut government waste? Foremost on their agenda is to repeal the federal Davis-Bacon Act.

The same war is being waged at the state level in California. Assemblyman Jan Goldsmith has led the charge, introducing a whole package of bills designed to curtail the state prevailing wage law up into little pieces. He has received the full support of Governor Pete Wilson.

“Ah no, we don’t want to repeal prevailing wages,” they say. “We just want to reform it.” Their idea of reform is to cut the existing prevailing wage law up so badly that it is as good as dead.

To show you how bad this fight is getting, we are even finding off attacks at the local level. Like brush fires flaring up in the middle of summer, we are going from one community to another to counter attacks on local prevailing wage ordinances.

In the past three or four months, we have dealt with attacks on prevailing wages in Modesto, Sutter County and El Dorado County. This past week we were facing similar problems in Gal and Lodi. These are just the ones we are aware of at this time. There are doubtless others in the works that we will know of soon enough.

We have organized a formidable coalition of unions and employers who have joined together to protect prevailing wages. We are generating valuable research that indicates how prevailing wages are good for the economy. We are producing educational materials, testifying at public hearings, lobbying at the state and local levels and organizing grassroot opposition.

Is this enough? Absolutely not! There are over 500,000 union construction workers in California. Until every one of them understands their personal stake in this fight and vows to do their part to protect their own wages and benefits, we stand to lose.

What can you do? We are holding a round of specially called meetings in as many districts in Northern California as we were able to schedule between now and Christmas. Attend one of those meetings. Find out how you can become a member of the Prevailing Wage Task Force. Learn how your involvement will make the difference in this critical effort.

It is by far the most important Christmas gift you could give yourself and your family.
Judge halts Wilson's attempt to weaken prevailing wages

Local 3 holding round of meetings to inform members, explain ways to join the wage fight

California Gov. Pete Wilson is trying to pull a fast one on you. The Department of Industrial Relations, under Wilson's direction, is trying to sneak through the administrative back door changes in the way prevailing wages are calculated, a move that if implemented would substantially lower construction wages and leave union contractors unable to bid competitively on most public works jobs.

Without getting approval from the state Legislature or using proper administrative procedures, the DIR is trying to change the method of calculating prevailing wages from the current "modal" system to a weighted average.

Under the modal system, the prevailing rate usually hovers at or near union scale in most areas. However, under a weighted average system, the prevailing rate would be determined by averaging all wage rates paid to workers for each job classification in a particular area. Such as system, according to the DIR's own studies, would lower prevailing wages by as much as 20 percent.

What's more, the DIR proposal also seeks to repeal the rule, known as the "double asterisk" system, requiring that prevailing wage rates change automatically when there's an increase in wages on collective bargaining agreements.

To prevent these changes from taking effect, the state building trades, in cooperation with many trade locals, including Local 3, has mounted a legal challenge on the grounds that the DIR is not following proper rulemaking procedures.

Under California administrative law, a state government agency seeking to amend its regulations must first evaluate the potential impact on small and large businesses as well as local and state governments, then disclose the information to the public within 45 days prior to the close of a public comment period.

The building trades' suit, filed in San Francisco County Superior Court on November 16, contends the DIR proposal is seriously flawed, unworkable and violates the law. The DIR's proposed rulemaking contains no evaluation of whether changing prevailing wages would have an adverse impact on business, nor does it contain adequate data on the direct and indirect costs to state and local governments.

Instead, the DIR, without citing any existing studies or conducting any new ones, simply declared there would be "no" effect on any of these areas despite evidence to the contrary. The suit points out that these flaws are not minor technicalities, rather "a complete failure to conduct the economic assessments and provide the notice that is essential for the public to comment meaningfully."

A good example of the adverse economic impact of a weighted average system was cited in a 1991 legislative analysis but omitted from the DIR proposal. The report found that changing the system would require the DIR to conduct widespread wage surveys to determine the new prevailing rates. To accomplish this, the DIR would have to add 18 positions to the Division of Labor Standards and Research at an annual cost of $750,000.

The DIR proposal also doesn't consider the economic consequences of inferior construction resulting from work done by less skilled and lower paid workers, nor does it evaluate the MediCal, unemployment, and welfare payments that would likely have to be paid to construction workers who lose their jobs, have their wages cut or lose health and welfare benefits.

On November 28, Superior Court Judge William Cahill granted the state building trades a temporary restraining order preventing the DIR from proceeding any further with the process of changing prevailing wage rules, including holding any public hearings.

The judge also granted a hearing, scheduled for December 19, on a preliminary injunction, which, if successful, would force the DIR to draft new prevailing wage rule changes that comply with the law. If the DIR is forced to play by the rules and divulge the truth about lowering prevailing wages, the public will likely reject the governor's plan.

On the day Judge Cahill issued the temporary restraining order, an estimated 3,000 trades unionists held a rally at San Francisco's Civic Center to enhance public awareness of Wilson's flawed plan. After several speeches, the crowd marched to the state building on Van Ness Avenue.

While the legal challenge continues, Local 3 is holding a round of scheduled and specially called meetings to educate members about the prevailing wage assault and explain ways members can get directly involved in the fight to preserve their standard of living.

Reno Grand Opening

The Reno District celebrated the grand opening of its new building on Corporate Boulevard on November 18. In front of the new office is the Reno District staff: from left: Apprentice Coordinator Pancho Williams; Secretary Rita Griffith; District Rep. Pete Cox; Business Rep. Chuck Blings; Debbie Smith of fringe benefits and Dispatcher Fran Lane. The address is 1290 Corporate Blvd., Reno, NV 89502. (702) 857-4440.
In time for the holidays

Union contractors finished Tracy's West Valley Mall in time for the Christmas shopping season

Christmas shopping will be a bit more convenient for residents of the rapidly growing city of Tracy in San Joaquin County. They won't have to drive 30-40 minutes to Stockton or Modesto to find a decent-size shopping center.

