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Illustration by Ed Canalin

FOR THE good & welfare



by Don Doser

Business

Manager

When our basic beliefs are on the chopping block

There are a few basic beliefs I live by, which no doubt have a lot to do with why I have chosen to work for this great union. I believe in people who work by the sweat of their labor to earn a paycheck. They are for the most part the same people who have made the United States the greatest nation on earth. They are the ones who struggle to put food on the table and raise their kids right. They are the ones who work in the factories, in retail stores, in hospitals and on construction projects. They are the ones who give up their lives on the battlefield. In short, they are the ones who make America work. They are the reason America exists.

I also believe in democracy, our right to vote, to choose how we will be governed and who will represent us — whether it be in the marble halls of our nation's capitol or the much more humble surroundings of our union hiring halls. It has been observed that no truly democratic nation exists without a free and democratic labor movement. Labor unions are the essential lifeblood of a free nation.

And finally, I believe in the right to speak my mind freely, to stand up for my beliefs without recrimination — at a union meeting, in my church, while having a beer at a local bar or in a press release.

There are people who are working right now to deny you and me these basic rights. They are primarily rich. They wave the American flag and speak out for "family values," but they don't care about you or me or any other working person or their families. They are licking their wounds from the 1996 elections and they hate the unions that were a part of that great victory for working people.

They and the conservative politicians they elected are all singing the same tune. They accuse "labor bosses" of spending millions of dollars in the 1996 elections to influence the vote in key elections throughout the country. They want to restrict the ability of unions to make political contributions to candidates who will look out for the interests of working people.

The hypocrisy of their accusations is unbelievable. They call for investigations into "Big Labor's" political contributions, but for some strange reason they have no interest in how the tobacco lobby, the insurance corporations or any other part of the business world conducts their political activities.

You can almost see the tears in his eyes when Congressman John Linder, chairman of the National Republican Congressional Campaign Committee whines that "Unions covertly poured millions into the re-election campaigns of Democrats last year. Now union bosses are trying to control the outcome of legislation by dangling campaign contributions."

What he and his kind are very careful *not* to mention is that *big business contributed 11 times the amount given by labor*. All labor unions combined spent about \$119 million on federal elections in 1996. Big business, on the other hand, poured over \$1.1 billion into those same elections.

We couldn't win everywhere against that kind of money. But what our enemies hate to admit is that it isn't money that wins elections for working people. It's working people talking to working people. We turn out volunteers. We register voters. We make phone calls. We walk door to door. We hand out campaign literature. We do these things on our own without pay because *we believe in standing up for working people*.

You can't buy conviction. There isn't enough money in the world to purchase the quality that compels a person to stand up and go out to work for those things in which he or she truly believes.

That's what wins elections for working people. Not money.

And what did we do with the few victories we had in 1996? Over the last 16 months we have won an increase in the minimum wage, substantial increases in health care benefits. We helped re-elect a Democratic president and, in our biggest legislative victory in years, we killed the fast-track initiative in Congress that would have shipped millions of American jobs to foreign countries.

We have done good things to help working people.

That's what we must bring with us into 1998. We must keep our home fires burning.

There are people who are working right now to deny you and me these basic rights.



If nobody spends, nobody works

When wages are low, customers don't have the money to buy what businesses produce.

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Folsom dam repairs

Dillingham Construction is wrapping up repairs to dam before onset of El Niño

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ENGINEERSNEWS

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NLRB rules again that employers can't fire 'salts'

The National Labor Relations Board once again has reaffirmed that a non-union employer cannot discriminate, harass, or retaliate against paid union organizers, or "salts," because of their union organizing activities.

In the latest case, the NLRB ruled October 24 that union organizers working as salts for a non-union sheet metal subcontractor, who were fired for their union activism, must be reinstated with back pay. This ruling is important to Local 3 because salting is a vital component of the union's organizing program. Local 3 currently has 15 active salting campaigns going through its jurisdiction.

The NLRB found, in *Mechanical Services Inc. v. Sheet Metal Workers Local 46*, that organizing activities such as salting were protected under Section 7 of the National Labor Relations Act. The board ruled that M.J. Mechanical Services Inc., a non-union contractor based in Buffalo, N.Y., violated the law by questioning, threatening, discharging and refusing to hire job applicants who were union organizers at a project in Rochester.

The dispute arose when the contractor hired two Local 46 sheet metal workers, who, as paid union

organizers, intended to organize the company from within. The board found that the two salts were "coercively interrogated" by company officials about their union sympathies in violation of Section 8(a)(1) of the act. When the two workers later announced they were union organizers, the company fired them.

An administrative law judge had previously ruled that Local 46's salting program was not designed to organize non-union workers but

fired in retaliation for engaging in organizing. In the board's majority opinion, it said that "even if 'salting' is intended in part to provoke an employer to commit unfair labor practices, that would not deprive employees of protection of the act."

The board found "nothing in the record to support a finding that the 'salting' in this case was a subterfuge used to further any purpose unrelated to organizing." The two workers' discussions with employees constituted "traditional, lawful organizing activity," that is "clearly protected" under the act, the board said.

During Local 46's organizing campaign with M.J. Mechanical, eight other union members applied for work at the company's Rochester job site. While all other job applicants were interviewed at the Rochester job site, the eight union applicants were asked to go to the company headquarters in Buffalo, about 75 miles away, for interviews with the company president, who normally did not give job interviews. In the board's view, "the imposition of a significant travel requirement for applicants to obtain an interview, if directed only at union-associated applicants, is discriminatory" and in violation of Section 8(a)(3) of the act.

Information for this article was obtained from the Bureau of National Affairs' Nov. 12 issue of Construction Labor Report.



Union staff and volunteer union activists fill out job applications in October at Specialty Crushing in Oakland as part of a Local 3 organizing campaign.

to "entrap" the compa-

ny into committing unfair labor practices, interfere with its business, engage in various acts of sabotage, and ultimately drive it out of the Rochester area. The judge referred to these activities as "tortuous interference with business relations."

But the NLRB disagreed, saying Local 46's salting activities were protected, and that the workers were

personal notes

From the Hawaii District:

Our sincere condolences to the family and friends of the following departed brothers: **Maitland Akau, Sr.** (8/97); **Randolph Nahoopii** (10/97); **Joseph Cathcart** (10/97); and **Clement Gandall** (10/97). Also, sincere condolences to the family and friends of **Aiko Nakayama** (10/97), wife of brother **Yoshimi Nakayama**. To our Business Rep. **Tiny Wailehua** - we miss you!!

From the Santa Rosa District:

We wish to extend our sincere condolences to the family and friends of **Bernard D. Lane**, who passed away on November 17, 1997.

Stapleton appointed to high-speed rail authority



IUOE Vice President and former Local 3 Business Manager T.J. "Tom" Stapleton has been named to the California Intercity High Speed Rail Authority, an agency that will be preparing a plan for a high-speed rail network linking the state's major cities.

The nine-member rail authority held its first meeting November 13 in San Francisco. The group's job entails coming up with a plan to build a \$20 billion, high-speed rail line linking San Diego, Los Angeles, Stockton, Sacramento, San Francisco and San Jose with trains running at speeds up to 220 mph. The proposal could be developed into a statewide ballot measure in 2000.



*"I don't bother with the health club...
benchpressing my wallet works just fine."*

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

How union members can take back the economy

Collective action by a strong and revitalized labor movement is the only tonic that can cure what ails America today

Final of a two-part series

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

Every day people like Ray say they are working harder and working longer but have less to show. They hear on the news that the economy is growing stronger and stronger, and they wonder who's getting their share.

According to a recent study by the child advocacy organization Children Now, nearly half of California's children are not sharing the benefits of the state's strengthening economy. The annual report, a county-by-county evaluation of the economic well-being of California children, showed 46 percent live in low-income homes, where the annual income for the typical family of four is less than \$29,000. One-quarter of these children live in poverty with their parents earning less than \$15,600.

Debra Loving, 29, of Alameda is a classic example of what's happening in today's economy. Loving,

whose story appeared in the November 5 *San Francisco Chronicle* as part of an article regarding the Children Now study, is a single mother who works two jobs, one as a bank teller, the other as an office aide. She works a total of 30 hours a week and attends computer classes in hopes of getting ahead.

Loving pays \$500 a month for child care for her 3-year-old son and 11-year-old daughter. With the high cost of rent, food, transportation and other basic living expenses, she is fighting a losing battle to keep up.

Hard working, responsible people like Loving feel that something's wrong with them, that if they could just work a little more, get their lives organized, climb out from under those unexpected expenses like car repairs and medical bills, then maybe they could get ahead.

Something's wrong, all right, but not with these hard-working people who are playing by the rules. Something is very wrong with our economy, and it's time we put our hands and hearts and heads together to do something about it.

The economy has tilted to benefit the rich and burden working-class Americans. The stock boom sure isn't helping folks who aren't wealthy enough to play the market. And the big raises aren't going to the average worker. They're in the pockets of the very expensive suits of CEOs who are putting people out of work by downsizing and moving jobs overseas.

The solutions

Right now – today – a united labor movement has to begin reorienting the American marketplace and redirecting the economy. More of the bounty produced by our labor must be available to workers to build better lives, better futures and stronger families. What is labor going to do to make the American marketplace fairer for workers and consumers?

First, we must educate ourselves and other workers. We need to learn and expose what's going wrong with this economy, how it's happening and how we can stop it. It is no accident that the rich are getting richer while the rest of us falter. The very deliberate income shifts in America are the result of a series of actions by corporate America. We have to see this

pattern clearly. We have to show it to every worker and start working to change it.

That's not easy. Right now, business bombards us with news by, for, and of the rich. Getting the truth out is a huge challenge. Most major newspapers, magazines and broadcast stations are now owned by large corporations with long histories of anti-unionism. When information about the plight of unions and working families does appear in the press, it is often laced with bias and stereotypes.

As union members, we all have to become knowledgeable of what's going on in today's economy. We have to make every gathering of friends, neighbors, relatives and other workers our classrooms.

And if the economy is going to be redirected so that it doesn't benefit only stock market speculators and CEOs who move our jobs to low-wage countries, we are the ones who have to do the heavy lifting. We'll have to organize – and organize some more – in our unions, reaching out to other workers, for political and legislative and workplace action. Collective action by a strong and revitalized labor movement is the only tonic that can cure what ails America today.

