

ENGINEERS*news*

VOL. 56, #12 • OPERATING ENGINEERS LOCAL UNION NO 3 • ALAMEDA, CA • DECEMBER 1998

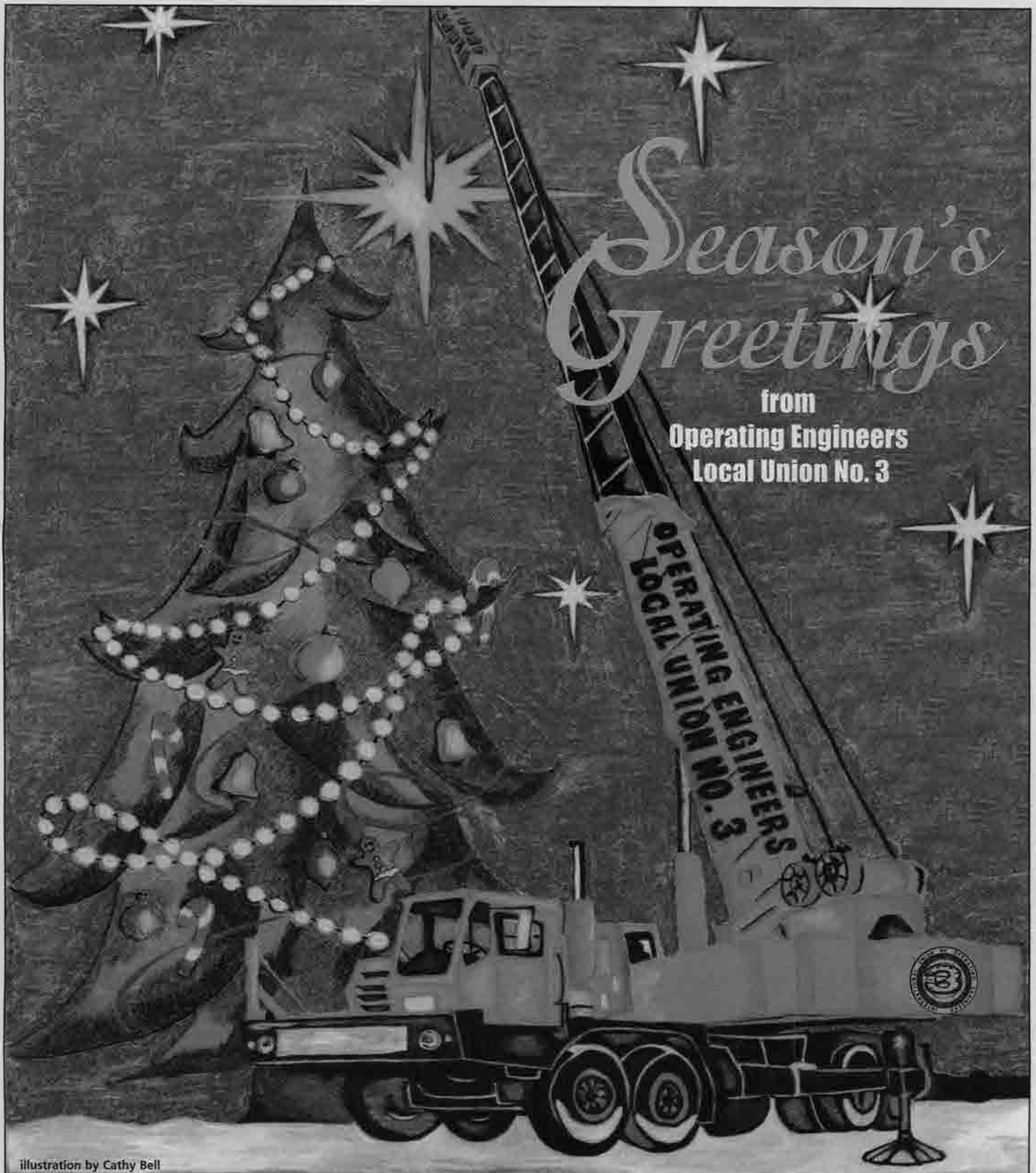


illustration by Cathy Bell

FOR THE
good & welfare



by Don Doser

Business
Manager

November election ushers in new era for union families

"Beyond belief" was my reaction the day after the election. Never in my wildest dreams did I think labor's success in the November 3 election would be so convincing and so complete, but it was.

I felt confident going into election day that many labor-endorsed candidates would fare well in key races, but considering all the political turbulence swirling around the nation as a result of the Monica Lewinsky scandal I never imagined pro-labor candidates would actually gain seats in the California Legislature and in Congress, but they did.

Who would have thought eight months ago, when labor was staring down the barrel of Prop. 226 and fearing a voter backlash from President Clinton's political woes that House Speaker Newt Gingrich, one of labor's worst enemies in Washington, would announce he's stepping down? I sure didn't.

The union vote

The November election was about taking control of our own destiny through political involvement. The union vote, as it did in the 1996 general election and in the June primary, turned the tide of last month's election.

Two difference polls showed that voter turnout among union households was relatively high. One exist polls conducted by the Field Poll showed that turnout of union household reached about 25 percent of all voters. A *Los Angeles Times* poll showed the union household turnout was even higher, representing close to 29 percent of all voters. Union households, the Times poll indicated, voted overwhelmingly "yes" for California gubernatorial candidate Gray Davis and Senator Barbara Boxer.

In contrast, the union household vote in 1994, when anti-labor forces took control of the California Assembly and Congress for the first time in 40 years, hovered at only 14 percent of all voters.

The strong turnout was due in large part to the ambitious Labor '98 campaign in which thousands of union members throughout California volunteered to help with voter registration drives, precinct walking, phone banking, and other campaign activities.

In an interview with the Associated Press the day after the election, political analyst Joseph Cerrell, a former executive director of the Democratic Party, said, "I think labor worked as hard as any campaign I've seen since we swept the state in 1958, when we had right-to-work on the ballot."

I want to personally thank all the Local 3 members who helped out with the election campaign and who took the time to go to the polls on election day. I've always preached that if labor votes as a unified bloc, we can turn the tide of any election, and that's exactly what happened in both the June primary and the November general election. Union members made the difference, and they will reap the long-term benefits.

Long-term gains

With Calif. governor-elect Gray Davis, six of eight constitutional officers and both houses of the state Legislature all on our side, labor has an excellent opportunity to repair past political damage and advance its future legislative agenda, including a fair contract for our State Bargaining Unit 12 members, the preservation of prevailing wages and reestablishing daily overtime. This new era in Sacramento will not only benefit union members at the bargaining table, but will help improve the environment for aggressive organizing and the retaking of our industry.

Looking ahead to 2000

What's even more encouraging about this election is that it builds a firm foundation for labor as we look to the 2000 election. Because pro-labor candidates strengthened their majorities in the California Legislature and inched closer to capturing majorities in Congress, the stage is set for another successful election in 2000 - if we can build on this year's momentum.

The big question our adversaries are asking is: Yes, labor may have gotten out the vote this time, but can unions respond in 2000 the way they did in November?

We will deliver in two years because union members understand the importance of maintaining a strong presence in politics. We will maintain our momentum by continuing to keep our members informed on the issues, getting unregistered union members register to vote, and encouraging those who walked precincts and helped with phone banks to stay active in politics.

We have no choice. Sitting on the political sidelines would be tantamount to committing organizational suicide.

I want to wish the entire membership of Local 3 a Happy Holiday Season.

THIS MONTH In the **ENGINEERSnews**



A member in need is grateful indeed

After being severely burned in jobsite accident, Local 3 mechanic discovers the true meaning of the word 'brotherhood'

.....See page 6

Ballpark Update (inside story)



.....See page 10-11

Journalism Awards	3
Election Round-Up	4
Empire Strikes Back	5
Safety	7
Credit Union	8
Fringe Benefits	12
District Reports	14-16
Organizing	17
Meetings & Announcements	18
SwapShop	19

ENGINEERSnews

Find us on the Web at: <http://www.oe3.org>



Don Doser
Jerry Bennett
Pat O'Connell
Rob Wise
Darell Steele
Max Spurgeon

Business Manager
President
Vice President
Recording Corresponding Secretary
Financial Secretary
Treasurer

• **Engineers News Staff** •

Editor
Managing Editor
Editorial Advisor
Associate Editor
Graphic Designer

Don Doser
Steve Moler
Garland Rosaura
Jennifer Gallagher
Cathy Bell

Engineers News (ISSN 176-560) is published monthly by Local 3 of the International Union of Operating Engineers, AFL-CIO, 1620 South Loop Rd., Alameda, CA 94502. Periodical postage paid at Alameda, CA and additional mailing offices. **Engineers News** is sent without charge to all members of Operating Engineers Local 3 in good standing. Non-member subscription price is \$6 per year. POSTMASTER: Send address changes to **Address Change**, 1620 South Loop Rd., Alameda, CA 94502.



Printed on Recycled Paper



and the winner is.....

ENGINEERS NEWS

Engineers News judged top union newspaper

El Niño, Prop. 226, fast-track coverage brings Local 3 publication top honors in labor journalism awards contest

Local 3's official publication, the *Engineers News*, won top recognition in the 1998 International Labor Communications Association Journalism Awards Contest.

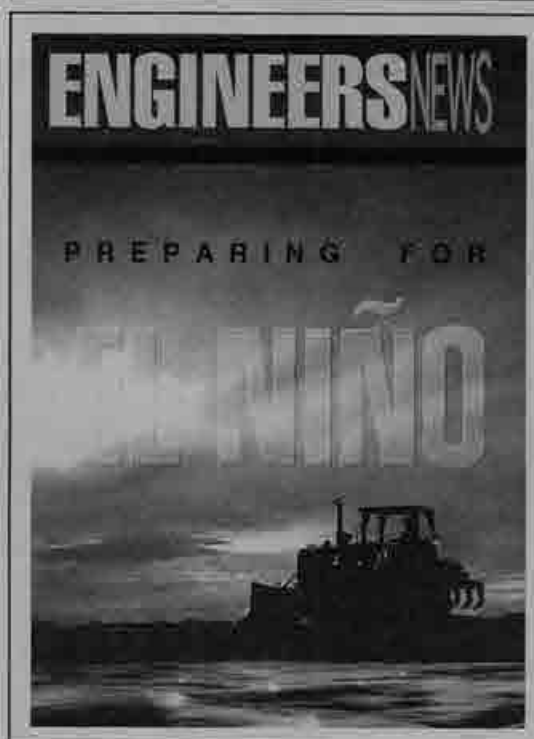
The *Engineers News* won four awards, including the prestigious "General Excellence" award for being the best local union publication with a circulation over 15,000. The judges said the publication had "beautiful covers, excellent reporting - El Niño aftershock, 'Masters of Manipulation' on Prop. 226, economic education and fast-track package all first-rate."

The *Engineers News* also won second place for "Best Front Page," a photo illustration on the November 1997 cover titled "Preparing for El Niño." The judges said, "The editors of *Engineers News* took a picture of some heavy road equipment silhouetted against a gray and somber sky and created with equally somber type an excellent front page which foretells the deadly havoc of El Niño storms."

The newspaper also received an "Honorable Mention" in the "Best Feature Story" category for an article, titled "Winter Warriors," which "tells how an elite corps of Caltrans employees keep I-80, Donner Pass, open in all kinds of weather. With the latest technology and raw courage, these Engineers some-

times make the highway safe for almost 3,000 vehicles per hour. The accompany pictures are excellent."