Several union contractors have teamed up to finish the West Valley Mall and its surrounding street and highway improvements by the mall's scheduled October 25 grand opening. The $65 million, single-story indoor mall, located at I-205 and Grant Line Road, features five major department stores, 75 specialty shops and a 14-screen cinema.

Teichert Construction completed the mall's site preparation and parking lot grading and paving, while subcontractors Preston Pipeline and RDB Pipeline did most of the storm drain work. Teichert also completed a nearby $2 million water detention basin.

Construction of the mall also required extensive upgrades of surrounding streets and highways. Granite Construction recently completed a $3.3 million upgrade of Naglee Road, which leads into the mall from I-205 and Grant Line Road.

Teichert, meanwhile, is wrapping up a $3.3 million job to realign and widen the on- and off-ramps and freeway overpass at I-205 and Grant Line Road, with MCM doing the bridge work for Teichert.

Madonna Construction also just finished $2.9 million worth of improvements to Grant Line Road.

The mall's developer, General Growth Management Inc. of Sherman Oaks, Calif., is betting plenty of cus-
tomers will fill the stores. Tracy is one of the fastest growing cities in the Central Valley. And several recent annexations by the city should keep construction booming for years to come.

The city council approved the annexations of East Lake, West Tracy, West Corral Hollow and Souza Citation, with all four holding the potential for up to 6,000 homes. When you combine those with the 2,000 to 3,000 homes that could be built at Pombo Square, Murfield Village, Circle B Ranch, Foothill Ranch and Woodside Estates, you're looking at a lot of potential work hours for Operating Engineers.

Keep in mind that not far away, at the junction of I-205 and I-580, is the proposed 16,000-home Mountain House development, which is expected to become home to some 44,000 residents when completed in 25 to 30 years.

And the region's growth potential stretches far beyond Tracy. Growth studies predict the Central Valley will become a vast megalopolis stretching from Sacramento to Bakersfield within the next 50 years. The populations of 11 Central Valley counties — Fresno, Tulare, Kern, Merced, Stanislaus, San Joaquin, Kings, Madera, Yolo, Sutter and Sacramento — are growing 50 percent faster than the state as a whole, with the valley's population expected to triple to 12 million by 2040.

Growth of this magnitude, of course, will have an enormous impact on Operating Engineers, who will do much of the earth works and infrastructure for many of the valley's future residential and commercial projects. The West Valley Mall is just the beginning.
With four Utah facilities and one on the way, plus 10 more operations in Idaho, Monroc’s future as a major ready-mix concrete and sand and gravel producer appears bright.
Business Rep Virgil Blair, left, with job steward Lynn Little, who's been a member for 24 years (Beck Street Plant)

Plant supervisor and 33-year member Dan Floren (Kears Plant)

Richard Hill (Kears Plant)

Loader operator
Kevin Anderson (Kears Plant)

Chief engineer and 26-year member Roy Godwin (Kears Plant)

Batch plant operator
Kevin Jolley (Beck Street Plant)

Loader operator and job steward Larry Kirkwood, a 26-year member (Beck Street Plant)

Loader operator and 20-year member Dave Loveland (Kears Plant)
Disabled by disability

How collecting Service-Connected Disability Retirement caused an Alameda County deputy sheriff more emotional and economic pain than the crippling injury itself

By Steve Moler
Assistant Editor

Our society realizes and accepts the fact that police work is inherently dangerous, and that officers put their careers and lives on the line every time they put on a uniform. That’s why California has enacted laws such as Labor Code Section 4850, which provide police officers with up to one year of full pay and benefits if they suffer a disabling on-the-job injury.

But what happens when officers exhaust their one year of 4850 leave yet remain disabled? They essentially leave the familiar confines of 4850 and enter the more complicated, often confusing realm of Service-Connected Disability Retirement (SCDR).

While most SCDR cases proceed smoothly to final approval, especially when employees are clearly hurt on the job and unable to perform their normal duties, a few, unfortunately, become mired in all sorts of problems ranging from bureaucratic meddling and medical uncertainty to professional incompetence and outright fraud.

Inmate assault

One particular SCDR horror story that all Local 3 public employees can learn from involved Alameda County Deputy Sheriff Terry Alexander. On January 25, 1989, Terry struggled with a female inmate at the old Santa Rita jail in Dublin, fell back and hit her head on a metal door, knocking her momentarily unconscious and causing a laceration on the back of her head that required eight stitches.

After returning to work eight days later, Terry began having severe migraine-type headaches. When she went to the doctor, Terry learned the reason for the splitting headaches — three bulged disks in her upper spine. She got a second opinion from a neurosurgeon who wanted to fuse the disks to prevent further spinal injury and possible permanent paralysis.

Terry decided to postpone surgery after being routinely transferred to the less hazardous transportation department, where she worked as a bus driver moving inmates from the Alameda County courts to the Santa Rita and downtown jails. With the likelihood of assault substantially less, Terry figured she would eventually recover.

Second back injury

But the constant pounding of the bus only made matters worse. In September 1992, Terry bulged another disk in her back. This time the pain and risk of permanent paralysis became unbearable. Under doctor’s orders, Terry went out on 4850 leave two weeks later.

Terry spent the next seven months seeing one back specialist after another, until finally in May 1993 doctors determined that Terry’s condition was “permanent and stable,” meaning she wasn’t going to get any better — and, hopefully, not worse.

Once “permanent and stable,” Terry now confronted the likelihood she would never be a deputy sheriff again. With 4850 leave due to run out in four

Final of a two-part series on short- and long-term disability for law enforcement
months, Terry's only option was to file for SCDR and begin the process of developing a new career, known in law enforcement as vocational rehabilitation.

It was at this juncture that Terry unfortunately became ensnared in Alameda County's disability retirement web. Rather than seek help from her union business representative, which she should have done from the outset, Terry tried to navigate through the system on her own with nearly disastrous results.

