Engineers News

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VOL. 53, NO. 12

OPERATING ENGINEERS LOCAL UNION NO. 3

ALAMEDA, CA

DECEMBER 1995

season's

Prevailing wage threat

Utah's Monroc Inc.

Silver Creek country club

Disability retirement for police

SEMI-ANNUAL MEETING NOTICE p. 18



FOR THE Good

Tom Stapleton Business Manager

It's time to join

the Prevailing

Wage Task

Force

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 out 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.

Just don't forget that we are in a war. 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 carry out

their "Contract with America," many Americans applauded their efforts 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 carve the state prevailing wage law up into little pieces. He has received the full support of Governor Pete Wilson.

'Oh 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 fending 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. Just in the past three or four months, we have dealt with attacks on prevailing wages in Modesto, Sutter County and El Dorado County, and we are facing similar problems in Gal and Lodi. Those 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 grassroots opposition.

Is this enough? Absolutely not! There are over 300,000 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.

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ENGINEERSNEWS







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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

alifornia 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 govern-

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 meaningful-

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 Billings, Debbie Smith of fringe benefits and Dispatcher Fran Lane. The address is 1290 Corporate Blvd. Reno, NV 89502. (702) 857-4440.



Celebrating the grand opening along with the membership were from left: Business Manager Tom Stapleton, Recording-Corresponding Secretary Rob Wise, President Don Doser, Credit Union President Bill Onesta, Financial Secretary Max Spurgeon, Vice President Jerry Bennett and District Rep. Pete

In time for the holidays

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

hristmas 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 KDB 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.



✓ On Teichert's I-205
improvement project is operator Dean Sweet

▼ Teichert's scraper operator James Crouse on I-205 improvement project



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.

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-

A Local 3
operator
spreads asphalt
on Madonna
Construction's
\$2.9 million
widening and
upgrade at
Grant Line Road



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.

Granite Construction nears completion in August on widening of Naglee Road, the street leading into the mall from 1-205 and Grant Line Road





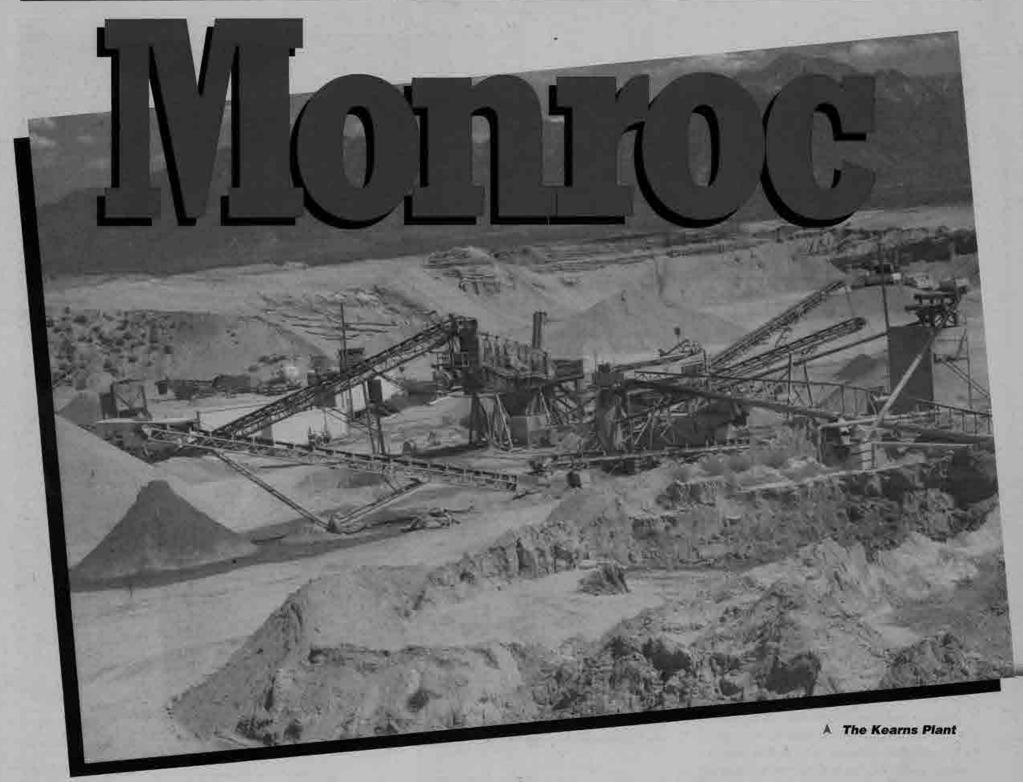
< Operator Chris Beutel on Granite's Naglee Road improvements

Operator Pam Phillips on Granite's **Naglee Road** improvements

Teichert's crew prepares to pave the mall's parking lot two months before the grand opening







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

ou can determine, to some extent, a company's stability and how well it treats its employees by how long the workers have been around. At Monroc Inc., one of Utah's major ready-mix concrete and sand and gravel producers, many of its Operating Engineers have been around a long time, some as many as 30 years.