What you can do

- Stay informed on current events, obtaining information from as wide a variety of sources and media as possible. Rely less on television and more on newspapers and magazines for your information.
- Enroll in a Construction Organizing Membership Education Training (COMET) or ACT class in your area. Call your district office for details. A schedule of this winter's classes is on page 17. Use your new organizing skills to talk to unrepresented workers and owners and managers of non-union companies about the advantages of being union.
- Get involved in grass-roots political and union organizing activities in your district. Call your district office and ask how you can get involved.
- Attend your district and semi-annual meetings. Valuable information about local politics, organizing campaigns, economic trends and job prospects can be obtained. You can also talk directly to your district representative and business agent about getting involved.
- Keep upgrading your skills. Take journey upgrade training at the Rancho Murieta Training Center, or take one of the union's Hazmat or BACT classes. Hands-on classes are available for surveyors through the Northern California Surveyors Joint Apprenticeship Committee.

Top 10 myths about the economy

10. The economy is in great shape.

Only the rich are getting richer. They're the ones benefiting from the booming stock market. They're the ones getting fat raises. CEOs saw their pay jump 499 percent from 1980 to 1995. But working families got a puny 9 percent raise in those 15 years, not enough even to keep pace with inflation.

Yes, unemployment is down, but so are the number of decent-paying jobs, and jobs with benefits like health insurance and pensions. Some folks have to take two or three of these new jobs just to make ends meet.

The bottom line: The economy today is great for the lucky 10 percent, that minority of Americans who have 70 percent of the country's wealth. The rest of us are having a rough time.

9. We'd all be better off if the government left the free market alone.

Without the government "interfering" in the free market, we'd still have child labor, seven-day work weeks, monopolies to keep prices high and industry barons keeping wages low. If corporate America really wanted to get rid of government regulations, it could start with "corporate welfare" that gives billions of dollars in handouts to companies. Or say, "No, thank you," to government services like law enforcement that protects its property and air-traffic control that keeps its executives safe in the air.

The bottom line: Corporate America doesn't really want a market free of government intervention. It wants a market that's free of those pesky government efforts to protect workers and consumers.

8. Businesses aren't to blame for driving wages down. Global competition made them do it.

"Global competition" has been a great excuse for driving down wages and workers' rights. Many of the some companies using the "global competition" excuse do all their business right here in the United States: mining, construction, retail companies – even government, to name a few.

Where global competition is real, we could have won. Instead of using American ingenuity to expand their markets and make better products more efficiently, when global competition heated up in the 1970s, U.S. businesses took the low road. First, they slashed wages and benefits here, then packed up the jobs and sent them to the lowest-wage countries they could find.

The bottom line: Corporate America has no business crying about global competition. It's an excuse for multiplying its profits without sharing the wealth.

7. Free trade agreements create jobs.

The North American Free Trade Agreement has sent more than 420,000 U.S. jobs to Mexico and Canada since 1993. New U.S. jobs in the export sector never materialized because the collapse of Mexico's peso made it even cheaper to move factories and jobs south of the border. NAFTA hasn't even helped our trading partners: With the peso's collapse, Mexican workers are earning less.

The bottom line: "Fair" or "managed" trade is a much better approach. It protects U.S. workers and jobs. It also protects workers in other countries from being exploited by rich companies offering pennies-an-hour wages and inhumane working conditions.

6. Big government is what's wrong with America.

If your parents are getting by because of Social Security, thank the government. If your water is safe to drink, your food is safe to eat and your medicine is safe to take, tip your hat to the government. And government today is smaller than it has been in two decades. Government employees make up less of the nation's workforce than they did 20 years ago, and federal taxes are a smaller part of the nation's income.

But corporations and the wealthy have been shifting the cost of government to working families. Corporations contributed 31 percent of the nation's tax revenues in 1953, but just 9 percent in 1993. Families earning \$560,000 or more a year pay an average of \$15,674 less in taxes than they did in 1977; families earning \$48,000 pay an average of \$287 more.

The bottom line: Corporate America likes the services that government provides just fine. It just wants you and me to pay for them.

5. Higher wages cause higher prices and cost people jobs.

Raising wages actually can increase employment. People with higher wages can buy more goods and services, meaning more workers are needed to make the goods and provide the services. Higher prices? That's an old, discredited argument corporate America uses to keep wages low. Inflation still hasn't grown since the 1996 minimum wage increase.

The bottom line: When workers get decent wages, it's good for them, good for their families and good for the economy.

4. The federal budget deficit is destroying our future.

If you didn't pay cash for your house or your car, you're a deficit-spender too. The government is doing the same thing our families do – paying over many years for big-ticket items, such as disaster relief, aircraft carriers, bridges, roads and space ships. And the federal deficit, has been drastically cut. At the end of the Bush administration in 1992, the deficit stood at a record \$290.4 billion. Under President Clinton it has plummeted to \$22.6 billion, a 23-year low.

The bottom line: Some deficit spending often is necessary – for our families and for the government. Without borrowing, government wouldn't be able to smooth out economic downturns, cope with natural disasters and economic emergencies or protect our national security.

3. There's nothing wrong that a little retraining won't fix.

Job training is important, but it's not worth much without jobs to train for. Instead of allowing U.S. jobs to be sent overseas, we've got to get serious about job creation in this country.

The bottom line: We spend far less on training and job creation than any other industrial nation. America can do better.

2. Unions are bad for the economy.

Heavily unionized automakers, airlines, aerospace companies, telecommunications giants and others are some of this country's largest and most successful companies. The most efficient economies in Europe, such as Sweden, Denmark and Germany, are also the most heavily unionized.

The bottom line: Unions raise everybody's living standards in a "virtuous cycle": When wages grow, consumers spend more; businesses invest more in efficiency, and productivity increases. This leads to higher wages and economic growth – and the cycle continues.

1. There's nothing we can do about income inequality.

Working together, we can hold our bosses and our government leaders accountable for the well-being of all of us, not just the monied special interests. The labor movement did it before, and we can do it again.

The bottom line: With a revitalized labor movement, working families can build an equal voice in the economy. You can take action on your own behalf by getting involved in your union's organizing and grass-roots political activities.

If nobody spends, nobody works

When wages are kept low, customers don't have the money to buy the goods and services business produces

By Jeff Faux

Ever wonder why so many people who ought to know better take the side of big business in an argument? Even many union members nod their heads when some corporate CEO or conservative politician says the country "can't afford" more money for schools, or that making it easier for people to join unions is "impractical," or that national health insurance "can't work."

It's no accident. For more than 20 years, business groups have been training people to argue for conservative economic ideas — over the back fence, on talk radio, in letters to the editor. In effect, they've created an echo chamber for their ideas, which get repeated and repeated until the average person begins to think it must be so.

A dozen years ago, when I lived in Maine, I was invited to debate the case for unions at the state university. When I showed up, there were about 100 people in the room, along with my opponent — an insurance salesman.

You could see he was nervous, that he wasn't used to speaking in public. He had a few notes on 3 x 5 cards and his hands shook a little. But he was game. And, although I think I won the argument, by the end of the debate he had warmed up and wasn't doing too badly. Afterward, I asked him where he got his information. He told me that he'd gone to a program sponsored by a business group on how to argue for conservative economic ideas.

A couple of years later I was driving late at night and I heard him on a talk radio show. This time he was sharp, relaxed and had his story down cold. According to his story, American workers were doing just fine. Anyone having a hard time paying bills was either unskilled or had a bad attitude. He said that unions made wages and benefits so expensive that business was "forced" to outsource to Mexico and Asia. He claimed that minimum wages, health and safety regulations and laws protecting consumers against harmful food and drugs were bad economics. And, of course, he said that taxes on corporations should be cut.

His ideas were just as wrong as they had been two years before. But he was a lot more convincing. He

used words like "union bosses," "protectionism," "lazy bureaucrat," the ones you hear in the speeches of right-wing politicians or on Rush Limbaugh-type television and radio shows. It was a classic example of the echo chamber at work.

That's why the effort by the AFL-CIO and its unions to create a national dialogue about how the economy works is so important. It's time that

customers won't have the money in their pockets to buy the goods and services that business produces. In a market economy like ours, if nobody spends, nobody works.

This helps explain why we need government policies, such as the minimum wage or lower interest rates, to maintain purchasing power. If you left it up to business, workers wouldn't have enough money in their pockets to buy the goods they make.

The late Walter Reuther, former president of the United Auto Workers, once walked through a plant with a vice president of the Ford Motor Company. The executive showed Reuther the new high-tech machinery the company had bought and added that the machines would put six dues-paying UAW members out of work. Reuther asked, how many cars would the machines buy?

Don't be fooled by people who use numbers to twist the truth. Torture a statistic, goes the saying, and it will tell you anything. For example, the pro-NAFTA

politicians have been telling us for the past two years that exports to Mexico and Canada are up. What they don't tell us is that imports are up much further, and the result has been a net loss of more than 400,000 American jobs. Reporting the exports without the imports is like giving you only the runs that one team scored in a baseball game.

The more you hear about the economy from the point of view of people who work for a living, the more you'll begin to spot the distortions in the newspapers and on television. Arm yourself with some reliable facts that make sense to you, and start debating. Write a letter to the editor or call in on the talk shows. Maybe one of these days you'll meet up with that insurance salesman from Maine. If you do, give him hell.

Jeff Faux is an economist and president of the Economic Policy Institute in Washington D.C. His latest book is *The Party's Not Over*, published by Basic Books.



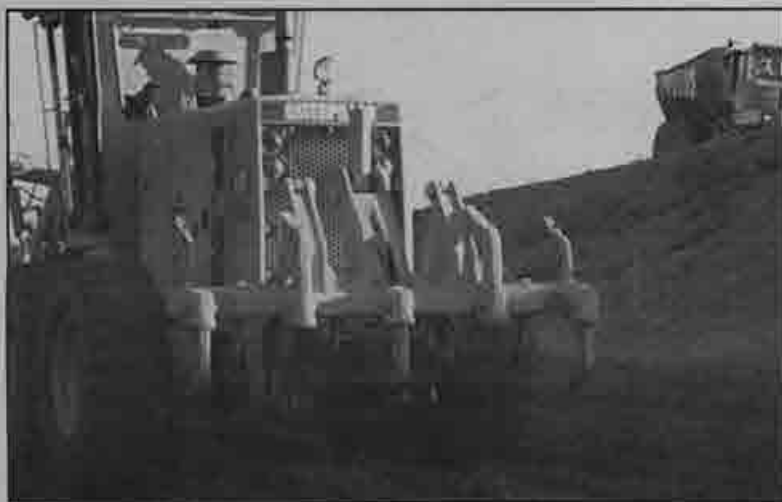
business had a little competition from labor in the marketplace of ideas. It's time for union members around the nation to start arguing back, to make the case that unions and the progressive policies they stand for are good for all Americans.