• below: Photo illustration by Ed Canalin •



In its first year of existence, the Local 3 internet homepage (www.oe3.org) was awarded second place in the Web site competition. "With a successful utilization of frames," the judges report said, "Local 3 offers site visitors a well organized collection of information that gives members an opportunity to stay involved. Up to date monthly calendars for meetings and training, as well as the locals monthly newspaper, provide a useful resource for members."

The ILCA, a professional support organization for labor communicators in North America, sponsors an annual awards contests in which labor publications throughout the United States and Canada compete for various categories of awards. This year's awards were for work published in calendar year 1997. The panel of judges, consisting of distinguished active and retired journalists from both the commercial and labor presses, evaluated some 1,700 entries from nearly 200 union publications.

Devil's Slide tunnel still 5-6 years from construction

A little over two years have passed since San Mateo County voters overwhelmingly approved Measure T, which authorized construction of a mile-long tunnel at the slide-prone Devil's Slide on Hwy. 1. So how close is Caltrans to starting construction on the tunnel?

According to Caltrans, moving the first yard of dirt on the tunnel project is at least five to six years away. A supplemental environmental impact report for the tunnel project has been completed and is

expected to be released this month. Once that happens, public hearings on the report will begin followed by the design phase of the project.

Funding for the \$114 million project is still being sought. Caltrans currently has \$11 million available for the design, but Caltrans isn't sure where the rest of the money will come from.

Fortunately, the design phase can proceed without the entire project being funded thanks in large part to Sen. Barbara Boxer, who inserted language into the recently

enacted federal highway bill that declared Devil's Slide an on-going emergency.

In the meantime, C.A. Rasmussen out of Santa Rosa is continuing with a dewatering project at Devil's Slide. The job involves the digging of several wells above the highway so underground water can drain from the hillside, thus reducing the possibility of slides on Hwy. 1 during the winter.

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 16, 1999
at 1:00 p.m. at:

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

Bylaws Change Notice

Please be advised that Article V, Initiation Fees, and Article VI, Dues, of the Local 3 Union Bylaws have been adopted as amended by the membership of Operating Engineers Local Union No. 3 on September 13, 1998. These changes are available in written form at your district office. They amend and supersede the provisions set forth in Articles V & VI of the Bylaws booklet previously distributed. A new publication of the Bylaws, in book form, will be made available once all amendments and revisions have been completed.

ELECTION ROUNDUP

Labor hits political pay dirt

Union-friendly candidates make surprisingly strong showing in November election

In an extraordinary turn of events, labor-endorsed candidates, many of whom had been predicted to take a severe pounding from voters because of President Clinton's political problems, instead flipped the November 3 election upside down with stunning victories in Congress, state legislative races and the California and Hawaii governors' races.

Labor's sweetest victory was Lt. Gov. Gray Davis' crushing defeat of Attorney General Dan Lungren by a whopping 58.0 percent to 38.4 percent in the California governor's race. Davis garnered more than 1.6 million more votes than Lungren.

The frosting on the cake came when labor-endorsed candidates nearly pulled off a clean sweep of the other seven California constitutional officer races. Victorious in California statewide elections were Cruz Bustamante for lieutenant governor, Bill Lockyer for attorney general, Kathleen Connell for state controller, Phil Angelides for treasurer and Delaine Eastin for Superintendent of Public Instruction.

Michela Alioto nearly pulled off an upset of incumbent Bill Jones in the secretary of state contest, ultimately losing by a mere 1 percent, and Diane Martinez lost a tough race to incumbent Chuck Quackenbush for insurance commissioner.

California Legislature

Before election day, analysts predicted labor-friendly candidates would be lucky to hold their own or would actually lose their majorities in the California Legislature. Instead they gained five seats in the Assembly and two in the Senate.

Labor won all but two targeted races in Northern California. The disappointments occurred when longtime labor supporter Sal Cannella lost his race in the 12th Senate District and Debra Gravert lost a very close race for the 10th Assembly District, a contest Local 3 put a lot of effort into.

Pro-labor candidates fared equally well in Northern California congressional races, with state Senator Mike Thompson easily winning the heavily targeted 1st Congressional District contest. The one disappointment, however, was Sandie Dunn's loss for the seat vacated by longtime labor supporter Vic Fazio in the 3rd Congressional District.

In Hawaii, Reps. Patsy Mink and Neil Abercrombie both won reelection, and Democrat Ben Cayetano came from way down in the polls to pull off a stunning come-from-behind victory in the governor's race, thanks in large part to the union vote. But labor's endorsed candidate in the Nevada governor's race, Jan Jones, lost a tough race.

Overall, voter turnout among union households exceeded predictions. The labor vote was particularly important in California, where a *Los Angeles Times* poll showed that union members and their families represented 29 percent of all voters, well above the union household turnout of just 14 percent in the 1994 election, when labor lost its majorities in Congress and the California Assembly for the first time in 40 years.

Local 3 would like to thank all union members who worked on the campaign and went to the polls on November 3. Without their commitment to the many hours of phone banking, precinct walking, sign posting, the incredible turn of events that occurred on November 3 would not have been possible.

State Assembly:

District 1
Virginia Strom-Martin* - D 62.1%
Sam Crump - R 33.3%

District 2
Francie L. Sullivan - D 40.0%
Richard Dickerson - R 56.7%

District 3
Scott Gruendl - D 39.3%
Sam Aarstad - R 60.7%

District 4
Mark A. Norberg - D 34.6%
Thomas Oller* - R 61.3%

District 5
Linda Davis - D 39.5%
Dave Cox - R 57.1%

District 6
Kerry Mazzoni* - D 67.3%
Russ Weiner - R 30.6%

District 7
Patricia Wiggins - D 62.2%
Bob Sanchez - R 33.7%

District 8
Helen M. Thomson* - D 63.9%
Toni Thompson - R 36.1%

District 9
Darrell Steinberg - D 72.3%
Mike Dismukes - R 27.7%

District 10
Debra Gravert - D 48.5%
Anthony Pescetti - R 48.7%

District 11
Tom Torlakson* - D 69.2%
Allen D. Payton - R 30.8%

District 12
Kevin Shelley* - D 80.5%
Mike Fitzgerald - R 19.5%

District 13
Carole Migden* - D 84.7%
Randy Bernard - R 15.3%

District 14
Dion L. Aroner* - D 87.2%
Jerald Udinsky - R 12.8%

District 15
Charles W. Brydon - D 38.0%
Lynne C. Leach* - R 59.4%

District 16
Don Perata* - D 80.4%
Linda Marshall - R 19.6%

District 17
Michael J. Machado* - D 69.1%
Jay Smart - R 30.9%

District 18
Ellen M. Corbett - D 65.4%
Carol Nowicki - R 34.6%

District 19
Lou Papan* - D 71.4%
Penny Ferguson - R 24.7%

District 20
John Dutra - D 58.0%
Jonelle J. Zager - R 42.0%

District 21
Ted Lempert* - D 70.1%
Laverne F. Atherly - R 27.5%

District 22
Elaine W. Alquist* - D 63.7%
Stan Kawczynski - R 31.2%

District 23
Mike Honda* - D 75.8%
Patrick Du Long - R 24.2%

District 24
Phil Stokes - D 39.1%
Jim Cunneen* - R 57.0%

District 25
Wesley Fitch - D 35.2%
George House* - R 61.6%

District 26
Dennis A. Cardoza* - D 64.1%
Patty Hollingsworth - R 33.3%

District 27
Fred Keeley* - D 65.4%
Phil H. Chavez - R 30.6%

District 28
Alan D. Styles - D 44.0%
Peter Frusetta* - R 51.7%

District 29
Mike Briggs - R 100%

District 30
Dean Florez - D 54.9%
Robert M. Prenter, Jr.* - R 45.1%

District 31
Sarah Reyes - D 58.9%
David H. Jackson - R 41.1%

District 32
Robert L. Tucker - D 29.0%
Roy Ashburn* - R 71.0%

State Senate:

District 2
Wes Chesbro - D 51.4%
John Jordan - R 41.7%

District 4
Mark Desla - D 43.2%
K. Maurice Johannessen* - R 56.8%

District 6
Deborah V. Ortiz - D 55.4%
Chris Quackenbush - R 41.1%

District 8
Jackie Speier - D 79.3%
Jim R. Tomlin - R 20.7%

District 10
Liz Figueroa - D 68.6%
Bob Gough - R 31.4%

District 12
Sal Cannella - D 43.8%
Dick Monteith* - R 53.1%

District 14
Chuck Poochigian - R 100%

District 16
Jim Costa* - D 71.9%

US Congress:

District 1
Mike Thompson - D 62.0%
Mark C. Luce - R 32.8%

District 2
Roberts Braden - D 34.8%
Wally Herger* - R 62.3%

District 3
Sandie Dunn - D 44.8%
Doug Ose - R 52.7%

District 4
David Shapiro - D 34.6%
John T. Doolittle* - R 62.4%

District 5
Robert T. Matsui* - D 71.9%
Robert S. Dinsmore - R 26.1%

District 6
Lynn Woolsey* - D 68.0%
Ken McAuliffe - R 29.8%

District 7
George Miller* - D 76.8%
Norman H. Reece - R 23.2%

District 8
Nancy Pelosi* - D 85.8%
David J. Martz - R 12.1%

District 9
Barbara Lee - D 82.9%
Claiborne Sanders - R 13.2%

District 10
Ellen O. Tauscher* - D 53.3%
Charles Ball - R 43.7%

District 11
Robert L. Figueroa - D 36.4%
Richard W. Pombo* - R 61.3%

District 12
Tom Lantos* - D 74.2%
Robert H. Evans, Jr. - R 20.9%

District 13
Fortney Pete Stark* - D 71.2%
James R. Goetz - R 26.7%

District 14
Anna G. Eshoo* - D 68.6%
John C. Haugen - R 28.5%

District 15
Dick Lane - D 38.2%
Tom Campbell* - R 60.3%

District 16
Zoe Lofgren* - D 72.8%
Horace E. Thayne - R 23.4%

District 17
Sam Farr* - D 64.5%
Bill McCampbell - R 32.8%

District 18
Gary A. Condit* - D 86.9%
Linda M. Degroot - L 13.1%

*Denotes incumbent



Family affair: Mechanics Dave Wallis, right, and son Ralph.



Mechanic Jeff Johns.



Some of Empire's equipment at the Fresno shop.



Negotiating committee member Melony Tharpe of the Parts Department.



Negotiating committee member Dirk Seeley, who works in the shop.

Local 3 representatives and Empire employees are from left: Business Rep. Tom Bailey, Melony Tharpe, Organizer Larry Daniels (kneeling), Dirk Seeley, David Burns, Gary Mott, Jeff Johns, Robert Begley, Ralph Wallis, Dave Wallis, Ken Burton and Jose Hernandez.



Empire strikes back

Group of mechanics from Empire Equipment Co. in Fresno join the union ranks after tough but fair organizing campaign

Mechanics and parts personnel at Empire Equipment Company's Fresno dealership have joined the Local 3 family. The unit voted for union representation in a July '90 election, and less than three months later, on October 1, ratified their first union contract.

Empire is the largest John Deere dealership in Northern California and Northern Nevada, with nine locations throughout its sales and service jurisdiction. Local 3 has contracts with Empire at three other shops: in Newark, Rohnert Park and Gilroy.