With Utah's economy on the upswing, especially with the Winter Olympics coming to Salt Lake City in 2002, Monroc's future appears very promising. In fact, right after the first of the year, Monroc plans to open a new operation at Point of the Mountain just south of Riverton and Draper. The new plant will employ about

14 Operating Engineers and produce about 1.5 million tons of sand and gravel a year, as well as have a high-capacity batch plant.

This plant will augment Monroc operations at Kearns, Park City, Heber City and Beck Street in Salt Lake City. At the Kearns Plant, 15 Operating Engineers are taking material out of the salt flats and producing about 700,000 tons a year of sand and gravel using two crushers.

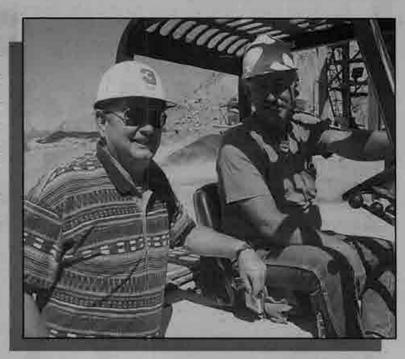
At the Beck Street Quarry in Salt Lake City, five Local 3 members are producing about a quarter-million tons a year of aggregate for road base and fill, as well as specialty sand for golf courses and sand blasting. Monroc also has a batch plant at Park City that employs five operators and a batch plant at Heber City that has two operators.

A good example of why Monroc continues to enjoy favorable relations with its employees was the three-year contract the members ratified in July that contained some decent wage increases for the members. With contract negotiations out of the way, the members can continue to focus on their business of keeping Monroc a major player in Utah's readymix concrete and rock, sand and gravel industries.

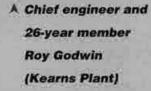


✓ Plant supervisor and 33year member **Dan Floren** (Kearns Plant)

► Business Rep Virgil Blair, left, with job steward Lynn Little, who's been a member for 24 years (Beck Street Plant)

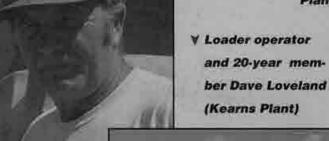


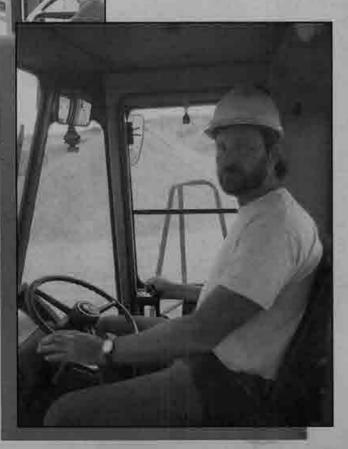






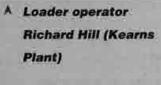
A Batch plant operator **Kevin Jolley** (Beck Street Plant)





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





Loader operator Kevin Anderson (Kearns Plant)



Terry Alexander,

holding a Commen-

dation for Bravery for

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 ur 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

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 neuro-surgeon 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



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 rehabilita-

It was at this juncture that Terry unfortunately became entangled 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 crunched 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 lightduty 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.

Feeling vulnerable, Terry then sought legal repability retirement issues. Exasperated, Terry final-

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

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 workrelated 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 for Terry's tuition, books and supplies for the 18month program, pay her a \$900 a month vocation-

al rehabilitation maintenance allowance (VRMA) for one year, and pay school-related mileage for six months. In return, Terry forwent six months of VRMA, six months of mileage, and job placement assistance following graduation.

"If I learned anything from this experience it's that when it comes to disability retirement, you can't assume anything," Terry said. "You have to be diligent, participate in the entire process from start to finish, and don't leave it to anyone to safeguard your position.

"I recommend that anyone who has to go through the disability retirement process to make sure you get your union rep involved, know your rights, document, photocopy and follow-up on everything, and network with fellow officers who have already been through the process," she said.

