Happy Holidays

from the
Officers of Local 3
NOT ALL AMERICANS EAGER TO CELEBRATE NEW MILLENNIUM

by DON DOSER
business manager

Strange coincidences?

It's no coincidence that during the decades of the 1980s and 1990s, union membership, and therefore union power, declined steadily, to the point where only 14.1 percent of the U.S. workforce, or about 16.1 million employees, is now unionized. The building trades are a little better off, with 19.5 percent, or 1.1 million, of construction workers belonging to unions.

How can we correct our nation's economic inequities? Not through political gimmicks like "tickle-down economics" and "compassionate conservatism," rather through a strong union movement, one that can help unrepresented workers earn the wages and benefits they need to sustain a modest living, so at least working families can buy a home, a new car once in a while, and perhaps even save for their children's college education rather than merely live paycheck to paycheck.

How can we build a strong labor movement? Through two primary strategies: organizing new members so we can get the percentage of union membership back to its 1950s and 1960s level of about 80 percent, and getting politicians elected to office who will help implement laws, policies and regulations that benefit working families.

The 2000 election

For this reason, the 2000 election may be one of the most important in decades for working families. Creating a political climate favorable to organizing and collective bargaining is absolutely essential if labor is going to play a major role in correcting the nation's economic imbalances.

If we can't get a worker-friendly president and Congress elected in November, working families will likely face devastating anti-union legislation such as a national right-to-work bill and repeal of the federal prevailing wage statute, the Davis-Bacon Act. Without pro-labor legislators in state government, working families will see more erosion of workers' rights such as state prevailing wages and quality union apprenticeship programs. These changes ultimately lead to lower standards of living for all workers, union or non-union.

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News Update

(continued from previous page)

Support Willie Brown for S.F. mayor

We need to elect more politicians like Willie Brown, who was California's Assembly speaker for 14 years and is now embroiled in a tough runoff in the Dec. 14 San Francisco mayoral race. Through his strong leadership, Brown has helped working people more than any politician I know. He has been there for labor since his political career began in the early 1960s. We need to be there for him now. I urge all Local 3 members living in San Francisco to support Willie Brown on Dec. 14.

In closing, I want to wish every Local 3 member a very merry Christmas and a happy New Millennium. But when you tip your champagne glass at the stroke of midnight, make a commitment to get involved in your union at whatever level you feel comfortable. By all means, for those not registered to vote, make a New Year's resolution to get registered and to go to the polls on election day. Labor cannot reverse the erosion of the American middle class without your direct involvement.

U.S.S. Hornet chosen as site of next Semi-Annual

Business Manager Don Doser announced this month that the aircraft carrier museum the U.S.S. Hornet in Alameda has been selected as the site of the next Semi-Annual membership meeting, which will be held on Sunday, March 20, at 1 p.m.

Local 3 has reserved the Hornet exclusively for the Semi-Annual for the entire day. Members and their guests will be able to tour the ship, which is open from 10 a.m. to 5 p.m., before and after the meeting. A bag lunch will be provided, and there will be plenty of free parking near the ship.

The meeting, which will be held in the ship's hangar dock, will be both informative and fun. In addition to conducting union business, the meeting will feature a special visual presentation, prominent guest speakers and a free raffle with four major door prizes, which will be announced in the next Engineers News.

"The Hornet is going to offer our members an opportunity to attend an informative, entertaining union meeting at a site of major historic significance," Doser said. "Members can enjoy camaraderie with fellow union members, while at the same time, being able to take a walk through a glorious period of U.S. naval history."

The Hornet amassed the most distinguished combat record of World War II. Its pilots sank at least 73 Japanese ships and shot down 1,420 enemy aircraft. The ship took part in the Battle of the Philippine Sea, during which its aviators splashed 52 Japanese fighters without a loss during the "Marianas Turkey Shoot" on June 19, 1944.

The Hornet was also involved in the largest naval battle in history - the Second Battle of the Philippine Sea in the Leyte Gulf in October 1944. The carrier also provided air support for the Iwo Jima and Okinawa invasions in early and mid-1945, during which it came under attack from kamikaze planes 52 times without being hit.

The Hornet also saw action during the Korean War and conducted three tours during the Vietnam War. Near the end of its active-duty days, the Hornet again made history when it recovered from the Pacific the Apollo 11 spacecraft, which carried astronaut Neil Armstrong to his historic first manned walk on the moon in July 1969. Four months later, the Hornet made a flawless recovery of the Apollo 12 capsule.

The Hornet was retired and placed in mothballs at the Bremerton Shipyard near Seattle, Wash., in June 1970 until a small group of private citizens, the Aircraft Carrier Hornet Foundation, was able to save the ship from the scrap yards and turn it into a museum in August 1998.

Additional information about the Semi-Annual, including activities, raffle prizes, lodging information, written directions and a map, will be provided in the January and February Engineers News, as well as in a letter from Doser that will be sent to your home in late February.

Attention S.F. Members!

Support Mayor Willie Brown on Dec. 14

San Francisco Mayor Willie Brown is involved in a tight runoff election with Supervisor Tom Ammiano, who came in second place in the Nov. 2 mayoral race following a last-minute write-in campaign. Local 3 is urging its members who are registered to vote in the city of San Francisco to vote for Willie Brown on Dec. 14.

Why? Because Willie Brown has:

* A long history of supporting working families.
* Cut unemployment in half, in part by supporting major public works projects that put construction tradespeople to work.
* Been instrumental in bringing major new private development to some of the most run-down areas of the city, including Pacific Bell Park and the new Mission Bay project.
* Helped reduce violent crime by nearly 40 percent.

Support Willie Brown on Dec. 14!
Engineers News • December 1999

ELECTION 2000

READY OR NOT, THE 2000 ELECTION SEASON IS HERE

Why getting involved is vital to working families

By Steve Moler • Managing Editor

Editor’s note: Engineers News begins this month with the first in a lengthy, in-depth series of articles covering the 2000 election season. The series is designed to provide readers with useful and easy-to-understand information about this political season’s issues and candidates so that working families can make informed decisions at the polls on election day.

Times have never been better for Operating Engineers. The construction work picture for the past several years has been sizzling. Out-of-work lists in most Local 3 districts nearly disappear during the work seasons, overtime is abundant, and construction hands can pick and choose which jobs they want to work. Economists are predicting that the economy will remain robust for at least three to four more years—and perhaps even longer.

But the good times tend to generate complacency and apathy in all of us. During boom years we tend to become mesmerized by the waves of good economic times rolling through our lives. We’re feeling too good to notice that lurking beneath the surface are potentially dangerous and threatening economic riptides.

WHAT WENT WRONG?

It’s hard to believe, but during the roaring 1990s, a period of unprecedented economic expansion in this country, the United States became the most financially stratified industrial nation in the world. There is now a wider economic gap between the rich and poor in the United States than any of the industrialized nations in Europe and Asia. The United States has even surpassed England, a country with a long history of aristocracy.

So what’s going on? Why are so many Americans, despite booming economic times, struggling to make ends meet? Why are 1 in 4 children in California living in poverty? The answer, in large part, lies in fundamental changes in our economy as we enter the 21st century.

THE PROBLEM: CORPORATE GREED

Throughout the nation, corporations are creating profound changes in labor relations. Corporate America is squeezing out every ounce of short-term profits from its workforce by employing such strategies as changing full-time jobs into temporary work, reclassifying longtime workers as “independent contractors,” and outsourcing to firms that pay low wages and provide few, if any, fringe benefits.

But our nation is paying a terribly high price for this kind of business strategy. Workers are putting in longer hours for smaller paychecks from less secure jobs. More family members are going to work just to keep family incomes stable. Company-paid health insurance and retirement benefits are disappearing. Young adults have to live at home much longer because they can’t afford to live on their own.