Working families need to create their own echo chamber with the message that paychecks are more important than stock market speculation, that people are more important than profits.

Understanding basic economic issues is mostly a matter of common sense. Let's take the minimum wage. Most union members make more than the minimum wage, and many think it doesn't affect them. But it does. If wages are kept too low, cus-

Star Bend levee rehabilitation

Syblon-Reid Co. wraps up repairs of this vital flood control structure near Yuba City



Photos clockwise from left:

- Syblon-Reid's crew at the Star Bend levee job is from left: Robert Hall (623c), James Beaumont (Moxys dump truck), Ben Parker (Moxys), David Lucero (scraper), Business Rep. Dan Mostats, R.J. Myers (blade), Alex Bryce (compactor), Harold Andrea (water pull), Bill Gallagher (scraper), Jim Asbel (excavator) Merl Switzer (foreman).
- Excavator operator Jim Asbel loads one of the Moxys dump trucks from the borrow area.
- R.J. Myers on blade makes a pass on the reinforcement berm while Ben Parker carries a load of fill along the top of the levee.
- Using the levee top as a haul road, scraper operator Bill Gallagher makes a pass with a load of fill material.

A levee reinforcement berm nears completion in early November.

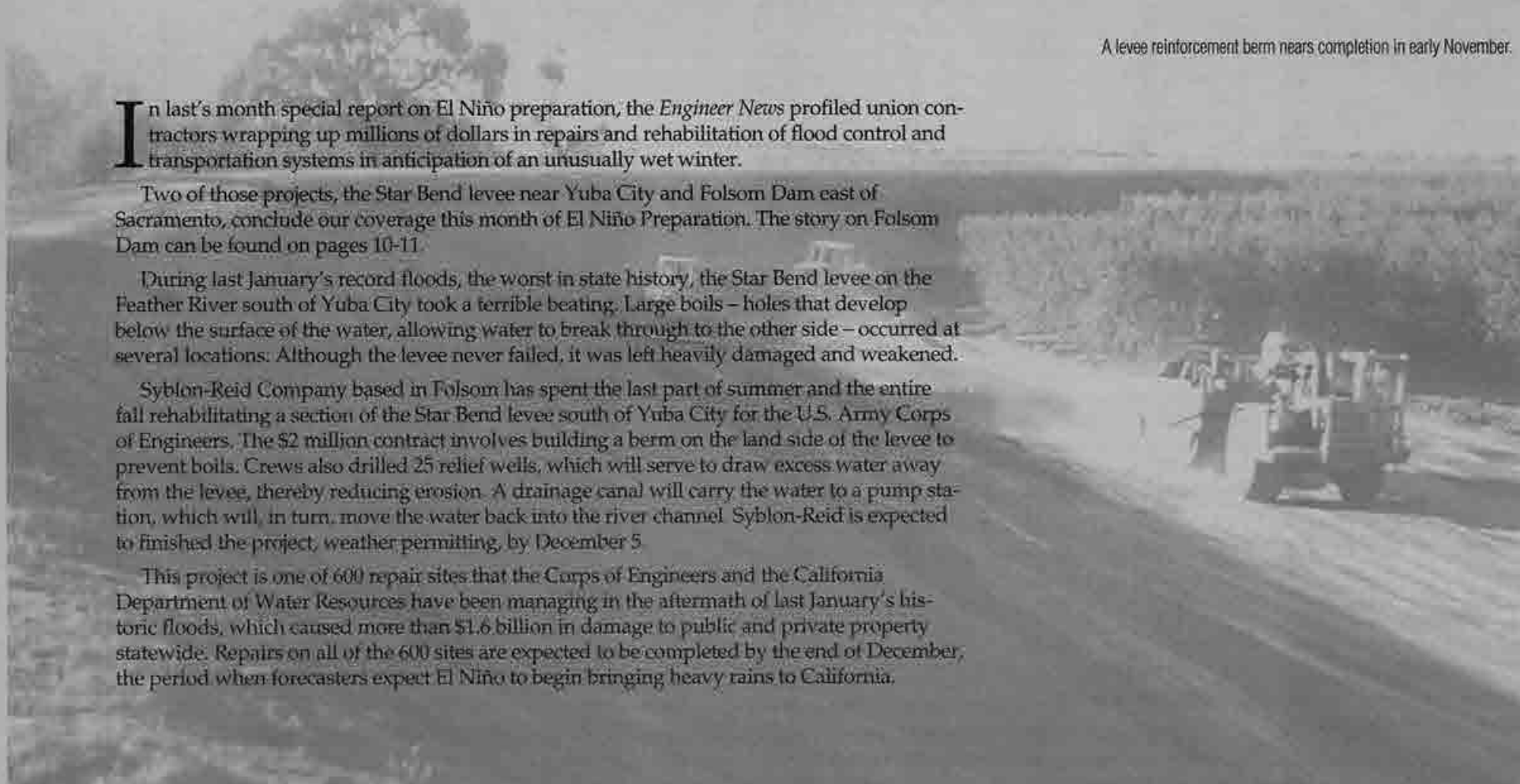
In last's month special report on El Niño preparation, the *Engineer News* profiled union contractors wrapping up millions of dollars in repairs and rehabilitation of flood control and transportation systems in anticipation of an unusually wet winter.

Two of those projects, the Star Bend levee near Yuba City and Folsom Dam east of Sacramento, conclude our coverage this month of El Niño Preparation. The story on Folsom Dam can be found on pages 10-11.

During last January's record floods, the worst in state history, the Star Bend levee on the Feather River south of Yuba City took a terrible beating. Large boils - holes that develop below the surface of the water, allowing water to break through to the other side - occurred at several locations. Although the levee never failed, it was left heavily damaged and weakened.

Syblon-Reid Company based in Folsom has spent the last part of summer and the entire fall rehabilitating a section of the Star Bend levee south of Yuba City for the U.S. Army Corps of Engineers. The \$2 million contract involves building a berm on the land side of the levee to prevent boils. Crews also drilled 25 relief wells, which will serve to draw excess water away from the levee, thereby reducing erosion. A drainage canal will carry the water to a pump station, which will, in turn, move the water back into the river channel. Syblon-Reid is expected to finish the project, weather permitting, by December 5.

This project is one of 600 repair sites that the Corps of Engineers and the California Department of Water Resources have been managing in the aftermath of last January's historic floods, which caused more than \$1.6 billion in damage to public and private property statewide. Repairs on all of the 600 sites are expected to be completed by the end of December, the period when forecasters expect El Niño to begin bringing heavy rains to California.



NEWS FROM THE addiction recovery program



by **Bud Ketchum**
Director

To all Local 3 members and their loved ones:



**Merry Christmas and a
Happy New Year from your
Addiction Recovery
Program Inc.**

Board of Directors:

Don Doser, Local 3 Business Manager
Tom Stapleton, Chairman and IUOE Vice President
Jack Estelle, Appian Engineering Inc.
Gary Dunlap, A. Teichert & Son
John Sweeney, secretary

Staff:

A.A. (Bud) Ketchum, Director
Gerry Orme, Staff Coordinator
Patty Newlan, Administrative Counselor
James Merrick, Hawaii Coordinator
Plus our 66 volunteer Grass Roots Coordinators

NEWS FROM fringe benefits

by **Charlie Warren**
Director of
Fringe Benefits

District visits great way to get info about retirement benefits

Happy holidays to all of you. We would like to thank all Operating Engineers and their families, as well as the union staff, for their participation and cooperation during 1997.

The pre-retirement and Retiree Association meetings were all well attended, and I think we all learned quite a bit. It takes the raising of many different points of view to ensure that our benefit programs meet the needs of the members and their families.

A special thanks to each of our Retiree Association chapter chairmen for their diligent work during the year: John Gardner, Jack Short, Burt Cunningham, Leon Calkins, Earl Faria, Bill Seemann, Mario Dumlao, Ernest "Rocky" Leroy, Bob Daniels, Bob Christy, Tom Hester, Al Dalton, Emie Sutton, Norman Smith, Mike Kraynick, Bob Yturiaga, Don Strate and Wilfred Brown.

We hope 1998 will be a prosperous year for all, and we look forward to working with you.

Pre-retirement meetings

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

Income tax information

Your 1997 year-end form 1099-R, for pension payments and lump-sum annuity payments, including the detail of any federal or state income tax you may have authorized, will be mailed to you by January 31, 1998. If you note any discrepancies with your personal records, contact the Trust Fund Service Center at 1-800-251-5014 or Fringe Benefit Service Center at 510-748-7450.

Districts visits

In a continuing effort to make benefit and service information more accessible to the members, Fringe Benefit Service Center staff

will be spending the day, including Wednesday late nights, in the district offices on the dates shown below. This is your opportunity to come by and ask questions and receive personal attention on all matters relating to your health and welfare and pension benefits.