Empire's Fresno mechanics approached Local 3 last spring because they were unhappy with pay, benefits and promotion procedures. Organizer Larry Daniels and Business Rep. Ray Ronell, under the direction of Fresno District Rep. Mike Brown, launched an organizing campaign with the help of

Local 3's Organizing and Legal departments. After obtaining the necessary authorization cards, Local 3 petitioned the National Labor Relations Board for an election.

After the NLRB scheduled the July 10 election, Empire management hired a prestigious Bay Area law firm to help the company defeat the union organizing campaign. But in the end Empire's Chief Executive Officer Bruce Kish ran a tough but fair campaign.

Empire was the thirteenth election victory this year for Local 3. The win is the result of Business Manager Don Doser's emphasis on taking back the construction industry from the non-union through aggressive organizing. Local 3 currently has 57 organizing campaigns in progress. Some 70 percent of those targets, like Empire, are in the construction

sector.

After the election, Business Rep. Tom Bailey and Mike Brown headed negotiations. Kish made it clear from the beginning that his company would bargain in good faith, a promise Kish kept to the letter throughout negotiations.

The new contract calls for the unit to receive substantial hourly pay increases. The unit will also participate in Local 3's excellent pension plan. Health insurance was also improved, with the company agreeing to pay health insurance premiums for employee dependents, not just employees themselves.

Local 3 would like to welcome Empire's Fresno shop to Local 3.

A member in need is grateful indeed

After being severely burned in jobsite accident, Local 3 mechanic discovers the true meaning of the word 'brotherhood'

If you ever want to learn about the "brotherhood" side of unionism, just ask mechanic Kevin Cook.

On the late afternoon of August 28, 1997, Kevin climbed up on a 657 scraper to repair the rig's fuel tank when something went terribly wrong. As Kevin was welding cracks at the fill spout, diesel fuel suddenly ignited.

Kevin jumped down off the rig engulfed in flames and started running across the yard to get help. Apprentice Brett Ruffins, who just happened to have arrived for his shift a little early that afternoon, grabbed a fire extinguisher and ran towards Kevin yelling "hit the ground."

After the fire was extinguished, Kevin was airlifted to Doctors Medical Center in San Pablo. Burned over 80 percent of his body, Kevin underwent 13 surgical procedures during his three-month stay in the hospital. Since then, he has had five additional operations, and four to five more are planned to reconstruct his hands and face.

During his recovery, Kevin's family - his mother Hao, wife Diana, 4-year old daughter Kayli and 3-year-old son Jordan - visited his bedside daily and often twice daily. His coworkers were there for him too, guys like Local 3 members Rory Heimburger, Mark Stroud, Alex Buck and Ron Webb. But it was the emotional and financial support he received from other union mem-

bers, many of whom had never met Kevin, that brought the true meaning of "brotherhood" into Kevin's life.

While his family and coworkers provided Kevin with emotional support, the Oakland District office started a trust fund in Kevin's name through the Operating Engineers Federal Credit Union. Over \$4,200 in donations poured in from union members from throughout Local 3's four-state jurisdiction. A few donations came from as far away as Texas.

"I'll tell you, being in the union made a tremendous difference."

"The support was incomparable. I feel sorry for those who don't have the support I have."

"I'll tell you, being in the union made a tremendous difference," Kevin told Engineers News during an August interview at his home in Vallejo, Calif. "The support was incomparable. I feel sorry for those who don't have the support I have."

Because Kevin lost the use of his hands, he hasn't been able to write thank-you letters to his supporters. He wanted to express through this article the heartfelt gratitude for all the help he has received.

"Without my support group I wouldn't

have recovered as quickly," he said. "If it hadn't been for my family, friends, coworkers and other union members standing by me, I don't think I would have made the progress that I have over the past year."



The Cook family: Kevin Cook, wife Diana, 4-year old daughter Kayli and 3-year-old son Jordan

Accidents like Kevin's have a way of drastically changing a person's outlook on life. "When I look at what I lost - my appearance, my flexibility, having all the operations - I also see what I've gained from all this," he said. "I look at all the people I otherwise would never have met. I've learned to see people for what they are on the inside, not what they are on the outside."

Although Kevin will probably never work in the trades again, he remains optimistic about the future. "Things happen for a reason," he said. "This accident is God's way of getting me to reach out to other people. I've been thinking about doing some volunteer work, like counseling of burn survivors or something like that."

Kevin recently spoke at the Rancho Murieta Training Center about on-the-job safety. He told the group of apprentices that personal habits and sound safety practices may have saved his life. "My doctors told me that had I been a smoker and not always worn a respirator while welding, my lungs wouldn't have been as strong and I might not have made it."

Whatever Kevin does in the future, whether it's counseling, teaching or something else, he "I always remember the help he got from his union."

Hazmat Training Schedule

First Quarter of 1999

All Classes will begin at 7:00 a.m.

Eight-hour refresher

Fairfield 2540 N. Watney Way (707) 429-5008	Thursday, February 18
Santa Rosa 6225 State Farm Dr., Ste. 100 Rohnert Park, CA (707) 585-2487	Friday, February 19 Saturday, February 20
Reno 1290 Corporate Blvd. (702) 857-4440	Saturday, March 27
Oakland 1620 S. Loop Road Alameda, CA (510) 748-7446	Friday, January 8 Saturday, January 9 Thursday, January 14 Friday, January 15 Friday, March 12 Saturday, March 13
Stockton 1916 N. Broadway (209) 943-2332	Friday, January 29 Saturday, January 30
Eureka 2806 Broadway (707) 443-7328	Friday, February 12
Fresno Cedar Lanes 3131 N. Cedar (209) 252-8903	Thursday, March 4
Marysville Sutter-Yuba Board of Realtors 1558 Starr Drive, Yuba City (530) 743-7321	Wednesday, February 10
Redding 20308 Engineers Lane (530) 222-6093	Thursday, February 11
Sacramento 4044 N. Freeway Blvd., Ste. 200 (916) 565-6170	Friday, March 5 Saturday, March 6
San Jose IBEW Hall 908 Bern Court (408) 295-8788	Friday, February 5 Saturday, February 6

Prerequisites for refresher course

Proof of Completion of the 40-Hour Training or Last Recertification.

Tuition

40-Hour Course

Operating Engineers Members
on the out-of-work listno charge

Sponsored Students

Operating Engineers\$250.00
Non-members\$300.00

Eight-Hour Refresher

Operating Engineers &
Teamsters w/ current dues cardno charge
Non-members\$30.00

The tuition includes all classroom materials.

Tuition is due at the time of the class. Certificates will be held in the event of non payment.
No cash will be accepted.

Registration

To register, please call the number that is listed for the course you would like to attend.

NEW RESPIRATOR REGULATIONS

On Oct. 5, federal OSHA's Respiration Protection Program went into effect. Nevada, California, Utah and Hawaii's OSHA programs all have standards language as effective as the federal OSHA's. Below are some of the major changes and revisions to existing respiratory protection programs.

The elements of the comprehensive respirator program required of the employers:

- All procedures to be in written form.
- Selection of appropriate respirators.
- Medical evaluation of respirator users.
- Face seal fit testing is now annual.
- Procedures for routine and emergency use.
- Cleaning and disinfection, storage, inspection, maintenance and repair of respirators.
- Air quality for supplied air devices.
- Employee training is now annual.
- Periodic program evaluation.

Except for medical evaluations, which were previously only a recommendation, all of the elements were required in standards being revised. This new regulation contains additional requirements for all of these program elements.

Important changes in the revised regulations:

- Voluntary use provisions where employees use respirators and dust masks as a precaution.
- Program administrator required.
- Atmospheres IDLH specific respirators required.
- End of service life indicators required for chemical cartridges or employers with date indicating acceptable change-out times.
- Employee medical evaluations are mandatory, as well as follow-up exams and employees allowed to discuss results with health care provider.
- Powered air purifying respirators required for employees with medical conditions which will not allow the use of filter-type.
- Annual face seal fit testing with test atmosphere, protocols have changed as well as test agents.
- Users must perform face piece seal checks every time respirator is donned.
- Annual employee training, including emergency use.
- Ongoing respirator program evaluation.

In order to keep our Hazmat students current on new standards, we have included the new Respirator Standard in our eight-hour refresher classes. The students receive a copy of the revised regulation with the exception of appendices when they attend class. In the current round of eight-hour classes, the students are being instructed in the proper maintenance, repair and inspection of air-purifying respirators.

Confined Space Guide

The Cal/OSHA Guide for Confined Space is now available from the Department of Industrial Relations. The guide was designed to protect employees from accidents, promote safe work practices, explain the responsibilities involved in a confined space program, and to explain risks associated in confined space work. The guide may be obtained by contacting the Cal/OSHA Consultation Services office at 1-800-963-9424.

EIGHT HOUR REFRESHER, REDDING, SAT., OCT 24

From left: Denton Hollofield, Louis J. Dunn, Lawrence Sullivan, Dist. Rep., Monty Montgomery, Mark Stille, Ron Manley, and Mark Lovdahl



Students dismantling and reassembling full-face air-purifying respirators



NEWS FROM THE

safety
dept.



by Brian Bishop

Safety Director

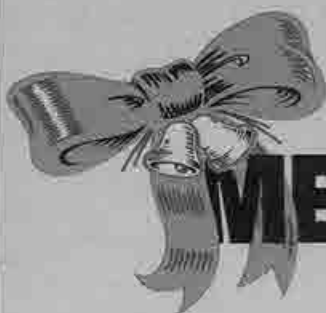
NEWS FROM THE

**credit
union**



by Rob Wise

Credit Union
Treasurer



MEMBERSHIP MAKES A GREAT GIFT

Do you know anyone in your family who would say no to saving hundreds, even thousands, of dollars on personal financial services? Your immediate family members, including your parents, are eligible to get these savings as members of the credit union. Like you, they have somewhere to turn besides the big banks for their financial needs. The credit union can meet those needs,

whether they are for convenient ATM access checking, major purchases, savings or a wide range of other financial services.

One gift idea is to give your mom and dad a membership application and a card saying you will make a deposit into a regular savings account for them. The completed membership application and the deposit, which can be for as little as \$5, is all that is needed to

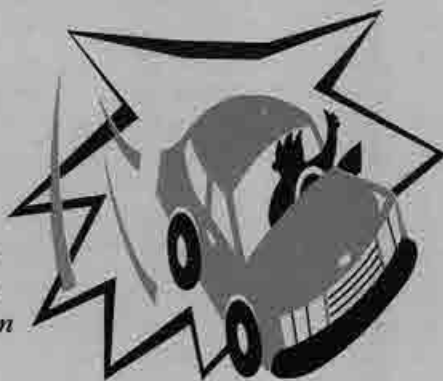
establish membership. There is no annual membership fee. For more information about family memberships, call your local branch or 1-800-877-4444. Ask for our Affordable Financial Services brochure so that you can show your parents or other family members all the money-saving services from which they can choose.

Fall car sale wins praise

*a big
**THANK
YOU!***

to all of the members who attended the credit union's fall nearly-new vehicle sales held on October 31 at the Dublin branch and at Corporate Motors in Sacramento. Member Joe Reis of Fremont, Calif. said, "We definitely saved some money - over \$6,000. The people were very courteous, it's a great experience."

Members Sharon and Manual Vincent of Brentwood, Calif. bought both a car and a truck at the sale. Sharon believes the savings on the truck was between \$10,000 and \$12,000.