THE SOLUTION: STRONG UNIONS

But there is one proven solution to maintaining a balance of economic power in this country—strong unions. It’s been proved time and again that through collective bargaining workers can negotiate for decent wages and adequate health and pension benefits, even against the world’s most powerful and greedy corporate giants. Collective bargaining has put the nation’s nearly 16 million current union members on a level playing field with their employers.

A strong labor movement, however, can only thrive through aggressive organizing and vigorous, sustained political activism. Working families have to get involved in the political process so that regulations, policies and laws favorable to workers can be implemented. Through a strong labor movement Corporate America can be held accountable for maintaining good jobs that pay decent wages and provide health and retirement benefits for all workers.

The AFL-CIO and its affiliates, including Local 3, are now mobilizing to get worker-friendly candidates elected to office at all levels of government in the 2000 election, so that this nation’s economic inequities can be addressed through legal, legislative and regulatory remedies.

(continued on next page)
EMPLOYEES AS 'INDEPENDENT CONTRACTORS' 

The Philadelphia Inquirer is a classic example of how workplace inequities can be addressed through unionization. For many years, the Inquirer, which is owned by Knight-Ridder, the nation's largest media corporation, has defined its staff of reporters and photographers working at the newspaper's downtown headquarters as full-time employees. The news organization classified more than 175 of these reporters and photographers as "independent contractors" who did not qualify for health or pension benefits, and were responsible for their own taxes. It wasn't until they organized and joined the Newspaper Guild and Communications Workers in 1997 that they were reclassified through collective bargaining as Inquirer employees. 

In 1997, almost 30 percent of the U.S. workforce was in nontraditional jobs - part-time, temporary, independent contractors or on-call employees - according to a study by the Economic Policy Institute. In Silicon Valley, the advocacy group Working Partnerships says 40 percent of the area's workforce is involved in nonstandard work arrangements. 

The Bureau of Labor Statistics (BLS) says that from 1989 to 1997, the number of workers employed by temporary agencies almost doubled, from 1.3 million to 2.4 million. The temporary employment agency, Manpower Inc., is now the nation's largest employer. 

Independent contractors - workers defined as those who obtain their own clients and customers to whom they provide goods or services - account for 8.5 million workers. While corporations claim most part-time and temporary workers are satisfied with their status, BLS found that 59 percent of temporary workers would rather have full-time jobs. 

POLITICAL INVOLVEMENT 

The AFL-CIO and its affiliates have launched a nationwide campaign to work for federal legislation that will make it more difficult for employers to misclassify workers as independent contractors. In fact, labor is backing a bill currently making its way through Congress that calls for stricter legal definitions of "employees." Labor is also developing a package of additional bills to help workers, regardless of their status, be covered by federal wage and hour laws. But these bills will likely become law without substantial support from worker-friendly lawmakers. 

The American Federation of Teachers has also launched a nationwide campaign against the erosion of full-time teaching positions at the nation's colleges and universities. A coalition of unions, civil rights, religious and community groups has filed a federal lawsuit on behalf of hundreds of teachers at Perdue Farms in Delaware, Maryland and Virginia after the company used loopholes in federal labor laws to reclassify its employees as independent contractors in 1992. 

FRUSTRATED HEALTHCARE WORKERS 

Frustrated healthcare workers are fed up with their treatment by a company whose chief executive officer, Bill Gates, is the richest man in the world. The company's 19,000 full-time employees in the Seattle area. The major difference, however, is that these "perma-temps" receive few, if any, of the fringe benefits - health insurance, pension, vacations, stock options - that the company provides its full-time workforce. 

Fed up with their treatment by a company whose chief executive officer, Bill Gates, is the nation's richest man, the workers have formed an association, the Washington Alliance of Technology Workers (WashTech), which recently affiliated with the Communications Workers of America. Through the union, the workers hope to negotiate the same benefits as the company's full-time employees. 

Unrepresented workers need a strong labor movement to help them bring equity and dignity to the workplace. But if the nation's political and economic climate is not conducive to a thriving union movement, workers have no choice but to accept the status quo. Getting involved in the political process - registering to vote, staying informed, helping with grass-roots campaigns and voting on election day - is the key to preventing the United States from becoming a full-blown aristocracy. 

Information for this article was obtained from the AFL-CIO and "Common Sense Economics for Working Families," a labor-sponsored program to educate union members about the economic inequities in the U.S. economy.
'99 A GREAT YEAR TO BE A CREDIT UNION MEMBER

By ROB WISE
credit union treasurer

It's time to wrap up the year, the century and the millennium. I won't try to take on the century or millennium here, but I do want to mention just a few of the credit union's 1999 highlights.

CREDIT UNION DIRECT LENDING PROGRAM EXPANDS IN 1999

Credit Union Direct Lending (CUDL) is a network of auto dealerships where credit union members can obtain credit union financing. Shopping at a CUDL dealer saves time because it lets you apply for your affordable credit union loan at the same time you select a vehicle. Loan decisions in two to three minutes are typical, and you can apply at any time — even on evenings and weekends when the credit union is closed.

In 1999, the CUDL network grew within the Bay Area and Sacramento and also expanded to dealerships in the Fresno area. The expansion is a direct result of member satisfaction with this program. One recent indication of satisfaction is that all returned surveys about this year's program answered "Yes" to the question, "Would you recommend this service to others?" To find the nearest CUDL auto dealership, call the credit union at 1-800-877-4444, check www.cudirect.com or call 1-888-CUDIRECT.

CREDIT UNION MAKES IT EASY TO BORROW FROM A UNION FINANCIAL INSTITUTION

If your auto loan is currently not with the credit union, make sure to return the flyer you recently received in the mail — the one with the "Support Union, Buy Union, Bank Union" headline. This flyer has a very short form to return that will only take a couple minutes of your time. It could let you save money on your car loan every month if that loan is not already with the credit union. If you did not receive a flyer, please make sure to request one before the end of this month. Your completed flyer needs to be back to the credit union before Jan. 1, 2000, so that you can be entered in a free drawing for a four-day getaway.

SHOP AT CUDL DEALERSHIPS

If you were not among those who belonged to the credit union in 1999, why not start the next millennium off on the right foot by joining now? By the way, you do not have to renew your membership each year. There is no membership fee, and once you are a member, you are always a member. Membership does require completing a short membership application and opening a regular savings account with at least $5. To learn more, call 1-800-877-4444.

CREDIT UNION ADDS THIRD CAR SALE

The big turnouts at the credit union's 1998 spring and fall car sales led to adding a summer car sale in 1999. During 1999, sales were held in Dublin and Sacramento in May, July and October. The sales gave members the opportunity to shop among a generous selection of low mileage used cars, truck and sport utility vehicles. Prices were clearly posted, with many substantially discounted from the retail figure in the "Kelley Blue Book." Members interviewed at the sales noted that they appreciated being in a no-pressure atmosphere and having credit union personnel on hand in Dublin to answer questions.

In 1999, the credit union expanded from one to three car sales per year. Member Paul Butler of San Leandro, Calif., found the car of his dreams at October 30's fall sale.

Two of the credit union's 19 branches moved to more convenient locations during 1999. In May, the Dublin branch moved to a larger facility with expanded parking and continues to have an ATM for member convenience. The West Stockton branch also moved during the summer to a location more easily accessible to members.

Stockton continues to have two branches to serve members: one at 1818 Grand Canal Blvd., the other at 1916 N. Broadway. All credit union branch locations, hours and phone numbers can be found on the credit union's Web site at www.oefcu.org.