Sacramento - Wed. Jan. 7	Salt Lake City - Tues. Feb. 10
Eureka - Tues. Jan. 13	Reno - Wed. Feb. 11
Redding - Wed. Jan. 14	Fresno - Wed. Feb. 18
Marysville - Thurs. Jan. 15	Santa Rosa - Wed. March 11
San Jose - Wed. Jan. 21	S.F./San Mateo - Wed. March 18
Oakland - Wed. Jan. 28	Stockton - Wed. March 25
Fairfield - Wed. Feb. 4	

PRE-RETIREMENT MEETINGS

STOCKTON Tues. Jan. 6, 1998 Operating Engineers Bldg. 1916 N. Broadway Stockton, CA	REDDING Wed. Jan. 14, 1998 Operating Engineers Bldg. 20308 Engineers Ln Redding, CA	SANTA ROSA Thurs. Jan. 22, 1998 Operating Engineers Bldg. 6225 State Farm Dr., Suite 100 Rohnert Park, CA	SALT LAKE CITY Tues. Feb. 10, 1998 Operating Engineers Bldg. 1958 W. N. Temple Salt Lake City, UT
SACRAMENTO Wed. Jan. 7, 1998 Operating Engineers Bldg. 4044 N. Freeway Blvd. Sacramento, CA	MARYSVILLE Thurs. Jan. 15, 1998 Sutter-Yuba Assoc. of Realtors Bldg. 1558 Starr Dr. Yuba City, CA	WATSONVILLE Tues. Jan. 27, 1998 VFW Post 1716 1960 Freedom Blvd. Freedom, CA	RENO Wed. Feb. 11, 1998 Operating Engineers Bldg. 1290 Corporate Blvd. Reno, NV
AUBURN Thurs. Jan. 8, 1998 Auburn Recreation Center 123 Recreation Dr. Auburn, CA	CONCORD Tues. Jan. 20, 1998 Concord Centre 5298 Clayton Rd. Concord, CA	SAN JOSE Wed. Jan. 28, 1998 Italian Gardens 1500 Almaden Rd. San Jose, CA	FRESNO Tues. Feb. 17, 1998 Cedar Lanes 3131 N. Cedar Fresno, CA
EUREKA Tues. Jan. 13, 1998 Operating Engineers Bldg. 2806 Broadway Eureka, CA	OAKLAND Wed. Jan. 21, 1998 Operating Engineers Bldg. 1620 South Loop Rd. Alameda, CA	FAIRFIELD Wed. Feb. 4, 1998 Operating Engineers Bldg. 2540 North Watney Fairfield, CA	MARIN Tues. Feb. 24, 1998 Alvarado Inn 250 Entrada Novato, CA
All meetings convene at 7:00 p.m.			
S.F. - SAN MATEO Wed. Feb. 25, 1998 Electricians Hall 302 8th Ave. San Mateo, CA			

NEWS FROM THE

credit
union

by Rob Wise

Credit Union

Treasurer

A look back at a year's worth of accomplishments

Looking back over the past year, I was especially struck by one member's comment: "We never felt like we were a number at the end of a line when we dealt with the credit union," said Lynn Holmes in June about her family's home-buying experience.

Too often these days we have to choose between an institution strong enough to take care of a wide variety of financial needs and one that offers personal service but fewer capabilities.

But Lynn's remark helps confirm that the credit union is the best of both worlds. This year the credit union grew by \$25 million and, as of November 30, had more than \$430 million in assets. The credit union not only has the resources to help members with major financial needs, such as home buying, but we treat members as individuals, not numbers. We are able to do so because we are a member-owned financial cooperative, obligated only to our members, not to stockholders.

In 1997, we put our resources to work for members in a variety of ways. Here are just a few highlights:

- Our brick and mortar and electronic branch network expanded and improved in 1997. In March we opened our 19th branch in San Bruno, Calif. to serve Local 3 members living and working on the San Francisco peninsula.
- At the same time, we went "live" on the World Wide Web, offering access to up-to-date credit union information at www.oefcu.org 24 hours a day.
- In August we remodeled our Stockton branch to give members more room and privacy.
- We'll continue to enhance the branch network in 1998, beginning with moving our Auburn branch in January. The new location doubles the space available for members to conduct credit union business and has the advantage of being just off Hwy. 49. Please see the branch list on this page for the new address.

In 1997, we added services for car buyers. For example, April saw the introduction of the Auto Plan service, which gives members in Northern California the opportunity to receive preferential service from specially trained Auto Plan representatives and discount car and truck prices.

In October we told members in the San Francisco Bay Area about the Independent Fleet Managers Association (IFMA) auto purchase service. IFMA offers fleet pricing in a no-hassle sales environment.

The Credit Union Direct Lending (CUDL) network grew in 1997. Auto dealerships on the CUDL network allow credit union mem-

bers to apply for a loan from the credit union at the dealership. It's fast, easy and lets you avoid a separate trip to a branch to obtain financing.

Next year, members can look forward to the continued growth of the CUDL network and to our nearly new vehicle sales, one of which is scheduled for the spring, the other in the fall.

Thank you for supporting your credit union. All of the accomplishments I have mentioned would not have been possible without the support of each member. Just as important, your support is the reason we can all look forward to 1998 ringing in enhancements of more credit union products and services, along with an even stronger branch network.

Credit union branches

California

- Alameda - 1620 S. Loop Rd. (510) 748-7440
 Auburn - 1915 Grass Valley Hwy., Ste. 400 (530) 889-2969
 Dublin (headquarters) 6300 Village Pkwy. (510) 829-4400
 Fairfield - 2540 N. Watney Way (707) 425-4489
 Fresno - 1959 N. Gateway, Ste. 101 (209) 251-2262
 Marysville - 1010 "I" Street (530) 742-5285
 Modesto - 538 McHenry Ave. (209) 525-8460
 Redding - 20308 Engineers Lane (530) 222-5184
 Rohnert Park - 6225 State Farm Dr., #102 (707) 585-1552
 Sacramento - 9812 Old Winery Pl. #5 (916) 369-6752
 Sacramento (ARCO Arena) - 4044 N. Freeway Blvd., Ste. 150 • (916) 565-6190
 San Bruno - 711 Kains St. (650) 875-1182
 Santa Clara - 60 N. Winchester, Ste. 1 (408) 247-5635
 Stockton - 1916 N. Broadway (209) 943-2455
 Stockton West - 4550 N. Pershing Ave. Ste. A (209) 472-0708

Hawaii

- Honolulu - 1111 Dillingham Blvd, #E1B (808) 841-6396

Nevada

- Elko - 1720 Mountain City Hwy. (702) 753-8585
 Reno - 1290 Corporate Blvd. (702) 856-2727

Utah

- West Valley City - 2196 West 3500 South, Ste. C-8 (801) 954-8001

For more information, call 1-800-877-4444. The credit union Web site can be found at www.oefcu.org.



100% Home Equity Loans!

Now you may borrow up to 100% of the equity in your home with an

- ☑ Home Equity Line of Credit.* Have the flexibility of both fixed and variable credit in one equity line.
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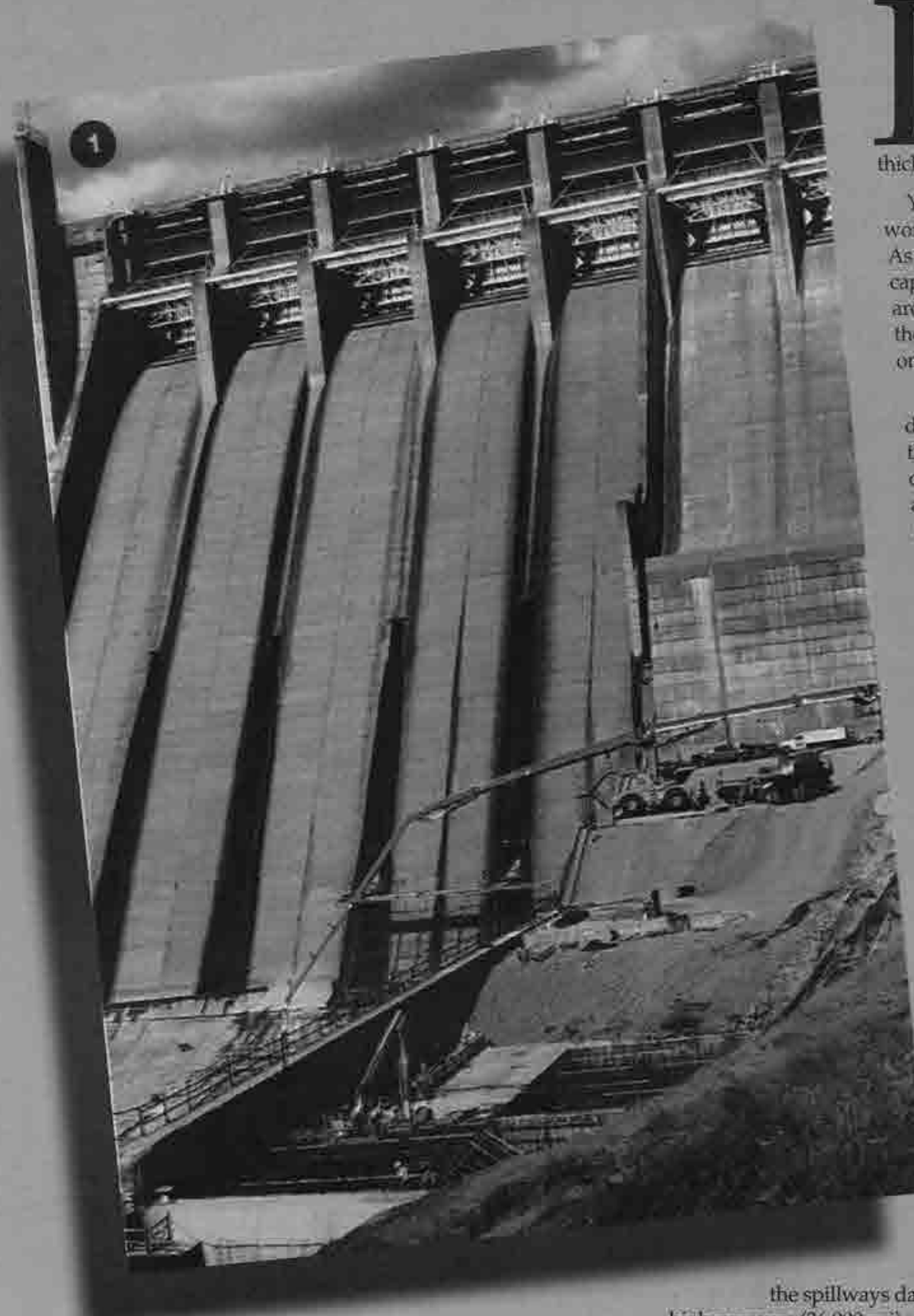
Operating Engineers Local Union No. 3
Federal Credit Union



www.oefcu.org

Preparing for El Niño

Folsom Dam re



It's hard to image that a structure the size of the 340-foot-high Folsom Dam east of Sacramento could ever be battered and beaten by the reservoir water it was constructed to hold back. The dam was built with enough concrete to build a standard highway (8 inches thick by 16 feet wide) from the Oregon border to Bakersfield, Calif., or a sidewalk (4 inches thick by 3 feet wide) from San Francisco to New York City.