Credit union credit card fees are lower

Credit union credit card fees are lower

According to the December 1998 Credit Union Executives Journal's 1999 Credit Union Fees Survey Report, "Credit Unions' fees are significantly lower than banks' fees in all penalty fee areas." Lower fees are just one reason it makes sense to consider a VISA card from your credit union.

The credit union offers low interest rate

VISA cards with no annual fee, a 25-day grace period on purchases and no cash advance fee. If you shopped during the holidays with high interest rate cards, you may be able to save money every month by transferring the balances to a credit union VISA card. For your convenience you may apply for your VISA card through the credit union Web site at www.oefcu.org. You may also call any branch for an application.



Apply online
www.oefcu.org



Operating Engineers Local Union No. 3
Federal Credit Union

Holiday Loan Special

**Borrow up to \$2,000 at a Special Rate of 9.00% APR*
and you have up to 12 months to repay.**

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

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

Ends January 31, 1999.

* Annual Percentage Rate
Rate subject to change without notice.

Hope for a new beginning

This is the season to be grateful for so many things. We should be grateful for the outcome of the recent political elections that gave us the right kind of new governor. This certainly is a new beginning to which many of you contributed with your concerted efforts to bring out the vote. You owe yourselves a debt of gratitude.

But we should not only be grateful for the good things that happen to us but also for the bad things that sometimes turn out to be blessings in disguise - new beginnings of their own.

I am talking about things that don't make front page news but that often impact us in much more personal ways. It begins within us, often amid despair and fear. It is the beginning of recovery, the road to hope.

I want to share the following letter from Joe and Cheri with you. In an effort to show that there is hope, they gave permission to use their real names. I hope their message will reach you, especially if you need a new beginning.

My name is Joe. I am an alcoholic addict. My wife Cheri is also an addict. Sept. 2, 1997 was our first day clean and sober. We both started experimenting in our late

teenage years. That was 25 years ago. We thought it was harmless. Little did we know where our journey would take us.

In the beginning alcohol and marijuana were our drugs of choice. Then we discovered cocaine. It being too expensive, we started using crank, and so it was to be for the next 17 years. At first it was great. We felt energetic and powerful. We stayed up for days at a time. This went on for years. It never occurred to me that either of us had a problem. Eventually it took its toll. The relationship with my wife and children became strained. I spent no time with my kids. I was in my own little world. Financially, we were in bad shape. The bills were not getting paid. Most of my paycheck was being spent on drugs. Emotionally, I was out of control. I became an angry person. I had no patience with anyone or anything. I no longer had control over my life. Drugs controlled my life.

I tried to stop using many times, but always started using again. I felt it was hopeless, that I was powerless to do anything about my addiction. Then in late August 1997 I was called in for a drug test at work. Knowing I would not pass, I confided in my boss that I had a drug problem. That is when I was introduced to a wonderful drug and alcohol treatment facility.

I went through an eight-week outpatient program. My wife accompanied me every Tuesday night for family therapy. We also attend the aftercare program every Thursday night. I stay active in the AA program, attend meetings and social functions, and I also secretary a men's meeting. I have met some wonderful people and have made some good friends. I have rebuilt the relationship with my wife and kids. We now spend quality time together. Most importantly, I have rebuilt my relationship with my higher power. To me that is God.

I have learned so much and am grateful for my sobriety every day of my life. I have been given so many gifts in sobriety. The greatest gift is my life.

Joe and Cheri

We want to wish a wonderful Christmas season to everyone. If you want what Joe and Cheri have found - if you want a new beginning - all you have to do is accept their gift of hope. Please don't be afraid to look for a new beginning. If you want confidential help, please call us:

In California - 1-800-562-3277

In Hawaii - 1-808-842-4624

NEWS FROM THE addiction recovery program



by Uwe Gunnarsen

Director



Labor

CALENDAR

December



1 Rosa Parks Day. In 1955, 43-year-old African-American seamstress Rosa Parks boarded a crowded bus in downtown Montgomery, Ala. for the ride home from her job in a department store. There was standing room only in the "Negro" section in the rear, but the weary Parks sat down in front and refused to give up her seat to a white man. The action caused her arrest, triggered a year-long boycott of the city bus system, and led to legal actions which ended racial segregation on municipal buses throughout the southern U.S.

5 The "union of unions" was established on this date in 1955 when the American Federation of Labor (AFL) and the Congress of Industrial Organizations (CIO) merged into a single trade union center—the AFL-CIO. The merger ended a 20-year split in the American labor movement growing out of differences over the form trade union organization should take. The merger recognizes that both craft and industrial unions are appropriate, equal, and necessary as methods of union organization.

6 The Colored National Labor Convention met for the first time in Washington, D.C. in 1869.

8 The American Federation of Labor (AFL) was organized in Columbus, Ohio in 1886 by 25 craft unions.

13 AFL President Samuel Gompers died in 1924 at age 74. One of the labor leader's most

famous remarks, in response to the question, "What does labor want?" was: "We want more schoolhouses and less jails, more books and less arsenals, more learning and less vice, more constant work and less crime, more leisure and less greed, more justice and less revenge."

24 The Retail Clerks National Protective Association (RCNPA) was chartered by the AFL in 1888. The RCNPA became the Retail Clerks International Union, which merged with the Amalgamated Meat Cutters and Butcher Workmen of North America to form the UFCW in 1979.

28 The Knights of Labor was founded in 1869. The Knights broadened the labor movement beyond a few skilled trades and reached out to all working men and women. Its goals of equal pay for equal work, abolishing child labor, and the eight-hour day provided a rallying cry for all workers.



1. Fernando Gonzalez is one of several excavators working on the project.

2. Crane Operator Howard Correa, working for Sheedy, is operating a 50-ton P&H.

3. Ralph Lakes and Carl Goff atop Ralph's tower crane, one of three in operation at the ballpark.

4. Pacific Bell Park is located at 3rd & King Streets, near China Basin. It will be easily accessible from San Francisco's Financial District.

5. Surveyor Kelvin Potts, left, and apprentice Jeff Rogers, right, take a moment to pose for a photo with San Francisco Asst. District Rep. Carl Goff.

6. Looking down over the ballpark from the tower crane.



A day at the

Tower crane hands, surveyors and other operators form a winning team at the S.F. G

• Story and photos by Jennifer Gallagher, Assoc. Editor •

As a baseball fan, I was naturally attracted to doing another story on Pacific Bell Park, the future home of the San Francisco Giants. After all, much has happened since the project was initially covered in the February issue of the *Engineers News*. The chance to get a sneak peek at what will be one of the most beautiful ballparks in America was exciting enough, but knowing I would be able to see it from the top of a tower crane had me giddy with anticipation.

Little did I know what was in store for me.

For some reason, I thought that tower cranes would have elevators of some sort. I mean, who in their right mind would create a piece of equipment that the operator would actually have to climb every day? But to my great surprise, there stood before me a Liebherr 630 EC-H, the cab some 236 feet above ground, and the only way up was to get on the ladder and start climbing.

Carl Goff, assistant district rep. for the San Francisco office, could hardly contain his laughter as I labored my way up, but when I finally arrived I could see why Ralph Lakes, the operator of the state-of-the-art crane, loves his job. The view is simply astounding.

Bird's-eye view

Ralph operates one of three tower cranes at the site. Every morning, he climbs that same 236 feet to get to his office – certainly no walk in the park. And, naturally, climbing down is the only option in the afternoon. Unless of course you feel like taking the express elevator. "It's a quick trip down, but it's the last elevator ride you'll ever take," laughs Ralph.

The Liebherr 630 EC-H has a maximum capacity of 44,000 pounds, with a tip capacity of 16,750 pounds. The hook reach is 234 feet, the same as the neighboring tower crane, another 630 EC-H that stands 195 feet above ground. The third tower crane, a Liebherr 550 HC has a hook height of 238 feet and a reach of 170 feet. The cranes can be seen from miles

away and seem to act as sentries, guarding a jewel of a project.

Different perspective

Although Ralph and the other tower crane operators have what are arguably the best seats in the house during construction, they are just one piece of an elaborate puzzle. With virtually every trade represented on any given day, the site is buzzing with activity. In fact, there is currently an average of 175 workers on site including about 12 Operating Engineers.

With so many workers on site, the contractor, Huber, Hunt & Nichols/Kajima, certainly has its hands full. Project Manager Brad Klung and Safety Officer Bill Reaves deftly oversee the crew, but practically run marathons around the site to do it.

Surprisingly, there is only one surveying team for the immense project, Kelvin Potts and apprentice Jeff Rogers. Together they are responsible for setting and maintaining a formidable amount of grid lines. By providing

details to all the trades, they are the backbone of the project.

In his 18 years as a surveyor, Potts has never seen such variation in the configuration of lines. It keeps him thinking all the time. Often found at home plate, Potts marks the spot – the target – for the park on any given day.

Taking shape

With every passing day, the ballpark and more resembles a baseball field. As the home plate is coming along in shape, the first level behind home plate the frame for the stands is skeletal, is slowly being built. Level seating areas are being added, and luxury boxes are being added as well. Columns that will support the concourse are scheduled to be installed in the area behind home plate.

Foundation work is continuing further along the left field line. The field arcade is scheduled to be completed by the end of the year.



park

ants new stadium project

the team is at the core.

surveyor, Kelvin has
in a job. The con-
mind-boggling and
the time. Although
te - a concrete mold
m works all around
y.

e

month, the site more
allpark. Construction
ages, with the area
most developed. The
that area, although
g erected. The club-
showing signs of life,
starting to appear as
support the upper
l to be installed soon
e plate.
for the seating areas
ed line and the right
eduled throughout

November and well into December. The mat for the scoreboard area is being laid, and work is continuing on the Giants dugout and batting tunnels. Even reinforcements for the left field foul pole have gone in - a testament to the abilities of the surveyors working on the project since precise placement of foul poles is a necessity.

Union workers scoring big

After surviving my strenuous climb both up and down the tower crane and the subsequent tour of the site, I came away even more excited about the project than I was before. With so many aspects of the project occurring simultaneously, having highly skilled workers in the lineup gives Huber, Hunt & Kajima the extra edge needed for victory. Baseball fans everywhere are counting down the days until opening day in 2000.



NEWS FROM
fringe
benefits

by *Charlie Warren*
Director of
Fringe Benefits

FREQUENTLY ASKED PENSIONED HEALTH & WELFARE QUESTIONS

What type of benefits do I have?

The Pensioned Health and Welfare covers prescription drugs, chemical dependency treatment, Schedule I vision care, and medical expenses including doctor visits, hospital, X-rays and lab work. Dental coverage is not included, although the retiree and spouse may enroll in one of two optional dental plans available by completing the necessary forms and paying the appropriate premium. The annual dental open enrollment takes place in October and is currently closed.

Are my dependents covered?

The Pensioned Health and Welfare plan covers the member and lawful spouse. Dependent children are not covered under this plan.

What happens to my coverage when I become eligible for Medicare?

Members and spouses eligible for Medicare benefits must enroll in parts A and B of the Medicare program. Failure to enroll will result in the plan denying any charges that would have been paid by Medicare, regardless of whether the eligible member or spouse has enrolled in the Medicare program. From the point the member or spouse becomes eligible for Medicare, the Pensioned Health and Welfare Trust Fund becomes the secondary payer. This means Medicare will pay on the charges first and the trust fund will pay the appropriate balance of covered charges after Medicare has paid its portion.