**Bureaucratic mess**

Terry immediately got crushed between a bureaucratic rock and a policy hard place. Because the Sheriff's Department had a policy of not making available to injured officers permanent light-duty positions, the department recommended that Terry be granted SCDR.

But the county apparently had other plans. Rather than have Terry retire, the Risk Management Department wanted to reclassify her into a lower paying non-badge position such as sheriff's technician, police dispatcher, or welfare fraud investigator.

But Terry refused. Not only would the change reduce her professional status, it would also put her into a different—and inferior—retirement program. According to Terry, Risk Management, whether intentional or unintentional, told her that if she didn't take the lesser job, she would lose her SCDR benefits.

**Help from Local 3**

Feeling vulnerable, Terry then sought legal representation from a workers' compensation attorney who ended up not being qualified to handle her disability retirement issues. Exasperated, Terry finally contacted her union business representative Bob Britton.

When this happened, Terry's case branched off in two different but related directions. First, Terry, thinking she'd eventually get SCDR, started the vocational rehabilitation process, which included aptitude testing, physical assessments and working with a vocational counselor in selecting a new career. Terry eventually decided to seek a bachelor's degree in business management at St. Mary's College in Moraga, with the goal of becoming a corporate security and investigations specialist, a program that other disabled police officers in the East Bay had successfully completed.

Second, Britton recommended that Terry circumvent Risk Management and take her case directly to the Alameda County Employee Retirement Board, which is responsible for determining whether applicants truly have a work-related disability and whether to grant SCDR benefits. After two hearings, the board approved Terry's SCDR on July 21, 1994.

**The fight continues**

Despite winning her SCDR, the county continued to challenge Terry's vocational rehabilitation plan, claiming a bachelor's degree was not required to break into the corporate security field. After several informal and formal workers' compensation hearings, in which Terry produced substantial evidence and witnesses showing a bachelor's degree was in fact necessary, the county refused to budge and the case was scheduled for trial.

Terry, meanwhile, decided to proceed with her vocational rehabilitation plan, taking out a student loan and dipping further into her already depleted savings to cover educational expenses while the case dragged on.

But on the morning the trial was scheduled to begin, both sides reached an out-of-court settlement. The county agreeing to pay Terry's tuition, books and supplies for the 18-month program, pay her a $900 a month vocational rehabilitation maintenance allowance (VRMA) for one year, and pay school-related mileage for six months. In return, Terry forwent six months of a low-dutty position, but when it comes to disability retirement, you can work well together in a backup.

What saved Terry Alexander from financial ruin was the long-term disability (LTD) insurance she had through her deputy sheriff's association.

LTD insurance policies usually pay a substantial portion of your salary if you become disabled because of an injury sustained either on or off the job. LTD insurance is usually available through your police officer's association or deputy sheriff's association for a very reasonable cost. Check it out!

**Some tips on disability retirement**

- As soon as it becomes apparent that you are not going to be able to perform your normal duties, start looking into filing Service-Connected Disability Retirement (SCDR). It can take months to get the process moving.
- If you're considering filing for SCDR, in addition to following all of your employer's policies and procedures, contact your Local 3 business representative and let them know what's going on. Your union representative can help you network and ensure that all your rights are protected.
- Under most public employee retirement systems, your condition does not necessarily have to be "permanent and stable" in order to file for SCDR and have your case considered by a retirement board. You normally only have to prove that you were injured on the job and are unable to perform your "usual and customary" duties.
- Under disability retirement law, a public employer can offer you a light-duty or lesser position, but you are not required to accept it. If a light-duty position is offered, it must be in the same general classification and have opportunities for advancement.
- Consider retaining a competent workers' compensation attorney and disability retirement attorney who can work well together in bringing your case to a satisfactory conclusion.
- You should be prepared to wait two to three months, and possibly longer, before receiving any disability retirement benefits. That's why it's important to have long-term disability (LTD) insurance as a backup.
Local 3 crews shine at Silver Creek

Dry autumn allows Independent Construction to finish mass excavation of Phase 3 of San Jose’s Silver Creek Valley Country Club

Now, nearly five years later, Independent Construction Co. of Concord, Calif., is finishing up the mass excavation for Phase 3, which will consist of 317 production homes. Independent began moving the project’s 4 million yards of material in April using about 20 operators through most of the summer, when the going was rough because of heavy rock, slope instability and an abundance of ground water.

But the crews really got moving later this summer and pushed production up to as high as 33,000 yards a day. Shea Homes’ Project Manager John Cooper said Independent should finish by the end of December if the weather holds up.
A Foreman Clyde Mashore, middle, with owner of Independent Construction Brian McCosker, left, and Business Rep, Don Incardona

A Peterson mechanics Tim Clements, left, and Mark Spain

A Master mechanic Mark Stroud, left, and mechanic Dion Doll

Grade-setter Mikey Cardenas

Blade operator Ken Machado
The following Hazmat classes have been scheduled for the first quarter of 1996. All classes begin at 7 a.m.

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

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

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

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

**Oakland District**
- 8-hour class - Thurs., Feb. 22
- 8-hour class - Fri., Feb. 23
- 8-hour class - Sat., Feb. 24
- 8-hour class - Fri., March 8
- 8-hour class - Sat., March 9
- 40-hour class - Jan. 29-Feb. 2
- Local 3 headquarters, 1620 S. Loop Rd., Alameda.
- Call (510) 748-7446 for reservations.

**Stockton District**
- 8-hour class - Sat., Jan. 27
- 40-hour class - Feb. 26-March 1
- Stockton District office, 1916 N. Broadway

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

**Fresno District**
- 8-hour class - Thurs., Jan. 25
- Fresno District office, 1745 N. Fine Avenue
- Call (209) 352-6204 for reservations.

**Marysville District**
- 8-hour class - Fri., Jan. 26
- Sutter-Yuba Association of Realtors, 1558 Starr Drive, Yuba City.
- Call (916) 222-6093 for reservations.