Yet during the historic New Years Day storms, which caused the worst flooding in California history, the dam took a heavy beating. As the Folsom Reservoir filled to near its 1 million acre feet of capacity during a series of "pineapple express" Pacific storms around January 1, the U.S. Bureau of Reclamation, which operates the facility, for the first time in Folsom's 45-year history had to use one of the dam's three emergency flood gates.

The force of all that water pushing through the dam's exit conduits and flowing over the spillways inflicted heavy damage on the structure. As a result, the Bureau of Reclamation awarded a contract in June, now valued at \$6.5 million, to repair the damage and upgrade certain parts of the dam to prevent any further damage if El Niño hits Northern California hard this winter.

Dillingham is repairing and upgrading four different parts of the dam structure. The first involves repairing Folsom's exist conduits, the large tubes through which water is released from the reservoir through the dam. During last January's storms, the force of the water passing through the tubes was so great it actually eroded the concrete.

To put the amount of force in perspective, water pressure at the base of the dam reaches 14,976 pounds per square foot, the equivalent of one person standing on a foot-square tile bearing 100 people on his or her shoulders. Imagine what happens when that same water is pushed through a set of relatively small tubes.

In order to relieve some of the pressure on those exit conduits, Dillingham is also drilling and blasting a small tunnel through the existing dam. The tunnel will supply additional air to the exist conduits, thereby reducing the pressure inside the tubes.

The second part involves repairs to a 3-foot-thick structural concrete slab damaged during the release of water through the emergency gate last January. This work includes demolition of damaged existing slabs and replacement concrete up to 13 feet thick.

The third part of the project involves rehabilitating the dam's stilling basin, the large concrete slab at the base of the spillway. Over the years, the enormous amount of water rushing through the conduits and over

the spillways damaged the stilling basin. Dillingham used hydrodemolition — high-pressure (36,000 psi) water blasting machines — to remove the top 6 inches of the slab. Once that was completed, Dillingham put in a 6-inch overlay of new concrete.

The fourth part of the project, which is being completed by Roy E. Ladd Inc. of Redding involves additional drill and shoot excavation of the downstream channel. Carlton Construction is doing the majority of the concrete work for Dillingham, while Rexco is doing the concrete pumping as a subcontractor to Carlton. Work is scheduled to be completed by late December, hopefully before the onset of El Niño.

repairs

After sustaining heavy damage during last January's historic floods, Dillingham Construction is wrapping up repairs and upgrades of the dam before the onset of El Niño



Photo 1: For the first time in years, the base of Folsom is completely dry while crews rush to finish repairs before an expected wet winter arrives.

Photo 2: Rexco Concrete Pumping uses one of its 42 meter rigs, operated by Jim Colvin, to pour concrete on a structure supporting the dam's three emergency spillways.

Photo 3: Mechanic Duane Van Liew, left, and Roy E. Ladd Superintendent Jack Kimzey.



Photo 4: This work involves replacing concrete up to 13 feet thick.

Photo 5: Loader operator Rod Westberg, left, and crane operator Tim Derosier.

Photo 6: Concrete pump operator Jim Colvin of Rexco.

Photo 7: Cris Balla of Rexco on a 32 meter concrete pump.

Photo 8: Roy E. Ladd gradesetter Austin Fredrick.



NEWS FROM THE

safety
dept.

by **Brian Bishop**
Safety Director

Cranes involved in 38 percent of heavy equipment-related electrocutions

IUOE General President Frank Hanley recently forwarded two documents to Local 3 Business Manager Don Doser regarding crane safety. The first was an informational bulletin published by the Mine Safety and Health Administration (MSHA) concerning the hazards associated with maintenance certain types of derrick boom trucks. The second was a recent study of crane deaths in the U.S. construction industry. I'd like to use this month's safety column to share this information with you.

Derrick boom truck problems

The MSHA document states that some derricks manufactured by Altec Industries Inc. have experienced pivot pins shifting out of their support flanges, causing the booms to rotate and fall. Based on similar reports, Altec issued a service bulletin in 1988 recommending the retrofit to the pin retention system.

MSHA investigations in the mining industry have discovered that units have not been retrofitted or the derricks aren't being inspected regularly. Although the inspections have been conducted by the Mine Safety and Health Administration, it is important to remember that this type of equipment is also being used in the construction industry. Had the derricks been properly inspected in the first place, the problems would have been discovered. The following chart lists the serial numbers of the affected equipment:

Model #	Serial number range		
D800	1083-A0898	through	1087-A1207
D820	1083-A0915	through	1187-A1208
D880	1083-D0686	through	1187-D1585
D890	1083-E0191	through	1187-B1402
D900	1083-B1196	through	1187-B1402
D9043	1083-L0162	through	1187-L0379
D9047	1083-L0162	through	1087-L0380
D9990	1083-F0340	through	1087-F0443
D9947	1083-M0162	through	1087-M0283
D1000	1283-N130	through	1087-N0235
D1090	1187-C0397	through	1187-C0585

If you have any questions regarding the retrofitting of the above listed equipment, contact the Local 3 Safety Department for further information.

Crane-related accidents

The second document, "Crane Related Deaths in the U.S. Construction Industry, 1984-94," published in October 1997 by the Center to Protect Workers' Rights, found that cranes were involved in 38 percent of the fatal electrical injuries in the construction industry that involved heavy equipment.

The report also stated that a study in Finland showed that about 12 percent of all accidents involving cranes result in death or permanent disability. Crane operators accounted for only 13 percent of all fatalities and less than 20 percent for the Finland reports.

Below is a portion of the chart listing the number of deaths and the circumstances of injury for the top five listed crane-related deaths.

Circumstances of injury	Number of deaths (percentage)	
Electrocution	198	38%
Crane assembly/dismantling	58	12%
Boom buckling/collapse	41	8%
Crane upset/overturn	37	7%
Rigging failure	36	7%

Portions of the data from the states of California, Washington, and Michigan were not included in the above research. The report is available for \$5 and can be obtained by contacting CPWR, 5th floor, 111 Massachusetts Ave., NW., Washington D.C., 20001.

Hazmat schedule for first quarter of 1998

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

40-hour Hazmat courses

Rancho Murieta Training Center

Jan. 19-23

March 9-13

7388 Murieta Drive

(510) 748-7400 ext. 3358

(Housing is available; however, reservations must be made 10 days prior to the course date)

Alameda Headquarters

Jan. 5-9

1620 South Loop Road

(510) 748-7400 ext. 3358

Eight-hour refresher classes

Fairfield District

Thurs., Feb. 26

2540 N. Watney Way

(707) 429-5008

Rohnert Park District

Fri., Feb. 27

Sat., Feb. 28

6225 State Farm Dr., #100

Rohnert Park

(707) 585-2487

Reno District

Sat., Feb. 7

1290 Corporate Blvd

(702) 857-4440

Oakland District

Thurs., Jan. 29

Tues., Feb. 3

Tues., Feb. 24

Wed., Feb. 25

Sat., March 14

Sat., April 18

1620 S. Loop Rd., Alameda

(510) 748-7446

Stockton District

Sat., Jan. 24

1916 N. Broadway

(209) 943-2332

Eureka District

Fri., Feb. 13

2806 Broadway

(707) 443-7328

Redding District

Thurs., Feb. 12

20308 Engineers Lane

(916) 222-6093

Sacramento District

Wed., Feb. 4

Sat., April 4

4044 N. Freeway Blvd., Ste. 200

(916) 565-6170

San Jose District

Wed., Jan. 28

Sat., March 21

IBEW Hall

908 Bern Ct.



NEWS FROM THE

tech
engineers

by Paul Schissler

Director of

Tech Engineers

Tech Engineers conclude contract negotiations

As the year comes to a close we are happy to report that contract negotiations for the surveyors agreement have concluded and the contract unanimously approved by the membership. The contract becomes effective December 3 except for the wage package and other specified provisions.

This agreement has one of the best wage packages negotiated by a building trades union in the past 15 years. The overall total package increase provides for a compounded increase of 13 percent over the next three years.

Other major improvements include:

- Eliminating the "C" and "T" rate areas.
- Increasing the bank of hours needed for health and welfare.
- "Special Delinquencies" rules to control proper payment of your fringe benefits.
- Implementation of a mandatory eight-step chief of party training program.

As many of you are aware, contract negotiations are a matter of give and take. Both sides of the bargaining table maneuver to get the best deal for the groups they represent.

Your representatives would like to take this opportunity to comment on the employers' negotiating committee, whose members were extremely professional, listened to the union's economic concerns for its members, and presented the major concerns of the employers association.

The Technical Engineers Division would like to wish Local 3 members and their families a joyful holiday season.

SCHEDULE "A" WAGE and FRINGE BENEFIT RATES							
Classifications	3-1-98 Wage Package Increase	3-1-98 Hourly Wage Rates	Total Wage Package	3-1-99 Wage Package Increase	Total Wage Package	3-1-00 Wage Package Increase	Total Wage Package
Licensed Land Surveyor (+2000) 4025	—	\$29.17	\$41.37	—	—	—	—
Licensed Land Surveyor (-2000) 4021	—	28.58	40.78	—	—	—	—
Certified Chief of Party (5) 1161	—	29.17	41.37	—	—	—	—
(3-4) 1151	—	28.88	41.08	—	—	—	—
(1-2) 1131	—	28.58	40.78	—	—	—	—
Chief of Party 1301	1.69	28.13	40.33	1.61*	41.94	1.68*	43.62
Instrumentman 3761	1.58	25.47	37.67	1.51*	39.18	1.57*	40.75
Rodman/Chairman 6311	1.47	23.02	35.22	1.41*	36.63	1.47*	38.10
1st Period Apprentice (50%) 9911	—	11.51	18.73	—	—	—	—
2nd Period Apprentice (60%) 9921	—	13.81	21.03	—	—	—	—
3rd Period Apprentice (70%) 9931	—	16.11	23.33	—	—	—	—
4th Period Apprentice (80%) 9941	—	18.42	25.64	—	—	—	—

FRINGE BENEFITS - Effective 3-1-98

Fringe Benefits	Journeyman	Apprentice
Health and Welfare	\$4.35	\$4.35
Pensioned Health and Welfare	73	13
Pension	5.75	.55
Annually Fund	35	—
Affirmative Action	53	1.39
Vacation/Holiday	2.50	.80
TOTAL	\$12.20	\$7.22

NEWS FROM

teaching
techs

by Art McArdle

Administrator

El Niño or not, now's the time to upgrade your skills

Who knows if El Niño is really upon us yet, but as you can see from looking out the window, it has begun to rain a little. With the onset of winter, many of you will have extra time on your hands, and this time could be well spent by doing a little skills upgrading.