Terry will complete her program at St. Mary's in April. In her spare time, Terry is doing fund-raising for the non-profit Valley Care Health Library in Pleasanton and co-facilitates a cancer support group. If you want to discuss disability retirement with Terry, you can reach her at (510) 606-0266.

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 him or her 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 longterm disability (LTD) insurance as a backup.

Do you have LTD insurance?

What saved Terry Alexander from financial ruin during her SCDR ordeal was the long-term disability (LTD) insurance she had through her deputy sher-

After Terry's 4850 leave ran out, her LTD insurance kicked in, paying her close to her normal salary while her case was being settled. Had she not had LTD insurance, Terry would have probably lost her home and had to file bankruptcy

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!

Help from Local 3

resentation from a workers' compensation attorney who ended up not being qualified to handle her disly contacted her union business representative Bob Britton.

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.

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



n the cover of the January 1991 Engineers News appeared a huge dirt spread showing lines of scrapers from Granite Construction carving chert and limestone from the foothills of south San Jose in what was the largest single dirt-moving job in Santa Clara County history - Shea Homes' 1,500-unit Silver Creek Valley Country Club.

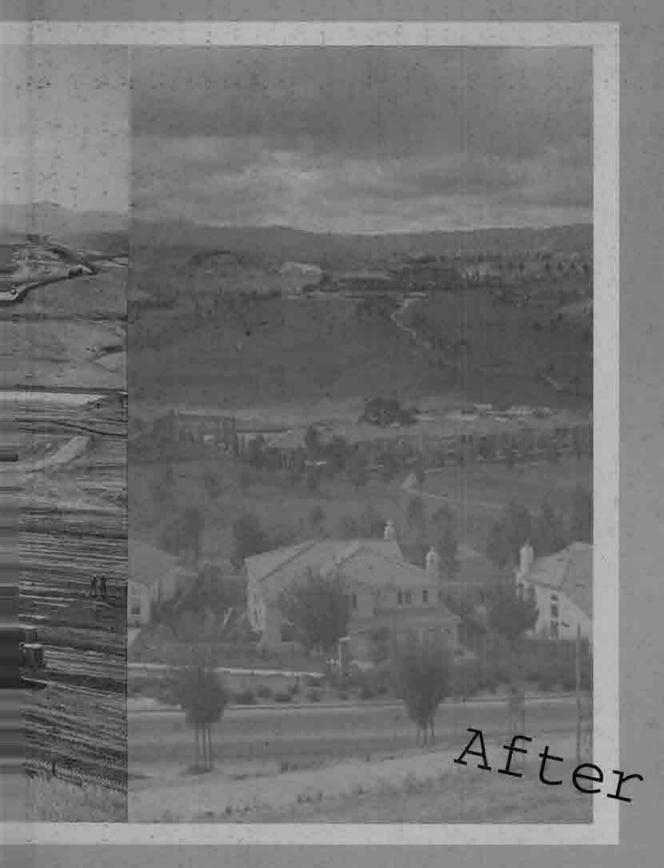
That image depicted construction of just the first phase, which included excavation for an 18-hole golf course, two major boulevards leading into the development, and 500 house pads, for a total of 10 million yards.

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.

Steve Thor-





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



Gradesetter Mikey Cardenas



> Blade operator Ken Machado



AFETYNEWS



by Brian Bishop

Safety Director

Latest round of Hazmat classes begin in February '96

he 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

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 Call (209) 252-6804 for reservations.

Marysville District

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

Redding District

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

Sacramento District

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

San Jose District

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

New government testing regulations for respirators

National Institute 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 establishes "sunset" dates after which filters certified under the old regulation may no longer be manufactured or distributed as NIOSH certified.

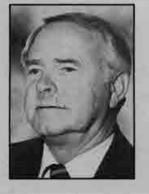
Although the Department of Labor's Mine Safety and Health Administration has had a joint role in certifying all respirators, from now on MSHA will focus on respirators used in mine emergencies.

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.edc.gov/niosh/ homepage.hmtl) 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.

TEACHINGTECHS



by Art McArdle

Administrator

Surveyors JAC approves 6th specialty, recertification program

he 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

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 surveyors will now have to get recertified in those certifications the individual member holds.

by Bud Ketchum

Director

ADDICTION RECOVERYPROGRA



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

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

Driver awareness training

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

Sat., Dec. 16 - Fresno Laborer's Hall 5431 East Hedges 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 3 sessions: 8-10 a.m., 11 a.m.-1 p.m., 2-4 p.m. 15 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 not further that these training sessions will be documented by the ARP. Training certificates will be provided at the close of each class to each driver or participant. You can give a copy to your employer for its records and keep your copy for any future employer you may be dispatched to.