JOIN NOW TO GET THE BENEFITS OF CREDIT UNION MEMBERSHIP NEXT CENTURY

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Happy Holidays from your 100 percent union credit union.
FRINGE BENEFITS
STAFF TO VISIT DISTRICT OFFICES

In a continuing effort to make fringe benefit services more accessible to members, our staff will be spending a day in each district office on the dates shown below. This is your opportunity to come by, ask us questions and receive personal attention on all matters relating to your health and welfare and pension plans.

<table>
<thead>
<tr>
<th>Location</th>
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<tbody>
<tr>
<td>SAN JOSE</td>
<td>Tuesday, January 4</td>
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<tr>
<td>EUREKA</td>
<td>Tuesday, February 8</td>
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<tr>
<td>SAN FRANCISCO</td>
<td>Wednesday, January 5</td>
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<tr>
<td>REDDING</td>
<td>Wednesday, February 9</td>
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<td>FRESNO</td>
<td>Wednesday, January 12</td>
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<td>STOCKTON</td>
<td>Tuesday, February 15</td>
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<td>OAKLAND</td>
<td>Wednesday, January 19</td>
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<td>FAIRFIELD</td>
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<td>Rohnert Park</td>
<td>Thursday, January 20</td>
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<td>Salt Lake City</td>
<td>Wednesday, February 23</td>
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<td>Yuba City</td>
<td>Tuesday, January 25</td>
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<td>RENO</td>
<td>Tuesday, February 29</td>
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<tr>
<td>SACRAMENTO</td>
<td>Wednesday, January 26</td>
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FORM 1099-R SHOULD MATCH YOUR PERSONAL RECORDS

Your 1999 year-end form 1099-R for pension payments and lump-sum annuity payments, including the detail of any federal or state income tax you may have authorized, will be mailed to you by Jan. 31, 2000. If you note any discrepancies with your personal records, contact the trust fund office at 800-251-5014 or Fringe Benefit Service Center at 510-748-7450.

HEALTH PLANS PROVIDE BENEFITS FOR MASTECTOMY-RELATED SERVICES

It is important to know that your plan, as required by the Women's Health and Cancer Rights Act of 1998, provides benefits for mastectomy-related services including reconstruction and surgery to achieve symmetry between the breasts, prostheses, and complications resulting from a mastectomy, such as lymphedema. For further information, call the trust fund office at 800-251-5013 or (510) 676-3890 or, if you are enrolled in Kaiser, call your Kaiser office.

SEASONS GREETINGS FROM THE FRINGE BENEFITS DEPARTMENT

Happy Holidays to all of you. We would like to thank all Operating Engineers and their families, as well as the union staff, for their participation and cooperation during the year. The pre-retirement and Retiree Association meetings were all well attended. And I think we all learned quite a bit. It takes the raising of many different points of view to ensure that our benefit programs meet the needs of the members and their families.

We send a special thank you to our retiree chapter chairpersons for their diligent work during the year. Walt Geyer, Jack Short, Bart Cunningham, Leon Callons, Earl Faris, Bill Segrinn, Mario Dumlao, Ernest "Rocky" Leevey, Bob Daniels, Bob Christy, Tom Hester, Al Dalton, Ernie Sutton, Norman Smith, Don Incardona, Mike Kratnick, Bob Yturriaga and Don Strate.

We hope 2000 will be a prosperous year for all, and we look forward to working with you.

YEAR 2000 PRE-RETIREMENT MEETINGS SCHEDULE

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<tr>
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<tr>
<td>OAKLAND</td>
<td>Wednesday, January 5, 7 p.m.</td>
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<tr>
<td>SAN JOSE</td>
<td>Tuesday, January 18, 7 p.m.</td>
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<tr>
<td>CONCORD</td>
<td>Thursday, January 6, 7 p.m.</td>
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<tr>
<td>FRESNO</td>
<td>Tuesday, January 11, 7 p.m.</td>
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<td>SAN FRANCISCO</td>
<td>Thursday, January 13, 7 p.m.</td>
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<td>SAN JOSE</td>
<td>Tuesday, January 18, 7 p.m.</td>
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<td>Watsonville</td>
<td>Thursday, January 20, 7 p.m.</td>
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<td>NOVATO</td>
<td>Tuesday, January 25, 7 p.m.</td>
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<tr>
<td>ROHNERT PARK</td>
<td>Thursday, January 27, 7 p.m.</td>
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<tr>
<td>SACRAMENTO</td>
<td>Tuesday, February 1, 7 p.m.</td>
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<tr>
<td>AUSTRALIA</td>
<td>Thursday, February 3, 7 p.m.</td>
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<tr>
<td>YUHA CITY</td>
<td>Tuesday, February 15, 7 p.m.</td>
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<td>FRESNO</td>
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LOCAL 3 LAUNCHES
"Organizing Outreach 2000"

REDOUBLING OUR EFFORTS TO ORGANIZE THE INDUSTRY

"It's time to draw a line in the dirt and take back our construction industry."
- Local 3 Business Manager Don Doser

Construction operators have always been the backbone of Local 3. As a result of our past construction organizing, we have successfully built the largest construction local in the country, negotiated the best union contract in our industry, established health and welfare, enforced workplace safety, and maintained a pension plan second to none. In essence, we have provided past and present generations of operators with security for themselves and their families.

None of this would have been possible without the support of our rank-and-file members doing organizing. In the past, our anti-union enemies have tried to tear us down, and each time, our union has responded with courage and strength to beat them back.

As we look toward the future, we are at a crucial time for our union and our industry. Non-union contractors have launched an assault on all operators. The goal of the non-union contractors is to steal our work and undercut the wages and conditions that we have fought for and established over the past 60 years. The solution to combating this attack is to organize the whole industry and take wages out of the competition.

The only weapon the non-union forces have is to keep operators divided. Through fear and threats, they try to scare their construction hands away from the union. One of their favorite tactics is using racism to pit one worker against another worker.

Every time there is division among operators, union or non-union, the non-union contractor eats more of our work. This is why we are redoubling our efforts in construction organizing to rally all industry workers.

Because we have stuck together and organized, we have gained a lot in our contract. The non-union hands want the same things that we have gained, but they don't yet know how to get there. That is where our organizing comes in.

The first step in organizing a construction contractor is to educate non-union workers and show them that Local 3 represents all operators. To do this, however, we need the help of the rank and file.

Most union operators have met or know one or more non-union hands. Now, we need to get to know these workers and give them the tools they need to organize.

CONSTRUCTION ORGANIZING CLASSES

Starting in January 2000, we will be launching our "Organizing Outreach 2000" series for the rank and file. We will be conducting construction organizing classes in all districts for volunteer organizers. The classes will teach rank-and-file organizers how to get contracts, how to educate the non-union worker one on one and how to do basic house calling in organizing campaigns. The classes will expand and build upon tactics that have been taught in the COMET (Construction Organizing Membership Education Training) and ACT (Applied Comet Training) programs. Business Manager Don Doser says, "Although Local 3 membership stands at an all-time high, that's not good enough. Our organizing campaign will attack non-union contractors from the top, the bottom and the sides."

With your help, we can gain the trust of non-union hands and teach them to stand up and fight for Local 3. It's time to draw a line in the dirt. It's time to teach the non-union contractors that when all operators stand shoulder to shoulder, we are unstoppable.

We encourage all union operators to get involved in this exciting time for Local 3. Spread the word and keep an eye out for "Organizing 2000" classes in your area.

We get what we are strong enough to take.
Take back our industry.
Let's take back our craft.

Help your union organize.
and help other workers achieve a better life.

Business Manager
Don Doser says:
"Be our ears and eyes
Call 1-877-ORG-NIZE"
(1-877-677-6493 is Operating Engineers Local 3's 24 hour toll-free organizing telephone number.)

LOCAL 3'S ORGANIZING INCENTIVE PROGRAM

How can you help working people, help your union grow, get a special Local 3 "Organizer" T-shirt and get your dues paid all at the same time?