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

**Sacramento District**
- 8-hour class - Wed., Jan. 31
- 8-hour class - Wed., Feb. 28
- 8-hour class - Wed., March 27
- Sacramento District office, 4044 North Freeway Blvd., Suite 200
- Please call (916) 568-6170 for reservations.

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

**New government testing regulations for respirators**

The National Institute for Occupational Safety and Health recently updated its respirator testing and certification requirements to permit approval of better respirators for Operating Engineers, miners and other workers. The new NIOSH standards will permit a new generation of respirator filters with less leakage, more efficiency and easier breathing, some at lower cost.

The changes replace 60-year-old procedures with contemporary technology for air purifying respirators. With this rule, NIOSH assumes sole responsibility for testing and certifying most respirators and eliminates "auxiliary" dates by which filters certified under the old regulation may no longer be manufactured or distributed as NIOSH certified.

Although the Department of Labor's Mine Safety and Health Administration has had a joint role in certifying all respirators, from now on MSHA will focus on respirators used in mine emergencies.

These new procedures replace inadequate testing methods for evaluating air purifying respirators. The new performance-based testing methods will enable the certification of respirators based on their ability to filter out toxic substances.

Operating Engineers, hospital workers, miners, firefighters and painters are among the 7 to 10 million American workers who rely on NIOSH-certified respirators for protection against work-place hazards. Some respirators are worn in toxic and potentially lethal environments where any lapse in effectiveness can result in serious injury or death.

A technical summary and the full text of the regulation can be downloaded from the NIOSH World Wide Web page (http://www.cdc.gov/niosh/homepage.html) or obtained by calling the NIOSH toll-free information number 1-800-35-NIOSH (select option 5). The final rule is also posted on the electronic bulletin boards of the Government Printing Office and of the Dept. of Labor; the telephone numbers are (202) 512-1387 and (202) 219-4784.

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**Surveyors JAC approves 6th specialty, recertification program**

The Northern California Surveyors Joint Apprenticeship Committee met November 7 and, after months of consideration by employers and the union, approved two new programs – the addition of a sixth optional specialty certification called "safety" and a continuing education/recertification program.

**New ‘safety’ specialty**

In the past, surveyors had to obtain certification in all five specialties – land and boundary, light construction, heavy construction, topography and hydrographics – to earn the maximum Certified Chief of Party wage rate under the Technical Engineers master agreement.

Now, surveyors will qualify for the maximum rate if they’re certified in five of six possible specialties. The new “safety” certification essentially gives you another option for obtaining the fifth specialty so that you can receive the maximum wage rate. You qualify for the “safety” certification if you hold a current American Red Cross first aid card, a BATC certificate and Hazmat certificate.

**Continuing education/recertification program**

Also at the November 7 meeting, the NCSJAC decided that our surveyors needed a required continuing education program to keep our people the best in the industry. A Local 3 surveyor will now have to get recertified in those certifications the individual member holds.

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**SAFETY NEWS**

by Brian Bishop

**Safety Director**

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**TEACHING TECHS**

by Art McArdie

**Administrator**

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**TEACHING TECHS**

by Art McArdie

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**TEACHING TECHS**

by Art McArdie

**Administrator**

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ARP now provides DOT-mandated driver training to members with commercial driver’s license

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

Driver awareness training

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

- Sat., Dec. 15 - Fresno Laborers’ Hall
  - 3 sessions: 8-10 a.m., 11 a.m.-1 p.m., 2-4 p.m.
  - 50 people per class limit

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

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

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

- Jan. 30 - Feb. 1 - Elko District office
  - 2 sessions: 8-10 a.m., 11 a.m.-1 p.m., 2-4 p.m.
  - 16 people per class limit

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

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

Please note further that these training sessions will be documented by the ARP. Training certificates will be provided at the close of each class to each driver or participant. You can give a copy to your employer for its records and keep your copy for any future employer you may be dispatched to.

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

Fewer workers fail drug test

According to a 1995 “Drug Testing Survey” by the American Management Association (AMA), fewer job applicants and employees are failing drug tests. The positive rate has been falling since the AMA first surveyed this population in 1987, when 8.1 percent tested positive. Positive readings dropped from 2.5 percent in 1993 to 1.9 percent in 1994.

Of the polled companies, about 78 percent conduct drug tests. Since 1987, the number of companies that do drug testing has increased 260 percent. The number conducting random tests rose from 38.7 percent in 1994 to 32.6 percent this year.

Overall, the percentage of employees tested has also gone up, largely because of federal regulations. In the absence of such mandates, drug testing at other major firms has stayed relatively constant.

The AMA survey found that the average cost per worker tested was $34. Companies employing 10,000 or more spent an average of $281,000 on overall testing in 1994, while those with 500 or fewer employees spent an average of $5,900.

Because drug testing is not seen as a major corporate expense, just 11 percent of the polled companies have done cost-justification studies. Of those that spent $25,000 or more on tests, 27 percent have performed an audit. In fact, of the 25 firms in this survey that discontinued testing, 10 did so because they decided it was not cost effective for them.

The staff at ARP would like to wish everyone a happy holiday season and best wishes for the New Year.

Pension Trust Fund issues Summary Annual Report

The pension fund reached a milestone in 1994, which wasn’t noted in the report. It paid out its billionth dollar to pensioners, quite a feat for a fund that started with just 5 cents an hour in 1958.

Holiday thanks

Happy holidays to all of you. We would like to thank all Operating Engineers and their families for their participation and cooperation during the 1995 year. The pre-retirement, specially called and Retiree Association meetings were all well attended. I think we all learned a lot.

It takes bringing up many different points to ensure that our benefit programs meet the needs of the members and their fami-
Credit union programs make holiday giving easier

The old proverb, “If charity cost no money and benevolence caused no heartache, the world would be a very generous place,” captures the difference between that man of great generosity, Santa Claus, and mere mortals such as ourselves.