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

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 28.7 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 relative-

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 \$5,600.

Because drug testing is not seen as a major corporate expense, just 11 percent of the polled companies have done costjustification 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.

Addiction Recovery Program

(800) 562-3277 • Hawaii Members Call: (808) 842-4624



Pension Trust Fund issues Summary Annual Report

ension plan participants recently received the Summary Annual Report for the Pension Trust Fund for Operating Engineers for the plan year ending December 31, 1994. The report shows the fund took in a total income of \$75 million, including \$66 million in employer contributions.

The report also shows the plan experienced a decrease in net assets during 1994. The fund must, by law, look at the market value of fund investments on the last day of the plan year, December 31, 1994.

The pension fund has significant investments in high quality bonds, the value of which was down on December 31, 1994. This "paper loss" was quickly recovered in the first part of 1995, and bonds have continued to surge upward. The Pension Trust Fund paid out in 1994 \$114.7 million to pensioners and beneficiaries.

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

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 famby Charlie Warren

Fringe Benefits

Director

CREDITUNION



by Rob Wise

Credit Union

Treasurer

Credit union programs make holiday giving easier

he 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 sim-

pler. 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.

∀ The staff at the new Reno branch of the credit union is supervisor Stacy DeMartin, right, and member service rep. Marion Champion



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

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) 856-2727 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 lowinterest auto and home loans and many other financial services.

TECHENGINEER



Tech Engineers golf tourney scores hole in one for charity

he 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 allpro 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

- Representing the San Jose Water Company are from left: Gene Hogus, Barbara Nilsen, and Mike and Joyce Shannon.
- 2 Technical Engineers Division Business Rep. Paul Schissler, middle. and Tony Rubio, right, present an award to John Lopez of Greiner Engineerings.
- On the green are from left: Darrell Freitas, Gary Freitas, Gene Feichart and Dean Poggi of Worldwide Surveys.
- Representing Keir & Wright are from left: Mike Beeson, Jim Vigal, Ted Wilson, Jim Wright (owner), Tony Rubio and Dave Readler.
- District Rep. Myron Pederson, right, with Terry Milliken, left, and Gary Milano.
- Representing Luk, Milani Inc. are from left: Jeoff Rwada, 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.

J.F. Shea has just about finished one of its bridges on Hwy. 273 and has begun its second bridge on Hwy. 273 over the ACID Canal. The company has kept about two to three operators working at all times, more if you count union subcontractors. Shea's widening and overlay project in Weaverville is also complete. The Hwy. 395 job in Madeline is just about to shut down for the winter. Crews will return next year to put down the last lift of AC.

Tullis Inc. of Redding is doing well with its three jobs in town, one being a subcontractor for Baker/Blaisdale on the I-5 overcrossing. The company also has all the site work for the new Turtle Bay project. Lyle told us he's hired good operators this year and is planning on bidding a lot more next year, with the possibility of a portable hot plant.

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 paying 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

Clemens Construction has picked up a job at Whiskevtown Lake putting in pipe that goes from the Carr power house to Brandy Creek. This job, run by Steve Fonseca, 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.

Wilbur Chase, Business Rep.



News from the SACRAMENTODISTRICT

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-ofwork list, you must re-register before 84 days passes; 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.

Valley Engineers was low bidder, at about \$5 million, on the Placer County Cross Basin Pipeline Phase 2, which consists of 17,000 lineal 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 mem-

bers 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.

Troy Ruff, Business Rep.

Fringe Benefits con't from p. 13

ilies. Also, thanks to the officers, district representatives and staff.

A special thanks to our Retiree Association chapter chairmen for their diligent work during the year: John Gardner, Bill Seeman, Butch Lafferty, Rocky Leroy, Robert Christy, Tom Hester, Al Dalton, Ernie Sutton, Leon Calkins, Don Strate, Wilfred Brown, Bob Daniels, Burt Cummingham, Jack Short, Bob Yturiaga, Mike Kraynick and Norman Smith.

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 50 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 6-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. Petersen 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 15 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, Msgr. 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) 748-7413. 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 subcommittee 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 pro-

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

MEETINGS&ANNOUNCEMENTS

HONORARY MEMBERS

The following retirees have thirty-live (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 5, 1995 Executive Board Meeting.