We still have plenty of space available in our five satellite classes in San Jose, Alameda, Martinez, Santa Rosa and Sacramento for Local 3 journey upgrades who would like to participate.

Topics yet to be covered at our Saturday hands-on program include control, networks and adjustment, data collection and level loop and adjustments. We also cover many topics of interest in our regular weekly class. To receive more information on what our program has to offer, just call (510) 748-7413 and we will be happy to send you some literature.

Our office is keeping a list of all individuals interested in taking CPR and first aid. Many of you already attend weekly or biweekly safety tailgates. However, you should have a first aid card. As soon as we receive 10 names, we will work in conjunction with the Local 3 Safety Department in scheduling classes. Safety Director Brian Bishop is now certified to teach this worthwhile course.

Spend a little time and make sure you have the skills necessary to help out in an emergency. Relying on someone else to have the skills to help you out or even save you is very risky. Don't take any chances, make sure you are in the know.

As we near the end of the year our records indicate that only five certified party chiefs have recertified in this year's specialty areas of heavy and light construction. All of you who obtained those specialties more than three years ago are in jeopardy of losing them.

Our JAC has been very specific about chiefs that do not recertify. Employers will be notified, which could mean a reduction in pay for you. Don't let this happen. Contact our office today to schedule an appointment. You will be presented with a heavy and light construction study guide that will help you in taking the exam. Don't get caught short. Register now to take the recertification exam. It will not be offered again for another three years, so if you lose out now, you will have to wait.

Best of holiday wishes from Art, Joanie and Janet. Have a safe holiday. We hope to see all of you in the next year.

NEWS FROM THE districts

2002 Winter Olympics preparation brings construction boom to Utah

SALT LAKE CITY – The coming of the 2002 Winter Olympics to Utah has created a lot of work in the construction industry. It seems that all the major resorts, like Snow Basin east of Ogden, are expanding.

from *utah*

ski runs and roads. There should be work there for several years, including a new road coming from Trapper's Loop.

One of the new contractors signed this year is Mountain Valley Construction out of Heber City. It is doing work in the Park City and Deer Valley ski areas. Mountain Valley is also doing a new home development in the same area called Deer Crest, which will overlook the Jordanelle Dam.

According to job steward Jeff Anderson, Mountain Valley is a very good company to work for. Jeff says we need more companies with Mountain Valley's positive attitudes toward its employees. Welcome Mountain Valley to the "Good Company to Work For Club." We're pleased to have Mountain Valley working as a union contractor.

Concrete Products Company and Gibbons & Reed/Granite have teamed up to process fill for some of the 1-15 project. There will be over 3 million yards processed from

W. W. Clyde & Company has had a crew working at Snow Basin clearing for several new



Meliton Sanchez, left, Allen Scheib, center, and Jack Shupe of W.W. Clyde & Company on the Snow Basin project.



Business Rep. Verlyn Shurnway, left, with Mountain Valley Constructors hands, from left, Tracy Vincent, Jeff Anderson and an unknown Teamster.



At the White Hills Pit are Tim Perko, left, of Gibbons & Reed, Van Hardman, center, of Concrete Products Company/Granite, and Don McCloud of Wasatch Constructors.

the White Hills Pit in Bountiful. CPC/Gibbons will be working this project for two or three years and won't shut down for winter.

Retirement party

There is one more item I want to mention. This will be my last news article because I'm retiring at the end of the year. There's going to be a retirement party for Utah Training Administrator Rickie Bryan and me on January 3, from 1-5 p.m., at the Local 3 union hall, 1958 West North Temple. Come and join us.

I want to thank all of you for your support and friendship over the last 17 years during which I've been an employee of Local 3. I have really enjoyed my time and the challenges that came with being a business representative.

I especially want to thank Local 3 for being here in Utah in 1963 when I came from Idaho to work, and also the agents that signed me up. My membership in the union is the best investment I ever made in my family's welfare. It will continue to be so because it's now going to allow me to spend real time with my family. Thanks again, unionism. Good luck to the officers, and to all of you reading this article in the many years to come. Support your union, and I'll see you at the meetings.

Business Rep.
Virgil A. Blair

Smith Detroit Diesel-Allison employees unite to win 'best contract ever'

SALT LAKE CITY – Smith Detroit Diesel-Allison employees in the hadn't warmed up much to the union. In fact, when Smith's contract expired October 31, there was some question whether members wanted to continue to be represented by Local 3.

In August Local 3 called a meeting of all bargaining unit employees to try to identify the specific problems and issues. It didn't take long to discover we needed to do a better job communicating, acquainting our stewards with effective solutions, and changing our service methods to address employee concerns.

We met weekly over the next several months with employees

Smith Detroit Diesel-Allison employees are from left: Doug Higley, Kelynn Blackhurst, David Umphenour, Kevin Watkins, Mike Raulston, Jeff Allen, Kirk Ekins, Richard Davis, Calvin Jensen, Ken Allen, Chris Jackson and Charles Posey.



and stewards. We wanted to ensure that everyone understood the contract thoroughly and find out where we needed to make

see 'Utah' continued on page 17

NEWS FROM THE districts

Winter rains bring most projects to a halt

MARYSVILLE - The majority of our jobs are winding down as winter approaches. We still have Roy E. Ladd Inc. working in the Feather River Canyon on the railroad job and on Hwy. 49 in Downeyville doing flood repair work.

from marysville

The Marysville office may be calling members to ask them for their support at city council and board of supervisors meet-

ings. We have made noticeable progress in

our area on various issues because of our membership's participation at these meetings.

The Yuba Goldfield's Coalition Group is an example of a community standing together and growing stronger every day. Call Bing if you would like to join the coalition.

We welcome Compass Equipment to Local 3. Compass Equipment is doing the majority of the plant modifications in the area. It also installs new equipment at the various plant locations throughout the state. We are glad to have Compass as a signatory employer.

Marysville will be having Applied Comet Training on January 14 at Friday Night Live. Space is limited and lunch will be provided. Call the hall to register on the list.



While visiting Balwin's Orland Asphalt Plant recently, Business Rep. Dan Mostats, second from left, poses with Local 3 members, from left, Clarence McMurry (scraper operator), Ted Rife III (crusher operator) and Leo Mack (asphalt plant operator).

Just a note of gratitude to our good union contractors for their positive role in training our apprentices this past summer. We have shared a good work year and are looking forward to a better work picture in the spring. On behalf of all the apprentices in Redding, Marysville and Sacramento, thank you.

The Marysville District staff wish everyone a very happy holiday season and upcoming new year.

*Business Rep.
Scooter Gentry and
Apprenticeship
Coordinator Jerry
White*

Upgrade your skills during winter chills

OAKLAND - It's that time of year again. The rain has begun and most jobs should be slowing down for awhile or shutting down altogether. Now is the time of year that union members look forward to taking care of personal business like dental work, doctor visits, hobbies, and so on.

But on top of all those personal projects, you can use the winter months to prepare for the work season ahead. You might want to sign up for the eight-hour Hazmat refresher course, or and if you

don't already have a Hazmat card, take the 40-hour Hazmat class and get certified. A schedule of Hazmat classes can be found on page 12.

Another suggestion for winter activities is to sign up for a COMET or ACT class. These classes are very interesting and informative. Classes teach members how they can get involved and how to keep your union strong. If you are interested, call the Oakland dispatch office to get your name on the list. A schedule of ACT classes can be found on page 17.

Rancho Murieta will be offering journey-upgrade classes for those who might want to improve their skills, or for those who might want to learn a new piece of equipment. We seem to run out of grade checkers during the summer. This year, for example, we ran out in June. The work picture looks good for the next few years, so it might be a good idea to qualify as a gradechecker. All those who are interested in this new opportunity should contact the dispatcher to sign up for the classes from January through March.

The next District 20 meeting will be at the Concord Elks Lodge at 7 p.m. December 18. District Rep. Myron Pederson, the business agents and dispatchers invite you to join us at a pre-meeting barbecue, with free food and drinks while they last. We will start serving at 6 p.m.

Happy holidays from the Oakland District office.

Business Rep. Joe Tarin

from oakland

from santa rosa

Negotiations on track with Peterson Tractor and Andersen Drilling

ROHNERT PARK - Just a brief note this month from District 10. We are in negotiations with Peterson Tractor and Andersen Drilling. Almost five days a week, District Gary Wagnon and Business Reps. Greg Gunheim and James Killeen have been in negotiations in an attempt to wrap up these two important contracts.

Gary Wagnon, Greg Gunheim, James Killeen, George Steffensen, Archie Headley, Cathie Smith and Cindy Johnson all want to wish each of you a safe and happy holiday season.

NEWS FROM THE
*districts***Stockton District concludes good work season**

STOCKTON – The six county area of the Stockton District has enjoyed a very good summer. Highway reconstruction, levee repairs, re-engineering, along with sewer and water treatment projects and subdivision development, have contributed to a lot of hours worked.

from stockton

There are several exciting projects that could change the face of San Joaquin and Stanislaus counties: Mountain House, Tracy Hills, Gold Rush City and Theme Park, and the Altamont Fast Rail.

The Altamont Fast Rail should soon be on-line. The engines and passenger rail cars have been acquired. The developers of Gold Rush City have set up an on-site construction headquarters and have negotiated and signed a project agreement with the San Joaquin Calaveras County Building Trades to cover about \$2 billion of work for our trade. The Tracy Hills project still has some small problems, but they will be addressed soon.

Next year should be a reasonably good year, with work being bid almost every day and lots of work on the employers' books. Dennis Carpenter of the Foundation for Fair Contracting, working

with Business Reps. Doug Corson, Tom Aja, and Tacho Zavala, has had a definite impact on several non-union employers. Dennis discovered non-payment of prevailing wage rates, incorrect tax reporting and also incorrect job advertising for work to be performed by the City of Modesto.