As much as we may love giving, at least to our family and friends, most of us have mortgages, children to feed and taxes to pay, and we don’t have an army of elves to help us out. Our heartache arises when we can’t give as much as we’d like and still meet our obligations as adults, parents and citizens.

The Local 3 Federal Credit Union appreciates this and is doing what it can during the holiday season to make the act of giving as satisfying as possible. The credit union can’t supply the elves, but it does provide a variety of holiday services and low-interest loans that should help bring out the Christmas spirit in all of us.

One thing that makes the holidays tough financially is the havoc it wreaks on our ordinary budgets. We allot our funds carefully for 11 months, then December arrives and we suddenly have to make a huge stretch to buy presents. It would be easier to distribute the added expense over the course of the entire year, provided we could do so at an acceptable cost.

With this in mind, the credit union is offering a special holiday loan to spend however you would like. You can borrow up to $2,000 with 12 months to repay at a low interest rate of 9 percent APR. Or, if your child is begging for a computer — as essential to modern education as pen and paper — consider our special computer loan, which provides up to $5,000 for 30 months at only 12 percent APR.

And note that we have just lowered the interest rate on our VISA Classic to 13.25 percent, so you can charge your presents and pay them off over several months at a reasonable cost. If you use other credit cards this holiday season, there is no reason to pay their high rates when you can consolidate your balances with a low-interest credit union signature loan. This will not only save you money but make life a lot simpler. You will have only one — rather than several — monthly payment, which you can pay off at any time without a prepayment penalty.

Can’t find presents for all those nieces and nephews? Give them American Express Gift Checks and they can find their own presents. You can purchase gift checks in $25, $50 and $100 denominations. The nice thing about giving gift checks — as opposed to a regular store gift certificate — is that the recipients can use them in any store they like. Yet, unlike cash or regular checks, gift checks are refundable if lost or stolen. A gift check comes already wrapped in a gold envelope with a card for a personalized message.

Of course, one of the best presents you can give is membership in our credit union. For a mere $5 deposit into a savings account, you can provide any member of your family — or for that matter, any friend who belongs to Local 3 — all of the advantages of the credit union: eligibility for low interest loans, free checking accounts, high-yield savings, VISA cards with no annual fees, and a host of other benefits. It’s a gift that keeps on giving, and your beneficiaries will thank you this year and the next and every time they have to worry about holiday expenses.

Finally, don’t forget to use our Touch Tone Teller to cut down on the hassles of this frantic season. It’s free, simple to operate, and available 24 hours a day. You don’t have to go anywhere to make withdrawals, transfer payments, obtain balance information or loan rate quotations; you can do all of this easily — and much more — by telephone.

So while Santa’s generosity may be a bit of a stretch, your credit union can certainly help you be a kind and gracious benefactor to friends and loved ones. With our best wishes, this is our gift to you. Have a wonderful holiday season and a prosperous New Year.

New Reno branch opens

The Reno District office celebrated the grand opening of its new building November 18 with an open house that included a lunch of barbecued ribs, fried chicken, hot dogs, salad and drinks.

At the new Reno office on Corporate Boulevard is also a new branch of the credit union. Branch supervisor Stacy DeMartin and member service representative Marion Champion can help you with all your credit union business. Call them at (702) 896-2727 or stop by in person. The branch is closed for lunch from 1 p.m. to 2 p.m.

For those Local 3 members who have not yet joined the credit union, now’s the time. The credit union offers superior services and tremendous savings compared with commercial banks and savings and loans. You can save hundreds of dollars a year just on savings, checking and our VISA credit card, not to forget low-interest auto and home loans and many other financial services.
Tech Engineers golf tourney scores hole in one for charity

The First Annual Technical Engineers Golf Tournament held October 29 at the Lake Chabot Golf Course in Oakland was a big success.

The day started with participants feasting on a hearty breakfast, then heading out to their respective holes for tee-off. But just as play commenced, a thick blanket of fog devoured the course during the first hour, making for some interesting play. The fog soon lifted and the rest of the round progressed smoothly. After play ended, everyone gathered at the clubhouse for a terrific barbecue, followed by an awards presentation that included a raffle.

First place went to the team of Business Manager Tom Stapleton, Local 3 Credit Union President Bill Onesta, former Oakland Raider all-pro tight-end Raymond Chester and Technical Engineers Business Representative Paul Schissler. The first place winnings were donated to the raffle.

Because the tournament proved such a great success, we're looking forward to the Second Annual tournament, which is schedule for Saturday, September 29, 1996. The net proceeds of $1,000 were donated to the Lake Chabot Jr. Golf Academy.

Again, thanks to all those people who helped make the tournament a great success and to those employers who helped sponsor the tournament. A special thanks to the principals of Lake Chabot Golf Course: Jeff Dennis, Raymond Chester and their staff for an excellent job.

Bill Schneider, Dan Senechal and Paul Schissler of the Technical Engineers Division would like to wish everyone a Merry Christmas and the very best in the coming New Year.

by Paul Schissler

Tech Agent

PHOTOS

1. Representing the San Jose Water Company are from left: Gene Hogus, Barbara Nilsen, and Mike and Joyce Shamann.


3. On the green are from left: Darrell Freitas, Gary Freitas, Gene Feichert and Dean Poggi of Worldwide Surveys.

4. Representing Keir & Wright are from left: Mike Beeson, Jim Vigal, Ted Wilson, Jim Wright (owner), Tony Rubio and Dave Reader.