	Art B. Alves	# 0959359	Clarence H. McKeag	# 1040643
	Roger Bailey	# 1027799	B.L. Medders	# 0873231
	Nick Banducea, Jr.*.	# 0883727	Robert E. Minkley	# 0707340
	T.U. Bernard	# 0368763	Edward Morawski	# 1058711
	James C. Butler	# 0796041	George A. Poncia	# 1046751
i	Charles Chung, Jr	# 0921523	Leonard Preader	# 1006806
	Bobby G. Cooper	# 1058389	Robert Pulli	# 0845547
	A. Degroot	# 1058399	Robert S. Rathbone	# 1058483
	Clarence Elkin	# 0494328	Joe Reinert	# 0629358°
	Robert Ghormley	# 1058412	Elmo Ricci	# 0904745
	Hugh Hill	# 1058577	Jack Schultz	# 1051358
	Charles Humes*	# 0935550	Jerry R. Smith	# 1027919
	Raymond Jayo	# 1035330	Richard Turner	# 0772999
	Gary Johnson	# 1058580	Ruben Virgil	# 1058665
	Andrew Junor	# 1020030	Lloyd G. Webb	# 1025315
	Earle Koser	# 0802611	Ralph V. Whiteley	# 0354824
	Marvin Massey	# 0912029	* Effective	October 1995
	The state of the s			

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 fol-

- No member shall be eligible for election, be 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" journeyperson, (d) a member in good standing.
- 2. No member shall be nominated unless they are present at the meeting and will accept the nomination and the position, if elected.
- 3. No member is allowed to serve more than two (2) consecutive terms on the Georgraphical 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

Effective December 1, 1995, 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 Hoohana St., Suite A106 Kahului, HI 96732 (808) 871-1193 (Dispatch Hall) (808) 871-0909 (Industry Stabilization)

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 regular quarterly district meeting of 1996.

The schedule of these meetings appears on this page under "District Meetings,"

DEPARTED **MEMBERS**

Acre. Bon.	Pinole, GA	#0394150
Alameda, George	San Jose, CA	#0865491
Aderson, Carlyle	Malta, ID	#0939578
Avery, Ed	.Reno, NV	#0334524
Barretta, Pete:	Healdsburg, CA	#1058370
Bynum, James	Tracy, CA	#1332538
Camphell, Joseph	Portland, OR	#0540917
Canto, John	Spanish Fort, UT	#0863859
Danner, Floyd	Shingle Springs, CA	#0991014
Davis, Nathan	.Sacramento, CA:	#0868828
Delara, Jose	Manteca, CA	#2137629
Doss, Daniel	Los Gatos, CA	#2229970
Eneboe, Marion	Modeste, CA	#0309294
Gobie, Robb	Del Mar, CA	#0484603
Hoiseth, Omar	Hayward, CA	#0250881
Huddleston, Lorn	Tipton, CA	#0977651
Hunsucker, A	Yuba City, GA	#1203644
Kalahua, Abel		
Klassen, Max	Vernal, UT	#2216089
McDaniel, T.	Ciearlake, CA	
McEnree, E.		
	San Mateo, CA	
Miller, Marion		#0342582
Pereira, Melvin	.Kneetand, CA	#0848399
	Sonora, CA	#0351317
Queen, August	Fortuna, CA	#1082425
Roper, Sam	Aliwatinee, GA	#1113080
Smith, James	Waiane, HI	#2000178
Starks, Don		
Stewart, Gall	Sparks, NV	#1391999
Susaeff, John	San Lorenzo, CA	#0899477
Vogel, John	Milpitas. CA	#2132404

Deceased Dependents

Hoopai, Abel (son of Sherman Hoopai)	10/19/95
Potter, Carolyn (wife of Charles Potter)	
Tuiteleapag, Maria (wife of Paulo Tulteleapag)	09/01/95
Byrum, Clastic (wife of Henry Byrum)	10/12/95
Claxton, Faye (wite of Bobbie Claxton)	09/18/95
Doss, Dixie (wife of Daniel Doss [dec])	10/10/95
Hookano, Lorraine (wife of Edward Hookano)	10/22/95
Lopez, Mary (wife of Fermio Lopez)	10/18/95
Mininger, Violet (wife of Fred Mininger [dec])	10/24/95
Okada, Elsie (wife of Paul Okada)	10/08/95
Orig, Jessica (wife of Alehandro Orig)	10/06/95
Podesta, Cella (wife of Frank Podesta (dec))	
Reynoldson, Imagene (wife of Gall Reynoldson)	01/02/95
Yeehoy, Hilda (wife of Ernest Yeehoy)	
York, Alice (wife of Jim York (dec))	10/03/95

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, Cal.