Doser says, "Local 3 has always needed a simple, fair reward system for members who help organize. Now we have it." Here's how the new incentive program works:

1. You must be a Local 3 member, but not on the payroll.
2. You must initiate an organizing drive by either calling Local 3's toll-free organizing hotline, 1-877-ORG-NIZE, or through personal contact with an agent or organizer. You must be "logged-in."
3. If your contact results in enough signed authorization cards to file an National Labor Relations Board (NLRB) election petition, you get a special black "Organizer" T-shirt.
4. If your contact results in an election win and a signed contract, you get one week's dues credit for each new Local 3 member of that bargaining unit.
5. Business Manager Don Doser will present T-shirts and dues credits at quarterly district meetings.

To date, we have two dozen T-shirt recipients and one member, Linda Nekut in Hawthorne, Nev., with dues paid for 10 weeks. You could be next.
MEMBER LIVES TO TELL STORY OF NEARLY FATAL ILLNESS

Local 3 members occasionally share stories with union staff about their lives on and off the job. While most are relatively mundane, others are so compelling they warrant dissemination in the Engineers News. What happened recently to Charles Kramer is one of those extraordinary stories. It is particularly forceful because the story not only has a happy ending, but it reminds us of the many positive roles the union plays in our lives, even when we get sick.

During my 26 years as a Local 3 member I have enjoyed generally good health, having a need for little other than yearly medical checkups. The union’s dental care plan has been excellent and is probably solely responsible for my ability to eat a steak today.

However, in August 1998 I hit the deck at my Monterey, Calif. home one morning and was shortly calling for an ambulance from my knees. I was escorted some 10 minutes later to Community Hospital of the Monterey Peninsula, the best hospital anywhere.

To keep it brief, I was treated like royalty by an extraordinary staff. The chief of surgery, Dr. Verlenden, commenced to save my life - twice. Thirteen months later - 23 days in the hospital, home nursing visits, ambulance ride and an experience of a lifetime that I hope to never repeat - I was back working with Milt and the boys at Stevens Creek Quarry.

The total cost of my medical adventure was over $101,000. I paid out of my own pocket something like $6.78. And that’s not all. The union covered my dues during the time I was disabled.

I salute Local 3’s health plan and the fine folks involved in my medical treatment and recovery.

- Charles Kramer

Keep your Hazmat certification current

Have you looked at your Hazmat certification card lately? Check to see when it expires, and if you are due for an eight-hour Hazmat refresher class, consult the schedule below.

These classes will not be offered again until October 2000. Don’t miss out. Call your district office today to sign up.

Eight-hour refresher class schedule

<table>
<thead>
<tr>
<th>District</th>
<th>Location</th>
<th>Date</th>
</tr>
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<tbody>
<tr>
<td>04 - Fairfield</td>
<td>Rancho Murieta Training Center</td>
<td>March 18</td>
</tr>
<tr>
<td>10 - Rohnert Park</td>
<td>(707) 585-2487</td>
<td>March 17</td>
</tr>
<tr>
<td>11 - Reno</td>
<td>(775) 857-4440</td>
<td>April 1</td>
</tr>
<tr>
<td>20 - Oakland</td>
<td>(510) 748-7446</td>
<td>January 17</td>
</tr>
<tr>
<td>30 - Stockton</td>
<td>(209) 943-2332</td>
<td>February 18</td>
</tr>
<tr>
<td>40 - Eureka</td>
<td>(707) 443-7328</td>
<td>January 7</td>
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<tr>
<td>50 - Fresno</td>
<td>(559) 252-8903</td>
<td>January 14</td>
</tr>
<tr>
<td>60 - Marysville</td>
<td>(530) 743-7321</td>
<td>January 8</td>
</tr>
<tr>
<td>70 - Redding</td>
<td>(530) 222-6093</td>
<td>February 17</td>
</tr>
<tr>
<td>80 - Sacramento</td>
<td>(916) 565-6170</td>
<td>March 3</td>
</tr>
<tr>
<td>90 - San Jose</td>
<td>(408) 295-8788</td>
<td>March 4</td>
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</table>

Winter class schedule

40-hour Hazmat training program

Rancho Murieta Training Center
7388 Murieta Drive
January 17-21, 2000
March 6-10, 2000

Alameda headquarters building
1620 South Loop Road
January 31-February 4, 2000

For reservations, please call the Safety office at (510) 748-7400 ext. 3356 or 3358.

by BRIAN BISHOP
safety director
First Aid and CPR Training Benefits

ALL OF US ON AND OFF THE JOB

This is a good opportunity to thank Local 3 Safety Director Brian Bishop for putting together an excellent first aid and CPR course. His dedication to safety in the workplace is a cornerstone in the training department.

I would equally like to thank Kier & Wright for sending its office and field personnel to the first aid and CPR training course. Taking this training benefits all of us in the trade. We tend to think safety on the job and then forget about it once our shift is over, but first aid is something that is used throughout our daily lives.

I commend the employees for coming in on Saturday to further their education by taking the first aid and CPR training. In former Administrator Paul Schissler's last article, he wrote, "I have found that life is a continuous learning process." I would only add that education is part of that learning process, and our goal is for you to get the best training possible. Be sure to take advantage of that opportunity.

Remember, all surveying apprentices must obtain a first aid and CPR card and keep it current through the life of their apprenticeship.

Alaska to use our apprenticeship program as its benchmark.

Gerry Andrews of Local 302 came down from Alaska to look at our training program. His tour included one of our local engineering companies, which gave him a tour of their facility.

Andrews was especially interested in the surveyor training class at the San Jose District office taught by Ken Anderson, a very enthusiastic instructor. I have known Ken for about 10 years, and he cares deeply about his students and this program. Said Andrews, "That is one class I would never fall asleep in." Way to go Ken.

Local 302 liked our apprenticeship program so much that they are going to use it as a standard for its apprenticeship program. Our thanks to Local 3 Business Manager Don Doser and the Northern California Surveyors Joint Apprenticeship Committee (NCSJAC) for letting us share our information with Local 302. If you are ever in Palmer, Ala., stop into Operating Engineers Local 302 and say "hello" from Operating Engineers Local 3.

A wish for the holidays

The holiday season is upon us. I would like to give thanks for the year we are completing and pray for another good year for our apprentices and all Operating Engineers. Joanie, Janet and I, the NCSJAC staff, wish you a happy and safe holiday.

From left, Ed Stokke, Tony Rubio and Enrique Aguilar practice CPR on a classroom dummy.

Kier & Wright employees gather at the end of class. Back row, from left: Felipe Vera, Larry Lewis, Brent McDonald, Scott Anderson, Art Cruz, Sandy Lunares and Ralph Consola. Front row, from left: Enrique Aguilar, Tony Rubio and Ed Stokke.
As 1999 comes to a close, Business Manager Don Doser, the other officers and Executive Board members would like to congratulate this year's gold watch recipients listed on this page. These members, most of whom were initiated between 1947-1949, have reached 50 years of membership in good standing with Local 3.

Fifty years ago, Victor Swanson was the business manager, the union moved from its headquarters at 1095 Market St. to 474 Valencia St. in San Francisco, and hourly wages on the new two-year Master Agreement for Northern California ranged from $1.94 for an oiler to $2.69 for a "power shovel" operator.

The U.S. economy was starting to rebound in the aftermath of World War II, with major public works projects, put on hold during the war effort, cutting loose everywhere. American Federation of Labor President William Green pledged at the federation's 68th convention to fight communism.

These retired members helped build Local 3 into what it is today—the largest and best construction trades local in the United States. Their years of dedicated service are greatly appreciated.

Business Manager Don Doser proudly presents 50-year member with gold watch.