The rock, sand and gravel industry has been outstanding. Teichert Aggregate had to hire Essayons Inc. to crush material at its new site near Tracy to meet demand for aggregate.

We continue in our efforts to organize. We are presently conducting an election with Boeing Corp. at its communication center on Rough and Ready Island. The facility conducts highly classified military communications with U.S. Navy ships at sea. There are 19 electronic technicians in the unit. The election will be conducted by mail in December. We are grateful for the help Director of Organizing Bob Miller and his crew have given us.

We will be making a special effort organizing in District 30. If any Stockton District members know a group of people that need our representation, give us a call. Perhaps we can be of help to them.

Happy and safe holiday wishes from all of us to all of you.

Hawthorne Army Depot workers win new contract

Local 3 members picket outside the main gate of the Hawthorne Army Ammunition Depot in Hawthorne, Nev., on October 1. The union struck the company that manages the depot for the army, Day Zimmermann Hawthorne Corp., after contract negotiations broke down September 30. The strike severely hampered the company's ability to move ammunition. The members ultimately won a contract that contained a wage increase 2 percent above the company's last offer.

**Off the radar screen**

Crane operator Jim Morgan and oiler Bill Wentworth of Sheedy Crane and Rigging Co. of San Francisco were part of a crew that dismantled the 40-ton Pillar Point Tracking Station radar dish on October 20. The U.S. Air Force had used the 80-foot-diameter antenna, which went into operation in January 1969, primarily to track test missiles launched from Vandenberg Air Force Base. The Air Force plans to replace the old dish with a smaller one.

Scholarship Contest Rules for 1998

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

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

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

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

Who may apply

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

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

The applicants must be senior high school students who have, or will be, graduated at the end of either: (1) the fall semester (beginning in 1997), or

(2) the spring semester (beginning in 1998), in public, private or parochial schools who are planning to attend a college or university anywhere in the United States during the academic year and who are able to meet the academic requirements for entrance in the university or college of their choice. Students selected for scholarships must have achieved not less than a "B" average in their high school work.

Applications will be accepted between January 1, 1998 and March 1, 1998.

Awarding scholarships

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

Scholarship winners will be announced at the July 18, 1998 Semi-Annual meeting of Operating Engineers Local 3. The checks will be deposited in the winning students' names at the college or university they plan to attend.

All of the following items must be received by March 1, 1998:

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

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

Robert L. Wise

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

'Utah' continued from page 14

improvements and modifications.

Together with everyone's dedication and effort, we put together the finest negotiating team and contract proposal in Smith's history. We were well prepared to address our work and move forward. Our committee was comprised of highly talented and experienced employees working together to make these negotiations the turning point for Smith employees.

The results were dramatic. We ended up with, as several stewards said, "The best contract ever." They also praised the union for its commitment and contribution. It was a win-win for all employees - the stewards and the union.

This is only a small example of building unity through internal organizing and service. The employees and union look forward to working together for years to come to improve our members' lives.

I want to personally thank the stewards for their efforts: Kirk Ekins, Butch Burger, Ken Alien, Dick Davis, John Williams, plus all the employees for the hours they donated to make this contract what it is. Thanks, again, everyone.

Business Rep. George Stavros

APPLIED COMET TRAINING

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

All classes begin at 8:00 a.m.

District 01	San Francisco	Thursday, January 22
District 04	Fairfield	Wednesday, March 4
District 10	Rohnert Park	Friday, January 23
District 11	Reno	Monday, January 26
	Hawthorne	Tuesday, January 27
	Elko	Wednesday, January 28
District 12	Salt Lake	Monday, February 2
District 17	Kauai	Monday, February 9
	Oahu	Tuesday, February 10
	Maui	Wednesday, February 11
	Hilo	Thursday, February 12
	Kona	Friday, February 13
District 20	Oakland	Friday, January 16
District 30	Stockton	Wednesday, February 4
District 40	Eureka	Wednesday, March 11
District 50	Fresno	Wednesday, January 21
District 60	Marysville	Wednesday, January 14
District 70	Redding	Wednesday, February 18
District 80	Sacramento	Monday, February 23
District 90	San Jose	Friday, February 6

meetings & announcements

See back
page for
Departed
Members list

Bring your dues card

Recording-Corresponding Secretary Robert L. Wise wishes to remind all members to carry their paid-up Local 3 dues card. When attending a semi-annual, quarterly district or special called meeting of the union, your paid-up dues card is proof of your good standing status as a member or IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

NOTICE

ELECTION OF BY-LAWS COMMITTEE

Business Manager Don Doser has announced the election of By-Laws Committee Members shall take place at the first regular quarterly district meeting of 1998 with eligibility rules as follows:

1. Must be a member in good standing.
2. Must be a resident in District area as indicated by the address shown on the Union records as of December 22, 1997.
3. Must be a registered voter in District.
4. Cannot be a registered apprentice.
5. Cannot be an Employer or an Employee of the Local Union.

The schedule for these meetings appears on this page under "District Meetings".

NOTICE

ELECTION OF GEOGRAPHICAL MARKET AREA ADDENDUM COMMITTEE MEMBERS

Business Manager Don Doser 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 1998 with eligibility rules as follows:

1. Must be living in the Committee's Geographical area
2. Must be working/making a living in the industry in that area
3. Must be an "A" Journeyperson
4. Must be a member in good standing
5. Cannot be an owner operator

No member shall be nominated unless they are present at the meeting and will accept the nomination and the position, if elected.

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

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

HONORARY MEMBERS

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

They were presented at the November 16, 1997 Executive Board Meeting.

Darrell Adams	# 0939838
A.V. Anderson*	# 0372964
Robert Arroyo	# 1027798
Jess Barruetabena	# 1105220
Warren Benner	# 0760694
Robert M. Blair*	# 0894253
Lindon L. Blalock	# 1098531
Belo Cascio	# 0863712
Alesio A. Cellini	# 1013084
William C. Childress	# 1115393
Reese Devere	# 0993904
Frank J. Dipuma	# 0971403
Art L. Einarsson	# 0977722
George Ferea	# 1117462
James Fistolera	# 0341965
Billy Gaither	# 1113035
Tony Gamboa	# 1117468
William A. Green	# 1063817
Bobby Hall	# 0983106
John Hardy	# 0865514
Hallvar Haugnes	# 0775471
Sherman Heath	# 1107328
Rudolfo Herrera	# 1115406
Wallace Hironaka	# 1095868
Harry H. Howard	# 0736359

Melvin Huntington	# 1115413
Mavin Isaacson	# 0625080
Robert Jehs	# 0179834
Robert Justice	# 1112917
Peter Kahananui	# 0964980
James R. Lester	# 0465812
Albert Makekau	# 1040591
John B. May	# 1043942
Joseph McCarthy	# 1061946
Mel A. Melendez	# 0529234
Dewey Morgan	# 0783175
Jessie W. Morris	# 1117498
Allen O'Brien	# 1115510
Jesse Parrish	# 1054983
Maurice Roy	# 1117520
Mel J. Sackett	# 0987378
Gerald Sloniker	# 1112978
Max R. Sweaney	# 1091233
Richard Tam	# 1107369
James R. Urquhart	# 0866019
James W. Vandiver	# 1113089
Jack Weaver	# 0991119
C. W. Williams	# 0656859
John T. Wood	# 0826917

*Effective October 1, 1997

SEMI-ANNUAL MEETING

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

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

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

JANUARY 1998

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

FEBRUARY 1998

- 4th District 12: Salt Lake City, UT**
Engineers Building
1958 W. N. Temple, Salt Lake City, UT 84116
- 5th District 11: Reno, NV**
Engineers Building
1290 Corporate Blvd., Reno, NV 89502
- 12th District 04: Fairfield, CA**
Engineers Building
2530 N. Watney Way, Fairfield, CA 94533
- 19th District 01: San Francisco, CA**
Seafarers Int. Auditorium
350 Fremont St., S.F., CA
- 26th District 50: Fresno, CA**
Laborers' Hall
5431 East Hedges, Fresno, CA

1998 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 1998.

The schedule for these meetings appears on this page under "District Meetings".

swap shop

FREE WANT-ADS FOR MEMBERS

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

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

Operating Engineers
Local Union #3
1620 S. Loop Rd.
Alameda, CA, 94502
ATTN: SwapShop
OR FAX ADS TO:
SwapShop
(510) 748-7471

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

FOR SALE: '59 Ford Ranchero. Mileage maker, 6-cyl, 3-spd overdrive, extra parts. \$3,500. (650) 348-5532. #1003161

FOR SALE: 1990 Yamaha YZ490. Orig adult owner, exc cond, never raced, extras: only \$1,300. (408) 629-1573. #2072288

FOR SALE: House. Madera Ranchos. 3/2 on 1.25 acres. 1,950 sq ft. fam/vg/dng rms, indoor laundry, above ground pool, mature park like landscaping, front and back. Security system. \$120,000. Denise (209) 645-4827. #2266745

FOR SALE: Motorhome. 1993 Coachman, C-class, 30 ft, 460 fuel injected Ford, 18K mi, loaded, showroom condition. \$35,000. Denise (209) 645-4827. #2266745

FOR SALE: Labrador Retrievers. AKC OFA, N/AFC lines, blockheads, barrel chest, intelligent dogs, started ready! (530) 389-8420 or 389-2248. Also: Labrador Retriever AKC champion lines: Dark chocolate, dark eyes, blockheads, gorgeous - hunter/family dogs. Ready December. (209) 665-5860. #1837482

FOR SALE: 1976 VW Super Beetle. Runs great! \$1,000. (408) 275-8292. #2077422

FOR SALE: Joy stick controls for 580 Super-E Case backhoe. New oil pan & tie rod, new seat cushions & other parts. \$500. (707) 485-0997. #2007474

FOR SALE: Home in Gustine, CA. Beautiful 3-bd/2-ba/2-car garage home located in quiet retirement community. Cent air/hl, thermal insul windows, wood floors/carpeted lvg rm. Well maintained home w/front/back landscaped yards. Close to church, school, grocery store. Real bargain at \$90,000 firm. By appointment only. (209) 854-2196. #0683140