6. Representing Luk Milani Inc. are from left: Jeff Pavada, Eric Low and Mike Milani.

7. Terry Milliken, left, with retiree Al "Bud" Dalton, chairman of the Auburn Chapter of the Retiree Association.
Crews finish Tuscarora pipeline on schedule

REDDING - After a good year for our district, the work picture is now starting to slow down for the winter months. The Tuscarora pipeline, which extends through Modoc and Lassen counties in California and Nevada’s Washoe County, is coming to an end. Local 3 hands and travelers have acquired some good hours this summer. Our Sheehan Steward, Willie Houghtby, and Wilbros Steward, Gary Anders, tell us that all the pipe is in the ground, and all that’s left is the cleanup and erosion control seeding.

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Craig Blaisdell is keeping some of our operators very busy on the second half of the I-5 overcrossing. Ron Hale has picked up the paving for the Hardrock job between Bieber and Adin. Hardrock’s owner, Gale Easley, is running this project himself.

Stimple Wiebelhaus has shut down for the winter on its Hwy. 273 Clear Creek Bridge project, with half of it done and open to traffic. This project is on hold until spring due to the winter salmon run and high water. With this project on hold, the company moved everyone to the Salyer Bridge project.

Ford Construction at the Susanville prison is still going strong with all the grading and paving around the buildings. To the dismay of the new prisoners, Ford is also ripping all the dirt areas and scanning it with a magnet for loose metal.

Clemens Construction has picked up a job at Whiskeytown Lake putting in pipe that goes from the Carr power house to Brandy Creek. This job, run by Steve Poneusca, should keep crews going until the weather changes.

Our out-of-work list was below 15 percent for most of the summer, and we had a good time snatching operators from non-union employers.


Prevailing wage repeal tabled in El Dorado County

SACRAMENTO - After a late start due to a very wet winter and spring, we had a very good year overall. Work is starting to slow down now despite a dry fall.

If you get laid off, remember, after you register on the out-of-work list, you must re-register before 84 days pass; otherwise, you will go to the bottom of the list.

We would like to say thanks to all the Local 3 members and members from other locals who attended the El Dorado County Board of Supervisors meeting and convinced it to table the prevailing wage repeal. A job well done.

Syblon-Reid has started the Washington and Pleasant Grove overcrossing Phase 1 in Roseville, a $1.7 million job that crosses the rail road tracks. Another job by Syblon-Reid, also for $1.7 million, started at the I-80 and Rocklin Boulevard off ramp.

Gabe Mendez was low bidder at $7.2 million on the Winchester Project Phase 1 in Placer County, a that consists of roads, sewer, drainage and utilities. Mendez has agreed to sign with Operating Engineers, so this job will be done all union.

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Valley Engineers was low bidder, at about $5 million, on the Placer County Cross Basin Pipeline Phase 2, which consists of 17,000 linear feet of 48-inch pipe.

At our October 12 district meeting, we presented about 25 members with service pins ranging from 25 to 45 years of membership. We appreciate our retired members who helped make this union what it is today. We sincerely hope that they have a long and healthy retirement.

We hope everybody had a good year and hope next year is even better. We wish you a happy holiday season.

Hazmat class reminder

Anyone wishing to take the 8-hour refresher Hazmat class in Sacramento should contract the hall at (916) 565-6170 to make reservations. Scheduled classes will take place January 31, February 28, and March 27. Classes start at 7 a.m. sharp.


Fringe Benefits con’t from p. 13

We hope 1996 is prosperous for all, and we look forward to working with you.

Pre-retirement meetings

Please check the schedule on page 20 for the dates of the upcoming round of pre-retirement meetings. Operating Engineers age 60 or older and not yet retired are urged to attend. All engineers are welcome. Bring your spouse. We will discuss all aspect of retirement, so bring your questions and your thoughts.

Retiree Association meetings

We are in the process of scheduling the Retiree Association meetings, with the next round to be held during March, April and May 1996.
Work season finishing with a bang

SANTA ROSA - Like other Local 3 districts, the last half of the work season really picked up. In the Santa Rosa District, contractors working in our area found themselves putting in a lot of overtime to make up for the late start.

At the same time, a lot of work — private and public — went out to bid, a welcomed change from the last couple of years. In talking to our operators, it looks like their hours will be up compared with last year.

A good barometer for a healthy construction season is this season’s high demand for gravel. Syar Industries has geared up for paving in Sonoma County by bringing in a Cedar Rapids continuous mix drum hot plant and had a crew set it up next to its existing hot plant on Todd Road.

Meanwhile, Syar’s Healdsburg operation has been working two shifts all summer. Some operators were in Geyserville working on the skimming operation on Russian River gravel bars. Syar also had a crew busy repairing levees, which were damaged in last winter’s flooding.

Kaiser Sand & Gravel finally got its crews back after a complete shutdown at the end of 1994. The company obtained a mining permit to extract gravel out of an 18-acre site at the Piombo Pit on Eastside Road. The company is running a temporary portable crusher this season, with plans to construct a permanent crusher at the site.

In Mendocino County, Parnum Paving’s rock-sand operators probably had a few less hours reported compared with 1994 because a couple of good-size Caltrans projects were completed last year.

Ford Gravel Company found itself short handed and hired some operators for its second shift. The company rented a small portable concrete batch plant to keep up with demand in the Ukiah area.

Out on the coast Baxman Gravel started out slow in the beginning of the season, but business picked up with a couple of good-size projects in the Fort Bragg area. Argonaut Constructors Co. needed a lot of sand for a landfill closure job, and J.F. Shea Co. had a pretty good-size retrofit job at the Big River bridge in Mendocino. Baxman Gravel also picked up quite a bit of work itself, so things look pretty good for all the operators on the coast.

Looking toward 1996, we are hoping the economy will continue on an upswing. A few jobs have gone to bid late this year that will give our operators something to look forward to for the start of next season.

Caltrans’ Squaw Rock Hwy. 101 bypass went out to bid and DeSilva Gates Construction out of Dublin, Calif., was the apparent low bidder at near $10 million.

North Bay Construction just picked up a water system project for Lower Lake. The company also has the second phase of the $6.5 million Skyhawk subdivision in Santa Rosa.