### 1999 GOLD WATCH RECIPIENTS

<table>
<thead>
<tr>
<th>NAME</th>
<th>INITIATION DATE</th>
<th>DISTRICT</th>
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<tbody>
<tr>
<td>John W. Albonico</td>
<td>09/46</td>
<td>Eureka</td>
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<td>Elmer &quot;Lefty&quot; Addreasen</td>
<td>09/46</td>
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<td>Richard Avilez</td>
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<td>Robert L. Bishop</td>
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<td>07/49</td>
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Candlestick/3Com Park is a multi-purpose sports stadium with seating all around. It is designed with supporting members that obstruct the view of the field. Photo by San Francisco Chronicle.

BID FAREWELL TO CANDLESTICK.

By Valerie Kanter • Associate Editor

Going by the numbers

How the two parks compare

<table>
<thead>
<tr>
<th>Field Dimensions</th>
<th>Candlestick</th>
<th>Pacific Bell Park</th>
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<td>Left field</td>
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<tr>
<td>Center field</td>
<td>400 ft.</td>
<td>404 ft.</td>
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<tr>
<td>Right-center</td>
<td>365 ft.</td>
<td>420 ft.</td>
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<td>Right field</td>
<td>328 ft.</td>
<td>307 ft.</td>
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<td>Backstop</td>
<td>66 ft.</td>
<td>57 ft.</td>
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<tr>
<td>Foul line to front row seats</td>
<td>very large</td>
<td>as little as 46 ft.</td>
</tr>
<tr>
<td>Home plate to front row seats</td>
<td>74 ft.</td>
<td>48 ft.</td>
</tr>
</tbody>
</table>

| Seating Capacity          | 70,000       | 41,000            |
| Restrooms                 | 37           | 54                |
| Cost                      | $20 million  | $319 million      |
| Opening day               | April 12, 1960 | April 12, 2000   |

The numbers tell several stories. The cost of building a ballpark — $20 million in 1960 versus $319 million today — has become an enormous investment.

Pacific Bell Park (PacBell Park), the first privately-financed Major League ballpark to be built in more than 30 years, has a financing plan that includes $134 million from naming rights and other sponsorships. Candlestick became 3Com Park in 1995 by selling one-year naming rights for half a million dollars and accepted $3.9 million the following year to extend those rights through 2000.

Fans sitting in front-row seats in PacBell Park are going to be so much closer to the action than they were in 3Com that wearing face masks may be appropriate. Some spectators will be closer to home plate than the pitcher who stands 60 feet 6 inches from it.

The shorter distance to the right-field wall means more home runs will be hit there. And, with that shorter right-field distance attracting hitters, a lot of foul balls with home run distance will land in the San Francisco Bay, instead of being caught by fans as they were at 3Com.

The public complaints of an inadequate number of restrooms at Candlestick has been addressed. PacBell Park provides 23 restrooms for women, 23 restrooms for men and 8 restrooms designated “family.”

Wind and weather are certain to be different here than they were at Candlestick Point. Because it is a new park, PacBell Park's quirks are yet to be discovered during actual games. The first season is sure to answer many questions and should be full of surprises.
Some 34 Operating Engineers tore into the earth at China Basin on Dec. 11, 1997. Operating Engineers are always there at the beginning of multi-million dollar construction jobs, but their numbers tend to dwindle once the job gets off the ground.

When last visited in late October, Pacific Bell Park (PacBell Park) had fewer than a handful of Operating Engineers at work. For the most part, Operating Engineers had done their part, and other crafts had moved in to complete the fabrication of the new ballpark.

Now, electricians are doing wiring and plumbers are installing hundreds of thousands of feet of sewer pipe. Laborers are bolting seats in place and doing the finishing work to get the ballpark ready for next season's opening day. The Giants' organization is planning to conduct public tours beginning April 1, but the day fans await is April 11, 2000, the season-opener against the team's arch rival, the Los Angeles Dodgers.

The 13-acre site of PacBell Park is bounded by King, Second and Third streets and on the south by McCovey Cove — formerly known as China Basin — newly renamed for Willie McCovey, one of seven Giants in the Baseball Hall of Fame. Bordering the San Francisco waterfront and the downtown area, PacBell Park will be served by more public transportation than any other ballpark in the country.

The ticket operation officially moves into its office at PacBell Park on Jan. 1, but at least one Operating Engineer already has his season-2000 tickets in hand. Joe Garcia, the construction-lift operator at PacBell Park, is a serious, life-long Seals Stadium fan with lots of memories of the team's 40 years in Candlestick. See story p. 14.

Ballpark history

For 62 years, until 1958 when the team moved to San Francisco, the New York Giants played ball at the Polo Grounds in Manhattan. Here in California, the San Francisco Giants played their 1958 and 1959 seasons in Seals Stadium. Originally a minor league park, Seals was located at 16th and Bryant and seated 23,000. Once the Giants arrived, the park sold out for every game.

According to former players who still remember it, Seals was noted for the neighborhood aromas from a bakery, Langendorf's, two blocks away on Harrison Street and a brewery, Hamm's, whose brewed beer fumes would mix with the scent of brown-crusted bread. Today, the San Francisco Autocenter, a headquarters for several new car dealerships, and a Safeway supermarket reside where Seals Stadium once did.

(continued on next page)
Candlestick’s legacy

In 1960, the Giants began playing in Candlestick. Since then, five Giants teams have advanced to post-season play. Giants’ teams won the National League West title in 1971, 1987 and 1997, and the National League pennant in 1962 and 1989, but the pride of San Francisco still longs for a World Series win.

Through the years many bad things have been said about conditions at Candlestick/3Com — the wind and the cold made it uncomfortable for fans and unforgiving for players. It was called a lemon by some, the Edsel of ballparks by others. But there was that historic moment on Oct. 17 in Game 3 of the 1989 World Series when an earthquake with a 7.1 magnitude rocked the Bay Area, while Candlestick stood firm with about 62,000 fans in the stands.

Giants’ get new home field

After 40 years at Candlestick, the Giants are moving back to a more intimate, baseball-only park within walking distance of downtown San Francisco. For those who have lamented the realities of what is now officially called 3Com Park and wished for an old-time baseball park, PacBell Park promises to be a wonderful home for the San Francisco Giants for the new millennium.

For the months remaining until the first ball is thrown out on April 12, 2000, baseball happens only in the mind — replaying games over a beer with friends, reading the recent book of Sports Illustrated’s finest writing on America’s favorite pastime, renting “Bull Durham” on video or dreaming baseball dreams. That’s what keeps a fan’s enthusiasm strong during the winter months. But that’s the way it has always been.

Pacific Bell Park’s ambassador of goodwill, Joe Garcia

Eight months ago Local 3 member Joe Garcia was working for Sheedy Hoist in San Mateo when he got an offer he couldn’t refuse. A lift was being installed at the construction site for the Giants’ new stadium, and Joe was asked to join the stadium crew. So off he went to San Francisco to help out with the installation and become the lift operator at Pacific Bell Park (PacBell Park).

Born and raised in San Francisco, Joe can’t remember when he wasn’t a fan. Forty years ago, when he was seven, his grandfather was a season ticket holder and used to take little Joe to games. This year, Joe decided to buy his first-ever season tickets. He put $2,000 down on some special seats for him and his wife at the new ballpark. Their seats look down the first base line.

Since there are 83 games this season and Joe plans to go to about 30 of them, he won’t be using all of his tickets. “Everybody should experience this,” says Joe, who plans to give away many of his tickets to kids who have never been to a game.

His share of life’s ups and downs

Ten years ago, Joe, who had always worked on water, suffered a freak accident on a tug boat that seriously injured his back and knee. Those injuries required surgery and kept him out of work for two years.