SEE YOU THERE!!!

DISTRICT MEETINGS

All district meetings will convene at 7 pm.

DECEMBER 1995

4th......District 17: Kona, HI Holualoa Imin Community Center 76-5877 Mamalahoa, Holualoa

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

6th......District 17: Maui, HI Waikapu Community Center 22 Waiko Place, Wailuku

District 17: Honolulu, HI Washington Intermediate School Cafeteria 1633 So. King St.

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

13thDistrict 20: Concord, CA Elks Lodge No. 1994 3994 Willow Pass Rd.

19thDistrict 90: Freedom, CA Veterans of Foreign Wars Hall 1960 Freedom Blvd.

21stDistrict 10; Lakeport, CA Senior Citizen's Center 527 Konocti

JANUARY 1996

9th......District 40: Eureka, CA Engineers Building 2806 Broadway

10thDistrict 70: Redding, CA Engineers Building 20308 Engineers Lane

11thDistrict 60: Oroville, CA Cannery Workers 3557 Oro Dam Blvd.

25thDistrict 30: Stockton, CA **Engineers Building** 1916 North Broadway

30thDistrict 80: Sacramento, CA Engineers Building 4044 N. Freeway Blvd.

FEBRUARY 1996

8th......District 01: San Francisco, CA Seafarers Int. Aud. 350 Fremant St.

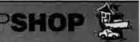
15thDistrict 04: Fairfield, CA Engineers Building 2540 N. Watney Way

21stDistrict 12: Salt Lake City, UT Engineers Building 1958 W. N. Temple

22ndDistrict 11: Reno, NV Engineers Building 1290 Corporate Blvd.

29thDistrict 50: Fresno, CA Laborer's Hall 5431 East Hedges

SWAPSHOP



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

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

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

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

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

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

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

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

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

FOR SALE: Miscellaneous vehicles, '59 Chew Stepside-283 (4-sp); '68 El Camino SS; '70 Formula 400 Firebird; '65 Ford Thunderbird; '73 Traveleze 36-ft w/living room tip out, awning, roof air, good shape. (209) 683-5550. Reg #1181692

FOR SALE: Mobile home in Napa, CA. 24'x36' plus den with t/e addition, 2-bd/2-ba, shed, carport on corner lot in famlly park. \$55,000. (707) 224-4630. Reg #2035147 11/95

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: 1956 Chrysler convertible. 300B, red ext, nite int, white top, all power-PS, PB, p/seats, p/ant, 354 Hemi, 2-sp push button auto trans. Very clean, runs great. Includes parts car: 1956 New Yorker St. Regis, 2-dr hard top, all power, Hemi, great body. \$18,000 firm. (408) 224-1212 Reg #1058550 11/95

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

FOR SALE: House is Yuba County. 3-bd/31/2-ba, large shop, barn, fenced, irrig. avail. Great for horses or cows. Year round creek. All on 10 treed acres. Paved access. \$325,000. Leaving state. (916) 742-9132. Reg #1988754 11/95

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

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

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

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

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

FOR SALE: 1975 International 10 Wheel Ramp Truck. Cab over 350 Cummings turbo. Jake brake. Runs good. \$12,500. (916) 991-5195. Reg #1522779 12/95

FOR SALE: 1978 Itasco Sun Cruiser Motorhome. 25' class "A". 55K miles, new refrigerator, new brakes, 2 new tires, rear tires 70%, microwave, roof, dash air. Clean. (209) 736-12/95 9351 or (209) 736-2101. Reg #0529168

FOR SALE: 1982 Dodge Rampage R.V. Camper top, mag wheels, AC, auto trans. \$2,100 OBO. Tow dolly \$550. (209) 736-9351 or (209) 736-2101. Reg #0529168

FOR SALE: 1989 Travel Trailer. 20' Terry with hitch. Front dinette, rear double bed. Front and rear doors. No AC or awning. Excl cond. \$6,200. (916) 988-9693. Reg #1061990

FOR SALE: Home in Kauai, HI. Tropical setting, beautiful 3bd/2ba home on 1 acre corner lot. Many extras, incl new carpet, separate dining, large family room. 1,730 sq ft plus 2 car garage. Front opens to a magnificent view of mountain and waterfalls. \$387,500. (808) 822-9116. Reg #2046983 12/95

FOR SALE: Fifth Wheel. 29 Tandom. 8 wheels, low bed trailer. \$1,800. (510) 827-4553 Ask for David Reg