Members and spouses eligible for Medicare benefits and on the Kaiser Plan must enroll in the Kaiser Senior Advantage Plan if they wish to remain with Kaiser. Once enrolled in the Senior Advantage Plan, all prescriptions must be purchased from Kaiser pharmacies. The Diversified Pharmaceuticals Services and the American Diversified Pharmacies plans are no longer available. If the member or spouse becomes eligible for Medicare and chooses not to remain with Kaiser, they must notify the trust fund office and complete the forms necessary to change their coverage.

What if I have Medicare but my wife isn't old enough for Medicare yet?

If the spouse is not yet eligible for Medicare benefits, the plan will pay the appropriate portion of the covered expense. Spouses must enroll in Medicare as soon as they become eligible or else suffer the reduction in benefits described above.

I'm on Medicare. What are the coverage options?

In addition to the Comprehensive Plan, members and spouses on Medicare and living in covered service areas may elect coverage under one of the Medicare Advantage HMOs. Currently,

Operating Engineers offers three options: Kaiser Senior Advantage, Pacific Care Senior Horizon or Health Net Seniority Plus. Once enrolled in one of the Medicare Advantage HMOs, all prescriptions must be purchased through the HMO. The Diversified Pharmaceuticals Services and the American Diversified Pharmacies plans are no longer available.

It is important to understand that if you are enrolled in a Medicare Advantage HMO, all services must be obtained through the HMO, except in life-threatening emergencies.

When can I sign up for Kaiser?

The Kaiser open enrollment period is during October for coverage effective December. In Hawaii, the open enrollment period is February for coverage effective April. New retirees may enroll upon the initial eligibility date under the Pensioned Health and Welfare.

Refer to the Summary Plan Description for full details.

CALIFORNIA QUICK PHONE REFERENCE Where to call for benefit information

INFORMATION NEEDED	CONTACT THE FOLLOWING
Fringe Benefit Service Center	(510) 748-7450
For Health & Welfare Eligibility Pension & Annuity Information Vacation Pay Employer Contribution Reports	Trust Fund Office (800) 251-5014 or (510) 433-4422 or (510) 271-0222
For Claims and H&W Benefit Information and Contract Provider Updates	Trust Fund Office (800) 251-5013 or (510) 676-3890 or (510) 433-4422
Contract Provider and Utilization Review Organization Prudent Buyer Plan (through Basic Crafts Healthcare Consumer Coalition)	For pre-authorization or pre-service review, provider should call Prudent Buyer utilization review: (800) 274-7767
Prescription Drug Programs: Diversified Pharmaceuticals Services (DPS) network walk-in pharmacy and mail order program Non-network pharmacy claims	Diversified Customer Service (800) 842-2012 Obtain a claim form from the Fund Office or call DPS Customer Service.
American Diversified Pharmacies (ADP) mail order program (walk-in pharmacy - Sacramento Office only)	ADP (800) 568-2177 or (916) 263-0233
Chemical Dependency Treatment Referral and Pre-authorization	Addiction Recovery Program (ARP) (800) 562-3277
Vision Service Plan	(800) 877-7195
Hearing Care Plan	(800) 322-4327
Health Examinetics, Inc. Mobile Health Testing Unit	(800) 542-6233

NEWS FROM talking to techs



by Andy Mullen
Director, Technical
Engineers Division

1998

was a great year for Tech Engineers

Looking back over the last year, Local 3 and its members have enjoyed a prosperous time. Employment has been at a peak, we've had tremendous success at the polls and the membership came through with flying colors when it really counted. It was a great moment election night, sharing a victory celebration with several Local 3 members and staff, watching Sacramento District Rep. John Bonilla "toast" Pete Wilson by saying, "We couldn't have done it without you." Awakening a sleeping giant like labor with Prop 226 was perhaps the worst in a series of bad moves Wilson made.

When Sacramento-Sierra's Building Trades Council President Jim Murphy started thanking people for their efforts, Local 3 was at the top of the list. That's because our members turned out in large numbers since early spring to help wherever needed and never let up. You all deserve a pat on the back and should be proud of yourselves.

Aside from the monumental gains made in November and the crushing of Prop. 226 in June, let's not forget Prop. 224, which was perhaps the year's most important victory for the Tech Department. In case you forgot, Prop. 224 was the PEGC's rigged bid initiative. It would have killed competitive bidding on engineering and surveying projects. This is a good example why the Tech Engineers and the surveying employers are fortunate to be affiliated with Local 3. Aside from all the financial help given, Local 3's staff and rank-and-file members from a variety of bargaining units spent most evenings and each weekend during March, April and May making thousands of phone calls and pounding the pavement with anti-Prop. 226 literature in one hand and anti-Prop. 224 information in the other. The Tech Department is extremely grateful to everyone who supported us as I'm sure the employers are. We couldn't have done it alone.

*We hope all of you have a joyous
and safe holiday season!*



Marcel Lewis, right, and Walter Lewis

On Nov. 3, Local 3 members, their families and millions of other California voters sent a message that it was time for a change in the political climate of our state. With Gray Davis at the helm we can be confident that he will help and support labor's efforts to improve the lives of working Californians.

Once a governor is elected and takes office, the power of that position begins to become quite evident. Listed below are just a few of the departments, agencies, boards and commissions that the governor can influence by using his power of appointment.

Department of Industrial Relations
Appoints director, division heads and commission members.

Industrial Welfare Commission
Appoints all five commissioners.

California Apprenticeship Council
Appoints all 17 council members.

California Transportation Commission
Appoints all 11 commissioners.

Department of Transportation
Appoints director, deputy directors, division heads and management staff.

State Building Standards Commission
Appoints all 10 commissioners.

California Coastal Commission
Appoints four commissioners.

Contractors State License Board
Appoints all 11 board members.

State Water Resource Control Board
Appoints all five board members.

Department of Water Resources
Appoints director, deputy directors and division heads.

Public Employment Relations Board
Appoints all five board members.

The political appointees that currently represent and support Pete Wilson's political agenda have made every effort to destroy the accomplishments made by organized labor over the years. For example, last year Wilson used the Industrial Welfare Commission to repeal daily overtime, effectively requiring eight million workers to work 40 hours before being paid overtime.

Currently, Wilson's appointees on the California Apprenticeship Council are working hard to change the way apprentices are paid by trying to implement a flat rate instead of a percentage of the prevailing rate.

Last June, we defeated Propositions 224 and 226. We were successful because organized labor formed a unified front and walked precincts, registered voters and spent a lot of time working phone banks. That dedication carried through the November election and helped elect Davis. You can be assured his leadership and sound political appointments will help protect the interests of the working men and women.

Thanks to all NCSJAC apprentices and journey upgrades who participated in phone banks and precinct walks - it helped and it worked.

As the year comes to a close we would like to wish you and your families a Merry Christmas and the very best for the New Year. Looking back, we can be thankful that this was one of the most prosperous years of the past decade, next year looks to be a mirror image of 1998.

Happy Holidays
from all of us at the NCSJAC!

NEWS FROM teaching techs



by Paul Schissler
Administrator,
Northern California
Surveyors Joint
Apprenticeship
Committee



NEWS FROM THE districts

Fresno picnic enjoyed by all

FRESNO - Good people, good food and lots of fun make for a great picnic. The Fresno Picnic, held on Saturday, Oct. 3 at the Fresno County Sportsman's Club, was enjoyed by everyone

from fresno

who attended. In addition to a feast served to satisfy any hungry Operating Engineer, the raffle prizes were a big hit, too. Just ask Gus McClain, winner of a power blower; Patty Darrah, winner of a sport dome tent; or the happiest winner of all, Dave Clem, who took home a new color television.

The Fresno District office would like to thank everyone who helped make this year's picnic a success. We would also like to give a special thank you to all the following hosts, sponsors and contributors:

Agee Construction
Garcia Paving
Morrison Knudsen Corp.
American Paving
W.M. Lyles Co.
Hayward Baker
Blackbeards
Family Fun Center
Cattleman's Restaurant
San Francisco Floral
Don Berry Construction
Lee's Paving
Bobbie Mack Grinding
General Crane
Menefee Construction
Holt Bros.
Camelot Park
Santa Fe Basque Restaurant

By Kathy Tarango-Smtih



Patty Darrah shows off her new dome tent



Gus McClain poses with his new power blower



On the campaign trail are, from left: Joe Tarin, Myra Miller, Bob Miller, Gloria Gardner, Jennie Armstrong, Rob Wise, Jim Rodriguez and his son Paul, and Reid Davis

A big thanks to Local 3 members

from oakland

OAKLAND - November 3 has come and gone. All the time and hard

work that was invested has paid off - with interest. Local 3, both the individuals and the union as a whole, contributed much to the victories and we should be proud of our accomplishments. By electing a governor who is a strong supporter of labor, we should see the rewards for our work soon after he takes office.

The purpose of this is to thank the many Local 3 members that worked the phones and walked the precincts. Everyone made a difference.

Happy holidays to you and your family.

Election victories help round out an exceptional year

REDDING - What an election! All the hard work, including phone banking and precinct walking, really paid off. We would like to thank

from redding

everyone who volunteered their time and effort to help make the November 3 election a huge success. Onward and upward into 1999.

The retiree's pot luck luncheon was a wonderful event. We had an abundance of good food brought by the retirees and their

spouses. The offices spoke about the labor-endorsed candidates and the importance of electing Gray Davis for governor of California. Thanks to everyone who brought the great food.

Our members and contractors have had a great year and are looking forward to another exceptional year in 1999.

The contractors in District 70 are trying to finish projects before the rains hit. Ramos Pipeline is still doing work for the Hayfork Water District. As soon as the bad weather hits, they will have to shut down because of

high underground water levels.

John Peterson is doing the clearing for the ponds this fall and will start excavating the ponds next spring.

District Rep. Monty Montgomery and Business Rep. Wilbur Chase

Nevada beats back paycheck protection, but loses governor's office

RENO - Well, election season is finally over and although we lost some major battles, we won the war. Since the paycheck protection issue arose last spring, we have been working hard to defend our place in the political process. Sheldon Adelson, the Las Vegas casino owner who intended to stop union involvement in politics, lost. Labor still has a voice in Nevada politics and that voice helped many good candidates win their races.

U.S. Senator Harry Reid, who always votes in favor of working men and women, retained his seat by a mere 459 votes. There is no question that the hard work put in by union members helped Reid win. He will now assume the role of assistant minority whip in the Senate and will continue to represent our concerns.

While we were not successful in the races for governor, lieutenant governor and other statewide offices, we did win the congressional seat vacated by John Ensign when he challenged Reid for the Senate. Shelley Berkley defeated Adelson-backed Don Chariez for the seat in the House of Representatives.

Statewide, Democrats won more seats in the Assembly than expected, but lost some state Senate seats. Consequently, the makeup of the Nevada Legislature will remain the same. The biggest change will be in the governor's office, where a Republican will sit for the first time in 16 years. On the bright side, Governor-elect Kenny Guinn changed his position on paycheck protection during his campaign and did seek the endorsement of labor.

Congratulations to Jan Evans, Bernie Anderson, Bonnie Parnell, Marcia deBraga and Vivian Freeman, all Local 3-endorsed candidates who won their Assembly races, and to Bernice Martin-Matthews who retained her Senate seat.