Once he came back to work, Joe — a heavy-duty mechanic — was unable to go back to working on water. He was offered the chance to work as a lift operator and has never looked back.

As a young fan, Joe remembers watching so many great Giant players — Willie Mays, Willie McCovey, Juan Marichal and Orlando Cepeda. Many players used to live in his neighborhood, and he would recognize them as they passed by on the street. He introduced himself to pitcher Juan Marichal at a meat market at 30th and Mission Streets, and his first shook Willie Mays’ hand at an audio store on upper Market Street after following him into the store.

This year, Mays rode the construction lift at PacBell Park operated by Joe. So did Tommy LaSorda. Joe, remembering the rivalry between the Dodgers and the Giants told former manager LaSorda, “I hate the Dodgers, but you were good for baseball.” That made LaSorda smile and when Joe, who is always prepared, brought out two baseballs, LaSorda happily signed both of them. Joe added these balls to his collection of baseball memorabilia, started by his grandfather years ago.

At the ballpark, those who ride with Joe have nicknamed him the “ambassador.” He even has a personal fan club that includes San Francisco Giants’ President Peter McGowan. McGowan, who has ridden with Joe many times, decided to honor him by naming a restaurant on the third-floor club area “Joe Garcia’s.” A true businessman, McGowan asked Joe, “Do I pay you any royalty?” But Joe, with the characteristic smile that reflects his easy-going nature, said simply, “No, but thanks.” Now, there are plans for Joe to be in a TV commercial for “Joe Garcia’s.”

Joe got an unexpected surprise when his season tickets, on which he still owed $800, arrived in the mail at his home marked “Paid in full.” He looks forward to his first year of being a season ticket holder. “It is a dream come true,” he says.
APPRENTICES COMPLETE FOUR SPARKS BASEBALL FIELDS

RENO — The Northern Nevada apprentices recently completed a project for the city of Sparks Little League. The apprentices excavated and placed topsoil in the infield of four baseball fields.

From left, volunteer instructor Ken Gordo with apprentices David Etchison and Daniel Davis.

FORKLIFT CERTIFICATION CLASS OFFERED THIS MONTH

The apprenticeship program is offering a forklift certification class on Dec. 18. Call 1-800-922-6100 or (775) 857-3105 for details, or come by the union hall and sign up at the dispatch desk.

ROADWORK CREATES PROSPERITY IN NORTHERN NEVADA

RENO — For Local 3 in Northern Nevada, 1999 was another good year. Nevada Department of Transportation (NDOT) now has funding to improve and repair the infrastructure in our part of the state, which means future work for operators.

With the growth in Southern Nevada, the north has had to wait in line for funding, but we have been getting our share. Three projects in excess of $2 million have been put out to bid by NDOT, as have many in the $4 million to $5 million range. There were great projects on our two-lane rural roads this season. All reports on our highway work for next year are good.

The two big questions seem to be when two major road jobs, the Carson City bypass and the I-395 extension, will bid. NDOT puts out reports on estimated dates for advertising these jobs, but many times these jobs bid at a later date than originally projected. Our information shows the structure for the Carson City bypass should bid this winter — maybe during the first part of 2000 — and the I-395 extension is scheduled for bidding later in 2000.

The Regional Transportation Commission (RTC), which controls projects for city work in Washoe County, has plans for an outstanding year of roadwork in 2000. All indications show a prosperous year 2000 in our trade.

Native Nevadan Larry Allen retires and Wells Cargo Inc. leaves the trucking business

The Reno staff would like to congratulate Larry Allen on his retirement, which marks the end of an era at Wells Cargo Inc. As the company phases itself out of the trucking business, Larry, a native Nevadan, started working at Wells Cargo in 1951, at age 17. His career spanned 48 years, and his responsibilities grew from servicing trucks to being superintendent in charge of all the equipment in the trucking division.

As his last assignment, Larry helped sell off the trucks and equipment. As he departs the company, Wells Cargo will change its business from trucking to RV storage.

COUNTY ROADS AND SUBDIVISIONS KEEP MARYSVILLE OPERATORS BUSY

MARYSVILLE — The Marysville District is going full bore, with Baldwin paving I-5 between Williams and Corning as well as a number of county roads and subdivisions in both Chico and Yuba City.

The Kiewit fiber optics job is going strong. The line has been completed through the protected snake area and will tie in both north and south portions of that area as they proceed. Kiewit intends to complete as much as possible this year, weather permitting.

The R.M. Harris bridge expansion on the Hwy. 20 Cohuas bypass is nearly complete and should be finished by the time this article is printed.

Tiechert has finished work at the Yuba County Airport consisting of grading outs and repaving some of the airplane parking areas and taxiways.

Compass Equipment is staying busy repairing and setting up plants for a number of contractors in Local 3’s jurisdiction.

Our staff wishes a warm and happy holiday season to all Local 3 members and families.

SPECIAL WINTER TRAINING CLASSES COMING UP

MARYSVILLE — I would like to give early notice to our members in District 60 that we will be having some winter training courses. There will be an organizing class called “Outreach 2000” (see page 8) and a gradesetting class, too. For more information on both, please call the union hall.

Weather hasn’t stopped the work

The seasons are starting to change, and we are working to keep up on our ever-changing area. District 60 still has a lot of work going on.

Kiewit has a couple of subcontractors doing work for them. Central Fencing Company out of San Jose is putting up all guardrail on Hwy. 70, and Richard Heapps is installing a signal light just outside of Oroville.

Bauman landscape has pulled out its portable plant from the Dunstone Rock Quarry Pit for a job in Richmond, but the company plans to be back around here next year.

I would like to wish all of our members and their families a safe and happy holiday season.

by Business Rep. Travis Tweedy
SACRAMENTO — As I write this report at the end of October and begin to sense the end of another season, I would like to recount some noteworthy political successes.

We were able to breathe and be hopeful in the outcome of the 1996 state elections as we saw the return of the California Assembly to centrism. Democrats held onto the state Senate and won in the enthusiasm and momentum as we faced Proposition 226 and Dan Lungren. As fate would have it, we prevailed in the 1996 election and secured Gov. Gray Davis' victory.

We entered 1999 with a sense of accomplishment and security seldom felt before. This was bolstered by recent appointments by Davis, such as Marcy Saunders as labor commissioner.

Is this the end of our difficulties and the beginning of a blue-sky era? Unfortunately, the answer is no. We still have to be ever vigilant in the protection of our interests.

GROWTH PREDICTED

It is expected that the greater Sacramento region will gain an additional 1 million people in the next 20 years. Responsible officials are providing ways to cope with the new population's demands for infrastructure and services. But it seems that others, not so civic minded, have a different agenda.

In an article dated Sept. 10, 1999, the Sacramento Bee reports, "Nearly five dozen projects aimed at easing the Sacramento area traffic woes were impeded by environmental groups that filed notice Thursday that they intend to sue federal, state and local officials over their roadway plans."

They are using the same familiar argument to stop funding roads and start funding mass transit. This argument is perpetuated by the few that would wish to make significant, far-reaching decisions for everyone.

Mass transit is a wonderful idea, and for those that work for a fixed amount of time in a fixed place that is reasonably convenient to mass transit locations, it is great. But, there are numerous industries that don't enjoy the fixed environment, and many workers carry a little more than a small lunch and a briefcase to work.

Operating Engineers in the construction industry consistently carry more than that and worry about a lot more than picking up the dry cleaning. However, the Environmental Council of Sacramento, the No Way L.A. Coalition and the Sierra Club have retained the Earth Justice Legal Defense Fund to pursue this endeavor.

The tragedy of this debacle is that projects that are funded and ready to proceed probably won't. Listed below are some of the targeted projects.