FOR SALE: 1977 Cochman Motorhome. GMC 400 engine. 24', sleeps 6. Roof, Dash air, big generator, lots of cabinet space, 6 new 8 ply tires. New awning. Well maintained. Asking \$7,400. Make offer. (510) 757-9240. Ask for Ben Reg #0689209 12/95

FOR SALE: Home in Turlock, CA. Beautiful family home in great neighborhood. 3bd/2ba, heavy shake roof, "Tappon" gas range, built in oven. New carpet, vinyl, paint. Large 77'x123' yard Room for pool and spa. Alley in backyard. Near shopping center. (408) 724-0387. Reg #0512587 12/95 FOR SALE: Motorhome. 1993 Jamboree 25'. Ford chasis w/460EFI - 15,000 miles. Awning, microwave, stationary bed. LIKE NEW. \$29,000. (209) 883-2098. Reg #645818 12/95

FOR SALE: RV hitch receiver frame. Easy Lift, sway bar. complete w/wiring and brake lever. Asking \$300. (209) 292-8392. Reg #592866

FOR SALE: Mobile home. In Lake Havasu City, AZ 16' x 70' w/ 9' x 36' AZ room. 3-bd/2-ba, water softener, 8' x 12' storage shed, trees on bubblers, min. to boat launch in park w/lg pool. Near Laughlin, NV (casinos). \$28,000. (520) 764-3557. Reg #0888970

FOR SALE: Ocean view. 3-bd, den, 3-bath home on 2.8 acres. 5 min. walk to beach. Attached 2-car garage. 32' x 36' storage garage: 10' doors, one 8' door. Very low maintenance yard. Wildlife and beautiful sunsets! Fort Bragg, CA. \$495,000. (707) 964-4863. Reg #0796005

FOR SALE: 1978 24-ft. Automate. Self-cont, 2-axie, AC, awning, elec jack, 2-way vent fan, twin beds, sleeps 6. Clean, ready to roll. Also: '76 ford F150 Ranger XLT: 460 (AZ) eng. auto, cruise, two equip, Ford cover w/carpet, sideseat storage, seat/bed across front. Orig. seafoarn/white paint. Nice looking, well maintained. (510) 685-2763. Reg #553064

FOR SALE: Landau aluminum boat. 12-lt, 2 life jackets, 2 pole holders: all for \$450. Also: 3-hp Garnefisher motor: \$150. Both for \$500. (510) 656-1963. Reg #1230135

FOR SALE: Mechanic's truck. 1989 Ford F350 1-ton, 7.3 diesel, AT, AC, cruise, radio, dual tanks, 10-ft util. bed, tool boxes, 100-gal diesel tank, H/D hitch, heavy duty full length lumber rack, 94k miles, Runs and looks good, \$10,000 OBO. (510) 623-1210. Reg #2010999 12/95

FOR SALE: 1989 Ford F250. 77k miles, very clean. Also: 1990 27-ff Wilderness 5th Wheel. AC, self-cont, microwave, like new. \$23,000 for both. (209) 732-7828. Reg #1058404 12/95

FOR SALE; Beaver Load Ramp. Converts ten wheeler into ransport for your backhoe. Easy to use. A Thacker original. \$3,000. Excel. cond. All sizes Case backhoe buckets, filters and parts. Make offer. (707) 446-9596. Reg #1733014

FOR SALE: Mobile home. Pittsburg, CA. 10' x 55', 2-bo/1ba, enclosed porch, fenced yard, 2 sheds. Clean, quiet, 55+ park w/rec room, pool, bbq, lawn/garden area. LOW space rent. \$3,500. (510) 458-0790. Reg #1845503 12/95

FOR SALE: '92 Avon 29-ft fifth wheel. With slide out. many extras, like new, beautiful, \$26,000. (707) 829-2403. Reg #0347140

FOR SALE: 1983 GMC 3/4 ton turbo diesel. AT, AC. camper shell, carpet kit. \$4,000. (916) 671-1724. Reg #1855418 12/95

FOR SALE: Campground membership. Holiday Adventure Resorts, affiliated w/Coast to Coast. Home camp in Colfax, CA. New memberships selling for \$5,000. Make offer. (916) 742-9392. Reg #698380 12/95

FOR SALE: Mobile home. 2-bd, clean, beautiful cond. Clubhouse/swimming, two carports and storage shed, feamcore roof, remodeled bath and kitchen, washer/dryer, corner lot w/nice garden, AC, Jennair stove, micro, refrig. \$30,000, (510) 447-3612. Reg #447077

FOR SALE: 2 Lincoln SA+200 BC gas welders. 1 trailer mounted, not running. \$400 for both. (916) 622-7026. Reg #1051395