Ghilotti Construction reports that it has plenty of work on the books for the 1996 season. The company just completed emergency repairs on a 5-mile stretch of Hwy. 1, which was closed for two months near Timber Cove. Ghilotti finished the job three weeks ahead of schedule, another example of skilled and qualified Local 3 Operating Engineers getting the job done on time and within budget.

Ghilotti Construction was low bidder on the $2.5 million Healdsburg job on the Old Redwood Highway widening project, but the contract has not been awarded yet.

In the next couple of months, our office will be holding pre-negotiations with all of the drilling and pump companies. Peterson Drilling & Pump and Weeks Drilling & Pump employees have already met, while Anderson Drilling and Bartley Pump are scheduled to meet later this month. Our district is also holding pre-negotiations with Baxman Gravel employees whose contract expires in February 1996.

Hazmat classes

Local 3’s Safety Director Brian Bishop has scheduled an 8-hour Hazmat refresher on Friday, March 16 and another 8-hour Hazmat class on Saturday, March 16 starting at 7 a.m. at the Labor Center, 1700 Corby Avenue, Santa Rosa. Bring a lunch.

Fringe Benefits Director Charlie Warren has scheduled a pre-retirement meeting on Thursday, January 25 at St. Eugene’s church, Magr. Becker Center, 2323 Montgomery Drive, Santa Rosa at 7 p.m.

Remember, KZST Entertainment Guides and Sonoma Express are on sale at the Santa Rosa District office.

We wish all of our members and their families a happy and safe holiday season.


Teaching Techs con’t from page 12

You will have to get recertified in each specialty every three years. Any individual who was certified prior to January 1, 1994, will begin the program in 1996. Specialties will be covered as follows:

- Land and boundary - 8 hours, includes test
- Light and heavy construction - 8 hours, includes test
- Topography (including hydrographics and agriculture) - 8 hours, includes test
- Safety:
  - First aid - 8 hours
  - BATC - 8 hours
  - Hazmat - 40 hours initial
  - 8 hours refresher
  - 0 hours if currently certified

As you can see, specialties have been combined, eliminating the need for excess class time, and only one area will be offered each year, so the Certified Party Chief will not have to worry about recertifying in each specialty each year.

We plan to start the program by the end of January 1996 and continue through March 1996, with specific dates soon to be announced. The 1996 round of recertification classes will be given on the specialty of topography. The certified individual can opt to take one of the classes or challenge the test.

The test will not be available until after January 1, 1996, but you can make arrangements now to challenge the exam by calling our office at (510) 738-7413. You will be assigned to one of our regular evening classes to take the two-hour exam.

For those who will attend the class and test afterwards, we will be setting up the classes and posting the dates, times and locations in the Engineers News.

Until January, you can study up on topography, as well as photography, hydrography, data collecting, contours and ALTA, all of which will be covered on the topography exam. This is also a good way to keep yourselves sharp and keep up with the latest technology so that you’re the one who keeps working.

These changes were not approved without a lot of planning and research. The NCSJAC set up a certification subcommittee consisting of employer and union representatives, who first met back in 1994. The subcommittees considered all of the current certifications and possible new specialties that might be added. Employers were polled, NCSJAC instructors provided suggestions, and union representatives contributed by supporting their membership in helping to put together this important program.

The NCSJAC wishes you and your family a very happy and safe holiday season. We look forward to working with you next year.
**ANNOUNCEMENTS**

**HONORARY MEMBERS**

The following retirees have thirty-five (35) or more years of membership in the Local Union as of November 1995, and have been determined to be eligible for Honorary Membership effective January 1, 1996. They were presented at the November 9, 1995 Executive Board Meeting.

* Art B. Atos  (808) 963-1599  Clarence H. McKag  (415) 394-9542
  * Roger Bailey  B.L. Holders  (916) 455-5379
  * Nick Bandicorin, Jr.  (808) 925-7276  Robert E. Minkey  (916) 455-5379
  * T.J. Bernard  (916) 455-5379  Edward Morowski  (916) 455-5379
  * James C. Beale  (916) 455-5379  George A. Pena  (916) 455-5379
  * Charles Chung, Jr.  (916) 455-5379  Leonard Proeder  (916) 455-5379
  * Bobby G. Cooper  Robert Puil  (916) 455-5379
  * A. Degrotto  (916) 455-5379  Robert S. Rachulo  (916) 455-5379
  * Clarence Ellin  (808) 892-7490  Joe Reiner  (916) 455-5379
  * Robert Shemrod  (916) 455-5379  Elmo R. Riess  (916) 455-5379
  * Hugh Hill  (808) 963-1599  Jack Schultz  (916) 455-5379
  * Charles Horset  (808) 963-1599  Jerry J. Smith  (916) 455-5379
  * Raymond Jones  (808) 892-7490  Richard Turner  (916) 455-5379
  * Gary Johnson  (808) 963-1599  Lloyd B. Webb  (916) 455-5379
  * Andrew Junor  (808) 963-1599  Robert Pulli  (916) 455-5379
  * Raymon Jayo  (808) 963-1599  Richard Turner  (916) 455-5379

**DEPARTED MEMBERS**

Text not legible due to distortion.

**DISTRICT MEETINGS**

All district meetings will convene at 7 pm.

**DECEMBER 1995**

4th  District 17: Kona, HI  Hololili Inn Community Center  76-85877 Mauna Kea, Hololili

5th  District 17: Hilo, HI  Hilo ILWU Hall

6th  District 17: Maui, HI  Waiwai Community Center  92 Waiwai Place, Wailuku

7th  District 17: Honolulu, HI  Washington Intermediate School Cafeteria  1233 So. King St.