Sacramento County
Watt Avenue — a widening from Fair Oaks to Hwy. 50
Greenback Lane — a widening between Sunrise and Hazel
I-5 — a new interchange in the vicinity of Sacramento International Airport

City of Sacramento
Hwy. 99 — expand the Elk Horn Boulevard exchange from two to six lanes
Shelton Road — widen to six lanes from Bruceville Road to Hwy. 99
Del Paso Road — widen to six lanes from Truxel Road to El Centro Road

Folsom
Hwy. 50 — interchange at East Bidwell and Scott adding car pool lanes in the portion of Sacramento and El Dorado counties

Roseville
I-80 — on and off ramps at Douglas Boulevard
I-80 — the Sunrise-Douglas grade separation
Hwy. 65 — an interchange at Pleasant Grove Boulevard

Yolo County
I-5 — a southbound County Road 102 on ramp to northbound I-5
El Dorado County
Missouri Flat Rd. — an interchange reconstruction at Hwy. 50

If these people are successful, we can bid farewell to these sorely needed projects. This represents in the neighborhood of $100 million of work, not to mention development opportunities, and development opportunities create an enormous amount of work for us.

Stay tuned folks, some well-orchestrated activism on our part is in order.

TEICHERT'S LINCOLN QUARRY GETS ENVIRONMENTAL IMPACT HEARING

Teichert Aggregates continues to progress on its Lincoln Quarry effort. Despite Teichert's record of being a good and responsible neighbor, the N.I.M.B.Y (not in my backyard) activists resist. This endeavor will provide some 85 years of operation and countless jobs.

In a recent meeting to comment on the environmental impact report, an unhappy citizen questioned who would hold Teichert to its deal when the job was complete. The opposition wasn't amused when a Local 3 business representative speculated that "the person to close the quarry at completion probably hadn't been born yet." Much still remains to do to secure the Lincoln operation, and we will keep you informed.

NEGOTIATIONS CONCLUDE AT RANCHO MURIETA

Rancho Murieta Association negotiations concluded recently with an honorable settlement for the home owners association maintenance people. It was settled at five years, with a weighted average of 5 percent increase per year, and a form of benefits maintenance on the health and welfare. We thank committeeperson Paul Moss for his help.

UPCOMING EVENTS

We are pleased to announce the following winter activities:
- Nov. 23, Sacramento District meeting, 7 p.m., at the Sacramento hall
- Gradesetting class — date still to be set, probably after the second rain
- Outreach 2000 — a proactive organizing class, details forthcoming. Also, see p. 8
- Voter registration and the primaries — details to be announced

BE AWARE OF YOUR WIENGARTEN RIGHTS

We have had reports of companies acting mean spirited. Please be aware of your Wiengarten Rights. If you suspect a meeting with your employer may result in discipline, you have the absolute right to be represented. But you must assert this right.

We have also encountered instant drug testing. Under the Master Agreement, instant testing isn't recognized. Please inform us if it happens at your workplace.

SAFETY IS ALL-IMPORTANT

Safety remains a very important subject. Any time a member is subjected to an unsafe condition, we must know immediately. We join with Business Manager Don Doser and the officers in wanting the safest and best work environment for our members.

Happy Holidays!
by Business Rep. Jay Bosley
District office plans

**RETIREMENT PARTY FOR BEVERLY BLAGG**

SACRAMENTO — It's official. After 27 years of service with Operating Engineers, Beverly Blagg has officially announced her retirement.

Beverly's career with Local 3 started in the Elder Creek office in 1972. She served as the Sacramento District office secretary for 17 years prior to being promoted to dispatcher. After several years of fine tuning her skills as a dispatcher — enhanced by many years of experience with the rules and regulations of this organization — she received another promotion. This time to Head Dispatcher for all of Local 3. She maintained that title for three years.

Once again, Beverly's knowledge and expertise, in conjunction with her dedication, advanced her into still another promotion. This time to Dispatch Coordinator, and to our main office in Alameda. Beverly's dedication and knowledge, along with her smile and warm greetings, will be sorely missed in this office. Currently, plans are being made for her retirement party. All interested members should contact the Sacramento District office at (916) 565-6177 for details.

"**CITIZENS 4 101" AIMS TO WIDEN HWY. 101**

ROHNERT PARK — A new effort to widen Hwy. 101 is underway. "Citizens 4 101" has been formed as a committee to put a tax initiative on the March 7, 2000, primary election ballot. The spokesperson for the committee is Sam Crump, former mayor of Sebastopol.

The committee has submitted a ballot initiative to the Sonoma County Counsel's office and is waiting for a green light to begin gathering signatures. The initiative proposes a one-half cent sales tax for eight years. This would raise $278 million. With the anticipated state and federal matching funds, the total amount of the improvement will be more than $500 million. The majority of the funds would be used specifically to widen Hwy. 101 to three lanes and improve nine of the interchanges from Windsor to the Sonoma-Marin County line. The balance of the funds — approximately $37 million — would be used to improve Hwy. 116 between Cotati and Sebastopol and between Petaluma and Sonoma.

The committee has decided to pursue a special tax that would require a two-thirds vote, that's 67 percent of the voters, to pass, but first, the committee is gathering 16,233 signatures to qualify for the March 7, 2000, primary ballot. The signatures had to be gathered by Nov. 22 — and we hope we were successful, since this article was turned in Nov. 1 — to get the issue on the agenda of the Board of Supervisors' Dec. 7 meeting.

The funds will go into a special transit fund that can only be spent on the project specifically listed in the initiative, and the measure will also require a special audit to monitor the expenditures at the end of each year. Says District Rep. Gary Wagnon, "This time there will be no question about where the money will go." When the initiative passes, the money will be raised and Hwy. 101 will be widened.

Brothers and sisters, the Operating Engineers will be asking for your support to help us get the ballot initiative passed and bring this long-needed project to reality.

Together we can do this. If you would like to help, please contact the hiring hall at (707) 585-2487.

**HOLIDAY GIFTS CAN BE PURCHASED AT THE DISTRICT OFFICE**

The Sonoma Express books and the Entertainment Guide Books are available for purchase at our district office. The price for each remains at $20 per book. Come by the office and pick them up. They make good Christmas gifts and stocking stuffers.

Happy Holidays to all. Be safe and be thankful.

*by District Rep. Gary Wagnon and Business Reps. Greg Gunbeim and James P. Killean*
Forklift training in Hawaii continues to move at a quick pace

HAWAII — In anticipation of OSHA’s forklift operator certification requirement that becomes effective in December 1999, Hawaii’s Apprenticeship and Training Administrator Nelson Umiamaka stepped up forklift training across the state of Hawaii. This action was taken in direct response to District 17 District Rep. Harold K. Lewis’ desire to “not allow any other trade to take advantage of our people not being certified to operate our equipment.”

As of this writing, 185 members on Maui and the island of Hawaii and 33 members on Kauai have received forklift training. Additionally, all of the apprentices statewide have been certified, and training sessions on Oahu have been scheduled for December.

1-2. At the Hawaii JAC’s Kahuku training site on Oahu, Apprentices Cherisse Hurley, on left, from the island of Hawaii and Tony Ortiz, on right, from Maui work the controls during forklift training.

3. Kauai’s forklift class.

4. At right, Donald Medeiros of the stabilization fund assists in observing and grading member performance during forklift training on the island of Hawaii.

5. Chief Instructor Alan Kumalae, standing, tallies performance points.
CRANE OPERATOR CERTIFICATION CLASSES CRANK UP

HAWAII — Preparing for and taking the National Commission for Certification of Crane Operators' (NCCCO) certification exam is no walk in the park. This is becoming more and more evident as Crane Instructor Daniel Nelson puts the troops through the rigors of 16 to 20 hours of classroom instruction.