On the down side, we still have many union members either not registered to vote or who are registered, but do not exercise their right to vote. Remember that the voice of labor is powerful, but only when we work together. Union members had the opportunity to put Jim Spoo in the Nevada Senate, but did not generate enough votes to make that happen. Please register and prepare to vote in the next election.

Our thanks to members who helped during the past months by fighting paycheck protection, attending meetings and supporting our endorsed candidates.

NEWS UPDATE:

The following classes have been scheduled for District 11-Reno Journeyman and Apprentice:

- Gradesetting Classes - Dec. 2, 5, 9 & 12
- Welding Classes - Dec. 5 through Dec. 19

Call Apprenticeship for more information: (702) 857-3105

from *reno*



Local 3 mourns loss of longtime friend

UTAH - Les Lassiter, our friend and brother in the cause of unionism, passed through God's other door on Oct. 2. Everyone who knew Les will miss his good humor and kind nature.

Les was born in Lonoke, Ark., went to Lonoke High School and then on to Arkadelphia College. He spent four years in the Navy during the Korean conflict. In June 1956, Dale Marr hired Les as a business rep. for Local 3. In November 1979, Les became Local 3's district

representative for Utah. Les transferred to the Reno office in 1982 where he served as the Reno district representative until his retirement in 1987. He and his wife, Peggy, then returned to Utah.

In lieu of flowers, the family is requesting that donations be given in Les' name to the Children's Organ Transplant Association, 2501 Cota Dr., Bloomington, Ind. 47403.

Membership at Fife Rock making a good showing

Local 3 members working for Fife Rock Products in Ogden and Brigham City are an example of skilled craftsmen making a good showing in a tough, non-union market area.

The home-grown company has had its ups and downs during its long existence in northern Utah, but maintains an edge thanks to the high skill level of its operators.

General Foreman Mike Holiday has been able to keep the construction crews on projects in Perry, Brigham, North Ogden and the Willard area this year.

The Brigham and Ogden plants have been busy with sand and rock products, doing a little better this year than last year in this competitive market area. Job stewards Hal Higgs and Roger Barela, of the Brigham and Ogden plants respectively, have been doing a great job of taking care of business and promoting interest in union membership. *Keep up the good work and keep working safe!*

Dam gets ready for the "big one"

About 28 miles north of the cement plant in Weber Canyon, in what appears to be the middle of nowhere, lies Lost Creek Dam.

The dam, where the rich and famous are never seen, has recently been a center of activity as Ogden Remediation began its earthquake stabilization project. The 15 operators working at this sage brush riviera have been putting in 50-hour weeks this summer. The project is scheduled to be completed by Thanksgiving.

Ogden's contract includes excavation of 600,000 yards from the upstream and downstream sides of the dam. It also requires the excavated area to be compacted by a dynamic compactor. This unusual machine was specially built by Lampson using a crane with a capacity of over 100 tons.

A 46,000 pound weight is hoisted 75 feet into the air and then allowed to free fall. The weight is dropped four times in the same location, then moved. This machine has been nicknamed Thumper, and all the operator hopes is that when the weight hits the ground, it can be lifted out again.

With all the thumping action, the local cows have become restless. With their sun tanning constantly interrupted, they are giving the operators those annoying cow looks. Despite these hardships, it's a comfort to know these operators are using their skills to prepare the Lost Creek Dam for the "big one." Work safe, guys.

The Thumper



Business Rep. H.K. Pang

NEWS FROM THE
districts

hav
franci
sacra
utah

NEWS FROM THE
*districts***New access road to Ox Mountain
Landfill near completion**

SAN FRANCISCO - As November rolls in, Ford Construction Co., Inc. (FCCI) is coming to the end of its access road relocation and raising the toe berm. This work is necessary for the continued efficient operation of the Ox Mountain Landfill operation in Half Moon Bay, Calif. The San Mateo Disposal Co., which takes care of garbage disposal services in San Mateo County, runs the landfill and employs about three dozen Local 3 members.

Under the watchful eye of Field Superintendent Dick Poole, this project has kept more than 25 sisters and brothers busy all summer. The primary movers at the landfill are 637E push-pull scrapers. It should be noted that the slopes on this job are something Local 3 members can be proud of. Dwane Sanders is the general superintendent for FCCI.

from san francisco

The able crew of Half Moon Bay Paving and Sealing will start paving the access road. Gary Giovannoni will be the superintendent for the project. The liner material was manufactured on site with native materials by Anrak Corp. of San Carlos.



On the work site at San Mateo Disposal in Half Moon Bay



Brother Pete Giordano on a D-9 N brings down a slope



This site takes care of the garbage disposal need of San Mateo County. Twelve more union brothers and sisters take care of the disposal needs for San Mateo Disposal (a division of BF Industrial).

**Labor candidates fare well in
Nov. election, but Measure C loses**

ROHNERT PARK - The District 10 office would like to thank all the people who volunteered to do phone banks, precinct walking, sign posting and other campaign activities during the 1998 election season. We could not have accomplished what we did on November 3 without you.

from rohnert park

The list of volunteers is too long to print in this column, but I do want to say that each one of you helped make our election successes possible. Because of your hard work, a large number of our local endorsed candidates won election: Elaine Watters, Sonoma County Superior Court; Mike Smith, SRJC board of trustees; Janet Condrón, Santa Rosa City Council; Mark Stompe, Sonoma County Treasurer; Mike Kerns, Sonoma County Board of Supervisors; and Armando Flores, Rohnert Park City Council. To find out how statewide candidates fared, check the election roundup on page 4.

Our biggest disappointment, though, was Measure C, the 20-year, half-cent trans-

portation sales tax measure. Measure C, which would have raised \$950 million for transit improvements throughout the county, fell just short of getting the required simple majority. Measure C would have kept our members working for a long time.

Just getting Measure C on the ballot was a miracle in itself. After spending several years coming up with a plan that satisfied both business and environmental interests, we thought we had something that would pass. But now it's back to the drawing board.

During the time it takes us to put a new measure on the ballot the cost of the projects will no doubt rise, and the communities are not necessarily going to have the same views the next time around. We will have to start the process all over again with planning, building coalitions and getting the community involved. Union involvement, of course, will be essential.

The 1998 Smooth Operators softball team would like to thank the Rohnert Park District office staff, the District 10 Grievance Committee and the Executive Board for their sponsorship of the team.

Although we did not have a winning season, we had a lot of fun and look forward to doing better next year.

Call the district office at (707) 585-2487 if you are interested in playing on a team next season and add your name to the list.

Reminder:

If you move or have already moved, please complete a new voter registration form. We have these forms in the office; they are very simple to complete, and no postage is required.

KZST entertainment guides and Sonoma Express books are available at the district office. Cost is still \$20. Contact the office at (707) 585-2487 or go by the office to pick yours up.

District Rep. Gary Wagon and Business Reps. Greg Gunheim and James Killeen

NEWS FROM THE Organizing Department

Organizing Outreach '99 schedule announced

As promised in last month's *Engineers News*, the Organizing Outreach '99 schedule for this winter has been finalized.

Organizing Outreach '99 is an innovative program in which members take a one-hour training class to develop special skills to help Local 3 organize unrepresented workers. Classes focus on how to talk to non-union workers about the advantages of being union, then how to call Local 3 at 1-877-ORG-NIZE, (1-877-674-6493) so the union can follow up.

Sign up at your district office. Information about the location of the classes will be provided at the time of sign up. Classes can also be arranged for evenings and weekends. We must keep our union the biggest and the best. With your help, we will accomplish this goal.

Organizing Outreach '99 Schedule

Date	District	Time
Jan. 5	Elko	8 a.m.
Jan. 6	Hawthorne	8 a.m.
Jan. 7	Reno	8 a.m.
Jan. 14	Fresno	10 a.m.
Jan. 25	Kauai	8 a.m.
Jan. 26	Honolulu	8 a.m.
Jan. 27	Maui	8 a.m.
Jan. 28	Hilo	8 a.m.
Jan. 29	Kona	8 a.m.
Feb. 2	Eureka	8 a.m.
Feb. 3	Redding	9 a.m.
Feb. 4	Marysville	7 p.m.
Feb. 16	Sacramento	8 a.m.
Feb. 17	Stockton	8 a.m.
Feb. 18	San Francisco	10 a.m.
Feb. 19	San Jose	8 a.m.
Feb. 24	Fairfield	8 a.m.
Mar. 5	Oakland	8 a.m.
Mar. 10	Utah	8 a.m.
Mar. 31	Santa Rosa	8 a.m.

Note: Information about class location will be provided when you sign up at your district office.

Hawaii organizing going like gang-busters

In August and September alone, the Hawaii District signed seven new companies and got card recognition on another company. Six of the companies are in construction, one in trucking and the other a shop. All but one of the companies were signed through top-down organizing. Below is a list of the eight companies:

Pro-Pac Hawaii, Honolulu
Bell Atlantic, Honolulu

Kona Crane & Rigging, Kona
Kaya Builders, Honolulu
*American Machinery, Maui
Geo-Con Construction, Honolulu
John K. Shibata Construction, Honolulu
W.M. Equipment Service, Honolulu
* Card recognition

Late-1998 organizing statistics:

- 92 new companies have been signed throughout Local 3's jurisdiction since the beginning of the year.
- 57 organizing campaigns are currently in process.
- 70 percent of Local 3's organizing campaign targets are in construction or construction-related areas.
- The union has been averaging one election every two weeks throughout the year.

Help your union organize...

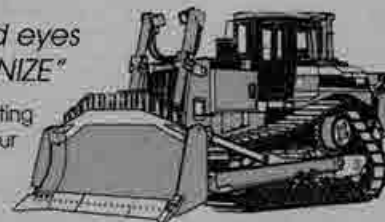
and help other workers achieve a better life

Business Manager Don

says:

"Be our ears and eyes
Call 1-877-ORG-NIZE"

(1-877-674-6493 is Operating
Engineers Local 3's 24 hour
toll-free organizing
telephone number)



Oakland District

The Oakland District office sends its condolences to the family and friends of longtime Executive Board member Tee Zhee Sanders, who passed away Nov. 18. Sanders had been a Local 3 member since 1955 and an Executive Board member for 22 years. He was loved and respected by his peers for the many years of dedicated service to his union.

Rohnert Park District

The District 10 office expresses its condolences to the families and friends of the following departed members: Paul E. Warner, who passed away on Sept. 27 and Gale Warner, who died Oct. 2.

Our condolences to member Jack Lowe on the passing of his wife, Yvonne Lowe, on Nov. 1 in Santa Rosa.

Congratulations to member Ron Regular and Stacy Stegemann on the birth of their son, Riley Regular, on Tuesday, Oct. 6, weighing 7 pounds, 5 ounces. Larry Regular is the grandfather of Riley.

Marysville District

The Marysville District office staff extend its condolences to the following departed members: Herb Alexander, Barney Brown, James Pannell, Gene Mayfield, William E. Davis, Richard Gray, Robert Defaria and Ray Prouty.

The staff also extend its condolences to member Charles "Mickey" Sutliff on the death of his wife Patricia; to member Robert Wheeler on the death of his wife June; and to member Calvin Sanford on the death of his wife Bertha.

*personal
notes*



meetings & announcements



See back page
for more
notices and
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 of IUOE Local 3 and your right to vote in such meetings and/or participate in the business of the union.

HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of October 1998, and have been determined to be eligible for Honorary Membership effective January 1, 1999.