12/95

12/95

FOR SALE: 1975 Tioga Class C motorhome. 23-ft., new motor. Onan gen., sleeps 4, radial tires, self contained, roof air. \$5,400. (707) 459-4359. Reg #2157916 12/95

FOR SALE: 1979 Pace Arrow. 31-ft, rebuilt trans, rebuilt front axle, new brakes. \$13,000 or trade most anything. Also: 1975 bus conversion. Diesel, A1 condition, 40-ft, self contained. \$13,000 or trade for equipment. Write: Raymond Beshears, 2660 Ludium Ave., Palermo, CA 95968. Reg #0758217 12/95

FOR SALE: Pool table with new cloth \$600. Also: Remington Model 1100 12-gauge shotgun \$300; bowling balls w/bag and shoes (one ladies, one mens) \$25 each; Six Pac camper shell w/carpet kit, 8-ft bed \$300; will part trade for portable generator for RV. (707) 429-9155. Reg #1235201 12/95

FOR SALE: Timeshare-home resort at 5-star hotel in Cabo San Lucas, Mexico. Studio sleeps up to 4 people. One floating week per year. 30-yr lease-26 yrs left. \$3,450 OBO. (510) 455-4840. Reg #2229930

FOR SALE: Kabota diesel engine. 1987 Bobcat 443, 44° & 36" buckets, 5" set tires and rims, 8" set tires and rims, outside hydraulics for backhoe attachment etc. Only 865 hrs on machine, like new. \$6,300. (510) 516-8980. Reg #0977799

WANTED: Used tires. Tractor tires size 11-36 and 12-4-36. Ask for Bill. (209) 634-5767. Reg #1065265 12/95

WANTED: Benelli Super Black Eagle 12-gauge sholgun. Pay cash or trade guns. Call Robert @ (510) 372-5893. Reg

WANTED: OLD WATCH FOBS

Anyone with any old tobs laying around in a drawer or collect-ing dust somewhere who would like to see them put to good use, we are interested. We have a retires who is working on a collection that will be on display in the new Heno District

Operating Engineers 1290 Corporate Blvd. Reno, NV 89502

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

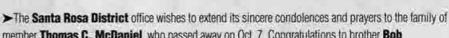
Operating Engineers Local Union #3 1620 S. Loop Rd., Alameda, CA, 94502 ATTN: SwanShop

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

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

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

PERSONALNOTES



member Thomas C. McDaniel, who passed away on Oct. 7. Congratulations to brother Bob Reynolds who married Joyce Hill on Nov. 24, 1995. Bob and Joyce will reside in Santa Rosa.

The Sacramento District office offers its congratulations to Mark Powell and wife Jennifer on the birth of their new baby girl, Ashley Powell, born on Nov. 11 and weighing 7 lbs., 7 oz.

➤The Local 3 Headquarters wishes to congratulate its newlyweds! Best wishes to Tami and Robert Torres (Sept. 16); Tami is secretary to Rob Wise; Jennifer and Edward Gallagher (Nov. 4); Jennifer is secretary to Jim Earp; and Georgeann and Ed Canalin (Nov. 18); Ed is the graphic artist for Local 3. Must be something in the water . . .

The staff at Engineers News wish you and yours the merriest of Christmas and a safe, healthy and happy 1996!

Scholarship Contest Rules for 1996

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

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

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

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

Who may apply

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

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

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

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

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

Awarding scholarships

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

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

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

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

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

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

PRE-RETIREE MEETINGS

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

SACRAMENTO

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

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

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

20308 Engineers Lane Redding, CA

MARYSVILLE

1558 Starr Dr. Yuba City, CA

Tues, January 23,1996 Concord Elks Lodge

Wed January 24,1996 1620 South Loop Rd.

2323 Montgomery

Wed. January 17,1996 Operaring Engineers Bldg.

Thurs. January 18,1996 Sutter-Yuba Assoc. of

3994 Willow Pass Road Concord, CA

Operating Engineers Bldg. Alameda, CA

SANTA ROSA

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

WATSONVILLE

VFW Post 1716 1960 Freedom Blvd Freedom, CA

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

FRESNO

Wed. February 7, 1996 3131 N. Cedar Fresno, CA

SALT LAKE CITY

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

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

Tues. February 20,1996 250 Entrada Novato, CA

S.F.- SAN MATEO

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

STOCKTON

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

ALL PRE-

RETIREMENT

MEETINGS

CONVENE

AT 7 PM

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.