Due to the intensity of the training, our members' responses have been mixed. The results, however, have been nothing but good. Of the 74 operators who have received the training, the success rate of those passing the core and specialty exams has exceeded national averages.

While crane operator certification in Hawaii is not yet enforced, a law requiring the state to certify operators has been passed. Allan Parker, the Hawaii Operating Engineers Industry Stabilization Fund's administrator and chairman of the Hoisting Machine Operator Certification advisory board, reports that "the advisory board, appointed by the governor, has been meeting regularly to draft language to put the certification program online."

Parker states: "While implementation was originally anticipated by the year's end, it's just not going to happen. An executive director is required, but the state's process to establish the position and advertise the job is very burdensome. Couple this with the length of the promulgation process, and we'll be lucky if the program can be implemented in the year 2000."

Parker goes on to say, "The fact that District 17's training program has decided to move ahead with the NCCCO preparation classes is a plus for the construction industry and the Operating Engineers in Hawaii. Because OSHA has officially recognized the NCCCO, we will be requiring NCCCO certification as one of the requirements for receiving state certification."

Crane Operator Crane Instructor Daniel Nelson, foreground, at work preparing members for the NCCCO certification test.

It's that time again

The Eureka Crab Feed

When: Presidents' Day weekend
Saturday, Feb. 19, 2000

Where: Eureka Elks Club
445 Herrick Avenue

Times: No host cocktails 5 p.m.
Dinner: 5-8 p.m.
Dancing: 8-11p.m.

Cost: $21 per person, $18 per retiree
Tickets: On sale now through the Eureka District office
(707) 443-7328 or your district office. There is limited seating, so purchase your tickets soon!

Menu: crab, pasta, salad and all the trimmings

Lodging: Eureka office will have a list of motel referrals

Door prizes
**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 2000 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 page 21 under “District Meetings.”

**NOTICE**

**2000 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 2000.

The schedule of the meetings in which these elections will be held appears on page 21 under “District Meetings.”

**PERSONAL NOTES**

**Santa Rosa District**

Congratulations to Everett and Kathrine Sasser, who celebrated their 63rd wedding anniversary on Nov. 17. They are both still in very good health and very much in love. Everett has received both his gold membership card and gold watch.

Congratulations to Bob and Lisa Yerion on the birth of their baby girl, Renee Cathleen, on Sept. 3. The baby weighed 10 pounds, 12 ounces.

Congratulations to Joe and Martha Villarreal on the birth of their baby boy, Joe Matthew Jr., on Sept. 25. The baby weighed 8 pounds, even.

Congratulations to John and Desiree Brynda on the birth of their baby boy, Sebastian Tyler, on Oct. 4. The baby weighed 7 pounds, 5 ounces.

**Sacramento District**

Congratulations to John and Desiree Brynda on the birth of their baby boy, Sebastian Tyler, on Oct. 21. The baby weighed 7 pounds, 5 ounces.

**DECEASED DEPENDENTS**

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<td>Lorraine Rosenberg</td>
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### DISTRICT MEETINGS

All meetings convene at 7 p.m.

#### DECEMBER 1999

| 2nd District | District 10: Lakeport, CA  
Yacht Club  
55 - 5th Street |
|--------------|------------------------------------------------|
| 2nd District | District 90: Salinas, CA  
Labor Temple  
117 Pajaro Street |
| 6th District | District 17: Kauai, HI  
Kauai High School Cafeteria  
Lihe |
| 7th District | District 17: Honolulu, HI  
Washington Intermediate School Cafeteria  
1833 So. King Street |
| 8th District | District 17: Maui, HI  
Waikapau Community Center  
22 Waikapau Place  
Wailuku |
| 9th District | District 17: Hilo, HI  
Hilo ILWU Hall  
100 W. Laniakai Street |
| 10th District | District 17: Kona, HI  
King Kamehameha Kona Beach Hotel  
75-5660 Palani Road  
Kailua-Kona |
| 16th District | District 20: Martinez, CA  
Plumbers  
1304 Roman Way |

#### JANUARY 2000

| 5th District | District 30: Stockton, CA  
Stockton Waterfront  
Gun & Bocci Club  
4343 N. Ashley Lane |
| 11th District | District 04: Fairfield, CA  
Engineers Building  
2540 N. Watney Way  
Fairfield, CA 94533 |
| 13th District | District 80: Sacramento, CA  
Engineers Building  
4044 N. Freeway Blvd., Ste. 201  
Sacramento, CA 95834 |
| 25th District | District 40: Eureka, CA  
Engineers Building  
2806 Broadway  
Eureka, CA 95501 |
| 26th District | District 70: Redding, CA  
Engineers Building  
20300 Engineers Lane  
Redding, CA 96002 |
| 27th District | District 60: Oroville, CA  
Cannery Workers  
3357 Oro Dam Blvd. |

#### FEBRUARY 2000

| 10th District | District 50: Fresno, CA  
Laborer's Hall  
5431 East Hedges |
| 24th District | District 11: Reno, NV  
Engineers Building  
1250 Corporate Blvd.  
Reno, NV 95902 |
| 29th District | District 01: Burlingame, CA  
Machinists Hall  
1511 Rollins Road |

### HONORARY MEMBERS

The following retirees have thirty-five (35) or more years of membership in the Local Union as of October 1999 and have been determined to be eligible for Honorary Membership effective January 1, 2000:

<table>
<thead>
<tr>
<th>Member</th>
<th>Membership Number</th>
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<tbody>
<tr>
<td>Thomas Arakawa</td>
<td>1171895</td>
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<tr>
<td>Frish Barger</td>
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<td>R.V. Bartlett</td>
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<tr>
<td>Edward Brown</td>
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<td>Norman Cary</td>
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<td>Edward Creel</td>
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<td>David Davies</td>
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<td>Eugene Davis</td>
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<td>Newell Dayton</td>
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<td>Harold Foor*</td>
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<td>Charles Hope</td>
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<td>Wilfred Houghtby</td>
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<td>Robert W. Hunt</td>
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<td>Lorraine R. Husman</td>
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<td>Whitney Isake</td>
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<td>1175223</td>
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* Effective October 1, 1999

### Bring Your Dues Card

Recording-Corres. Secretary Robert L. Wise wishes to remind all members to carry their paid up Local 3 dues card. When attending a semiannual, 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.
Scholarship Contest Rules for 2000

General rules and instructions for Local 3’s College Scholarship Awards for the 1999/2000 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, proceeds that come from funds raised at the T.J. Stapleton Golf Invitational.

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 have been a member of Local 3 for at least one year immediately preceding the date of 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 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 1999), or (2) the spring semester (beginning in 2000), 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, 2000 and March 1, 2000.

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 Executive Board 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, 2000:
1) The application: to be filled out and returned by the applicant.
2) Report on applicant and transcript: to be included 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.

Applications are available at your district office or credit union branch office. 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

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.
Apply Online—www.oefcu.org
*Annual Percentage Rate Rates subject to change without notice.
Back by popular demand...

Check out our NEW jackets!
letterman-style with Local 3 emblem
Available in black and blue

Heavy duty, 100% cotton T-shirts available in black or natural, in sizes L, XL, and XXL. XXXL in black only

ORDER FORM

Fill out & mail to:
Operating Engineers Local Union No. 3
Attn: SELEC
1620 S. Loop Rd.
Alameda, CA 94502
or Fax to:
(510) 748-7471

Make check payable to: S.E.L.E.C.
*Plus shipping & handling. Allow 3-4 weeks for delivery.

Name ____________________________
Address ___________________________
Phone ____________________________

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<th>T-Shirt Sizes</th>
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<th>XL</th>
<th>XXL</th>
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<td>Jacket Color</td>
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</table>

Qty ____________________________
Add $4.00 shipping & handling $4.00
Total Due ________________________