Evaristo Abila	# 0990967	Earl B. Malett	# 0636507
Dewayne Adams	# 1137519	Leo Markey	# 1136306
William C. Ayres	# 1128428	James Mastro	# 1148586
Ambrose C. Balcazar	# 1144632	Loran B. McPeak	# 1137588
Calvin Ballard	# 1142666	Frank Mendes	# 0632471
Marvin Baswell	# 1139068	Douglas Moore	# 1142810
Gary O. Bender	# 1144634	Linual J. Moss	# 1130317
Douglas Bender	# 1133384	Ronald P. Nesgis	# 1144940
Roy Bilbrey	# 0908878	Kennith Nickelson	# 1095570
Walter D. Blood	# 1075405	Alvin C. Oxford	# 1148590
Robert Brugger	# 1137536	Gerardo Paet	# 1105330
Frank Brumfield	# 0868699	Jerre Paolini*	# 1121870
Willard L. Center	# 1123396	Roland Pearl	# 1088533
James R. Cloud, Jr.	# 1133392	Elmer Penner	# 1046750
Vernon Clow, Jr.	# 1142922	Raymond Phillips	# 1142831
Ralph Cotter	# 0718541	Peter K. Piilani	# 1046830
Olend D. Crabtree	# 0671371	Doug Reed	# 1143083
Ben Dalton	# 1137547	Elmer Roderick	# 0766458
George J. Davidsen	# 1143072	Anthony Rose	# 1142846
Robert J. Davis, Sr.	# 1984844	Joe Rowan	# 1144832
Conner Elston	# 0429227	Ken R. Shaw	# 0992510
Alfredo Francisco	# 1143156	Harvey C. Sill	# 1043808
John J. Fry	# 1144671	John Simmons	# 0654484
Norman Gebhart	# 0997593	Donald Standridge	# 1061995
Floyd A. Gray	# 1137562	Bliss C. Taylor	# 1011255
James F. Grubb	# 1078450	A. L. Vesely	# 0976159
Edward J. Heilman	# 0873303	Tetsuji Wakida	# 1052434
Donald Hinchman	# 1144812	Billy Waters	# 1137721
William A. Iversen	# 0819788	Peter Wentz**	# 0609856
Ronald Jaffray	# 0900465	Lawrence Whitten	# 1062032
Daniel Johnson	# 0939678	David R. Wilfong	# 0963613
Walter Kemper	# 1067380	Bob E. Williams	# 1144764
Lawrence M. Kite	# 0698386	Lawrence M. Winter	# 1143090
Jim Klein	# 1123499	David Woodard*	# 1040583
Bud Lampley	# 1128378	James B. Woody	# 1077690
Bernard J. Laufenberg	# 0630702	Yuki Yamamoto	# 1128455
Gilbert Liddiard	# 1143039	Marvin Yegge	# 1136371
Homer C. Likes	# 1105256		
Oliver Lincoln	# 0831482		
Norman Lund	# 1033746		

*Effective October 1, 1998

** Effective July 1, 1998

NOTICE

ELECTION OF MARKET AND GEOGRAPHIC AREA COMMITTEE MEMBERS

Business Manager Don Doser has announced the election of Market and Geographic Area Committee Members at each of the Northern California and Reno regularly scheduled district meetings during the first quarter of 1999 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 Market and Geographic Area Committee.

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

DISTRICT MEETINGS

All meetings convene at 7:00 p.m.

DECEMBER 1998

- 3rd District 10: Lakeport, CA
Yacht Club
55-5th St.
- 3rd District 90: Salinas, CA
Labor Temple
117 Pajaro Street
- 7th District 17: Kauai, HI
Kauai High School Cafeteria
Lihue
- 8th District 17: Honolulu, HI
Washington Intermediate School
Cafeteria
1633 So. King Street
- 9th District 17: Maui, HI
Waikapu Community Center
22 Waiko Place, Wailuku
- 10th District 17: Hilo, HI
Hilo ILWU Hall
100 W. Lanikaula St.
- 11th District 17: Kona, HI
Holualoa Imin Comm. Ctr.
76-5877 Mamalahoa, Holualoa, HI
- 17th District 20: Martinez, CA
Plumbers 159
1304 Roman Way

FEBRUARY 1999

- 16th District 20: San Leandro, CA
Sheet Metal Training Center
1720 Marina Blvd.
- 23rd District 30: Stockton, CA
Stockton Waterloo Gun & Bocci
Club
4343 N. Ashley Lane
- 24th District 01: Burlingame, CA
Machinists Hall
1511 Rollins Road



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: '85 4-wheel-drive Chevy pickup w/camper shell and carpet kit. All paperwork on repairs kept, new clutch, rebuilt motor, 168K miles, good shape, \$4,500, call Steve (510) 635-3759 or e-mail at Dirtmover@netscape.net.

FOR SALE: '91 Chevy pickup, 3/4-ton ext. cab, Silverado, all power accessories, too much to list, must see, clean, \$11,500; Also, '94 Coachmen 5th wheel trailer, 28 1/2 ft., like new \$16,000 or both for \$26,000/firm, (209) 823-3964, #0773006.

FOR SALE: Wood chipper, heavy duty, 3-pt. hitch, tractor model, exc. cond., \$3,000 new, will take \$1,800, used one day, (408) 637-2464, #15 86184.

FOR SALE: '96 Saturn SLI 4-door sedan, auto trans., AC, PS, PB, tilt wheel, cassette, dual air bags, 88K miles, gray cloth interior, white exterior, good commute car, \$9,300, ask for Becky, (510) 531-7036 or (925) 443-6313, #2081049.

FOR SALE: '84 Itasca Winnebago motorhome, 30 ft., 454 Chevy engine, 36K miles, 7.5 generator, solar panel, 2-roof AC, built-in vacuum system, microwave, 3-way refrigerator, plush interior, rear master bdr, sep. shower-toilet, new tires, nonsmoker, exc. cond., \$15,900, (707) 994-4886, #2056260.

FOR SALE: '79 F350 4X4, needs some work, \$2,300, (408) 847-4913, #2026998.

FOR SALE: '96 Saturn, front-wheel drive, air cond., ps, pdl, white ext., gray int., tilt wheel, cassette, dual air bags, 8,800 miles, \$9,300, please call Jack, (510) 531-7036 or (510) 351-1416, #2081049.

FOR SALE: Eastern Block AK 47 semiautomatic, 7.62X39mm, NIB, never fired, ban from import, legal to own, \$800, call Robert (925) 556-3300, #2084439.

FOR SALE: Nordic Track, Medalion model, cost \$1,500, will sell for \$700, used only once, like new, videotape and book instructions, (530) 241-6748, #1157858.

FOR SALE: '92 Dodge Caravan Grand SE, V6, ps, pb, cruise control, privacy windows, new trans, new fuel pump, maroon paint/interior, fairly new tires, am-fm radio, roof rack, tow pkg., no dents, exc. cond., \$9,255/offer, must sell, (408) 336-0613.

FOR SALE: Truck & trailer: '72 Ford 8000 dump bobtail, Cat diesel eng., air brakes; '71 Kieman flatbed trailer, 3 axle, w/elect. brakes, max legal load, \$10,000; pump: 3-in Bebo 3-phase 220 or 440, \$400; air compressor: Jaeger, trailer mounted, 150 CFM, \$200; Ford tractor 8N 1949 w/some attachments, \$1,000; Model A Ford, 2-dr., 4-passenger, good cond., \$8,000, (916) 967-1449, #0702515.

FOR SALE: '90 Winnebago Superchief, non-smoker, no pets, 34-ft, 460 Ford eng., basement model, generator, hydraulic jacks, power entry steps, drivers door, awning, backup camera, built-in vacuum, 2-roof air, 2 TVs, VCR, microwave, washer-dryer, queen bed, tow dolly, must sell, make offer, (209) 943-6825, #1054983.

WANTED: 22 magnum pistol or rifle, call Robert (925) 556-3300, #2084439.

FOR SALE: '89 F250 XLT Lariat, 1 owner, exc. cond., 351 eng., AT w/over-drive, rebuilt heads, dual gas tanks, several new items, too many to list, \$7,000, (408) 445-2883, evenings-weekends, #2072288.

FOR SALE: '85 Toyota Dolpinh 21-ft motorhome, 4-speed manual trans, dash-roof AC, generator, new rubber, 62K miles, \$6,200/firm, (930) 534-5978, #1003128.

FOR SALE: ELOX HP 104 and T200D power supply, lg. work tub, \$6,000 or trade for engine lathe, (530) 273-8369, #2324030.

FOR SALE: 27-ft. Winnabago Brave, bought new in '94, 454 Chevy engine, 17K miles, sleeps 4, queen-size bed, couch makes into bed, large shower, 4-burner stove w/ oven, microwave, large ref., built-in TV, radio with cassette player, roof-dash AC, \$3,000 for equity and assume payments \$386.99 per mo., balance owed: \$31,410, (209) 299-3817, ask for Dan, #0998883.

FOR SALE: '92 Morgan 3-horse slant gosseneck, \$4,200; '77 custom 2-horse shotgun gooseneck, needs paint, \$1,900, (209) 852-2185, #1001694.

FOR SALE: Alumweld jet boat, new 454 Chevy, 10 hrs. on engine, w/trailer, \$10,000; '72 lube truck, Ford LN700, 565 gal fuel tank, 200-gal oil, grease, E-vac, \$15,000, (530) 629-2863, #1242931.

FOR SALE: Well cared for 8-yr-old house in Clearlake, CA, 2-br., 1ba., newer paint, satellite dish, redwood fence, nice barnstyle shed, carport, on quiet st., privacy, 5 min. to lake, \$60,000, (707) 994-0270, #115370.

FOR SALE: Classic collector, '34 Chevy 2-dr twm sed, master deluxe 1 of 200 made in Oakland, CA, w/contentential kit, brown mohair interior, lemon beige, restored from frame up, all original gear, bearing, etc., 12 volt, w/alternator, like or new or better, 4K on car, 500M on engine, \$11,900/offer, (209) 785-3527, Copperopolis, CA, #2300397.

FOR SALE: Great Pyrenees puppies, AKC, OFA hips, vet checked, shots, dewormed, gorgeous fluffy white, great temperament, parents on site, \$800/up, (209) 322-6230, #2149218.

FOR SALE: 24X60 Dbl-wide mobile home, 3/2, remodeled, spotless, front-back awnings, central AC-heat, wood stove, 60-ft. redwood deck, pier foundation, tongue, axles, \$16,000, (209) 322-6230, #2149218.

FOR SALE: '84 27-ft. Broucham motorhome, 454 Chevy eng., new carpet, sleeps 6, runs good, (530) 347-5189, \$9,500/offer, #1033739.

FOR SALE: '87 Ford F-150, AT, PS, PB, low miles, utility bed, tow pkg., smogged, runs great, \$5,900/offer, (707) 528-0829, #2118390.

FOR SALE: '86 Dodge Ram 250, AT, AC, PS, PB, low miles, tool box, smogged, runs great, \$3,300/offer, (707) 528-0829, #2118390.

FOR SALE: '94 Westport 5th wheel by fleetwood, 33 ft., 2 slideouts, 2 skylights, 2 expandofans, oak floor in kitchen, solid oak cabinet doors throughout, brand new tires, insulated storage, non-smokers, \$25,000/offer, (530) 333-4557.