8th  District 17: Kauai, HI  Kauai High School Cafeteria  Lihue

13th District 20: Concord, CA  Elks Lodge No. 1994

19th District 50: Freedom, CA  Veterans of Foreign Wars Hall

21st District 16: Lakeport, CA  Senior Citizen's Center  527 Kenneri

**JANUARY 1996**

9th District 46: Eureka, CA  Engineers Building

10th District 26: Redding, CA  Engineers Building

11th District 60: Oroville, CA  Cannery Workers

25th District 50: Stockton, CA  Engineers Building

30th District 56: Sacramento, CA  Engineers Building

**FEBRUARY 1996**

8th District 01: San Francisco, CA  Seafarers Int'l Aud.  350 Fremont St.

15th District 04: Fairfield, CA  Engineers Building

21st District 12: Salt Lake City, UT  Engineers Building

22nd District 11: Reno, NV  Engineers Building

29th District 56: Fresno, CA  Laborer's Hall

**NOTICES**

**Election of Geographical Market Area Addendum Committee Members**

Business Manager T.J. Stapleton has announced the election of Geographical Market Area Addendum Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1996 with eligibility rules as follows:

1. No members shall be eligible for election, elected or hold the position of Geographical Market Area Addendum Committee Member unless they are:
   - (a) living in the committee's Geographical Market Area,
   - (b) an employee in the construction industry in the area,
   - (c) an "A" journeyman,
   - (d) a member of the committee in good standing.

2. No member shall be nominated unless they are present at the meeting and will accept the nomination and the position offered.

3. No member is allowed to serve more than two (2) consecutive terms on the Geographical Market Area Committee.

4. No member may be an owner-operator.

The schedule of the meetings in which these elections will be held appears on this page under "District Meetings."

**Maui District Office moving to new location**

Effective December 1, 1996, the Maui District office will have moved to its new location. Its new address and phone number are as follows:

Operating Engineers Local Union No. 3
360 Hoshana St., Suite A106
Kahului, HI 96732
(808) 877-1193 (Dispatch Hall)
(808) 871-1469 (Industry Stabilization)

**Semi-Annual Meeting**

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

Saturday, January 6, 1996
1:00 p.m. at the Seafarers Int'l Union Auditorium
350 Fremont St.
San Francisco, Calif.

SEE YOU THERE!!!

**1996 GRIEVANCE COMMITTEE ELECTION**

Recording- Corresponding Secretary Robert L. Wise has announced that in accordance with Article X, Section 10 of the Local Union Bylaws, the election of Grievance Committees shall take place at the first regularly scheduled district meeting of 1996.

The schedule of those meetings appears on this page under "District Meetings."
SAWSHOP


FOR SALE: 1995 TRAVEL TRAILER. 10', 4 beds, sleeps 8, slide out, a/c, water heater, stove, oven, microwave, refrigerator, freezer, air conditioner. For more info, call (408) 262-3044. Reg #0789074.

FOR SALE: 1986 RV - LEE'S RANCH. 30', 4 beds, sleeps 8, a/c, water heater, stove, oven, microwave, refrigerator, freezer, air conditioner. For more info, call (408) 262-3044. Reg #0789074.


FOR SALE: RV - LEW'S RANCH. 26', 4 beds, sleeps 8, a/c, water heater, stove, oven, microwave, refrigerator, freezer, air conditioner. For more info, call (408) 262-3044. Reg #0789074.


FOR SALE: 1991 Shasta Travel Trailer. 30'5, queen bed, fully self contained, AC, under bed bunk, sink, refrigerator, freezer, stove, oven, air conditioner. For more info, call (510) 794-3207. Reg #9998970.


FOR SALE: '40 Ford convertible. 3008, red ext, black int, runs, drives great. For more info, call (510) 794-3207. Reg #9998970.

FOR SALE: 1956 New Yorker St Aegis, 2-dr hard top, metallic green, air cooled, 4-speed, 4-barrel, Runs and drives great. (510) 794-3207. Reg #9998970.


FOR SALE: '78 24-ft RV. 1968 Chevy 1 -ton, auto 350, runs air bags, dual batteries for house & motor, island chairs & table, CB, MW, TV, ant, twin beds, rear bath, awning, dual gas, 30-gal hot water tank. $18,000. (916) 791-0697 or 955-3038. Reg #4091143.


FOR SALE: 1957 Fish Camper shell, carpet kit. $4,000 (916) 671-1724. Reg #0534691.

FOR SALE: '80 Ford P250. 77' x 6, very clean. (510) 659-9069 after 4 p.m. Reg #4091143.
Scholarship Contest Rules for 1996

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

Four college scholarships will be awarded to sons and daughters of Local 3 members. Two scholarships of $5,000 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 an 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 the application.

The applicants must be senior high school students who have, or will be graduated at the end of either (1) the fall semester (beginning in 1995), or (2) the spring semester (beginning in 1996), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarships must have achieved not less than a “B” average in their high school work.

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

Awarding scholarships

Upon receipt of the application and required forms, Local 3 will not exercise any choice among the various applicants or indicate in any way that one applicant should be favored over another.

Based on factors normally used in awarding academic scholarships, the University Scholarship Selection Committee will submit to the Local 3 Executive Board recommendations for finalists. The list of potential winners and their qualifications will be reviewed and studied by the Executive Board and the scholarship winner selected.

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

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

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

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

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

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

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

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

NOTICE

To: THE OPERATORS OF DIESEL ENGINE EQUIPMENT
Re: California Proposition 65 Warning

Proposition 65, a California law, requires warning about exposures to chemicals, including constituents of diesel engine exhaust, which are listed under that law.

Beginning during the next year, diesel engine equipment will carry the following CALIFORNIA PROPOSITION 65 WARNING either on the equipment or in the operating manual:

CALIFORNIA PROPOSITION 65 WARNING

Diesel engine exhaust and some of its constituents are known to the State of California to cause cancer, birth defects, and other reproductive harm.

Please note this warning and remember —

Always start and operate the engine in a well-ventilated area;

If in an enclosed area, vent the exhaust to the outside;

Do not modify or tamper with the exhaust system.