FOR SALE: Antique trunk. Old - in good shape! \$750. (916) 689-4061. #1238702

FOR SALE: 1993 GMC 1/2 Club Cab. 8-ft, 5.7 liter, 3,800 mi, 2 WD, AT, SLE pkg, AC, PW, PDL, tilt wheel, CC, cassette, running boards, bed liner, tow pkg, excel cond. Asking \$17,500. (510) 482-5074. #2081049

FOR SALE: Newer model wheelchair. Lightweight, used very little. \$100 OBO. Also: heavy duty walker w/wheel \$75 OBO. (510) 482-5074. #2081049

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

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

FOR SALE: 1984 35' Monaco motorhome. 2 TVs, 2 roof/dash air, hydr levelers; 2 stereos, microwave, built-in vacuum, ice maker; 7000-watt light plant. Chevy 454, less than 30K mi since rebuilt, auto step, backup camera. \$28,000 OBO. (530) 749-8533. #1499932

FOR SALE: 1968 Dodge 1-ton mechanic's truck. A-Frame Powerboom, Miller 225 AC/DC welder, torch cage, 5' vice on rear bumper, nite time working lights. \$2,500 OBO. (530) 749-8533. #1499932

FOR SALE: Home in Hat Creek, CA. MUST MOVE - PRICE REDUCED! 3-bd/2-ba, 1,600 sq ft, totally remodeled, almost everything new, 900 sq ft basement. Brank new 24' x 40' shop. 2,000' frontage on Hwy 89, 13.83 acres. Partly fenced & cross fenced, great water, close to fishing/hunting. \$129,500. (916) 335-2168. #1225541

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

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

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

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

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

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

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

FOR SALE: Campground membership in Klamath, CA. Coast-to-coast affiliate, just pay transfer fee of approx \$150. Also: 1991 Mazda Navajo, loaded (Explorer clone); \$7,000. 1 Mitsubishi/V1 Motorola cellular phone w/ltd time usage, excel cond. \$25 each incl accessories. (707) 374-2097 evs only! #1181926

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

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

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

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

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

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

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

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

FOR SALE: Caterpillar 318. Diesel engine, complete, fits D6 tractor, 9K motor grade. \$750 OBO. (916) 662-6696. #1196434

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

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

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

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

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

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

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

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

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

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

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

FOR SALE: '73 Austin Mareno. 34K mi, stored 17 yrs, runs and drives good, mag wheels. \$500 OBO. (707) 545-2205. #0596701

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

FOR SALE: '87 Ford Ranger. 4-cyl, std trans, 87K mi, w/small camper, ice box, sleeps 2. \$3,600. Also: small camper shell (fits the Ranger). \$300. RV hitch, receiver frame, easy lift, sway bars. Complete w/brake lever & wiring. \$300. Used clothes dryer. \$50. (209) 292-8392. #592866

FOR SALE: Lincoln portable welder. 300 amp, on trailer, factory built w/4-cyl Wisconsin eng, very good cond.

short leads. \$750. (209) 333-2449. #763947

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

FOR SALE: Chris Craft boat. 1953, wood, 40' w/6 levels. Bow, 2 bunk bds, head. Galley: stove elec/alcohol. Salon: size for sofa & chairs. Fly bridge: lnfr panel, marine radio, depth finder. Bdrm, head, beneath Fy Bridge, then Stern w/2 water tanks, 2 gas tanks. Full Delta canvas. Twin 283 engs, 6.5 Onan gen. Beautiful boat! \$35,000. (916) 759-9410. #1691152

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

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

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

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

FOR SALE: 1963 Mercury Monterey. 2-door, V8, AT, power rear window. Runs good, needs paint. \$1,500. (209) 291-5327. #1654299

FOR SALE: Prime 1/2 acre. Level, wooded lot, Lake Almanor Country Club, N. Calif area. \$41,500, owner will finance. (916) 895-0455. #0565155

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

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

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

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

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

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

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

FOR SALE: 1987 Automate 5th wheel. 26-ft, excel cond, built-in gen 3,500 watt, AC, hitch, many extras. \$7,600. (209) 847-2580. #567386346

FOR SALE: '78 Ford Mustang II. 4-cyl, AT, PS, PB, good cond, runs well. \$875. (408) 842-9818. #2000175

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

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

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

FOR SALE: 1965 Studebaker Daytona. 4-dr sedan w/vinyl top, less than 43K mi, one owner. Please call after 6 pm (510) 351-3977. #573730

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

FOR SALE: Carnival glass. Collector's dream. Bauer (Fiesta), service for 2 plus extras. Vernon China 22kt gold (510) 782-7419. #2162569

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

673-4565. #2005556

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

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

FOR SALE: HD mechanic truck. Ford 8000. Cat 320BT welder and air compressor. 8,000 lb hyd boom w/remote. (916) 472-1017. #1192190

FOR SALE: Wood stove. 24-inch Buffalo. \$500. (916) 367-2825. #1968829

FOR SALE: House in Chloride, AZ. 2-bd/2-ba, 2 car gar, energy efficient, 7 yrs old, lg fenced lot, landscaped w/fruit trees, roses, shade trees. Drive thru garage for boat, etc. 40 mi to Laughlin, NV. \$90,000. (520) 565-2368. #654166

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

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

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

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

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

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

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

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

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

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

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

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

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

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

WANTED: 5th wheel RV/cargo combo. Will buy or trade a 1990 2

Help Local 3 children obtain a brighter future through Local 3's College Scholarship Program

Local 3 has a long tradition of supporting training and education. The union feels it's important to provide our own children with a brighter future, to help them get ahead with some advanced training beyond high school. Local 3 is addressing this need by giving our young people the opportunity to succeed in tomorrow's job market by providing them with the chance to further their education and training.

Since 1965, Local 3 has maintained a scholarship program for the children of Local 3 members. Today, the Local 3 College Scholarships provide \$3,000 annually to the first-place male and female winners and \$2,000 each to the male and female runner-ups.

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

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

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



Yes!

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

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

Name

Address

City, State, Zip

Phone

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



Notice from the Local 3 Women's Support Group

We invite all women to join us for lunch January 10 at 2 pm. at the Delancey Street Restaurant immediately after the semi-annual meeting in San Francisco. For more information or to just chat, call Beth at (510) 835-2511, or Kristi at (650) 364-4183. The restaurant is at 600 Embarcadero (cross street is Brannon). The phone number at Delancey Street is (415) 512-5179. Hope to see you there.



LEGAL SERVICE 1-800-452-9425

FREE LEGAL ADVICE: Free 30-minute consultation in person or over the phone; free follow-up phone call or letter.

FREE DOCUMENT REVIEW: Important papers, leases, insurance policies or other contracts are reviewed and explained. (Written evaluations are not part of this service, nor are documents written by you or for use in a business capacity.)

LOW-COST SERVICES: A 30 percent discount for complex matters.

DEPARTED MEMBERS

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

William Abington Woodland, CA 10/27/97	Clement Gandall Hilo, HI 10/29/97	Joe Mendez Morgan Hill, CA 10/16/97	Leon Walden W. Sacramento, CA 11/07/97
Harry Ahloy Honolulu, HI 11/04/97	Louis Gates Sparks, NV 10/30/97	L. Meyers Vallejo, CA 10/19/97	Randolph Ward Clearfield, UT 11/16/97
Robert Allen San Pablo, CA 11/07/97	Wayne Gibson Hayward, CA 11/16/97	Hidemi Nakamura Lihue, HI 11/06/97	Smith Willis Panguitch, UT 10/14/97
Virgil Antone Honolulu, HI 10/29/97	Merle Goeglein Chico, CA 11/10/97	Charles Oullette Sr Reno, NV 11/06/97	
Tom Autry Spiro, OK 10/08/97	Gilbert Green Harrison, AR 11/05/97	Carl Pennington Rail Road Flat, CA 10/14/97	
Harold Baker Merrill, OR 11/17/97	G. Hammes Copperopolis, CA 11/13/97	Louis Promes Calistoga, CA 11/08/97	
Edward Burke Napa, CA 10/28/97	Lloyd Harris Paradise, CA 10/18/97	Kenneth Robinson Crescent City, CA 11/04/97	
Joseph Cathcart Holualoa, HI 10/19/97	Ira Herring Stockton, CA 10/28/97	Mont Schoenfeld St. George, UT 10/30/97	
Nichola Chilles Modesto, CA 11/02/97	Lawton Jackson Lucerne, CA 10/17/97	Randall Seymour Dinuba, CA 10/27/97	
Joseph Cortese Sparks, NV 10/27/97	Robert Jernigan Anderson, CA 11/06/97	Joseph Shaw Salt Lake City, UT 10/21/97	
Joseph Craig Anderson, CA 11/02/97	Ernest Kawazoe Honolulu, HI 10/26/97	Harold Skeans Sacramento, CA 11/03/97	
John Dallinga Ogden, UT 10/23/97	Dewayne Kendall Salt Lake City, UT 10/23/97	Karl Stempel Santa Rosa, CA 11/11/97	
Santos Dicho Waimanalo, HI 11/04/97	J. Lebkicher Redwood City, CA 11/10/97	W. Stephan San Leandro, CA 10/30/97	
Alfred Dodini San Leandro, CA 11/16/97	Ray Lynch Jr. Half Moon Bay, CA 11/03/97	Lynn Thornton Pleasant Grove, UT 10/26/97	
William Dyson Carson City, NV 11/12/97	Hayes Marion Phoenix, AZ 11/13/97	Marlin Tieman Brightwood, OR 10/15/97	
Elvin Ensley Sacramento, CA 11/04/97	W. McClellan Pleasanton, CA 10/22/97	James Upchurch Ivanhoe, CA 10/10/97	

DECEASED DEPENDENTS

Isabel Cameron (wife of J. D. Cameron) 10/19/97
Shirley Denney (wife of Melvin Denney) 11/04/97
Lucile Dunton (wife of Robert Dunton) 06/17/97
Helen Edwards (wife of Arthur Edwards) 10/13/97
Juanita Havens (wife of Harry Havens) 10/24/97
Ola Marlen (wife of Arthur) 11/05/97
Joyce Moniz (wife of Stanley Moniz) 11/12/97
Hildred Swanson (wife of Donald Swanson) 10/18/97