FOR SALE: '85 LN700 diesel 8.2 mechanic's truck. AB. 14-ft. bed enclosed, welder box, crane ready, 55-gal trash oil tank and pump, best offer accepted (510) 525-8409.

FOR SALE: '93 Ford F-250 supercab XLT diesel 4X4, 5 speed PW, PDL, tilt cruise, cass, tow pkg., AC, rear slider, prem alloys, new tires, 115K miles, well maintained, exc. cond., Lake County, CA, (707) 263-3917, #1855315.

FOR SALE: '87 33-ft. Itasca motorhome, 460 Ford engine, 2 TVs, VCR, microwave, 36,000 miles, non-smok-

er, very clean, \$22,000; Lake County, CA, (707) 263-3917, #1855315.

FOR SALE: '64 Chrysler 300, 4-door hard top, Model M, only 11,000 built, 383 motor, runs, looks very good, 108K miles, 1 owner, \$3,000, (916) 487-3666, #991103.

FOR SALE: '84 30-ft. Traveler trailer, fully self-contained with new awning, good cond., \$5,900, (209) 795-6569 or (209) 368-3839, #1040650.

FOR SALE: '79 F350 Ford service truck, new tool box, runs good, good mechanic's truck, w/welder and compressor, \$4,500/firm with welder-compressor, \$3,000 without, (650) 364-3784, #5613271.

APPRECIATE, rare find, \$10,500, (541) 352-6660, #0381659.

FOR SALE: Electric wheelchair, 2 battery, battery charger, like new, used 2 months, cost \$5,000+, will sell for \$1,500, (916) 723-2362, #1058704.

WANTED: For my Coca-Cola/Pepsi collection, any bottles, cans, signs, clocks, etc., will buy or trade, call Tony (707) 446-3448 or e-mail: pacana@iname.com, #2072159.

FOR SALE: Professional electric hair dryer Model E, make, rolling, on adjustable height stand, with casters, \$50/offer; Other items for sale: Lawn Boy lawn mower Model 5238, side grass catcher, runs good, \$50/offer; sliding back window for full-size Chevy pickup, \$45, (209) 823-1906, #0156311.

FOR SALE: 2ea. D9H EROPS AC ST dozers, 4 barrel multi-shank rippers, good cond.; Case 100D (D4 size) dozer, canopy, ripper, good tracks, exc. cond., (209) 855-2202, Fax: (209) 855-3799, #1136255.

FOR SALE: Calif. King bedset w/Serta Perfect Sleeper mattress, asking \$350/offer; Sofa and over-stuffed chair set, good cond., asking \$400/offer, '93 Eagle Vision, custom paint w/gold trim, needs small amount of work, only 58K miles, runs great, asking to take over loan plus \$3,000, (209) 931-3238, #1993125.

FOR SALE: Horse trailer, vintage wooden 2-horse trailer, good cond. (530) 359-245, #2197051.

FOR SALE: 500 albums in good shape, all types of music from 70s to 90s, \$250, (408) 283-0298, #1774401.

FOR SALE: 3+ acres, decks & porches, 3-bd., 2 bath mfg. home, lots of shade, fruit, nut trees, 32X32 garage, shop or studio w/ 2nd story, lots of storage space, fenced for animals, deep well with new pump, 6 miles west of Red Bluff, Calif., (530) 527-0515, #1144736.

FOR SALE: '95 Grand LE Plymouth Voyager, excel. cond., low miles, good looking, gray w/ tinted windows, electric seats, cruise control, has it all, mom wants to stay home with kids and need to free up monthly payment, \$15,700, call Randy after 6 p.m. (510) 505-9846, #2292900.

FOR SALE: '51 Jeep custom-built rock climber, all Chevy drive train w/od, tilt front hood, new Best top, new 8,000-lb Warn winch, way too much to list, must see \$9,500, (702) 266-4518, #2102526.

FOR SALE: '89 Ford F250 XLT Lariat; '90 27-ft. Wilddress 5th wheel, excel. cond., both for \$18,000, (209) 732-7828, #1058404.

FOR SALE: '85 Toyota Dolpinh 21-ft motorhome, 4-speed manual trans, dash-roof AC, generator, new rubber, 62K miles, \$6,200/firm, (530) 534-5978, #1003128.

FOR SALE: '80 IHC 1800 series mechanics service truck, AT, AC, 93 IMT bed, 8600/lb crane and air compressor, new engine, best offer, (925) 944-9999, #1597798.

FOR SALE: '56-'57 Fordson tractor, 4-cyl. diesel, 3 pt. PTO+ hydraulics, good cond., work it or restore it, \$1,700, (209) 665-3684, #1477927.

FOR SALE: Boat, '97 Sylvan sport I/O Sport V6, very low hours, 19.5 ft long, 96-in. beam, all tops included, \$15,500, or take over payments, (707) 768-3419, leave message, #2320408.

FOR SALE: 33-ft. Fore travel motorhome, excel. cond., 32K miles, 1 owner, 440 Dodge engine, Kohler gen., bedroom has full bed, bath w/ tub & shower, auto jack & step, built-in vac, microwave, icemaker, gas range-oven, plush interior, too much to list, \$15,950, (707) 462-5820, #1058485.

FOR SALE: Cavalier King Charles puppies, AKC, shots, health guarantee, loving, affectionate, small (parents 10-13 lbs), lap dogs of royalty, (530) 359-245, #2197051.

FOR SALE: Sears 32-in. leaf-grass catcher, attachments for riding lawn mower, used 3Xs, \$150, (707) 433-6146, #1745684.

FOR SALE: Paying up to \$5,000 for antique cork top whiskey bottles from San Francisco. Top prices paid for soda, bitters and other antique bottles, Richard Siri, P.O. Box 3818, Santa Rosa, CA 95402, (707) 539-1169, #1025301.

FOR SALE: '55 Ford Fairlane, all restored, new motor, tires, paint, upholstery, front end, \$5,000, exc. cond., (702) 423-5396, Fallon, NV, #1136423.

FOR SALE: 6-month-old custom drapes and hooks, burgandy-chocolate-crushed velvet, fully lined, two panels 85 in. wide X 32 in. long, 4 side panels-lined 16 in. wide and 28 in. long, cost \$400, sell \$200. Also, anyone know of arts and craft using dryer lint? (925) 757-7933, #1142868.

FOR SALE: '90 Aljo travel trailer, 29ft., exc. cond. deluxe model w/ all amenities, fully self-contained, high blue book \$12,500, asking \$9,000/offer. Also, have 4 alloy wheels, vintage style from Chevy Astro, very nice custom look, asking \$100 for all 4/offer, (209) 931-3238, #1993125.

FOR SALE: 1 1/4 acre lot at Lake Don Pedro, fairly level ground, 9861 Hernandez Dr., (209) 739-7516, #766413.

FOR SALE: Woodworking tools, 10-in. radial arm saw, \$200; 6-in. jointer \$200; 22-in. scroll saw, \$100; 14-in. drill press, \$150; shopsmith Mark V with accessories, \$1,000; 8.5-in. Makita portable table saw \$130; 3.5-in. Makita portable planer, \$85; call Rich at (510) 222-6776, #2102580.

FOR SALE: Van-A motorhome, w/kitchen and bath, easy to drive, easy on gas, sleeps up to 4, can carry up to 6, it's like a car, asking \$15,000, W.A. Seemann, (925) 825-3710, #251068.

FOR SALE: '74 Homette mobile home, 24X60, 3 bedrms., 2 baths, control AC-heat, also pellet heater, washer-dryer, refrigerator, rugs, draps, mini blinds, two storage sheds, covered porch 8X40, located in park in Brownsville, CA, rent \$150/mo. includes water, garbage, sewer, price \$15,000, (530) 743-7281, #1178350.

Scholarship Contest Rules for 1999

General rules and instructions for Local 3's College Scholarship Awards for the 1998/1999 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 1998), or (2) the spring semester (beginning in 1999), 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, 1999 and March 1, 1999.

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 17, 1999 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, 1999:

- 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

DEPARTED MEMBERS

Our condolences to the family and friends of the following departed members (compiled from the November '98 database)

Martin Azparren	Sparks, NV	10-08-98	Karl Lester	Indian Valley, ID	10-16-98
Joseph Brusatori	Pleasanton, CA	10-17-98	Albert Makekau	Honolulu, HI	10-14-98
William Dillon	Pine Grove, CA	09-30-98	Louis Mendez	Santa Clara, CA	10-13-98
Charles Dinneen	Stockton, CA	10-21-98	H. Nelson	Camp Verde, AZ	09-17-98
Anthony Fagundes	Napa, CA	10-01-98	Lester Palmer	Arcata, CA	10-08-98
James Fryar	Lapine, OR	10-19-98	Sam Parsons	Ogden, UT	10-17-98
Susan Harrington	Meadow Vista, CA	10-18-98	George Pena	Daly City, CA	10-07-98
Ken Irish	Sparks, NV	10-06-98	Francis Perez	Kaneohe, HI	10-22-98
Leland Jeffery	Woodland, CA	10-06-98	Stan Powell	Marysville, CA	10-16-98
John Jennings	Bakerfield, CA	10-08-98	Leonard Roush	Highland, OH	10-13-98
Victor Johnson	Dayton, NV	10-17-98	Kenneth Sheppard	Ocean View, HI	09-25-98
Matthew Kammerer	Dublin, CA	10-11-98	George Stratton	Prescott Valley, AZ	10-02-98
Victor Kane	Waimanalo, HI	10-04-98	Ernest Theadore	Livermore, CA	09-11-98
Martin Kenoyer	Vacaville, CA	09-03-98	Gale Warner	Oakland, CA	10-02-98
Laverne Klopotek	Roseville, CA	09-14-98	Paul Warner	Healdsburg, CA	09-27-98
Wayne Lassiter	South Jordan, UT	0-02-98			

DECEASED DEPENDENTS

Arturo Cruz (son of Art Cruz)	07-19-98	Elverda Haney (wife of Allen Haney)	01-20-98
Mary Agard (wife of Charles Agard, deceased)	09-09-98	Hazel Higgins (wife of Harold Higgins)	09-13-98
Leola Anderson (wife of Lamont Andersen, dec.)	10-10-98	Grace Hitchin (wife of Everett Hitchin)	09-21-98
Fae Billingsley (wife of James Billingsley)	10-18-98	George Sacatropoz (wife of Freddie Sacatropoz)	10-22-98
Imogen Burns (wife of Cum Burns, dec.)	10-12-98	June Wheeler (wife of Robert Wheeler)	09-25-98
Margaret Grundon (wife of Clyde Grundon, dec.)	09-18-98	Elna Wilson (wife of C. Walt Wilson)	10-11-98

NOTICE

1999 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 1999.

The schedule of the meetings in which these elections will be held appears on page 18 under "District Meetings."

NOTICE

ELECTION OF EXECUTIVE BOARD AND GRIEVANCE COMMITTEE MEMBER DISTRICT 20 (MARTINEZ)

Recording-Corresponding Secretary Robert L. Wise announces that on December 17, 1998, at 7:00 p.m., at the regular quarterly District 20 (Martinez) Membership Meeting, there will be an election for one (1) Executive Board member and one (1) Grievance Committee member to fill the unexpired terms left vacant by resignation. The meeting will be held as follows:

December 17, 1998, 7:00 p.m.
Plumbers 159, 1304 Roman Way, Martinez, CA